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CITYVIEW'S

BUSINESS JOURNAL



POLITICS in the workplace

Four ways to help keep the peace

By Melissa Walker

Iowa is a political hotbed during most presidential election cycles with its first-in-the-nation status of the Iowa Caucuses.

Because of that — and the fact that it is a General Election year — there's bound to be workplace discussions about candidates, issues or politics, in general.

Public and private employers have different legal requirements under the First Amendment to protect an employee's right to free speech, as well as other workplace policies that pertain to race and gender. With that in mind, here is what every business owner or manager should know.

FEATURE

The rules don't apply the same to every employer

Private employers don't have the same consideration, and employees of a private company are not part of a protected class for political speech, says Michele Brott, an attorney at Davis Brown Law Firm in Des Moines who practices human resources and employment law.

Most private employers — especially those in Iowa, a place considered to be a hotbed of political discussion — take a middle-ground approach. They don't outright ban political talk at the water cooler, but that talk can't disrupt work.

"It's not so much about what they're saying, but if it's starting to impact work," Brott says.

That's what happened at Natavi Swim School in Grimes. Owner Ariel Pleva had a general code of conduct policy that was given to new employees, and she outlined her expectations and requirements to those she hired.

"I felt like it wasn't specific enough to do with politics, but it was a general umbrella about how to behave in a workplace: Be responsible and respectful. This is what I need out of you," says Pleva, who has 30 employees.

That changed in 2019 when Pleva had two employees on polar opposite sides of the political



Ariel Pleva, the owner at Natavi Swim School in Grimes, has worked to implement workplace policies that curb offensive speech.

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FEATURE

spectrum. The receptionist was a liberal. After Pleva would leave work for the day, the employee started honing in on a teenage swim instructor she knew grew up in a religious household that was conservative and opposed to gay rights and abortion.

"The first conversation was about 'OK, you're Republican and have these values, and I'm liberal and don't agree with that,'" Pleva says. "It kept going on for two weeks, and it got worse. The receptionist would start picking on the girl and telling her that her parents were brainwashing her into being a Republican and religious, and being against abortion and gay rights. She told her, 'You should run away and get away from your family.'"

When Pleva found out, she put an immediate stop to it.

"It should never be discussed in the workplace, and you should never, ever grasp onto somebody and make them feel terrible about who they are and what they believe in," she says.

The receptionist was given a warning and agreed not to discuss religion, politics or sex at work. She was later fired for an unrelated offense. Pleva apologized to the other employee on behalf of the company and the receptionist.

"She's a great employee, and I wanted to make sure she knew it," she says.

As a result, Pleva edited her policies to ban sex, politics and religion from being discussed at Natavi.

Discussion can cross into other off-limits areas

Political conversations can fall into the realm of protected conversation when race, gender or religion are discussed. In these circumstances, it can become a civil rights or equal opportunity employment issue, Brott says. In those cases, and when the conversation is not suitable for work or is offensive, workplace conversation needs to cease.

At a public workplace, employers need to more closely analyze any political discussion because public employees are protected by the First Amendment. However, if the discussion begins to affect the workplace, then the employer can begin to limit or regulate it, Brott says.

Some political discussions also can turn into harassment, as was the case at Natavi. Pleva says she immediately stopped the discussion, in part, because she didn't want her business to be sued.

Attorneys recommend employees come to employers with any political conversations or comments they feel are unprofessional or make them feel uncomfortable or bullied. Reports of harassment and bullying should be kept confidential, and no employee should be retaliated against for coming forward with accusations.

Any employer who receives a report of harassment should act immediately and explain to all employees

that conversations about politics can make other employees feel uncomfortable or attacked for their beliefs.

Off-duty conduct may fall under guidelines

Outside of work, employees may need to refer to their employer's codes of conduct or social media policies to ensure their activities, actions, posts or works do not conflict.

Overall, Brott says she recommends a fair and balanced approach when it comes to politics in the workplace. Political conversations are naturally going to happen because it's at the front of the news cycle.

According to HR Simple, an online human resources source for large to small companies, employers must determine whether there's a legitimate business reason to limit an employee's political activities away from work. These could include damage to the company's reputation, disruption to the workplace or employee morale, potential legal liability to the employer, or loss of business relationships because of the employee's conduct.

If a legitimate reason does not exist, employers run the risk of claims of discrimination or invasion of privacy for trying to regulate non-work-related conduct.

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Ensure employees know rules and policies

Clear employment policies and expectations are the best way for employers to control political discussions in the workplace, human resource experts say.

A policy needs to be in place and specifically outlined, so that, if an employee is in violation of the policy, the employer can discipline or fire the individual, as long as the policy has consistently been applied to all employees.

HR Simple recommends reserving discipline or discharge in those cases where the employee's conduct interferes with his or her work or causes a disruption in the office.

At Natavi, Pleva announced the change in policy at her monthly employee meeting. At each meeting, she also conducts a customer service training. She made one about politics and customers and guided employees in appropriate conduct.

She told them: "If you hear them talking separately to someone else about it, you ignore it and let it go," she says.

There are other types of policies that can affect politics in the workplace. All must be uniformly applied:

- For those companies that have non-solicitation

policies, it's important it is implemented evenly, both for an employee's child's fundraiser, as well as the individual who wants to pass out political literature, according to HR Simple. This policy can only restrict solicitation during work hours, not lunch breaks or other breaks.

- Establish a neutral dress code that prevents employees from wearing T-shirts and other clothing that may display allegiance to a particular candidate or party. The code can also address badges and buttons; however, union law does not fall under the same policies. The National Labor Relations Law protects labor-related issues such as unionizing, wages and working conditions.

- Prohibit employees from using an employer's company equipment such as bulletin boards, copy machines, telephones and computer systems for any non-work-related activity.

For all policies, human resource experts suggest employers send out reminders to employees of their policies in the weeks leading up to an election.

"It's not practical to restrain employee dialogue all of the time," Brott says. "If it becomes offensive or it disrupts work, not because one disagrees, but because the debating prevents work from being done or employees can't think because others are talking, then employers need to respond so they can keep the workplace appropriate." ■



Michele Brott, an attorney at Davis Brown Law Firm in Des Moines who practices human resources and employment law, says that, in most cases, employees of a privately owned company are not part of a protected class for political speech.

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formed a property management company, Elsie John Properties, LLC. In 2017 Elsie John Properties finished building a state-of-the-art 12,600 square-foot facility for Dance Vision to move into. Dance Vision now serves over 500 students and has a staff of 22 part-time and full-time employees. With an amazing staff who genuinely care about children and over 20 alumni working professionally, Dance Vision's goal is to provide opportunities for every dream through dance!

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COMMERCIAL REAL ESTATE TRANSACTIONS IN POLK COUNTY FROM AUG. 1 – SEPT. 11, 2020

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- **One-third (32%) said they have better relationships with their bosses now than they did before the pandemic began.**
- **7 is the ideal number of days in a month that employees want to meet with their manager.**
- **The best support managers can provide is to offer encouragement (48%) and make themselves consistently available (38%).**

Many managers said employee connectedness was their top priority. For those making communication a priority, employees were more likely to report higher levels of morale and productivity.

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NEW JOHNSTON SPORTS SUPER COMPLEX...
Ignit Johnston, LLC paid \$2.25 million to buy the property at 5346 Merle Hay Road in Johnston. Imperial Industrial Park LLC is listed as the seller of the 41,700-square-foot building that sits on a 12.12 acre parcel. The sale took place on Aug. 25, according to the Polk County Assessor's website.

Johnston City records, posted on June 17, 2020, indicate a public-private partnership is in place with Ignit Sports to build an "expansive recreation project in the Johnston Gateway, just north of I-35/80 on Merle Hay Road." The City's announcement states that the project is "expected to house Iowa's largest indoor track and soccer field in addition to indoor training facilities and a multi-purpose eight court facility. Ignit also plans to construct outdoor volleyball courts, baseball fields and a high-end soccer field."

ADDRESS: 5346 MERLE HAY ROAD, JOHNSTON
AUG. 25, 2020
SALE PRICE: \$2,250,000
SELLER: IMPERIAL INDUSTRIAL PARK LLC
BUYER: IGNIT JOHNSTON, LLC
ACRES: 12.12
SQUARE FEET: 41,700

WEST DES MOINES REAL ESTATE: WALGREENS...
An entity called IPE1031 REV357 LLC paid \$5.7 million to buy the property at 4900 Mills Civic Parkway in West Des Moines. Sansgaard Group Inc. is listed as the seller of the 14,418 square-foot building that sits on a 2.753 acre parcel. The sale took place on Aug. 11, according to the Polk County Assessor's website.

ADDRESS: 4900 MILLS CIVIC PARKWAY, WEST DES MOINES
AUG. 11, 2020
SALE PRICE: \$5,700,000
SELLER: SANSGAARD GROUP INC
BUYER: IPE1031 REV357 LLC
ACRES: 2.753
SQUARE FEET: 14,418

POPULAR CLIVE STRIP MALL SELLS...
Plaza 1800 LLC paid \$1.36 million to buy the property at 1800 N.W. 86th St. in Clive. The seller is listed as the Charles I. & Ruth Colby National Development Trust. The 30,529 square-foot building sits on a 3.041 acre parcel. The sale took place on Aug. 27, according to the Polk County Assessor's website. Notable occupants of the building include Pally's Bar & Grill, Lara's Bakery, Cricket Wireless, and Fireplace Center.

ADDRESS: 1800 N.W. 86TH ST., CLIVE
AUG. 27, 2020
SALE PRICE: \$1,360,000
SELLER: CHARLES I. & RUTH COLBY NATIONAL DEVELOPMENT TRUST
BUYER: PLAZA 1800 LLC
ACRES: 3.041
SQUARE FEET: 30,529

ADDRESS: 10950 MEREDITH DRIVE, URBAN DALE
AUG. 3, 2020
SALE PRICE: \$529,130
SELLER: WILLIAM C. KNAPP LC
BUYER: MILLER PROPERTIES 1 LLC
ACRES: 1.246
SQUARE FEET:

ADDRESS: 3901 DIXON ST., DES MOINES
AUG. 4, 2020
SALE PRICE: \$13,545,000
SELLER: WAREHOUSE INVESTORS LLC
BUYER: 3901 DIXON INVESTORS LLC
ACRES: 9.64
SQUARE FEET: 199,180

ADDRESS: 3750 GRAND AVE., DES MOINES
AUG. 4, 2020
SALE PRICE: \$1,950,000
SELLER: WESLEY DEVELOPMENT SERVICES LLC
BUYER: 3750 GRAND LLC
ACRES: 2.931
SQUARE FEET: 31,550

ADDRESS: 2825 EASTON BLVD., DES MOINES
AUG. 5, 2020
SALE PRICE: \$250,000
SELLER: SANDHU MINIMART LLC
BUYER: ARSHI LLC
ACRES: 0.705
SQUARE FEET: 4,800

ADDRESS: 241 ADVENTURELAND DRIVE N.E., ALTOONA
AUG. 5, 2020
SALE PRICE: \$1,351,790
SELLER: FRANZEN-ALTOONA-180 PARTNERSHIP
BUYER: CUMMINS INC
ACRES: 7.021
SQUARE FEET:

ADDRESS: AT THE CORNER OF PARK AND S.W. 61ST
AUG. 6, 2020
SALE PRICE: \$60,570
SELLER: CORNERSTONE FAMILY CHURCH OF DES MOINES
BUYER: MDM EQUITY-2010 LLC
ACRES: 0.336
SQUARE FEET:

ADDRESS: 1090 25TH ST., DES MOINES
AUG. 6, 2020
SALE PRICE: \$199,500
SELLER: LA FRANCE, MARIA
BUYER: MEYER, RACHEL
ACRES: 0.141
SQUARE FEET: 1,772

ADDRESS: 702 20TH ST., DES MOINES
AUG. 7, 2020
SALE PRICE: \$450,000
SELLER: PERCOL HOLDINGS LLC
BUYER: VAN-AM PROPERTIES LLC
ACRES: 0.184
SQUARE FEET: 12,112

ADDRESS: 556 16TH ST., WEST DES MOINES
AUG. 10, 2020
SALE PRICE: \$280,000
SELLER: KLNN-4051 LLC
BUYER: DICKEY PROPERTIES LLC
ACRES: 0.279
SQUARE FEET: 1,560

ADDRESS: 201 S. ANKENY BLVD., ANKENY
AUG. 11, 2020
SALE PRICE: \$900,000
SELLER: ANKENY REAL ESTATE GROUP LP
BUYER: ANKENY REALTY LLC
ACRES: 0.814
SQUARE FEET: 3,996

ADDRESS: 6901 HICKMAN ROAD, UNIT 2, URBAN DALE
AUG. 11, 2020
SALE PRICE: \$500,000
SELLER: URBAN DALE REAL ESTATE GROUP LP
BUYER: URBAN DALE REALTY LLC
ACRES: 0.399
SQUARE FEET: 3,960

ADDRESS: 301 SANDPIPER COURT, POLK CITY
AUG. 11, 2020
SALE PRICE: \$900,000
SELLER: D AND M LAND HOLDINGS LLC
BUYER: KARVIR LAND HOLDINGS LLC
ACRES: 0.768
SQUARE FEET: 3,240

ADDRESS: 85 PAINE ST. S.E., BONDURANT
AUG. 12, 2020
SALE PRICE: \$310,000
SELLER: DNG PROPERTIES LLC
BUYER: T2 HOLDINGS LLC AND FOGGY BOTTOMS PROPERTIES LLC
ACRES: 0
SQUARE FEET:

ADDRESS: 3000 SCOTT AVE., DES MOINES
AUG. 14, 2020
SALE PRICE: \$31,250
SELLER: ACCURATE LIFT TRUCK SERVICE INC
BUYER: 3000 SCOTT LLC
ACRES: 0.203
SQUARE FEET: 1,637

ADDRESS: 85 PAINE ST. S.E., BONDURANT
AUG. 14, 2020
SALE PRICE: \$5,320,000
SELLER: T2 HOLDINGS LLC AND FOGGY BOTTOMS PROPERTIES LLC
BUYER: PENTA PARTNERS LLC
ACRES: 0
SQUARE FEET:

ADDRESS: 6450 N.E. 14TH ST., DES MOINES
AUG. 17, 2020
SALE PRICE: \$1,598,000
SELLER: 6450 LLC
BUYER: GPG PROPERTIES LLC
ACRES: 3.565
SQUARE FEET: 16,740

ADDRESS: 4580 114TH ST., URBAN DALE
AUG. 18, 2020
SALE PRICE: \$1,232,780
SELLER: R&R REALTY GROUP LLC
BUYER: CASEY'S MARKETING COMPANY
ACRES: 1.972
SQUARE FEET:

ADDRESS: 6920 S.W. NINTH ST., DES MOINES
AUG. 18, 2020
SALE PRICE: \$575,000
SELLER: SWIFT PROPERTIES LLC
BUYER: STIDHAM FAMILY TRUST
ACRES: 0.546
SQUARE FEET: 8,064

ADDRESS: 1850 S.E. DESTINATION DRIVE, GRIMES
AUG. 18, 2020
SALE PRICE: \$1,600,000
SELLER: LORI KNOBLAUCH, LLC
BUYER: MANT LLC
ACRES: 2.763
SQUARE FEET: 26,100

ADDRESS: 1825 NINTH ST., DES MOINES
AUG. 19, 2020
SALE PRICE: \$5,400
SELLER: GLOBE TAX 61 LLC
BUYER: R.M. MADDEN CONSTRUCTION INC
ACRES: 0.153
SQUARE FEET:

ADDRESS: 4308 UNIVERSITY AVE., DES MOINES
AUG. 20, 2020
SALE PRICE: \$385,000
SELLER: SAUL, CHARLES
BUYER: EPC LLC
ACRES: 0.272
SQUARE FEET: 3,220

ADDRESS: 1751 GUTHRIE AVE., DES MOINES
AUG. 20, 2020
SALE PRICE: \$1,500,000
SELLER: VAN METER INC.
BUYER: MIDWEST RADIO, INC
ACRES: 2.2
SQUARE FEET: 25,200

ADDRESS: 2447 E. WALNUT ST., DES MOINES
AUG. 20, 2020
SALE PRICE: \$165,000
SELLER: MARILYN H. STEINBACH TRUST
BUYER: 2447 E. WALNUT STREET LLC
ACRES: 0.26
SQUARE FEET: 4,530

ADDRESS: 535 35TH ST., DES MOINES
AUG. 21, 2020
SALE PRICE: \$3,250,000
SELLER: GRAND STRATFORD LLC
BUYER: COLAMAN RE HOLDINGS LLC
ACRES: 1.206
SQUARE FEET: 42,732

ADDRESS: 708 WALL AVE., DES MOINES
AUG. 24, 2020
SALE PRICE: \$165,000
SELLER: SANDERS, SHARON
BUYER: 7 DAYS CASH LLC
ACRES: 0.24
SQUARE FEET: 1,872

ADDRESS: 544 SIXTH ST., WEST DES MOINES
AUG. 25, 2020
SALE PRICE: \$155,000
SELLER: BOHALL, BRENDA
BUYER: 7 DAYS CASH LLC
ACRES: 0.166
SQUARE FEET: 1,832

ADDRESS: 4665 N.E. SEVENTH ST., DES MOINES
AUG. 25, 2020
SALE PRICE: \$160,000
SELLER: ALBERT P. FABER TRUST
BUYER: SCHROEDER, BRIAN
ACRES: 0.438
SQUARE FEET: 3,718

ADDRESS: 2305 E. WALNUT ST., DES MOINES
AUG. 26, 2020
SALE PRICE: \$143,000
SELLER: HODGES, JANA
BUYER: MCCLEISH, NICHOLAS
ACRES: 0.211
SQUARE FEET: 2,286

ADDRESS: 6674 N.W. 26TH ST., DES MOINES
AUG. 26, 2020
SALE PRICE: \$1,650,000
SELLER: DES MOINES STORAGE LC
BUYER: LDR IOWA II LLC C/O SPENSA MANAGEMENT
ACRES: 3.5
SQUARE FEET: 30,100

ADDRESS: 1430 METRO EAST DRIVE, PLEASANT HILL
AUG. 26, 2020
SALE PRICE: \$1,550,000
SELLER: DES MOINES STORAGE LC
BUYER: LDR IOWA III LLC C/O SPENSA MANAGEMENT
ACRES: 2.933
SQUARE FEET: 36,100

ADDRESS: 1217 FOREST AVE., DES MOINES
AUG. 27, 2020
SALE PRICE: \$233,000
SELLER: HABIMANA, MARTIN
BUYER: THE BRIGHT TUMY LLC
ACRES: 0.455
SQUARE FEET: 4,885

ADDRESS: 432 TONAWANDA DRIVE, DES MOINES
AUG. 27, 2020
SALE PRICE: \$600,000
SELLER: RALPH A. ACCOLA SEPARATE PROPERTY TRUST
BUYER: COLAMAN RE HOLDINGS LLC
ACRES: 0.866
SQUARE FEET: 9,432

ADDRESS: 3615 61ST ST., DES MOINES
AUG. 27, 2020
SALE PRICE: \$375,000
SELLER: KARMA PROPERTIES IOWA LLC
BUYER: COLAMAN RE HOLDINGS LLC
ACRES: 0.416
SQUARE FEET: 8,420

ADDRESS: NEAR N.W. 56TH AND POLK ST., SHELDALH
AUG. 27, 2020
SALE PRICE: \$57,500
SELLER: NANCY HUTCHINS, ADMIN OF STANLEY ESTATE
BUYER: KOOKER, DOYLE
ACRES: 2.482
SQUARE FEET: 11,997

ADDRESS: 6304 S.W. NINTH ST., DES MOINES
AUG. 28, 2020
SALE PRICE: \$3,567,000
SELLER: BBR OIL IV LLC
BUYER: IOWA NET ONE, LLC
ACRES: 2
SQUARE FEET: 6,203

ADDRESS: 5670 N.W. BEAVER DRIVE, JOHNSTON
AUG. 28, 2020
SALE PRICE: \$2,400,000
SELLER: 5670 NW BEAVER DRIVE LLC
BUYER: KEYS, RANDALL
ACRES: 3.603
SQUARE FEET: 20,000

SMALL BUSINESS ADMINISTRATION LOANS

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RMA Armament, Inc.	CENTERVILLE	APPANOOSE	2	\$522,000	24	20	20	EXISTING	Surgical Appliance and Supplies Manufacturing
David W. Maynard, Jr.	Exline	APPANOOSE	2	\$60,500	1	0		NEW	Landscaping Services
Nevysta, LLC	Boone	BOONE	4	\$348,400	1	5	5	NEW	Veterinary Services
LNL INVESTMENTS LLC	WAVERLY	BREMER	1	\$361,000	4	0	0	NEW	Promoters of Performing Arts, Sports and Similar Events with Facilities
SNOWY MOUNTAIN INVESTMENTS	CHEROKEE	CHEROKEE	4	\$161,000	2	0	3	EXISTING	Office of Chiropractors
JAY HAWTHORNE	GRAND MOUND	CLINTON	2	\$1,457,000	3	0	24	EXISTING	General Freight Trucking, Long Distance, Truckload
Studio S	DOW CITY	CRAWFORD	4	\$9,000	1	0	0	NEW	Beauty Salons
T.C. and B. CORPORATE WEARABLES INC.	PERRY	DALLAS	3	\$1,115,000	10	0	30	EXISTING	Cut and Sew Apparel Contractors
BOWTRUSS PROPERTIES LLC	WAUKEE	DALLAS	3	\$266,000	4	0	0	NEW	Meat Markets
Kendrick, Inc.	Edgewood	DELAWARE	1	\$2,500,000	5	110	110	EXISTING	Sawmills
MILLER'S POLEBARN & SUPPLY LLC	HOPKINTON	DELAWARE	1	\$20,000	0	0	7	EXISTING	Commercial and Institutional Building Construction
CLINT AND KATIE SIRES	MILFORD	DICKINSON	4	\$80,000	1	0	1	EXISTING	Interior Designs Services
SIMON PROPERTIES LLC	DUBUQUE	DUBUQUE	1	\$370,000	1	2	0	EXISTING	All Other Automotive Repair and Maintenance
J&J LAND, INC	ESTHERVILLE	EMMET	4	\$600,000	3	13	13	EXISTING	Soil Preparation, Planting, and Cultivating
Timberline RV Camp, LLC	NEWTON	JASPER	2	\$800,000	6	12	12	EXISTING	RV (Recreational Vehicle) Parks and Campgrounds
Van Maanen Tree Service	SULLY	JASPER	2	\$40,900	2	0	2	NEW	Landscaping Services
Anamosa Monuments Company LLC	ANAMOSA	JONES	1	\$96,000	0	1	1	NEW	All Other Miscellaneous Store Retailers (except Tobacco Stores)
Infinity Contact, Inc.	CEDAR RAPIDS	LINN	1	\$2,500,000	24	184	160	EXISTING	Marketing Consulting Services
Infinity Contact, Inc.	CEDAR RAPIDS	LINN	1	\$2,500,000	24	184	160	EXISTING	Marketing Consulting Services
Banncor Inc	CEDAR RAPIDS	LINN	1	\$350,000	6	0	0	NEW	Other Services to Buildings and Dwellings
Feedwell Kitchen & Bakery, LLC	CEDAR RAPIDS	LINN	1	\$110,000	8	2	0	NEW	Limited-Service Restaurants
Eastvold Investments, LLC	Cedar Rapids	LINN	1	\$85,000	4	1	1	NEW	Hobby, Toy, and Game Stores
Flow State Fitness, L.L.C.	CEDAR RAPIDS	LINN	1	\$30,000	1	0	1	NEW	Fitness and Recreational Sports Centers
JANDL HOME SERVICES	ROCK RAPIDS	LYON	4	\$10,000	1	1	1	EXISTING	Residential Remodelers
Duck Creek LLC	Des Moines	POLK	3	\$801,000	0	62	62	EXISTING	Local Messengers and Local Delivery
NJC Properties LLC	Des Moines	POLK	3	\$661,900	1	1	1	EXISTING	Surgical and Medical Instrument Manufacturing
Biomechanical Composites Inc.	DES MOINES	POLK	3	\$100,000	0	0	13	EXISTING	Surgical and Medical Instrument Manufacturing
Foam Car Wash Partners LLC	URBANDALE	POLK	3	\$3,801,000	12	2	0	NEW	Car Washes
COMPORT LLC	WEST DES MOINES	POLK	3	\$335,000	1	4	4	EXISTING	Investment Advice
Chiropractic Essence, PLLC	Council Bluffs	POTTAWATTAMIE	4	\$168,000	0	3	3	NEW	Offices of Chiropractors
U & I Transport, LLC	Council Bluffs	POTTAWATTAMIE	4	\$51,500	0	2	2	NEW	All Other Personal Services
GK Dakota, LLC	Cumming	WARREN	3	\$1,236,100	0	6	6	NEW	Clothing Accessories Stores
GK Dakota, LLC	CUMMING	WARREN	3	\$200,000	0	0	6	NEW	Clothing Accessories Stores

July 2020

CITYVIEW'S

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