

**Steve Hammes** completed a 35-year career in public accounting with **McGladrey & Pullen/RSM McGladrey**, certified public accountants and consultants, serving the Cedar Rapids/Iowa City corridor and the Quad Cities markets. He and his family lived in the Quad Cities from 1973 to 2004, then in Cedar Rapids until 2021 when they moved to Tiffin, IA. In 2007 he retired from RSM and is now the founder and one of three managing directors of INTEGRUS Consulting, LLC, a business exit planning services consulting firm.

Steve previously served on the board of directors of Stanley Consultants – Global Engineering Service Provider (an employee-owned Company), and Bankers Trust Company, Cedar Rapids and was recently a part-time adjunct instructor in the Entrepreneurial Center at the University of Iowa College of Business.

He is Accredited in Business Valuation (ABV) with the American Institute of CPA (AICPA).

His professional business experience includes financial reporting, business valuation, ownership transition planning, business acquisition and sale assistance and management incentive compensation design all for middle market and small businesses.

From 1996 to 2000 he served on the board of directors of McGladrey & Pullen and participated in strategic work that resulted in the sale of the Firm in 1999 to H&R Block as a strategic capital partner.

In both the Cedar Rapids and Quad Cities markets he has been an active leader in numerous economic development and community organizations.

Steve grew up in a large family near Keota, Iowa and graduated from the University of Iowa in accounting and finance. He has been married to his wife JoAnne for 54 years and is the father of three daughters and a son and has nine grandchildren.

In his spare time, he likes to bike, golf, travel, and flower garden.