mntech™
Minnesota Technology Association

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BOARD OF DIRECTORS MEETING

Friday, June 16th, 2023
8:30 am – 10:30 am

Board Chair, Cy Morton
Via Zoom

AGENDA

1. **Call to Order (Cy Morton)**   **8:30**

2. **Approval of February 16th Minutes (Cy Morton)**   **8:35 – 8:40**

3. **2022 Financial Report (Ed Foppe)**   **8:40 – 8:50**

4. **CEO Report (Jeff Tollefson)**   **8:50 – 9:30**
   - Membership Update (Jeff)
   - Policy/Advocacy (Jeff, Doug Carnival, Matt Bailey)
   - Community Programming & Events (Molly Doyle)

5. **Workforce Initiatives at MN DEED (Marc Majors, Deputy Commissioner)**   **9:30 – 9:45**

6. **MnTech Foundation / Talent Updates (Joel Crandall)**   **9:45 – 10:00**

7. **Governance (Amy Fisher)**   **10:00 – 10:15**
   - Board transitions, year-end planning
   - Recognition of Ed Foppe and Karen Hudson
   - Elect PJ Ritter and Meredith Murphy to fill slots

8. **Other Business (All)**   **10:15 – 10:30**

9. **Adjourn Meeting**   **10:30**

Next Board Meeting:
September 21st, 2023   8:30 am – 10:30 am (Virtual)

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Minnesota Technology Association

Board of Directors Minutes
Board Chair Cyrus Morton
2:30 pm to 4:30 pm
Thursday, February 16th , 2023

Robins Kaplan, 800 LaSalle Plaza, Minneapolis

Present Jeff Tollefson, Matt Bailey, Andy Bingenheimer, Kevin Boeckenstedt, Julie Durham, Lucinda DuToit, Sarah Engstrom, Amy Fisher, Ed Foppe, Amka Hodzic, Karen Hudson, Patrick Joyce, Sridhar Koneru, Jake Krings, Michael Lacey, Paul Mattia, Cyrus Morton, Hany Omar, Rakhi Purohit, Christopher Rence, Sarah Seger, Jamie Thingelstad, Beth Tschida, Paul Weirtz **Absent:** Daniel Abdul, Sameer Badlani, Teddy Bekele, Tawanna Black Robin Brown, Douglas Carnival, Chris Howe, Josh Jabs, Tammylynne Jonas, Sharon Kennedy-Vickers Wolf Lewis, Rachel Lockett, Rebecca Martin, Anudeep Parhar, Tim Peterson, Matthew Reck, Ritu Sharma **Staff:** Joel Crandall, Molly Doyle, Lonni Ranallo

1. **Call to Order**
   Cy Morton called the meeting to order.

2. **Roll Call/ Introductions**

3. **Approval of December 9th, 2022 Meeting Minutes**
   Ed Foppe moved to approve the December 9th meeting minutes, Michael Lacey seconded the motion, the motion carried, and the minutes were approved.

4. **Governance**
   Amy Fisher recognized Michael Lacey and Paul Mattia to Board Emeritus status. The Board thanked them for their years of dedicated service.

   Three Board members have announced their resignation: Stephanie Hammes-Betti, Michael Matthews and Matt Johnson, who will not be seeking re-election.

   Amy Fisher presented four board members recommended by the Executive Committee for consideration of election to the Board of Directors; Andy Bingenheimer, Lucinda DuToit, Amka Hodzic, and Beth Tschida.

   Karen Hudson made a motion to approve the election of Andy Bingenheimer (US Bank), Lucinda DuToit (Digineer), Amka Hodzic (Microsoft) and Beth Tschida (Jamf) to the Board of Directors. Michael Lacey seconded the motion, the motion carried and Andy Bingenheimer (US Bank), Lucinda DuToit (Digineer), Amka Hodzic (Microsoft) and Beth Tschida (Jamf) are elected to the Minnesota Technology Association Board of Directors.

   Board composition was reviewed and noted that racial and geo diversity has room for improvement.

5. **2022 Financial Report**

Ed Foppe presented the 2022 preliminary year end financials. Estimates on 2022 net income show $41K, vs a budget of $13K. Membership renewals were right at plan, with new membership running behind plan by $41K. Net income from events for ACE, CIO Forum and CIO Panel all did better than planned. STEM and the TIA (Tech Inclusion Alliance) both aligned to plan. The SBIR program completed its grant cycle at the end of September. Pat Dillon, the Program Director, started a new entity (MN- SBIR) to run the FAST Grant going forward, the new grant cycle was awarded to MN-SBIR. The TIA program will have activity planned for the first quarter of 2023, with the majority of work completed in 2022. The balance sheet ended the year with $650K of cash, and $780K of liquidity.

6. **CEO Report**

Jeff introduced Molly Doyle, VP of Membership and Community Engagement. The 2023 Legislative session is off to a fast start with a large surplus and lots of activity. The tech workforce initiatives are taking a center stage with key events being planned and executed, sponsorship outreach is underway. Focusing on new member recruitment is a top priority in the first half of the year. Jeff gave a membership update with renewals budgeted at 12% and working on getting large renewals in on time and ensuring engagement is strong. New membership is planned with $140K of revenue in 2023. Jeff will be launching a focused campaign of targeted companies and will engage the Board with an email that will be sent out next week. The history of membership revenue shows an upward trend. Advocacy activity was reviewed with Matt Bailey giving an overview of the bonding bill and the policy work that we are focusing on. The Computer Science Education Act, the funding of SciTech at an increased rate of 1.4M per year, the Digital Right to Repair act, and others all listed in our Tech Policy Download newsletter. We are also hosting a Coding at the Capitol event. Joel Crandall gave an update on talent, and his title of Executive Director of the MnTech Foundation. The foundation activities will be focused on developing and inspiring tech talent. With Tech Connect in the Spring, and Tech Talent in the fall we will concentrate on: employee collaboration in tech rotational programs, and the state of tech workforce. The MnTech talent dashboard with the eimpact reports will also be updated and promoted quarterly. The inspire track is going well, with the Scitech program and other K-16 programing around tech for good. Joel gave an overview of the TIA program activities in 2022. The 2023 ACE Program will be underway with two cohorts this year. Molly Doyle gave an update on the Community and member engagement activities that are planned. Molly has been meeting with key members and getting up to speed on over thirty events that are planned for the year. Tech Connect will happen on May 3rd with a theme around disruption. The Tekne Awards are planned for November 16th and we are looking forward to hosting the awards in person this year. Sponsorship revenue is coming along with 42% of sponsorship dollars sold.

7. **2023 Operating Plan & Budget**

Jeff reviewed the 2023 operating plan and key objectives covering the maximization of the key pillars: Talent, Advocacy, and Community. Growing new membership revenue while minimizing member attrition will be key in 2023. Elevating MnTech's brand through impactful marketing and optimizing organization effectiveness will be another important element. The 2023 proposed budget was presented along with the stated budget assumptions. We are proposing a $2K net for 2023. The Executive Committee has reviewed the proposed budget and discussion

about a downside scenario was addressed. Jeff stated the importance of commitment from our Board members to sponsor and support our events and activities.

Ed Foppe made a motion to approve the 2023 proposed budget. Michael Lacey and Cy Morton seconded the motion, the motion carried and the 2023 budget as presented was approved.

8. **Other Business**

9. **Adjourn Meeting**
   The meeting was adjourned.

Minnesota Technology Association
CEO Report

Board of Directors Meeting
June 16, 2023

I'll keep the introductory paragraphs short as there is a lot to cover in the pages that follow to better inform and prepare you for this Friday's virtual board meeting. Bottom line is that I feel we're performing at a higher level programmatically than what is currently reflected in our financial statements, and trust that operating and financial performance will more closely align in the coming months. The key to achieving this alignment is through increased membership revenue, which is addressed below and will be a key topic on Friday.

Net income for the five months ended May 31st was $242K versus a plan of $272K, a $30K shortfall. Without the net $75K benefit from the Employee Retention Credit program we booked last month, the variance would have been much worse, almost entirely due to the $122K negative variance in membership revenue to date. Events, grant programs, and overall expenses are otherwise mostly tracking to plan.

In the pages that follow, we have summarized the status of key initiatives and MnTech programming ahead of Friday's board meeting. We look forward to addressing any questions or concerns you may have at that time.

1. MEMBERSHIP UPDATE

As you will see in the accompanying financial statements, we are tracking well below plan in membership revenue through the first five months of the year, booking $453,028 of revenue against a budget of $575,852, a negative variance of $122,825. This is split between shortfalls in renewal income ($78K) and new membership revenue ($45K).

Renewal Income

Let's start by discussing the renewal revenue shortfall. With a significant number of renewals coming in the first half of the year (83% of our annual budgeted renewals are in the first five months), the timing of payments can greatly impact variances and we historically are behind plan at the beginning of the year based on our budget model.

That said, we are concerned with where renewals stand today but not overly alarmed. In the two-page spreadsheet Lonni prepared that is included later in this packet, you can see an assessment of all the companies that have yet to pay their dues invoices as of May 31st.

Unfortunately, we've had 8 companies not renew in 2023 that we had included in our renewal budget, accounting for $29,968 of lost revenue. $20K of this impact came from losing C.H. Robinson and Horizontal.

Of the $71,411 in outstanding unpaid invoices through May 31, we have confirmed that $27,838 are in the process of being paid, have reason to believe that an additional $40,453 will be paid shortly, and are unsure and still working on the balance of $6,461. If the committed and likely

payments come in as expected, this $68,287 in dues payments will shrink the renewal variance as of May 31 from $78K to $10K.

As you will note on the renewal spreadsheet, if we can keep to our budgeted 12% attrition rate on the remaining 17% of dues revenue scheduled for the rest of this year and the $68K of committed/likely payments mentioned above are received, we would end the year with $567K in dues renewal income versus our budget of $576K, a negative variance of $9K (1.6%). There are a lot of assumptions here, but wanted to share that despite our current state there is a path forward that doesn't look so grim.

New Member Revenue

Revenue recognized from new memberships was $52,263 versus a budget of $97,084 - a significant shortfall from plan. There is no sugarcoating the fact that we're behind on new member recruitment and I take full responsibility for this. While Katie McClelland's departure in mid-March to join DEED forced me to take on all policy/advocacy work at a time when I had hoped to be more fully focused on recruiting large new member companies, it should have been more of a priority for me then as it is now.

Over the past month, I've either met with or scheduled meetings with senior tech executives at 24 companies and awaiting responses from another 19 leaders to arrange meetings. Here are those organizations and the estimated annual dues revenues associated with each potential member.

1. Meetings Held/Interest:	Est. Dues	Contact	2. Meetings Scheduled:	Est. Dues	Contact
Anaplan	$ 1,500	Craig Steele	Abbott Health	$ 10,000	Chris Tyberg
Digital River	$ 12,500	Ryan Douglas	Agiliti Health	$ 10,000	Matt Neale
ECMC Group	$ 4,000	Rahoul Ghose	BioTechne	$ 10,000	Kevin Smyth
Metro Airports Commission	$ 4,000	Eduardo Valencia	Cambria	$ 10,000	Ben Davis
Pearson VUE	$ 5,000	Priya Senthilkumar	Coherent Solutions	$ 10,000	Kami Holtz
Piper Sandler	$ 10,000	Shawn Quant	Data Recognition Corp.	$ 5,000	John Bandy
Polar Semiconductor	$ 12,500	Surya Iyer	Fredrikson & Byron	$ 3,500	Brent Eichten
Tactile Medical	$ 10,000	Dave Kaercher	Northern Tool & Equipment	$ 10,000	Ross Gilbertson
Taft Law	$ 3,500	Mark Bradley	Pentair	$ 12,500	Phil Rolchigo
Tennant	$ 10,000	Paul Challe	Red Wing Shoe Company	$ 10,000	Dennis Keane
Travelers	$ 10,000	Diana Rehnberg	Revo Health	$ 6,000	Tim Thull
Workday	$ 5,000	John Ricci	Subtotal	$ 97,000	
York Solutions	$ 7,500	Richard Walker			
Subtotal	$ 95,500				

In addition, I've sent multiple emails over the past month to the 17 individuals in section 3 below with no responses. A gentle nudge or prod from a board member with these individuals would be helpful and please reach out to me with individuals/companies where you could be of help and we can discuss an appropriate approach.

Section 4 contains names of senior leaders at large potential new members where I don't have a prior relationship nor an email address. While a warm email introduction from board members would be preferred and welcomed, simply sharing any email addresses you might have would be greatly appreciated as well. I'm happy to provide sample email messaging with the end goal of finding time for a 15-20 minute virtual meeting to highlight the work we do on behalf of our

tech community and opportunities for engagement. You can view the slide deck used to provide a MnTech overview here.

3. Outreach Made/Follow-up Needed			4. Need Email or Introductions		
Allianz Life	$ 10,000	Jeff Palm	Andersen Windows	$ 10,000	Kelly Aronson
Concord	$ 5,000	Stu Nutting	Braun InterTec	$ 12,500	Shawn Burke
Constellation Mutual	$ 10,000	Rahul Deep	Bremer Bank	$ 10,000	Nate Norrgard
Design Ready Controls	$ 10,000	Mitchell DeJong	CaringBridge	$ 4,000	Tom Booth
Graco	$ 10,000	Dean Cress	Datasite	$ 12,500	James Lehnhoff
Health Partners	$ 4,000	Dennis Zuzek	Delta Dental	$ 4,000	Peter Vladimirov
Kraus-Anderson	$ 10,000	Tony Peleska	Digi International	$ 12,500	Radha Chavali
North Memorial Hospital	$ 4,000	Brad Newton	Digi-Key Electronics	$ 12,500	Ramesh Babu
Patterson Companies	$ 12,500	Dave Lardy	General Mills	$ 10,000	Jaime Montemayor
Proto Labs	$ 12,500	Rich Baker	H.B. Fuller	$ 12,500	Derek Shaw
Restaurant Technologies	$ 10,000	Andy Dulka	Marco Technologies	$ 10,000	Clay Ostlund
Schwan's Food Company	$ 5,000	Kathy Persian	Nerdery	$ 5,000	Mike Schmidt
Sezzle	$ 10,000	Charlie Youakim	nVent Electric	$ 12,500	Aravind Padmanabhan
Sky Water Technologies	$ 12,500	Brad Ferguson	Stratasys	$ 12,500	Rich Garrity
Sleep Number	$ 12,500	Hitesh Patel	Sun Country Airlines	$ 7,500	Jim Strathopoulos
Taylor Corp.	$ 10,000	Alan Johnson	United Natural Foods, Inc.	$ 10,000	Jack Clare
UCare Minnesota	$ 4,000	Darin McDonald	Vista Outdoors	$ 10,000	Bob Steelhammer
Subtotal	$152,000		Subtotal	$ 168,000	

This is by no means an exhaustive list of potential targets for membership, but it does represent a group of large tech-enabled organizations that have yet to engage with the Minnesota Technology Association. Please let us know if there are other companies, large or small, that you feel Molly and I should be reaching out to as potential new members.

OUR KEY PILLARS

As has been our practice, program updates are aligned with our foundational pillars of Advocacy, Talent, and Community. The following is a brief update on each of these areas and look forward to addressing any questions or concerns you may have on Friday.

A. ADVOCACY

On May 22nd, the Minnesota Legislature wrapped up a historic and monumental legislative session with a record number of bills introduced and passed. After a number of years of split partisan control and gridlock, the DFL majorities in the House and Senate (along with Governor Walz) leveraged this advantage to move forward sweeping policy changes and increased investment in a wide variety of areas. The speed and process by which bills were moved forward was often criticized, but gridlock was clearly not an issue.

The primary role of state lawmakers following an election year is to create a balanced two-year budget. This job was made much easier in 2023 due to a record surplus. Whereas in recent years surpluses of $1-1.5 billion were considered generous, this legislature started with an extra $17.5 with which to work. Accordingly, legislative leaders crafted and approved a record $72 billion budget for the next biennium, a nearly 40% increase from the current $52 billion. After a frenzied four months, the legislature is adjourned until February 12, 2024, at which time it will reconvene to consider bonding and policy issues.

As we reflect on the 2023 session, it was a mixed bag of results related to MnTech legislative priorities and issues impacting our tech community. Here's a quick recap of items of note:

- We were successful in getting the MN Computer Science Education Advancement Act finally passed. The bill includes the appointment of an advisory board to develop a statewide plan for expanding CS education into all school districts over the next five years and $500,000 per year to advance this work. We had requested $4 million (mostly for teacher training and development), but after funding was nearly completely taken off the table in the final week of the session, we were happy to get the $500K.

- Our SciTech Internship Program was awarded $2 million over two years with a mandate to serve at least 325 students per year. This is up from the $1.75 million from the last biennium but below our $2.8 million request.

- MNSBIR received $500,000 enabling Pat Dillon to expand her SBIR/STTR services.

- The Angel Investment Tax Credit was reinstated with a cap of $10 million, a welcomed incentive for broader investment in small tech start-ups. Half of the funding is earmarked for women and minority-led ventures.

- $100 million was allocated to expand high-speed broadband access across Minnesota, a figure well below the $276 million requested but a significant investment nonetheless.

- The sales and use tax exemption for fiber and conduit for broadband provisioning was maintained.

- Maintained the data center tax exemption.

- Proposed sales tax on software-as-a-service transactions was defeated.

- Stopped passage of the social media algorithms and Age Appropriate Design Code Act.

- While the Digital Right to Repair Act was unfortunately passed, at least some carve-outs for technology equipment (e.g. government use) were included.

- Noncompete agreements are now abolished and unenforceable but we were able to keep this from being retroactive and with carve-outs for reasonable agreements tied to business acquisitions.

While there is a long list of other actions impacting Minnesota businesses, ranging from new paid family leave requirements, legalized cannabis, and increased corporate taxes, the items listed above were top of mind for MnTech during the session.

The Minnesota Department of Employment and Economic Development received a significant boost in funding for new workforce initiatives, and we have invited Deputy Commissioner, Marc Majors, to share more about what this means for expanding our supply of tech talent at Friday's board meeting.

B. TALENT

Developing Minnesota's technology talent pipeline is a key initiative for MnTech, with Joel Crandall leading these efforts. Joel introduced the following graphic at last February's board meeting highlighting where the work of MnTech currently aligns across the tech talent development spectrum and his updates on seven of these initiatives are summarized below.
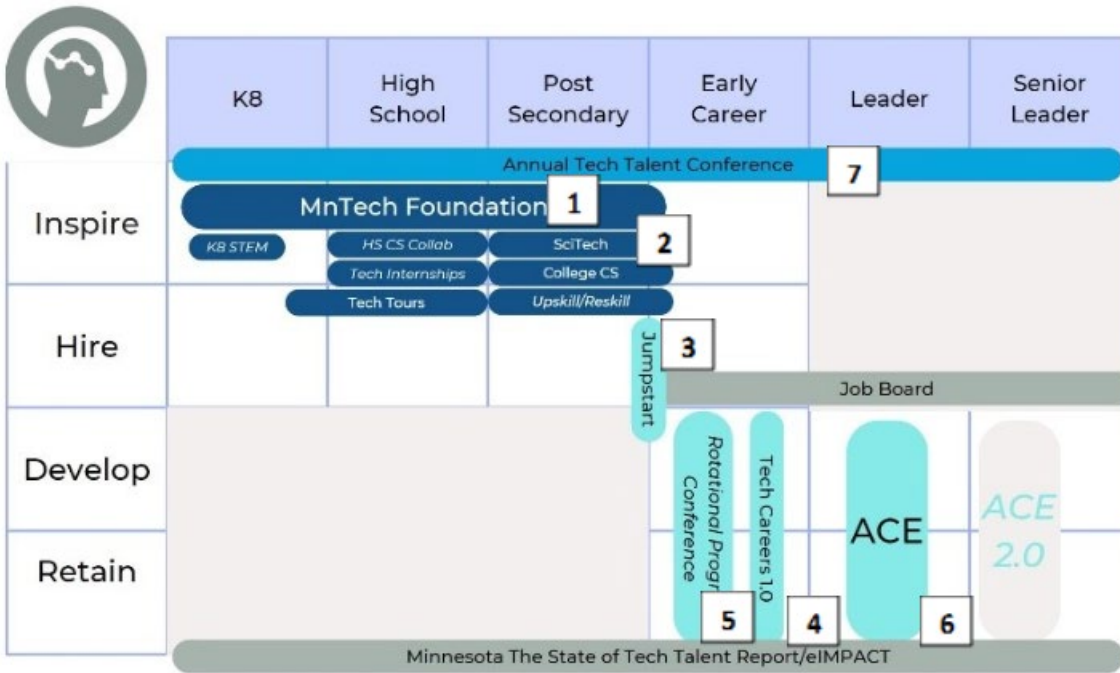
1. **MnTech Foundation**

Founded in 1985 to educate the public about the importance of a strong, technology-based workforce, the Minnesota Technology Foundation has invested in programs and outreach efforts to develop the state's STEM workforce through:

- Educating and supporting students through scholarships and hands-on experience,
- Communicating the need for STEM-educated college graduates, and,
- Partnering with the local science and technology community to build strong connections and resources.

The Foundation will be relaunching in the next few months with a sharpened focus on equitably developing the next generation of technologists in Minnesota.

Mission: Lead the collective push to equitably inspire and grow the development of technology talent in Minnesota.

Vision: We envision a future where Minnesota is a national leader in the equitable development of technologists, bringing prosperity to our state and our communities.

Approach: To accomplish equitable growth, the Foundation will serve as a backbone convener for our community in tech talent development. Leveraging our unique relationships and credibility with educational institutions, nonprofits, business, and civic leaders, we seek to:

- Spark, align, and catalyze key public/private partnerships
- Use tech driven platforms to unite our community around progress measurement and program effectiveness
- Unite key investors on essential needs

5

- Our core competencies are community gathering, goal setting, benchmarking, growing public awareness, collaborative fundraising, and operational support

Core Investment Values: The Foundation will focus on investment and reporting that are community fueled, employment focused, and outcome driven.

- **Community fueled:** Community based research has identified it as a need.

- **Employment focused:** The end goal of initiatives are inspired technologists interested in and prepared for tech careers.

- **Outcome driven:** Participant focused, time bound, measurable, and research validated.

Over the next few months, we will:

- Reorganize, rebrand, and relaunch a more cohesive brand for the Foundation to grow awareness and create continuity.

- Make early investments in growing computer science education in collaboration with CS for All-MN.

- Increase attention for tech work experiences in high school that can grow interest in tech careers.

- Work to add additional brands and ideas to our programming that align with our investment approach.

Board Ask: There are two primary ways that you can support our MnTech Foundation initiatives:.

a. Funding: We are looking to raise an additional $450k in 2023 to support the work of the MnTech Foundation through 2024.

- If you have corporate foundations interested in STEM education and youth career readiness, please consider making an introduction to Joel to determine priority alignment and connection.

- If you have relationships with institutional or private foundations, consider making an introduction to Joel to explore collaborative funding efforts.

b. Awareness: Please use your platform to amplify rebranding messages as they go out to increase awareness of our work.

Joel will share more about the new direction of the Foundation and answer any questions you might have at Friday's board meeting.

2. **SciTech Internship Program**

We have surpassed our 2023 goal of placing 200 interns and currently have 222 internships secured with capacity for more in the coming months. This brings the total number of students placed to 2,699 over the past 10 years. 29% of the interns hired by SciTech employers thus far in 2023 thus are women and 30% of the interns hired are students-of-color. The average wage paid to interns is $20.50/hour.

As previously shared, we were successful in securing $2 million in legislative funding for SciTech for the next biennium. While below the $2.8 million we had requested, it's still an increase over the $1.75 million received for 2022-23. With roll-over funding from this current year, the new grant will allow us to place 325 students in each of the next two years with a $2,500 wage match subsidy.

With most of this summer's interns placed, our SciTech Director, Piper Cleaveland, will begin planning site visits to employers in the months of July and August. And with funding for next year secured, we will begin the process of hiring a new Student Outreach Coordinator to recruit interns for next year, freeing up Piper to focus on employer recruitment and systems enhancements.

3. **Jumpstart**

MnTech's Jumpstart initiative supports boot camp students and recent graduates in their pursuit to break into tech by providing career coaching, group mentoring, and professional networking opportunities every quarter. We are grateful for the financial support of Thomson Reuters in underwriting the costs of the Jumpstart program in 2023.

Q1 Results: 59 attendees from various bootcamps and training programs gathered at U.S. Bank to talk about the power of networking, to connect with each other, and hear from a panel of six panelists engaged in different parts of tech talent hiring and staffing.

Q2 Event: SPS Commerce is hosting our June 27th event where we will feature LinkedIn consultant Lillian Cotter as well as a panel of tech professionals who will share their personal journeys of launching their tech careers through bootcamp training.

Board Asks: We are looking for companies willing to host our Q3 and Q4 events, introductions to company recruiters looking to engage with talent from bootcamps, or recent bootcamp completers working at your companies that are looking for ways to connect and give back to others. Please reach out to Ismail with your interest or introductions.

4. **Tech Careers 1.0**

Tech Careers 1.0 hosts quarterly gatherings for early-stage professionals working in the technology sector (0-5 years into their careers) and we are grateful for the financial support of Thomson Reuters in making these events possible.

Q1 Results: Our first in-person gathering at Xcel Energy on March 9th had 59 people attend a session on navigating early career turbulence. With a great panel discussion and lots of interactive activities, attendees came away with lots of new insights and industry connections. You can see a brief highlight video of the event here.

Q2 Result: Building on the initial success of our March event at Xcel Energy, our Q2 event was held last week (June 8) at Target Commons with an energetic and diverse crowd of 137 attendees. The topic was "Reaching New Heights: Empowering Your Career with Mentorship" and featured Maria Vittone along with a facilitated panel of mentors and mentees. One attendee, Ilhan Omar, recorded and posted a brief video summary of the event on LinkedIn here.

Ask: If you have resource or affinity groups focused on early tech talent, or career development professionals that have this as a focus, please connect us so we can include technologists from your organization! We are also looking for host locations for Q3 and Q4.

5. **Emerging Talent Network**

At the request of one of our partners, Joel Crandall convened emerging talent leaders from Ecolab, Target, Xcel Energy, Land O'Lakes and U.S. Bank to address topics and trends related to emerging talent development. The group gathered in May to discuss challenges (and opportunities) in retaining talent within tech organizations.

Ask: If you have leaders that focus on the recruitment, retention, or development of early career employees at your organization, please let Joel know. These gatherings can be a source of support and new ideas.

6. **ACE Leadership Program**

We are more than halfway through the day-long sessions with our first cohort of ACE leaders in 2023 and actively recruiting for our second cohort that will launch in September.

Description: The ACE program emphasizes awareness of different leadership styles, expands leaders' knowledge of the MN tech ecosystem, deepens core leadership competencies,

expands participants' network, and more. Companies demonstrate a clear investment in their employees' development, while giving emerging leaders the tools they need to produce stronger outcomes and effectively lead within their teams.

Ask: Please consider recognizing rising stars in your organizations by honoring them with a nomination for selection into the ACE

Leadership Program. More information is available on our website and interested leaders or participants can contact Joel Crandall. Additionally, we will be hosting this year's ACE group project presentations and social hour at Padilla on August 17th. An invitation will be sent in the coming weeks and hope you can join us to learn more from these leaders and celebrate their achievements.

7. **Tech Talent Conference**

MnTech's annual Tech Talent Conference is returning on October 6th and will be held at Best Buy headquarters. Here are a few highlights:

- This will be the first time in 3 years that the conference will be in person rather than virtual.

- We will build off the work of the Tech Workforce Summit from last year to grow out our Inspire track as part of the overall conference.

- We are in discussions to host the first ever statewide computer science educator conference in conjunction with this gathering to show the full spectrum of talent development supported by our network.

Stay tuned for additional information on the conference in the coming weeks and we look forward to welcoming your talent acquisition and development teams at what is always a great peer learning event.

C. COMMUNITY

We are pleased to see continued growth in our event attendance, member engagement, and optimizing the systems and tools needed to track, measure, and manage data related to engagement. Here is a quick summary of some of the events and programming Molly has been leading.

1. **Tech Connect**

Our annual Tech Connect conference was held May 3rd at the Saint Paul RiverCentre. Along the theme of ***Disruption: Transforming Chaos Into Opportunity*** – we featured two local keynote presenters (Matthew Versaggi and Jayshree Seth), 23 breakout sessions, and a closing tech executive panel to educate and inspire nearly 400 attendees about the rapidly evolving technology landscape that is driving innovation at an unprecedented pace.

We exceeded all goals in terms of revenue, net revenue, sponsorship, attendance, and positive feedback.

The VIP dinner was once again difficult to drive attendance. We welcome your comments on a pending decision to continue or no longer offer this portion of the overall event.

2. **Tekne Awards**

The Tekne Awards are returning after a one-year hiatus and we're excited to again honor the people and companies fueling Minnesota's tech economy on Thursday evening, November 16th, in the Main Ballroom of the Minneapolis Convention Center. It will be a great night of celebration so please mark your calendars for this must-attend event.

We have worked with several MnTech stakeholders to gather feedback and ideas on the award categories and judging criteria. The outcome has resulted in changes to nearly all categories as well as the criteria, which we think align well to generate interest and nominations relevant to current areas of importance, and from a broader range of community partners. Please see the attached addendum for the descriptions of each proposed award and please let Molly know if you have any comments or suggestions as we welcome and appreciate your feedback.

As you will read in the Tekne Award category descriptions later in this packet, we are proposing a total of 16 award categories this year. This includes six business impact categories, four community impact awards, and six categories for individual achievement.

In comparison to the categories from 2021 (our last Tekne event), we have:

- Reduced the total number of awards by three.

- Removed the industry sector awards with focus now on business impact through technology regardless of industry served.

- Consolidated several categories (and renamed many as well) to better reflect what we perceive to be relevant and important topics for our industry.

Harkening back to the origination of the event as "Minnesota's Tekne Awards" (not "MnTech's"), this year we are looking to re-engage with community partners to drive increased visibility, number of applicants, and the perceived prestige and credibility of the awards. It will also improve the relevance of award categories to companies not currently well represented within MnTech membership (e.g. manufacturing, medtech, start-ups, etc.).

Potential "Community Partners" might include:

- Medical Alley Association
- Minnestar
- BETA

- MN Precision Manufacturers Association
- DEED
- MN Chamber of Commerce
- Minneanalytics

We will not relinquish management of the event but will invite these partners to join as judges if/where appropriate and ask that they help promote and secure nominations, in exchange for event attendance and recognition as a community partner. We welcome your thoughts on this approach.

2. **Tech Leadership Forums**

Formerly our CIO Forum series, we have now held two of these virtual morning events. In February, Jamie Thingelstad moderated a conversation on Generative AI and how technologies like ChatGPT can be harnessed and leveraged for business success. Our second event was held in April, in which Rachel Lockett facilitated a conversation about the importance of senior leaders continuing their own professional development journeys.

Our next event is tentatively scheduled for the morning of September 25 or 28 where I plan to facilitate a conversation with two relatively new CIOs, Brett Craig of Target and Jen Hartsock of Cargill, to reflect on the first year in their jobs. We'll talk about what went well, what didn't, what onboarding help they may have received, and dig into the challenges of succeeding successful prior leaders. Brett has confirmed his interest and availability and still awaiting word from Jen's handlers. We hope to have the date set and send invitations out shortly.

If anyone has a topic idea for our Q4 (November) forum and/or wishes to be a speaker/panelist for this event, please reach out as we hope to get this planned and on the calendar shortly.

3. **Women Leading in Technology (WLiT)**

We are pleased to report that our efforts to improve our marketing data and mailing list, as well as improvements in our outreach process, have effectively increased attendance at WLiT events by 15% this year while maintaining very positive feedback from participants.

Our Q3 event is a happy hour scheduled for August 15th at Pinstripes in Edina. We hope you will join us for a great evening of networking with women leaders (and male allies) from across our MnTech community.

Sponsorships are tracking slightly below plan, with a gap of about $6,000 in net revenue we need to close in the second half of the year. Recent new sponsors include Judge Group and US Bank.

Robin Brown is the new Chair of the WLiT Board and is making meaningful changes to drive greater outcomes and value for the WLiT community, particularly in the development of a more robust mentoring program and a concerted campaign to grow the scholarships provided through WLiT. Robin will join Molly in providing an update on WLiT at Friday's board meeting.

4. **Tech Talks**

Our inaugural Tech Talk event took place on March 30th from 4:30 – 7:00 pm at the Schulze Auditorium on the Minneapolis campus of the University of St. Thomas. The theme was

"Building Your Future Workforce: How Technology Leaders are Adapting and Investing to Solve the Talent Crisis."

There were 4 short "TED Talk" style presentations from local technology leaders (US Bank, Turnberry Solutions, HTEC, and Mayo Clinic) who shared their creative approaches to finding the skilled talent they need to get the job done while also addressing the diversity divide.

The presentations were followed by a moderated panel discussion, informal discussion, and networking. Unfortunately, there was a blizzard warning on March 30 and the 130 registrations became a smaller group of 52.

Our next Tech Talk will be held July 13th at Land O'Lakes on the topic of **Sustainability Through Technology Innovation**. Minnesota has created and implemented amazing technological innovations that are making our food, farms, people, and planet healthier and more sustainable. At this Tech Talk event, we will showcase some exciting stories of success and the incredible impact our state has had across various industries in creating a more sustainable future for us all.

Presenters include:

- Chakra Sankaraiah - Sr. Director of Technology at Land O'Lakes
- Srini Somayajula - VP Global Technology Partnerships & Development at Ecolab
- Marcus Johansson - Senior Executive, Digital Transformation at Xcel Energy
- Dave Rummler - Vice President of Sales at EOS IT Solutions

We hope you can join us July 13th for what should be an educational and enlightening event.

5. **Tech on Tap**

We're excited to see that these casual social gatherings, which started last fall, have continued to generate a high level of interest with each monthly gathering drawing approximately 100 attendees. We have adjusted our marketing of this event towards members first, with non-members and sales/service providers second.

Accomplishing this required better segmentation of our data, which was (and is) a labor-intensive process that will be remedied upon the completion of our current Marketing Improvements Project through which we are working to integrate our marketing/registration systems and our membership data through an implementation of Pardot into Salesforce. Molly will share more about this at Friday's meeting.

6. **Sponsorship Opportunities**

We made some good progress in Q2 and now sit at $286,000 in sponsorship commitments against our goal of $338,500.

We have updated our sponsorship prospectus to represent currently available opportunities and welcome your ongoing support, particularly for our two remaining signature events, the Tech Talent Conference and the Tekne Awards. We hope all board-represented companies will consider at least a Bronze ($5,000) sponsorship for the Tekne Awards which includes a VIP table for 10 and tickets to the VIP Reception. Learn more about 2023 sponsorships here.

FINANCIAL REVIEW

As shared in the introduction, net income for the five months ended May 31st was $242K versus a plan of $272K, a $30K shortfall. Without the net $75K benefit from the Employee Retention Credit program we booked last month, the variance would have been much worse, almost entirely due to the $122K negative variance in membership revenue to date.

On the revenue front, membership dues were below plan by $$123K as explained in the Membership Update section. In events, we're ahead of plan by $12K as a result of a strong Tech Connect but still behind where we want to be with ACE and WLiT.

Through Lonni's great efforts and the support of our accounting firm of CliftonLarsonAllen, we leveraged the federal Employee Retention Credit program and were eligible for $84K which was booked as a receivable in May. After the $9K fee to CLA, we will net $75K through this program in 2023, well above the $30K for which we had budgeted.

On the expense side, professional services is running $35K more than planned as a result of higher-than-expected event consulting costs ($15K), hiring a consultant to assist with our Pardot marketing automation tool implementation ($5K), and CLA for the ERC work mentioned above ($9K). Staffing savings of $45K were realized with the Director of Public Policy role not filled since mid-March.

The balance sheet as of May 31, 2023 shows a cash balance of $620K with current assets comprising $867K of our total $872K in organizational assets. With current and accrued liabilities of $254K, this results in net equity of $618K.

Minnesota Technology Association
Profit & Loss Budget Performance
May 2023

	Jan - May 23	YTD Budget	$ Over Budget	Annual Budget
Income				
Membership				
4010 · New	52,263	97,084	-44,822	140,000
4011 · Renewals	400,765	478,768	-78,003	575,590
Total Membership	453,028	575,852	-122,825	715,590
Promotion / Events				
4129 · Tech Talks	2,000	2,500	-500	7,500
4128 · Communities of Interest	1,250			
4084 · ACE Leadership	96,250	105,000	-8,750	210,000
4087 · Ad'l Event	5,000			
4090 · CIO Panel	0	0	0	45,000
4102 · Networking - L&L/ Tech on T	5,500	3,000	2,500	7,500
4088 · CIO Forum	10,000	10,000	0	20,000
4125 · Legislative Event	12,050	10,000	2,050	10,000
4110 · Tech Connect	155,988	133,400	22,588	133,400
4126 · TechTalent	0	0	0	40,000
4121 · MTW S 2022 (Tekne Awards)	0	0	0	170,000
4123 · Women Leading in Technology	24,320	31,250	-6,930	62,500
4180 · Promotion Other	0	5,000	-5,000	5,000
Total Promotion / Events	312,358	300,150	12,208	710,900
Grant/STEM Programs				
TIA Support	37,500	37,500	0	37,500
4226 · STEM Projects/Donations	0	0	0	10,000
4232 · Foundation STEM support	0	0	0	100,000
4235 · SciTech Grant				
4236 · SciTech Grant Match	48,373	59,200	-10,827	589,000
4235 · SciTech Grant - Other	92,616	99,987	-7,371	242,250
Total 4235 · SciTech Grant	140,989	159,187	-18,198	831,250
Total Grant/STEM Programs	178,489	196,687	-18,198	978,750
Other Income*Sales & Marketing				
4325 · Misc Contribution Income	100	120	-20	740
4340 · Advertising Income (TechTues)	400	400	0	1,000
4310 · Interest earned	8,964	50	8,914	1,000
4324 · Miscellaneous Income	84,000	0	84,000	30,000
Total Other Income*Sales & Marketing	93,464	570	92,894	32,740
Total Income	1,037,338	1,073,259	-35,921	2,437,980
Gross Profit	1,037,338	1,073,259	-35,921	2,437,980
Expense				
Administration				
5040 · Dues & Subscriptions	3,090	3,100	-10	4,000
5065 · Leases - Equipment	1,866	1,788	78	4,580
5010 · Bank Charges	0	45	-45	400
5020 · Board of Directors	614	250	364	1,000
5030 · Business Insurance	3,841	4,250	-409	4,250
5126 · Telecom	2,530	2,550	-20	6,120
5150 · Storage	0	0	0	540

Minnesota Technology Association
Profit & Loss Budget Performance
May 2023

	Jan - May 23	YTD Budget	$ Over Budget	Annual Budget
5310 · Courier	64	50	14	150
5235 · Postage	66	105	-39	265
5410 · General Office Supplies	1,387	1,000	387	2,100
5220 · Office Rent- MGEX	21,206	21,250	-44	51,000
Pro. Services				
5115 · Merchant Card Service Fee	9,709	10,020	-311	17,000
5300 · Annual Audit	25,203	12,800	12,403	16,000
5350 · Payroll	1,383	1,460	-77	3,500
5355 · 401k	500	500	0	1,000
5390 · IT Service/support/subscription	13,948	6,800	7,148	20,000
5392 · Website Maintenance & Support	4,060	3,331	729	8,000
5501 · Consultants/Contract Services	49,662	35,000	14,662	84,000
Total Pro. Services	104,463	69,911	34,552	149,500
5190 · Misc	0			
Total Administration	139,126	104,299	34,827	223,905
5000 · Association Staffing				
5502 · Gross Wages	338,058	365,267	-27,210	887,811
5550 · Tax Expenses	27,446	28,876	-1,430	71,000
5540 · 401K Discretionary contributio.	14,581	14,581	0	35,000
5515 · Bonus	29,919	29,919	0	71,800
Total Insurance & Benefits	34,103	48,861	-14,758	117,272
5610 · Prof Dev Seminars/Education	0	1,100	-1,100	3,000
5620 · Staff Recognition	142	400	-258	750
Total 5000 · Association Staffing	444,248	489,004	-44,756	1,186,633
5400 · Sales & Marketing				
5802 · Direct Marketing	12,000	1,000	11,000	5,000
5804 · Community Relations/Sponsorship	5,000	5,000	0	5,000
Total Outreach & Meetings	1,978	2,085	-107	7,230
Total 5400 · Sales & Marketing	18,978	8,085	10,893	17,230
Promotion / Event Expenses				
5929 · Tech Talks	2,056	1,300	756	4,000
5928 · Communities of Interest	1,923	1,250	673	5,000
5805 · ACE Leadership	6,414	12,000	-5,586	45,000
5910 · Ad'l Event	2,274			
5918 · CIO Panel	0	0	0	14,000
5907 · CIO Forum	0	0	0	500
5906 · Networking Event Sm.- L&L/TT	4,061	3,900	161	8,000
5925 · Legislative Event	5,118	6,000	-882	6,000
5954 · Tech Connect	82,505	70,000	12,505	70,000
5968 · TechTalent	0	0	0	6,000
5962 · MTWS 2022 (Tekne Awards)	0	0	0	140,000
5924 · Women Leading in Technology	17,652	17,000	652	39,500
5964 · Event Registration	0	0	0	5,000
Total Promotion / Event Expenses	122,003	111,450	10,553	343,000
STEM Program expense				
5958 · SciTech general Expense	3,814	9,800	-5,986	30,000

Minnesota Technology Association
Profit & Loss Budget Performance
May 2023

	Jan - May 23	YTD Budget	$ Over Budget	Annual Budget
5956 · SciTech Co. Reim.	48,373	59,200	-10,827	589,000
Total STEM Program expense	52,187	69,000	-16,813	619,000
Public Policy				
5972 · Government Relations	19,167	19,167	0	46,000
Total Public Policy	19,167	19,167	0	46,000
Total Expense	795,708	801,005	-5,297	2,435,768
Net Income	**241,630**	**272,254**	**-30,624**	**2,212**

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of May 31, 2023

	May 31, 23	May 31, 22	$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1050 · Wells Fargo	29,111	53,879	-24,768	-46%
1150 · Merrill Lynch Savings	591,157	668,550	-77,393	-12%
Total Checking/Savings	620,268	722,429	-102,162	-14%
Accounts Receivable				
1350 · Accounts Receivable	211,491	158,037	53,454	34%
Total Accounts Receivable	211,491	158,037	53,454	34%
Other Current Assets				
1010 · Petty Cash Account	265	265	0	0%
1180 · Undeposited Funds	10,000	-770	10,770	1,399%
1181 · Office Rent - Security Deposit	6,953	6,953	0	0%
1200 · Prepaid Expense				
1214 · WLIT prepaid expense	5,899	3,305	2,594	78%
1206 · Prepaid Expenses Tekne Awards	11,250	20,850	-9,600	-46%
1207 · Other Prepaid Event Expenses	0	5,260	-5,260	-100%
1200 · Prepaid Expense - Other	1,189	724	466	64%
Total 1200 · Prepaid Expense	18,338	30,138	-11,800	-39%
1391 · Allowance for Doubtfull Account	-2,000	-2,000	0	0%
1500 · Due From Foundation	1,264	0	1,264	100%
Total Other Current Assets	34,820	34,586	234	1%
Total Current Assets	866,579	915,052	-48,473	-5%
Fixed Assets				
1800 · Office Equipment	40,163	40,163	0	0%
1810 · Leasehold Improvements	9,254	9,254	0	0%
1820 · Website	91,503	91,503	0	0%
1850 · Accumulated Depreciation	-135,481	-129,456	-6,025	-5%
Total Fixed Assets	5,439	11,464	-6,025	-53%
TOTAL ASSETS	**872,018**	**926,517**	**-54,498**	**-6%**
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	4,509	22,267	-17,758	-80%
Total Accounts Payable	4,509	22,267	-17,758	-80%
Credit Cards				
Total 2005 · Merrill Lynch Credit Card Accou	19,849	11,072	8,776	79%
Total Credit Cards	19,849	11,072	8,776	79%
Other Current Liabilities				
Dues Paid In Advance				
2600 · Advance New	3,122	4,842	-1,721	-36%
2602 · Advance Dues - beyond yr 1	0	3,750	-3,750	-100%
2601 · Advance Renewal	23,567	32,506	-8,939	-27%

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of May 31, 2023

	May 31, 23	May 31, 22	$ Change	% Change
Total Dues Paid In Advance	26,689	41,098	-14,409	-35%
Future Events Paid in Adv				
2825 · Tech Talks	5,000	0	5,000	100%
2824 · Communities of Interest	3,750	0	3,750	100%
2823 · CIO Forum Sponsorship	2,500	23,499	-20,999	-89%
2820 · TechTalent Liab	25,000	0	25,000	100%
2817 · WLiT	15,000	33,160	-18,160	-55%
2701 · Future Event Sponsorship	100	100	0	0%
2815 · Addl Event- tech on tap	4,000	2,500	1,500	60%
2816 · CIO Panel	20,000	27,500	-7,500	-27%
2800 · ACE Leadership	7,000	0	7,000	100%
2806 · Tekne Awards	60,000	70,000	-10,000	-14%
Total Future Events Paid in Adv	142,350	156,759	-14,409	-9%
2150 · Accrued Vacation	16,170	12,801	3,369	26%
2290 · Accrued Bonus	29,919	16,665	13,254	80%
2300 · Accrued Profit Share Contr	14,581	17,015	-2,434	-14%
Total Other Current Liabilities	229,709	244,337	-14,629	-6%
Total Current Liabilities	254,066	277,677	-23,610	-9%
Total Liabilities	254,066	277,677	-23,610	-9%
Equity				
3900 · Net Assets Unrestricted	376,323	335,607	40,716	12%
Net Income	241,630	313,233	-71,604	-23%
Total Equity	617,952	648,840	-30,888	-5%
TOTAL LIABILITIES & EQUITY	872,018	926,517	-54,498	-6%

Cancelled Membership	Month Budgeted	Dues Level	Month Budgeted	Budgeted Dues Accrual				Cancelled/ Non-Renewed
Horizontal	Jan	10,000	Jan	10,000				10,000
Clienktek	Jan	1,500	Jan	1,500				1,500
AVI	Jan	1,500	Jan	1,500				1,500
TriCom	Jan	1,000	Jan	1,000				1,000
Eckland & Blando LLP	Jan	1,000	Jan	880				880
Outsystems	Feb	750	Feb	605				605
C.H. Robinson	Feb	12,500	Feb	10,083				10,083
Ovative Group	May	7,500	May	4,400				4,400
								29,968

(2022 Renewals bracket groups Horizontal, Clienktek, AVI, TriCom)

Open Renewals Jan - May	Month Budgeted	Dues Level	Month Budgeted	Budgeted Dues Accrual		Committed	Likely	Still Working	Cancelled/ Non-Renewed
Calabrio	Jan	10,000	Jan	8,800		10,000			
CEI	Jan	1,000	Jan	1,000			1,000		
Code 42	Jan	5,000	Jan	4,400		5,000			
Frontline Biotechnologies	Jan	300	Jan	264				264	
Hentges AI, LLC	Jan	300	Jan	264				264	
Intrique Enterprises LLC	Jan	500	Jan	440				440	
ProActive	Jan	300	Jan	264				264	
USI Insurance (Associated)	Jan	1,000	Jan	880				880	
Accessible360	Feb	500	Feb	403			403		
Advisory Aerospace OSC	Feb	300	Feb	242	Pd June	275			
Delaget	Feb	1,500	Feb	1,210			1,210		
Fairview Health Services	Feb	4,000	Feb	3,227		3,667			
Qlik	Feb	750	Feb	605			605		
Cargill	March	12,500	March	9,167			9,167		
Concurrency	March	1,000	March	733			733		
VSI Labs	March	300	March	220			220		
Adventium Enterprises	April	1,000	April	660				660	
Code Savvy	April	750	April	495			495		
Condux	April	2,500	April	1,650				1650	
Holmes Murphy	April	1,000	April	660				660	
Performix	April	450	April	297				297	
Repowered (TechDump)	April	1,000	April	660			660		
S/BES LLC	April	450	April	297				297	
Securian	April	10,000	April	6,600			6,600		
Softvative Inc.	April	300	April	198				198	
StarTec Investments, LLC	April	750	April	495		563			
Allina Health	May	4,000	May	2,347			2,347		
API Group	May	12,500	May	7,333			7,333		
Blue Cross Blue Shield	May	4,000	May	2,347			2,347		
North Labs	May	1,000	May	587				587	
Starkey Hearing Technology	May	12,500	May	7,333		-	7,333		
Target	May	12,500	May	7,333		8,333			
						27,838	40,453	6,461	29,968

Total Outstanding- Budgeted Available Jan - May	**71,411**
Total Outstanding- Committed Jan - May	**27,838**
Total Outstanding - Likely Jan - May	**40,453**
Shortfall	**3,121**

	Remaining Renewal Dues	88%
June	33,133	29,157
July	36,200	31,856
August	23,542	20,717
September	10,417	9,167
October	2,750	2,420
November	3,900	3,432
December	83	73
	110,025	96,823

This shows numbers for Jan - May, May financials show renewals $78K behind.

2023 Total Renewal Budget = $575,600
2023 Current Renewals = $400,765

*need $175K to hit budget, of that there is $110K of remaining dues available to be collected in addition to the $71K available in Jan-May timeframe. If assume 12% attrition on next 7 months, likely revenue captured is $165K calculated by 96,823 + 27,838 + 40,453 which would leave us $10K behind plan for the year.

2023 Tekne Award Categories

16 Awards in 3 Groups

A. BUSINESS IMPACT AWARDS

Awards in this group recognize organizations leveraging technology to enable innovation and achieve business goals for their organizations and customers they serve.

1. **Advancements in Artificial Intelligence**
   This award celebrates companies that have made notable advancements in the field of artificial intelligence (AI) or machine learning (ML), whether through research, application, or implementation. This award category seeks to acknowledge companies and teams who have leveraged AI to create revolutionary solutions, solve complex problems, and push the boundaries of what is possible.

2. **Advancements in Data Security & Privacy**
   This award category recognizes outstanding achievements and advancements in safeguarding data integrity, confidentiality, and privacy. This category celebrates organizations or initiatives that have demonstrated excellence in developing and implementing robust measures to protect sensitive information, mitigate risks, and preserve individual privacy rights. We seek to acknowledge significant contributions which were accomplished through innovative strategies, technologies, or frameworks that have dramatically enhanced data security and privacy practices.

3. **Outstanding Achievements in Data Analytics**
   This award category celebrates advancements in the field of data analytics. It recognizes organizations that have demonstrated outstanding innovation, expertise, and impact in leveraging data to gain valuable insights and drive meaningful outcomes. We seek to honor organizations and teams who have made remarkable contributions to the field, revolutionizing the way data is collected, processed, analyzed, and interpreted.

4. **Excellence in Customer/User Experience**
   This award category acknowledges outstanding achievements in enhancing the overall experience for customers or users. This recognizes organizations who have successfully transformed their products, services, or platforms to provide exceptional and memorable interactions that exceed customer expectations.

5. **Outstanding Achievements in Market Innovation**
   This award recognizes a company which has made a profound impact by introducing innovations that have caused a significant disruption within a market. This award celebrates visionary leadership and groundbreaking achievements that have not only pushed the boundaries of what

was previously thought possible but have also caused a paradigm shift in their respective industries or service areas. These companies have created groundbreaking solutions, products, or services that have challenged traditional approaches and compelled other organizations to change their course.

6. **Excellence in Partnership**

   This award recognizes an exceptional partnership between a vendor or service provider and their client that has produced remarkable results for the client's business. This award celebrates the power of collaboration and highlights the synergistic efforts of both parties in leveraging technology to achieve extraordinary outcomes. Nominees in this category have demonstrated an exemplary level of collaboration, cooperation, and mutual trust, working together to address the challenges faced by the client. Through their combined expertise, innovation, and commitment, they have successfully implemented solutions that have had a transformative impact on the client's business operations, efficiency, and overall success.

B. COMMUNITY IMPACT AWARDS

These awards recognize significant accomplishments by organizations that benefit society, our community, and represent corporate behavior that benefits the future of the State of Minnesota.

7. **Tech for Good**

   Highlights organizations that have made a significant positive impact on society through their technology initiatives, addressing social or environmental challenges, promoting inclusivity, supporting STEM education, or improving lives. This award category shines a spotlight on the remarkable achievements of organizations that have gone above and beyond in leveraging technology for the betterment of society. Whether through innovative solutions, impactful collaborations, or far-reaching programs, the Tech for Good award celebrates organizations who have dedicated their resources and expertise to address critical challenges and create lasting positive change.

8. **Sustainability Champion**

   This award recognizes companies that have demonstrated an outstanding commitment to sustainable practices. This accolade celebrates organizations that have gone above and beyond to incorporate environmental stewardship into their core business strategies and operations. Nominees in this category have embraced sustainability as a fundamental value, implementing practices that reduce their environmental impact and promote long-term ecological well-being. They have displayed a deep sense of responsibility towards the planet, employing energy-efficient solutions, adopting eco-friendly manufacturing processes, and implementing responsible supply chain management practices.

9. **Tech Talent Development (Corporate Initiative)**

   This award recognizes innovative approaches or operating excellence in the hiring, development, and retention of tech talent at an organization. Examples include novel approaches to talent recruitment, on-boarding, skills training, professional development, and impactful initiatives related to increased diversity, equity, and inclusion. This award category highlights the importance of investing in tech talent development as a strategic imperative for organizational success. It

celebrates those who have embraced forward-thinking approaches and initiatives, serving as role models for the industry and setting new standards in talent management and development.

10. **Building our Tech Future (Solution Provider, Agency, Nonprofit)**

   This award category shines a spotlight on organizations that are at the forefront of developing Minnesota's tech workforce of the future. This distinguished award recognizes the impactful programming and initiatives undertaken by solution providers, agencies, and non-profit organizations, aimed at inspiring youth to consider careers in technology and equipping students with the skills and experiences needed for success in this field. This award celebrates the organizations that are driving positive change by investing in the future of Minnesota's tech workforce and ultimately contributing to the economic and technological advancement of our state as well as the financial future of our talented workforce.

C. INDIVIDUAL ACHIEVEMENT AWARDS

These awards recognize the significant contributions of individuals to the advancement of the technology industry and the continued vitality of Minnesota's tech community.

11. **Technology Leadership**

   Honors individuals who have demonstrated exceptional leadership in guiding and shaping technological advancements, the growth of their teams, and the community. This award recognizes their ability to drive innovation, inspire teams, and make significant contributions to the industry or to supporting the growth and career success of other technologists as a mentor, influencer, or role model. Whether through mentorship, advocacy, or thought leadership, they have influenced and empowered the next generation of technologists.

12. **Outstanding Technical Achievement**

   Recognizes individuals who have achieved exceptional technical expertise in a specific area of technology. It acknowledges the skills, knowledge, and contributions that have advanced their field such as a new patent, a new product, applying technology in an innovative way, etc. This award category celebrates the individuals who have made significant contributions to their field, pushing the boundaries of what is achievable. Their exceptional technical expertise, coupled with their creativity and drive, have positioned them as true trailblazers and pioneers within their industry.

13. **Career Achievement**

   This prestigious award celebrates individuals who have dedicated their careers to the technology field and have made sustained, significant contributions over an extended period. It honors their long-term impact and legacy in the industry. This award category serves as a tribute to those who have left an indelible mark on the technology field through their lifelong contributions. It acknowledges their achievements, recognizes their outstanding career journey, and honors their extraordinary impact on the industry and its future.

14. **Rising Star Award**

   This award recognizes promising individuals who are early in their tech careers (less than 10 years of experience) but have already demonstrated exceptional potential and achievement in the technology field. It highlights their talent, creativity, significant accomplishments, and expected potential for future contributions. This award category celebrates the exceptional talents who are poised to shape the future of the technology industry. It recognizes their early achievements,

applauds their ambition and creativity, and encourages their continued growth and success in the field.

15. **Tech Educator of the Year**
Celebrates teachers who have helped advance the field of STEM education in Minnesota in such a way that will have a broad and deep impact, not only on their students but through their example they have also impacted their school, district, and beyond. This award category celebrates the remarkable achievements of tech educators who have dedicated their careers to shaping the minds of future technologists. It recognizes their unwavering commitment, innovative teaching methods, and profound impact on the field of STEM education.

16. **Public Service Award**
This award recognizes elected officials, philanthropists, or those working in public agencies for their contributions towards building a stronger future for Minnesota. The recipient will have demonstrated a tremendous commitment of time and energy to support our technology ecosystem and bolster the potential economic contributions of tech-enabled businesses in the state. The Public Service Award acknowledges their influential role and expresses our technology communities' gratitude for their commitment to fostering a thriving technology ecosystem in Minnesota.