

CHAMBER NOTES

A Monthly Newsletter of the
Delaware Area Chamber of Commerce

April 2017



Sustaining Members

**Industry Exclusive
Platinum Level**



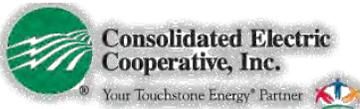
Gold Level



Silver Level



Bronze Level



**The Delaware Area
Chamber of Commerce
Established 1907**



Chamber joins community in mourning councilman

The Chamber mourns with the City of Delaware and the community over the death of long-time councilman Joe DiGenova. On Sunday, March 19, just days after announcing his April 30 retirement, Joe passed away, surrounded by his family.

Joe served on the Delaware City Council for over 25 years. His impact on the community and the legacy he leaves is incalculable.

“Joe’s passing today follows an accumulation of leadership and devotion to community that can be seen around every corner. The selfless and solitary goal of making Delaware a better place stands as an example of the true meaning of public service. I am grateful for the respect and support Joe demonstrated for the Chamber and the affection he shared every time I saw him. My heart is heavy with the loss.”

-Holly Quaine



Are you making the most of the freebies membership offers?

The Chamber uses an integrated database system called ChamberMaster. From the staff’s point of view, ChamberMaster’s integration with our secure accounting system and website, and its use as a database system are only the tip of the iceberg; CM’s features are robust and responsive to chambers of commerce who subscribe.

But ChamberMaster is also a multi-faceted tool for our members that increases the value of membership to those who use it.

To use any of the features offered, you will need a username and password. [Click here for instructions.](#)

Last month we covered [Hot Deals](#), [login](#) and [posting events](#) (click the previous links for last month’s tutorial).

This month we’ll show you how to register and pay for Chamber events and how to set up auto pay for your annual membership investment.

Your online calendar displays events from other members, Chamber events, and of course, any events that you have posted. You can register online for Chamber events only; to register for another member’s event, please contact that member directly. If the event you’d like to register for has a fee associated with it (for example, Third Thursday luncheon is \$15 a person), you can pay online right then and there, select to pay at the door, or let us know you’d like an invoice. [Click here for the full instructions on registering for Chamber events.](#)

So, you’ve attended an event and you opted to be invoiced for it. You can pay that invoice online as well as ANY Chamber invoice. [Click here for instructions on how to pay invoices online.](#)

Stay tuned for details on MORE services you can take advantage of.

COMING SOON:

- How to connect with other Chamber members
- How to refer other Chamber members
- How to update your company information for the “find a business”



DELAWARE AREA
CHAMBER OF COMMERCE



HR Six Pack Series

Are you or one of your staff performing the HR functions in your business?

Are you responsible for only HR but aren't up-to-date on the changing labor laws?

Even a small business without a dedicated HR professional– ESPECIALLY a small business without a dedicated HR professional– needs to understand the current laws, best practices and advice regarding your relationship and responsibilities as an employer.

This program offers a well-rounded exercise in how HR function can prevent expensive issues.

The program includes:

- ⇒ **April 10:** Hiring: applications, interviews, ADA, I9, reference checks, tests and assessments, avoiding pit-fall questions you think is innocent small talk
- ⇒ **April 17:** Employment manuals: policies, content, required postings, NLRB guidelines for social media, confidentiality
- ⇒ **April 24:** Leave: sick leave, drug rehab programs, EAPs, ADA accommodations, absenteeism
- ⇒ **May 1:** Non-discrimination: medical exams, more ADA, religion, race, national origin, gender, age, LGBT – (restrooms and health care provisions), establishing a culture to avoid locker room talk that can cause big issues
- ⇒ **May 8:** Regulatory: wage and overtime, commissions, OT exemptions, record-keeping, PSHA, Whistle-blower, HIPAA, time-keeping, email and smart phone issues, unemployment compensation
- ⇒ **May 15:** Discipline: progressive discipline, best practices, termination, severance agreements, more ADA, employment references, documentation, process of termination, workplace violence resulting from termination

This program is available for \$200 per Chamber-member participant. (\$225 for non-members) The program will run from 8:00-10:00 a.m. for six consecutive Monday mornings beginning April 10. Attendees must prepay to be eligible to participate. CLASS SIZE IS LIMITED.

The series will be facilitated by attorneys **Maribeth Meluch**, Isaac, Wiles, Burkholder & Teeter, and **Shane Dawson**, Dawson & Myers who, between them, have over 50 years' legal experience. They are frequent presenters of Delaware Chamber programs.

SHANE M. DAWSON is the founding member and managing partner of Dawson & Myers, LLC, a boutique law firm specializing in the defense of employment and workers' compensation matters. With a staff of five attorneys and five experienced paralegals, Dawson & Myers handles matters for businesses from the family-owned enterprises to the world's largest retailer throughout the State of Ohio.

MARIBETH MELUCH is a business lawyer who combines a unique blend of Intellectual Property and Employment law in her practice to serve the firm's business clients. From formation and operations, through merger or sale, Maribeth counsels and represents businesses on all their legal issues including contracts, employment, litigation, workouts and regulatory matters.

2017 Board of Directors

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Chad Hoffman, Immediate Past Chair

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Delaware, Ohio 43015

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DELAWARE AREA CHAMBER OF COMMERCE

You are invited to attend a program of the
Delaware Area Chamber of Commerce

presenting

Joint Economic Committee

with

Committee Chair Congressman Pat Tiberi

sponsored by



MOUNT CARMEL

WEDNESDAY, APRIL 19, 2017, 11:45am—1:00pm at [SourcePoint](#)

800 Cheshire Road, Delaware 43015

Cost includes a buffet lunch ~ Check-in begins at 11:45
Chamber members: \$15 ~ Non-Chamber members: \$20

Deadline to register is April 17, 2017

Cancellations after April 17 and no-shows will be charged.

[Click here to register](#) or call 740-369-6221 or email

dachamber@DelawareAreaChamber.com

**PLEASE NOTE THAT THE LUNCHEON WILL BE HELD ON A
WEDNESDAY FOR THIS MONTH ONLY**

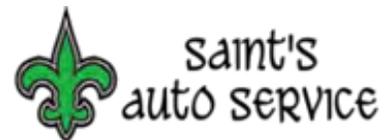
April Business BEFORE Hours



Start your day on Thursday, April 6 by network-
ing when [Edward Jones, Phil Ulery](#), 3769

Columbus Pike, Suite 120, Delaware, hosts the monthly Business Before Hours.
Food, networking – bring lots of business cards to share. The event is held from
8:00 - 9:30am. Please let us know you'll be attending. [Click here to register.](#)

April Business AFTER Hours



End your business day and join us for
networking on April 20, when we join
our host [Saints Auto Service](#), 99

East Central Avenue, Delaware. Enjoy refreshments, food and networking.
Bring lots of business cards to share. The event is held from 5:00—6:30pm.
Please let us know you'll be attending. [Click here to register.](#)

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members *first*. The Chamber exists for and by its members—
check here before you buy.**

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Ohio Living Sarah Moore dedicates new rehab center

On Tuesday, April 4, [Ohio Living Sarah Moore](#) will dedicate its new Rehab Center at 2 p.m. with a ribbon cutting ceremony, followed by a reception and tours of the center.

Ohio Living Sarah Moore began construction in 2016 to convert part of its assisted living and skilled nursing areas into a dedicated short-term rehabilitation center. With construction complete, the new center offers 19 private and semi-private luxurious suites with private baths and walk-in showers. Additionally, the therapy gym was moved from the basement to this second floor rehab area and provides state-of-the-art equipment, including the Virtual Rehabilitation Platform (VRP), which utilizes motion capture technology to engage patients in fun games while assessing joint mobility and progress. Guests will enjoy chef-prepared meals in the new dining room, as well as daily activities and access to all of Ohio Living Sarah Moore's amenities.

The community's experienced therapy team will provide individualized one-on-one care to help patients recovering from an injury, illness or surgery establish and meet their recovery goals. "We have seen an increasing need for rehabilitation services and are proud to offer this well-appointed rehab center to meet the needs of the community," said Ohio Living Sarah Moore Executive Director Aric Arnett. "The spacious suites provide the ideal setting for recovery, while our specially-trained therapists, utilizing the latest equipment and techniques, can help patients regain function and quality of life."

To learn more about the rehab center at Ohio Living Sarah Moore, call 740.362.9641 or visit ohioliving.org.

[Click here to register.](#)



Ohio Living
Sarah Moore

2017 Golf Outing



Thursday, June 1, 2017

Oakhaven Golf Club

2871 U.S. Route 23 North
Delaware OH 43015



Tournament Sponsor



Breakfast Sponsor

Check-in and breakfast 8:00am

Shotgun start 9:00am

\$100 per golfer

\$125 Sign on the Hole Sponsorship

\$125 Table on the Hole Sponsorship

\$50 prize sponsorship

Skins \$20 per team ~ Mulligans \$5 each

50/50 ~ Proximity Prizes

Hole-In-One Sponsor



OhioHealth

Lunch Sponsor

Deadline to register is May 15, 2017 Space is limited to the first **36** teams to register

If the mild winter has you itching to get back in the swing of things on the golf course, make your plans to join the Chamber at [Oakhaven Golf Club](#) on June 1 for its annual golf outing.

[Country Club Rehabilitation Campus of Delaware](#) is our corporate sponsor. They join [Delaware Court Healthcare Center](#) who has served breakfast as long as anybody can remember, and [OhioHealth](#) and [V&P Hydraulic Products](#) return as lunch and hole-in-one sponsors.

[Click here for details and registration form.](#) See you on the green!!

New member orientation planned; ALL members are invited

Every quarter the Chamber holds a new member orientation. Members mingle with board members over coffee and pastry and then retreat to the conference room where Chamber staff runs through the benefits of membership.

But we know that there are many of our current/long-standing members who could use a brush-up or have new staff who should be brought up to speed.

Anyone is invited– even prospective members, and the Chamber staff encourages you to register to attend; bring a client who may be considering membership.

Our next orientations is **Tuesday, April 25**. [Click here to register](#). We'd love to see you! It's not for just new members!

Member announces promotion of Chamber supporter

The [First Citizens National Bank](#) is proud to announce the promotion of Kevin C. Smith to Regional President with responsibility for the Marion and Northern Delaware County market areas.

Smith, a native of Marion, has been with The First Citizens National Bank for 18 years and has a total of 37 years of banking experience. A former instructor for the American Institute of Banking, Smith attended The Ohio State University as well as numerous consumer, commercial and agricultural lending schools at Miami University, Ohio University, the University of Oklahoma, and Purdue University.

Smith is an active member of several Chambers of Commerce, including the Delaware Area Chamber of Commerce where The First Citizens National Bank was recently recognized as the Chamber's Large Business of the Year; the Marion Area Chamber of Commerce where Smith serves as a Chamber Ambassador; and the Greater Powell Area and Dublin Chambers of Commerce. Smith is a former 4-H advisor and former member of the Marion 4-H Advisory Council, and is a founding member and treasurer of the Elgin Alumni Association.



Kevin is the poster child for Chamber support. He is a familiar face at more Chamber functions than can be counted; he is responsible for First Citizen's recognition as Outstanding Chamber Member in 2013. First Citizens is a Silver Level Sustaining Member and Kevin gets full credit for establishing in 2011 the tradition of a holiday joint Business After Hours with the Powell and Delaware Area Chambers that includes a progressive food fest. Carolers and give-a-ways– Kevin is a generous and unwavering supporter of all the communities and chambers in which he lives and does business.

The Chamber is proud of Kevin's promotion and wishes him all the best.

Library director takes coffee break with friends

Friends of the Library (FOL), that is. Six FOL members attended the first FOL members-only "Chat with George" on February 6. George Needham, [Delaware County District Library](#) director, led the discussion of DCDL funding, activities and new initiatives, followed by a "backstage tour" and staff introductions with coffee provided by [Richwood Bank](#). FOL member Linda Penzera found it interesting how DCDL continues to change with the times and has adapted well with new items and programs. The next "Chats with George" will be April 6 at 9:30am at Orange Branch and June 14 at 10am at Ostrander Branch. Please RSVP to secretary@delawarelibraryfriends.org.



In addition, FOL President Karen Cowan presented George with the first payment of the \$10,000 grant to DCDL for 2017. Funds are allocated for the summer reading club and children's summer activities, such as performers coming to DCDL. The Friends are honored to be associated with summer reading and summer entertainment programs. Says Karen Cowan, "Both of these programs encourage children to utilize the library, and this is a behavior that we want to nurture."

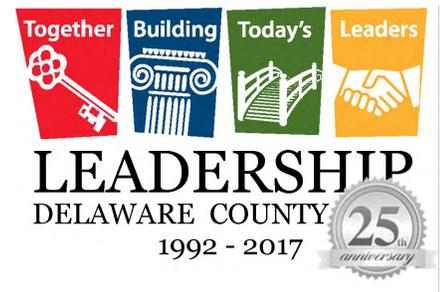
The FOL thanks its members and the public for supporting FOL through book sales and other fundraising events. Supporting the Friends supports the Library.

Want to know more about Friends of the Library? [Click here](#).

Looking for product or service? Look to your fellow Chamber members *first*. The Chamber exists for and by its members– [check here](#) before you buy.

Leadership program accepting applications for class of 2018

Leadership Delaware is now accepting applications for the class of 2018. This prestigious program has become a must-have experience for emerging leaders in Delaware County. Through Leadership Delaware, class participants learn first-hand about the challenges and opportunities facing the community. Participants are exposed to people and places they could not on their own and discover a perspective unavailable in the normal course of their work. Even participants who've lived their entire lives in Delaware County are amazed at what they learn.



The nine-month program, which is held on the second Thursday of each month September through May, focuses on various topics, including:

Spectrum Leadership	Social Services, Volunteerism &	Health Care
Delaware County History and Tour	Board Service	Economic Development
Agriculture	Government	
Education	Law Enforcement and the Courts	

More than 620 Delaware County professionals have graduated from the program since its inception in 1992. These alumni serve on local boards and committees helping to shape the future of the Delaware area.

Tuition for the program is \$825 for Delaware Chamber members and \$840 for non-members, and includes all materials and meals. In addition to the nine sessions, participants attend a kick-off luncheon in August and a graduation luncheon in May. The deadline to apply is June 30. [Click here to view the program brochure](#) and [click here to apply on-line](#). Get more information at www.DelawareAreaChamber.com or by calling the Chamber at 740-369-6221. All applicants will be notified as to their acceptance by mid-July. Space in the program is limited and it fills up fast.

Consider this the year that you or a valuable member of your staff should experience Leadership Delaware.

Your Chamber membership: True or False?

- The Chamber receives several requests each year for goods or services provided in our community and recommends Chamber member businesses. The Chamber encourages members to supply the office with their brochures for display at no charge. **FALSE!** The Chamber receives *hundreds* of requests each year by phone, email and in the Chamber office.
- Free for the asking is a prescription discount card that you can distribute to all your employees. **TRUE!** There's nothing to sign; no charge to distribute or to use; accepted at all the big chain pharmacies; and the discount is often a bigger savings than the co-pay. Look like a hero to your staff and contact Sara today: 740-369-6221 or dachamber@DelawareAreaChamber.com or check out [this month's article](#) for more information!
- The Chamber's conference room may be reserved at a very reasonable cost to Chamber members. **FALSE!** The conference room sits 25 comfortably and has a screen, projector and Wi-Fi. Also on hand: podium, easel and white board. It's the perfect location for training, strategic planning or meetings you'd rather have off-site; for home-based members it a perfect place to meet your clients. We'll even supply coffee, water and soft drinks. **And best of all, it's FREE.** To schedule the room, contact Sara at 740-369-6221 or dachamber@DelawareAreaChamber.com

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The Chamber exists for and by its members— [check here](#) before you buy.



Foundation seeks award nominations

The [Delaware County Foundation](#) is seeking award nominations to recognize those who give back to our community. The Generosity Awards honor those whose philanthropic and volunteer contributions benefit Delaware County.



Delaware County
Foundation

“It’s an opportunity to recognize those who give of themselves to make Delaware County a better place,” says Marlene Casini, President and CEO of the Foundation. “Those who are nominated often inspire others by their example of giving their time and resources.”

If you know an individual, family, youth or youth group, or business who is generous to our community they can be nominated in the following categories.

Outstanding Business Award—a business or corporation that demonstrates outstanding sustained commitment to building a culture of civic and charitable engagement through financial support and the creation of a corporate culture that encourages and motivates employees to take leadership roles in philanthropy and community affairs.

Spirit of Philanthropy Award—an individual or family that demonstrates exceptional personal generosity through a record of outstanding civic and charitable contributions and whose leadership has encouraged others in philanthropic roles.

Outstanding Volunteer Award—an individual who demonstrates excellence in volunteer service, leading to significant improvements in the quality of life in our community. This individual demonstrates exceptional leadership in recruiting, motivating, and coordinating volunteers, devotes great time and effort to the advancement of volunteerism, and has shown deep commitment to voluntary action to address community needs.

Outstanding Youth or Youth Group Award—an individual youth (up to 21 years of age) or youth group that demonstrates outstanding sustained commitment to the promotion of philanthropy and volunteerism through their work in our community. The individual or group acts as a role model for others and encourages interest in volunteerism and philanthropy.

“It’s important for people to take time to nominate their friends, family members or business associates,” says Jane Martin, Foundation Board Member. “We try to make it easy to write a nomination, but it does take a little time”. The Foundation encourages people to start early to meet the May 12 deadline. You will be sharing the importance of their passion to help others and improve the quality of life in our county.

Awardees are determined by a volunteer Selection Committee representing businesses, nonprofit organizations and youth.

The awards will be presented at the Foundation’s Evening of Generosity on October 4. This black-tie optional dinner will be held at the Polaris Hilton. “We often hear comments that it is such an inspiring evening,” says Casini, “Attendees say they learn something new about the needs and the generosity in our county.”

Nomination forms are available on the Foundation’s website at www.delawarecf.org; by emailing a request to: foundation@delawarecf.org or by calling 614-764-2332.

Chamber offers condolences



The Chamber offers its deepest sympathy to two dear friends who lost loved ones in March.

Paul Craft, superintendent of Delaware City Schools and a Chamber board member, lost his sister and Deb Shatzer, director of the Delaware County Convention & Visitors Bureau lost her mother.

Our condolences to Paul and Deb. You are in our thoughts.



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Ohio Living

Sarah Moore

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It can't happen to your business, right?

Fraud detection and prevention was the subject of the March B.E.D. & Breakfast, presented by Anthony LaNasa & Robert Evans [HW&Co.](#) The biggest threat to the safety and security of your assets is a blind eye. Setting up policies and procedures, verifying and separating duties protect everyone, including those folks you trust. Rationalization, pressure and opportunity are the cornerstones of embezzlement. Internal controls reduce the opportunity and protect your staff from suspicion as well. Creating an environment with checks and balances reduces temptation and gives everyone peace of mind.

And if you think it can't happen to you because of the loyalty and longevity of your staff, then you're in the company of those with the highest risk of loss. [Click here to view Tony and Bob's presentation.](#) Not sure where to start establishing a fraud prevention assessment? [Click here.](#) And thank you to our friends from HW&Co.

2017 Community Profile and Membership Directory

Copies of the Community Profile and Membership Directory are distributed throughout the year to Chamber walk-in traffic, new mover packets, staff recruitment packets requested by Chamber members and in many venues in the county. **We encourage you to contact us for quantities of the publication to display and distribute in your lobby.** If you'd like copies for your office, email Sara at dachamber@DelawareAreaChamber.com. [The publication is also linked on the Chamber's website.](#)



Save money on health benefits without pinching pennies

As a chamber member with 2-50 employees, you can get a discount on any health plan from Anthem Blue Cross and Blue Shield – including industry-leading HSAs, HRAs and HIAs.*

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Call (888) 506-1574, or get a free quote online at www.chambersaver.com/cocc.



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For a list of Anthem-authorized Chamber member agents, call the Chamber at 740-369-6221 or [Click Here](#)

Presenters needed

Are you an expert in a field related to business? The Chamber is seeking presenters for our B.E.D. & Breakfast program. BED is held on the second Tuesday of the month from 7:30-8:30am. Over the years we've covered a myriad of topics from HR to marketing; insurance to IT.

We'd love your help with fresh ideas about topics important to you. We ask that the presentation **not** be an infomercial (although a speaker never left the building without making a contact or two) but an educational one.

If you think you could offer insight into a business-related topic, please contact Holly at hquaine@DelawareAreaChamber.com. We'll see how we can make your idea work.



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Business Advisors and
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Bill Rogers, CPA
Shareholder

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Canton | 330.966.9400
Delaware | 740.362.9031

Elyria | 440.323.3200
Worthington | 614.781.6174
maloneynovotny.com

Member shows off remodeled facility

The March Business After Hours was moved up a week to accommodate our hosts at [Brookshire](#) as they completed last-minute remodeling touches. It was worth the wait. On behalf of owners Joy and John Brooks, director Erin Tamborino gave Chamber members the first look at the updated facility. The bride's and groom's room are straight from the pages of HGTV, the outdoor patios with



trellis and fire pit and beautiful lighting are romantic and inviting, the new bar is hip and, nobody does the simple elegance of tulle and white lights better. The total effect is exquisite! For weddings or corporate events, the relaxation begins at the foyer. Thank you to Erin— such a gracious hostess.

[Click here for more photos.](#)



Having trouble clicking newsletter links?

If you have been having difficulty accessing links from the electronic newsletter, you may need to try the “alternative” version. Smartphone, tablet, Google Chrome, Microsoft Edge, and Firefox users should use the main version of the newsletter. Internet Explorer users can use the alternative version available from the newsletter email or found right below the main newsletter link from our newsletter webpage. Let us know of any other newsletter issues by contacting Sara at 740-369-6221 or email at dachamber@DelawareAreaChamber.com.

Did you know...

...that as a member of the Delaware Area Chamber you may use the Chamber's conference room at no cost? The conference room sits 25 comfortably and has a screen, projector and Wi-Fi. Also on hand: podium, easel and white board. It's the perfect location for training, strategic planning or meetings you'd rather have off-site; for home-based members it a perfect place to meet your clients. We'll even supply coffee, water and soft drinks. And best of all, it's FREE. To schedule the room, contact Sara at 740-369-6221 or dachamber@DelawareAreaChamber.com.

Attention small businesses, new medical plan now available

Through our membership with the Southern Ohio Chamber Alliance, the Chamber is excited to offer a new self-funded medical plan for groups of 2 to 50 employees; the SOCA Benefit Plan. Anthem Blue Cross and Blue Shield will be administering this plan and will provide stop loss coverage. This new plan is a multiple employer welfare arrangement (MEWA) which enables smaller employers to join together to share in the overall claims risk. This new program offers competitive rates, fixed, predictable monthly payments, various plan designs, including four PPO and three HSA options, Anthem's broad Blue Access PPO Network and National RX Formulary, coverage for claims run-out/terminal liability coverage.

To learn more specifics about this new offering contact one of the following Chamber members who are Anthem Elite or Champion Brokers:

Creative Financial Insurance Services Agency, Inc.

Jim Roesch
jwroesch@discovercfi.com
740-363-5433
www.discovercfi.com

201 Pennsylvania Avenue, Delaware

Preferred Benefits Services Agency, Inc.

Mark Pettitt
pettitt@prefben.com
740-363-6028
www.prefben.com

611 South Sandusky Street, Delaware

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is a value-added benefit that comes with your membership. You can post sales open to the public or Chamber-member discounts. And you can use the Hot Deals anytime all the time and change up your ads when you want to. Hot Deals are posted on the home page and linked on every page of the Chamber's website, visited over 6,000 times each month. They're also posted and linked in the Chamber's monthly newsletter which is distributed to over 900 recipients. And new Hot Deals are also automatically sent via email to over 300 who have signed up to receive new deals.

Hot Deals: what's keeping you from posting??

Call the Chamber and ask Sara how to log in and post your deals: 740-369-6221 or email her at dachamber@DelawareAreaChamber.com.

Check Out the Latest

HOT DEALS

from Chamber Members

Posting is FREE with your membership

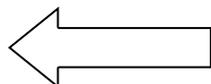
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- [Vinyl Banner Sale- Ending Soon! -Waterford Signs, Inc.](#)
- [After Hours, On-Site Drug Screens—Hometown Urgent Care & Occupational Health](#)

Let them know you belong and support; link to Chamber logo

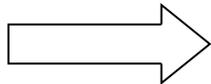
The most comprehensive research study to date on the relationship between Chamber membership and consumer confidence shows a marked effect for both large and small business. The caveat, however is that the positive outcomes only occur when the consumer knows that a business is a Chamber member. As a member of the Delaware Area Chamber of Commerce in good standing, you are encouraged to use the Chamber's logo on your email signature, website, stationery and marketing materials. Call the Chamber for an electronic version of our logo. Take advantage of the cache your membership brings to your business.



Click the image to the left for a high quality version of the Chamber **web stamp**.



Click the image to the right for a high quality version of the "Proud Member" web stamp.



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Chamber looks to revive dedicated government affairs committee

Once a strong committee, the Chamber's designated government affairs advocacy activity has all but dispersed, as committee leadership moved on due to changes in their careers. The Chamber board of directors is looking to restart legislative advocacy in a more formalized way and is looking for Chamber members who are tasked with external affairs in their respective industries. The GAC would focus on local, state and even federal level legislature or policy that impacts business. Ideally, the committee would be made up of at least one member of various industries: education, health care, manufacturing, small business, etc. and would serve as a watchdog for opportunities for the Chamber to be involved in, education for the membership as well as vetting and recommending support or opposition positions.

If you're that person and can commit to being actively involved, please email Holly at hquaine@DelawareAreaChamber.com.

The goal is to seat the committee by the first quarter of 2017. Questions: email Holly.

Have YOU signed up for auto-pay and received your FREE newsletter ad? What are you waiting for?

In response to a member survey, the Chamber has launched a new way to conveniently pay your membership investment. Members can choose to deduct the payment from bank account or credit card [securely stored offsite via Authorize.net](#). You'll also be able to opt in to the billing frequency of choice: monthly, quarterly or annually.

Auto pay must be set up at least 30 days prior to the month of your membership renewal date*.

You can sign up now, even if your renewal date is up to twelve months from today. Fill out the [Membership Investment Auto Pay Form](#). Bank account EFT is preferred to avoid credit cards that expire and interrupt the deduction.

Your banking/credit card account is secure; the Chamber renews its PCI compliance annually. Only *membership* invoices are eligible for this option. All other Chamber invoices remain due within 15 days. And remember that you can pay those online as well.

Members who sign up receive a free 1/8 page newsletter ad!

Call the office for format details or with help creating your ad. So sign up today to make paying for your Chamber investment a snap. There are no administration or set-up fees.

* *Don't know the month in which your renewal is due? Contact Sara at dachamber@DelawareAreaChamber.com.*

Our Vision

The Delaware Area Chamber of Commerce shall be the region's business leader and business community voice.



Our Mission

The Chamber serves as the visionary leader for programs and services benefiting our members by promoting and advocating a favorable business climate, quality of life and the orderly growth and development of the Delaware area community.

Our Guiding Principle

The Delaware Area Chamber of Commerce acts as a champion of prosperity by influencing policy and regulations that impact the interests of business; researches, communicates, educates and advocates public issues on behalf of the interests of business and quality of life.

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To learn more about all the services offered at Grady Memorial Hospital, visit OhioHealth.com/Grady.

Edward Jones Ranks 5 on the 2017 Fortune 100 Best Companies to Work For by Great Place to Work® and Fortune magazine

Financial services firm **Edward Jones** ranks No. 5 on the 2017 Fortune 100 Best Companies to Work For list in its 18th appearance on the prestigious list, according to global research and consulting firm Great Place to Work® and Fortune magazine.

This year marks the 20th anniversary of the Fortune 100 Best Companies to Work For list. Edward Jones' 18 Fortune rankings also include top 10 finishes for 14 years, top 5 rankings for seven years and consecutive No. 1 rankings in 2002 and 2003. Last year, the firm ranked No. 10 overall.

Edward Jones also was ranked as a best workplace for women, millennials, Gen Xers, those approaching retirement, camaraderie and flexibility and for those in the financial services industry.

Edward Jones, a Fortune 500 company, provides financial services for individual investors in the United States and, through its affiliate, in Canada. Every aspect of the firm's business, from the types of investment options offered to the location of branch offices, is designed to cater to individual investors in the communities in which they live and work. The firm's 15,000-plus financial advisors work directly with more than 7 million clients. Edward Jones, which ranked No. 5 on Fortune magazine's 100 Best Companies to Work For in 2017, is headquartered in St. Louis. The Edward Jones website is located at www.edwardjones.com, and its recruiting website is www.careers.edwardjones.com. Member SIPC.

Local Edward Jones Chamber members [Dusty Hostutler](#), [Dan Jay](#) and [Phil Ulrey](#) are active members and exemplify the essence of "best practices" not only through the work environment they promote for their staff, but through their community involvement and the way they conduct themselves. We are so proud to count Dan, Dusty and Phil among our membership and congratulate them on this recognition.

About the Fortune 100 Best Companies To Work For® List

To identify the 100 Best Companies to Work For®, each year Fortune partners with Great Place to Work to conduct the most extensive employee survey in corporate America. The ranking is based on feedback from more than 232,000 employees at Great Place to Work-Certified® companies with more than 1,000 employees.

Winning a spot on this list indicates the company has distinguished itself from peers by creating a great place to work for employees - measured and ranked through our analysis of the results of our Trust Index survey and Culture Audit® questionnaire.

Through the Trust Index®, employees anonymously assess their workplace, including the honesty and quality of communication by managers, degree of support for employees' personal and professional lives and the authenticity of relationships with colleagues. Results from the survey are highly reliable, having a 95% confidence level and a margin of error of 5% or less. Companies' results on the Trust Index® survey are compared to peer organizations of like size and complexity. The Culture Audit® includes detailed questions about benefits, programs and practices.

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State of the County

As they do every March, the [Delaware County](#) commissioners graciously accepted the Chamber's invitation to present the State of the County at its Third Thursday luncheon. It was SRO this year as president of the commission Jeff Benton, vice president Barb Lewis and Gary Merrell offered facts and perspectives on the current state of the county.

The commissioners began with what is at the heart of every conversation about the county— it's incredible growth. A population increase of 198% in 27 years is in a class of opportunities and challenges all its own. From transportation to staffing, the unstoppable growth of the county has had an impact on all levels of government and the private sector. Considering the challenges of such run-away expansion, the county has done an amazing job managing constant change.

Restructuring of county departments, talented staffing decisions and competent, dedicated elected officials makes the fiscal reputation of the county the biggest accomplishment. In all the ways that credit is rated, Delaware County's constant bragging rights means millions of taxpayer dollars saved that can be redirected to areas of the county that support the rapid growth.

County officials and staff represent the county and have been recognized by associations related to their service. Funded primarily by sales tax, big wins like Tanger Outlet Mall and IKEA fall directly in the column of "primary responsibilities" for the commissioners.

Rooftops continue to feed the retail, creating a challenge for human services and the school districts. Finding a balance of commercial development was the driving force behind the county's creation of an economic development strategic plan. Add a sewer master plan, good relationships with local townships, and a strong private sector give the commissioners reason to claim an optimistic future, even with predictions of no end in sight for growth.

[Please click here for the entire presentation.](#) The Chamber thanks commissioners Benton, Lewis and Merrell and their staff for presenting and contributing to this year's event. We look forward to March 2018's next State of the County.

Thank you to our
luncheon sponsor



Canvas Creations—with emphasis on “creation”

Trisha Grapner, owner of [Canvas Creations for You](#), welcomed a daughter, Hayley Michelle, at 2:33 on February 28, weighing in at 7lbs 12 oz. and 19 1/2 inches long. Tricia, Tyler, big brother Bradley and Joey love her!



Baby Hayley's introduction to the Chamber was last October at the Chamber's Boos-iness After Hours, seen here as a ball of yarn when Trisha dressed up as THE cutest pregnant cat of all time! Congratulations to the Grapners on their newest creation, sans canvas!



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..is a program that rewards current members for referring new member businesses. Your efforts to grow your organization will earn you \$50 in **Chamber Referral Buck\$\$**. You'll receive a certificate good for *any* Chamber invoice. You may use more than one Chamber Referral Buck\$\$ certificate for any invoice. Redeem your **Buck\$\$** for advertising, sponsorships, event attendance or membership renewal.

***The more we are, the stronger we are.
Working together.... It's Good for Business!!***

Our Values

- We will treat all of our relationships with honesty, respect and fairness;
- We will be actively involved in our community and will be leaders in identifying and addressing issues of community and regional concern;
- We will foster partnerships to improve the economic well-being and quality of life in the community;
- We will hold the business needs of our membership to be our highest priority;
- We will remain committed to fostering a rich sense of community and an unrivaled quality of life;
- We will stay connected to our membership - communicating information and opportunities to our members, public policy leaders, and the residents of the greater Delaware community;
- We will be an inclusive organization, sustaining a diverse membership by welcoming all interested parties to become involved and encouraging a variety of thoughts and view points; and
- We will be trustworthy and responsible stewards of the Chamber's funds, seeking to direct resources with wisdom and integrity.



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Leadership Delaware Class of 2017 Law Enforcement & the Courts Day

Facilitated by: Dane Gaschen '03 & Scott Wolf '99
 Newsletter editors: George Needham, Ryan Rivers, Mandy Sanford

In the criminal justice system, the people are represented by two separate yet equally important groups: The police, who investigate crime, and the district attorneys, who prosecute the offenders. These are their stories.

On Thursday, March 9, the opening lines of the long-running TV series Law & Order came to life for participants in Leadership Delaware. Facilitators Dane Gaschen (Leadership '03) and Scott Wolf ('99) put together a comprehensive look at [Delaware County's](#) justice system, with participants learning about the [City of Delaware](#) Police and County Sheriff's Departments, Municipal, and Common Pleas Courts, the Probation Office, and the County Jail.

The morning opened with a visit to Judge David Hejmanowski's courtroom. Judge Hejmanowski handles the Probate and Juvenile Divisions of Common Pleas Court. Juvenile Division has jurisdiction over cases involving children under 18 who are accused of any crime or misdemeanor, or who have been ruled to be delinquent, unruly, neglected, or abused, and custody cases. In Probate Court, he handles wills, estates, and marriage licenses. He noted that the happiest days in Probate Court are when he rules on final adoption decrees. As the population ages and as the county's population rises, he is seeing more guardianship cases involving elders.

Continued on next page



Leadership Delaware Class of 2017

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[Delaware Area Career Center](#)
 Phil Caskey
[Consolidated Electric Cooperative](#)
 Lisa Clark
[People In Need](#)
 Mark Cooper
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[Edward Jones- Phil Ulery](#)
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 Rob Wilkin
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Leadership continued

The class then visited the courtroom of Judge David Gormley, one of two judges of the Criminal and Civil divisions of Common Pleas Court. This court has jurisdiction over felony violations of Ohio law, and civil cases involving claims exceeding \$15,000. After completing his prepared remarks, Judge Gormley was peppered with a variety of questions, including the difference between a bench trial and a jury trial; the pros and cons of judicial elections; and how he works with his law clerk and magistrates.

Next, a panel discussion featured County Prosecuting Attorney Carol O'Brien; Sheriff Russ Martin; Municipal Court Judge David Sunderman; Delaware Police Captain Adam Moore; Judges Hejmanowski and Gormley; and Chief Probation Officer Joe Perry. Their wide-ranging discussion covered many topics, but a common thread in their comments was the devastating effect of the opioid epidemic on Delaware. Ms. O'Brien said her office had indicted 80 cases in February alone; many of these involved drugs. Judge Sunderman noted the increase in DUI cases coming before him. Judge Hejmanowski said that the cases coming before the Juvenile Division usually involve alcohol, but many of the cases of neglected children are due to parents or caregivers being addicts. Mr. Perry said that the Probation

Department tracked about 940 cases last year, using tools such as GPS-enabled ankle bracelets and personal visits. The Probation Department's goal is to keep people out of jail and help them get back into mainstream life.

After lunch, Captain Moore gave an overview of the organization of the Delaware Police Department. He discussed the number of officers on the force and how they are deployed. On being asked a question about police body cameras, he walked the group through two illuminating (and funny) demonstrations of benefits and limitations of such devices.

Next, the class visited the Municipal Courtrooms of Judge Sunderman and Judge Marianne Hemmeter. Municipal Court handles misdemeanor criminal cases where imprisonment would not exceed six months; traffic cases; landlord-tenant disputes; and civil cases involving less than \$15,000. Judge Sunderman was hearing a traffic case which had been complicated by the mental illness of the driver involved. Judge Hemmeter was hearing a domestic violence case. In both cases, the judges took time to explain to the class issues involved in each case, and how the court deals with such cases.

The day wrapped up at the Delaware County Jail and Sheriff's Office. Participants saw the stark conditions in which the 240 inmates (including about 40 women) are held. Again, the theme of the opioid plague ran through this visit. The staff has protocols in place to handle people who are being booked while in the throes of an overdose or suffering withdrawal symptoms. The unrelenting security of the jail and the professionalism of the staff left a deep impression.



The class thoroughly enjoyed the "behind the scenes" tours and the insight from the various professionals we encountered. Their dedication to the community was evident and their willingness to share a portion of their day was much appreciated.

[Click here for more photos.](#)



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Chamber's event cancellation policy

From time-to-time the Chamber has to cancel a planned event. Sometimes it's because the presenter has an un expected emergency, but usually it's because low registration doesn't justify asking a volunteer speaker to travel and for caterers to cook and set up a room for only a handful of attendees.

In those cases, we notify via email those who have registered for the event. Those who have not registered and show up at the venue will be inconvenienced and we apologize. Although we expect walk-ins at the event, we cannot predict how many there will be so we can't include that unknown number in our decision to hold or cancel an event. Often, had we known the number of unregistered walk-ins will attend, we would not have had to cancel the

event.

We will not send a mass email about the cancellation of an event. At that point, we feel an obligation only to those who have registered. If you registered for an event, you will have received a reminder email, so there should be no question of whether or not you've registered.

Please understand that holding events is planned around knowing who commits to attending. Often, walk-ins impact the room set-up and the amount of food prepared. While we don't discourage walk-ins, we have no way of contacting them. If you find at the last minute that you can attend an event, call the Chamber the day before or the morning of the event to make sure your trip isn't wasted.

Bottom line: please register for events. Thank you!

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revised & effective 10-2016

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Questions: Call Holly at 740-369-6221

*Sustaining packages are purchased in addition to regular membership investment.

A la carte dollars menu

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Silver Sponsor	\$1000
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Main Event Sponsor	\$1500
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Leadership Delaware

Scholarship Sponsor	\$ 825
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Luncheon Sponsor	\$ 125
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Monthly Newsletter

Full page	\$ 125
Half page	\$ 90
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Advertorial (center spread)	\$2500
Inside front cover	\$1600
Outside back cover	\$2300
Inside back cover	\$1600
Full page	\$1100
1/2 page	\$ 900
1/4 page	\$ 550
1/8 page	\$ 350

All ads are full color and directory is linked on Chamber website. Rates effective for 2017 publication

Discounts may be available for early bird sales, new members and ad size upgrades.

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April Calendar

Ribbon Cutting

Tuesday, April 4
2:00pm
Ohio Living Sarah Moore
[Click here for details](#)



HR Council

Wednesday, April 5
8:30-9:30am
Chamber office

Business Before Hours

Thursday, April 6
8:00-9:30am
Edward Jones— Phil Ulrey
[Click here for details](#)

HR Six Pack Series

Monday April 10
Part one of Six: Hiring
8:00-10:00am
Chamber office
prior registration required
[Click here for details](#)

Safety Council

Tuesday, April 11
11:30am—1:00pm
NEW LOCATION:
EAGLES LODGE— DELAWARE
[Click here for details](#)

Leadership Delaware

Thursday, April 13
Healthcare Day

Workforce Development & Education Committee

Friday, April 12
8:00am
Chamber office

HR Six Pack Series

Monday April 17
Part two of six: Employment Manuals
8:00-10:00am
Chamber office
Prior registration required
[Click here for details](#)

Infrastructure & Development Committee

Tuesday, April 18
8:00am
Chamber office

Chamber Board Meeting

Wednesday, April 19
7:30am
Chamber office

Third Thursday Luncheon

WEDNESDAY, April 19
11:45-1:00 SourcePoint
Joint Economic Committee
Congressman Pat Tiberi
[Click here for details](#)

Business After Hours

Thursday, April 20
5:00-6:30pm
Saints Auto Service
[Click here for details](#)

HR Six Pack Series

Monday April 24
Part three of six: Types of Leave
8:00-10:00am
Chamber office
Prior registration required
[Click here for details](#)

[Click here to visit the chamber's interactive calendar of events](#)

New Member Orientation

Tuesday, April 25
8:00-9:15
Chamber office
current members encouraged to attend
[Click here for details](#)

Happy Admin Professionals Day!



Annual Volunteer Recognition Reception

Wednesday, April 26
Black Wing Shooting Center
4:30-6:00pm

Admin Council

Thursday, April 27
9:00am
Chamber office

Chamber Agency Group

Friday, April 28
9:00am
Chamber office

SAVE THE DATES

Annual Golf Outing

Thursday, June 1, 2017
Oakhaven Golf Club
[Click here for details](#)

Annual Clay Classic

Friday, October 13, 2017
Black Wing Shooting Center

2018 Annual Dinner

Monday, February 12
Nationwide Conference Center

The third **BILLION** back

Ohio Workers' Comp Rebates

Giving Back to Ohio Business

Each year, the Ohio Bureau of Workers' Compensation helps nearly 250,000 employers protect their employees. The premiums paid by Ohio's businesses and public employers help provide safety services to reduce workplace incidents and care to get injured workers back to work and back to life. An improving safety climate, good fiscal management and better than expected investment returns have resulted in the State Insurance Fund having a net position of more than \$9 billion. So, for the third time in four years, BWC is poised to return more than \$1 billion dollars to Ohio's private and public employers. Combined with nearly 30 percent in average rate cuts and \$3 billion in previous rebates and credits, this rebate would mean BWC will have helped return more than \$6 billion to Ohio's economy.

What does the proposal include?

BWC is proposing a one-time rebate of approximately \$1 billion for private employers and public-taxing districts. This includes an estimated \$967 million to private employers and \$133 million to public employer taxing districts. In total more than 200,000 employers will receive rebates.

BWC is also considering an additional, significant investment in workplace wellness and safety. BWC has begun developing ideas to support this request and expects a proposal in April that will help significantly reduce workplace injuries.

To become effective, the proposal must go to the BWC Board of Directors for a first read on March 15, and then must have a second read and be approved by its board on April 28.

How much will employers receive and when?

If approved at the board's April 28 meeting, most rebates would equal 66% of the employer's premium for the policy year ending June 30, 2016 (calendar year 2015 for public employers). If approved, BWC expects to begin sending checks in early July.

Private employers in the group-retro program will have their rebate amount calculated and paid following the 12-month premium calculation scheduled to occur in October 2017.

Who is eligible for the rebate?

Both private employers and public employer taxing districts that pay into the State Insurance Fund are eligible for the rebate. Details of eligibility will be posted to bwc.ohio.gov in the near future, but generally the employer must have been billed premium for the policy year ending June 30, 2016 (Dec. 31, 2015 for public employers), and be current in meeting their policy requirements. Employers with an outstanding BWC balance will have their rebate first applied to that balance. Employers that report through a Professional Employer Organization should receive their rebate from their PEO, which is required to pass a portion of the rebate on to their members.

How is it possible that BWC has \$1 billion to provide rebates?

Despite a nearly 30 percent reduction in rates since 2011, the net position of BWC continues to grow. The State Insurance Fund's net position stands at \$9.6 billion as of Jan. 31. This is primarily due to strong investment returns. Annualized return of investments was 7 percent over the last three fiscal years, including a total net return of 5.8 percent in FY2016. BWC's expected annual investment return is four percent. Prudent fiscal management and declining claims also factor into BWC's financial strength.

Will this impact BWC's ability to operate as normal and continue to care for injured workers?

No. Investments have performed so well, that even with the \$1 billion rebate, BWC's finances will remain very strong, so operations will continue as normal and injured workers will continue to receive the care they need to heal and return to work. In fact, we are developing a proposal to invest a significant amount into worker safety and wellness, which should benefit Ohio workers by further reducing workplace injuries. After the rebate, BWC will still have a net position of \$8.5 billion.

What else has BWC done to help Ohio businesses?

Since the beginning of 2011, BWC has saved Ohio businesses \$4.8 billion through rebates, credits and rate reductions. That includes:

- Giving rebates of \$1 billion in 2013 and another \$1 billion in 2014.
- Providing \$1.2 billion in credits to transition to a modern billing system at no cost to employers.
- Reducing rates for private employers an average of 28.2%. That means BWC collected \$1.7 billion less from employers than had 2010 rates remained steady.
- Reducing rates for public employers an average of 29.6%, or \$334 million less than had 2010 rates remained steady.
- Moving from the state with the third highest private employer rates in the country in 2008 to the 11th lowest.

FY17 Steering Committee

Walt Bensen
Bensen Fire & Safety
Mandie Curtis
CompManagement
Health Systems
Susan Garrett
[Mail Pro 1](#)
Larry Jones
[Liberty](#)
[Casting Company](#)
Mark Nelson
BWC
Gary Taylor
Boyd's Tire
Tracy Thompson
BWC
Sara Carbary
Delaware Area
Chamber of Commerce
Julie Miller
Program Director

The Delaware Area Safety Council is here to provide our community with quality programs addressing occupational safety and health, workers' compensation and risk management education and information.

BWC safety grants

The purpose of the Safety Intervention Grant Program is to gather information about the measureable effectiveness of workplace safety interventions so we may share the results with Ohio employers. The program is available to any Ohio state-fund or public employer who wishes to purchase equipment to substantially reduce or eliminate injuries and illnesses associated with a particular task or operation. The program is designed to work and partner with Ohio employers to establish safety intervention [best practices](#) for accident and injury prevention.

With the safety intervention grant, private and public employers are eligible for a 3-to-1 matching grant, up to a maximum grant award of \$40,000 for each eligibility cycle. This means BWC gives \$3 for every \$1 the employer contributes. [Click here](#) for more information.

Safety Council Calendar

Monthly meetings are the second Tuesday of the month 11:30 – 12 optional lunch, 12-1 program.

All meetings are at the Eagles Lodge 127 East William Street Delaware, OH unless otherwise specified. Check the [Safety Council website](#) for more details.

[Active Shooter Response Training](#)

presented by
Delaware County Sheriff's Office
April 14, 2017 – FY17 Meeting #10

[BWC Overview of Services](#)

presented by
Tracy Thompson & Mark Nelson
June 13, 2017 – FY17 Meeting #12

[Plant Tours](#)

August 8, 2017—FY18 Meeting #2

[Awards Ceremony](#)

presented by
Jack Reall
Deputy Chief, Columbus Division of Fire
May 9, 2017 – FY17 Meeting #11

[Health, Safety & Wellness Expo](#)

July 11, 2017—FY18 Meeting #1
Want to be a vendor?
Email dasafetycouncil@gmail.com



Safety Council Reminders

- Email for all Safety Council related matters: dasafetycouncil@gmail.com
- Don't forget to sign in at every meeting and check the box if you are a CEO
- Up to two of your 10-meeting requirement can be substituted by external trainings. Plan ahead for the year now and schedule your classes with BWC. [Click here for a list of courses](#) offered in Columbus for FY17

[Click here to go to the BWC monthly newsletter.](#)

[Click here to go to the OSHA QuickTakes newsletter.](#)

NEW LOCATION!

Last month's meeting was held at the Eagles Lodge- glad you all found it! Safety Council will meet there for all regular monthly meetings until further notice.

The Eagles Lodge
127 East William Street
Delaware OH 43015

