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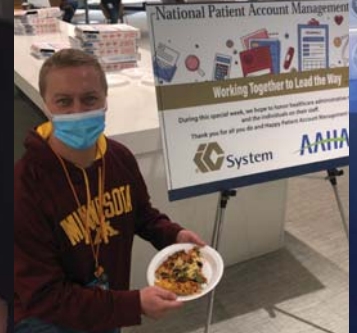
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ON THE COVER

The Comeback! is the theme of this magazine. Right after it became apparent the pandemic was going to affect every aspect of life for those who work and live in the Northeast Metro, everyday heroes stepped up to the plate and took on the challenges head-on. Read how all sectors came together to serve the community.

VHEDC

Vadnais Heights Economic Development Corporation

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WELCOME! FROM THE VHEDC



Liz Moscatelli

*VHEDC Executive
Director*

Never in my wildest dreams did I think I would be working on a magazine that shares the experiences of local businesses and how they overcame unbelievable challenges during a pandemic. COVID-19 changed our world.

It's safe to say that the tumultuous year was full of emotion for our business owners, employees, healthcare workers, hospitality sector, schools, and our community in general. Every aspect of our community was affected by COVID-19.

Personally, I found it hard to not reach for a handshake, choosing to elbow bump instead. Then foregoing the elbow bump to maintain a six-foot distance. Learning the true meaning of the word quarantine has been hard on all of us.

The Vadnais Heights Economic Development Corporation (VHEDC) is privileged to play the role of connector in our community. The need for us to play this role became clear early into the pandemic. We needed to be a connector to ensure the well-being of our community.

We added a COVID Resource page to our website, and have been regularly updating it with links that provide our businesses with resources. Among them, templates for safely returning to work, information on how to access PPP loans and SBA relief packages, and updates on COVID-19 vaccines.

We learned a new term this year – distance learning. Our educators had to create lesson plans for distance learning and hybrid learning without knowing the timing of when they would be back in class. Students and parents had to adapt. I watched in amazement while being secretly grateful that my children were old enough to drive.

Early in March 2020, our nonprofit community immediately collaborated to help each other because that is what they do. Every. Single. Day. The VHEDC nonprofit collaborative, "Partners for Good," exemplified its namesake by recognizing the shift and filling the need. You can read about ways they quickly jumped in during the pandemic despite them missing out on important fundraising events. I learned a lot from their reaction and response time.

Our business community helped those in need, and grasped tightly on to what it means to be a community. When there was a shortage of disinfectant, a H.B. Fuller contact called and asked who was in need of disinfectant because they wanted to donate five-gallon pails to those in need, and they delivered! Children's Discovery Academy quickly adapted and helped first responders and healthcare workers with their childcare needs.

So, this is "The Comeback!" Let's get ready together.

I can't wait to shake your hand.

A handwritten signature in black ink, appearing to read "Liz".

Liz Moscatelli

VHEDC Executive Director



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FROM THE PRESIDENT

SCOTT HAUPT, VHEDC PRESIDENT



Scott Haupt
VHEDC President

2020 was a very challenging year personally and professionally for many in our local community and we're looking forward to brighter days ahead in 2021. Looking forward, the Board is focused on continuing our Business Retention and Expansion (BR&E) visits to understand how businesses in our community are surviving in the current climate, and to understand how VHEDC can help support them going forward.

Retaining our current Investors and attracting new businesses to join the VHEDC is another goal for the organization. Lastly, managing our financial resources and exploring new sources of revenue to allow VHEDC to continue offering our desired programs and services is another important focus area in 2021.

About Scott Haupt

Board President Scott Haupt has served on the VHEDC Board of Directors since 2017, and served as the organization's Vice President in 2020. He also serves on the

BR&E Committee, which has provided an opportunity to gain a broader knowledge of area businesses, and has previously served on the Golf Committee.

Haupt is a licensed Civil Engineer at Short Elliott Hendrickson (SEH) and serves as a Client Service Manager for the City of Vadnais Heights and other metro communities. SEH is a Vadnais Heights based consulting firm providing safer, more sustainable infrastructure solutions for their government partners, and helps industrial and commercial clients to meet their business goals.

SEH and its employees are very involved in serving the community through volunteering, participating and donating. Each year, the company and its employees raise money and awareness for cancer research, as well as collecting food and monetary donations to help support local food shelves in the communities SEH serves. SEH staff in the Vadnais Heights Office also volunteer at Feed My Starving Children each year.

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COMMUNITIES

HOW NORTHEAST CITY AND COUNTY GOVERNMENTS ARE COPING WITH THE CHALLENGES BROUGHT ON BY THE PANDEMIC

When it became apparent the world was facing a pandemic more than a year ago—in March 2020—government officials in the northeast metro immediately stepped up to the challenge.

Partnerships were formed and resources shared to help everyone get through it together.



Ramsey County

Ramsey County led the charge by repurposing “Ramsey County Means Business,” a website originally created in 2019 to attract new businesses to the county, into one that would provide resources for existing ones.

“In March (2020) we began to assess how the website had to change to reflect the current needs. At the time, that was to help the business community, predominantly the small business community, sift through all the available relief resources that were out there across a variety of jurisdictions. We are a County built on small businesses, and we knew business retention had to be our focus,” explained Kari Collins, Director Department Staff at Ramsey County.

Website provider Golden Shovel worked with the County’s communications team to develop a recovery dashboard that allowed the business community to quickly and easily determine what



programs they could access that would help them through the pandemic. The site also turned into a place businesses could find up to date information about the pandemic.

“We decided our role early on was to play resource navigator and to help our businesses access relief information as quickly as possible” said Collins. “Our Ramsey County Meets Business site became a Covid 19 Recovery Dashboard for cities, chambers, and agencies across the County to point to for real time relief assistance.”

Collins added that not only were resources repurposed, so were staffers. Many people were repurposed in areas they don’t typically have oversight in to advance aspects of the response to the crisis. “There were directors and even commissioners helping at COVID 19 testing sites. Others were working in the area of shelter operations and creating delivery service areas. It was quite the collective effort,” said Collins.

“Working with VHEDC and others it was a role we were lucky to be able to fulfill and play point on. It was a big pivot,

but the benefits have been expressed to us and were pretty positive,” said Rick Howden, Economic Development Specialist for Ramsey County.

In addition to helping businesses gain access to information about resources, as a recipient of a federal relief package under the CARES Act, Ramsey County was able to disburse \$15 million in federal small business relief resources county wide. “The hardest part was meeting the demand. We tried to tailor programs to help as many businesses as possible while also creating relief reward amounts that were meaningful to businesses,” said Collins.

The County also managed the dispersal of hundreds of COVID relief bags to businesses, including restaurants, coffee shops, hair salons, fitness facilities and other businesses that come in direct contact with customers. The bags were filled with important information about public health, social distancing, and how to tailor businesses to be safe, as well as items donated by local businesses.

A \$40,000 donation from 3M allowed the County to purchase forehead

thermometers to give to businesses. Eco Lab donated hand sanitizer. There was also a box of masks included in the gift bags that were donated by Lunds-Byerlys.

"We know all the costs associated with staying open are difficult, so we wanted to make sure businesses had the very basic things they needed to ensure the safety of their employees and patrons," said Collins.



White Bear Lake

The biggest challenge faced by city officials in White Bear Lake during the pandemic was the need to make constant pivots. "In the initial weeks of the pandemic, information and rules were changing daily. It was a challenge to define our role in informing residents and businesses about this unfamiliar and unsettling reality as federal, state and county jurisdictions were trying to build capacity in this uncharted territory," said Ellen Hiniker, City Manager for White Bear Lake.

Hiniker added that the city was fortunate to have a strong relationship with the White Bear Lake Economic Development Corporation, the Chamber of Commerce, the downtown business community and countless volunteers that support local service organizations. "We capitalized on this network to distribute information about programs and financial assistance provided through the CARES Act. We also leaned on this network to collaborate on the 'ReGrow WBL' initiative and promote local shopping and dining," said Hiniker.

Throughout the past year, city officials participated in regular meetings with area non-profits organized through the Greater White Bear Lake Community Foundation. The meetings kept the city current with the needs of residents, and informed officials' recommendations for financial assistance programs made possible through CARES Act dollars.

With the exception of the Sports Center and License Bureau, all departments continued to operate throughout the pandemic. After a few weeks, the

License Bureau had transformed from walk up service to appointments only. The Sports Center was shut down for a longer period of time due to restrictions on gathering.

In-person service has now resumed for all departments except driver's licenses, which still require an appointment. Hiniker expects that it will be business as usual in 2021, though she does anticipate that more people will rely on the city's on-line services even after the pandemic is behind us.



Shoreview

One of the biggest challenges the City of Shoreview has faced is a loss of revenue. "Shoreview has been hit particularly hard because we have a community center here and the community center had to be closed for almost three months. That was a significant impact on revenues, on our membership, people being able to work out," said Terry Schwerm, City Manager for Shoreview.

Other challenges Shoreview has faced, how to best keep staff safe while still providing essential services, how to keep City Hall safe, and how to do council meetings when they could no longer be done in person. Meetings were moved online right away when the pandemic struck, but the transition wasn't easy.

"We weren't as prepared as we would have liked to be. We tried to switch to ZOOM, but had technical issues, sound issues that made it hard. We had to reprogram, buy some additional equipment and work with an A/V company to make some changes," said Schwerm.

Speaking of change, it has been a constant in the past year. In addition to moving meetings online, City staff has started up new programs that didn't exist before, including a daycare program for essential workers, and "Rec in a Box" which brought recreation opportunities to people who were unable to come to the recreation center.

"I think cities in general have really

tried to step up and be creative. Staff has responded in meaningful ways and worked hard to make sure services continue," said Schwerm.



Maplewood

The City Manager for Maplewood credits the IT Department for really stepping up to the challenges presented by COVID early on, and keeping the city running. "Our IT people really did a good job of ramping up and getting our people the technology they needed to work from home while we were sheltering in place," said Melinda Coleman.

"Our managers already had laptops. Our IT department was able to secure more, and a fair share of our employees ended up working from home."

Once it was deemed okay to return to the office, plexiglass was put up throughout the City Hall building to keep people safe, and work schedules were staggered so there would only be a small number of people working inside the building at any given time.

Coleman said City Council meetings have continued as planned throughout the pandemic, though they switched from in person meetings to virtual ones. The City's Public Safety and Public Works departments have been up and running at full capacity the entire time as well. However, several employees of Parks and Recreation had to be laid off.

At the height of the pandemic, the City of Maplewood turned to the YMCA for help serving people who were challenged with food insecurity. "We served over 60,000 meals last year in our partnership with the YMCA. We also partnered up on a farm-to-family food distribution that provided 3,600 boxes of fresh food to people in cooperation with the U.S. Department of Agriculture," said Coleman.

Other partners that helped Maplewood make it through the pandemic have included Ramsey County and the White Bear Chamber, which helped out by proving local business loans and grant opportunities. "We used some of

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our CARES money to support local restaurants and bars,” said Coleman. “We are not requiring them to pay for their liquor licenses this year.”



Vadnais Heights

When it became apparent that it wouldn't be business as usual for quite some time, City staff in Vadnais Heights also stepped up to the challenge. Early on in the pandemic they locked the doors to City Hall long enough for staff to put safety measures in place to protect people coming into the building, and they quickly shut down the Community Center.

They also had staff, particularly in the public works department, start working split shifts so there wouldn't be as many people working in close proximity to each other. “We formed partnership agreements with neighboring cities to make sure we had backups for critical services in case our staff was overcome by illness,” said City Administrator Kevin Watson. The idea, to still be able to provide the level of service residents expect while keeping people safe.

City leaders also worked hard to keep employees safe. Watson credits technology for making it possible for City staff to keep working together, even when they had to be apart. Vadnais Heights contracts with the City of Roseville and their Metro I-Net operation, which worked quickly to make it possible for staffers to log onto their work computers from home.

“I think one of the benefits of all this is prior to COVID, everyone was a little apprehensive about letting people work from home. The pandemic forced us to let people do that just so we could keep everyone safe. Now that we've seen it can work, in the future it could be a recruiting tool. We can offer potential employees the ability to have a good career with work-life balance. That could help us compete against other communities for those talented individuals,” said Watson.

In 2019, we launched a Partner Investor level. This is for those investors who wish to make an even greater investment in VHEDC to help us even further grow our work more quickly. These investors are partnering with the VHEDC to magnify the impact of the organization as we undergo a time of growth and expansion by upgrading to a partner level investment. Learn more at www.vhedc.com/partnerinvestors.

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HOW LOCAL GOVERNMENT CAME TO THE RESCUE FOR BOTH BUSINESSES AND CITIZENS IN NEED

Once it became clear the pandemic was going to drastically affect businesses, cities throughout the Northeast Metro began strategizing on ways to support them. Many diverted funds into special accounts that went directly towards keeping the lights on during a difficult time.

“At VHEDC, we put COVID resources on our website and created small business relief programs. We also worked with our partner local businesses to help provide relief,” said Liz Moscatelli, Executive Director for VHEDC.

Banks in the Northeast Metro created special programs that helped businesses fill out applications for Paycheck Protection Program (PPP) loans. The City of Vadnais Heights and Ramsey County extended due dates for taxes, delayed some fees and fines, and also instructed businesses to turn off their water while closed.

“Vadnais Heights’ City Administrator Kevin Watson put together a plan to allow more temporary signage for businesses closer to the street. The city also issued an ordinance addendum that allowed restaurants to provide outdoor seating for customers,” said Moscatelli.

White Bear Lake, meantime, created a Shop Local campaign designed to encourage customers to support their local businesses. The work done in the Northeast Metro very closely mirrors efforts made in some of the Twin Cities' larger metro communities.

The University of Minnesota's Extension Center for Community recently released the results of a study on how local communities reacted to COVID-19. A webinar held in March 2021 showcased how the government agencies involved in the study—the cities of St. Paul, Brooklyn Center, Crookston, Greater Fergus Falls—engaged in basically the same six strategies to help their communities.

- 1) Put information clearinghouse/exchanges on government websites.
- 2) Created small business relief programs.
- 3) Offered technical assistance.
- 4) Reduced fees, regulations and helped businesses.
- 5) Launched shop local campaigns.
- 6) Offered the use of public space for outdoor dining.

According to Andy Hestness, Principal Project Manager, Planning and Economic Development for the City of St. Paul, as soon as they realized the dramatic impact the pandemic was going to have on business, the city's small business team jumped into action. "At the direction of our department leadership and the Mayor, we began to really think through opportunities to offer direct support," he said.

Their first area of concern, the immediate expenses that were going to impact the restaurants and retail businesses that had to be closed due to the pandemic. Expenses such as rent, employee wages, insurance and supplies.

"We realized this was not something we could target as a loan. It really needed to be grant funding," said Hestness. For what became known as the St. Paul Bridge Fund, the team redirected \$3.25 million in city funds from existing community development programs, and began disbursing the funds right away.

A total of 380 St. Paul businesses that were considered vulnerable—those with pre-pandemic annual gross revenues below \$2 million—received a one-time \$7,500 grant.

In addition to the small business program, a parallel Bridge Fund for Families awarded 1,265 grants of \$1,000 each. Eligible families had a child at home, earned a pre-pandemic income of 40 percent or less of the metropolitan medium income, and had experienced a loss of income due to COVID-19.

To make it fair for everyone who applied, businesses and individuals that received the money were selected via a lottery. Money was disbursed in April 2020.

"We initially funded the program with flexible funding from our Housing and Redevelopment Authority. Later when the CARES Act was passed, we went through an analysis and discovered we'd be able to offer a second round of grants for an additional 175 businesses with CARES Act funding," said Hestness.

An additional \$1.3 million in business funding was disbursed in October 2020. A third round of business funding was disbursed as well. All told, the City of St. Paul offered 633 businesses a total of \$4.74 million in relief.

As 2021 got underway, the City's focus shifted more so to offering some technical assistance to businesses, particularly when it comes to technology. For example, helping restaurants increase their online presence and online ordering capability.

"We are also launching a marketing campaign really encouraging folks to visit our small businesses. Also, as there continue to be county tools, federal tools, state tools, we are making sure all that information gets out to the community, so those resources can be tapped," said Hestness.

St. Paul puts all the information it gathers into a city newsletter to get the word out. Sending out a newsletter is also one of the tactics used by Greater Fergus Falls to disseminate information about COVID relief. The organization, which contracts with the city of Fergus Falls to provide economic development

services, also gets the word out using its website and social media.

"The first thing we did after a pandemic was officially declared was begin working with the Director of Supply Chain Management at Lake Region Healthcare to help them secure the supplies they needed. We partnered with local manufacturers who normally didn't make PPE products, like face shields, masks and gowns, to make them," said Annie Deckert, CEO, Greater Fergus Falls, a private, nonprofit economic development corporation that since 2018 has been providing no-cost assistance to businesses in Fergus Falls and the surrounding area to help them grow.



Shoretex Products, which usually makes canvas boat covers, and Excel Plastics, which usually makes retail displays, shifted to making personal protective equipment (PPE). "That was crucial! They likely would not have been considered essential businesses, and this partnership allowed them to remain open, avoiding the potential of employee layoffs. This was a huge win," said Deckert.

Greater Fergus Falls also came to the rescue of businesses forced to close due to the pandemic through Project 2-Fold. In partnership with the Fergus Falls Downtown Riverfront Council, \$4,000 was donated to the project, and local donors who gave \$17,000 in just 24 hours. The organization was then able to purchase gift packages for families in need that included a haircut, movie tickets and bowling passes.



“Our goal was figure out a way to help these businesses get revenue in the short term, and also make an impact in our community. We decided to give the gifts to the families of students on free and reduced lunch program in our school district,” said Deckert.

Greater Fergus Falls also launched a Shop Local campaign that ran from the summer through the holiday season; and the City and community raised \$100,000 through private donations and grants to keep the local food shelf operating. The organization has also provided technical assistance to more than 80 businesses that helped them apply for pandemic relief funding programs.

“Once the restrictions started lifting a bit, we supported the City to provide picnic tables to restaurants so they could open back up with outdoor dining,” said Deckert. Another service the organization provided that was very helpful to restaurants was keeping and distributing an updated list of all the local restaurants and breweries. The list included their hours and available services.

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RACIAL EQUALITY



HOW NORTHEAST METRO COMMUNITIES ARE RESPONDING TO THE CALL FOR RACIAL JUSTICE, EQUITY AND INCLUSION

In order for change to happen, there typically needs to be some kind of catalyst. An incident if you will that leads people to rise up and say enough is enough.

“Certainly George Floyd being murdered at the hands of police caused businesses, residents and policy makers to be increasingly conscious of the role racism plays in economic competitiveness,” said Tawanna Black, Founder and Chief Executive Officer of the Center for Economic Inclusion.



Tawanna Black

The St. Paul-based Center is the nation's first organization dedicated exclusively to creating inclusive regional economies. They do it by equipping public- and private-sector employers with the tools they need to dismantle institutional racism and build shared accountability for inclusive economic growth. The Center was established in 2017, well before the May 2020 George Floyd incident happened.



Among its many partners in the work it does is Ramsey County, which is in the Northeast Metro. "The Center for Economic Inclusion is our partner on the economic competitiveness and inclusion vision plan we have been working on," said Kari Collins, Ramsey County's



Kari Collins

Director of Community & Economic Development. "They have led the engagement strategy and they have also been a strategic advisor, helping to develop some of these recommended actions."

While the work to make sure economic development is more equitable has been underway for some time, the George Floyd incident brought about a new sense of urgency. "We feel particularly compelled as a result of both the murder of George Floyd and the COVID 19 crisis to build programming and initiatives that come back with programs that are intentional in terms of who we are serving, and that are grounded in racial equity," said Collins.

Currently being looked at very closely in Ramsey County, trends around foreclosures and forfeitures, and the intentional rebuilding of Black-owned businesses negatively impacted by both the pandemic and the uprising in the aftermath of George Floyd's death.

"As we retool future funding, we will look to how we can be strategic in serving the corridors that may have had BIPOC (Black, Indigenous, and People of Color) business ownership. Our goal is to retain BIPOC ownership along these corridors, and make sure they don't succumb to national investors who swoop in and buy up property. We have been having lots of conversations with the City of St. Paul and various Chambers about being intentional," said Collins.

"Ramsey County is putting their money where their mouth is with this particular project and it holds great progress and potential for all of Ramsey County," said Black "I would echo that the city governments are just as important to this work. It will take a deep partnership and solidarity between all units of government and the private sector in order to bring it to fruition."

Educators in the Northeast Metro are also deeply involved in the work around inclusion and racial equality. In fact, it has been going on for decades now at Century College.

Angelia Millender, the President of Century College, said work related to learning how to serve a more diverse student population began between



Angelia Millender

2005 and 2010 when the community's demographics began to shift. The College has also been intentional about its partnerships and outreach with diverse communities, influencing the college's diverse student enrollments to currently reflect 42 percent of students of color, 48 percent first-generation students, 59 percent part-time students, and 30 percent of new students are Pell eligible.

"We are proud of the diversity of our student population, as it enriches classrooms, co-curricular learning, and our college community," President Millender said.

"Our work in addressing racial equity as well as addressing diversity and inclusion with all populations of students has been ongoing," added Pakou Yang, Vice President, Century College. "In 2011, Century College made the decision to join Achieving the Dream (ATD) network, a national consortium of community colleges across the nation."



Pakou Yang

One of ATD's founding principles is making data informed decisions. By examining disaggregated student data, the college uncovered opportunity and success gaps between white students and students of color. Using the data to inform directions, the College designed programming to make progress toward narrowing the gaps.

"Some of our innovations in reforming developmental education was born out of our participation in Achieving the Dream," said Yang.

In addition to the diversity of students, the College has also been very intentional about hiring staff experienced with working with diverse communities, as well as hiring diverse employees to mirror the student diversity, according to Rosa Rodriguez, Century College's Campus Diversity Officer.

When what Millender calls "an inflection point" happened—the George Floyd incident—the college's work around diversity shifted a bit. "We started to reformulate our work and focus it on equity mindedness and talk

about policy changes through more of an equity lens," said Millender.

Because of its commitment to equity and inclusion, Century College had invested in programming and professional development. Century implemented the Seeking Educational Equity and Diversity (SEED) program over a decade ago as a training program to help employees increase cultural competency.

More recently, the College is offering the Institute for Culturally Responsive Pedagogy (ICRP) for faculty and staff to develop culturally responsive classrooms and services. With the death of George Floyd, the college renewed and deepened its engagement with the college community, offering additional opportunities for critical conversations and shared learning.

Two new series of professional development were offered this year: Real Conversations about Race and Communicating through a Cultural Lens. The College also provided more training on universal design to

support all learners in classrooms, both on-campus and online.

"Our values of diversity, equity, and inclusion are central to our Century College mission, and we remain steadfast in our commitment to these values. As an educational institution, it is our purpose to encourage a marketplace of different opinions and ideas that enrich learning" said President Millender. "We will continue to work together and advocate for solutions grounded in our core values, our history of overcoming tremendous challenges, and recognition of our shared destiny. By doing so, we have an opportunity to build a better, stronger, and more inclusive community."

"We often talk about building back better, and we have the time now especially in a post George Floyd transformative era to say how do we come back better as an economy and as a society to build a future where everybody can grow economic prosperity in our county," added Collins.

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HUMAN RESOURCES DEPARTMENTS ARE INVOLVING EMPLOYEES IN DECISIONS ABOUT WHAT WORKPLACES WILL LOOK LIKE IN THE FUTURE



One area of business that is going to be forever changed by the pandemic is human resources. While it is now becoming safe for the majority of employees to return to the office, will they?

Businesses throughout the Northeast Metro have been discussing what the future is going to look like for the past several months. During an HR Connections meeting in early 2021, representatives from several Northeast Metro businesses discussed the results of surveys they had done to see how comfortable employees are with the idea of returning to the workplace.

Joy Vander Heiden from Ehlers Inc., a Roseville-based Public Finance Advisory firm, is among the heads of human resources who regularly attends meetings. "As vaccine development progressed we started talking as a management team about what it's going to look like when this is behind

us as far as getting employees back to work," said Vander Heiden, who helped craft a survey for Ehlers' employees to understand their needs and perspectives about the company's future workplaces once state and local restrictions are lifted.

Employees were asked five multiple choice questions. There were two questions about what employees are doing today, two questions about what they see themselves doing in the future, and then an open ended question.

Overall, employees said they want to see a hybrid schedule in the future where they work a few days in the office and a few days from home. They also said having planned social gatherings would make coming into the office more valuable.

"We were pleased to learn that the vast majority of our employees are on the same page. We only had a few

individuals state they wanted to work 100 percent remote or 100 percent in the office. Most of our employees believe some kind of balance of hybrid will work best—being in the office maybe two or three days a week and working from home for the remainder of any given workweek" said Vander Heiden, who thinks in the future employees will be afforded a higher degree of flexibility than was available pre-pandemic.

Ehlers isn't the only company that has come to the realization that there is no going back. Hallberg Engineering, a mechanical and electrical engineering firm based in White Bear Lake, sent staff home to work when COVID first hit, leaving just a skeleton crew behind. Today, 10 to 25 percent of employees are back in the office, the rest of the employees are still working remotely.

A survey done by the HR Department indicates many want it to stay that

ABOUT HR CONNECTIONS

VHEDC has been sponsoring HR Connections since 2016. The networking group brings human resources professionals from companies throughout the Northeast Metro together to share best practices, network with peers, and keep up with business trends.

Pre-COVID, the group met in person the last Wednesday of each month over the lunch hour. Currently, HR professionals are meeting virtually in an open forum format.

"The open forum is really engaging people differently," said group founder Cindy O'Donovan, owner of Right 4 Your Business and a VHEDC Board member. "People really enjoy participating and adding to the meaningful dialogue that is taking place."

One of the most talked about topics early in 2021 is how companies are going about bringing people back to the office. They have also discussed benefits, recruitment and retention and training on diversity, equity, and inclusion.

"It's really helpful for HR professionals to find out what is going on at other companies, and to learn that they are not the only ones dealing with a particular issue. People also appreciate finding out that in many cases there are already solutions being talked about at other companies that can benefit their organizations as well," said O'Donovan.

VHEDC members and their guests can register for the next HR Connections meeting through the VHEDC website. The direct link is [VHEDC.com/event](https://vhedc.com/event)

“ I think 2020 has taught us that we can have a home/office balance, and hybrid may be something we can include as a work option moving forward. It allows for a lot more flexibility for our staff. I think hybrid will be an option in the future. ”

- **Kristin Papke**, *HR and Accounting Specialist, Hallberg Engineering*

way. "For the most part, people are adjusting to work life out of the office and then having that balance. As an employer we are trying to be respectful of that while at the same time keeping people connected. Zoom has been an asset for us," said Kristin Papke, HR and Accounting Specialist, Hallberg Engineering.

Not all businesses were able to send people home to work though. Buerkle Automotive's three dealerships and collision center are considered critical businesses, and as such stayed open from Day One.

"Very early on it became apparent that COVID-19 was going to be a game changer for how Buerkle Automotive would do business. As a result, Buerkle put together a management team to gather and disseminate all information coming from the Centers for Disease Control (CDC) and the Minnesota Governor. The management team worked with all department managers to formulate a company response and keep employees updated to ease employee concerns and fears," said Linda McDonough-Rees, H.R. Manager for the Buerkle Automotive Group.

Not only did managers have the challenge of ensuring the company was responding in a way that would ensure it stayed operational, safeguarding employees and customers was a constant challenge. Initially, many workers were furloughed and/or laid-off. However, as safeguarding processes and practices were developed and implemented, and business increased, all Buerkle employees were brought back.

"The automotive industry has generally stayed strong as the world continues

to navigate through the pandemic. Although Buerkle has not seen a big change in the number of employees or the jobs needed within the company, we are putting a larger focus on the soft skills employees need in addition to the technical skills; flexibility, adaptability to change and problem solving for example," said McDonough-Rees.

"As a Human Resources manager, I see 2021 as a year to take a breath and ensure as a company we reflect on all of the valuable lessons we learned in 2020 and incorporate them into our plan for the future stability of our business."

“ IC System has done an amazing job of maintaining our culture, employee engagement, and productivity. With all that we have accomplished together, we expect nothing less in 2021. ”

- **Rachel Scherer**, *Human Resources Generalist at IC System*

IC System, a debt collection agency in the Northeast Metro, also learned a lot in 2020. "IC system was proactive leading up to the shutdown. A pandemic team was created and met daily to discuss and solve issues as they arose," said Rachel Scherer, Human Resources Generalist at IC System.

The biggest challenge the company faced at the beginning of the pandemic was quickly moving more than 450 employees from the office to their remote locations. Scherer said the IT and operations departments stepped up to the challenge and successfully accomplished the task in a two-week period—all without compromising client consumer relationships or productivity.

In 2021, the company expects to remain hybrid with most employees working remote. "All new hires are working on-site to ensure the best training, onboarding, and retention practices," said Scherer, who added that she thinks overall the company will continue with a hybrid staffing model indefinitely.

"Most of our support staff will continue to work remotely," she said.

VHEDC IS THANKFUL FOR ITS STRATEGIC PARTNERS - THE VADNAIS HEIGHTS LIONS CLUB AND FOUNDATION



The Vадnais Heights Lions Club was chartered in 1980. As a part of Lions Clubs International the organization's focus begins locally and expands far beyond. Though it supports many causes, the mission of the foundation states it is "a volunteer organization striving to improve the quality of life in our community through humanitarian services"



"This last year has shown us how much we enjoy and missed serving others. We missed seeing each other, those that support our missions, and those in need. Through it all we were able to continue our much-needed services and a few fundraising events," said Director Eileen Schirer.

A few highlights: The VH Community Food Program, a.k.a. the Food Shelf, which is managed by the VH Lions, did not miss a single distribution day. With careful consideration for safety, clients were invited to remain in their cars as volunteers placed food inside. Lions also delivered bags of groceries to the

doors of seniors in need.

The Lions Club's Holiday Toy Drive and Distribution was bigger than ever. "The support of our community was amazing. With thoughtful planning families were able to select many gifts for each of their kids. The number of kids that received gifts was higher than all previous years," said Schirer.

Though unable to hold two of the organization's signature sit-down Belgium Waffle Breakfasts in 2020, on May 23, 2021, the Lions Club hosted its first drive through event: Waffles To-Go, and will hold an in-person, indoors event at the VH Commons on October 3rd where guests will be able to enjoy waffles while gathering with family and friends. Heritage Days will also be in person in August.

Learn more about VH Lions Club and Foundation here: E-clubhouse.org/sites/vadnaishts



The Vадnais Heights Area Community Foundation

The Vадnais Heights Area Community Foundation (VHACF) is a broad-based foundation in the community that

supports as many non-profits as it can, while being responsive to the needs of the community. The mission of VHACF is to strengthen the community through private giving.

When the pandemic struck and it became apparent there would be increased needs for assistance in the community, the VHACF made changes to its grant program. "We accelerated our grant rounds in 2020, moving the August deadline up to June, and specifically offered to help with pandemic related assistance," said Trisha Cummins-Kauffman, Chair of the VHACF Board of Directors.

In 2021, the organization is hoping to resume more of its typical activities, which include assisting the City of Vадnais Heights with putting on its annual Ice Cream Social and sponsoring local teachers through the Teachers Fund who wish to travel to build their knowledge and skills in a particular area and then bring that back to their classrooms. VHACF scholarships to outstanding high school seniors in the White Bear Lake, AFSA and Mounds View School Districts have continued.

Cummins-Kauffman says the organization currently has a need for new Board members. Those interested in learning more about helping the Vадnais Heights community should send an email to info@vhacf.org.

NONPROFITS & COVID

NORTHEAST METRO'S NONPROFITS STEP UP TO THE CHALLENGES PRESENTED BY THE PANDEMIC



A business sector that is very familiar with having to overcome significant challenges, even without a pandemic, are the nonprofits. Between March 2020, and today, pretty much all of the nonprofits in the Northeast Metro have been affected in some way.



White Bear Area Food Shelf

According to Perry Petersen, Executive Director of the White Bear Area Food Shelf, food insecurity has become a problem for a lot of people. "Before the pandemic we would serve 1,200 families per month. Now we are serving 1,800 families a month," he said.

Not only is the need greater, so is the

amount of work involved in getting food to those who need it the most. Before COVID, the White Bear Area Food Shelf operated very much like a small grocery store where people in need could come in and pick up the items they wanted. However, once the pandemic struck, the model moved to curbside pickup only.

"We have stayed operating throughout COVID, but we have had to adjust our model to somewhat of a hybrid where people fill out an order and food is prepacked," said Petersen, who is hoping to be able to resume in person visits by his organization's clients this summer or fall.

Serving people who come to the food shelf seeking help isn't the only service the White Bear Area Food Shelf has provided during the pandemic. The nonprofit has also partnered with the White Bear Lake School district to help provide what they call Kid Packs to those in need.

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"The Kid Pack Program was originally designed to provide students registered for the free lunch program with some food for over the weekend, and to provide food on days when they didn't have school breakfasts and lunches available," said Petersen, who added that the packs used to typically include an easy mac and granola bar.

Once COVID hit, they shifted to sending out more of a meal pack including such things as spaghetti noodles and spaghetti sauce. "We wanted to help provide a more substantial meal for kids who were staying home all day and participating in distance learning," said Petersen.

it quickly became clear they wouldn't be transporting people again any time soon. The new role they came up with, partnering with other agencies in the community to transport food. Since the pandemic struck, Newtrax has transported more than 70 tons of food.

"We built a tremendous number of relationships, whether it be with a school district in St. Paul, or area emergency food shelves, to get food delivered to seniors and families in need. Additionally, we worked with a lot of local restaurants to help them get back on their feet while still serving communities with food," said Scott

Olson, Community Transportation Coordinator for Newtrax.

Using grant money and CARES Act funding, 25,000 meals thus far have been purchased from local restaurants and then delivered to those in need. Another 800,000 meals were delivered through Newtrax's partnership with Loaves and Fishes and the YMCA.

Another source of funding that helped make transportation services possible was \$100,000 in grants and donations provided by The City of Vadnais Heights, White Bear Lake, Mahtomedi, White Bear Township and Gem Lake;



Newtrax

Newtrax, which is also headquartered in White Bear Lake, is another nonprofit that changed its business model to better serve its neighbors during a time of crisis. Since its founding in 2011, the nonprofit's primary role in the community has been to provide transportation for seniors, and adults with intellectual and developmental disabilities.

As the day programs that service those communities closed due to COVID,



in addition to the funds provided by the Vadnais Heights Area Community Foundation, Greater White Bear Lake Community Foundation, and White Bear Education Foundation, along with individual donations.

“VHEDC is a great organization regarding connecting local businesses. The excellent relationship we have with VHEDC has helped us recognize the needs in our community and the transportation gap, and helps others be aware of us and the services we provide.”

- Mike Greenbaum, Executive Director, Newtrax.

“That program started with pilot funds from the Vadnais Heights Area Community Foundation and Greater White Bear Lake Community Foundation,” said Mike Greenbaum, Executive Director, Newtrax.

Now that day programs have started reopening, Newtrax is shifting back to its original mission: providing transportation for seniors and those with intellectual and developmental disabilities. The company has also restarted its senior circulator bus loop, which once a week sends several buses on a fixed loop to pick up and drop off seniors in the area so they can take care of their daily chores.

“We are hopeful that with the increase in vaccinations, we can start up even more loops soon, and continue to work on decreasing the social isolation of seniors in our community that has become even worse during this COVID time period,” said Greenbaum.

Merrick Inc.

Coping with social isolation is an issue clients at Merrick, Inc., one of Newtrax's partners, have had to deal with during the pandemic. Merrick is a nonprofit that has been providing life enrichment services and employment support for adults with intellectual or developmental disabilities in Ramsey County since 1964.

“When the Governor's first Executive Order was issued, our programs were suspended and the 375 clients we support could no longer come to our programs,” said Karen Herrera, Merrick's Development and Communications Director.

Early on in the pandemic, one of the major changes the company made to diminish this isolation was to begin offering remote (online) services. “We hadn't offered that previously so it was a new endeavor for us. We took it as an opportunity to get creative and learn new skills,” said Herrera.

Among the remote services that were added: music therapy, self-advocacy meetings, and social interactive activities. “A favorite activity was a one-month travel theme where clients 'visited' various countries and regions of the United States, learning about the people, culture, food, traditional dress and landmarks,” said Herrera. Each week an activity bag, assembled by program staff, was delivered to clients' homes. The bags included passports, stickers and airline tickets to that week's destination.

Although clients had to stay home for some time, non-essential employees were only furloughed for three-weeks and upon receipt of the Paycheck Protection Program (PPP) loan were called back to handle essential medical contracts that needed to be fulfilled. “We do a lot of assembly work or packaging of items for local businesses. Due to the COVID-



19 pandemic, one of our business partners had an increased demand for x-ray bags, and another had us assembling COVID-19 testing kits,” said Herrera.

In October, when it became clear that Merrick would not be able to host the popular annual holiday party as usual, employees once again tapped into their creativity and found a way to spread holiday cheer. “We partnered with Jimmy's Food and Drink in Vadnais Heights and Donatelli's in White Bear Lake to provide family style dinners for the households of all enrolled clients. Newtrax drivers and some of our managers delivered the meals to people's homes,” said Herrera.

“We're starting to experience some glimmers of normalcy. We're still abiding by our 11 page COVID preparedness plan which has kept exposures at a minimum. We have done a really good job of keeping COVID out.”

- Karen Herrera, Development and Communications Director, Merrick Inc.

Each meal was accompanied by a holiday centerpiece, and a holiday message from the “Elves” who raised the money for the annual holiday party. Each letter wished the families well and encouraged them to take a break and enjoy a holiday meal with the people in their home.

Herrera said it was quite an undertaking. A total of 672 people in 176 homes were served.

New clients are again being enrolled, and the majority of both employees and existing clients have been able to return to the building.

Merrick is also looking forward to the opportunity to resume fundraising. The company plans to host both its 26th Annual Golf Scramble and 3rd Empower! Lunch in 2021.

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HEALTHCARE IN THE NORTHEAST METRO AREA

Now that a vaccine is available for COVID-19, health clinics throughout the Northeast Metro are extremely busy, helping to facilitate the delivery of vaccinations. The optimism for the future is a far cry from where things stood in early 2020.

The entire year, in fact, was a challenging one for the healthcare industry. Many practices had to close for a time while they figured out how to safely deliver services to patients.

Willow Lake Dental in Vadnais Heights, for example, had to shut down for 11 weeks. "In the beginning it was a little bit scary because there was so

much uncertainty with what we were facing," said Willow Lake Dental's office manager Mark St. Dennis.

"Once we got over the initial shock, we went into a mode of just protecting everything we could. I got on the phone with all of our vendors and lenders and just negotiated any sort of cash flow stoppage that we could."

Dental clinics may have not been able to function at the beginning of the pandemic, but thanks to telemedicine, many other providers were able to continue seeing patients virtually until safety protocols were determined, and it was deemed safe to reopen clinics.



The Northeast Metro is fortunate to have a wide variety of medical practices based in the community that offer residents access to everything from emergency care to specialty services.

Here is information about some of the many practices in the area.

HealthPartners

White Bear Lake Clinic
1430 Hwy 96 East; 651-653-2100
healthpartners.com

HealthPartners, an integrated healthcare organization providing healthcare services and health plan financing and administration, was founded in 1957 as a cooperative. It's the largest consumer governed nonprofit healthcare organization in the nation – serving more than 1.8 million medical and dental health plan members nationwide.

The HealthPartners White Bear Lake Clinic offers a wide range of medical and dental services. This clinic has providers practicing Family Practice, Internal Medicine, Pediatrics, Ob/Gyn and more. In addition, this clinic

also offers an on-site dental clinic, pharmacy, lab and radiology services.

Allina Health Helene Houle Medical Center, Vadnais Heights

1155 East County Road E; 651-241-9200
allinahealth.org/locations/1386

The Allina Health Helene Houle Medical Center was planned for Vadnais Heights when the decision was made to close the Allina Health White Bear Lake Clinic. The clinic serves patients of all ages, with an emphasis on preventive medicine and overall health and wellness. It also provides a variety of specialty health services such as mental health, audiology, general surgery, ENT, urology, spine care and podiatry.

The Urgency Room, Vadnais Heights

1159 East County Road E;
651-789-6500
urgencyroom.com/vadnais-heights/

The Urgency Room (UR) model focuses on a traditionally underserved patient population. Patients have a broad range of options when it comes to where they receive medical treatment and the UR strives to fill

the gap between urgent care and the emergency department.

In 2017, about 30,000 patients were treated at the Vadnais Heights' UR. Not just Vadnais Heights patients utilize the facility, but also patients from the surrounding areas of White Bear Lake, Shoreview, and additional communities extending past Hugo and Forest Lake. The Urgency Room is open 365 days a year, including holidays, from 8 a.m. to 10 p.m.

M Health Fairview

St. John's Hospital, Maplewood

1575 Beam Ave.; 651-232-7000
fairview.org/locations/healtheast-st-johns-hospital

In 2017, the HealthEast and Fairview Health systems merged. The combined organization is one of the most comprehensive and geographically accessible health systems in the state. Truly a community hospital, St. John's is part of a 32-acre healthcare campus and offers a convenient, suburban location, easy access to major highways and free parking.

The hospital's 184-bed facility offers a wide variety of diagnostic and therapeutic services. To meet the needs of its growing community, St. John's Hospital provides innovative technologies and services such as the intensivist program (on-site critical care physician specialists), 24-hour in-house obstetrics coverage and a neonatal intensive care unit (NICU).

M Health Fairview Vadnais Heights Clinic

480 Highway 96 East; 651-326-5900
fairview.org/Locations/HealthEast-Clinic-Vadnais-Heights

M Health Fairview Vadnais Heights Clinic, formerly known as HealthEast Vadnais Heights Clinic, opened at the corner of Highway 96 and Oak Grove Parkway in July 2018. The clinic features a large welcome area and roomier, more inviting welcome space with natural lighting and child-friendly areas. All rooms are multi-purpose, so no one has to move to a different location for a special procedure."

The clinic employs 10 family doctors; three of them provide prenatal and maternity care.



Dental

Willow Lake Dental, Vadnais Heights

3475 Willow Lake Boulevard, Ste 100
651-294-9500; willowlakedental.com

Willow Lake Dental, founded by Tracy St. Dennis, D.D.S., opened its doors in January 2017. As the practice's fourth year in business got underway in 2020, things were looking good.

"We were just starting to get some cash flow and make some progress as a business, so it was kind of tough when in mid-March we had to all of a sudden turn everything down for such a long time," said Willow Lake Dental's office manager Mark St. Dennis.

The pandemic forced Willow Lake Dental to close for 11 weeks. "Our lenders gave us three months without any payments, and we were eventually able to get a Paycheck Protection Program (PPP) loan, which was very helpful. Once we had the financial side taken care of, then it was about trying to secure all of the Personal Protective Equipment (PPE) we could, which was a significant challenge," said St. Dennis.

In the beginning, Tracy St. Dennis and members of her staff had to drive all over town to secure the PPE they needed—face masks, gloves, etc. Once they had what they needed, attention turned towards making the office a safe place to return to once the shutdown order was lifted.

Staff returned to the office in May 2020, and the safety protocols put in place then remain in place today. Everyone in the office wears masks at all times.

"Fortunately, we were already doing 95 percent of what the new protocols call for before the pandemic, so it didn't take a lot for us to adjust. Mostly we just had to buy stuff," said Mark St. Dennis.

Tracy St. Dennis, D.D.S. is a graduate of the U of MN-School of Dentistry. She is in her 13th year of practicing dentistry. Her practice prides itself on having the ability to help people that have same day, emergency dental needs. She is able to provide most of the services needed to relieve patients of their pain; and most patients do not need a referral to see her.

Advance Family Dental

Vadnais Heights
925 E. County Road E; 651-482-1122
advancefamilydental.net

Vadnais Heights Family Dentistry

1230 E. County Road E; 651-482-0180
vadnaisheightsfamilydentistry.com

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Summit Orthopedics, Vadnais Heights

3580 Arcade St. South; 651-968-5201
summitortho.com/location/vadnais-heights-clinic/

Summit Orthopedics has been providing care for Northeast Metro residents for 30 years; approximately 30,000 patients are seen annually at its Vadnais Heights location. Summit's expert team of physicians, surgeons, physician assistants, certified athletic trainers and therapists are part of the 900-plus employees who partner to provide quality care designed to support a healthier, more active lifestyle.

Summit's team of experts also provide innovative regenerative medicine therapies for those looking for an alternative to traditional treatments. They can treat arthritic joint pain, sports injuries, neck and back conditions – creating an environment to trigger tissue repair and healing. Regenerative medicine seeks to decrease pain and improve function by using your body's own natural cellular mechanisms to accelerate healing, reduce pain and inflammation, and potentially regenerate tissue.

Summit offers these treatments in the form of platelet-rich plasma (PRP) and bone marrow aspirate concentrate (BMAC) injections, which contain adult stem cells. Because this is an emerging area of medicine, physicians are still exploring how regenerative therapies work in the body.

These treatments are beneficial for patients who want to stay healthy and active, or who are dealing with chronic joint or soft tissue pain. Exceptions include patients with specific medical conditions, or who are taking certain medications. Overall these injections have demonstrated that they are safe and have no known long-term adverse side effects.



Visit summitortho.com for more educational information on regenerative medicine therapies.

Twin Cities Orthopedics, Vadnais Heights

3565 Highway 61 North, 651-439-8807
TCOmn.com/locations/vadnais-heights

Twin Cities Orthopedics (TCO) has had a strong presence in the Northeast Metro since Dec. 2017, when the practice opened a new state-of-the-art clinic next to the Vadnais Sports Center. TCO is proud to support the local community in a number of ways, including being the Official Sports Medicine Provider for three local high schools and 21 in total across the metro, as well as supporting dozens of youth teams, booster clubs, and other athletic groups in the Northeast Metro area.

Midwest Ear, Nose & Throat Specialists, Vadnais Heights

3590 Arcade Street; 651-702-0750
mwent.net

Midwest ENT's goal is to set the community standard of excellence

in ear, nose and throat care and to exceed its patients' expectations while providing the most innovative medical treatments and procedures in a caring, convenient and accessible manner. Midwest ENT supports this goal by adhering to the highest ethical conduct in its interactions with patients, in its treatment of employees and in its involvement with the community.

The Midwest ENT Foundation is a charitable organization and foundation created to gather and provide funds to support Otolaryngology research, technology and equipment to advance the healthcare industry. The funds are given to deserving causes in the local community.

North Suburban Eye Specialists, White Bear Lake

4520 Centerville Road; 763-421-7420
nseyespecialists.com

North Suburban Eye Specialists is a physician-owned practice that has built its reputation upon exceptional patient care for the last 30 years. The

physicians believe that great medical care depends not only on using the best technology but also on building strong patient relationships, taking the time to educate patients about their care and procedures. The physicians use the best technology and build strong patient relationships, educating patients about care and procedures.

Dr. Mark Lobanoff is considered by many to be one of the top LASIK surgeons in the United States. Patients have traveled from 30 states, 13 countries and three continents to have their LASIK surgery performed by Dr. Lobanoff. More recently, Dr. Lobanoff has become a world-renowned expert in the newest form of LASIK; Alcon's Contoura topographic-guided LASIK.

He has lectured on this new technology across the U.S. and Europe. Surgeons from across the U.S. travel to Minnesota to learn Dr. Lobanoff's techniques first hand. He is currently involved in three research trials on Contoura and is developing software to make the surgery even more effective.



Chiropractic

Lux Family Chiropractic, White Bear Lake

1310 E. Hwy 96, Ste 118; 651-483-0140
luxfamilychiro.com

Lux Family Chiropractic takes a holistic approach to healthcare and addresses the body as a whole. The body was created to heal itself, and Lux Family honors that truth. Jenna Goldsmith, D.C. uses state-of-the-art scanning technology to address how well the nervous system is functioning, pinpointing sources of stress in the body and creating a customized plan to address it.

Known to her patients as Dr. Jen, Goldsmith is a family wellness chiropractor. She has a passion for helping “kiddos” because she says many of the issues we are seeing in adults are things that have stemmed from childhood.

Dr. Jen especially enjoys working with kids who have been diagnosed with neurodevelopmental differences such as

ADHD, autism and sensory processing disorder.

Dr. Jen believes chiropractic care leads to a better pregnancy and birth by ensuring pelvic balance and stability as well as reducing time of labor and delivery. Dr. Jen is Webster certified, which is a special technique during pregnancy that assists with pelvic alignment allowing for baby to have more room which therefore promotes optimal neurological development. Postpartum care is just as important to help speed the healing and recovery process and improve posture for breastfeeding.

The Carlson Clinic of White Bear Lake
4717 Clark Avenue; 651-762-8040
carlsonchiro.net

Dustin Carlson, D.C. was born and raised in White Bear Lake. His clinic has been in the Northeast Metro area for 15 years, and he sees 6,000 patients annually.

The Carlson Clinic uses the most up-to-date advanced chiropractic

techniques to give patients optimal comfort and results ... techniques such as K-Laser Therapy. Laser Therapy, or “photobiomodulation,” which is the use of specific wavelengths of light (red and near-infrared) to create therapeutic effects. These effects include improved healing time, pain reduction, increased circulation and decreased swelling. Laser Therapy has been widely utilized in Europe by physical therapists, nurses and doctors as far back as the 1970’s. Now, after FDA clearance in 2002, Laser Therapy is being used extensively in the United States.

Dermatology

Dermatology Consultants, Vadnais Heights

3555 Willow Lake Boulevard, Ste 240
651-770-0110
dermatologyconsultants.com

Advanced Dermatology Care, White Bear Lake

4480 Centerville Road; 651-484-2724
adcderm.com



White Bear Lake Area Schools

Leading minds to learning, hearts to compassion, and lives to community service.

Serving the communities of Birchwood, Gem Lake, Hugo, Lino Lakes, Little Canada, Maplewood, North Oaks, Vadnais Heights, White Bear Lake, and White Bear Township.



OUR MISSION

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- Students who design and create their own future
- A culture that respects diverse people and ideas
- Safe, nurturing, and inspiring experiences
- Exceptional staff and families committed to student success
- Abundant and engaged community partners



HOW NORTHEAST METRO EDUCATORS STEPPED UP TO THE CHALLENGES PRESENTED BY COVID-19

The 2020 – 2021 school year was a memorable one for teachers, students and of course parents. It will forever be remembered as “The Year of the Pivot.”

Right around the time students left on Spring Break, it became apparent that because of the quickly spreading COVID 19 pandemic, the way education is delivered would have to change dramatically. “By the end of the break we realized we were not going to be able to bring our students back on campus for a while,” said White Bear Lake Area Schools Superintendent Wayne Kazmierczak.



Wayne Kazmierczak

Even in advance of the Governor making the announcement about shutting things down, White Bear Lake Area Schools made the decision to delay students coming back

from Spring Break. "It was in part to give our state leaders time to make an announcement that we thought was coming," said Superintendent Kazmierczak, who added that it was also to give the District time to transition to distance learning.

At the same time White Bear Lake Area Schools were scrambling to move to distance learning, Century College in White Bear Lake was making a similar transition. "When we got the directive to get everyone off campus in almost a nanosecond, it was chaotic to say the least, but we made it work," said Angelia Millender, President, Century College. "We converted all of our in-person classes to online classes, and got staff up and running in a telecommuting setting."

At first, however, Century College did not have an infrastructure in place to deliver services like financial aid and advising support virtually; but fortunately it came with time, added technology, and staff members' resourcefulness and hard work. "When we switched everything to virtual, it was a huge learning curve for our teams, but we did it by being more

creative than ever in how we delivered services to students and offering high quality, connected engagements in virtual settings," said Pakou Yang, Vice President, Century College.

“ In terms of a comeback, I think there's a lot of optimism and a lot of excitement about all sorts of things, including our building projects and also our robust, strategic plan. We've tried to keep that at the forefront as we've navigated this year as well. This past year has been challenging, but there's a lot of great work happening. Moving forward, we're looking forward to the implementation of our plan.”

- **Wayne Kazmierczak**,
Superintendent, White Bear Lake Area Schools

Both Century College and White Bear Lake Area Schools finished Spring semester virtually. Then when COVID numbers began coming down in early summer, the decision was made to allow some students back into the classroom.

"Summer school was the first time we offered hybrid instruction, and it was offered when fall of the 2020 - 2021 school year began too," said Superintendent Kazmierczak.

The students who have returned to the classroom have been split into two

groups. Some come into the school building on Monday and Wednesday. The others attend classes on Tuesday and Thursday.



Alison Gillespie

"About a quarter of the White Bear Lake Area Schools students in K - 12 remained in distance learning when we started the school year. That figure has remained

fairly consistent throughout the school year," said Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning at White Bear Lake Area Schools.



Angelia Millender

A significant number of students at Century College enrolled in online courses for Fall 2020 and Spring 2021. Century provided on-campus courses for

career and technical programs when fall of the 2020 - 2021 school year began as well. However, Millender thinks that by the fall of 2021, Century will add more face to face courses to the schedule and for the 2021-2022 academic year, Century hopes to offer a mix of on-campus, online, and blended/hybrid courses.



Operations may be able to get back to normal, but it will be some time before schools in the Northeast Metro, and nationwide, can get back to where they were pre-pandemic. Superintendent Kazmierczak and Assistant Superintendent Gillespie said the pandemic will continue to have an effect on the School District for the foreseeable future.

"This has had a huge impact on us enrollment wise," said Superintendent Kazmierczak. "Enrollment is down statewide about two percent and we are down 300 students from where we thought we'd be, which will impact the current budget and future budgets.

We do believe that our enrollment will recover; it will just take some time."

Funding for Grades K – 12 is based largely on student enrollment. As a result of the anticipated losses, the White Bear Lake Area School District plans to reduce its expenditure budget heading into the 2021 – 2022 school year.

Enrollment was expected to be down at Century College as well, but officials say they are in a stronger position going into the 2021 – 2022 school year. Knowing the college would likely be challenged with declining enrollment due to the pandemic, administration had the foresight to plan for a budget year with negative enrollment.



Pakou Yang

"We projected that the best worse-case scenario would be negative ten percent of our enrollment and that proactive approach allowed us to meet our budget target.

"We actually ended up at approximately negative eight percent, which is slightly better than projected," said Yang.

White Bear Lake Area Schools Superintendent Kazmierczak thinks the District will be back to in-person learning in the fall, but things might look a little bit different. "We don't know if students will need to wear masks. We don't know if we will still have to adhere to social distancing, but I think those things are minor. We'll have kids back in school," he said.

President Millender said things are looking better for Fall Semester 2021 at Century College, but things will look different as well. "The pandemic has been challenging; however, what it brought out was resiliency and innovations in and out of the classroom, deeper care and compassion for our students and each other, and our collective commitment to advance our college," said Millender. "The future Century will look different in that our new normal will be based on the lessons learned and new innovations gained."

DISTANCE LEARNING DATA

About 25 percent of White Bear Lake Area School students have remained 100 percent in distance learning, even though classrooms have reopened. These figures are as of Feb. 21, 2021.

Grade / Percentage of students in a distance learning situation

K – 2nd Grade / 13.8%

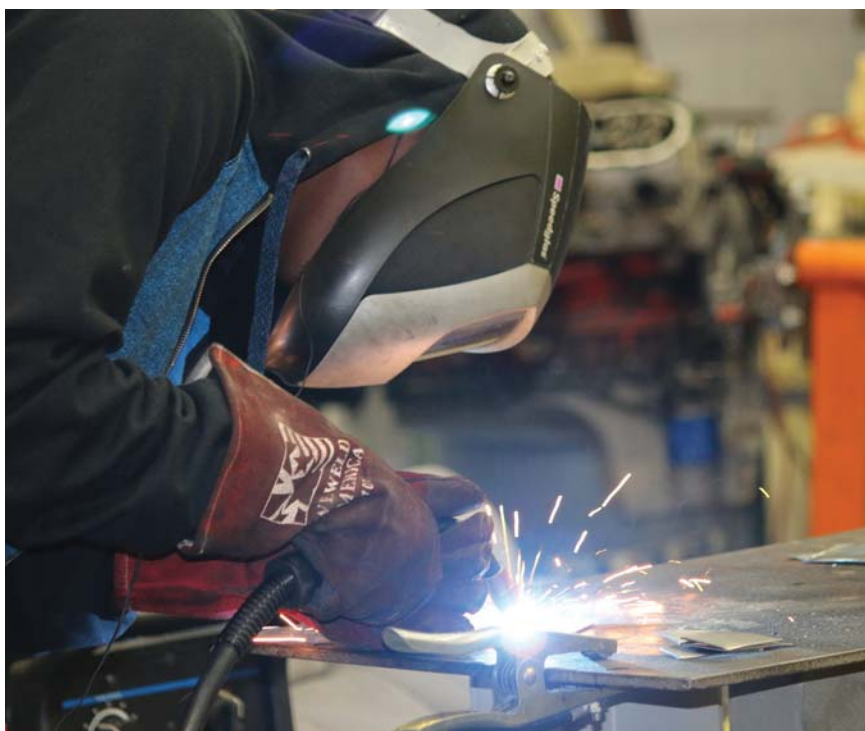
3rd – 5th Grade / 18.7%

6th – 8th Grade / 30.3%

9th – 12th Grade / 36.7%



DISTRICT 916



NORTHEAST METRO 916 MEETS STUDENT NEEDS WITH INNOVATION AND EXPERIENCE

Northeast Metro 916 is one of four intermediate school districts in Minnesota, serving nearly 6,000 students through shared programming that includes career and technical education, special education services, area learning centers and care and treatment. Through the sharing of resources, talent and ideas, Northeast Metro 916 provides cost-effective, expert and reliable services to 13-member school districts and the students and families the district collectively supports.

District 916 serves some of Minnesota's most unique learners. For some services, students are referred by their district of residence. For others, students and parents can choose to enroll directly.

Northeast Metro 916 Intermediate School District responds to the unique

needs of students, educators, and school districts with innovation, quality and trusted experience. District 916 also offers a variety of other educational and administrative services, such as itinerant staffing services, staff development, conference center, testing and assessment services, student accounting and billing services, supplemental educational services, and professional services like document imaging, joint purchasing and fiscal agency services that help member districts to be more cost effective.



The Career and Technical Center in Northeast Metro 916 is among our many innovative programs. Over 900 students from 916 member districts are enrolled in at least one of the 20

available programs. The 916 Career and Technical Center truly gives its students the competitive advantage of career exploration, industry certification, early college credit and professional skills that prepare them for post-secondary success.

At Northeast Metro 916, equity is a core component of all the work done, and is necessary to maximize the potential of each individual student, staff and family. The district believes equity is a continuous and challenging process in which all staff must work to recognize and reduce assumptions and biases to truly understand the needs and potential of those the district supports.

"We are dedicated to fully engaging with others about our differences and deepening conversations around dignity, inclusion, and culture."

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YOUTH SKILLS TRAINING PROGRAM



NE METRO MANUFACTURING EDUCATION PARTNERSHIP (NEME) OVERCOMES MAJOR CHALLENGES DURING THE 2020–2021 SCHOOL YEAR

Education has been one of the hardest hit sectors during the pandemic. When schools transitioned from in-person to distance learning, it didn't just impact classroom work for students in the Northeast Metro. VHEDC's NE Metro Manufacturing Education Partnership, or NEME, was greatly impacted as well.

The purpose of the program is to provide students in the White Bear Lake Area, Mounds View, North St. Paul-Maplewood-Oakdale, and Roseville School Districts with exposure to jobs in high growth, high demand industries, such as manufacturing and automotive.

During a normal year, students participating in the program would receive in-person classroom instruction within those industries, and also participate in paid experiences at employer sites.

Katherine Fischenich, Youth Skills Training Program Specialist at the Minnesota Department of Labor and Industry, said the program has faced a number of challenges during the 2020/2021 school year as a direct result of the COVID-19 pandemic.

“Students have been unable to do some of the in-class work they would normally do, and then the paid work had limitations as well. Many companies couldn’t bring on students for paid work when they were laying off their own employees,” she said.

Fortunately, technology was able to come to the rescue to keep the program going. Fischenich says NEME and a lot of other similar programs throughout the state were able to get online platforms up and running so they could continue to get students certified, do virtual tours and have virtual meetings.

VHEDC’s NE Metro Manufacturing Education Partnership, in particular, is planning to have students in paid experiences in Summer 2021. Rich Wessels, Youth Skills Training Program Manager at the Minnesota Department of Labor and Industry, said he is very encouraged by how program managers have stepped up to keep the program going at a time when it is so needed.

“VHEDC’s NE Metro Manufacturing Partnership is in the second year of a two-year \$100,000 Youth Skills Training Grant from the Minnesota Department of Labor and Industry. Not only did they come up with alternative ways to provide students with certifications, they really focused on setting their school districts up for the future with the remaining time on their grant,” he said.

“They have really worked hard to set up marketing and advertising for those districts to carry on the program, even when the funding is terminated,” added Fischenich.

VHEDC Board member Cindy O’Donovan serves as Program Coordinator for the NE Metro

Manufacturing Education Partnership. She pointed out there was no choice but to come up with alternatives in order to keep the program going when the pandemic struck.

“There was no flexibility in the timing due to legislative parameters on the grant. Faced with changing situations and mandates, school distance learning programs, and employer work restrictions, we had to adapt. So, we shifted our priority to figuring out how to develop a structure that the school districts can use for the future, while building employer connections and relationships to involve students differently,” said O’Donovan.

One of the biggest challenges participating companies have faced is

the safety and exposure component. “Some companies were very closed to the idea of allowing anyone but essential workers to come in, and understandably so,” said O’Donovan.

Participating schools also faced challenges due to COVID-related restrictions. “The program is considered a school learning opportunity. Thus, we had to follow the state educational guidelines of when and where students could go,” said Jenny Moore, Career Pathways Coordinator for White Bear Lake Area Schools.

Since students were in a distance learning situation for most of the 2020-2021 school year, the NEME program had to adapt as well. As a result, Westfall Technik of Willernie, which

Youth Skills Training Career Pathways



Connecting Manufacturing Employers with High School Students Who are Interested in Learning and Exploring Opportunities in the Field of Manufacturing.



What are the Benefits?

How is the Program Structured?

What are the Employer Responsibilities?

How Can My Company Participate?

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Vocational, Health, and Economic Development Council

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www.vhedc.com/workforce

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Vadnais Heights Economic Development Corporation

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2021 Market Season

June 16 through October 13
2pm - 6pm

Market located at Frandsen Bank & Trust parking lot, corner of Hwy 61 and Cty Rd E.

works very closely with White Bear Lake Area Schools, did not have any students onsite in summer 2020.

"We are currently gearing up to get students back into the shop this summer following all the COVID protocols that have kept us safe over the past year. We will be doing a slightly different format this year where the students will work together for one week in a pod of four," said Justin McPhee, Vice President and General Manager of Westfall Technik.

"We feel the small group setting will help students feel more comfortable working with peers, and allow them to learn from each other. Due to the investment in preparing an event like this, we will likely be doing a very similar program where the culmination will be a molded part from our state of the art Tech Center."

In addition to Westfall Technik (formerly Mold Craft), other Northeast Metro companies partnering with NEME include Team Vantage and Fairway Collision & Autobody. Other companies that have participated in the past include Herold Precision Metals, The Specialty Manufacturing Company, Cummins, LasX Industries, Renstrom Dental Studios, Superior Machine Inc., and the Buerkle and Walser Automotive Groups.

When the danger of COVID has passed, Moore hopes the other partners will be able to resume their relationships with the program as well. "They are still our partners. It's just that they can't do it this year," she said. "This is a program that will continue on regardless of whether the grant is awarded again."

O'Donovan added that a lot of the thanks for keeping the program alive goes to VHEDC/NEME Program Director Liz Moscatelli who serves as the link between VHEDC and the Youth Skills Training Program. "She does all the compliance paperwork and reporting. Board Member Debby Gustafson serves as a liaison/advisor to the project team. Both women have been tremendous assets to keeping the project going. We couldn't have done this without their support!" she said.

YOUNG PROFESSIONALS

NORTHEAST METRO YOUNG PROFESSIONALS PROGRAM IN ITS 5TH YEAR



2019 Cohort - left to right Chelsea Holmes, Brett Larsen, Donna Hankiewicz, Erik Goebel, Meghann Welch, Ted Tschida, Allison Johnson, Jenna Grendahl, Molly Weibel, Caleb Peterson (front)



7 Vines Winery - left to right Kelly Carey, Mikaela Freese, Elena Glass, Mike Vowels, Kate Goebel, Kyia Britts, Michael Steck

VHEDC is proud to have established and continues to support the Northeast Metro Young Professionals (NMYP) program. Despite all the obstacles caused by the pandemic, year four continued to successfully serve current young leaders, emerging leaders and those looking to move up in their careers in 2020.

NMYP focuses on cultivating leadership skills, and helping participants gain a better understanding of the community. The majority of the program sessions focus on these topics.

Nine young leaders who work in the commercial painting, commercial banking, the arts, collections, and nonprofit sectors participated in the program in 2020, beginning the year with in person activities, then transitioning online when in-person meetings were no longer safe to do.

"What we ended up doing is we had more virtual happy hours, we had a virtual theater night, and we would play games virtually, so we found ways to connect and still

have people doing things that kept them engaged," said Nancy Hoglund, owner and president of Hoglund Coaching.

Hoglund serves as the program leader and leadership coach for participants. Throughout the year she met 1-on-1 with program participants, coaching them on their current and long-term goals. Not only where they want to go in their careers, but in their lives.

Among this past year's program participants were Kyia Britts, 25, Associate Director, Children's Performing Arts and Elena Glass, 31, Development Manager and Acting Production Manager, Lakeshore Players Theater. Both companies are in White Bear Lake.

"Their organizations are located in the same building, and participating in the program has not only brought them, but their organizations, closer together. It's like there were these added benefits that I didn't even know about," said Hoglund. "I'm seeing such tight bonds created among participants."



Nancy Hoglund



Kyia Britts



Elena Glass

Glass said that's definitely true. "Going through this program helped Kyia and myself individually in our separate organizations, and also helped our organizations as a collective as we partnered together on events and utilizing our shared space."

“ I think going through the Young Professionals Program together, and also working on joint projects has forged a strong bond between our two organizations.”
- **Kyia Britts**, Associate Director, Children's Performing Arts

Among the projects they teamed up on, teaching their cohorts a choreographed dance routine over Zoom that was designed to get everyone out of their comfort zones. "We had our cohorts read a couple scenes from a play, and we shared a few things about what it's like to have a career in theater arts. I think everybody had a really good time," said Glass.

"I think going through the Young Professionals Program together, and also working on joint projects has forged a strong bond between our two organizations. It has helped a lot with communication, and provided a point of contact for both of our organizations with someone they trusted, which I know has been invaluable," said Britts.

Since participating in the program, Glass has taken on more responsibility at Lakeshore Players Theater, and achieved several goals, including organizing and spearheading the

theater's accessibility programs."

"I honestly don't know where I'd be without Nancy," said Britts. "She has become someone I can call on any time I have any issues, or don't know how to respond to people and to situations."

Britts also credits Hogle with giving her the confidence needed to secure two promotions in her time with Children's Performing Arts. "She really helped me establish my personal goals and career goals, and showed me how I can achieve these in a very timely manner."



Mike Vowels

Another young professional who benefited from participating in the program in 2020 is Mike Vowels, 24, who works for Fresh Paint Inc. in Hugo. He learned about the Young Professionals Program from his bosses, Larry Zack, owner of the company, and Julie Stanke, President of Business Development.

"We started the program with in person meetings in January with everyone getting to know each other and getting to know Nancy. Then in the middle of March when COVID hit, we transitioned to virtual meetings on Zoom. There were speakers on Zoom, and meetings with Nancy on Zoom. She did a good job of making the program interactive and keeping us involved," said Vowels, who in addition to the meetings, participated in game nights, and a fundraising project for Solid Ground through the program.

Solid Ground is a White Bear Lake-based nonprofit that helps families break the cycle of homelessness and poverty. The program provides housing, programming that helps parents learn

new skills, and offers social, emotional and academic support for children.

When he started his work with the Young Professionals program, Vowels was responsible for marketing and social media at Fresh Paint, Inc. He has since transitioned into a sales role with more responsibility.

"Participating in the Young Professionals program has helped me become more of a leader. It has given me the confidence I needed to advance my career," said Vowels, who today works in the area of business development. In that role, his job is to bring in new clients, and make sure existing ones feel they have a good relationship with the company.

“ It's not just about each year's group. It's about building this broader network. I continue to keep in touch with past participants.”
- **Nancy Hogle**, owner and president of Hogle Coaching

There are 18 participants in the program for 2021, which once again is being conducted online. "What I'm seeing this year is that people are really determined to dig in, learn and keep moving forward," said Hogle. "I personally get inspired by the participants and they each mean a great deal to me. Last year, Kyia and Elena were committed to seeing me get out of my own comfort zone. In addition to their fabulous dance session, Kyia also got me into a D & D campaign."

Once the danger of COVID has passed, Hogle is planning to bring back all the program's past participants to connect and network. "It's not just about each year's group. It's about building this broader network," said Hogle. "I continue to keep in touch with past participants."

To learn more about the NMYP program, or register to participate, go to the website: vhedc.com/northeast-metro-young-professionals.



VHEDC VALUES UPTURNSHIPS, ONE OF ITS MANY STRATEGIC PARTNERS

UpTurnships has been partnering with VHEDC to provide exceptional young talent to its members since 2018. UpTurnships is a nonprofit that works to provide equitable access to paid internships for under-represented college students.

The organization recently moved to year-round programming which prepares highly motivated students for success in business through training, coaching and paid internships. UpTurnships works with area colleges to recruit candidates and prepare them for work experience. Professional development and mentoring is provided throughout the entire experience. Students receive support from experienced business professionals who volunteer as coaches.

UpTurnships partners with employers aspiring to create a diverse and inclusive work environment. Participating businesses benefit by extending their recruiting reach and strengthening a pipeline of untapped diverse talent. Candidates

are college sophomores, juniors, or seniors in a wide variety of majors including business (marketing, finance/accounting/economics, HR, applied math/analytics, Computer Science/IT and engineering) or liberal arts.

VHEDC businesses that have partnered with UpTurnships include Schwing Manufacturing, MidWestOne Bank, Lakeshore Players, YMCA Maplewood, and Innovize. which has hired an intern in IT from UpTurnships every summer since 2018. In 2021, the company will bring on three interns.

Ling Becker, former VHEDC Executive Director, said, "Finding interns and executing internship experiences can be challenging for companies. Through our partnership, businesses will be able to recruit from a broader range of candidates and have the confidence that the student will have tremendous support. In addition, it is a great opportunity for area business to diversify their workforce with highly motivated students."



UpTurnships invites VHEDC members to participate in volunteer opportunities, like coaching or participating in mock interviews. VHEDC Board member Cindy O'Donovan teaches a popular session on recruiting during summer training. Other Board members have participated in HR panels and speed networking.

Learn more and sign up for these opportunities at www.UpTurnships.org.

LAKE AREA BANK

LAKE AREA BANK HAS BEEN TAKING CARE OF THE NORTHEAST METRO'S BUSINESS AND PERSONAL BANKING NEEDS FOR MORE THAN 100 YEARS

(White Bear Lake)

Since its humble beginnings in 1915, Lake Area Bank has been supporting the Northeast Metro's personal and business banking needs with personalized customer service. This fact has been especially appreciated by its customers, particularly throughout the pandemic.



Ed Jambor - Lake Area Bank's Vice President and Business Banking Manager

"We have received a number of compliments from our customers about how we are reaching out and helping them through the pandemic, listening to them, and

being their trusted financial advisor," said Ed Jambor, Lake Area Bank's Vice President and Business Banking Manager.

Since the start of the pandemic, Lake Area Bank has handled Paycheck Protection Program (PPP) loans for close to 200 customers, the majority of them in the Northeast Metro, helping them stay afloat during tough times. The Paycheck Protection Program is a \$953 billion business loan program established by the 2020 U.S. Federal

Government Coronavirus Aid Relief, and Economic Security Act (CARES Act) to help certain businesses, self-employed workers, sole proprietors, nonprofits and tribal businesses continue paying their workers.

PPP loans are forgivable, as long as they are used for payroll, rent or utility bills. The bank managed millions of dollars in PPP loans the first round and is actively accepting applications during this second round of PPP loans.

Helping local businesses with PPP loans is just one of many ways Lake Area Bank has supported the community during the pandemic. It has also launched a number of initiatives aimed specifically at helping individuals.

"As a community bank, we are very committed to supporting our communities. We provide numerous financial sponsorships each year as well as host several bank events raising funds and collecting much-needed items directly helping our local communities," said Shelley Ross, Lake

Area Bank's Assistant Vice President and Marketing Director.

When the pandemic first started and there was the shutdown, in May and June of 2020, Lake Area Bank supported local restaurants by purchasing gift cards in large quantities, then took those gift cards and gave them to businesses that had taken a PPP loan out. In June and July, to help the broader community, the bank held a virtual food drive collecting monetary donations for five food shelves serving their communities. Each of the bank's branches raised close to \$1,000 for their local food shelf. Lake Area Bank matched funds for a total donation amount of \$8,057.

Other ways Lake Area Bank has supported the community over the past year include hosting collection drives of paper products for local shelters, raising funds to support Cystic Fibrosis research, and holding shredding events for community members to shred their personal documents on site.



Rita Pechmann - Lake Area Bank's Vice President and Senior Business Banker

while Rita Pechmann, Lake Area Bank's Vice President and Senior Business Banker, served as Board President at the White Bear Area Chamber of Commerce.

Services

Lake Area Bank offers a wide variety of services to both personal and business accounts. "Our core focus is supporting small to mid-sized businesses with revenues up to \$25 million. We take pride in providing financial advice and building personal relationships they may not find at a larger bank. We work with a large number of manufacturing customers and commercial real estate customers – from an investor with two or three real estate investments, to a larger investor with numerous properties," said Jambor.

Along with serving the community, this past year Jambor served as Board President of the Vadnais Heights Economic Development Corporation (VHEDC),

Among the services available to both personal and business customers: checking and savings accounts, Certificates of Deposit (CDs) and high yield money market accounts, Individual Retirement Accounts (IRAs), loans, and merchant processing services.

Lake Area Bank's History

Originally chartered as Security State Bank of Lindstrom, Lake Area Bank started as a wooden bank building and was located on the corner of Park Street and Lake Boulevard (now Highway 8) in Lindstrom. The bank was bought by its current owner, the Erickson family, in 1985. A new culture of service and growth was implemented adding locations in White Bear Lake (1989), Forest Lake (1994), Hugo (2001) and Stillwater (2008). Name changes of the bank occurred in 1988, when Lake Area Security Bank was adopted and then shortened to Lake Area Bank in 1992. Lake Area Bank and its employees take pride in being a locally owned community bank, making a difference in their communities and being trusted financial advisors for customers for more than 100 years.

For more information about Lake Area Bank, as well as its products and services, visit Lakeareabank.com.

Lake Area Bank has five branches, and a stand-alone location that handles mortgages, all located in the northeast Metro.

Forest Lake

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Forest Lake, MN 55025
Phone: (651) 464-9001

Hugo

14602 Everton Ave. N.
Hugo, MN 55038
Phone: (651) 407-3137

Lindstrom

12790 First Ave. N.
Lindstrom, MN 55045
Phone: (651) 257-1117

Stillwater

5795 Minnesota Ave. N.
Stillwater, MN 55082
Phone: (651) 430-9500

White Bear Lake

1400 East Highway 96
White Bear Lake, MN 55110
Phone: (651) 653-9619

Lake Area Mortgage

1030 West County Road E
Suite 200
Shoreview, MN 55126
Phone: (651) 209-2900

INVESTORS

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Make an investment in your business and in your community today by becoming a VHEDC Investor!

Apply online at vhedc.com

WHO WE ARE, & WHAT WE DO:

The Vadnais Heights Economic Development Corporation (VHEDC) is a nonprofit organization, established in 1984 by a group of business and city leaders. We serve the northeast metro area as a conduit for business resources at local, regional and state levels for the purpose of facilitating business expansion and retention efforts.



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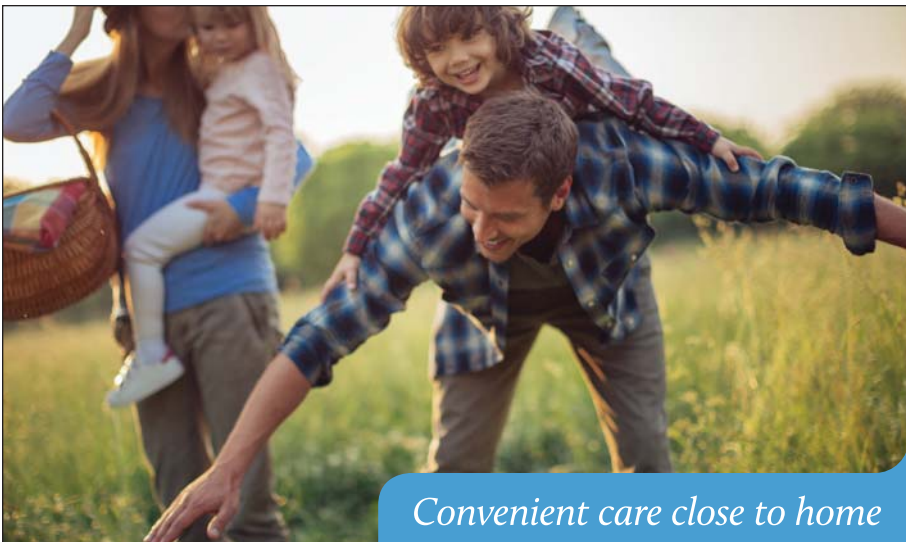
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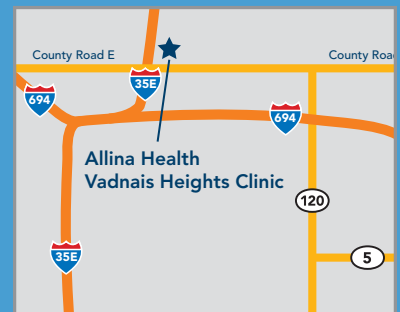
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Allina Health

OLSEN THIELEN 100TH ANNIVERSARY



OLSEN THIELEN CPAS AND ADVISORS CELEBRATES 100 YEARS

Olsen Thielen & Co., Ltd., celebrates 100 years in business this year, and VHEDC is proud to work in partnership with the company to serve the community.

Olsen Thielen is a partner investor with VHEDC. Partner investors make an even greater investment in VHEDC to help us further grow our work and magnify the impact of our programs. Olsen Thielen invites VHEDC investors to its "Women in Business" sessions as well as its informative "Coffee Talks." In addition, Brian Deuel, an audit manager at Olsen Thielen, currently serves as VHEDC's treasurer and sits on the VHEDC Board of Directors.

The company's humble roots date back to 1921 when Tom Macoubrey came to America from England as a young man and worked for one of the Midwest's earliest telephone companies before it was bought by Northwestern Bell. With his connections in the telephone industry, Macoubrey used his natural talent for numbers to establish an accounting firm in St. Paul in 1921, T.C. Macoubrey and Company.

Reynold Thielen became an employee in 1953, almost one year after meeting Macoubrey at his mother-in-law's funeral. His future partner, Bob Olsen, joined the firm in 1954 after assisting the company with monthly statements for a new client and taking over all certified audits. Within three years,

Macoubrey decided to retire, and asked Olsen and Thielen to buy him out.

Business growth stemming primarily from the telephone industry, health care, waste haulers and real estate resulted in Olsen Thielen's relocation in 1971 to a facility in Little Canada. In the early 1980s, Olsen Thielen expanded to serve clients in the Minneapolis area, and now has an additional office in Eden Prairie.

Reynold Thielen retired in 1984 and Bob Olsen retired in 1995. By 2008, the firm had outgrown the Little Canada facility and relocated to their current location in the Roseville area.

Today, Olsen Thielen provides management advisory services, auditing and accounting services and tax services for both businesses and individuals. The company's client base largely revolves around the Telecom Industry, Nonprofits and Manufacturers. It also has a Tax Department that handles both corporate and personal tax returns.

Deuel has been with the company since 2012, which he pointed out is a fairly short amount of time. "We have a number of employees who have been with us for 30 years or more, and are now serving second and even third generation leaders of local businesses," he said.

In addition to providing a high level of personalized service to clients, staff and management at Olsen Thielen are also dedicated to serving the community. Not only is the company active with VHEDC, it is involved with the Minnesota Chamber of Commerce, White Bear Area Chamber of Commerce, Twin Cities North Chamber of Commerce and several other companies and Nonprofits that serve the community.

Olsen Thielen also invites people to take advantage of the many complimentary resources available on its website, Otcpas.com. In the "Resources" section, people can gain access to direct links to information about the COVID-19 crisis. There is also a collection of videos that offer information about tax planning, wills and trusts, strategies for investing and more.

There is also a place to register for Olsen Thielen's bi-weekly Q & A Over Coffee webinar series. It covers topics that are important to businesses and individuals. Recent topics covered include, "Tips for working with your accounting and accounting firm," "Stimulus and PPP – Round Two," and "Income Tax and Estate Planning Strategies."

To tap into the vast resources offered by Olsen Thielen, go to Otcpas.com.

BUSINESS AWARDS



Brian Glad of MVP videos the virtual event, Kyle Sommer at podium and Rising Star Jennifer Bennett waiting on right for introduction.

VHEDC'S ANNUAL BUSINESS AWARDS RECOGNIZE BUSINESSES DEDICATED TO BUILDING COMMUNITY

Every year, VHEDC recognizes local businesses that go above and beyond to serve the community. Normally, these awards are given out in person at a dinner party where hundreds come together to honor the winners.

Due to the pandemic, this year's award ceremony had to move online. Winners were honored in a virtual awards ceremony held the evening of Oct. 28, 2020.

The Keith Warner Standard of Excellence Award

Named in honor of a former director of the VHEDC, the Keith Warner Standard of Excellence Award is given to a business that has shown a singular degree of excellence in the areas of business success, philanthropy and community service. The 2020 winner was Right4 Your Business, an independent consultancy owned and operated by Cindy O'Donovan of White Bear Lake.



Right4 Your Business is providing business and human resource solutions, with a focus on workforce planning and development. Among the services she offers are strategic business planning, talent acquisition, group retreat facilitation services and training programs.

O'Donovan has been actively volunteering in the community for pretty much her entire adult life. She currently serves as a VHEDC Board member, and was Interim Executive Director from March - May 2019.

In addition to being on the VHEDC Board, O'Donovan is the facilitator for HR Connections. She is also on VHEDC's investor relations committee, and serves as grant program coordinator for the Northeast Metro Manufacturing Partnership, or NEME. In

addition, she has coordinated several Northeast Metro Job Fairs, served as the Workforce Committee Chair, and is on the board of the Consortium of Lake Area Senior Services (CLASS).

"We live and work in a really vibrant community and I enjoy connecting with people and ideas in a community that is already built on a strong foundation. My involvement with VHEDC is a way to give back to the community. I never imagined I'd get recognized for the things I enjoy doing," said O'Donovan.

The VHEDC Business Achievement Award

The VHEDC Business Achievement Award pays special tribute to outstanding companies that continue to thrive and support the local economy. In considering businesses for this award, the VHEDC looks for one in the area that excels in its professional industry, is committed to social responsibility, and demonstrates strong community involvement.



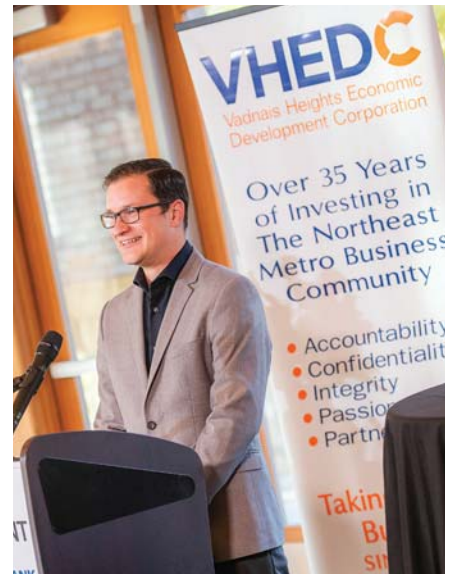
The 2020 winner was Fresh Paint, which over the years has grown from a small residential company to one of the leading commercial contractors in the industry. Owner Larry Zack credits his company's growth to its mostly customer-centric focus and willingness to take on any challenge.

"Fresh Paint's ability and willingness to do projects that other contractors are unable to do because of complexity has made us the top choice for many large corporations and unique businesses. We work to exceed customer expectations and to ensure that every customer is satisfied with the entire process and the finished product," said Zack.

Fresh Paint moved to the Vadnais



Liz Moscatelli and Mayor Heidi Gunderson



Rising Star Erik Goebel



Rising Star Molly Weibel



Larry Zack, Cindy O'Donovan, Mike Greenbaum

Heights area in 2015, and over the years has worked on many notable projects, including the Landmark Center in St. Paul and the State Fair's Space Tower. The company is also very involved with the local community, giving to local Food Shelves and sponsoring Area Sports Teams, as well as supporting the VHEDC Keith Warner Annual Memorial Golf Tournament each year.

"Thank you VHDC for the honor and we will continue to do our part as a solid corporate neighbor," said Zack.

The VHEDC Community Partnership Award

The VHEDC Community Partnership Award recognizes collaborative partners that help the VHEDC to advance its mission of ensuring a prosperous local business economy in Vadnais Heights



Mike Greenbaum and Scott Olson

and the surrounding areas. The 2020 winner was Newtrax.

The company was established in 2011 as a collaborative project to provide transportation for Merrick, Inc., and Phoenix Alternatives, Inc. (PAI). Both agencies provide day services for adults with intellectual and developmental disabilities.

Pre-pandemic, the company provided transportation services for over 600 people per day. "Last March, knowing we would not be transporting people for some time to come, we knew we would have to shift our focus, and role in helping the community," said Scott Olson, Newtrax's Community Transportation Coordinator.

The company transitioned from transporting people to helping get food to those who needed it the most: seniors and families with children. The company got the job done by establishing partnerships with a number of local agencies, including the St. Paul Public School District, area food shelves, several local restaurants, and a number of cities in the Northeast Metro.

Newtrax also participates in VHEDC's Partners for Good Program. "VHEDC is a great organization regarding connecting local businesses. The excellent relationship we have with VHEDC has helped us recognize the needs in our community and the transportation gap, and helps make others aware of us and the services we provide," said Mike Greenbaum, Executive Director, Newtrax.



Ed Jambor



Kyle Sommer elbow bumps Meghann Welch



Michael McGarthwaite



Kyle Sommer and Meghann Welch

BUSINESS LEADER & RISING STAR AWARDS

Every year, the VHEDC recognizes individuals who demonstrate outstanding leadership both at work and in the community with two categories of business appreciation awards. The Business Leadership Award is designed to honor an individual who has achieved recognition in their field and made significant contributions to the respective profession and business or organization. The Rising Star Award is bestowed upon an individual or individuals younger than 40 years of age who demonstrate outstanding leadership that benefits the community and its citizens.



Five 2020 Rising Stars from L to R: McGarthwaite, Weibel, Goebel, Bennett, Welch



Gerry Urban, Business Leadership Award Winner

Business Leadership Award Winner: Gerry Urban

VHEDC is proud to recognize Gerry Urban as the 2020 recipient of the Business Leadership Award. Urban retired from a nearly 40 year career working for the City of Vadnais Heights in 2015.

His official career with the City began in 1977 in the role of City Clerk, a title which later changed to City Administrator. His work serving the

community began well before he took the job in City government though. Back in 1968, the City had hired him to help plow what at the time was 10 miles of city streets.

Throughout his working career, Urban played key roles in many of the projects that shaped Vadnais Heights, including helping to establish the City's first water system, which was necessary to attract new business. He also played a key role in getting three hotels built along Labore Road: the Holiday Inn, Country Inn and Suites and Fairfield Inn; helped found the local chapter of the Lions Club; and along with former Mayor Hank Tessier, in 1984 he organized the VHEDC under the State of Minnesota's STAR City Program. Vadnais Heights became a STAR City for attracting top quality business firms.

"I am very humbled to have received this award. I think there are a lot of people more deserving," said Urban, who is still serving to this day. He is currently advisor to VHEDC's Board, counseling the organization on issues related to planning and economic development.

He is also a small business owner. Urban and his wife, Debbie, own and operate Urban's Farm & Greenhouses, which grows flowering plants and

vegetables, many of which are sold at the downtown Minneapolis and St. Paul Farmers Markets.

Congratulations to Gerry Urban!

Rising Star Award Winners

For 2020, there were five Rising Star Awards Recipients. They are Michael McGarthwaite, Career Pathways Program - White Bear Lake Area Schools; Erik Goebel, Occhem Labs LLC; Molly Weibel, Lakeshore Players Theatre; Jennifer Bennett, Jimmy's Event Center; and Meghann Welch, Buerkle Hyundai.

Michael McGarthwaite

Career Pathways Program - White Bear Lake Area Schools

Michael McGarthwaite is currently a Career Navigator for the White Bear Lake Career Pathways program. Besides being an active leader in White Bear Lake Career Pathways, he also works as the Work Based Learning Coordinator for White Bear Lake Area High School - South Campus.

A shining characteristic McGarthwaite has is his selfless servitude. He is willing to support and lend a helping hand when he needs to volunteer, solve problems, and/or serve our community.



Kyle Sommer congratulates Business Leader Award Winner Gerry Urban

**Erik Goebel
Occhem Labs LLC**

Erik Goebel graduated with a Postdoctoral Associate in the Department of Chemistry at the University of Minnesota. Goebel's character traits have always been to step up, show up, and have an eagerness to take on the big picture in a way that will create the biggest positive impact for all.

Among his many accomplishments, serving on the Vadnais Heights Area Community Foundation Board, serving on the VHEDC Garceau Task Force, volunteering as the vice president of his homeowner's association board, and being elected to serve on the Vadnais Heights City Council in 2020. His four year term began in early 2021.

**Molly Weibel
Lakeshore Players Theatre**

Molly Weibel's current role is the Director of Education and Marketing at the

Lakeshore Players Theatre in White Bear Lake. Her creativity along with her kind and engaging personality compliment her multiple talents well.

She has expanded Lakeshore Player's education courses and made them more accessible to the surrounding school districts with residency programs. Plus, she was an engaged member of the Northeast Metro Young Professional's group last year and is now a volunteer for Meals on Wheels.

**Jennifer Bennett
Jimmy's Event Center**

Jennifer Bennett has been a part of the Jimmy's family for over ten years and as a leader she is dependable both personally and professionally. In her role as event coordinator at Jimmy's, other managers and employees look to her for direction and guidance in both the restaurant and event center side of the company.

**Meghann Welch
Buerkle Hyundai**

Meghann Welch is an East side native having grown up in the White Bear area with family roots in the business community. Throughout her life, Welch has always shown initiative to take on additional responsibilities personally and professionally.

She is a recent graduate of the Northeast Young Professionals group. Professionally, Welch has consistently displayed a level of work ethic and initiative that has seen her exceed her current responsibilities with a willingness to take on more. She recently received a promotion to Finance Manager at Buerkle Hyundai – a promotion that required a significant level of discipline and execution to achieve.

Congratulations to all of the 2020 Rising Star Award Recipients!

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GOLF TOURNAMENT



Liz Moscatelli, VHEDC Executive Director; Megan Willcoxon, Frandsen Bank & Trust; Jill Stewart-Kellar, White Bear Lake Area Schools District 916 welcome golfers to the annual Keith Warner Memorial Golf Tournament held on September 28, 2020 at the White Bear Yacht Club, Dellwood.

A LONGSTANDING TRADITION CONTINUES IN THE NORTHEAST METRO DESPITE THE PANDEMIC



Kyle Sommer, Toshiba Business Solutions and VHEDC Board Member takes on the course at White Bear Yacht Club.

The COVID 19 pandemic forced a lot of events to be cancelled in 2020, but not the 7th annual Keith Warner Memorial Golf Tournament. The VHEDC figured out a way to make sure the tradition would carry on.

"We normally host the event in June, but due to the pandemic in 2020, we decided to host a fall golf event instead," said Liz Moscatelli, Executive Director of the VHEDC. The annual event that brings together VHEDC investors, and members of the community, took place on Sept. 28,

2020, at the White Bear Yacht Club.

There were of course modifications made to keep everyone safe. Two carts were provided to each foursome rather than one, and it was suggested only one rider per cart with the other golfer walking. If both riders were in the cart, masks were encouraged.

Tee times were made instead of a shotgun start, and rather than a luncheon, a box lunch that could be picked up in the club house or delivered to their cart was made available for the golfers.

Since it was a cool, fall day, warm hats were provided for each of the golfers. They were provided by Fresh Paint, a Hugo painting contractor.

Despite the modifications, there were still several traditions that remained the same, such as contests on the course and winners being recognized:

Longest Drive Men - Shane Sienko, Blue Line Logistics

Closest to the Pin Women - Jennifer Bessinger

Longest Putt Men - Rick Lucio, Hallberg Engineering

Closest to the Pin Men - Matt Ginter

Longest Drive Women - Pam Caruth, Fairway Collision

Longest Putt Women - Becky Bjorgum, Innovize



Debby Gustafson, TCM and Chris Klohn, Bell Bank check out the hats given out by sponsor Fresh Paint.

In 2020, the event was scaled back to 60 golfers participating in the event. The money raised goes into VHEDC's Business Education Partnership Fund, which addresses local workforce development issues.

Programs supported include GenZ, which is a collaborative partnership between VHEDC, White Bear Lake Area Schools, White Bear Lake Area Educational Foundation, Ramsey County Workforce programs and local manufacturing businesses.

To sign up for a sponsorship, or purchase individual tickets, go to VHEDC.com/event/keith-warner-memorial-glf-tournament.

2021 KEITH WARNER MEMORIAL GOLF TOURNAMENT



ABOUT KEITH WARNER

Keith Warner had a passion for helping people and was committed to getting things done. He was bestowed numerous awards for his outstanding commitment to community service and was honored before his death with the mayor of White Bear Lake declaring November 25, 2013 as "Keith Warner Day."

His most notable impact to the local community was as co-founder, with his wife Patty, of the Relay for Life event in White Bear Lake, in remembrance of their daughter, Lori, who passed away from colon cancer. Warner's family genetics carry a variation called Lynch Syndrome which predisposes them to various cancers early in life. Keith himself beat three different cancers in his lifetime, with the fourth — cancer of the brain — taking his life December 10, 2013.

Over the past 20 years, the annual WBL Relay event, held the last Friday in July, has raised over \$4 million for the American Cancer Society. Keith was eternally grateful to the scores of dedicated volunteers and relay teams who donated their time and hearts to the cause.

Keith Warner served as the VHEDC's executive director from 2008 – 2013 after retiring from the baking and

milling industries. He is credited with transforming VHEDC's organizational focus from "Open for Business" to "Taking Care of Business" according to former Vadnais Heights City Administrator, Gerry Urban.



"Keith was a master organizer and brought people together, dialing down objectives and transforming people's ideas to get things done. He was a bulldog — persistent until you said 'yes' — and then hand-picked people to make it happen." It was a simple but effective leadership style, according to Urban.

THE LATEST ON THE RUSH LINE BUS RAPID TRANSIT (BRT) PROJECT

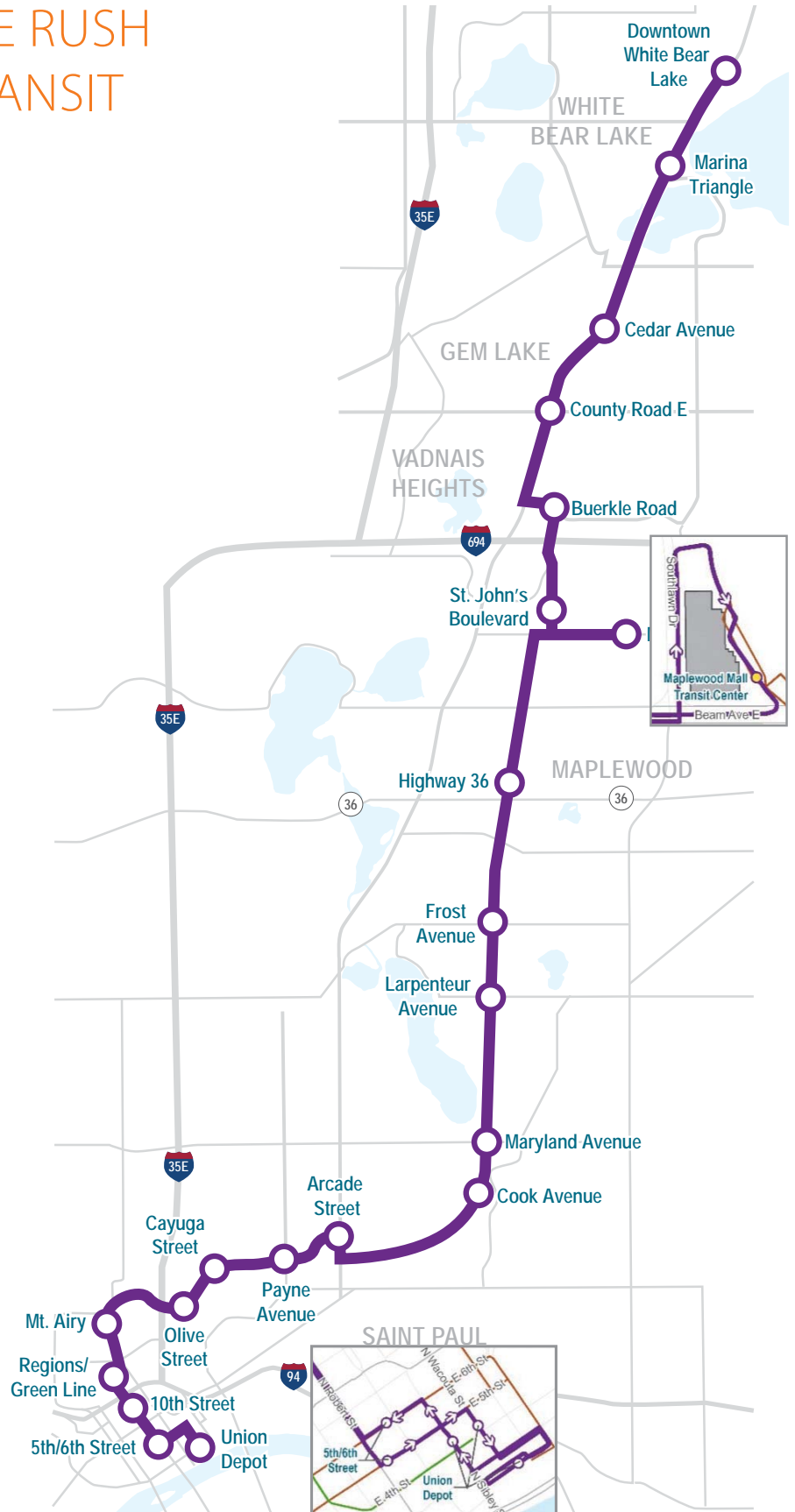
The Rush Line Bus Rapid Transit (BRT) Project, led by Ramsey County, is a future 15-mile transit route between Union Depot in Lowertown Saint Paul and downtown White Bear Lake, as shown to the right. Rush Line BRT construction is anticipated to begin in 2024 and operations are expected to start in 2026.

Rush Line BRT will arrive every ten minutes during rush hours and every 15 minutes other times, operate primarily in dedicated bus lanes, and will have stations with amenities that include a shelter with heat, light and seating, and ticket vending machines which allow riders to pre-pay. Rush Line BRT will serve destinations including Lowertown, downtown Saint Paul, the State Capital, Regions Hospital, Payne Avenue, Phalen Village, Maplewood Mall, St. John's Hospital, TCO Sports Garden and downtown White Bear Lake, connecting 97,000 people to 106,000 jobs within a 10-minute walk of its 21 stations.

Stations on Buerkle Road and at the intersection of County Road E and Highway 61 will serve the Vadnais Heights area.

The County Road E station will also include a small park-and-ride facility at the TCO Sports Garden site. This park-and-ride will be designated for transit users during weekday business hours, and all spaces will be available for use by business patrons and TCO Sports Garden visitors in the evening and on weekends.

At the intersection of Highway 61 and County Road E, a number of changes will be made to improve safety for pedestrians and motor vehicles. These changes are illustrated on the following page.





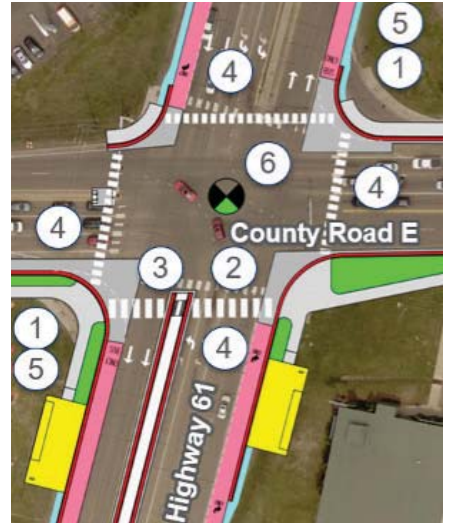
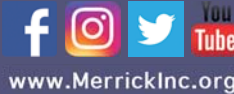
Clients at Merrick provide:

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Partnering with the Vadnais Heights business community to empower adults with disabilities.

For a personal introduction to your local nonprofit, Merrick, Inc., and the services we can offer at your location or ours, please contact Pat Hanson via email at path@merrickinc.org or by phone at 651-789-6222.

Merrick, Inc., is a proud investor in the Vadnais Heights Economic Development Corporation, and a member of the Rotary Club of White Bear Lake and the White Bear Area Chamber of Commerce.



LABELS:

1. Remove right turn island.
2. Install wider crosswalk.
3. Create median refuge by narrowing lanes.
4. Shorten crossing distance.
5. Tighten corner radii.
6. Add countdown timers to signals.

At the Buerkle Road station, a new signalized intersection and sidewalk improvements along Buerkle Road will be added.

Next steps for the project include publication of the Environmental Assessment in May 2021. The Environmental Assessment will explain why the project is needed, the alternatives that were considered, the project's anticipated impacts to the natural and built environments, and mitigation strategies for those impacts. The public will have an opportunity to review the Environmental Assessment, which will be available on the Rush Line BRT website during the public comment period. Public meetings will also be scheduled during the public comment period.

Vadnais Heights City Council Member Eric Goebel and Vadnais Heights Economic Development Corporation Executive Director Liz Moscatelli represent Vadnais Heights on the Policy Advisory Committee for the Rush Line BRT Project. Visit www.rushline.org for more information.

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BIZRECYCLING GRANTS SAVE BUSINESSES MONEY

Everyone knows it's good for the environment to divert materials from landfills that can be reused again or composted — and many of us recycle at home. But did you know that in 2016, the state of Minnesota mandated that all public entities, commercial buildings and sports facilities recycle at least three types of materials—such as paper, plastic, glass, metal and/or organics?

BizRecycling experts will conduct a free audit of your waste streams and suggest methods to improve your process or begin to capture valuable resources and divert them from your trash bins. Experts provide confidential assessments/recommendations and help guide your business through the process, including applying for grants, ordering labels, placing bins and training your staff. Grants of up to \$10,000 are available for businesses and up to \$20,000 for apartment buildings to help companies start or improve their recycling program.

BizRecycling recently worked with three companies in the Northeast Metro to improve their recycling programs.

BOATWORKS COMMONS

Boatworks Commons is an 85 unit apartment building in White Bear Lake. With the help of Waste Wise, one of BizRecycling's associates, the community launched a program in which residents are provided with in-unit recycling totes, which deter the use of plastic bags to store and dispose of recycling. There are also handouts about recycling made available, and signage is on site.

In addition, property manager Derek Hoisington applied for and received a BizRecycling grant to fund a security camera at the recycling dumpster. It is used to monitor residents' use of the containers.

LAKWOOD HILLS APARTMENTS

Lakewood Hills Apartments is an 88-unit apartment building in White Bear Lake. Its property manager applied for a BizRecycling grant to help pay for common area bins to promote recycling, and for a Power Pusher dumpster mover that allows them to quickly and easily move recycling dumpsters and trash containers from one side of the community to the other for trash and recycling pickup days.

BizRecycling also provided a mix of reusable totes and bags to make recycling more convenient, and provided educational materials to help spread awareness about recycling. The changes have resulted in an additional 63,000 pounds of recycling collected a year.

NORTH OAKS GOLF CLUB

North Oaks Golf Club is a championship golf course and dining destination in the north Twin Cities metro. With the help of BizRecycling, the business has switched its hand towels, beverage cups and to-go containers to those that are certified compostable.

It also placed two triple-stream (trash, recycling, organics) stations in high traffic areas so golfers could make use of them, and dual-stream (recycling and



organics) stations were positioned at every other hole. Signage also went up.

The changes have led to a decrease in trash service from 4 cubic yards to 3 cubic yards each pickup.



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Thomas J. Bulger, CPA, PC	651.294.0190
Olsen Thielen & Co., Ltd	651.483.4521
Zabel & Co., LLC	651.605.2301

ADVERTISING

Dala Ad Agency	651.338.8072
Houck Advertising	800.777.7290

APPAREL

Andrews Knitting Mills	651.770.4060
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APARTMENT

Aster Meadow Apartments	651.333.0763
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APPLIANCE PARTS DEALER

Dey Distributing, Inc.	651.490.9191
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ART & FRAME

Midwest Art & Frame	612.623.9771
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ART CENTER

White Bear Center for the Arts	651.407.0597
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ATTORNEYS

Carlson & Associates, Ltd.	651.287.8640
Cody Law Group, Chartered	651.294.0994
Consumer Justice Center	612.200.1495
Erickson, Bell, Beckman & Quinn, PA	651.223.4999
GDO Law	651.426.3249
Lyons Law Firm	651.294.3960
Pearson Quinlivan PLC	612.605.3331
Robert Hill Law, Ltd.	952.426.7373

AUTOMOBILE/TRUCK: REPAIRS, SERVICE

Centerline Truck & Auto, Inc.	651.487.9492
Fairway Collision and Automotive	651.483.4055
Toufong Towing & Autobody, Inc.	651.770.0403
Quick Lane at White Bear Lincoln	651.483.2631

AUTOMOTIVE DEALERS

AM-PM Automotive Repair	651.426.0462
Barnett White Bear Chrysler Jeep Dodge ...	651.482.6100
Buerkle Honda	651.490.6600
Buerkle Hyundai	651.484.0232
CarFit	651.600.5992
Elite Imports Plus, LLC	651.765.0988
Integrity Autosource, Inc.	651.426.6411
White Bear Acura/Subaru	651.481.7000
White Bear Lincoln	651.483.2631
White Bear Mitsubishi/Suzuki	651.483.9106

AUTOMOTIVE PARTS RETAILER

Brad's Truck Accessories	651.481.9900
Factory Motor Parts Company	651.415.9560

AUTOMOTIVE SALES AND LEASE, FLEET MANAGEMENT

Northland Associates Sales & Leasing	763.780.9341
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BAKERY

Grandma's Bakery	651.779.0707
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BANKS, CREDIT UNIONS

Bremer Bank	651.762.2400
Cities Credit Union	651.426.3773
F & M Bank	651.766.7020
Lake Area Bank	651.653.9619
Midcountry Bank, White Bear Lake	651.766.7030
MidWestOne Bank	651.426.2554
North Star Bank	651.429.4531
Frandsen Bank & Trust	651.735.2265
Premier Banks	651.777.7700
Spire Credit Union	651.215.3500
Tradition Capital Bank	651.233.5961

BEAUTY SERVICES

Juvly Vadnais Heights	614.500.7000
Lisa Reinhardt	763.656.8688

BOOKS

Paragon House	651.644.3087
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BUSINESS SERVICES

Schooley Mitchell	888.311.6477
8x8 Voice, Video, Contact	888.898.8733

CAR RENTAL

Hertz Corporation	651.486.6970
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CATERING

Complete Beverage	800.550.7750
Kane's Catering	651.482.9005
Jimmy's Food & Drink	651.482.7100

CHAMBERS OF COMMERCE

Hugo Business Association	651.373.5437
St. Paul Area Chamber of Commerce	651.223.5000
White Bear Area Chamber	651.429.8593

CHILDCARE PROVIDERS

Children's Discovery Academy	651.653.9871
Knowledge Beginnings	651.765.0555

CHIROPRACTIC

Alliance Chiropractic Health Center	651.766.3855
Apogee Chiropractic	651.287.8700
DeHaven Chiropractic Clinic	651.429.3015
Jackson Chiropractic Clinic	651.483.4321
Lux Chiropractic	651.483.0140
Performance Chiropractic	651.762.7475
The Carlson Clinic of White Bear Lake	651.762.8040
Wildwood Chiropractic	651.779.4263

CHURCH

Christ the Servant Lutheran Church	651.429.6595
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CIVIC ORGANIZATIONS

Vadnais Heights Area Community Foundation	
Vadnais Heights Lions	

COFFEE

Starbucks	612.759.2737
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COLLECTION AGENCY



IC System, Inc.	800.443.4123
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COMPUTER SERVICES

Qwinstar Corporation	651.483.3321
Site Solutions, Inc.	

CONSTRUCTION

Carter Custom Construction & Fireplaces ...	651.653.0190
Frerichs Construction	651.787.0687

CONSTRUCTION

Northern Air Corporation (NAC)	651.490.9868
Woody's Rebar	651.407.7212

CONSTRUCTION SAFETY EQUIPMENT

Viking Fastenrite Industrial Center	651.756.8758
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CONSTRUCTION, BUILDING SERVICES

Northern Air Corporation (NAC)	651.490.9868
Urban Companies LLC	651.248.9830

CONSULTANT, MANAGEMENT

ActionCoach	763.444.9812
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CONSULTING

Great Plains Structures	651.484.0111
Medical Language Consultants	651.644.7100

CONSULTING ENGINEERING SERVICES

Hallberg Engineering	651.748.1100
Larson Engineering, Inc.	651.481.9120

CONSULTING, COMPENSATION

Fox Lawson Associates	651.635.0976
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CONSULTING, ENGINEERING

S.E.H.	651.490.2000
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CONSULTING, ENGINEERING SERVICES

AMI Consulting Engineers.....	651.344.8783
Terracon, Inc.....	651.770.1500

CONSULTING, ENVIRONMENTAL

Industrial Hygiene Services Corporation.....	651.766.9811
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CONSULTING, HR/MANAGEMENT

CBIZ/Carrie Hobrough.....	651.387.9168
Optima Advisory.....	651.587.0588
Right 4 Your Business.....	651.295.1843

CONSULTING, IT

Impact Group.....	651.482.8718
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CONSULTING, MANAGEMENT

FocalPoint Business Coaching, John Channon.....	651.373.6406
Hoglund Coaching, LLC.....	651.226.1587
Woodland, O'Brien & Assoc.....	651.450.0098

CONVENIENCE STORES

Mobile Food Mart.....	651.484.1164
Superette.....	651.484.0171
Vadnais Heights BP.....	651.484.3424
Kwik Trip.....	651.482.6176

COUNSELING

aHEARTT.....	651.493.8150
Dynamics of Growth.....	651.777.3112
Parker Collins Family Mental Health, PLLC.....	651.604.7771

CUSTODIAL SERVICES

Capitol Maintenance Services.....	651.773.9777
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DELIVERY SERVICES

Priority Courier Services, LLC.....	651.748.4477
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DENTAL LABORATORY

Renstrom Dental Studio, Inc.....	651.407.0491
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DENTISTS

Advance Family Dental.....	651.224.1122
Dental Experts, LLC.....	612.239.9893
Metro Dental.....	651.389.1002
Vadnais Heights Family Dentistry, P.A.....	651.482.0180
Willow Lake Dental.....	651.294.9500

DERMATOLOGY

Dermatology Consultants, P.A.....	651.209.1600
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DEVELOPER

Beard Group.....	952.930.0630
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DIY ART STUDIO

Create Space.....	651.321.3491
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DOULA

Embrace Childbirth.....	763.229.7351
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DRY CLEANERS

Clean-N-Press.....	651.426.8856
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ECONOMIC DEVELOPMENT

Vadnais Height Economic Development Corp.....	651.401.3211
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EDUCATION

AFSA School.....	651.209.3910
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Century College.....	651.779.3300
Gentry Academy.....	651.604.8300
LearningRx.....	651.571.4941
Northeast Metro 916.....	651.415.5500
Saint Paul College.....	651.846.1600
White Bear Lake Area Schools, ISD 624.....	651.407.7500

ELECTRICAL CONTRACTORS

Gephart Electric.....	651.484.4900
Kirtland Electric.....	651.704.9338
NAC Mechanical & Electrical Services.....	651.490.9868

ENERGY: GAS & ELECTRIC

Xcel Energy.....	651.779.3100
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EQUIPMENT REPAIR

Heavy Equipment Repair, Inc.....	651.644.0340
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FARM AND GREENHOUSE

Urban's Farm and Greenhouses.....	651.426.3925
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FINANCIAL ADVISOR

Edward Jones.....	651.429.0522
Craig Drake, Principal Financial.....	651.287.5461
DD Carlson Financial Group, Inc.....	651.653.4691
Edward Jones Clay Peterson.....	651.429.1210
Great Waters Financial.....	651.964.3423
Haas Financial.....	651.328.8070
Hanson Financial.....	651.426.3122
James McMahon, Principal Jeff Jones, Inc.....	651.289.1501
Joe Murphy, ONESCO.....	651.247.6442
Kris Daniels, Principal Financial.....	952.806.9699
Sandstrom & Associates.....	651.429.1301
Thrivent Financial for Lutherans.....	651.287.3030
Transition Advisory.....	612.328.9914

FINANCING, COMMERCIAL

Twin Cities - Metro CDC.....	651.481.8081
AMPLIO.....	651.631.4900

FIREARMS

Hiperfire.....	651.762.2800
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FITNESS

Tiger Training and Family Fitness.....	651.773.3076
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FLOORING

Lon Musolf Distributing, Inc.....	651.484.3020
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FREIGHT TRANSPORTATION

Blue Line Logistics.....	651.414.0805
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GOLF COURSE

Dellwood Country Club.....	651.426.3218
White Bear Yacht Club.....	651.429.4567

GOVERNMENT

City of Vadnais Heights.....	651.204.6000
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GRAPHIC & WEB DESIGN

Organic Interactive.....	651.354.4213
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GROCERY

Fresh Thyme Farmers Market.....	651.414.8110
Knowlan's Super Markets.....	651.739.9055

HAIR CARE

Great Clips.....	651.415.1819
Salon Moda.....	651.756.1909
Salon Zeo.....	651.429.8620
Sport Clips.....	651.219.5236

HEALTH CARE PROVIDERS

Allina Health.....	651.241.9200
Entira Family Clinics.....	651.766.0520
HealthEast Medical Imaging.....	651.471.8000
M Health Fairview.....	651.326.5900
Midwest ENT.....	651.702.0750
Midwest Podiatry.....	612.788.8778
Midwest Spine Institute.....	651.259.4563
Northern Lights Pediatric & Adolescent Medicine.....	651.770.2124
Summit Orthopedics, LTD.....	651.968.5201
The Urgency Room.....	651.789.6500
Twin Cities Orthopedics.....	651.439.8807

HEALTH CARE PROVIDERS, ALTERNATIVE

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The Clean Mind Doctor.....	

HEALTH CARE, DERMATOLOGY

Lake Area Dermatology, P.A.....	651.379.4006
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HOLISTIC HEALTH

Triluminous.....	651.503.3705
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HOME CONSTRUCTION

Goff Homes, Inc.....	651.482.0767
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HOSPITALITY

Palmer Provisions/Lorah Palmer.....	
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HOTEL

Comfort Inn & Suites.....	651.483.1625
Fairfield Inn and Suites.....	651.797.3008
Holiday Inn Express.....	651.484.2400

INDUSTRIAL CLEANING

Mavo Systems.....	763.788.7713
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INSURANCE

American Family Insurance- Patrick Kocian.....	651.653.9451
Arthur J. Gallagher.....	866.263.3545
Associated Insurance.....	651.770.0343
Frank LaNasa Insurance Agency, Inc.....	651.482.0414
Northwestern Mutual.....	651.621.1486

INTERPRETORS

Minnesota Language Connection.....	651.644.7100
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JUNK REMOVAL, HAULING

J Dog Junk Removal & Hauling.....	844.438.5364
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LABOR UNION

District 77 Building Association 651.429.2788

LAWN CARE

New Look Lawn & Landscape 918.688.8284
Top Green 651.998.9286
TruGreen..... 651.407.3400

LIQUOR STORES

Gold Liquors 651.770.6612
E Labore Liquors..... 651.483.0159
Lakeridge Liquors 651.483.6272
MGM Wine & Spirits of Vadnais Heights 651.653.3456
TOP TEN Liquors..... 651.444.8954

MANUFACTURER, CONTRACT

Mold Craft 651.426.3216
Westfall Technik 651.426.3216

MANUFACTURER, EQUIPMENT

The Specialty Mfg Co 651.653.0599

MANUFACTURING

Aurora Products & Service 651.407.5329
Con-Tek Machine..... 651.779.6058
Meridian Roller Company, Inc. 651.407.6900
Reell Precision Manufacturing..... 651.484.2447
Taurus Engineering..... 651.484.9292

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Abrasives of St. Paul..... 651.636.3955
Cardinal Materials Flow, Inc..... 651.482.8800
Energy Product Sales 651.312.4200
Fastenal Company Services..... 651.482.8702
North Star Wiper & Industrial Supply..... 651.787.0717

MANUFACTURING, CHEMICALS

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Interplastic Corp 651.481.6860
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Mag-Tek, Inc..... 651.415.6800
Shermco 651.484.5533

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Atomic Architectural Sheet Metal, Inc..... 651.646.1706
Datam Technology & Mfg, Inc. 651.770.1911
Lake Air Products..... 651.483.8130
Herold Precision Metals..... 651.490.5550
LOFTech Prototype Manufacturing, LLC..... 651.773.9995
Machining Specialists..... 651.204.1034
Maxcam Corporation 651.653.0969
Metro Sheet Metal, Inc. 651.704.9366
Trussbilt, LLC..... 651.633.6100

MANUFACTURING, INK

Preferred Ink Products, LLC..... 651.777.8991

MANUFACTURING, MACHINERY

Aspect Automation 651.643.3700
Busco Enterprises, Inc. 651.407.8769
Dynamic Air 651.484.2900
IPS Crane..... 651.777.0105
Nexen Group, Inc. 651.484.5900
Particle Instruments, LLCv 612.328.2722

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EPIEN Medical, Inc. 651.653.3380
Innovize..... 877.605.6580
IntriCon..... 651.604.9700

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LaserSharp FlexPak Services, LLC..... 651.789.8800
Nextera Packaging 651.639.0569

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Ingenuity Concepts, Inc. 651.765.4700
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Palmer Johnson Power
Systems (Sun Prairie, WI)..... 608.834.5206

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The Electrical Advertiser (Brooklyn Park)..... 763.566.4820

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Lee's Champion Taekwondo Academy 651.766.8083

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Healing Foot Spa..... 651.219.8595
Sky Thai Massage 763.234.5462
Massage Envoy 651.203.1015

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Rancher's Legacy Meat Company..... 651.366.6560

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MGC Diagnostics Corporation..... 651.484.4874

MEDICAL, OCCUPATIONAL AND PHYSICAL

Advanced Therapy 651.683.2953

MORTGAGE LOANS

Bell Mortgage 651.209.9882
MidCountry Bank..... 651.766.7020
St. Croix Home Loans 651.330.5507
Summit Mortgage 651.717.4040

MOTORSPORTS

Tousley Motorsports, Inc..... 651.483.8296

NAIL SALONS

LA Nails 651.407.6250
Perfect 10 Nails & Spa, Inc. 651.200.4798
Sassy Nails Salon 651.494.9399
Star Nails 651.770.0318

NEWSPAPER

Press Publications..... 651.407.1200

NONPROFITS

Century College Foundation..... 651.779.3338
Korean Association of MN..... 651.440.9192
Merrick, Inc..... 651.789.6200
NewTrax..... 651.789.6221
Northeast Residence, Inc..... 651.765.2017
Northeast Youth & Family Services..... 651.486.3808
PAI 651.426.7174
Solid Ground..... 651.773.8401
TSE, Inc. (Lakeridge)..... 651.484.6230
White Bear Area Emergency Food Shelf 651.407.5310
White Bear Center for the Arts 651.407.0597
White Bear Lake Area
Education Foundation..... 651.407.7675

OFFICE SUPPLIES: EQUIPMENT & FURNITURE

Kelly Computer Supply
Company, LLC (Woodbury)..... 651.773.1109
Office Systems & Design, Inc. 651.490.7771
SOS Office Furniture 651.644.6494
Toshiba Business Solutions-Kyle Sommer..... 651.994.7772

OPTICAL

Shopko Optical..... 651.877.1009

ORGANIZING

DETAILS Organizing It All..... 651.402.9801

PAINTING

Fresh Paint, Inc..... 651.429.4475

PET SUPPLIES

Pet Supplies Plus 651.484.9616

PHOTOGRAPHY

Spicy Meatball Photography 651.226.4655
Steve Kjelland Photographers..... 651.653.1799

PHYSICAL THERAPY

Courage Kenny Sports & PT..... 651.241.1464
Viverant..... 952.835.4512

PLUMBING, HEATING

Area Mechanical, Inc. 651.451.9356
Northern Air Corporation (NAC)..... 651.490.9868

POST OFFICE

United States Postal Service.....

PRINTERS, TYPESETTERS, GRAPHICS

Advanced Graphix, Inc..... 651.490.3221
Impressions Technology..... 651.482.1776
Minnesota Label, Inc. 651.762.1811
Print for Change 612.210.9150
Chase Printing..... 651.222.0753

PROPERTY MANAGEMENT

finnRent, LLC..... 651.287.9830
Heights96 612.904.7823
Pratt-Ordway Properties 651.631.8059

PSYCHOLOGISTS

Avila Counseling..... 612.388.5236

PUBLISHER

Sportsman Connection 888.572.0182

PUMP CONTROLS

Master Level Controls Co. 651.426.9085

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Essence Real Estate Services..... 651.482.1871
Keller Williams Premier Realty..... 651.379.1500
North Lakes Property Management 651.484.4730
Pratt Homes, Inc 651.429.8032
Spara Realty on Selby 651.653.8000

Heights96

The Driessen Group Heights96 612.313.0105
Titus Commercial Real Estate/Mike Brass..... 612.750.4312
Tyne Properties 651.330.2403

REPAIR, INDUSTRIAL

General Repair Service..... 651.766.0874

RESTAURANT

Border Foods (Taco Bell).....
Punch Pizza..... 651.429.1061
ACR Subway, Inc 651.426.9766
Cherry Berry Yogurt..... 651.528.6467
Chipotle Mexican Grill 651.486.7129
Culver's Frozen Custard 651.762.9600
Donatellis 651.777.9199
Jimmy's Food & Drink 651.482.1100
Kentucky Fried Chicken 651.486.2794
Macaluso's Roadhouse..... 651.429.1716
Noodles and Company..... 651.653.3394
Old Clover Inn 651.426.9456
Panera Bread #1308 651.765.2619
Papa Murphy's..... 651.482.7700
Perkins Restaurant and Bakery..... 651.426.1643
Pizza Man..... 651.482.9989
Red's Savoy Pizza..... 651.484.0506
Sak's Sports Bar 651.484.6119
Taco Bell 651.481.9322
Tria Restaurant, Bar, and Event Center..... 651.426.9222

RESTORATION SERVICES

Paul Davis Restoration, Jeff Doe..... 651.342.0816

RETAILER

Dollar Tree #4836..... 651.286.5742
Target - #T-751 651.483.9637
WalMart - #2087 651.486.7001

RETAILER, FOOTWEAR

Famous Footwear #1780..... 612.656.5969

RETAILER, NUTRITION

General Nutrition Center #8015..... 651.765.0899

RETAILER, SPORTING

Erik's Bike Shop..... 651.415.1233

RETIREMENT HOUSING, SENIOR LIVING

Cottages of Vadnais Heights..... 651.484.9133
Gable Pines 651.829.3171
Prelude Homes & Services 651.501.6513
Vintage Moments 651.653.4883

SECURITY PRODUCTS

E.L. Reinhardt Company, Inc. 651.481.0566

SENIOR HOUSING

The Waters of White Bear Lake 651.313.6440

SHIPPING

Midwest Consolidators Int'l..... 651.481.0010
Timberland Transportation, Inc. 651.748.4477

SIDING, WINDOWS, GUTTERS, ROOFS

Five Star Exteriors of Minnesota 612.504.2226

SIGNS AND DISPLAYS

Artec Displays 651.484.8474
Bill Weigel Signs..... 651.429.6086
Quality Manufacturing, Inc. 651.483.5473

SPECIALTY CONTRACTOR

Woody's Rebar 651.407.7212

SPORTS ACADEMY

Blizzard Baseball Academy..... 612.790.4700

SPORTS CENTER/RECREATION

TCO Sports Garden 651.481.1000

SPORTS/RECREATION

Element Golf..... 651.330.1699
YMCA White Bear Lake 651.777.8103

STAFFING

All Medical Personnel/Linda Reber 651.261.8655

STAFFING AGENCIES

JP Staffing LLC..... 651.289.1377
Midwest Staffing 651.756.1611

STORAGE

Public Storage..... 651.968.8649
iStorage Self Storage 651.427.0886
North Star Mini Storage..... 651.771.3880

TATTOO

Get to the Point Tattoos 651.748.5106

TAX PREPARATION

H & R Block 651.653.2017

TELECOMMUNICATIONS SERVICES

AT&T
Century Link Business 612.214.7194
Comcast Business..... 800.934.6489
Pulstar 651.490.9053

THEATRE

Children's Performing Arts..... 651.336.8613



Lakeshore Players 651.478.7427

TITLE

Arden Title LLC..... 651.653.0825
Attorneys Title Group LLC..... 651.338.6632
Network Title, Inc. 651.482.9514
Partners Title of North Suburban..... 651.209.8751
The Title Group/John Holm 763.746.9494
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Title Excellence LLC..... 651.762.8151

TREE SERVICE

Langer's Tree Service..... 651.426.1330

UL/TESTING SERVICES

UL LLC 651.765.1981

WAXING

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WEBSITE DESIGN

simpleDesigns..... 651.332.1362
Inbound Studio..... 651.705.0267

WEDDING PLANNING, SERVICES

Simply Elegant (Minneapolis)..... 763.350.3832

Thank you!

To the following companies who have offered their time and talent to share with high school students to give them a real-life manufacturing work experience offering paid, internships with these Northeast Metro Industry Partners.

HERE ARE THE MANUFACTURERS THAT WERE INVOLVED IN THE PROGRAM:



SPONSORED BY:



If you have a student that would like to be involved in this program, please see your Career Pathways Advisor. If you are a manufacturer that would like to be involved, please call VHEDC (Vadnais Heights Economic Development Corporation) at 651-401-3211 or email info@vhedc.com



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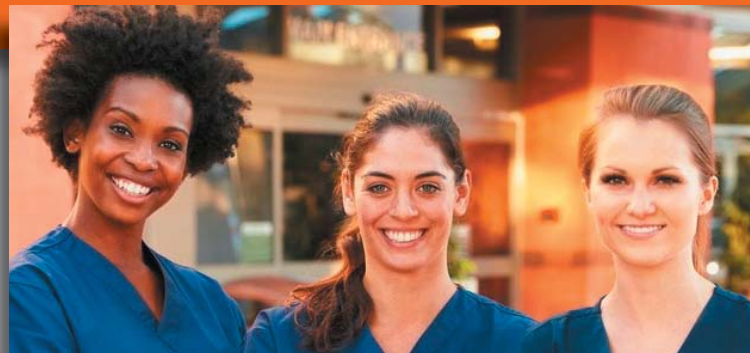
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