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StarTribune
Monday, January 20, 2020

Provided photo
Scott Dettman is chief executive at Avenica.

Provided photo
Katie Drews is the company's chief experience officer.

MOVERS & SHAKERS

For Avenica, sense of community is an important factor

By TODD NELSON
Special to the Star Tribune

Katie Drews, promoted to the new role of chief experience officer at education-to-work platform Avenica, is working to strengthen the company's interactions with college student job seekers, employers hiring them and staff working in seven locations.

Drews' goals include increasing a sense of community for Avenica's nearly 60 employees as the company adds a dozen or so new staff members.

Half of them work in Avenica's Minneapolis headquarters, others in regional offices in Atlanta, Chicago, Dallas, Philadelphia, Phoenix and St. Louis.

"When we have internal people who are really connected to the mission, they're the best people to articulate the company's value," Drews said. "Then become our brand ambassadors and then turn our clients and our candidates into brand ambassadors as well."

Drews, who earned an MBA in marketing from Hamline University, joined Avenica in 2018 as vice president of marketing from Ameriprise Financial. She continues overseeing marketing in addition to human resources.

CEO Scott Dettman said Avenica is adopting the Net Promoter Score system to assess the likelihood that employees, students and companies that hire them would recommend Avenica to cohorts.

Dettman joined Avenica in July after six years in leadership with ManpowerGroup, most recently as a principal in the Twin Cities.

He earned a doctoral degree in quantitative social science from the University of Wisconsin-Milwaukee.

"I'm a poor kid from the south side of Milwaukee," Dettman said. "I was fortunate to have people open some doors and create some opportunity for me. I was taken by [Avenica's] mission, the idea of doing that for tens of thousands of students."

Avenica, formerly known as GradStaff, helps companies recruit and hire college graduates for entry-level professional positions. It works with students to identify and develop skills through in-person assessments and coaching and digital training content.

Companies hire students directly or through an "evaluation-to-hire" program, with 90% becoming full-time employees after a trial period.

Q: How do you approach your role as chief experience officer?

Drews: It's centralizing and prioritizing the importance of all the people who interact with our brands, our internal employees, clients and candidates, to make sure we're creating great experiences and meaningful connections to our value and our mission so that all of the people that we engage with truly understand this, stand behind it and are passionate about it.

Q: Why did Avenica need a chief experience officer?

Dettman: I looked at our chief needs and those were making sure that we were building an environment that created a bond between the people in our offices across the country and our end users, our candidates and clients. We needed to strengthen and optimize the experience that we have internally for our own employees to engender this increase in overall engagement with our customers and external stakeholders.

Q: What distinguishes Avenica from competitors?

Dettman: The scale, the level of distribution we have. Beyond that, it's the level of interaction. We have a strong digital presence but we believe that the magic happens when you combine the digital experience with the human experience and that person working with (the student) cares about and is advocating for (the student). Our approach is more tailored to the job, in a lot of cases working from the student to the job as opposed to starting from the job and working to the student.

Todd Nelson is a freelance writer in Lake Elmo. His e-mail is todd_nelson@mac.com.

Litman

Anderson

Heldt

Mette

Spencer de Guitierréz

MOVING UP

LHB Corp., Duluth, named **Joe Litman** as chief operating officer. He has worked in transportation infrastructure design and structural engineering for more than 30 years. Also named **Mark Anderson** as chief administrative officer. He has more than 25 years of human resource management experience, including 21 years working at LHB. Also promoted **Dan Heldt** to chief financial officer. He has worked for the company for 22 years and has served as a regional leader in engineering services in the pipeline industry.

EVOLVE Family Services, Stillwater, named **Susannah Barnes** as executive director. She worked as senior programs director and as a social worker. Barnes has been with the company since 2006.

ON THE MOVE

Inland Development Partners, St. Louis Park, named **Carole Mette** as director of development. Mette has more than a decade of commercial real estate experience and is planning commissioner for the city of Eden Prairie.

HONORS

The **Art Educators of Minnesota** named **Jan Spencer de Guitierréz** as 2019-2020 Administrator and Art Educator of the Year. She is art coordinator for St. Paul Public Schools and leads community partnerships for arts programs in St. Paul.

It is fun, funky and on budget in St. Paul

◂ ST. ANTHONY from D1

the owner.

"It's the anti-chain or big-box store experience," said Kristie Case, owner since 2013 of TeenyBee.

Case, 37, not only retails her self-designed children's clothing but she distributes her line through dozens of independent retailers.

"The thing that is special is that these businesses are very carefully curated," Case said. "We know what's in our store. And we follow each other on social media and we spend time together.

"We're 'mom-epreneurs'!"

Indeed, each of the three business owners I met with last week are mothers who chose to own their shops, at least in part, because they could bring their babies to work.

Jessica Gerard, the owner of Flirt Boutique since 2008, spent 10 years at a law firm. Pregnant in 2005, she decided her now-teenage daughter was not going to a day care.

"I decided not to go back to the firm," said Gerard, 48. "I had plans for a shop, but I'd never worked in retail."

The first venture was an antique and refurbished furniture shop on Grand Avenue.

"That lasted 2.5 years," Gerard recalled, when she hit the 2008-2009 recession. "I was divorced. I had to do something else. I got rid of the furniture and brought in underwear."

Gerard also found a neat storefront, for a lot less money, into which she could pack a lot of colorful lingerie at lower price points that also could support her. Furniture tends to be pricey and takes up a lot of space.

"You only need one credenza," quipped McGuire, who also started with furniture and housewares. "Clothing takes less space. People need it."

Behind every successful small-business owner is often a smart, empathetic building owner.

Ed Conley, 57, who started doing house and commercial-building repairs in St. Paul in the 1980s, is that man. Informed, of course, by his wife and two daughters.

Conley, who estimates that he and his two bankers have invested a few million bucks to buy and renovate buildings, owns what's called the "Patina Building," a 35,000-square foot refurbished structure on the northwest corner that houses female-owned Patina, as well as Flirt and Up Six.

"It's been a labor of love," confessed Conley, chuckling. "For me and Trustone Financial and Bridgewater Bank. The property taxes keep going up. Faster than the rents. But I used to be just like these businesswomen. I started out in the 1980s with a dream, $3,000 and a credit card.

"I laugh because I say that I would do this for free. And there have been a few projects that I have done for free the way it worked out. But I like taking a risk on people and buildings that the city has wanted torn down. There were condemnation notices on the Patina building. It's fun to be part of the positive change at Selby and Snelling."

Gerard said Conley is a "humble, genuine" and supportive landlord who's not after the last buck.

"He is proof that doing an honest good job brings you the most success," Gerard said. "We know their whole family well. His daughter was my daughter's babysitter for years. We are all in the family over here at Selby and Snelling!"

In fact, at coffee, the business owners used to quip about one day creating a reality TV show called the Corner.

However, unlike the Apprentice and shows of similar ilk, these Selby-Snelling business owners are the real thing.

Neal St. Anthony has been a Star Tribune business columnist and reporter since 1984. He can be contacted at nstanthony@startribune.com.

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Mortgage Foreclosures

19-112378
NOTICE OF MORTGAGE FORECLOSURE SALE
THE RIGHT TO VERIFICATION OF THE DEBT AND IDENTITY OF THE ORIGINAL CREDITOR WITHIN THE TIME PROVIDED BY LAW IS NOT AFFECTED BY THIS ACTION.
NOTICE IS HEREBY GIVEN, that default has occurred in the conditions of the following described mortgage:
DATE OF MORTGAGE: November 22, 2013
ORIGINAL PRINCIPAL AMOUNT OF MORTGAGE: $173,000.00
MORTGAGOR(S): Timothy Tryggeseth, single
MORTGAGEE: Mortgage Electronic Registration Systems, Inc.
TRANSACTION AGENT: Mortgage Electronic Registration Systems, Inc.
MIN#: 1008597-2304096900-5
LENDER OR BROKER AND MORTGAGE ORIGINATOR STATED ON THE MORTGAGE: Excel Mortgage Servicing, Inc. dba Impac Mortgage
SERVICER: Specialized Loan Servicing LLC
DATE AND PLACE OF FILING: Filed December 9, 2013, Hennepin County Registrar of Titles, as Document Number T05138694
ASSIGNMENTS OF MORTGAGE: Assigned to: Specialized Loan Servicing LLC
LEGAL DESCRIPTION OF PROPERTY: Lot 72, Auditor's Subdivision No. 368
REGISTERED PROPERTY
PROPERTY ADDRESS: 5637 35th Ave, Minneapolis, MN 55417
PROPERTY IDENTIFICATION NUMBER: 19-028-23-24-0072 COT# 1201810
COUNTY IN WHICH PROPERTY IS LOCATED: Hennepin
THE AMOUNT CLAIMED TO BE DUE ON THE MORTGAGE ON THE DATE OF THE NOTICE: $163,962.63
THAT all pre-foreclosure requirements have been complied with; that no action or proceeding has been instituted at law or otherwise to recover the debt secured by said mortgage, or any part thereof;
PURSUANT, to the power of sale contained in said mortgage, the above described property will be sold by the Sheriff of said county as follows:
DATE AND TIME OF SALE: March 9, 2020, 10:00am
PLACE OF SALE: Sheriff's Main Office, Civil Division, Room 30, Courthouse, 350 South Fifth St., Minneapolis, MN 55487 to pay the debt secured by said mortgage and taxes, if any, on said premises and the costs and disbursements, including attorneys fees allowed by law, subject to redemption within 6 months from the date of said sale by the mortgagor(s) the personal representatives or assigns.
TIME AND DATE TO VACATE PROPERTY: If the real estate is an owner-occupied, single-family dwelling, unless otherwise provided by law, the date on or before which the mortgagor(s) must vacate the property, if the mortgage is not reinstated under section 580.30 or the property is not redeemed under section 580.23, is 11:59 p.m. on September 9, 2020, or the next business day if September 9, 2020 falls on a Saturday, Sunday or legal holiday.
"THE TIME ALLOWED BY LAW FOR REDEMPTION BY THE MORTGAGOR, THE MORTGAGOR'S PERSONAL REPRESENTATIVES OR ASSIGNS, MAY BE REDUCED TO FIVE WEEKS IF A JUDICIAL ORDER IS ENTERED UNDER MINNESOTA STATUTES SECTION 582.032 DETERMINING, AMONG OTHER THINGS, THAT THE MORTGAGED PREMISES ARE IMPROVED WITH A RESIDENTIAL DWELLING OF LESS THAN 5 UNITS, ARE NOT PROPERTY USED FOR AGRICULTURAL PRODUCTION, AND ARE ABANDONED.
Dated: January 3, 2020
Specialized Loan Servicing LLC
Assignee of Mortgagee
SHAPIRO & ZIELKE, LLP
BY Lawrence P. Zielke - 152559
Melissa L. B. Porter - 0337778
Randolph W. Dawdy - 2160X
Gary J. Evers - 0134764
Tracy J. Halliday - 034610X
Attorneys for Mortgagee
Shapiro & Zielke, LLP
12550 West Frontage Road, Suite 200 Burnsville, MN 55337
(952) 831-4060
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Mortgage Foreclosures

19-112045
NOTICE OF MORTGAGE FORECLOSURE SALE
THE RIGHT TO VERIFICATION OF THE DEBT AND IDENTITY OF THE ORIGINAL CREDITOR WITHIN THE TIME PROVIDED BY LAW IS NOT AFFECTED BY THIS ACTION.
NOTICE IS HEREBY GIVEN, that default has occurred in the conditions of the following described mortgage:
DATE OF MORTGAGE: November 21, 2007
ORIGINAL PRINCIPAL AMOUNT OF MORTGAGE: $445,984.00
MORTGAGOR(S): Robert W. Ruhland and Barbara E. Ruhland, husband and wife
MORTGAGEE: Financial Freedom Senior Funding Corporation, a subsidiary of IndyMac Bank, F.S.B.
LENDER OR BROKER AND MORTGAGE ORIGINATOR STATED ON THE MORTGAGE: Financial Freedom Senior Funding Corporation, a subsidiary of IndyMac Bank, F.S.B.
SERVICER: Compu-Link Corporation d/b/a Celink
DATE AND PLACE OF FILING: Filed December 18, 2007, Scott County Registrar of Titles, as Document Number T 187935
ASSIGNMENTS OF MORTGAGE: Assigned to: Mortgage Electronic Registration Systems, Inc.; Thereafter assigned to Cascade Funding Mortgage Trust 2019-RM3.
LEGAL DESCRIPTION OF PROPERTY: Lot 3, Block 3, Willows 1st Addition
REGISTERED PROPERTY
PROPERTY ADDRESS: 3508 Willow Beach St SW, Prior Lake, MN 55372
PROPERTY IDENTIFICATION NUMBER: 251080160 COT# 57091
COUNTY IN WHICH PROPERTY IS LOCATED: Scott
THE AMOUNT CLAIMED TO BE DUE ON THE MORTGAGE ON THE DATE OF THE NOTICE: $397,693.13
THAT all pre-foreclosure requirements have been complied with; that no action or proceeding has been instituted at law or otherwise to recover the debt secured by said mortgage, or any part thereof;
PURSUANT, to the power of sale contained in said mortgage, the above described property will be sold by the Sheriff of said county as follows:
DATE AND TIME OF SALE: February 11, 2020, 10:00am
PLACE OF SALE: Sheriff's Main Office, Scott County Law Enforcement Center, Civil Office, 301 Fuller St. South, Shakopee, MN 55379 to pay the debt secured by said mortgage and taxes, if any, on said premises and the costs and disbursements, including attorneys fees allowed by law, subject to redemption within 12 months from the date of said sale by the mortgagor(s) the personal representatives or assigns.
TIME AND DATE TO VACATE PROPERTY: If the real estate is an owner-occupied, single-family dwelling, unless otherwise provided by law, the date on or before which the mortgagor(s) must vacate the property, if the mortgage is not reinstated under section 580.30 or the property is not redeemed under section 580.23, is 11:59 p.m. on February 11, 2021, or the next business day if February 11, 2021 falls on a Saturday, Sunday or legal holiday.
"THE TIME ALLOWED BY LAW FOR REDEMPTION BY THE MORTGAGOR, THE MORTGAGOR'S PERSONAL REPRESENTATIVES OR ASSIGNS, MAY BE REDUCED TO FIVE WEEKS IF A JUDICIAL ORDER IS ENTERED UNDER MINNESOTA STATUTES SECTION 582.032 DETERMINING, AMONG OTHER THINGS, THAT THE MORTGAGED PREMISES ARE IMPROVED WITH A RESIDENTIAL DWELLING OF LESS THAN 5 UNITS, ARE NOT PROPERTY USED FOR AGRICULTURAL PRODUCTION, AND ARE ABANDONED.
Dated: December 16, 2019
Cascade Funding Mortgage Trust 2019-RM3
Assignee of Mortgagee
SHAPIRO & ZIELKE, LLP
BY Lawrence P. Zielke - 152559
Melissa L. B. Porter - 0337778
Randolph W. Dawdy - 2160X
Gary J. Evers - 0134764
Tracy J. Halliday - 034610X
Attorneys for Mortgagee
Shapiro & Zielke, LLP
12550 West Frontage Road, Suite 200 Burnsville, MN 55337
(952) 831-4060
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Mortgage Foreclosures

19-112381
NOTICE OF MORTGAGE FORECLOSURE SALE
THE RIGHT TO VERIFICATION OF THE DEBT AND IDENTITY OF THE ORIGINAL CREDITOR WITHIN THE TIME PROVIDED BY LAW IS NOT AFFECTED BY THIS ACTION.
NOTICE IS HEREBY GIVEN, that default has occurred in the conditions of the following described mortgage:
DATE OF MORTGAGE: September 29, 2003
ORIGINAL PRINCIPAL AMOUNT OF MORTGAGE: $118,800.00
MORTGAGOR(S): Lori A. Brumm, a single person
MORTGAGEE: Mortgage Electronic Registration Systems, Inc.
TRANSACTION AGENT: Mortgage Electronic Registration Systems, Inc.
MIN#: 100137510000114019
LENDER OR BROKER AND MORTGAGE ORIGINATOR STATED ON THE MORTGAGE: Lakeland Mortgage Corporation
SERVICER: Nationstar Mortgage LLC d/b/a Mr. Cooper
DATE AND PLACE OF FILING: Filed February 9, 2004, Hennepin County Registrar of Titles, as Document Number 3917430
ASSIGNMENTS OF MORTGAGE: Assigned to: Nationstar Mortgage LLC d/b/a Mr. Cooper
LEGAL DESCRIPTION OF PROPERTY: Lot 11, Block 1, "Highland Addition to Minneapolis"
REGISTERED PROPERTY
PROPERTY ADDRESS: 1619 Vincent Ave N, Minneapolis, MN 55411
PROPERTY IDENTIFICATION NUMBER: 17-029-24-42-0114 COT# 1478640
COUNTY IN WHICH PROPERTY IS LOCATED: Hennepin
THE AMOUNT CLAIMED TO BE DUE ON THE MORTGAGE ON THE DATE OF THE NOTICE: $74,557.87
THAT all pre-foreclosure requirements have been complied with; that no action or proceeding has been instituted at law or otherwise to recover the debt secured by said mortgage, or any part thereof;
PURSUANT, to the power of sale contained in said mortgage, the above described property will be sold by the Sheriff of said county as follows:
DATE AND TIME OF SALE: February 10, 2020, 10:00am
PLACE OF SALE: Sheriff's Main Office, Civil Division, Room 30, Courthouse, 350 South Fifth St., Minneapolis, MN 55487 to pay the debt secured by said mortgage and taxes, if any, on said premises and the costs and disbursements, including attorneys fees allowed by law, subject to redemption within 6 months from the date of said sale by the mortgagor(s) the personal representatives or assigns.
TIME AND DATE TO VACATE PROPERTY: If the real estate is an owner-occupied, single-family dwelling, unless otherwise provided by law, the date on or before which the mortgagor(s) must vacate the property, if the mortgage is not reinstated under section 580.30 or the property is not redeemed under section 580.23, is 11:59 p.m. on August 10, 2020, or the next business day if August 10, 2020 falls on a Saturday, Sunday or legal holiday.
"THE TIME ALLOWED BY LAW FOR REDEMPTION BY THE MORTGAGOR, THE MORTGAGOR'S PERSONAL REPRESENTATIVES OR ASSIGNS, MAY BE REDUCED TO FIVE WEEKS IF A JUDICIAL ORDER IS ENTERED UNDER MINNESOTA STATUTES SECTION 582.032 DETERMINING, AMONG OTHER THINGS, THAT THE MORTGAGED PREMISES ARE IMPROVED WITH A RESIDENTIAL DWELLING OF LESS THAN 5 UNITS, ARE NOT PROPERTY USED FOR AGRICULTURAL PRODUCTION, AND ARE ABANDONED.
Dated: December 16, 2019
Nationstar Mortgage LLC d/b/a Mr. Cooper
Assignee of Mortgagee
SHAPIRO & ZIELKE, LLP
BY Lawrence P. Zielke - 152559
Melissa L. B. Porter - 0337778
Randolph W. Dawdy - 2160X
Gary J. Evers - 0134764
Tracy J. Halliday - 034610X
Attorneys for Mortgagee
Shapiro & Zielke, LLP
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Proposals for Bids

Sourcewell (Formerly NJPA)
Request for Proposal
RFP# TX-GC-021920 and TX-RGV-021920
Gulf Coast and Rio Grande Valley Texas
Indefinite Quantity Construction Contract

Sourcewell (Formerly NJPA) issues this Request for Proposals (RFP) on behalf of, and to provide Indefinite Quantity Construction Contracting (IQCC) services to, all current and potential Sourcewell Members including all government agencies, education agencies to include colleges and universities, and non- profit agencies in the State of Texas. Each contract has an initial term of two (2) years and bilateral option provision for three (3) additional terms. The Estimated Annual Value per contract is $2,000,000.00.

IQCC is a contracting procurement system that provides facility owner's access to contractors to provide immediate construction, repair and renovation services over an extended period of time.

Intending proposers are strongly encouraged to attend a pre--proposal conference which shall be conducted for the purpose of discussing the IQCC procurement system, the contract documents, and reviewing the Sourcewell Procurement Portal system for responding to these RFPs. Attendance at one of the below conferences is strongly encouraged.

January 28, 2020 @ 9:00 AM CT
Hampton Inn – Laredo
7903 San Dario
Laredo, TX 78045

January 29, 2020 @ 9:00 AM CT
Hampton Inn – Brownsville
3000 N. Expressway
Brownsville, TX 78526

January 29, 2020 @2:30 PM CT
Hampton Inn – Corpus Christi
5879 South Padre Island Drive
Corpus Christi, TX 78412

January 30, 2020 @ 10:30 AM CT
Hampton Inn – Houston – Brookhollow
12909 Northwest Freeway
Houston, TX 77040

Intending proposers can pre--register for the pre-proposal conference by following the link below and selecting "bid details" of the desired solicitation on the Sourcewell Procurement Portal (https://proportal.sourcewell-mn.gov).

An electronic copy of the RFP documents, which include the instructions for submitting a proposal and the proposal documents, may be obtained by visiting the Sourcewell Procurement Portal (https://proportal.sourcewell-mn.gov/), selecting the desired solicitation from the open solicitations list, and registering as a Plan Taker. A free, Sourcewell Procurement Portal account must be created by intending proposers before registering as a Plan Taker. Proposals are due by 4:30 p.m. CT on February 19, 2020.
All questions regarding this RFP must be submitted through the Sourcewell Procurement Portal.

Mortgage Foreclosures

17-107403
NOTICE OF MORTGAGE FORECLOSURE SALE
THE RIGHT TO VERIFICATION OF THE DEBT AND IDENTITY OF THE ORIGINAL CREDITOR WITHIN THE TIME PROVIDED BY LAW IS NOT AFFECTED BY THIS ACTION.
NOTICE IS HEREBY GIVEN, that default has occurred in the conditions of the following described mortgage:
DATE OF MORTGAGE: February 20, 2007
ORIGINAL PRINCIPAL AMOUNT OF MORTGAGE: $187,900.00
MORTGAGOR(S): David T. Hare and Cynthia G. Hare; husband and wife
MORTGAGEE: Mortgage Electronic Registration Systems, Inc.
TRANSACTION AGENT: Mortgage Electronic Registration Systems, Inc.
MIN#: 100020000351663137
LENDER OR BROKER AND MORTGAGE ORIGINATOR STATED ON THE MORTGAGE: Burnet Home Loans
SERVICER: NewRez LLC, f/k/a New Penn Financial, LLC, d/b/a Shellpoint Mortgage Servicing
DATE AND PLACE OF FILING: Filed March 15, 2007, Ramsey County Recorder, as Document Number 4014569, thereafter modified by Loan Modification Agreement recorded on March 30, 2018 as Document Number A04703848
ASSIGNMENTS OF MORTGAGE: Assigned to: PHH Mortgage Corporation; thereafter assigned to New Residential Mortgage, LLC; thereafter assigned to PHH Mortgage Corporation; thereafter assigned to NewRez LLC, f/k/a New Penn Financial, LLC, d/b/a Shellpoint Mortgage Servicing.
LEGAL DESCRIPTION OF PROPERTY: Lot 16, Except the West 22 feet and all of Lot 15, Block 26, Second Addition to North St. Paul
PROPERTY ADDRESS: 2739 E 2nd Ave, North Saint Paul, MN 55109
PROPERTY IDENTIFICATION NUMBER: 122922440027
COUNTY IN WHICH PROPERTY IS LOCATED: Ramsey
THE AMOUNT CLAIMED TO BE DUE ON THE MORTGAGE ON THE DATE OF THE NOTICE: $170,861.78
THAT all pre-foreclosure requirements have been complied with; that no action or proceeding has been instituted at law or otherwise to recover the debt secured by said mortgage, or any part thereof;
PURSUANT, to the power of sale contained in said mortgage, the above described property will be sold by the Sheriff of said county as follows:
DATE AND TIME OF SALE: February 4, 2020, 10:00am
PLACE OF SALE: Sheriff's Main Office, The Lowry Building/City Hall Annex, 25 West 4th St., Suite 150, St. Paul, MN 55102 to pay the debt secured by said mortgage and taxes, if any, on said premises and the costs and disbursements, including attorneys fees allowed by law, subject to redemption within 6 months from the date of said sale by the mortgagor(s) the personal representatives or assigns.
TIME AND DATE TO VACATE PROPERTY: If the real estate is an owner-occupied, single-family dwelling, unless otherwise provided by law, the date on or before which the mortgagor(s) must vacate the property, if the mortgage is not reinstated under section 580.30 or the property is not redeemed under section 580.23, is 11:59 p.m. on August 4, 2020, or the next business day if August 4, 2020 falls on a Saturday, Sunday or legal holiday.
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Dated: December 9, 2019
NewRez LLC, f/k/a New Penn Financial, LLC, d/b/a Shellpoint Mortgage Servicing
Assignee of Mortgagee
SHAPIRO & ZIELKE, LLP
BY Lawrence P. Zielke - 152559
Melissa L. B. Porter - 0337778
Randolph W. Dawdy - 2160X
Gary J. Evers - 0134764
Tracy J. Halliday - 034610X
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