



# NETWORK

JUNE 2022

## GETTING INVOLVED





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CHAMBER



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OF EFFINGHAM COUNTY

# FRI., JULY 22

Food Trucks | Vendors  
Beer Tent  
5pm - 10:30pm

Hometown Throwdown  
Amateur BBQ Challenge  
5:30pm - until sold out\*

*Sponsored by: Big Papa's,  
HSHS St. Anthony's Memorial Hospital,  
& Patterson Technology*

The Troubadours  
5:30pm - 6:30pm

Loose Lips  
7pm - 10:30pm

*\*While tasting samples last. No refunds*

# SAT., JULY 23

Farmers Market  
8am - 12pm

Pancakes & Coffee  
9am - 11am

*Sponsored by: Continental Mills*

Children's Activities  
10am - 2pm

*Sponsored by: C.E.F.S.*

Food Trucks | Vendors  
Beer Tent  
10am - 4pm

Official KCBS Competition  
Noon - 2pm | Awards @ 3pm



**JULY 22-23, 2022**  
**DOWNTOWN EFFINGHAM**



or [www.EffingHAMJAM.com](http://www.EffingHAMJAM.com)

## LETTER FROM THE PRESIDENT

July is around the corner, and this means that we are busy planning for EffingHAM-JAM! Once again EffingHAM-JAM will be in Downtown Effingham on Friday, July 22 and Saturday, July 23.

The proceeds of EffingHAM-JAM go to the Chamber Foundation of Effingham County's Scholarship Program; this year eight \$1,000 dollar scholarships were awarded. We hope to award the same amount next year. Sponsorship and volunteer opportunities are available, visit EffingHAMJAM.com for more information.

In collaboration with Bushue HR and the City of Effingham, the Chamber is working on the 2022 Effingham County Compensation and Benefits Survey. The survey allows our members to make informed business decisions by giving them reliable benchmarks based on their industries and company size. The deadline to complete the survey is July 8, 2022. Contact the office at (217) 342-4147 if you would like to participate in the survey.

Also, please take some time to read the featured article on page 8 and learn more about what the Chamber Membership Development Committee has been working on.

As always, reach out to me or any of the Chamber staff (Becky, Nicole, and Jamie) to see how we may be of service to you and your business.



Lucinda Hart, CAE, MBA  
President & CEO

Lhart@effinghamcountychamber.com | (217) 342-4147

## THANK YOU TO OUR 2022 CAPITAL INVESTORS



HSHS  
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Memorial Hospital



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Bank for Tomorrow.

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Effingham  
Illinois



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Washington  
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## EVENT RECAP

### ANNUAL CHAMBER GOLF OUTING

Thank you to everyone who participated in the 55th Annual Chamber Golf Outing. Our golfers, committee members, & volunteers truly make this a wonderful event every year!

A tremendous thank you to our presenting sponsor,  **HSHS St. Anthony's Memorial Hospital** + all our generous sponsors who continually help support the Chamber, its initiatives, and its events for members & Effingham County residents.

**Scramble Winner: Effingham Prompt Care - Dr. Navi Arora (-18)**

*Dr. Navi Arora, Jake Bushue, Scott McDevitt & Brandt Mayhood*

**Front 9 Winner: Bank of Hillsboro (-8)**

*Kyle Lindsey, Tom Grunloh, Ryan Ragland & Matt Brown*

**Back 9 Winner: Wabash Communications (-10)**

*Barry Adair, Darrin Atteberry, Jason Griffy & Evan Thackrey*

**Skills Contest Winners:**

**Longest Drive - Lori Funneman & Kendall Giles**

**Longest Putt - Natasha Lilly & Chris Koester**

**Closest to the Pin - Tammy Lakin & Jacob Schuette**

**Card Draw Winner - David Beliz, Whitney Roofing**



### RIBBON CUTTINGS



# EVENT RECAP

## FIRST FRIDAY LUNCHEONS



## PAVE MEETING



## BUSINESS AFTER HOURS



## RADIO DAYS



## NON PROFIT SPOTLIGHT

### Helping Preserve History By Connecting The Present And Future.

Millroad Thresherman started with a grandpa who wanted to show his grandkids how farming was done "back in the good old days". 42 years later, it has grown large enough to be held at the Effingham County Fairgrounds and draws a crowd and participants of all ages from 22 states and even Belgium!

This year's show dates are August 12-14th. Check the website for details

The Association has enough farmland to be able to hold field events that are done with old-fashioned equipment using horses and steam as the "fire-power". Beyond the field demonstrations, visitors can also watch horse pulling, wheat harvest/bundling, broom corn harvest that is turned into actual brooms on site.



The annual show has also grown to include every member of the family. Kids can take part in a scavenger hunt, games and even collect potatoes at the potato digging event. 100

pounds of seed potatoes are planted in the spring and when the show arrives, an old-fashioned potato digger reveals "spuds" that kids can harvest, bag and take home.

For the "crafty" attendees, there are Creative Craft Classes that include barn quilt painting, carriage house crafts and wire bracelet making. Take your finished project home

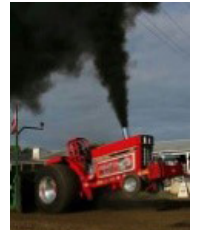
The Annual Tractor Drive, June 18, is a caravan of tractors of all ages and makes and models traveling over the rural roads, with spectators watching the parade. In a partnership with local FFA Clubs, the proceeds from the tractor parade entries are used to fund up to four scholarships for an FFA Senior who is continuing their education in the ag field.



Smoke rolls and the ground shakes with the Big Boy's IPA sanctioned Tractor Pull on Thursday, August 11. Get your tickets on their website.

The Semi Truck show and Car show will be held at the same time. Come vote for your fav!!

Show attendees can visit the many vendors, the awesome military display, toys, watch the semi-truck show and grab treats and eats on the show grounds. There is so much for everyone at the **42nd MILLROAD THRESHERMAN ANNUAL SHOW. Don't Miss it!**



[www.millroadthresherman.org](http://www.millroadthresherman.org)



## WORKFORCE DEVELOPMENT SPOTLIGHT

**LWIA 23** out of Lake Land College is looking to help your business develop a registered apprenticeship program! The apprenticeship model is a tried and tested model for earning and learning that is a win-win for employers and apprentices alike. Although apprenticeships are commonly associated with the trades, they are now a proven model for upskilling and recruitment in every industry; **there are currently over 3,000 different occupations registered as being apprenticeship-ready** with the Department of Labor.

In a registered apprenticeship, apprentices receive a combination of on-the-job training and classroom learning, earning an industry-recognized credential such as a degree, license, or certification alongside thousands of hours of mentorship. Apprentices begin their apprenticeship earning a percentage of a journeyworker's salary, earning pay increases throughout their apprenticeship after meeting time or competency-based thresholds. While this requires some investment on the part of the employer, who funds the apprentice's education, it is ultimately a worthwhile investment, **as apprenticeship employers see an average ROI of \$1.50 on the dollar!**

In addition to the increased retention, productivity, and employee buy-in generated by apprenticeship, there are additional financial incentives available for employers who develop registered apprenticeship programs: **employers receive a tax credit of \$3,500 per active apprentice per year**, with an additional \$1,500 per apprentice who meets certain socioeconomic eligibility requirements or are located in an underserved area of the region.

But wait, there's more! For apprentices who qualify for funding due to socioeconomic status or protected status as a veteran/active duty spouse, individual aged out of foster care, etc., **LWIA 23 may be able to reimburse apprentice wages to the employer up to 75%!** For companies interested in using apprenticeship as a means of upskilling current entry level employees, up to 100% of tuition costs may be reimbursed!

For those who wrinkle their nose at the idea of dealing with federal bureaucracy- good news: you don't have to! Workforce Analyst and Apprenticeship Consultant Nate Carlson serves as your personal liaison, coordinating with the Department of Labor and local education providers to deliver a streamlined, hassle-free process that can move **from initial contact to completed registration in as little as three weeks.**

Nate handles the paperwork and uses a direct, hands-on approach to develop a program that meets the individual needs of each specific role you're looking to fill. The employer has complete control over what education provider they choose and what classes their apprentice takes—you know your business!



*Nate Carlson*

Additional opportunities for developing talent pipelines through registered apprenticeship include youth apprenticeships, which follow the same model as registered apprenticeships but were designed to utilize existing high school co-op work programs for apprentices under the age of 18, as well as pre-apprenticeships, which can take the form of competitive internships, job-shadow programs, school visits, and more. All apprenticeship models offer flexibility and are a dynamic tool for workforce cultivation! Reach out to Nate Carlson at (217) 238-8224 or [ncarlson@lakelandcollege.edu](mailto:ncarlson@lakelandcollege.edu) for more information; he is available for consultations, group seminars, plant tours, school visits, and whatever else you may need!



A photograph of a man and a woman standing together. The man, on the left, is wearing a white button-down shirt and glasses. The woman, on the right, is wearing a tan blazer over a black top. Both are smiling.

# Family Care

Sean Flynn, MD  
Kendra Zerrusen, APRN

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New Patients*

---

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carriers including  
Blue Cross Blue Shield.*

**"Every day is different, but I try to  
give my patients the same care  
I would give my family."**

Sean Flynn, MD

The logo for Sarah Bush Lincoln, featuring a stylized graphic of three curved lines to the left of the text.

**Sarah Bush  
Lincoln**  
Trusted Compassionate Care

**SBL Medical Park Plaza**  
901 Medical Park Dr., Suite 101  
Effingham

[www.sarahbush.org](http://www.sarahbush.org)

# FALL DRAW

VIRTUAL

\$5,000 GRAND PRIZE\*

WEDNESDAY,  
SEPT. 21, 2022  
f LIVE @ 5:30PM

@EFFCOCHAMBER

presented by:



Midland



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WIN CASH OR PRIZE

\$50/  
ticket

\*only 300 available

To purchase tickets,  
visit [EffinghamCountyChamber.com/events](http://EffinghamCountyChamber.com/events)  
or call (217) 342-4147



\*Disclaimer: reverse raffle prize money will be reduced if all 300 tickets are not sold. Winner of Grand Prize is responsible for applicable taxes.

**Proceeds benefit Chamber Workforce Initiatives**

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# GETTING INVOLVED

The Effingham County Chamber's mission is to create connections that strengthen member businesses and stimulate the regional economy. As one of the divisions of the Chamber, the Membership Development Committee works with the Chamber Staff, Board of Directors, and Ambassadors to identify ways in which the committee can help the Chamber achieve its mission.

The division's strategic goals are to increase engagement among Chamber members/employees and to provide programs and services valued by the current and future workforce. The committee identified several action items to achieve the strategic goals.

**Small Business Week Celebration** – May 1-7, 2022. Small business members (50 employees or less) were asked to submit a video or article telling their story and their unique point of view to remind their customers and supporters why they do what they do. Stories were shared

through the Chamber social media outlets (Facebook, Instagram, and LinkedIn.)

A **Membership Survey** will be sent out August 1st; the deadline to submit the survey will be Wednesday, August 31. Completed surveys will be included in a drawing for advertising credit. The survey results will help guide the Chamber for 2023 planning.



**Peer to Peer Network Groups** provide our members the opportunity to establish relationships with other members and broaden their network. Being a member of a Peer-to-Peer Group carries with it responsibility and accountability to the group. Each member is expected to contribute and bring value from



*I chose to volunteer my time with the Chamber because I want to be part of something bigger than myself. The Chamber provides great opportunities to give back to the community and for my own personal & professional growth. Not only does the Chamber allow one the opportunity to meet so many great business leaders, company support staff, and entrepreneurs, it also provides the education and support to expand your knowledge in many aspects of business operations and what resources we have here locally in Effingham County. Being a member of the Ambassadors and the Membership Development Committee allows me the opportunity to share my personal experience with current and potential members and to support the efforts to bring value and excitement to what the Chamber membership is all about.*

their knowledge and experience, while being accepting of constructive feedback. Open enrollment will begin in August, so be on the lookout for more information.

**Groups to choose from:** Human Resources, Sales & Marketing, and Small Business Owners

**Participating in the Peer groups will allow businesses to:**

- Share, collaborate, and work together to collectively grow their businesses and grow as individuals.
- Learn of other methods your peers use to solve problems and to learn from their experiences.
- Support relationship building and foster collaboration and partnerships.
- Cultivate mentoring opportunities.

Outside of the above 2022 goals for Membership, the Chamber is pleased to continue our partnership with Bushue HR, Inc. to offer the 2022 Compensation & Benefits Survey. The Compensation & Benefits Survey allows you to make informed business decisions by giving you reliable benchmarks based on your industry and company size. Not only does it help determine competitive pay, it will guide you in making a complete compensation package for your employees.

The survey registration deadline is fast approaching - Friday, July 8 - head to the Chamber Events Calendar online to sign up. The Chamber is excited to share an update to a member benefit with our online Job Center. Our job board will now redirect viewers to Effingham County Job Opportunities for Business Success (EC-JOBS) website at ECJOBS.org.

With this merger of the two sites, job seekers will be able to find and apply for jobs, build resumes, and explore the different companies (who have signed up) in one location. Employers will have the ability to post jobs, build their company

profile, and connect with local talent. There is also the educational component that allows students and educators to introduce careers, help develop skills, and offer online courses and training for their future in the workforce.

The Chamber continues to grow and expand our member benefits for you, your business, and Effingham County as a whole.

If you are interested in serving on the Membership Development Committee, contact Lucinda Hart, Chamber President & CEO at (217) 342-4147 or email LHart@effinghamcountychamber.com.

### ***Chamber Membership Development Committee Members:***



**Chair: Astrid Reyes,** *Astrid Johana Photography*

**Travis Bushue,** *Bushue HR, Inc.*

**Doug Feldhake,** *Crossroads Bank*

**Julie Everett**

**Justin Roley,** *Land of Lincoln Credit Union*

**Lisa Wilson,** *Land of Lincoln Credit Union & Chamber Ambassador Representative*

**Alex Steppe,** *RE/MAX Key Advantage*

**Mitchell Martin,** *SPS Home Hospital Care*

**Christopher Swing,** *Vantage Outsourcing*

**Lucinda Hart, CAE, MBA,** *Effingham County Chamber President & CEO*

**Becky Brown, NFCP,** *Effingham County Chamber Membership Director*

# Here with you.

Niki was overwhelmed by the compassion and dedication shown to her at an exciting yet vulnerable time. "Thank you for playing a part in the birth of our precious son. Without you, my family wouldn't be complete."



HSHS  
**St. Anthony's**  
Women & Infants Center

We're here with you. Learn more at  
[stanthonyshospital.org/baby](http://stanthonyshospital.org/baby)



# GET INVOLVED

*join a Chamber committee*

# COMPENSATION & BENEFITS SURVEY 2022

This survey allows you to make truly informed business decisions by giving you reliable benchmarks based on your industry, and company size.

Not only does it help determine competitive pay, it will guide you in making a complete compensation package.

**Investment:**

\$175 | Chamber Member Participant\*  
\$375 | Non-Chamber Member  
\$500 | Non-Participant Survey Results Only

*\*Participation in the Survey is included in Influence & Capital Investor membership levels.*



Scan the QR code to register. Participating organizations will be contacted by Bushue HR, Inc. to complete a questionnaire in order to compile the compensation & benefit information for the survey.

**Deadline to register is July 8, 2022.** Questions? Call the Effingham County Chamber at (217) 342-4147.

# ECONOMIC DEVELOPMENT



**Mette's Cabinet Corner** is in the process of expanding the stone manufacturing (countertop fabrication) part of the business.



**firefly grill** is expanding to offer a new employee lounge for their team which will include their own bathroom with shower, washer & dryer, lockers, couch, TV with gaming system, and a big table so the employees can have meals together each week.

The expansion will also include upgraded walk-ins which allows firefly to store more fresh ingredients and expand our menu this year!



Dr. Michelle Rae Braddy, MD recently broke ground on her new clinic in Dieterich that will be located at 207 S. Main Street.

**The Wooden Spool** remodeled the outside of their building.



**J&R Collision Centers** is expanding and adding 6400 sq ft to move their structural/body repair segment into, along with expanding their parts department/storage. This will free up some space in the current building to expand their refinish department also. Their hope is to be in it and operating toward the end of summer.



 **EFFINGHAM COUNTY**  
a great place to

**LIVE  
WORK  
PLAY**

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



## ECONOMIC INDICATORS

### REGIONAL EMPLOYMENT STATISTICS

April (preliminary) • March (revised)

	April		March	
	2022	2021	2022	2021
Total Labor Force	19,438	19,058	19,768	19,000
Eff. Co UE Rate	3.1%	4.0%	3.2%	4.5%
Unemployed	604	757	626	848
Employed	18,834	18,301	19,142	18,152
Illinois UE Rate	4.4%	7.1%	4.7%	7.1%
US UE Rate	3.3%	5.7%	3.8%	6.2%

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

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### Welcoming New Patients

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left to right

Katie Koester, APRN   Heather Forsys, APRN  
Kim Burgess, APRN   Randi Berg, APRN  
John Opilka, DO

 Sarah Bush Lincoln

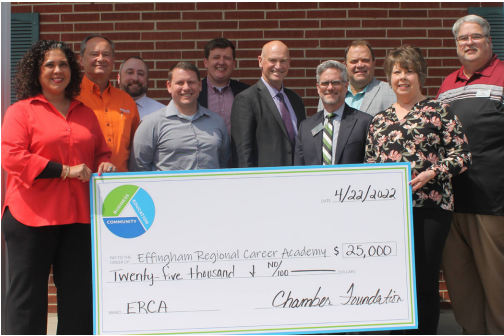
## WELL DONE! – WHAT’S CHANGED?



Bob & Joyce Westjohn were awarded the Downtown Effingham Business Improvement Award from the **Downtown Effingham Business Group**. The DEBG recognizes businesses in the central business district who contribute to the ongoing economic vitality of the area by improving its building and property.



**Dan Hecht Chevrolet-Toyota** announced Anthony Hecht (Chamber Board Member) has been recognized by Toyota and awarded Toyota's 2021 Comptroller's Award for Excellence.



The Chamber Foundation of Effingham County donated \$25,000 to the **Effingham Regional Career Academy (ERCA)** to help establish the Academy which will be housed at the Lake Land College Rural Development Technology Center.

**Diamond Brothers Insurance** was named a Circle of Excellence Agency for 2022 by Western National Insurance Group.



**Land of Lincoln Credit Union** promoted Elizabeth Wilson to Branch Manager of the new Effingham Branch located at 1302 Thelma Keller Ave.

**Hospital Sisters Health System (HSHS)** was named one of the "150 Top Places to Work in Healthcare | 2022" by Becker Healthcare. This list highlights hospitals, health systems, and healthcare companies that promote diversity within the workforce, employee engagement, and professional growth.



Effingham Mayor Mike Schutzbach proclaimed May 2022 Older Americans Month. Effingham recognizes a growing number of older Americans who contribute their strength, wisdom, and experience to our community. The Effingham Dementia Friendly Taskforce goal is to build an even better community for our older residents by planning programs that encourage independence; ensuring activities are responsive to individual needs and preferences; and increasing access to services that support aging in place.

The Teutopolis for Tomorrow Infrastructure committee worked with **Milano & Grunloh** to secure a \$250,000 Safe Route to Schools grant through the Village of Teutopolis. This grant will link sidewalks from the new subdivision to the grade school. Construction is anticipated to begin in Spring 2023.

**Civil Design Inc.** has moved into their new building at 307 E Washington St, Effingham.

Novus Home Mortgage is now **Cross Country Mortgage**.

T & T Roadside LLC is now **Fleet Guardian**.

The **Village Hall of Dieterich** has moved into their new location at 103 W Section Street; Dieterich.

WCIA 3 News has placed a live weather camera on top of **HSHS St. Anthony's Memorial Hospital**.

## WHO'S NEW! – CELEBRATIONS

Adam Powell has joined the **ENTEC Operations Team** as a System Specialist.



**Agracel, Inc.** named Ryan Witges as the new President effective June 1. Witges will retain his position as COO and assume the role of President from Dean Bingham who will remain the CEO of Agracel.

Andy Johnson is the new Superintendent for **Effingham Unit #40**.

**Brookstone Estates** welcomes Cerise Satterfield as the Director of Community Relations Brookstone Estates of Charleston, Mattoon and Effingham.

Effingham Ophthalmology Associates welcomes their new Office Manager Stacey Bowlin.



**First Mid Bank & Trust** welcomes Austin Hernandez as the AVP, Mortgage Loan Officer II (Residential Lender) for the region of Effingham, Neoga, and Altamont.

Lakeland Rehabilitation & Health Care welcomes Jade Belcher, Administrator & Kassandra Biramontes, Admissions/Marketing.

Kim Uphoff has been named President & CEO of **Sarah Bush Lincoln** effective at the end of July when current President & CEO Jerry Esker retires.



MetricWorks welcomes Christine Schuette, HR & Office Manager.

Rush Enterprises welcomes Matt Duncan, General Manager.

Lake Land College and LWIA 23 welcome Nate Carlson as the region's Apprenticeship Navigator.



Ross & Ashley Bierman are the new owners of **Stillwater Mulch Inc.** (formerly Stillwater Enterprises). Their new website is [www.stillwatermulch.com](http://www.stillwatermulch.com).

**Russell Cellular/Verizon** welcomes Jason Donaldson as the General Manager.

**Smith Realty Group of Effingham** welcomes Stephanie Hilliard Osborne.

**Teutopolis State Bank - Effingham Branch** welcomes Travis Fry, Loan Officer.

**Vantage Outsourcing** welcomes Carly Mitchell, Surgical Representative & Jim Keriotis, Senior Surgical Sales Representative.

**American Cancer Society** is celebrating 20 years.



Marcy Scott celebrated his retirement from **Dieterich Bank - Lake Sara Branch** after 35 years in the banking industry and as a mortgage loan officer for 15 years with Dieterich Bank.

Presidnet and CEO Pat Bauer is celebrating 25 years with **Heartland Dental**.

**Promark Advertising** is celebrating 10 years.

Robin Willey celebrating 33 years at **Heritage Builders**.

**Sarah Bush Lincoln** President & CEO, Jerry Esker, announced his retirement from the organization effective at the end of July 2022 after 37 years combined with SBL (Staff Pharmacist, Director of Pharmacy; Vice President of Practice Management; & CEO).



## WELCOME TO THE CHAMBER!



### **ASTRID JOHANA PHOTOGRAPHY**

Astrid Reyes, Owner  
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[www.astridjohana.com](http://www.astridjohana.com)  
Photography



### **NUXOLL PHOTOGRAPHY**

Tara Nuxoll  
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[www.nuxollphotography.com](http://www.nuxollphotography.com)  
Photography

### **MILLROAD THRESHERMAN**

Jim Schroeder, President  
PO Box 35, Altamont  
(217) 821-1426  
[www.millroadthresherman.org](http://www.millroadthresherman.org)  
Non-Profit Organization  
*Referred by: Kathy Schroeder - Mary Kay Cosmetics*

### **DR. CHRIS DREAS, SOFTWARE THERAPY**

Dr. Chris Dreas, Owner  
200 N Banker Street, Effingham  
(217) 500-0987  
[www.chrisdreas.com](http://www.chrisdreas.com)  
Chiropractors

### **PHYSICIANS CHOICE WELLNESS**

Amber Walker, Program Director  
1105 W. St. Anthony Avenue, Effingham  
(217) 855-8808  
[www.healthylifestyleweightloss.com](http://www.healthylifestyleweightloss.com)  
Weight Loss  
*Referred by: Rebecca Anderson,  
Owner of Physicians Choice Wellness*



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

# 2022 *Calendar of Events*

## *June*

**28 | Breakfast on YNBext**  
@ Joe Sippers Cafe

**30 | Groundbreaking**  
@ Designs Unlimited (new location)

**30 | Business After Hours**  
@ Lake Land College (Mattoon)

## *July*

**8 | First Friday Luncheon**  
@ Keller Convention Center

**13 | Pick Up! Effingham**  
@ Effingham Performance Center

**14 | Business After Hours**  
@ John Boos Factory  
Showroom & Outlet

**15-16 | Effingham Artisan Fair**  
@ Tuscan Hills Winery

**22-23 | EffingHAM-JAM**  
@ Downtown Effingham

**28 | Business After Hours  
& Ribbon Cutting**  
@ Effingham Fair Grounds

## *August*

**5 | First Friday Luncheon**  
@ Keller Convention Center

**9 | Apprenticeship Symposium**  
@ Keller Convention Center

**9 | Ribbon Cutting**  
@ Joslin Diabetes Center

**11 | Business After Hours**  
@ Effingham Performance Center

**25 | Business After Hours**  
@ J.B. Esker & Sons

*\*Dates & locations are subject to change.  
Please check the Chamber website  
calendar for the most up to date &  
accurate information.*

