



Fiscal Year 2011 Annual Report

CELEBRATING 15 YEARS OF ENTREPRENEURSHIP INNOVATE. LEAD. SUCCEED.





“Entrepreneurship is the primary vehicle for economic expansion. At JPEC, we develop the leaders who will drive that growth.”

Cover: A.J. Zanyk Photography; Tim Schoon/University Communications and Marketing; Susan McClellan/Creative Media Group

MESSAGE FROM THE EXECUTIVE DIRECTOR

During the 15 years of its existence, the John Pappajohn Entrepreneurial Center (JPEC) at The University of Iowa has had a dramatic and lasting impact on economic and workforce development.

- **1,806** students earned one of the certificates in entrepreneurship and there were **28,366** enrollments in JPEC classes
- Over **5,000** businesses have been assisted
- More than **20,815** youth were inspired to be entrepreneurs and leaders

As we look to the future, several new initiatives are creating excitement and will accelerate our goals of impact through economic growth and the development of entrepreneurial-minded leaders. The following programs were either launched or formalized during the 2011 fiscal year (FY2011) and will continue to be built upon for years to come:

- **IOWA MEDICAL INNOVATION GROUP** is an interdisciplinary endeavor among JPEC, the *Tippie College of Business*, *Carver College of Medicine*, *College of Engineering*, and *College of Law*. The primary objectives of this program are to provide advanced students a working knowledge of all phases of medical device/technology development and to commercialize new medical innovations.
- **ENTREPRENEURIAL MANAGEMENT INSTITUTE** was created to provide top entrepreneurship undergraduate students intense professional development and career advancement assistance to enhance our graduates' placement with innovative entrepreneurial firms.
- **UI DISTANCE EDUCATION INITIATIVES** have incorporated entrepreneurship education as important program offerings to meet the specialized educational needs of place-bound Iowans. JPEC's courses are focused on preparing distance students to advance in their professional careers and seize upon entrepreneurial opportunities as they arise.

The tremendous support from the University, alumni, and friends of Iowa is, and will continue to be, crucial to JPEC's success. We believe the on-going development of entrepreneurs and leaders is vital to the long-term economic health of Iowa and the nation. Our center is committed to this pursuit.

David K. Hensley, Executive Director and Clinical Professor
John Pappajohn Entrepreneurial Center
The University of Iowa

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Educating Entrepreneurs and Leaders

UNDERGRADUATE PROGRAMS

The University of Iowa's John Pappajohn Entrepreneurial Center (JPEC) is one of the nation's top undergraduate entrepreneurship programs. The center combines academic course work with experiential learning and is open to all University of Iowa (UI) students. Each year, over **2,000** students enroll in entrepreneurship courses. In FY2011, **103** undergraduate- and graduate-level course sections were taught by successful entrepreneurs and business leaders.

BBA IN MANAGEMENT/ ENTREPRENEURIAL MANAGEMENT TRACK

In FY2011, JPEC and the *Department of Management and Organizations* began offering a BBA in Management with an Entrepreneurial Management Track for Tippie College of Business students. This program is designed to teach entrepreneurial leadership, innovative management, business planning skills, and strategic problem-solving.

CERTIFICATE PROGRAMS

Since launching the first entrepreneurship certificate program in **1997**, the UI has awarded certificates to over **1,800** graduates.

- **CERTIFICATE IN ENTREPRENEURIAL MANAGEMENT:** Students in business, health sciences, and liberal arts may earn the Certificate in Entrepreneurial Management in addition to their undergraduate degrees. The program encompasses advanced entrepreneurship theory and practice, and teaches students how to apply entrepreneurship to their primary fields of study. It is truly a cross-campus program, drawing from **84** majors in FY2011.
- **TECHNOLOGICAL ENTREPRENEURSHIP CERTIFICATE:** The first of its kind at any U.S. engineering college, the Technological Entrepreneurship Certificate gives *College of Engineering* students specialized training in the entrepreneurial process. This program is a combination of advanced entrepreneurship and engineering courses specifically tailored for each engineering discipline.
- **CERTIFICATE IN PERFORMING ARTS ENTREPRENEURSHIP:** A partnership with the *College of Liberal Arts and Sciences*, the Certificate in Performing Arts Entrepreneurship offers a unique curriculum that provides an avenue for performing arts students to developing the skills necessary to excel in this competitive field.

ONLINE EDUCATION

JPEC's academic programs are not just for full-time, Iowa City-based students. The BBA and Certificate in Entrepreneurial Management programs are also available online through the UI's *Division of Continuing Education* and, in the case of the certificate program, in partnership with several Iowa community colleges. In FY2011, **38** JPEC course sections (or **37%**) were offered either online or outside of Iowa City.



Scan to watch a short video about JPEC's programs or visit www.iowajpec.org/about/video.cfm

4,320

Enrollments in **103** entrepreneurship course sections

AT A GLANCE:

Academic Programs

- **315** students graduated with an entrepreneurship certificate
- **231** students studying social entrepreneurship raised **\$10,000** for The University of Iowa Hospitals and Clinics and **\$8,500** for a safe house in Africa
- **3** JPEC faculty traveled abroad to teach entrepreneurship in places such as Hong Kong and Italy

Tim Schoon/University Communications and Marketing

"The BELL provided structure and an office where I could be productive. The built-in regular meetings with my mentor also proved to be valuable in guiding me through the overwhelming parts of running a business. The BELL is an opportunity students do not want to miss out on!"

-Doug Stienstra, BA International Studies '11
Bedell Entrepreneurship Learning Laboratory
Founder and CEO, DataBabies, LLC

Doug Stienstra shows off his assortment of DataBabies: plush, collectible USB flash drives. The 4GB flash drives come in four endangered species themes and a portion of each sale is donated to the World Wildlife Fund.

BEYOND THE CLASSROOM

Driving Experiential Learning at The University of Iowa



"JPEC did an amazing job teaching me how to think outside the box and has provided me with great and useful information that I put to use every day of my career."

-Jared Bennett, BA Interdepartmental Studies '08
Entrepreneurial Management Certificate
Agency Owner, American Family Insurance

David Scrivner/The Daily Iowan

David Bush, Entrepreneurial Management Certificate '11, sways fellow classmates to "invest" in his start-up during JPEC's first annual BELL Biz Fair, a combination Venture Capitalist Fair and Merchandise Mart.

EXPERIENTIAL LEARNING PROGRAMS

A broad range of experiential learning programs are available to UI students to further develop their entrepreneurial skills and help them secure exciting employment opportunities with high-growth firms upon graduation. As a natural extension of the cross-campus academic program, these initiatives are designed to bridge the gap between entrepreneurship theory and practice.

BEDELL ENTREPRENEURSHIP LEARNING LABORATORY

The Bedell Entrepreneurship Learning Laboratory (BELL) is a **10,000-square-foot** business incubator open to any UI student. This unique academic environment features **17** furnished offices for students and combines resources found in traditional incubators with intense mentoring and support. The BELL also provides space for students to meet with seasoned entrepreneurs and business leaders through programs like the **Manny and Elizabeth Elder Villafana Entrepreneurship Mentor Program** and provides a space for the **I-Envision** student organization to call home. In FY2011, the BELL served **42** students/**25** businesses and, for the first time since opening in 2004, had a waiting list for office space. To see a list of current businesses housed in the BELL, visit www.iowajpec.org/bedell/current.cfm.

IOWA MEDICAL INNOVATION GROUP

The Iowa Medical Innovation Group (IMIG) is an interdisciplinary endeavor among JPEC, the *Tippie College of Business*, *Carver College of Medicine*, *College of Engineering*, and *College of Law*. IMIG provides students the opportunity to collaborate with top faculty and industry experts to innovate and advance new medical devices from conception to commercialization. In FY2011, IMIG expanded to include **2** formalized new venture projects, **17** student members, and **8** UI faculty and administrative mentors. IMIG also secured additional funding by competing in The University of Iowa and national business plan competitions.

ENTREPRENEURIAL MANAGEMENT INSTITUTE

FY2011 saw the launch of the Entrepreneurial Management Institute, a program designed to enhance professional and career advancement skills for top undergraduate students studying entrepreneurship. Students in the institute receive strategic career development training including:

- Creating an extensive personal network with successful CEOs and business leaders
- Enhancing professional communication skills and critical thinking skills
- Internship and job placement assistance with high-growth, high-tech, Iowa-based firms

BUSINESS CONSULTING PROGRAM

Each semester, interdisciplinary student teams are formed to complete advanced business projects for aspiring entrepreneurs and early-stage companies across Iowa. This initiative provides valuable hands-on educational opportunity to students while offering area companies high-quality business consulting services. In FY2011, **55** consulting projects were completed.

OKOBOJI ENTREPRENEURIAL INSTITUTE

8 UI students are chosen each year for this week-long, immersive entrepreneurial experience held in the Iowa Great Lakes Region and Okoboji, Iowa. Students participate in an advanced entrepreneurial simulation, network with successful entrepreneurs and business leaders, work on their business plans, and develop critical thinking and professional communication skills. FY2011 was the **5th** year of this joint effort among the *UI*, *ISU*, *UNI*, *Iowa Lakes Community College*, *Buena Vista University*, and the *Iowa Lakes Corridor Development Corporation*.

AT A GLANCE:

Beyond the Classroom

- **167** JPEC students completed **55** business consulting projects for clients located across Iowa
- Local entrepreneurs and business leaders connected with students through **19** Roundtable Luncheons and **24** Villafana Entrepreneurship Mentor Program sessions
- **131** people attended the first annual BELL Biz Fair, where **25** student start-ups hosted booths
- Over **1,200** hours of one-on-one mentoring were provided to students by JPEC faculty and staff
- **21** students actively participated in the Entrepreneurial Management Institute during its pilot year



6,840

Hours of business consulting completed by JPEC students



"JPEC introduced me to many successful entrepreneurs that opened doors for my business to grow and succeed. They helped me refine my business plan, perfect my pitch, and sculpt me into an individual others want to do business with. JPEC is a tremendous resource that has guided me to entrepreneurial achievement."

- Ross Peterson, BBA Finance '10
Bedell Entrepreneurship Learning Laboratory
President, Point of Sales Solutions, LLC

Ross Peterson stands next to his electronic shelf labels, a system designed to provide large grocery and convenience store chains a solution for updating product pricing faster, more efficiently, and with higher accuracy.



Keaton Walker, *Technological Entrepreneurship Certificate '10*, stands with John Pappajohn, Brian Thompson, and Matt Kinley of Equity Dynamics, Inc., along with fellow first-prize winners of the Pappajohn New Venture Business Plan Competition.

444

UI students, faculty,
and staff competed
in JPEC-sponsored
competitions

AT A GLANCE:

*National Business Plan
Competition Participation*

- MIT \$100K Business Plan Contest
Semi-Finalist, FxRedux
- Notre Dame Business Plan Competition
Finalist, EOS International
- Evansville Business Plan Competition
\$1,000, GolfTourney.com (3rd place)
Finalist, Dibzees
- SIFE Regional Conference Award
Finalist, I-Envision (1st place)

SPONSORED COMPETITIONS

IOWA Centers for Enterprise Elevator Pitch Competition

Open to UI students, faculty, staff, and UI Research Park tenants

\$2,500	Mami's Authentic Salsa, LLC	\$1,000	Iowa Medical Innovation Group
\$2,500	Dibzees	\$1,000	Feiyan Global Youth Training Program
\$2,500	JECSE	\$1,000	Ad Libitum Solutions
\$1,000	MagnITO PV	\$500	Oversea Medical Consulting

Rose-Francis Elevator Pitch Competition

Open to UI students

\$2,500	Sassi Bands	\$1,000	My Tailor Direct
\$2,500	Dibzees	\$1,000	GolfTourney.com
\$2,500	Alexander Developments	\$1,000	Modern Golf Pro
\$1,000	Hawk City Productions	\$500	Moto: African Hot Sauce
\$1,000	My College Home Page	\$500	Rader Original
\$1,000	Iowa Aquaponics	\$500	Datababies
\$1,000	Self Service Auto	\$500	American Flag Rental
\$1,000	MopedU	\$500	WeKazi

IOWA Centers for Enterprise New Venture Business Plan Competition

Open to UI students, faculty, staff, and UI Research Park tenants

\$12,000	POS Solutions	\$1,000	HIESr, LLC
\$12,000	FxRedux	\$1,000	HC Innovative
\$7,000	Fresk	\$1,000	Responsible Transportation, LLC
\$7,000	MopedU	\$1,000	GolfTourney.com
\$1,000	Iowa Writers Online	\$1,000	EOS International
\$1,000	Mami's Authentic Salsa, LLC		

Volding Business Plan Competition

Open to UI students

\$5,000	FxRedux	\$2,500	Responsible Transportation
\$5,000	The Virtual Pharmacist	\$2,500	DataBabies
\$2,500	Iowa Writers Online	\$1,000	Modern Golf Pros
\$2,500	Iowa Medical Innovation Group	\$1,000	Smiley's Shave Ice
\$2,500	Mazira	\$1,000	ZeElite Records

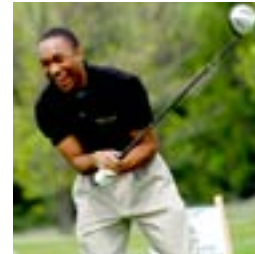
Statewide Pappajohn New Venture Business Plan Competition

Open to college students in Iowa

\$5,000	Responsible Transportation	Finalist	Iowa Writers Online
	FxRedux		

MILESTONES

Celebrating 15 Years of Entrepreneurship



1996
John Pappajohn Entrepreneurial Center was formally established

Youth Entrepreneurship Camps began

1997
JPEC and the College of Engineering launched nation's premier **Technological Entrepreneurship Certificate** program

JPEC began to offer the Kauffman Foundation's **FastTrac**® entrepreneurship training programs in partnership with Iowa community colleges

1998
First campuswide **Volding Business Plan Competition** held

1999
JPEC's first **Mentoring Program** launched

2000
JPEC and College of Liberal Arts and Sciences created the interdisciplinary **Certificate in Entrepreneurial Management**

Statewide **High School Teacher Training Program** launched

First annual **Iowa Venture Capital Conference** held in Des Moines

2001
UI students created **I-Envision**, an entrepreneurship organization

2002
Three JPEC classes raised \$25,000 for **NYFD** firefighters after the September 11 tragedy

2003
JPEC and Division of Performing Arts created a joint specialty program

2004
Former fraternity house transformed into the **Bedell Entrepreneurship Learning Laboratory**, a business incubator for students

JPEC named the **National Model Undergraduate Entrepreneurship Program** by USASBE and **ranked #9** by *The Princeton Review* / *Forbes.com*

2005
Devoted to economic development and outreach, **IOWA Centers for Enterprise** was formed

First **MidWestOne Bank Community Lecture Series** held in partnership with JPEC

I-Envision's annual **Charity Golf Invitational** first held to benefit entrepreneurs with disabilities in the local area

2006
JPEC and Iowa Lakes Corridor Development launched the week-long, immersive **Okoboji Entrepreneurial Institute** for Iowa students

Pappajohn Iowa Business Plan Competition launched

JPEC and Hills Bank and Trust Company celebrate 20 years since the inception of **Hughes Community Lecture Series**

2007
JPEC **ranked #19** by *Fortune Small Business*

Jacobson Institute for Youth Entrepreneurship launched to benefit K-12th grade students

2008
JPEC hosted the statewide **Collegiate Entrepreneurs Iowa Conference**

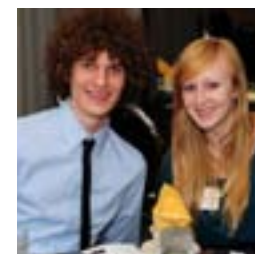
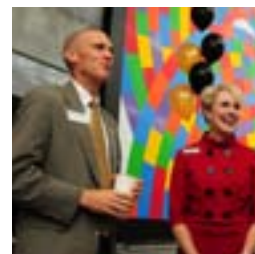
2009
Iowa Medical Innovation Group created to advance UI technology commercialization

JPEC ranked among the **top 25 national programs** by *Entrepreneur* magazine / *The Princeton Review*

2010
JPEC and the Department of Management and Organizations created a **management major with an entrepreneurial management track**

Entrepreneurial Management Institute established for top JPEC students

2011
JPEC and Tippie College of Business created **online BBA in management with an entrepreneurial management track**



...and thanking those who made it possible

None of these great accomplishments could have happened without the generous support of our friends:

1,000,000+
John and Mary L. Pappajohn
Richard O. Jacobson

500,000+
Tom W. Bedell

100,000+
Dennis L. Oldorf
John W. & Ellen K. Buchanan
Merle & Marian Volding
Roy J. Carver Charitable Trust

50,000+
David T. and Monica R. Nassif
Elizabeth Elder & Manuel A. Villafana
Richard O. Jacobson Foundation
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Elizabeth E. Starman
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Guthrie Foundation

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Jacobson Companies
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Robert E. & Sally B. Reed
Voss Distributing, LLC

1,000+
David and Laura Hensley
Don and Margaret S. Guthrie
Kevin and Lynn Allendorf
Nancy J. Guthrie
The Longview Group, LLC
William A. Meardon



OUTREACH

Partnering to Accelerate Innovation Throughout the State



"Without JPEC I would have been lost and never would have had the courage to start Bio::Neos. Over 7 years later, we are still successful. I am now co-founder of two businesses and a non-profit."

- Steven Davis, BS Computer Science '01, MS Electrical and Computer Engineering '03
Bedell Entrepreneurship Learning Laboratory
President, Bio::Neos, Inc.

Tim Schoon/University Communications and Marketing

SMALL BUSINESS DEVELOPMENT CENTER

JPEC and The University of Iowa's *Small Business Development Center (SBDC)* continue to partner on community outreach initiatives. In FY2011, JPEC and the SBDC helped accelerate the growth of **30** new business start-ups and assisted in the creation of **103** jobs through **13** entrepreneurial training workshops, **2** FastTrac® NewVenture™ programs, and **9,978** hours of one-on-one counseling.

TECHNOLOGY COMMERCIALIZATION

As a part of the *IOWA Centers for Enterprise*, JPEC works closely with the *UI Research Foundation* and provides entrepreneurial education, mentoring, and financial assistance programs to UI researchers, aspiring entrepreneurs, and early stage start-ups. In FY2011, JPEC:

- Awarded over **\$110,000** in seed grants to **33** Iowa-based start-ups through the IOWA Centers for Enterprise Elevator Pitch Competition and the New Venture Challenge
- Sponsored Half-Day Boot Camp and Entrepreneurial Venture Group Lecture

COMMUNITY LECTURE SERIES

JPEC sponsors speaker programs that bring successful entrepreneurs and business leaders to campus to discuss current issues facing start-up and growing companies. These events provide great networking opportunities for aspiring entrepreneurs, community members, investors, and students. In FY2011, local banks co-sponsored the following major speakers:

- Henry B. Tippie, Chairman of Dover Downs Gaming & Entertainment (*MidWestOne Lecture*)
- Mary Vermeer Andringa, President & CEO of Vermeer Corporation (*Hughes Lecture*)

REGIONAL AND NATIONAL PARTNERSHIPS

JPEC is actively engaged with other university-based entrepreneurship centers, community colleges, business accelerators, and regional economic development organizations. JPEC is also an active member of several national entrepreneurship organizations including:



AT A GLANCE:

Outreach

- JPEC collaborated with *Technology Association of Iowa* to offer the first Eastern Iowa Pitch & Grow where **16** start-ups and **90** entrepreneurs engaged in panel discussions and venture capital presentations
- Over **500** people attended JPEC & SBDC workshops, training programs, and networking events
- **174** people attended *Corridor Business Journal's* "How I Built it" breakfast co-sponsored by JPEC
- Over **800** UI students, faculty, staff, and community leaders attended JPEC-sponsored lectures



JACOBSON INSTITUTE FOR YOUTH ENTREPRENEURSHIP

JPEC and the *Jacobson Institute for Youth Entrepreneurship* are committed to enriching K-12 students' lives through classroom and practical educational experiences. In FY2011, over **2,600** youths were influenced by entrepreneurship outreach initiatives including classroom activities, summer camps, conferences, and business plan competitions.

YOUTHBIZCENTRAL ONLINE CURRICULUM

YouthBizCentral is a comprehensive online entrepreneurship curriculum for use by K-12 educators. The online curriculum features lesson plans, classroom activities, entrepreneurial profiles, and a student business planning template. Students who were taught with YouthBizCentral show a significant increase in entrepreneurial knowledge (**24%**) and exhibit a general understanding on how to succeed in business. Since its launch in 2009, **227** teachers and **2,290** students have used the curriculum.

TEACHER TRAINING

The *Jacobson Institute* provides in-depth training seminars to middle school and high school teachers on how to incorporate entrepreneurship into their classrooms. Educators participating in this program also receive ongoing support and access to curriculum resources throughout the school year. Since 2000, the *Jacobson Institute* has had **475** enrollments in **30** teacher training summer workshops across the state of Iowa.

SUMMER CAMPS

Elementary and middle school students have the opportunity to partake in entrepreneurship camps each summer. Participants spend the week developing business plans, designing marketing materials, and meeting successful entrepreneurs. Since 1996, more than **1,400** students have participated in the camps held in the following locations across Iowa: Cedar Falls, Cedar Rapids, Des Moines, Iowa City, and Spencer.



20,815

Students impacted through youth outreach initiatives since 1996

Seizing Opportunities



Manny Alhadab/IMU Marketing and Design

PROFILE: Corvida Medical
Jared Garfield, Co-Founder and CTO
 BBA Management Info Systems '09
 Entrepreneurial Management Certificate

John Slump, Co-Founder and CFO
 BBA Finance '08
 Entrepreneurial Management Certificate

Jared Garfield and John Slump co-founded Corvida Medical (formerly J&J Solutions) in 2008 as students in The University of Iowa's John Pappajohn Entrepreneurial Center. Determined to make cancer treatment safer for workers and patients, the two began writing a business plan to launch a company that would design, manufacture, market, and sell disposable medical devices enabling the safe handling of hazardous drugs. Jared and John used their plan to secure over **\$100,000** in seed capital by competing in several JPEC-sponsored business plan competitions and national business plan competitions. Jared and John also received countless hours of one-on-one mentoring from JPEC faculty and staff and grew their personal network through the Bedell Entrepreneurship Learning Laboratory and the Okoboji Entrepreneurial Institute. Jared currently serves as the Chief Technology Officer and John serves as the Chief Financial Officer. The company has raised over **\$1.8M** through venture capital, angel investments, and grants.

AT A GLANCE: 2010-2011 Impact

<p>84 MAJORS represented in JPEC's interdisciplinary program</p>	<p>\$159,000 AWARDED through business plan and elevator pitch competitions</p>	<p>103 COURSE SECTIONS in entrepreneurship offered</p>
<p>25 BUSINESSES in Bedell Lab</p>	<p>Over \$400,000 RAISED to educate aspiring entrepreneurs</p>	<p>4,320 ENROLLMENTS in JPEC courses</p>
<p>315 CERTIFICATES in entrepreneurship awarded to UI students</p>	<p>127 START-UPS served through business development initiatives</p>	<p>Partnered with 37 ORGANIZATIONS to accelerate entrepreneurship</p>

ALUMNI SNAPSHOT

In addition to business ownership, students who study entrepreneurship are well-prepared for a wide variety of career opportunities. They leave the UI having acquired leadership skills and strategic planning abilities, are excellent problem-solvers, and are ready to work in a fast-paced environment. Below are just a few examples of the types of careers in which JPEC alumni are excelling.

<p>Kinsey Bartlett, BA Communications '06 Entrepreneurial Management Certificate <i>Franchise Development Coord., Pancho's Iowa City, IA</i></p>	<p>Laura Lathrop, BBA Marketing '09 Entrepreneurial Management Certificate <i>Senior Investment Specialist, T. Rowe Price Colorado Springs, CO</i></p>	<p>Amy Strandlund, BBA Marketing '10 Entrepreneurial Management Certificate <i>Business Analyst, Target Minneapolis, MN</i></p>
<p>Jake Carpenter, BBA Management '09 BELL Participant <i>Media Coordinator, CNN Atlanta, GA</i></p>	<p>Erik O'Brien, BA Interdept. Studies '09 Entrepreneurial Management Certificate <i>Corporate Sales Associate, Acquity Group Chicago, IL</i></p>	<p>Nikki Taylor, BA Art History '08 Entrepreneurial Management Certificate <i>Promotion Manager, Meredith Des Moines, IA</i></p>
<p>Cory Finley, BSE Industrial Engineering '05 Technological Entrep. Certificate <i>Systems Engineer, Cerner Kansas City, MO</i></p>	<p>Allan Pille, BBA Finance '01 Entrepreneurial Management Certificate <i>Operations Manager, Dr. Pepper Snapple Group Des Moines, IA</i></p>	<p>Erin Wallerich, BSE Industrial Engineering '03 Technological Entrep. Certificate <i>Manager Product Portfolio, John Deere Waterloo, IA</i></p>
<p>Norris Ingbretson, BBA MIS '04 Entrepreneurial Management Certificate <i>Analyst III, Kellogg Lombard, IL</i></p>	<p>Jillian Shannon, BA Theater Arts '05 Entrepreneurial Management Certificate <i>Business Development Manager, Campbell Soup Camden, NJ</i></p>	<p>Molly Wessel, BBA Accounting '07 Entrepreneurial Management Certificate <i>Securities Attorney, Casale Alliance Santa Monica, CA</i></p>

Tim Schoon/University Communications & Marketing; David Scrivner and Brenna Norman/The Daily Iowan; Susan McClellan/ Creative Media Group; Nicholas Tomlonovic/Center for Media Production

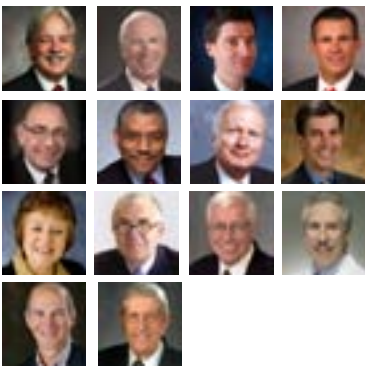


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 Lynn Allendorf
 Dawn Bowlus
 Paul Heath
 Lee Groschel
 Amy Jo Reimer-Myers
 Glynda Tholen
 Ashley Zierath

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 Director, Bedell Entrepreneurship Learning Laboratory
 Director, Jacobson Institute for Youth Entrepreneurship
 Regional Director, Small Business Development Center
 Entrepreneurial Services Manager
 Educational Outreach Manager
 Department Administrator
 Marketing and Event Coordinator

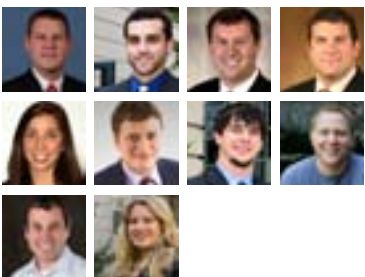
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