MINNESOTA 500
THE MOST POWERFUL BUSINESS LEADERS IN MINNESOTA
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I’m proud to say that the Hamline community is taking us into a future that even our trailblazing founders might not have imagined. We are helping to write another chapter in our long, illustrious history by taking on the world, standing for justice, creating, and innovating.”

—President Fayneese Miller
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CONGRATULATIONS ON MAKING THE MINNESOTA 500

Duke Realty salutes Josh Budish on his selection to the Minnesota 500 for the second consecutive year. A seasoned commercial real estate professional, Josh has helped match many Minneapolis-St. Paul businesses with the right facilities for their operations.

Thank you to Josh and all Minnesota 500 honorees for sharing your talents and making Minnesota a great place to live and work.

dukerealty.com
WHAT YOU HAVE IN YOUR HANDS is a snapshot of Minnesota’s most powerful and influential leaders in 2019. Five hundred people (and nearly as many companies) serve as a testament to Minnesota’s influence in the Midwest, the U.S. and the world. We cover 46 industries that span health care, agriculture, law, investments, entertainment, cybersecurity, construction and more. Even more impressive than the quantity is the quality of leaders in our state. The individuals highlighted were chosen because of how their leadership has made ripple effects on their company, their industry and the larger community.

I hope you find this publication to be a useful resource as well as a point of pride. Across Minnesota are people who have high expectations of others and higher ones for themselves. Really, it’s not surprising that so many of the inspirational quotes and bits of advice the professionals mentioned are about daring to dream, caring about those you serve and not being afraid to fail.

Perhaps as you read through these profiles, you’ll glean some of the secrets to their success, but more likely, you will find that these professionals have something far simpler and far more demanding in common: They have a never-ending drive.

Thinking ahead to next year, I wonder about how this publication might continue to reflect Minnesota’s changing landscape of people, products and services. Just like the 500 people in this publication, we can’t rest on our laurels. To be true to the purpose of this publication’s mission, we must continue to shine a light on those who deserve recognition but who are often too humble to seek it out—those who are working tirelessly behind the scenes to make extraordinary contributions to advance corporate and community goals.

I almost made it through without mentioning another inspirational quote, and while it’s from Vince Lombardi (sorry, Minnesota Vikings), I think it aptly describes the work of these 500 leaders. “We will chase perfection, and we will chase it relentlessly, knowing all the while we can never attain it. But along the way, we shall catch excellence.”

LIANNA MATT MCLERNON
Content Director, Minnesota 500
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HOW TO NAVIGATE THE INDUSTRIES

COLOR-CODED TRIANGLES WILL LEAD YOU THROUGH THE INDUSTRY CHANGES.
Congratulations to our President and CEO Mark G. Mishek and Chief Information Officer, Debra Bauman on being named among Minnesota’s Top 500 Executives.
2019/2020
SEASON

Fly Me to the Moon
WITH CHARLES LAZARUS AND
THE MINNESOTA ORCHESTRA
Featuring guest vocalist Jearlyn Steele
Nov 10

Disney Pixar’s Up in Concert
COMPLETE FILM WITH THE
MINNESOTA ORCHESTRA
Nov 29–Dec 1

Jazz at Lincoln Center
Orchestra
WITH WYNTON MARSALIS
Dec 13

Home for the Holidays
WITH THE MINNESOTA ORCHESTRA
Dec 14, 15 & 19

It’s a Wonderful Life
Live in Concert
COMPLETE FILM WITH THE
MINNESOTA ORCHESTRA
Dec 21–22

Full concert listing available online. On sale now!

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PHOTOS Lazarus: Travis Anderson Photo; Jazz at Lincoln Center: Piper Ferguson.
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Dentistry for the Entire Family offers a wide range of services including: preventative care, tooth-colored fillings, teeth replacement, and cosmetic procedures like professional whitening and Invisalign braces.

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Russ Becker
President and CEO
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**LEADING INDUSTRIES / Agriculture**

**THOMAS ASTRUP**
President and CEO
AMERICAN CRYSTAL SUGAR CO.

After 25 years with American Crystal Sugar Co., Thomas “Tio” Astrup, president and CEO, knows the necessity—and value—of today’s farmer-owned cooperatives. Under his leadership, the nation’s first beet sugar cooperative, based in Moorhead, has expanded factories and added 10,000 acres of sugar beets to maximize the company’s processing capacity. Approximately 2,800 shareholders/growers own the closed cooperative, which is the largest beet sugar producer in the country. Before being named president, Astrup served in executive level positions within the company, including chief financial officer, vice president of finance, vice president of administration, vice president of operations and chief operating officer of Sidney Sugars, a wholly owned subsidiary. Astrup, who received his undergraduate degree in accounting from the University of North Dakota, is on the boards of ProGold LLC, the Fargo Moorhead West Fargo Chamber, Greater North Dakota Chamber and is a trustee of the U.S. Beet Sugar Association. He comments, “The company has more than 125 years of success and progress behind it and more than 40 years as a grower-owned cooperative.” It’s an honor, he says, “to continue these successful traditions.”

**DONN DEVELDER**
Co-President and CEO
ASSOCIATED MILK PRODUCERS INC.

Donn DeVelder was named co-president and CEO of Associated Milk Producers Inc. (AMPI) in January 2015. DeVelder has been with AMPI for more than 30 years, beginning as a field representative providing on-farm consultation and assistance to the co-op’s dairy farmer-owners. He then joined the corporate staff at the cooperative’s New Ulm office. Previous to his current role, DeVelder was the executive senior vice president and was responsible for fluid marketing and member services. AMPI is a cooperative owned by dairy farm families from Wisconsin, Minnesota, Iowa, Nebraska and the Dakotas. Altogether there are 2,000 farm families and 1,200 employees of AMPI. To ensure the cooperative runs smoothly and represents all its members fairly, the company uses three levels of governance: district, division and corporate. With smooth operations, AMPI can focus on what really matters, like the cheese, butter and powdered dairy products the farmers are making for their customers. DeVelder received his undergraduate degree from the University of Northern Iowa.

**JON DAVIS**
CEO of Davisco Foods International Inc.
AGROPUR DAIRY COOPERATIVE

The Davis family has successfully run business for more than 75 years. Jon Davis, CEO of Davisco Foods International Inc., learned the importance of hard work and value of building professional relationships through his dad Mark and grandfather Stan’s examples. It was Stan who took advantage of the opportunities, buying and consolidating creameries, and Mark who had the foresight to shift that focus to cheese. Davisco Foods International produces 1 million pounds of cheese each day, bringing in $1 billion in sales. Running a company of that magnitude doesn’t just happen. Jon earned the opportunity after graduating from the University of St. Thomas, moving to Idaho, successfully managing Jerome Cheese Co. and effectively serving as chief operating officer for all of Davisco’s manufacturing operations. In 2012, he was appointed CEO and president. His business acumen and collaborative nature proved instrumental when Agropur Dairy Cooperative purchased Davisco, doubling its U.S. processing operations. Although the family sold the company in 2014, it is still based in Le Sueur and retains the Davisco name. The Davis family also owns Eden Prairie-based quartz countertop maker Cambria Co.

**JAY DEBERTIN**
President and CEO
CHS INC.

Jay Debertin leads CHS Inc., a company of roughly 10,500 employees and No. 97 in the Fortune 500 for 2019—the company’s 20th year on the Fortune 500 list. The company is the country’s largest farmer- and rancher-owned cooperative, providing energy (the company also operates petroleum refineries), crop nutrients, animal feed, food ingredients and more. For 35 of its 88 years, Debertin has been a part of that legacy. Past leadership roles include executive vice president and chief operating officer for CHS’s diverse energy operations, processing and food ingredients, and he has also guided energy marketing, crude oil supply, refining, pipelines and terminals, trading and risk management, and transportation. While Debertin’s work takes him to Inver Grove Heights every day, he has always been a Minnesotan and an agriculture man, growing up in East Grand Forks. Debertin has his undergraduate degree in economics from the University of North Dakota Grand Forks and an MBA from the University of Wisconsin Madison. He currently serves as the chairman for Ventura Foods LLC.

**BETH FORD**
President and CEO
LAND O’LAKES INC.

There were two valuable lessons Beth Ford learned while growing up as one of eight kids in Sioux City, Iowa: Don’t be afraid of hard work, and if you want something bad enough, speak up (no one will read your mind). Ford, who has an undergraduate degree from Iowa State University and an MBA from Columbia University, might even add a third: Share the credit when that hard work pays off and you become the first woman president and CEO in the history of Minnesota’s 100-year-old Land O’Lakes Inc. food and agricultural cooperative—the third-largest cooperative in the U.S. with about 10,000 employees and a revenue of $15 billion dollars. Just as she learned the values of intellectual curiosity, grit, competition, resilience and patience growing up, she also learned the value of encouraging those around you. Through every phase of her professional journey, Ford has promoted an atmosphere of collaboration. “Leadership is a team sport,” Ford says. “I hire and work with very smart people. The team is critical to put you into position to succeed. It’s really a simple equation. “Success comes when others succeed with you.”

**KEITH KERSTEN**
Former CEO
BUSHEL BOY FARMS

Keith Kersten was the CEO of Bushel Boy Farms LLP since 2011 to 2019. The company, founded in Owatonna in 1990, has a mission to grow fresh, vine-ripened tomatoes year round. Before Bushel Boy, Kersten was managing director at Cargill and the senior vice president of operations at Beyerly’s Inc. Steve Irland currently leads Bushel Boy as its president.

**EDUCATION:** University of Minnesota (BS), Culinary Institute of America (AA)

**WHY AGRICULTURE:** “I have always liked serving others and creating products that they enjoy. The food business has always given me a platform that merged creativity and business principles together ... the best of both worlds.”

**HIDDEN TALENT:** “I love to sing gospel songs at church.”

**ADVICE FOR RECENT GRADUATES:** “Without a transcendent cause, you can spend a lifetime looking for success and satisfaction without finding it.”
Not all dairy protein is created equal. David Lenzmeier, CEO of Eden Prairie-based Milk Specialties Global, knows this well after devoting his career to dairy protein powders. Raised on a dairy farm in Pearl Lake, the ambitious entrepreneur traded in his farm boots for the board room as co-founder and president of Protiennent Inc., producing whey-based ingredients used in nutritional supplements and processed foods. In 2008, he joined Milk Specialties Global—a leader in the production of dairy protein ingredients and animal nutrition supplements—as president of the Human Nutrition business unit, rising to CEO in 2011. Under his guidance (and with the help of the right employees), the company grew more than $750 million in revenue and expanded from four to 10 facilities. His leadership skills didn’t go unnoticed. In 2013, he was awarded the Ernst & Young Entrepreneur of the Year Heartland Region award for demonstrating excellence and success in innovation, financial performance and commitment to business and communities. Lenzmeier, a University of Wisconsin River Falls graduate, also serves as a board member for two non-profits, the American Dairy Products Institute and the Hendrickson Foundation.

Ian O’Connell has spent the past nine years working in agriculture and was hired as the chief financial officer and vice president of finance at Southern Minnesota Beet Sugar Cooperative (SMBSIC) in May 2015. SMBSIC, based in Renville, is owned by over 500 sugar beet growers in approximately 17 counties in southwestern Minnesota. SMBSIC and its wholly owned subsidiary, Spreckels Sugar Co. in Brawley, California, collectively produce over 1.3 billion pounds of sugar annually. O’Connell has led the finance, treasury/insurance, human resources, IT, supply chain and purchasing functions at SMBSIC and has helped oversee SMBSIC’s involvement in its joint venture sugar marketing company, National Sugar Marketing.

**EDUCATION:** University of Minnesota Duluth (BS-accounting)

**FIRST JOB:** “Mowing grass at a baseball field”

**INSPIRATIONAL QUOTE:** “Culture eats strategy for breakfast.”

**ADVICE FOR RECENT GRADUATES:** “Spend as much time playing music as I have on spreadsheet and you’ll be a rockstar.”

James “Joe” O’Rourke was named the Mosaic Co.’s president and CEO in August 2015, heading up the Plymouth-based Fortune 500 company (soon to move to Tampa, Florida) that is responsible for mining and producing potash crop nutrients feed ingredients and phosphate fertilizer. Keeping an eye on new avenues for growth, O’Rourke recently helped create a strategy and growth division, including business development and market and strategic analysis teams. O’Rourke joined Mosaic in January 2009 as the executive vice president of operations and was promoted with the additional title of chief operating officer in August 2012. During that time, he was responsible for Mosaic’s global mining and processing operations, supply chain, procurement and environment, health and safety organizations. Before arriving at Mosaic, O’Rourke was president of Australia Pacific for Barrick Gold Corp., the largest gold producer in Australia. He has more than 25 years of experience in the mining industry and has held several management roles in the industry. O’Rourke received his undergraduate degree in mining and mineral engineering at the University of British Columbia and his MBA from INSEAD in Fontainebleau, France.

Sheryl Meshke was named co-president and CEO of the dairy farmer cooperative Associated Milk Producers Inc. (AMPI) in January 2015. Meshke has been with AMPI for 27 years. During that time, she has led the co-op’s communications, public affairs, human resources and strategic planning. She previously served as executive senior vice president and led strategic initiatives aimed at strengthening the cooperative’s performance and value. In 2017, AMPI members marketed 5.7 billion pounds of milk, resulting in $1.7 billion in sales for the cooperative. AMPI owns 10 Midwest-based manufacturing plants which produce 10 percent of the nation’s American-type cheese, butter and dried whey. The cooperative’s award-winning cheese, butter and powdered dairy products are marketed to food service, retail and food ingredient customers. Meshke received her undergraduate degree from South Dakota State University and her master’s in business communication from the University of St. Thomas.

In 1972, 26 years after his dad Elmer and uncle Ludwig Rosen created a business out of buying and transporting livestock, Thomas “Tom” Rosen joined the ranks. At the time, Rosen’s Diversified Inc., based in Fairmont, only sold feed, fertilizer and farm chemicals. The company, while still providing agricultural products, has since expanded into beef processing (one of the largest in the country), conducts a fleet of semi-trailer trucks, has a complete line of performance pet products and has recently acquired an in-house marketing agency. Tom received an undergraduate degree in business administration from Morningside College in Iowa before gaining leadership experience within the company. He was appointed CEO in 1991. Impressive accomplishments include growing sales to $3.5 billion and the number of employees to 5,000. The company processes 7,000 head of cattle per day, while the chemical and farm-fertilizer branch of the business spans 17 states. Tom is a longstanding member of the Minnesota Agri-Growth Council, the Minnesota Chamber of Commerce and the Minnesota Business Partnership. In 2006, he was named to the Minnesota Business Hall of Fame.
LEADING INDUSTRIES

TIMOTHY SKIDMORE
EVP and CFO
CHS INC.

As CHS Inc.’s executive vice president and chief financial officer, Timothy Skidmore helps shape overall strategy and direction for the Fortune 100 business owned by agricultural cooperatives, farmers, ranchers and thousands of preferred stockholders in the U.S. He responds to regulatory requirements and runs an efficient and effective operation with the skills he has acquired through his illustrious career. Skidmore’s path began at ConocoPhillips before he moved to DaiPoint Co., where he held several financial leadership positions. From there, he spent nearly 13 years at Campbell Soup Co., serving as vice president of financial planning and analysis for Campbell North America. In 2011, he joined CHS as the company’s executive vice president and CFO. In this position, he is responsible for finance, accounting, tax, patron equity, treasury, strategic sourcing and insurance risk management. Skidmore is also on the board of trustees for the Science Museum of Minnesota and a director on the Finance 50 and CHS Pension Plan boards. He holds an undergraduate degree in risk management from the University of Georgia and an MBA in finance from Widener University in Pennsylvania.

DAVE STUK
CEO
FARMWARD COOPERATIVE

Dave Stuk is the CEO of Farmward Cooperative, located in Morgan. Farmward Cooperative was formed when two local cooperatives, Harvest Land and Co-op Country Farmers Elevator merged, a decision that was approved by the membership in April 2017. Farmward has outlet locations in Clements, Comfrey, Danube, Morton, Olivia, Renville, Sacred Heart, Springfield and Wabasso and offers a wide variety of agricultural products and services. Farmward also provides finance, lease, crop insurance and property insurance through AgQuest Financial and Northland Capital, its subsidiary companies. The name Farmward was created from the two words, “farming” and “forward,” with the tagline, “advancing farming for generations.” Currently, Farmward and another co-op, Farmers Cooperative of Hanska, are moving into stage two of the unification process after a feasibility study was approved and conducted by both boards of directors. Before the merger of Harvest Land and Co-op Country Farmers Elevator, Stuk was the CEO of Harvest Land.

PHIL BURKE
Director of MSP Operations
METROPOLITAN AIRPORTS COMMISSION

Phil Burke has been the director of MSP Operations at the Metropolitan Airports Commission (MAC) since April 2011. One of Burke’s main goals during his tenure at MAC is to make the Minneapolis-St. Paul International Airport the most accessible airport in the world for everyone who walks through its doors through its design, building and operations. Previously, Burke served as the assistant director of MSP Operations. Before joining MAC in 2001, Burke served as the properties and facilities manager of Mesaba Airlines.

EDUCATION: University of North Dakota (BS-airport administration), Bethel University (MBA-organizational leadership)
WHY AVIATION: “It caught the flying bug and started down that path initially, before discovering that airports and the traveling public were my real passions.”
FAVORITE HOBBIES: “I’m a sports nut—hockey, golf, tennis and water skiing.”

ZACH KELLER
VP and General Manager
HONEYWELL AEROSPACE

Zach Keller joined Honeywell in 1985 and through many promotions now holds the positions of vice president and general manager. Keller grew up in Mt. Horeb, Wisconsin, and says he chose his career because of his interest in engineering and developing new products. He notes that serving the men and women in the U.S. Armed Forces and leading the Honeywell navigation product surger after 9/11—beating the 18-month timeline to triple output—as a couple of his biggest accomplishments.

EDUCATION: University of Wisconsin Stout (BS-industrial technology/product development), University of Minnesota (MS-management of technology)
FIRST JOB: “Mowing my neighbor’s 5-acre yard at the age of 12.”
TOUGHEST CHALLENGE: “Balancing work demands with time spent with friends and family.”
FAVORITE MOVIE: “Star Trek.”
FAVORITE MINNESOTA ATTRACTION: “St. Croix River.”

JUDE BRICKER
CEO
SUN COUNTRY AIRLINES

Before joining Sun Country in 2017 as president and CEO, Jude Bricker served as the chief operating officer and executive vice president of Allegiant Travel Co. in Las Vegas and as a finance manager at American Airlines. Bricker also served as an infantry officer in the U.S. Marine Corps from 1996 to 2002. During his tenure, Bricker’s accomplishments include growing routes 80 percent since June 2018, completing a fleet-wide enhancement of airplane interiors, increasing staff by 10 percent (particularly in-flight employees), increasing passengers served by 47 percent since 2017, and lowering airfare by an average of $30 per segment.

EDUCATION: Texas A&M University (BS-civil engineering), University of Texas Austin (MBA-finance)
FIRST JOB: “My first job was as a bus boy at a fancy restaurant in Savannah, Georgia. I worked there during the summers while living with my grandparents.”
STANDOUT TRAVEL: “Every summer I go on vacation with my family in Long Beach Island, New Jersey. My favorite Sun Country destination is Costa Rica.”

BENJAMIN HUMPHREY
VP of Airport Operations
MSP DELTA AIRLINES

Benjamin “Ben” Humphrey has been working with Delta for 26 years, starting in the mailroom on the midnight shift in Washington D.C., working across the U.S. in various leadership roles, most recently being promoted from the corporate director of ramp operations to the vice president of airport operations (MSP) in February 2019. While being stationed in Atlanta, he helped the merger of Northwest Airlines and Delta by improving the baggage transfer process, and when he lived in Detroit, he was instrumental in opening the airport’s mid-field terminal. Adding to his credentials is an internship at the Washington National Airport with the Federal Aviation Administration. Outside of work, he has been his son’s baseball coach for years and he is on the St. Paul Area Chamber of Commerce.

EDUCATION: University of North Dakota (BS-airway science, aircraft systems)
WHY AVIATION: “I’ve loved it since I was three years old. I was the product of a divorce and was on airplanes back and forth between my mom and dad.”
FAVORITE CHARITY: “I do fundraisers for Dystonia Medical Research Foundation; my mother has dystonia.”

DAVE STUK
CEO
FARMWARD COOPERATIVE

Dave Stuk is the CEO of Farmward Cooperative, located in Morgan. Farmward Cooperative was formed when two local cooperatives, Harvest Land and Co-op Country Farmers Elevator merged, a decision that was approved by the membership in April 2017. Farmward has outlet locations in Clements, Comfrey, Danube, Morton, Olivia, Renville, Sacred Heart, Springfield and Wabasso and offers a wide variety of agricultural products and services. Farmward also provides finance, lease, crop insurance and property insurance through AgQuest Financial and Northland Capital, its subsidiary companies. The name Farmward was created from the two words, “farming” and “forward,” with the tagline, “advancing farming for generations.” Currently, Farmward and another co-op, Farmers Cooperative of Hanska, are moving into stage two of the unification process after a feasibility study was approved and conducted by both boards of directors. Before the merger of Harvest Land and Co-op Country Farmers Elevator, Stuk was the CEO of Harvest Land.
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LEADING INDUSTRIES
Aviation / Energy - Oil and Gas

BRIAN RYKS
CEO and Executive Director
METROPOLITAN AIRPORTS COMMISSION

Brian Ryks joined the Metropolitan Airports Commission (MAC) in 2016, focusing on expanding air service and improving the airports and their technology. During Ryks’ tenure, MAC has won the Top Airport in North America for its size and category from 2016 to 2018 from the Airports Council International – Airport Service Quality, established the Regional Air Service Partnership and created new international routes to places like Seoul, Mexico City and Dublin. Among other board commitments, Ryks serves on the Airports Council International North America board of directors and is a member of the American Association of Airport Executives policy review committee.

EDUCATION: St. Cloud State University (BA)
WHY AVIATION: “I have a tremendous passion for aviation as a result of obtaining a pilot’s license while in college. Every day is unique at our airports, which is both exciting and challenging. Airports are tremendous economic assets which allow for opportunities to collaborate across multiple sectors.”
HIDDEN TALENT: “Aviv snowboarder.”
BUCKET LIST TOPPER: “Obtaining a sea plane rating.”

KEN BEAUDRY
Owner and CEO
BEAUDRY OIL & PROPANE

Ken Beaudry, along with his wife, Carrie, founded Beaudry Oil & Propane in 1981. During his tenure, Beaudry helped grow the company into one of the largest family-owned petroleum distributors in Minnesota and has ensured that his company is known for quality products with fantastic services.

EDUCATION: North Hennepin Community College (BS-sales and management)
FUNNIEST WORK MOMENT: “My brother is somewhat of a practical joker. If you left food on your desk he would take a bite out of it when you weren’t looking. So I set him up by going to Burger King and buying a whopper, taking white food grade petroleum grease and putting it on the burger instead of mayo. I left it on my desk, and when I wasn’t there he took a bite out of it. He said that it took hours to get the taste of grease out of his mouth—it was absolutely hilarious!”
FUN FACT: “I lead mission teams to Ukraine once or twice a year. I also enjoy public speaking.”

KYLE SCHMALTZ
Area Director
SIGNATURE FLIGHT SUPPORT

For the past 14 years, Kyle Schmaltz has been Signature Flight Support’s area director. In this position, Schmaltz manages the flight-based operations (FBO) for MSP/KMSP and maintains its reputation for superior executive aviation service to the Twin Cities. Under Schmaltz, the location he oversees has been ranked multiple times by pilots as the No. 1 FBO in the nation for customer service and safety.

EDUCATION: St. Cloud State University (BS-aviation management)
FIRST JOB: “I worked as a range boy at a local golf course.”
TOUGHEST CHALLENGE: “Losing a parent.”
HOBBIES: “Snowmobiling, fishing and golfing.”
ADVICE FOR RECENT GRADUATES: “Listening is just as important as talking.”

TREVOR BEAUDRY
COO
BEAUDRY OIL & PROPANE

Trevor Beaudry joined the family business in 2006. What began as a small family-owned business with one truck and one employee is now a 50-employee company with its own brand of diesel and oil, propane cylinder exchange, and a statewide delivery service. As chief operating officer, Beaudry has helped the company continually grow (including six acquisitions) while maintaining a high level of service and has successfully guided the integration of multiple acquisitions. Beaudry is also a director on the Minnesota Propane Association Board.

EDUCATION: Bethel University (BA-finance, marketing)
BEST ADVICE: “Fortune is in the follow up!”
FIRST JOB: “Pumping gas at my dad’s full-service gas station when I was 15.”
HIDDEN TALENT: “I’m training for my sixth marathon.”
ADVICE FOR RECENT GRADUATES: “Do the Dave Ramsey Financial Peace course and follow it!”
BUCKET LIST TOPPER: “Travel and hike in the Patagonia region.”

PHILIP TIEDEMAN
Manager
ANOKA COUNTY-BLAINE AIRPORT

During Super Bowl LII in 2018, hosted in Minneapolis, Philip Tiedeman and his team at the Anoka County-Blaine Airport ensured that a high volume of business jets could quickly land, drop off passengers, gas up and fly off again. The reliever airport, also known as James Field and owned by Metropolitan Airports Commission, supports more than 75,000 takeoffs and landings annually with a total annual economic output of $118 million. Tiedeman, a self-described “farm kid” from northwest Iowa, was first introduced to aviation as a child and was hooked. He received his undergraduate degree in aviation management at the University of North Dakota Grand Forks and later obtained his commercial and flight instructor pilot certificates before switching gears to management. In day-to-day operations, he focuses on everything from overseeing the budget to assuring safety regulations are followed. He gained operation management experience at airports in Midland, Texas, Brookings, South Dakota; and the South St. Paul Municipal Airport before assuming his current title. Tiedeman is a certified member of the American Association of Airport Executives.

EDUCATION: North Dakota State University (BS-agricultural business)
FIRST JOB: “I worked as a range boy at a local golf course.”
TOUGHEST CHALLENGE: “Losing a parent.”
HOBBIES: “Snowmobiling, fishing and golfing.”
ADVICE FOR RECENT GRADUATES: “Listening is just as important as talking.”

STEVE CHRISTENSEN
CEO and General Manager
GRANITE FALLS ENERGY LLC

When a dry mill ethanol plant can produce ethanol at some of the lowest costs out there—yet still maintain profitability and a highly motivated workforce—those are hard-earned points of pride for Steve Christensen, CEO of Granite Falls Energy LLC, located about three miles east of Granite Falls. Founded in 2000, the company produces 65 million gallons of ethanol utilizing over 20 million bushels of locally sourced corn, distiller grains (feed to livestock) and corn oil. There’s no question that Granite Falls Energy has positively impacted the economy and the environment.

“We are purchasing corn from local farmers and returning dividends to local shareholders who have invested in the plant,” Christensen explains during an interview with Minnesota Bio-Fuels Association. “We provide local jobs in a rural community in a safe, environmentally responsible manner.” Christensen, who received his undergraduate degree in animal science from Iowa State University, worked at Hubbard Milling Co., Archer Daniels Midland, JD Hieskell and Western Wisconsin Ethanol, where he served as CEO and general manager, before joining Granite Falls Energy in 2012.

EDUCATION: St. Cloud State University (BS-business administration)
FIRST JOB: “I worked as a range boy at a local golf course.”
TOUGHEST CHALLENGE: “Losing a parent.”
HOBBIES: “Snowmobiling, fishing and golfing.”
ADVICE FOR RECENT GRADUATES: “Listening is just as important as talking.”

FUN FACT: “I lead mission teams to Ukraine once or twice a year. I also enjoy public speaking.”
RANDALL DOOLEY
CEO
DOOLEY’S PETROLEUM INC.

For more than 50 years, family-owned Dooley’s Petroleum Inc. operated from the tiny town of Murdock, with a population of less than 300. Just recently, they chose to relocate their corporate headquarters to nearby Willmar, building a 10,000-square-foot office building along with a 10,000-square-foot shop for servicing their truck fleet. Orchestrating this move was Randall “Randy” Dooley, CEO, who—along with his brother Tom—took over the reins when his dad, Louis, sold the company to them in 1985. After changing the focus of the business to liquid propane, the brothers changed the name to Dooley’s Petroleum Inc. Through the next 25 years, Dooley’s Petroleum grew across the Upper Midwest and Canada through business development, acquisitions and a reputation for superior customer service and products. Dooley’s Petroleum today employs more than 160 employees and has become a trusted name in providing fuel and oil for private and commercial vehicles and residential, commercial and agricultural sites. In 2012, Dooley Petroleum added a new venture with Dooley’s Natural Gas, bringing natural gas service to nine communities.

BRANDON ELLIOTT
CEO
NORTHERN OIL AND GAS INC.

In 2018, Brandon Elliott was well-positioned to capitalize on growth opportunities as the newly appointed CEO of Minnesota-based Northern Oil and Gas Inc. As the former president and chief operating officer of the company, the energy specialist was prepared to shift gears and focus on day-to-day operations and investor relations. The exploration and production company—with a core focus on the Bakken and Three Forks areas within the Williston Basin in North Dakota and Montana—delivers on highly accretive acquisitions. In a press release, Elliott says the team demonstrates an ability to “find, fund and close deals that grow production, cash flow and core drilling inventory, further strengthening the balance sheet and lowering interest expense.” Prior to joining Northern Oil and Gas, Elliott served as vice president of investor relations of CONSOL Energy Inc. from 2010 to 2012 and as an analyst and portfolio manager at Fries Associates LLC from 2000 to 2010. A CFA and member of the National Investor Relations Institute, he received his undergraduate degree in psychology from Dartmouth College.

DAVE STASCAVAGE
President and COO
LUBE-TECH & PARTNERS LLC

Dave Stascavage joined Lube-Tech & Partners in 2013 and has served as president and chief operating officer of the company since June 2016. That year, Stascavage led the company through a considerable merger with two other significant companies, Moore Oil and Boyer Petroleum Co. Previous to his position as president and COO, Stascavage served as the general manager of Lube-Tech, vice president of global sales for TSI Inc., the director of sales and marketing for Graco, Inc., as well as several managing positions for H.B. Fuller Co.

EDUCATION: Rochester Institute of Technology
HOBBIES: “Long distance running.”
STANDOUT TRAVEL: “Paris, France.”
ADVICE FOR RECENT GRADUATES: “Develop a very strong sense of self-awareness and make the assumption that the more you learn the less you know.”
FAVORITE MINNESOTA ATTRACTION: “Mississippi River in the Twin Cities.”

BRAD TUTUNJIAN
Division VP of Minnesota Operations CENTERPOINT ENERGY

Brad Tutunjian, a licensed professional engineer, has been with CenterPoint Energy since 1998 and has been the vice president of gas operations in Minnesota since 2015. Before returning to Minnesota, which is where he grew up, Tutunjian most recently served as the vice president of gas operations for the company’s natural gas distribution systems in Mississippi and Louisiana. Tutunjian has also previously served on the board for the American Red Cross and Goodwill Industries of Houston, his favorite charity. Although he has had more than 20 years in the industry, his biggest accomplishment is still playing a key role with the electric and natural gas emergency restoration efforts for communities during hurricanes Ike, Gustav, Rita, Katrina and Humberto.

EDUCATION: Texas Tech University
HOBBIES: “One of my favorite hobbies is wake surfing.”
ADVICE FOR RECENT GRADUATES: “Always try to strive to do something that makes you uncomfortable so you never stop improving.”

BRETT CARTER
EVP and Chief Customer and Innovation Officer XCEL ENERGY INC.

Brett Carter was hired as executive vice president and chief customer and innovation officer of Xcel Energy in May 2018. Previous to this position, Carter held senior leadership roles with Bank of America and other major utilities companies including Duke Energy, UtiliCrop/Aquila and Dominion. For Carter, working in the electricity industry is a privilege since energy companies provide a service that is critical to people’s everyday lives. As the chief customer and innovation officer, Carter leads key areas of emerging technologies, enterprise security, marketing and customer services.

EDUCATION: Clarion University (BS-accounting), University of Pittsburgh (MBA-marketing)
FAVORITE MOVIE: “The Notebook.”
ADVICE FOR RECENT GRADUATES: “The way you live your first 22 years will greatly influence how you live your next 66.”
FAVORITE CHARITY: “While living in North Carolina, I helped launch One Charlotte which cultivates unity among diverse groups and opportunities for people in disadvantaged communities.”

BEN FOWKE
Chairman, President, CEO XCEL ENERGY INC.

Ben Fowke is chairman, president and CEO of Xcel Energy Inc., after holding a variety of other executive positions at the company including president and chief operating officer, vice president, and chief financial officer. Fowke was previously vice president and CFO of Energy Markets. He also served 10 years with NextEra in various management positions. Currently, Fowke is leading Xcel Energy’s clean energy transition with a goal to reduce carbon emissions 90 percent by 2030 and a vision to serve customers with 100 percent carbon-free electricity by 2050.

EDUCATION: Towson University (BS-finance and accounting)
WHY ENERGY: “I happened into the energy industry through my first professional job as an auditor. It is a fascinating industry, and I am constantly reminded of the enormous role it plays in powering our economy and lives.”
FIRST JOB: “I worked at a full-service gas station as a teenager, pumping gas and cleaning windshields. The experience gave me a good background in customer service before moving on to building outdoor swimming pools.”
LEADING INDUSTRIES

Energy - Utilities

MICHAEL HANSON
Former President
HUNT ELECTRIC CORP.

From 1996 to 2019, former president Michael “Mike” Hanson helped transform Hunt Electric Corp. into a formidable design-build electrical contracting firm. He first joined the Bloomington-based company in 1985 as an assistant project manager, later becoming a licensed master electrician before becoming president. Hanson helped facilitate the purchase of Common-wealth Electric’s assets, helped negotiate a successful merger with low-voltage systems integration service ECSL and oversaw the purchase of Duluth-based API Electric Co.’s assets and combined operations with the Brooklyn Park-based company Mayer Electric.

In the past, Hanson has served as governor of the St. Paul chapter of the National Electrical Contractors Association, past president of Federated Electrical Contractors and member of the Dunwoody College of Technology board of trustees. He received an undergraduate degree from the University of Minneso-ta, an MBA from the Carlson School of Management and a degree in electrical construction and maintenance from the Dunwoody Institute, now Dunwoody College of Technology. He’s also on the Freshwater board of directors, a nonprofit focused on protecting and preserving freshwater resources.

EDUCATION: Mankato State University (BA-business, computer science)
FIRST JOB: “Part-time at Sears.”
STANDOUT TRAVEL: “Santorini, Greece.”
DOWNTIME LEISURE: “Boating and grilling.”

GREG MILLER
President and CEO
DAKOTA ELECTRIC ASSOCIATION

Greg Miller joined Dakota Electric Association in 1997 and is currently the cooperative’s president and CEO. Miller chose the energy field because he was interested in utilizing both his degrees in business and computer science. Before joining Dakota Electric, Miller worked at a smaller electric utility over 30 years ago where he managed the IT function—this led to a role on the senior management team. Once Miller joined Dakota Electric, he assumed a leadership position that shifted his focus from IT to management and business. Miller serves on the boards for Dakota County Technical College, the Minnesota Zoo and Wings Financial. He is also an active member of the Apple Valley Rotary and is involved in several chambers of commerce in Dakota County.

EDUCATION: Mankato State University (BA-business, computer science)
FIRST JOB: “Part-time at Sears.”
STANDOUT TRAVEL: “Santorini, Greece.”
DOWNTIME LEISURE: “Boating and grilling.”

JOEL MORYN
President and CEO
PARSONS ELECTRIC

Joel Moryn joined Parsons Electric in 1981 as an intern in college and worked as an estimator, project manager and eventually vice president before becoming president of the company in 1998. Throughout Moryn’s 36 years in electrical engineering, he has specialized in construction technology, integrated project delivery, and national electrical and technology building maintenance. As president for the last 20 years, Moryn has helped grow Parsons’ business volume by 700 percent and, in the process, created an enduring company.

EDUCATION: University of Minnesota (BS-electrical engineering), University of St. Thomas (MBA)
FIRST JOB: “Valley Floor Covering—selling floor coverings and estimating at age 15.”
ADVICE FOR RECENT GRADUATES: “Be patient and persistent in your career growth path. Make sure you examine the opportunities at the company you currently work at before looking for another. At any growing company there is amazing opportunity awaiting you.”

ALAN HODNIK
Chairman and CEO
ALLETE INC.

Raised in Aurora, Alan “Al” Hodnik has been with Allette Inc. since 1981. Across seven positions in the company, he was named president in 2009, CEO in 2010 and chairman in 2011. Headquartered in Duluth, Allette serves 145,000 consumers, 16 municipalities and some of the nation’s largest industrial companies. Under Hodnik, Allette has grown to nearly $4 billion in market cap over the past 10 years and has strengthened its reputation for gender diversity on the board and executive leadership. Hodnik serves on the Essentia Health-East Region and PolyMet Mining Corp. boards.

EDUCATION: University of Minnesota (BS—political science, public administration; executive program)
INSPIRATIONAL QUOTE: “In times of great change, willing learners inherit the Earth while the learned find themselves beautifully prepared for a world that no longer exists.”
FAVORITE TV SHOW: “‘MASH’ remains my favorite show still today—so much humor, so much poignancy, so many life lessons.”
FAVORITE MINNESOTA ATTRACTION: “Target Field, watching our long-suffering Minnesota Twins!”

GREG RIDDENBUSCH
President and CEO
CONNEXUS ENERGY

When a business is owned by its customers, it’s all about relationships. As CEO of Connexus Energy, Greg Ridderbusch knows this well. When some—but not all—customers of the largest distribution energy cooperative in the state wanted solar energy options, he helped create a compromise: buy shares of the solar garden’s output to offset electricity bills. The idea was a win-win. If someone wanted to buy shares, they could. If they didn’t, they could opt out. Being fair, objective and respectful are hallmarks of Ridderbusch’s leadership style. After devoting his career to the industry, he has a vast understanding of producing electricity from solar and wind sources as well as the technologies that increase electricity efficiency.

Before joining Connexus, he worked at Maple Grove-based Great River Energy as vice president of business development and strategy, and as president at Midwest AgEnergy Group, which is majority-owned by Great River Energy. He received his undergraduate degree in mechanical engineering from U.S. Military Academy at West Point, his master’s in mechanical engineering from Georgia Institute of Technology and his MBA from Northwestern Kellogg Graduate School of Management.
David Saggau has been with Great River Energy since 1996 and was named president and CEO in 2005. Recently, Great River Energy announced a 50 percent renewable goal by 2030 and is currently testing the state’s first electric school bus in Lakeville. Under Saggau’s leadership, Great River Energy achieved Minnesota’s 25 percent renewable energy standard in 2017—eight years ahead of the state requirement. Before working at Great River Energy, Saggau was a legal professional in the electrical industry for 10 years.

**EDUCATION:** University of North Dakota (BS), University of North Dakota School of Law (LLB)

**WHY ENERGY:** “My first job [after law school] was as an attorney for the Federal Energy Regulatory Commission in Washington D.C. ... That’s how I got into this field. I stayed because of the rewards associated with working for a cooperative. These are member-owned businesses that are, by definition, acting in the interests of the people they serve.”

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**ROBBIE ANDERSON**

**CEO**

**ANDERSON TRUCKING SERVICE INC.**

Rollie Anderson began learning and repairing trailers for the family business when he was 14 years old; the year was 1972. Now as the CEO, he has pulled in other experiences to his role, too. Anderson credits some of his leadership skills to his time with the U.S. Air Force. Anderson is the son of Harold Anderson, the founder of Anderson Trucking Services (ATS), and he works alongside his brother Jim, son Brent and nephew Scott. With three generations of business under their belt, ATS’ mission is to provide exceptional service, timely delivery and safe drivers as the largest trucking company in Minnesota.

**EDUCATION:** University of Minnesota (BS-business administration, math and economics)

**BEST ADVICE:** “What’s right is right.”

**HOBBIES:** “Fishing and hunting.”

**STANDOUT TRAVEL:** “Hawaii and Florida.”

**FAVORITE CHARITIES:** “Discovery Church in St. Cloud, Bethel University in St. Paul, CentraCare Foundation in St. Cloud and Youth for Christ.”

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**DANN BATTINA**

**Owner, Chairman, CEO**

**BELTMANN GROUP INC.**

Expanding from one Minnesota location to multiple branches across the nation, it’s safe to say that Beltmann Relocation Group Inc. has been doing something right since the Battina family assumed ownership in 1959. Dann Battina, owner, chairman and CEO, has been busy strategizing growth since taking over the company from his dad, George, in 1985. Headquartered in Roseville, the team operates a fleet of more than 700 specialized moving vehicles, tractors, trailers and straight trucks. From local to long-distance interstate moves, Beltmann delivers moving, packing and storage solutions to individuals, families and corporate clients. The company is the oldest and largest hauling and booking agent for well-respected professional moving company North American Van Lines. However, no matter how large Beltmann has become, Battina, who served in the Armed Forces, continues to support local nonprofits that help strengthen community ties. He donates to Habitat for Humanity, the Gary Sinise Foundation and Move for Hunger, and he helped create the first national donation program between a company in the moving services industry and Habitat for Humanity’s ReStore resale outlets.

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**ROBERT BIELTERFELD JR.**

**President of NAST and COO**

**C.H. ROBINSON WORLDWIDE INC.**

Robert “Bob” Biesterfeld Jr. began his career with C.H. Robinson in 1999 in corporate procurement and distribution services. Since then, he has held several management roles in the transportation division before moving on to the role of vice president of temperature controlled and sourcing services, vice president of North American truckload services, president of North America Surface Transportation (NAST), and—most recently—chief operating officer, a position he accepted in March 2018. Biesterfeld continues to serve as the president of NAST as well. As COO, Biesterfeld has direct responsibility of C.H. Robinson’s five business divisions, including NAST, Global Forwarding, Robinson Fresh, Europe Surface Transportation and Managed Services. C.H. Robinson is one of the largest third-party logistics companies in the world with revenues reaching $14.9 billion in 2017. The company provides transportation and logistics services to 120,000 customers and employs 15,000-plus people worldwide. Biesterfeld currently serves on the Winona State University Foundation board of trustees and the board of directors of Transportation Intermediaries Association. Biesterfeld received his undergraduate degree from Winona State University.

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**JAMES LANGLEY**

**Former President**

**DART NETWORK**

It takes a leader with integrity and insight to run one company. It takes a leader with integrity, insight and a tremendous amount of energy to run three. James Langely, the former president of the Dart Holding Co., Highway Sales and Logistics companies, was that leader for the Eagan-based Dart Network. He proved his ability to attain results as executive vice president and chief operating officer for Dart Transit, a position he assumed in 2016. As president, he was responsible for overseeing operations, pricing sales and recruiting for Dart Transit, and maximizing the company’s collaboration with Dart Advantage Logistics. He has been in the transportation industry for 27 years, gaining experience in logistics engineering, operations and executive management at Fortune 500 trucking company J.B. Hunt, truckload carrier US Xpress and advanced transportation management system TMW. In addition to his position as president, Langley is a transportation channel expert for BeyeNetwork, focusing on analytics, business intelligence and data warehousing. Langley received his undergraduate degree in business administration in transportation and logistics from the University of Arkansas. In March 2019, he left Dart to become general manager of Trimbly Transportation Enterprise.
LEADING INDUSTRIES

Logistics and Transportation

STEVE LUDVIGSON
Co-Founder, President, CEO
CERASIS INC.

The year 2018 brought unprecedented freight hauling demand, according to the number of jobs added by the Bureau of Labor Statistics. Steve Ludvigson, co-founder and president of third-party logistics company Cerasis, was more than ready to meet the demand. Ludvigson and two colleagues founded Cerasis, headquartered in Eagan, in 1997. The idea was to create tools to automate and simplify the transportation process, enabling customers to log onto one website for freight rates, availability, routes, invoicing and shipping schedules. The idea was wildly successful. In 1998, Ludvigson became president and shifted his focus on operations, finance and new product development. He continues to hone his skills through membership in Vistage, a peer mentoring program for CEOs of small to mid-sized businesses. Today, Cerasis offers LTL freight management, truckload freight broker services, parcel management and end-to-end e-commerce freight shipping solutions, and it has grown to locations in Houston, Dallas and Tulsa. Prior to co-founding Cerasis, Ludvigson was a technical sales expert with Pitney Bowes, worked in technology systems for an electronics distribution company and gained experience in purchasing. He received his undergraduate degree in business from the University of Minnesota.

DARREN NELSON
VP and General Manager
KOCH LOGISTICS

Darren Nelson has been vice president and general manager of Koch Logistics since June 2017 after serving in many different positions including director of sales and marketing, and national sales manager. Nelson fell in love with sales after his first job as a door-to-door sales man during summer break in college, and he was first introduced to the logistics industry at a small distributing company where Koch was one of his key service providers. Koch asked Nelson to join their team in 1999. Since then, the company has grown from 20 to 160 employees offering global solutions for almost every mode of transportation and distribution while still maintaining a culture that focuses on addressing the needs of the customer.

LESSON LEARNED: “I don’t have all the answers, nor do I need to.”
FAVORITE MOVIE: “James Bond movies.”
STANDOUT TRAVEL: “Too many to list but walleye fishing in Canada is near the top.”

JOHN WIEHOFF
Chairman
C.H. ROBINSON WORLDWIDE INC.

After a 17-year run with C.H. Robinson Worldwide Inc. John Wiehoff stepped down as CEO of the Eden Prairie-based logistics provider (the third-largest in the world) in May 2019, leaving big shoes to fill for incoming CEO Robert Biesterfeld Jr. During his time at the Fortune 500 company, Wiehoff saw the stock price increase nearly six-fold and revenue increase from $3.3 billion in 2002 to $16.6 billion in 2018. Both are testaments to his analytical, big-picture thinking and his respectful, appreciative leadership style. Those traits, along with a belief in a healthy work-life balance, allowed him to excel in various executive positions at C.H. Robinson. When asked about his accomplishments with the company, Wiehoff says he’s most proud of the culture. “It’s a lot about how we interact with each other and how we challenge each other professionally to be better,” he says. “What we achieve matters, but how we achieve it matters more.”

TOM WINTZ
Founder, President, CEO
DEDICATED LOGISTICS INC.

Tom Wintz worked on a warehouse dock, sold transportation, and experienced challenges and frustrations within the industry on a first-hand basis. His vision? To create an innovative logistics company that could not only offer excellent customer service but also help solve problems in the comprehensive logistics supply chain of dedicated fleets, third-party logistics (3PL) services and warehousing. In 1995, Minneapolis-based Dedicated Logistics Inc. (DLDI) was born. In 2015, in order to provide a complete range of logistics services, Total Logistics Inc. was formed as a parent holding company for operating the subsidiary entities of DLDI (fleet services), Dedicated Logistics Warehousing (warehousing, distribution and inventory management) and Dedicated Logistics Services (freight brokerage and 3PL services). Over the years, Dedicated Logistics has received praise such as being named an Innovator by Commercial Carrier Journal in 2008, receiving Minnesota Trucking Association’s Fleet Safety Award for outstanding achievement in highway safety in 2009 and claiming Minneapolis/St. Paul Business Journal’s Best in Real Estate Award in 2009. Wintz was also a finalist for the Ernst & Young Entrepreneur of the Year Award in 2004.

STEVE WOELFEL
President and CEO
JEFFERSON LINES

Steve Woelfel has been the president and CEO of Jefferson Lines since January 2013, eight years after he joined, serving in roles such as senior vice president and chief financial officer. Before that, Woelfel held leadership positions at Fox Regional Cable Networks and CBS Television Stations. Celebrating its 100-year anniversary in 2019, Jefferson is among the nation’s largest bus companies and serves 14 states throughout America’s heartland. Over the years, Jefferson Lines has received many awards and nominations, including American Bus Association and Metro Magazine’s Innovative Motorcoach Operator of the Year in 2019.

EDUCATION: St. John’s University (B.S.-business management, accounting)
BEST ADVICE: “The price of success is hard work, dedication to the job at hand and the determination that, whether we win or lose, we have applied the best of ourselves to the task at hand.”
FIRST JOB: “Morning paper delivery.”
HOBBIES: “I like to travel and spend time on the golf course with family.”
STANDOUT TRAVEL: “Visiting Europe with all of its history.”

DOUGLAS BAKER JR.
Chairman and CEO
ECOLAB INC.

Within the first 10 years of Douglas “Doug” Baker Jr.’s tenure as CEO of Ecolab Inc., the company tripled its sales and net income. The growth occurred thanks to Baker’s strategic foresight and innovative risks, evident in nearly 100 acquisitions since he became CEO in 2004. Described by colleagues as humble, level-headed and down-to-earth, he was hired by Ecolab, St. Paul’s only Fortune 500 company, in 1989 after working at Procter & Gamble. During his time at Ecolab, he focused on acquisitions in Germany and North Carolina, came back to St. Paul, and was named president and chief operating officer in 2002, CEO in 2004, and chairman in 2006. Baker, who has won numerous awards for his impressive leadership skills, serves on the board of Target Corp. and U.S. Bancorp, on the executive committee of the Greater MSP Partnership and Minnesota Business Partnership, and as a member of the Committee Encouraging Corporate Philanthropy. He received his undergraduate degree in English from College of the Holy Cross in Massachusetts and serves on the college’s board of trustees.
In April 2019, while Minnesotans were loudly lamenting very un-spring-like weather, Christophe Beck was quietly taking the reins as president and chief operating officer of St. Paul-based Ecolab. With annual sales of nearly $15 billion in water, hygiene, and energy technologies and services in more than 170 countries, this promotion came with heady responsibilities. His resume includes a master’s in mechanical engineering and aerodynamics from the Swiss Federal Institute of Technology, a diploma in leadership and global policy from Harvard University, time spent at the European Space Agency, 16 years as a senior executive at Nestlé and several senior positions in his 12 years at Ecolab, including executive vice president and president of Ecolab’s Global Industrial Group, executive vice president and president of Nuvo Water (an Ecolab company), and executive vice president and president of International Regions. Beck’s ability to keep financial fuel in the corporate tank, strengthen teams and drive product development and sales help position Ecolab for long-term success. He’s also passionate about shaping a better world, evident in his 2006 induction as a notable member of the Forum of Young Global Leaders.

**STEPHENV CARYEY**

**CFO and VP ANI PHARMACEUTICALS INC.**

Through the power of technology, the cultivation of relationships, and the management of complex finance and accounting processes, Stephen Carey, chief financial officer and vice president of ANI Pharmaceuticals, is dramatically increasing the growth the Baudette-based pharmaceuticals company. The generic and specialty pharmaceutical company offers a wide selection of medical prescription products—narcotics, oncolytics, steroids and hormones—as well as manufacturing services, thanks to over 170,000 square feet of manufacturing and packaging capabilities. It’s an exciting time for the company, with several products awaiting FDA approval and new products in various stages of development. Carey began his career as an audit manager at PricewaterhouseCoopers before transitioning to pharmaceutical company Schering-Plough Corp., where he served as the director of finance. He spent nearly nine years at Par Pharmaceutical, leaving as senior vice president of corporate controller before joining ANI. In his current role, he provides executive level strategic and contractual negotiation support, and he has a track record of building successful teams in periods of growth and adversity. He received his undergraduate degree in accounting from Montclair State University, a public research university in New Jersey.

**TOD CARPENTER**

**Chairman, President, CEO DONALDSON CO. INC.**

Ted Carpenter was named president and CEO of Donaldson Co. Inc. in April 2015 and chairman in 2017. He joined the company in 1996 after working for Hughes Aircraft for his first years out of college. There, Carpenter was exposed to the forefront of technology and innovation, which is why he was drawn to Donaldson Co., a very technology-led company. Under Carpenter, Donaldson Co. is making strides toward a more entrepreneurial-focused culture, increasing the speed to market, building a strong leadership team and investing in development.

**EDUCATION:** Indiana State University (BS-manufacturing technology), Long Beach State University (MBA)

**INSPIRATIONAL QUOTE:** “Always invest in yourself. Keep learning. Keep improving yourself and your craft.” —Mom

**TOUGHEST CHALLENGE:** “I was leading our gas turbine systems business when it crashed by $100 million, post-Enron. The acute restructuring required was due to end market circumstances and completely outside of our control, but we were committed to our team and focused on finding new roles for them inside the company.”

**CHERYL BERANEK**

**President and CEO CLEARFIELD INC.**

Cheryl “Cheri” Beranek was appointed president and CEO of Clearfield Inc. in 2007 after serving as president of APA Cables & Networks. Under her leadership, Beranek repositioned the company for growth, reversed 20 years of losses and recorded 18 consecutive years of profitability. Before joining Clearfield, Beranek held executive-level positions with multiple technology companies, including AmerCable, Transition Networks, Tricord Systems and Digi International. She has also received numerous awards over the years, most recently being named the 2016 Minnesota Technology Executive of the Year by Tech.MN.

**EDUCATION:** Southwest Minnesota State University (BS), North Dakota State University (MS)

**FIRST JOB:** “Cocktail waitress.”

**HIDDEN TALENT:** “I have played the cornet since I was 12.”

**HOBBIES:** “I’m a farm girl at heart, so I still enjoy playing in the dirt with my flowers.”

**FAVORITE CHARITY:** “Doberman Rescue—our dog, Memphis, is a great addition to our family.”

**CHRISTOPHE BECK**

**President and COO ECOLAB INC.**

In April 2019, while Minnesotans were loudly lamenting very un-spring-like weather, Christophe Beck was quietly taking the reins as president and chief operating officer of St. Paul-based Ecolab. With annual sales of nearly $15 billion in water, hygiene, and energy technologies and services in more than 170 countries, this promotion came with heady responsibilities. His resume includes a master’s in mechanical engineering and aerodynamics from the Swiss Federal Institute of Technology, a diploma in leadership and global policy from Harvard University, time spent at the European Space Agency, 16 years as a senior executive at Nestlé and several senior positions in his 12 years at Ecolab, including executive vice president and president of Ecolab’s Global Industrial Group, executive vice president and president of Nuvo Water (an Ecolab company), and executive vice president and president of International Regions. Beck’s ability to keep financial fuel in the corporate tank, strengthen teams and drive product development and sales help position Ecolab for long-term success. He’s also passionate about shaping a better world, evident in his 2006 induction as a notable member of the Forum of Young Global Leaders.

**JULIE BUSHMAN**

**EVP of International Operations 3M CO.**

As a global science and manufacturing company with $30 billion in sales, 3M produces more than 55,000 products the world over, ranging from household items to dental and orthodontic products to medical and electronic materials. Julie Bushman, executive vice president of international operations, plays a key role in delivering innovative strategies to maximize 3M’s global effectiveness. She joined the Maplewood-based multinational conglomerate shortly after receiving an undergraduate degree in business administration and communicative disorders from the University of Wisconsin River Falls, starting as a materials control analyst in 1983. Throughout the years, Bushman assumed several leadership positions. She was appointed chief information officer in 2003, served as division vice president in 2006 and then, in 2011, was executive vice president of 3M’s safety, security and protection services businesses. In 2012, she was appointed executive vice president of the safety and graphics business group, and one year later, became senior vice president of business transformation and information technology. She was named executive vice president of international operations in 2017. She currently serves on the board for Adient.

**MARTY DAVIS**

**Founder, President, CEO CAMBRIA**

Since the Davis family opened the Cambria processing facility in Le Sueur nearly 20 years ago, the company has earned a reputation for its high-end brand of countertop. Marty Davis, founder, president and CEO, is a charismatic risk-taker with an incredible work ethic. (His grandfather Stan set the bar high when he started a creamery business that has become Davisco Foods International, a major Kraft foods supplier, run today by Davis’ brothers.) After graduating from the University of Minnesota with an undergraduate degree in food science and nutrition, Davis started working in the factory of the family business, eventually supervising a plant and managing a South Dakota facility. In 2002, after the family started Cambria, he moved over to the world of natural quartz surfaces. Over the years, he has continued Cambria’s unique assets: The sales force is knowledgeable about the market, handcrafted products are sold by trusted independent retailers, there are innovative color selections, and the products are made in the U.S. The company gives back to the community through its Camp Cambria Foundation, dedicated to raising awareness and funds to benefit kids and teens living with juvenile arthritis.
Michael “Mike” Fiterman was born into Liberty Diversified International and eventually became the third generation of Fitermans to run it. The packaging manufacturer based in New Hope now employs 1,800 people and has gone beyond its start in corrugated fiberboard and into office furnishing, architectural products and more, and has facilities across the world. In 2018, the company turned 100, and in a year of celebration, there was also one big change: Fiterman became chairman of the board and stepped down as CEO, passing on the title to Matt Homan. After so many years leading the company—he was basically chief operating officer at the age of 28 after his father suffered health difficulties—he has left an indelible mark on the company.

EDUCATION: University of Minnesota (BS-business)
FIRST JOB: “Assembling hardware packets for our office-products offerings during my high school years.”
BEST ADVICE: “Your most trusted advisor is your wife in life and in business.”
FAVORITE MINNESOTA ATTRACTION: “Back to the ’50s Car Show at the fairgrounds.”

Randall Hogan III is chairman of nVent Electric PLX, a 9,000-employee manufacturing company for electrical connection and protection located in St. Louis Park. When originally named to the Minnesota 500 in 2018, Hogan served as the CEO of Pentair, a position he held for 17 years, and chairman for 16. Then, the company split into Pentair and nVent, and Hogan stepped down from his position of CEO and became chairman of nVent. (Pentair retained its name and continues to provide water treatment and processing systems for homes, businesses and industries all over the world.) Prior to his position at nVent Electric, Hogan held a variety of executive positions at Pentair, including CEO, president, chief operating officer, executive vice president and the president of Pentair’s electrical and electronic enclosures group. Past experience includes leadership roles at United Technologies Corp., Pratt & Whitney Industrial Turbines, General Electric Co. and as a consultant with McKinsey & Company. Hogan, who received his undergraduate degree from the Massachusetts Institute of Technology and his MBA at the University of Texas Austin, has been a director on the Medtronic board since 2015.

Kristine Glancy arrived at Insignia Systems Inc. in May 2016. Since then, Glancy has worked to lead the Insignia team in an overall transformation by bringing 13 new products to market in less than one year, securing more than 25 new clients, raising sales by 26 percent and improving Insignia’s workplace culture (which includes making the board of directors reflective of the diverse workforce). Before coming to Insignia, Glancy worked at Kraft Food Group for many years, starting as an intern and leaving as the customer vice president of sales.

EDUCATION: St. Mary’s University (BS—marketing, international business), Fordham University (MBA-marketing)
BEST ADVICE: “Sometimes the hardest feedback to give someone is the most important feedback you can give them.”
HIDDEN TALENT: “I would love to be a LEGO master builder—not sure who loves LEGOs more, me or my boys!”
STANDOUT TRAVEL: “South Africa.”
DOWNTIME LEISURE: “Pretty much anything with my kids, which includes hockey, soccer, skiing, golf, ‘Ninja Warrior,’ biking, playing games and spending summer weekends at the lake.”

Victoria “Vicki” Holt joined Protolabs Inc. as president and CEO in 2014. In Holt’s tenure, the company has grown from $165 million in sales revenue to $430 million and employment has grown to more than 2,500 global employees—650 of which have been added to the company’s Minnesota location. In the past several years, Protolabs has introduced new services including 3D printing, liquid silicone rubber molding, five-axis milling, rapid-over-molding and insert molding, enhanced digital inspection, and sheet metal fabrication, all in an effort to evolve the company’s approach and meet more customer needs around the world. Even with all the growth the company has experienced, it has maintained its core values and strong culture of teamwork, trust and agility—a feat Holt considers to be one of its most notable accomplishments.

EDUCATION: Duke University (BS-chemistry), Pace University (MBA-finance)
HOBBIES: “Exercising, gardening and cooking.”
BUCKET LIST TOPPER: “I have to get to the Great Barrier Reef before it’s destroyed!”

By reducing expenses, repositioning the company, streamlining operations and selling stake in a joint venture, Appliance Recycling Centers of America Inc. (ARCA), led by Tony Isaac, was able to greatly improve its financial outlook. Isaac worked diligently to improve the company balance sheet through negotiating complex transactions using the skills he acquired as director, CEO and perhaps most notably, the company’s acting financial officer. Founded in 1976 and headquartered in Minneapolis, ARCA has more than 40 years of experience in the appliance industry as pioneers in recycling technology and environmentally safe data management programs. The company’s recycling centers work toward maximizing recycled materials while protecting natural resources from the hazardous materials often found in old appliances. In addition to his position at ARCA, Isaac also serves as a director and financial planning and strategy/economist at Live Ventures, a publicly traded company on the NASDAQ Capital Market. He is also the chairman and co-founder of Isaac Organization, a privately held investment company based in San Diego. Isaac received his undergraduate degree in commerce, business administration and economics from Ottawa University.
He’s a brilliant Israeli-born businessman with a license to fly light aircrafts, an enthusiasm for sailing (he has both an American and European skipper license) and a passion for supporting the arts (part of his family’s impressionist collection is displayed at the Tel Aviv Museum of Art). Even so, Elchanan “Elan” Jaglom is perhaps best known as a forward-thinking leader in the printing industry. Since the early ’80s, his private equity and venture capital investments have been focused on early-stage technology companies, leading to various positions in the high-tech world at Idanit Technologies Ltd. (eventually acquired by Hewlett Packard), digital printing company Objet Ltd. and now as interim CEO and chairman of the board at Stratasys Ltd., a merger of USA-based Stratasys Inc. and Israeli-based Objet, a leading global provider of 3D printing. Jaglom, who earned an undergraduate degree in economics and statistics from Hebrew University in Jerusalem and an MBA from New York University, is a strong advocate of higher education. He helped launch an innovative MBA program at the Ben-Gurion University of the Negev and generously supports financial aid and academic grant programs.

When you’re doing business in 60 countries around the world, it’s a big deal to get it right. Since 1995, G. Patrick Lynch has been doing right by Northern Technologies International Corp. (NTIC), a company focusing on rust protection products (Zerust) and services and compounds used in eco-friendly, biodegradable products. Founded in 1970 by a group of 3M chemists, NTIC—the largest single employer in Circle Pines—has since grown to have a global reach. Lynch has led in various roles, including president of North American operations, vice president of strategic planning, and corporate secretary and project manager. He’s a brilliant Israeli-born businessman with a license to fly light aircrafts, an enthusiasm for sailing (he has both an American and European skipper license) and a passion for supporting the arts (part of his family’s impressionist collection is displayed at the Tel Aviv Museum of Art). Even so, Elchanan “Elan” Jaglom is perhaps best known as a forward-thinking leader in the printing industry. Since the early ’80s, his private equity and venture capital investments have been focused on early-stage technology companies, leading to various positions in the high-tech world at Idanit Technologies Ltd. (eventually acquired by Hewlett Packard), digital printing company Objet Ltd. and now as interim CEO and chairman of the board at Stratasys Ltd., a merger of USA-based Stratasys Inc. and Israeli-based Objet, a leading global provider of 3D printing. Jaglom, who earned an undergraduate degree in economics and statistics from Hebrew University in Jerusalem and an MBA from New York University, is a strong advocate of higher education. He helped launch an innovative MBA program at the Ben-Gurion University of the Negev and generously supports financial aid and academic grant programs.

A goal without a plan is just a wish. Chris Killingstad’s list doesn’t just have wishes, it has actions. One of his goals as CEO of Golden Valley-based Tennant Co., the makers of industrial and commercial cleaning equipment, was to capitalize on the company’s geographic impact and production capabilities to create sustainable growth. He met this goal in 2018 through disciplined expense management, improved field service utilization and the acquisition of IPC Group, an Italian company specializing in professional cleaning solutions. The sale, the largest in Tennant’s nearly 150-year history, helped it reach $1 billion in annual revenue. In a company press release, Killingstad says 2019 will have more growth momentum, improved profitability, investment innovation and “a capital allocation strategy that balances effective investment in our business with cash returns for our shareholders.” Killingstad joined the company in 2002 as vice president and was named president and CEO in 2005. His background includes executive roles at the Pillsbury Co., Haagen-Dazs, Pepsi-Cola International and General Electric. He received his undergraduate degree at Colgate University and his MBA from Dartmouth College.

What started 100 years ago with an electric-powered grease gun for cars has become one of the leading companies in the spray foam industry. At the helm of Graco Inc. is Patrick McHale, who has been president and CEO of the Minneapolis-based company since 2007. First hired in 1989, McHale has moved around within the company as vice president and general manager of the lubrication equipment division, vice president of manufacturing and distribution operations, and vice president of the contractor equipment division before being named president and CEO. Graco, a publicly traded company, reached more than $1 billion in net sales in 2012. While it takes pride in offering quality equipment solutions “for every contractor and every job” (spray foam, transfer pumps, hoses, guns), McHale says in an interview for Spray Foam magazine that its success lies within the more than 3,000 employees carrying out the company values of being fair, ethical and transparent. McHale, who received an undergraduate degree in accounting from the University of Minnesota Twin Cities, held manufacturing management positions in Minnesota, Michigan and South Dakota prior to joining Graco.
**Jay Miller**
President and CEO
NORTECH SYSTEMS INC.

Jay Miller has been in the medical imaging business his entire career, working with dozens of companies as either a full-time employee and leader or as a consultant. Currently at NorTech Systems Inc., a full-service electronics manufacturing services company that serves the medical, aerospace and defense, and industrial and commercial industries, he has also worked at places around the country with leadership positions at Icometrix, 3D Imaging Partners, MR Instruments Inc., IMRIS, Streamline Health, Zonare Medical Systems, Vital Images—his longest stint at a company at 11 years—GE Healthcare and GE Medical. Throughout his time at NorTech Systems, he says one of his most notable accomplishments is “building a great team and working with the team to create a very strong strategic plan.” Really, though, he could say that about his entire career.

**EDUCATION:** Dartmouth College, University of Virginia (MS-engineering), Northwestern University Kellogg School of Management (MBA)

**STANDOUT TRAVEL:** “Telluride, Colorado.”

**FAVORITE CHARITY:** “American Cancer Society.”

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**Robert Moore**
President and CEO
KATUN CORP.

Robert “Bob” Moore began his career at Katun Corp. in 1988 as a laboratory technician. During his tenure, Moore has served as the senior vice president of operations, the senior manager of technical operations, assistant vice president of technical operations, assistant vice president of product development and general manager of international markets. Moore took over his current role as president and CEO in February 2016. Before joining the Katun team, Moore worked for three years as a field service representative.

**EDUCATION:** Metropolitan State University (BS-international business), University of Minnesota (MBA)

**FIRST JOB:** “Dishwasher at a hotel restaurant.”

**FAVORITE MINNESOTA ATTRACTION:** “The prairies for pheasant hunting, the lakes for fishing and relaxing, and chef-inspired restaurants for exploring iconic food.”

**BUCKET LIST TOPPER:** “Trans-Canadian train trip.”

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**Joseph Puisys**
President and CEO
APOGEE ENTERPRISES INC.

Joseph “Joe” Puisys believes people shouldn’t have to read between the lines when their CEO shares information. In an interview with Bryant University, his alma mater, the president and CEO of Bloomington-based Apogee Enterprises Inc. says, “The amount of energy wasted in a company when employees are not certain of their boss’ true intent is incredible. Openness and transparency are very efficient. I let people know there’s nothing between the lines.” As he oversees Apogee’s high-performance glass production and services, his transparent leadership style comes across loud and clear, whether he’s strategizing new market opportunities, motivating the team or searching for ways to improve operations. He was named CEO, president and member of the board of directors in 2011. Prior to arriving at Apogee, Puisys served in leadership positions at Honeywell International. He’s involved with Bryant University, the National Association of Manufacturers, the Killebrew-Thompson Memorial Foundation, the Minneapolis Club and is a member of the Minnesota Business Partnership. Puisys received his undergraduate degree in accounting and finance from Bryant University and his MBA from Providence College.

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**The Toro Co.’s business expanded in a dramatic way when the Bloomington-based company purchased Charles Machine Works, the parent company of Ditch Witch, for $700 million in February of 2019. Overseeing the bold all-cash acquisition was Richard “Rick” Olson, Toro chairman, president and CEO. The merger made sense. The underground infrastructure equipment of utility leaders and trench diggers complemented Toro’s portfolio of snowblowers, lawn mowers and turf maintenance solutions, and there was potential to fulfill future 5G technology needs. Olson, who holds an undergraduate in industrial technology and his master of science in business administration from Providence College, can say that about his entire career.**

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**Roth O’Shaughnessy**
Owner and President
CARDINAL GLASS INDUSTRIES INC.

Authentically humble CEOs solicit input from others, listen to feedback, give credit to their teams and are willing to change course if a plan doesn’t work. Roger O’Shaughnessy, owner and president of Cardinal Glass Industries, is the epitome of these traits. O’Shaughnessy started out at Cardinal Glass in 1967, just five years after the company was founded by M.L. Gordon. When Gordon became ill, he requested that O’Shaughnessy become president of the company, confident he was leaving his dream in capable hands. His instincts were spot on. In 1967, yearly sales were at $250,000. With O’Shaughnessy focusing on areas that were profitable, encouraging responsibility and accountability, offering profit-sharing, and treating everyone with respect, sales skyrocketed to $12 million by 1982. Five years later, with the introduction of new technology, sales spiked to $100 million, then doubled to $200 million in 1990, following a buyout that increased productivity. Today, the company has 22 plants across the U.S. and 4,500 employees, with annual sales topping $1 billion. In a world where ego gets attention, O’Shaughnessy is proof that under-the-radar modesty can get results, respect and admiration.
Congratulations to Jim Owens, H.B. Fuller President and CEO!

Under Jim’s leadership, we are perfecting adhesives to innovate and improve lives around the world. How? H.B. Fuller brings together people, products and processes that answer and solve some of the world’s biggest challenges. We are Connecting What Matters™.

H.B. Fuller
Connecting what matters.™


CONGRATULATIONS CHRIS WRIGHT.

Minnesota United congratulates Chris and the other influencers and thought leaders named to Minnesota Monthly's 500 Most Powerful Business Leaders in Minnesota. Minnesota United’s incredible inaugural season at Allianz Field wouldn’t have been possible without your leadership.

#SCARVESUPMN
LEADING INDUSTRIES

Manufacturing and Consumer Goods

Michael “Mike” Roman was named to the 2018 Minnesota 500 as executive vice president and chief operating officer of 3M Co., but in the last year he was appointed as CEO and chairman in July 2018 and May 2019, respectively. Roman has held several leadership positions throughout his 30 years at 3M. In 2014, Roman led 3M’s industrial business group, which is responsible for one third of 3M’s global sales. Previously, Roman also worked as a chief strategist and worked on the 3M Playbook. Roman originally joined 3M as a senior design engineer. Before arriving at 3M, Roman spent five years at the Hughes Aircraft Co. Along with his role at 3M, Roman is a member of the University of Minnesota Foundation board of trustees and is a dedicated supporter of Big Brothers Big Sisters of America. Roman received his undergraduate degree in electrical engineering from the University of Minnesota and his master’s in electrical engineering from the University of Southern California.

ANDREW ROOKE
Chairman and CEO
AVS HOLDINGS INC.

Located in Grand Rapids since 1983, AVS Holdings Inc. was a pioneer in the compact track loader industry. Today, the company is a leading provider of rubber-tracked compact track loaders and wheeled skirt steer loaders primarily used in construction, landscaping and forestry. Andrew Rooke has been leading the company since 2016. He entered the position armed with his analytical and problem-solving skills as well as a wealth of understanding in manufacturing, international business, finances and accounting (he’s an internationally recognized chartered accountant). For 10 years, Rooke was the president and chief operating officer of Manitex International Inc., a manufacturer of engineered lifting equipment, and prior to that was a director for Quantum Value Management, chief financial officer at GKN Sinter Metals, and involved with Quaker Oats Ltd. and Rolls Royce Ltd. With Rooke at the helm of AVS, the company completed its initial public offering, trading on the NASDAQ under “AVS.” He received his undergraduate degree in economics at the University of York, England, and is an independent director on the board of Spartan Motors Inc.

BILL ULLAND
Chairman
IKONICS CORP.

After nearly 20 years as president and CEO at Ikonics Corp., Bill Ulland announced his retirement in April 2019, volunteering to stay on until a successor has been named. Following his retirement, he’ll continue his involvement with the imaging technologies company as chairman of the board. Whether in the areas of traditional and high-tech screen printing or decorative and industrial etching and imaging, Ikonics Corp. has been perfecting photochemistry, abrasive etching and chemical etching technologies in Duluth for more than 66 years. Through steady growth, the company conducts business in more than 90 countries. In a company press release announcing his retirement, Ulland reflects on the people that make up Ikonics, saying, “Their commitment, creativity and cooperative approach are key ingredients in our success. Not only do we blend our technology platforms, but we also have a sharing culture of cooperation and striving for a common goal.” Prior to joining Ikonics Corp., Ulland was a managing partner of the American Shield Co. and president of Geominex Inc. He received his undergraduate degree in geophysical engineering from the Colorado School of Mines and his master of science in industrial administration from Purdue University.

JOHN STAUCH
President and CEO
PENTAIR

John Stauch joined Pentair as chief financial officer in 2007 and was named president and CEO in April 2018. Before serving at Pentair, Stauch served as CFO of the automation and control systems unit of Honeywell International along with multiple other executive, investor relations and managerial finance roles at Honeywell and its predecessor AlliedSignal Inc. Stauch’s appointment as president and CEO of Pentair came shortly before Pentair’s official split into two companies, with Pentair as its water business and nVent as its electrical business. After the split, Pentair became a company with an annual revenue of $2.8 billion.

EDUCATION: University of Michigan (BS-finance)
TOUGHEST CHALLENGE: “The 2009 financial correction. Being from Midwestern roots, it was hard to let people go because our business was down. That financial crisis changed the shape of the business for a very long time. We now run much leaner and are more focused as a company.”
BUCKET LIST TOPPER: “Making it to our 50-year wedding anniversary with my wife and having two happy children.”

BETH WOZNIAK
CEO
nVENT

Beth Wozniak was named nVent’s CEO in 2017, a few months before the company’s official separation from Pentair. Her first official day as CEO was April 30, 2018, and it holds a special place for her as it was the result of a year of hard work from her team of nearly 9,000 employees who were all striving to get nVent ready as an independent public company that could serve its customers. Before this new position, Wozniak served as Pentair’s senior vice president, president of the company’s electrical segment and president of Flow & Filtration Solutions global business unit. Prior to working at Pentair, Wozniak held many leadership and management positions at Honeywell.

EDUCATION: McMaster University (BS-engineering physics), York University (MBA)
ADVICE FOR RECENT GRADUATES: “Learn from every experience good or bad. Every cycle of learning makes you better to handle the next challenge you face.”
FAVORITE MINNESOTA ATTRACTION: “Lake Harriett.”
**Simone Xavier**
Co-Founder and Chief Creative Officer
SIGMA BEAUTY

Simone Xavier and her husband, Rene Xavier Filho—a molecular bacteriologist/former assistant clinical professor and a civil engineer, respectively—founded Sigma Beauty in 2009. Now, one of the industry’s most innovative brands, it has a marked retail presence on every continent with 300-plus retailers in 76-plus countries. As chief creative officer, Xavier is the driving force behind Sigma Beauty’s high quality brushes, brush care and cosmetics.

**EDUCATION:** (MS-veterinary science, pathology), University of Minnesota (PhD—swine infectious diseases)

**HIDDEN TALENT:** “I love photography and take thousands of pictures each week. I really enjoy documenting everything I see and sharing the photos with my friends and family.”

**BUCKET LIST TOPPER:** “Space travel! I know it is an incredibly tough one to accomplish, but I’m crossing my fingers that I’m still here when such trips are possible.”

**HIDDEN TALENT:** “I enjoy photography, but that is a hobby that remains in the closet often.”

**FUN FACT:** “Time with family, reading, yard work (my high school career interest survey indicated I should be a farmer), cycling, hockey.”

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**Joseph Fitzgerald**
EVP and President of Cardiac Rhythm Management
BOSTON SCIENTIFIC CORP.

Joseph Fitzgerald is senior vice president and president of the cardiac rhythm management (CRM) division for Boston Scientific, and he is a member of its executive committee. In addition to his CRM responsibilities, Fitzgerald oversees the company’s structural heart business units. Prior to his current role, Fitzgerald served as president of Boston Scientific’s endovascular unit, president of the electrophysiology business, vice president of global marketing and U.S. sales for the neurovascular business and more since he joined in 1990.

**EDUCATION:** Indiana University (BS—business), Southern Illinois University (MBA—marketing, finance)

**FUNNIEST WORK MOMENT:** “If you consider an airplane as part of the workplace, I was locked in a jet airplane for a transatlantic flight heading from SFO to Paris.”

**HIDDEN TALENT:** “I am a passionate gardener—I love planting and creating perennial beds.”

**FAVORITE BOOK:** “Anything John Grisham wrote in the 90s.”

**BUCKET LIST TOPPER:** “Seeing our (four) sons get successfully launched in life.”

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**Mike Casey**
VP of Global Information Technology
CANTEL MEDICAL

Mike Casey, the vice president of global information technology for Cantel Medical, is the type of leader to turn his toughest challenges into what he considers his career highlights. Perhaps he’s echoing one of his favorite inspirational quotes: “Real leaders are ordinary people with extraordinary determination.” Before joining Cantel in 2016, he held the same title at Wright Medical for five years, worked as the director of information technology at American Medical Systems for seven years, and held various leadership roles at AT&T Wireless for almost 14 years.

**EDUCATION:** University of Minnesota (BS—business administration), University of St. Thomas (MBA)

**FIRST JOB:** “My first job out of college was in the telecommunications industry coordinating long distance lines and area code additions with other carriers.”

**FUN FACT:** “I enjoy photography, but that is a hobby that remains in the closet often.”

**DOWNTIME LEISURE:** “Time with family, reading, yard work (my high school career interest survey indicated I should be a farmer), cycling, hockey.”

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**Richard Fisher**
SVP of Corporate Strategy
UPSher-SmiTH LABORATORIES

Richard “Rich” Fisher analyzes two key areas in his role as senior vice president of corporate strategy for Upsher-Smith Laboratories: Where is the business going, and how will it get there? Having an ultra-focused mindset helps Fisher deliver targeted recommendations while rising above the noise, skills highly valued in a company in the locus of the changing pharmaceutical industry landscape. Fisher has been with the Maple Grove-based company since 2008 when he started as an associate director in project management. He quickly moved up the ladder, taking on tasks as the director of strategic portfolio management, senior director of strategy and vice president of business development, before being promoted to his current role. His professional career began as an engineer in the aerospace industry, working for General Dynamics in its space systems division in San Diego. After, Fisher worked at Brady Corp. where he led an engineering team responsible for designing electromechanical systems. He earned an undergraduate degree in engineering from Montana State University Bozeman and an MBA from the University of St. Thomas.

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**Bradley Fox**
President and CEO
ACIST MEDICAL SYSTEMS INC.

An accomplished leader with more than 20 years in the medical device industry, Bradley “Brad” Fox was well-equipped to lead Acist Medical Systems Inc. and its sister company, HLT Inc. (a clinical phase medical device company), into a new era of growth when he came on board as president and CEO in 2017. Headquartered in Eden Prairie, this rapidly expanding company has a global presence in more than 40 countries and provides contrast imaging system technology in the fields of cardiology and radiology, simplifying the complexities of catheter labs, radiology suites and operating rooms by providing clinicians with greater ease and control during procedures. In his role as president and CEO, Fox draws on his experience with Utah-based Bard Access Systems, where he led product and business development initiatives in strategic marketing, and his 24 years at GE Healthcare, a medical technology and life sciences company, where he gained valuable insight into the global cardiovascular market. He obtained a bachelor of science in biomedical engineering from Duke University and an MBA from the University of Chicago Booth School of Business.

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**Mark Gorder**
President and CEO
INTRICON CORP.

IntroCon Corp., headquartered in Arden Hills, is a small business that made it big through developing tiny, innovative products while wisely anticipating the needs of industry giants along the way. Together with its subsidiaries, the company designs, develops, engineers, manufactures and distributes body-worn devices (think micro coils for pacemakers, mini parts for hearing aids, headsets worn by the Secret Service) and hearing products in the U.S. and internationally. With the company since 1996, and president and CEO since 2011, Mark Gorder says he “always had a dream to run a technology company.” Turns out the University of Minnesota electrical engineering grad has a knack for it. Through recognizing turning points in the market, he has helped reinvent the company, increasing its workforce and expanding its manufacturing footprint for a market value in excess of $252 million. By 2017, Intricon was the best-performing publicly traded company in Minnesota. Other milestones in the company’s strategic plan include providing high quality, affordable digital hearing aids online and making monitors and sensors for Medtronic’s diabetes-management technology system.
When Smiths Medical, best known for its hospital and outpatient medical pumps, opened its operational headquarters building in Plymouth in 2016, Chris Holmes was there to implement operational oversight. In his three years with the company, he helped guide 850 employees in the Twin Cities area. In late 2018, when it was announced that the medical device division of U.K.-based Smiths Group, a conglomerate of industrial technologies for a wide range of global industries, would break off and become a standalone company by 2020, Holmes chose to step down as president and CEO to let a new leader begin the new era. Prior to joining Smiths Medical and serving as a member of Smiths Group’s executive committee, Holmes spent 28 years at 3M in various leadership roles. He was born and raised in England, received an undergraduate in manufacturing systems engineering from Sheffield Hallam University and started his professional career as an engineer across the pond.

Omar Ishrak has served as chairman and CEO of Medtronic since 2011, but with a planned retirement in 2028, he is preparing to hand over the role of CEO to Geoff Martha. Before Medtronic, Ishrak spent 16 years at General Electric Company (GE), serving as senior vice president and, most recently, president and CEO of GE Montana State University Bozeman Healthcare Systems, a $12 billion company division. Ishrak currently serves as co-chair of the World Economic Forum’s Health and Healthcare Community and is a member of the Intel board of directors, the Asia Society board of trustees and the Minnesota Public Radio board of trustees.

EDUCATION: University of London, King’s College (BS-electrical engineering, PhD-electrical engineering)

WHY MED-TECH: “I knew from very early on that I wanted to apply my engineering background to make a difference to people and to do so in the business world. … Making a difference in healthcare, saving one life, that’s a big deal.”

FAVORITE CHARITIES: “Children’s HeartLink, Save the Children and BACHAO.”

ROBERT PALMISANO
President, CEO, Executive Director WRIGHT MEDICAL GROUP N.V.

Robert Palmisano came into his role at Wright Medical Group N.V. with significant experience leading publicly traded medical device companies. Appointed president and CEO of global orthopaedic medical device company Wright Medical Group in 2011, he was appointed president, CEO and executive director of Wright Medical Group just four years later in connection with the merger of Wright Medical Group Inc. and Torrini N.V. Past leadership experience includes president and CEO of ev3 Inc., a global endovascular device company where, according to a press release by Business Wire, “market capitalization more than tripled, from approximately $800 million in April 2008 to $2.6 billion in July 2010.” He also enhanced operational and financial results at IntraLase Corp., Macro-Chem Corp. and Summit Technology Inc. Palmisano currently serves on the board of directors of Avedro Inc. and the Providence College board of trustees, and he served on the boards of Rausch & Lomb, ev3 Inc., Osteotech Inc. and Abbott Medical Optics. He received his undergraduate degree in political science from Providence College.

When Kathleen Skarvan joined New Prague-based Electromed Inc. as president and CEO in 2012, she set goals for revenue and profitability and delivered results. She helped improve the bottom line of the company, which is best known for the SmartVest Airway Clearance System, through implementing an innovative market strategy and launching a new device. Skarvan, described on the website of her alma mater St. Cloud State University as having a “courageous, straightforward and nimble leadership style,” was appointed to the company’s board of directors in 2013. Prior to joining Electromed, Skarvan was an executive member of the team at OEM Fabricators Inc., responsible for strategic planning and new product development. Before that, she held various leadership roles at Hutchinson Technology, directing sales and marketing initiatives and overseeing 3,500 employees in five countries. She is a member of Women Business Leaders in Healthcare and sits on boards for the St. Cloud State University Foundation and Citizens Community Federal. Skarvan received her undergraduate degree from St. Cloud State University in mass communications and is a graduate of the Carlson School of Management executive program.

KATHLEEN SKARVAN
President and CEO ELECTROMED INC.

When Charles “Chuck” Kummeth joined Bio-Techne Corp. as president and CEO, he devised an aggressive long-term growth strategy, restructuring the company by bringing all brands into one portfolio and focusing on acquisitions. His revitalization plan worked. Just six years after joining the Minneapolis-based company—which specializes in biotechnical products and clinical calibrators and controls—earnings are anticipated to top $700 million in 2019. The company has grown from 12 to 30 sites. Headcount has tripled. Kummeth is no stranger to successful leadership. He served as president of Massachusetts-based Thermo Fisher’s mass spectrometry and chromatography division, president of the company’s lab consumables division, and worked at 3M for 24 years, most notably as vice president of the medical division. The visionary CEO was recognized with a 2019 Ernst & Young Entrepreneur of the Year Award for excellence in innovation, financial performance and personal commitment to his businesses and community while also transforming the world. He received an undergraduate degree in electrical engineering at the University of North Dakota, his master of science in computer science at the University of St. Thomas and his MBA at the University of Minnesota Twin Cities.

CHARLES KUMMETH
President and CEO BIO-TECHNE CORP.

Mark Walchirk was named president, CEO and a member of the board of directors of Patterson Cos. in 2017. Before relocating to the Twin Cities and accepting the position at Patterson, Walchirk worked at McKesson Corp. for 16 years where he most recently served as the president of its U.S. pharmaceutical unit. Walchirk joined Patterson with a strong commitment toward customer success, and he is focusing on driving organizational change and improving financial performance.

EDUCATION: University of Illinois (BS-business administration)

FUN FACT: “I was a DJ in college at the University of Illinois.”

HOBBIES: “Spending time with my family, traveling, golfing and fishing.”

ADVICE FOR RECENT GRADUATES: “Your career is a marathon, not a sprint. Work on building your skill set through varied experiences and take time to learn and develop in your position. Try to exceed expectations, as future growth opportunities will follow.”

MARK WALCHIRK
President and CEO PATTERSON COS. INC.
After a brief one-year stint of serving Cardiovascular System Inc. (CSI) as interim president and CEO, Scott Ward was officially appointed to those roles in August 2016. Prior to this appointment, Ward became a member of CSI’s board of directors in 2013 and has served as chairman of the board since November 2014. Ward spent a bulk of his career at Medtronic, holding numerous executive-level positions from 1981 to 2010 in Medtronic’s neurological, diabetes, vascular and cardiovascular businesses. Most recently, Ward facilitated a business deal with AcroLase Corp., a New York-based company that makes devices that use lasers to treat cosmetic skin conditions. Together, the companies will develop laser-based atherectomy devices that physicians will use to treat artery disease. Besides Ward’s roles at CSI, he is also the managing director of Sightline Opportunity Management Fund II LLC, based in Virginia. Ward serves on multiple private boards and previously was the chairman of the board for Creganna Medical and a board member of Surmodics Inc. Ward received his undergraduate degree in genetics and cell biology in 1981 and his master’s in toxicology in 1985, both from the University of Minnesota Twin Cities.

Stephen “Steve” Hockett originally joined Great Clips in 1988 as a franchisee—today he is CEO. He was hired by Great Clips in 1993 as a marketing manager and went on to also serve as regional director and vice president of operations before pursuing other opportunities outside of Great Clips. He served as president for both FranChoice Inc. and Rapid Refill Corp. before returning to Great Clips in 2008. Since his return, he has helped grow the brand from 2,790 salons to over 4,400 salons with 58 consecutive quarters of comparable sales growth.

EduCATION: University of South Dakota (BS), University of Notre Dame (MBA)
FIRST JOB: “Newspaper delivery, morning route.”
ADVICE FOR RECENT GRADUATES: “Learn how to use printed maps for greater perspective. Your phone offers zero perspective about where you have been or where you are going.”
FAVORITE CHARITY: “Children’s Hospitals Minnesota.”

April Anslinger loves building brands that have an authentic purpose and whose products improve the lives of consumers, so this Mission Viejo, California, native is right at home in her new role with Aveda. Anslinger spent 14 years with Procter & Gamble, and with her experience of growing a major consumer hair care business to year-over-year record results, she has the same goals for Aveda. In her first six months with the company, Aveda introduced a disruptive new look for the brand through a major advertising campaign, rolled out an industry-first online sales platform to their network of salons and relaunched one of the brand’s most successful innovations, Cherry Almond Hair Care line, with a new and improved formula.

EDUCATION: University of Southern California (BS), Indiana University (MBA)
FIRST JOB: “Sales associate at Wet Seal clothing store.”
INSPIRATIONAL QUOTE: “I learned that courage was not the absence of fear, but the triumph over it.”—Nelson Mandela
HOBBIES: “Spending time with my wife, kids and grandchildren and making time for a few Orange theory sessions each week. I think about playing golf but rarely make it to the first tee.”

The three-generation strong family business of Ziegler CAT makes a significant impact on the local economy with more than 2,000 employees in 22 locations, including facilities in Minnesota’s Iron Range. Overseeing much of this growth was William L. Hoeft who became president in 1988. The family legacy began when Leonard Hoeft, William’s dad, opened a small office in Minneapolis, selling landscaping tractors and snow removal equipment at a time when horses were used for farming and plowing. In the 1920s, the company gained exclusive distribution of the Caterpillar line, equipment used to build dams and a network of interstate highways. Today, according to the company’s website, Ziegler CAT—one of the largest Caterpillar dealers in North America—provides CAT mining, construction, forestry and truck sales, as well as parts and repair, to customers in Minnesota’s Iron Range. In 2015, Ziegler CAT opened a facility in Willmar. Hoeft’s sons, William M. and Andreas, also hold executive positions within the family business. Hoeft, who received his undergraduate degree in education from St. Olaf College, serves as chairman of the board of Associated Auction Services LLC.

EDUCATION: University of Minnesota
FIRST JOB: “Operate a bicycle shop with my brother in high school.”
ADVICE FOR RECENT GRADUATES: “The biggest opportunity awaiting the next generation of business leaders is that a powerful purpose yields a mission-driven culture, which results in a beloved brand.”
FAVORITE MINNESOTA ATTRACTION: “Paul Bunyan and Babe the Blue Ox.”

In its 25th year on the Fortune 500 list, Target Corp. was No. 39 on the 2019 list after a year increasing 2018 comparable sales five percent and growing digital sales 36 percent. Leading it all is Brian Cornell, Target’s chairman and CEO since 2014. With more than 30 years at some of the biggest retail and global product companies in the world (including Target), his leadership style—first developed as a high school football coach—continues to motivate others, create strategy, and encourage personal and professional development.

EDUCATION: University of California Los Angeles, UCLA Anderson School of Management
FIRST JOB: “Washing trucks at the Tropicana distribution center in Queens, New York, and shoveling lots of snow!”
HOBBIES: “Spending time with my wife, kids and grandchildren and making time for a few Orange theory sessions each week. I think about playing golf but rarely make it to the first tee.”

Shelly Ibach joined Sleep Number in 2007 and has served as president and CEO of the company since 2012. Prior to this position, Ibach held several executive leadership roles in consumer strategy, sales, marketing and product development, including chief operating officer in 2011. During her tenure as CEO, Ibach has built a direct-to-consumer vertical business model, implemented a consumer innovation strategy, developed SleepIQ Technology and created a mission-driven culture with a highly engaged team. Besides her position at Sleep Number, Ibach serves on the executive committee of the Minnesota Business Partnership.

EDUCATION: University of Wisconsin Stout
FIRST JOB: “Operating a bicycle shop with my brother in high school.”
ADVICE FOR RECENT GRADUATES: “The biggest opportunity awaiting the next generation of business leaders is that a powerful purpose yields a mission-driven culture, which results in a beloved brand.”
FAVORITE MINNESOTA ATTRACTION: “Paul Bunyan and Babe the Blue Ox.”
LEADING INDUSTRIES

19 Retail

RODNEY JOHANSEN
President and CEO
HOM FURNITURE INC.

When Rodney “Rod” Johansen joined HOM Furniture when it was a small import company in 1977. Together, Johansen and his brother, Wayne, went on to open the Waterloo Room in 1979 which eventually evolved into a specialty furniture retailer with Total Bedroom and HOM Oak and Leather. The two merged into HOM Furniture in 1996. Today, the start-up company has grown to 1,100 employees and is one of the top 40 furniture retailers in the U.S.

WHY RETAIL: “I started with my brother in his import company right out of high school.”
FIRST JOB: “Selling eggs door to door from my grandparents’ farm.”
BEST ADVICE: “Cash is king.”
STANDOUT TRAVEL: “Winter home in Fort Myers, Florida.”
DOWNTIME LEISURE: “Spending time with our family.”
FAVORITE CHARITY: “We have been a supporter of many, but our most favorite are Mn Adult & Teen Challenge and Minnesota Ovarian Cancer Alliance.”

HUBERT JOLY
Executive Chairman
BEST BUY CO. INC.

When Hubert Joly took over as Best Buy’s CEO in 2012, the company’s future was in doubt. In seven years, the risk-taker saved the multinational consumer electronics retailer, resulting in impressive market share gains and revenue growth. With a track record of turning companies around in media, technology and services, including senior executive roles with travel giant Carlson Cos., Joly rescued Richfield-based Best Buy through offering a price-match policy, investing in online shopping and re-energizing the in-store customer experience. Under his leadership, Best Buy also launched an in-home consultation program, a 24/7 tech support service, partnered with Amazon, and focused on workplace culture. It also acquired GreatCall, a health-services platform for seniors. Now, with the company in a good position, he leaves it to the new CEO, Corie Barry, who took over in June 2019. Joly traded in CEO responsibilities for a newly created role of executive chairman of the board. Joly, a French citizen, received his MBA from HEC Paris. He sits on the boards of Ralph Lauren, the Minnesota Orchestra and Minnesota Business Partners, and he was elected by the World Economic Forum as a Global Leader for Tomorrow.

WHY RETAIL: “My passion is people...and helping customers.”
BEST ADVICE: “Don’t fear failure but learn from it.”
STANDOUT TRAVEL: “Business trips that turned into a vacation to Zanzibar.”
FIRST JOB: “Bag boy at City Market in Richfield.”
FAVORITE CHARITY: “Youthnick.”

KERI JONES
President and CEO
CHRISTOPHER & BANKS INC.

As president and CEO of women’s apparel retailer Christopher & Banks Corp., headquartered in Plymouth, Keri Jones has addressed the changing retail landscape head-on. She draws on more than 30 years of retail experience, focusing on e-commerce sales, improving the merchandising strategy, creating a positive impact in the communities through partnerships (such as the Goodwill Giving Event), developing a new marketing approach and enhancing omnichannel capabilities—all while implementing process improvement initiatives and reducing costs. Prior to joining Christopher & Banks, Jones spent less than a year as executive vice president of Dick’s Sporting Goods and more than 27 years at Target, leaving as the vice president of global supply chain.

WHY RETAIL: “It’s what I love.”
FAVORITE CHARITY: “Mn Adult & Teen Challenge.”
STANDOUT TRAVEL: “We have two places that we love to go: France and New Zealand.”
FIRST JOB: “Cashier at Walgreens.”
FAVORITE CHARITY: “Mn Adult & Teen Challenge.”

DONALD KOTULA
 Founder and CEO
NORTHERN TOOL + EQUIPMENT CO.

When Donald “Don” Kotula was a kid, he met down-to-earth fixer-upper tradesmen and DIYers while helping his dad in his Iron Range scrapyard business. Today, Kotula is founder and CEO of the Burns-ville-based Northern Tool + Equipment Co., which generates $1.5 billion in annual sales and employs 2,500 employees in 70 retail stores. Their main demographic is Down-to-earth fixer-upper tradesmen and DIYers.

WHY RETAIL: “The people.”
FAVORITE CHARITY: “Friends & Family.”
STANDOUT TRAVEL: “I have traveled all over the world.”
FIRST JOB: “Helping in my dad’s scrapyard business.”
FAVORITE CHARITY: “Toys for Tots.”

KENNY LARSON
Owner and President
SLUMBERLAND INC.

When Kenny Larson first opened a Slumberland in Richfield in 1967, no one had ever heard of his concept: Consumers could buy a mattress from somewhere other than a furniture or department store, and instead of sales associates, “sleep experts” helped individuals find the right mattress for their needs. People loved the idea. In 1973, as the product lines expanded, Larson started franchising. More than 50 years later, the family-owned business has 130 locations in mostly small towns across the Midwest, with the majority operated by franchisees receiving ongoing support from corporate. Historically, they’ve had very few stores close, even with added competition in the market. In the ’90s, the business model changed to include a full-line furniture store—although the company is still known for offering quality mattress brands of Sealy, Tempur-Pedic and Simmons. In 2008, Kenny Larson succeeded his dad, Ken Larson, as Slumberland’s president. He is focused on moving the headquarters from St. Paul to a 122-acre campus in Oakdale to increase the efficiency of the supply chain. Every year, he dedicates 10 percent of profits to charitable giving.

WHY RETAIL: “I grew up around the furniture business.”
BEST ADVICE: “You’ll never know what you can do until you try it.”
STANDOUT TRAVEL: “The Road Less Traveled.”
FIRST JOB: “Salesman at John’s Furniture in St. Paul.”
FAVORITE CHARITY: “Rabbinical Alliance of Minnesota.”

HOLDEN LEWIS
EVP and CFO
FASTENAL CO.

As executive vice president and chief financial officer of Fastenal Co., Holden Lewis provides knowledgeable insight and market share recommendations to the company, a large industrial business with a $17 billion market value. The experienced analyst navigates the ups and downs of the economy, a valuable skill at the Winona-based distributor of industrial and construction supplies, including fasteners, tools and supplies. Under Lewis’ watchful eye, the company has shifted its business model and raised prices in an attempt to offset tariffs placed on products sourced from China. Lewis has also been a proponent of investing in innovative FAST product-dispensing vending machines at customer locations, an area of growing revenue allowing workers to buy anything from metal-cutting tools to shop aprons on site. Before joining Fastenal in 2016, Lewis was a financial services professional with 20-plus years of experience in equity research, working with FBR Capital Markets, Oppenheimer & Co. Inc., BBK Capital Markets and CBIC World. In 2014, he was recognized by StarMine as the Overall Top Stock Picker in the U.S. He received his undergraduate degree in business management and agricultural economics from the University of Vermont.

WHY RETAIL: “I like the market and the space.”
BEST ADVICE: “Always be ready for the next big change.”
STANDOUT TRAVEL: “Europe.”
FIRST JOB: “Full-time east coast work.”
FAVORITE CHARITY: “Local Chapter of Ronald McDonald House Charities.”

Kenny Larson
Owner and President
Slumberland Inc.

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FIRST JOB: “Salesman at John’s Furniture in St. Paul.”
FAVORITE CHARITY: “Rabbinical Alliance of Minnesota.”
For more than 40 years, Hugh Sawyer served as president or CEO of nine companies, most recently as CEO and director of Regis Corp., one of the largest beauty salons in the nation. As part of the seasoned strategist’s long-term plan to maximize shareholder value, facilitate collaboration among teams and support recruiting efforts, he recently announced the headquarters will move from Edina to Minneapolis in early 2020. In 2018, the company franchised, owned or held ownership interests in 8,021 worldwide locations, including MasterCuts, Regis Salons and Cost Cutters (to name a few). Sawyer brings valuable insight and expertise to the role, with a record of repositioning organizations and improving profitability (he led Wells Fargo Armed Services Corp. and Allied Holdings Inc.). In addition to serving on the board of Regis Corp., Sawyer serves on the board of JHT Holdings Inc. and Huron, a global professional services firm. He is a member of the Turnaround Management Association and the Association of Insolvency and Restructuring Advisors. He graduated with honors from the University of Florida.

There’s a deep passion for the company and the community at Red Wing Shoe Co., founded in 1905 in the Mississippi River town of Red Wing. Upholding that proud legacy—while looking to the future—is Mark Urdahl, president and CEO. For many years, the company didn’t develop any new boots. Urdahl, who graduated from St. Olaf College and Stanford University’s Graduate School of Business, had aspirations to change that. Along with other executives, he encouraged new product development, invested in a leather-cutting and boot-making training program, and hired U.S. workers. Having worked at General Mills for 20 years, Urdahl also realized the importance of reaching millennials. He accomplished this through opening a flagship retail store in New York City and launching the digital footwear program Red Wing for Business. E-commerce sites for Red Wing Shoes, Irish Setter and Vasque have also popped up. After 10-plus years at Red Wing Sho Co., Urdahl continues to focus on environmental initiatives, facilitating a partnership with NRG Energy so that 25 percent of Red Wing Shoes’ energy comes from solar power. Today, this little shoe company is leaving a big footprint: Global sales have reached more than $600 million.

Artistic director Michael Brindisi became inspired by his high school band teacher, Mr. Mayer, who mentored him and took him to his first Broadway production. From there, Brindisi discovered his passion for theater and never looked back. While living in New York City and down to his last $10, Brindisi auditioned for the national tour of “Grease” and spent the next year on the Broadway tour. Over his career, he has never lost that unwavering passion and work ethic, leading him to his high level of success today.

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EDUCATION: Hampshire College, New York University (MFA)
FIRST JOB: “Delivering papers on my 5 a.m. route. Loved racing through the empty streets at top speed.”
HIDDEN TALENT: “I have learned to be a vegan chef.”
HOBBIES: “Traveling anywhere.”
FAVORITE MINNESOTA ATTRACTION: “Itasca, seeing the beautiful birthplace of the Mississippi River.”
BUCKET LIST TOPPER: “Travel and dive into the music and art of Sub-Saharan Africa.”

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Laysha Ward is an accomplished senior executive with over 25 years of leadership experience at a Fortune 500 company. She has demonstrated an ability to lead through rapid change, solve problems, build innovative community programs and collaborate with key stakeholders. Even more than that, though, she has pushed the industry to go beyond surface-level diversity and has led efforts that help women, people of color and other underrepresented communities to have a greater voice across all sectors. In 2017, Ward was named executive vice president and chief external engagement officer, overseeing Target’s enterprise-wide approach to engage and deepen relationships with external stakeholders to drive positive business and community impact.

EDUCATION: Indiana University (BS-journalism), University of Chicago (MS-social services administration), University of Minnesota (honorary doctor of law)
DOWNTIME LEISURE: “My husband, Bill, and I value the opportunity to volunteer together. One of our favorite opportunities is serving as graduation coaches. We end up learning so much from the young people we coach.”

Once an actor on its stages, Joseph Haj now sits at the helm of one of the most prestigious theaters in the country. Only the eighth artistic director since the Guthrie Theater’s inception in 1963, Haj took over the theater’s continued tradition of excellence in the summer of 2015. Every day, he works to connect the community through the exploration of both classic and contemporary productions. Before joining the Guthrie, Haj was the producing artistic director of PlayMakers Repertory Co. in Chapel Hill, North Carolina, and he has also directed at the Oregon Shakespeare Festival, the Actors Theatre of Louisville, Washington D.C.’s Folger Theatre and more, even bringing theater to maximum-security prisons in Los Angeles, Batesburg-Lesville, South Carolina and Gaza. Haj has taken home a multitude of honors for his directorial prowess, receiving the Zelda Fichandler Award and the NEA/White House Council Millennium Grant. American Theatre magazine named him as one of the 25 theater artists who will have a significant impact on the field over the next quarter century. Haj received a master of fine arts from the University of North Carolina.

BUCKET LIST TOPPER: “Travel and spend some time with Al Pacino or Dustin Hoffman.”

EDUCATION: Lea College (English literature, psychology)
HIDDEN TALENT: “I’ve played the accordion since I was a kid. In fact, my first acting job at Chanhassen was playing the accordion in Thornton Wilder’s ‘The Matchmaker.’”
FIRST JOB: “As a young teen, I was an elevator operator in the Seagram’s Building in downtown Philadelphia.”
FAVORITE MINNESOTA ATTRACTION: “The University of Minnesota Landscape Arboretum.”
BUCKET LIST TOPPER: “Meet and spend some time with Al Pacino or Dustin Hoffman.”
LYNDEL KING
Director and Chief Curator
WEISMAN ART MUSEUM

After leaving her job as a chemist, Lyndel King decided to pursue a degree in art history. At first, she wanted to be a professor, but when she found no openings, she took a job at the Weisman Art Museum and started down her decades-long career. King is the vice president of American Alliance of Museums and is on multiple boards. Over the years, she has compiled a number of awards including the University of Minnesota Outstanding Service Award and the Girl Scouts Woman of Distinction Award.

EDUCATION: University of Kansas (BA-microbiology), University of Minnesota (PhD-art history)
BEST ADVICE: “Learn what kind of person you are and how you like to work. It is as important to success as what you know or what you are interested in.”
FIRST JOB: “Filling gas tanks and testing wheat samples for moisture at a grain elevator.”
STANDOUT TRAVEL: “Rome.”

DIANNE KRIZAN
President
MINNESOTA CHILDREN’S MUSEUM

Dianne Krizan is passionate about children’s learning and development and the opportunity for all children to realize their full potential, and she thinks of that first and foremost in everything she does. Since she began leading the Minnesota Children’s Museum in 2010, her involvement has been critical in completing a $30 million expansion and renovation of the flagship location in downtown St. Paul, increasing attendance by 25 percent, installing literacy-based exhibits in libraries across the state and increasing scholarship memberships for low-income families.

EDUCATION: University of Minnesota (BS, MPA)
BEST ADVICE: “Success is dependent on effort.” —Sophocles
FUN FACT: “I hold a U.S. patent for a ‘ridged dough structure and method of making the ridged dough’ (aka Pizza Roll crust).”
HOBBIES: “Golf, photography and travel.”
FAVORITE MOVIE: “I love the final scene in ‘Thelma & Louise.’”

Michele Miller Burns has always believed in the power of music. She began playing the violin at age four and was part of the Chicago Youth Symphony Orchestra in high school. As she became familiar with the behind-the-scenes work of orchestras, her musical passion grew and evolved. After college, she participated in a national fellowship program in orchestral management and joined the Minnesota Orchestra in September 2018.

EDUCATION: Northwestern University (BM-arts administration), University of Chicago Booth School of Business (Chicago Management Institute)
FIRST JOB: “An entry level position in the development office of the Chicago Symphony Orchestra.”
HIDDEN TALENT: “I create and collect artisan stationery.”
STANDOUT TRAVEL: “Greece!”
FAVORITE MINNESOTA ATTRACTION: “My husband and I moved to Minneapolis in the summer of 2018, so we are still exploring, but my current big three Minnesota attractions beyond the Minnesota Orchestra are the state fair, the ingenious skyway system and tater tot hot dish!”

MONICA NASSIF
Former Board President
WALKER ART CENTER

At every point in Monica Nassif’s career, she saw opportunities rather than obstacles and met the challenges head on. An appointment as president of the Walker Art Center’s board of trustees, a two-year designation that ended in 2018, was no different. Nassif brought a driven entrepreneurial spirit to the role, the same spirit she exhibited as the founder and CEO of nontoxic cleaning products Mrs. Meyer’s Clean Day, CalDera, Kilter Inc. (a mid-sized marketing firm Nassif launched and ran for a decade) and luxury sleepwear line Sophia Graydon. During her time as board president of the art center, the Walker completed a massive campus renovation and reconstruction of the 11-acre Minneapolis Sculpture Garden. A graduate of the University of Minnesota, Nassif joined the Walker Art Center board of trustees in 2009 and still serves on the boards and councils of the Aunt Fannie’s Cleaning & Pest Solutions, the Stone Arch Capital, and the Minnesota Women’s Economic Roundtable. She also authored two books and was awarded Entrepreneur of the Year by three organizations: Good Housekeeping Magazine, the Midwest Division of Ernst & Young, and the University of Minnesota.

EDUCATION: University of Wisconsin Stevens Point (BA), University of Wisconsin Madison (BM-arts administration), University of Chicago Booth School of Business (Chicago Management Institute)
FIRST JOB: “An entry level position in the development office of the Chicago Symphony Orchestra.”
HIDDEN TALENT: “I love the final scene in ‘Thelma & Louise.’”
FAVORITE MINNESOTA ATTRACTION: “I love the final scene in ‘Thelma & Louise.’”

MARK NERENHAUSEN
President and CEO
HENNEPIN THEATRE TRUST

For Mark Nerenhausen, his work at Hennepin Theatre Trust goes beyond the stage. It allows him to engage directly with community leaders on key issues. Seeing the impact reflected on the hundreds of thousands who attend their shows each year is a pretty sweet perk, too. Before he joined the Trust, Nerenhausen was the founding director and professor of practice of the Janklow Arts Leadership Program at Syracuse University and the president and CEO of the AT&T Performing Arts Center in Dallas.

EDUCATION: University of Wisconsin Madison (BA), University of Wisconsin Madison (MFA)
INSPIRATIONAL QUOTE: “You either walk inside your story and own it or you stand outside your story and hustle for your worthiness.” —Brené Brown
FIRST JOB: “Camp counselor and lifeguard at NeSoDak Camp in Waubay, South Dakota.”
FAVORITE BOOK: “I love Louise Erdrich novels. Those were the first books I ever read that captured landscape and voices that felt like home.”
STANDOUT TRAVEL: “Visiting Europe with what you are interested in.”

SARAH RASMUSSEN
Artistic Director
JUNGLE THEATER

Sarah Rasmussen believes stories can change the way people see the world and bring them together even when it seems nearly impossible. Her passion is evident by her list of accomplishments that include being the Star Tribune’s 2018 Artist of the Year, a recipient of the inaugural BOLD Leadership Circle grant, which is given to four female artistic directors nationally; and a recipient of the $50/50 Applause Award, which is given to theaters that produce 50 percent or more of their work by women playwrights.

EDUCATION: St. Olaf College (BA-English, theater), University of California San Diego (MFA)
INSPIRATIONAL QUOTE: “You either walk inside your story and own it or you stand outside your story and hustle for your worthiness.” —Brené Brown
FIRST JOB: “Camp counselor and lifeguard at NeSoDak Camp in Waubay, South Dakota.”
FAVORITE BOOK: “I love Louise Erdrich novels. Those were the first books I ever read that captured landscape and voices that felt like home.”
STANDOUT TRAVEL: “Visiting Europe with what you are interested in.”
Named one of Minneapolis/St. Paul Business Journal’s People to Watch in 2017, Alison Rempel Brown has strived to make the museum more inclusive. To her, it is a fundamental truth that museums can transform people’s lives, people transform museums, and together they can make the world a better place. She wants everyone no matter what gender, economic status or race to see that they can become scientists—that they can become anyone they want to be. This has led to the Science Museum adopting a new strategic plan designed to transform the organization into a resource that captures the power and talent of all people.

EDUCATION: Pomona College, University of Chicago Booth School of Business (MBA)
HIDDEN TALENT: “I make jewelry using antique and fine beads I find at flea markets and thrift stores.”
FAVORITE MINNESOTA ATTRACTION: “Mississippi River.”
BUCKET LIST TOPPER: “Travel on various month-long trips throughout the year.”

—— Matthew Welch, Deputy Director and Chief Curator
MINNEAPOLIS INSTITUTE OF ARTS

Bahram Akradi founded Life Time Inc., a healthy lifestyle brand, in 1992 with a goal of helping people meet their health and wellness goals. Now, more than 27 years later, Akradi has evolved Life Time’s business beyond its high-end athletic resorts and spas to change the way people live, work and play.

Most recently, Life Time announced Akradi’s latest innovation with Life Time Living: new, high-end residential communities that capture the power and talent of all people.

EDUCATION: University of Minnesota
BEST ADVICE: “Don’t borrow trouble.”
FUN FACT: “I have four different licenses: vehicle, motorcycle, airplane and real estate.”
WHO’D PLAY ME IN A BIOPICT: “What the heck, Meryl Streep!”

—— Alison Rempel Brown
President and CEO
SCIENCE MUSEUM OF MINNESOTA

From a high school job in the food and beverage department all the way to general manager, Solveig Theis has been with the Chanhassen Dinner Theatres for 41 years, beginning in 1978. Their journey began when she landed an internship with the sales and marketing department and from there was offered an opportunity to work as the assistant to artistic director, Michael Brindisi. Over the years, Theis has gained a wealth of experience from multiple different departments that has helped her reach success.

EDUCATION: University of Minnesota
FAVORITE BOOK: “Taking my grandchildren out into nature.”
WHAT THE HECK WOULD YOU DO IN A BIOPICT: “Kevin Costner, that’s my bride’s answer.”

—— Solveig Theis
General Manager
CHANHASSEN DINNER THEATRES

As the daughter of ski business pioneer Paul Augustine, co-founder of Afton Alps, Amy Augustine Reents’ work at the resort and its marketing department was as natural as skiing in fresh powder. Running Afton Alps was a genuine point of pride for the family, and when the resort came under the ownership of Vail Resorts, they stayed actively involved to oversee Vail’s $10 million expansion plan. That wasn’t the end of the Reents’ ski industry run, though. Her dad, a true visionary, purchased and redeveloped what is now Mount Kato Ski Area in Mankato, and Augustine Reents shifted her focus to running Mount Kato as co-owner and president. A passionate advocate of the sport, she also serves as the president and executive director of the nonprofit Midwest Ski Areas Association, representing roughly 50 ski areas and ski industry suppliers/vendors located in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, North Dakota, Ohio, South Dakota and Wisconsin. Augustine Reents, who grew up in Hastings, is further involved in the community as chair-elect of the Hastings Area Chamber of Commerce & Tourism Bureau.

EDUCATION: Minnesota State University Mankato
BEST ADVICE: “Follow your heart and make sure that your career path feeds your passion.”
HOBBIES: “Taking my grandchildren out into nature.”
FAVORITE BOOK: “‘Last Child in the Woods’ by Richard Louv. It has inspired our team’s new vision at the Minnesota Zoo.”
STANDOUT TRAVEL: “Alaska.”
WHO’D PLAY ME IN A BIOPICT: “Kevin Costner, that’s my bride’s answer.”

—— John Frawley
President and Director
MINNESOTA ZOO

Minneapolis/St. Paul Business Journal
**ARTS, SPORTS AND LEISURE**

- **For Angela Heikes, the determination of success is all people:** the guests who enjoy the world-class entertainment offerings at Mystic Lake Casino Hotel and Little Six Casino, her fellow team members and the tribe who owns and operates the gaming enterprise. In her role at the enterprise, Angela oversees key partnerships and places a major focus on helping protect the Shakopee Mdewakanton Sioux Community’s sovereignty and self-sufficiency. She recently celebrated the opening of Mystic Lake Center which includes a 70,000-square-foot meeting and event center and nine-story hotel tower, making Mystic Lake home the second largest hotel in the Twin Cities area. Outside of her work, Heikes also holds a seat on the board of directors for the Minnesota Chamber of Commerce.

**EDUCATION:** University of St. Thomas (BA), University of Minnesota Carlson School of Management (executive program)

**FUN FACT:** “I am a master gardener, and in my spare time I teach horticulture-related topics to youth, volunteer at community gardens and share best practices at nursery clinics and local gardening events.”

**Raul Rehnborg**

- **RAUL REHNBORG**
  - VP and General Manager
  - VALLEYFAIR FAMILY AMUSEMENT PARK, CEDAR FAIR ENTERTAINMENT CO.

Raul Rehnborg became passionate for the business after he began his first job at an amusement park. After not being able to work in his field of study, aerospace engineering, for a short time in the ’90s, Rehnborg became familiar with the amusement park business and has loved it ever since. He is grateful for the multiple opportunities he has had along the way including serving as the vice president and general manager for California’s Great America and Sow City Waterpark. He has introduced new world-class events and attractions, overseen the building and opening of the new waterpark in Orange County, and more.

**EDUCATION:** California State Polytechnic University Pomona (BS-aerospace engineering)

**FIRST JOB:** Proud to say I started my first job 32 years ago as a park sweater at our park in Southern California. It was just supposed to be a summer job…”

**INSPIRATIONAL QUOTE:** “If a man is called to be a streetsweeper, he should sweep the streets even as Michelangelo painted, or Beethoven composed music or Shakespeare wrote poetry.” —Martin Luther King Jr.

**Chuck Runyon**

- **CHUCK RUNYON**
  - Co-Founder and CEO
  - ANYTIME FITNESS LLC

For more than a decade, Chuck Runyon has been making going to the gym as easy as it can possibly get with his army of 24/7 Anytime Fitness health clubs. Named the fastest growing fitness club in the world 10 years in a row, Runyon’s clubs make healthy lifestyles as convenient and affordable for as many people as possible. But that is just the tip of the iceberg. Runyon’s leadership has earned the fitness industry titan other accolades such as One of America’s Most Promising Companies by Forbes and owner of the Best Place to Work in Minnesota three years in a row.

**FIRST JOB:** “McDonald’s, working alongside my mother.”

**HIDDEN TALENT:** “Pickleball, ping pong and obstacle course races.”

**DOWNTIME LEISURE:** “Enjoying adventures and having fun with my family.”

**FAVORITE MINNESOTA ATTRACTION:** “The Minnesota Timberwolves and Lynx, and our cabin in northern Minnesota.”

**BUCKET LIST TOPPER:** “To play Augusta National Golf Course.”

**Randall Sampson**

- **RANDALL SAMPSON**
  - Co-Founder and CEO
  - CANTERBURY PARK HOLDING CORP.

Horse breeding and racing has always been a big part of Randy Sampson’s life. That’s why when Canterbury Park closed in 1992 he couldn’t let that be the end. Sampson pulled together a group and the necessary funds to purchase and operate the defunct park and has transformed it into what it is today—an entertainment destination that includes an 18,000-square-foot card casino, one-mile oval race track and grandstand capable of seating more than 20,000 race fans.

**EDUCATION:** Minnesota State University Mankato

**FIRST JOB:** “Lifeguard then manager of the local Hector Community Pool.”

**INSPIRATIONAL QUOTE:** “If you find a job you love you will never work again.” —Winston Churchill

**DOWNTIME LEISURE:** “Taking my dog for a walk or bike riding is my favorite form of exercise and stress relief.”

**FAVORITE MINNESOTA ATTRACTION:** “I’m biased, but I can honestly say Canterbury Park.”

**Ethan Casson**

- **ETHAN CASSON**
  - CEO
  - MINNESOTA LYNX/ TIMBERWOLVES

After a strong rookie campaign, Ethan Casson is entering his third season as the CEO for the Minnesota Timberwolves and Lynx. Already in his time with the Timberwolves, Casson has led a brand overhaul that has included the launch of a new logo and the introduction of a new marketing campaign. He has also supported the completion of the Target Center’s $140 million renovation—the first major facelift in the venue’s 27-year history. Casson also worked with the NBA to secure the Timberwolves as a participant in the 2017 NBA Global Games in China.

**EDUCATION:** Colby-Sawyer College

**FIRST JOB:** “Dishwasher at a local restaurant.”

**FAVORITE BOOK:** “’Shoe Dog’ by Phil Knight.”

**HOBBIES:** “Golf.”

**STANDOUT TRAVEL:** “Napa, California.”

**DOWNTIME LEISURE:** “Relaxing with my wife.”

**DEREK FALVEY**

- **DEREK FALVEY**
  - EVP and Chief Baseball Officer
  - MINNESOTA TWINS

When Derek Falvey pitched at Trinity College in Hartford, Connecticut, he was well aware of the Minnesota Twins. He just didn’t think he’d be on the roster one day. Falvey joined the Minnesota Twins not as a pitcher but as executive vice president and chief baseball officer in October 2016. Described by a former colleague in MLB News as a “rising star,” Falvey started his career as an intern with the Cleveland Indians and left nine years later as assistant general manager, helping build a roster that saw the Indians win the American League Central. An effective communicator with an undergraduate degree in economics from Trinity College, he assisted in financial, statistical and contractual dealings, oversaw the pitching program and the scouting program, and contributed to professional and amateur player procurement. Current responsibilities include formulating operational strategies—everything from overseeing coaches to supporting staff and scouting, to contract negotiation, research and development. Falvey knows how to win, and he knows how to win without ego. In an interview with the Dickinson Press, he spoke about the importance of cultivating an environment “where we trust and respect each other.”
CRAIG LEIPOLD  
Owner and Governor  
MINNESOTA WILD

Since 2008, Craig Leipold has been the man in charge for the team that calls the “State of Hockey” home—the Minnesota Wild. He is a principal investor in Minnesota Sports & Entertainment, a regional sports and entertainment leader that includes the Minnesota Wild and AHL affiliate, the Iowa Wild, as well as the Xcel Energy Center. He oversees the day-to-day business operations of the organization and also serves as the team’s governor at NHL board of governors’ meetings. Under Leipold’s ownership, the Wild is dedicated to building a Stanley Cup-contending franchise, playing an important role in the community through service initiatives, providing a fun and entertaining game-night experience and building strong relationships with its fans and corporate partners. Before coming to Minnesota, Leipold sold the Nashville Predators—a team he had owned since 1997—to a local ownership group. Leipold has had business success outside of the sports realm as well, starting one of the nation’s first telemarketing firms in Ameritel Corp., before later selling his portion to American Express. Leipold graduated from Haverford College in Pennsylvania and an MBA from the University of California Los Angeles’ Anderson School of Management.

DEREK SHARRER  
EVP and General Manager  
ST. PAUL SAINTS

Theme nights. Giveaways. Family-friendly games. Uh-shurtle carriers and between-inning hijinks. Off-the-wall promotions (ballpark food fight, anyone?). There’s a spirit of fun at St. Paul Saints games, and Derek Sharrer, executive vice president and general manager, is at the heart of it. In addition to leading the staff that comes up with attention-grabbing Saints’ promotional ideas, Sharrer oversaw the 2015 opening of CHS Field in what was a historic record-breaking year—leading to four straight seasons of perfect attendance. In Ballpark Digest, he’s described by principal owner Marv Goldklang as “providing first-rate leadership and mentoring while fostering a level of energy and creativity that is unmatched on the Twin Cities sports landscape.” Sharrer, who received his undergraduate degree in sports business from Indiana University Bloomington, got his start in promotions with the Fort Myers Miracle, dramatically boosting fan attendance during his time there before managing the Charleston RiverDogs. In 2004 he joined the Saints and helped create a club and fan experience, complete with supporting hundreds of charitable efforts throughout the season. A model of success, Sharrer was awarded the American Association’s Executive of the Year award from 2015 to 2018.

THAD LEVINE  
SVP and General Manager  
MINNESOTA TWINS

When Thad Levine chose to leave his role as the assistant general manager for the Texas Rangers in 2016, it was a big loss for the Rangers and a major victory for the Minnesota Twins, who hired him on as senior vice president and general manager. Levine played college ball at Harvard College in Pennsylvania before working for Coca-Cola, Rockport and Reebok. His career in professional baseball began in 1999 with the Colorado Rockies before he spent 11 seasons with the Rangers, where he was active in player acquisitions, negotiations, and statistical and financial analysis while overseeing the international scouting department. In his current role with the Minnesota Twins, Levine works in tandem with executive vice president and chief baseball officer Derek Falvey to lead all facets of the team’s baseball operations, including scouting, player development and player procurement. Falvey, in a statement through the Twins, says “Thad’s leadership and management experiences make him the perfect fit for the role.” Levine earned his undergraduate degree from Haverford College in Pennsylvania and an MBA from the University of California Los Angeles’ Anderson School of Management.

GLEN TAYLOR  
Owner  
MINNESOTA LYNX/ TIMBERWOLVES

The alpha of the pack, Glen Taylor is perhaps best known for being the majority owner of the Minnesota Timberwolves and Lynx, but these are just two pieces of the Taylor Corp., a multinational conglomerate that consists of more than 80 marketing, communications and interactive solutions companies that collectively employ more than 13,000 employees. Taylor has also served as chairman of the NBA’s board of governors, and was elected to the Minnesota Senate in 1980 where he served until 1990.

EDUCATION: Minnesota State University Mankato (BS), Harvard School of Business FIRST JOB: “Field work for neighboring farmers.”

LESSON LEARNED: “Hire other bright leaders rather than make most of the decisions by myself.”

HOBBIES: “Working in my flower and vegetable gardens.”

DOWNTIME LEISURE: “Playing with and educating my grandchildren.”

FAVORITE CHARITY: “My foundation to help students with college scholarships.”

MATT MAJKA  
President and Alternate Governor  
MINNESOTA WILD

In the “State of Hockey,” Minnesota Wild fans reign supreme. Matt Majka, president and alternate governor for Minnesota Sports & Entertainment, is responsible for at least some of the credit. He plays an instrumental role between the hockey club and its fan base. Others notice this special relationship, too—ESPN The Magazine has named the Wild as the “Best Stadium Experience” three years in a row. Majka, who earned an undergraduate degree in speech communications from the University of Minnesota, was the vice president of product marketing at Rollerblade Inc. before joining the Wild 22 years ago as a marketing professional, before the team even took to the ice for its first NHL season. When Craig Leipold became owner and governor of the team, he named Majka chief operating officer and executive vice president. During his time with the organization, Majka was involved in signing all-stars such as Zach Parise and Ryan Suter as well as the construction of the new practice rink in St. Paul. The civic-minded leader currently serves on the boards of the Ordway Center for the Performing Arts, St. Paul Downtown Alliance and the Bell 5ive in Miracles Foundation.

ZYGMUNT WILF  
Owner and Chairman  
MINNESOTA VIKINGS

In his 15 seasons as an owner of the Minnesota Vikings, German-born Zygmunt “Zygi” Wilf has created a world-class organization that can not only win but provide meaningful fan experiences. Wilf, who earned his undergraduate degree in economics from Farleigh Dickinson University and a law degree from New York Law School, made his millions as a real estate developer. In 2005, he and his brother Mark purchased the Minnesota Vikings. In 2014, U.S. Bank Stadium opened in downtown Minneapolis at a cost of $1.13 billion—$477 million invested by the Wilf family. Just two years later, Minneapolis hosted Super Bowl LII, where Wilf served as honorary co-chair of the Minnesota Super Bowl Bid Committee. Wilf and others of his family also invested $90 million in the Minnesota Super Bowl Host Committee. Wilf and others of his family also invested $90 million in the TCO Sports & Entertainment, a regional sports and entertainment leader that includes the Minnesota Wild and AHL affiliate, the Iowa Wild, as well as the Xcel Energy Center. He oversees the day-to-day business operations of the organization and also serves as the team’s governor at NHL board of governors’ meetings. Under Leipold’s ownership, the Wild is dedicated to building a Stanley Cup-contending franchise, playing an important role in the community through service initiatives, providing a fun and entertaining game-night experience and building strong relationships with its fans and corporate partners. Before coming to Minnesota, Leipold sold the Nashville Predators—a team he had owned since 1997—to a local ownership group. Leipold has had business success outside of the sports realm as well, starting one of the nation’s first telemarketing firms in Ameritel Corp., before later selling his portion to American Express. Leipold graduated from Haverford College in Pennsylvania and an MBA from the University of California Los Angeles’ Anderson School of Management.
More than 24.4 million people play soccer in the United States, making it the third-most played team sport in the country. Helping draw soccer players and fans to the just-opened Allianz Field in St. Paul is Chris Wright, the first CEO of Minnesota United. A former player and coach in his native England, Wright’s passion for the sport runs deep: He’s been to every World Cup since 1990. He worked for indoor soccer clubs in the 1980s before leading business and strategic direction for more than 140 employees in the Minnesota Timberwolves and Minnesota Lynx franchises. He spent 26 years with Minnesota’s WNBA/NBA teams, 13 as their president. While there, he helped the organizations realize unprecedented growth in ticket sales and form corporate partnerships with Target, Mayo Clinic, U.S. Bank, Federated Insurance and Jack Link’s. Outside of his work with Minnesota United, Wright was elected to the advisory board of the Minnesota State University Sports Management Program—and was inducted into its Sports Marketing Hall of Fame. Wright is a graduate of Carnegie College of Physical Education in Headingley, Leeds, Yorkshire.

When Sara Ausman joined the team at Alerus as the managing director of professional services and private banking in 2012, she brought with her a wealth of experience that included relationship management, segment management and other skills accumulated from various leadership positions at Marquette Capital Bank, Excel Bank, and M&I, a part of BMO Financial Group. In her role, Ausman tackles the responsibilities of strategic and business planning and takes the helm on initiatives to increase the organization’s presence in the Twin Cities. On top of all this, Ausman is in charge of the company’s charitable giving initiatives in the area. A true steward of the community, Ausman has served on the boards of the Juvenile Diabetes Foundation and the downtown Minneapolis YMCA. Ausman has also shared her talents and time with organizations including Common Bond Mentoring Program, the Minneapolis Business Partners Mentoring Program, the Ronald McDonald House and Habitat for Humanity. Ausman earned an undergraduate degree from the University of Wisconsin Madison before earning a master’s from Michigan State University.

In November 2005, entrepreneur Gerald “Jerry” Baack took a risk leaving a successful job to establish a community bank with a focus on niche commercial real estate lending. Even riskier, more than 100 entrepreneurs invested in his approach. With a record-breaking 2018, it’s safe to say that Baack’s outside-the-box thinking exceeded expectations. The Minnesota State University Mankato grad (with a bachelor of arts in finance, insurance and real estate) became the founder, chairman of the board, CEO and president of Bloomington-based Bridgewater Bancshares Inc. (the parent company of Bridgewater Bank). As other banks were shuttering down, Baack, along with a talented strategic leadership team, kept moving forward. Today, he leads 160 employees and manages assets of more than $1.6 billion. This same entrepreneurial spirit inspired Baack to plan an initial public offering—the first Minnesota bank to do so during this century—raising millions of dollars as a result. (They sell under the “BWBI” symbol on the Nasdaq market.) Baack’s advice to other entrepreneurs? “Take a risk.” His investment paid off, he says, in rewarding relationships with those who trusted and supported him. “It’s been an unbelievable experience.”

Dave Boden’s career started in technology due to his natural interest in systems and computers. This eventually brought him to Hiway Federal Credit Union, first as the senior vice president of technology and chief information officer and then, in 2013, as the president and CEO. Since then, Hiway Federal Credit Union has made Star Tribune’s list of Top Workplaces every year—a testament to his leadership and dedication. Before joining Hiway Federal Credit Union, Boden was the vice president of information technology at Farm Credit Leasing.

Before Timothy “Tim” Bosiacki made the transition from a career in education to finance, he had no idea his skills would transfer in such an applicable way. However, it did not take him long to realize that he could use his teaching skills with customers and employees alike. Under Bosiacki’s guidance, TruStone Financial has taken home the award for Best Credit Union to Work for three years in a row, and he has been featured in CU Times as well as the cover of Minnesota-based CEO Magazine.

For 38 years, Randall “Randy” Boushek has had a successful track record in finance and investments with Thrivent Financial. In his current role, he oversees all corporate financial services, managing the organization’s risk business for long-term success. Boushek started his professional career with Thrivent Financial in 1981 as an associate actuary before going on to hold several positions in investments, including senior vice president and chief investment officer in 1999 and senior vice president and treasurer in 2002. In addition to his work at Thrivent, Boushek sits on the boards of the Minneapolis Regional Chamber of Commerce, Concordia Plan Services and Concordia College Moorhead, and he has previously served on the board for the Minneapolis Downtown Council. He is also a fellow of the Society of Actuaries and a member of the American Academy of Actuaries. Boushek earned his undergraduate degree in mathematics from Concordia College Moorhead and graduated from the Minnesota Management Academy of the Carlson School of Management at the University of Minnesota. He currently has plans to retire mid-2020 and is transitioning his duties to Vibhu Sharma.

EDUCATION: University of Wisconsin Madison (BS)
BEST ADVICE: “Surround yourself with great people and learn from everyone. Always be humble, and try to do something good for someone every day.”
FIRST JOB: “Working in a public library.”
LESSON LEARNED: “Trust yourself. Tough decisions should never be prolonged.”
HIDDEN TALENT: “I play piano ... kind of.”

EDUCATION: Minnesota State University Mankato (BS)
BEST ADVICE: “Don’t ever be the person who is all hat and no cattle.”
FIRST JOB: “I worked at a driving range picking up balls at 10 a.m. and dodging errant shots from people. I made 25 cents.”
TOUGHEST CHALLENGE: “I was promoted to a position out of state, and I was away from my wife and daughter for a year.”
STANDOUT TRAVEL: “U.S.—Hawaii. International—hands down, Italy.”

EDUCATION: University of Wisconsin Mankato (BS)
BEST ADVICE: “Take a risk.” His investment paid off, he says, in rewarding relationships with those who trusted and supported him. “It’s been an unbelievable experience.”

EDUCATION: Minnesota State University Moorhead (BS)
BEST ADVICE: “Don’t ever be the person who is all hat and no cattle.”
FIRST JOB: “I worked at a driving range picking up balls at 10 a.m. and dodging errant shots from people. I made 25 cents.”
TOUGHEST CHALLENGE: “I was promoted to a position out of state, and I was away from my wife and daughter for a year.”
STANDOUT TRAVEL: “U.S.—Hawaii. International—hands down, Italy.”

EDUCATION: University of Wisconsin Mankato (BS)
BEST ADVICE: “Take a risk.” His investment paid off, he says, in rewarding relationships with those who trusted and supported him. “It’s been an unbelievable experience.”
As the president of Bremer, Jeanne Crain has the opportunity to work with other owners and businesses that drive the economy, creating partnerships to help them achieve their goals. Crain has set the course for Bremer’s future by rebranding and creating clarity around the bank’s strategic priorities in order to drive its growth. Throughout her professional career, Crain has earned numerous industry awards including the Women in Business Industry Leader Award by the Minneapolis/St. Paul Business Journal, Top Women in Finance Circle of Excellence by Finance & Commerce, and Women’s Business Advocate Award by Women’s Business Development Center.

EDUCATION: University of North Dakota (BS), Marquette University (MBA)
FIRST JOB: “Stocking inventory and waiting on customers in my parents’ jewelry and gift store.”
FAVORITE MINNESOTA ATTRACTION: “Minnehaha Falls.”
BUCKET LIST TOPPER: “Traveling all U.S. National Parks. I am about one third of the way through.”

Laurie Nordquist became the president of the Wells Fargo Upper Midwest region in 2018. The 28-year Wells Fargo veteran oversees more than 350 community banking branches throughout the Midwest. Nordquist is a two-time honoree of Finance & Commerce’s Top Women in Finance program as well as a Circle of Excellence honoree. Nordquist has also served on multiple boards including Greater Twin Cities United Way, the Minnesota Private College Foundation, the Employee Benefit Research Institute and more.

EDUCATION: St. Olaf College (BA-social work)
BEST ADVICE: “Always assume positive intent and, likewise, always show up with a positive attitude.”
FIRST JOB: “Pumping gas at Cenex—yes, we pumped gas back then.”
HIDDEN TALENT: “I’ve designed and made over 100 costumes for plays and kids events.”
ADVICE FOR RECENT GRADUATES: “Your career journey doesn’t need to be a straight line; be open to side roads and detours.”

Mark Novitzki got his start in banking at the age of 10, shoveling snow, cutting the grass, pulling weeds and hauling heavy bags of quarters from the vault at the bank where his father worked. He eventually moved on from his quarter-carrying days to become a teller/teller/training manager at Maplewood State Bank, now Premier Bank. Today, he has helped Premier Bank and its two affiliates become the ninth largest Minnesota bank with more than $1.1 billion in assets and 20 offices spread across the Twin Cities. Novitzki is also a 20-year member of the Bank CEO Network.

EDUCATION: University of Notre Dame (BBA), University of St. Thomas (MBA), University of Wisconsin Madison Graduate School of Banking
HIDDEN TALENT: “I can open a pop bottle with my college ring.”
DOWN TIME LEISURE: “Preferably playing golf, downhill and cross-country skiing, and walking and riding bikes with my bride of 33 years, Nina.”
BUCKET LIST TOPPER: “Climbing to the top of Half Dome in Yosemite National Park with Nina and our two sons, Mike and Joe.”

Teresa Rasmussen, the first woman CEO in Thrivent Financial’s 117-year history, when you “use your talents to the best of your ability and take time to help others, you succeed,” she says in the Daily Journal. Ever since graduating with a doctor of law degree from the University of North Dakota School of Law, she has been helping people with their financial futures, their retirement and their peace of mind. Rasmussen worked as a trial attorney at the U.S. Department of Justice, held legal positions at American Express Unions. Larson himself was named the top leader in Star Tribune’s Top 150 Workplaces Survey.

EDUCATION: University of Wisconsin Madison, Oberlin College (BA), University of Minnesota (JD), Princeton University.
HIDDEN TALENT: “I never started an organization, but I’ve refined the art of giving speeches.”
DOWN TIME LEISURE: “Family. Quality time with my wife and kids.”
BUCKET LIST TOPPER: “Skiing the slopes of Half Dome in Yosemite National Park.”

Success is a tricky thing to define. For Theresa “Terry” Rasmussen, the first woman CEO in Thrivent Financial’s 117-year history, when you “use your talents to the best of your ability and take time to help others, you succeed,” she says in the Daily Journal. Ever since graduating with a doctor of law degree from the University of North Dakota School of Law, she has been helping people with their financial futures, their retirement and their peace of mind. Rasmussen worked as a trial attorney at the U.S. Department of Justice, held legal positions at American Express Unions. Larson himself was named the top leader in Star Tribune’s Top 150 Workplaces Survey.

EDUCATION: University of Notre Dame (BBA), University of St. Thomas (MBA), University of Wisconsin Madison Graduate School of Banking
HIDDEN TALENT: “I can open a pop bottle with my college ring.”
DOWN TIME LEISURE: “Preferably playing golf, downhill and cross-country skiing, and walking and riding bikes with my bride of 33 years, Nina.”
BUCKET LIST TOPPER: “Climbing to the top of Half Dome in Yosemite National Park with Nina and our two sons, Mike and Joe.”

Before officially taking on the roles of president and CEO of Affinity Plus Federal Credit Union in 2013, David Larson served as an interim for them for three months. Before that, he was the senior vice president for nine years and was responsible for the company’s statewide branch network while also leading the Affinity Plus Foundation. In short, to say he was prepared is an understatement. As president and CEO, Larson’s responsibilities include managing the company’s operations, continuously looking for areas of improvement, creating and maintaining a culture that aligns with the needs of its members, and providing a work environment conducive to open communication and personal and professional employee development. This sincere care for Affinity Plus Federal Credit Union’s employees, members and the communities they serve is what has helped catapult the organization to elite status, as Forbes ranked it among the top in Minnesota’s 2018 Best-In-State Banks and Credit Unions. Larson himself was named the top leader in Star Tribune’s Top 150 Workplaces Survey.

EDUCATION: University of Minnesota (BS), Minnesota State University Moorhead (MBA), Minnesota School of Business (Executive MBA), Nova Southeastern University (PhD)
HIDDEN TALENT: “I can run the Boston Marathon.”
DOWN TIME LEISURE: “Family.”
BUCKET LIST TOPPER: “Going on a ski trip.”
When the board of directors named Michael Rosek president and CEO of $171 million First Alliance Credit Union—founded in Rochester by a group of firefighters in 1932—he vowed to take the credit union and its members to “great heights,” as a press release announcement. He believes in the business model of First Alliance, which has a “people helping people” mentality. (Unlike banks, which are for-profit institutions and leaders are paid stockholders, the services of nonprofit credit unions are offered to member-owner, and board members are elected volunteers.) In order to accomplish the goal of elevating the credit union, Rosek drew on past leadership experience with Sterlent Credit Union, Patelco Credit Union and, most recently, Rock Valley Credit Union. Today, First Alliance is the 21st largest credit union in Minnesota, serving more than 16,000 people in Olmsted, Winona, Wabasha, Dodge and Goodhue counties. Rosek obtained an undergraduate degree in business administration from the University of Wisconsin Whitewater, his MBA from Regis University in Colorado, and is a graduate of Credit Union National Association’s Financial Management School.

Driven and results-oriented are two attributes you can use to describe Todd Senger. Lucky for him, those are two attributes needed to perform the work in his current role at BMO Harris Bank. As the managing director of commercial banking, Senger leads 120 professionals in eight offices that serve the Midwest, South and Southwest regions of the U.S. Before his current role, Senger served as market president, group head of diversified industries and regional director for BMO Harris Bank. In addition to his work at BMO Harris Bank, Senger also dedicates his time to the boards of Greater MSP and the Ronald McDonald House. Senger has also previously served on the campaign cabinet for the Greater Twin Cities United Way’s new business committee. Senger earned a bachelor of arts in economics and business management from St. John’s University before going on to earn an MBA in finance from the University of St. Thomas.

Giving back is one of the driving factors behind Daniel Stoltz’s approach to work. While his undergraduate and graduate studies were centered on finance and accounting, they were just a means to act on his real passion of making a difference in people’s lives. It’s an approach that is clearly working, as Stoltz’s long list of accomplishments and accolades include doubling SPIRE’s assets to over $1 billion, receiving a Spurgeon Award for Community Give-Back and taking home DECA’s 2017 Executive of the Year for leadership development in area high schools.

In 1916, the Farm Credit System was founded as a network of borrower-owned lending institutions and a reliable source of credit for farmers and organizations. Today, AgriBank, headquartered in St. Paul, services H of those Farm Credit Associations. As CEO of AgriBank, Jeff Swanhorst serves customers and owners in rural communities and agricultural efforts, providing reliable, consistent credit and financial services. Swanhorst earned an undergraduate degree in agriculture business from South Dakota State University before completing his graduate degree at the University of Wisconsin Madison’s Graduate School of Banking. His career began 36 years ago in various lending and management roles before joining AgriBank in 2011 as executive vice president and chief credit officer. In 2018, he became CEO. He is vice chair of the presidents planning committee of the Farm Credit System and a member of the PPC, executive and business practices committees, the farm credit system coordinating committee, the board of directors of the Federal Farm Credit Banks Funding Corp. and of the executive council of the National Council of Farmer Cooperatives.

Catherine “Katie” Simpson joined Bank of America in 2007, achieving her goal of working with companies, communities and people to help them succeed and reach their personal financial goals. As the Minneapolis-St. Paul market president for Bank of America, Simpson is responsible for connecting their banking and investment resources to companies, families and individuals in the Twin Cities. She also leads the effort to deploy Bank of America’s resources to address social and economic concerns and build strong communities. Simpson is a member of the board of directors for the Minneapolis Institute of Art and the Science Museum of Minnesota, and she was appointed to serve on the Young Women’s Initiative of Minnesota Council by former Governor Mark Dayton. In 2018, she was named one of the Minnesota Business Journal’s 40 Under 40 and was chosen as one of the Top Women in Finance in 2017 by the Finance & Commerce magazine.

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Congratulations to **Todd Senger**, named to 2019 Minnesota 500.

We’re proud to have this commercial banking leader on our team; his exceptional accomplishments and impressive work are inspiring, and influence our customers, company and future.

**BMO Harris Bank**

We’re here to help.

BMO Harris Bank N.A. Member FDIC

**Todd Senger**
Managing Director, Commercial Bank

bmoharris.com/commercial

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**CONGRATULATIONS DAN STOLTZ**

**MINNESOTA 500**

THE 500 MOST INFLUENTIAL BUSINESS LEADERS IN MN

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SAVE | SPEND | BORROW | BUSINESS | PLAN

Federally Insured by NCUA
FRANK WEIDNER
President and CEO
WINGS FINANCIAL CREDIT UNION

Wings Financial Credit Union, in its own words, “exists to give flight to their members’ financial dreams through exceptional service and financial value.” Successfully piloting the craft since 2011 is Frank Weidner, president and CEO of the Apple Valley-based nonprofit, member-owned credit union. With more than 230,000 members worldwide and $4.5 billion in assets, Wings Financial CU is the largest credit union in the state and one of the top 40 credit unions in the nation. Originally founded in 1938 for Northwest Airlines employees, the credit union today is open to residents in the Minneapolis-St. Paul metro area, the Seattle-Tacoma metro area and those involved in the U.S. aviation industry. Weidner was introduced to the credit union culture as chief financial officer and director of administration at United Airlines Employees Credit Union, which eventually rebranded to Alliant Credit Union in 2004. At Alliant, he served as the senior vice president of member services, overseeing the leadership of the sales team, lending, marketing, business development, branch operations and call centers. Weidner earned his undergraduate degree from St. John’s University before receiving an MBA from Norwich University in Vermont.

Under the leadership of Chad Abraham, the investment banking division of investment bank and asset management company Piper Jaffray Cos. grew revenues from approximately $150 million to more than $750 million, expanded debt capital markets capabilities and added a number of personnel. The same characteristics that helped Abraham shine in investment banking—intellectual curiosity, stellar problem-solving capabilities, strong interpersonal skills and self-discipline—serve him well as CEO of the state’s 32nd largest company. Abraham earned his undergraduate degree in economics and political science from Northwestern University before joining Piper Jaffray in 1991 as an investment banking analyst. Through the years, he earned promotions to director and head of technology investment banking, head of capital markets and global co-head of investment banking and capital markets before being named CEO in 2018 of the Minneapolis-based company. Apart from Piper Jaffray, Abraham is a member of the board of trustees of the Nature Conservancy’s Minnesota, South Dakota and North Dakota chapter and serves on the board of trustees at the Blake School.

As executive vice president and chief financial officer of Fortune 500 company Ameriprise Financial, Walter Berman is responsible for generating measurable improvements to Ameriprise Financial’s shareholder value. This is no small task for one of the largest financial planning companies in the U.S.—also among the 25 largest asset managers in the world. Berman helps achieve this through establishing initiatives that mitigate strategic risk, free up capital, maximize the balance sheet and manage the firm’s tax rate. He received his undergraduate degree in accounting from Brooklyn College and first worked at American Express, the parent company of Ameriprise Financial, from 1965 to 1996. There, he served as senior vice president and treasurer of American Express Travel Related Services (TRS), CFO of American Express International and TRS, and treasurer of American Express before holding senior financial positions at other companies, including treasurer at IBM, before returning to Ameriprise in 2001. He serves on the Threadneedle Asset Management Holdings SARL board of directors, based in the small European country of Luxembourg, and has a seat at the CFO Roundtable, the preeminent forum for CFOs and senior finance executives.

JOHN BINA
President
FOCUS FINANCIAL

As the president of Focus Financial, John Bina relies on all the expertise he has gained since starting in the financial services industry in 1989. Bina oversees management responsibilities for all of Focus Financial. He has helped the organization rank as one of the Twin Cities’ Top 50 Wealth Management Firms every year since 2006 and earn its place as one of the Top 10 Certified Financial Planning Firms, as compiled by the Minneapolis/St. Paul Business Journal. Before becoming president at Focus Financial, Bina served as the organization’s operations manager and controller as well as its chief operating officer. In addition to his role at Focus Financial, Bina is also quite active in the community. He is on the board of directors for both the Girl Scouts River Valleys and the Boy Scouts of America, a member of the president’s cabinet for the Northern Star Council, and a co-chair for the program development committee at BestPrep. Bina earned his bachelor degree in finance from the University of St. Thomas.

In his role at Parametric Portfolio Associates, Orison “Kip” Chaffee leads the charge on the strategic direction and day-to-day management of two investment centers, one in Minneapolis and another in Westport, Connecticut. The firm, with $220 billion in assets under management (as of 2018), focuses on delivering engineered portfolio solutions, including rules-based alpha-seeking equity, alternative and options strategies, and implementation services of tax-managed core equity, futures overlay and centralized portfolio management. Chaffee got his start in the field after being accepted by the highly competitive economics department at Harvard University (600 people apply and only 44 students are accepted). There, he received his undergraduate degree in economics before earning an MBA with a finance concentration from the Wharton School at the University of Pennsylvania. Before joining Parametric Portfolio Associates, he held executive positions in the financial services industry as the vice president of corporate strategy and development for Ameriprise Financial Services and as president and chief operating officer at Hantz Financial Services. Chaffee is a CFA charter holder and member of the CFA Society of Minnesota, one of the oldest chapters of the CFA Institute.

James “Jim” Cracchiolo is the definition of ambitious. He triple-majored in accounting, economics and management before receiving his MBA in finance from New York University. Just 10 years later, he was appointed chief financial officer of American Express’s (Amex) banking and lending business. In 2000, he was named chairman and CEO of Amex Financial Advisors, where he helped devise a new strategy focusing on wealth management and investment advising. In 2005, he successfully led the spinoff of Amex’s financial advisory business to Ameriprise Financial—completely separate from the Amex credit card and travel business. Just a few years later, his leadership was tested again with the Great Recession. When other banks were collapsing, Ameriprise was one of the few financial institutions that respectfully declined a federal bailout, demonstrating financial strength and an unwavering commitment to clients and advisors. Cracchiolo is a member of the Business Roundtable and the Financial Services Roundtable. He previously served on the boards of directors of the American Council of Life Insurers, the Financial Services Roundtable and on the board of advisors to the March of Dimes Foundation.
JEFF DEKKO
CEO
WEALTH ENHANCEMENT GROUP

Whether the subject is retirement, investment management or estate planning, Wealth Enhancement Group (WEG) uses a team approach to focus on educating and empowering clients rather than just selling to them. The philosophy of the Plymouth-based wealth management firm appealed to Jeff Dekko. First introduced to WEG as part of a private equity group, he came to appreciate the sincere, straightforward and values-based organization. It wasn’t long before he was asked to join them as interim CEO. More than 16 years later, he’s still in that role. Through his leadership, the company not only successfully weathered the financial crisis of 2008 but has expanded into new markets through smart industry acquisitions. Today, Wealth Enhancement is the metro area’s 15th largest wealth management firm. Prior to joining the private wealth advisory business, Dekko was a brand manager at General Mills and worked at Recovery Engineering Inc. where he contributed to the development and branding of the PUR water filtration system (eventually sold to Procter & Gamble). Dekko, a certified financial planner, received his undergraduate degree from Carleton College and an MBA in finance and strategy from the University of Chicago.

EDWARD DEUTSCHELANDER
CEO
NORTH STAR RESOURCE GROUP

Early on, Edward Deutschlander knew he valued teaching, coaching and, most importantly, making a difference in people’s lives, not only by motivating them to be better but by giving them the education necessary to make those changes. When he applied to North Star Resource Group’s recruiting team in 1993, he felt an immediate connection. Fast forward over 25 years, and Deutschlander leads strategic planning initiatives for North Star, is the current GAMA Foundation Chair and is a founding board member of the Scott Richards North Star Charitable Foundation.

EDUCATION: Macalester College (BA)
FUN FACT: “I enjoy cooking and use it as a way to relax—note I didn’t say I’m very good at it. I simply enjoy doing it.”
TOUGhest CHALLENGE: “Becoming a father and husband at 20 while also putting myself through college, working two jobs and playing two varsity sports.”
FAVORITE BOOK: “Bible.”

TONY HALLADA
Managing Principal
CLIFTONLARSON-ALLEN WEALTH ADVISORS

With more than 25 years in the financial services industry, Tony Hallada is well-versed in helping people achieve their financial goals. As managing principal, he focuses on advancing the private investment and capital markets platforms at CliftonLarsonAllen Wealth Advisors (CLA), a wholly owned company of CliftonLarsonAllen LLP. He learned the importance of relationship-building as CEO of Larson Allen Wealth Management LLC and CLA Wealth Advisors, where Hallada guided the organization to new heights of wealth, growing it from three people and $100 million in assets to more than 135 people and $4.5 billion in assets. This exponential growth helped position the firm as one of the top five wealth managers affiliated with a CPA firm in the country. And his work doesn’t stop there. Hallada also lends his talents and insight to the personal finance advisory board at the University of Wisconsin Madison, and he is a member of the Financial Planning Association. He holds an undergraduate degree from the University of Wisconsin and is a graduate of the Executive Management Program at the University of Minnesota Carlson School of Management.

WAYNE HELM
First VP and Wealth Advisor
MERRILL LYNCH

When it comes to managing wealth, you would be hard-pressed to find someone more knowledgeable than Wayne Helm. Of all the advisors at Merrill Lynch worldwide, Helm is one of less than one percent who holds both the CFA Charter awarded by the CFA Institute and the Certified Financial Planner certification awarded by the Certified Financial Planner Board of Standards Inc. To further help clients meet their financial goals, Helm also knows how to tap into the Merrill Lynch network of more than 600 security analysts, market strategists and specialists in retirement planning, banking and lending, wealth transfer, and insurance and trust services. Outside of his work at Merrill Lynch, Helm has appeared on the television program “On the Money” and has been a guest speaker for the Star Tribune’s Personal Investment Strategies conference, the University of Minnesota Carlson School of Management and Hamline University’s graduate program in public finance. Helm obtained his undergraduate degree from Old Dominion University before earning his MBA from the University of Minnesota Carlson School of Management.

CHRISTOPHER HILGER
Chairman, President, CEO
SECUrin Financial Group

Literateborn into the finance industry, Christopher “Chris” Hilger served as president and CEO of his family business, Allied Solutions, which is a distributor of insurance products and services to financial institutions. In 2004, Hilger and his partners sold the company to Securian Financial. Hilger joined the team there and climbed the ranks, becoming the organization’s president in 2012, adding on the title of CEO in 2015 and then becoming chairman in 2017. Under Hilger’s guidance, Securian Financial’s total revenue increased 27 percent to $6.1 billion in 2017, and its operating earnings increased 24 percent to $308.8 million.

EDUCATION: Indiana University (BS)
FIRST JOB: “I worked in landscaping, mowing and construction growing up.”
FUN FACT: “I once bungee jumped off the bridge over Victoria Falls in Zambia, Africa.”
FAVORITE MINNESOTA ATTRACTION: “My cabin in Northern Minnesota.”

BANKING AND FINANCE
Investment Banking and Wealth Management
CAROL KUHA
Global Head of
Institution Services
and COO
RBC GLOBAL ASSET
MANAGEMENT (U.S.) INC.

Carol Kuha first worked with RBC Global Asset Management (U.S.) Inc. from 1990 to 1998 where she served as manager of client administration and was responsible for client reporting, investment software support and operations. Kuha left RBC to become the chief operating officer for Northshore Advisors LLC. When Kuha returned to RBC in 2001, she took on her current role as COO. Today, she also serves as the managing director, overseeing the firm’s day-to-day operations including administration, technology and marketing. Kuha also sits on the RBC GAM-US executive, management, product and compliance committees, and she is a CFA charter holder and member of the CFA Society of Minnesota board of directors.

EDUCATION: University of Minnesota (BS)
BEST ADVICE: “Always come into a conversation with an open mind and try to understand the other person’s perspective.”
HOBBIES: “Skiing, snowboarding, wakeboarding, kayaking and gardening.”
ADVICE FOR RECENT GRADUATES: “Network!”
STANDOUT TRAVEL: “Italy.”

SCOTT RICHARDSON
Managing Director
HOULIHAN LOKEY

With nearly two decades of experience in mergers and acquisitions, Scott Richardson has a gift for over-delivering without under-promising. As managing director of Houlihan Lokey’s mergers and acquisitions in the Midwest, he completes transactions on four continents. His expertise is so valued, he has advised both public and private companies on everything from debt and equity capital raising to exit strategies. Richardson first learned the nuances of transactions while working on acquisitions at Albert Fisher in Texas. Intrigued by the prospect of international transactions—and interested in the Minneapolis market—Richardson was hired at the Pillsbury Co. and moved to Minnesota, where he led domestic and international acquisitions, diversifies and joint ventures before switching gears to Goldsmith Agro Helms (now Lazard Middle Market). He stayed there for six years before being recruited to join Houlihan Lokey as a partner and equity holder. Richardson is a frequent speaker and member of the audit committee for privately owned Holiday Cos. He graduated with a specialization in finance from McCombs School of Business at the University of Texas at Austin.

DEB SCHONEMAN
President and
Managing Director
PIPER JAFFRAY COS.

It’s not every day that a summer intern works her way up the ranks to become president of a company, but that’s exactly what happened for Deb Schoneman. First introduced to Piper Jaffray Cos. as an intern attending Minnesota State University Mankato, it was a few years before Schoneman was hired on full-time. (First she had to finish school—she received an undergraduate degree in finance before going on to obtain an MBA from the University of St. Thomas.) A self-described math and numbers person, she started in the accounting department. It was finance and strategy, though, that won her over. And she excelled in that area: It was her model of product-profitability that became a valuable decision-making tool for the leading investment bank and asset management firm.

Throughout her career, Schoneman has held various senior management positions, including global head of equities, chief financial officer, treasurer and finance director of both equity and fixed income capital markets, and she was appointed president in 2018. Outside of work, she serves on the boards of Allina Health and BestPrep, preparing students with business, career and financial literacy skills.

NICOLAS THOMLEY
Co-Founder and CEO
MORNING SUN
FINANCIAL SERVICES

Nicolas Thomley is an accomplished entrepreneur in the human services industry. He has founded several companies whose services benefit seniors and people with disabilities, allowing them more agency regarding the services they receive. In 2006, Thomley co-founded Morning Sun Financial Services (formerly Morning Star Financial Services), providing financial management services for participant-directed programs. When he was 19, he founded Pinnacle Services. From 1998 to 2003, he served as a military policeman for the U.S. Marine Forces Reserve. Thomley is also the chairman of Summit Fiscal Agency, which he founded in 2003 as a part of Pinnacle Services. He was named a 2013 Ernst & Young Entrepreneur of the Year Finalist, and in 2006 he was named to Inc. Magazine’s 30 Under 30, America’s Coolest Young Entrepreneur’s List and the Minneapolis/St. Paul Business Journal’s 40 Under 40 List. He holds a bachelor of arts in organizational management and communication from Concordia University, an MBA from Augsburg University and a master of management from McGill University.

CHRISTOPHER WATKINS
Managing Director
UBS FINANCIAL SERVICES INC.

We can learn a lot from our parents and grandparents. One of these lessons that was passed down to Christopher “Chris” Watkins was investing. As he puts it, his grandfather had a strong interest in investments, and after he learned about them from her, he never looked back. Watkins has spent the last 21 years at UBS Financial Services, rising from financial advisor all the way to his current role where he serves as the managing director of a private wealth management team at UBS, serving the financial needs of ultra-high net worth families.

EDUCATION: Hamline University (BA)
STANDOUT TRAVEL: “Punta Mita, Mexico.”
DOWNTIME LEISURE: “I have four kids; there is no down time.”
FAVORITE MINNESOTA ATTRACTION: “Minnehaha Falls.”
FAVORITE CHARITY: “Loaves and Fishes.”

SCOTT BARRINGTON
CEO and
Managing Director
NORTH SKY CAPITAL

Scott Barrington is the CEO of North Sky Capital, which manages $1.3 billion of committed capital. Founded in 2000 to make private investments on behalf of its institutional and family office clients, the firm is an innovative leader in impact investing. North Sky created the first impact fund of funds in North America (2005) and first impact secondaries fund worldwide (2013). The firm’s successes include many well-known companies such as Tesla, SpaceX, SolarCity, Netflix, Alarm.com, Teva, Lubululemon, HomeAway, Casper Sleep and Bare Snacks. North Sky has also constructed over 2 gigawatts of clean energy power systems, resulting in the creation of over 2 million construction job hours. The firm has begun scouting investments for its eighth impact fund, a clean-energy infrastructure fund focused on low-income zones throughout the country.

Barrington graduated Phi Beta Kappa with an undergraduate degree in mathematics and economics from Macalester College. He earned his doctor of law from the University of Michigan.
WILLIAM SPELL
President
SPELL CAPITAL PARTNERS LLC

In 1988, William Spell founded and became president of Spell Capital Partners. He also founded Spell Estate Winery in Sonoma, California, which specializes in Pinot Noir. Spell was named one of the 200 Minnesotans You Should Know by Twin Cities Business Magazine and was named to the 40 Under 40 list by the Minneapolis/St. Paul Business Journal. Spell serves on numerous boards outside of his companies, such as the Minneapolis Heart Institute at Abbott Northwestern Hospital, the Minnesota Zoo, the Center for the American Experiment and the 1% Giving Club. To top it all off, Spell also started the Spell Family Foundation, which supports philanthropies related to religious, medical and children’s services.

EDUCATION: University of Minnesota (BS, MBA)
BEST ADVICE: “Success is never final and failure is never fatal.”
FAVORITE TV SHOWS: “The Americans,” “Billions” and “The Ozark”
FAVORITE MINNESOTA ATTRACTION: “The Twin Cities’ extensive paved bike trails and terrific restaurant scene.”

TIMOTHY DUFFY
CFO and Chief Compliance Officer
NORTHSTAR CAPITAL

Well-defined investment strategies, experienced management teams, genuine respect for each party’s goals and vast territory knowledge are keys to success at Northstar Capital, a Minneapolis-based junior capital provider. As chief financial officer and chief compliance officer, Timothy Duffy is responsible for the financial management of the general partner and its limited partnerships, ensuring they are in compliance with the U.S. Advisors Act of 1940, fund administration, portfolio maintenance and office operations. Duffy first started out in the field as a tax accountant at KPMG, moved on to Opus Corp. as a senior tax associate then landed the role of accounting manager at Adler Management LLC, later becoming the company’s manager of investments. He joined Northstar Capital as an investment manager before leaving the organization to accept an opportunity as CFO at Northland Securities. After 13 years at Northland Securities, he returned to Northstar Capital in his current role of CFO. The rest, they say, is history. He holds an undergraduate degree in accounting from the University of St. Thomas and a master of business taxation from the University of Minnesota Carlson School of Management.

PETER KOOMAN
Co-Founder and Managing Partner
TONKA BAY EQUITY PARTNERS

In 1998, Peter Kooman co-founded Tonka Bay Equity Partners, a private equity firm based in Minnesota that acquires and invests in niche manufacturing, value-added distribution and business services companies with earnings before interest, tax, depreciation and amortization greater than $2 million. Before creating a legacy at Tonka Bay by sponsoring the private equity funds of Bayview Capital Partners I, II and III, and investing millions in growth-oriented companies, Kooman managed portfolios of private companies through the Cargill/MacMillan family offices. Prior to that, he worked at Fleet Bank before moving to U.S. Bank where he focused on the organization’s leveraged finance and merchant banking groups. When he’s not at work, Kooman enjoys golfing, upland bird hunting and spending time with his wife at their farm and lake cabin. He is an active member in his church and men’s ministries and supports music and the performing arts at his alma mater, Wheaton College in Illinois. He also earned degrees from Gordon-Conwell Theological Seminary, a multi-denominational and evangelical seminary, and the Thunderbird School of Global Management at Arizona State University.

JEFFREY MUDGE
Co-Founder and Managing Partner
SHOREVIEW INDUSTRIES LLC

Founded in 2002 in Minneapolis, ShoreView Industries has raised more than $1.3 billion of committed capital across four funds—eliminating the need to raise third-party equity on a deal-by-deal basis. One of the founders of this private equity firm is Jeffrey Mudge, a man with more than 20 years of experience in private equity investing, mezzanine debt investing and commercial lending in both Minneapolis and Houston. Before co-founding ShoreView Industries, where he partners with family and entrepreneurial-owned companies specializing in recapitalization, growth equity and management buyouts, he worked at Churchill Capital, where he assessed and spearheaded investments with middle-market companies while supporting portfolio management. Successful results in that role earned him the position of principal, where his responsibilities shifted to co-managing the firm’s three mezzanine funds. Mudge has served on a number of boards across industries including plastics, laboratory products, commercial and industrial product distribution, medical products, industrial services, and oil and gas engineering. He received an undergraduate degree in finance from the University of Texas at Austin and holds an MBA from the University of Minnesota.

STEFAN FREEMAN
President and CEO
BANKVISTA

Growing up, Stefan Freeman’s father was president of Morris State Bank, and Freeman would spend time there running the copy machine or the Burroughs calculator while his dad worked. Little did he know that he too would become the president and CEO of a community bank. In 2005, Freeman started his work at BankVista, where he has helped grow its assets from $50 million to $120 million over the past 14 years despite the Great Recession. The Star Tribune named BankVista a National Standard Top Workplace in 2018 and 2019. As a community bank president, Freeman firmly believes in taking care of his customers and his people through the development of meaningful relationships.

EDUCATION: University of Texas at Austin (BA), Graduate School of Banking at Colorado (graduate diploma)
FIRST JOB: “Bank teller.”
TOUGHEST CHALLENGE: “Without a doubt, the Great Recession time period of 2009 to 2010. ‘What doesn’t kill you makes you stronger’ proved true as we were forced to focus on what really mattered.”
DOWNTIME LEISURE: “Hard to beat a July day on a Minnesota lake!”

JIM COLLINS
Minnesota Region CEO
OLD NATIONAL BANK

In 2018, with more than 22 years in the financial industry, Jim Collins was promoted from the regional commercial banking executive to CEO for the Minnesota region of Old National Bank. With Old National’s recent acquisition of KleinBank, Collins played a major role in the success of the integration process, establishing the Old National brand in Minnesota. Before he joined Old National Bank, Collins was a non-commissioned officer in the U.S. Marine Corp. However, he always enjoyed working with numbers and building opportunities in the business industry, so after his service, banking was a natural fit.

EDUCATION: University of St. Thomas (BA-finance)
INSPIRATIONAL QUOTE “Lead me, follow me or get the hell out of the way.” —General George Patton
FIRST JOB: “Paper route.”
HOBBY: “Coaching Totino Grace High School’s trap shooting team.”
STANDBY TRAVEL: “Alaska.”
BUCKET LIST TOPPER: “Running with the bulls.”

BANKING AND FINANCE

Private Equity Firms and Hedge Funds
Small Business Administration Lenders

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Some people say variety is the spice of life, and Richard “Rich” Hoban took it to heart. Instead of learning about just one industry, he wanted to understand how all types of businesses operate and succeed. Banking has fulfilled this desire, and his experience has given him the skill set needed to spearhead the expansion of five community banking offices and $110 million in total assets to nearly 40 offices and $1.7 billion in total assets. Of the more recent accolades under his leadership, Frandsen Financial Corp. earned a Top 150 Workplace award from the Star Tribune in 2018.

EDUCATION: St. John’s University (BS)
BEST ADVICE: “My dad always told me that if you work hard, good things will happen. He was right.”
FAVORITE BOOK: “Leaders Eat Last” by Simon Sinek.
DOWNTIME LEISURE: “Training for ski or bike races.”
ADVICE FOR RECENT GRADUATES: “One of the greatest mistakes you can make is being afraid to ask for help.”
BUCKET LIST TOPPER: “Complete 20 American Birkebeiner ski races. I’m at 16.”

For Charles “Chuck” Mausbach, his life’s purpose comes down to personal interactions and helping people achieve their dreams. Since joining Frandsen Financial Corp. in 2005, Mausbach has initiated a successful brokerage division called Frandsen Investment Services and restructured its IT/IS from a broken division to a smooth operation. He also improved the organization’s culture, embodying its vision, mission and values through the “Frandsen Way.”

EDUCATION: South Dakota State (BS—economics)
BEST ADVICE: “The definition of insanity is doing things the same way and expecting different results.” We have recently expanded this quote to, “Your team is perfectly set up to achieve the results you are currently getting.”
FIRST JOB: “Management trainee at First Bank System.”
FAVORITE CHARITY: “My favorite charity is cancer research. My mother (and life coach) died of breast cancer. Cancer is an incredibly unfair disease cutting too many lives short. I would love to have it eradicated.”

It’s not unusual for small business owners to encounter financial roadblocks that prevent their dreams from becoming reality. Peter “Pete” Ingebrand works to change that. As president of nonprofit Twin Cities-Metro Certified Development Co. (TCM CDC), Ingebrand is an advocate of helping small business owners through providing a direct line to 304 loan programs. The talented TCM CDC staff focuses on arranging financing for the acquisition or expansion of owner-occupied commercial real estate, or purchase of capital equipment, so business owners can focus their energy on what they do best. Originally approved to administer programs to six counties in the metro area, the reach of the nonprofit has expanded statewide and includes select counties in western Wisconsin.

President of Minnwest Bank, Douglas “Doug” Karsky, has been with the community bank for nearly 20 years. In that time, he’s seen the family-owned bank—chartered in Redwood Falls during the farm crisis of 1987—grow to 32 branches, with assets of $1.9 billion. Karsky, who attended the Graduate School of Banking at Colorado and Southwest Minnesota State University, has dedicated his career to the growth and prosperity of agricultural-related communities. In addition to supporting farmers so they can thrive, he strongly believes in promoting the importance of agriculture within rural communities so that students are aware of career paths and opportunities within the sector. The forward-thinking executive also acknowledges that, in order to stay competitive, mergers are often necessary for small community banks to provide the products and services required by today’s customers. Minnwest Bank recently acquired Security State Bank of Lewiston, a family-owned bank with a similar community banking model, and merged with First State Bank and Peoples State Bank, both owned by Northeast Bancorp—while staying true to its small town values.

David Reiling started in banking by manning the frontlines as a teller, and he loved the face-to-face interaction and the feeling of actively helping customers. Today, he uses his talents to make financial wellness a reality. Since becoming the CEO of Sunrise Banks, Reiling has increased the bank’s assets to exceed $1.4 billion, earning numerous awards along the way, such as Most Admired CEO by the Minneapolis/St. Paul Business Journal and Entrepreneur of the Year by Ernst & Young. Under his leadership, Sunrise became the first Minnesota bank certified as a Community Development Financial Institution. Reiling is a board member for the Entrepreneur’s Organization of Minnesota, the Community Development Banker’s Association and the Global Alliance for Banking on Values.

Kelly Skalicky literally grew up with the bank. Her parents purchased Stearns County State Bank in 1964, and Skalicky spent Saturday mornings during her childhood playing “banker” while her father, Norman, worked. After 20 years of developing her resume clerking and practicing law, Skalicky joined Stearns Bank full-time. In 2017, she was promoted to president, and in 2019, she took on the role of CEO. Under her leadership, Stearns Bank prides itself in exceptional customer service and its recognition as the No. 1 performing bank in the nation by both American Banker and Independent Banker magazines.

EDUCATION: University of Minnesota (BS—education), Mitchell Hamline School of Law (JD)
INSPIRATIONAL QUOTE: “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” —Margaret Mead
FAVORITE MINNESOTA ATTRACTION: “The Northeast Minneapolis Arts District.”
WILLIAM BROWN
Founder and Managing Director WHITECLIFF CAPITAL PARTNERS

Since founding Whitecliff Capital Partners in 2001, William Brown has acquired a deep well of knowledge in venture capitalism and private equities, focusing on providing capital for growth and facilitating transfer of ownership for companies in the technology, manufacturing, services and distribution industries. Brown also serves on the board of directors for FleetMX Aviation Solutions Inc.; Sonnetics International Inc. and Walt Inc. Before founding Whitecliff, Brown served as a trustee for the Advisory Hedged Opportunity Fund, the governor of Stonebridge Capital Advisors LLC and a transactions attorney for several firms in New York.

EDUCATION: St. John’s University (BA), University of Minnesota (JD)
FIRST JOB: “Working on the grounds crew at St. John’s, harvesting fruit in the gardens and keeping the place looking great.”
TOUGHEST CHALLENGE: “Helping individuals and companies manage through the Great Recession.”
STANDOUT TRAVEL: “Eastern Slovakia, with its beautiful farms, lovely small towns and wonderful people.”

DAVID DALVEY
Managing General Partner BRIGHTSTONE VENTURE CAPITAL

For David Dalvey, following leading edge technologies along their path to the market is intellectually fascinating. He loves working with entrepreneurs and making their vision both an effective company and a solution to a significant problem. Over the course of his career, Dalvey has invested or raised more than $2 billion of equity growth for more than 250 early stage businesses, including Bite Squad, Celsius, Definity Health, August Technology, Famous Dave’s, Rainforest Cafe, BW3, Health Fitness, Summit Brewing, Michael Foods and many more.

EDUCATION: Iowa State University (BS-business and managerial economics), University of Minnesota (MBA)
INSPIRATIONAL QUOTE: “People will never remember the words you said, but they will never forget how you made them feel.”
DOWNTIME LEISURE: “Fly fishing—most anywhere for anything that swims.”
BUCKET LIST TOPPER: “To see the Earth from space.”

EDSON SPENCER JR.
Founder and Chairman AFFINITY CAPITAL MANAGEMENT

Active collaboration is at the heart of Affinity Capital Management, a health care-focused venture capital firm with five venture capital funds and $165 million of committed capital under management. The independent wealth management firm, founded by Edson Spencer Jr., follows a collaborative model between a small number of independent financial advisors and asset management experts. Clients’ needs could best be met, Spencer theorized, through aligning client needs with the advice process and implementation of investment solutions and delivering research and product development through strategic partnerships. According to its website, “At the core of our business is an entrepreneurial spirit aimed at partnering with our clients to ensure long term, durable investment success.”

EDUCATION: Duke University (BA), Harvard University (MD, JD)
FIRST JOB: “Mowing lawns around my neighborhood in Rochester, Minnesota.”
FUN FACT: “I love music, particularly live music and Broadway musicals.”
ADVICE FOR RECENT GRADUATES: “Trust your instincts about people and opportunities.”
FAVORITE MINNESOTA ATTRACTION: “Cruising on a lake during the golden hour before sunset.”

MARK MARLOW
President OMPHALOS VENTURE PARTNERS LLC

Mark Marlow started his career in finance in 1991 at Miller, Johnson and Kuehn, and he later went on to found Wam!Net and Virtual Radiologic Consultants before starting his own venture fund, Omphalos Venture Partners LLC in 2010. During this time with the organization, Marlow has led investments in dozens of technology, medical device, health care, SAAS, robotics and senior technology companies. As he puts it, the culture of work ethic, practicality and education makes Minnesota a great place for entrepreneurs.

EDUCATION: University of Minnesota (BSBA); University of Minnesota Carlson School of Business (MBA)
FIRST JOB: “Dishwasher at Perkins.”
BEST ADVICE: “Illegitimi non carborundum.” —U.S. Marines
FUNNIEST WORK MOMENT: “Accidentally using the women’s restroom my first day at a new job.”
DOWNTIME LEISURE: “I play Dark Souls—level 822.”
FAVORITE MINNESOTA ATTRACTION: “The flume ride at Mall of America.”

RANDALL SCHMIDT
Venture Partner LEMHI VENTURES

The value Randall “Randy” Schmidt brings to the table at Lemhi Ventures, based in Minnesota, is not just measured in fiduciary skills. He also has a deep knowledge of the operational aspects of health care, and the experiences he gained as a mutual fund accountant, underwriter, network management provider and chief financial officer for both publicly held eBenX and privately held Definity Health give him a well-rounded perspective when it comes to deploying investments “to build companies with the ideas and discipline to fix a broken health care system,” according to Lemhi Ventures’ website. Before joining Lemhi Ventures, Schmidt led teams in finance, accounting, underwriting, actuarial and compliance and played key roles in private equity investments, asset acquisitions and negotiated exits. He stays current on technology as chairman for PlanSource Holdings Inc., a web-based human resources and benefits administration company, and as a director for American software technology corporation Recondo Technology. Schmidt, who is a CPA, received an undergraduate degree from Minnesota State University Mankato.

Michael Gorman started his career in finance in 1991 at Miller, Johnson and Kuehn, and he later went on to found Wam!Net and Virtual Radiologic Consultants before starting his own venture fund, Omphalos Venture Partners LLC in 2010. During this time with the organization, Marlow has led investments in dozens of technology, medical device, health care, SAAS, robotics and senior technology companies. As he puts it, the culture of work ethic, practicality and education makes Minnesota a great place for entrepreneurs.

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DOWNTIME LEISURE: “I play Dark Souls—level 822.”
FAVORITE MINNESOTA ATTRACTION: “The flume ride at Mall of America.”
In nearly 30 years with the Coral Group, a Minneapolis technology venture capital firm, Linda Watchmaker has had the unique privilege of helping build companies through innovative technologies, products and solutions—from start-ups to large corporations—that disruptively change markets. In 2017, the venture capital firm attracted the attention of AT&T, who will put up to $200 million into the Coral Group’s fund in an effort to identify promising startups and invest in speed-up solutions for AT&T and other carriers. As Coral Group’s chief financial officer, her responsibilities include overseeing all financial operations including valuations, financial systems and reporting, investor communications, treasury, international, auditing, and tax. Watchmaker, who earned an undergraduate degree in finance and marketing and an MBA from the University of Wisconsin, makes sure proper procedures are practiced in Coral’s offices and works with outside legal, banking, audit, tax and other advisers while managing investor relations, compliance, staffing and technology. Trained as a CPA, she worked with Ernst & Young and Kimberly-Clark before joining the team at Coral Group. She is a former board member for the Edina Education Fund and Team Gilboa USA Alpine Ski Team.

Minnesota native and St. Olaf College alum David Anderson is the 11th president of St. Olaf since its founding in 1874. Anderson applies his extensive background in higher education by encouraging students to embrace new experiences, welcome changes and seek out new learning opportunities every day. Throughout his career, Anderson has also worked at Texas A&M University, Florida Atlantic University, Luther College and Denison University in positions such as director of undergraduate studies in English, vice president for academic affairs and more. Anderson is also a member of the board of trustees for the Higher Learning Commission and the chair of the board of trustees for Emeriti Retirement Health Solutions.

**EDUCATION:** St. Olaf College (BA-English), Boston College (PhD-English)
**BEST ADVICE:** “Never turn down a job you haven’t been offered.”
**FIRST JOB:** “Delivering prescriptions for the local drug store.”
**DOWNTIME LEISURE:** “Reading detective novels, gardening and international travel.”

After 26 years at Medtronic, Rebecca Bergman found herself presented with a unique opportunity to become the first female president of Gustavus Adolphus College. She says yes, and in 2014, this ECLA pastor’s daughter and liberal arts champion began her journey with the school. During her tenure, Gustavus’ endowment has risen to an all-time high, approaching $300 million, and she has secured three of the five largest gifts in the college’s history. Recently, Bergman oversaw the groundbreaking of a $70 million expansion and renovation of the Nobel Hall of Science, which will nearly double the footprint of the building to 177,000 square feet and add state-of-the-art labs and teaching spaces.

**EDUCATION:** Princeton University (BS-chemical engineering)
**FIRST JOB:** “Camp counselor at Bear Creek Lutheran Camp in Wilkes-Barre, Pennsylvania. I’ve come full circle in ELCA education!”
**FAVORITE MINNESOTA ATTRACTION:** “The headwaters of the Mississippi at Itasca State Park and the Boundary Waters Canoe Area Wilderness.”

James “Jay” Barnes, president of Bethel University in Arden Hills, has had a strong desire to serve others throughout his career. More specifically, in the world of higher education. “My heart was pulled to seeing God work in people’s lives through educational settings,” says the lifelong learner, who received his undergraduate degree from Wheaton College, a master of arts at the University of Connecticut and a doctorate in education from Loyola University Chicago. Whether in academics (he started out teaching in Germany) or student development (he handled positions at Wheaton College and Pennsylvania’s Messiah College before joining Bethel 25 years ago as provost), Barnes is known for valuing diverse opinions and encouraging personal growth. Under his leadership as provost and president, Bethel increased racial diversity, oversaw a name change to Bethel University, launched a research program and helped create an undergraduate degree in reconciliation studies. With retirement on the horizon in 2020, he prays that Bethel will remain “unapologetically Christ-centered” in developing students intellectually, personally and spiritually. He says, “It has been a blessing and one of my life’s greatest joys to serve and be part of the Bethel community.”

Since he became chancellor in 2010, Lendley Black has increased relations and student engagement within the Duluth community, resulting in an increase from $5 million in private yearly contributions to $9.9 million. Black strives to ensure that the education his students receive is not only informative but also applicable. In a recent career services survey, 97 percent of alumni stated they were employed or continuing their education, with 87 percent of those employed saying their work is at least somewhat related to their majors. As a strong advocate for students of diversity, Black presented at the annual meeting for the National Association of Diversity Officers in Higher Education, was a featured speaker at the first University of Tennessee Diversity Summit and co-chaired the search committee for the new vice president of Academic Affairs for Equity and Diversity. Black has also been the chair for the board of directors for the National Collegiate Hockey and the Northern Sun Intercollegiate Conferences. He still teaches theater at the University of Minnesota Duluth.

**EDUCATION:** Concordia College (BA-education), Winona State University (MS-counselor education), University of Minnesota (PhD-education, policy and administration)
**FIRST JOB:** “Ice skating lesson instructor.”
**FUNNIEST WORK MOMENT:** “Showed up to an important presentation with two different shoes on.”
**FAVORITE MINNESOTA ATTRACTION:** “Paisley Park.”

Trenda Boyum-Breen strives to create innovative environments that foster creative approaches to the delivery and service models in higher education. Since becoming president in 2012, she has helped Rasmussen College become one of the top five providers of competency-based education in the U.S., and she has also helped to establish the college’s first graduate programs. Boyum-Breen is also on the board of the Jeremiah Program and the American Council on Education Women’s Network, and she was honored as a recipient of the latter organization’s Sustainability Award.

**EDUCATION:** Concordia College (BA-psychology), Winona State University (MS-counselor education), University of Minnesota (PhD-education, policy and administration)
**FIRST JOB:** “Camp counselor at Bear Creek Lutheran Camp in Wilkes-Barre, Pennsylvania. I’ve come full circle in ELCA education!”
**FAVORITE MINNESOTA ATTRACTION:** “The headwaters of the Mississippi at Itasca State Park and the Boundary Waters Canoe Area Wilderness.”
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Congratulations to Vice President of Restaurants, Sports & Entertainment, Keith Reardon for being named a Minnesota 500 honoree for excellence in leadership.

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BRENDA FLANNERY
Dean of the College of Business
MINNESOTA STATE UNIVERSITY MANKATO

Brenda Flannery believes education is key to elevating how people think, thrive and treat each other. She has thus developed programs that provide more access and support for diverse student communities. Voted six times by students as the professor of the year from 1997 to 2003, she also helped launch the new honors program and international office. Since becoming dean in 2011, Flannery has helped facilitate a new undergraduate and graduate business program, created the Center for Innovation and Entrepreneurship, and increased the amount of external funding to support the faculty chair.

EDUCATION: Western Illinois University (BA-business), University of Nebraska (PhD-organizational behavior, design and strategy, interdisciplinary environmental studies)

HOBBIES: “I recharge with family and friends by cooking, enjoying the outdoors, being a curling spectator, and visiting restaurants, museums or music venues.”

FAVORITE TV SHOW: “PBS cooking shows.”

BUCKET LIST TOPPER: “Write a book, perhaps illustrated by my husband.”

JOAN GABEL
President
UNIVERSITY OF MINNESOTA

Joan Gabel is no stranger to shattering glass ceilings. Prior to being hired as the first female president in the University of Minnesota’s 168-year history, Gabel was the first female provost at the University of South Carolina and, before that, the first female dean at the University of Missouri’s business school. Throughout her career, she has earned a reputation for asking tough questions, listening carefully, thinking strategically and leading decisively. She also understands academia from multiple points of view: from a student’s perspective (she has a bachelor of arts in philosophy from Haverford College and a doctor in law from the University of Georgia), from a professor’s perspective (she was an associate director and interim professor at Georgia State University), from an international perspective (for nine years she was a visiting professor with CIMBA, a study abroad program in Italy), from a departmental perspective (she served as chair and director of international relations at Florida State University’s College of Business), and from a parent’s perspective (she has three kids), all life experiences that embody the spirit of the “Ski-U-Mah” culture.

EDUCATION: University of Georgia, and the University of Notre Dame

FIRST JOB: “First rate people hire first rate people.”

STANDOUT TRAVEL: “Northern Ireland.”

BUCKET LIST TOPPER: “To earn my pilot’s license.”

COLETTE GEARY
Former President
COLLEGE OF ST. SCHOLASTICA

A deep understanding of the Catholic tradition, dedication to liberal arts, strong commitment to inclusivity and an appreciation for an entrepreneurial culture all propelled Colette Geary to the top of the search committee’s list for the 12th president of the College of St. Scholastica in Duluth. Experience in higher education didn’t hurt, either. Geary served as vice president for student services and senior vice president for strategic initiatives at the College of New Rochelle, New York, where she led a strategic plan across six campuses and four schools, oversaw the Office of Mission and Ministry, and helped increase educational access to historically underserved populations. Earlier in her career, Geary was the dean of students at Manhattan College, taught for more than 10 years in the School of Education, was a private practice clinical psychologist and served on staff at the Department of Veterans Affairs hospital. She received an undergraduate in psychology from Manhattan College, a master of arts in theology and theological studies from the University of Notre Dame, and a doctorate in clinical psychology from Stony Brook University. As of August 2019, Geary has passed on the title to Barbara McDonald.

EDUCATION: Sterling College (BS), Iowa State University (PhD)

FIRST JOB: “Newspaper boy.”

BEST ADVICE: “First rate people hire first rate people.”

STANDOUT TRAVEL: “Northern Ireland.”

BUCKET LIST TOPPER: “To earn my pilot’s license.”

JAMES BURNS
President
ST. MARY’S UNIVERSITY OF MINNESOTA

Trained accountant. Ordained priest. Licensed psychologist. St. Mary’s University of Minnesota president. No matter the title of Rev. James P. Burns, IVD, Ph.D., he brings “tremendous energy and integrity to the position,” says former colleague David Quigley in Boston College News. While serving as dean of the Woods College of Advancing Studies at Boston College, he developed a strategic plan that helped bring success in enrollment growth, online education, international partnerships, and research and philanthropy, elevating the school’s revenue and reputation, an achievement he hopes to replicate at St. Mary’s University, a private Catholic school based in Winona. Burns received his undergraduate degree in accounting and his master’s in counseling psychology from the University of St. Thomas, holds a doctorate in counseling psychology from Northeastern University, and completed pre-doctoral and postdoctoral fellowships at Yale School of Medicine and Harvard Medical School. He was an associate and assistant professor in the psychology department at the University of St. Thomas and Boston University, and is part of the Catholic church’s Institute Voluntas Dei and the archdiocese of St. Paul and Minneapolis.

EDUCATION: Western Illinois University (PhD-organizational behavior, design and strategy, interdisciplinary environmental studies)

HOBBIES: “I recharge with family and friends by cooking, enjoying the outdoors, being a curling spectator, and visiting restaurants, museums or music venues.”

FAVORITE TV SHOW: “PBS cooking shows.”

BUCKET LIST TOPPER: “Write a book, perhaps illustrated by my husband.”

WILLIAM CRAFT
President
CONCORDIA COLLEGE

Eleven could be William Craft’s lucky number. Through a unanimous vote on July 11, 2011, he was elected the 11th president in the 120-year history of Concordia College. In MPR’s On Campus publication, Concordia faculty member Vince Arnold describes Craft as an “extraordinary individual” qualified to lead the Moorhead college with exceptional knowledge, experience and passion for the liberal arts. From 2000 to 2011, Craft was at Luther College, serving as its dean, vice president for academic affairs and faculty member with the English department. During his time there, he helped revise the curriculum and worked closely with the president to redesign strategic planning. He also spent 20 years at Mount St. Mary’s College in Maryland as an English professor, including several years as chair of the department and dean of undergraduate studies. Craft serves on the boards of the Greater Fargo-Moorhead Economic Development Corp., Lutheran World Relief, U.S. Bank and Association of American Colleges and Universities. He graduated from Westminster College and earned his master’s and doctoral degrees in English from the University of North Carolina at Chapel Hill.

EDUCATION: University of Minnesota (BA-business), University of Nebraska (PhD-organizational behavior, design and strategy, interdisciplinary environmental studies)

ALAN CURETON
President
UNIVERSITY OF NORTHWESTERN ST. PAUL

Taking the helm of the University of Northwestern St. Paul in 2002, Alan Cureton has been committed to creating strategic plans that move organizations toward specific sets of objectives. Throughout his tenure, Cureton has established financial stability, increased enrollment growth by 40 percent over the course of 17 years, resurrected the graduate school with seven different programs, and added a variety of new undergraduate majors in nursing, engineering, Spanish, philosophy, digital media, animation and urban studies. Despite his full schedule, Cureton keeps students at the forefront, often inviting them to dinner with his wife at home to get to know them and understand how Northwestern can best fit their needs.

EDUCATION: Sterling College (BS), Iowa State University (PhD)

FIRST JOB: “Newspaper boy.”

BEST ADVICE: “First rate people hire first rate people.”

STANDOUT TRAVEL: “Northern Ireland.”

BUCKET LIST TOPPER: “To earn my pilot’s license.”
As the 13th president of St. John’s University, Michael Hemesath was also the first appointed layperson to serve a presidential term at the school. As a St. John’s alum, Hemesath is passionate about the ability to transform young men’s lives through the university’s commitment to liberal arts and the embodiment of Beneficent values. Over the course of his career, Hemesath has been committed to off-campus study programs, directing three Associated Colleges of the Midwest seminars in Krasnodar, Russia; serving six times as the faculty director for Carleton College’s economics seminar at Cambridge University; and teaching the master’s degree program at Kiev-Mohyla Academy in Ukraine. In addition to his global involvement, Hemesath also was an economics professor from 1989 to 2012 and the faculty president from 2009 to 2012 at Carleton College. As of Aug. 1, 2019, Hemesath is no longer the president of the university, and Eugene McAuliffe is his successor. Hemesath received his undergraduate degree in economics from St. John’s and a master’s and doctorate degree in economics from Harvard University.

As the 11th president of Carleton College, Poskanzer wasn’t about to fall victim to this when he became the 11th president of Carleton College in Northfield. After being appointed, he got right to work creating a comprehensive strategic vision and plan for the coming decade, called “Carleton’s Plan.” Partly because of this plan, numbers show a boost in applicants, better success in faculty recruitment, an increase in available need-based financial aid for low- and moderate-income students, and a better overall academic reputation. Poskanzer, who earned his undergraduate degree from Princeton University and his law degree at Harvard University, practiced law in Washington D.C. before redirecting his work to higher education. His first position in higher education was in the Office of the General Counsel at the University of Utah, president of Robert B. Miller College, where he helped enrollment grow by more than 43 percent; business dean at both Southern Oregon University and the University of Central Oregon; and CEO of University Prep Cafe, a nationwide college and career readiness company he founded in Oklahoma City. Harris, a jack of all trades, is a certified manager, certified professional coach and licensed attorney. Another surprising fact? He lived in Japan for more than 16 years, creating and implementing large global joint ventures for Japanese company Itochu Corp. Throughout his career, the multi-talented Harris has been recognized for both teaching and research excellence.

Failing to plan is planning to fail. Steven “Steve” Poskanzer wasn’t about to fall victim to this when he became the 13th president of Carleton College in Northfield. After being appointed, he got right to work creating a comprehensive strategic vision and plan for the coming decade, called “Carleton’s Future.” Partly because of this plan, numbers show a boost in applicants, better success in faculty recruitment, an increase in available need-based financial aid for low- and moderate-income students, and a better overall academic reputation. Poskanzer, who earned his undergraduate degree from Princeton University and his law degree at Harvard University, practiced law in Washington D.C. before redirecting his work to higher education. His first position in higher education was in the Office of the General Counsel at the University of Pennsylvania. Over the years, his career has taken him back to Princeton, to the University of Chicago and to the State University of New York (SUNY), where he eventually became the university president of SUNY at New Paltz in the Hudson Valley region of New York.

David “Dave” Harris has more than 29 years in higher education, having served as college president, business dean and tenured professor. He received his undergraduate degree from Washington University and went on to receive his master’s in management and a law degree from Williamette University in Oregon. Prior to coming to St. Cloud State University in 2015, he was the director of the full-time MBA program at the University of Utah, president of Robert B. Miller College, where he helped enrollment grow by more than 43 percent; business dean at both Southern Oregon University and the University of Central Oregon; and CEO of University Prep Cafe, a nationwide college and career readiness company he founded in Oklahoma City. Harris, a jack of all trades, is a certified manager, certified professional coach and licensed attorney. Another surprising fact? He lived in Japan for more than 16 years, creating and implementing large global joint ventures for Japanese company Itochu Corp. Throughout his career, the multi-talented Harris has been recognized for both teaching and research excellence.

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Colleges and Universities

THOMAS SLAGLE
CEO
RASMUSSEN COLLEGE LLC

Thomas Slagle joined Rasmussen College LLC in October 2010 as the CEO. Rasmussen College has thrived as a private college and has positioned itself as one of the largest nursing schools in the nation. Rasmussen enrolls over 16,000 students and serves employers with highly qualified graduates in 57 programs of study. Prior to joining Rasmussen College, Slagle spent 21 years in various leadership positions in the health care field with Johnson & Johnson, Baxter Healthcare, and Cardinal Health, where he left as group president of the $7.5 billion medical segment. In 2007, he entered the education field and became the president and chief operating officer for School Specialty, a provider of K-12 supplies and supplementary materials, until 2009. Slagle received a bachelor of business administration in marketing and management from the University of Toledo.

OMAR ANSARI
Founder and President
SURLY Brewing Co.

Frustrated by the lack of good local beers, Omar Ansari converted his parents’ abrasives factory into Surly Brewing Co. Then he won the fight against a Prohibition-era law that banned open brewery taprooms, passing the “Surly Bill” in 2011 and going on to open the Surly Destination Brewery. According to Explore Minnesota, his brewery is now the 30th most-visited attraction in the state. Currently serving on several industry groups focusing on sustainability, including the National Fisheries Institute, the CleanFish Alliance and the local Minneapolis chapter of the American Culinary Federation.

EDUCATION: Macalester College (BA-
economics)
WHY BREWING: “Abrasive weren’t my passion. Ultimate disc and beer? Those were passions.”
DOWNTIME LEISURE: “When I find it, my downtime is spent with my family. This year, I took the summer to travel around Europe with Becca and our boys.”
WHO’D PLAY ME IN A BIOPIC: “There was an article written about the brewery that compared me to Chris Pratt. I’m not sure where that came from, but I’d be OK with a Star-Lord playing me in a biopic.”

JULIE SULLIVAN
President
UNIVERSITY OF ST. THOMAS

As the first woman and layperson to serve as president at the school, Julie Sullivan drives the University of St. Thomas community to advance the common good through excellence in education, work and ethical action. As a part of her tenure at St. Thomas, Sullivan launched the Dougherty Family College as an alternative pathway into college for low-income students who benefit from extra support to fully realize their potential. Sharing her financial and business expertise, she is also a member of the Minnesota Business Partnership, National Association of Corporate Directors and the Minnesota Women’s Economic Roundtable.

EDUCATION: University of Florida (BA, MS)
INSPIRATIONAL QUOTE: “Be the best of whatever you are.”
FAVORITE MOVIE “Won’t You Be My Neighbor?”
ADVICE FOR A RECENT GRADUATE: “Don’t overplan the journey. Always keep learning, growing and forming new relationships and let the opportunities unfold.”

MARK ZARLING
President
MARTIN LUTHER COLLEGE

Mark Zarling is an educational leader trained in theology, a best-of-both-worlds scenario as the president of Martin Luther College (MLC), a private liberal arts college located in New Ulm. After receiving an undergraduate degree from Northwestern College in Watertown, Wisconsin; a master of divinity from Wisconsin Lutheran Seminary; and a master of science from Concordia University in Mequon, Wisconsin; Zarling was eager to serve congregations and did just that for 16 years in both Minnesota and Wisconsin. When he accepted a position as academic dean at Wisconsin Lutheran Seminary, he was able to draw on in-depth theological training and formal training in effective pedagogy. In 2007, after he was called to MLC, he focused on integrating technology into learning, encouraging experiential learning outside of the classroom domestically and abroad, and training teachers for licensure with the state. Beyond general education requirements at MLC, which is owned and operated by the Wisconsin Evangelical Lutheran Synod, students are also required to complete select courses in Hebrew and Greek, the original languages of the Bible.

BUTCH BIALICK
President
AMERICAN FISH & SEAFOOD INC.

When the state’s largest in-stock selection of frozen fish and seafood—Minnetonka-based American Fish & Seafood Inc.—became the first company to initiate voluntary participation in the federal seafood inspection program, it not only showed the company’s dedication to quality and food safety, but also its integrity. President Butch Bialick is proud of that fact. That the 90-year-old family-owned and operated business would go to such great lengths to ensure its stellar reputation remains intact says a lot, as does the warm and personal customer service (you talk to a live person instead of a voice prompt) and knowledgeable staff. The company’s commitment to the trade doesn’t stop there. Bialick and his team are involved in several industry groups focusing on sustainability, including the National Fisheries Institute, the CleanFish Alliance and the local Minneapolis chapter of the American Culinary Federation. American Fish & Seafood was awarded the Minnesota Restaurant Association’s 2016 Allied Vendor of the Year award, presented to a company that has demonstrated outstanding commitment to the industry and community.

CHRIS COBORN
Chairman, President, CEO
COBORN’S INC.

From his beginning job-stocking shelves to his current position as leader of Coborn’s Inc., Chris Coborn has continued his family’s long-standing legacy of excellence in the grocery industry. Coborn is the fourth-generation leader of the 98-year-old family- and employee-owned company. Coborn has been president of Coborn’s Inc. since 1999 and CEO since 2007. During his leadership, he has led the company’s expansion into several new markets while keeping the organization focused on innovation, service, meeting the changing needs of shoppers and ensuring the culture remains intact.

Coborn’s operates more than 120 retail grocery, liquor, convenience store and pharmacy locations and employs more than 5,000 people. In the community, Coborn is currently serving on several central Minnesota area boards including CentralCare Health and Stearns Bank. Coborn is also on the board of directors for Topco Associates and the Minnesota Grocers Association as well as on the executive committee of the Food Marketing Institute. Looking toward the future, the fifth-generation of the Coborns, Emily and Peter, also hold leadership positions within the company.
Lee Engler, co-president and CEO of Border Foods Inc., got his start in the franchise world in 1986, overseeing the day-to-day operations of 16 Taco Bell restaurants throughout the state. Lee ran the restaurants, while his co-founder and brother, Jeffrey, took a hard look at the bottom line. In 1996, their number of Taco Bell locations quadrupled when the brothers purchased the remaining Minnesota locations. Shortly afterwards, New-Hope based Border Foods was born. In 2014, the Englers kicked off a reinvestment campaign, investing in remodels and building new locations. It was a success. Today, the portfolio of Border Foods has expanded to 187 locations and more than 5,000 team members in Minnesota, Wisconsin, Michigan, Illinois, Iowa, South Dakota and Wyoming—one of the largest privately held Taco Bell franchisees in the country. Their goal? Be at 215 locations by 2025. They generously give back to the communities that support them, donating to youth development causes, medical research and community improvement projects. Border Foods team members also participate in a fundraiser for the Taco Bell Foundation and the Live Más Scholarship program, funding higher education goals.

Entrepreneur Jeffrey “Jeff” Engler found a gap in the market and he owned it. Today—after recognizing opportunities and acting on them—he runs a multi-million-dollar company. It all started in the late ‘70s, when Engler decided to take a chance and open a quick-service Mexican restaurant, Los Primos, bringing his younger brother Lee along for the ride. In 1985, the Englers approached Taco Bell to become franchisees. A decade later, after acquiring more than 60 Taco Bell locations, they co-founded Border Foods Inc. Since then, they’ve grown to 187 locations in six states. Engler, always the visionary, is also the founding shareholder and director of DelaGet LLC, an independent software company providing more than 11,000 restaurants with marketing support, payroll processing and general ledger accounting. Prior to founding Border Foods and DelaGet, Engler spent a decade as executive vice president at Guthy-Renker, a direct marketing company. His entrepreneurial spirit, marketing knowledge and financial savvy help make Border Foods the success it is today. Engler maintains his position as founding shareholder and chairman of what is now one of the largest multi-unit franchisees in the country.

In May 2019, when Sean Griffin announced his retirement as chief operating officer from United Natural Foods Inc. (UNFI), the company asked him to stay at the helm a little longer. The reason? UNFI had purchased Eden Prairie-based SuperValu, and in the critical post-merger days, weeks and months ahead, Griffin’s 30-plus years of industry experience would prove invaluable for the acquisition to go smoothly. Griffin not only agreed to stay on as UNFI’s COO, but he took on roles as SuperValu’s CEO and head of the integration committee to ensure the transition was a smooth one. In his UNFI role, he oversees services, operations, merchandising, retail functions and food distributors’ sales. In his SuperValu role, he influences and guides sales and operations across the entire organization, including overseeing the integration of SuperValu’s operations and the exit of SuperValu’s retail businesses. Griffin, a graduate of the University of Massachusetts Amherst, started an illustrious career in the foodservice distribution industry at Sysco Corp. before going on to hold leadership positions at Performance Food Group Co., U.S. Foodservice and Alliant Foodservice.

As a member of Hy-Vee’s overnight crew in 2001, Carl Haidar was able to put his dad’s words of wisdom into practice: “Get up earlier than the rest of the world and stay up past everyone else. The only substitute for hard work is to work harder.” Haidar did exactly that, and 18 years later is the district vice president of Hy-Vee’s northern district, which includes all stores in the Twin Cities, Mankato, New Ulm and Faribault. Prior to his promotion to district vice president, Haidar was a store director in Rochester, Spencer, Iowa and Madison, Wisconsin. In his role overseeing the 14 Hy-Vee stores in the northern district, Haidar focuses on providing customers with an exceptional shopping experience by mentoring and encouraging those on his team to reach their full potential. “When those around you do well, you do well,” he says. He describes working at Hy-Vee—with 36 stores currently in Minnesota and more on the horizon—as incredibly rewarding. “I’m proud to be part of a company that has the vision and courage to challenge the status quo and do things a little differently.”

One of Irish native Kieran Folliard’s favorite expressions was one his father used to say: “You’re a long time dead.” In other words, you better enjoy the journey while you’re here. Folliard has been enjoying the journey since graduating from Galway-Mayo Institute of Technology, moving to Minnesota in 1987 and opening community-focused Irish pubs Kieran’s Irish Pub in Minneapolis, the Liffey in St. Paul, the Local in Minneapolis and Cooper in St. Louis Park. As a businessman, he not only has stellar instincts, but he has an innate curiosity and is continuously generating new ideas. In 2011, after watching the price of whiskey rise, he sold his pubs to create his own brand of whiskey: 2 Gingers. A year later, his whiskey went national after being acquired by Beam Suntory, the third-largest spirits company in the world. Next, he turned his sights on food, purchasing an old warehouse in Northeast Minneapolis and renovating it into a food production hub and event space he dubbed the Food Building. The facility houses ambitious start-ups and farm-to-table food producers Baker’s Field Flour & Bread, Almora Cheese, and two of his own businesses, Red Table Meat Co. and Kieran’s Kitchen.

As is the case in many family-owned businesses, Todd Johnson, along with his brother Michael, started at a young age, sweeping the floors and loading trucks in the warehouse at Johnson Brothers—a wine, beer and spirits distributor with headquarters in St. Paul. The business was founded in 1953 by their father, Lynn, and was aptly named the Lynn Johnson Co. It was a one-man operation where Lynn filled every role himself—taking orders during the day, loading the trucks at night and delivering the goods the next morning. It was all done from a rented warehouse and a used Chevrolet truck. Lynn was later joined in the business by his brother Mitchell, and the name of the company was changed to Johnson Brothers. Over the next 65 years, the company that started with just one person has more than 3,500 team members today. As the company has grown, giving back to the community and supporting those in need has stayed central to the Johnson family, and Todd and Michael are proud of the partnerships with various local and charitable organizations they have continued to foster.
MARY ANNE KOWALSKI  
Owner  
KOWALSKI’S COS.

Mary Anne Kowalski founded her namesake business, Kowalski’s Markets, along with her late husband, Jim, in 1983. They used their savings to open an upscale grocery store on Grand Avenue in St. Paul. Three years later, the business model was so well received that they opened another location in White Bear Lake. In 2002, the grocery store chain arrived in the Minneapolis area when the couple bought SuperValu stores. They converted the spaces into their signature market style: a European design and comfortable shopping environment, in-store delis and bakeries, specialty items, and a dedication to high quality, local products. Another point of differentiation? They started hosting consumer group meetings and encouraging neighbors to speak their minds—a tradition that carries on today. Kowalski operates 11 metro locations of family-owned supermarkets and focuses on improving the grocery industry through her work in trade organizations and initiatives. She is also the founder and chair of the Kowalski’s 4 Kids Foundation, an organization that raises money for at-risk children, and serves on the board of the Midwest Active Citizenship Initiative, a new approach to policy making.

KRIS KOWALSKI CHRISTIANSEN  
CEO  
KOWALSKI’S COS.

Kris Kowalski Christiansen didn’t always plan to go into the family business. When she graduated from the University of St. Thomas, she was interested in the fashion industry. Her parents, while understanding, proposed a deal: work for three years in the family business before abandoning the idea altogether. It didn’t take long for her to realize it was where she was meant to land. She obtained her MBA from the Carlson School of Management at the University of Minnesota to get a good grasp of how to run Kowalski’s Markets, and she was a hands-on learner at the stores, experiencing every aspect of the grocery business. After more than two decades of training and education, she earned the position of chief operating officer and has since moved into the role of CEO. Kowalski Christiansen is responsible for overseeing daily operations and strategizing the future growth of the 11 family-owned supermarkets. The company itself has garnered numerous awards over the years, including Minnesota Grocer of the Year and the 2016 Ernst & Young Entrepreneurs of the Year in the Upper Midwest, granted to both Kowalski Christiansen and her mother, Mary Anne Kowalski.

RUSSELL LUND III  
CEO  
LUND FOOD HOLDINGS INC.

Business-savvyness runs in Russell “Tres” Lund III’s blood. His grandfather founded his namesake upscale grocery chain in 1939 and mentored Lund in the retail grocery business while he was still in high school. Lund attended college at the University of Montana and returned to Minnesota in 1985 as the company’s president and CEO was nearing retirement. Lund rejoined the family business as vice president of operations before his business had been acquired by Byerly’s in 1999. Under his leadership, Lund’s acquired its friendly local competitor, Byerly’s, in 1997 and unified the brands in 2015. With 27 Lunds & Byerlys in the Twin Cities and surrounding area, the company is known on a local and national level for its unwavering commitment to extraordinary food, exceptional service and passionate expertise. It’s the result of encouraging and empowering every member of the company’s extended family of employees to create a sensational shopping experience. “Of all the business investments we make, the most powerful and rewarding investments are those we make in the professional growth and development of our staff,” Lund says.

MARK MANN SR.  
Owner and President  
SWANSON MEATS INC.

With more than 40 years of hands-on experience, Mark Mann Sr., owner and president of Swanson Meats Inc., has helped transform what was once a small butcher shop into a family-owned, locally operated foodservice meat processor and supplier, bringing premium hand-cut meats to more than 500 restaurants, hotels and institutions around the state. Known for his ethical, honest approach to doing business and genuine interest in people, it was Mann’s valuable business partnerships that helped the company grow into what it is today. Prior to joining Swanson Meats Inc., Mann worked together with his father, Leroy, at Abram’s Meat Distributors in St. Paul where he gained experience in the industry. When the founder of Swanson Meats sold the business to the Mann family, they did what they’d always done: relied on highly skilled professional butchers to consistently cut visually appealing steaks. After a move to a new location, several additions and the acquisition of Golden Valley-based Schumacher Meats, Swanson Meats has become the largest independently owned wholesale meat company in the state of Minnesota. The company regularly supports non-profits, including generously donating to Mn Teen & Adult Challenge.

HAL LANGEVIN  
Regional VP of Street Sales  
US FOODS MINNESOTA

Not many employees can boast of sticking with the same company for nearly 25 years. However, Hal Langevin, vice president of street sales for US Foods’ Minnesota sector, is one of the few. Langevin first got his start in food service in 1984 as one of just two representatives for Harrison House, which later became PYA Monarch, a national distributor focused mainly on institutional distributions of food and related products. Not long after, PYA Monarch became JP Foodservice, and after a few acquisitions, emerged as U.S. Foodservice (its moniker now shortened to US Foods). Despite all of the changes, Langevin has been with the company since the beginning in roles ranging from street sales to district and regional manager. In 1994, Langevin relocated to Chicago to be the area’s vice president of sales, but he returned to the Twin Cities five years later to be Minnesota’s regional vice president of street sales. Today, Langevin oversees local operations, which includes an average of 24,000 monthly deliveries around the state and offers more than 41,000 products for customers to choose from. He credits much of his success to the emphasis he placed on building relationships with clients over the years.

JERRY’S ENTERPRISES INC.

Jerry’s Enterprises Inc. has a strong history of excellence and a unique commitment to the customer. For more than 50 years, Jerry’s has been determined to deliver quality perishables, convenience, competitive pricing and an authentic neighborhood experience. As president, Robert Shadduck oversees Jerry’s Enterprises and all the stores it operates, including County Market, Cub Foods, Jerry’s Foods and Save-a-Lot grocery stores in Edina, and he has achieved continuous growth in the retail foods industry.

EDUCATION: University of Minnesota Twin Cities (BA-economics, JD)
WHY FOOD: “It chose me.”
FUN FACT: “I raise black angus cattle.”
DOWNTIME LEISURE: “Everything outdoors involving water, woods and mountains.”
FAVORITE MINNESOTA ATTRACTION: “Lake Vermilion.”
BUCKET LIST TOPPER: “Fishing in Chantrey Inlet above the Arctic Circle.”
With the support of more than 10,000 employees, Dimitrios Smyrnios helped lead the operational turnaround of Schwan’s Co., one of the leading food companies in the United States, and repositioned Schwan’s in the marketplace. During his tenure, Smyrnios has established a partnership with the University of Minnesota and led the strategic acquisition of Schwan’s by CJ Cheiljedang, the No. 1 food company in South Korea. Together, Schwan’s and CJ are creating a new era of innovation and growth for one of Minnesota’s heritage companies. Smyrnios began his career in the Frito Lay division of PepsiCo Inc. and later worked his way up the ranks in various divisions at Nestlé, ultimately serving as president of Nestlé Dreyer’s ice cream division before moving to Schwan’s.

EDUCATION: University of Wyoming (BS-business management, marketing)

FIRST JOB: “Taco John’s team member.”

STANDOUT TRAVEL: “Positano, Italy.”

BUCKET LIST TOPPER: “Drive the Monaco Grand Prix in a Formula 1 car.”

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It seems that at every company Reed Watson has worked, he has left a legacy. At his current position as CEO at BIX Produce, he oversees the region’s leader for processing and distributing bulk foods to food-service operators throughout Minnesota, Wisconsin, North Dakota, Iowa and Illinois. In the near future, Watson will be leading BIX Produce’s relocation from St. Paul to Little Canada, a move to help it grow in the future. (For instance, the new location will have a food processing facility three times the company’s current one.) Before Watson came to BIX, he worked in leadership at places including Capella Education, where he increased enrollment growth acceleration by more than 25 percent, Pillsbury, where he nearly doubled the flagship refrigerated dough sales from $600 million to more than $1 billion, and Kraft Foods, where he received consecutive Chairman’s Awards for the best results worldwide. Watson is currently a board member of Great River Greening, and he has also served on the boards for the Immaculate Baking Co. and the Mentoring Partnership of Minnesota. Watson received his bachelor of arts in French and his MBA in marketing and finance from Northwestern University.

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When Howard Friedman exited the military, he got his first job in marketing, a field well-suited to his interest in organizing teams and enabling them to achieve their potential. Friedman spent much of his career at the Kraft Heinz Co., most recently as the executive vice president of the refrigerated meat and dairy businesses. In 2018, he assumed his current position at Post Consumer Brands as its president and CEO.

EDUCATION: Dickinson College (BA-economics), New York University (MBA-marketing, finance)

TOUGHEST CHALLENGE: “Over 49 years, I’ve learned a lot of lessons, but one of the biggest I’ve faced was in 2008 when I survived a necrotizing fasciitis infection that almost cost me my life. On a lighter note, things don’t usually go as planned, so I believe a good contingency is a necessity.”

FUNNIEST WORK MOMENT: “While I was stationed in Korea, we were chased by a bull and jumped into a rice field to get away.”

ADVICE FOR RECENT GRADS: “Be a little reckless with your career; rewards only come with risks.”

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Jeffrey Harmening’s career at General Mills spans more than 25 years. Previously the president and chief operating officer of the nearly 150-year-old Minnesota company, Harmening took over as CEO from Ken Powell when he retired June 2017. Career highlights include serving in various marketing roles before being named vice president of marketing for Cereal Partners Worldwide in 2003, headquartered in Switzerland; president of the General Mills Big G cereal division back in the U.S. in 2007; CEO of Cereal Partners once again in Europe from 2012 to 2014; and executive vice president and COO of the largest division of General Mills, the U.S. Retail segment, upon returning to the U.S. in 2014. In that role, he helped expand the company’s presence in the natural and organic food categories by leading the acquisition of businesses such as Annie’s Homegrown and Epic Provisions LLC, both of which specialize in creating nutritious and organic snacks. Today, the company has more than 100 brands in more than 100 countries across six continents. Harmening is a graduate of Harvard Business School and DePauw University.

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Nate Jansen knows overseeing the company that supplies more than 50 percent of its fresh pork to Hormel Foods Corp. is a huge responsibility. To begin with, there are more than 1,300 employees at Quality Pork Processors (QPP), the second-largest employer in the town of Austin, Minnesota, and as CEO, he works hard to ensure they feel valued and respected. Then you have to take into account the logistics of it all—more than 19,000 hogs are processed per day. In order to run such a massive operation, worker safety, animal care and food safety are top priorities. Jansen first started with QPP in 1999 as the quality services manager. In 2005, he was promoted to general manager at Albert Lea Select Foods. After gaining experience at the two manufacturing plants, Jansen transitioned to the role of vice president of human resources and quality services for both companies. In 2017, he succeeded Kelly Wadding as president and CEO for both QPP and Albert Lea Select Foods. “We have the best management team and employees in the industry,” Jansen wrote in a press release. “I look forward to the future and our continued success.”

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FUNNIEST WORK MOMENT: “While I was stationed in Korea, we were chased by a bull and jumped into a rice field to get away.”

ADVICE FOR RECENT GRADS: “Be a little reckless with your career; rewards only come with risks.”
Greg Kurr started his nearly 30-year-long Kemps career with a job as a truck driver working out of the company’s Brainerd distribution warehouse. However, he was no stranger to the dairy industry. Growing up, Kurr’s father owned a dairy distributorship in northern Minnesota that sold milk and ice cream, so Kurr spent his summers helping work for his dad and driving a delivery truck along several retail and home delivery routes. After his father sold the distributorship, Kurr applied for the route salesman job at Kemps in 1985 and joined the team in retail sales two years later. Since then, he has held a number of positions and notably served 16 years as corporate vice president of sales. After a quick stint as the company’s chief operating officer, he took over as CEO of the 100-year-old company in 2013. Dedicated to the company’s motto, “We nourish families,” Kurr and his team of more than 1,200 employees are continuing to launch new products designed to spur growth for local dairy farmers and meet the ever-changing needs of their consumers.

In 1908, a group of enterprising farmers in the tiny unincorporated Minnesota town of Bongards formed the Bongards Cooperative. Today, the co-op is owned by more than 400 dairy farmers. Under the leadership of Daryl Larson, Bongards Creameries has become one of the nation’s largest cheese producers, with nearly $600 million in annual sales, 450 employees across four facilities in Bongards, Perham and Chandhassen (the company’s headquarters, opened in 2013), and a recent $15 million facility expansion in Humboldt, Tennessee. Due to the company’s stepped-up marketing efforts and facility expansions—drastically increasing output—Bongards was able to double its processed cheese sales within the past seven years. President and CEO Larson worked in the dairy industry at Land O’ Lakes, Agropur, Leprino Foods and Dairy Farmers of America before managing a Bongards Creameries plant in Perham, operating 24 hours per day, seven days per week (the cows don’t stop milking, so production can’t stop, either). Bongards also operates retail stores with a large selection of local cheese and dairy items, including 15 varieties of cheese curd, an ice cream bar, frozen pizza, sandwiches and farm-related gifts.

Michel Rouache and Shimon Harosh did everything right when opening Twin City Bagel in 1991. They focused on quality, creating premium artisan bagels the traditional way (boiled in water and then hearth-baked); they provided outstanding service at their South St. Paul location; and they priced their bagels competitively. It didn’t take long for word to get out, attracting customers and positive supplier partnerships. As a reflection of the company’s newly expanded customer base, the brothers and business partners rebranded to National Choice Bakery. After a number of good years, the recession of 2008 hit them particularly hard. They filed for chapter 11 protection. Rouache, owner and CEO, took a transparent approach to what could have been the end of a dream. He was honest and upfront with customers about the situation. The partners went back to the drawing board and carefully re-examined every facet of business to determine necessary adjustments. They eventually negotiated a settlement with their bank and paid their creditors in full. Today, National Choice Bakery is a success story, making a variety of bagels for grocery store chains and employing nearly 350 people.

Daryl Mulligan, executive vice president and chief financial officer of General Mills, rose high and attained recognition at the consumer foods giant through working hard, working efficiently, seeking learning opportunities, staying honest and communicating openly. These values have served him well throughout his career. At General Mills, he has held leadership roles such as vice president of finance for the company’s international division, vice president of finance for the technical community, and vice president and treasurer. In 2007, he was elected senior vice president of financial operations, and later that year was named as executive vice president and CFO overseeing worldwide finance, mergers, acquisitions and strategy. Mulligan, a graduate of Duke University and the University of Michigan’s Stephen M. Ross School of Business, spent 11 years in various finance-related positions with PepsiCo Inc. and its spinoff Yum! Brands before joining General Mills. He serves on boards and committees with Tennant Co., and he is a trustee of the General Mills Foundation, which overseas programs designed to support hunger and nutrition wellness and education. At the end of June 2020, Mulligan plans to retire.

The family-owned and operated frozen pizza manufacturer and distributor Bernatello’s Pizza Inc. is able to compete with billion-dollar companies by investing in its people, expanding its family of products and bringing state-of-the-art facilities to new towns. It was William “Bill” Ramsay, CEO, who had the foresight bringing state-of-the-art facilities to new towns. It was a smart economic decision. On an annual basis, Bernatello’s cranks out nearly 30 million pizzas, thanks—in large part—to innovative mergers and acquisitions. In 2000, the company acquired Wisconsin-based Roma Pizza, and soon afterwards, there were mergers with Orv’s Pizza and Pizza Corner. The launch of a new pizza brand, Brew Pub (best known for the cheese-and-meat packed Lotzza Motzza) has further allowed the company to experience steady growth.

As executive vice president and chief financial officer for Hormel Foods, Jim Sheehan leads all financial areas of the $9 billion Hormel Foods Corp. including accounting, information technology, internal audit, investor relations and treasury. “He’s highly regarded in the industry for his strategic financial leadership and deep knowledge of the markets, industries and Hormel Foods businesses,” says Jim Snee, chairman of the board, president and CEO of Hormel Foods. With the changing dynamics in the greater food industry, Snee adds that Sheehan is “focused on elevating Hormel Foods financial and technology systems,” areas that will be pivotal in accelerating the company’s growth. Sheehan started working at Hormel Foods in 1978 as an accountant. Over the years, he has held various executive and management positions. Sheehan was named chief accounting officer in 2016, assumed the role of senior vice president and CFO shortly thereafter and was appointed to his current position in 2019. He received an undergraduate degree in business administration from Missouri Western State University and is a graduate of the Carlson School of Management at the University of Minnesota.
If you’re looking for a classic story of corporate success, Jim Snee’s 29-year career at Fortune 500 food company Hormel Foods speaks for itself. Snee, a native of New Mexico, earned his undergraduate degree in marketing from New Mexico State University before moving to Minnesota, where he obtained an MBA from the University of St. Thomas. Originally hired as a sales representative for Hormel’s meat products division in 1990, Snee proved himself an invaluable asset to the company, being named the director of corporate purchasing in 2006. Two years later, he was appointed vice president of affiliated business units, and from there, he advanced to lead Hormel Foods Internationally, where his dedication to the brand helped the company gain a larger global presence and a reputation as an award-winning corporate citizen. Today, the dedicated and philanthropic Snee (he serves on the executive board of the Thiel Foundation) shows no signs of slowing down. Along with an inspired group of employees, he continues to bring the Austin, Minnesota-based company to new heights by focusing on growth, innovation and continued success.

When Troy Bader became president and CEO of International Dairy Queen (IDQ) at the beginning of 2018, neither franchising nor IDQ were new to him. Bader earned his undergraduate degree in business administration from the University of North Dakota before pursuing his doctor of law degree at the University of Minnesota Law School. Upon graduation, Bader joined a Minneapolis law firm where he practiced franchise law and worked with a number of franchise organizations, one of whom was IDQ. In 2001, Bader was recruited to join IDQ to lead a newly created business unit, and he said yes. He knew that the opportunity would allow him to walk in the shoes of the franchise business leaders he counseled every day and to gain an even deeper appreciation for both the restaurant and franchise businesses. Prior to his current role, Bader held a number of positions with IDQ including executive vice president of the mall division, executive vice president of franchise development, chief development and legal officer and chief operating officer of the U.S. and Canada. Bader is honored to lead this iconic brand and franchisees who now operate more than 7,000 restaurants in 26 countries.

Caribou Coffee is an iconic Midwestern company with a strong hometown culture, playful brand presence and a loyal customer base with high expectations. Its president and CEO is nothing short of an iconic brand himself—John Butcher is approachable, empowers his team to win and truly leads with his heart. From the baristas to the leadership team, Butcher leads as a partner and makes sure every employee knows they have a voice. He excels in thinking strategically regarding concept development and branding, all while driving results. Butcher entered the company at a time when the coffee retail industry (including Caribou) was going through a lot of change, and after only 18 months, was elevated to his current position. Under Butcher’s leadership, Caribou has developed relationships with University of Minnesota Masonic Children’s Hospital, Girls on the Run and Love Your Melon, and it has continued to sponsor community events and local sports teams. Prior to joining Caribou, Butcher spent two decades in leadership positions at Target Corp., reporting directly to the CEO.

Although Paul Dzubnar does not have a formal education in the hospitality field, he uses his business and engineering education daily at Hightop Hospitality. The company is comprised of restaurant, catering, event venue and retail brands, including a St. Paul event venue and retail brands, including a St. Paul location, where his dedication to the brand helped the company gain a larger global presence and a reputation as an award-winning corporate citizen. Today, the dedicated and philanthropic Dzubnar (he serves on the executive board of the Thiel Foundation) shows no signs of slowing down. Along with an inspired group of employees, he continues to bring the Austin, Minnesota-based company to new heights by focusing on growth, innovation and continued success.

When Mary Jule Erickson tried to work at Green Mill in high school, she was turned away for being too young. Now after 36 years at the company, she serves as its president and chief financial officer. In her time with Green Mill (and Hightop Hospitality), the company has expanded from four to 23 Green Mills, added three catering companies, 13 Crooked Fists Ale Houses, and expanded the Green Mill Foods retail division. She is also a board member of the Greg Marzolf Jr. Foundation.

Richard Lynch is a passionate restaurant industry executive known for how his branding expertise drives top-line sales and guest satisfaction. Lynch brings more than 30 years of experience in brand building and management for iconic foodservice brands and other reputable organizations. He joined the board of directors for Granite City Food & Brewery in January 2016 and was appointed CEO in May 2017. Within the first six months, Lynch had a world-class management team in place and newly defined brand values to improve the company’s strategy and accountability. Lynch shifted the company focus to Granite City’s unique craft beer offerings and created a strategic roadmap and a craft beer-focused marketing calendar to support this vision. Despite these changes, Lynch knows that foodservice brands cannot realize success on menu alone; he is also focusing on delivering great experiences to Granite City customers.

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Although Paul Dzubnar does not have a formal education in the hospitality field, he uses his business and engineering education daily at Hightop Hospitality. The company is comprised of restaurant, catering, event venue and retail brands, including a St. Paul favorite, Green Mill Restaurant and Bar. Dzubnar has 22 years of award-winning results in multiple sectors, including mergers and acquisitions, real estate, franchising, hospitality, retail, logistics, and government. Dzubnar and his team are the driving force for over 40 successful restaurants and catering companies. Despite his company’s growth—or because of it—to Dzubnar, one of the most notable accomplishments is still working with the outstanding people that make up Hightop Hospitality.

EDUCATION: St. Paul Technical College (AA-bookkeeping, accounting)
INSPIRATIONAL QUOTE: “My mission in life is not merely to survive but to thrive, and to do so with some passion, some compassion, some humor and some style.” —Maya Angelou
FIRST JOB: “Worked at the pony rides at Como Park when I was 13 years old. Got a nickel for every rider—a big day would mean $2!”
FAVORITE MINNESOTA ATTRACTION: “Minnesota State Fair.”

Minnesota500.com
FOOD AND BEVERAGE
Restaurant Groups

Food is a language everyone speaks. It didn’t take long for Iranian-born Anoush Ansari, a founder of Hemisphere Restaurant Partners, to realize that when his restaurant concepts speak, people listen. They not only listen, they respond—in droves. Before it all began, Ansari found himself unexpectedly living in Minnesota at the age of 15 after a revolution broke out in his home country. He had been visiting his sister at the time and chose to stay, enrolling in high school and working at local restaurants to earn money. Those experiences brought him to D’Amico & Partners, where he worked in management positions before becoming general manager at Morton’s, the Steakhouse. In 1996, he and fellow Iranian Hadi Anbar took a chance on a new business venture and opened Atlas Grill—the first of several successful restaurants that make up Minneapolis-based Hemisphere Restaurant Partners company. In addition to Atlas Grill, Ansari and his team also operate metro area restaurants Good to Go, Mission American Kitchen, Sphere Bar and the Tavern Grill restaurants in Edina, Blaine and Woodbury.

For more than 30 years, Tony Arvidson has worked at Lancer Hospitality, creating and designing more than 20 concepts, managing and enhancing more than 30 facilities, and overseeing operations and strategic planning across several states. His hard work has paid off, earning Lancer Catering 2016 Star Awards for menu innovation and specialty items. Outside of work, Arvidson is involved with the community, including serving as chair for the Minnesota State Fair Advisory Committee in 2018—a perfect role for someone who has worked the fair and still counts it as his favorite Minnesota attraction.

EDUCATION: Normandale Community College
LESSON LEARNED: “Always confirm what day the event is scheduled for.”
FAVORITE CHARITY: “The Animal Ark, located in Hastings.”
WHO’D PLAY ME IN A BIOPIC: “Tom Hanks. He has played some serious roles but also some light-hearted ones. Although at times my line of work is serious and can be high pressure, you need to keep your sense of humor and roll with it.”

Dermot Cowley not only has the luck of the Irish but also the vivacious spirit, colorful storytelling skills, gift of gab, warm personality and strong work ethic that define so many of the people in his homeland of County Louth, Ireland. He immigrated to New York when he was only 18 and worked in the hospitality industry for 10 years before venturing out on his own. This year marks the 20th anniversary of serving as president of Waconia-based Irish Born Hospitality, a local restaurant consulting group with three neighborhood restaurants owned and operated by Cowley: O’Donovan’s Irish Pub in Minneapolis—meant to replicate a cozy pub in Ireland and complete with live music on weekends, Lola’s Lakehouse in Waconia and Jake O’Connor’s in Excelsior. Separate from Irish Born Hospitality but still benefiting from Cowley’s magic touch is J.J. Murphy’s Irish Pub in Blaine and McKinney Roe in Minneapolis. Cowley, always open to constructive criticism, regularly seeks input on social media about how to improve his restaurants, including menu suggestions. A generous soul, he also supports area organizations through philanthropy initiatives.

EDUCATION: Ohio State University (BA-political science)
BEST ADVICE: “Don’t fall in love with a project; it may come true.”
FIRST JOB: “My first job was washing dishes for my parents in their restaurant.”
STANDOUT TRAVEL: “Italy is my favorite travel destination.”
BUCKET LIST TOPPER: “Don’t need a bucket list toppper. I am happy right where I am.”
WHO’D PLAY ME IN A BIOPIC: “My son Ben D’Amico should play me in a biopic.”

Drawn to the culture and diversity of the Twin Cities, Wisconsin native Kim Bartmann enrolled at the University of Minnesota and worked in a variety of restaurant jobs to help pay her way through school. She found that she liked the restaurant world, and in 1991, opened coffee shop Café Wyrd. Today, the two-time James Beard-nominated restaurateur boasts no less than nine successful local restaurants, each with its own distinct features. She and her team have helped shape the Twin Cities dining landscape with longstanding locations such as Tiny Diner, Barbette and the Red Stag Supperclub. A longtime advocate for sustainability and the greening of restaurant operations, Bartmann focuses on eliminating waste, recycling and serving healthy food. She supports dozens of regional family farms through purchasing local and organic (and has since the ’90s). She is on the board of International Women Chefs and Restaurateurs, working to advance the careers of women across the culinary industry, and was formerly on the board of the Land Stewardship Project, promoting sustainable agriculture and healthy communities.

EDUCATION: St. Cloud State University (BA-culinary arts)
RICHARD D’AMICO
Co-Founder
D’AMICO & PARTNERS

Although Richard D’Amico spent his early years trying to get out of the restaurant business—his parents owned a restaurant for 38 years and he grew up busying tables, washing dishes and bartending there—something always brought him back to the culinary fold. After stints in the clothing and furniture businesses, he ended up founding D’Amico & Partners with his brother Larry in 1982. Since then, the company has expanded to include numerous upscale restaurants in both the Twin Cities and Naples, Florida, all of which Richard designs.

INSPIRATIONAL QUOTE: “The harder you work, the luckier you get.”

FUNNIEST WORK MOMENT: “I was standing behind a group trying to talk their way into getting a table without a reservation at one of our restaurants in the middle of Florida’s busy season. The gentleman finally told the hostess he was a close friend of mine, but I had never seen him before. After getting his name on the waitlist, he turned to walk past me and my wife, and I proceeded to introduce myself. His jaw dropped, and we both laughed.”

— Richard D’Amico

SCOTT FOSTER
Managing Partner and Executive Chef
NOVA RESTAURANT GROUP

Scott Foster started out his culinary career as a dishwasher in New Hope, but he has come a long way since then. He was offered a kitchen manager job at Winfield Potter’s in Minneapolis while attending the University of Minnesota, and since then he has developed his passion for cooking through a variety of chef jobs throughout the U.S. Today, he’s managing partner and executive chef for Nova Restaurant Group, which includes classic local favorites such as Hazeltine Wood Grill and Tap Room, Chester’s, Pocara, Tavern 465, Pier 500, and Terza, where he is responsible for menu development, day-to-day operations, coaching and staff development, and—of course—cooking. In 2013, Minnesota Restaurant Association named Foster the Restaurateur of the Year.

FIRST JOB: “Dishwasher.”

LESSON LEARNED: “Don’t overspend—you build out!”

HOBBIES: “Golf and collecting cookbooks.”

FAVORITE CHARITY: “The Retreat in St. Paul.”

“My wife and I have been able to give back.”

— Scott Foster

PETER KILLEN
CEO
CARA IRISH PUBS

Peter Killen started working at the Local Irish Pub as a bar-back, and after about 13 years with the company, rose through the ranks to become CEO of Kieran’s Irish Pub, the Local, the Liffey and their umbrella company Cara Irish Pubs. The Local celebrated its 20th anniversary in 2017, an impressive milestone for a bar and restaurant business, and its brand recently expanded with the transformation of Cooper Irish Pub into the Local. West End. Killen hopes to continue to open new locations of the Local each year until there are 10 locations throughout the metro.

EDUCATION: University of Ulster (BA)

WHY FOOD AND BEVERAGE: “Growing up I liked eating and drinking in Irish pubs, so I thought it would be a great fit for me.”

BEST ADVICE: “Do what you love; love what you do.”

FIRST JOB: “Working for my dad in the family business. He taught me so much.”

STANDOUT TRAVEL: “Anywhere in southern Europe.”

DOWNTIME LEISURE: “Napping on the couch.”

ADVICE FOR RECENT GRADUATES: “You learn from failure, not success.”

— Peter Killen

PATTY LEMKE
CEO
KELBER CATERING INC.

Patty Lemke joined the team at Kelber Catering in 1993 and opened its sister company Monona Catering and Monona Terrace Convention Center just three years later. Fast forward more than 20 years, and Lemke now serves as the CEO of both award-winning companies, guiding a nationally recognized team of professionals working to provide top-of-the-line guest experiences. In a historic change for Kelber Catering, Lemke is its first female CEO in over 90 years. Recently, she has been able to partner with the City of Minneapolis to provide catering for Super Bowl LII and the NCAA Men’s Final Four. Lemke takes great pride in the large-scale work that Kelber Catering does, but she also enjoys simply cooking for family and friends.

WHY CATERING: “I love the variety and challenges each day brings and the sense of accomplishment when we succeed in a seemingly impossible task, like serving 49,000 guests over a Super Bowl weekend.”

BEST ADVICE: “Mess up, mop up, move on.”

FAVORITE BOOK: “To Kill a Mockingbird.”

DOWNTIME LEISURE: “At the lake.”

BUCKET LIST TOPPER: “Travel on the Orient Express.”

— Patty Lemke

KEITH REARDON
VP of Restaurants, Sports and Entertainment
MORRISSEY HOSPITALITY

For the last 10 years, Keith Reardon led Morrissey Hospitality Cos., restaurant, sports and entertainment divisions to more than 100 local, regional and national honors and awards. He has also planned and led the design, construction management, branding and opening of 36 unique restaurant, club and concession concepts in hotels, resorts, golf clubs, convention centers, stadiums and arenas for the past 18 years. Overall, Reardon has produced a $6.7 million—or 372 percent—revenue increase at the St. Paul RiverCentre. He has also consulted on and directed the design, development and launch of the premium food and beverage concepts at the Xcel Energy Center.

EDUCATION: Chaffey College (BS)

WHY HOSPITALITY: “I like the energy of the hospitality business and the experiences that I have been able to have at premier restaurants, hotels, resorts, and sports and entertainment facilities.”

DOWNTIME LEISURE: “Outdoor activities when possible, boating, concerts, restaurants and traveling.”

— Keith Reardon
FOOD AND BEVERAGE | HEALTH CARE

PHIL ROBERTS
Chairman and CEO
PARASOLE
RESTAURANT HOLDINGS

Originally hailing from Illinois, Phil Roberts formed Parasole Restaurant Holdings with fellow entrepreneur Pete Mihalov in 1977. A lifelong lover of food and dining, Roberts first noticed the lack of top restaurants in Minnesota while traveling the U.S. as a commercial designer and decided to remedy the issue himself. Today, his portfolio of unique eateries serves 5,000 to 10,000 customers daily and boasts a plethora of international flavors ranging from Asian- and Caribbean-inspired street food at Chino Latino in Minneapolis to refined French bites at Salut Bar Americain’s locations in Edina and St. Paul.

FIRST JOB: “Assistant janitor.”
BEST ADVICE: “Give ‘em what they want before they know they want it.”
FUN FACT: “I was an only child. I wanted two of everything.”
TOUGHEST CHALLENGE: “Municipality headwinds, passed by folks over several sequential years to help reinvent the public health system there. It is a blessing in disguise. That failed restaurant gave him the courage to create a restaurant concept of his own, complete with fresh ingredients and sushi available on an American-inspired menu. Enter Crave. Today, Kaskaid Hospitality operates 16 restaurants nationwide, including the newly acquired Brit’s Pub.

LUKE SHIMP
Owner
RED COW & RED RABBIT

After years spent in the world of car racing as a chassis specialist, Luke Shimp pivoted to enter the restaurant business—first with Blue Plate Restaurant Co. as its chief financial officer and owner, and then by starting Red Cow and Red Rabbit. He won the title of Restaurateur of the Year from the Charlie Awards in 2019 and twice from the Minnesota Restaurant Association. Red Cow’s elevated burgers and beverages and Red Rabbit’s authentic Italian dishes have won multiple “Best Of” awards from local and national publications.

WHY HOSPITALITY: “The hospitality industry is a team sport, and having come from a successful career in NASCAR and being part of a championship team, this felt like a great industry to enter with the intent of creating high performance teams.”
BEST ADVICE: “Define what ‘winning’ is to you/your team and strive to ‘win’ every day.”
DOWNTIME LEISURE: “Reading or hanging out with my wife, Tracy.”
FAVORITE MINNESOTA ATTRACTION: “Walking along the river Hennepin Avenue- Stone Arch Bridge and watching the sunset or sunrise there.”

JOHN NAYLOR
President and CEO
MEDICA HEALTH PLAN

John Naylor has utilized his background in actuarial science to help solve complex business issues in health care for more than 30 years. In his previous role as Medica’s senior vice president of commercial markets, Naylor led his business unit to record highs in membership growth and developed several new innovations. Since being named president and CEO in 2017, he is most proud of assembling a team who has led Medica to its best financial performance in the company’s four-decade history. He also helped expand Medica’s offerings to eight other states in the Midwest.

EDUCATION: Drake University (BS-business administration)
DOWNTIME LEISURE: “Being outdoors—coaching youth sports, playing golf and, yes, yard work!”
ADVICE FOR RECENT GRADUATES: “Approach every interaction as a learning experience, stretch yourself and enjoy your experience working with others.”
FAVORITE MINNESOTA ATTRACTION: “The Minnesota State Fair. When our kids were younger, our family would attend several times a year.”

STEVE NELSON
Former CEO
UNITEDHEALTHCARE

In 2019, after serving the company for 15 years, Steve Nelson stepped down as CEO of UnitedHealthcare, a $180 billion division of Fortune 500 company UnitedHealth Group. He was succeeded by Dirk McManus, former president and chief operating officer of Optum. Nelson spent his career serving in executive roles within the health care field. During that time, he said in a community speech, he learned to value different perspectives, set stretch goals, held teams to the highest standards and establish an environment of open and honest communication. Prior to his role as executive vice president and CEO from 2017 to 2019, Nelson held various roles within the company, including vice president of network management and chief operating officer. Prior to working at UnitedHealthcare, Nelson served in leadership roles at Health Net in Connecticut, Silver Sneakers in Arizona and Henry Ford Health System in the greater Detroit area. He received an undergraduate degree in biology from Portland State University and two master’s degrees, an MBA and a master of health administration, from the University of Michigan.

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President and CEO
BLUE CROSS AND BLUE SHIELD OF MINNESOTA

As president and CEO of Blue Cross and Blue Shield of Minnesota, Craig Samitt’s tasks include overseeing the partnership with North Memorial Health. Samitt has a long resume of leadership in the health care industry that includes Anthem Inc., Oliver Wyman, HealthCare Partners and Dean Health System, and he was the commissioner of the Medicare Payment Advisory Commission from 2012 to 2018. In 2018, Samitt was named as one of the 50 Most Influential Physician Executives and Leaders by Modern Healthcare.

EDUCATION: Tufts University (BS-biology), Columbia University Vagelos College of Physicians and Surgeons (MD), Wharton School at the University of Pennsylvania (MBA)
STANDOUT TRAVEL: “I visited Capetown over several sequential years to help reinvent the public health system there. It is a remarkable place—historically fascinating, politically torn, culturally diverse and physically beautiful.”
DOWNTIME LEISURE: “You’ll find me at the gym, at home with Steve and the basset hounds, trying out one of the Twin Cities’ amazing restaurants, traveling to interesting places around the world, or napping.”
Prior to assuming his role as president and CEO in 2017, Mark Traynor served as UCare’s executive legal counsel since 2002. Traynor led the legal team, provided high-level leadership of UCare’s provider relations and was instrumental in the strategic planning of the organization. During his time as a leader at UCare, he is most proud of helping the company navigate, grow and become financially stable again after a challenging period of contraction and financial losses. Throughout it all, Traynor has helped maintain a culture of employee engagement and customer service.

EDUCATION: Macalester College (BA), University of Minnesota Twin Cities (BA, JD)
FUN FACT: “I’m a published poet and elected school board official.”
FAVORITE BOOK: “Great Expectations.”
FAVORITE MOVIE: “Schindler’s List.”
ADVICE FOR RECENT GRADUATES: “Give yourself a chance to learn, grow and have different experiences before settling on your future course.”
BUCKET LIST TOPPERS: “Being a dad, marrying a great woman, running a marathon, being published.”

Exceptional leaders have a strategic mindset, strong communication skills, the ability to spot collaborative opportunities and the technical know-how to provide analytic insights. Debra ‘Deb’ Bauman, chief information officer and vice president of technology services at the Hazelden Betty Ford Foundation, is one of those leaders. With an undergraduate degree in business and marketing from the University of Wisconsin, she brings a business perspective to technology solutions at the nation’s leading nonprofit addiction treatment provider, headquartered in Center City. In just four years as CIO, Bauman—who has 30 years of experience in the technology sector—has transformed technology services at the Hazelden Betty Ford Foundation into a collaborative strategic partner, vital to the organization’s success in achieving business objectives, delivering optimal service and helping more people find hope and healing from addiction. Bauman has held a number of leadership positions: vice president of Target Technology Services, vice president/interim CIO of Deluxe Corp., CIO of Sun Country Airlines and group president of Bremer Bank. She serves on the boards of the Sophia Fund and the Women’s Health Leadership Trust.

A college internship at St. Mary’s Hospital and Maryhouse nursing home in Pierre, South Dakota, sparked Jerry Carley’s passion for senior care. Since then, Carley has dedicated more than 25 years to the field of senior care, working in the top ranks at CSJ Initiatives and Via Christi Health, both located in Wichita, Kansas. In December 2017, Carley was named president and CEO of Benedictine Health System (BHS), one of the largest Catholic senior organizations in the U.S. after serving on the board of directors for two years.

EDUCATION: University of South Dakota
Dakota Vermillion (BS-health service administration), City University Bellevue (MD-business administration)
BEST ADVICE: “My grandfather said, ‘Live life like a duck. Calm, cool, collected above water, but be paddling like heck beneath.’”
FAVORITE MINNESOTA ATTRACTION: “As a child, it was the original Paul Bunyan Land in Brainerd.”
FAVORITE CHARITY: “Safe Place for Pets—finding forever homes for pets of terminally ill patients.”

Coming from a long line of health care professionals, the decision for John Gulon to work in the industry was simple. Practicing dentistry at Park Dental since 1987, he has built a career on providing patients with quality and personal care. Even after becoming president in 2015, Gulon has continued a limited clinical capacity one day per week to stay in touch with patients and up to date on current technology. Gulon helps drive Park Dental’s growth and geographic expansion to greater Minnesota. He is particularly proud of the creation of Park Dental Foundation and of his accreditation through the Accreditation Association for Ambulatory Health Care.

EDUCATION: Northeastern University (BS-biology), University of Minnesota (DDS)
FIRST JOB: “Fry cook at a local Dairy Queen at age 12.”
DOWNTIME LEISURE: “My wife and I are involved with a number of charities. I also love to golf and stay active.”
STANDOUT TRAVEL: “We were fortunate to spend a month in Africa on safari several years ago.”

J. Kevin Croston started out as a general surgeon specializing in traumatic injury before eventually taking on administrative roles at North Memorial Health and being named CEO in 2015. Croston has a deep sense of the history of the hospital and is fully committed to the staff and their families. During his tenure, North Memorial has grown its health system market share of greater Minnesota. He is particularly proud of helping the company navigate, grow and become financially stable again after a challenging period of contraction and financial losses. Throughout it all, Traynor has helped maintain a culture of employee engagement and customer service.

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A graduate from Mayo Medical School, David Herman spent more than 20 years practicing and teaching ophthalmology at Mayo Clinic. An International Falls native, Herman returned to northern Minnesota in 2015 to serve as Essentia Health’s CEO after a three-year term as the Visiting Health president in North Carolina. Essentia’s 14,000-plus employees provide a wide range of medical services across four states in 15 hospitals, 73 clinics and 12 senior care facilities. Essentia is accredited as an Accountable Care Organization by the National Committee for Quality Assurance. Under Herman’s leadership, Essentia proposed the largest private investment in Duluth history to reshape the medical district in the city’s downtown. While his career has progressed into leadership roles, Herman continues to practice as an eye specialist.

EDUCATION: University of Illinois (BS), Mayo Medical School Rochester (MD), University of Texas Dallas (MD-medical management)

BEST ADVICE: “Unarticulated expectations are the seeds of future resentments.”

HIDDEN TALENT: “Seaplane pilot.”

During his decade-long tenure as president and CEO of Hazelden Betty Ford Foundation, Mark Mishek has successfully doubled the number of patients served, as well as facilitated the merger of Hazelden with the Betty Ford Center in 2014. Mishek is passionate about the company’s mission as an international leader in addiction recovery. To him, there is nothing more fulfilling than helping a patient and their family finally find sobriety and recovery. Mishek’s health care career spans 30 years with executive positions at Allina Health, including president of United Hospital of St. Paul, executive vice president for law and public affairs and general counsel, and corporate secretary.

EDUCATION: University of Minnesota (BA, JD)

FUN FACT: “I’m a lifelong sailor.”

DOWNTIME LEISURE: “Playing with my six grandkids.”

FAVORITE MINNESOTA ATTRACTION: “Lake Pepin.”

BUCKET LIST TOPPER: “A trip around the world.”

Founded more than 120 years ago by the Minnesota legislature, Gillette Children’s Specialty Healthcare in St. Paul provides specialized care to children who have complex, rare or traumatic conditions affecting the neurological, muscular and/or skeletal systems. It was the nation’s first hospital dedicated to serving children with disabilities. Since 2013, president and CEO Barbara Joers has been leading its team. Joers doesn’t take this responsibility lightly. In a 2018 Pioneer Press opinion column about the importance of protecting Medicaid, Joers described Gillette kids as “fighters” who “work hard to achieve their potential.” It’s this “potential realized,” she writes, that motivates her every day, going on to say that this mantra applies not only to the goals of the patients, but the staff and the communities they serve. Prior to joining Gillette, Joers served as vice president at Children’s Hospital of Wisconsin in Milwaukee and chief operating officer at the Monroe Carell Jr. Children’s Hospital at Vanderbilt University. She received her undergraduate degree in hospital administration from Marymount University and a master’s degree in health services management and policy from George Washington University.

EDUCATION: University of Washington (BA, JD), University of Texas Dallas (MD-medical management)

HIDDEN TALENT: “Playing with my six grandkids.”

DOWNTIME LEISURE: “Seaplane pilot.”

In 2013, Troy Simonson became Twin Cities Orthopedic’s (TCO) first CEO, a title he earned after working with the company since 2004. Formed in 1996 with the merger of two local practices, Orthopedic Surgeons and Northwest Orthopedic Surgeons, TCO has become one of the largest orthopedic practices in the country. During his tenure, Simonson has opened numerous clinics and led successful mergers acquisitions. One of the many ways he works to improve patient care is through a spinoff of TCO, Revo Health, which advises physician groups on how to start and manage bundled-payment programs. Of Golden Valley-based TCO’s numerous locations, the highest-profile facility is the Viking Lakes center in Eagan, a full-service orthopedic facility and sports medicine center at the headquarters and practice facility of the Minnesota Vikings. Simonson received an undergraduate degree in business administration with a health care emphasis from Concordia College and worked at Banner Health and Regina Medical Center prior to joining TCO. He serves on the board of Twin Cities Orthopedics Foundation, which is dedicated to improving the quality of life for those affected by bone, joint, and muscle injuries and disorders.

EDUCATION: University of Minnesota (BA), Medical College of Wisconsin (MD), George Washington University (Master of Business Administration)

HIDDEN TALENT: “Seaplane pilot.”

DOWNTIME LEISURE: “Seaplane pilot.”

The importance of early screenings. Prostate-specific antigen testing. Vaccine therapies and immunotherapies. When it comes to urology—particularly prostate and bladder cancer—board-certified urologist Badrinath Konety is recognized as an expert in the field. The peer-to-peer credibility he’s earned in his career as a highly skilled physician, along with the experience he’s gained leading the urology department at the University of Minnesota’s medical school, prepared him well as CEO of University of Minnesota Physicians. He understands the importance of a patient-focused strategy and knows what’s necessary to complete a job to the highest standards. He also believes in working collaboratively, which is especially critical as the University of Minnesota and Minneapolis-based Fairview Health Services merge under the M Health Fairview brand. A graduate of the M.S. Ramaiah Medical College of Bangalore University in India, Konety relocated to the U.S. for a research fellowship in California and hasn’t looked back. He’s director of the Institute for Prostate and Urologic Cancers, the medical school’s associate dean for strategy and innovation, and a valued member of M Health Fairview’s executive leadership team.

EDUCATION: University of Nottingham (BA), University of Arizona (MD), Tufts University (Master of Business Administration)

HIDDEN TALENT: “Seaplane pilot.”

DOWNTIME LEISURE: “Seaplane pilot.”

Long before Andrew Witty became CEO of Opunt, he was intent on changing the drug-pricing landscape. As UnitedHealth CEO David Wichmann said in a statement about Witty, he has “deep experience with how data and analytics and new technologies can be used to improve patient outcomes, better serve consumers, lower costs and drive value across the system.” Witty draws on more than three decades of experience in the health care system, working at pharmaceutical giant GlaxoSmithKline (GSK) from 1985 to 2017, and serving as GSK’s CEO from 2008 to 2017. He joined UnitedHealth Group (UHG) as a director, becoming CEO of Opunt—a subsidiary of UHG—in 2017. Eden Prairie-based Opunt, with 140,000 employees worldwide and a 2018 revenue topping $100 billion, is a pharmacy benefit unit that largely focuses on negotiating prices with drug companies. Witty is the former chancellor of the University of Nottingham, a British public research university, and he was knighted in 2012 for services to the U.K. economy. He also serves on the Singapore Economic Development Board’s international advisory committee and as an advisor to the Bill and Melinda Gates Foundation.

EDUCATION: University of Nottingham (BA), University of Arizona (MD), Tufts University (Master of Business Administration)

HIDDEN TALENT: “Seaplane pilot.”

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EDUCATION: University of Nottingham (BA), University of Arizona (MD), Tufts University (Master of Business Administration)

HIDDEN TALENT: “Seaplane pilot.”

DOWNTIME LEISURE: “Seaplane pilot.”
RODNEY YOUNG
President and CEO
DELTA DENTAL OF MINNESOTA

As president and CEO of Delta Dental, one of the largest dental benefit providers in the nation, Rodney Young remains motivated by the always-changing, high-energy health care industry. Since 2012, he has helped orchestrate consistent business growth and membership increases and has created 100 new jobs in the Twin Cities. Young has overseen contributions and grants exceeding $25 million to advance oral health and overall health throughout the state. One of his most significant contributions includes the opening of the Delta Dental Oral Health Center at Hennepin Healthcare.

EDUCATION: Truman University (BS-business administration)
FIRST JOB: “Pharmaceutical sales.”
HIDDEN TALENT: “I am a pretty good chef at the ‘Young Patio Grill.’”
FUN FACT: “Our team members refer to me as their ‘Starship Commander’ after Captain Kirk of the Starship Enterprise.”
FAVORITE MINNESOTA ATTRACTION: “Art and science museums.”
BUCKET LIST TOPPER: “Attend NBA Finals here in the Twin Cities.”

FAIRVIEW

PATRICK BELLAND
President
FAIRVIEW RIDGES HOSPITAL

When Fairview Ridges Hospital in Burnsville received the national Outstanding Patient Experience Award from Healthgrades, Patrick “Pat” Belland, president, understood what an honor it was. “Our patients are our purpose,” he stated in a company announcement.

“We continuously strive to provide compassionate, expert-level care that we would want our own families to receive.” Grand Itasca Clinic and Hospital in Grand Rapids and HealthEast’s Woodwinds Health Campus in Woodbury, owned by Minneapolis-based Fairview Health Services, also received Outstanding Patient Experience awards. In addition to improving the patient experience, Belland—who leads 1,500 employees, including more than 900 medical staff and 600 volunteers—has also helped achieve joint commission accreditation, implemented clinical improvements and developed philanthropic support through community involvement and outreach events. Prior to joining Fairview, he spent 14 years at Allina as vice president of operations for Unity Hospital, vice president of Allina’s home oxygen, medical equipment and pharmacy business; and more. Belland received his undergraduate degree in accounting from the University of St. Thomas and his MBA from Concordia University St. Paul.

EDUCATION: University of Minnesota (MBA)
EDUCATION: University of St. Francis (MS-health care administration)
EDUCATION: University of St. Thomas (BS-accounting)
HOBIES: “Traveling with my family, especially my three grandchildren.”
BUCKET LIST TOPPER: “Attend NBA Finals here in the Twin Cities.”

HEALTH PARTNERS

SARAH CRIGER
SVP of the North Region and President of Mercy Hospital ALLINA HEALTH SYSTEM

Initially inspired by her mother’s passion for nursing, Sara Criger has devoted more than 30 years to health care. In her current role, Criger oversees Mercy Hospital and United Hospital—each providing 546 licensed beds. She also provides executive leadership support to Allina Health Emergency Medical Services, Security, and Allina’s Mental Health and Addiction Services Clinical Service Line. During her tenure at Allina Health, Criger has helped improve care for the north metro communities, including the development of the Mother Baby Center at Mercy with Children’s, as well as significant advancements in mental health and addiction services across Allina Health. She also aided in the integration and expansion of several hospital services on the Mercy and Unity campuses.

EDUCATION: Western Connecticut State University (BS-business administration), University of St. Francis (MS-health care administration)
BEST ADVICE: “When you celebrate what’s right, it gives you the energy to fix what’s wrong.”
FUN FACT: “One of my musical interests in high school was playing the harp.”

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HEALTH CARE

Craig Broman has worked extensively with regional systems of hospitals, clinics and nursing homes around the western U.S. and Midwest. During his tenure as the president of Santalud Hospital and CentraCare Health Regions Hospitals, Broman has expanded programs and specialties available to patients as a regional referral center and expanded the list of hospitals, clinics and senior service organizations in CentraCare’s regional integrated system. Broman remains active in the industry by serving on the Minnesota Hospital Association Political Action Committee and Vizient-Captis board of managers, and he has previously served on the University of Minnesota Health Administration Alumni Association Board.

EDUCATION: Concordia College (BA), University of Minnesota (MHA)
WHY HEALTH CARE: “Health care leadership provides the opportunity to positively impact the lives of people every day in a profession that is critically important and constantly changing.”
HOBBIES: “Enjoying outdoor activities and spending time with family.”
BUCKET LIST TOPPER: “Travel to Australia/New Zealand.”

HEALTHCARE INC.

JOHN CUMMING
Interim CEO
HENNEPIN HEALTHCARE INC.

In March 2019, John Cumming was appointed interim CEO of Hennepin Healthcare Inc. (formerly Hennepin County Medical Center) while the organization searches for a new leader during a time of unprecedented change. Part of the change for the Minneapolis-based, county-owned health system is a rebranding—including a name change—to better promote the organization’s wide array of services. Hennepin Healthcare today includes an integrated system of clinicians ranging from primary and specialty care to home care and hospice, rehabilitation, trauma services and a new ambulatory outpatient specialty center. Cumming is well-equipped to serve as interim CEO. For nearly a decade, he has been a practicing trauma and critical care surgeon at Hennepin Healthcare, and since 2015, has served as vice president of medical affairs and president of the medical staff, which includes more than 1,000 medical staff members. Cumming graduated from State University of New York Buffalo School of Medicine and completed his residency in general surgery and fellowship in critical care at Hennepin Healthcare. He also received an MBA in health care from the University of St. Thomas.
After joining Children’s Minnesota in March 2017 as president and chief operating officer, Marc Gorelick was appointed CEO in December 2017. Children’s is one of the largest pediatric health systems in the U.S. with 12 primary care clinics, six rehabilitation sites and nine specialty care sites. During his time at Children’s, Gorelick has focused his efforts on improving patient safety, making health care more affordable and introducing cutting-edge technology in fetal medicine and genomics. Trained as a pediatric emergency medicine physician, he is committed to making a lifelong impact in the field of pediatrics, and he has already made an even broader impact in administration roles.

EDUCATION: Princeton University (BA—history), University of Pennsylvania (MS—clinical epidemiology), Duke University (MD)
FUN FACT: “I play the tuba.”
BUCKET LIST TOPPER: “Dance with my wife in an Italian villa on our 40th anniversary.”

Throughout her career, Laura Reed has sought to make a difference through nursing. She has helped patients directly as a front-line nurse and improved patient care services in senior leadership positions. In her role as chief nursing executive and president of Acute Care Hospitals at Fairview Health Services, Reed has helped execute system interprofessional governance work using lead methodology. She has also served as the chief operating officer and chief nurse executive for ThedaCare, the nursing leader at University of Minnesota Health, senior vice president for patient care services and chief nursing officer at Mercy Medical Center. Earlier in her career, she spent 28 years at the University of Iowa Hospitals and Clinics.

EDUCATION: Coe College (BS-nursing), University of Iowa (MS-nursing, MBA), University of Minnesota (DNP)
TOUGHEST CHALLENGE: “Plan for recovery—do not plan for perfection.”
FAVORITE MINNESOTA ATTRACTION: “Minnehaha Falls.”
FAVORITE CHARITY: “Girls on the Run Twin Cities.”

When long-time St. Luke’s president and CEO John Strange retired from the Duluth-based hospital in early 2019, the board of directors tapped Eric Lohn to take over as interim president and CEO. The St. Luke’s chief financial officer graciously accepted the challenge. Since 2013, Lohn has been responsible for ensuring the St. Luke’s hospitals and clinics system runs in a cost-effective manner. Prior to joining the organization, he was the regional CFO for CentraCare Health System in St. Cloud for nearly 14 years. He received his bachelor of science in health care administration and business administration from Concordia College Moorhead and Moorhead State University before receiving his MBA from St. Cloud State University.

EDUCATION: University of Utah (BS—political science), University of Minnesota (MHA, MBA—health care administration)
LESSON LEARNED: “You can only achieve great things as a team, not an individual. Building and maintaining strong relationships is more important than being right.”
FAVORITE MINNESOTA ATTRACTION: “Hiking the Superior Hiking Trail. We have hiked 120 of the 300 miles.”

This Michael Phelps isn’t an Olympic swimmer, but he is making waves in his own way as president and CEO of Ridgeview Medical Center, an independent, nonprofit, regional health care network of hospitals, primary and specialty care clinics, and a stand-alone emergency room/urgent care facility in the southwest metro region. Phelps, only the third president and CEO in Ridgeview’s history, started his career in physical therapy before obtaining his MBA in health care from the University of St. Thomas. He found that, while he loved connecting with and helping patients, he really thrived in the problem-solving arena and wanted to impact the bigger picture of how health care business was designed and offered. For more than 15 years, Phelps has been a leader in the organization—serving as chief administrative officer, vice president of diversified services and chief operating officer—during which he oversaw the facilitation of mergers, acquisitions and strategic growth plans. “I cannot overstate how rewarding it is to be a member of such a high performing leadership team, focused on creative and efficient ways to deliver ‘health’ to a community,” Phelps says.
John Doherty has a successful record of clinical leadership and operational excellence, providing oversight for the University of Minnesota Medical Center (UMMC), one of the state’s largest medical centers and the U’s primary teaching hospital. Since joining Fairview, he has served in various capacities, including regional president, system vice president of capital asset planning and management, chief operating officer and vice president of finance reporting to the CEO of UMMC, chief administrative officer and chief financial officer for UMMC. In these roles, he has provided operational analysis, budgeting, capital planning and revenue cycle management. Now, as the University of Minnesota Health co-president, he shares leadership of M Health and will oversee a $111 million makeover of the flagship center. Before joining Fairview, Doherty was at MeritCare Health System in North Dakota for 13 years as its CFO, system senior executive and COO. He has an undergraduate degree in accounting from Southwest Minnesota State University and is a member of Healthcare Financial Management Association and the Minnesota Society of Certified Public Accountants. He serves on the boards of LifeLink III and Range Regional Health Services.

GIANNICO FARRUGIA
President and CEO
MAYO CLINIC

Every year, around 1.3 million patients from all 50 states and nearly 140 countries travel to Mayo Clinic for comprehensive diagnosis and treatment for complex and serious care. Leading the world-famous clinic is Gianrico Farrugia, president and CEO. “Dr. Farrugia brings an impressive depth of experience to this role,” says Samuel Di Piazza, chair of the Mayo Clinic board of trustees. “A prolific investigator and inventor, and an accomplished executive, he has been at the leading edge of innovation across the breadth of Mayo’s clinical and research mission.” A Maltese native, Farrugia earned his medical degree at the University of Malta Medical School before moving to the U.S., where he became immersed in the Mayo community. He’s a well-respected physician specializing in gastroenterology, an engaging professor of medicine and physiology, the co-author of a book examining the need for transformational health care, and co-founder of the Center for Innovation, which focuses on genetic technology. He’s also the former director of the Center for Individualized Medicine, and as the former CEO of the Florida branch of Mayo Clinic, helped advance its mission as a destination medical center.

KENNETH HOLMEN
President and CEO
CENTRACARE

In his role as president and CEO of CentraCare Health, Kenneth Holmen has worked to improve quality and experience measures at the St. Cloud health care organization. He has fostered active engagement in population and community health and has achieved growth in the company’s footprint, revenue and number of employees. Prior to being named president and CEO of CentraCare in 2015, Holmen served as vice president of physician strategies and business development for HealthPartners since 2004. Earlier in his career, Holmen practiced as an anesthesiologist for more than 20 years.

EDUCATION: Augsburg College (BA), University of Minnesota Medical School (MD)
FIRST JOB: “Mowed lawn for the neighborhood.”
FUN FACT: “I still take voice lessons and have sung with the National Lutheran Choir (and other groups) for over 30 years.”
STANDOUT TRAVEL: “Sailing in the Caribbean.”
BUCKET LIST TOPPER: “Fly to outer space.”

ANDREA WALSH
President and CEO
HEALTHPARTNERS

As president and CEO of HealthPartners, Andrea Walsh leads a team of 26,000 people to improve the health and well-being of patients, members and the community. Prior to her appointment in 2017, she was part of the HealthPartners senior executive team for more than 20 years. As CEO, Walsh has recently helped expand the organization’s mission and services through partnerships in Iowa, North Dakota, South Dakota, northeastern Wisconsin and western Illinois. With a passion for community health, Walsh is also committed to partnerships improving root determinants of health in the region, such as early childhood brain development, health equity and affordability of care and coverage.

EDUCATION: University of Kansas (BS-business administration, English), University of Minnesota (JD)
FIRST JOB: “Hospital kitchen cook.”
HOBBIES: “Playing piano, cycling, hiking.”
STANDOUT TRAVEL: “Visiting my kids in Dallas, Austin or San Francisco.”
FAVORITE MINNESOTA ATTRACTION: “Science Museum of Minnesota.”

JAMES HEREFORD
President and CEO
FAIRVIEW HEALTH SERVICES

James Hereford chose to work in health care because of its mission to help others and make the health care system work better for everyone. His extensive background in strengthening operations and strategically guiding organizations has led him to make strides as Fairview Health Services’ president and CEO. His previous roles include chief operating officer of Stanford Health Care, COO at the Palo Alto Medical Foundation and leadership roles within the Group Health Care Delivery System. Hereford is most proud of bringing HealthEast and Fairview together to form, as he puts it, one of the most comprehensive and accessible health systems in the state.

EDUCATION: Montana State University
Bozeman (BS-mathematics, MS-mathematics)
FAVORITE MINNESOTA ATTRACTION: “Target Center for a Minnesota Timberwolves game. I am a big NBA fan.”
FAVORITE CHARITY: “American Heart Association and the Chainbreaker Ride to benefit cancer research at the University of Minnesota Masonic Cancer Center.”

PENNY WHEELER
President and CEO
ALLINA HEALTH

In 2014, Penny Wheeler became the first female and the first physician CEO in Allina’s 20-year history. Prior to this role, Wheeler had served as the chief operating officer at Allina since 2006. A board-certified obstetrician and gynecologist, Wheeler has made strides at the health care giant by developing needed infrastructure to improve quality and leading community collaborations and mergers. Wheeler is on the board of Portico Healthnet, an organization dedicated to helping uninsured Minnesotans receive affordable health coverage and care, and she has chaired the Minnesota Community Measurement board, a regional health quality collaborative.

EDUCATION: University of Minnesota (BA, MD)
WHY HEALTH CARE: “It has at its heart human understanding, relief of suffering and love.”
FUN FACT: “I acted in an episode of ‘Unsolved Mysteries’ and still occasionally get a $7.12 royalty check when the episode runs.”

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David Wichmann was appointed CEO of Minnesota-based health insurer UnitedHealth Group (UHG) in 2017, drawing on more than two decades of experience with the company. As CEO of the largest health care services company in the world, with a 2018 revenue of more than $235 billion, Wichmann is responsible for leading the organization’s strategic direction, overall performance and long-term growth plan. In a fourth-quarter earnings investor conference call, he said, “Our nation is early in an exciting health care innovation wave, one we expect to help lead, which will drive growth at UnitedHealth Group for years to come.” At the heart of this innovation is Individual Health Record technology, which is garnering positive results in test markets. Wichmann, who received an undergraduate degree in accounting from Illinois State University, was a partner with Arthur Andersen prior to joining UHG in 1998. While climbing the ranks, he has held positions of president, chief financial officer, president and CEO of specialized care services (now OptumHealth), and senior vice president of corporate development. Active in the community, he serves on the boards of YMCA of the Greater Twin Cities, Tenney Co. and Amil.

Bonnie Carlson has had a strong hand in putting Bloomington on the map—she was even a witness to the initial presentations, establishment, building and creation of Bloomington’s (and Minnesota’s) leading attraction: Mall of America. Her notable accomplishments include the expansion of the organization’s global marketing efforts and the overall growth that Bloomington Convention & Visitors Bureau has seen over the last 30 years. Her contributions to the travel industry have had a tremendous reach at local, state, national and international levels. Carlson is active in several organizations including the Explore Minnesota Tourism council and the executive committee of the United States Travel Association.

FUNDAMENTAL FACT: “I wanted to be an actress.”

DOUBLE UP LEISURE: “Golf, cooking, reading.”

FAVORITE MINNESOTA ATTRACTION: “Northern Minnesota resorts and golf courses.”

BUCKET LIST TOPPER: “Attend the Masters Golf Tournament.”

Melvin Carter III has been working to engage, enfranchise and uplift people not only in St. Paul, but also those living across the state and nation. Carter received his undergraduate degree in business administration from Florida A&M University and his master of public policy from the Humphrey School of Public Affairs at the University of Minnesota. Most recently, he served as executive director of the Minnesota Children’s Cabinet, advising former governor Mark Dayton on early childhood policy. Prior to joining state government, Carter represented Ward 1 on the St. Paul City Council from 2008 to 2013. In the run up to his campaign for mayor, Carter spent a year in conversation with neighbors through a series of listening sessions called Imagine St. Paul. His campaign focused on grassroots organizing and earning support across the city. During his time in office, Carter has worked to pass a $15 minimum wage, created an Immigrant Legal Defense Fund and received a $2.5 million Bloomberg Philanthropies Climate Challenge Grant to support the city’s climate action plan.

JOHN EDMAN
Chair, CEO, Director
EXPLORE MINNESOTA

For 19-plus years, John Edman has directed statewide tourism plans, policies and programs to promote Minnesota as a premier travel destination. Edman grew the state’s leisure and hospitality sector into a $15.3 billion industry and acts as the state’s chief spokesperson for tourism-related issues. He holds leadership positions in several organizations and boards and has proven to be a successful promoter of Minnesota and all its travel assets. In addition to his appointed role as state tourism director, he was named the nation’s State Tourism Director of the Year in 2015 by U.S. Travel Association and is currently appointed to Brand USA’s board of directors to help attract more international visitors to the U.S.

EDUCATION: University of Minnesota (BS-political science, urban studies), University of St. Thomas (MBA)

INSPIRATIONAL QUOTE: “Always look on the bright side of life.” —Monty Python

HOBBIES: “Golfing, hiking, biking, jazz music and reading.”

ADVICE FOR RECENT GRADUATES: “Be a good listener, take risks to learn something outside of your comfort zone and be open to opportunities to try new experiences.”

JACOB FREY
Mayor
MINNEAPOLIS CITY COUNCIL

After serving as a Minneapolis city council member for four years, Jacob Frey was elected as mayor of Minneapolis in 2018. Since the start of his time in office, Frey has tripled the previous record of funding for affordable housing; started Stable Homes, Stable Schools, a program that provides housing stability for homeless children and families; and increased police body camera compliance from 55 to 90 percent within one year. In order to protect the undocumented immigrant community in Minneapolis from deportation practices, Frey has also installed “Know-Your-ICE-Rights” signs in Minneapolis Police Department squad cars.

EDUCATION: College of William & Mary (BA), Villanova University (JD)

FIRST JOB: “Camp counselor at Bryant Lake Camp, server/prep chef, running shoe salesman.”

FAVORITE MINNESOTA ATTRACTION: “Stone Arch Bridge.”

BUCKET LIST TOPPER: “Becoming a father.”

KIMBERLY HANSEN
President
BLOOMINGTON CHAMBER OF COMMERCE

Kimberly “Kim” Hansen loves being a leader, and she is always striving to be a better one. As an entrepreneur, fundraising professional, nonprofit manager and director, and political campaign professional, she has had roles at several Minnesota chambers including Rochester, the St. Paul Area, Minneapolis Regional, St. Cloud, Duluth, Alexandria and Detroit Lakes.

EDUCATION: University of Minnesota (BA-mass communications)

HOBBIES: “I’m currently working my way through all 22 of the Harry Bosch detective novels by Michael Connelly via audio book.”

ADVICE FOR RECENT GRADUATES: “[To myself:] No need to manufacture any drama—your life will be filled with great adventures, spectacular failures, a variety of meaningful work; several clunker jobs, rocky relationships along with bottomless love for many, life-long friendships—plus the ability to make solid connections no matter where you are. You’ll be a role model for the daughter you raise, and it will be the best accomplishment of your life. Just breathe and enjoy.”
KATHLEEN HARRINGTON
President
ROCHESTER CHAMBER OF COMMERCE

Kathleen Harrington acts as president for the Rochester Area Chamber of Commerce. She takes pride in the chamber’s ability to put their hundreds of members at the center of all they do as they pursue their mission: to lead, inform, advocate and advance business interests for their members, and promote a healthy community and growing economy. Since she can remember, public affairs and its impact on community life has been her passion. Harrington aims to bring together communication, political affairs and policy to make a positive difference in people’s lives.

EDUCATION: Colgate University, Catholic University of America
BEST ADVICE: “Making a mistake is a great opportunity to learn, improve and reflect.”
HOBBIES: “I love going to the theater, especially musicals—I absolutely love both revivals and new musicals.”
FAVORITE CHARITY: “Alzheimer’s Association and the American Cancer Society.”
BUCKET LIST TOPPER: “Be a fun and loving grandma!”

BRENDA KYLE
President and CEO
ST. PAUL AREA CHAMBER OF COMMERCE

Brenda Kyle has led more than 1,200 Twin Cities businesses, nonprofits and government organizations, and at the St. Paul Area Chamber of Commerce, she helps open the doors for community, networking and real value for chamber members. Kyle’s goal is to aid the chamber’s mission to harness the collective strength of employers to drive economic prosperity to the broadest reaches of the community one job at a time.

EDUCATION: College of St. Benedict (BA-English)
BEST ADVICE: “Breathe. Nobody dies today.”
FIRST JOB: “Waitress at Jake’s Restaurant in Woodbury”
FAVORITE BOOKS: “‘Heidi,’ the ‘Little House on the Prairie’ series and ‘Seven Habits of Highly Effective People.’”

DOUG LOON
President
MINNESOTA CHAMBER OF COMMERCE

Prior to his time at the Minnesota Chamber of Commerce, Doug Loon served for 20 years at the U.S. Chamber of Commerce, 17 of which were spent in Minnesota. As president, Loon represents more than 2,300 Minnesota companies, 130 local chambers and 65 business trade associations at the Minnesota Legislature on a variety of issues that impact Minnesota’s economy and helps provide guidance about how Minnesota can be competitive in an increasingly global marketplace. Loon also plans to re-launch the Minnesota Chamber Foundation, which will continue to reinforce the chamber as a resource on how to keep business competitive in Minnesota, and how to make Minnesota more affordable.

EDUCATION: Augustana College (BA—government, international affairs)
HIDDEN TALENT: “Expert house painter and flower arranger.”
FUNNIEST WORK MOMENT: “I lost a U.S. senator’s car by parking it in the incorrect parking lot, then got locked out of both parking lots.”
STANDOUT TRAVEL: “Israel.”

TERRY MATTSON
President and CEO
VISIT ST. PAUL

Terry Mattson is an advocate for Minnesota travel and promotion with three decades of experience in tourism. After 28 successful and impactful years with Visit Duluth, he is on the fast track to make a similar footprint in Minnesota’s capital city. His interest in marketing, sales, advertising and public relations catapulted him toward making his home a better place to live, work and play. Notably, Mattson received the Roger Tomsaint Award for lifetime achievement from the Minnesota Association of Convention and Visitors Bureaus at the 2014 Explore MN Tourism Conference.

EDUCATION: University of Wisconsin Superior (BS—business administration, journalism)
DOWNTIME LEISURE: “Love the outdoors, cycling, traveling, motorized recreation.”
FAVORITE MINNESOTA ATTRACTION: “CJ Ramstad North Shore Trail.”
BUCKET LIST TOPPER: “Riding a motorcycle to Alaska.”

EMILY LARSON
Mayor
DULUTH CITY COUNCIL

After gaining an overwhelming percentage of the popular vote—72 percent—in 2016, Emily Larson was elected the first female mayor to lead the city of Duluth. Larson’s people-person style and warm, positive, energetic personality resonated with the city’s voters, as did a campaign focused on keeping the local economy on track, looking into sustainable energy options, developing a long-term funding plan for the city’s streets and advocating for affordable housing. Making a difference is what Larson does. She made a difference in local government as president of the Duluth City Council, commissioner of the Duluth Economic Development Authority and council conduit of Parks and Libraries, and she made a difference in the community working for a charity helping homeless families in crisis. Larson received an undergraduate degree in social work from the College of St. Scholastica, where she first fell in love with Duluth, a master of social work from the University of Minnesota Duluth and is a graduate of the Intermedia Arts Creative Community Leadership Institute. She serves on the boards of the Great Lakes Aquarium, Visit Duluth and Arrowhead Regional Development Commission.

EDUCATION: Minnesota State University Moorhead (BA—political science; minor in communications); University of Wisconsin Superior (BS—business administration, international affairs); Minnesota State University Moorhead, Master of Social Work
FIRST JOB: “Flower arranger.”
FAVORITE BOOKS: “‘Israel.”
HIDDEN TALENT: “Comedy writer.”
FAVORITE MINNESOTA ATTRACTION: “Israel.”
STANDOUT TRAVEL: “Israel.”
STANDOUT TRAVEL: “Israel.”

KIM NORTON
Mayor
ROCHESTER CITY COUNCIL

Public servant. Proven leader. Bridge-builder. In January 2019, Kim Norton added another description to her political resume—history maker—when she became the first female mayor of Rochester in the city’s 165-year history. Her first elected position was as a member of the Rochester School Board, and most recently she spent 10 years in the Minnesota House of Representatives, where she honed strong policy making skills that will serve her well as mayor. Norton led a push to transform the Mayo Clinic into the city’s Destination Medical Center, a 20-year $5.6 billion economic development initiative. In an interview with the Rochester Post-Bulletin, she said, “I am ready to lead, and prepared to help build relationships with the city council, staff and community members to create a more effective, transparent and fair government.” She’s a leading voice on energy sustainability, too, serving on the Fresh Energy Board and co-chairing the Minnesota Mayoral Active Transportation Caucus. Norton obtained a master of public affairs with a focus on leadership and energy policy from the University of Minnesota. She recently completed a Bush Fellowship in leadership.

EDUCATION: University of Minnesota Duluth (BS—business administration, accounting, economics; minor in political science); University of Minnesota Duluth, Master of Public Affairs
FIRST JOB: “I was a parking lot attendant at the garage at Unigas in Duluth.”
FAVORITE BOOKS: “‘Israel.”
HIDDEN TALENT: “Multilingual—Spanish and French.”
FAVORITE MINNESOTA ATTRACTION: “Israel.”
STANDOUT TRAVEL: “Israel.”
DAVID ROSS  
President and CEO  
DULUTH AREA CHAMBER OF COMMERCE

Since 1997, David Ross has served as the president and CEO of the Duluth Area Chamber of Commerce. As a leader in Duluth, accomplishments include enhancing chamber visibility in the community and reversing a membership decline, ultimately creating a membership increase. Previously, Ross served as chair of TEAM Duluth and worked in various health care administration roles at Presbyterian Homes, Benedictine Health Center and Polinsky Medical Rehab Center. Ross is a founding board member with the Area Partnership for Economic Expansion and a standing member of the City of Duluth Unified Development Code Steering Committee. Additionally, he has collected an impressive number of honors over the years, receiving a nomination for the Duluth Hall of Fame Award, winning the Martin Luther King Jr. Drum Major for Peace Award and receiving the Sam Solon Lifetime Legislative Service Award. His leadership in Duluth has resulted in the chamber’s strongest financial and membership service in 145 years. Ross received his undergraduate degree in business and health care administration from Concordia College and master’s in management from the College of St. Scholastica.

MELVIN TENNANT  
President and CEO  
MEET MINNEAPOLIS

In just a decade, Melvin Tennant has led sales and marketing programs to bring an astounding $900 million economic impact to the Minneapolis area. In fostering a steady increase of hospitality industry jobs in the city, Tennant has also formed many partnerships with private and public sectors and has worked with community partners to secure high-profile events like the MLB All Star Game, Super Bowl, Final Four and more. Tennant continues to serve as a board member for the Minneapolis Sports Corporation, and he led the Meet Minneapolis/Sports Minneapolis team in the successful execution of the 2019 NCAA Men’s Final Four.

EDUCATION: Rice University (BA-managerial studies), Liberty University (MA-Christian leadership studies)

FIRST JOB: “I worked in a menswear department and became quite prolific at selling an entire ensemble. ... I would often have to fill in at other departments as well as in gift wrap. I can still wrap a mean gift.”

FAVORITE MINNESOTA ATTRACTION: “I am a huge fan of the iconic Stone Arch Bridge.”

JONATHAN WEINHAGEN  
President and CEO  
MINNEAPOLIS CHAMBER OF COMMERCE

Since 2016, Jonathan Weinhagen has served the Minneapolis Chamber of Commerce as president and CEO. Previously, Weinhagen held a series of positions and titles at the St. Paul Area Chamber of Commerce including vice president, regional director and member services manager. Before that, he spent 12 years in sales and marketing at his family’s business. Weinhausen currently serves on many boards, including the Mounds View Public School Board of Education, and he is a commission member for the Shoreview Economic Development Commission. Most notably, Weinhausen is the president of Mounds View Schools Education Foundation, a philanthropic arm of the school district that serves students, supports the district and strengthens the community. Some of his honors include being named to the Twin Cities Business Magazine’s 100 People to Know in 2015, the Minneapolis/St. Paul Business Journal’s 40 Under 40 list and the (Real) Power 50 list from the Minnesota Business Magazine. Weinhausen received his undergraduate and master’s degrees from Bethel University and later attended the University of Minnesota Humphrey School of Public Affairs for its policy fellows program.

GENE WINSTEAD  
Mayor  
BLOOMINGTON CITY COUNCIL

Gene Winstead is currently serving his fifth term as the mayor of Bloomington. Winstead, first elected in 1999, is a board member on Bloomington’s Port Authority and Convention and Visitors Bureau, and he also serves Bloomington United for Youth and Metro Cities. As mayor, he has had a strong hand in the Mall of America expansion, light rail construction and the massive growth in the number of hotels in the area. Although many people know him, it is still often a surprise to learn he is also the owner of the Ike’s Food & Cocktails restaurants.

EDUCATION: University of Minnesota, University of Notre Dame

HIDDEN TALENT: “I’m a great electrician.”

FAVORITE BOOK: “‘Lizz Free or Die’ (written by my sister).”

DOWNTIME LEISURE: “Try and spend as much time with family.”

STANDOUT TRAVEL: “Caribbean.”

INSPIRATIONAL QUOTE: “I am the master of my fate; I am the captain of my soul.” —Victius

TOUGHEST CHALLENGE: “Being diagnosed with Parkinson’s Disease in 2013.”

STANDOUT TRAVEL: “Anywhere with my grandchildren.”

JAN CALLISON  
Commissioner  
HENNEPIN COUNTY

Jan Callison began her work in the government field when elected mayor of Minnetonka in 2005 following 12 years as a member on the Minnetonka City Council. Callison was elected to the Hennepin County Board of Commissioners in 2008 and re-elected in 2012 and 2016. She served as chair of the county board from 2015 to 2019, and she currently chairs the Hennepin County Regional Railroad Authority. Callison also has put focus on the Southwest Light Rail Transit, serving on numerous committees dealing with the continued progression of light rail transit.

EDUCATION: Morningside College (BA), Johns Hopkins University (MA), Harvard University (JD)

INSPIRATIONAL QUOTE: “I am the master of my fate; I am the captain of my soul.” —Victius

KATHLEEN GAYLORD  
Commissioner  
DAKOTA COUNTY

Since 2003, Kathleen Gaylord has served Dakota County as commissioner, including four years as board chair. She has recently worked to launch Dakota County’s Vitals Aware Services, the SMART Center, the Birth to 8 Collaborative and more. By improving county parks and libraries, doubling the local resources for transportation projects, and securing funding for mental health services, Gaylord makes the county a better place to live. Gaylord has also brought fiscal restraint to the county budget process. Dakota County is now the lowest taxed county in Minnesota, has a AAA-bond rating and zero debt.

EDUCATION: Macalaster College, University of Minnesota (BA-economics), William Mitchell College of Law (JD)

STANDOUT TRAVEL: “My favorite travel destination is China. I have climbed the Great Wall of China near Beijing, sailed in Hong Kong harbor and visited the terra-cotta warriors in Xian. While mayor of South St. Paul, I established a sister city relationship with Chengde, China, and was honored as the U.S. representative to their 300th anniversary celebration a few years later.”
Devinder Malhotra was named as the chancellor of Minnesota State University and was on faculty as an economics professor at multiple universities. After falling in love with teaching and all the opportunities it presented, he entered the administration side of higher education. One of Malhotra’s biggest accomplishments is aligning 30 state colleges and seven state universities into a cohesive system that benefits students’ success and economic prosperity.

**EDUCATION:** University of Delhi, India (BA-economics, MA-economics), Kansas State University (PhD-economics)

**FUN FACT:** “I was a semi-professional actor in India. (I say ‘semi-professional’ because I didn’t always get paid.)”

**STANDOUT TRAVEL:** “Sedona, Arizona.”

**DOWNTIME LEISURE:** “Reading and cooking.”

**FAVORITE MINNESOTA ATTRACTION:** “Gunflint Trail.”

**FAVORITE CHARITY:** “LeadMN and Students United.”

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**TIM WALZ**

_Governor_ 

STATE OF MINNESOTA

Previously a high school social studies teacher and football coach, Tim Walz currently serves as Minnesota’s 41st governor. Walz is working to bring people together across lines of difference, find common ground and get things done for Minnesota. Despite having one of the only divided legislatures in the country, Walz has put together a budget that aims to improve the lives of all Minnesotans, investing in education, health care and seven state universities into a cohesive system that benefits students’ success and economic prosperity.

**EDUCATION:** Chadron State College (BS-social science education), Mankato State University (MA-educational leadership)

**BUCKET LIST TOPPER:** “After serving 24 years in the Army National Guard and as ranking member on the U.S. House Committee on Veterans’ Affairs, I’m proud of the progress Minnesota has made to decrease the number of veterans experiencing homelessness. But we’re not there yet. We’re going to end veteran homelessness in Minnesota.”

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**DEVINDER MALHOTRA**

_Chancellor_ 

STATE OF MINNESOTA

As county manager, Ryan O’Connor makes recommendations to the board of commissioners and implements its policies, oversees the county budget, and more. Although he has only been county manager since 2018, he has worked with the county since 2013 as the director of policy and planning and as the deputy county manager of health and wellness, roles which have led to correctional system health care reforms, increased support for immigrant and refugee communities, the county’s first strategic plan, and more.

**EDUCATION:** University of South Dakota (BA-political science, communications), Indiana University School of Public and Environmental Affairs (MPA-policy analysis, environmental policy)

**TOUGHEST CHALLENGE:** “Some challenges I’m facing right now: eliminating confinement of youth in the correctional system, reducing out-of-home foster care placements, ending the need for those without a home living on the street, modernizing how Ramsey County residents experience county services and building a transit system that makes our community accessible to all people.”

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**RYAN O’CONNOR**

_County Commissioner_ 

RAMSEY COUNTY

Since becoming the Ramsey County commissioner in 1997, Hastings native Victoria Reinhardt has racked up an impressive number of leadership awards including the 2014 Lifetime Achievement Award from GIS/LIS Consortium, the 2012 County Commissioner of the year by the Association of Minnesota Counties, the AMC Presidential Leader of the Year Award and the 2010 Woman of Distinction Award from Century College. Reinhardt is also a strong advocate for the environment and is publicly recognized for professional advocacy in overcoming domestic abuse.

**EDUCATION:** Metropolitan State University (BA, MBA), Hamline University (PhD-public administration)

**INSPIRATIONAL QUOTE:** “My two favorite quotes are from Eleanor Roosevelt. For inspiration, ‘The future belongs to those who believe in the beauty of their dreams,’ and for guidance, ‘You gain strength, courage and confidence by every experience by which you really stop to look fear in the face.’”

**HOBBIES:** “My family and friends are thrilled that my art medium is frosting.”

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**VICTORIA REINHARDT**

_Commissioner_ 

RAMSEY COUNTY

When CEO and executive director Susan Bates looked at Midwest Animal Rescue Services (MARS) with director of operations Amy Swenson, she saw a lose-lose situation. Homeless dogs weren’t able to be adopted by willing families because of small things, like an un-fenced yard. To help remedy this, MARS also offers lower cost community services to support both the pet and its owner, or as Bates says, “both ends of the leash.” Since 2006, the year Bates started at MARS, more than 18,000 animals have been adopted with less than a 1 percent return rate, and the nonprofit has been able to support a foster system to house the 200 to 300 animals that are within its system at any given time. Bates has also been a part of the Sage Academy board, including roles as chairman and vice chairman, and she was the first non-shelter rescue administrator to be accepted into the Certified Animal Welfare Administrator certification program.

**EDUCATION:** University of Northwestern St. Paul

**INSPIRATIONAL QUOTE:** “Everything will be all right in the end, so if it is not all right, it is not the end.” —Deborah Moggach

**FAVORITE MOVIE:** “Breakfast at Tiffany’s.”

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**SUSAN BATES**

_CEO_ 

MIDWEST ANIMAL RESCUE SERVICES

**ROBERT BALLARD**

_President and CEO_ 

SCHOLARSHIP AMERICA INC.

Robert Ballard has a passion for helping college-bound people from all walks of life realize their dreams by not only pursuing but completing a college education. After retiring from his service in the Navy, Ballard embarked on a career in education finance, joining Scholarship America in 2015 after 30 years in the field. In its six-decade history, Scholarship America has distributed $4.2 billion to 2.4 million students. Scholarship America has also fostered an organizational culture where everyone on the team takes pride in helping all students, one at a time, with a special emphasis on and support for those students with the greatest need.

**EDUCATION:** Rensselaer Polytechnic Institute (BS-management), University of Rochester (MBA)

**FIRST JOB:** “Day worker at a tobacco farm.”

**ADVICE FOR RECENT GRADUATES:** “Don’t be afraid to take a risk and make a bold decision. If it turns out not to be the right one, there’s always another decision to be made.”

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**NONPROFITS AND GOVERNMENT ▶ Government and Public Officials ▶ Nonprofits**
JACQUELINE BERGLUND
Founder
FINNEGANS COMMUNITY FUND

Jacqueline “Jacque” Berglund is a social entrepreneur whose organizations, partnerships and events have donated more than $1 million in the past few years to help solve and raise awareness surrounding local hunger. How? A big answer is FINNEGANS Brew Co., of which she is a CEO—FINNEGANS is the first beer company in the world that donates 100 percent of its profits. At the brewery’s location in downtown Minneapolis is the tap room, of course, but also the FINNOVATION Lab, which Berglund founded to help nine-month fellows develop their social businesses and ventures. Among Berglund’s many accolades are the Minnesota Jaycee Ten Outstanding Minnesotans award, a feature on CNN’s “Leaders with Heart” segment, a Bush Fellowship, and a nomination for the 100 Year Centennial Award by the Girl Scouts.

EDUCATION: Augsburg University (BA-communications, political science), American Graduate School in Paris (MA-international relations and diplomacy)

HIDDEN TALENT: “I played the bassoon for six years.”

HOBBIES: “Getting out on a floatie in the middle of Gibson Lake.”

TRENT BLAIN
SVP of Marketing and Engagement
GREATER TWIN CITIES UNITED WAY

Effective communication, strategic thinking, an approachable yet decisive management style and an understanding of how customers think—and are influenced to act—are valuable skills in any leadership role. Trent Blain, senior vice president of marketing and engagement, possessed those skills (and more) as interim president and CEO of the Greater Twin Cities United Way following CEO Sarah Caruso’s retirement in July 2018. When John Wilgers was named president and CEO in May 2019, the board thanked Blain for his contributions in a United Way press release. Tim Welsh, chair of the board, comments, “[Trent’s] tireless dedication—along with the leadership team—resulted in several successes, most notably, United Way’s new community impact strategy, the launch of Salesforce Philanthropy Cloud and an innovative partnership with musician and philanthropist Peter Buffett.” Prior to joining the United Way, Blain spent 25 years honing his management and marketing skills at General Mills. He serves on the board of directors for Beyond Walls Minneapolis and is a mentor through the Menttium Corporation. He received his undergraduate degree in business from the University of Vermont, was named president and CEO of the Hennepin County Bar Association and Foundation, and chief operating officer of the newly merged Minnesota State Bar, Hennepin County Bar, and Ramsey County Bar Associations and Foundations. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011.

EDUCATION: Cornell University (BS-civil engineering), Massachusetts Institute of Technology (MS-ocean engineering, business)

HOBBIES: “Fly fishing, woodworking, canoe camping and watercolor painting.”

ADVICE FOR RECENT GRADUATES: “Two things: Learn the power of empathy—to have understanding and respect for all people. Leave it better than you found it, whatever the ‘it’ is that you’re engaged with.”

SUSAN BROWN
President
MINNESOTA COUNCIL ON FOUNDATIONS

Susan “Susie” Brown has spent her career trying to make the world a better place. As president of the nonprofit Minnesota Council on Foundations, she’ll be able to continue along this cause-driven path, working to “actively strengthen and expand philanthropy and improve the vitality and health of communities in the state,” as its mission says. The motivated leader, who holds a bachelor of arts degree in international affairs from Lewis and Clark College and a master of public administration from the University of Vermont, was the public affairs director of Planned Parenthood in New England before moving to Minnesota, where she served as the public policy director at the Family Partnership, executive director of Child Care Works, public policy director of the Minnesota Council of Nonprofits, executive director at the Hennepin County Bar Association and Foundation, and chief operating officer of the newly merged Minnesota State Bar, Hennepin County Bar, and Ramsey County Bar Associations and Foundations. Brown is also an adjunct professor at Hamline University, a board member of the Metropolitan Alliance of Connected Communities and a member of the community advisory council of the Greater Twin Cities United Way.

EDUCATION: University of Kansas, University of Chicago, University of Vermont

FIRST JOB: “Newspaper carrier. I dribbled a basketball as I did my route.”

HOBBIES: “Reading, playing tennis, painting and doing anything with my family.”

STANDOUT TRAVEL: “Lawrence, KS!”

ADVICE FOR RECENT GRADUATES: “Learn to love real, and hard, feedback.”

JENNIFER FORD REEDY
President
BUSH FOUNDATION

Jennifer Ford Reedy has served as president of the Bush Foundation since September 2012. She says she chose this career because of the tremendous opportunity to do good all packed into a great strategic challenge. She has been honored as a 40 Under 40 leader by the Minneapolis/St. Paul Business Journal, as one of the 100 Minnesotans You Should Know by Twin Cities Business Magazine and as a NextGen Fellow by Independent Sector. She is also a member of the Itasca Project, Minnesota Women’s Economic Roundtable and a member of the board of directors for Beyond Walls Minneapolis and is a mentor through the Menttium Corporation. She received his undergraduate degree in business from the University of Vermont, was named president and CEO of the Hennepin County Bar Association and Foundation, and chief operating officer of the newly merged Minnesota State Bar, Hennepin County Bar, and Ramsey County Bar Associations and Foundations. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011. Brown began his work at Lifeworks as president in 2011.

EDUCATION: Cornell University (BS-civil engineering), Massachusetts Institute of Technology (MS-ocean engineering, business)

HOBBIES: “Fly fishing, woodworking, canoe camping and watercolor painting.”

ADVICE FOR RECENT GRADUATES: “Two things: Learn the power of empathy—to have understanding and respect for all people. Leave it better than you found it, whatever the ‘it’ is that you’re engaged with.”

JEFFREY BROWN
President and CEO
LIFEWORKS SERVICES INC.

After nearly two decades of corporate leadership, including a stint as the senior vice president with Chaq- uita Brands International, Jeffrey “Jeff” Brown transitioned to nonprofit management in 2011. Brown began his work at Lifeworks as president in 2017 that the nonprofit’s innovative, person-centered approach to understand the interests, desires, strengths and needs of those with intellectual and developmental disabilities and to help them feel fulfilled. Lifeworks has also developed employment approaches that the State of Minnesota has adopted for use across the state, and everyone in employment is working in the community and earning significantly more than minimum wage.

EDUCATION: Cornell University (BS-civil engineering), Massachusetts Institute of Technology (MS-ocean engineering, business)

HOBBIES: “Fly fishing, woodworking, canoe camping and watercolor painting.”

ADVICE FOR RECENT GRADUATES: “Two things: Learn the power of empathy—to have understanding and respect for all people. Leave it better than you found it, whatever the ‘it’ is that you’re engaged with.”

GLEN GUNDERSON
President and CEO
YMCA OF THE GREATER TWIN CITIES

Glen Gunderson continues his work in health at YMCA after spending time as chief business officer at Redbrick Health and as a senior executive at Life Time Fitness. Currently, Gunderson is responsible for the third largest YMCA in the country—the fourth largest YMCA in the world. During his time as president and CEO, Gunderson has launched the Douglas Dayton YMCA, created the Equity Innovation Center and George Wellbeing Center, and opened the Y Digital Platform. In addition, Gunderson has expanded youth development programs including childcare, mobile camps and youth intervention services.

EDUCATION: St. Olaf College (BA)

FIRST JOB: “Pizza delivery boy.”

HIDDEN TALENT: “I raced quarter horses in my youth.”

DOWNTIME LEISURE: “Landscaping projects and clearing brush with a chainsaw.”
Jodi Harpstead wanted to know if her experience in the for-profit sector could create breakthroughs for the nonprofit sector. After 23 years at Medtronic, she transitioned to work at the Lutheran Social Service of Minnesota. Since taking over in 2011, the number of services at LSS have tripled. The most recent of the company’s accomplishments is LSS’ focus on using its strengths to address the causes of racial inequity in Minnesota. In August 2019, she left LSS when Governor Tim Walz appointed her as the new commissioner for the Minnesota Department of Human Services.

EDUCATION: Michigan State University (BA-business administration, MBA-finance)
FIRST JOB: “Working my way through college at the Heinz pickle factory.”
HIDDEN TALENT: “I have won ribbons for my needlepoint at the MN State Fair.”
STANDOUT TRAVEL: “The Galapagos Islands—the world in its most primitive, innocent state. And who doesn’t love a blue-footed booby?”
FAVORITE MINNESOTA ATTRACTION: “Vasa, Minnesota—the birthplace of LSS of MN in 1865.”

C. RANDAL MILLS
CEO BE THE MATCH/ NATIONAL MARROW DONOR PROGRAM

Mission-focused work drives C. Randall “Randy” Mills, who has spent his career advancing the science and practice of regenerative medicine to better serve patients. The mission of NMDP/Be The Match, an international bone marrow donor registry based in Minneapolis, is in line with Mills’ values: It gives patients hope for a future. “There’s nothing more humbling or motivating than working for an organization that plays such a pivotal role in providing a cure for life-threatening blood diseases,” he says. Mills earned his undergraduate degree in microbiology and cell science and a doctorate in regenerative medicine from the University of Florida before co-founding Regeneration Technologies Inc. (now RTI Surgical), inventors of BioCleanse, the first sterilization system for human tissue transplantation. He went on to serve as CEO of regenerative medicine company Osiris Therapeutics, where he helped secure approval for the first stem cell drug used to treat graft-vs.-host disease in children. He has also served as chairman of Tissue Banks International and president and CEO of the $3 billion California Institute for Regenerative Medicine, where he guided the launch of an innovative system used to accelerate stem-cell treatments.

ERIC JOLLY
President and CEO
ST. PAUL & MINNESOTA COMMUNITY FOUNDATIONS

Eric Jolly joined the St. Paul and Minnesota Community Foundations in 2015. As a lifelong educator and scientist, Jolly has a signature leadership style that listens deeply to those in the community. As a result, Jolly has focused the Foundations on three distinct strategies: inspiring generosity, advancing equity and investing in community-led solutions. With roots in St. Paul since 1940 and partners across the state, the Foundations are Minnesota’s largest community foundation, stewarding nearly $1.5 billion in charitable assets, including the work of F. R. Bigelow Foundation, Mardag Foundation and a statewide network of more than 2,000 charitable organizations and donor-advised funds. Each year, the Foundations and its donors make over 8,500 grants to agents and agencies of change. The consistent thread woven throughout Jolly’s vast career is the belief that all humans deserve a life filled with dignity and opportunity.

EDUCATION: University of Minnesota Duluth (JD)
INSPIRATIONAL QUOTE: “Never give in.” — Winston Churchill
FAVORITE BOOK: “The Aubry-Maturin series.”
STANDOUT TRAVEL: “Cabin near Duluth, Minnesota.”
DOWN TIME LEISURE: “Hunting (upland and migratory birds); reading; history and politics enthusiast; hockey, baseball and football fan.”

ERIC NEETENBEEK
President and CEO
MINNESOTA MASONIC CHARITIES

Eric Neetenbeek has served as president and CEO of Minnesota Masonic Charities since the organization began. With a culmination of $125 million worth of pledges to the University of Minnesota, his company has become the single largest donor of the school. During his tenure, he has built scholarship programs for students in Minnesota and awards $1 million each year. Neetenbeek has served on a number of nonprofit boards, including St. Luke’s Hospital of Duluth, St. Louis County Historical Society, Duluth Superior Area Community Foundation and the Scottish Rite Foundation of Duluth.

EDUCATION: Franklin and Marshall College (BA-political science, art history), Mitchell Hamline School of Law (JD)
WHY NONPROFITS: “I come at the Second Harvest Heartland mission from a healthcare perspective and believe food is at the core of health. It is one of the biggest—if not the biggest—determinant of health. It is the intersection of food and health and the life-changing impacts food can have on a person’s health that drives me.”

TIM MARX
President and CEO
CATHOLIC CHARITIES

Tim Marx joined Catholic Charities as the CEO in 2011 with prior experience as a lawyer, public official and nonprofit leader. In his current position, he works to establish the strategic direction of Catholic Charities and ensure its implementation. Marx chose this field of work to serve and advocate for those in need while taking action to advance the common good. One of his key accomplishments is the development and creation of Dorothy Day Place—a safe spot for homeless men and women to lay their heads at night in downtown St. Paul.

EDUCATION: St. John’s University (BA-government, economics), University of Minnesota (MA, JD)
FIRST JOB: “Washing dishes, windows and similar work for the Franciscan Sisters at Assisi Heights in Rochester, Minnesota.”
ADVICE FOR RECENT GRADUATES: “The danger in planning your life is that you might succeed.”
FAVORITE MINNESOTA ATTRACTION: “Whichever bike trail I am riding with family and friends.”
Liwanag Ojala poses a question: “How often in a career does one have the chance to do mission-driven work (with footing in both digital and health care) that has a positive impact on millions of people each year?” As CEO of CaringBridge, Ojala does just that. Over her four years with the company, she has had a vital role in helping more than 100 million people stay connected online during devastating health crises. The company has invested in technologies, content and outreach so that every family in need of help, hope and healing will know about CaringBridge.

EDUCATION: Northwestern University (BA), University of Minnesota (JD)
BEST ADVICE: “Do it now.” That advice came from my mom when I was growing up.
HIDDEN TALENT: “I played the clarinet competitively as a child.”
ADVICE FOR RECENT GRADUATES: “Take a deep breath and play the long game.”
FAVORITE MINNESOTA ATTRACTION: “Spoonbridge and Cherry” at the Walker Sculpture Garden.”

Jon Pratt has served as director of the Minnesota Council of Nonprofits (MCN) since 1987. Today, he leads an association with 2,200 organizations that sponsors research, training, lobbying and negotiated discounts to strengthen Minnesota’s nonprofit sector. His notable accomplishments include MCN’s work on building a public policy voice for the nonprofit sector, expanding to six regional offices and launching GrantAdvisor, a national feedback loop for ratings and reviews of foundations.

EDUCATION: St. Olaf College (BA-political science), Harvard University (MPA), Antioch School of Law (JD)
BEST ADVICE: “There are two kinds of people in the world: Those who divide the world into two kinds of people, and those who don’t.”
FIRST JOB: “Dishwasher and strawberry pie maker at Nelson’s Mr. Big Restaurant in Anoka.”
STANDOUT TRAVEL: “Mandalay, Myanmar.”
FAVORITE MINNESOTA ATTRACTION: “Bde Maka Ska.”

R.T. Rybak served as mayor of Minneapolis for 12 years. Rybak has spent his entire career working in and for the Twin Cities, also serving as executive director of Generation Next, a public-private coalition focused on closing education gaps for students of color. While at the foundation, Rybak has led its donors as they put $80 million into the community, which was twice what was granted just five years ago. He was also responsible for the launch of ConnextMSP alumni association, which connects young people of color and employers in Minneapolis-St. Paul to provide access to career-track employment opportunities and develop a diverse talent network for the metro area.

EDUCATION: Boston College (BA-political science, communications, urban affairs)
BEST ADVICE: “The world stands aside for those who know what they are doing.”
FAVORITE MINNESOTA ATTRACTION: “Midtown Global Market.”

Jon Pratt has served as director of the Minnesota Council of Nonprofits (MCN) since 1987. Today, he leads an association with 2,200 organizations that sponsors research, training, lobbying and negotiated discounts to strengthen Minnesota’s nonprofit sector. His notable accomplishments include MCN’s work on building a public policy voice for the nonprofit sector, expanding to six regional offices and launching GrantAdvisor, a national feedback loop for ratings and reviews of foundations.

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FIRST JOB: “Dishwasher and strawberry pie maker at Nelson’s Mr. Big Restaurant in Anoka.”
STANDOUT TRAVEL: “Mandalay, Myanmar.”
FAVORITE MINNESOTA ATTRACTION: “Bde Maka Ska.”

Rich Scherber has served as CEO of Mn Adult & Teen Challenge (MNTC) for the past 28 years after sensing a call from God to take over the organization in 1992. The previous director had been asked to leave because of a moral failure. The organization was more than $25,000 in debt. The charity had no assets, and the board was considering closing down the organization because of lack of support. Today, MNTC is one of Minnesota’s largest substance use treatment providers. With 11 centers statewide, the organization serves up to 950 clients each day and has a staff of more than 600 full-time employees. Prior to leading MNTC, Scherber and his family served as missionaries in Africa, serving the black townships of South Africa during the height of the Apartheid.

EDUCATION: Northwestern University (BA), University of Wisconsin Madison (MA-psychology, counseling)
FAVORITE MOVIE: “My most recent favorite is ‘The Green Book.’ I love the story of how two different men have their worlds collide and end up the best of friends. The movie supports my belief that anyone can change.”

At Ecumen, Kathryn Roberts has more than doubled the company’s revenue by strategically repositioning and diversifying products and services and finding innovative ways to meet the rapidly changing needs of older adults. This is only the latest success in her career: She has also led the Minnesota Zoo to all-time attendance and revenue records, and led the initiative to keep the Minnesota Twins in Minnesota by suing the MLB during her time as the chairwoman of the Minnesota Sports Facilities Commission.

EDUCATION: University of Minnesota (BA, PhD), Mankato State University (MS)
FIRST JOB: “Grocery checkout clerk at a neighborhood grocery store.”
FUN FACT: “I won a purple ribbon at the Washington County Fair for my wild plum ginger jam.”
BUCKET LIST TOPPER: “I’m not one to put things on a list for later. When I want to do something, I seize the moment.”

Since Kathy Schmidlkofer became president and CEO of the University of Minnesota Foundation in 2014, she has only impressed. Not only did she initiate the public launch of a university-wide comprehensive campaign (the first in 18 years), but she also produced the four highest years of gift production in university history. Her role gives her the ability to impact lives through scholarships and medical research—making their dreams and legacies a reality. She also serves as board chair of Tubman, an organization that aids women, children and families struggling with relationship violence, substance abuse and mental health. As far as education, Schmidlkofer has earned two degrees. The first was a bachelor of business administration in accounting and finance at the University of Wisconsin Madison, and the second was an MBA at the University of Minnesota.
Duluth native White Bear Lake resident Howard Vincent has been the face of Pheasants Forever since 2000 when he began serving as president and CEO. But as early as 1987, he has had a role with the company. Serving in many positions including senior vice president and chief financial officer, he has worked his way up the ladder to become head of the nonprofit that has nearly 150,000 members and 700 chapters in the U.S. and Canada. Pheasants Forever has become the nation’s largest organization dedicated to upland habitat conservation and has spent $708 million on 517,000 habitat projects since 1982. Each year, nearly 20,000 projects are completed. Vincent serves on the board of directors for a series of organizations including the Council to Advance Hunting and Shooting Sports, Wildlife and Hunting Heritage Conservation Council, Wildlife Management Institute, Theodore Roosevelt Conservation Partnership and Pass It On. He is also head of the quail division, Quail Forever. Vincent received his education from the University of Minnesota Duluth.

Native Kentuckian, Kent Whitworth, has long referred to the Minnesota Historical Society (MNHS) as the “gold standard” among state historical societies for its nationally respected practices. Intrigued by history ever since a “magical” trip to Yorktown, Virginia, in high school, Whitworth majored in history at Asbury College and went on to earn a master’s in history with an emphasis in historic preservation from Middle Tennessee State University, setting the course for his career. Prior to joining the St. Paul-based MNHS as CEO in 2018, the warm, cheerful “ambassador of history” served as the executive director of the Kentucky Historical Society, the East Tennessee Historical Society and Blount Mansion Association; helped co-found the groundbreaking national History Relevance initiative, showing how the past is not only relevant but meaningful and useful in today’s world; and learned the importance of communicating across generations as director of marketing and college relations at Asbury University (formerly Asbury College, his alma mater). History is exciting when it’s an experience, when it’s personal, he says—two areas where MNHS excels. “It has the power to transform lives.”

It’s no mistake that Kate Wolford, the president of the McKnight Foundation since 2006, chose a career in philanthropy. To her, philanthropy has the power to test solutions, address critical societal challenges, develop deep relationships and accelerate positive change within a community. In 2017, McKnight granted approximately $90 million toward the arts, Mississippi River water quality, neuroscience research and more. The company has helped the build-out of the Metro Green Line light rail, accelerated the transition to clean energy jobs and is advancing growth and prosperity for all Minnesotans.

Daniel Wordsworth is pioneering a new kind of human institution with a purpose to inspire and unleash the abundance in every human being. Alight (formerly American Refugee Committee) is on the frontline of human need, working with the displaced across Africa, the Middle East, the Americas and Asia. Wordsworth has led the organization in rethinking on quality and customer service, recognizing the intensely individual experience of each survivor and launching breakthrough solutions with people at the very center.

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Jeffrey Cotton entered the accounting field because he enjoyed working with clients and professionals and helping them grow and achieve success—it only makes sense he would apply that same drive to the company he worked for, too. That is why, according to Cotton, the biggest accomplishment of his tenure over the nearly 1,000-person branch location is growing the number of client relationships and professionals within the office. On a day-to-day basis, Cotton oversees quality, client satisfaction, business development, human resources and community initiatives, but he still makes time to be the engagement partner when the need arises.

EDUCATION: University of South Dakota School of Business (BS), University of South Dakota School of Law (JD)

HOBBIES: “Sports, reading, spending time with family and friends.”

FAVORITE CHARITY: “Greater Twin Cities United Way.”

George Kehl, originally from Miami, Florida, joined KPMG there in 1982 and went on to become the managing partner at four offices, including the Minneapolis office in 2010. In 2015, Twin Cities Business named Kehl one of the Outstanding Directors. He says he pursued this career for the opportunity to work with some of the best and brightest business leaders in the nation. Beyond his work with KPMG, Kehl has been involved in the community. He has chaired the board of directors of the Science Museum of Minnesota, and he has served on the board of directors of Minnesota’s National Association of Corporate Directors, the Minnesota Business Partnership and on the advisory board at the University of Florida School of Accounting. In April 2019, when he announced plans to retire, he also stated that he would transition his role to Timothy Forstad.

EDUCATION: University of Florida (BS-accounting)

STANDOUT TRAVEL: “Muskoka, Ontario, Canada.”

FAVORITE MINNESOTA ATTRACTION: “Science Museum of Minnesota.”

Amy Langer co-founded Salo LLC in Minnesota in 2002. Langer says she chose to pursue accounting because helping people and businesses thrive gives her energy. She shares Salo’s mission to connect people, and Langer says she wakes up every morning excited about the impact she and the company make on people’s lives. Langer and the company have received numerous accolades including Minnesota Business Magazine’s Real Power 50 title in 2018, Minneapolis/St. Paul Business Journal’s Healthiest Employer from 2010 to 2012, Best Places to Work from 2008 to 2011, 40 under 40 in 2010 and Fast 50 from 2008 to 2010; and Twin Cities Business Best in Business from 2016 to 2018. On top of that, she’s a Henry Crown fellowship graduate and was named an Ernst & Young Emerging Business Owner of the Year in 2006.

EDUCATION: Michigan State University (BS-accounting)

FIRST JOB: “I grew up on our family farm, so my first job was driving a tractor and picking rocks out of the field.”

DOWNTIME LEISURE: “With my family at our lake house in Michigan.”

Steve Drader has become an industry leader because of his drive to help his clients achieve their objectives. He began his accounting journey after receiving some encouragement from an accounting professor at the University of Wisconsin Eau Claire, and he started his public accounting career with a boutique health care firm in St. Paul before joining RSM in 2001. In his role, Drader helps clients with a variety of services including mergers, acquisitions, due diligence, valuation and assurance services. RSM has been a great fit for him because the firm’s values—respect, integrity, teamwork, excellence and stewardship—are aligned so well with his own. Over the years, Drader has earned roles as the leader of the Minneapolis health care practice as well as the Minnesota assurance practice.

EDUCATION: University of Wisconsin Eau Claire (BBA-accounting)

DOWNTIME LEISURE: “My wife and I have four active kids, so most of our time is spent with their school activities. I also enjoy running, biking, hiking and exploring new restaurants.

FAVORITE MINNESOTA ATTRACTION: “Isle Royale—it’s a hidden gem.”
At Lurie LLP, Kimpa Moss heads the operations and administration, which includes recruiting and developing a team that provides not only exemplary service but continuously finds new ways to improve itself. Moss received the 2013 Top Women in Finance Award, and it isn’t complete coincidence that two of her four children became CPAs. During her down time, she volunteers at the Shakopee Women’s Prison and Simpson Housing Services.

EDUCATION: University of Illinois (BS-accountancy), DePaul University (MS-taxation), University of Illinois (MS-accountancy)

INSPIRATIONAL QUOTE: “The world is not changed by our rightness; the world is changed by our kindness. Our opinion won’t change the world, but our love might.” —Glennon Doyle

FAVORITE CHARITY: “Social Venture Partners MN: engaged philanthropy that strives to elevate the lives of underserved teens by turbo-charging transformational social enterprises.”

Michael O’Leary’s tenure at Ernst & Young, he has helped build a risk management practice in upstate New York that would ultimately take over 80 percent of the market. Outside of work, he has served on various boards in addition to co-chairing the risk committee for the Minneapolis NCAA Final Four Host Committee.

EDUCATION: Canisius College (BS-accounting), Harvard University

FUNNIEST WORK MOMENT: “Flying from New York (where I resided at the time) to New Zealand for a single dinner. This was in an effort to win a major client. It was about 40 hours door-to-door travel each way for one dinner! Fortunately, we won the work.”

TOUGHEST CHALLENGE: “When I first relocated to Chicago from Upstate New York, I was younger than almost all of the other partners I was asked to lead. Leadership is earned by gaining the trust of others, and it’s not about the title or the role.”

Dean Broadhead founded integrated marketing agency Broadhead in 2001 and grew the company to 90 employees while keeping its entrepreneurial spirit at the forefront. In 2014, he also founded B+Co Inc., which is a private holding company of Broadhead, Rabbit, a strategy group for businesses, brands and culture; and North401, a content studio. People who know Broadhead mention his hard work ethic, strategic thinking and creative insight. His guiding vision has paved the way for successful marketing campaigns for clients like Firestone tires, cattle antibiotic Polyxyl and the Mosaic Co., who all highlight Broadhead’s focus on connecting farm, food and lifestyle with urban dwellers.

EDUCATION: University of St. Thomas (BA), Harvard Business School

FIRST JOB: “My first, first job was milking cows on our family farm in Wisconsin. But my first job in the business was a traffic intern at Colle McVoy.”

HIDDEN TALENT: “I’m very adept at the pogo stick.”

DOWNTIME LEISURE: “Uber-ing children between softball, hockey and show choir.”

After graduating with a master’s in advertising, Mike Buchner joined Fallon on the managerial team, was promoted to chief operating officer and, after 27 years, became the CEO in 2011. During his time at Fallon, the agency has won Ad Age’s Agency of the Year twice and was awarded the Comeback Agency of the Year in 2015 when it increased its revenue by 20 percent in one year and won seven out of 10 of its proposals. As of March 2019, Buchner has become the chairman of the company and given his role of CEO to Rocky Novak.

EDUCATION: University of Illinois (BA), Northwestern University Medill School of Journalism (MS)

TOUGHEST CHALLENGE: “Trying to fill the shoes of an iconic founder ain’t easy. Even if his men’s size 8 shoes were relatively small.”

HIDDEN TALENT: “While finger painting with my two index fingers, I can simultaneously write an exact mirror image of my signature both forward and backward.”

STANDOUT TRAVEL: “The Greek Islands.”

FAVORITE MINNESOTA ATTRACTION: “The two months of summer.”

Mike Buchner
Chairman
FALLON WORLDWIDE

True leaders can successfully manage a business while simultaneously inspiring those around them. Marcus Fischer is one of those leaders. Through his work with the full-service, integrated creative agency Carmichael Lynch, which is based in Minneapolis, he has helped build a people-centric organization focused on business, culture and creative work. “We’ve made collaboration and integration pivotal to our offering,” he said in a company press release. “This unique approach is how brands can transcend the rational and become emotionally meaningful and become part of, and shape, culture.” Fischer’s own experience includes working in account planning at Fallon and Carmichael Lynch; founding his own firm, One and All; and leading digital agency space150 before returning to Carmichael Lynch in 2012 as chief strategy officer. In 2013, he was appointed president and managing partner, and in 2017, he was named CEO. Throughout his career, Fischer’s work has garnered recognition through Effie and Webby Awards, and he was recognized at the Cannes Lions International Festival of Creativity. He obtained his undergraduate degree at Miami University and his master of public administration at the University of Missouri Columbia.

EDUCATION: University of Minnesota

BEST ADVICE: “The best way to predict your future is to create it.”

STANDOUT TRAVEL: “For repeat travel, it’s definitely a tie between Hawaii and Italy. Otherwise, my favorite destination is a place I have yet to discover.”

ADVICE FOR RECENT GRADUATES: “Think big. Don’t be afraid to take risks. Learn from your mistakes. And pursue a career that you are passionate about.”

FAVORITE MINNESOTA ATTRACTION: “James Beard Award-winning restaurants.”

Since joining Colle McVoy in 2004, Christine Fruechte has led the company’s growth, resulting in partnerships with international brands such as 3M, Land O’ Lakes, Target and Invisalign. As the first female CEO of a large Twin Cities advertising agency, Fruechte’s career has been full of glass-ceiling breaking accomplishments. The St. Paul native has been involved in multiple nonprofits, including the 4A’s Foundation, the BrandLab, Cultural Jambalaya, Free Arts Minnesota and the Greater Minneapolis Crisis Nursery.

EDUCATION: University of Minnesota

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DEAN BROADHEAD
Founder and CEO
BROADHEAD

KIMPA MOSS
COO and Partner
LURIE LLP

MARCUS FISCHER
CEO
CARMICHAEL LYNCH

CHRISTINE FRUECHTE
CEO
COFFE McVOY

MICHAEL O’LEARY
Office Managing Partner
ERNST & YOUNG

PROFESSIONAL SERVICES

Accounting  Advertising Agencies and Public Relations Firms
SARA GAVIN
President of North America
WEBER SHANDWICK

Sara Gavin chose public relations because she liked to write. Eventually that led Gavin to co-found Mona Meyer McGrath & Gavin with the goal of being the best in the Twin Cities. In 1998, the award-winning company Weber Shandwick acquired the company. Gavin has gone on to lead the company’s North America region and has earned Agency of the Year six times in the last five years by PRWeek. In 2019, Ad Age named Weber Shandwick a Best Place to Work. Originally from St. Paul, Gavin sits on the boards of Searcian Corporation and College Possible.

EDUCATION: St. Catherine University (BA-history)

FUN FACT: “Survived three days of army basic training, including a tandem parachute jump with the U.S. Army elite parachute team, as part of an immersion experience when we won the U.S. Army marketing account.”

STANDOUT TRAVEL: “Amsterdam.”

BUCKET LIST TOPPER: “At least once again to see the magical and rare spectacle of ‘bubble net feeding’ by humpback whales.”

WILLIAM JUREWICZ
Founder and CEO
SPACE150

William “Billy” Jurewicz was offered the lead position at the digital department at Fallon; instead, he started his own agency, space 150. space 150 is all about the now—every 150 days, it changes its logo, identity, website and business cards, tying into its focus on a digital-first world. Part of this focus is due to Jurewicz’s father, a wholesale distributor for the computer and gaming industry. Growing up and seeing him work with Atari, Commodore, Apple and more, it became clear to Jurewicz that technology wasn’t going away anytime soon. Under Jurewicz, space 150 has grown to three offices, Minneapolis, New York and Venice, California. It has had clients such as American Express, 3M, Nike, Target, Disney, Coca-Cola, Activision, Red Bull, Kona Brewing and Target, and its work has been recognized by the Ellie Awards, One Show, Webby Awards, Communication Arts, Adweek, Advertising Age’s Agency of the Year Award and more. Jurewicz himself has been named a finalist of the Young Entrepreneur of the Year and the Minneapolis/St. Paul Business Journal’s 40 Under 40. Jurewicz received a marketing and journalism bachelor of arts degree from Marquette University.

MARLENE PHIPPS
President and CEO
CELARITY INC.

What started as a graphic design and illustration studio that Marlene Phipps founded with her husband, Doug, eventually evolved into a staffing and recruiting agency for marketing, creative and digital talent. After more than 25 years, the company has placed more than 4,500 employees at more than 500 organizations. In addition to staffing and recruiting, Celarity offers a range of freelancers and small studio teams to complete client projects. She leads the company with the ultimate mission to create happy careers.

EDUCATION: College of St. Benedict

BEST ADVICE: “If it doesn’t make me feel fabulous do not keep it, do it, buy it, wear it or eat it!”

FIRST JOB: “I was a page in the school library.”

FAVORITE MOVIE: “Same Time, Next Year” with Alan Alda and Ellen Burstyn.”

DOWNTIME LEISURE: “I love creating digital art on my iPad.”

FAVORITE CHARITIES: “Simon Says Give and the Brand Lab.”

MIKE REIBER
Founder and CEO
AXIOM MARKETING AND COMMUNICATIONS

When Mike Reiber was young and growing up in Gibbon, Nebraska, he sold greeting cards and magazines door to door and was fascinated by what drove his customers to buy or not buy. In 1993, Reiber joined Axiom Marketing and Communications and has gone on to train and mentor more than 250 young people who now have successful marketing careers in Fortune 500 companies and as entrepreneurs.

EDUCATION: Institut d’Etudes Politiques, Northwestern University (BS), Kellogg School of Management (MBA)

BEST ADVICE: “Never ever give up no matter how dire the situation may seem. There’s always a solution. You just need to find it.”

HOBBIES: “Gardening, cooking, wine tasting, skiing and rollerblading.”

FAVORITE TV SHOW: “The Man from High Castle”

STANDOUT TRAVEL: “Mendoza Argentina to taste Malbec wines and artisan cheeses.”

TED RISDALL
Chairman and CEO
RISDALL MARKETING GROUP

Since Risdall Marketing Group began in 1993, the digital world has rocked almost every industry—but under Ted Risdall, the Risdall Marketing Group has thrived. The company has gone from focusing mainly on print to building interactive kiosks, CD-ROM and DVD platforms, to thousands of websites and web systems, the creation of digital ecosystems, and more. Whereas some organizations are worried how the continual evolution of technology will affect them, Risdall cannot wait to see how he can use technology to push his company’s innovation forward.

EDUCATION: U.S. International University, Thunderbird American School of International Management

BEST ADVICE: “If it is to be, it is up to me.”

FAVORITE BOOK: “A Whole New Mind” by Daniel Pink.”

FAVORITE TV SHOW: “Big Bang Theory.”

FAVORITE MOVIE: “Anything ‘Star Wars.’”

STANDOUT TRAVEL: “Portland, Oregon, to visit Risdall Ranch Winery.”

TED RISDALL
President
PADILLA

In school, Matt Kucharski was fascinated by the interplay between business, government and the media, which led him to his passions: public relations and strategic communications. Kucharski grew up in Oconomowoc, Wisconsin, and upon graduating college, joined Padilla in 1989. At Padilla, Kucharski has implemented strategic communication, brand building and reputation management programs for a variety of clients. Kucharski also serves on the boards of Pleasants Forever, Greater Twin Cities United Way and the Minnesota Chapter of the American Heart Association.

EDUCATION: University of Wisconsin River Falls (BA-journalism, business administration)

FUNNIEST WORK MOMENT: “Trying to convince reporters to write about a ‘new’ brand of chicken noodle soup—now with all white meat. I wasn’t allowed, however, to say what kind of meat it was prior to that.”

ADVICE FOR RECENT GRADUATES: “Your life will be full of choices—and the one that gets you the most money isn’t always the best one.”
Since the age of 11, Elizabeth “Liz” Ross knew she wanted to go into advertising. Since then she has taken the advertising world by storm as the Periscope president and CEO, garnering an invitation to the Forbes Agency Council and recognition with the AAF Hall of Achievement Award. She has also brought to life Periscope’s mission to “do things people love” and made a welcoming environment with a female creative director total that is triple the industry average, better parental leaves, and more. During her time at Periscope, revenue has increased from $74.4 million to $78.5 million, and agency press has increased by 700 percent.

EDUCATION: Michigan State University
FIRST JOB: “My very first job (after babysitting) was a clerk at a video rental place. Talk about dating myself!”
FAVORITE CHARITY: “Make-A-Wish [where I am on the board of directors] is my favorite charity, as making the lives of children better is a cause very close to my heart.”

For more than 40 years, R. Scott Egginton, chairman and CEO of Cobb Strecke Dunnph & Zimmermann Inc. (CSDZ) has called the specialty risk management company his work home. He was a producer for 25 years, served as president for 14 and was appointed chairman and CEO in 2016. In 2018, Minneapolis-based CSDZ joined forces with privately owned insurance brokerage Holmes Murphy, creating one of the largest employee-owned brokerages in the country. In a press release announcing the merger, Egginton commented, “At CSDZ, relationships are what matter. Due to this value, I cannot imagine entering into this kind of partnership with any other company.” CSDZ began in 1919 as a construction contract surety organization and since evolved into a specialty risk management organization. Its current suite of services includes property casualty insurance, employee benefits, risk management and loss control. Egginton received his undergraduate degree in insurance and risk management from the University of Rhode Island College of Business Administration.

Jeffrey Fetters’ career began at Federated Insurance Cos. in Valparaiso, Indiana, as a marketing representative. Fetters did so well in the position that he was asked to lead a district of marketing representatives in Indianapolis. A few years later, he moved to Nashville, Tennessee, to help open a new region for Federated Insurance. He then continued his way up as the leader of marketing manager and agency operations in Phoenix, Arizona. The promotions continued with the titles of first vice president and then executive vice president of insurance operations in 2001, which finally led him and his family to Owatonna. Fetters became chief operating officer in 2004 on top of his current position as executive vice president. In 2008 and 2009, he became both president and CEO. Since his appointment, one of his biggest moments was when he led the company through its first major acquisition, rallying the organization to focus on leadership development and performance management. In December 2012, Fetters was elected chairman of the board. Fetters went to Ball State for college, a little over 100 miles away from his hometown in Bourbon, Indiana.

Alexis Walsko founded Lola Red at 22 years old and has since established the company as an award-winning and nationally recognized public relations firm. Walsko has received many accolades, including Founder of the Year by National Association of Women Business Owners. When she’s not at Lola Red, Walsko serves as a board member for Athletes Committed to Educating Students. Recently, Walsko participated in the 2018 Strive Challenge, a due to its cross Sardinia, Italy, to raise funds for Big Change Charity.

EDUCATION: University of Colorado Boulder (entrepreneurship)
INSPIRATIONAL QUOTE: “If your dreams don’t scare you, they are too small.” —Richard Branson
BUCKET LIST TOPPER: “I would like to travel to and hike in Bhutan, which is rumored to be one of the happiest places in the world.”
WHO’D PLAY ME IN A BIOPIC: “Madonna—her daughter, Lola, inspired the company name Lola Red. She has also been rocking her signature platinum blond locks since day one.”

Martin Williams was already a powerhouse advertising agency to begin with, but with Lori Yeager Davis’ development of the Mint, its creative content studio, the agency has been able to better serve clients such as General Mills, Microsoft and Syngenta. Yeager Davis has been named as one of the 25 Women to Watch by Minneapolis/St. Paul Business Journal, and through her various roles at Martin Williams, she has overseen account planning, media, customer relationship management, social strategy analytics disciplines and more.

EDUCATION: University of Montana (BA-marketing, advertising)
FIRST JOB: “Summer custodial crew at a local college (yes, I cleaned toilets).”
TOUGHEST CHALLENGE: “Not everyone will like you. Just make sure you like you.”
HIDDEN TALENT: “Tap dancer.”
DOWNTIME LEISURE: “Laughing with my daughter and watching reruns of ‘Dallas’ or ‘Dynasty’ with my husband.”
FAVORITE MINNESOTA ATTRACTION: “Food Network Star finalist and my husband, chef Justin Davis.”
DEAN HILDEBRANDT
Former CEO
ASSOCIATED BENEFITS AND RISK CONSULTING

With more than 20 years of experience across the independent agent and broker industry, Dean Hildebrandt is well-suited to lead the strategic planning of Assurex Global, a position he took in March 2019 after three years as CEO of Associated Benefits and Risk Consulting. At Associated Benefits, a subsidiary of Associated Banc-Corp, he led the company to No. 46 on the Business Insurance 100 Largest Brokers of U.S. Business. He was also president of Assurex Global Partner; CEO of Ahmann-Martin, one of the largest independent risk and benefits consulting firms in the state; and a member of the Assurex Global board of directors from 2014 to 2015. According to Assurex’s website, “With $29 billion in annual premium volume and more than 600 partner offices, Assurex Global is the world’s largest privately held commercial insurance, risk management and employee benefits brokerage group.” Hildebrandt received his undergraduate degree in accounting and finance from St. Cloud State University and an MBA in finance and doctorate in organization development from the University of St. Thomas.

JOHN KORBY SR.
President
ASSUREDPARTNERS OF MINNESOTA

One day, one of John Korby Sr.’s good friends suggested he should go into the insurance industry, and he did—simple as that. Through hard work and grit, Korby has become recognized as one of the top salesmen for AssuredPartners on both a local and national level. Before becoming president in 2015, he served as AssuredPartners’ vice president of benefits for almost two years. Korby is a former president of the Minnesota Association of Health Underwriters.

EDUCATION: University of Minnesota, Concordia University St. Paul
FUN FACT: “Singing has always been a passion of mine. I sang in a quartet and traveled the country for many years, and we competed internationally in the Barbershop Society, where we finished in the top 10 for many, many years.”
HOBBIES: “Hunting, fishing, golfing and traveling with my wife.”
FAVORITE MOVIE OR TV SHOW: “Any ‘Godfather’ movie or antique show on TV.”
BUCKET LIST TOPPER: “Going to the Greek Islands or going fly-in fishing in Alaska or Canada.”

MARTY NANNE
Managing Director
NFP

In 2002, Marty Nanne was one of the founding partners of the KNW Group, now known as part of the brand NFP. NFP is an independent consultant for employee benefits, retirement plans, wealth management and life insurance. Since Nanne started the company, it has grown from 15 employees to becoming a member of NFP’s global family of 3,000 employees. Even as it has grown, the company has never lost its strong specialization areas, which help ensure that whatever the challenge, it has the best person to handle it. Through the years, Nanne has never grown tired of his job as it offers him the perfect mix of critical decision-making and strategic forecasting with rewarding results: the ability to improve family planning and business management. With Nanne’s influence, the company has found other ways to positively affect its community. To date, his NFP office has raised almost $1 million to local charities.

EDUCATION: University of Minnesota
FIRST JOB: “Paper boy”
HIDDEN TALENT: “I love math.”
DOWNTIME LEISURE: “Watching movies.”
FAVORITE MINNESOTA ATTRACTION: “My wife.”

WALTER WHITE
President and CEO
ALLIANZ LIFE INSURANCE CO.

Before Walter White became president and CEO of Allianz Life Insurance Co. of North America, he spent a few years learning about the company from other positions such as chief administrative officer and senior vice president. White came to Allianz in 2009 experienced and ready to lead; he had already been a president for eight years at Woodbury Financial Services, a senior vice president at the Hartford for eight years, a senior vice president at Fortis Financial Group for three years and a vice president at the MONY Group for six years. White is also a charter financial advisor and has worked to strengthen the community as a member of the Minnesota Business Partnership and the American Council of Life Insurers, and the director of the executive committee of community services.

EDUCATION: Yale University (BA-history), University of Pennsylvania Wharton School (MBA-marketing)
FIRST JOB: “Selling seeds door to door to win points toward a bicycle. I don’t think kids are selling seeds today!”
FAVORITE MINNESOTA ATTRACTION: “ST. Croix River.”
BUCKET LIST TOPPER: “Learning another language.”

T. MICHAEL MILLER
President and CEO
ONEBEACON INSURANCE GROUP

T. Michael Miller is the president of Intact Financial Corp.’s North American specialty insurance business, which includes its acquisition OneBeacon Insurance Group where he has been president and CEO since 2005. Before he was at OneBeacon, Miller worked at St. Paul Travelers, making his way up to co-chief operating officer, and the Chubb Corp. Outside of work, he has worked to strengthen the community as a past chairman of the American Insurance Association board of directors and the Insurance Information Institute board of directors. He has also been a member of the P&I Roundtable and a past director of the Insurance Federation of Minnesota, Science Museum of Minnesota and the United Way of Massachusetts.

EDUCATION: Allegheny College (BA-political science)
FIRST JOB: “I began my career as an insurance underwriter at Chubb in 1981. Over my 14-year tenure with the company, I held roles of increasing leadership responsibility.”
DOWNTIME LEISURE: “I enjoy spending time with my extended family including two grandchildren.”

ANGELIA BREKKE
Corporate VP and Managing Director
GENESIS10

When Angelia Brekke went to college, computer science was an obvious choice as it was an emerging field of study, she excelled in math and she was drawn to technology. Brekke has been with Genesys10 since 2007, and with her help the company has grown at an annualized rate of 38 percent. In her job, she helps oversee more than 2,000 consultants who work with more than 130 clients across the United States.

EDUCATION: Mankato State University (BS)
FIRST JOB: “Newspaper carrier—on my bike!”
TOUGHEST CHALLENGE: “My husband and I adopted a sibling group of three children (ages 7, 3 and 1.5 years) from Siberia, Russia. The travel home with our new family was the most challenging physical, mental and emotional experience of my life. There aren’t words to describe it.”
FUN FACT: “I love new socks and wind in my hair.”
FAVORITE CHARITY: “SOS Children’s Villages.”
David Herr is the managing director of IT services provider Tech-Pro, an Artech Co., based in Roseville. The global IT solutions and staffing company is known for helping clients achieve staffing performance levels in highly competitive industries by focusing on staff augmentation and solution-based project work. Since 1989, Tech-Pro has developed technology applications, tools and teams to implement, enhance, and maintain clients’ systems and applications, providing resources to Fortune 500 companies within the Twin Cities and nationwide. Whether through on-site staffing, specialized development, off-shore staffing or a combination of all three, Tech-Pro supports the IT challenges, time frames and budgets of organizations. Herr began at Tech-Pro as a senior technical recruiter in 2010 and later became an account executive and vice president of sales and chief operating officer. In his current position of managing director, Herr oversees strategy, business development, sales, operations, recruiting service delivery, and profit and loss management. Earlier in his career, he worked as a manager of consulting services at York Solutions LLC, as a sales manager at Sportech Inc. and as an account executive at Rauyenhorst Recruiting Co.

Jim Kelly founded ThreeBridge Solutions in 2009. Since then, the company’s junior talent development program, the Boom Lab, has helped over 800 fresh college graduates launch their careers. In 2016, Kelly was awarded the Ernst & Young Entrepreneur of the Year in the business services category in the Upper Midwest. In leading ThreeBridge Solutions, Kelly focuses on the core values of selflessness, adaptability, positivity and extreme ownership.

**EDUCATION:** Iowa State University (BA-management information systems)
**BEST ADVICE:** “Great things may come to those who wait, but only those things left behind by those who hustle.”
**HIDDEN TALENT:** I can’t stand on my hands.
**DOWNTIME LEISURE:** “Alpine skiing, or dreaming about alpine skiing, with a bit of mountain biking thrown in.”
**ADVICE FOR RECENT GRADUATES:** “Buy less stuff; instead, save more and travel more.”
**FAVORITE MINNESOTA ATTRACTION:** “Lake Vermillion.”

**BUCKET LIST TOPPER:** “Powder ski the northern islands of Japan.”

California native Rick King joined Thomson Reuters in 2000 and has since improved the cost, service and support of the company. Prior to becoming the executive vice president of operations, King held other executive-level positions, such as chief operating officer of technology. King currently serves as co-chair of the MSP Regional Air Services Partnership.

**EDUCATION:** University of Vermont (BS, MA)
**BEST ADVICE:** “Sometimes you gotta let the game come to you.”
**FIRST JOB:** “Teacher, coach, and referee.”
**HIDDEN TALENT:** “I love to bake two-crust fruit pies.”
**FAVORITE MOVIE:** “Heartbreak Ridge.”
**DOWNTIME LEISURE:** “I love everything about aviation.”
**FAVORITE MINNESOTA ATTRACTION:** “Minneapolis Institute of Arts.”
**BUCKET LIST TOPPER:** “Visit the Maldives before it is underwater.”
**WHO’D PLAY ME IN A BIO PIC:** “Iain Armitage.”

Miron Marcotte originally went into accounting because he loved math and wanted to achieve a career salary goal of $10 per hour. At the time, he was making $2 per hour. Now he is a managing director at Protiviti with more than 30 years of audit and consulting experience with specialties in internal audit and financial controls as well as enterprise risk management. Outside of work, he is on the board of directors and is the finance chair for Big Brothers, Big Sisters of the Greater Twin Cities, and he is the former president for the Twin Cities chapter of the Institute of Internal Auditors.

**EDUCATION:** Illinois State University (BS-accounting)
**BEST ADVICE:** “People don’t care how much you know until they know how much you care.”
**FUN FACT:** “Completed 31 marathons, including Boston twice—contrary to conventional advice, I typically wear new shoes.”
**FAVORITE TV SHOW:** “America’s Got Talent!”—I love the inspirational stories of people who overcome adversity.
**STANDOUT TRAVEL:** “Anywhere tropical in January.”

In a bold move, Barry McCarthy, president and CEO of Deluxe Corp., granted all North American employees shares in company stock. His rationale for the one-time 2019 event? Change the company culture and empower employees to have a vested interest. This is just one way McCarthy is shaking up business at Shoreview-based Deluxe Corp., a $2 billion American small business financial services company. Another way he’s revitalizing growth is through shifting Deluxe’s focus from check-printing to providing technology-driven solutions, including logo design, website development, hosting, email marketing, social media management, search engine marketing and fraud protection services. McCarthy began his career in product development and marketing at Procter & Gamble, moved to full profit and loss responsibilities at Wells Fargo and VeriSign, and co-founded MagnaCash, a software-as-a-service company. In 2018, he was tapped for the role of Deluxe CEO after spending 14 years at $1.5 billion First Data Corp., most recently as executive vice president and head of its network and security solutions business. He received an undergraduate degree from the University of Illinois and an MBA from Northwestern University.

**EDUCATION:** University of Vermont (BS, MA)
**BEST ADVICE:** “Sometimes you gotta let the game come to you.”
**FIRST JOB:** “Teacher, coach, and referee.”
**HIDDEN TALENT:** “I love to bake two-crust fruit pies.”
**FAVORITE MOVIE:** “Heartbreak Ridge.”
**DOWNTIME LEISURE:** “I love everything about aviation.”
**FAVORITE MINNESOTA ATTRACTION:** “Minneapolis Institute of Arts.”
**BUCKET LIST TOPPER:** “Visit the Maldives before it is underwater.”
**WHO’D PLAY ME IN A BIO PIC:** “Iain Armitage.”

Meg Paschall has been working with Willis Towers Watson since 1995. Today, she serves as the Minneapolis managing director and market leader for the advisory, broking and solutions company that helps clients around the world. Paschall is responsible for business growth across the Minneapolis market, overseeing the company’s capital and managing key client relationships. During her time with Willis Towers Watson, Paschall has worked with clients in a variety of industries around human resources effectiveness and talent management, serving as the Minneapolis client relationship director and a leader in the company’s Talent and Reward business. Her efforts have helped solidify Willis Towers Watson’s consistent awards over the years for both regional and global excellence, industry leadership, corporate social responsibility, employer of choice and more. She received her undergraduate degree in psychology from Grinnell College and her MBA from the University of California Berkeley.
KALEN ROSENBERG
Founder and CEO
THE LOVE ARCHITECTS

When Tony Sorensen was looking for his second job, he went in to interview at a local recruiting firm and was asked if he ever thought about becoming a recruiter himself. Sixteen years later, he helped found Versique, which Parqa later split off from. The former ranks among the country’s top 25 most socially and marketing engaged staffing firms. It is also the No. 1 firm in Minnesota by LinkedIn—although Versique only operates out of one office, it makes $17 million in revenue. Parqa, on the other hand, is a digital marketing agency focused entirely on the recruiting industry.

Sorensen himself has been named one of the 40 Under 40 people by the Minneapolis/St. Paul Business Journal and has spoken and contributed to the NAPS National Staffing Conference, EMinfo, Star Tribune and more.

EDUCATION: University of Wisconsin Eau Claire
HOBBIES: “Golf and coaching my daughters’ sports.”
STANDOUT TRAVEL: “Hawaii.”
FAVORITE CHARITY: “Simon Says Give and Dress for Success Twin Cities.”

ROBERT WOLLAN
Senior Managing Director
ACCENTURE STRATEGY

Robert Wollan understands the value of relationships, and his years of experience have helped him realize how to develop and strengthen them. At Accenture Strategy, he focuses on Salesforce.com’s strategy and consulting, as well as business growth. He has shared his knowledge in the field by co-authoring two books, holds seven U.S. patents for innovation on customer relationship management, and serves as the lead for Accenture’s Global Customers and Channels practice, and more.

EDUCATION: University of St. Thomas, International Institute for Management Development in Lausanne, Switzerland
INSPIRATIONAL QUOTE: “If the primary aim of a captain was to preserve his ship, he would keep it in port forever.”
—St. Thomas Aquinas
HOBBIES: “Restoring old homes and preserving the history for another generation.”

LARRY Zavadil
Founder and CEO
AMERICAN SOLUTIONS FOR BUSINESS

In 1991, Larry Zavadil founded what was then called American Business Forms Inc. and began the first day of work from his home office with six other employees. Over the years, his focus shifted to strengthening the skills and relationships with the company’s sales associates, suppliers and customers. In 2001, during the company’s 30th anniversary, Zavadil sold the ownership of the company to his employees to further build a supportive and empowering culture.

EDUCATION: University of Minnesota (BA-journalism, advertising)
FUNNIEST WORK MOMENT: “There’s no way I can pick just one!”
FAVORITE MOVIE: “Anything with Harrison Ford.”
STANDOUT TRAVEL: “Lake Tahoe and Prague/Czech Republic (the home of my great-great-grandparents).”
FAVORITE MINNESOTA ATTRACTION: “University of Minnesota Athletics. In college, I was on the U of M football and baseball teams.”

SCOTT DONGOSKE
President
WINTHROP & WEINSTINE P.A.

It was 1984, and it was Scott Dongoske’s first year as a practicing lawyer. Because of his level of experience (and therefore his relatively low billing rate at Winthrop & Weinstine), he was assigned to work with a client that was just starting a business out of his garage. Over 25 years, Dongoske helped develop the business, including contract review, corporate finance, mergers and more, to the point where the client could sell the company and retire. This same commitment has helped him grow his firm from 70 attorneys to 122 during his 18 years as firm president—even if he is quick to say the credit belongs to his staff, attorneys and clients.

EDUCATION: University of Minnesota Duluth (BA), Harvard Law School (JD)
INSPIRATIONAL QUOTE: “One measure of leadership is the caliber of people who choose to follow you.” —Dennis Peer
BUCKET LIST TOPPER: “Our 2019 family trip to Israel, Jordan and Egypt. We visited Jerusalem, the Dead Sea, Petra, the Pyramids and many sites around Luxor, Egypt.”

J. PATRICK FINN III
Office Managing Principal
FISH & RICHARDSON

Throughout his career, J. Patrick Finn III has used his deep knowledge of and passion for molecular biology in tandem with his extensive experience in the legal profession to help researchers and scientists protect their groundbreaking inventions. Every day, he finds his job to be as fascinating and challenging as it is rewarding. Over the years, Finn has been able to license key patents regarding cancer treatment, gene editing and diagnostics. He has cases that have also involved his expertise in strategic portfolio management, patentability, freedom-to-operate searching and analysis, inter partes review proceedings, and much more. Beyond the accomplished paper trail of Finn’s career, he also mentors up-and-coming attorneys and technology specialists as they travel their path to becoming successful firm leaders.

EDUCATION: Pennsylvania State University (BS-biology), University of California Los Angeles (PhD-microbiology, immunology), William Mitchell College of Law (JD)
HIDDEN TALENT: “Muskie tournament champion in 2010.”
HOBBIES: “Sportfishing and paintball.”
STANDOUT TRAVEL: “Oktoberfest in Munich.”
Brian Grogan’s promotion to president and CEO has been a long time coming and well-deserved after a 30-plus year career at Moss & Barnett as a law clerk, shareholder and member of the board of directors. Grogan’s leadership has allowed the firm to open an additional office in St. Cloud, and he has successfully expanded the legal services available. As an attorney, Grogan works with municipal and government entities, business and trade associations, providing expertise in contract negotiations; technology purchases, sales and licensing; cyber security issues; regulatory proceedings; and more.

**EDUCATION:** Creighton University (BS-mathematics)

**INSPIRATIONAL QUOTE:** “We are what we repeatedly do. Excellence, then, is not an act but a habit.”

**FUN FACT:** “I was a DJ in college and paid my rent playing music at fraternity and sorority gatherings.”

**FAVORITE MOVIE:** “The Good, the Bad and the Ugly.” I’ve used this title for countless presentations.

**STANDOUT TRAVEL:** “30th wedding anniversary trip to Switzerland.”

John Lang is an attorney who focuses his practice on real estate, corporate law, mergers, acquisitions, estate planning and other matters related to trusts and estates at Messerli Kramer. Between his varied career in the industry—including a certification as a real property law specialist, extensive training as a CPA and 35 years of experience practicing law—he is able to quickly size up the complex issues found in real estate, tax and business transactions. Lang provides trusted counsel—of experience practicing law—he is able to quickly size up the complex issues found in real estate, tax and business transactions. Lang provides trusted counsel.

**EDUCATION:** Moorhead State University (BA), University of Minnesota Law School (JD)

**HIDDEN TALENT:** “Reluctantly, I learned to rhinestone my daughter’s dance costumes, and now I really like it!”

**ADVICE FOR RECENT GRADUATES:** “Be flexible and be ready to adopt or adjust your plan.”

**FAVORITE CHARITY:** “Minnesota Legal Aid. Legal Aid has to turn down 60 percent of eligible clients, yet they return $3.94 for every $1 invested.”

**FAVORITE MINNESOTA ATTRACTION:** “Afton State Park.”

Sara Gullikson McGrane was drawn to law in order to help people solve problems. At Felhaber Larson, she focuses on appellate law (all the way through the federal appellate courts), business and civil litigation, employment litigation, energy law, and health laws. Because of her expertise and status as a certified labor and employment law specialist by the Minnesota State Bar Association, she often gives lectures and trainings on employment and litigation. Felhaber Larson has had two consecutive “best years” under her leadership and has increased its community service.

**EDUCATION:** University of Minnesota (BS), University of Tennessee (JD)

**HIDDEN TALENT:** “I’ve written lyrics for three really bad songs.”

**FAVORITE MINNESOTA ATTRACTION:** “At the cabin.”

Brad Keil’s legal practice focuses on employee benefits and compensation as well as taxation and wealth planning, but as part of Fox Rothschild LLP’s management team, he also supervises operations and takes part in Fox’s executive committee. Keil received the Distinguished Alumni Award from the University of Minnesota Law Review in 2014 and has been on the Best Lawyers in America list by Employee Benefits Law for more than 20 years. Two community organizations Keil holds dear are the Gillette Children’s Specialty Healthcare and Greater Twin Cities United Way, and he has served on both boards of directors as a member and chairman.

**EDUCATION:** University of Minnesota (BS), University of Minnesota (JD)

**WHY LAW:** “I wasn’t good at math like my brothers, an engineer and vet/microbiologist.”

**HIDDEN TALENT:** “I’ve written lyrics for three really bad songs.”

**FAVORITE MINNESOTA ATTRACTION:** “At the cabin.”

**DOWNTIME LEISURE:** “At the cabin.”

The founders of Schwegman Lundberg & Woessner, Mike Schwegman, Steven “Steve” Lundberg and Warren Woessner, got the idea of starting their own law firm in 1993 while playing Ms. Pac-Man. Today, their intellectual property law firm consists of more than 100 attorneys and patent agents with advanced technical and life science degrees. Clients include multinational corporations, middle-market businesses, universities, startups and individuals. As one of the founding partners, Lundberg, a registered patent attorney, serves an international roster of clients, focusing his practice on patent protection for software, medical and telecommunications technology, and related opinion and licensing matters. He received his undergraduate degree in electrical engineering from the University of Minnesota and his law degree from the William Mitchell College of Law. An expert in the field, he regularly speaks on software and electronic patent protection, co-edited “Electronic and Software Patents: Law and Practice” and is active in the Software Publishers Association and the Computer and Electronics Committee of the American Intellectual Property Law Association.

**ADVICE FOR RECENT GRADUATES:** “Reluctantly, I learned to rhinestone my daughter’s dance costumes, and now I really like it!”

**FAVORITE MINNESOTA ATTRACTION:** “Afton State Park.”

**INSPIRATIONAL QUOTE:** “We are what we repeatedly do. Excellence, then, is not an act but a habit.”

**FUN FACT:** “I was a DJ in college and paid my rent playing music at fraternity and sorority gatherings.”

**FAVORITE MOVIE:** “The Good, the Bad and the Ugly.” I’ve used this title for countless presentations.

**STANDOUT TRAVEL:** “30th wedding anniversary trip to Switzerland.”
PROFESSIONAL SERVICES

Law - Business and IP Litigation

TED MAGEE
President and Shareholder
WESTMAN CHAMPLIN & KOEHLER

Artificial intelligence technology and the algorithms that explain those processes are fast replacing traditional methods for analyzing and processing data. As with any innovation, there’s always the possibility that unscrupulous people might try to steal or imitate the general know-how behind making those algorithms or processes work. Ted Magee, a patent and trademark attorney who has been at Minneapolis-based Westman Champlin & Koehler for more than 20 years, specializes in intellectual property and the legal protection of algorithms and design patents. He also advises clients on licensing matters and prepares, files, and prosecutions patent and corporate trademark applications in electronics, telecommunications, mobile devices, computer software, e-commerce, social media, computer hardware, chip manufacturing and mechanical devices. Magee, who has worked for a number of Fortune 100 clients, received both his undergraduate degree and his law degree from the University of Minnesota. He is a member of the American Intellectual Property Law Association and the Minnesota Intellectual Property Law Association, the latter of which he is the co-chairman on the patent prosecution committee.

JAMES PATTERSON
Founding Partner and Shareholder
THUENTE IP

As a founding partner of Minneapolis-based Patterson Thuente IP, James “Jim” Patterson has more than 35 years of intellectual property law experience. He not only knows the intricacies of patent prosecution, licensing, dispute mediation and litigation, he also knows the value of taking care of his people—a lesson he learned while in the U.S. Navy. He served as an anti-submarine warfare officer and ocean watch officer at an acoustic research station in Wales and served as a captain of the U.S. Naval Reserves. In addition to providing senior-level strategic counsel to Global Fortune 500 companies, Patterson is also passionate about providing justice to the disadvantaged. He was instrumental in developing the first pro bono patent law program in the U.S. and generously offering start-up guidance to patent pro bono programs. Formerly an adjunct professor with Hamline University of Law, he currently serves on the Mitchell Hamline School of Law Intellectual Property Institute advisory board. He graduated from the U.S. Naval Academy with a bachelor of science in electrical engineering and earned his law degree from the University of Kansas School of Law.

GREG STENMOE
Former President and Managing Partner
BRIGGS AND MORGAN P.A.

From 2016 to 2018, Greg Stenmo seated as Briggs and Morgan P.A.’s president and managing partner. In August 2018, Stenmo announced he wanted to step down to be a full-time lawyer once more. During his leadership, Briggs and Morgan rebranded and re-imagined its office space, and the firm increased its lawyers on the Super Lawyers list each year. In addition to being inducted into the American College of Trial Lawyers, Stenmo has been named one of the Top 100 Lawyers in Minnesota by MPLS.St.Paul Magazine and Twin Cities Business Magazine, a Top 40 Employment Law Attorney by Minnesota Super Lawyers, and more.

EDUCATION: University of Minnesota (BA, MBA); William Mitchell College of Law (JD)
HIDDEN TALENT: “Modern artist/portrait painter.”

STANDOUT TRAVEL: “San Francisco.”

FAVORITE MINNESOTA ATTRACTION: “Paisley Park.”

BUCKET LIST TOPPER: “Meet Paul McCartney.”

SARAH DUNIWAY
Principal Attorney
GRAY PLANT MOOTY

Growing up, Sarah Duniway watched the passion and joy her grandfather found as a lawyer and judge and wanted to find a place where she felt just as inspired. At Gray Plant Mooty, she focuses on counseling nonprofit and tax-exempt organizations, an area that allows her to sit in her sweet spot of being a technical expert while still helping organizations accomplish their goals. As a leader and an attorney at the firm, she helps advance the company as a whole and the individuals that make it. Duniway’s leadership has paved the way for the firm to put client interests first and be practical problem solvers; indeed, Gray Plant Mooty is now both large enough to have national experts and small enough to be nimble.

EDUCATION: Carleton College (BA-mathematics), University of Minnesota Law School (JD)
FAVORITE CHARITY: “I am passionate about parks and the outdoors and also my city of Minneapolis, so my pet charity is the Minneapolis Parks Foundation.”
BUCKET LIST TOPPER: “To bike at least one of my Eurovelo long-distance routes across Europe.”

WILLIAM HART
Managing Partner
MEAGHER & GEER PLLP

Since 1983, William “Bill” Hart has been reviewing and analyzing trial records and documents as an appellate attorney, advocating cases before state and federal courts for Minneapolis-based firm Meagher & Geer. With a focus on appellate law (with an emphasis on appeals of insurance coverage and general litigation matters), Hart has handled close to 400 appeals in courts within the state and throughout the country. His exceptional research skills, broad knowledge of substantive areas of law and excellent interpersonal skills were so valued at Meagher & Geer, Hart became the firm’s managing partner in 2015. He shares his vast knowledge through teaching appellate advocacy, serving as a mentor, regularly contributing to legal publications, and even used his experience to file an amicus curiae brief to help keep the Minnesota Twins baseball team in Minnesota. Hart serves on the boards of the Minnesota Supreme Court Historical Society and the Minnesota Loan Repayment Assistance Program, a nonprofit organization that helps provide competent legal counsel to low-income and disadvantaged populations. He earned both his undergraduate degree and doctor of law from the University of Minnesota.

DAVID HELLMUTH
Founding Partner
HELLMUTH & JOHNSON

Since its inception 25 years ago, Hellmuth & Johnson has successfully grown its gross revenue year over year. For the last 13 of those years, David Hellmuth has been named a Superlawyer, a list of top lawyers created by other lawyers. (In 2006, Hellmuth got an additional tip of the hat—the Eden Prairie Chamber of Commerce named him the Small Business Person of the Year.) At the firm, Hellmuth focuses on banking, finance and workout; community associations; collections, creditor remedies and bankruptcy; construction and lien law; business and corporate law; and real estate law.

EDUCATION: University of Minnesota Carlson School of Management (BSB), Mitchell Hamline School of Law (JD)
STANDOUT TRAVEL: “St. Lucia.”
ADVICE FOR RECENT GRADUATES: “Work hard and follow your passion. If you are doing something that you love to do, you will never ‘work’ a day in your life.”
FAVORITE MINNESOTA ATTRACTION: “Lakes. I love all of the lakes in Minnesota. The view and sound of the water is very relaxing.”

BUCKET LIST TOPPER: “Playing golf at St. Andrews, Scotland.”
OF CHAD JOHNSON’S TWO GREATEST PassIONS IN LIFE, THE FIRST IS GOLF AND THE SECOND IS MANAGING THE FIRM he helped found 25 years ago. Johnson was only two years into practicing law when Hellmuth & Johnson began, but since its inception, the firm has grown from two people to becoming the 16th-largest firm in Minnesota. Johnson specializes in community associations, mergers and acquisitions, business and corporate law, real estate law, and banking, finance and workout. For the last 17 years, Johnson has been recognized as a Superlawyer, a list of top lawyers created by other lawyers. In 2018, he was awarded the Attorney of the Month by the state’s Attorney at Law magazine.

EDUCATION: St. Olaf College (BA), William Mitchell College of Law (JD)

FIRST JOB: “I started a lawn-mowing business when I was 12 years old.”

STANDOUT TRAVEL: “Hawaii and Grand Cayman. Both have wonderful beaches and sight-seeing opportunities.”

BUCKET LIST TOPPER: “Attending the 2008 Masters Tournament at Augusta National Golf Club.”

At Faegre Baker Daniels, Gina Kastel welcomes change by making sure innovation is at the forefront. Kastel first learned of the many possibilities for those with a law degree when she had worked in Washington D.C. for a member of Congress. Since then, she has immersed herself in various initiatives to aid health care and nonprofit organizations in managing legal risks for community benefit. The firm has even worked with the Legal Design Lab at Stanford to use design principles to look at legal problems in new ways. In 2017, the firm gave its first internal innovation challenge to its employees, and 235 lawyers and consultants took a look at how to better serve their community and improve their team in an evolving market.

EDUCATION: University of Notre Dame (BA), Trinity College in Dublin, Harvard Law School (JD)


FAVORITE MOVIE: “The Godfather.”

ADVICE FOR RECENT GRADUATES: “Don’t underestimate the importance of relationships.”

With a penchant for debate, suasion and negotiation plus a passion for helping people, John Koneck found the perfect career in real estate law. Koneck handles both complex real estate transactions and disputes as well as litigation. Since Koneck’s time at Fredrikson & Byron, the firm’s lawyers have grown by 60 percent and its revenue has increased 105 percent. There are now offices in North Dakota, Iowa, Mexico and China.

EDUCATION: North Dakota State University (BS), Yale Law School (JD)

FUNIEST WORK MOMENT: “When I was a young lawyer, we still used pink phone message slips to inform us of missed phone calls. Some colleagues thought it would be funny to leave a pink slip saying U.S. Supreme Court Justice Warren Burger wanted me to call him about a law review article I had written. I didn’t realize the joke until I heard my colleagues laughing as the receptionist at the U.S. Supreme Court asked me why I was calling.”

FAVORITE BOOK: “[Currently] Jon Meachum’s ‘The Soul of America.’ Through historic parallels, Meachum gives us hope that our country will survive the current political turmoil.”

Michael McCarthy handles a number of the complex litigation and appeals that come to Maslon LLP, representing clients in the federal and state appellate courts, in addition to chairing the firm’s governance committee. His cases have involved securities, consumer fraud, environmental claims, antitrust and more. He serves on the Kalamazoo College board of trustees, and on the Minnesota Historical Society Executive Council (serving as president from 2009 to 2015), on the Kalamazoo College board of trustees, and on the 1 for 2 Education Foundation board.

EDUCATION: Yale Law School (JD)

FIRST JOB: “Selling popsicles I made in our basement freezer.”

HOBBIES: “Making Pysanky (Ukrainian eggs).”

FAVORITE MINNESOTA ATTRACTION: “Any of the historic sites run by the Minnesota Historical Society.”

WHO’D PLAY YOU IN A BIOPIC: “Woody (from ‘Toy Story’).”

Jill Weber describes her role as the perfect intersection between law and advertising. Over the 15 years she has been at Stinson LLP (previously named Stinson Leonard Street since changing in April 2019), she has overseen initiatives for a 450-attorney firm with 13 offices. As the firm changed during a major merger, she was able to keep the media coverage positive and control the narrative around it while launching the creation of a new, combined brand. Weber also developed Fast Forward, a nationally recognized professional development program, and Client Conversations to strengthen and grow business relationships.

EDUCATION: University of Minnesota (BA-journalism)

WHY COMMUNICATION IN LAW: “I enjoy bringing the voice of the client to law firms.”

BEST ADVICE: “The key to life is how well you deal with Plan B.”

HOBBIES: “Golfing with my husband and two kids—we play together every week.”

FAVORITE BOOK: “Daring Greatly’ by Brené Brown.”

STANDOUT TRAVEL: “Kauai.”
A shareholder with Bassford Remele, Robin Ann Williams has represented clients in insurance coverage and trust and estates litigation and provided legal counsel for disputes between residential owners and management agents for more than 25 years. At the Minneapolis-based law firm, where attorneys practice solely in civil disputes, Williams is local and national counsel for major corporations and Fortune 500 companies. Her accomplishments and accolades are numerous; she was named as a Top 100 Super Lawyer and Top 50 Women Super Lawyer, was selected as one of the Best Lawyers in America in the category of Insurance Law and Commercial Litigation, and received an honor for diversity and inclusion through Minnesota Lawyer. She serves the community as chair of the Bassford Remele pro bono committee, helping underrepresented individuals navigate the legal landscape, and invests her time as a one-on-one tutor for the CommonBond Communities Study Buddies Program. Williams received an undergraduate degree in religious studies and public relations at Texas Christian University and a law degree from the University of Minnesota Law School.

In 2016, when Sarah Crippen became the first female elected as managing partner of Best & Flanagan, she elevated the stage for attorneys across the board. The trial lawyer started with the firm 25 years ago as an associate, serving as a human resources partner, leading recruiting and mentorship, and chairing the employment law practice group and litigation section before being named managing partner. In her current role, she works hard to provide an all-inclusive environment for all lawyers, particularly women, traits recognized by Girls Scouts River Valleys, who honored Crippen with a 2018 Woman of Distinction award. As a certified labor and employment specialist, Crippen has performed employment investigations for a wide variety of clients such as municipalities, other governmental entities and Fortune 100 corporations. In her free time, she provides pro bono services to the MSBA Appellate Advice Clinic and the St. Paul Area Synod of the Evangelical Lutheran Church. Crippen received an undergraduate degree in English literature from Carleton College and obtained a law degree from the University of Minnesota Law School.

As chairman of the executive board at Robins Kaplan LLP, Martin Lueck has helped guide the firm since 2008. Lueck’s own practice has taken him to every region in the country as lead counsel for business clients. Notable cases include winning a jury verdict of more than $520 million against Microsoft, defending Unocal Corp. against the Federal Trade Commission and securing a $110 million-plus jury verdict on behalf of Ponar Corp. in a patent infringement action. Lueck has been ranked No. 1 in Minnesota for intellectual property litigation from 2008 to 2018 by Chambers USA. Lueck has also worked on developing the firm’s pro bono partnerships, championing an environment where leaders know that to lead is to serve.

Over the past 30 years with Arthur Chapman Kettering Smetak & Pikala P.A. (Arthur Chapman for short), shareholder and attorney Paul Rocheford has successfully defended thousands of claims at the Minneapolis-based firm. He works with clients in litigation and trial practice in the areas of general liability, automobile litigation, construction, dram shop and professional liability law. Passionate about serving as a mediator and arbitrator, Rocheford is also on the Minnesota Supreme Court’s roster of qualified neutrals. To be a qualified neutral, a mediator must go through specific training. He is also a member of the National Academy of Distinguished Neutrals, a professional organization for experienced mediators and arbitrators practicing in the field of civil and commercial conflict resolution. Rocheford, who is licensed in both Minnesota and Wisconsin, received his undergraduate degree from St. John’s University and his law degree from the William Mitchell College of Law. He is a certified member of the American Board of Trial Advocates and a civil trial specialist by the Minnesota State Bar Association Board.

In his tenure, Gary Johnson has shown that not only can media survive in a world with digital disruptions, but it can thrive. With more than 40 years at MSP Communications, Johnson has helped support titles such as Mpls.St.Paul Magazine and Twin Cities Business as well as clients such as Delta Airlines, Sons of Norway, Betty Crocker and 3M. Over his career, Johnson has won three lifetime awards and supported the start-up or production of more than 200 magazine and digital titles.

Although Michael Klingensmith grew up in the suburbs of Minneapolis and leads the Star Tribune—regaining its spot as the state’s leading media property—his name is known across the nation in the publishing industry. Some of the stops on his accomplished resume include working at Time Inc. as the chief financial officer and executive vice president as well as being the founding publisher of Entertainment Weekly, one of the company’s most profitable titles. He also worked as the president of Sports Illustrated and helped it navigate the digital and multimedia world.

**EDUCATION:** University of South Dakota (BS-psychology, English, education)
**WHY JOURNALISM:** “I love words.”
**FUN FACT:** “I was inducted twice in the South Dakota Rock and Roll Hall of Fame.”
**DOWNTIME LEISURE:** “Grandchildren, music (playing and listening), writing and reading.”
**BUCKET LIST TOPPER:** “Playing golf at St. Andrews, Scotland.”

**EDUCATION:** University of Chicago (BA, MBA)
**HOBBIES:** “Collecting DC comic books.”
**FAVORITE BOOK:** “Stingray Afternoons” by Steve Rushin.”
**FAVORITE MOVIE:** “The Post.”
**STANDOUT TRAVEL:** “Italy.”
**DOWNTIME LEISURE:** “Watching sports, especially the Minnesota Twins, and playing golf badly.”
YOUR SUPPORT HAS HELPED US CONNECT PEOPLE TO JOBS FOR 100 YEARS.

MICHAEL WIRTH-DAVIS, President & CEO, Goodwill-Easter Seals Minnesota

As we look for solutions to tackle social inequality and our workforce shortage, GESMN shows us how we can address both in a single stroke.

JACOB FREY
Minneapolis Mayor

GESMN provides important leadership in our community by opening up doors of opportunity to people who too often find the door closed and locked.

CHRIS COLEMAN, former St. Paul Mayor; President & CEO, Habitat for Humanity

Our inspiration to Imagine the Possibilities comes from the top.

Congratulations, Bill Katter and Matt Van Slooten, on being named to the Minnesota 500!
PROFESSIONAL SERVICES | REAL ESTATE

**JON MCTAGGART**
*President and CEO*  
*AMERICAN PUBLIC MEDIA GROUP*

Since joining American Public Media Group (APMG) in 1983, Jon McTaggart has had direct involvement with the company’s growth, starting as a Minnesota Public Radio station manager in Bemidji and climbing through the ranks. Besides working at APMG, McTaggart has led the strategy, communications, fundraising and business development as executive director of a hospital foundation in Pennsylvania; worked on external relations and advancement as vice president of a liberal arts university in California; and sat on a number of boards, including Concordia Academy, the Sheridan Story, Second Harvest Heartland and National Public Radio.

**EDUCATION:** Bemidji State University (BS), Kutztown University of Pennsylvania (MPA)

**WHY RADIO:** “Growing up on a west-central Minnesota farm in the early 1960s, radio captured my imagination and connected me to interesting voices in far-off places. In high school, I listened to radio while working at a furniture factory.”

**FAVORITE MINNESOTA ATTRACTION:** “Minnesota State Fair.”

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**WILLIAM BENNETT**
*Chairman*  
*LHB INC.*

With 40 years of experience in the industry, William “Bill” Bennett has built long-lasting relationships and developed an astounding portfolio of work. At LHB, he leads a full-service, 260-person team of civil, mechanical and electrical engineers as well as landscape architects, interior designers and surveyors. When he’s not building in the community, he’s contributing in other ways. Bennett has been a member of the Duluth Area Chamber of Commerce, Minnesota Chamber of Commerce and the American Council of Engineering Cos.

**EDUCATION:** Iowa State University (BS—civil engineering)

**WHY ARCHITECTURE:** “I chose engineering because I enjoyed math and wanted to create things that could solve problems. I chose civil engineering because I felt it dealt with real world problems that I could relate to: digging in the dirt, figuring out how drainage works and designing structural systems all made sense to me.”

**BEST ADVICE:** “Never ever quit!”

**HOBBIES:** Fishing and being in the woods.

**FAVORITE MINNESOTA ATTRACTION:** “Lake Superior.”

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**GINNY MORRIS**
*Chair and CEO*  
*HUBBARD RADIO LLC*

Even with radio broadcasting as part of her family’s legacy, Ginny Morris, the granddaughter of Hubbard Broadcasting founder Stan Hubbard, wasn’t convinced it was her calling. Her original plan was to work in public relations or hospitality. That changed when her father encouraged her to try the family business one summer. That one summer was all it took: She was hooked. Three years later she became the manager of the company’s promotions department, moving on to vice president for corporate affairs and public relations, manager of KSTP-AM, and president. Today she is the CEO and chair of powerhouse Hubbard Radio LLC, acquiring and operating 30 radio stations in high-profile markets. Morris made waves as the first female board president of the National Association of Broadcasters, and in 2013, she was honored with the National Radio Award. Morris is active in both the business community and broadcast industry organizations, serving as a member of the executive committee of the Radio Advertisers Bureau and on the boards of Broadcast Music Inc., the Library of American Broadcasting, MintCAN and the University of Minnesota Foundation.

**EDUCATION:** Buena Vista University (BA)

**WHY MEDIA:** “Because of the mission of public media and the ability to use the power of media for good in our community.”

**BEST ADVICE:** “What gets measured gets done.”

**HOBBIES:** “Fly fishing.”

**DOWNTIME LEISURE:** “Spending time with family.”

**FAVORITE MINNESOTA ATTRACTION:** “Northern Minnesota and the Boundary Waters.”

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**DEAN ORTON**
*SVP and COO*  
*TWIN CITIES PBS*

After more than 20 years of working in public media (and a yearlong stint as the president and CEO of the Princeton Center for Arts & Education and American Boychoir School), Dean Orton began a new chapter at Twin Cities PBS in 2016 as the chief operating officer and senior vice president, overseeing the station’s content, marketing, events, and corporate and foundation fundraising departments. An Appleton native, Orton brings a multitude of experiences to the St. Paul-based company, for instance, while he was the COO of Connecticut Public Broadcasting Network, he helped its transition to digital broadcasting and its educational expansion.

**EDUCATION:** University of Notre Dame (BArch)

**WHY ARCHITECTURE:** “I loved to draw as a child and was interested in art school. As you can imagine my parents were not excited about art school, and I began to see architecture as a profession that valued drawing.”

**FAVORITE BOOK:** “The Culture Code” by Daniel Coyle.

**STANDOUT TRAVEL:** “My family’s most recent trip to Moab, Utah.”

**DOWNTIME LEISURE:** “Drawing caricatures of family and friends.”

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**TIM CARL**
*CEO and Design Principal*  
*HGA ARCHITECTS AND ENGINEERS*

Tim Carl’s passion for art led him to architecture in college. Now, having worked for HGA since 1998, Carl is one of the most accomplished architects in Minnesota. As leader of HGA, he focuses on creating an environment that always pushes and supports the clients and communities that HGA serves. In this way, HGA distinguishes itself: Carl’s projects have been featured in Architectural Record, ARCHITECT, and Control and Dwell. In 2014, the Star Tribune named him one of the Twin Cities’ notable artists of the year and one of the most influential architects in the state.

**EDUCATION:** University of Notre Dame (BArch)

**WHY ARCHITECTURE:** “I wanted to create—and do so in a productive and beneficial way. At Wold, Dierks finds reward in any and all ventures that improve schools and greatly values the relationships he shares with Wold clients. A mentor once told him, “At the end of the day, you have to be able to put your head on the pillow and know you did the right (ethical) thing.” This is something that he always tries to apply in his work and home life.”

**DOWNTIME LEISURE:** “Running has always been a great one for me to clear my head.”

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**VAUGHN DIERKS**
*President*  
*WOLD ARCHITECTS AND ENGINEERS*

Growing up, Vaughn Dierks was always drawing, building with LEGOs and blocks, and making forts. He wanted to create—and do so in a productive and beneficial way. At Wold, Dierks finds reward in any and all ventures that improve schools and greatly values the relationships he shares with Wold clients. A mentor once told him, “At the end of the day, you have to be able to put your head on the pillow and know you did the right (ethical) thing.” This is something that he always tries to apply in his work and home life.

**EDUCATION:** Washington University  
St. Louis (BArch)

**WHY ARCHITECTURE:** “Traveling is the most satisfying hobby, and golf is the most frustrating one. Running has always been a great one for me to clear my head.”

**BEST ADVICE:** “The things that you are afraid of or nervous about are probably not as monumental or intimidating as you are making them out to be. Try being fearless. Also, nothing comes without hard work, practice and tenacity, so get busy.”

**BUCKET LIST TOPPER:** “Visit every continent (maybe not Antarctica...).”

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Tim Dufault loves how, when a building is completed, it becomes greater than a sum of its parts; it becomes something valuable to the people and the community. That love has driven him to become the best architect he can be, and his passion has helped Cuningham Group expand from two locations to eight and win the 2013 Firm Award from the American Institute of Architects. In 2017, Dufault was admitted to the College of Fellows of the AIA because of his work in the field.

**EDUCATION:** North Dakota State University (BArch), University of Minnesota Carlson School of Management (M Ep)

**HIDDEN TALENT:** “I’m very good with directions and landmarks.”

**FAVORITE MOVIE:** “2001: A Space Odyssey.”

**STANDBOUT TRAVEL:** “M aui, Hawaii.”

**WHO’D PLAY ME IN A BIOPIC:** “George Clooney.”

**BUCKET LIST TOPPER:** “Maui, Hawaii.”

**FAVORITE MOVIE:** “2001: A Space Odyssey.”

**HIDDEN TALENT:** “I study and listen to classical music and choral music. I have more than 400 CDs of classic music and 200 CDs of college-level music lectures.”

**FAVORITE CHARITIES:** “Mount Olivet Lutheran Church, Chick Evans Scholars, College of Design at the University of Minnesota, Minnehaha Academy.”

**BUCKET LIST TOPPER:** “I have no bucket list yet. Maybe I am still too young.”

Julie Snow founded her firm in 1995 under the name Julie Snow Architects. Since then, Snow Kreilich Architects, as it is now known, has become a nationally awarded and recognized studio for design distinction, sustainable building and more. Every project that goes through the studio is led by design principals Snow and Matt Kreilich, ensuring care and expertise. If a project needs interior design services, custom furnishing and furniture specifications, those are done in-house as well. Snow has also taught architecture at the Graduate School of Design at Harvard, the University of Southern California and the University of Minnesota College of Design. The latter awarded her the Ralph Rapson Award for Distinguished Teaching. Snow has received AIA Honor Awards, the Holcim North American Bronze Award, one of two Architecture Awards from the American Academy of Arts and Letters, and more, and her leadership has helped the firm receive the 2018 AIA Architecture Firm Award, the highest honor the AIA gives for outstanding practice for at least a decade.

**EDUCATION:** University of Minnesota (BED), University of Minnesota (M Arch)

**DOWNTIME LEISURE:** “I study and listen to classical music and choral music. I have more than 400 CDs of classic music and 200 CDs of college-level music lectures.”

**FAVORITE CHARITIES:** “Mount Olivet Lutheran Church, Chick Evans Scholars, College of Design at the University of Minnesota, Minnehaha Academy.”

**BUCKET LIST TOPPER:** “I have no bucket list yet. Maybe I am still too young.”

When Mark Swenson was young, his artist father taught him how to draw in perspective, and soon after, he decided to become an architect. Swenson has been the president of ESG Architecture & Design for 18 years—it has become the state’s largest architectural and design practice in real estate development. The firm covers residential, hotel and mixed-use markets, as well as hospitality, corporate design, institutional design, and interior design. Swenson has also been involved in the university’s strategic planning in regard to the new Minneapolis headquarters for the University of Minnesota overseeing a $2 billion construction project. He is an inductee of the American Institute of Architects College of Fellows, which only three percent of members are allowed into.

**EDUCATION:** University of Minnesota (BArch), University of Nebraska Lincoln and obtained graduate degrees at both the University of Minnesota Humphrey School of Public Affairs and Georgetown University in Washington D.C.

**Hobbies:** “Anything in the outdoors.”

**Favorite Charity:** “Rein in Sarcoma.”

**Bucket List Topper:** “I have no bucket list yet. Maybe I am still too young.”

For David “Dave” Norback, his role in designing, shaping and leading RSP Architects has been his most notable and rewarding accomplishment. In the past two decades, RSP has grown from one office to seven and from roughly 100 people to 500. RSP is a company, he feels, whose creativity and competencies mirror the complex and varied needs of their clients. In addition to running the business, Norback also leads the corporate and international studios, manages several corporate accounts, reviews designs, and serves as a mentor.

**EDUCATION:** University of Minnesota (BArch)

**WHY ARCHITECTURE:** “I was a bewildered freshman and was caught off guard by a requirement to declare a major from the onset. I decided that architecture must be a perfect balance between the soft generalness of the humanities and the rigid rationality of the engineering disciplines. Luckily for me, whatever I imagined the domain of the architect to be, it was not. It was so much richer, more challenging, diverse and rewarding.”

**FAVORITE CHARITIES:** “Minnesota Autism Center and Southwest Autism Research and Resource Center (SARRC).”
It has been 23 years since Fred Hedberg co-founded Paramount Real Estate Corp., a full-service commercial real estate firm. In that time, he has served as a mentor for other brokers, helped his clients grow their businesses and promoted industry ethics through SIOR, a select group of brokers dedicated to professionalism and ethical business practices. Hedberg was named Commercial Realtor of the Year by the Minnesota Commercial Association of Realtors. He is a lifelong resident of the Twin Cities.

**EDUCATION:** Luther College (BA)

**WHY REAL ESTATE:** “I like the satisfaction that comes from having an impact on the success of other people’s businesses by providing sound commercial real estate advice. Every day is interesting, challenging and different.”

**FIRST JOB:** “Delivering newspaper for the Minneapolis Star & Tribune.”

**HOBBIES:** “Travel, fishing, biking, hiking and photography.”

**FAVORITE CHARITIES:** “Mn Adult & Teen Challenge, Gethsemane Lutheran Church and the Salvation Army.”

**BUCKET LIST TOPPER:** “Visit the Holy Land.”

Chris Hickok has more than 26 years of experience in site selection, corporate client transactions, agency leasing, build-to-suit developments, surplus property dispositions and investment sales. He’s something of a veteran in the commercial real estate industry, and he still loves working in a field that is constantly changing, keeping him on his toes and offering him new challenges. During his tenure, Hickok played a vital role in the sale of the Delta Eagan HQ for the eventual Minnesota Vikings HQ and training facility. He has served as the executive vice president and industrial market lead at Jones Lang LaSalle since 2010.

**EDUCATION:** University of St Thomas (BA-business management)

**HOBBIES:** “Skiing.”

**STANDOUT TRAVEL:** “Anywhere in the mountains.”

**FAVORITE CHARITY:** “Bel13ve in Miracles Foundation.”

**BUCKET LIST TOPPER:** “This is open-ended, but traveling with my wife and kids is always a topper.”

Greg Munson joined Transwestern in 2016, bringing his years of experience as executive vice president of development and risk management at McGough Construction Co. Inc. to the commercial real estate firm. Besides overseeing Transwestern’s growth in the area, he also serves on the Transwestern Midwest executive committee and Transwestern’s national board of directors. Munson has worked as a private sector land use and real estate attorney, fleshing out his already in-depth knowledge of land use law, municipal law, environmental issues and even more at places like McGough Co. (where he became executive vice president) and Fredrikson & Byron P.A. In short, his expertise dovetailed perfectly with the advisory groups, agency leasing, asset services, capital markets and tenant advisory. Munson earned his undergraduate degree from Gustavus Adolphus College and his doctor of law from the University of Minnesota School of Law.

**EDUCATION:** Macalester College (BA), University of Minnesota Carlson School of Management (MBA)

**FIRST JOB:** “My brother and I were paper boys from fifth grade through high school. We woke up at 2:30 a.m. most mornings to deliver 2,500 newspapers before school started.”

**STANDOUT TRAVEL:** “The next one! My wife Angie and I love to travel the world and experience new destinations, people and cultures.”

**DOWNTIME LEISURE:** “Keeping up with the passions of my two sons, Sam (a hockey player) and Jack (a musician).”

Mike Ohmes loves commercial real estate brokerage because of its focus on relationships, teamwork and collaboration. In the early stages of Ohmes’ career, he was in the company’s top producing brokers every year from 1993 through 1999, and then in 2000 he became part of the leadership team. Over the years, he has earned awards including an induction into the Midwest Real Estate Journal’s Commercial Real Estate Hall of Fame in 2017 and inclusion in the Twin Cities Business Magazine’s Top 100 People to Know in 2016.

**EDUCATION:** Macalester College (BA), University of Minnesota Carlson School of Management (MBA)

**FIRST JOB:** “I knew you love to plan. Just know there are going to be a lot of twists and turns.”

**FAVORITE MINNESOTA ATTRACTION:** “Anywhere in the mountains.”

**HOBBIES:** “Fitness fanatic.”

**STANDOUT TRAVEL:** “Mn Adult & Teen Challenge. Gethsemane Lutheran Church and the Salvation Army.”

**BUCKET LIST TOPPER:** “This is open-ended, but traveling with my wife and kids is always a topper.”

For two years after graduating from college, Jean Kane called real estate company CBRE every week asking about employment, all because she was in love with the industry. She simply wanted to create beautiful environments and thriving communities. It’s that same perseverance that has led her to become the CEO at Colliers International. For over 30 years she has worked at the company, striving to embody the core values on which the firm was built: integrity, excellence, teamwork and innovation. In 2017, she was named one of Minneapolis/ St. Paul Business Journal’s Most Admired CEOs.

**EDUCATION:** Gustavus Adolphus (BA-business)

**FIRST JOB:** “Waitress at Bridgeman’s Ice Cream.”

**HOBBIES:** “Fitness fanatic.”

**ADVICE FOR RECENT GRADUATES:** “[To myself:] I know you love to plan. Just know there are going to be a lot of twists and turns.”

**FAVORITE MINNESOTA ATTRACTION:** “It sounds odd, but I grew up in southern Minnesota, so I love farm fields and the sun setting over them.”

**FAVORITE CHARITY:** “Minnesota Children’s.”

Stephen “Steve” Wellington Jr. embraced the concept of continuous learning at an early age. Born and raised in Boston, Massachusetts, he earned his undergraduate degree in English literature from Yale University and received master’s degrees from the University of Minnesota’s Humphrey School of Public Affairs and Stanford University’s Graduate School of Business (the latter through a Bush Foundation Fellowship). This pursuit of knowledge has helped him in every facet of life. In his younger years, he learned how to think bigger and look beyond his own experiences as an aide to mayor George Latimer and the deputy director for the city of St. Paul’s Department of Planning and Economic Development. Now, as the founder of St. Paul-based commercial real estate company Wellington Management, he has gained the intellectual capital needed to run a company. His success is reflected in the numbers: Wellington Management Inc. owns and manages a $400 million portfolio of more than 180 properties in 23 Twin Cities communities. Beyond his career, Wellington is an active volunteer and civic leader, serving as chair of Drake Bank and Macalester College High Winds Fund.

**EDUCATION:** Stanford University’s Graduate School of Business (the latter through a Bush Foundation Fellowship)

**FIRST JOB:** “I know you love to plan. Just know there are going to be a lot of twists and turns.”

**FAVORITE MINNESOTA ATTRACTION:** “It sounds odd, but I grew up in southern Minnesota, so I love farm fields and the sun setting over them.”

**FAVORITE CHARITY:** “Minnesota Children’s.”
Out of the 32 years Collin Barr has been in commercial real estate, 22 of them have been with Ryan Cos. During that time he led the development of several major projects for Ryan including the U.S. Bank headquarters, the Target Corp. headquarters in downtown Minneapolis and the Westin Minneapolis Hotel. He served as the board chairman of the Minneapolis Downtown Council from 2012 to 2014, and he currently serves as a board member of Urban Homeworks, the Bethel University governing board and the NAOP national board of directors. His position has recently expanded where he became the president of the Central U.S. Division, now providing executive oversight to the North, Midwest and South-Central regions for Ryan Cos.

**EDUCATION:** Bethel University (BA), University of Minnesota (MBA)
**HIDDEN TALENT:** “I know sign language as I grew up with an older brother who was deaf.”
**FAVORITE MINNESOTA ATTRACTION:** “Split Rock Lighthouse where I proposed to my wife Brenda.”

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**DAN MULLEN**
President and CEO of Development
OPUS DEVELOPMENT CO. LLC

With over 30 years of real estate development and brokerage experience across office, industrial, residential and retail sectors, Dave Menke is well-suited to lead Opus Development Co. LLC. His development projects have culminated in more than 40 million square feet of office and industrial space and over 6,000 residential units in the U.S. (While Opus is based in Minneapolis, the company takes on projects across the country.) Outside of work, he sits on the board of the Minneapolis Downtown Council, is a member of the Urban Land Institute and the Minnesota Commercial Association of Realtors, and he is a former board member of the National Association of Industrial and Office Properties, the commercial real estate development association. Menke received his bachelor of science in finance from the University of Minnesota.

**EDUCATION:** University of Wisconsin-Madison (BS-economics)
**STANDOUT TRAVEL:** “LEGOland Florida Resort with my family.”
**BUCKET LIST TOPPER:** “My wife and I just got back from the Kentucky Derby. We dressed up, drank mint juleps and bet on every race! It was a ton of fun.”

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**TOM MURNAINE**
President and CEO
OPUS HOLDING LLC

As president and CEO of Opus Holding LLC, Tim Murnane oversees all operations of the operating companies collectively known as the Opus Group. With nearly 40 years of industry experience, Murnane has developed more than 30 million square feet of office, industrial and retail projects. During his 28 years with Opus, he has also developed some of the firm’s landmark projects, including the 435-acre mixed-use Arbor Lakes project, the 1.6 million-square-foot Best Buy corporate campus and the 1 million-square-foot American Express Financial Advisors headquarters. Murnane is an advisory board member for the University of St. Thomas Real Estate Program and the Urban Land Institute. He is also a board member for the Minnesota Business Partnership and St. Thomas Academy.

**EDUCATION:** University of St. Thomas (master’s-business communication)
**HIDDEN TALENT:** “I am a rock and roll drummer.”
**DOWNTIME LEISURE:** “I am an avid downhill skier, water-skier and bird hunter, which fills my down time in each of the Minnesota seasons.”

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**JILL RENSLOW**
SVP of Business Development and Marketing
MALL OF AMERICA

Jill Renslow began working for Mall of America (MOA) as an intern on the event marketing team. Over 20 years later, she’s now the senior vice president of business development and marketing. During her tenure, she has brought over 100 first-to-market retailers to Minnesota, opened two connected hotels and rebranded the MOA theme park to Nickelodeon Universe. Every day she works to elevate the overall guest experience at the mall and to provide an enjoyable place for all of the 40 million visitors who come annually.

**EDUCATION:** St. Thomas University (master’s-business communication)
**FAVORITE HOBBIES:** “I love to spend time with family, watching my teenage kids in all their sporting events, anything outdoors (especially running), photography and shopping!”
**FAVORITE MINNESOTA ATTRACTION:** “That’s an easy one — MOA!”
**FAVORITE CHARITY:** “Special Olympics is a charity that I have supported for years.”
REAL ESTATE
Commercial Real Estate Development and Investment • Construction and Engineering

MATT VAN SLOOTEN
Co-President and Chief Investment Officer
UNITED PROPERTIES INVESTMENT LLC

After a nationwide search, Matt Van Slooten joined the team at Minneapolis-based United Properties in 2018, serving as co-president and chief investment officer of United Properties Investment LLC (UPI). As chief investment officer, Van Slooten is responsible for all aspects of portfolio and asset management of the company’s portfolio, representing more than 7 million square feet across Minnesota, Colorado, Wisconsin and Florida. As co-president, he shares responsibility for United Properties with co-president William Katter. An ambitious achiever who received his undergraduate accounting degree in only three years from St. Cloud State University, Van Slooten’s commercial real estate career experience spans the industry. As president of CSM Corp.’s commercial properties division, he helped develop a comprehensive portfolio management process, and in his 25 years with Carlson Real Estate Co., 13 of which he served as president, he led the growth and diversification of the company’s portfolio through acquisitions and development. During his tenure with Carlson, he received the prestigious Carlson Fellow Award for Leadership Achievement. Van Slooten is a member of the UP investment committee and the board of governors.

JULIE WATKIN
VP of Human Resources
CSM CORP.

Julie Watkin initially joined CSM Corp. as its first human resources (HR) leader in 1997, earning the trust of senior leadership by being able to promote profitability, productivity and business strategies in tandem with a positive work culture. After building a strong HR team from the ground up, she left to continue career development at other companies in roles that included redesigning the HR function for an entrepreneurial spin-off of a major Twin Cities company, and heading up HR at ABRA Auto Body & Glass. In 2016, she made the decision to return to CSM Corp. as vice president of human resources, leading HR and corporate administration. She cites her specialties as growth management and workforce reduction, leadership development programs, change management initiatives, acquisitions and divestitures, budgeting, and performance management (to name a few). Watkin earned a business degree from the University of Minnesota Twin Cities. She’s deeply involved in the community and volunteers with People Serving People, Minnesota Special Olympics, Habitat for Humanity, Feed My Starving Children and the Animal Humane Society.

RUSSELL BECKER
President and CEO
API GROUP INC.

As CEO of API Group, Russell “Russ” Becker visits every branch location in North America—all 200 of them. This hands-on involvement is just one of the ways he shows his dedication to the New Brighton-based holding company for independent construction and construction-related businesses. He’s also passionate about creating opportunities for employees to reach their full potential, evident in the company’s award-winning veteran recruiting and leadership programs. Under Becker’s leadership, APIs has acquired more than 60 companies and grown to $3.8 billion in annual sales, becoming one of the largest specialty contractors in North America. Before joining APIs in 2002, Becker was a field engineer with Cherne Contracting, project manager at Ryan Cos., where he managed a $80 million project (delivered under budget and three months early); and manager and president with the Jamar Co., APIs’ parent company. He serves on the board for Children’s Healthcare Foundation, is co-chair of the Minnesota Business Partnership and sits on the board of the Marvin Co. Becker received both his undergraduate and master’s degrees in civil engineering from Michigan Technological University.

STEVEN CURRY
Owner and Chairman of Advisory Board
KNUTSON CONSTRUCTION

For more than 100 years, Knutson Construction has led the construction of major community projects, including the Carlson School of Management, Minnesota Children’s Museum, the restoration of Minneapolis’ iconic Orpheum Theatre, the Hennepin County Public Works Facility and partial remodels of Children’s Hospitals & Clinics (just to name a few). From 1992 to 2019, Steven “Steve” Curry led the company as the president and CEO of the family-owned business, transitioning to a role as chairman of the newly formed advisory board, passing the baton to James Benning in April 2019—the first non-family member to join the Curry family in leading the company. As president and CEO, Benning will take over all day-to-day responsibilities for running a company steeped in history and carefully nurtured through the years. Since 1913, Knutson has been providing construction services to custom- ers in health care, recreation, hospitality, corporate, government, manufacturing, education, industrial, civic, retail, community and worship areas. The company, with 375 employees, has offices in Minneapolis, Rochester and Mankato; Iowa City and Cedar Rapids, Iowa; and Eau Claire, Wisconsin.

JULIE WATKIN
老百姓资源
CSM CORP.

Kelly Doran, founder and former principal of Doran Construction, received an undergraduate degree and MBA from the University of Minnesota, but before that, he was taught at a young age to have high standards and expect results. He didn’t get that satisfaction working for Bank of America but did while working with developer Robert Marin, who partnered with Doran to build shopping centers. In 2007, he founded Doran Cos., now one of the state’s largest construction companies. Since then, the company has grown to include architecture services, a commercial division, a Colorado location and a special projects group. The company was awarded the General Contractor of the Year by the Minnesota Construction Association in 2015 and 2016 and named a Top Workplace by the Star Tribune in 2015 and 2017. Doran was named 2018 Executive of the Year in the Minnesota Real Estate Journal. After a career as one of the most successful real estate developers in the Twin Cities, Doran stepped away from his leadership role in May 2019 due to health issues. He is succeeded by Anne Behrendt, who joined Doran in 2011 as general counsel.

SHANE ECKMAN
Vice President
STANLEY CONSULTANTS INC.

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KELLY DORAN
Founder and Former Principal
DORAN CONSTRUCTION

At Stanley Consultants Inc., Shane Eckman has worked his way up from department manager, office manager and market operations manager (overseeing people in five offices) to his current position as vice president. He has been a vital component in creating an office that is a “one-stop-shop” solutions provider, offering a complete portfolio of architectural and engineering services. With four degrees, including an MBA and a graduate degree in structural engineering, he is truly a lifelong learner.

EDUCATION: University of Minnesota Carlson School of Management (MBA)

FIRST JOB: “Working in my dad’s dental lab making crowns, bridges and orthodontic appliances. I started when I was 15 years old and kept that part-time job through college.”

HOBBIES: “I am a foodie, so I enjoy cooking and trying new restaurants, various cuisines and craft cocktail bars.”

STANDOUT TRAVEL: “Italy. The architecture, the history, the food, the language, the geography. And the feel of the country is completely different depending on whether you are in the frosty Alps, on the salty Amalfi coast or in the warm rolling hills of Tuscany.”
As the second-generation chairman of Kraus-Andersen Cos., Bruce Engelsma is still involved with the family-owned company, just in a different capacity. As of 2017, he turned over one of his titles—president—to Al Gerhardt. The company, consisting of an integrated team of construction management and real estate development professionals, has been doing well in recent years. In 2014, the team announced a five-story, 100,000-square-foot headquarters space worth $16 million in downtown Minneapolis, and in 2015, they formed a new development business: Kraus-Andersen Development Co. Engelsma led construction projects including the Phillips Eco-Enterprise Center in Minneapolis, a pilot project for the LEED environmental program, Woodwinds Health Campus in Woodbury in 2008; and the Sanford Center, a convention and arena venue for Bemidji in 2011. Engelsma received his undergraduate degree from the University of Minnesota Carlson School of Management. He serves on the boards of the Associate General Contractors of Minnesota, Dunwoody Institute, Park Nicollet Health Services, Minneapolis Downtown Council and Mount Olivet Lutheran Church Council.

In 1986, Daniel “Dan” Johnson joined Mortenson. It was his first job out of college. In 2015, he became the president and CEO. During Johnson’s time at the company, he has helped spearhead the integration of renewable energy, developed the Advanced Leadership Development Program and infused lean innovation into every aspect of the business. He is part of other professional and community organizations such as the Construction Industry Roundtable and, when the 2009 PGA Championship and the 2016 Ryder Cup were held, the Hazeltine Executive Committee.

**EDUCATION:** North Dakota State University (BS-construction engineering)
**FIRST JOB:** “Mason tender.”
**DOWNTIME LEISURE:** “Golfing, fishing, hunting, skiing, traveling—anything with family outdoors.”
**FAVORITE MINNESOTA ATTRACTION:** “The North Shore.”
**BUCKET LIST TOPPER:** “Travel throughout Europe.”

As the regional president at Adolfson & Peterson Construction (AP), Mark Liska leads regional operations and is responsible for strategic planning, risk management and operational decisions. He works closely with business unit leaders in marketing, business development, preconstruction, project management, field operations, safety and finance to create and execute comprehensive strategic plans. Since joining AP in 1987, Liska has worked in many roles, and no matter which one he is in, he has lifted up company culture with his belief that everyone brings value and through hard work, focus and passion, everyone can succeed.

**EDUCATION:** Bemidji State University (BS), University of St. Thomas (MBA)
**BEST ADVICE:** “Don’t think like a contractor. Think like your client and find ways to make their lives easier.” This advice came from Joe Scott, my mentor, AP employee and friend.
**BUCKET LIST TOPPER:** 1) Circumnavigate Eastern North America by water. 2) Fish in the Bisbee’s Black & Blue Marlin Tournament in Los Cabos, Mexico. 3) Bareboat in the British Virgin Islands.”

Thomas “Tom” McGough Jr. helped out at his first concrete pour when he was 15 and started out in the industry as a carpenter. When he says he was born into the industry, he isn’t kidding: McGough is a sixth-generation construction worker and craftsman. His project management skills have helped McGough Cos. remain efficient and streamlined in the way it schedules and puts together its teams, and he is ever-passionate about making sure everyone at McGough is growing in their careers. McGough serves as a board member for Children’s Hospital Foundation and helps out where he can for the Gillette Children’s Hospital foundation.

**EDUCATION:** Arizona State University (BS-construction)
**DOWNTIME LEISURE:** “Designing hot rods.”
**FAVORITE MINNESOTA ATTRACTION:** “The beautiful lakes.”
**BUCKET LIST TOPPER:** “To compete for the Ridler Award at America’s Greatest Hot Rod Show, the Detroit Autorama.”

Chris Leverett isn’t afraid of a challenge. For 12 years, he managed large transportation, aviation and transit-related projects at design consulting firm Kimley-Horn and Associates Inc. His ability to streamline processes, manage workloads and keep production teams on schedule led to his current position, where Leverett is responsible for business operations in 10 states. The road to his current position started when he received an undergraduate degree in civil and environmental engineering from North Carolina State University and then joined Kimley-Horn as a structural analyst, focusing on transportation-related structures. He accepted a structural design position at Van Sickie, Allen and Associates before being hired back at Kimley-Horn. Upon returning, he was appointed vice president in 2003 and four years later, named Midwest regional leader. In 2018, Leverett was selected as a 2018 Top Young Professional by Engineering News-Record. Kimley-Horn, founded in 1967, originally started out as a traffic engineering firm. Today, it’s a national consulting firm providing aviation, land development, landscape architecture, planning, renewable energy, smart cities technologies and structural engineering services, with more than 80 offices and 4,000 employees.

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REAL ESTATE
Construction and Engineering
Residential Real Estate Development

ERIK WEIS
President
WEIS BUILDERS

Reputation matters, especially when your livelihood depends upon it. This sentiment rang true for John Weis, who—in 1939—set up a cabinet shop in his basement. It didn’t take long for word to spread about his quality craftsmanship, and within time, he was providing remodeling and construction services. When he passed away in 1952, his sons, Eugene and Joe, carried on the family tradition (they were the only two employees). By 1960, they were constructing light industrial buildings. Today, Minneapolis-based Weis Builders offers integrated preconstruction and construction services throughout the country and has been ranked among the top U.S. construction companies by Engineering News Record. Weis Builders is on its third generation of owners, this time brothers Erik and Jay Weis, with a fourth-generation waiting in the wings, eager to take the reins when the time is right. In an interview with the National Federation of Independent Business, Joe Weis said, “It’s very gratifying to see my sons take over and do so well... They’re the ones who have been responsible for our growth and expansion.”

JAY WEIS
CEO
WEIS BUILDERS

For more than 80 years, the Weis family of Weis Builders has been providing construction services in Rochester and Olmsted County. Currently led by brothers Erik and Jay Weis, it was their grandfather, John, who had the motivation and carpentry talent to start his own little business in 1939. That “little” business has grown from a modest shop in John’s basement to office locations in Minneapolis, Rochester, Chicago, and Dallas. John’s sons took over next, and in 1986—after learning the ropes from their dad, Joe—Erik and Jay assumed roles of president and CEO, respectively. Headquartered in Minneapolis, Weis Builders has a portfolio of high-profile clients including Walmart and hospitality brands Marriott and Hilton, along with under-the-radar senior living communities, malls, student housing, funeral homes, schools, health care facilities, community centers, multifamily housing and renovated lofts like the Schmidt Artist Lofts in St. Paul. Weis Builders was the first company to create a LEED-certified multifamily housing building in St. Paul and the first to bring Home2 Suites hotels to the Midwest.

CLINTON BLAISER
President and CEO
HALVERSON AND BLAISER GROUP LTD

At age 15, Clinton Blaiser probably didn’t realize his job as a maintenance employee would set his course for a lifelong career. That job, though, opened his eyes to real estate possibilities. He found a job as a leasing agent while in college, and after he received his undergraduate degree in marketing and finance from the University of Minnesota, he gained experience as an asset manager. Only five years after, he founded Halverson and Blaiser Group Ltd.—celebrating 27 years as president and CEO in 2019. The Minneapolis-based company has a unique angle as both developers and building owners, managing 2,000 multi-family housing units and 250,000 square feet of commercial real estate. This perspective enables them to understand not only what constitutes good construction but what is required of ongoing upkeep. Halverson and Blaiser Group Ltd. developments are located in the Twin Cities and Florida. In addition to providing fee-based management for clients, the company also acquires property for equity partners.

JOANN BORDEN
Branch President
ASSOCIA MINNESOTA

JoAnn Borden has more than 20 years of association management experience and has been with Associa Minnesota since 2011. She has advanced her career through multiple positions at Associa, from senior manager to director of community management, vice president and her current position as president. Prior to her time at Associa Minnesota, Borden held almost every position in the association management industry, giving her a well-rounded understanding and firsthand knowledge of how best to serve association communities. Borden is passionate about community management and understands with exceptional customer service, accountability and transparency, you can establish and maintain good and long-lasting client relationships.

INSPIRATIONAL QUOTE: “If you want something in your life you’ve never had, you’ll have to do something you’ve never done.” — JD Houston

FUN FACT: “In high school, I was on a hot air balloon crew. Prior to starting my community management career, I was in floral design, creating silk flower arrangements.”

STANDOUT TRAVEL: “Any sandy beach.”

LYNN CARLSON SCHELL
President and CEO
THE WATERS SENIOR LIVING

Lynn Carlson Schell, president and CEO of the Waters Senior Living, is naturally inquisitive. It’s this innate curiosity that led the veteran real estate developer to question why senior living communities weren’t branded like hotels, complete with positive reputations of five-star service, high-end quality and numerous amenities. With experience as CEO of Shelter Corp., she proved she had the necessary skills to create an experience and a brand in the senior housing market, setting a new standard of senior living. In 2010, the Waters came from that line of thinking. In 2013, the first building opened. Today there are nine locations in the Twin Cities metro area and Rochester, two new communities in Wexford, Pennsylvania, and Oak Creek, Wisconsin, and a community in development in McMurray, Pennsylvania. Carlson Schell, who received her undergraduate degree in economics from Mount Holyoke College in Massachusetts, is a board member for William Lyon Homes builders. Outside of her industry, she supports literacy efforts and the arts, serving as past chair of the board of the Friends of the Hennepin County Library and as an executive board member at the Walker Art Center.

Currently Matthew “Matt” Baker leads Coldwell Banker Burnet’s 22 offices, but when he first joined the company in 1983—he first job after college—he started out as a realtor. Three years later, he joined the management team, and then in 1990, he became the branch vice president of the Minneapolis Lakes office. During his tenure, he changed it from a small neighborhood business into a true regional sales office that had an annual production of more than $1 billion and repeatedly was the top NRT (its parent company) office in the nation for numbers of homes sold. Since becoming president, he has only continued to make Coldwell Banker Burnet thrive.

EDUCATION: Colorado College, University of St. Thomas
WHY REAL ESTATE: “My father was an architect. I wasn’t able to draw a straight line, but I loved real estate.”
FAVORITE CHARITY: “Foundation for Fighting Blindness.”
WHO’D PLAY ME IN A BIOPIC: “Probably Steve Carell. I think he’s almost funny enough to play me.”
John Collopy loved that the housing industry could give him independence and the ability to build his own career. He did just that by co-founding RE/MAX Results in 1986. With his leadership—he became the sole owner of the company in 2014—RE/MAX Results went from one office to almost 40 with 1,200 sales executives, becoming the largest RE/MAX in size and sales volume in the country. Nationally, the company has also been ranked in the top 20 by annual real estate reports by RISMedia Power Broker, Real Trends 500 and the Swanepoel 1000 based on transactions closed and sales volume. In addition to the real estate business, Collopy whole-heartedly believes in giving back and creating a positive community impact, which is why he started the Results Foundation in 2015.

EDUCATION: DeLaSalle High School
TOUGHEST CHALLENGE: “It took us over five years to get to a point where we were finally making money. I had a great business partner and on the days I had enough, he wanted to fight and vice versa. We balanced each other out.”
FAVORITE BOOK: “‘On the Road’ by Jack Kerouac.”

Michael Gould
Owner and Broker
RE/MAX RESULTS

On a practical level, Michael Gould got into the senior housing industry because he knew it would be needed on an exponential level in the coming years. On a personal level, however, he also felt a sense of connection to the residents as he began to understand their needs. Through SilverCrest Properties, Gould was able to create a company that cares for both its residents and each other, and it has become one of Minnesota’s Top Workplaces by the Star Tribune for the last several years. Gould himself has won the E.J. Plesko Distinguished Speaker Award at the Grasaggamp School at the University of Wisconsin in 2017, where he spoke to the student body about his career experience. Out of all these things, though, Gould muses that his biggest accomplishment had less to do about the housing and more about the people. Silvercrest raised over $200,000 for the Honor Flight program, and Gould was able to go on five flights to the Washington D.C. World War II Memorial as a guardian for individual veterans.

EDUCATION: University of Minnesota (BS)
INSPIRATIONAL QUOTE: “Fear is a reaction, but courage is a decision.” —Winston Churchill

Bill Hagstrom currently serves as vice president of Senior Housing Partners, the in-house project development team of Presbyterian Homes & Services, providing everything from strategic planning and product positioning to site selection, zoning, regulatory compliance and consulting services for other nonprofit sponsors of senior housing. In his role at the Roseville-based organization, Hagstrom oversees development consulting of independent living, assisted living, memory care and skilled nursing care communities, demand evaluation for prospective projects within the senior housing market and in-house market studies. In addition to direct project development, he oversees Senior Lifestyle Design, the interior design service of Senior Housing Partners. His team of interior designers understands the delicate balance between creating ambient settings and adhering to strict state and federal regulations governing senior housing. In 2019, he was a keynote speaker at the 16th annual HJ Sims Late Winter Conference on financing methods and operating strategies in the senior living industry, held in Clearwater Beach, Florida. He received an undergraduate degree in accounting from Bethel College and his MBA from St. Thomas University.

Barbara “B Barb” Klick has been a paramedic, nurse in a skilled nursing home, critical care nurse in ED/ICU/CCU settings, and an emergency medicine educator and manager of North Air Care, which is Minnesota’s first medical helicopter. She has helped guide Hennepin Healthcare’s Level I Trauma Center and ambulatory care clinics and services as well as the University of Minnesota Veterinary Medical Center. Since 2016, she has used all of these experiences and more as CEO for the Sholom Community Alliance. Klick also volunteers at the Juvenile Diabetes Research Foundation as a mentor for families who have recently discovered a child has Type 1 diabetes, and she is part of the University of Minnesota Health Services Management advisory board and the Minnesota’s High School Vantage Program.

EDUCATION: Paramedic, RN, University of St. Thomas (MBA)
WHY REAL ESTATE AND HEALTH CARE:
“I volunteered as a hospital candy stripper at age 14 and have never left.”

INSPIRATIONAL QUOTE: “We are all just walking each other home.” —Ram Dass
Daniel “Dan” Lindh joined Presbyterian Homes & Services (PHS) in 1976 with the intent of staying “a couple years,” he says. Since then, he has served as chief financial officer, chief administrative officer, head of project development and chief operating officer. In 1996, he was appointed president and CEO. PHS was first established in 1955 as a nonprofit, faith-based organization providing housing options for older adults. Located in Roseville, PHS originally consisted of 184 assisted living and care center apartments and 160 employees. Today, PHS serves more than 27,000 older adults through 46 PHS-affiliated senior living communities in Minnesota, Wisconsin and Iowa. In a “My Why” PHS speaker series, Lindh shared this advice with other leaders and entrepreneurs: “All the stuff you do is just stuff; it’s going to come and it’s going to go. The only thing that matters is how we touch people’s lives.” He also urged people to encourage one another and honor the elderly in person. “It’s a lifetime call and we’re all privileged to play some small part in it.” Lindh received an undergraduate degree in psychology from Bethel University.

Jon Lundberg has over 35 years of experience in long-term care administration. Throughout his time in the field, he has worked in a variety of facilities: out-state, metro, for-profit, not-for-profit, with anywhere from 50 to 500 beds. He currently serves as president of Fairview Senior Services and Ebenezer. In addition, Lundberg has occupied many other capacities including the board chair of Care Providers of Minnesota, state representative to the American Health Care Association Council of States and AAHSA Delegate.

EDUCATION: University of Minnesota (BA)
WHY REAL ESTATE: “My first job in high school was as a nursing assistant in our local community nursing home. The work was hard and challenged me in many different ways, but I soon learned that I enjoyed the work and that in this field what I did could make a difference in the life of another. I found meaning, value and purpose—something very important to me.”

Greg Mason, president and CEO of Edina Realty Home Services, sets the strategic direction of the Mid-west’s largest residential real estate firm in Minnesota and western Wisconsin. The company includes Edina Realty Title, Edina Realty Mortgage, Edina Realty Warranties, Edina Realty Insurance and Edina Realty Corporate Services and Relocation, totaling 75 offices and more than 2,400 realtors. Mason joined Edina Realty Home Services in 1986 as corporate legal counsel, became part of the management team at Edina Realty Home Services’ parent company, HomeServices of America; and was appointed president of Edina Realty Title in 1997. In 2014, he was appointed president and CEO of Edina Realty Home Services, where he forged a partnership with Zillow, Trulia and Zillow.com in an effort to provide better customer service, and recently, he helped lead the charge on revamping the company’s website to maximize smartphone and tablet use when looking at listings. Mason received his undergraduate degree in biology from the University of North Dakota and his doctor of law at the William Mitchell College of Law.

What started as a friendship in third grade grew into an enduring business partnership. At the age of 24, grade-school friends Gene Nelson and Frank Lang bought a nine-unit rental and realized they had a knack for real estate and property management. After gaining professional experience with Griffin Co., they left to start their own property management firm. That was 46 years ago. Today, Lang Nelson offers multi-family, 55 and older communities and assisting living housing options in the Twin Cities, and its team has earned more than 120 awards and accolades for excellence in leadership, services and programs. As the executive vice president of the St. Louis Park-based company, Nelson has the technical know-how to monitor the operational status of the properties. He also has the people skills. He works closely with the Lang Nelson Associates team and spends time nurturing those relationships. The key to sustaining growth is to “hire great people and retain them,” he says, pointing out, “You’re only as good as the people you have working for you.” It also helps to have a great business partner to share the journey. He comments, “I feel very blessed.”

Todd Novaczyk wasn’t planning on changing careers, but—as with most entrepreneurs—he was inspired to make a difference. His second-act career stemmed from the lessons he learned during the seven years his mother-in-law Betty, lived with his family. His goal was to replicate “living life on purpose,” giving dignity and independence to other seniors. That led to Novaczyk founding New Perspective Senior Living (NPSL), based in Eden Prairie. More than 20 years (and 23 locations) later, the tagline of “What’s best for Betty?” serves as a pillar of the company, refocusing everyone on mental stimulation, physical activity, social and spiritual engagement, and nutrition. Prior to founding NPSL, Novaczyk served as senior vice president for domestic and international franchising for Carlson Co., and before that, spent 20 years at Chabot Management Co., developing, owning and managing restaurant and hotel properties. Novaczyk is on the boards of both Leading Age of Minnesota and Argentum, the largest national senior living operator’s association. He received his undergraduate degree in education and his master’s degree from Minnesota State University Mankato.

Michael “Mike” Pagh co-founded Great Lakes Management Co. (GLM) in 1988. Since then, the Golden Valley-based commercial real estate company’s portfolio has exceeded $1 billion in assets across 40 communities, including 1,800 senior housing units and approximately 4,000 rental units. The suite of services offered by GLM includes professional property development, marketing, facilities management, asset management and consulting services, with clients ranging from private investors to institutional and private capital firms, charitable foundations to economic development authorities. Recent projects include the Glens at St. Therese Southwest in MInnetonka and Talamo Senior Living of St. Cloud, which are both aging-in-place retirement communities combining independent living, assisted living, memory care and skilled nursing care in one complex. In 2006, Pagh also founded the Gentle Touch Health Initiatives, a subsidiary of GLM, to deliver licensed clinical oversight and health care services within the senior housing communities they operate. Prior to founding GLM, Pagh, a licensed real estate broker, worked with national financial institutions in commercial mortgage banking. He received his undergraduate degree in economics from the University of Minnesota Morris.
Barb Rode
President and CEO
ST. THERESE

For more than 19 years, Barb Rode has been St. Therese’s president and CEO, helping it grow from a single campus to five. Her accolades include the Employer of the Year award from the Minnesota Dietary Managers Association, a Primeur Award from the Benedictine Community of St. Paul’s Monastery and, in 2019, the Ray Johnson Pioneer Leadership Award from LeadingAge Minnesota. The award recognizes an older adult services leader who challenges the status quo and influences others in leading change that will transform and enhance the experience of aging. All of these great moments came from a simple wish to do better when she saw her own father deal with a senior community that didn’t support him in the ways it could have.

EDUCATION: Century College (AAS—business management), Bethel University (BA-business organizational studies), University of Minnesota (nursing home administrators’ licensure), Nova Southeastern University (MA-gerontology)

FUN FACT: “When I was younger, I actually trained professionally in figure skating. My parents worked very hard to support this.”

FAVORITE MOVIE: “On Golden Pond.’ Henry Fonda’s character reminds me of my father.”

Joe Payne
President and CEO
CODE42 SOFTWARE INC.

Joe Payne joined Code42 after a six-year tenure as CEO of Eloqua, where he led an executive team that grew the company from $11 million to $125 million in revenue. At Code42, Payne oversees endpoint data protection and security for more than 37,000 organizations. Beyond his technology and business expertise, he has implemented the 1/1/1 Pledge—donating 1 percent of employees’ time, 1 percent of profits and 1 percent of equity to charity, all to better the community.

EDUCATION: Duke University (BA-public policy, MBA-business)

BEST ADVICE: “Get it done. Do it right. Doing it right is just as important as getting it done.”

FUNIEST WORK MOMENT: “On the day of my IPO telling, I told my press team that I couldn’t wait until 4:20 (p.m.) that day. They fell off their chairs laughing twice—the first time when I said it and the second time when they explained to me what 4:20 was.”

FAVORITE BOOK: “The Harry Potter books (all of them).”

Paul Banker
General Manager
SOVOS COMPLIANCE

Since joining the Sovos team in 2014, Paul Banker has helped it maintain its reputation for tax information reporting solutions, first as the vice president of global sales and then as the general manager of tax information reporting. Banker works with 1099s, ACAs and AEoIs, and between all three tax information lines, he connects with some of the largest financial services organizations in the world and uses his knowledge to not only keep in adherence to tax codes but also use tax reporting as a way to stabilize and find opportunities for growth. Sovos has more than 4,000 clients, and over the years, Banker has certainly contributed to that number. Before working at Sovos, he was still in the same field, working at Convey and Convey Compliance Systems for a combined 14 years, rising from account support representative to vice president of operations and vice president of client management. Banker received his bachelor of arts in accounting from the University of St. Thomas. Outside of work, he has volunteered at Simpson Housing Services for more than 10 years, helping formerly homeless people move into their new homes.

Ronald “Ron” Konezny
President and CEO
DIGI INTERNATIONAL INC.

Ronald “Ron” Konezny has extensive experience in the wireless M2M industry. He leads the transformation of Digi, including emphasizing recurring revenue, increasing enterprise sales, improving new product introduction as well as the cultural change and mindset of the company. With his extensive experience, Konezny won the 2009 Ernst & Young Entrepreneur of the Year award in the technology category. Digi’s transformation has resulted in a simpler, stronger, and more customer-focused company. The company has created a platform designed for growth and keeping focus on personal relationships rather than physical transactions.

EDUCATION: Northwestern University

BEST ADVICE: “The best bet you can make in life is on yourself.”

HOBBIES: “Family, golf and wake surfing.”

FAVORITE MINNESOTA ATTRACTION: “The lakes are Minnesota’s best treasure.”

James Wiley
CEO
MERRILL CORP.

James “Rusty” Wiley, CEO of Merrill Corp., views his professional career as a series of sprints versus a marathon. “My approach has been to run the sprints to support the team but not turn my career into a nonstop marathon,” he explains in an industry publication. “When the opportunities emerge between the sprints, I dedicate my time to the things I treasure—my family, community service and activities that we enjoy together.” One of the greatest sprints in his career has been transforming the 50-year-old St. Paul-based Merrill Corp. from a collection of businesses—financial printing, marketing and communications, and content and collaboration software—to a simplified focus of a software as a solution provider. As part of this transformation, the company launched the DatasiteOne app for due diligence, saving deal-makers valuable time in the redaction process. Prior to joining Merrill as CEO in 2014, Wiley spent more than two decades at IBM Corp. in leadership roles across sales, consulting, general management and global business. He earned his undergraduate degree in business administration from East Carolina University and his MBA from Duke University.
**Robert Whelan**
**President**
**PEARSON ASSESSMENTS**

With 37 years in the testing and assessment arena, Robert “Bob” Whelan is a valuable, experienced leader at Pearson Assessments. As president of the Bloomington-based company, he leads the charge on providing approximately 300,000 customers in the U.S. with research-based products and services geared toward psychologists, occupational therapists and related professionals. He is an effective communicator, embracing appropriate risks and acting on opportunities, evident in the company’s growth as a global leader in computer-based assessments. One client described Whelan as a true partner, saying, “Bob believes in partnering ... because he realizes we are all on the same team striving for the same goals. These types of relationships breed success.” Until 2016, Whelan served as president and CEO of Pearson VUE, the electronic testing service of Pearson Education. During Whelan’s tenure with Pearson, the company delivered thousands of tests through a global network of 20,000 test centers and secure online technologies. In recognition of these achievements, he received the prestigious Association of Test Publishers award for professional contributions and service to testing. He earned his undergraduate degree in finance and economics at the University of Alabama.

**EDUCATION:** Northern Illinois University (BS-finance, economics; MBA)
**WHY DATA CENTERS:** “I was drawn to finance and economics, these two areas of business that are central to decision making and enabling the creation of value.”
**FIRST JOB:** “Working on a farm during the summer months. I used the money I earned to buy my first car.”
**HOBBIES:** “Anything water sport related.”

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**Todd Wilkinson**
**President and CEO**
**ENTRUST DATACARD**

Todd Wilkinson has been president and CEO at Entrust Datacard since 2008. During his tenure there, he has significantly extended and enhanced the business. His guidance and vision has helped to reposition Entrust’s portfolio of solutions to ensure that the company is prepared for the future. Today, Entrust Datacard enables its customers to issue over 10 million physical identities daily, handle over 400 billion online transactions per year and manage billions of electronic identities, including the majority of payment cards and identification solutions.

**EDUCATION:** Marquette University (BS-electrical and computer engineering), University of Minnesota (MBA)
**BEST ADVICE:** “Review and correct. You usually don’t get things 100 percent right at first. You must review how things are working and quickly correct them.”
**FIRST JOB:** “Delivering community newspapers at age 10.”
**HOBBIES:** “Bikram ‘hot’ yoga—90 minutes at 110 degrees.”
**FAVORITE MINNESOTA ATTRACTION:** “Surly Brewery.”

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**Chris Armstrong**
**COO**
**CERIDIAN**

Since 2004, Chris Armstrong has been redefining Ceridian. He has held a number of commercial and operational leadership roles during his tenure. His involvement in building Ceridian’s customer support team in the U.S. has been instrumental. He has been taking Ceridian, a company with a long heritage in the U.S. and Canadian service bureau markets, and transforming it into one of the leading global cloud technology providers.

**EDUCATION:** Texas A&M University (BBA-finance)
**HOBBIES:** “Biking—road, gravel, fat bike and mountain biking.”
**FAVORITE MOVIE:** “The Shawshank Redemption.”
**DOWNTIME LEISURE:** “When I’m not with my family, I like to unwind in my shop working on carpentry projects or get out on the trails on my bike(s).”
**FAVORITE MINNESOTA ATTRACTION:** “Cuyuna—a great community revitalized by a passion for biking and the outdoors.”

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**Chad Collins**
**CEO**
**HIGHJUMP**

Chad Collins leads his team to engineer, market, sell, implement and support HighJump’s suite of flexible global supply chain software solutions. Having been with HighJump for over a decade, he has helped combine companies like Accellos, HighJump and Inconso into a single, global business. With every change, he has always thought of the customer first, creating solutions in distribution and logistics operations with technology. In 2011, he was also awarded Pros to Know by Supply and Demand Chain Executive magazine for his leadership.

**EDUCATION:** Marquette University (BS-electrical and computer engineering), University of Minnesota (MBA)
**BEST ADVICE:** “Review and correct. You usually don’t get things 100 percent right at first. You must review how things are working and quickly correct them.”
**FIRST JOB:** “Delivering community newspapers at age 10.”
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**Danny Zheng**
**CFO**
**GLASSBRIDGE ENTERPRISES**

Originally founded as a spinoff of 3M’s data storage business, Oakdale-based Imincorp Corp. underwent a name change in 2017 and a leadership change not long after. Imincorp became GlassBridge Enterprises, focusing primarily on investment, asset management and global enterprise data storage. From 2017 to 2019, Danny Zheng, chief financial officer, was interim CEO for two years before Daniel Strauss took the reins. Zheng’s career began at the Singing Machine Co. where he worked on a turnaround project for the electronics company before moving to Imincorp Corp., spending nearly a decade in roles of treasurer, vice president of finance and CFO. In order to position GlassBridge Enterprises as a leading asset management company, Zheng oversaw the divestiture of its partially owned subsidiary Nexsan Corp. in 2018. Today, his team is focused on strategic asset opportunities to add to the company’s portfolio. He earned his undergraduate degree in accounting and finance from Nankai University and an MBA in finance and marketing from the Wharton School at the University of Pennsylvania.

**EDUCATION:** Tianjin University (BS-finance, economics), University of Pennsylvania (MS-operations research).
**BEST ADVICE:** “Surly Brewery.”

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**Adam Coyle**
**CEO**
**DIGITAL RIVER INC.**

Adam Coyle’s scope of influence is undeniable as the CEO of Minnesota-based global e-commerce company Digital River Inc. Not only does he oversee more than 1,200 employees in offices across the U.S., Asia, Europe and South America, he also grows the business by using the diverse skills and knowledge he has accumulated in his 25 years in the financial tech industry. Prior to becoming CEO, he served as chief operating officer at Digital River; an executive partner and board member with Digital River’s private equity owner, Siris Capital; executive vice president of strategy and corporate development for Vantiv, now part of WorldPay; president of one of Vantiv’s major subsidiaries, National Processing Co.; and operating partner at Advent International, a leading global private equity firm. He was also in senior leadership roles at First Data Corp., president of First Data’s Integrated Payment Systems group and general counsel for Western Union North America. Coyle earned a degree in computer science from Bucknell University and obtained his doctor of law at American University’s Washington College of Law.

**EDUCATION:** Nankai University (BS-finance, economics), American University’s Washington College of Law (MBA), Washington College of Law (LLM).
**BEST ADVICE:** “Review and correct. You usually don’t get things 100 percent right at first. You must review how things are working and quickly correct them.”
**FIRST JOB:** “Delivering community newspapers at age 10.”
**HOBBIES:** “Bikram ‘hot’ yoga—90 minutes at 110 degrees.”
**FAVORITE MINNESOTA ATTRACTION:** “Surly Brewery.”

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**Chris Armstrong**
**COO**
**CERIDIAN**

**EDUCATION:** Texas A&M University (BBA-finance)
**HOBBIES:** “Biking—road, gravel, fat bike and mountain biking.”
**FAVORITE MOVIE:** “The Shawshank Redemption.”
**DOWNTIME LEISURE:** “When I’m not with my family, I like to unwind in my shop working on carpentry projects or get out on the trails on my bike(s).”
**FAVORITE MINNESOTA ATTRACTION:** “Cuyuna—a great community revitalized by a passion for biking and the outdoors.”

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**Chad Collins**
**CEO**
**HIGHJUMP**

**EDUCATION:** Marquette University (BS-electrical and computer engineering), University of Minnesota (MBA)
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**CFO**
**GLASSBRIDGE ENTERPRISES**

**EDUCATION:** Tianjin University (BS-finance, economics), University of Pennsylvania (MS-operations research).
**BEST ADVICE:** “Surly Brewery.”

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**CEO**
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**FAVORITE MINNESOTA ATTRACTION:** “Surly Brewery.”
SABIN EPHREM
Founder, President, CEO
HORIZONTAL INTEGRATION

As the founder, president and CEO of Horizontal Integration, Sabin Ephrem brings over 25 years of consulting experience in a diverse range of industries, technologies and management. He was an early pioneer in digital services in 2004 when he and his partner Chris Staley started the firm. Their vision? To bring marketing and technology under one umbrella and help corporations bridge the gap and achieve digital transformation. Ephrem is responsible for the overall leadership, strategy and direction of the firm and its two practice areas (digital agency and staffing services). He also manages its strategic relationships and partnerships worldwide. For both leisure and business, Ephrem loves traveling, and he leaps at the chance to visit the international offices in Dubai, Malaysia and India to drive the growth in those markets. Ephrem received a bachelor of science in computer science from Northeastern Illinois University, a master’s of computer science at DePaul University Charles H. Kellstadt Graduate School of Business and an MBA from the Northwestern University Kellogg School of Management.

In an increasingly large and competitive market, Tom Goodmansen has led Calabrio to become a disruptive player in customer experience intelligence. From a small organization of 40 employees in 2007, to a high-growth global business with more than 600 team members today, the company has experienced exponential growth year over year. Calabrio has gained the attention of the industry and its top analysts, and its market reputation is what caught the eye of leading global private equity firm, KKR, which led to Calabrio’s acquisition in the fall of 2016. In June 2019, Calabrio acquired European-based Teleopti, adding to its global presence and strengthening its market leadership position.

EDUCATION: St. Cloud State University (BS-accounting)
TOUGHEST CHALLENGE: “Losing my dad so young. That’s really where I learned that life is short and not to take myself so seriously.”
ADVICE FOR RECENT GRADUATES: “Breathe. It’s a marathon, not a sprint. I think about all the sleep I lost in my 20s not knowing this.”
FAVORITE MINNESOTA ATTRACTION: “Downtown Minneapolis.”

JAMISON RICE
Former Divisional President and General Manager
ABILITY NETWORK

Before his first year was even done at ABILITY, Jamison “Jamie” Rice helped the company raise $550 million in debt capital; completed the acquisition of Secure Bill Pay, a leading health care payment company; and successfully marketed and placed ABILITY with its new parent company, Inovalon. As of July 2019, Rice has left ABILITY Network. Bud Meadows is currently the new divisional president and general manager.

EDUCATION: University of St. Thomas (BA-business administration, accounting)
BEST ADVICE: “The Boy Scout motto: ‘Be prepared. It has never failed me.’”
HOBBIES: “Skiing and cycling.”
ADVICE FOR RECENT GRADUATES: “Rarely does an 18-year-old know what they want to do for their career. ... Ideally, your career will be an evolution, and the more you embrace life-long learning and actively seek out insight from others, the more rounded you become, and ultimately the more satisfying your career-life will be.”
WHO’D PLAY ME IN A BIOPIC: “William Shatner ... the 1990s version.”

Scott Roessler brings constructive thinking skills, product and sales experience, and client-focused initiatives to the Bloomingo-based company. Naviga, formerly known as Newscycle, was formed by the combination of DTI, SAXOTECH, Atex Adbase and MediaSpan, and it delivers a range of software solutions for the global news industry, including news content management, advertising, circulation, audience and analytics, with the goal of “creating better informed communities while safeguarding the integrity of news.” Previously, Roessler was a co-founder and CEO of Mactive America and involved with Mactive AB, its parent company. When Mactive AB was acquired by Atex Americas, Roessler became the CEO of Atex, and when Atex was acquired by Naviga in 2013, Roessler was appointed CEO. He received his undergraduate degree in mathematics and computer science from Youngstown State University and began his career in the software industry at the publishing systems division of Harris Corp.

As a former developer and veteran of the news media industry, Naviga CEO Scott Roessler brings constructive thinking skills, product and sales experience, and client-focused initiatives to the Bloomingo-based company. Naviga, formerly known as Newscycle, was formed by the combination of DTI, SAXOTECH, Atex Adbase and MediaSpan, and it delivers a range of software solutions for the global news industry, including news content management, advertising, circulation, audience and analytics, with the goal of “creating better informed communities while safeguarding the integrity of news.” Previously, Roessler was a co-founder and CEO of Mactive America and involved with Mactive AB, its parent company. When Mactive AB was acquired by Atex Americas, Roessler became the CEO of Atex, and when Atex was acquired by Naviga in 2013, Roessler was appointed CEO. He received his undergraduate degree in mathematics and computer science from Youngstown State University and began his career in the software industry at the publishing systems division of Harris Corp.

EDUCATION: University of Minnesota (BChE, MBA)
HIDDEN TALENT: “I am an oenophile and mixologist. I also enjoy acting.”
DOWNTIME LEISURE: “Managing my dinner theater, the Old Log Theatre, and its joining restaurant, Cast and Cru. I also enjoy reading, scuba diving, spending time with my children and traveling.”
FAVORITE MINNESOTA INSTITUTION: “Children’s Hospital.”
WHO’D PLAY ME IN A BIOPIC: “Michael Keaton.”

JIM LOFFLER
Founder and CEO
LOFFLER COS.

Founding Loffl er Cos. back in 1986, Jim Loffl er has turned it into the largest privately owned business technology and services provider in the upper Midwest. As the official technology partner of the Minnesota Vikings, Minnesota Timberwolves, Minnesota Lynx, Minnesota Wild, St. Paul Saints and the University of Minnesota athletic department, Loffl er Cos. is dedicated to its Minnesota roots.

EDUCATION: Hennepin Technical College (sales, marketing)
HIDDEN TALENT: “At a young age, I aspired to be a singer as I spent a lot of time in choirs and pop performances and plays. That love of singing has stayed with me, so it’s not uncommon to see me show up singing at a company event, karaoke bar or church.”
BUCKET LIST TOPPER: “I’ve been so fortunate to have done so many things that my bucket list may seem quite simple, and that is helping people succeed, be it our customers, employees, partners and helping people in our communities. I also want to take the grandkids to Disney World!”

SCOTT ROESSLER
CEO
NAVIGA

In an increasingly large and competitive market, Tom Goodmansen has led Calabrio to become a disruptive player in customer experience intelligence. From a small organization of 40 employees in 2007, to a high-growth global business with more than 600 team members today, the company has experienced exponential growth year over year. Calabrio has gained the attention of the industry and its top analysts, and its market reputation is what caught the eye of leading global private equity firm, KKR, which led to Calabrio’s acquisition in the fall of 2016. In June 2019, Calabrio acquired European-based Teleopti, adding to its global presence and strengthening its market leadership position.

EDUCATION: St. Cloud State University (BS-accounting)
TOUGHEST CHALLENGE: “Losing my dad so young. That’s really where I learned that life is short and not to take myself so seriously.”
ADVICE FOR RECENT GRADUATES: “Breathe. It’s a marathon, not a sprint. I think about all the sleep I lost in my 20s not knowing this.”
FAVORITE MINNESOTA ATTRACTION: “Downtown Minneapolis.”

GREG FRANKENFIELD
Co-Founder and CEO
MAGENIC

Co-founding Magenic in 1995, Greg Frankenfield has truly followed his passion for solving business technology challenges and creating a great place to work. With 35 years of experience in software development and consulting, Frankenfield oversees the company’s nationally growing business in innovative solutions. In 2013, he received the University of Minnesota Carlson School Entrepreneur of the Year award.

EDUCATION: University of Minnesota (BCHE, MBA)
HIDDEN TALENT: “I am an oenophile and mixologist. I also enjoy acting.”
DOWNTIME LEISURE: “Managing my dinner theater, the Old Log Theatre, and its joining restaurant, Cast and Cru. I also enjoy reading, scuba diving, spending time with my children and traveling.”
FAVORITE MINNESOTA INSTITUTION: “Children’s Hospital.”
WHO’D PLAY ME IN A BIOPIC: “Michael Keaton.”
Jeffrey Graves is proof that dreams do come true. It was his dream, he said in an industry publication, to lead an engineering company. That dream came true in 2012 when he was appointed president and CEO of MTS Systems Corp., helping companies around the world get their products to market faster. The company tests and creates prototypes simulating real-life events for everything from hybrid and electric cars to wind turbines and fossil fuels. Prior to joining the Eden Prairie-based global supplier of test systems and sensors, he held a number of leadership positions in material development and applications processes, serving as director of C&D Technologies Inc., producer of electrical power storage systems based in Pennsylvania, CEO at KEmet Electronics Corp. and more, including roles with General Electric Co.’s Power Systems Division and Corporate Research and Development Center. Since 2017, Graves has served on the board of FARO Technologies Inc. He earned an undergraduate degree in metallurgical engineering from Purdue University before going on to receive a doctorate in materials science from the University of Wisconsin Madison.

Since Dean Hager came to Jamf in 2013, he has helped the company deepen its focus in the commercial, health care and education industries while managing the overall operations and resources. Today, 20 of the top 25 most valuable brands, 10 of the top 11 children’s hospitals, and more than 6,000 K-12 and higher education institutions use Jamf to manage their Apple products. Jamf currently manages more than 10.6 million Apple devices across Jamf’s client industries.

Ravi Mehrotra’s involvement with IDEaS is a natural progression of his scientific background. Founding the company in 1989, Mehrotra remains an active chief scientist with the company and is known for pioneering the “Opportunity Cost” approach that is now the industry standard for dealing with the complexities of the network in revenue management. Additionally, Mehrotra has co-authored research, holds more than a dozen patents and has received a number of awards.

For more than 20 years, Scott Peterson has helped clients and employees find targeted payroll, human resources management, benefits administration and regulatory compliance solutions across the hire-to-retire spectrum in his role at Automatic Data Processing Inc., better known as ADP. In the last two years, he has served as vice president of sales for major accounts in the Minneapolis area. “I am privileged to lead the most talented group of Workforce Management Consultants for ADP’s Minneapolis region,” he writes on LinkedIn. “My teams are comprised of highly skilled and tenured sales professionals that specialize in educating and delivering ADP’s innovative human capital management solutions to companies in the mid-market space.” The mid-market space, from 50 to 1,000 employees, is a growing area, with Peterson overseeing a team that manages full sales cycles, sells more than 40 products and services to C-level executives, and accurately forecasts and pipelines sales. Peterson, who received his undergraduate degree in accounting from St. John’s University, started out as a senior accountant at Ernst & Young before joining ADP in 1999. Colleagues describe Peterson as a “dynamic sales leader” with a strong work ethic.

Steve Shaffer, CEO of Insite Software since 2013, has focused on keeping the B2B e-commerce company’s position as a leader within the industry as an outstanding technology solution and from a customer experience perspective. Under his guidance Insite has continued to transform to keep pace with one of the fastest growing sectors within business today.

Adrian Slobin joined the Nerdery leadership in 2017 as the chief of strategy. In 2018, he was promoted to CEO. Slobin’s reliable relationship building skills have helped him in his work with Fortune 100 clients from every industry, including manufacturing, financial services, retail, telecommunications and health care.

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In 1996, Chris Spurgat co-founded Object Partners in a room in his home and named himself the president. Almost 15 years later, Object Partners Inc. has continued to help customers successfully navigate the precarious world of software development, and Spurgat finds it just as rewarding. The field still holds its surprises, too, and Spurgat loves learning about the companies they work with as well as the new technology being developed every day. Object Partners has projected revenue of $30 million for 2019 from both their offices locations in Minneapolis and Omaha, Nebraska.

**EDUCATION:** University of Wisconsin Madison (BS-electrical and computer engineering)

**STANDOUT TRAVEL:** “Costa Rica.”

**ADVICE FOR RECENT GRADUATES:** “Be a lifelong learner; never stop learning.”

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Chris Spurgat
Co-Founder, President, CEO
Object Partners Inc.

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Big ideas can grow from small towns. Ronald “Ron” Stordahl, a ham radio enthusiast from the rural area of Thief River Falls, is well aware of that. In the 1960s, he figured out a way to improve the transmission of Morse code. With that knowledge, he founded Digi-Key Electronics, selling an electronic keyer kit for sending radiotelegraph code. His main customers? Other hobbyists.

In 1976, the company shifted gears and became an authorized electronic components distributor, selling individual parts rather than in bulk. With this realignment, Digi-Key started to grow.

As the company was authorized to carry additional manufacturers’ lines, more and more design engineers joined the customer base. Today, Digi-Key has more than 1.9 million products in stock and ready for immediate shipment. (everything from integrated circuits to capacitors and transformers), sells parts in more than 170 countries, employs more than 3,380 employees in the Thief River Falls location alone and generated $3.1 billion in revenue in 2018. It was recently touted as one of the fastest-growing electronic component distributors in the world. Stordahl earned his doctorate in electrical engineering at the University of Minnesota Duluth.

**EDUCATION:** University of Pennsylvania Wharton School (MBA)

**WHY TECHNOLOGY:** “I chose this field because I am passionate about disrupting industries by using technology to improve the delivery of goods and services to customers.”

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Ronald Stordahl
Founder and Board Member
Digi-Key Corp.

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Technology has changed dramatically in the 70 years since Arvig was founded, but an emphasis on community remains the same. In 1958, Royal and Eleanor Arvig purchased a small telephone company in town. Over the years, the family took risks and seized opportunities: They transitioned to underground cable lines in 1959—only the third telephone company in the nation to do so at that time—and in 1965 converted from party lines to private lines. In 1999, they took a chance again, this time testing fiber-to-home technology.

In 2005, the company shifted focus to fiber networks, despite there being a low return on investment. The investment paid off. Today, Arvig is one of the largest independent telecommunications and broadband providers in the Midwest. This forward-thinking mentality can be attributed to three generations of Arvigs: the original founders; son Allen Arvig, president and CEO; and grandson David, vice president and chief operating officer. The Arvigs have worked hard and efficiently to grow the business through expansion, introducing an employee stock exchange plan, providing internet access in underserved rural areas and supporting the community through the Arvig School Partnership Program.

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Allen Arvig
President and CEO
Arvig

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When you’re up against a giant like Comcast, you have to believe in your company’s mission and help others believe in it, too. Joe Caldwell is that guy. It was because of his proven sales experience that he was brought on at US Internet Corp. in 1995. Since then, Caldwell, co-CEO, has helped steer the strategic direction of the Minnetonka-based company and grown revenue from a shoestring budget to a successful business. (He leaves the technology to co-founders and business partners Travis Carter and Kurt Lange.) With points of presence in more than 2,000 cities and colocatiion facilities in Minneapolis, Milwaukee, Honolulu, London and Sydney, this provider of internet, fiber broadband and hosting services has grown beyond the founders’ wildest dreams. Comprehensive services include internet voice and data, web hosting, anti-scam and anti-virus, remote system backup, colocation services, disaster recovery, e-commerce services, and website statistics and monitoring. The business takes advantage of technological developments as they emerge, evident in their role as a trailblazer in a Minneapolis public Wi-Fi project.

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Joe Caldwell
Co-Founder and Co-CEO
US Internet Corp.

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Through his previous work at Leadpages, John Tedesco acquired the Drip Meeting automation platform in the summer of 2016. Since his time at Drip, he has refocused the company on e-commerce, growing revenues and work forces more than 10 times over in the two-plus years. Before working at Drip, Tedesco had been at Leadpages since 2015. In that time, he served as chief customer officer, chief operating officer and today as CEO, where he is responsible for creating corporate and customer strategy to maximize customer acquisition, retention and profitability. Tedesco is passionate about all things innovation and entrepreneurship, and it shows: He is a three-time founder, CEO, board director, investor, mentor and instructor.

**EDUCATION:** Fairfield University (BS), University of Pennsylvania Wharton School (MBA)

**WHY TECHNOLOGY:** “I chose this field because I am passionate about disrupting industries by using technology to improve the delivery of goods and services to customers.”

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John Tedesco
CEO
Drip

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US Internet Corp. has come a long way since 1995 when it was co-founded by Travis Carter, Kurt Lange and Joe Caldwell as a local internet service provider offering dial-up. Today, the Minnetonka-based business offers internet voice and data, networking and IT services, disaster recovery, e-commerce, and on-demand hosting and communications solutions. The company not only focuses on leading-edge optical fiber technology (versus DSL, cable or wireless systems), but it also has a web hosting business and evolved its scope to colocatiion facilities in Minneapolis, Milwaukee, Honolulu, London and Sydney. Carter, who also serves as the vice president of technology, commented in a press release, “We pride ourselves on service that is reliable, efficient and competitively priced—all backed by 24/7 world-class customer service. Our mission is to ensure everyone gets their net’s worth.” The company is private, with no outside shareholders and no state or federal funding. It has had so much success, it was able to recently upgrade its Minnetonka data center to 20,000 square feet.

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Travis Carter
Co-Founder and VP of Technology
US Internet Corp.
With more than 34 years of experience in the cable telecommunications industry, Bill Jensen knows how important technology is in people’s lives, and he knows how fast technology changes. As an expert in the industry, Jensen strives to make a difference by guiding his team members to reach their full potential and providing quality products and services for his customers. In 2015, Jensen received the Boss of the Year Award from the Waterloo Chamber of Commerce.

EDUCATION: University of Wisconsin (BA-communications)

FUN FACT: “I serve as a lay reader and eucharistic minister at St. Martin’s by the Lake Episcopal Church in Minnetonka along the shores of Lake Minnetonka.”

DOWNTIME LEISURE: “My wife, Cathie, and I each ride Harley Davidson motorcycles and enjoy motoring along the Minnesota, Wisconsin and South Dakota countryside.”

BUCKET LIST TOPPER: “Watching our 10 grandchildren continue to grow and see how they’ll change the world.”

John “J.D.” Keller has held several senior leadership roles before coming to Comcast, including vice president of sales and operations at ADT where he directed its largest field operation with over $1.5 billion in revenue and more than 4,000 employees. Now at Comcast, Keller has helped the company reach $1.8 billion of Minnesota economic activity in 2017 alone plus $185 million in payroll, benefits and workforce training investments.

EDUCATION: University of Utah (communications), University of the Pacific (MBA)

WHY TELECOMMUNICATIONS: “We are investing heavily in innovation, and I chose this industry because we are at the intersection of communication and entertainment and delighting customers through a differentiated experience with the best products.”

FAVORITE BOOK: “Atlas Shrugged.”

ADVICE FOR RECENT GRADUATES: “Stop and smell the roses.”

FAVORITE MINNESOTA ATTRACTION: “Lake Superior.”

It didn’t take long for the New Ulm Rural Telephone Co. (now Nuvera) to recognize Bill Otis’ leadership potential. He started at the New Ulm-based company in 1979 as a controller, and just five years later was promoted to general manager. That role transitioned into CEO (the company’s first), a title Otis maintained until his retirement in April 2019. In a press release, he writes, “After a long and satisfying career, this is the next level while staying connected to community and delighting customers with video and phone service, to customers in 20 cities and rural communities throughout the southeastern part of the state. Pecarina has been an integral part of that growth, always looking for ways to move to the next level while staying connected to community and delivering quality customer service. Prior to joining HBC, Pecarina, who graduated from the University of Minnesota Crookston with a degree in business computer systems, worked as a program analyst at Buhler-Magu, a programmer-analyst at Hartzell Corp. and a programming manager at M.A. Mortensen.

Dan Pecarina, president and CEO of HBC, also known as Hiawatha Broadband Communications, knows the power of connectivity. He has been involved with the intricacies of the information superhighway since the early ’90s, when he was selected to lead an internet user group at Winona State University’s chief technical officer. Based on that research—and in order to make sure Winona was connected—the nonprofit Luminet was created as one of the nation’s first small-town internet service providers. In 1997, HBC succeeded Luminet. Today, HBC operates an advanced fiber optic network serving gigabit broadband, along with video and phone service, to customers in 20 cities and rural communities throughout the southeastern part of the state. Pecarina has been an integral part of that growth, always looking for ways to move to the next level while staying connected to community and delivering quality customer service. Prior to joining HBC, Pecarina, who graduated from the University of Minnesota Crookston with a degree in business computer systems, worked as a program analyst at Buhler-Magu, a programmer-analyst at Hartzell Corp. and a programming manager at M.A. Mortensen.

Since 2001, Melissa Morris has been with Rochester-based Charter Communications, offering services to consumers and businesses under the branding of Spectrum. Only nine years later, she was promoted to vice president and general manager. In her role at the broadband and cable operator provider, she’s responsible for the general management of day-to-day operations for the states of Minnesota and Nebraska, as well as leading directors in marketing, engineering, operations, finance, government relations and public relations, human resources, and communications. With nearly 30 years of experience in cable and telecommunications, she is actively involved in industry organizations as a member of Women in Cable Telecommunications and the National Association for Multi-Ethnicity in Communications, and she is on the board of the Rochester Area Economic Development Inc. Morris attended District One Technical College, University of Wisconsin Eau Claire and the Minnesota School of Business. She is a strong believer in helping local communities through volunteer initiatives. “It’s very important for us to give back to the communities where we live and work and where our customers are,” she comments.

As the president of AT&T Minnesota since 2013, Paul Weirz works closely with legislators, community leaders and policy makers to oversee AT&T’s high-speed network investment in the state. The investments boost reliability and coverage while supporting public safety, evident in FirstNet, created solely for first responders. Weirz’s road to AT&T began at the University of Akron, where he obtained an undergraduate degree in history and a master of public administration before serving stateside during Operation Desert Storm as a sergeant with the U.S. Marine Corp Reserve. In 1992, he was the director of public affairs at Greater Akron Chamber, a position he held for seven years before joining AT&T, where he has remained since 1999. Weirz has worked in a variety of roles in external and regulatory affairs during his 20-year tenure with the company, including director of government affairs at AT&T Ohio, leading AT&T’s state legislative, regulatory and community initiatives there. He has made an impact in Minnesota, too. As a member of the Governor’s Task Force on Broadband, he has served as a valuable resource regarding broadband policy.
Rachel Williams doesn’t shy away from a challenge, whether it’s finishing a grueling Ironman competition or leading employees in field operations at Comcast. In 2019, her senior management role changed from vice president of technical operations in the Twin Cities region, where Williams led engineering, construction and network maintenance teams (more than 320 people across four states), to division vice president of engineering operations in Denver, Colorado. “This is my true passion,” she says. “I love what I do.” Prior to joining Comcast, Williams held leadership positions at defense contractor General Dynamics Information Technology in Virginia. Before that, she worked as director of customer operations at Verizon, leading a team of more than 440. The ambitious leader received an undergraduate degree in political science and philosophy and an MBA at Virginia Polytechnic Institute before receiving a doctorate in organization and management from Capella University. She is a member of Women in Cable and Telecommunications and a director-at-large on the board of the Big Brothers Big Sisters of the Greater Twin Cities.

As the daughter of Curt Carlson, who built a global enterprise of hotels (Radisson) and restaurants (TGI Fridays) through Carlson Cos. Inc. and leading travel agencies through Carlson Wagonlit Travel, Marilyn Carlson Nelson was motivated at a young age to make her mark on the world. After earning an undergraduate degree in international economics from Smith College and proving her business acumen, she was appointed CEO of the family business in 1998. Throughout the years, she has earned respect as a brilliant businesswoman, compassionate civic leader and philanthropist, fighting for universal human rights and standing for justice. A sample of her accomplishments include publishing a book on leadership, being selected as one of America’s Best Leaders by U.S. News and World Report, working alongside royalty to co-found the World Childhood Foundation and co-chairing the World Economic Forum in Switzerland. She serves on the board of Exxon Mobil, the Committee Encouraging Philanthropy, the Foreign Policy Association and the Kennedy Center for the Performing Arts, and she is a member of the World Travel and Tourism Council and the Business Roundtable.

While growing up, Stanley S. Hubbard was immersed in the work of his father, Stanley E. Hubbard, founder of St. Paul-based Hubbard Broadcasting. His father recognized the value of TV as a news medium after the World War II blackout, eventually buying the first RCA TV camera and creating the first locally-owned TV station in America to provide daily news programs (KSTP-TV). Stanley S., who obtained a degree in mass communications from the University of Minnesota, has a similar entrepreneurial spirit. Through his father’s example, he learned not only to appreciate his family’s reputation for being fair and honest, but also the importance of committing 100 percent when taking innovative risks. He took a risk in 1994 by launching the nation’s first direct broadcast satellite service. His investment paid off. Today, he’s listed by Forbes as having a net worth of $2 billion. In 2017, the University of Minnesota’s school of journalism was renamed the Hubbard School of Journalism and Mass Communication, a reflection of the family’s legacy. Hubbard Broadcasting is the parent company of 13 TV stations and serves listeners in radio stations across the country.

Lou Bellamy poured his heart and soul into building Penumbra Theatre Co. His vision? Create a forum for African American voices to safely explore issues of race and social justice. More than four decades later, Penumbra is the state’s only professional African American theater company, with a well-earned reputation for artistic excellence. In his time as artistic director, Bellamy—an accomplished actor, director and University of Minnesota professor—produced 39 world premieres and forged a 12-year collaboration with Pulitzer Prize-winning playwright August Wilson. Thanks to his hard work, the theater, located in St. Paul, provides an inspirational, emotional and relevant platform for plays written by, for and about African Americans. Penumbra’s performances have an impact on more than 5,000 students each year through educational and outreach activities, and they touch audiences of all ages and races. Bellamy was recognized as a distinguished artist by the McKnight Foundation, was awarded the Ivey Lifetime Achievement award and was honored with the Kay Sexton Award. In 2017, Sarah Bellamy, Lou’s daughter, took over leadership of the theater as artistic director, carrying on the family legacy.

Before Whitney MacMillan stepped down as CEO of Cargill in 1995, he had a clear vision for the future of the company. During a senior manager meeting, he predicted that Cargill—founded by his great-grandfather William W. Cargill—would be “the best in improving the standard of living of the five billion people in the world.” To this day, that vision holds strong. Cargill employs 155,000 professionals across 70 countries and holds the No. 1 spot on Forbes’ 2018 list of the largest privately owned companies. MacMillan, who graduated from Yale with an undergraduate degree in history, held a variety of roles at Cargill before being elected vice president, then CEO, then chairman of the board. During his tenure at the Wayzata-based company, MacMillan saw the company’s net worth quadruple to $5.5 billion. He helped grow products lines, selectively entered businesses where there was a competitive advantage and challenged individuals to see both sides of every scenario. He also focused on unifying the global company and helped to steer Cargill into new markets on an international scale, essentially preparing the business for the 21st century.
WALTER MONDALE
Former VP of the United States
U.S. GOVERNMENT

As a graduate of the University of Minnesota, Walter Mondale began his career as a lawyer in private practice. In 1960 he served as the attorney general of Minnesota until he was appointed as a U.S. senator from Minnesota after Hubert Humphrey was elected as vice president. In July 1976, Jimmy Carter chose Mondale to serve as his vice presidential mate on the Democratic ticket, later winning in January 1977. In 1984, Mondale ran as the Democratic presidential candidate and chose U.S. Representative Geraldine Ferraro, the first woman vice presidential candidate, as his mate. After being defeated in the election by President Ronald Reagan and Vice President George H. W. Bush, Mondale continued his career as a U.S. ambassador to Japan under President Bill Clinton, filled in the ballot position as the Democratic-Farmer-Labor party's candidate in 2002, became the chairman of the Maureen and Mike Mansfield Foundation, and became Norway's honorary consul general for Minnesota. In addition, Mondale published a memoir titled “The Good Fight: A Life in Liberal Politics” with David Hage in 2010.

MARY LYNN STALEY
Vice Chair
HABITAT FOR HUMANITY

Mary Lynn Staley has leveraged both her degree in education and her commitment to servant leadership to create a life marked by community service and philanthropy. She has chaired school boards and served as a member of Twin Cities Habitat for Humanity in Minnesota. Mary Lynn and her husband, Warren, former chair and CEO of Cargill, were pivotal in the establishment of the Mary Lynn and Warren Staley School of Leadership at Kansas State University and in the creation of Our Lady of Grace High School in Mamponteng, Ghana. She is a staunch supporter of inner-city Catholic education solutions, College Possible and the Chicago-based Opportunity International, particularly its international micro-finance and education areas. Staley often volunteers her time with Habitat for Humanity, and over the years, she has participated in Carter Work Projects in Mexico, South Africa, Thailand, Cambodia and Minneapolis. She is a proud mother of three and grandmother of seven.

WARREN STALEY
Former Chairman and CEO
CARGILL

Beginning his career with Cargill in 1969, Warren Staley rose through the ranks and became the president and chief operating officer in 1988, the CEO in 1999 and the chairman of the board in 2000. After nearly 40 years in the world’s largest private company, Staley retired from Cargill in 2007. Since retirement, he co-founded O’Brien Staley Partners financial business. Warren, along with his wife Mary Lynn, continues to support a high school in Mamponteng, Ghana, that opened in 2012. They also work with Banyan Investments in Detroit to restore houses, repurpose vacant schools and other buildings, and to construct new housing. The couple continues to give back to communities and build houses with Habitat for Humanity. As for the company he left, Cargill, Staley’s work has helped it have a stable foundation for the years and challenges to come.

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