

PROGRESS

MAGAZINE

JULY/AUGUST 2018



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2018 Camry Winner at Harr Motors



Matt Harr, left, General Manager of Harr Motors is pictured with Carol Pueppke, winner of the 2018 Toyota Camry.

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(L-R) Jennifer Glynn, CNP
Anjali Budhathoki, MD

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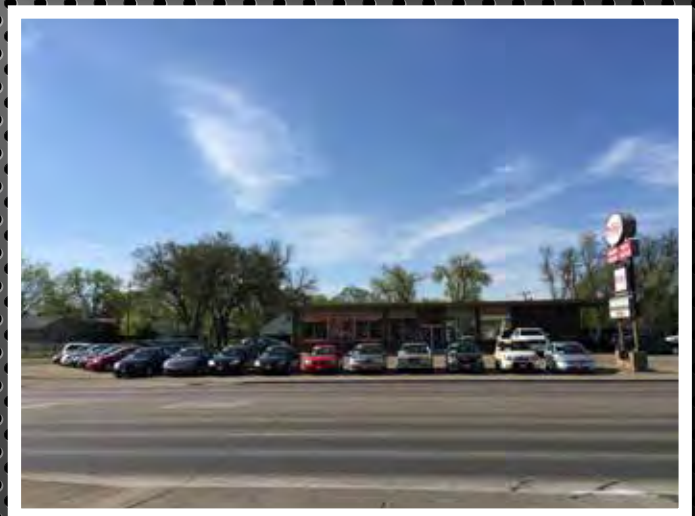
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The owners, management and staff at Harr Motors send a big thank you to all of our customers for a fantastic 50th anniversary event. This event would not have been possible without the continued support from the Aberdeen community and the entire surrounding area.

Congratulations to Carol Pueppke of Aberdeen, winner of the 2018 Toyota Camry drawn on June 2nd.

We have a vehicle for everyone.



Get into your new summer ride now! Check out Honda, Toyota, Nissan and Ford brands, plus over 200 used vehicles, online at

www.harrmotors.com

ABBY Award Nominations Now Being Accepted!



Gail L. Ochs
President, IOM
Aberdeen Chamber

In just a couple months, the Chamber will be hosting the 24th annual ABBY Awards where we will recognize ten different businesses or organizations within our community and region. We are now accepting nominations in the

farming, ranching, services, resources and related programs.

- The **Bridge Builder Award** is presented to a business or organization that has demonstrated exceptional performance in collaborating with community educational institutions and agencies to expand their workforce to include under-served segments such as students, individuals with special needs, veterans and minority groups.

- The **Community Involvement - Business Award** is presented to a business that has demonstrated exceptional performance in its support of the community through its involvement and support of programs, events or voluntary groups that serve to enhance the community.

- The **Community Involvement - Non Profit Award**

is presented to a non-profit organization that has demonstrated exceptional performance in its mission to serve the community through programs and resources such as arts & culture, sports, education, volunteerism, financial assistance, etc.

- The **Customer Service - Retail Award** is presented to a business

that has demonstrated exceptional performance and service in the retail sector.

- The **Customer Service - Service Award** is presented to a business that has demonstrated exceptional performance and service in the service sector.

- The **Health & Wellness Award** is presented to a business or organization that has demonstrated exceptional performance in providing and promoting health and wellness and related programs and services within their company and/or community.

- The **Manufacturing Award** is presented to a business who has demonstrated exceptional performance and innovation producing and distributing manufactured goods.

- The **Professional Services Award** is presented to a business or organization that has demonstrated exceptional performance providing support services to businesses in our community.

Please take a few moments to nominate a business or organization. You have several options, go online at <https://www.surveymonkey.com/r/3YL6BVW>, call the Chamber at (605) 225-2860 or email your nominations to info@aberndeen-chamber.com. Once you submit your nominations, we'll contact each nominee and have them complete an official award application. Applications are due by August 24, 2018 and ABBY awards winners are selected by a panel of judges from Chambers throughout the United States.

following categories:

- The **Agribusiness Award** is presented to a business that has demonstrated exceptional performance in the development and advancement of the agriculture industry in South Dakota through

Small Business Resources

Interactive Discussions



One Million Cups

<http://www.1millioncups.com/aberndeen>

Meets every Wednesday at 9 a.m. at the Capitol Theatre



StartHUB

<http://starthubsd.com/>

Meets the first & third Thursday of every month at 8:30 a.m. at Karisma Boutique

Free Technical Assistance



Small Business Development Center

<http://sdbusinesshelp.com/>

- Works with start-ups & existing companies
- Assists with business planning, cash flow planning, marketing & funding sources
- Referrals to international trade, government contracting & other resources



SCORE

<https://siouxfalls.score.org/>

- Free templates and articles
- Local mentoring assistance

SUPPORT GROUPS

PARKINSON'S SUPPORT GROUP

WHEN: 2nd Thursday of every month, 1:30-2:30pm
WHERE: Parkside Retirement Community @ Bethesda
1324 12th Ave. SE, Aberdeen, SD
Contact Christa Weber at 605-850-8141
Christa.Weber2@avera.org

MEMORY CARE SUPPORT GROUP FOR CAREGIVERS

WHEN: 3rd Wednesday of every month, 1:00 pm
WHERE: Parkside Retirement Community @ Bethesda
1324 12th Ave. S.E. Aberdeen, SD
For more information call 605-377-2722

Housing Permits and the Local Economy



Eric Brenner
2018 Chamber Board Chair
Owner, Alliance Contracting

The housing market is generally seen as one of the first economic indicators to rise or fall with economic conditions, and housing permits can be an early indicator of activity in the housing market. With this in mind, I thought it would be

interesting to see the hard numbers on Aberdeen's recent past and present residential building permits. Here is the data, provided by the City of Aberdeen's Planning and Zoning

Department:

- 2014 total residential building permits (single and multi-family): \$7,623,040
- 2015 total residential building permits: \$11,570,418
- 2016 total residential building permits: \$8,605,691
- 2017 total residential building permits: \$10,185,630
- 2017 residential building permits, January-May: \$2,553,544
- 2018 residential building permits, January-May: \$2,780,265

This is reassurance that the residential market is strong right now in Aberdeen. Even though material building costs are up about 20% from this time last year, and interest rates

are as high as they've been in five years, good things continue to happen in developing more single family and multi-family units in the Hub City. One example is the recent announcement of the newest HAPI development on North Dakota Street.

This is good news, not only for current residents but also for new residents moving to our community. It's also good for other businesses, as new residential housing construction can lead to increased demand for products that these home buyers will need (appliances, furniture, etc.). This ripple effect through the local economy means increased prosperity for our community as a whole.





SOCIAL NETWORKING

The Aberdeen Area Chamber of Commerce is on Facebook and Instagram.
Connect with us by searching for Aberdeen Area Chamber of Commerce.

2018 Chamber Leadership

Executive Board

Eric Brenner, Chair	Alliance Contracting
Dawn Williams, Chair-Elect	SD Dept. of Labor
Jack Hollinsworth, Vice-Chair	JDH Construction
Jeff Poppen, Treasurer	Sanford Aberdeen Medical Center
Robert Goscicki, Secretary	Aberdeen Federal Credit Union
Dr. Marje Kaiser, Past Chair	SDSBVI

Staff

Gail Ochs	President
Bea Fischer	Director of Member Services and Events
Lisa Anderson	Director of Public Relations, Committees and Programs
Scott Eisenbeisz	Finance Manager
Korine Grismer	Administrative Assistant

Full Board

Brett Deibert	Farm Credit Services of America
Dr. Timothy Downs	Northern State University
Kellie Ecker	SD Mfg. & Tech. Solutions
Justin Feickert	Midstates Group
Julie Fischbach	Mainstream Boutique
Todd Forkel	Avera St. Luke's
Matt Prehn	Midstates Group
Cody Roggatz	City of Aberdeen-Regional Airport
Katie Washnok	Blackout Industries
Dr. Sandra Welling	Presentation College
AJ Hoffman, CVB Board Liaison	SoDak Sports
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB
Shelley Westra-Heier, Ex-Officio	Aberdeen Downtown Assoc.



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COVER: Harr Motors

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NSU is Undergoing a Massive Transformation



Dr. Timothy M. Downs
President,
Northern State
University

In addition to building projects, we're transforming recruitment efforts and enhancing the student experience. Here are a few examples of what we're doing.

Enhanced intramurals program

- With the addition of the Athletic and Recreation Fields, we can now offer our students (and students from the South Dakota School for the Blind and Visually Impaired) access to this athletic facility.

- Lights over the soccer field will allow for late evening intramural

matches as well.

Expanded on-campus restaurants

- By this fall, Einstein Bros. Bagels will include a Caribou Coffee – a place where coffee and fresh-baked bagels will live together under one roof.

- Papa John's Pizza and Provisions on Demand (P.O.D.) Market will both be in the new Great Plains East residence hall, opening this fall. We know these locations will be highly frequented by our students – perhaps even community members (though pizza delivery will not be available).

Revamped WolfPACT scholarships

- This summer we will announce a revamped WolfPACT scholarship program, which will take into account high school GPA as well as ACT scores. We have data showing high school grade point average is the single best predictor of a student's success in college – and using the two factors together is an even stronger predictor.

Continued focus on retention

- With a lot of attention on attracting more students to Aberdeen and Northern,

we cannot overlook the importance of retaining those students. Last year, Northern's freshmen to sophomore retention rate hit a 15-year high – 77 percent. We aspire for an even higher rate, which is due in part to everyone on campus focusing on our students' success.

A quick update on our building projects: Our two new residence halls, Great Plains East and West, are on schedule to open this fall. These 299 new beds will replace Jerde Hall, which will be demolished sometime this summer or early fall. The Athletic and Recreation Fields are also coming along; fall practice for our athletic teams begins in August. The Regional Science Education Center is set to open for fall 2019. This new building will be the gateway to campus as you head south on State Street.

Alumni who travel back for homecoming will be surprised to see how much campus has changed in just one year!

Our capital campaign and campus improvements have earned a lot of attention, and rightfully so. However, it is important to realize that the student experience is a holistic effort – an effort that everyone on campus contributes to, as does the entire community of Aberdeen. Full- or part-time employment, outdoor activities, places to eat and shop, and entertainment opportunities are important factors that contribute to the overall enrollment and retention of students.

We are grateful that Aberdeen offers these things. Thank you for your support.

Go Wolves!



Main Street Office Space for Rent!

The Chamber has 560-720 square feet of street front space available now.

Call the Chamber for more details at 225-2860 and ask for Gail.





Lean 101 Training (Basic Lean Training with Hands-on Simulations) - July 10, 8:00am – 4:30 pm Location TBA. Learn the lean fundamentals and practice applying various lean tools in an interactive, exciting environment. Lean 101 utilizes learning and applying through a unique simulation process. Throughout the day, participants will act out a manufacturing company's transition to lean by following a learn-and-do approach. Eight hours of training consists of: an overview of lean, specific lean tools and how the lean tools can impact your particular business. For more information contact Kellie at 605-228-0414 or Kellie.Ecker@USD.edu

South Dakota Manufacturing & Technology Solutions Aberdeen Golf Scramble, August 10 at Lee Park Golf Course. This 18 hole, 4-Person Scramble format benefits Dream It. Do It. SD / "What's So Cool About Manufacturing" Video Contest. Registration at 11AM. Shot Gun Start at 12:30. For more information contact Kellie at 605-228-0414 or Kellie.Ecker@USD.edu or register online at www.SDManufacturing.com/events

2018 Kentucky Lean Study Mission Trip, August 20- 23, 2018. Discover first-hand what is at the heart of the lean business model through a series of gemba walks, talks, and peer networking. You will see the tools and systems of operational excellence in action as you tour companies demonstrating excellence in the fundamentals such as 5S, visual management, problem solving, standardized work, quality at the source, safety, continuous flow, intelligent automation and much more. For more information contact Kellie at 605-228-0414 or Kellie.Ecker@USD.edu or register online at www.SDManufacturing.com/events

2018 South Dakota Manufacturers' Day Summit, September 12, 2018 at. This one-day Summit includes five tracks packed with the latest business practices, emerging technologies and information on the Industrial Revolution 4.0, Quality, Human Resources, Growth, Technology and C-Level insights. This year's event is at Southeast Technical Institute, Sioux Falls. The summit is open to all manufacturers, business professionals, and students interested in learning more about business best practices and manufacturing trends. For more information contact Kellie at 605-228-0414 or Kellie.Ecker@USD.edu or register online at www.SDManufacturing.com/events



North Dakota State Tax Update Webinar, July 17, 2018

Tax Trends Webinar: Compliance Considerations – State

Income Tax, July 19, 2018

Safety in Numbers Webinar, August 14, 2018

Tax Trends Webinar: Mergers & Acquisitions, August 22, 2018

Tax Trends Webinar: IRS Trouble – Collections Process & Assistance, August 23, 2018

Advisor Insights Webinar: Mergers & Acquisitions, August 30, 2018

For more information and to register, go to www.eidebailly.com/insights/events.

September 13th
Basic Sales Tax
9 am to 12 noon

September 13th
Basic Contractor's Excise Tax
1 pm to 4 pm



Both will be held at the SD DOR office in Aberdeen at 14 S Main St, Ste 1-C.



Power Hours

Understanding Your Business Financials
Wednesday, July 11th - Kelly Weaver, Small Business Development Center

Little Things Make a Big Difference
Tuesday, August 7th - Jodi Hepperle, Avera St Lukes

Power Hours are held from 12:00-1:00pm at the Workshop, 208 S Main St. Cost is \$15 to attend, which includes lunch. Call 229-5335 or visit <http://adcsd.com/events/category/power-hours> to register.

The Training Place

Commercial Driver's License Classroom
July 23-25th, 5:00-9:00pm

QuickBooks
August 1st - 9:00-12:00 – The Basics
1:30-4:00 – Inventory & Payroll

Commercial Driver's License Classroom
August 27-29th - 5:00-9:00pm

For more information or to register call 229-535 or visit <http://adcsd.com/events/category/training-opportunities>.

Stay Hydrated as the Heat Climbs!



Robyn Ewalt
Consultant, Leadership & Organizational Development, Avera Health and Member of the Health & Wellness Committee

The hot weather hit far too soon this year (do we ever get Spring anymore?), and as usual, it may have caught some of us off guard. No matter how quickly hot weather sets in (and of course, how long it stays), it's important to stay on top of taking care of yourself and your loved ones as we

enjoy the great outdoors now that the sunny season has arrived. The primary thing you can do to avoid heat-related illness is to stay hydrated—and water is your best choice. A good rule of thumb is to always shoot for half your body weight in ounces at a minimum—and higher for hot days when you are outside a great deal. As an example, a 150 pound person would shoot for 75 ounces per day or more. If you aren't a water fan, or struggle to get your

ounces goal in—here are a couple tips you can use:

Use a container that's marked with your goal throughout the day. Use a 25 ounce water bottle and aim to fill it twice during your work day and once or twice while at home, depending on your water goal.

Utilize fresh fruit, herbs, and essential oils to add flavor to water and encourage the thirst factor to kick in. Popular combos are lemon-lime, cucumber and berry, or mint and melon. You'd be surprised how much



flavor you get by adding these fresh ingredients, and there are some great water bottles with built-in infusers that make this simple.

Staying hydrated can ward off heat related illness and help you keep safe and fun in the summer sun!

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 MANUFACTURING & TECHNOLOGY SOLUTIONS

GOLF

scramble

Friday, August 10, 2018

Lee Park Golf Course - Aberdeen

18 hole, 4-Person Scramble Format
 11 AM - Registration & Lunch / 12:30 PM - Shotgun Start

Cost: \$500 - Complete Birdie Team Pkg. w/hole sponsor
 \$300* - 4 person team or \$75* - Individuals
 mulligans & buy-up hole extra*

Register: www.SDManufacturing.com/events

Info: Kellie.Ecker@USD.edu or 605-228-0414

Proceeds Benefit:

WHAT'S SO COOL ABOUT MANUFACTURING?

A fun, interactive way to expose kids to the manufacturing industry and bring awareness to various career opportunities in our state.

Agribusiness Committee

The mission of the Agribusiness Committee is to promote agriculture as a major segment of the local economy, to address and educate the membership on issues important to agriculture, to unite and network groups through ag-related programs and events, and to recognize outstanding achievements in agriculture.

Ambassador Committee

The mission of the Committee is to promote a positive community image and serve as goodwill ambassadors at Chamber and community functions such as ribbon cuttings, new business openings, ground breakings, business relocations, and other networking events. (Committee selection done on a nomination basis).

Community Affairs Committee

The mission of the committee is to open a dialogue and provide education on a broad range of issues which affect the business community; increase communication and collaboration between business and governmental entities; break down barriers; and advocate to elected officials on the local, state and federal levels.

Diplomat Committee

The mission of the Diplomat Committee is to strengthen membership engagement and retention by visiting current members and facilitating communication to and from members, helping to identify member concerns, and garnering support for the Chamber. (Committee selection is done on a nomination basis).

Health & Wellness Committee

The mission of the Health & Wellness Committee is to implement business-healthcare partnerships and programs to promote workplace wellness and inspire healthy lifestyle choices through education and initiatives.

Military & Veterans Committee

The mission of the Military & Veterans Committee is to promote a positive working relationship among the community, employers and area military and veterans' groups while heightening awareness of the military and veteran presence and needs in the community.

Partners in Community Pride Committee

The purpose of the Partners in Community Pride Committee is to coordinate projects that serve to beautify the community and enhance our quality of life; educate the public on related issues which affect them such as regulations, codes, and new efforts; and to recognize and promote business and community development projects.

Transportation Committee

The Transportation Committee is the Chamber's primary business voice on transportation issues of importance locally, regionally, and nationally. The committee meets monthly to gather information from transportation experts in all areas of transportation including ground, rail, and air; analyze the information presented and determine how the Aberdeen Chamber can have an impact; and to share pertinent information with business people in the community.

Workforce & Education Committee

The mission of the Workforce & Education Committee is to facilitate, and support activities related to business-education partnerships, youth engagement and workforce recruitment and retention. The committee also addresses educational and training needs of the business community.

EDGE Task Force

Explore. Discover. Grow. Engage. The mission of the task force is to assist Chamber staff with the development of local educational and networking activities and events targeted at young professionals and start-up entrepreneurs

Tiered Dues Task Force

The task force will research and develop a new tier system of dues which incorporates Chamber benefits including those recently added with Chamber Master including Advertising, Job Listings, Hot Deals, Member to Member benefits, etc.

CHAMBER BIG DATES

Ag Committee

Thursday, July 19, Noon, SDSU Extension
Thursday, August 23, Noon, SDSU Extension

Ambassadors

Tuesday, July 10, Noon, TBD

Business After Hours

Thursday, July 12, 5:15 pm, Downtown Aberdeen

Chamber Executive Board

Thursday, July 12, Noon, Chamber
Thursday, August 9, Noon, Chamber

Chamber Full Board

Wednesday, July 18, 8 am, Chamber
Wednesday, August 15, 8 am, Chamber

COLLEGEpalooza

Tuesday, August 28, 4pm, Downtown Aberdeen

Community Affairs Committee

Thursday, August 2, Noon, Best Western Ramkota

Diplomats

Thursday, July 12, 3 pm, Chamber

EDGE Event

Thursday, July 26, 7 pm, Wakeside Bar & Grill

Health & Wellness Committee

Wednesday, July 11, 8 am, Profiling Beauty
Wednesday, August 1, 8 am, DaVita Dialysis

Military & Veterans Committee

Tuesday, July 10, Noon, National Guard Armory

New Faculty Luncheon

Monday, August 13, Noon, Dakota Event Center

Partners in Community Pride Committee

Friday, July 13, 9 am, Chamber
Friday, August 3, 9 am, Chamber

The Connection (Disability Task Force)

Wednesday, July 18, 2 pm, TBD
Wednesday, August 15, 2 pm, TBD

Transportation Committee

Tuesday, July 31, 3:30 pm, Chamber

Workforce & Education Committee

Wednesday, July 18, 3:30 pm, KO Lee Aberdeen Public Library

The Chamber office will be closed Wednesday, July 4th for the Independence Day holiday.

NSU's New Program Offerings Include Human Resource Management



Britt Lorenz
Director, Career
Services at NSU and
Workforce & Educa-
tion Committee Chair

Northern State University is offering several new academic programs, including a minor in human resource management.

The NSU School of Business began offering the minor last fall, a culmination of student interest

in the area of human resources and management, the demand for human resource professionals, and the importance for employees to understand employee relations.

"The School of Business believes the new Human Resource Management minor will offer students a broader understanding of how to

utilize human capital," said Dr. Kristi Bockorny, assistant professor of management. "Many organizations utilize strategy to determine the best ways to recruit employees, train and develop those employees, and to retain the good employees. It is advantageous for companies to figure out who the right people are to hire and how to ensure that the right people stay with the organization. A solid understanding of human resources can help achieve these goals."

The program includes topics such as recruitment, selection, retention, training, development and compensation. This minor is especially geared toward students interested in any business field, human services, criminal justice, education administration and entrepreneurship, among others.

Other New Programs at NSU

NSU has also recently been approved to offer other new academic programs. Those include:

- B.A. in criminal justice
- B.F.A. in studio art
- Minor in Chinese on campus and online
- Certificates in jazz pedagogy and piano pedagogy
- A bachelor's degree in Spanish available in a fully online format

For more information on any of Northern's new academic programs, contact the NSU Admissions Department at admissions@northern.edu or visit NSU Admissions online at www.northern.edu/admissions.

Where Friendships are Created



Becca Tullar
Brown County 4-H
Youth Program Advisor
and Ag Committee
Member

"Where Friendships are Created" is the theme for the 2018 Brown County Fair and how fitting it is for the Brown County 4-H Program. Our program involves 15 clubs, over 300 4-H members and over 75 volunteers who strive to "make

the best better". This year's fair dates are August 13 – 20. The beginning of the week has non-livestock display exhibit judging and the dog show starts our livestock shows ranging from small animals, companion animals

and cats, to large animals shows. Throughout the week we also have our 4-H picnic, public presentations, fashion revue, and crowning our 2018 Brown County 4-H Royalty. We round our week with the round robin livestock showmanship contest and the livestock premium sale. 4-H's mission is to 'engage youth to reach their fullest potential while advancing the field of youth development. At the Brown County Fair our 4-H Program offers many experiences to develop and grow 4-Her's skills that they will use in their years to come. Not familiar with what



4-H is and what it has to offer? That's okay! Some of our clubs will be doing 4-H promotion activities where you can learn more about 4-H and be able to ask them questions! For more information about the Brown County 4-H Program, please call our office at 605-626-7120!

Breastfeeding Friendly Business Initiative Update

In 2016, Aberdeen businesses started taking part in the statewide Breastfeeding Friendly Business Initiative, a program of the South Dakota Department of Health. Businesses can take the pledge to provide a welcoming environment where breastfeeding mothers are able to breastfeed in

public spaces within the business as well as accommodate breastfeeding employees to allow appropriate time and space necessary to pump, to the best of their ability.

Over 570 businesses in South Dakota have taken the pledge, with over 130 of them being in Aberdeen.

For more information on how to take part, contact Megan Erickson at the SDSU Extension Aberdeen Regional Center at 626-2870 or go online to healthysd.gov.



PC Celebrates the Dakota District's First-Ever Collegiate Club Chapter

Presentation College is #PCProud to announce the establishment of the first Collegiate Chapter of the Exchange Club in the Dakota district.

Collegiate Exchange Club of Presentation College (South Dakota) celebrated its Permanent Organizational Meeting in April.

Special guests in attendance at the Permanent Organizational meeting for the Club included PC student members and staff adviser, Angela Dannenbring, as well as Presentation College President, Dr. Margaret Huber. Aberdeen Exchange Club Members included Jan Bohling, Jim Ragatz, Don Peck, and Carl Perry.

National Exchange Club officials were also in Aberdeen to mark the special occasion, including Scot Warren, National Exchange Club President-Elect, Barbara Orr, National Exchange Club Region 10 Vice

President.

Exchange, America's Service Club, is a group of men and women working together to make our communities better places to live through programs of service in Americanism, Community Service, Youth Activities, and its national project: Prevention of Child Abuse. The Club focuses on service to community, to the nation, to humanity, and to one's self.

"The partnership with the Exchange Club is a perfect fit for us at Presentation College," said Ms.



Dannenbring, the College's Director of Development. "Our Mission includes a focus on service learning, and community involvement. The Club will be another way that our staff and students make sure we are making the world a better place – one 'Saint' at a time!"

Name the Calf Winners

Each year, as part of the Chamber Ag Committee's 4th Grade Ag Fair, the children who attend are invited to name the two calves they saw at the fair. This year there were two heifer calves, one black and one red. Glenn Jakober, owner of the calves and Ag Committee member, is shown presenting prizes to London Bahr (left) from Groton Elementary whose name,

Majestic, was chosen as the winner for the black calf. Kaylee Kiesow (middle), from May Overby Elementary, and Trey Baldwin (right), from CC Lee Elementary, both chose the name Lucy for the red calf.



The Smoke Screen Offered by Avera St. Luke's

Join us at the K.O. Lee Aberdeen Public Library on Thursday, September 6, for a free informational session on a screening program offered by Avera St. Luke's Hospital for smokers or former smokers. Hear from our panel of Avera experts on St. Luke's low-dose CT screening program, and how it may benefit you. The event will be held on Thursday, Sep. 6, at 6 p.m. and refreshments will be served.

It may not be a surprise that people who smoke are at the greatest risk of lung cancer. But with early detection, such as the screening, there is an improvement in the survival rate. One of the primary factors is that lung cancer sufferers do not always

have noticeable symptoms. That is why Avera St. Luke's Hospital offers the screening program designed to identify issues – before symptoms are noticeable.

Lung cancer is the second most common cancer in the United States and is the number one cancer killer in the U.S. causing more deaths than breast, prostate and colorectal cancers combined. Patients who are at high risk for lung cancer can get a screening through Avera St. Luke's Hospital to help improve survival rate.

Results of the National Lung Screening Trial (NLST) showed that screening current and former heavy smokers with at least three low-dose

CT scans reduced their risk of dying from lung cancer by 20 percent. Testing for a disease when there are no symptoms with Low-dose CT screening of the chest may find lung nodules that may be early lung cancer. Eligibility is based on the National Comprehensive Cancer Network guidelines.

When: Thursday, September 6, at 6 p.m.

Where: K.O. Lee Aberdeen Public Library, 215 4th Ave SE, Aberdeen, SD 57401

Register at: Avera.org – click on the Classes and Events link and search for "The Smoke Screen."

Signs of the Times Project

The Leadership Aberdeen Class of 2018 class project, Signs of the Times, kicked off on Friday, May 11th. The project focuses on restoring “ghost signs” on the sides of brick buildings downtown. The first one completed was “the Osh Kosh sign” on the south side of 224 South Main Street. Members of the class were on hand to help, with expert artistic talent and advice provided by Nick & Nicole Fischer, Greg Blair and Maddie Aguirre. Lora Schaunaman also helped with planning and prep work. Lunch and water were provided by Dacotah Bank. More signs will be completed in the future with funds



donated by local businesses.

Thanks to these generous sponsors for making this possible: 3M Company, Dacotah Bank, Sanford Health (all Master Sponsors); Aberdeen Federal Credit Union, Best Western Ramkota Hotel, Plains Commerce Bank (all Prime

Sponsors); Agtegra Cooperative, Avera Health, CO-OP Architecture, Dr. Tim & Mary Downs, DRN/READiTECH, Midco, Plaas Incorporated, Presentation Sisters (all Classic Sponsors); Carpets Plus, Charles Cruse, Carl & Sheryl Perry, and Palmer’s Plumbing & Heating.



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121 3rd Ave SW • 605-262-0612
www.americannational.com



New Business

Big Star Trolley Company
605-216-1817
www.facebook.com/big-star-trolley-company



New Location

Clark Engineering
3314 Milwaukee Ave NE, Ste 2 • 605-225-3494
www.clark-eng.com



Groundbreaking

Eighth and Enterprise, LLC
720 8th Ave NE • 605-380-3342
www.facebook.com/eighthandenterprise



New Business

Homecare Services of South Dakota, Inc.
701 N 4th St, Ste 425 • 605-225-1076
www.homecareservicesd.com



New Business

Hub City Hotshots Baseball Club
416 N Production St • 605-725-2448
www.hubcityhotshots.pointstreaksites.com



New Business

Jersey's Sports Bar
 2020 8th Ave NE • 605-262-0210
www.facebook.com/jerseysportsbaraberdeem



New Owners

Matador Detailing
 3011 8th Ave NE, Ste 101 • 605-228-3190
www.facebook.com/matadordetailing



New Business

Now or Never Tattoos
 202 N Main St • 605-262-0264
www.nowornevertattoos605.com

PICP COMMITTEE BEAUTIFICATION RECOGNITION



June - Mazatlan Mexican Restaurant
 1 S 1st St

Business Milestone Anniversaries

Congratulations to the following businesses, recognized for anniversary milestones at the May Business After Hours networking mixer.



Aberdeen Health & Rehab – 45 Years: Pictured are Dawn Williams, Chamber Board Chair-Elect and Mike Brown with Aberdeen Health & Rehab.



Budget Furniture – 40 Years: Pictured are Mike Nold, Budget Furniture; Dawn Williams, Aberdeen Chamber; and Kyle Malsom, Budget Furniture.



Clark Engineering – 80 Years: Pictured are Don Weigel with Clark Engineering and Dawn Williams, Aberdeen Chamber.

Livestock Show Expands to Two Days

This year brought a few changes to the Chamber Ag Committee's annual livestock show. The addition of swine, along with a collaboration with the 4-H Triple Threat Livestock Expo, made it necessary to move to a two-day event. Because of this, a name change took place from Northern Plains Livestock Day to Northern Plains Livestock Show. The shows, which were run back-to-back, were held on Friday, June 8th and Saturday, June 9th at the Brown County Fairgrounds. Across all four species of animals, 81 participants showed 169 head of livestock. Those families came to Aberdeen from 38 different communities across South Dakota, North Dakota and Iowa to participate in the NPLS and the Triple Threat. Glacial Lakes Energy was the major sponsor of this event. Additional sponsors include Agtegra Cooperative, Artz Equipment, Crawford Trucks & Equipment, Dacotah Bank, Farm Credit Services of America, Farm



Forum, First State Bank of Warner, Hub City Livestock, Insurance Plus, Jakober Limousin, Northern Plains Animal Health, Plains Commerce Bank, RDO Equipment Company, South



Dakota Angus Association and Wells Fargo Bank.



May 30, 2018

2018 Free Spring Residential Cleanup Summary

April 27 - May 12, 2018

	TRASH	METALS	TIRES	TREES	TOTALS
Aberdeen CITY	154,920 lbs. (2017) 108,540 lbs. (2018)		49,240 lbs. (2017) 23,200 lbs. (2018)		204,160 lbs. (2017) 131,740 lbs. (2018)
BC LANDFILL	3,355 vehicles (2017) 808,800 LBS. (2017) (404.4 TON) 3,364 vehicles (2018) 634,740 lbs. (2018) (317.37 TON)	148,820 lbs. (2017) 140,000 est. lbs. (2018)	301 vehicles (2017) 580,500 lbs. (290.25 ton) 120,000 lbs. est. (2018)	936 actual loads trees (2017) 187,200 lbs. estimate (2017) 815 actual loads trees (2018) 163,000 lbs. estimate (2018) (EST. x 200 lbs. per load)	4,592 vehicles (2017) 1,725,320 lbs. (2017) 862.66 ton 4,179 vehicles (2018) 1,057,740 lbs. (2018) 529.87 ton
TOTALS	963,720 lbs. (2017) 743,280 lbs. (2018)	148,820 lbs. (2017) 140,000 est. lbs. (2018)	629,740 lbs. (2017) 314.87 ton / 31,487 PTE's* 143,200 lbs. est. (2018) 60.00 ton / 6,000 PTE's *	187,200 lbs. (2017) 936 vehicles x 200 lbs. 163,000 lbs. (2018) 815 vehicles x 200 lbs.	1,929,480 lbs. (2017) 964.74 ton 1,189,480 lbs. (2018) 594.74 ton

VEHICLE COUNT LANDFILL: 4,179 (2018) : 4,592 (2017) : 3,911 (2016) : 3,866 (2015)

*PTE's: Passenger Tire Equivalents / 20 lbs. per tire



The Aberdeen Area Chamber of Commerce is excited to roll out a new social media campaign

#LIVELOCAL57401

Living local means staying right here in Aberdeen to shop, use professional services, play, work, eat and be entertained. Now, there's one place to post your pictures doing everything LOCAL.

WE INVITE YOU TO TELL YOUR STORY!

If you're a business owner, you can help us promote #LiveLocal57401 by sharing this hashtag in your businesses and encouraging your patrons to share their experiences right here at home. Share it on your own social media platforms, add the hashtag to your marquee, and display the #LiveLocal57401 decals on your business windows, doors or vehicles. These are available at no charge at the Chamber office.

If you live in Aberdeen, spread the word by posting photos with the #LiveLocal57401 hashtag, following it and sharing with family and friends. There is no better way to showcase our community than through your eyes. Plus, you know all the hidden gems in our community!

If you're just visiting, you can participate too! We would love to see Aberdeen from your viewpoint and experience it when you are.

Here are just a few examples of living local you can snap and post:

- Buying a house
- Checking into a residence hall or registering for classes
- Getting your oil changed
- Voting
- Playing at the park
- Drinking coffee
- Attending a concert or sporting event
- Going to the Farmers Market
- Attending a class reunion or family reunion
- Planting or harvesting

We all know what a wonderful community we live in. Now is the time to show it to the world and have fun doing it!



Chamber Golf Tournament Results

The mood was a laid back island vibe at the 2018 Chamber Golf Scramble, an Hawaiian Beach Party. The tournament was held on Monday, June 9th at Moccasin Creek Country Club, with 26 teams participating. Aberdeen Federal Credit Union was the hole in one sponsor with the prize being a golf trip to Scotland. Other sponsors include Aberdeen American News, Benchmark Mortgage, Hub City Radio, Insurance Plus, JDH Construction, Legacy Financial Partners of Ameriprise Financial, Midco, NVC, Pfitzer Pest Control, Plains Commerce Bank and Quality Quick Print.



Flight 1, 1st Place
Golz/Rau/LeFebvre/Wobst



Flight 1, 2nd Place (T)
Eide Bailly



Flight 1, 2nd Place (T)
Helms & Associates



Alliance Contracting



Aberdeen American News



Centennial Homes



Molded Fiber Glass



Team Perry



First State Bank



Flight 2, 1st Place (T)
Alberts/Winkler/Barnett/
Barringer



Flight 2, 1st Place (T)
Reunion Student Loan Finance



Flight 2, 1st Place (T)
JDH Construction



Flight 2, 1st Place (T)
3M "The Big Kahunas"



US Bank



NVC



Regal Beloit



Ameripride



DRN/READITECH



Flight 3, 1st Place
Best Western Ramkota Hotel



Flight 3, 2nd Place
Aberdeen CVB



Flight 3, 3rd Place (T)
Decotah Bank



Flight 3, 3rd Place (T)
Plains Commerce Bank



Flight 3, 3rd Place (T)
First State Bank of Warner



Avera



Demkota Ranch Beef/A&B
Business



NSU

Congrats!

Healthy Hometown Walking Audit

Members of the Aberdeen Chamber's Health & Wellness Committee and local community leaders, along with three representatives from Wellmark Blue Cross Blue Shield, took part in a walking audit in Aberdeen on Wednesday, June 13th. The audit was part of the MOVE MORE piece of Wellmark's Healthy Hometown program. The other components are EAT WELL and FEEL BETTER. The purpose of the audit was to discover what works well and what doesn't for pedestrians, bicyclists, strollers, wheelchairs and more when it comes to feeling safe while navigating our city streets and sidewalks. Work will continue on this project through 2018.



Healthy Hometown is a community health improvement initiative offered by Wellmark at no cost to South Dakota communities. Wellmark consultants help communities identify what areas they would like to improve, then assist in designing a plan to achieve those goals.

NSU/Mike Miller Elementary School Partnership Strengthens Education

Mike Miller Elementary School (MME), a kindergarten through grade 5 building, is in its second year of operation within the Aberdeen School District. It serves roughly 240 students, and while it may appear to be a typical elementary school from the outside, MME offers several unique characteristics and programs to its student population on the inside. One of these programs is the partnership it shares with the Northern State University's Millicent Atkins School of Education. This partnership allows teacher candidates the opportunity to become fully immersed in an elementary school setting and culture, where they not only partake in necessary coursework for their teacher education program but also engage in a clinical type of experience within the elementary school setting. This partnership has positive effects on the teacher candidates' overall teacher preparation experience, and it also enhances the educational experiences of the students and staff of MME.

"Just being at MME made our experience great. The overall volume of opportunities was amazing. We were able to see so many different things in each of the classrooms through our MME/NSU partnership, and it added so much more to our experience," said Breanna Hauge, NSU teacher candidate.

Through this program, MME students have engaged in Makerspace opportunities provided by the Northern State University teacher



candidates, whole-class and small group vocabulary lessons, and one-on-one tutoring during writing lessons and research projects. The teacher candidates have also assisted with MME's classroom iPad initiative, which has been piloted at the school for the past two school years. This assistance has provided a more enhanced educational technology implementation, which benefits the elementary students and staff, as well as the teacher candidates.

"The NSU Teacher Candidates helped my class with a biographical research project. The Teacher Candidates jumped right in and worked one-on-one with my students to research American Heroes. They challenged my 4th grade students to think critically about the sources, asked questions about the information, and kept them focused on the research project. There is no way that I could've given my students that kind of



one-on-one attention – it truly made the research project a huge success. The NSU Teacher Candidates' help enhance my students' learning very much!" said Bailey Mohr, MME Grade 4 Teacher.

To date, eighty-eight teacher candidates have experienced the NSU/MME partnership in thirteen classrooms over the past two school years.

"It helps having NSU here for our projects because we get the one-on-one attention we need. Our teacher can't always answer all of our questions at the same time, so it helps having them work with us," said a MME Grade 4 Student. "They really helped me with Tynker and Makerspace, so I can code better now." said another MME Grade 4 Student.

Thune Speaks to Chamber Committees

US Senator John Thune, R-SD, spoke to members of the Chambers Ag, Community Affairs and Transportation Committees at a luncheon on Tuesday, May 29th. The topic of the meeting was the latest Farm Bill. Pictured are members of the Ag Committee with Senator Thune.



Welcome Summer!



Laura Ptacek
Convention Sales & Marketing Coordinator, Aberdeen Area CVB

As I write this, Aberdeen just finished hosting the South Dakota High School Clay Target League state tournament. More than 550 athletes and over 100 coaches were in town for this event, held at the Aberdeen Gun Club on Saturday, June

9. The CVB provided a hospitality room for coaches and officials, to show our appreciation for the opportunity to have this event in our wonderful city. We hope that our visitors had a positive experience in Aberdeen, and would love to host this event again in the future.

Storybook Land Express ONE MILLIONTH RIDER – Will it be you???

This summer Aberdeen is expecting the one millionth rider on

the Storybook Land Express! Can you believe that? Be sure to get out there a lot this summer-it might be you! The lucky rider will win an awesome Family Fun Weekend Package!

Customer service earns kudos

Summer is when the fruits of our labor the rest of the year start to show. Seeing increased traffic in town and longer lines than usual at our businesses and restaurants shows us that indeed, people are hearing about Aberdeen and our marketing efforts are working.

But more important than any marketing efforts is word of mouth advertising – referrals from family and friends are much more credible and memorable, especially when it comes to vacation destinations.

Recently we received a phone call from a woman in a neighboring city that had visited Aberdeen over the weekend with her grandchildren. She was amazed at all the things that Aberdeen offers its visitors, and said she will be planning a return trip with

another bunch of grandchildren in July! It is great when someone takes the time to call us and tell us what a wonderful time they had. According to Lynn Karrigan at the CVB, “She had been to Aberdeen multiple times in the past 30 years, but had never gone to Storybook Land. We now have a believer and we have not seen the last of her family. Way to go, Aberdeen!”

Awesome upcoming events

It’s summer, so of course that means big events coming your way in Aberdeen! Of course the Storybook Land Festival will be held July 20-21, and the Brown County Fair August 13-19, but don’t forget about the Downtown Summer Concert Series, Tiny Titans exhibit at the Dacotah Prairie Museum, Celtic Faire...and MORE can be found at our calendar of events on our website – www.visitaberdeensd.com/calendar. And as always, please keep submitting your events to us! Hope to see you out and about this summer in Aberdeen!

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GROUND**
to the
final
BRICK

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WHEN YOU NEED
HELP AND
DON'T KNOW
WHERE TO TURN

DIAL 211



This new, free service for Brown County residents connects you to resources, whether you need a simple answer or serious help. Whether you have a question about how to find child care, or you're searching for ways to volunteer, or you need assistance with food or rent, 2-1-1 can help you find the resources you're looking for.

TEXT

Your zip code to **898211**

EMAIL

help@helplinecenter.org

VISIT

helplinecenter.org

Here is an update from the Helpline Center regarding 211 in Brown County. Here are numbers through May 18th, 12:00pm:

- Contacts: 188
- Referral: 76
- Crisis: 25
- Information: 35
- Listening & Support: 28
- Admin/Other: 24

Web searches of the online resource portal from Brown County: 275

Crisis Detail: 21 out of the 25 crisis contacts have dealt with suicide. Of the 21 suicide-related contacts, 16 times we were able to collaborate and develop a safety plan with the individual to circumvent a law enforcement visit.

College Texting (not included in the 188 contacts above): 18 (7 suicide related, 6 listening and support)

Top Needs Identified:

- Suicide Prevention Hotlines/Mental Health
- Food Pantries
- Rent Payment Assistance
- Utility Service Payment Assistance
- Dental Care
- Municipal Police
- Homeless Shelter
- Individual Counseling
- Gas Money
- Domestic Violence Shelters



Aberdeen's Better Block

With help from Better Block Foundation staff, Aberdeen Downtown Association staff and community volunteers, members of the Chamber's Partners in Community Pride Committee helped lead a Better Block project in the 100 block of South Main Street on May 11 and 12. After spending two and a half days cleaning, building & painting benches and building parklets & a bandshell, the community was able to enjoy a beautiful spring Friday night outside listening to the Barstool Prophets and watching children play mini golf and jumping on mini trampolines. Although the rain on Saturday dampened plans to continue to use the bandshell for four more musical acts, the show went on anyway inside the Red Rooster. Pop up businesses and art exhibits could be found inside 120 South Main Street.

Better Block is a way for community members to revitalize unused space for people to gather, shop and spend time enjoying an area they might not otherwise think about as a place they would go. Patrick Blaydes, Aberdeen's Project Manager, said there was a great deal of positive energy at the event and observed that he could tell many people were excited to see improvements happen. The hope is to be able to recreate this in another area of town with volunteers who want to help activate more unused or underutilized spaces.

This event was possible because of a grant from the Knight Foundation, the use of building space by Fallon Helm, plants on loan from Parkview Nursery, the enthusiasm of Heather Williams and the community's support to help bring to fruition the vision of a better block for us all. If you would like to see a Better Block happen in your neighborhood, contact Lisa at the Aberdeen Area Chamber of Commerce.



Why Every Business Owner Needs to Know Their Numbers



Kelly Weaver
Regional Director,
Small Business
Development Center

For me, a big red flag is waved when a business owner says "I pay my accountant/bookkeeper/tax preparer' to handle that." Don't get me wrong, those advisors are very important. However, business owners need to take ownership

of their numbers. If they don't, their business will not thrive and, in some cases, may not even survive.

I am not advocating that you take on all the duties of tracking your numbers, but you need to be able to read the reports and know whether they make sense, even if numbers are 'not your thing.' If this is an

intimidating prospect, the SBDC can help be your guide. You can also find a resource in your accountant or a fellow business owner. The key is to start, to take baby steps. Start with learning what income and expenses show up in what categories (or should), then define a few benchmark metrics that are key to your business and track those on an ongoing basis, next compare numbers between period (month to month, year over year, etc.) and before you know it, you'll be able to analyze your full financial statements.

Why does your business life depend on it? If you don't know your know numbers, you won't see trends that may indicate the need for changes in your operation. You will find it more difficult to borrow money for growth if your financial reports are not in order. Poorly prepared and

managed financials will limit your ability to sell your business. Lack of understanding may limit your ability to make the right decisions for the business.

Think of it this way: When you have a plan and direction you want to take your business that should set an expectation of what your sales and expenses should be to accomplish that plan. With that expectation in hand, it is much easier to look at your actual numbers and see if they are in line with those expectations. Don't wait till the end of the year. Strive to review numbers on a monthly basis. The key is to START.

Kelly Weaver is the Regional Director of the Small Business Development Center in Aberdeen which offers free, confidential business consulting to start up and existing businesses. She can be reached at (605) 626-2565 or kelly@growsd.org. The Center is hosted by GROW South Dakota.

Register Now for the 2018 Gypsy Day Parade

Online registration for the 103rd annual Northern State University Gypsy Day Parade began Friday, June 1.

Individuals and groups interested in entering the parade can access the online form: <https://apps.northern.edu/gypsyFloatRegistration/registration.aspx>. Registration will include a \$25 participation fee. The parade is scheduled for Saturday, Sept. 29, with a start time of 9 a.m.

This year's parade theme is "Wolves at the Movies," which will provide participants a wide array of options for float decoration. Participants will create a float depicting their favorite movie.

A panel of six judges comprised of Northern State and local community leaders will present awards in the following categories:

- Best Overall Float
- President's Award (best Northern State University entry)
- Mayor's Award (best Aberdeen Area community entry)
- Chamber Award (best Aberdeen Area business entry)
- Northern Pride Award (best representation of theme)
- Northern Spirit Award (best group participation and spirit)
- Thunder's Award (best entry featuring live animals)

- Gypsy Award (best vehicle entry)

Parade lineup is based on the order in which online registrations are received. The deadline to enter online is 5 p.m. Friday, Sept. 14. Only those individuals or groups that meet the online deadline will receive a block and space assignment. Confirmation letters will be emailed with lineup information approximately one week prior to the parade.

For information about the parade and registration process, please contact the Student Affairs office by calling 605-626-3007 or email gypsydays@northern.edu.

2018 HALL OF FAME BANQUET AND CEREMONY

Saturday, September 22, 2018

At Central High School, 2200 South Roosevelt Street, Aberdeen, SD

5:00 p.m. - Hall of Fame Social, CHS Commons Area

5:30 p.m. - Hall of Fame Banquet, CHS Commons Area

After Dinner guests will be directed to the Thomas F. Kelly Theatre for the Hall of Fame Induction Ceremony and entertainment. A dessert reception will follow in the CHS Commons Area.

Ticket information: Banquet Tickets are \$35 per person. (\$40 per person after September 10.) Tickets may be purchased after July 1 through the foundation website at <https://aberdeen.k12.sd.us/foundation/> or Aberdeen Public Schools Foundation office at 1224 3rd St. South, Aberdeen SD, 57401.

Contact the Foundation Office at 605-725-7118 or Gretchen.Sharp@k12.sd.us

Promotion Fund Explained



Lynn Lander
Aberdeen City
Manager

I am periodically approached about the workings of the promotion fund. The promotion fund is rather unique because this fund isn't part of the general operations of city. The City of Aberdeen self-imposes a municipal sales tax upon the gross

receipts of all leases or rentals of hotels, motels, campsites or other lodging accommodations, alcoholic beverages, eating establishments and admission for entertainment for the promotion and advertising of a municipality. These monies collected under this self-imposed tax are placed in a special revenue fund commonly called "The Promotion Fund." Each

municipality that imposes this optional tax may determine what qualifies as promoting their municipality. The Office of the Attorney General, State of South Dakota, Official Opinion No. 84-46 dated 11-28-1984 infers 'Promotion' is a broad term and encompasses anything which contributes to the growth, enlargement or prosperity of something else or otherwise furthers, encourages or advances the same. You can surmise based upon the above definition of promotion the actual uses could vary from community to community. City records show the actual promotion taxes collected in 2007 was \$721,814 and the most recent estimate projected for 2019 is \$1,144,000.

The city council allows organizations to compete each year for promotion monies. The promotion fund process and application is posted to the city website in early May of each year. Applicants competing for 2019

funds were required to submit their applications by May 25, 2018. Eligible organizations must be classified under IRS Chapter 501 © as a charitable, religious, or other nonprofit organization or a governmental subdivision or agency.

An organization that requests \$50,000 or more must provide their most recent current audited financial statement. The request for funds has become quite competitive and the request typically exceeds the available dollars by at least twenty-five percent. The number of applicants usually exceeds thirty per year. The smallest dollar amount request for 2019 was \$2,000 and the largest request was \$436,000. The Aberdeen City Council will determine the yearly allocation for 2019 promotion fund monies by June 30, 2018.

Your Local Pharmacies.

We are independently owned and operated pharmacies, where you'll find exceptional service, a full selection of healthcare products and the one-on-one attention you deserve, all for competitive prices and similar co-pays.

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State Street Pharmacy
AVERA STATE STREET MEDICAL SQUARE
605.225.1945

United Clinic Pharmacy
SANFORD ABERDEEN CLINIC
605.225.4001

Aspire Foundation, Inc



Annual Golf Benefit

Friday ~ August 3rd, 2018

Lee Park Golf Course

Registration begins at 12:00pm. Shotgun start at 1pm.

The Aspire Foundation provides financial support to Aspire, Inc. We are a non-profit organization with a mission to create opportunities for people with disabilities to enhance the community.

Tournament Fees: \$400.00 per 4-person team

This includes green fees, cart and meal (after tournament).

For more information or to register, call Janae at 605-229-0263 ext. 1007

Proudly sponsored by:



Things You Should Not Say During a Job Interview



Kim Dorsett
Partner, Richard-
son, Wyly, Wise,
Sauck & Hieb

The U.S. Equal Employment Opportunity Commission (EEOC) has strict laws in place to protect candidates and employees from discrimination related to age, disability, genetic information, race or ethnicity, gender identity or sexual

orientation, national origin, religion, marital status, having children, pregnancy, or planning to start a family.

While you may know not to ask direct questions on these topics, you can still get into legal trouble through small talk that accidentally reveals information on a prohibited topic. If you later decide not to hire the candidate, he or she could then file suit for discrimination. Below are examples of questions you can ask, and questions to avoid, during an interview.

Ethic Background:

Questions like, "Were your parents born here?" or "What's your ethnicity?" can lead to legal trouble. What you can ask: "Are you authorized to work in the US?" or "What languages do you speak, read, and write fluently?" or "Can you show proof of citizenship/visa/alien registration if we decide to hire you?"

Pregnancy and Family: Even if it is obvious that a candidate is pregnant, it is never acceptable to ask any questions about the subject.

And, do not volunteer information about your maternity policy unless the candidate asks. You must also avoid questions related to the candidate's children. What you can ask: "Are you able to perform all the job functions as I've described them?" or "Do you have any upcoming commitments that would interfere with the schedule we've discussed?"

Other good questions are: "Do you have any limits on the hours you're available to work?" or "Are you available to work overtime?"

Age: Even innocent questions such as "What year did you graduate?" or "What year were you president of your fraternity?" can be illegal if it elicits information that tells you the candidate is over 40 years of age. What you can ask: "Are you a

member of any professional organizations now?" or "What skills/subjects learned in college would benefit you in this position?"

Marital Status: Innocent conversation starters about a person's spouse would be perfectly appropriate in a social setting, but not in an interview. If the person volunteers that they just got married or will soon be married, you may offer congratulations, but then move on to another topic. What you can ask about marriage: Nothing. The only safe question even close to this topic is "We would like to check your references. Have you worked under another name?"

Religion: Most employers know you can never ask about a candidate's religion. However, you should also avoid "What are you doing for the holidays?" This seemingly innocent question intrudes on a candidate's personal beliefs, and is dangerously close to a question about religion. What you can ask: "Are there any days or times when you cannot work?"

You must further ask this of all candidates, not just ones you think might have religious conflicts.

Disability: While it may seem acceptable to ask if a candidate has any disabilities or work restrictions, this type of question can suggest discrimination based on your perceived inability to perform the job due to a physicality. Instead, you may ask all candidates the same questions about the required functions of that job, such as: "Can you stand for 7 hours per day?" or "Are you able to lift 25 lbs on a regular basis?"

Arrests: The question "Have you ever been arrested or convicted of a crime?" has been a common interview question for decades, and still appears on some job applications.

However, the EEOC deems such questions illegal if it results in discriminating against minority candidates who may be over-represented in the criminal justice system; especially if their criminal background has no relevance to the job duties. You should remove this question from

your applications. During the interview process, you can ask: "Have you ever been disciplined for violating a company policy?" or "Do we have your permission to run a pre-employment background check?" If conviction of a crime relates to a specific job duty, it is often safest to make an offer of employment conditioned upon passing a background check and to then explain why conviction of a crime directly relates to the position. The candidate is then free to explain convictions that may appear on that background check. After those discussions, you should consider if that type of conviction would actually impact the candidate's ability to perform the job.

"So, tell me about yourself.": These examples demonstrate why you should not start out a job interview with "So, tell me about yourself." What makes an interview question illegal is its potential for employment discrimination based upon the answer. This is why most illegal questions evolve from seemingly innocent questions we tend to ask in social settings. Job interviews can still be conversational, but it is best to stick to a small set of scripted questions that address the candidate's ability to carry out the tasks and responsibilities of the job. You should also document each candidate's answer to your questions. If you find yourself accused of illegal discrimination for failure to hire, a well documented interview file is your best defense.

**This article is intended to be informational only and should not be construed as legal advice. For further questions about this topic, speak to an attorney experienced in labor law matters.

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No Matter the Call



Kristi Noem
US Representative
(R-SD)

I am incredibly grateful for the work of South Dakota's law enforcement officers. The job has never been easy, but with violent crime on the rise, a growing drug epidemic, and a looming mental health crisis, more is being asked of

our men and women in blue than ever before.

Between 2005 and 2015, South Dakota's violent crime rate doubled. Drug arrests are up. Aggravated assault and domestic violence is increasing. Sioux Falls has become more dangerous than Fargo, North Dakota, or Omaha, Nebraska. And people are feeling the impact. I hear all the time how our communities just don't feel like they did 15 years ago; they feel less safe.

When President Trump was sworn in last year, he brought his profound

respect for law enforcement into the Oval Office. Together, we've increased support for those in blue. For instance, we expanded Community Oriented Policing Services (COPS) grants, which are used for hiring and training police officers and have provided \$13 million in funding to South Dakota law enforcement in the last five years.

In South Dakota, much of the drain on our resources comes from a growing drug epidemic. In recent months, Governor Dugaard declared that meth use in South Dakota was at epidemic levels. Opioid abuse is on the rise as well. While I believe prevention is key, I introduced a set of bills to strengthen families during drug addiction treatment and amplify efforts to prevent the child abuse and neglect that can result from drug use.

Additionally, I'm working to cut off drugs at their source. President Trump's border wall is critical to stemming illegal drug trafficking, and I've voted to fully fund his proposal. I'm also working on legislation to crack down on Mexican drug traffickers and

those who help facilitate their illicit activities at the border.

Moreover, we need to fix the quirks in the law that make law enforcement jobs harder, which is what my CUFF Act intends to do. The bill is commonsense: it prohibits individuals with outstanding felony warrants or parole violations from receiving certain Social Security benefits. It's not only unfair to ask taxpayers to pay people who are fleeing the law, but it's self-defeating to subsidize someone's attempt to shirk law enforcement. As Staci Ackerman, Executive Director of the South Dakota Sheriffs' Association said, the bill would "limit [a wanted felon or parole violator's] ability to avoid justice using taxpayer dollars to evade capture." This bill was passed in the House and is awaiting a vote in the Senate.

Each of these tools aim to help law enforcement do their job better and more safely. This, in turn, helps ensure South Dakota remains a safe place for families and businesses to thrive.



Barnett Center Addition - Aberdeen, SD

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ABERDEEN FIRE & RESCUE



Citizens Fire Academy

- Aberdeen Fire & Rescue is proud to announce a new program designed to educate its citizens on the Fire Department's Operations and the services it provides to them.
- This program will allow the participants the ability to experience what it's like to be Firefighter/EMT and Firefighter/Paramedic
- This **9-week** long **FREE** course will provide approx. 33 hrs. of lifesaving knowledge and hands-on experience taught by Aberdeen Fire & Rescue instructors.
- Classroom sessions include: FD Overview, FD Station tours, Fire Behavior/Fire Safety, FD Equipment & Apparatus, CPR training, EMS, Hazmat, Technical Rescue, Vehicle Extrication, Fire Extinguishers, etc

When: Wednesday nights from 6:30-9:30 pm and 2 Saturday sessions
*Course starts Aug. 15th and will end Sat. Oct. 13th 2018

Where: Aberdeen Fire & Rescue's 3 Fire Stations

Requirements: Participants must be at least 18 yrs. old and either live, work, or own a business within the city limits of Aberdeen

***Must fill out & submit an application (includes a background check) by Aug. 10th**

CLASS SIZE IS LIMITED – SUBMIT YOUR APPLICATION NOW!



For more information or to receive an application contact:
Aberdeen Fire & Rescue St. #1
 121 2nd Ave. SE.
 (605) 626-7048
 Email: chief.afd@aberdeen.sd.us
 Aberdeen Fire-Rescue on Facebook & Twitter



Big Wins for the American People



John Thune
US Senator
(R-SD)

I can't think of another period of time while I've served in Congress when we've been able to put so many points on the scoreboard for the American people. Over the last year and a half alone, despite the historic levels

of obstruction we've faced from my Democrat colleagues in the Senate, Republicans have achieved numerous legislative accomplishments that will have a positive and lasting effect on the country for generations to come. From tax reform to regulatory reform to reshaping the judiciary, the Republican-led Congress has made the American people's priorities its priorities.

On tax reform – promise made, promise delivered. In just the handful of months since the Tax Cuts and Jobs Act became law, more than 1 million jobs have been created. It's an important milestone that fulfills a promise Republicans made to the American people when we debated the bill in Congress, and it's welcome news for American workers.

More than 500 companies, including several here in South Dakota, have already passed tax savings on to their customers and employees in the form of pay raises, bonuses, and utility rate reductions. Today, the unemployment rate matches a near five-decade low, and for the first time ever, there are more job openings than

there are job seekers in the United States. We're still in the early stages of this new law, though, and while there's plenty of good news to share, there's more yet to come.

The Republican-led Congress devoted a significant amount of time to rolling back burdensome Obama-era regulations that were hamstringing growth and opportunity. We used a congressional oversight process that, up until last year, had only been successfully used one time in history. That process, the Congressional Review Act, gives Congress the ability to undo regulations that were implemented by the executive branch. We didn't use it just once, twice, or even 10 times. We used it a record-setting 16 times. As a result, we provided much-needed relief to businesses and consumers across the country.

While Senate Democrats have done everything they can to delay and obstruct the president's nominees to the executive and judicial branches, we've continued to plow ahead, threatening to keep the Senate in session around the clock or over the weekend, if that's what it takes. Despite the obstruction, in 2017, the Senate set a record for confirming circuit court judges. Today, one-in-eight of all circuit court judges in the

United States have been nominated by President Trump and confirmed by this Senate.

We also confirmed U.S. Supreme Court Justice Neil Gorsuch, passed multiple bills to help our veterans, strengthened our military with the greatest investment in 15 years (plus the largest troop pay increase in nearly a decade), combatted opioid abuse, enacted the longest State Children's Health Insurance Program extension in history, fought sex traffickers, and repealed Obamacare's individual mandate – the cornerstone of the failed health care law – just to name a few.

We've accomplished a lot of big things over the last 18 months, but there's more work to do, including getting a pro-farmer, pro-agriculture farm bill to the president as soon as possible. I look forward to delivering more positive results like these for South Dakotans and the American people in 2018 and beyond.

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How Much Do Kids Know About Our State's Number One Industry?



Connie Groop
Freelance Ag Writer
and Member of the
Ag Committee

In April, 550 fourth-grade students from the Aberdeen area touched a bit of agriculture at the Ag Fair hosted by the Aberdeen Chamber of Commerce Ag Committee.

That special day is just part of the way that young people

learn the importance of agriculture. Each day products grown in the state are consumed by those young and old. Understanding where food comes from is an important part of education that sometimes gets lost in the shuffle.

In the past year, the South Dakota Agriculture in the Classroom reorganized to provide a pilot program featuring the "SD Road Trip: Exploring South Dakota's Agriculture and History" to schools across the state. This interactive digital program challenged students in 46 fourth grade classrooms in 11 school districts.

Signup for the next school year for the SDAITC - SD Road Trip resulted in: 5,657 4th grade students, 218 teachers, 82 school districts with 255 classrooms (estimated) for the first enrollment period, May 31. A second SDAITC - SD Road

Trip enrollment period opens when the new school year begins.

I visited one of the schools that uses the Road Trip. Students in Mrs. Bailey Mohr's classroom at Mike Miller Elementary School enjoyed the sessions that wove history, geography and agriculture together. In one lesson, the kids actively learned how homesteaders sought the best land for their farm, looking for water, fertile soil and protection from the elements. Through the use of iPads, the students follow the lessons enhanced by their teacher. This day they visited Sisseton, then moved to De Smet. Stops explored why those locations appealed to settlers. I was impressed with the eager responses to the prompts. They learned that sod is the upper layer of soil that is made up of grass and plant roots. Livestock means farm animals that are kept and/or raised by people. Simple but important words for those living in this state.

SD Road Trip fulfills the education standards demanded by classroom teachers, school administrators, and education leaders.

The Sioux Fall based, nonprofit Ground Works-Midwest knows that teachers need to understand the program. They worked with Northern State University to offer a one-credit



Agriculture in the Classroom teacher/educator class. A teacher's tour June 21 gave the educators a chance to meet with producers and ag leaders for a "Day on the Farm."

At the Hefty Brother's Ag PhD Field Day in Baltic on July 26, SDAITC will provide continued opportunities for learning. The agri-themed gardens, Dirt Made My Bacon Cheese Burger & The Story of Corn show the plants in kid-friendly language. The gardens are examples of six agri-theme gardens plans and lessons available to schools. Several "hands-on" kid-friendly activities are provided by GWM/SDAITC, and several SDAITC partners

With a new SD Road Trip curriculum enrollment goal of 7,000 4th grade students, the hope to make SDAITC curriculum and programming accessible to every school district in SD is coming to fruition.

To learn more, www.groundworks-midwest.com; email: sdaitec@groundworksmidwest.org; telephone: 605-275-9195

Learning About Agriculture

Milking a goat, getting a close-up of a horse being shod and watching a recreation of a grain dust explosion were just three of the things 551 area 4th-graders and their teachers and chaperones experienced



during the Chamber Ag Committee's annual Ag Fair. The Fair was held on Tuesday, April 24th, at Prairie Hill Farms just north of Aberdeen. Members of the Groton Area and Aberdeen Central FFA Clubs, along with Agtegra Cooperative, were major players in this

year's event, making sure the students learned about livestock, farm safety, crops and more.

This year's Ag Fair was sponsored by Farm Credit Services of America, Agtegra Cooperative, Artz Equipment, CorTrust Bank, Dacotah Bank, Farm Forum, First State Bank, Glacial Lakes

Energy, Hub City Livestock, Jakober Limousin, John Sieh Agency, Midwest Ag Supply, Midwest Dairy Association, National Farmers Organization, Northern Electric Cooperative, Plains Commerce Bank, Prescription Agromics, RDO Equipment and Wells Fargo Bank.



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PRIMROSE OF ABERDEEN NAMED RETIREMENT COMMUNITY OF THE YEAR

Primrose Retirement Communities, L.L.C. has named Primrose of Aberdeen one of its Retirement Communities of the Year. The announcement was made on April 25th, during the company's annual Leadership Conference in Hilton Head, SC.

"The Aberdeen Primrose has continued to be one of our best performing communities," said Primrose Retirement Communities President BJ Schaeffbauer. "More importantly, the staff there exemplify the high level of quality service we are proud to provide. Primrose of Aberdeen is a wonderful example which all of our

retirement communities around the country should strive to follow."

In addition to the title, Primrose of Aberdeen received a monetary award which will be shared among the employees.

Primrose Retirement Community of Aberdeen has the distinction of being the first-ever Primrose community, opened in 1991.

Primrose Retirement Communities, LLC, headquartered in Aberdeen, South Dakota, provides high-quality independent living, assisted living, and memory care communities across the country and specializes in personalized services and resident-focused care. Founded in 1989, the mission of Primrose Retirement Communities is to create a happy and healthy living environment for seniors. From the opening of the first Primrose community in 1991 in Aberdeen, Primrose has grown to include over 36 locations in 17 states.

VETTER RECEIVES DISTINGUISHED SERVICE AWARD

Massage therapist and business owner, Heather Vetter, of Ridgeline

Massage Therapy, feels strongly about volunteering and giving back to her community and industry that has given her so much. Since graduating from Broadview University in



2014 and beginning her career, she has sought out various volunteer opportunities to give back to her community and industry.

As an active member of the American Massage Therapy Association's (amta) South Dakota chapter over the past year and a half, Heather has been able to be a part of the "bigger picture" in the massage therapy world. In April 2018, she received the chapter's "Distinguished Service Member Award" for her dedication to the chapter and its vision. With a grateful heart, she hopes to be able to continue many more years of service to an amazing organization and bring what she learns back to Aberdeen to continue to give back to the community.

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