



**IOWA
ASSOCIATION
OF BUSINESS
AND INDUSTRY**

BUSINESS

JANUARY 2023

MONTHLY



ABI TO BUILD ON SUCCESSES OF 2022 LEGISLATIVE SESSION

STORY ON
PAGE 4

CALENDAR OF EVENTS — 2023

JANUARY 27

Legislative Update (Members Only)

VIRTUAL

Continues bi-weekly throughout the Legislative session.

FEBRUARY 7

Business Childcare Solutions Webinar

VIRTUAL

FEBRUARY 23

Cobot Automation Summit
ALGONA

MARCH 2-3

Leadership Iowa: Education
WAVERLY

MARCH 7

Business Day in Des Moines
EMBASSY SUITES | DES MOINES

APRIL 13

Connecting Statewide Leaders
SIOUX CITY

APRIL 13-14

Leadership Iowa: Economic
Development & Workforce
SIOUX CITY

MAY 11-12

Leadership Iowa: Manufacturing &
Transportation
BURLINGTON

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FOR DETAILS ON ALL UPCOMING EVENTS.

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Learn more about how ABI membership could benefit your company by
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FROM THE CHAIR:

A New Year Brings New Opportunities

January is a key month for most businesses. While it may or may not be the start of a fiscal year, the beginning of a new year on the calendar always brings opportunities to move your business forward.

That is also true at ABI. We are excited about the year ahead as ABI continues to move forward. In 2023, you will see ABI continue its award-winning public policy work. And, with your help and with strong action by the Governor, Lieutenant Governor, and members of the General Assembly, Iowa can have a very successful legislative session. In that regard, this edition of Business Monthly is focused on the top business issues to be addressed during the session.

Also in 2023, you'll see ABI continue its "mission possible" programming to bring value to your business, improve your bottom line and make Iowa a great place to live and work for all of its citizens. Just as important, you will see more great things from the ABI Foundation as we work to grow leaders throughout Iowa communities.

One thing you can expect is a fabulous 2023 Taking Care of Business Conference, ABI's 120th annual convention. The conference will be held June 13-15 in Cedar Rapids, and you will want to mark your calendars now for this can't-miss event.

By the way, the publication you are now reading is ABI's Business Monthly, our association's newsprint journal now published in conjunction with member/



Kim Augspurger
ABI Chair
Pigott



partner Corridor Media Group. Inside, you'll find the same strong features you liked in our previous journal and some new, compelling content. Let us hear from you regarding your thoughts about the Business Monthly.

Finally, as the new year begins, I would note that ABI enjoyed a strong 2022. That is thanks to your support, and we never take that support for granted. Thank you. **ABI**

Annual Minutes: Are They Worth It? YES

As we head into the end of the year, you are likely being bombarded with reminders of house-cleaning items you should address before the calendar turns over. Reviewing your insurance coverage, evaluating your healthcare options for next year, reviewing your retirement accounts, and scheduling time with your tax preparer are all important, and tedious, tasks that need to be addressed. One of those tedious tasks that should not be overlooked is preparing and signing annual shareholder/member and board minutes for your company.

Annually maintaining your organization's records is just as important as filing your Biennial Report every other year. Organizational records are not just good corporate hygiene, they are essential for maintaining liability protection between you and your company. They also show your investors, bankers, and potential acquirers that you are paying attention to the details.

Annual Minutes are a simple and concise way of recording material events that occurred over the past year. Annual Minutes will list the time and place of your annual meeting (and also remind you to have an annual meeting), any changes to owners, officers or board members for your company, and other important decisions that the company has made that may not have otherwise been captured in your company's



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corporate records. Having Annual Minutes drafted can help to eliminate future disagreements. Annual Minutes are an easy way to stay in front of possible issues and making sure all owners are in agreement can often save headaches down the road. Once the minutes are completed, the minutes will stay with your company's organizational documents, just waiting in case you need them in the future.

If you'd like to discuss your corporate records, please reach out to Joe Leo, or one of BrownWinick's business transactional attorneys. If necessary, someone from our team could complete a corporate audit which will include finding, organizing, drafting, and storing all your organizational records to efficiently maintain them in the future. **ABI**

For business leaders, keeping pace with evolving workplace is key in 2023

Businesses will undergo a workplace evolution in 2023 as they modify their core infrastructure so they can effectively support their employees in a rapidly changing environment. Our HR experts have identified trends we expect in 2023 as this evolution continues to unfold.

1. Protecting privacy in HR systems: Privacy laws will take effect in five states in 2023, and more privacy-related bills are in the works. Notably, the California Privacy Rights Act extends employees privacy rights already granted to consumers. Though the CPRA only impacts companies with employees in California, HR leaders will be watching how these requirements impact employers. Businesses will benefit from assessing their current systems and determining if privacy management tools will be needed to help adapt to these fast-changing

privacy requirements.

2. Targeted strategies that boost employee engagement: On the heels of the "Great Resignation" employers are experiencing low levels of employee engagement, often referred to as "Quiet Quitting." Two key components drive this trend: a lack of employee engagement and dissatisfaction with pay. Business owners can quell this trend by actively listening to what their employees want. Focusing on retention, which is less costly than recruiting, providing continuing education, and defining career paths will also help employers increase engagement.

3. Workforce management in a complex regulatory world: Labor laws continue to grant workers additional rights and protections,

making compliance increasingly more complex. Noncompliance is costly, so staying abreast of these changes is key in avoiding potential fines, claims, and lawsuits. Small and mid-sized businesses may benefit from working with employment lawyers or an HR outsourcing provider such as professional employer organization, which can help leaders understand new requirements and how they impact their business.

4. Integrating flexibility with organizational structure: Employees continue to demand remote and flexible work options. It's time for businesses to define their company's stance — in-person, hybrid, or remote. Communicate it clearly and transparently, then implement necessary policies and procedures.



Mary Ward
Regional Sales Director, Iowa
G&A Partners
mward@gnapartners.com

For companies transitioning to a hybrid or remote workplace, leaders will need to work closely with HR to address challenges, adapt the company model, and ensure employees are set up for success. **ABI**

ABI's 2023 Legislative Priorities

It's January in Iowa which means lawmakers have convened in Des Moines to work on public policy matters and craft a state budget for the coming fiscal year. The Iowa Legislature kicked off the first session of the 90th General Assembly on Monday, January 9th. Given redistricting, retirements and November's election results, there is an extraordinary number of new faces in the State House. In fact, in the graphic below are some interesting statistics regarding the newly elected officials.

Given that over one third of the Legislature is newly elected or are now serving in the opposite chamber, ABI's public policy team has been busy meeting and educating them on the issues that matter most to the Voice of Iowa Business.

The election turned out well for candidates that ABI's PAC, the Iowa Industry Political Action Committee (IIPAC) endorsed as Friends of Iowa Business. 67 out of the 70 candidates IIPAC backed won, which means we're going on the offense when it comes to pro-business legislation next year.

ABI's Board of Directors established 4 legislative priorities for the association to accomplish in 2023. Here's what we'll be focused on.

Workforce — It's not a surprise that workforce is our top priority. Businesses are continuing to hire and look for folks who want to take advantage of great opportunities that exist within the state. We'll be supporting innovative solutions and incentives to help businesses and employees overcome barriers to employment, such as childcare and adequate and available workforce housing. We'll continue to support funding for Future Ready Iowa, work-based learning and apprenticeship programs. We'll also be looking at drug and alcohol testing to ensure that employers can continue to maintain a zero tolerance policy while also creating a legal environment that is conducive to that goal.

Tort Reform — Predictability and certainty is necessary when it comes to un-



Brad Hartkopf

Director of Public Policy
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derstanding costs related to liability and other factors that affect industry. We're encouraging the Legislature to take a holistic review of current law and implement changes that will ultimately enhance our legal climate and make Iowa a better place to do business.

Property Tax Reform and Reduction — Governor Reynolds and the Legislature have made tremendous strides to improve our individual and corporate income tax climates over the last few years. One area where we remain uncompetitive is property taxes. The latest round of assessments is forecasted to be significant for those affected. We'll be asking the Legislature to provide relief to our members and ensure that any changes made are actually felt by taxpayers.

Regulatory Reform — We're always looking at ways that we can cut red tape for business and industry. We'll be supporting efforts during the legislative session and outside of session that streamline rules to ensure that business can operate more efficiently and effectively.

The public policy team will be working throughout the session to enact the priorities the Board of Directors has established for the association. If you have any questions, please contact JD Davis or Brad Hartkopf. **ABI**

Take Charge. Lead Change.

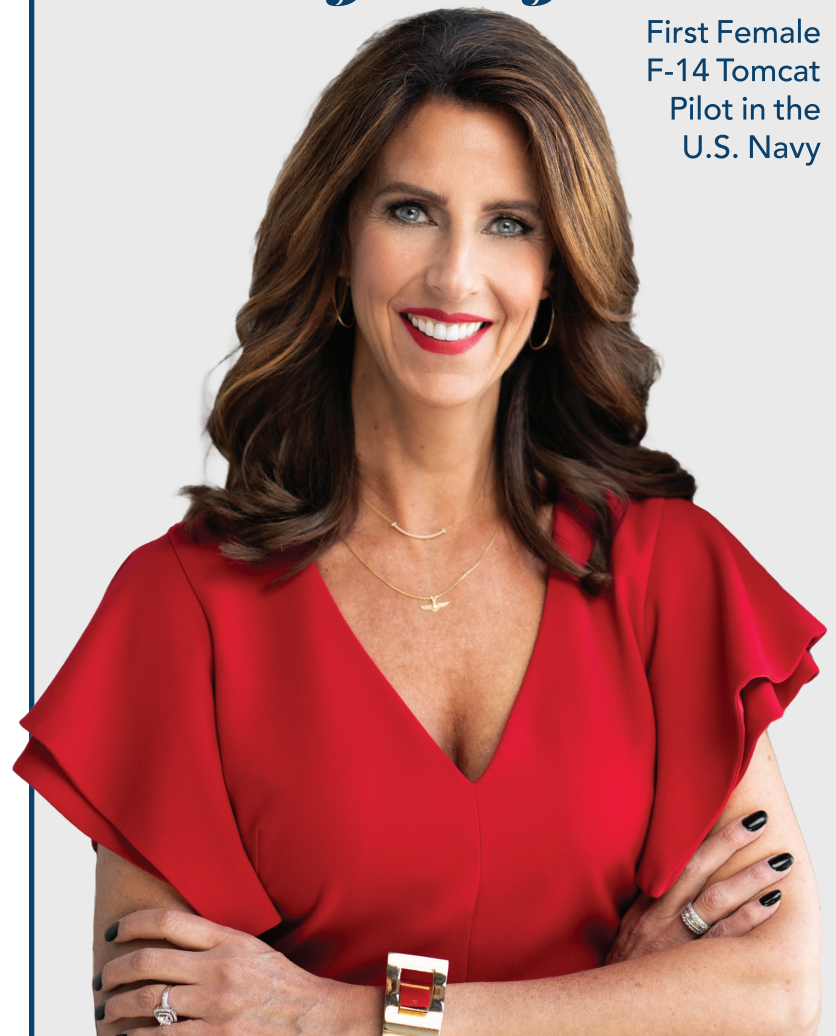
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15

are Democrats



24

are Republicans



12

are women



27

are men

**14 NEW SENATE
MEMBERS**



5

are Democrats



9

are Republicans



6

are women



8

are men

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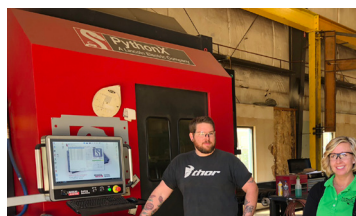
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COVER STORY FROM PAGE 1

ABI TO BUILD ON SUCCESSES OF 2022 LEGISLATIVE SESSION

by Steve Gravelle

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As usual, David Bywater will be paying close attention to the Iowa Legislature's 2023 session that opened Jan. 9.

"It's a hobby of mine," said Mr. Bywater. "We're very pleased with the legislative success ABI had last year, as well as the outcomes with the Legislature in general."

Following legislative sessions is something of a family tradition for Mr. Bywater, president and general manager of Bankers Advertising Company Iowa City. The fifth-generation family-owned company's 90 employees provide promotional and marketing products to customers "in all sorts of different fields" across the Midwest.

"My great-great grandfather who started the company also helped start ABI," he said. "We think it's important to have and to advocate for us."

Priorities may shift between legislative sessions, but Iowa businesses' focus remains familiar to longtime members as ABI plans to build on the successes of the '22 session.

ATTRACTING AND RETAINING WORKERS

"Those are all key to making sure large and small businesses can operate as they want to, as well as to make the state even more attractive," said John Riches, communications and public relations manager for Arconic. The Pittsburgh-based company employs about 2,500 at its plant in Riverdale, where they produce aluminum sheet and plate for customers in aerospace, defense, automotive and other industries.

"We are recruiting all around the country, so anything we can provide that gives Iowa an edge" represents progress, said Cindy Dietz, associate director of state government relations for Raytheon Technologies. "We're always looking for ways to make us stand out."

Raytheon's Cedar Rapids-based Collins Aerospace subsidiary employs about 9,000 Iowans, mostly in Cedar Rapids, with manufacturing and assembly plants in Coralville, Manchester, Decorah and Bellevue. Raytheon's power and controls unit also has facilities in Carroll and West Des Moines.

COVID's workplace and supply-chain disruptions only heightened the top challenge facing Iowa business: attracting and retaining qualified workers.

"It's the one that probably everybody mentions," said Ms. Dietz. "We're all in the race for talent, especially after COVID, and in Iowa with our very, very slow population growth."

"It's probably top priority for us this year," said Brad Hartkopf, ABI

director of public policy. "There are more jobs available than there are people unemployed in Iowa right now. We're pleased with the progress the governor and the Legislature have made on this issue."



DAVID BYWATER

Mr. Bywater noted the pandemic prompted workers to reassess what they want from their work, further complicating recruitment and retention.

"As an economy we're struggling a little bit with some shifts in what we do, shifts in what people are available and what their priorities are," Mr. Bywater said. "People want to retire a little sooner, and there's some quality of life issues. We have to create a situation where people want to work in the environment we have."

"The effort to improve our workforce situation is key," Mr. Riches said. "We continue to struggle, as we have for decades, in the skilled trades."

REDUCING COSTS

Iowa's business climate remains a work in progress as ABI builds on past accomplishments. Legislation passed last year should produce an estimated \$366 million in reduced costs in taxes, unemployment insurance, and health care.

Changes to Iowa Workforce Development programs adopted last session were designed to get earlier assistance to laid-off workers and return them to the workforce sooner.

"We think it will keep individuals attached to the workforce, and bring meaningful savings for employers," Mr. Hartkopf said.

"We really saw that as an extension of some workforce needs, trying to help us with retention and skill development," Mr. Bywater said. "IWD is trying to change itself from simply supporting the unemployed to looking at, how do we get people back in the workforce faster?"

Future Ready Iowa and Elevate Advanced Manufacturing, two relatively recent state programs, are intended to address workforce needs.

Future Ready seeks to connect residents with the education and training to land new jobs and careers.

The issue's importance prompted Arconic's own workforce development efforts, including a new program with Pleasant Valley High School, in Bettendorf, that brought two apprentices into its plant this year. The company has also supported CNC training programs in Davenport and Bettendorf schools.

"It's early, but we're starting to see results," Mr. Riches said.

IWD's 2023 unemployment tax table will show a reduction in unemployment insurance rates paid by employers, saving them about \$107 million over the year.

The new UI rates are the state's lowest since 1999, according to Mr. Hartkopf.

"We've already seen some improvements (in cost)," Mr. Riches said.

"That's something we've advocated acting on for a number of years," Mr. Hartkopf said. "It was time to take a look at that system that hadn't been modernized in a number of years."

The 2022 session also produced a reduction in

the state's top corporate income tax rate from 9.8 to 8.4%, with estimated savings for 2023 of \$150 million. When last year's legislation is in full effect in 2026, the rate on individual returns will drop to 3.9 percent as surplus tax receipts are used to lower rates.

"It will eventually get down there, but (corporate rates) may take a little more time than the individual side," Mr. Hartkopf said. "We'll be one of the most competitive states in the country for states that tax income."

"The income tax has been worked on, and the property tax they're going to be working on," Mr. Riches said. "It will be beneficial to both residents and businesses."

"Because we make a lot in Iowa but we don't sell a lot in Iowa, it has less of an impact on us, but it has a big impact on the businesses we work with," Ms. Dietz said. "We have over 400 suppliers in the state, and we spend over \$200 million (annually) in the state."

Iowa's tax policy, workforce development, and other factors are especially apparent to larger companies doing business across state lines.



"Whenever we can make it more attractive again for recruits from out of state to come to Iowa, that's a win."

- CINDY DIETZ, ASSOCIATE DIRECTOR OF STATE GOVERNMENT RELATIONS, RAYTHEON TECHNOLOGIES

"We have other facilities that roll aluminum," Mr. Riches said. "There could be cases where a plant in Tennessee might get a project because they were able to respond more quickly than we were."

"We have independent contractors we work with in other states," Mr. Bywater said. "We pay close attention to the business climate in the Midwest and the other states we operate in."

The state's property tax system remains an ABI priority for this year's session. With local governments, school districts, and other entities collecting property taxes, it's a more complex matter than the income tax, which is paid directly to the state.

"There are several hundred levying authorities in the state," Mr. Hartkopf said. "It's not like the income side, where you can move the rate down. We want to be a resource for legislators — we want to ensure that commercial and industrial (properties) see relief as the individuals do."

REGULATORY AND TORT REFORM

On regulatory and tort reform, "we're taking a holistic view," Mr. Hartkopf said. "Whether you're trying to attract doctors to the state or people to work in the trucking industry, we think it's crucial."

Regulatory changes should be "all about cutting the red tape and shortening the (permitting) process," Mr. Riches said. "Those kinds of things if they slow a project down too long, those projects may go somewhere else."

"Whenever we can make it more attractive again for recruits from out of state to come to Iowa, that's

a win," Ms. Dietz said.

Priorities vary across different industries, but Mr. Bywater hopes for some clarification in regulations governing workplace drug testing. The law currently requires businesses that test to test all employees, regardless of their job description.

"If we're looking at either state or national legalization of marijuana, it's really hard to maintain a drug-testing program under our current rules," Mr. Bywater said. "We need to manage by risk. If we're talking about someone who's plowing our snow we (now) have to test them the same as the receptionist."

QUALITY OF LIFE

Maintaining Iowa's traditional advantages can help in the competition for workers.

"We always tout the quality of our schools and the safety of our communities, the low crime rate," Ms. Dietz said. "Even the place-making activities the state has been doing, we tie into those efforts and put those on various job boards as resources for potential employees."

"We can't talk about workforce while shorting our schools," Mr. Bywater said. "We need to pay attention to the formula for education, and make sure the balance is maintained. We need to make sure we're paying close attention to that."

"Place-making" projects such as Davenport's riverfront improvements have a role, Mr. Riches said.

"Having the amenities that draw people in, whether it's for visits or if they'd like to live in an area like that," he said. "Those things continue to make the area desirable from the standpoint of what people can do and what people can see."

Mr. Hartkopf cited the federal government's initiative to expand reliable broadband internet to rural communities, and the need for affordable housing in many of those same areas. In December, the Treasury Department announced a \$152 million grant that should extend broadband coverage to an estimated 18,972 residential customers, about 16% of Iowa locations still lacking high-speed internet.

"A lot of progress is being made, but it's something we'll continue to work on because it's the biggest concern we hear from our members," he said.

For Mr. Bywater, workforce development extends to such domestic quality-of-life matters as the availability of child care and health care.

"Something that's near and dear to me is the health care arena and what it costs families to participate in our health-care system," he said.

Whatever unforeseen issues arise, tracking the legislative process remains critical for Iowa businesses.

"We'll be supporting efforts to have government work better for business, whatever that looks like," Mr. Hartkopf said.

"Each business you talk to is probably going to have a different take," said Mr. Riches. "They all have different cases."

"We've got so many new legislators this year," Mr. Bywater said. "It'll be interesting to see what evolves out of that collective conversation." **ABI**



JOHN RICHES



BRAD HARTKOPF

Q&A:

Jack Whitver, Iowa Senate Majority Leader

Pat Grassley, Speaker of the Iowa House



JACK WHITVER



PAT GRASSLEY

The Iowa General Assembly convened on January 9, 2023. ABI interviewed Iowa Senate Majority Leader Jack Whitver and Speaker of the Iowa House Pat Grassley ahead of the session to learn more about the 2023 outlook.

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Historic Personal and Corporate Income tax reform and reduction were passed in 2022. Many are now talking about focusing on property taxes in 2023. What are your goals for property tax reform?

GRASSLEY: Our plan is to approach property taxes this session with a taxpayer-first mentality. Property taxes are the hardest tax for the State Legislature to influence, but we are committed to finding some creative solutions to deliver relief and certainty for Iowans regarding out-of-control property taxes.

WHITVER: Our goal in addressing property taxes is simple, protect the taxpayer and control the growth of government. In 2019, the legislature implemented a number of changes to improve the transparency of the property tax system in Iowa and give property taxpayers better tools to interact with their local officials about their assessments and their levy rates.

In 2021, the legislature eliminated a property tax levy, moved mental health services off property taxes paid for those services with state revenues. Those changes have led to a reduction in property taxes in different parts of the state. However, even with the elimination of the levy and the migration of those costs from local government to the state, property taxes remain a concern for many Iowans.

Will property tax reform discussions include the streamlining of local services to eliminate cost pressures on local governments?

GRASSLEY: We are still putting together our initial bill on property taxes, but the main objective will be to offer real relief and certainty to property tax payers.

WHITVER: In contrast to the 2021 reforms, I don't foresee a significant shift of services and the costs associated with them from local governments to state government. The focus of this year's reforms will likely move towards controlling growth and the protecting property taxpayers from what is likely to be significant increases in property value because of the historic inflation caused by the reckless spending policies of the Biden Administration.

Finding employees for open jobs continues to be a challenge for Iowa employers. The affordability and availability of childcare and workforce housing remain a challenge. Do you anticipate legislation to address these and other barriers to employment?

GRASSLEY: From raising income eligibility for the child care tax credit, creating an off-ramp from child care assistance, and ensuring our unemployment system operates more like a reemployment system, Iowa House Republicans have led on this issue. Iowa's workforce challenges remain a main concern and priority for our caucus.

This year the Labor committee has been renamed to the Labor and Workforce committee to further reiterate our commitment to addressing this major issue in Iowa. There's no silver bullet to fix the workforce shortage in Iowa so we will continue our work to address this with policies to increase access to affordable child care, incentivize people to be educated for high-need jobs in Iowa and stay in Iowa after graduation, and help Iowans off of government programs and allow them to

better themselves and grow in their careers.

WHITVER: During the last General Assembly the legislature made a number of changes to child care policy, including reducing overly burdensome state regulations. Those regulations were stricter than the federal government standards or the regulations in adjacent states. We also passed tax credits, established a task force, and the governor has approved challenge grants all designed to help Iowans access affordable child care. We will continue to pursue ideas to ease the burden government places on both child care providers and homebuilders.

A priority for Senate Republicans has been welfare reform. The number of able-bodied Iowans in the workforce is still below the pre-pandemic levels and many more job openings exist than Iowans on unemployment. We plan to keep working on welfare reforms so healthy, working-age Iowans have every incentive and the fewest burdens possible to join the workforce and provide for themselves and their families.

Large jury awards for non-economic damages in Iowa translate into high premiums for liability insurance for affected industries, notably health care and trucking. Many states have addressed this issue with caps on such damages. Will Iowa act to control such costs for businesses and consumers?

GRASSLEY: Out-of-control awards for non-economic damages not only drive up the costs but in some cases they put folks out of business entirely, lower access to health care and slow down the supply chain. This is a complex issue we have worked toward addressing in previous sessions and remains a priority for House leadership.

WHITVER: The Iowa Senate has passed a number of pieces of legislation over the last 6 years to curb lawsuit abuse for non-economic damages and it will remain a priority for many of us again this year. When I talk to business owners across the state, it is one of the things I hear about consistently. Controlling these costs is one more thing we can do to help Iowa grow, help businesses succeed in our state, and make our state more attractive to businesses.

Iowa has a shortage of health care in rural areas and lawsuit damages so severe they drive rural health care providers out of business only make that problem worse. I am hopeful we can work with the House and Governor Reynolds this year to make some progress on this issue.

Please comment on Iowa's budget and finances. Reserve funds are full and our annual ending balances reflect strong revenue. What plans are there for these dollars?

GRASSLEY: Iowans have come to know Iowa House Republicans as the caucus that will pass a responsible budget that will cut wasteful spending and properly fund Iowans' priorities. This session will be no different. Iowa's healthy reserve funds and ending balance will continue to be returned to the taxpayers through the tax cuts we have delivered.

WHITVER: Iowa is in a strong place with our budget and finances because of the careful budgeting over the last several years. Fiscal responsibility has been and will continue to be really important as we look at our budget and priorities and also control the growth of

government. The budget surplus is an overcollection of taxes and our intention is to give it back to the taxpayers in the form of permanent, sustainable tax relief. Our goal is to make our state friendlier to taxpayers and employers, more competitive with other states, and more attractive to people looking for new opportunities.

Mandates in health care can increase costs to employee health plans which is often managed through higher employee premiums or lower levels of medical coverage. Do you expect any health care mandates to be enacted in 2023?

GRASSLEY: We are always looking for ways to drive down the costs of health care in Iowa for individuals and employers. This session, I expect many of our members to bring ideas to the table on how best to do that and we will give each of them the proper consideration they deserve.

WHITVER: In the Iowa Senate we have tried to be careful about adding health insurance mandates because mandates typically do increase the cost of health care. As I have said over the years, Iowans have not been asking me to make their health insurance more expensive. I am hopeful we can continue to limit any additional mandates for health insurance and not see those costs increase on Iowa families.

Employee safety has led many ABI employers to adopt drug testing protocols to provide drug free workplaces. The complexity of Iowa's drug testing law makes these programs difficult to manage. Is there an appetite to address changes in Iowa's drug-free workplace policies?

GRASSLEY: Our caucus is open to listening to any concerns of Iowa business to ensure this law is as efficient and effective as possible.

WHITVER: Over the last six years, the Iowa Senate has passed bills on workplace drug testing so employers have the tools they need to ensure a safe work environment their employees. I expect the Senate would be open to addressing this issue again in the future if needed.

When the gavel falls on the 2023 Session, how do you hope it is remembered?

GRASSLEY: My goal for this session, and every session, is for Iowans to know Iowa House Republicans as the caucus that delivers on exactly what we say we're going to do. After the last election, we now represent all 99 of Iowa's 99 counties. We are in touch with the people of Iowa from river to river, in all corners across the state. We are in a strong position to listen to Iowans, deliver on their priorities and follow through on the promises we've made.

WHITVER: I hope the 2023 session is remembered as pro-taxpayer, pro-parent, and pro-growth. Our goal is to continue to implement the same policies that have delivered Senate Republicans into the first supermajority in the state by either party in fifty years. I see our historic electoral success as a validation of our policies and my desire is to continue to implement that agenda for the next two years. **ABI**

Light the Way

Leaders are often told to “pay it forward,” but what exactly does that mean or look like? For some leaders, “pay it forward” has a transactional connotation. The ABI Foundation seeks *transformations* over *transactions*; moreover, it encourages leaders to not just pass the torch, but light the way instead.

Working on the behalf of state-wide business and industry, the ABI Foundation cultivates Iowa’s talent continuum through its dynamic programming. By nominating individuals or leaders in your community to participate in ABI Foundation programs, you light the way towards strengthening Iowa’s workforce.

Business Horizons (High School; Grades 9-12)

Over 75 students from across the state team up each summer to experience the world of business by immersing themselves in hands-on, entrepreneurial activities, career and educational exploration, valuable workshops led by industry professionals, and business tours. This five-day innovation simulation equips participants with future-ready knowledge and skillsets transferable to any career interest.

“The program challenged me to see things in different ways, which helped me formulate new solutions to ideas I wanted to solve. Programs like Business Horizons not only open you up to opportunities in Iowa, but also demonstrate how individuals truly care about shaping the future direction of youth in the state.” – Nyalib

Chambang, student at Storm Lake High School

Leadership Iowa University (College)

One week each summer, 20-25 students explore Iowa’s opportunities with a primary purpose of helping bridge the gap between college and career. By way of networking events, engaging roundtable discussions, an interactive speaker series, and business tours, participants learn why Iowa is the ideal state to both live and work.

“Leadership Iowa University taught me that being vulnerable is not a weakness, it is courageous. Growth only comes when you stretch outside of your comfort zone. Just like rubber bands, the more you stretch them the greater they grow in size.” – Jordan Rios, student at Iowa State University

Leadership Iowa (Professionals)

40 leaders from across the state with varying careers and home communities participate in an integrated series of eight two-day monthly sessions. As Iowa’s premier issues-awareness program, participants explore a different industry topic each month to learn more about its opportunities, challenges, and impact on our state.

“Leadership Iowa has been one of the greatest personal growth experiences of my life. This program allowed me the opportunity to really get to know people with vastly different life experiences than my own and in the process learn about



Kendall Antle
Programs & Engagement Coordinator
ABI Foundation
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important issues facing our great state.”
– **Matt Doty, chief operating officer at Weaton Companies**

When leaders share their experiences with others, they shine light on new opportunities perhaps previously unknown. As that light shines, its flicker emits sparks of curiosity to explore further. Eventually those sparks ignite a flame, and along the journey, that flame will light the way forward for Iowa’s future leaders.

Let’s always remember that a candle loses nothing by lighting another. **ABI**

NOMINATIONS OR INFORMATION

To nominate individuals or leaders in your community, and to learn more about how you can “light the way” as a leader, visit www.iowaABIFoundation.org



LEADERSHIP IOWA DECEMBER 1-2 | AMES

The Leadership Iowa 2022-23 class completed its third session in Ames on topics relating to innovation and technology in Iowa. Session highlights included tours of:

- Danfoss Power Solutions Co.
- Iowa State University’s (ISU) Student Innovation Center
- Pivot Bio and Vermeer Corporation
- ISU Veterinary Diagnostic Laboratory.

The class took part in Q&As with ISU president Wendy Wintersteen and director of athletics Jamie Pollard, and conversations with subject-matter experts Brian Waller (Technology Association of Iowa) and Jim Sherlock (Cybercade).



**IOWA
ASSOCIATION
OF BUSINESS
AND INDUSTRY**

JANUARY 2023 | VOL 13 | #1

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.

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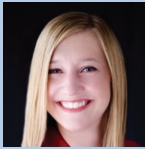
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