

A free resource for the central Iowa business community

CITYVIEW'S

BUSINESS JOURNAL



BACK TO SCHOOL for businesses

Dealing with shifting schedules for student employees

By Colson Thayer

"Everything revolves around school time," said Ryan Harkema, superintendent of Ankeny Parks and Recreation.

Students returning to a daily school routine with sports practices and extracurriculars is a headache felt by parents and employers alike. Employers who depend on teenage staff during the summer months are left helpless when classes are back in session. Some employers must change and adapt their normal business operations when fall comes. Nonetheless, student employees are still an essential part to many metro Iowa communities.

Bill Lentz is Adventureland's general manager. He oversees more than 1,000 employees during peak season, 600 of whom are student-aged. Photo by Colson Thayer

Ankeny community pools

Ryan Harkema started working with Ankeny Parks and Recreation in 2015 with a background at the YMCA. Along with the Ankeny pools supervisor, he oversees staffing for both of Ankeny's pools: Cascade Falls Aquatic Center and Prairie Ridge Aquatic Center.

The pools department depends on a large number of student-aged employees to keep both pools open. The pools employ about 190 people each summer in positions that cover admissions, concessions and swim instruction and supervision.

About 90 of those employees are lifeguards for both pools. For full operations, the pools need 32 lifeguards a day. Without enough staff, the pools must make sacrifices and cuts to some of their amenities. For example, the 2022 season saw a 450-person limit at the Prairie Ridge Aquatic Center.

"Almost 99% of the staff are all focused on that same [school] time frame," Harkema said, explaining that the summer season is cyclical. "People are a lot more available in June and want to work. By the time August comes, the college people go back to college... and then all the practices start."

The pools begin their annual hiring and recruiting process in February. COVID-19 had drastically changed the pool scene in 2020, and people were cautiously returning in 2021. While demand for 2022 was up, the supply of lifeguards and staff was not. Harkema said they didn't receive as many applications as they had hoped.

In order to meet community needs, the pools created new solutions to attract and retain employees. New this year were two different incentives. The first was a \$25 stipend for those who wore swimsuits, namely, lifeguards and swimming instructors. The other was a \$125 reimbursement for lifeguards who took a lifeguarding class, were in good standing, and worked more than 200 hours over the summer. These incentives were to position the pools next to other Ankeny employers. Many companies that employ students will provide a free uniform or training, but the pools had previously required those investments from their employees.

The Ankeny pools complete 3,050 swim lessons within about two months. The eight-week course finishes during the first week of August each year. At that point, many college students decide to leave the pool and focus on returning to campus.

Harkema explained the frustration: "[College students] leave me and go drink [their] beer and play [their] sports. The 15- and 16-year-olds go to high school here."

The pools' youngest employees stay on through



Ryan Harkema is the Ankeny parks and recreation superintendent. Along with the pools supervisor, he manages the Ankeny pools staff. Photo by Colson Thayer

the end of the summer and play a pivotal role in maintaining operations. That is why the pools began hiring 14-year-olds this year. Meanwhile, one-third of the pools' lifeguards are 15.

When swim lessons end and college students leave, a drastic number of employees are gone. Ankeny is fortunate enough to have flexibility when it comes to having two pools. The city closes down the smaller aquatic center, Prairie Ridge, at the beginning of August. When Ankeny public schools are back in session, Cascade Falls switches to weekends only through Labor Day.

Staffing continues to be a challenge across all industries in a post-COVID world. Harkema mentioned their 72% retention rate as a point of pride.

"The incentive there is we've been bumping up raises, and they also get a return each year."

Staffing the pools has become increasingly difficult in recent years. Working at the pool for the summer is a job designed for students, but student responsibilities continue to build. Harkema believes the biggest change he has seen in the industry is that today's youth are more involved: practices are now year-round, and there is more happening in young people's lives.

Adventureland Park

Central Iowa's biggest destination for thrills and entertainment employs more than 1,000 people during its peak season. More than 600 of them are between the ages of 14-22. With that many student-aged employees, Adventureland must operate in sync with local school schedules.

"Going back to school is a challenge, especially for seasonal parks like ours," said Bill Lentz, Adventureland's general manager. "We stay open as long as we can."

Aug. 21 was the last day of daily operations for the park in 2022. From there, they only operated on the weekends. This year, park management hopes a large number of student employees will work weekends this fall during the new Phantom Fall Fest. However, Lentz recognizes that many of them will not want to work.

"A lot of them — once they go back to school, they're done working," he said.

Park attendance numbers go down in the fall as well, so Lentz does not need to worry about having every game or food stand open.

COVID-19 changed Adventureland's ability to employ enough staff.



Adventureland advertises flexible hours, a free season pass, end-of-season bonus program and other perks for its employees. Photo by Colson Thayer

“Our ability to operate is based on our ability to staff,” Lentz said.

Adventureland was more successful in its recruitment practices this year than they were in 2021. Incentives for employees change from year to year, but after Palace Entertainment’s acquisition of the park, the base wage increased. The park was also more aggressive in recruitment this year. They worked with the schools to communicate to students about summer opportunities at the park. Another factor that helped find enough staff was employing 14-year-olds. The practice has been around for a few years but has been increasing.

Aqua-Tots Swim Schools

Aqua-Tots is an open enrollment swim school operating year-round. There are 119 locations worldwide, with one located in Jordan Creek in West Des Moines. Brandon Ray serves as the regional manager for eight Aqua-Tots locations. During the summer, he served as the general manager for the West Des Moines location.

Ray estimated that 95% of his staff are between ages 14-19. Those employees have roles as both swim instructors and front desk staff. Ray recognizes that his staff members are heavily involved in school and extracurriculars at both the high school and college



Brandon Ray supervises eight Aqua-Tots locations across the U.S. This summer, he served as general manager at the West Des Moines location. Photo by Colson Thayer

level. Around mid-July, Ray begins to get a sense of what his staff’s schedules will look like in the middle of August. This timeline gives Ray two to three weeks to either hire more staff or switch schedules.

“But we’re constantly hiring — always,” Ray emphasized.

Employees who start with Aqua-Tots begin with a base wage, but their contract increases that wage by 50 cents after six months. There are also other incentives to keep employees working. The water staff get bonuses for perfect attendance, student referrals and subbing for others’ shifts. The front desk staff get bonuses for new enrollments and enrollments in their Fast Track program. Plus, both the water staff and front desk staff get bonuses for referring new hires. Ray said that 45-60% of the staff stay year to year.

The swim lesson schedule at Aqua-Tots is permanent. When the school year comes, the classes in the morning are taught by those who aren’t in school; otherwise, it is the responsibility of the manager to cover them. Most lessons are taught weekday evenings and weekends, when students are available to work. Typically, in the winter, Aqua-Tots does not have enough staff to meet demand and may consolidate some of its scheduling.

Coinciding with back to school, lesson attendance numbers do decrease in the fall.

“We see about a 7% decrease in the fall. This is

due to school and fall activities starting up,” said Ray. “We see a slight increase from that in the winter, as most parents want to have their kids ready for summer.”

Summer is the most popular season, requiring the most staff. To meet the demands of the summer months, Aqua-Tots hires seasonal staff.

“Normally what happens is we start with anywhere from three to five instructors, and by the time training is done, we either have three or four instructors,” Ray said.

When considering the worth of hiring employees who may only work for a few months, Ray said, “If I know we have someone who is gone during the school year, but we know they do so well in the summer... then, yes, it’s worth keeping them on.”

For Ray, the biggest issue is that the majority of the staff does not prioritize work over anything else. School, sports and extracurriculars often take precedence and push student’s part-time jobs out of the way.

This summer, the West Des Moines location was overstaffed, which created a headache when it came to giving employees their desired hours. However, the fall will bring the opposite problem.

“For the management side, it is a struggle just because you never know how many are going to up and leave.” ■

CITYVIEW'S BUSINESS JOURNAL

EXPERT ADVICE

ON ISSUES THAT MATTER TO YOUR BUSINESS

TECHNOLOGY

How do I know my IT solutions are enough?

As we discussed last month **IT** can be simplified. We use applications to manage our customers, finances, employees, communications, marketing, production, the list goes on and on....

We know a solid foundation is built from rock, like anything, if you build with the most reliable resources, you are sure to have a better chance of getting it right. With the pace we discussed **IT's** even more important. You must be aware of what those resources are and sometimes it's hard to tell a flower from a weed.

Don't be afraid to challenge your **IT** team, Managed Service Providers, friend who helps fix your computers. The best results for your **IT** will come when you understand why you have, what you want, and who you need.

The services your business provides should constantly be evaluated to ensure they meet a need. With competition your services also need to make a difference. Your **IT** solutions should also.



Scott Hardee

Business Development Executive - Branch Manager



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ACCOUNTING

Starting A Business?

The two ways to set up a business are the sole member LLC and incorporation. The sole member LLC is a great option if you plan for this business to be your primary source of income. This model provides strategies to reduce your self-employment tax. However, the LLC is not as easy to set up. You have to set up your LLC through the Secretary of State of Iowa, apply for an EIN number and set up a separate bank account. Then, you need to decide how want your LLC to be taxed.

Incorporation is another option, but not as popular as the LLC. You have to set up your corporation with the Secretary of State, apply for an EIN number, set up a separate bank account number, plus decide whether you want your business to be a C Corp or an S Corp. The S Corp is a flow through entity and, therefore, has no tax of its own, however, the C Corp is taxed at 21%.



Ann M. Hartz

CPA



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ADVERTISING

Branding is important to your advertising strategy

Brand advertising builds a connection with consumers over a long period of time. It establishes your identity and credibility in the market place, providing tremendous value to your business. Branding helps make the cash register ring.

Successful branding starts with a thorough understanding of your business. What is your niche? How are you better than you competitors? Why are your customers loyal? What do they say about you? Who are you or who do you want to be in the market place?

Are you quality, fast, cheap, friendliest, award-winning, dependable, giving back to the community, etc.? Through brand advertising, you control your story, image and reputation.

Pinpoint your brand and communicate it to your customers and community. Include brand advertising in your marketing strategy with the goals of 1) creating a positive impression, 2) increasing awareness, 3) supporting loyalty among current customers and 4) generating demand for your products and services.



JOLENE GOODMAN

Vice President



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COMMERCIAL REAL ESTATE TRANSACTIONS IN POLK COUNTY FROM JULY 18, 2022 THROUGH AUG. 17, 2022

3605 MERLE HAY ROAD, DES MOINES SALE DATE: 2022-07-18 SALE PRICE: \$500,000 SELLER: SK INC BUYER: SAT KARTAR GROUP LLC SQUARE FEET: 1,981 ACRES: 0.577	5500 WEST PARKWAY, JOHNSTON SALE DATE: 2022-07-20 SALE PRICE: \$1,200,000 SELLER: TIERNEY & MOELLER PROPERTIES LLC BUYER: TC ACCOMMODATOR 276 LLC SQUARE FEET: 10,240 ACRES: 0.943	925 E. 22ND ST., DES MOINES SALE DATE: 2022-07-26 SALE PRICE: \$170,000 SELLER: LUCKY GAL II INC BUYER: MENDOZA INSURANCE AGENCY LLC SQUARE FEET: 960 ACRES: 0.476	8601 THOMAS AVE., JOHNSTON SALE DATE: 2022-07-27 SALE PRICE: \$4,720,000 SELLER: EIG14T FUND II JOHNSTON LLC BUYER: BS2-LITTLE MINDS LLC SQUARE FEET: 12,164 ACRES: 2.049
4410 MERLE HAY ROAD, URBANDALE SALE DATE: 2022-07-18 SALE PRICE: \$4,400,000 SELLER: GABUS FAMILY PROPERTIES LLC BUYER: DARBQUEENOF CARS LLC SQUARE FEET: 29,746 ACRES: 5.524	1444 ILLINOIS ST., DES MOINES SALE DATE: 2022-07-21 SALE PRICE: \$1,088,000 SELLER: CHBT PROPERTY HOLDING LLC BUYER: 1444 ILLINOIS LLC SQUARE FEET: 12,285 ACRES: 0.629	2525 DELAWARE AVE., DES MOINES SALE DATE: 2022-07-26 SALE PRICE: \$4,950,000 SELLER: COLORART, LLC BUYER: NL VENTURES XII DELAWARE LLC SQUARE FEET: 65,134 ACRES: 3.219	5499 N.E. 14TH ST., DES MOINES SALE DATE: 2022-07-27 SALE PRICE: \$2,900,000 SELLER: 6450 LLC BUYER: SROA 5499 NW 14TH IA LLC SQUARE FEET: 39,150 ACRES: 7.254
2813 COTTAGE GROVE AVE., DES MOINES SALE DATE: 2022-07-19 SALE PRICE: \$300,000 SELLER: NETZEL DEVELOPMENTS LLC BUYER: 2813 COTTAGE GROVE LLC SQUARE FEET: 3,848 ACRES: 0.229	4810 86TH ST., URBANDALE SALE DATE: 2022-07-21 SALE PRICE: \$1,300,000 SELLER: COBB FARMS LLC BUYER: KENTFIELD PROPERTIES LLC PS-SERIE S 4810 86TH SQUARE FEET: 4,968 ACRES: 1.114	2525 DELAWARE AVE., DES MOINES SALE DATE: 2022-07-26 SALE PRICE: \$3,300,000 SELLER: CARLSON, A OSCAR BUYER: COLORART, LLC SQUARE FEET: 65,134 ACRES: 3.219	3244 N.W. PRAIRIE LANE, DES MOINES SALE DATE: 2022-07-27 SALE PRICE: \$3,000,000 SELLER: 6450 LLC BUYER: SROA 3244 NW PRAIRIE IA LLC SQUARE FEET: 41,400 ACRES: 3.022
4009 UNIVERSITY AVE., DES MOINES SALE DATE: 2022-07-19 SALE PRICE: \$375,000 SELLER: AP HOLDINGS LLC BUYER: 4009 UNIVERSITY GROUP LLC SQUARE FEET: 2,478 ACRES: 0.165	104 S.E. THIRD ST., ANKENY SALE DATE: 2022-07-22 SALE PRICE: \$415,000 SELLER: BDL HOLDINGS LLC BUYER: M&A CAPITAL PARTNERS LLC SQUARE FEET: 6,744 ACRES: 0.447	2701 DELAWARE AVE., DES MOINES SALE DATE: 2022-07-26 SALE PRICE: \$2,000,000 SELLER: AOC DES MOINES LLC BUYER: COLORART, LLC SQUARE FEET: 29,480 ACRES: 2.296	NO ADDRESS LISTED SALE DATE: 2022-07-27 SALE PRICE: \$55,000 SELLER: FOURSITE DEVELOPMENT LLC BUYER: SIGNATURE DEVELOPMENT OF IOWA LLC SQUARE FEET: 0 ACRES: 0.72
2026 S.E. SIXTH ST., DES MOINES SALE DATE: 2022-07-20 SALE PRICE: \$70,000 SELLER: BOWEN, GARY BUYER: FOUR B PROPERTIES LLC SQUARE FEET: 6,880 ACRES: 0.14	1439 HENDERSON AVE., DES MOINES SALE DATE: 2022-07-25 SALE PRICE: \$313,250 SELLER: SIDDENS, BOB BUYER: HENDERSON HOLDINGS LLC SQUARE FEET: 3,510 ACRES: 0.187	2701 DELAWARE AVE., DES MOINES SALE DATE: 2022-07-26 SALE PRICE: \$2,250,000 SELLER: COLORART, LLC BUYER: NL VENTURES XII MORTON, LLC SQUARE FEET: 29,480 ACRES: 2.296	NO ADDRESS LISTED SALE DATE: 2022-07-27 SALE PRICE: \$495,000 SELLER: RASPBERRY FARMS BUYER: HISTORIC VIEW LLC SQUARE FEET: 0 ACRES: 9.174

CITYVIEW'S

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FROM **2022**

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 22 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 2022.

Nominate now at www.iowabusinessjournals.com

2704 EASTON BLVD., DES MOINES

SALE DATE: 2022-07-28

SALE PRICE: \$300,000

SELLER: REAL ESTATE HOLDINGS I LLC

BUYER: RUBBY LLC

SQUARE FEET: 2,042

ACRES: 0.415

601 FOREST AVE., DES MOINES

SALE DATE: 2022-07-28

SALE PRICE: \$925,000

SELLER: TEMPLE BLOCK BUILDING LLC

BUYER: VARECO LLC

SQUARE FEET: 13,008

ACRES: 0.204

5902 HICKMAN ROAD, DES MOINES

SALE DATE: 2022-07-28

SALE PRICE: \$1,067,500

SELLER: IOWA HM LLC

BUYER: SUN, REBECCA

SQUARE FEET: 12,960

ACRES: 1.061

1510 W. WALNUT ST., UNIT 114 BLDG 1, ELKHART

SALE DATE: 2022-07-28

SALE PRICE: \$164,000

SELLER: ELKHART PROPERTIES LC

BUYER: ELKHOUSE LLC

SQUARE FEET: 1,800

ACRES: 0.135

808 BANCROFT ST., DES MOINES

SALE DATE: 2022-07-29

SALE PRICE: \$1,150,000

SELLER: SINGH INVESTMENT PARTNERS LLC

BUYER: BANCROFT ACORNS LLC

SQUARE FEET: 9,372

ACRES: 0.582

2325 DELAWARE AVE., DES MOINES

SALE DATE: 2022-07-29

SALE PRICE: \$1,550,000

SELLER: BOYD BROS TRANSPORTATION LLC

BUYER: IOWA PLAINS SIGNING INC

SQUARE FEET: 8,109

ACRES: 3.261

3920 DIXON ST., UNIT 0000, DES MOINES

SALE DATE: 2022-07-29

SALE PRICE: \$840,000

SELLER: 6450 LLC

BUYER: 98 INVESTMENTS LLC

SQUARE FEET: 24,000

ACRES: 2.118

3100 EASTON BLVD., DES MOINES

SALE DATE: 2022-08-01

SALE PRICE: \$750,000

SELLER: FIRST PRESBYTERIAN CHURCH OF DES MOINES IOWA

BUYER: SUNSHINE OPEN BIBLE STANDARD TABERNACLE

SQUARE FEET: 8,835

ACRES: 3.119

NO ADDRESS LISTED

SALE DATE: 2022-08-01

SALE PRICE: \$567,600

SELLER: NEWBY FARMS INC

BUYER: BONDURANT-FARRAR COMMUNITY SCHOOL DISTRICT

SQUARE FEET: 0

ACRES: 18.916

2700 PATRICIA DRIVE, URBANDALE

SALE DATE: 2022-08-01

SALE PRICE: \$138,000

SELLER: HOWELL, ERIC W

BUYER: PYLE, TIMOTHY

SQUARE FEET: 900

ACRES: 0.396

1406 E. NINTH ST., DES MOINES

SALE DATE: 2022-08-02

SALE PRICE: \$213,000

SELLER: MILLAN, KAYLA M

BUYER: SMITH, JARRICO R

SQUARE FEET: 1,120

ACRES: 0.207

220 EDWIN W SKINNER PARKWAY S.W., ALTOONA

SALE DATE: 2022-08-02

SALE PRICE: \$81,500

SELLER: PARK PLACE INVESTMENTS NO II LLC

BUYER: LONG DIRT INVESTMENTS LLC

SQUARE FEET: 0

ACRES: 1.141

419 W. BRIDGE ROAD, POLK CITY

SALE DATE: 2022-08-02

SALE PRICE: \$557,500

SELLER: POLK CITY COMMERCIAL CENTER LLC

BUYER: ROCK VALLEY PROPERTIES LLC

SQUARE FEET: 3,062

ACRES: 0.451

901 S. 50TH ST., WEST DES MOINES

SALE DATE: 2022-08-02

SALE PRICE: \$718,000

SELLER: HY-VEE INC

BUYER: R2 HOLDINGS LLC

SQUARE FEET: 0

ACRES: 1.645

4314 UNIVERSITY AVE., DES MOINES

SALE DATE: 2022-08-03

SALE PRICE: \$935,000

SELLER: 4314 UNIVERSITY LLC

BUYER: LATUS CAPITAL LLC

SQUARE FEET: 8,676

ACRES: 0.534

5701 DOUGLAS AVE., DES MOINES

SALE DATE: 2022-08-03

SALE PRICE: \$995,516

SELLER: 5701 LLC

BUYER: MERLE HAY ROAD CARWASH RE LLC

SQUARE FEET: 0

ACRES: 0.827

4908 FRANKLIN AVE., DES MOINES

SALE DATE: 2022-08-03

SALE PRICE: \$825,000

SELLER: UNITED COMMUNITY SERVICES INC

BUYER: NEIGHBORHOOD FINANCE CORP

SQUARE FEET: 11,203

ACRES: 0.878

2130 EASTON BLVD., DES MOINES

SALE DATE: 2022-08-04

SALE PRICE: \$500,000

SELLER: SUNSHINE OPEN BIBLE STANDARD TABERNACLE

BUYER: THE CHURCH OF GOD OF SOUTH DES MOINES IOWA

SQUARE FEET: 6,944

ACRES: 0.702

2330 S.W. VINTAGE PARKWAY, ANKENY

SALE DATE: 2022-08-04

SALE PRICE: \$414,473

SELLER: DRA PROPERTIES LC

BUYER: LABOUNTY PROPERTIES, LLC

SQUARE FEET: 0

ACRES: 1.726

1317 S.W. ORDNANCE ROAD, ANKENY

SALE DATE: 2022-08-08

SALE PRICE: \$500,000

SELLER: CULBERTSON, RICK L

BUYER: ADW HOLDINGS LLC

SQUARE FEET: 3,840

ACRES: 1.03

2220 N.W. 108TH ST., CLIVE

SALE DATE: 2022-08-09

SALE PRICE: \$1,750,000

SELLER: PAH HOLDING CO

BUYER: 11140 HICKMAN, LLC

SQUARE FEET: 15,246

ACRES: 1.61

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1821 INGERSOLL AVENUE, DES MOINES

SEPTEMBER 2022 | CITYVIEW | 37

Borrower Name	City	County	Cong. District	\$ Amount	Jobs Created	Jobs Retained	Existing Jobs	New Vs. Existing	Business Type
Essence Aesthetics and Health, PC	WAVERLY	BREMER	01	\$60,000	1	1	6	NEW BUSINESS	Other Personal Care Services
Woody's Warehouse, LLC	JESUP	BUCHANAN	01	\$375,000	0	1	1	NEW BUSINESS	Industrial Supplies Merchant Wholesalers
Teggatz Enterprises, Inc.	MASON CITY	CERRO GORDO	04	\$1,396,800	4	35	35	NEW BUSINESS	Remediation Services
Iowa Spring Manufacturing & Sales , Inc	Adel	DALLAS	03	\$3,137,000	26	0	124	EXISTING BUSINESS	Spring Manufacturing
Billy's Ice Cream Store, LLC	Adel	DALLAS	03	\$150,000	4	11	11	NEW BUSINESS	N/A
Ghosh LLC	Clive	DALLAS	03	\$350,000	1	26	26	NEW BUSINESS	Full-Service Restaurants
J & S Construction and Design LLC	BLOOMFIELD	DAVIS	02	\$150,000	0	6	6	NEW BUSINESS	Residential Remodelers
BCXCB LLC	SPIRIT LAKE	DICKINSON	04	\$85,000	0	12	12	NEW BUSINESS	Limited-Service Restaurants
Marvel Hotels LLC	Dubuque	DUBUQUE	01	\$3,937,000	2	20	20	NEW BUSINESS	Hotels (except Casino Hotels) and Motels
WK Dyersville, LLC	Dyersville	DUBUQUE	01	\$568,000	6	24	24	EXISTING BUSINESS	Offices of Optometrists
Nelson Septic Services, LLC	GARNER	HANCOCK	04	\$81,500	0	0	4	EXISTING BUSINESS	Septic Tank and Related Services
McDonald Investments, L.L.C.	DUNLAP	HARRISON	04	\$160,000	0	12	12	EXISTING BUSINESS	Drinking Places (Alcoholic Beverages)
Arbegast Properties III, LLC	IDA GROVE	IDA	04	\$1,830,000	0	3	3	NEW BUSINESS	Hotels (except Casino Hotels) and Motels
Iowa City Wine LLC	Coralville	JOHNSON	02	\$262,000	4	1	1	NEW BUSINESS	N/A
Taffe Wellness Center	ALGONA	KOSSUTH	04	\$610,000	2	5	5	EXISTING BUSINESS	Offices of Chiropractors
Coffee Emporium, LLC	CEDAR RAPIDS	LINN	01	\$85,000	0	9	9	NEW BUSINESS	Limited-Service Restaurants
Mustang Shading Systems, LLC	MOUNT VERNON	LINN	01	\$1,763,600	4	13	13	NEW BUSINESS	Window Treatment Stores
Mustang Shading Systems, LLC	MOUNT VERNON	LINN	01	\$250,000	0	0	13	NEW BUSINESS	Window Treatment Stores
Indigo Row Floral Design	Rock Valley	LYON	04	\$81,000	0	12	12	EXISTING BUSINESS	N/A
Southern Iowa Asphalt & Sealing	BUSSEY	MARION	02	\$63,400	1	1	0	NEW BUSINESS	Highway, Street, and Bridge Construction
Neighborhood Bakehouse LLC	RED OAK	MONTGOMERY	03	\$88,000	2	2	2	NEW BUSINESS	Retail Bakeries
True Pitch	ALTOONA	POLK	03	\$940,000	0	5	5	NEW BUSINESS	Sporting and Athletic Goods Manufacturing
True Pitch	ALTOONA	POLK	03	\$200,000	0	5	5	NEW BUSINESS	Sporting and Athletic Goods Manufacturing
Sweat Iowa, LLC	Ankeny	POLK	03	\$420,000	6	8	8	NEW BUSINESS	Diet and Weight Reducing Centers
SEC Holdings, LLC	Des Moines	POLK	03	\$310,000	10	0	3	EXISTING BUSINESS	Commercial and Institutional Building Construction
Matthew Rainey Insurance Services LLC	DES MOINES	POLK	03	\$269,000	8	2	3	EXISTING BUSINESS	Insurance Agencies and Brokerages
RUBYSPOON LLC	DES MOINES	POLK	03	\$36,000	2	2	2	NEW BUSINESS	Mobile Food Services
Wolf Construction Services, Inc.	West Des Moines	POLK	03	\$742,000	0	84	84	EXISTING BUSINESS	Commercial and Institutional Building Construction
Whizbang, LLC	Council Bluffs	POTTAWATTAMIE	03	\$85,000	0	5	5	EXISTING BUSINESS	All Other Amusement and Recreation Industries
Slavens Family Chiropractic, P.C.	Bettendorf	SCOTT	02	\$202,500	0	0	2	NEW BUSINESS	Offices of Chiropractors
Kamal Group, LLC	Davenport	SCOTT	02	\$2,500,000	0	12	12	NEW BUSINESS	Hotels (except Casino Hotels) and Motels
Eldridge Lumber Company	ELDRIDGE	SCOTT	02	\$3,876,000	1	19	20	NEW BUSINESS	N/A
JAX ELECTRICAL SERVICES LLC	ROLAND	STORY	04	\$30,000	2	0	4	EXISTING BUSINESS	Electrical Contractors
Freedom Self-Storage 24/7, L.L.C.	CARLISLE	WARREN	03	\$225,000	1	1	1	EXISTING BUSINESS	Lessors of Miniwarehouses and Self-Storage Units
Truman Automotive & Performance LLC	INDIANOLA	WARREN	03	\$190,000	2	1	1	NEW BUSINESS	General Automotive Repair



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38 | CITYVIEW | SEPTEMBER 2022



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