

# NETWORK

*Effingham County Chamber of Commerce*

FEBRUARY 2019

new laws affecting your  
**BUSINESS** 2019



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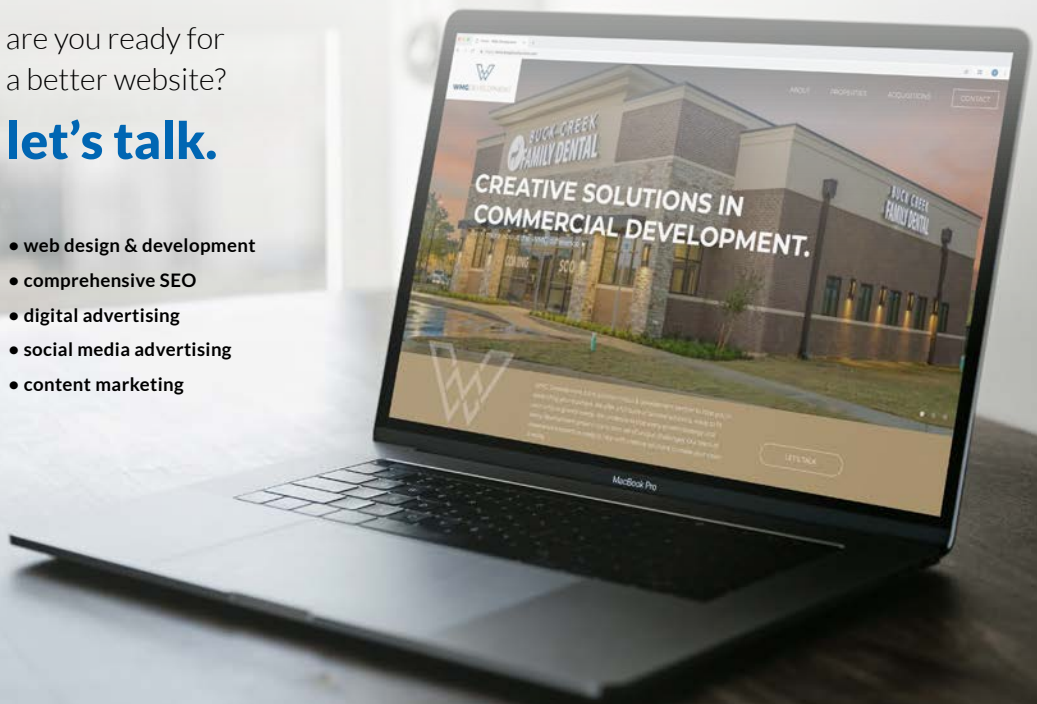
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# LETTER FROM THE PRESIDENT

It's all about choice ... and improved membership benefits.

**Today, from our food to our shopping, we all expect value, options and customization. Your investment in the Chamber should be no exception.**

After nearly two years of review of best practices nationwide and listening to the requests of our members, the Chamber Board, staff and a Membership Task Force have approved a new **Membership Investment Program** that changes the way members invest in the Chamber.

Your membership investment in the Chamber will no longer be based on the size of your company or other statistics. Instead, members will have a choice of benefit packages designed to fit their specific business needs and providing measurable value through relationship-building opportunities, marketing, professional services and more.

We've just begun the process and members will be converted to the new schedule over the next three years. If you would like to discuss switching to the new tier schedule, we are happy to work with you to find the level that fits your business needs. Please contact Membership Director Becky Brown at [bbrown@effinghamcountychamber.com](mailto:bbrown@effinghamcountychamber.com) or call 217-342-4147 to schedule an appointment.

2019 will be a year of new ideas, new programs and new services.

The **Effingham Area Connect App** will launch in the next few months, giving our members a platform to reach customers and consumers with advanced search features and engagement tools as well as access to a broad-based community calendar of events and entertainment and much, much more!

You will also see a re-branding of the Chamber and updating of our website to a fresher, cleaner appearance. We will be hiring a part-time marketing and communications staff person and creating new partnerships to move Effingham County forward.



*Thank you to Matt Cekander, our 2018 Board Chairman for his dedication to the Chamber*

We look forward to engaging with our newly elected legislators representing Effingham County and providing opportunities for interaction with them and other elected officials to share the interests of the Effingham County business community.

We started 2019 soliciting ideas for **why Effingham County is the Greatest Place on Earth** and were amazed at the comments we received. It wasn't about this building or that place - it was about the people that work hard every day to support the communities they live in.

As we look forward to how 2019 unfolds, the Chamber will be here to embrace new ideas, tackle new challenges and explore new ways to ensure that Effingham County remains the Greatest Place on Earth!

Thank you for being a proud member of the Effingham County Chamber of Commerce.

A handwritten signature in black ink that reads "Norma Lansing". The signature is fluid and cursive, with the first name "Norma" being larger and more prominent than the last name "Lansing".

**Norma Lansing, President & CEO**  
[nlansing@effinghamcountychamber.com](mailto:nlansing@effinghamcountychamber.com)  
217-342-4147

## EFFINGHAM COUNTY CHAMBER OF COMMERCE 2018 ACCOMPLISHMENTS

- New Mission and Vision Statements Adopted
- Top 10 Shining Star Chamber in Illinois
- Recognized by Association of Chamber of Commerce Executives among Top 10 Chambers nationwide in Member retention statistics
- New texting program implemented
- \$12,000 in scholarships given by

Chamber Foundation of Effingham County

- Formed new partnership with Illinois Chamber to offer discounted memberships to small businesses
- Effingham Regional Career Academy named a Top 20 Shared Services project by Illinois Lt. Governor
- New HR Roundtable program established

# MEET THE BOARD CHAIRMAN



**Dr. Jonathon (Josh) Bullock**  
*President, Lake Land College*

I am energized and eager to begin my tenure as the Chamber Board Chairman for 2019.

I want to first express the gratitude of the entire Chamber membership to outgoing Board Chair Matt Cekander for his leadership in executing the Chamber's vision and recognize the entrepreneurial spirit and "can do" attitude that is instinctive in the Effingham County Chamber.

My goal as Board Chairman for 2019 is to continue that innovative spirit under the Chamber's values of Create, Connect and Collaborate.

- **CREATE** After significant research and planning, the Chamber is rolling out a new tiered dues structure meant to simplify membership options and solidify value-added member benefits. A redesign of the Chamber's website will add a fresh new look and clearer means of sharing information on Chamber activities.
- **CONNECT** The new state-of-the-art Effingham Area Connect app aims to streamline and strengthen connections between Chamber members and the community. Hiring a part-time marketing and communications staff member further allows us to build deeper and more meaningful relationships with members and engage all levels of employees throughout member organizations.
- **COLLABORATE** We will continue to seek meaningful partnerships that move Effingham County forward. Programs like the Effingham Regional Career Academy, Effingham County

Vision 2020 and the new Impact 2030 and new programs yet to be announced are successful because of the shared resources developed across all segments of Effingham Co.

On behalf of the entire Chamber Board of Directors, our commitment to the Chamber membership is to spend 2019 working with you and for you on our collective mission to create connections that strengthen member businesses and stimulate regional prosperity.

## *Getting to Know Josh:*

- Married to the love of my life, Jen. We have 5 grown children, two daughters and three sons, along with a daughter-in-law and a son-in-law. We also have 3 grandchildren (two grandsons and a granddaughter).
- Born and raised in Fond du Lac, Wisconsin.
- Earned a BBA from UW Madison, MBA from UW Oshkosh and Ph.D. from Marian University.
- A fact few people may know is that I am an entrepreneur at heart, having owned and sold three business over my career.
- Joined Lake Land College in 2013, having previously worked for Moraine Park Technical College.
- Have taught as an adjunct college instructor for over 26 years, teaching in the areas of marketing, leadership, economics and research methods. Currently teach in the Doctorate in Community College Leadership program for Ferris State University.
- Outside of work I enjoy golf, any type of repair or building project, reading, movies and spending time with my family.
- I am a proud Rotarian.

# CHAMBER FOUNDATION NEWS



The Chamber Community Scholarship Program is a benefit of your Chamber membership. Scholarships are awarded exclusively to Chamber members, their employees and their families.

**NEW THIS YEAR!** We will be awarding one adult and one high school scholarship to students attending a technical training school or program. In addition, preference will be given to students attending Illinois-based schools.

Scholarship Applications are now available at the Chamber office or online at [www.effinghamcountychamber.com](http://www.effinghamcountychamber.com). Deadline for completed applications to be submitted is March 15, 2019.

Scholarship Recipients and Donors will be recognized at the June 7 Awards Luncheon.

#### *Scholarship Sponsorship Opportunities*

The number of scholarships given is based on the Scholarship Sponsorships received. Thanks to the generosity of our 2018 donors, 12 \$1,000 scholarships were awarded – the most ever!

Scholarship Sponsorships are available from as low as \$25 to \$1,000 Exclusive Sponsors. As an Exclusive Sponsor, the scholarship is awarded in the name of your company.



**Join us for Ham Jam 2019 – July 26 and 27!**

#### **Lots of Great Activities are on the drawing board:**

- Hometown Throwdown local BBQ competition
- Corporate Challenge!
- Kansas City BBQ Society State Championship Cookoff
- Musical Entertainment
- Back by popular demand – Kilborn Alley Blues and the Saturday Morning Open Mic Session !
- Kids Activities and More!

Sponsorship Opportunities Available!

*Visit [effinghamjam.com](http://effinghamjam.com) for more details*

## LEISURE TIMES FAMILY FUN

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CONNECTING YOU BETTER



### Creative Learning Culture

Lunch and Learn on March 14 - registration required on Effingham Public Library's website under Events

### Quality Environment

- Recycling presentations to 5th graders will resume in the spring
- Community Shred Day - Date TBD
- Impact 2030 participated in a successful application for a Solar Group Buying Program through MREA (Midwest Renewable Energy Association). Learn more at: [MidwestRenew.org/solargroupbuy/](http://MidwestRenew.org/solargroupbuy/)

### Vibrant Economy

Efforts to establish a Dog Park are underway with design layouts, cost estimates and amenities being finalized. A Facebook page has been established and can be found at @EffinghamDogPark.

### Safe Healthy People

- Transportation Campaign - The team is collaborating with Central Illinois Public Transit to create an awareness and education video about the availability of public transportation services in the community to access medical services, work and other activities to reduce barriers to the underserved.
- Colorectal Cancer Screenings - During Colorectal Cancer Awareness month in March, HSHS St. Anthony's Memorial Hospital will hold colorectal cancer screening events at various locations providing free take-home colorectal cancer screening kits.
- Trauma Informed Care Training - On April 4, the hospital will host a Trauma Informed Care training event for local service providers and organizations to educate on the causes and effects of emotional trauma on the health and well-being of individuals and communities.

## MEMBERSHIP INVESTMENT PROGRAM

The Effingham County Chamber of Commerce is changing the way members invest in the Chamber. Businesses no longer pay based on the size of their business or other statistics, now members have a choice of benefit packages designed to fit their specific business needs. With three Foundation Investor levels and three Capital Investor levels, members have access to customized resources and solutions to help businesses thrive. There's even a category for Individual Investors, which offers a great one-time payment option. Each level of membership provides credits which can be used for purchasing advertising and marketing opportunities in a variety of formats; event tickets and hosting opportunities as well as memberships in the Chamber affiliate organizations. There are also customized

marketing packages available at each level. And, there's a whole lot more to explore! Be watching for more information available soon on the Chamber website at [EffinghamCountyChamber.com/member-center](http://EffinghamCountyChamber.com/member-center).



## Manufacturing MONEY



## NAVIGATING the GRANT PROCESS

Presenter Micki Vandeloo, President of **Lakeview Consulting, Inc.** will cover the “why, what and how” of manufacturing funding, delivered by a recognized expert and author in the manufacturing grant space. Manufacturers will learn how funding can improve their bottom line, what sources of funding are available and how to access funding.

**When:** Tuesday, March 5 • 7:00 – 8:30 a.m.

**Where:** Fairfield Inn & Suites

**Cost:** \$45/person. Registration info available at  
[EffinghamCountyChamber.com](http://EffinghamCountyChamber.com)

Schools, local governments, non-profits and other development organizations are invited to this Grant Primer presented by Micki Vandeloo, President of **Lakeview Consulting, Inc.**

Learn what funders fund, locating funding to support program development and delivery, tips for successful funding acquisition and hear case studies of communities strengthened through grants.

Registration information is available at [EffinghamCountyChamber.com](http://EffinghamCountyChamber.com) or by calling the Chamber office at **(217) 342-4147**.

**When:** Tuesday, March 5 • Noon

**Where:** Fairfield Inn & Suites

**Cost:** \$45/person. Registration info available at  
[EffinghamCountyChamber.com](http://EffinghamCountyChamber.com)



**EFFINGHAM COUNTY  
CHAMBER OF COMMERCE**  
*Engaging Business and Community*



## A Special Invitation from The Cromwell Group to help you with “Bulletproofing Your Business From Online Retail Giants™”

February 20<sup>th</sup>, 8:30am- 11:30am at the  
Effingham Event Center, 1501 W. Fayette Ave., Effingham IL  
Presented by Mark Levy, Revenue Development Resources

This event is brought to you by Cromwell Radio Group and  
sponsored by Effingham County Chamber and Fayette  
County Chamber of Commerce.

He'll Cover:

- Closing Sales and Winning Customers with Great Customer Service
- Dealing with Difficult People
- Getting Buy-in from Your Team
- And More!
- **You will not be asked to buy anything at these sessions\***

*Mark is President and CEO of Development Resources, Inc. in Dallas, TX and has 35 years of expertise in problem solving for businesses. His skill in helping businesses succeed in a changing business landscape have taken him across the U.S. as well as internationally in Canada, the Caribbean and South Africa. Working for both the public and private sector, he has served in capacities as diverse as Account Executive, Sales Manager, General Manager, COO and “Emperor of Change.”*

To learn more or to RSVP, call us at either 217-342-4141 or 618-283-2325 or email Sheila Myers at [smyers@cromwellradio.com](mailto:smyers@cromwellradio.com) or Todd Stapleton at [tstapleton@cromwellradio.com](mailto:tstapleton@cromwellradio.com).

\*If you are asked to buy anything at any of these sessions from our team, bring this invitation and receive \$500 cash!



# Maximize Your Online Presence

Through the Chamber Website



## LOGIN TO THE CHAMBER WEBSITE

- Go to the Chamber website homepage
- Go to the Member Center tab
- Click on ChamberMaster login
- If you have forgotten your login information, click the link, then reset your username & password.
- Need login information or can't remember your information? Contact the Chamber office to get setup today!



## ACCESS YOUR MIC

- Login to ChamberMaster
- You should be in the Member Information Center (MIC) for your company.
- On the left-hand shortcuts, click the Personal Information tab and update the information listed: Personal Profile, Photo, Groups/Interests, Social Networks, Display Preference & Linked Accounts
- On the left-hand shortcuts, click the Company Information tab and update the information listed: Profile summary, organization information, employees, website information, logos, photos, videos, map pin information & membership badge.



## SUBMIT A JOB POSTING

- Login to your Member Information Center (MIC)
- Click on Job Postings on the left-hand shortcuts
- Once on the Job Postings page, click on Add Job Posting
- Fill in the information requested
- Click submit
- After you have submitted a Job Posting you are able to see if it has been approved or make updates to any pending Job Postings, by using the Manage Job Postings shortcut.

*After your Job Posting has been approved, you will need to contact the Chamber office to make any updates or changes.*



## SUBMIT A HOT DEAL

- Login to your Member Information Center (MIC)
- Click on Hot Deals on the left-hand shortcuts
- Once on the Hot Deals page, click on Add a Hot Deal
- Fill in the information requested
- Click submit
- To manage a Hot Deal, click on the Manage Hot Deal
- Open up current or past Hot Deals and make the necessary changes.
- Click submit



## SUBMIT AN EVENT

- Login to your Member Information Center (MIC)
- Click on Events picture at the top
- Once on the Events page, click on Add Event
- Fill in the information requested
- Click submit
- To manage an Event, click on the Manage Event
- Open up current or past Hot Deals and make the necessary changes.
- Click submit

# NEW LAWS AFFECTING YOUR BUSINESS 2019



**Todd Maisch**  
*Illinois Chamber President*

*As we enter into a new year with a new administration and extremely large freshman legislative class, businesses are going to be under the gun all session long, and especially in these first two months.*

*First up, appears to be a massive **minimum wage increase**. The proposed statewide \$15 an hour minimum wage will be an 82 percent increase when fully enforced. The (Illinois) Chamber remains adamantly opposed because it will harm small businesses, kill jobs and eliminate opportunities for the workers who need them the most. While efforts to mitigate the damage have been offered by proponents, none we have seen so far come close to justifying nearly doubling our minimum wage.*

*It appears another early priority of the majority caucuses may be legalizing the **recreational use and sale of cannabis**. Proponents are offering up promises of new tax revenue and pointing to polls that show the issue is popular with segments of the general public. The Chamber believes this is not a good policy decision and that legalizing cannabis has the potential to negatively impact the workplace and our communities. However, this issue has shifted quickly with the people of Illinois and the business community may need to make a stand on our key interests as legalization moves forward.*

*A business priority in which the Chamber plans to be very proactive is securing sufficient investment in our **transportation infrastructure**. Transportation is the single most important component to Illinois' economy, yet Illinois has woefully underfunded our system for decades. The result is crumbling roads, dangerous bridges and shoddy transit and neglect of other vital infrastructure. The Chamber will encourage the new administration and legislature to not only pass sufficient investment, but to do so sooner rather than later.*

*Unfortunately, we have just scratched the surface of the scores of issues that will impact the business community this year. Illinois already has over 1,500 bills making it a very busy session. As always, we will be fighting for you and for stronger business and a stronger Illinois.*

*Maisch can be contacted at [tmaisch@ilchamber.org](mailto:tmaisch@ilchamber.org).*

*\*Information for this article was compiled from a variety of sources.*

## **More than 250 new laws went into effect in Illinois January 1, 2019.**

These new regulations are reflective of the efforts of the two-year-long 100th General Assembly in which over 9,600 pieces of legislation were filed; nearly 6,000 originated in the Illinois House, and over 3,600 started in the Senate.

### **Other interesting facts:**

- 1,268 pieces of legislation passed both houses of the Illinois General Assembly.
- 1,044 bills were approved by the Governor.
- 135 initiatives were vetoed by the Governor.
- 50 vetoed items were overridden by lawmakers, rejecting the Governor's objections.

Here's a look at some of the laws impacting business:

### **Reimbursement For Employees' Work Expenses**

An amendment to the Illinois Wage Payment and Collection Act requires employers to reimburse employees for their necessary costs incurred within the employee's scope of employment and directly related to services performed by the employee.

"Necessary expenditures" includes all reasonable expenditures or losses incurred in the course of the employee's duties, for the primary benefit of the employer. Such expenditures are expected to cover employees incurring expenses to, for instance, use a personal device such as a phone or computer for work or travel between worksites using their own vehicle.

### **Protecting Employees From Stalkers**

The Stalking No Contact Order Act was updated to allow authorized agents of a workplace, place of worship and school to seek restraining orders against stalkers. Under the act, "stalking" means "engaging in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to fear for his or her safety, the safety of a workplace, school, or place of worship, or the safety of a third person or suffer emotional distress."

### **Protecting Stalking Victims' Employment Rights**

Illinois expanded the Illinois Human Rights Act to provide victims of workplace stalking with further protection, including providing reasonable, unpaid leave for court dates.

### **Paid Breaks For Nursing Mothers**

Under the Illinois Nursing Mothers in the Workplace Act, employers must now provide paid breaks for a mother to express milk at work. Note these break times can run concurrently with a break time already provided to the employee, but an employer cannot reduce an employee's compensation for time spent expressing milk. The employer must provide "reason-

# NEW LAWS AFFECTING YOUR BUSINESS 2019

able" break time for the mother to express milk for one year after the birth of the child (unless doing so would be an "undue hardship").

**Equalizing pay for African-American employees**  
The Illinois Equal Pay Act was amended to prohibit employers from paying African-American employees less than non-African-American employees who are providing the "same or substantially similar work." The amendment only allows disparities in pay where wages are paid on the basis of seniority, merit, quantity, or quality of production, or any factor other than race or another discriminatory factor.

## **Increased Protection For Veterans**

The Illinois Service Member Employment Rights & Reemployment Act provides increased rights for employees who perform active or reserve military service. These additional protections include: (1) a posting of the veteran's rights; and (2) providing a service member who is absent on military leave with his or her average prior performance evaluation scores when evaluating the employee. In addition, the Veterans Preference Act was amended to allow National Guard members of any state protections afforded to all branches of the military.

## **#MeToo Protections For Conducting Business With The State**

Illinois has revised the Illinois Procurement Code to expand #MeToo requirements to employers that bid or offer for a state contract. These employers must now have policies on how they address sexual harassment complaints and protect workers. In addition, the law requires companies that claim EDGE tax credits to include such policy in their annual report to the state.

Knowledge is power and, for Illinois employers, knowledge of these new laws may empower them to avoid or limit potential liability and risks. Employers must review and potentially revamp their handbooks and policies to assure they are (or become) compliant with new laws. It is also essential that employers train their supervisory and management personnel about the implementation of any changes made as a result of new laws.

*At press time, the Illinois House passed the Minimum Wage Hike progression to \$15/hour. Be watching for updates from the Chamber through our media channels.*

## **GOVERNOR PRITZKER'S FIRST DAYS IN OFFICE**

Since taking office January 14, Governor J. B. Pritzker has been busy implementing new legislation. Here's a look at a few of the actions that have been taken:

As one of his first actions, the Governor signed legislation to protect workers employed on publicly funded construction projects. The new law (SB 203) establishes



## **Office of Governor JB Pritzker**

the area union rates by craft in each county as the prevailing wage and requires the Department of Labor (IDOL) to publish them by July 15 of each year. The bill also takes steps to improve employment of under-represented groups by requiring the IDOL to issue demographic reports and make recommendations on how to increase the number of women and minorities employed on public works projects.

Governor Pritzker also signed Executive Order (EO) 2019-02, which requires all state agencies to comply with the Project Labor Agreements Act. Pritzker's order restores the practice of using PLAs whenever practical.

The Governor signed SB 337, regulating the sale of guns by requiring gun dealers be certified by Illinois State Police and the Gun Trafficking Information Act requires ISP to publish key information related to crime-related firearms and imposes penalties on individuals who fail to maintain a record of a private sale. State-licensed dealers are also required to provide annual training to employees, have video surveillance in gun stores, and be open for inspection by ISP and local law enforcement.

On February 6, Governor Pritzker announced \$28.9 million in grants that will help communities acquire open space and develop and improve recreational facilities throughout Illinois. Among those granted funds was the Village of Dieterich, which received \$306,600 for improvements at Liberty Memorial Park.

Executive Order 2019-03 ensures that workforce development funding is directed to growing industries that will create jobs of the future. It requires the Department of Commerce and Economic Opportunity to deliver a report to the Governor within 90 days of the effective date containing a comprehensive review of industries the Department has identified for targeted growth to determine the ongoing effectiveness of investment in those industries and to identify emerging opportunities for investment in growing industries, the return on investment for targeted industries with recommendations for improving the efficiency and effectiveness of existing investment, and best practices and lessons learned for future investment in emerging growth industries and containing comprehensive recommendations for improving alignment of workforce resources for communities that have been disenfranchised, including rural and urban communities.

*For contact information for area state legislators, visit [EffinghamCountyChamber.com/advocacy/elected-officials](http://EffinghamCountyChamber.com/advocacy/elected-officials)*

# CELEBRATIONS



**Downtown Effingham Business Group** has announced Amanda McKay will serve as the 2019 Chairperson



**Chamber Ambassadors** named Debbie Womack, new Chairperson for 2019



Jill Schultz, 2019 Effingham County Volunteer of the Year



Delaine Donaldson, 2019 Effingham Citizen of the Year



**EJ Water Cooperative**  
2019 Excellence in Business Recipient



**Walnut Street Weddings** ribbon cutting



**Koerner Distributor, Inc.**  
2019 Excellence in Business Recipient



**firefly grill** ribbon cutting

**Southeastern Illinois Community Foundation** has recognized Jerry McDaniel as the 2018 Richard C. Siemer Outstanding Philanthropist.

# MEMBER NEWS



Congratulations to Executive Director for **College Advancement/Foundation** CEO, Jackie Joines, on being awarded the Lisa Mauney Outstanding Fundraising Executive Award by the East Central Illinois Chapter of the Association Fundraising Professionals at their National Philanthropy Day ceremony.

The **Effingham County Chamber of Commerce** was named a Top Ten 2018 Illinois Chamber of Commerce Shining Star by the Chamber Executive Illinois Intelligence Report for our involvement in launching the Effingham Regional Career Academy. The organization noted the perseverance and tenacity that has helped launch Effingham Regional Career Academy and is paying off.

**Dr. Nash Naam** has been awarded the Pioneer of Hand Surgery Award from the International Federation of Societies for Surgery of the Hand.

**Effingham Ambulatory Surgery Center** has received the 2018 Guardian of Excellence Award from Press Ganey, a nationally recognized achievement for healthcare facilities that have consistently sustained performance in the Top 5% for patient experience nationwide.



If you have news you want to share with the Chamber membership on special awards, recognition, employee promotions, etc. please e-mail the information to Norma Lansing at [nlansing@effinghamcountychamber.com](mailto:nlansing@effinghamcountychamber.com).

**HSHS St. Anthony's Memorial Hospital** has received the 2018 ILPeX Bronze Award for Commitment to Excellence and has been designated an Acute Stroke Ready Hospital by Illinois Department of Public Health. The hospital also received the 2018 Most Wired Recognition from the College of Healthcare Information Management Executives, which tea is the adoption of health care IT in hospitals and health systems.

The **Lake Land College** Agriculture Division is one of six programs nationwide that received the National Association of Agricultural Educators Outstanding Postsecondary Agriculture Program Award. The division was awarded \$14,000 in the 2018 fiscal year to conduct pregame targeted to high school juniors and seniors and Lake Land students who are interested in becoming an ag teacher.

**Land of Lincoln Credit Union** (LLCU) has achieved a company-wide goal of exceeding 2,000 hours of employee volunteerism in the communities served by LLCU. As of December 31, 2018, LLCU had a total of 2,489 hours volunteered by staff, which is the equivalent of more than 62 work weeks. This goal is an important part of the LLCU mission which is founded within the national credit union movement of "People Helping People". Volunteer hours and donations at the Effingham branch were to Big Brothers Big Sisters.

**Shelter Insurance - Jeanine Blankenship** Agency was awarded the 2018 Shelter Insurance Rising Star Award of Excellence for Life Sales Goal in the first 6 months of business. The award was presented at a ribbon cutting ceremony held at her office located at 200 S Third Street, Effingham. Shelter Insurance offers home, auto, life, commercial & health insurance.

## Member Milestones

**Premier Broadcasting**  
Celebrating 25 Years

**EJ Water Cooperative**  
Celebrating 30 Years

**The Equity**  
Celebrating 100 Years



# WELCOME



**Affordable Gas + Electric, LLC (AGE)** announced the addition of Ron Dell and Mason Tate to their team. Dell will take on a role as Energy Consultant, based in the Metro East region of St. Louis. Tate joins AGE as Director of Solar Development. AGE has also acquired Eagle Energy, LLC of Cincinnati, Ohio in what it expects to be a series of strategic acquisitions for the company.

Alexa Campbell is the new Business Manager for **Heartland Human Services**.

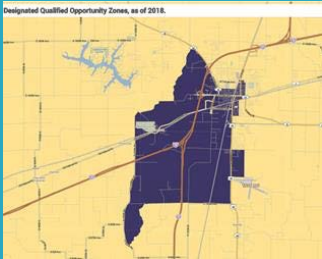
Paige Lowe has started a new position as Recruitment Marketing Strategist – Corporate Communications and Brand Marketing at **Heartland Dental**.

**Land of Lincoln Credit Union** has appointed Doug Dehority as Business Development Officer.

Kelly Butts has joined **Heart & Home Realty**.

**Teutopolis Auto Sales/Webster Tire & Auto Service** welcomes Casey Tibbs, Customer Experience Manager.

**Century 21 Realty Concepts** welcomes Grant Beals, Karly Wiedman and Christina Ordner as Sales Associates.



The City of Effingham is excited to announce that a census tract located within the City and County of Effingham has been designated as an opportunity zone. The Tax Cuts and Jobs Act passed at the end of December 2017 allowing Governors in each state to designate certain census tracts as Opportunity Zones. The Opportunity Zone program was enacted to spur economic development by providing tax benefits to investors encouraging long-term private sector investments in low-income communities. On April 20, 2018, Governor Bruce Rauner submitted the allowable 327 of the 1,305 qualifying census tracts to the federal government for inclusion in the Opportunity Zone program.

**How do Opportunity Zones spur economic development?** Opportunity Zones are designed to spur economic development by providing tax benefits to investors. First, investors can defer tax on any prior gains invested in a Qualified Opportunity Fund (QOF) until the earlier of the date on which the investment in a QOF is sold or exchanged, or December 31, 2026. If the QOF investment is held for longer than 5 years, there is a 10% exclusion of the deferred gain. If held for more than 7 years, the 10% becomes 15%. Second, if the investor holds the investment in the Opportunity Fund for at least ten years, the investor is eligible for an increase in basis of the QOF investment equal to its fair market value on the date that the QOF investment is sold or exchanged.

**How do I take advantage of the benefits of the Opportunity Zone?** When you sell an investment you can take the proceeds and invest them in a business or property within Effingham's Opportunity Zone. This investment allows you to defer paying tax on the proceeds of your gain by reinvesting it in Opportunity Zone property. If you keep your investment in the Opportunity Zone property or businesses for ten years, you would become eligible for an increase in basis equal to the fair market value of the investment when you sell or exchange it.

**Where can I get more information?**

- Internal Revenue Service: Opportunity Zone Frequently Asked Questions
- United States Department of Treasury: Opportunity Zone Resources
- Economic Innovation Group: Opportunity Zone Information
- Effingham's Opportunity Zone

# WELCOME



**Washington Savings Bank** welcomes Chris Kabbes as Vice President of Lending.

**Dieterich Bank** welcomes Matt Dasenbrock as a Commercial Loan Officer.

**Crossroads Bank** has announced the hiring of Lisa Wilson as Mortgage Loan Officer and the promotion of Becky McGee to Branch Manager at the Keller Drive location.

**Richard E. Workman Sports Complex and Wellness Center** has hired Patty Smith as the new General Manager. The center's management team also includes Leah Ritter, Director of Guest Experience, Pam Sawin, Aquatics Director, Kerry Wegman, Director of Fitness Programs and Ryan Baker as Gym Director.

**RMC Stadium Cinemas** has purchased a portion of the Village Square Mall with plans to add two new movie auditoriums with luxury seating and expand its concession menus.

## Internal Medicine

8 am to 5 pm • **Monday - Friday**



**Louis Schwing, MD**  
Internal Medicine

**217-540-6122**

**SBL Effingham Clinic**  
905 North Maple  
[www.sarahbush.org](http://www.sarahbush.org)

## Walk-In Clinic

10 am to 8 pm • **Monday - Friday**



**Douglas Kabbes, MD**  
Family Medicine

**217-540-6123**

 **Sarah Bush  
Lincoln**

# NEW MEMBERS

## BARBECK COMMUNICATIONS

Tyler Shab, Senior Account Manager  
1703 W Wernsing, Effingham  
(217) 347-7159  
[www.barbeck.com](http://www.barbeck.com)  
*Communications – Phones & Radios*

## COMMUNITY LIVING OPTIONS

Brenda Everett, QIDP (Qualified Intellectual Disabilities Professional)  
1026 N Merchant Street, Effingham  
(217) 342-6621  
[www.ddhomes.net](http://www.ddhomes.net)  
*Nursing/Residential Care Facilities*

## CARITAS FAMILY SOLUTIONS

Carly Jones, Community Relations Specialist  
1901 S. 4th Street, Suite 222, Effingham  
(217) 342-3970  
[www.caritasfamilysolutions.org](http://www.caritasfamilysolutions.org)  
*Human Services*

## FABWELD DESIGNS

(formerly Adermann's Welding & Machine Shop)  
Cory Wermert, Manager  
1310 W Pike Avenue, Effingham  
(217) 342-3234  
[www.fabwelddesigns.com](http://www.fabwelddesigns.com)  
*Fabricating/Welding*

## THE BEANSTALK BOUTIQUE

Sara Ruholl, Owner  
314 W Jefferson, Effingham  
(217) 994-3058  
*Boutique*

## PLANET FITNESS

Shelby Pals, General Manager  
1004 N Keller Drive, Suite 1, Effingham  
(217) 690-4196  
[www.planetfitness.com](http://www.planetfitness.com)  
*Fitness*

## MARTIN'S HOME SERVICES

Kenny Martin, Owner  
700 S Willow, Effingham  
(217) 690-5990  
*Home Services – Handy-Man*  
Referred by Jay Buehnerkemper

## FAIRVIEW INN

Aashish Desai, Owner  
115 West Mead Avenue, Montrose  
(217) 924-4117  
*Hotels*

## ILLINOIS FIBER CONNECT

Jenna Quinn, Marketing  
210 S Church Street, Louisville  
(217) 925-4321  
[www.illinoisfiberconnect.com](http://www.illinoisfiberconnect.com)  
*Internet Services – Fiber Optic*

## OFFICE ESSENTIALS

Rick Mitchell, Business Relationship Mgr  
1834 Walton Road, St. Louis, MO 63114  
(217) 821-6183  
[www.offess.com](http://www.offess.com)  
*Office Supplies/Equipment*

## SAVE-A-LOT

Todd Martin, Owner  
101 N Keller Drive, Effingham  
(217) 342-3094  
*Grocery Store*  
Referred by Steve Wil

## RYDER SYSTEM INC.

Larry Tish, Senior Logistics Manager  
1010 Brewbaker Drive, St. Elmo  
(618) 704-9250  
<https://ryder.com>  
*Warehousing*



*Why is this...*

## THE GREATEST PLACE ON EARTH?

1. The People & their willingness to help others that may be in need/is a very "giving" community
2. Growing local businesses that help the community thrive & prosper
3. Entrepreneurial spirit—has created a lot of job opportunities
4. "A big small town"

# CHANGES & NOTES



The **City of Effingham** has named Steve Miller as the new City Administrator



**Southeastern Illinois Community Foundation** has appointed Amanda Lessley as its President/CEO. Lessley replaces Joedy Hightower who retired at year end.

**The Equity** has purchased Pruemer Precision and relocated the business services to The Equity's Montrose location.

**The Breast and Surgical Care Clinic** of Dr. Ruben Boyajian has relocated to the new HSHS St. Anthony's Health Center, 900 W Temple Ave, Bldg B, Ste. 2500.

**Wabash Communications** of Louisville has announced the purchase of Montrose Mutual Telephone Company, located in Dieterich.

**Wright's Furniture and Flooring** has announced the opening of a new location in Robinson and relocation of Wright at Home Interiors to 507 East Fayette in Effingham later in the spring.

**HSHS St. Anthony's Memorial Hospital** has named Bobbi Kinkelaar the Executive Director of Nursing, Michelle Kenny as Hospice and Supportive Care Manager, Stacey Brummer as Director of Business Development and Operations. Ashley Buehnerkemper has been named Manager of Communications within the HSHS Southern Illinois Division.

**Sarah Bush Lincoln** has announced the opening of a Walk In Clinic at its Effingham Clinic at 905 North Maple Street, staffed by Dr. Doug Kabbes and the addition of Dr. Louis Schwing, internal medicine, to its Effingham staff.

**Catholic Charities** address is now 1502 E Fayette Avenue, Teutopolis, IL 62467.

**Roepke Overhead Door** has moved to 108 N Commercial Drive, Teutopolis, IL 62467.

**DMI-D Martin Industries Inc.** has moved to 6519 N US Highway 45, Watson, IL 62473.

**Walnut Street Weddings** has moved to the Austin Mansion Event & Wedding Venue, located at 1007 S Fourth Street, Effingham. Please welcome Libby Moeller as their new Marketing Coordinator.



**EFFINGHAM COUNTY**  
CHAMBER OF COMMERCE  
*Engaging Business and Community*

AT THE CENTER OF A GROWING EFFINGHAM COUNTY

## CREATE. CONNECT. COLLABORATE.

Focused on Business Growth & Development  
**BUSINESS OUTREACH CENTER**  
EXCLUSIVE TRAINING OPPORTUNITIES

through Collaborative Partnerships....  
**EFFINGHAM REGIONAL CAREER ACADEMY**  
**EFFINGHAM REGIONAL INCUBATOR NETWORK**

....and Strategic Initiatives  
**ADDRESSING COMMUNITY NEEDS**  
**STRENGTHENING OUR WORKFORCE**



**CHAMBER OF THE YEAR**  
*2017 Finalist*



[EffinghamCountyChamber.com](http://EffinghamCountyChamber.com)

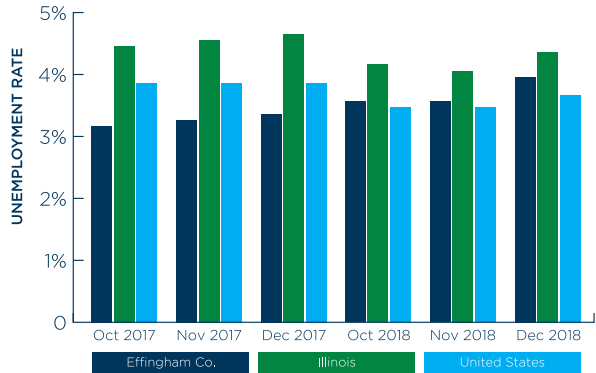
## THE CHAMBER NEEDS YOU!

Membership Development	Business Recognition Gala
Community Development	EffingHAM-JAM
Community Celebration	Chamber Stock
of Excellence Breakfast	Under 40 Awards Dinner
Business Development	Kick-Off to Education
Chamber Foundation	Effingham Co. Job Fair
Community Scholarship	Manufacturing Day

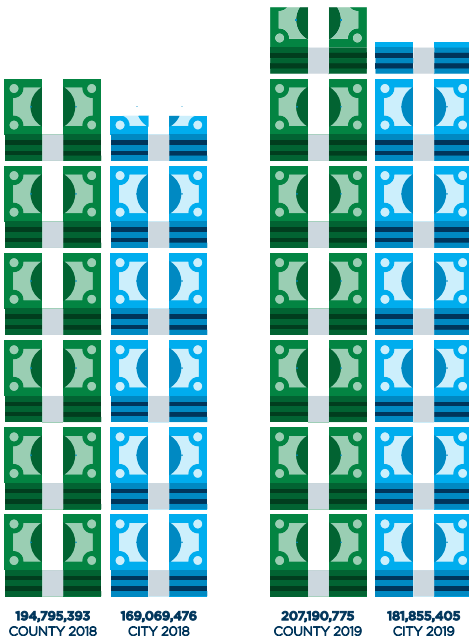
**SIGN UP FOR A COMMITTEE TODAY • 217.342.4147**

# ECONOMIC INDICATORS

## LABOR MARKET - EFFINGHAM COUNTY



### Q1 RETAIL SALES for FY '20



*SmartAsset* analyzed sales, property, income, fuel and Social Security tax data to rank locations on how financially favorable they are for retirees. The study analyzes a retiree with \$50,000 in annual income to see how much they will pay in income, property, sales and fuel taxes - see the table below for the cities that lead Illinois in Retirement Tax Friendliness Index (RTFI.)

City	Inc. Tax Paid	Property Tax Rate	Sales Tax Paid	RTFI
1. Round Lake Park	\$4,496	1.48%	\$995	59.17
2. Northfield	\$4,496	1.59%	\$995	57.66
3. Robinson	\$4,496	1.65%	\$995	56.94
4. Chester	\$4,496	1.60%	\$1,155	56.35
5. Metropolis	\$4,496	1.73%	\$995	56.17
6. Centreville	\$4,496	1.87%	\$995	55.91
7. East St. Louis	\$4,496	1.92%	\$995	55.39
8. Effingham	\$4,496	1.66%	\$1,035	55.04
9. Hillsboro	\$4,496	1.98%	\$995	54.60
10. Hoopston	\$4,496	1.81%	\$1,035	54.28

*Average fuel tax paid across the top 10 locations was \$167. Effingham was the highest at \$244. None of the locations tax Social Security income. You can find more details on the study results and methodology, as well as our interactive map here: [SmartAsset.com/retirement/illinois-retirement-taxes#illinois](https://SmartAsset.com/retirement/illinois-retirement-taxes#illinois)*

#### SOURCES:

Illinois Department of Revenue  
[www.revenue.state.il.us](http://www.revenue.state.il.us)

Effingham City Building Official  
[www.effinghamil.com](http://www.effinghamil.com)

U.S. Census Bureau  
[www.census.gov](http://www.census.gov)

Illinois Department of Employment Security  
[www.lmi.ides.state.il.us/laus/lausmenu.htm](http://www.lmi.ides.state.il.us/laus/lausmenu.htm)

Federal Deposit Insurance Corporation  
[www.fdic.gov](http://www.fdic.gov)

Terry Youngblood,  
Re/Max Key Advantage



# CALENDAR OF EVENTS

## FEBRUARY

event: 8:30 – 11:30am  
**Bulletproofing Your Business From Online Retail Giants**

@ Effingham Event Center

February 22-28  
**Chamber Destination**  
 Panama

event: 12-1pm  
**YBNext Membership Luncheon**  
 @ Midland States Corporate Headquarters

event: 12-1pm  
**First Friday Luncheon**  
 @ Keller Convention Center

event: 12pm  
**Navigating the Grant Process**  
 @ Fairfield Inn & Suites

event: 6-8pm  
**Business After Hours**  
 @ Legacy Harley Davidson

event: 5:30-8:30pm  
**YBNext Annual Meeting**  
 @ Austin Mansion

event: 5-7pm  
**Business After Hours**  
 @ Land of Lincoln Credit Union

event: 9am  
**Ribbon Cutting**  
 @ The Beanstalk Boutique

## MARCH

event: 7am  
**Manufacturing Money Workshop**  
 @ Fairfield Inn & Suites

event: 7:30-9:30am  
**Executive Espresso**  
 @ Chamber Office

event: 9am  
**Ribbon Cutting**  
 @ Hobby Lobby

## APRIL

event: 7:30-9:30am  
**Executive Espresso**  
 @ Chamber Office

event: 7:30-9am  
**Community Celebration of Excellence Breakfast**  
 @ Dieterich High School

event: 7:30-10am  
**HR Roundtable**  
 @ Dieterich Bank Corporate Training Ctr

event: 9am-3pm  
**Spring Radio Day**  
 @ 95.7 WCRC

event: 9am  
**Ribbon Cutting**  
 @ Tick Tock Energy

event: 7-9am  
**Coffee & Connections**  
 @ Carriage House Event Center, Altamont

event: 6-8pm  
**Pepsi Mid America B.A.H.**  
 @ Effingham Elks #1016

event: 5-7pm  
**Business After Hours**  
 @ Effingham Builders Supply



Chamber Community Scholarship Applications available at Chamber office or [EffinghamCountyChamber.com](http://EffinghamCountyChamber.com)  
*Deadline for application is March 15, 2019.*



**(217) 342-4147 | [EffinghamCountyChamber.com](http://EffinghamCountyChamber.com)**



*Hourly or Salary, who's who? Is my handbook policy up to date?  
How can I attract and retain Gen X and Gen Y? What is a good benefits package?  
How can I address dress code? What is suppose to be in my personnel files?*

#### **WE ALL FACE QUESTIONS LIKE THIS DAILY.**

Register today for the coming HR Roundtable seminar sponsored by Effingham County Chamber of Commerce. The seminar will be targeted at employers with 50 employees or less.

Follow along on The Chamber site or Facebook page as agenda items are added. This will also be a great opportunity to develop relationships with others you can call when you have questions. Managing people is important in business, but it's also very challenging.

If you are a business owner, office manager, or new to a Human Resources take this chance to network with other businesses to openly discuss topics involving HR.

The next roundtabl will be held on April 25 at Dieterich Bank Corporate Center from 7:30 a.m. – 10:00 a.m. Cost of the session is \$45 per person. Annual HR Roundtable participation is \$200 per person, including materials and refreshment costs.

Registration information is available at [EffinghamCountyChamber.com](http://EffinghamCountyChamber.com) or by calling the Chamber office at (217) 342-4147.