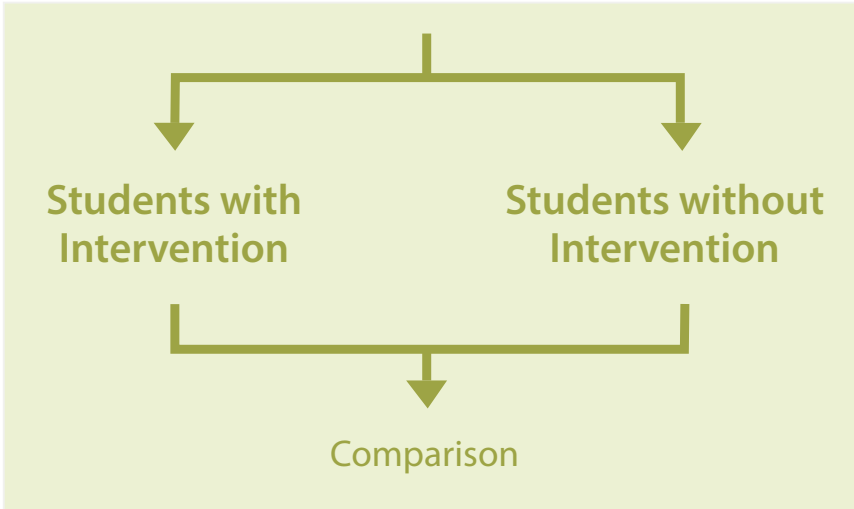


# IOWA GROW<sup>®</sup> IMPLEMENTATION STEPS



*\*We suggest having 3-4 conversations over the course of a year.*