



## Calendar of Events

### CHAPTER 41 QUARTERLY MEETING

PLACE CLIVE – CLARION HOTEL & CONFERENCE CENTER

DATE & TIME SATURDAY, DECEMBER 13, 2003

### REGION 3 SPRING FORUM

FALL DES MOINES -- APRIL 16, 2004

### INTERNATIONAL EDUCATION CONFERENCE

PLACE PHILADELPHIA, PA

DATE JUNE 20 – 24, 2004

### 2004 TENTATIVE EDUCATION CALENDAR

FEBRUARY – 303 MANAGING THE CONSULTANT PROCESS

EARLY 2004 – 406B NATIONAL USPAP UPDATE

APRIL 15 – 802 LEGAL ASPECTS OF EASEMENTS

JUNE – 402 INTRO...INCOME CAPITALIZATION APPROACH

SEPTEMBER – 209 NEGOTIATING EFFECTIVELY WITH A

DIVERSE CLIENTELE

## President's Message

President Bernard B. Banker, SR/WA, R/W-RAC

As my term as president of this great chapter comes to an end, I ask myself where has the time gone? Andy Rooney's response would be to tell me that *"it goes the same place it's always gone and no one has ever known where that is"*.

It has been my privilege to have been the president of our chapter "The Spirit of the Heartland" for the past two years. I want to thank everyone who has served on the Executive Board and the many committees, for all the time, effort and hard work you have selflessly given to our chapter. It is **YOU** who make our chapter what it is and has been for the past forty years.

I have been involved with our chapter since 1994. Or should I say "re-involved"? Many of you don't know it, but I was a member of the American Right of Way Association for several years in the mid 1970's. Yes, I remember when Bob Dahlgren, Jim Diemer and Al Kay were young up-and-coming fellers. I, too, was a young staff appraiser with the, then, Iowa State Highway Commission.

I gave up my membership when the dues were increased because I was starting a family and felt that I couldn't afford it. My memory slips me now, but I think the dues went from around \$50, to the "outrageous" sum of around of \$100 per year. At that time I looked at my membership as more of an opportunity to get away from work and, as I recall, my only involvement was publishing a chapter membership booklet. What a mistake! Not the booklet, but rather my selfish attitude toward the chapter.

I missed out on some eighteen years of camaraderie, friendship, networking and the many educational opportunities that were available. While that quantity of time can never be replaced, I can make the effort to spend quality time with and for this organization. I've served in many capacities in the chapter and have enjoyed each and every one. I look forward to my involvement on a number of committees and the region representative to the Valuation Committee.

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*Earl W. Wood*



Please welcome and meet Earl W. Wood to Chapter 41. Earl comes to us as a Realty Specialist with the Corps of Engineers, Rock Island District.

With 18 years of Right of Way experience, Earl has attended some real estate classes offered by IRWA and he says he has found them "to be beneficial to me both personally and professionally".

The Real Estate Division was recently reorganized, so Earl's duties have changed from working in the Management and Disposal branch to now working in the Federal Lands Support Branch. He is now responsible "for the acquisition of land for the Corps various programs, including additional security features and long term disposal of dredged material that results from the maintenance of the 9' channel of the Upper Mississippi River. This new organization facilitates the smooth, almost seamless, transfer of land from the acquisition phase to the management phase, and finally, when conditions and management needs change, the excessing and disposal of the property".

Earl says he joined IRWA to join with others in learning and sharing experiences from the vast field of real estate to help him do a better job.

Welcome to Chapter 41 or IRWA Earl!

Would you like to be in an Upcoming Spotlight?

Please email me ([shelly.whiteing@dot.state.ia.us](mailto:shelly.whiteing@dot.state.ia.us))

"Smile for the Camera" at our next meeting.

*Sherry D. Lewis*



Sherry Lewis is a nine-year employee of the Iowa Department of Transportation (DOT). She is currently a Relocation Assistance Advisor at the DOT with prior experience in the Acquisition section.

After three years as a Chapter member, Sherry has agreed to serve on the Education Committee for 2004. We are eager for her input to this committee.

Sherry says the coursework "offered through the IRWA is extremely helpful, not only for the course content; but for the opportunity to openly discuss issues with numerous other people working in the right of way field who may have a slightly different view of a situation or how one might deal with it, say in the private sector".

Sherry and her English bulldog, Billbo Baggins live in a small town north of Waterloo. Her 22-year-old son, Eran is an E-5 with the 7<sup>th</sup> Fleet of the US Navy currently stationed in Japan. 20-year-old Kayla attends college in Cedar Falls .



## MEGABUCK\$

### IRWA's Member Appreciation Program

While Megabucks has been around for a few years, it recently was revamped and underwent a redesign as part of IRWA's overhaul of the new membership processing system. **Megabucks** is a **\$25** discount coupon good towards courses or merchandise.

Under the revised system that has been in place since July 1, IRWA Membership Coordinator Bonnie Gray awards a Megabucks coupon to the IRWA member who recruits a new member.

**Presidential Message**  
**Continued from Page 1**

If you are new to our organization don't be shy about getting involved. You can start by attending our meetings and speaking up on the issues. If you've been a member for many years, come on; jump right in...the water's fine! The vibrancy and growth of our chapter depends on new and fresh ideas.

Since this is my last message and I seem to be wandering a bit with my prose, I am reminded of another Andy Rooney saying: *"The best conversationalists are people whose ideas have a definite beginning and a definite ending. The bores are the ones who talk on and on without ever making a point."*

That said,...it's been a privilege to serve you, Good Luck Shelly, and.....Adios!

## Member News & Information:



### SR/WA

**Deane Davenport, SR/WA, R/W-AC**

***Congratulations, Deane!***



### MEMBERSHIP NEWS

**Chair Timothy Greenwood, R/W-RAC**

#### NEW MEMBERS

**Linda R. Martens, Iowa DOT**

**Vicki Elscott, Iowa DOT**

#### TRANSFERRED MEMBER

**Kathryn Borroel**

Welcome—

We look forward to your membership.

## PROFESSIONAL OF THE YEAR



James Diemer

James (Jim) Diemer, R/W-NAC was selected as Chapter 41's Professional of the Year at the September meeting. Jim has been an active IRWA member since 1990.

Jim was Chapter 41's President in 1996. He has served since 2000 as Program Chair. Jim says *"Being a member of the IRWA and Chapter 41 has had a positive impact on my life through my friends in the chapter, allowing me the opportunity to continue to learn about right of way through education, and the opportunity for networking is invaluable"*.

Jim is a Senior Right of Way Agent with Mid American Energy Company where he has been employed since 1969. Prior to transferring to the Right of Way Department in 1974 Jim was employed in the Customer Relations Department. Jim lends his expertise and mentors the less experienced agents in his office, and advises the engineering department how to site and perform route studies for new electric transmission lines.

Jim says in his "past life" he was active in his church by being a Cub Scout Master, as well as being active in school activities, including Vice Chairman of the Holy Family School Board.

The Region 3 Professional of the Year will be announced at the Spring Forum in Des Moines.

Good Luck, Jim!!



## The Education Committee

In response to the limited input from our Chapter, we have put together a schedule for classes that will be offered in 2004. The schedule is tentative depending on the availability of instructors and if we have enough interest in each class.

- **February: Course 303:**  
**Managing the Consultant Process**  
Co-offered with Nebraska Chapter 78.  
Course Coordinator: Chris Pawloski (NE)  
Location: to be announced
- **Early 2004: Course 406B:**  
**7-Hour National USPAP Update Course**  
Tentative depending on instructor availability.  
Course Coordinator: Bernie Banker  
Location: to be announced
- **April 15: Course 802:**  
**Legal Aspects of Easements**  
Prior to the Spring Forum in Des Moines.  
**Course Coordinator: ????**  
Location: Des Moines
- **June: Course 402:**  
**Introduction to the Income Capitalization Approach**  
**Course Coordinator: ????**  
Location:
- **September: Course 209:**  
**Negotiating Effectively with a Diverse Clientele**  
**Course Coordinator: ????**  
Location:

As you can see, there are opportunities to be the course coordinator for some of our courses. Please contact Amy Walter [awalter@snyder-associates.com](mailto:awalter@snyder-associates.com) if you are interested in attending a course for **FREE** by being the Course Coordinator.

We are planning ahead for **2005** and offer the following tentative course schedule.

- **February 2005 Course 406B:**  
7-Hour National USPAP Update Course
- **March 2005 Course 803:**  
Eminent Domain Law Basics
- **May 2005 Course 401:**  
The Appraisal of Partial Acquisitions
- **August 2005 Course 200:**  
Principles of Real Estate Negotiation
- **September 2005 Course 900:**  
Principles of Real Estate Engineering

This schedule is very tentative and we would welcome any input regarding what courses you would like to see offered by our Chapter. Please consider what courses you will need to complete your certifications/SRWA requirements and let us know what we can provide to enable you to complete these requirements.



**We Want YOU!!!!**

To be a Course Coordinator!

Look over the list of courses Chapter 41 is Offering in 2004-2005

Contact Amy Walter  
[awalter@snyder-associates.com](mailto:awalter@snyder-associates.com) to volunteer...

Check out the IRWA Website for  
Coordinator Duties  
<http://www.irwaonline.org/education/coordinators/>

## REGION 3

### Fall Forum



**Nancy Halvorson, SR/WA, R/W-RAC**  
**Region 3 Chair**

The Fall Forum held in Omaha on October 10th was a success. We were treated to a fantastic social on Thursday evening ending with the fund raising auction to benefit the Region Treasury (more about that later). We netted \$1,000 from this effort.

On Friday, along with our other business issues and reports (these will soon be posted on the Region website for your review), we were very fortunate to have International EVP Dennis Stork with us to bring us up to date on recent happenings and answer questions. I think that we are all feeling very confident with the changes Dennis is making and feel our needs are being heard and acted upon in a very positive manner.

Our Chapter was well represented. Our Chapter was presented with a plaque of appreciation from Kansas City Chapter 5 to thank us for doing the Educational Fund Auction for them as part of the Conference in June. I will bring this plaque to the December meeting so everyone can have a look and I'd like some input on where it should be kept. None of these awards belong to only one member, but are earned through the efforts of many and should be shared.

Date of April 16, 2004 was set for the Spring Forum that we will be hosting on in Des Moines. Preliminary plans are shaping up under the guidance of our President Bernie Banker to have it held at the Savery Hotel in the historic Court Avenue area of Des Moines. We have a tough act to follow with the outstanding job Chapter 78 did in Omaha. More news and details will be posted on the Region and Chapter Websites in the next few weeks, but mark the date on your calendar and plan to attend.

#### Region Treasury

The fund raising was done with the hope of being able to assist our members who serve on International Committees that are not funded for travel to Annual Conference or the planning sessions. With the \$1,000 raised at the auction, \$800 from the Quilt Raffle and the \$1,000 donation from Chapter 78, we hope to be able to offer assistance to several. A committee of myself, Bernie Banker and Chris Pawloski will be working on details for disbursing these funds, but we want your input. Also if anyone has a strong desire to be involved in this Committee please let me know - we could use the help! Please put your ideas on the Region Website Message Board. Please understand, we need your ideas and thoughts. We have a few thoughts in mind already; perhaps you can expand on these:

1. These funds should not be available to anyone who receives employer or International funding;
2. Funds given by Region should probably be matched by that member's chapter;
3. To be considered for assistance, the member should have in the past shown their personal commitment to IRWA. We understand this assistance may seem minimal, however, it is not meant to fully subsidize any ONE member, but to lessen the financial burden for several.

Chris, Bernie and I look forward to your comments and will be reviewing them after November 30<sup>th</sup> - please post your note before then. Thanks.

I hope to see many of you at the Chapter 41 Meeting and Installation Banquet on Saturday, December 13 in Des Moines. International President Don Marx is coming from Wisconsin to join us and assist with the swearing in of Officers. I believe he will arrive in time to attend our business meeting also. In addition, I have been working with Program Chair Jim Diemer to make this a really special meeting considering it is the 40th anniversary of our Chapter. We are inviting as special guests many of the "old-timers", some of whom were even Charter Members of the Chapter. We are obtaining and will be displaying some mementoes of the early days of the Chapter. If any of you have any old rosters, photos, newsletters please let me know. We would love to borrow such items and will be happy to return to you.

Finally, as your Region Chair, I want to hear from you on how you think things are going, not only at the Chapter level, but in your dealings with International. It is my charge to be aware of how things are going at all levels in order to be sure our membership is being served. Please contact me at any time with your questions or concerns and be assured such will be treated with confidentiality, if desired. You may email at: [nancy.halvorson@dot.state.ia.us](mailto:nancy.halvorson@dot.state.ia.us) or phone 515-239-1359.

I look forward to a very successful year for our Region and hope to hear from you if there is anything I can do to help.

Nancy Halvorson



Region 3 Website:

[www.irwaregion3.org](http://www.irwaregion3.org)

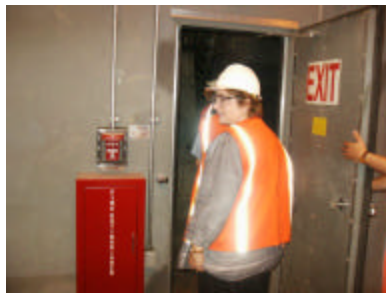
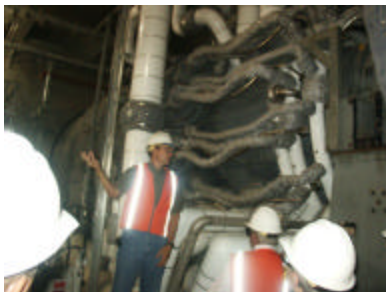
Questions or Comments,  
contact Webmaster

[vicke@publishers.com](mailto:vicke@publishers.com)

# REGION 3 FALL FORUM HIGHLIGHTS



# September Chapter Meeting



## So You Think You Know Everything?!?!?



A dime has 118 ridges around the edge.  
A cat has 32 muscles in each ear.  
A crocodile cannot stick out its tongue.  
A dragonfly has a life span of 24 hours.  
A goldfish has a memory span of three seconds.  
A "jiffy" is an actual unit of time for 1/100th of a second.  
A shark is the only fish that can blink with both eyes.  
A snail can sleep for three years.  
Al Capone's business card said he was a used furniture dealer.  
All 50 states are listed across the top of the Lincoln Memorial on the back of the \$5 bill.  
Almonds are a member of the peach family.  
An ostrich's eye is bigger than its brain.  
Babies are born without kneecaps.  
They don't appear until the child reaches 2 to 6 years of age.  
Butterflies taste with their feet.  
Cats have over one hundred vocal sounds.  
Dogs only have about 10.  
"Dreamt" is the only English word that ends in the letters "mt".  
February 1865 is the only month in recorded history not to have a full moon.  
In the last 4,000 years, no new animals have been domesticated.  
If the population of China walked past you, in single file, the line would never end because of the rate of reproduction.  
If you are an average American, in your whole life, you will spend an average of 6 months waiting at red lights.  
It's impossible to sneeze with your eyes open.  
Leonardo Da Vinci invented the scissors.  
Maine is the only state whose name is just one syllable.  
No word in the English language rhymes with month, orange, silver, or purple.  
On a Canadian two-dollar bill, the flag flying over the Parliament building is an American flag.  
Our eyes are always the same size from birth, but our nose and ears never stop growing.  
Peanuts are one of the ingredients of dynamite.  
Rubber bands last longer when refrigerated.  
"Stewardesses" is the longest word typed with only the left hand and "lollipop" with your right.  
The average person's left hand does 56% of the typing.  
The cruise liner, QE2, moves only six inches for each gallon of diesel that it burns.  
The microwave was invented after a researcher walked by a radar tube and a chocolate bar melted in his pocket.  
The sentence: "The quick brown fox jumps over the lazy dog" uses every letter of the alphabet.  
The winter of 1932 was so cold that Niagara Falls froze completely solid.



## Negotiation Tip

Edward Opstein, SR/WA, MPA

Do you get the "munchies?" There is a negotiation practice some people use that is called "nibbling." No matter what the offer is or what you give them, they need to nibble a little more for themselves. They ask for something and they get it. Then, they ask for a little more!

How do you stop a nibbler? The best way is with questions. If they ask for something, ask them if that is all they want. If not, what else? Make a list of all they want and ask if it is everything. If they say it is, and if they then ask for more, let them know you relied on what they said earlier.

Another good question is one of the most powerful. Ask "why." Make them explain the basis for their request. If it is just because they want it, there is no rationale for giving in to them. There must be a rational basis for the elements of a negotiated settlement. "Why" is one of the best responses you can ask in nearly every situation. It also gives you a moment to think and consider what to do next. Good luck and don't get nibbled!



## Photographer(s) Wanted

I am looking for someone to help with The Chapter Newsletter by taking photos at Chapter Events (starting with the December Meeting)

If you can help please let me know.  
[shelly.whiteing@dot.state.ia.us](mailto:shelly.whiteing@dot.state.ia.us)



## CONGRATULATIONS

\$50 Door Prize Winner

September Meeting

**Bernard B. Banker**

*(You could be the winner in December!!!)*

## SECRETARY'S REPORT

# International Right of Way Association

### "Spirit of the Heartland" - Iowa Chapter 41



Minutes of Business Meeting – September 5, 2003

Latin King Restaurant – Des Moines, Iowa

President Bernie Banker called the meeting to order at 1:36pm. Twenty members and two guests were in attendance.

Secretary's Report: The minutes from the June business meeting were distributed. A motion was made to approve the minutes. The motion was seconded and approved.

Treasurer's Report: The Treasurer's Report indicated a total net balance of \$14,887.56. A motion was made to approve the report. The motion was seconded and approved.

Membership Committee: Three new members have recently joined the *Spirit of the Heartland Chapter*. Earl Wood is with the Corps of Engineers in Rock Island (IL). Jimmy Buckingham is with Graham Land Acquisition Associates in Nevada. Linda Martens is with the Iowa Department of Transportation in Ames. A hearty welcome to all of you!

Budget and/or Audit Committee: Dan Shiflett, Rita Rasmussen, and Nancy Halvorson, with cooperation from Treasurer Steve Chapman, have begun the process of auditing our chapter's accounts.

Program Committee: The December meeting and annual banquet is set for Saturday, December 13<sup>th</sup> at the Clarion Hotel and Conference Center in Clive. International President Don Marx will be our special guest for the event. The committee will let us know when the schedule of events is finalized. As always, if anyone has ideas for the topics or locations of future meetings, please share them with Jim Diemer or Patti Simons.

Professional Development Committee: Deane Davenport is now a candidate for SR/WA designation. It was reported that all *Spirit of the Heartland* chapter members that attended the recent SR/WA exam preparation course earned a passing grade.

IRWA Leadership Development Council: Deane Davenport and Don Corrigan are our chapter's representatives on the council. A motion was made to provide each of our Leadership Development Council representatives up to \$1,000 to assist in the expense of attending the fall meeting in Baltimore, with the expectation that a report on their experience would be provided to the membership at the December meeting. The motion was seconded and approved.

Iowa Appraisal Advisory Council (IAAC): IAAC invites two appraisers from our chapter to serve on IAAC. Our current representatives are Joe Anderson and Deane Davenport. IAAC's recent focus has been on the pursuit of legislation that would make state certification mandatory for individuals providing real estate appraisal services in Iowa.

Board of Director's Meeting in Kansas City: Bernie and Rita are our chapter's Director's. They gave an update on the happenings from June's Board of Director's meeting in Kansas City.

Survey of Membership: A short survey has been distributed to all *Spirit of the Heartland* members. Please complete it and return it to Shelly Whiteing as soon as possible.

2003 Chapter Leadership Symposium: Bernie shared a report from International Executive Vice President Dennis Stork regarding ten "areas of concern" that were expressed at the Chapter Leadership Symposium in Kansas City.

Chapter Leadership Manual: The manual is available to view online at [www.irwaonline.org](http://www.irwaonline.org) All officers and committee chairs are urged to read it.

Chapter Initiation Fee: International Headquarters has begun charging a \$20 initiation fee to new members, part of which is earmarked for the distribution of membership certificates and lapel pins. We had been taking care of these duties at the chapter level, but from now on it appears we will not have to. In response to the new fee International

Headquarters is charging, a motion was made to cease the \$10 initiation fee our chapter has traditionally charged to new members. The motion was seconded and approved.

Reimbursement for Region Travel: Judi Sorensen (Chapter 78) inquired about our chapter's policy regarding reimbursement of expenses for members attending functions at the region level. It seems that traditionally we have handled each occasion on a case-by-case basis. It was decided we would try to publish a clarification of this policy (or lack thereof) in the next *Heartlander* newsletter.

Election of Chapter Officers for 2004-2005: The following slate of chapter officers was published in August via email:

- for PRESIDENT: Shelly Whiteing
- for PRESIDENT-ELECT: Dan Shiflett
- for VICE-PRESIDENT: Joe Anderson
- for SECRETARY: Deane Davenport
- for TREASURER: Steven Chapman
- for DIRECTOR, 1-YEAR: Bernard Banker
- for DIRECTOR, 2-YEAR: Shelly Whiteing

President Bernie Banker opened the floor for further nominations, but there were none. A motion was made to approve the slate of officers as published. The motion was seconded and approved.

Chapter Professional of the Year: The following members were nominated for our chapter's 2003 Professional of the Year Award:

- Nancy Halvorson
- Jim Diemer
- Bernie Banker

After Nancy respectfully rescinded her nomination, the membership was asked to choose from one of the two remaining nominees. The winner was Jim Diemer. Congratulations to Jim and to all the nominees!

Door prize drawing: Bernie Banker was the winner of the drawing for the \$50 door prize. The names of the members attending today's meeting will be included in the drawing for the \$1,000 Grand Prize and the "free membership" Second Prize at the banquet in December.

A motion to adjourn the meeting was made, seconded, and approved.

Respectfully submitted,

Joe A. Anderson, Secretary  
*Spirit of the Heartland* - Chapter 41

<b>BUDGET NEWS</b>	<b>TREASURER'S REPORT</b>	
	Treasurer Steve Chapman, SR/WA, RW-RAC	
	<b><u>Fourth Quarter Report</u></b>	
	Income	\$ 2,677.75
	Expenses	<u>4,446.85</u>
	<b>Net Income</b>	<b>(\$ 1,769.10)</b>
	Current Cash Balance	\$14,887.56
	<b>Net Balance</b>	<b>\$14,887.56</b>

# Chapter 41's 40<sup>th</sup> Anniversary!!!!

Clarion Hotel & Conference Center - Clive

**Saturday, December 13, 2003**

2:30 p.m. *Business Meeting*

5:30 – 6:30 p.m. *Social Hour*

6:30 – 7:30 p.m. *Buffet Dinner*

(Cost is \$15 Each)

7:30 – 8:00 p.m. *Corder Family Blue Grass Singers*

*Installation of Officers for 2004*

*Presentation of Awards*

*Gift Exchange*

*(for each person who would like to participate please bring a \$5-10 gift)*

***Special Guests:***

***International President and Mrs. Don Marx, SR/WA***

***Charter Members of Chapter 41***

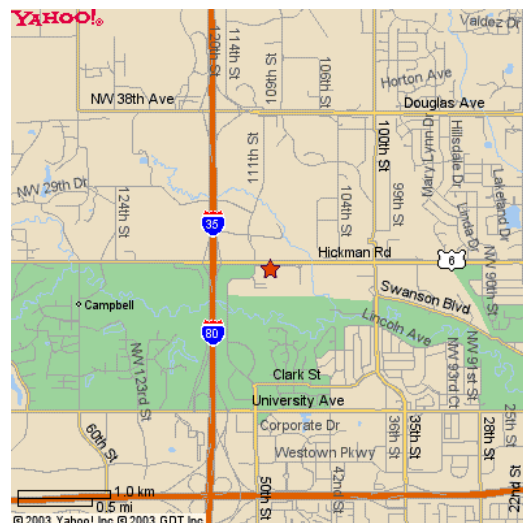


Please **RSVP before Dec 1**  
[patricia.simons@dot.state.ia.us](mailto:patricia.simons@dot.state.ia.us), or [jpdiemer@midamerican.com](mailto:jpdiemer@midamerican.com)  
Dinner Menu:  
All You Can Eat Buffet  
Including Two Meats, Salad, Bread, Vegetables and Dessert

## Directions to Clarion Hotel & Conference Center

From I-35/80 take the Hickman Road/US 6  
Exit (# 125)

A block of Rooms are being held for IRWA at a  
**\$69** rate...  
Please call before **November 13** to make your  
reservations.  
**515.278.5575**



## Officers for 2003

### Chapter 41

**PRESIDENT:** BERNARD B. BANKER, SR/WA R/W-RAC

[BERNARD.BANKER@DOT.STATE.IA.US](mailto:BERNARD.BANKER@DOT.STATE.IA.US)

**PRESIDENT-ELECT:** SHELLY J. WHITEING SR/WA R/W-RAC

[SHELLY.WHITEING@DOT.STATE.IA.US](mailto:SHELLY.WHITEING@DOT.STATE.IA.US)

**VICE-PRESIDENT:** DAN SHIFLETT

[DANS@CBPOWER.COM](mailto:DANS@CBPOWER.COM)

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[JOE.ANDERSON@DOT.STATE.IA.US](mailto:JOE.ANDERSON@DOT.STATE.IA.US)

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**DIRECTOR (1- YRS):** RITA RASMUSSEN

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**DIRECTOR (2-YRS):** BERNARD B. BANKER, SR/WA R/W-RAC

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Do you have a new email address?

Are you moving?

Notify:

Shelly Whiteing

515-239-1753

[shelly.whiteing@dot.state.ia.us](mailto:shelly.whiteing@dot.state.ia.us)

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Craig Poorker & Joanie Miller, Chapter 20;

DEADLINE FOR FEBRUARY ISSUE

January 15, 2004

Your articles and/or suggestions are always  
welcomed.



Chapter 41 Website:

[www.irwa41.org](http://www.irwa41.org)

Questions or Comments,  
contact Webmaster

[vickei@publishers.com](mailto:vickei@publishers.com)

## COMMITTEES

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NANCY HALVORSON, SR/WA R/W-RAC

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AMY WALTER, CO-CHAIR [AWALTER@SNYDER-ASSOCIATES.COM](mailto:AWALTER@SNYDER-ASSOCIATES.COM)

DON CORRIGAN, R/W-RAC & NANCY HALVORSON, SR/WA R/W-RAC

### MEMBERSHIP

TIM GREENWOOD, R/W-RAC [TIMOTHY.GREENWOOD@DOT.STATE.IA.US](mailto:TIMOTHY.GREENWOOD@DOT.STATE.IA.US)

### NOMINATIONS & ELECTIONS

ED OPSTEIN, SR/WA [UFSEDO@CS.COM](mailto:UFSEDO@CS.COM) & ROBERT DAHLGREN, SR/WA

### PROGRAM

JIM DIEMER, R/W-RAC [JPMIEMER@MIDAMERICAN.COM](mailto:JPMIEMER@MIDAMERICAN.COM)

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