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MONDAY, MARCH 21, 2022

TWO SECTIONS

\$1.50

Menominee council to consider city manager post

Botbyl has committee approval; meeting set for tonight

By ANN MEYER

EagleHerald Staff Writer
 ameyer@eagleherald.com

MENOMINEE—The Menominee City Council is expected to discuss Monday (March 21) the recommended appointment of Police Chief and Interim City Manager Brett Botbyl to the city manager position.

After a two-and-a-half-hour closed-door session Thursday, Mayor Jean Stegeman presented a motion approved by the

Judicial & Legislative/Personnel & Labor Committee to recommend the city council appoint Botbyl as city manager effective March 21 under terms of an employment agreement between the city and Botbyl. The terms of the agreement weren't disclosed. The city council is scheduled to meet at 6 p.m. Monday in Council Chambers at 2511 10th St.

While the Michigan Open Meetings Act allows for a closed session "to review and consider the contents of an application for employment or appointment to a

public office if the candidate requests that the application remain confidential," the act also states, "all interviews by a public body for employment or appointment to a public office must be held in an open meeting."

The city hasn't provided notice of an open meeting to interview candidates for the city manager position.

When the EagleHerald asked Council Member Bill Plemel of the JL/PL Committee whether the public would have the opportunity to participate in the

interview process, he said the council could interview Botbyl during Monday's council meeting. Stegeman replied to the same question Thursday by saying the public could participate during the public comment period.

Despite public comment periods offered at committee and council meetings, Plemel said he hasn't heard much about the city manager position.

The only issue during the past eight months that prompted more than an

See COUNCIL, A2



Special to the EagleHerald

A representative from Northeast Wisconsin Technical College (NWTC) gives a demonstration last week at the Peshtigo Area Career, Education and Community Expo at the Peshtigo Middle High School. See story and more photos on A7.

Open positions a problem in Menominee

City needs to fill several jobs, including police officers

By ANN MEYER

EagleHerald Staff Writer
 ameyer@eagleherald.com

MENOMINEE—Vacancies in key city positions have become an ongoing issue in Menominee, where city council members are questioning why the jobs haven't been filled.

Police Chief and Interim City Manager Brett Botbyl repeatedly has discussed the difficulties in filling the open positions, including the city engineer and public works director roles left vacant when Tricia Alwin resigned at the end of August to accept a position at Fincantieri Marinette Marine. The city also needs a building inspector.

"We've got all these projects in the wings and no building inspector. He says he's got one he's looking at," Bill Plemel said in an interview with the EagleHerald. Botbyl has been serving as interim city manager for about eight months, Plemel said.

Council member Dennis Klitzke raised similar concerns in an interview with the EagleHerald earlier this month. He said the city should be looking for

applicants more aggressively, not just within city hall. "Sometimes hiring within is nice, but are you getting the experience or the new blood in a system where you have more experience?" he asked.

Plemel, also the 2nd Ward rep, said he's concerned about how the problem of vacancies is affecting the city, including public safety. "Of course there's all kinds of problems with drugs in the city. We've got a lot of problems that just didn't start but it's getting worse," Plemel said. He'd like to see the positions filled.

Council member Dennis Klitzke raised similar concerns in an interview with the EagleHerald earlier this month. He said the city should be looking for applicants more aggressively, not just within city hall. "Sometimes hiring within is nice, but are you getting the experience or the new blood in a system where you have more experience?" he asked.

As interim city manager, Botbyl is in charge of hiring. He repeatedly has discussed the difficulty he has had in filling the city's open positions, including the city engineer and public works director

See HIRING, A3

Hiring police officers proving to be a challenge

By ANN MEYER

EagleHerald Staff Writer
 ameyer@eagleherald.com

MENOMINEE—When the City of Menominee had an opening for a police officer in years past, it received 70 or 80 applicants, Police Chief and Interim City Manager Brett Botbyl said last week at a committee meeting.

Today, landing a new officer is more challenging. The Menominee Police Department has three open police officer positions and could have a fourth vacancy if Botbyl assumes the city manager position.

Retaining police officers and other key hires has become an issue for the city. "We hire them and someone else steals them away," said Council Member

Bill Plemel, chair of Judicial & Legislative/Personnel & Labor Committee at the March 15 meeting.

In the police department, the vacancies are due to a lack of qualified applications, Botbyl said. They're also due to better offers elsewhere. "We're losing another officer here Friday to the state police and we're not

See CHALLENGE, A3

Good morning,
Ted Mattson!
 Thank you for subscribing to the EagleHerald

6 67288 18092 5

DEATHS
 DeLano, Judithe
 Shatusky, Richard F.

INSIDE
 World: Zelensky asks for aid. **A5**

Sports: Four Maroons earn All-Conference. **B1**

TODAY: Rain likely with moderate wind.
HIGH: 40 **LOW:** 33

TODAY'S INDEX

Advice	B7	Opinion	A4
Comics	B6	Records	A5
Classifieds	B4-5	Sudoku	B7
Crossword	B7	Sports	B1-2
Deaths/Obits	A5	TV listings	B6
Local stocks	B3	Weather	B3

LEONARD
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Join Us! for a Meet and Greet Featuring

General Jack Bergman
 Congressman, 1st District

Mark Simon
 Candidate for 108th District

Tom Leonard
 Candidate for Attorney General

Saturday, March 26 Noon - 2:00 pm · Murray's Irish Pub & Grill 715 1st Street, Menominee
 Attendance is free. We hope to see you there! RSVP to tom@tomleonardformichigan.com
 Paid for by Tom Leonard for Michigan, PO Box 261, Dewitt, MI 48820

Peshtigo Chamber, district conduct expo for students

PESHTIGO — The Peshtigo Area Chamber of Commerce along with the Peshtigo School District on Wednesday hosted the Peshtigo Area Career, Education and Community Expo at the Peshtigo Middle High School.

The event was attended by close to 600 people, most being that of Peshtigo Middle High School Students as well as a substantial amount of public attendees. The purpose of the event was to bring students, those seeking employment, career change or continuing education to enhance, or seek a new career path.

Previous to and in preparation of the event students participated in a survey as well as through student participation in planning, organizers say they have learned from Peshtigo 10th and 11th graders what students' perceptions of our local community are and what matters to them.

Students are concerned about safety, good schools, good-paying jobs in a range of fields and working environments, investment in our community, a greater range of activities available to young people, more city-wide events, a welcoming community environment for all people, and an environment where veterans, retirees, and people with families want to be.

Students also value everything a community can offer, strong manufacturing, a flourishing theatre, and arts community, locally-owned restaurants, farm communities, retail centers, and activities and resources for people from birth through senior living.

Breakout sessions were held in 15 classrooms, each classroom featuring presenters in the fields of:

Business-Entrepreneur, Business Management, and Marketing Communications; Business-Finance, Accounting, and Human Resources; Helping Professions-Education, Teaching, Psychology, Social Work and Human Services; Helping Professions-Social Work and Human Service, NonProfit; Public Service-Military, Fire, Police, and Government; Healthcare-Nursing; Healthcare-Physical Therapy, Occupational Therapy, and Speech Therapy; Healthcare-Physician; Healthcare-Medical Technicians; Trades-Autos, Electrician and Plumbing; Trades-Information Technology and Engineering; Trades-CNC, Welding and Manufacturing; Arts and Communication-Multimedia; Arts and Communication-Marketing and Digital Photography; Trades-Manufacturing and Industry Real World.

The expo event planning

group worked closely with local area businesses and manufacturers, as well as our local higher education institutions, paying close attention to the employment opportunities and those challenges that many of our area businesses are and have been facing in meeting their workforce needs.

Many local and regional businesses, manufacturers, educational institutes, and various organizations also attended, setting up informational tables in the gym area. Students and the general public had an opportunity to tour the gym area vendors, those vendors provided employment and career information as well as product displays, and demonstrations.

Quite a few from the public that attended had an interest in career opportunities presented resumes to prospective employers as well as sought applications for employment, since the event, we have learned that employment interviews were already being scheduled by several businesses in attendance with those they had met with at the expo.

The Peshtigo Area Chamber of Commerce thanked the Peshtigo School District Staff and faculty, its business sponsors, its presenters and its planning group staff.



A Peshtigo student receives some information about Collins Aerospace at last week's expo. Special to the EagleHerald



Peshtigo students learn about options relating to the University of Wisconsin Green Bay, along with Marinette Campus. Special to the EagleHerald

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THE WEEK IN REVIEW

WEEKLY STOCK EXCHANGE HIGHLIGHTS				WEEKLY DOW JONES						STOCK MARKET INDEXES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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pfB	10.75	-2.05	-16.0	Dril-Quip	33.96	-6.34	-15.7	MesaRoyl	7.97	-1.45	-15.4	NewpkRes	3.99	-71	-15.1	RPC	9.82	-1.64	-14.3	STOCKS OF LOCAL INTEREST <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Name</th><th>Div</th><th>Last</th><th>Wk Chg</th><th>Wk %Chg</th><th>YTD %Chg</th></tr> <tr><td>AT&T Inc</td><td>2.08</td><td>23.22</td><td>+0.3</td><td>+0.1</td><td>-5.6</td></tr> <tr><td>AMD</td><td>1.60</td><td>113.46</td><td>+9.17</td><td>+8.8</td><td>-21.2</td></tr> <tr><td>Alibaba</td><td>...</td><td>108.30</td><td>+21.59</td><td>+24.9</td><td>-8.8</td></tr> <tr><td>Altria</td><td>3.60</td><td>51.68</td><td>+1.20</td><td>+2.4</td><td>+9.1</td></tr> <tr><td>AmAirlines</td><td>.40</td><td>163.98</td><td>+2.73</td><td>+19.5</td><td>-6.7</td></tr> <tr><td>Apple Inc s</td><td>.88</td><td>163.98</td><td>+9.25</td><td>+6.0</td><td>-7.7</td></tr> <tr><td>BkofAm</td><td>.84</td><td>42.90</td><td>+2.57</td><td>+6.4</td><td>-3.6</td></tr> <tr><td>Caterpillar</td><td>4.44</td><td>220.91</td><td>+6.08</td><td>+2.8</td><td>+6.9</td></tr> <tr><td>CocaCola</td><td>1.76</td><td>60.10</td><td>+2.62</td><td>+4.6</td><td>+1.5</td></tr> <tr><td>ConocoPhil</td><td>1.84</td><td>99.60</td><td>+1.19</td><td>+1.2</td><td>+38.0</td></tr> <tr><td>DiDi Glb n</td><td>...</td><td>4.09</td><td>+2.20</td><td>+116.4</td><td>-17.9</td></tr> <tr><td>EmersonEI</td><td>2.06</td><td>97.00</td><td>+4.00</td><td>+4.3</td><td>+4.3</td></tr> <tr><td>ExxonMbl</td><td>3.52</td><td>78.67</td><td>-6.25</td><td>-7.4</td><td>+28.6</td></tr> <tr><td>FidNatInfo</td><td>1.88</td><td>95.82</td><td>+6.48</td><td>+7.3</td><td>-12.2</td></tr> <tr><td>FordM</td><td>.40</td><td>16.86</td><td>+8.2</td><td>+5.1</td><td>-18.8</td></tr> <tr><td>GenElec rs</td><td>.32</td><td>95.59</td><td>+3.31</td><td>+3.6</td><td>+1.2</td></tr> <tr><td>Goodyear</td><td>...</td><td>14.24</td><td>+1.22</td><td>+9.4</td><td>-33.2</td></tr> <tr><td>HomeDp</td><td>7.60</td><td>340.74</td><td>+23.95</td><td>+7.6</td><td>-17.9</td></tr> <tr><td>HycrftMin</td><td>...</td><td>1.35</td><td>-53</td><td>-28.2</td><td>+119.9</td></tr> <tr><td>IBM</td><td>6.56</td><td>128.76</td><td>+4.80</td><td>+3.9</td><td>-3.7</td></tr> <tr><td>KimClk</td><td>4.64</td><td>120.85</td><td>+3.32</td><td>+2.8</td><td>-15.4</td></tr> <tr><td>McDnlDs</td><td>5.16</td><td>238.92</td><td>+12.05</td><td>+5.3</td><td>-10.9</td></tr> <tr><td>MullnAuto</td><td>...</td><td>2.90</td><td>+1.55</td><td>+114.8</td><td>-44.6</td></tr> <tr><td>Nvidia s</td><td>...</td><td>264.53</td><td>+43.53</td><td>+19.7</td><td>-10.1</td></tr> <tr><td>OcciPet</td><td>.52</td><td>56.24</td><td>-1.71</td><td>-3.0</td><td>+94.0</td></tr> <tr><td>Palantir</td><td>...</td><td>12.82</td><td>+1.43</td><td>+12.6</td><td>-29.6</td></tr> <tr><td>PhilipMor</td><td>5.00</td><td>93.90</td><td>+5.03</td><td>+5.7</td><td>-1.2</td></tr> <tr><td>Pinduoduo</td><td>...</td><td>42.60</td><td>+10.47</td><td>+32.6</td><td>-26.9</td></tr> <tr><td>Prudentl</td><td>4.80</td><td>115.23</td><td>+9.18</td><td>+8.7</td><td>+6.5</td></tr> <tr><td>SoFTech n</td><td>...</td><td>9.87</td><td>+1.32</td><td>+15.4</td><td>-37.6</td></tr> <tr><td>SonnetBi</td><td>...</td><td>.45</td><td>+15</td><td>+50.0</td><td>+9.0</td></tr> <tr><td>Sundial h</td><td>...</td><td>.52</td><td>+0.05</td><td>+9.9</td><td>-9.7</td></tr> <tr><td>Tegna</td><td>.38</td><td>22.35</td><td>+0.05</td><td>+0.2</td><td>+20.4</td></tr> <tr><td>VEON</td><td>...</td><td>.65</td><td>+28</td><td>+76.2</td><td>-62.0</td></tr> <tr><td>Vale SA</td><td>3.08</td><td>19.06</td><td>-0.1</td><td>-0.1</td><td>+35.9</td></tr> <tr><td>VerizonCm</td><td>2.56</td><td>50.80</td><td>-2.24</td><td>-4.2</td><td>-2.2</td></tr> <tr><td>WEC Engy</td><td>2.91</td><td>94.68</td><td>+8.2</td><td>+9.9</td><td>-2.5</td></tr> <tr><td>WalMart</td><td>2.24</td><td>145.44</td><td>+3.93</td><td>+2.8</td><td>+5</td></tr> <tr><td>WalBoots</td><td>1.91</td><td>47.36</td><td>-0.8</td><td>-0.2</td><td>-9.2</td></tr> <tr><td>WellsFargo</td><td>1.00</td><td>51.42</td><td>+2.95</td><td>+6.1</td><td>+7.2</td></tr> </table>						Name	Div	Last	Wk Chg	Wk %Chg	YTD %Chg	AT&T Inc	2.08	23.22	+0.3	+0.1	-5.6	AMD	1.60	113.46	+9.17	+8.8	-21.2	Alibaba	...	108.30	+21.59	+24.9	-8.8	Altria	3.60	51.68	+1.20	+2.4	+9.1	AmAirlines	.40	163.98	+2.73	+19.5	-6.7	Apple Inc s	.88	163.98	+9.25	+6.0	-7.7	BkofAm	.84	42.90	+2.57	+6.4	-3.6	Caterpillar	4.44	220.91	+6.08	+2.8	+6.9	CocaCola	1.76	60.10	+2.62	+4.6	+1.5	ConocoPhil	1.84	99.60	+1.19	+1.2	+38.0	DiDi Glb n	...	4.09	+2.20	+116.4	-17.9	EmersonEI	2.06	97.00	+4.00	+4.3	+4.3	ExxonMbl	3.52	78.67	-6.25	-7.4	+28.6	FidNatInfo	1.88	95.82	+6.48	+7.3	-12.2	FordM	.40	16.86	+8.2	+5.1	-18.8	GenElec rs	.32	95.59	+3.31	+3.6	+1.2	Goodyear	...	14.24	+1.22	+9.4	-33.2	HomeDp	7.60	340.74	+23.95	+7.6	-17.9	HycrftMin	...	1.35	-53	-28.2	+119.9	IBM	6.56	128.76	+4.80	+3.9	-3.7	KimClk	4.64	120.85	+3.32	+2.8	-15.4	McDnlDs	5.16	238.92	+12.05	+5.3	-10.9	MullnAuto	...	2.90	+1.55	+114.8	-44.6	Nvidia s	...	264.53	+43.53	+19.7	-10.1	OcciPet	.52	56.24	-1.71	-3.0	+94.0	Palantir	...	12.82	+1.43	+12.6	-29.6	PhilipMor	5.00	93.90	+5.03	+5.7	-1.2	Pinduoduo	...	42.60	+10.47	+32.6	-26.9	Prudentl	4.80	115.23	+9.18	+8.7	+6.5	SoFTech n	...	9.87	+1.32	+15.4	-37.6	SonnetBi45	+15	+50.0	+9.0	Sundial h52	+0.05	+9.9	-9.7	Tegna	.38	22.35	+0.05	+0.2	+20.4	VEON65	+28	+76.2	-62.0	Vale SA	3.08	19.06	-0.1	-0.1	+35.9	VerizonCm	2.56	50.80	-2.24	-4.2	-2.2	WEC Engy	2.91	94.68	+8.2	+9.9	-2.5	WalMart	2.24	145.44	+3.93	+2.8	+5	WalBoots	1.91	47.36	-0.8	-0.2	-9.2	WellsFargo	1.00	51.42	+2.95	+6.1	+7.2	MUTUAL FUNDS <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th>Name</th><th>Obj</th><th>Total Assets (\$Mlns)</th><th>NAV</th><th>4-wk</th><th>12-mo</th><th>5-year</th><th>Pct Load</th></tr> <tr><td>American Funds AmrcnBalA m</td><td>MA</td><td>101,000</td><td>31.99</td><td>+1.2</td><td>+8.1/A</td><td>+9.6/B</td><td>5.75</td></tr> <tr><td>American Funds AmrcnMutA m</td><td>LV</td><td>35,918</td><td>52.43</td><td>+3.2</td><td>+16.5/A</td><td>+11.5/B</td><td>5.75</td></tr> <tr><td>American Funds EuroPacGrA m</td><td>FG</td><td>23,882</td><td>56.87</td><td>-2.8</td><td>-10.3/D</td><td>+7.7/D</td><td>5.75</td></tr> <tr><td>American Funds GrfAmrcA m</td><td>LG</td><td>125,061</td><td>65.29</td><td>+2.4</td><td>+3.4/D</td><td>+15.9/D</td><td>5.75</td></tr> <tr><td>American Funds InvCAMrcA m</td><td>LB</td><td>74,832</td><td>48.63</td><td>+2.4</td><td>+11.2/D</td><td>+12.0/D</td><td>5.75</td></tr> <tr><td>American Funds NwPrsptvA m</td><td>WG</td><td>59,063</td><td>58.83</td><td>+0.7</td><td>+2.8/B</td><td>+14.9/B</td><td>5.75</td></tr> <tr><td>American Funds TheNewEcoA m</td><td>WG</td><td>15,902</td><td>53.07</td><td>+0.9</td><td>-4.2/D</td><td>+13.0/D</td><td>5.75</td></tr> <tr><td>American Funds WAMtlivsA m</td><td>LB</td><td>75,087</td><td>58.62</td><td>+3.6</td><td>+16.3/A</td><td>+13.4/C</td><td>5.75</td></tr> <tr><td>Dodge & Cox Stk</td><td>LV</td><td>97,292</td><td>249.20</td><td>+1.9</td><td>+15.0/B</td><td>+13.2/A</td><td>NL</td></tr> <tr><td>Fidelity 500IdxInsPrm</td><td>LB</td><td>380,728</td><td>155.31</td><td>+2.8</td><td>+15.6/A</td><td>+15.5/A</td><td>NL</td></tr> <tr><td>Fidelity Contrafund</td><td>LG</td><td>110,474</td><td>16.53</td><td>+3.5</td><td>+10.2/B</td><td>+17.5/C</td><td>NL</td></tr> <tr><td>Fidelity EqDividndInc</td><td>LV</td><td>5,226</td><td>28.40</td><td>+0.8</td><td>+13.0/C</td><td>+9.9/C</td><td>NL</td></tr> <tr><td>Fidelity Advisor BalancedM m</td><td>MA</td><td>1,632</td><td>27.31</td><td>+1.4</td><td>+7.0/B</td><td>+11.8/A</td><td>3.50</td></tr> <tr><td>Fidelity Advisor GrowthOppsM m</td><td>LG</td><td>2,830</td><td>121.79</td><td>+5.0</td><td>-5.4/E</td><td>+25.5/A</td><td>3.50</td></tr> <tr><td>Franklin Templeton FrgnA m</td><td>FV</td><td>1,726</td><td>7.16</td><td>-5.7</td><td>+4.4/D</td><td>+1.5/E</td><td>5.50</td></tr> <tr><td>Lord Abbett AffiliatedA m</td><td>LV</td><td>5,466</td><td>17.76</td><td>+2.7</td><td>+13.0/C</td><td>+9.0/D</td><td>5.75</td></tr> <tr><td>Lord Abbett BdDebA m</td><td>MU</td><td>6,305</td><td>7.81</td><td>-1.4</td><td>-3.4/E</td><td>+4.0/A</td><td>2.25</td></tr> <tr><td>Putnam CnvtSecA m</td><td>FG</td><td>482</td><td>24.50</td><td>+0.8</td><td>-4.9/C</td><td>+13.0/D</td><td>5.75</td></tr> <tr><td>Putnam IncA m</td><td>PI</td><td>638</td><td>6.40</td><td>-1.8</td><td>-5.5/E</td><td>+2.8/C</td><td>4.00</td></tr> <tr><td>Putnam SustLeadersA m</td><td>LG</td><td>5,390</td><td>111.14</td><td>+1.9</td><td>+6.9/C</td><td>+17.5/C</td><td>5.75</td></tr> <tr><td>Vanguard 500IdxAdmrl</td><td>LB</td><td>416,469</td><td>413.17</td><td>+2.8</td><td>+15.5/A</td><td>+15.5/A</td><td>NL</td></tr> <tr><td>Vanguard InsldXlns</td><td>LB</td><td>115,504</td><td>381.21</td><td>+2.8</td><td>+15.6/A</td><td>+15.5/A</td><td>NL</td></tr> <tr><td>Vanguard InsldXlnsPlus</td><td>LB</td><td>162,587</td><td>381.22</td><td>+2.8</td><td>+15.6/A</td><td>+15.5/A</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2025Fnd</td><td>TG</td><td>86,257</td><td>19.21</td><td>-0.3</td><td>+2.1/C</td><td>+8.1/B</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2030Fnd</td><td>TH</td><td>87,260</td><td>36.19</td><td>-0.2</td><td>+2.7/C</td><td>+8.8/C</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2035Fnd</td><td>TI</td><td>84,117</td><td>22.43</td><td>0.0</td><td>+3.3/C</td><td>+9.5/C</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2040Fnd</td><td>TI</td><td>111,502</td><td>10.56</td><td>-1.6</td><td>-3.0/B</td><td>+2.4/C</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2045Fnd</td><td>TI</td><td>177,038</td><td>19.23</td><td>-2.6</td><td>-2.3/C</td><td>+6.8/C</td><td>NL</td></tr> <tr><td>Vanguard TrgtRtr2050Fnd</td><td>TI</td><td>313,492</td><td>109.67</td><td>+2.7</td><td>+11.3/D</td><td>+14.9/B</td><td>NL</td></tr> <tr><td>Vanguard WingtnAdmrl x</td><td>MA</td><td>103,350</td><td>77.86</td><td>+0.4</td><td>+8.7/A</td><td>+10.0/A</td><td>NL</td></tr> </table>							Name	Obj	Total Assets (\$Mlns)	NAV	4-wk	12-mo	5-year	Pct Load	American Funds AmrcnBalA m	MA	101,000	31.99	+1.2	+8.1/A	+9.6/B	5.75	American Funds AmrcnMutA m	LV	35,918	52.43	+3.2	+16.5/A	+11.5/B	5.75	American Funds EuroPacGrA m	FG	23,882	56.87	-2.8	-10.3/D	+7.7/D	5.75	American Funds GrfAmrcA m	LG	125,061	65.29	+2.4	+3.4/D	+15.9/D	5.75	American Funds InvCAMrcA m	LB	74,832	48.63	+2.4	+11.2/D	+12.0/D	5.75	American Funds NwPrsptvA m	WG	59,063	58.83	+0.7	+2.8/B	+14.9/B	5.75	American Funds TheNewEcoA m	WG	15,902	53.07	+0.9	-4.2/D	+13.0/D	5.75	American Funds WAMtlivsA m	LB	75,087	58.62	+3.6	+16.3/A	+13.4/C	5.75	Dodge & Cox Stk	LV	97,292	249.20	+1.9	+15.0/B	+13.2/A	NL	Fidelity 500IdxInsPrm	LB	380,728	155.31	+2.8	+15.6/A	+15.5/A	NL	Fidelity Contrafund	LG	110,474	16.53	+3.5	+10.2/B	+17.5/C	NL	Fidelity EqDividndInc	LV	5,226	28.40	+0.8	+13.0/C	+9.9/C	NL	Fidelity Advisor BalancedM m	MA	1,632	27.31	+1.4	+7.0/B	+11.8/A	3.50	Fidelity Advisor GrowthOppsM m	LG	2,830	121.79	+5.0	-5.4/E	+25.5/A	3.50	Franklin Templeton FrgnA m	FV	1,726	7.16	-5.7	+4.4/D	+1.5/E	5.50	Lord Abbett AffiliatedA m	LV	5,466	17.76	+2.7	+13.0/C	+9.0/D	5.75	Lord Abbett BdDebA m	MU	6,305	7.81	-1.4	-3.4/E	+4.0/A	2.25	Putnam CnvtSecA m	FG	482	24.50	+0.8	-4.9/C	+13.0/D	5.75	Putnam IncA m	PI	638	6.40	-1.8	-5.5/E	+2.8/C	4.00	Putnam SustLeadersA m	LG	5,390	111.14	+1.9	+6.9/C	+17.5/C	5.75	Vanguard 500IdxAdmrl	LB	416,469	413.17	+2.8	+15.5/A	+15.5/A	NL	Vanguard InsldXlns	LB	115,504	381.21	+2.8	+15.6/A	+15.5/A	NL	Vanguard InsldXlnsPlus	LB	162,587	381.22	+2.8	+15.6/A	+15.5/A	NL	Vanguard TrgtRtr2025Fnd	TG	86,257	19.21	-0.3	+2.1/C	+8.1/B	NL	Vanguard TrgtRtr2030Fnd	TH	87,260	36.19	-0.2	+2.7/C	+8.8/C	NL	Vanguard TrgtRtr2035Fnd	TI	84,117	22.43	0.0	+3.3/C	+9.5/C	NL	Vanguard TrgtRtr2040Fnd	TI	111,502	10.56	-1.6	-3.0/B	+2.4/C	NL	Vanguard TrgtRtr2045Fnd	TI	177,038	19.23	-2.6	-2.3/C	+6.8/C	NL	Vanguard TrgtRtr2050Fnd	TI	313,492	109.67	+2.7	+11.3/D	+14.9/B	NL	Vanguard WingtnAdmrl x	MA	103,350	77.86	+0.4	+8.7/A	+10.0/A	NL
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CedarR pfB	10.75	-2.05	-16.0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Dril-Quip	33.96	-6.34	-15.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
MesaRoyl	7.97	-1.45	-15.4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
NewpkRes	3.99	-71	-15.1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
RPC	9.82	-1.64	-14.3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Name	Div	Last	Wk Chg	Wk %Chg	YTD %Chg																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
AT&T Inc	2.08	23.22	+0.3	+0.1	-5.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
AMD	1.60	113.46	+9.17	+8.8	-21.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Alibaba	...	108.30	+21.59	+24.9	-8.8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Altria	3.60	51.68	+1.20	+2.4	+9.1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
AmAirlines	.40	163.98	+2.73	+19.5	-6.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Apple Inc s	.88	163.98	+9.25	+6.0	-7.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
BkofAm	.84	42.90	+2.57	+6.4	-3.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Caterpillar	4.44	220.91	+6.08	+2.8	+6.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
CocaCola	1.76	60.10	+2.62	+4.6	+1.5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
ConocoPhil	1.84	99.60	+1.19	+1.2	+38.0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
DiDi Glb n	...	4.09	+2.20	+116.4	-17.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
EmersonEI	2.06	97.00	+4.00	+4.3	+4.3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
ExxonMbl	3.52	78.67	-6.25	-7.4	+28.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
FidNatInfo	1.88	95.82	+6.48	+7.3	-12.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
FordM	.40	16.86	+8.2	+5.1	-18.8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
GenElec rs	.32	95.59	+3.31	+3.6	+1.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Goodyear	...	14.24	+1.22	+9.4	-33.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
HomeDp	7.60	340.74	+23.95	+7.6	-17.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
HycrftMin	...	1.35	-53	-28.2	+119.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
IBM	6.56	128.76	+4.80	+3.9	-3.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
KimClk	4.64	120.85	+3.32	+2.8	-15.4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
McDnlDs	5.16	238.92	+12.05	+5.3	-10.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
MullnAuto	...	2.90	+1.55	+114.8	-44.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Nvidia s	...	264.53	+43.53	+19.7	-10.1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
OcciPet	.52	56.24	-1.71	-3.0	+94.0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Palantir	...	12.82	+1.43	+12.6	-29.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
PhilipMor	5.00	93.90	+5.03	+5.7	-1.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Pinduoduo	...	42.60	+10.47	+32.6	-26.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Prudentl	4.80	115.23	+9.18	+8.7	+6.5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
SoFTech n	...	9.87	+1.32	+15.4	-37.6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
SonnetBi45	+15	+50.0	+9.0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Sundial h52	+0.05	+9.9	-9.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Tegna	.38	22.35	+0.05	+0.2	+20.4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
VEON65	+28	+76.2	-62.0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Vale SA	3.08	19.06	-0.1	-0.1	+35.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
VerizonCm	2.56	50.80	-2.24	-4.2	-2.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
WEC Engy	2.91	94.68	+8.2	+9.9	-2.5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
WalMart	2.24	145.44	+3.93	+2.8	+5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
WalBoots	1.91	47.36	-0.8	-0.2	-9.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
WellsFargo	1.00	51.42	+2.95	+6.1	+7.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Name	Obj	Total Assets (\$Mlns)	NAV	4-wk	12-mo	5-year	Pct Load																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds AmrcnBalA m	MA	101,000	31.99	+1.2	+8.1/A	+9.6/B	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds AmrcnMutA m	LV	35,918	52.43	+3.2	+16.5/A	+11.5/B	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds EuroPacGrA m	FG	23,882	56.87	-2.8	-10.3/D	+7.7/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds GrfAmrcA m	LG	125,061	65.29	+2.4	+3.4/D	+15.9/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds InvCAMrcA m	LB	74,832	48.63	+2.4	+11.2/D	+12.0/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds NwPrsptvA m	WG	59,063	58.83	+0.7	+2.8/B	+14.9/B	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds TheNewEcoA m	WG	15,902	53.07	+0.9	-4.2/D	+13.0/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
American Funds WAMtlivsA m	LB	75,087	58.62	+3.6	+16.3/A	+13.4/C	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Dodge & Cox Stk	LV	97,292	249.20	+1.9	+15.0/B	+13.2/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Fidelity 500IdxInsPrm	LB	380,728	155.31	+2.8	+15.6/A	+15.5/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Fidelity Contrafund	LG	110,474	16.53	+3.5	+10.2/B	+17.5/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Fidelity EqDividndInc	LV	5,226	28.40	+0.8	+13.0/C	+9.9/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Fidelity Advisor BalancedM m	MA	1,632	27.31	+1.4	+7.0/B	+11.8/A	3.50																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Fidelity Advisor GrowthOppsM m	LG	2,830	121.79	+5.0	-5.4/E	+25.5/A	3.50																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Franklin Templeton FrgnA m	FV	1,726	7.16	-5.7	+4.4/D	+1.5/E	5.50																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Lord Abbett AffiliatedA m	LV	5,466	17.76	+2.7	+13.0/C	+9.0/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Lord Abbett BdDebA m	MU	6,305	7.81	-1.4	-3.4/E	+4.0/A	2.25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Putnam CnvtSecA m	FG	482	24.50	+0.8	-4.9/C	+13.0/D	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Putnam IncA m	PI	638	6.40	-1.8	-5.5/E	+2.8/C	4.00																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Putnam SustLeadersA m	LG	5,390	111.14	+1.9	+6.9/C	+17.5/C	5.75																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard 500IdxAdmrl	LB	416,469	413.17	+2.8	+15.5/A	+15.5/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard InsldXlns	LB	115,504	381.21	+2.8	+15.6/A	+15.5/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard InsldXlnsPlus	LB	162,587	381.22	+2.8	+15.6/A	+15.5/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2025Fnd	TG	86,257	19.21	-0.3	+2.1/C	+8.1/B	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2030Fnd	TH	87,260	36.19	-0.2	+2.7/C	+8.8/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2035Fnd	TI	84,117	22.43	0.0	+3.3/C	+9.5/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2040Fnd	TI	111,502	10.56	-1.6	-3.0/B	+2.4/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2045Fnd	TI	177,038	19.23	-2.6	-2.3/C	+6.8/C	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard TrgtRtr2050Fnd	TI	313,492	109.67	+2.7	+11.3/D	+14.9/B	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Vanguard WingtnAdmrl x	MA	103,350	77.86	+0.4	+8.7/A	+10.0/A	NL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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