NETWORK

Effingham County Chamber of Commerce

FEBRUARY 2020





The Effingham County Chamber of Commerce is changing the way members invest in the Chamber. Businessses no longer pay based on the size of their business or other statistic. Members now have a choice of benefit packages designed to fit their specific needs. The goal is to provide a scalable membership system that is tailored to your business at each stage of growth.

Each level of membership provides immediate benefits as well as credits which can be used for purchasing advertising and marketing opportunities in a variety of formats; even tickets and hosting opportunities as well as memberships in the Chamber affiliate organizations. There are also customized packages available at each level and so much more to explore!

iness at each stage of growth.

CAPITAL MARKETOR

YOUR CHAMBER.
YOUR CHOICE.



For more information, please reach out to Becky Brown, Membership Director at bbrown@effinghamcounty-chamber.com, or (217) 342-4147.



LETTER FROM THE PRESIDENT

As a farm girl from the east side of Effingham County, I have a lot of respect for the important role that agriculture plays in our daily lives - and for the farmers in Effingham County who provide a living not only for their families, but for people around the world.

Farming today is much different from when I grew up on our family farm. As a teenager spending hours on the tractor discing or cultivating didn't seem like much fun, but today I cherish those memories and still love the smell of freshly turned dirt and new bales of hay. And, I appreciate the work ethic and Christian values that were planted in me and my siblings.

Agriculture provides almost everything we eat, use and wear on a daily basis. It is also a huge economic driver in Effingham County.

We hope you'll enjoy our feature story about Agriculture. As with our feature in October, we are focusing on various aspects of our local economy during 2020 to build better awareness, relationships and appreciation for the foundation that built and sustains Effingham County.

IN THIS ISSUE

Welcome to 2020! The year has already started off strong. We had a sold-out First Friday Luncheon featuring an Effingham County native who works in The White House. Our 2020 Chamber Business Recognition Gala celebrated the roaring '20s and recognized HSHS St. Anthony's Memorial Hospital and Al's Tire Mart and Electronics, our 2020 Excellence in Business award recipients, along with Ann Deters the 2020 Citizen of the year and Judi Bone, the Volunteer of the Year. Our Chamber 360 magazine has been



delivered and features an expanded membership directory that we think you'll appreciate.

We will spend 2020 defining the many ways the Chamber provides value to our members and to Effingham County. We are your partner for progressive ideas and projects, your voice to the community and your resource for growing and improving your business.

Let's make 2020 the best year yet for Effingham County.

Norma Lansing, President & CEO nlansing@effinghamcountychamber.com 217-342-4147

THANK YOU TO OUR CAPITAL INVESTORS



Advocate Level





Catalyst Level









CONNECTING YOU BETTER



You can trust the CCI team to always have your back so you can keep moving forward.



CONNECTING YOU BETTER

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LEISURE TIMES

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CHAMBER COMMUNITY SCHOLARSHIP PROGRAM

The Chamber Foundation of Effingham County will again offer the Chamber Community Scholarship Program in 2020, providing \$1,000 continuing education scholarships to area high school seniors and adults who are starting or continuing their secondary education. The scholarship program is a members-only benefit with scholarships offered exclusively to Chamber members (in good standing), their employees and their families.

In 2019,14 scholarships totally \$14,000 were awarded thanks to the generosity of our sponsors. Over the last 20 years, the Chamber Community Scholarship Program has awarded \$212,000 in scholarships to 175 recipients. The number of scholarships given is based on the amount of sponsorship contributions received. You can even have a scholarship given in the name of your business through our Exclusive Scholarship Sponsor Program.

2020 Scholarship Applications will be available February 1 on the Chamber's website at effinghamcountychamber.com. Scholarship sponsorship opportunities are also now available.

The Chamber Foundation of Effingham County is a recognized 501 (c)3 charitable organization in



the State of Illinois. The Foundation's mission is to provide educational opportunities for youth and the workforce, to build and strengthen personal and business capacity and foster a commitment to leadership and community development.

To donate or apply, please contact Jamie Niemerg at iniemerg@effinghamcountychamber.com.





JOIN US! To register, please visit www.effinghamcountychamber.com



APRIL 2nd 2-6 pm



One-stop sign up for kids' summer opportunities.

🚮 Find us on Facebook at "Summer Activities Fair Effingham"

VILLAGE SQUARE MALL SOUTH ROUTE 45 EFFINGHAM, IL 62401 FOR MORE INFORMATION CONTACT EFFINGHAM COUNTY CHAMBER OF COMMERCE AT 217-342-4147







Effingham's First Shared Workspace

Our Workspace

A shared work-space is a flexible office solution for a range of business professionals. Utilized by remote workers, freelancers, entrepreneurs, and graduate students, shared workspaces are the fastest growing sector of business office space in the nation. By 2030, flexible workspace is expected to represent 30% of US office stock.

AXIS provides a range of open office settings for the working professional. AXIS members will enjoy a collaborative, creative environment featuring traditional table-top space, stand-up work areas, lounge seating, a privacy booth, conference room, and other amenities. The AXIS space also includes individual cubicles for enhanced individualized space.





Internet Access
Conference Room
Kitchenette
Restrooms
Private Phone Room
Corporate Plans
Locking Cubicles
Available

Membership

Standard memberships are charged on a monthly basis and may be cancelled at any time. Annual commitments enjoy one free month of standard membership.

Single Membership \$85/Month

Locking Cubicle

add \$100/Month

Day Passes

Day Passes are available to the public at a rate of \$10 per 24 hour period. Payment is due upon issuance.

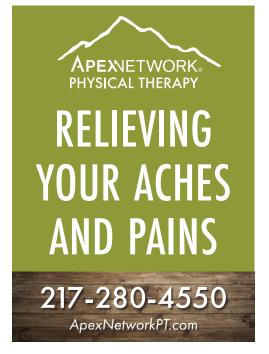
Terms and Conditions Apply. Contact Us for Details

109 W. Jefferson Ave. Effingham, IL, 62401 www.axis109west.com













Job Postings • Local Events • Hot Deals • Area Information • Business Directory

FIRST FRIDAY RECAP

The Chamber was honored to host Garrett Ziegler, Senior Policy Analyst in the Office of Trade and Manufacturing Policy in the White House, who spoke to a capacity crowd at our January First Friday Luncheon on the topic "America Under President Trump." An Effingham County native, Garrett Ziegler is a 2014 graduate of Altamont High School and 2018 graduate of St. Louis University (magna cum

laude, economics). Garrett is extremely grateful to President Trump for the opportunity to serve the citizens of America and work to make every county as successful as Effingham County. A member of Generation Z, he is appreciative of initiatives — such as our County's CTEC and CEO programs — which will restore our Nation to its full potential.







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The website is the central hub for your business. Is yours truly telling your story? Is it engaging your audience?

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EFFINGHAM COUNTY CHAMBER OF COMMERCE 2020 Business Recognition Gala

















AGREGILITURE "Rooted" in Our Community

Agriculture has been a way of life for many Effingham County residents dating back generations. From the initial development of the area in 1814 when pioneers stopped along the Old Cumberland Trail to work the rich farmland to today, Effingham County's reliance on ag production and ag industries remains a key part of our area's economy and serves as a major contributor to the nation's breadbasket.

While development of the railroad and interstate highway transportation systems has diversified the local economy into a regional trade, employment, industrial and transportation hub, agriculture continues to contribute to the strong local economy. Production agriculture and agribusinesses are able to take advantage of the area's transportation system to transfer goods and services in and out of the area and contribute millions to the state and local economy through cash crops like corn, soybeans and wheat and livestock production of primarily hogs and cattle.

Agriculture plays a critical role on a global, national and state level but also in our local community, primarily due to its cultural and economic impacts. Our local farm families contribute to the broader delivery of food

for consumption across the globe and are responsible for more than our family dinners. Production agriculture is responsible for items such as fuel, fibers and raw materials that permeate our daily lives.

The State of Illinois plays a key role in providing food for the U.S. and the world and ranks at the top for some of the nation's most important commodities, including soybeans, corn and swine, as well as a leader in several specialty crops, such as pumpkins, buckwheat, horseradish and Christmas trees. The state is a front-runner in industries such as soybean processing, meat packing, dairy manufacturing, service industries and foreign exports, which play a significant role in the Illinois economy. In 2014. Illinois exported \$8.2 billion worth of agricultural commodities to other countries, and exports from Illinois account for 6% of all U.S. exports.

Illinois is home to over 72,000 farms, with over 1,000 farms located in Effingham County. According to the Illinois Farm Bureau, Effingham County farms are responsible for over \$195MM per year in cash receipts, which is roughly 1% of total cash receipts for all of Illinois. As of the 2017 census, Effingham County contains

Prosperous farmers mean more employment, more prosperity for the workers and the business men of every industrial area in the whole country.

299,000 acres of farmland, with 60% of farms ranging in size from 10 to 179 acres. Tradition plays a big role locally with 96% of local farms family owned and operated and over 10% are over 100 years old.

Today's farm is much different from the early farms. Ag producers routinely use sophisticated technologies such as robots, temperature and moisture sensors, aerial images, and GPS technology. These advanced devices, precision agriculture and robotic systems allow businesses to be more profitable, efficient, safer, and more environmentally friendly.

Agribusinesses are another key component of the local economy, providing over 1,000 jobs and millions in payroll for area residents. With products ranging from flour milling and bakery mixes to livestock and crop inputs, livestock equipment, grain storage and others, agribusiness is big business in Effingham County. Local industries value the local workforce that maintains a strong work ethic and value system that our ag roots have provided.

The presence of agriculture and agribusiness that Effingham County was built upon continues to draw the community together as it bolsters the local culture and economic strength, supports local efforts and programs and ultimately helps support the success of the entire community.



The Effingham County Chamber of Commerce and Effingham County Farm Bureau have created a joint initiative to promote agriculture as a major segment of the local economy, address and educate the membership on important ag issues, and to unite and network groups through ag-related programs and events.

In 2020, we will host an Ag Business Breakfast in the Spring to further engage businesspeople and ag producers in mutual discussions on issues of importance to the region and a lunch/dinner event later in the year to emphasize products that are grown, raised and produced in Effingham County.

If you'd like to be a part of this Ag Business initiative, please contact Norma Lansing at the Chamber at 217-342-4147 or Julie Stephens at the Effingham County Farm Bureau at 217-342-2103.



SHOP LOCAL

Spending locally and supporting those that support the community is essential for the growth and preservation of our community. Retail sales tax dollars are a significant generator of income to local governments - money that is plowed back into local communities for the benefit of local residents.

In November of 2019, the Effingham County Chamber invited shoppers to a Coffee Stop during Small Business Saturday, an effort sponsored by American Express to help boost small business patronage. Shoppers warmed up with coffee and pastries provided by Joe Sippers and picked up shopping bags filled with local coupons and promotional gifts.

The Chamber is committed to supporting the ongoing effort to keep this revenue right here in Effingham County and ensuring that local business is properly supported to achieve continued success throughout 2020.

To learn more about upcoming events and efforts, visit us on Facebook at ShopEffinghamCounty.









"Although I have had great experiences with several Effingham businesses this holiday season as I try to buy everything locally first; I want to single out one in particular for a couple of reasons. Ken and Betty Goeckner at Lifeline Christian Books have been in business in Effingham for many years. They have went above and beyond for me and my family this year with book recommendations, gifts for our new granddaughter, and gift certificates. I don't believe most consumers in Effingham realize they are the last bookstore of any kind for a 75-100 mile radius. Almost all local bookstores have closed with internet competition. What a treasure we have right here in Effingham. So please stop in and say hello to Ken and Betty and their staff and see what they have to offer. You will be surprised at their inventory and their knowledge of their products. They can get you just about any book you could want. Remember; shop local first, it makes a difference."





For more information, visit

AmerenIllinoisSavings.com/Ag
or call 1.866.800.0747

Join the 2020 ; First Friday; Club!



12 monthly First Friday Luncheons for the price of 10. \$180 value for only \$150!



The First Friday Club is a really high-value benefit that the Chamber offers us. It's a great networking opportunity for the entire local business community. If people were only aware, attendance would be much higher! I look forward to it, participate in it as often as I can, and I encourage our employees to participate. The program information is always interesting, often important. I recommend it with enthusiasm

-Rick Siemer President/Owner, Siemer Milling Company

To register, contact the Effingham County Chamber at 217-342-4147.



WELCOME

CHANGES & NOTES

Please welcome Heidi Goldstein, Practice Representative, for **Stanfield Chiropractic.**

Please welcome the new General Manager for **McAlister's Deli**, David Richmond.

Please welcome Amanda Bannister, Agent, for **Barns Realty.**

Please welcome **Coldwell Banker First Realty's** newest real estate agents: Katie Koester, Carleen Deters and Brent Budde

Weichert, Realtors* - Heart & Home is proud to announce Brittany Meyer has joined their Effingham office.

Michael Tegeler has joined **Crossroads Bank** as a commercial loan officers.

Lake Land College has appointed Greg Nuxoll of Effingham the Vice President of Business Services.

Illinois Farm Business Farm Management has moved to 813 N Third Street, Effingham.

Wild Rose Boutique has moved to 100 E Washington Street, Effingham.

AAA Mobility Specialist, LLC has moved to 2301 F S Banker St., Effingham.

Bray Title Services is now Allied Capital Title and their new website is www.actil.net.

America's Best Value Inn is now **Ramada by Wyndham.** Their new website is www.wyndhamhotels.com.

TEAM ITS, LLC has relocated their Mattoon office to 1808 Rudy Avenue. Their mailing address remains P.O. Box 1142, Mattoon, IL 61938

West & Co. has acquired the Michael J. Smith & Associates accounting firm, Champaign.

J & J Ventures Gaming has acquired Tap Room Gaming, a leading supplier of gaming technology, marketing and customer service in the Chicago area and now serves more than 2,000 customers in gaming and amusements.

INNOVATION VOUCHER PROGRAM

The Illinois Manufacturing Innovation Voucher Program helps small and mid-sized manufacturers in Illinois obtain external technical assistance to solve technology

adoption challenges. This competitive matching grant program is designed to remove hurdles in funding and know-how.

Eligible companies may be awarded up to \$25,000 to be used to access third party expertise in the area of R & D and technology adoption. Voucher projects must be conducted in Illinois for existing Illinois manufacturers with between 5 and 500 employees. Projects are expected to be practical in nature and focus on productivity improvements and/or product development that lead to innovation and measurable gains.

Visit imec.org/innovation to apply for the program that is being administered by the Illinois Manufacturing Extension Center.

LAKE LAND

TUITION WAIVERS - Area employers have the ability to assist employees in enhancing their skills through tuition waivers offered by LLC. The Board of Trustees approved up to (100) 3-credit hour waivers offered during FY 2020 for the second half of the Spring semester or summer semester. Weekend and online classes would also qualify. Interested employers or employees should contact Madison Delks, Community Outreach Coordinator, at 217.234.5429 or mdelks@lakelandcollege.edu.

MEET THE 2020 BOARD CHAIRMAN



I am looking forward to a fun and fruitful year as your new Chamber Board Chairman for 2020.

It is a real honor to have my fellow peers with the Chamber of Commerce choose me to carry forward the great work that has been done in the past year with Dr. Bullock and the many years before with the other Boards and their leadership. I would like

to continue to make the Effingham Chamber Region the envy of all of the surrounding counties with our membership's desire to participate and to get things done.

My goal for 2020 is to keep things simple and build upon that which is already in front of us so let's, Sign Up, Show Up and Participate.

Sign Up: There are so many great people out there with talents that we don't get to enjoy and see, but by signing up you give yourself the opportunity to participate with a great group of Chamber members that like to get things done by being involved. Remember that new idea may be the one that takes us over the top.

Show Up: Once you sign up the next step is to show up. We all have reasons that we can't make a meeting, kids are sick, dog ate my homework, but we need you, and most meetings take an hour and we try and do them when everyone is available, lunch or early morning for coffee. Remember, you will be meeting with other people who have jobs to do and kids to take care of, and who like to have fun.

Participate: Ok, sometimes it's easy to sit back and let other people take the lead, but we really need you and your ideas and work ethic. You will receive nothing but support at all Chamber functions.

I know all of this sounds simple but isn't that the best solution for most all things? Besides, you are meeting present and future customers and I will bet you will end up with some great friendships too. Our award-winning Chamber is what it is because of all of you and the people of this community. Let's continue to build on this great foundation and have a fantastic 2020.

MSpeer

Jeff Speer, 2020 Board Chairman Effingham County Chamber of Commerce



About Jeff

You can't say Jeff without saying Ellen, my wife of 37 years. We met on a blind date in April of 1982 and we were married November 19th of 1982 - sometimes you just know when it is right. We have two Children; Alexis, who is a RE/MAX agent in Destin Florida (Her number is 217 821 2904, shameless plug I know), Austin who is in Aviston Illinois (I call it Effingham West) and his daughter, our granddaughter Ava, age 7.

I was born in Avon IL. and raised in Bushnell IL (try to find those on a map)

I graduated from SIU-C with a bachelors in business and also stayed and received my MBA

I worked with my family, Rural King, 1982 to 1987 in Paris and moved to Effingham in 1988 to open this store.

In 1995 I purchased Kirby Real Estate and converted it to RE/MAX Crossroads Realty

In 2009 Professional Advantage and RE/MAX Crossroads Realty combined and became RE/MAX Key Advantage

I am a strong proponent of Continuing Education and have earned my ABR (Accredited Buyers Representative), CCIM (Certified Commercial Investment Manager), and my GRI (Graduate of the Realtors Institute) Designations

I am also currently serving as the President of my CIBR (Central Illinois Board of Realtors)

I enjoy golf, music, movies, golf, working in my yard, visiting my family especially in Florida, golf - you all get the picture, and I really enjoy people.

MEET THE 2020 BOARD AND AMBASSADORS



Front Row Left to right: John Wright, Wright's Furniture and Flooring, Jamie Stang, Stang Arts, Kara Wade, Taylor Law Offices, Matt Cekander, Doehring Winders & Co., LLP, Dr. Josh Bullock, Lake Land College, Joe Knabe, Al's Tire Mart & Electronics, Rachel Collins, Peerless of America II, Inc.

Back Row Left to Right: Chris Swing, Vantage Outsourcing, Travis Bushue, Bushue HR, Inc., Mark Doan, Effingham Community Unit 40, Jeff Speer, RE/MAX Key Advantage, Anthony Hecht, Dan Hecht Chevrolet-Toyota

Not Pictured: Matt Roedl, Prudential Financial, Julie Everett, Smith Moore & Co., Kevin Swan, Consolidated Communications, Dr. Ryan Jennings, HSHS St. Anthony's Memorial Hospital, Jay Buehnerkemper, First Mid Bank & Trust

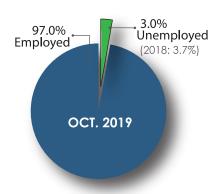


Front Row Left to right: Jim Hecht, Dan Hecht Chevrolet-Toyota; Tonya Siner, Premier Broadcasting Co.; Jo Huskey, Enterprise Dynamics; Kathy Schroeder, Mary Kay Cosmetics; Debbie Womack, First National Bank-Effingham Center; Bev Soltwedel; Dan Patton, Patton Printing & Graphics

Back Row Left to Right: Randy Jones, Washington Savings Bank; Jay Buehnerkemper, First Mid Bank & Trust; Jeff Mihlbachler, Mihlbachler Insurance Agency, Inc.; Jerry Jansen, Century 21 Realty Concepts; Brandon Pals; Steve Will, Dieterich Bank; Marty Stock, Homebuilders Plus

ECONOMIC INDICATORS

EFFINGHAM COUNTY LABOR MARKET



Total Labor Force: 19,152Effingham County Unemployment: 3.0%
Illinois: 3.6%
United States: 3.3%

97.3% Unemployed (2018: 3.6%)

NOV. 2019

Total Labor Force: 18,953Effingham County Unemployment : 2.7%
Illinois: 3.4%
United States: 3.3%



Residential Permits: 58
Est. Cost of Construction: \$12.5MM

2018 Total RESIDENTIAL Construction Permits: 45 at \$4.4MM

Commercial Permits: 76

Est. Cost of Construction: \$15.3MM

2018 Total COMMERCIAL Construction

Permits: 84 at \$10MM

RETAIL SALES Q3 2018

City: \$182MM County: \$207MM RETAIL SALES Q3 2019

City: \$184MM County: \$209MM

Sources:

Illinois Department of Revenue, www.revenue.state.il.us; Illinois Department of Employment Security, www.lmi.ides.state.il.us; Effingham City Building Official, www.effinghamil.com; Federal Deposit Insurance Corporation, www.fdic.gov; U.S. Census Bureau, www.census.gov; and, Effingham County Treasurer, www.co.effingham.il.us/treasurer

FIND YOUR NEXT GREAT Career

As a member of the Effingham County Chamber of Commerce, local businesses have access to post job openings on our website! This goal of this complimentary service is to help bring great employees and great employers together within the community!

Jobs are submitted daily so if you are looking for your next great hire, OR looking for a great new job, the Chamber can help! Email job listings to jniemerg@effinghamcounty-chamber.com.



Member Milestones

Southeastern Illinois Community Foundation 10 years in business

Effingham Ambulatory Surgery Center 25 years in business

Wortman Printing 30 years in business

Effingham Noon Rotary Club 100 year anniversary

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@effing ham county chamber.com

New Members

MASTERS FINANCIAL SERVICES LLC

Jeffrey Masters, Managing Director 2965 Whitetail Drive, Charleston (217) 994-2759 www.mastersfs.com (Accountants)

KIWANIS CLUB OF EFFINGHAM COUNTY

Kevin Gouchenouer, President 3446 N 1900th St, Dieterich (217) 821-3734 www.kiwanis.org (Organization - non profit)

LAKE SARA CAMPGROUND

Zachary Jahraus, Owner 15482 N Wildwood Drive, Effingham (217) 868-2964 (Campground) Referred by: Debbie Womack

CELEBRATIONS

EXCELLENCE IN BUSINESS AWARDS





VOLUNTEER OF THE YEAR AWARD









Ribbon Cutting for Niebrugge Furniture & Flooring



Ribbon Cutting for Springfield Clinic - Effingham Dermatology



Ribbon Cutting for AXIS Shared Workspace



Ribbon Cutting for HSHS Leadwell Center

CONGRATULATIONS



Illinois Employer
Support of the Guard
and Reserve (ESGR), a
Department of Defense
office, has honored
Mark Probst of **Probst Auto Body** with a Patriot
Award in recognition of
extraordinary support of
employees serving in the

Army National Guard. The award recognizes individuals who provide outstanding patriotic support and cooperation to their employees who serve. Probst Auto Body has also been certified by Assured Performance, a consumer advocacy organization, as a certified Collision Care Provider for having the equipment and training necessary to repair participating automotive brands. The award is achieved by less than 5% of body shops across the nation.

Illinois Governor J.B. Pritzker has announced grant funding for the Pearson Peninsula project at Lake Sara. **Effingham Water Authority** is being granted \$400,000 for a park development project on the peninsula. The project is to include a disc golf course, an ADA-compliant fishing dock, a giant chessboard, and an ADA-compliant walkway to the water's edge. Three playground areas are also planned. The project will be completed in five phases. The price tag for Phase One, the most capital intensive phase according to the proponents, is estimated at \$1.1 million.



Kingery Printing Company of Effingham was one of 12 companies nationwide nominated for the prestigious Innovator of the Year award. The company was named 2019 Best-in-Class Innovator by Printing Impressions magazine.

Effingham Ambulatory Surgery Center has been named a 2019 Guardian of Excellence Award recipient by Press Ganey for achieving and sustaining the top 5% in patient experience. The award is a nationally recognized symbol of achievement in healthcare.

Sarah Bush Lincoln was named a Top 2019 Rural Hospital nationally by The Leapfrog Group, highlighting the organization's safety and quality performance better than the top 6% of hospitals in the nation. Leapfrog is a national watchdog organization of employers and other purchasers focused on health care safety and quality. Only one other Illinois hospital earned this honor.

HSHS St. Anthony's Memorial Hospital's Wound Healing Center has been recognized with two awards for their clinical excellence and patient satisfaction from Healogics, the nation's largest provider of advanced wound care services. The center won the Robert A. Wariner III, Center for Excellence Award for eight straight years. The Center also received the Center of Distinction award for nine years.



Dr. Nash Naam has been sworn in as President of the American Association for Hand Surgery.

Wabash Communications was awarded a grant/loan from the U.S. Department of Agriculture's ReConnect Pilot Program. The cooperative will use the loan-grant to deploy nearly 300 miles of fiber-topic cable in under-served areas of Jefferson and White counties.

HSHS St. Anthony's Memorial Hospital was selected by Blue Cross and Blue Shield of Illinois as a Blue Distinction Center for Knee and Hip Replacement, part of the nationally recognized Blue Distinction Specialty Care Program for delivering improved patient safety and better health outcomes.

Willowbrook Memory Care of Effingham has been recognized by the American Health Care Association and National Center for Assisted Living for its achievements in the quality of care they provide. They achieved Tier One of four national goals in areas of staff stability, customer satisfaction, hospital readmissions and antipsychotics use.

Heartland Dental, the nation's largest dental support organization has achieved a record-setting milestone of providing support services to 1,000 dental practices across 37 states and servicing more than 1,600 dentists. Heartland is the first dental service organization to reach this critical mass of support.

Pals Electric, Inc. of Teutopolis has been recognized by the National Electrical Contractors Association with a NECA Project Excellence Award for best design build project under \$1 million for their work on the new South Central FS Feed Mill located south of Effingham



Carol Jo Fritts, Chairman of the Board of First Neighborhood Bancshares, Inc. and past President of First Neighbor Bank in Toledo, was honored with the 2019 Illinois Bankers President's Award. Fritts is the first woman ever to serve on the board of directors of the Illinois Bankers Association (IBA). This was the first President's Award given. The award will be presented

annually to an individual who has been a champion of women in the banking industry.

Weichert Real Estate Affiliates, Inc. has announced that Effingham-based Heart & Home Broker/Owners Matt & Mandee Hirtzel have successfully completed the company's Management Academy training.

CALENDAR OF EVENTS

Online calendar available at EffinghamCountyChamber.com

13 **FEBRUARY** event: 12-1pm **YBNext Membership Luncheon** @Effingham Public Library 20 **Business After Hours & Ribbon Cutting** @Sacred Heart Parish **MARCH** ТВА event: 1-4pm **Candidate Forums for State and Workplace Reasonable Local Candidates Suspicion Training** @Effingham Elks Lodge 1016 @Fairfield Inn and Suites event: 12-1pm **First Friday Luncheon Primary Election** @ Keller Convention Center 17 **Community Celebration of APRIL** 25 Excellence Breakfast Beecher City Jr/Sr High School event: 12-1pm 6 **First Friday Luncheon** @ Keller Convention Center **Coffee and Connections** @ EJ Water Cooperative 8 **Business After Hours** @ Glik's **HR Roundtable** 16 @TBA **Spring Radio Day** 23 **Business After Hours** @ WCRC @ Apex Physical Therapy 30









Roundtable

Hourly or Salary? Is my handbook policy up to date? How can I attract and retain the right team members? What is a good benefits package? How do I enforce a dress code? What should I keep in my personnel files?

Register today for 2020's HR ROUNDTABLE seminars sponsored by the Effingham County Chamber of Commerce. This is a valuable opportunity to network with other HR professionals, share ideas and support each other in the challenging and important world of people management. Whether you are new to HR or a seasoned pro, this series has something for everyone.

Each session is \$45 per person. Annual HR Roundtable participation is \$200 per person, materials and refreshments included.

To register, contact the Effingham County Chamber of Commerce at www.effinghamcountychamber.com or by calling (217) 342-4147





Chamber Community Scholarship Applications available at Chamber office or EffinghamCountyChamber.com **See page 3 for details**

FFINGHAM, IL 62401

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