

CITYVIEW'S

BUSINESS JOURNAL



PERFORMANCE EVALUATIONS

for a changing workforce

Shifting from once-a-year formal reviews to more timely feedback can be a game-changer for both companies and their employees.

By Lindsey Giardino

Ask any working professional about their thoughts on performance reviews, and there's a good chance that question will be met with a sigh of anxiety. The formal assessment between a manager and an employee regularly gets a bad rap, although the idea behind it is well-intentioned.

Performance reviews are designed to help employees evaluate their work performance, identify strengths and weaknesses, set goals for the future, and assess compensation. Yet when they only happen on an annual basis, they often prove ineffective.

FEATURE

One recent Gallup headline declared, “More Harm Than Good: The Truth About Performance Reviews.” According to the article, “only 14 percent of employees strongly agree their performance reviews inspire them to improve.”

So, while the assessments have a lot of potential, they often fall flat, especially when they only occur once a year.

At the heart of performance reviews is the simple chance for managers to offer employees feedback. Doing so on a consistent basis improves the efficacy of these reviews.

According to the 2018 Society for Human Resource Management/Globoforce Employee Recognition Survey, 89 percent of HR leaders surveyed agree ongoing peer feedback and check-ins have a positive impact on their organization, leading to much better business outcomes while enhancing employees’ engagement, helping them maximize their strengths and driving development.

Area professionals share best practices

Melynda DeCarlo, founder of Des Moines-based 6585 Consulting, says when managers conduct performance reviews solely on an annual basis, it becomes a burden to employees. Oftentimes employees don’t document what’s going on throughout the year, so they only remember what’s happened in the last 30 to 60 days. As a result of that small window of memory, the performance review isn’t beneficial to the employee and can have a negative impact on the compensation discussion.

DeCarlo adds that managers sometimes forget to take advantage of what’s more important, which are the one-on-one meetings and coaching opportunities they have throughout the year.

“I think a best practice could and should be scheduling time throughout the year, whether it be monthly or quarterly, to have those conversations about performance, but also to recognize what (employees are) doing well that you’d like to see them continue to do, and what are the opportunities for corrective action where you can give them illustrations or examples of things they could do, and then use those as teachable moments,” she says.

DeCarlo feels that organizations make performance evaluations too complicated. They should be a conversation that happens frequently and help the employee and manager collaborate. She shares that one exercise she has her consulting clients do is have the employee write what they believe their three most important roles are on an index card, and

“Employees shouldn’t be surprised during a performance review that they were doing something wrong.”

— Roxy Livermore

their manager does the same.

“It’s a way to see if we’re on the same page,” DeCarlo says.

Roxy Livermore, executive director of human resources for the Waukee Community School District, agrees that ensuring an employee and their supervisor are aligned is critical. She adds that performance reviews should promote connection, communication and collaboration.

“You want your supervisors to go deeper with staff to get to know them better and what their growth plans are, because it will help the overall good and ensures they’re on the same page,” Livermore says. “When your employees are growing and understand their expectations, it obviously helps your organization.”

Livermore mentions that the school district uses performance reviews in a couple different ways because they have many different employee types — from teachers to administrators to custodians — but they all boil down to one essential mission: promoting growth.

The school district does have an official evaluation form for staff to fill out at the end of the year, but it also encourages continual feedback and check-ins throughout the year. Livermore says it’s important that staff take notes during these discussions so, when it’s time for the official year-end evaluation, they incorporate a full year of highlights and information, not just the bias of what happened in the past couple weeks.

“Continued growth is really what we try to focus on, and that’s what those performance reviews should be,” Livermore says.

She believes these assessments can benefit employees by helping them set goals and move up in the organization, which also aids the school district at large, as the longer an employee is there, the more institutional knowledge they gain, enabling the district to move forward.

Livermore adds, while sometimes employees may think performance reviews are disciplinary, that’s



Roxy Livermore, executive director of human resources for the Waukee Community School District, says performance reviews should promote connection, communication and collaboration.

simply not the case. If a supervisor ever has an issue with staff, those conflicts should be addressed right away.

“Employees shouldn’t be surprised during a performance review that they were doing something wrong,” she says.

Similar to the Waukee Community School District, employees at Farm Bureau Financial Services in West Des Moines can expect to fill out an annual performance evaluation, which is competency-based, meaning each employee could have an entirely different form to complete. Then their leader evaluates if they’ve met each essential competency based on a scale. Once the review is written up, employees and their manager have a conversation about the evaluation and work on setting goals for the next year.

Yet even though the formal process is in place, Karen Rieck, vice president of human resources, says the organization encourages conversations throughout the year. She believes that performance management is all about feedback, which should be given consistently.

This leads to a positive impact on one of Farm Bureau Financial Services’ pillars of success: a high-performing culture.

“We know that a high-performing culture is employees who are engaged, aligned and empowered in supporting business goals, so as a result of that, we want leaders to have regular one-on-ones with employees,” Rieck says.

She adds that feedback lets employees know how they’re performing compared to the expectations set for them, which is a benefit for both the leader and employee as it helps identify potential professional development opportunities.

“When we think about employees being equipped both now and in the future, the advantage is having that time set aside to say, where are you at, where do we need you to be, and what development resources do we need to provide to help get you there,” Rieck says.

"At the end of the day, anybody who's in a role wants to know that they're contributing to something bigger than themselves. They want to know that how they're contributing is being recognized, and feedback is the way to get there."

— Karen Rieck



Karen Rieck, vice president of human resources at Farm Bureau Financial Services in West Des Moines

Providing opportunities for growth results in more successful employees, ultimately leading a manager to a team of high-performing individuals, meaning they meet goals and reduce turnover.

As part of promoting growth, Rieck believes employees should spend a significant amount of time looking ahead when evaluating their performance, focusing on how they can move forward and setting goals that are aligned with the organization's strategic plan.

"We want you to look out the windshield, not the rearview mirror," Rieck says.

Tips, tricks and the future of performance evaluations

DeCarlo works with many different clients through her consulting business, from family-owned to Fortune 500 companies, but regardless of their size, she notices one common thread when it comes to performance evaluations.

"The thing I find that they all struggle with is how to simplify the process and make it more efficient," she says.

In order to make conversations more effective, she has a few ideas for employees and their managers, one of which is the stoplight method. Managers can share something green (what an employee should start doing), a yellow (what an employee should continue doing) and a red (what an employee should stop doing). This informal framework helps leaders give employees clear and concise feedback.

"Frankly, clear is kind," DeCarlo says. "Not telling people what's not working for them is not to their advantage or the organization's advantage. We want people to succeed, so we want to be able to give them clear messaging."

She also shares the line method in which managers name an expectation for an employee, creating a "line." When an employee exceeds that expectation, it can be marked above the line, and vice versa for poor

performance. This way, an employee can literally see their high, medium and low areas of performance.

One tactic a supervisor shouldn't employ when giving feedback is the sandwich method — tucking a negative message in between two positive ones. That way, feedback gets diluted and lost.

DeCarlo notes, in any mode of performance evaluation, a behavioral and technical expectation should be included.

"Another opportunity is for people to really make sure that we aren't just evaluating output, but we're also evaluating how people are getting work done, which is the behavioral and interpersonal," she says. "Because, if you're getting results but you're taking casualties along the way, then you're not as valuable as someone who doesn't do that."

She adds, "We want to hold people accountable to the culture, as well as to getting the work done."

As the next generation enters the workforce, a company's culture will become more important, as will employee feedback.

According to Karen Rieck, the incoming generation tends to want more immediate and timely feedback than once a year, putting more importance on continual performance discussions. With technology and the connectedness it brings, everything is instant, so if an organization doesn't have the ability to keep communication channels open, it's going to fail.

And if a company wants to succeed and have a high-performing culture, performance discussions need to happen more day to day, week to week and month to month.

"At the end of the day, anybody who's in a role wants to know that they're contributing to something bigger than themselves," Rieck says. "They want to know that how they're contributing is being recognized, and feedback is the way to get there." ■

"Another opportunity is for people to really make sure that we aren't just evaluating output, but we're also evaluating how people are getting work done, which is the behavioral and interpersonal. Because, if you're getting results but you're taking casualties along the way, then you're not as valuable as someone who doesn't do that."

— Melynda DeCarlo

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COMMERCIAL REAL ESTATE

COMMERCIAL REAL ESTATE TRANSACTIONS IN POLK COUNTY FROM JUNE 23, 2021, THROUGH JULY 28, 2021.

2217 E. UNIVERSITY AVE, DES MOINES SALE DATE: JUNE 23, 2021 SALE PRICE: \$345,000 SELLER: MAJESTIC CONSULTANTS LLC BUYER: WAZWAX, MURAD SQUARE FEET: 2,020 ACRES: 0.225	450 S. PRAIRIE VIEW DRIVE, WEST DES MOINES SALE DATE: JUNE 25, 2021 SALE PRICE: \$2,800,000 SELLER: PULVER, ROBERT G. BUYER: WD REAL ESTATE HOLDINGS INC. SQUARE FEET: 0 ACRES: 17.285	NEAR N.W. 96TH ST. AND WHITE OAK LANE, JOHNSTON SALE DATE: JUNE 25, 2021 SALE PRICE: \$710,210 SELLER: FREEMAN, CAROL BUYER: DAKOTA UPREIT LP SQUARE FEET: 98,520 ACRES: 5.887	1301 49TH ST., WEST DES MOINES SALE DATE: JUNE 29, 2021 SALE PRICE: \$2,050,000 SELLER: BHD LLC BUYER: LYNNER REAL ESTATE INVESTMENT LLC SQUARE FEET: 27,864 ACRES: 1.754	105 N.W. COLLEGE AVE., ANKENY SALE DATE: JUNE 30, 2021 SALE PRICE: \$500,000 SELLER: MORRISON RENTALS CO-OP III INC. BUYER: PROVISION PROPERTIES II LLC SQUARE FEET: 4,352 ACRES: 0.493	175 S. NINTH ST., SUITE 505, WEST DES MOINES SALE DATE: JULY 2, 2021 SALE PRICE: \$225,000 SELLER: IRVING LLC BUYER: SILVERBALL REALTY LLC SQUARE FEET: 1,920 ACRES: 0.044
OFF N.E. HUBBELL NEAR METRO WASTE, BONDURANT SALE DATE: JUNE 23, 2021 SALE PRICE: \$1,771,270 SELLER: GHOLDS LLC BUYER: TEMPLE HOLDINGS LP SQUARE FEET: 0 ACRES: 13.117	805 S.E. 14TH COURT, DES MOINES SALE DATE: JUNE 25, 2021 SALE PRICE: \$150,000 SELLER: STORM JR., CHARLES F. BUYER: S.E. 23RD ST. PROPERTY LLC SQUARE FEET: 2,128 ACRES: 0.364	NEAR N.W. 96TH ST. AND WHITE OAK LANE, JOHNSTON SALE DATE: JUNE 25, 2021 SALE PRICE: \$717,000 SELLER: FUHRMAN REAL ESTATE HOLDINGS LLC BUYER: DAKOTA UPREIT LP SQUARE FEET: 98,520 ACRES: 5.887	2705 SIXTH AVE., DES MOINES SALE DATE: JUNE 29, 2021 SALE PRICE: \$100,000 SELLER: ESSEX, KATHY M BUYER: DEMARANVILLE, CHASITY M. SQUARE FEET: 880 ACRES: 0.328	558 28TH ST., DES MOINES SALE DATE: JUNE 30, 2021 SALE PRICE: \$330,000 SELLER: BROWN, WALTER KENDALL BUYER: PEACHTREE PROPERTIES LC SQUARE FEET: 3,268 ACRES: 0.298	NEAR E. HARTFORD AND S.E. 14TH ST., DES MOINES SALE DATE: JULY 6, 2021 SALE PRICE: \$161,280 SELLER: MANKO HOLDINGS LLC BUYER: JM WOLF PROPERTIES LLC SQUARE FEET: 0 ACRES: 0.444
175 S. NINTH ST., SUITE 455, WEST DES MOINES SALE DATE: JUNE 23, 2021 SALE PRICE: \$203,000 SELLER: HOUSBY, MICHAEL A. BUYER: FOUR WEEKS OF OXYGEN INC. SQUARE FEET: 1,920 ACRES: 0.044	1415 GRAND AVE., WEST DES MOINES SALE DATE: JUNE 25, 2021 SALE PRICE: \$742,500 SELLER: 3209 LC BUYER: GREEK HOUSE CHEFS INC. SQUARE FEET: 3,590 ACRES: 0.724	NEAR N.W. 96TH ST. AND WHITE OAK LANE, JOHNSTON SALE DATE: JUNE 28, 2021 SALE PRICE: \$1,150,000 SELLER: 4TH & BEECH PARTNERS BUYER: DAKOTA UPREIT LP SQUARE FEET: 98,520 ACRES: 5.887	3419 FIRST ST., DES MOINES SALE DATE: JUNE 30, 2021 SALE PRICE: \$402,500 SELLER: GRAND VENTURES LLC BUYER: BROAD STREET EQUITY LLC SQUARE FEET: 6,660 ACRES: 0.503	1501 UNIVERSITY AVE., DES MOINES SALE DATE: JULY 1, 2021 SALE PRICE: \$160,000 SELLER: BUNKER FAMILY ENTERPRISES LC BUYER: VESTAVO LLC SQUARE FEET: 2,288 ACRES: 0.114	2614 S.E. SIXTH ST., DES MOINES SALE DATE: JULY 6, 2021 SALE PRICE: \$155,500 SELLER: KELEHAN, DARYL BUYER: ERDMAN, JAYDEN MICHAEL SQUARE FEET: 1,676 ACRES: 0.339
1349 E. 12TH ST., DES MOINES SALE DATE: JUNE 24, 2021 SALE PRICE: \$161,500 SELLER: PICENO, RAFAEL BUYER: CORDERO MENDOZA, SANTIAGO SQUARE FEET: 2,328 ACRES: 0.174	4001 E. UNIVERSITY AVE., DES MOINES SALE DATE: JUNE 25, 2021 SALE PRICE: \$506,000 SELLER: UNIVERSITY PARK APARTMENTS LLC BUYER: 515MIDAMERICARENTALS LLC SQUARE FEET: 5,686 ACRES: 0.474	1530 E. FLEMING AVE., DES MOINES SALE DATE: JUNE 29, 2021 SALE PRICE: \$525,000 SELLER: GL & CT LLC BUYER: WINE KARMA LLC SQUARE FEET: 4,576 ACRES: 1.109	810 W. FIRST ST., ANKENY SALE DATE: JUNE 30, 2021 SALE PRICE: \$440,000 SELLER: MORRISON RENTALS CO-OP INC. BUYER: PROVISION PROPERTIES II LLC SQUARE FEET: 4,488 ACRES: 0.427	1101 N.E. GATEWAY DRIVE, GRIMES SALE DATE: JULY 1, 2021 SALE PRICE: \$4,800,000 SELLER: EIG14T KCE IA GRIMES LLC BUYER: PICARD LLC SQUARE FEET: 12,054 ACRES: 1.28	SOLD!.... MOBILE HOME PARK — 3140 Indianola Ave. in Des Moines The 2 acres of real estate that is the mobile home park at 3140 Indianola Ave. in Des Moines sold to Park Indy LLC on July 6 for \$830,000.
1091 26TH ST., DES MOINES SALE DATE: JUNE 24, 2021 SALE PRICE: \$220,000 SELLER: TEN 91 LLC BUYER: DOBSON, KEEGAN SQUARE FEET: 3,875 ACRES: 0.212	1509 SIXTH AVE., DES MOINES SALE DATE: JUNE 25, 2021 SALE PRICE: \$140,000 SELLER: LAIRD, DENNIS BUYER: 1509 6TH AVENUE LLC SQUARE FEET: 2,778 ACRES: 0.255	1567 OHIO ST., DES MOINES SALE DATE: JUNE 29, 2021 SALE PRICE: \$500,000 SELLER: OEC REAL ESTATE HOLDINGS LLC BUYER: STENGER, LLC SQUARE FEET: 5,000 ACRES: 0.66	1901 W. FIRST ST., ANKENY SALE DATE: JUNE 30, 2021 SALE PRICE: \$530,000 SELLER: MORRISON RENTALS CO-OP II INC. BUYER: PROVISION PROPERTIES II LLC SQUARE FEET: 4,352 ACRES: 0.517	175 S. NINTH ST., SUITE 505, WEST DES MOINES SALE DATE: JULY 1, 2021 SALE PRICE: \$350,000 SELLER: TEEWINOT LLC BUYER: JUNCTION DEVELOPMENT CATALYST LLC SQUARE FEET: 3,472 ACRES: 0.166	3140 INDIANOLA AVE., DES MOINES SALE DATE: JULY 6, 2021 SALE PRICE: \$830,000 SELLER: OGDEN, MARK BUYER: PARK INDY, LLC SQUARE FEET: 875 ACRES: 1.966
			1514 N.W. FOURTH ST., ANKENY SALE DATE: JUNE 30, 2021 SALE PRICE: \$970,000 SELLER: MORRISON RENTALS CO-OP V INC. BUYER: PROVISION PROPERTIES II LLC SQUARE FEET: 9,108 ACRES: 0.7	309 EIGHTH ST., WEST DES MOINES SALE DATE: JULY 2, 2021 SALE PRICE: \$160,000 SELLER: GOLDEN PROPERTIES LLC BUYER: MALILOBOO LLC SQUARE FEET: 1,892 ACRES: 0.166	615 EUCLID AVE., DES MOINES SALE DATE: JULY 6, 2021 SALE PRICE: \$850,000 SELLER: JAW PROPERTIES LLC BUYER: FIFTY FIVE THIRTY THREE LLC SQUARE FEET: 20,442 ACRES: 0.606
			1110 S.E. BELMONT DRIVE, ANKENY SALE DATE: JUNE 30, 2021 SALE PRICE: \$330,000 SELLER: MORRISON RENTALS CO-OP IV INC. BUYER: PROVISION PROPERTIES II LLC SQUARE FEET: 2,928 ACRES: 0.523	301 N.E. TRILEIN DRIVE, ANKENY SALE DATE: JULY 2, 2021 SALE PRICE: \$700,000 SELLER: CURTIS DEVELOPMENT COMPANY BUYER: TCP HOLDINGS LLC SQUARE FEET: 6,000 ACRES: 0.71	2770 21ST ST. N.W., ALTOONA SALE DATE: JULY 8, 2021 SALE PRICE: \$8,008,130 SELLER: GRAHAM WAREHOUSE 6 LP BUYER: GRAHAM WAREHOUSE 5 LP SQUARE FEET: 0 ACRES: 18.952
					1308 NINTH ST., DES MOINES SALE DATE: JULY 8, 2021 SALE PRICE: \$75,000 SELLER: COLUZZI CONSTRUCTION LLC BUYER: ALVARADO VALLADARES, GLADIS SQUARE FEET: 4,103 ACRES: 0.224



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APARTMENTS FOR RENT

1139 66TH ST., WINDSOR HEIGHTS
SALE DATE: JULY 12, 2021
SALE PRICE: \$515,000
SELLER: LONGENECKER LLC
BUYER: TRAN, HUNG
SQUARE FEET: 4,376
ACRES: 0.347

1350 E. WASHINGTON AVE., DES MOINES
SALE DATE: JULY 12, 2021
SALE PRICE: \$222,000
SELLER: FAABORG, TYLER
BUYER: FIFTY FIVE THIRTY THREE LLC
SQUARE FEET: 6,708
ACRES: 0.681

11414 FOREST AVE., CLIVE
SALE DATE: JULY 13, 2021
SALE PRICE: \$2,500,000
SELLER: KAIWAL CORP
BUYER: SIVA HOTELS LLC
SQUARE FEET: 35,968
ACRES: 2.34

6335 N.E. INDUSTRY DRIVE, DES MOINES
SALE DATE: JULY 13, 2021
SALE PRICE: \$2,450,000
SELLER: DRA PROPERTIES LC
BUYER: BN PROPERTIES LLC
SQUARE FEET: 30,000
ACRES: 2.708

1082 21ST ST., DES MOINES
SALE DATE: JULY 13, 2021
SALE PRICE: \$175,000
SELLER: JRTT LLC
BUYER: EPC LLC
SQUARE FEET: 6,300
ACRES: 0.244

1551 N.E. 44TH AVE., DES MOINES
SALE DATE: JULY 13, 2021
SALE PRICE: \$2,300,000
SELLER: TRAIL'S END AUTO & TRUCK INC.
BUYER: HANSEN PROPERTY

DEVELOPMENT INC.
SQUARE FEET: 12,240
ACRES: 12.195

1303 WALNUT ST., DES MOINES
SALE DATE: JULY 14, 2021
SALE PRICE: \$500,000
SELLER: 1303 WALNUT STREET LLC
BUYER: MCFADDEN HOLDINGS LLC
SQUARE FEET: 3,696
ACRES: 0.127

SOLD!.... PRIME WDM GAS STATION — 1272 Eighth St. in West Des Moines
Rubby LLC paid \$612,500 to Series 9 of JGC Holdings LLC for the half-acre property at 1272 Eighth St. in West Des Moines on July 15. There is a 2,080-square-foot gasoline/service station situated on the real estate.

1272 EIGHTH ST., WEST DES MOINES
SALE DATE: JULY 15, 2021
SALE PRICE: \$612,500
SELLER: SERIES 9 OF JGC HOLDINGS LLC
BUYER: RUBBY LLC
SQUARE FEET: 2,080
ACRES: 0.517

SOLD!.... Dunkin' Donuts/Pita Pit real estate sells — 4206-4212 Merle Hay Road in Urbandale
The real estate that houses Dunkin' Donuts and Pita Pit at the intersection of Merle Hay and Aurora in Urbandale recently changed hands. The sale price was listed as \$1.325 million.

AT MERLE HAY AND AURORA, URBANDALE
SALE DATE: JULY 15, 2021
SALE PRICE: \$1,325,000
SELLER: CF INVESTORS LLC
BUYER: 4206 DD LLC
SQUARE FEET: 4,096
ACRES: 0.633

1925 HIGH ST., DES MOINES
SALE DATE: JULY 15, 2021
SALE PRICE: \$885,000
SELLER: IMOGENE INVESTMENTS LLC
BUYER: 1925 HIGH ST. LLC
SQUARE FEET: 7,840
ACRES: 0.39

SOLD!.... Former Village Inn Pancakes building — 3600 E. 14th St.
The building that was a Village Inn at East Euclid and East 14th Street in Des Moines sold on July 15 for \$455,000. JDS Real Estate Investments LLC is listed as the new owner of the .682-acre property with a nearly 5,000 square-foot building.

3600 E. 14TH ST., DES MOINES
SALE DATE: JULY 15, 2021
SALE PRICE: \$455,000
SELLER: 1348 E. EUCLID AVE. LLC
BUYER: JDS REAL ESTATE INVESTMENTS LLC
SQUARE FEET: 4,925
ACRES: 0.682

8525 URBANDALE AVE., URBANDALE
SALE DATE: JULY 16, 2021
SALE PRICE: \$6,553,300
SELLER: URBANDALE CARE GROUP LLC
BUYER: FRONTIER EXCHANGE LANDLORD GROUP LLC
SQUARE FEET: 31,100
ACRES: 3.91

535 35TH ST., DES MOINES
SALE DATE: JULY 16, 2021
SALE PRICE: \$3,400,000
SELLER: COLAMAN RE HOLDINGS LLC
BUYER: VILLAGE ON GRAND LLC
SQUARE FEET: 42,732
ACRES: 1.206

5701 PARK AVE., DES MOINES
SALE DATE: JULY 16, 2021

SALE PRICE: \$26,200,000
SELLER: HURD INDUSTRIAL LLC
BUYER: 5701 PARK PARTNERS LLC
SQUARE FEET: 526,295
ACRES: 49.411

732 18TH ST., DES MOINES
SALE DATE: JULY 19, 2021
SALE PRICE: \$2,200,000
SELLER: 740 18TH ST. LLC
BUYER: HOM INVESTMENTS 6 LLC
SQUARE FEET: 32,401
ACRES: 0.344

300 EIGHTH ST. SE, ALTOONA
SALE DATE: JULY 19, 2021
SALE PRICE: \$689,000
SELLER: EHLEN LIMITED PRTNRSH
BUYER: IOWA POSTAL HOLDINGS, LLC
SQUARE FEET: 4,408
ACRES: 0.773

4100 WESTOWN PARKWAY, WEST DES MOINES
SALE DATE: JULY 20, 2021
SALE PRICE: \$1,750,000
SELLER: 4100 WESTOWN LLC
BUYER: MASTER BUILDERS OF IOWA INC.
SQUARE FEET: 12,240
ACRES: 2.3

2809 RUTLAND AVE., DES MOINES
SALE DATE: JULY 21, 2021
SALE PRICE: \$190,000
SELLER: GARMAN, JAMES
BUYER: RAMOS, ABEL ENOS
SQUARE FEET: 3,821
ACRES: 0.234

3025 DOUGLAS AVE., DES MOINES
SALE DATE: JULY 23, 2021
SALE PRICE: \$315,000
SELLER: 3025 DOUGLAS AVE. INC.
BUYER: ANTHOFER HOLDINGS LLC

SQUARE FEET: 4,752
ACRES: 0.863

2301 E. GRAND AVE., DES MOINES
SALE DATE: JULY 23, 2021
SALE PRICE: \$75,000
SELLER: SCOTT & ANDREA HACKETT JOINT REVOCABLE TRUST
BUYER: 2301 E. GRAND AVENUE LLC
SQUARE FEET: 1,081
ACRES: 0.266

2650 106TH ST., URBANDALE
SALE DATE: JULY 26, 2021
SALE PRICE: \$2,300,000
SELLER: WESTRIDGE PARTNERS LLC
BUYER: GLASS HALF FULL LLC
SQUARE FEET: 24,168
ACRES: 2.2

SOLD!.... Taco Bell building — 1501 E. Euclid Ave. in Des Moines
The East Euclid building that is best known for being a Taco Bell sold on July 26 for \$500,000, according to Polk County records. Callison Oil Company is listed as the seller. Triple J. Commercial properties LLC is listed as the buyer of the nearly 1-acre property.

1501 E. EUCLID AVE., DES MOINES
SALE DATE: JULY 26, 2021
SALE PRICE: \$500,000
SELLER: CALLISON OIL COMPANY
BUYER: TRIPLE J. COMMERCIAL PROPERTIES LLC
SQUARE FEET: 3,123
ACRES: 0.952

2122 S.E. 14TH ST., DES MOINES
SALE DATE: JULY 27, 2021
SALE PRICE: \$450,000
SELLER: B&M PROPERTIES LLC
BUYER: SOLID CONCRETE

DESIGNS INC.
SQUARE FEET: 7,320
ACRES: 3.164

4610 DOUGLAS AVE., DES MOINES
SALE DATE: JULY 27, 2021
SALE PRICE: \$8,268,065
SELLER: HARVEST BEAVERDALE RETIREMENT RESIDENCE LLC
BUYER: CHURCHILL PROPERTY PORTFOLIO OWNER LLC
SQUARE FEET: 89,399
ACRES: 3.206

2603 DOUGLAS AVE., DES MOINES
SALE DATE: JULY 27, 2021
SALE PRICE: \$460,000
SELLER: SLASHFROG LLC
BUYER: NATE'S LLC
SQUARE FEET: 4,572
ACRES: 0.733

1405 S.E. FIRST ST., DES MOINES
SALE DATE: JULY 28, 2021
SALE PRICE: \$22,500,000
SELLER: BICI FLATS LLC
BUYER: BICI FLATS INVESTORS LLC
SQUARE FEET: 162,217
ACRES: 6.319

NEAR E. 22ND ST. AND GILBREATH UPHOLSTERY, DES MOINES
SALE DATE: JULY 28, 2021
SALE PRICE: \$500,000
SELLER: BROWN, J. DOUGLAS
BUYER: 2408 PROPERTY LLC
SQUARE FEET: 0
ACRES: 3.546

2408 E. 22ND ST., DES MOINES
SALE DATE: JULY 28, 2021
SALE PRICE: \$2,150,000
SELLER: BROWN, J. DOUGLAS
BUYER: 2408 PROPERTY LLC
SQUARE FEET: 32,720
ACRES: 3.473

CITYVIEW'S

BUSINESS JOURNAL

FROM **2021**

BUSINESS PEOPLE WHO MADE A DIFFERENCE

PEOPLE MAKING A DIFFERENCE

Good people are doing great things every day in your community. They truly are people who are making a difference, and we will recognize 21 business leaders in central Iowa for their efforts and accomplishments in an upcoming issue of CITYVIEW's Business Journal.

Nominate your boss, your co-worker, your vendor or yourself — anyone whom you feel has made a positive impact on the business community in 2021.

Nominate now at www.iowabusinessjournals.com

Borrower Name	City	County	Cong. District	\$ Amount	Jobs Created	Jobs Retained	Existing Jobs	New vs. Existing	Business Type
Cutting Edge Fitness, Inc	Clear Lake, IA	Cerro Gordo Co.	IA (04)	\$172,000	0	3	3	Existing	Arts, Entertainment, And Recreation
Umbaugh Peterson Electric, Inc.	Mason City, IA	Cerro Gordo Co.	IA (04)	\$1,044,000	2	10	10	Existing	Construction
Bovine Properties, Llc	Camanche, IA	Clinton Co.	IA (02)	\$3,667,000	49	0	0	New	Manufacturing
Clinton Pro Group Llc	Clinton, IA	Clinton Co.	IA (02)	\$145,000	0	6	6	Existing	Construction
Mara Lynn Doerr	Buck Grove, IA	Crawford Co.	IA (04)	\$36,000	0	4	4	New	Accommodation And Food Services
Angel Love Designs Llc	Dubuque, IA	Dubuque Co.	IA (01)	\$166,000	1	7	7	Existing	Retail Trade
Fetch Vet, Inc.	Dubuque, IA	Dubuque Co.	IA (01)	\$350,000	0	5	5	Existing	Professional, Scientific, And Technical Services
All Around Academy Of Gymnastics, Llc	Dubuque, IA	Dubuque Co.	IA (01)	\$398,000	6	14	14	Existing	Arts, Entertainment, And Recreation
Yogeshwar Inc	Peosta, IA	Dubuque Co.	IA (01)	\$1,105,000	0	3	3	Existing	Accommodation And Food Services
Hartwood Inn	Charles City, IA	Floyd Co.	IA (04)	\$400,000	1	2	2	Existing	Accommodation And Food Services
Tackle Enterprises, Llc	Britt, IA	Hancock Co.	IA (04)	\$250,000	1	2	3	New	Wholesale Trade
Nelson Septic Services, Llc	Garner, IA	Hancock Co.	IA (04)	\$425,000	2	2	3	Existing	Administrative And Support And Waste Management And Remediation Services
Riceville Hardware & General Store Llc	Riceville, IA	Howard Co.	IA (01)	\$409,000	0	3	3	Existing	Retail Trade
Morsel Llc	Amana, IA	Iowa Co.	IA (01)	\$225,000	0	45	45	Existing	Accommodation And Food Services
S B Uthoff, Llc	Amana, IA	Iowa Co.	IA (01)	\$384,000	3	0	3	Existing	Health Care And Social Assistance
Iowa City Service & Tire Llc	Iowa City, IA	Johnson Co.	IA (02)	\$100,000	2	12	10	Existing	Retail Trade
Coffee Emporium Llc	Cedar Rapids, IA	Linn Co.	IA (01)	\$57,000	2	9	9	New	Accommodation And Food Services
Double Headed Eagle Llc	Cedar Rapids, IA	Linn Co.	IA (01)	\$67,500	1	1	1	New	Transportation And Warehousing
Liquid Assets, Inc.	Cedar Rapids, IA	Linn Co.	IA (01)	\$171,000	3	0	3	Existing	Retail Trade
Linncojoco Cookie Inc.	Cedar Rapids, IA	Linn Co.	IA (01)	\$350,000	27	0	27	New	Accommodation And Food Services
Sky Auto Mall, Llc	Center Point, IA	Linn Co.	IA (01)	\$1,000,000	20	39	39	Existing	Retail Trade
Sky Auto Mall, Llc	Center Point, IA	Linn Co.	IA (01)	\$2,260,000	20	39	39	Existing	Retail Trade
Eric P Krob Revocable Trust	Lisbon, IA	Linn Co.	IA (01)	\$409,000	4	0	33	Existing	Manufacturing
Zachary L. Sauers	Larchwood, IA	Lyon Co.	IA (04)	\$135,000	0	1	1	New	Transportation And Warehousing
Zalks, Inc.	Blue Grass, IA	Muscatine Co.	IA (02)	\$612,000	0	11	11	Existing	Construction
Flipped Out Furniture Llc	Muscatine, IA	Muscatine Co.	IA (02)	\$19,000	0	0	1	Existing	Retail Trade
Reform Chiropractic, Inc.	Altoona, IA	Polk Co.	IA (03)	\$130,000	3	1	1	New	Health Care And Social Assistance
Siva Hotels Llc	Clive, IA	Polk Co.	IA (03)	\$2,840,000	3	11	11	Existing	Accommodation And Food Services
J&S Remodeling Llc	Des Moines, IA	Polk Co.	IA (03)	\$7,500	0	0	2	New	Construction
Northland Business Systems, Inc.	Des Moines, IA	Polk Co.	IA (03)	\$150,000	0	5	5	Existing	Wholesale Trade
Britson'S Heating, Cooling, And Efficiency	Des Moines, IA	Polk Co.	IA (03)	\$177,700	1	0	0	New	Construction
Northland Business Systems, Inc.	Des Moines, IA	Polk Co.	IA (03)	\$763,000	3	14	14	Existing	Wholesale Trade
C&A;C Realty Holdings, Llc	Des Moines, IA	Polk Co.	IA (03)	\$1,388,000	4	13	13	Existing	Wholesale Trade
Kling Roofing Llc	Urbandale, IA	Polk Co.	IA (03)	\$10,000	0	0	2	New	Construction
Matthew A. And Laura M. Wilson	West Des Moines, IA	Polk Co.	IA (03)	\$218,000	2	0	3	Existing	Health Care And Social Assistance
Lola'S Fine Sauces, Inc.	West Des Moines, IA	Polk Co.	IA (03)	\$350,000	3	3	7	Existing	Retail Trade
Baja Tacos & Shot'S Llc	Bettendorf, IA	Scott Co.	IA (02)	\$175,000	10	2	2	New	Accommodation And Food Services
Dynes Designz Llc	Bettendorf, IA	Scott Co.	IA (02)	\$279,000	2	1	1	Existing	Retail Trade
Magical Moments Learning Center Llc	Davenport, IA	Scott Co.	IA (02)	\$135,000	3	0	4	Existing	Health Care And Social Assistance
Mid-American Glass, Inc.	Davenport, IA	Scott Co.	IA (02)	\$564,000	5	0	54	Existing	Manufacturing
Mid-American Glass, Inc.	Davenport, IA	Scott Co.	IA (02)	\$581,000	5	0	54	Existing	Manufacturing
Mid-American Glass, Inc.	Davenport, IA	Scott Co.	IA (02)	\$1,185,000	10	0	54	Existing	Manufacturing
Schult Industries, Inc.	Princeton, IA	Scott Co.	IA (02)	\$70,000	0	6	6	Existing	Manufacturing
Anytime Fitness Nevada	Nevada, IA	Story Co.	IA (04)	\$306,000	0	5	1	New	Arts, Entertainment, And Recreation
Lovely Moments Iowa Photography Llc	Roland, IA	Story Co.	IA (04)	\$30,000	1	1	1	Existing	Professional, Scientific, And Technical Services
Twh Properties, Llc	Creston, IA	Union Co.	IA (03)	\$116,000	1	0	4	Existing	Finance And Insurance
Brown Dogs Farm	Norwalk, IA	Warren Co.	IA (03)	\$25,000	0	1	1	Existing	Manufacturing
Step One Capital Llc	Norwalk, IA	Warren Co.	IA (03)	\$150,000	2	3	1	New	Professional, Scientific, And Technical Services
H Bar D Properties, L.L.C.	Corydon, IA	Wayne Co.	IA (02)	\$89,500	0	12	12	Existing	Accommodation And Food Services

July 2021



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