

PROGRESS

MAGAZINE

MARCH/APRIL 2016



IN THIS ISSUE

HOMETOWN HOSPITALITY 5

EVENTS CALENDAR 11

LEADERSHIP 2016 16

EMPLOYMENT LAW 22

BUSINESS BRIEFS 29

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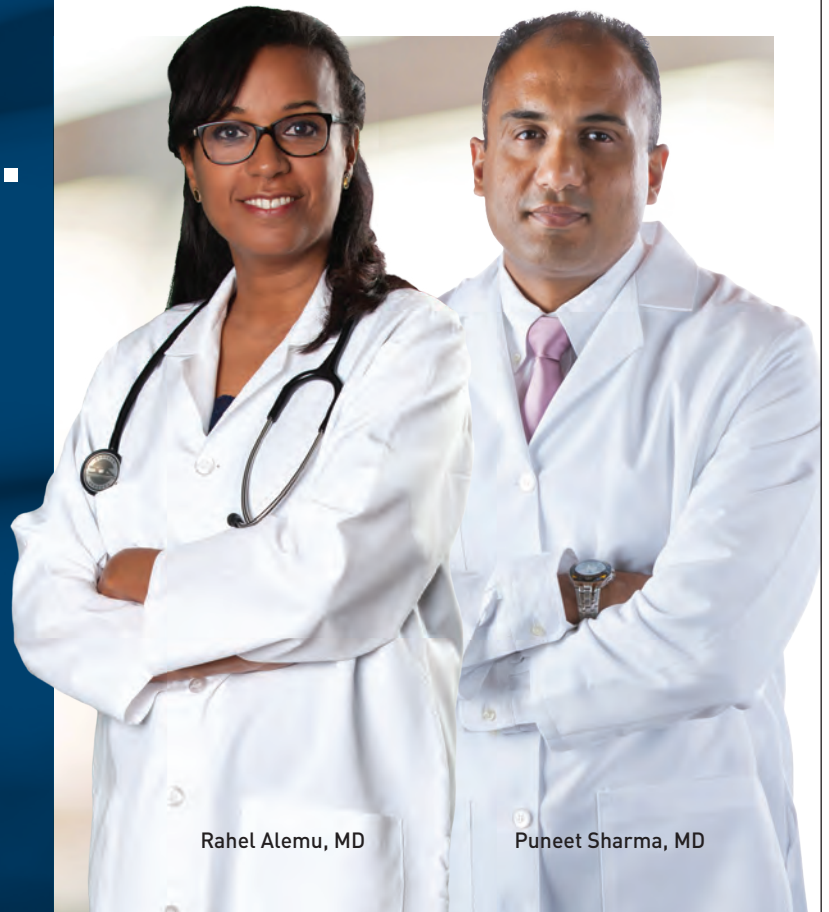
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Rahel Alemu, MD

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Dakota Outdoor Living

Phone: 229-2022
dakotaoutdoorliving.com



Dewayne Ross, Chris Roberts, Shawn Score,
Stephanie Score holding King, Michael Retzer

LOCATED AT THE CORNER OF SOUTH
LAWSON STREET AND 6TH AVENUE SE

Dakota Outdoor Living was started to fill a void in the Aberdeen market, and we have four customer promises that we take very seriously:

- World class customer service
- Best prices anywhere
- Best selection on everything we carry
- We will be here for the life of your product and beyond.

Our business was built to help people enhance their outdoor – and indoor – living space. Seeing an unmet need, we used our business connections to bring Aberdeen a first-rate, comprehensive store full of fun. We are proud to call Aberdeen home, enjoying local events, the family-friendly atmosphere and the small town feel we are fortunate to have here.

THE BEST SELECTION FROM QUALITY BRANDS

Dakota Outdoor Living carries four of the top 10 brands of hot tubs and four of the top grill brands. No need to travel to Sioux Falls, Fargo or Minneapolis. You can get it here in Aberdeen!

- Pools (Hydropool, Legacy & Celebrity)
- Hot Tubs/Spas (Sundance, Tuff, Bullfrog, Strong & Artisan)
- Saunas (TheraSauna – made in Iowa)
- Grills (Big Green Egg, Green Mountain, Phoenix & MHP)
- Pool Tables (Diamond, Olhausen, Golden West Billiards & Holland)
- Shuffleboards
- Dart Boards
- Arcade Games (cocktail, counter top and stand up)
- Sun Rooms (Four Seasons)

- Fire Tables
- Decking (Dry Shield)
- Electric Fireplaces
- Outdoor Furniture (Suncoast, NorthCape, Breezesta, Paragon, Gross Fillex & Outdoor GreatRoom Company)
- Pergolas
- Massage Chairs (Zen Awakening)
- Big Green Egg “eggcessories”
- Pool and Spa Maintenance Service

SAME DAY SERVICE

There are days where we can come out that day to diagnose and fix your hot tub or pool, as our highly trained staff has great experience and is committed to 100% customer satisfaction.

LOWEST PRICES

We continually check around to make sure we are beating prices all over the area, including online. Everything is priced below MSRP.

GUARANTEED CUSTOMER SATISFACTION

Dakota Outdoor Living stands behind all of our products and will set you up for success. From delivery and installation of hot tubs to assembly and cooking tips for grills, our professional staff will show up on time and get things done right.

OTHER THINGS TO KNOW ABOUT DAKOTA OUTDOOR LIVING

We are the first dealer in the state for Bullfrog hot tubs, which have 90% less plumbing than other brands. Our lines of spa chemicals are unique as they are designed to make it very simple, easy and cost effective because they automatically release chemicals as needed to ensure the cleanest, purest water possible.

The outdoor furniture we carry is welded, powder-coated and comes with a seven year warranty. There are 40 different styles of wicker and over 300 waterproof cloth choices.

The sun rooms we offer are a great investment in the value of your home, as they are true four season rooms. The pergola you see in front of our building took only 1 ½ hours to build and can withstand 90 mile per hour winds. We take hot tub trade-ins.

On site financing is available – 0% for 12 months, with approved credit.

Proudly supporting: Boys & Girls Club of Aberdeen Area, Special Olympics, Aberdeen Area Humane Society and Aberdeen Area Chamber of Commerce.



Annual Banquet Keynote Speaker Announced



Gail L. Ochs
President, IOM
Aberdeen Chamber

The Chamber will host our 2016 Annual Meeting on Tuesday, March 29th at the Best Western Ramkota. The evening kicks off with the Leadership Aberdeen graduation at 5:00 pm in the theatre. Following will be a networking social with heavy hors

d'oeuvres and drinks. At 7:00 pm we will start our program where the 2015 Chair of the Board, JoEllen Lindner, officially passes the gavel to 2016 Chair Carl Perry. We are excited to welcome V.J. Smith as our keynote speaker. He is a professional speaker

and published author. Smith graduated from South Dakota State University in 1978 and spent the decade of the 1980s working for the Allied Signal Aerospace Company in Kansas City. He returned to his alma mater in 1990, working for six years in the SDSU Athletic Department. He was appointed Executive Director of the SDSU Alumni Association in 1996. In January 2007, he left that position to pursue a career in professional speaking. Smith travels the country and makes over 100 speaking appearances a year.

In March 2014, Meeting and Conventions Magazine named V.J. as one of the favorite speakers of meeting planners throughout the country. He is the author of the best-selling book, "The Richest Man Town." The book details Smith's relationship with a little

old man who ran a cash register at a local Wal-Mart. "That guy changed my life," Smith says. Smith is a two time finalist in Toastmasters' International's "World's Championship of Public Speaking." He is also the author of, "Can You Hear What I See" and "Jackrabbit Tales." He is the President of Life's Great Moments and resides in Brookings, SD.

Watch for more details on this event coming soon!



Make a Difference...Get Involved!



Carl Perry
2015 Chamber
Board Chair;
Sr. VP Progressive
Financial

The Aberdeen Area Chamber of Commerce has an important role in our community as a non profit membership organization since 1884. We have over 680 members and 2,000 volunteers that help make the chamber activities suc-

cessful. We support and speak for those engaged in business, industry, agriculture, transportation, education, healthcare and private sector enterprises. In other words...we seek to make commerce happen through business expansion and attraction

as well as the advocacy efforts that improve business in our area.

Example: One of our committees is Workforce and Education, working to help with training, diversity and new employees!

We have started our new year with:

- A solid Program of Service
- A new program for 50+ year, 75+ year and 100+ year recognition
- We have the largest Leadership Aberdeen class in our history
- We have started our 2016 Cracker Barrels
- We held our Community Champions Luncheon, hosted by the Ambassadors on February 9th

In March we will have our Leadership Aberdeen graduation combined with our Annual Meeting. VJ Smith, a well-known author and professional speaker, will join us to share the story of 'Marty'...The Richest Man in Town!

It gives me personal pride to be part of a community that is so engaged and caring. We make a difference because of the great people in our area.

Get involved. If you want to make a difference in the Aberdeen communities, get involved in the Aberdeen Area Chamber of Commerce! We have over ten different committees and hundreds of projects and events to participate in. Call 225-2860 to learn more.

Chamber Welcomes New Administrative Assistant



Hello! My name is Korine Grismer. My husband and I live in Aberdeen and have 3 girls; Cayley 22, Claire 12, and Katherine 11. When the girls are not busy with

Hockey and Archery, we try to spend as much time as possible in our camper. I have had the privilege of living in several communities including Watertown, SD and Rochester, MN before returning to Aberdeen. My family enjoys volunteering for different Aberdeen events and I am excited to be a part of the Chamber!



Aberdeen Shares Hometown Hospitality



Jacquie Ohleen Kalhoff
Finance & Visitor Relations Manager, Aberdeen CVB

In Aberdeen, you can enjoy a welcoming community that offers multiple attractions, fun activities, top notch facilities, a full calendar of events and more. We are pleased to share our hometown hospitality with every event

we host.

We look forward to hosting SDH-SAA sanctioned tournaments. March 17-19 will be a busy weekend in Aberdeen with the State "B" Boys Basketball tournament. Each year we hear many great compliments about how welcoming our community is and how visitors love to come to Aberdeen. Tournaments are a huge economic driver for our local businesses and they know how to treat their customers right! We have great restaurants, hotels and retailers. Businesses stay open late and bring in extra staff to ensure superb customer service. We are proud of the hospitality that the community shows to tournament goers.

The Aberdeen Area Convention and Visitors Bureau staff & their

dedicated volunteers strive to put on the best hospitality room in the state for these tournaments. The CVB hosts the hospitality room for the coaches, athletic directors, media, officials, and volunteers to eat, relax and catch up with others. Attendees tell us it is one of the highlights of holding the tournaments in Aberdeen.

Aberdeen is also looking forward to hosting the State AAU Wrestling tournament April 1-3. The Barnett Center will be buzzing with about 1,300 wrestlers hoping to take home a medal. The community will be filled with all of their coaches, friends and family who have traveled from around the state to cheer them on. Just another opportunity to show off our Aberdeen hospitality!

With spring right around the corner, it's never too early to start thinking about another big attraction in Aberdeen. Each year, thousands of people enjoy all that Storybook Land, Wylie Park and the Land of Oz has to offer. From a walk through the Talking Apple Tree Forest, to a ride on the new Humpty Dumpty Coaster Ride, or a time around the track at Thunder Road, there is something for everyone. Please be sure to check it



out as Storybook Land celebrates its 40th Anniversary this summer.

The park and visitor center are set to open April 15 with hours Monday-Friday 4pm-8pm and Saturday and Sunday 10am-8pm. Storybook Land, Wylie Park, Visitor Center, and the Information Center will be open with their extended hours beginning Memorial Day Weekend, May 27.

The CVB operates the Storybook Land Information Center during the summer with staff and volunteers. It is a great opportunity for us to share with our visitors all that Aberdeen and the area has to offer. For more information about volunteer opportunities at Storybook Land or other events, please contact Jacquie at the Aberdeen Area Convention and Visitors Bureau at (605)225-2414 or johleen@visitaberdeensd.com.

Board of Directors

Executive Board

Carl Perry, Chair	Progressive Financial Services
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Eric Brenner, Treasurer	Alliance Contracting
Dawn Williams, Secretary	SD Dept. of Labor
JoEllen Lindner, Past Chair	Northern State University

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Tanya Shafer	Twin City Fan Companies
Jerry Glatt, CVB Board Liaison	Americal, Inc.
Tom Snyder	Avera Mother Joseph Manor
Katie Washnok	Blackout, Inc.
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
Heath Johnson, Ex-Officio	Aberdeen Downtown Assoc.



This magazine is a bi-monthly publication of the Aberdeen Area Chamber of Commerce.

COVER: Dakota Outdoor Living

INFORMATION: Provided by the Aberdeen Area Chamber of Commerce, 516 S. Main St., PO Box 1179, Aberdeen, SD 57402-1179.

Chamber Staff

Gail Ochs	President
Jessica Rehder	Director of Member Services & Events
Lisa Anderson	Director of Public Relations, Committees and Programs
Heidie Holmstrom	Finance Manager
Korine Grismer	Administrative Assistant

www.aberdeen-chamber.com • 605.225.2860



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Building, Expanding and a New Initiative



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development Corp.

Greetings from the Aberdeen Development Corporation! As we conclude the winter months and move into spring we are excited about many projects and I would like to highlight some of these in this issue of The Progress.

Ag Processing Incorporated (AGP) As you have heard AGP has chosen Aberdeen to be the site of their newest soybean processing plant. This project will result in a large initial dollar investment from AGP to construct the plant and perhaps the most exciting aspect of this project is residual effect this will have on our agricultural producers in Northeast SD year after year. Additionally, the construction of the plant will benefit many local contractors who will have an opportunity to complete work on the plant during the construction phase of the project.

The economic impact of this project will be tremendous and felt for years to come.

Molded Fiber Glass (MFG) A short time ago we announced an expansion of the MFG plant here in Aberdeen. This expansion is exciting and shows the commitment of MFG to Aberdeen and also speaks well for the future of the wind energy industry. This expansion will yield new employment opportunities at MFG as they continue to add new teammates to their organization.

Magnum Trucking The new freight terminal constructed for Magnum Trucking was completed in mid-February. This brand new 10,000 square foot cross dock terminal turned out wonderfully and Magnum Trucking is ecstatic with their new home here in Aberdeen.

Downtown Development A joint effort between the Downtown Association, Business Improvement District and Development Corporation has taken its first step forward with the announcement of "The Workshop."

All the parties involved are excited about the future of our downtown development initiative and The Workshop represents our first step in the future of economic development downtown.

Of course our regular day to day efforts continue as normal on all fronts including workforce development, adult educational training through The Training Place and numerous other items. Shortly, the ADC will undertake a strategic planning process looking at both the short and long term economic future development opportunities in Aberdeen, Brown County and Northeast South Dakota all with the intent to maintain our dedication to our mission; which is to, "Dedicate efforts to maintain and promote primary job creation in the city of Aberdeen and Brown County. The Aberdeen Development Corporation will be supportive of others having a common mission in the region."

As always, please feel free to contact me at any time with questions and/or thoughts at 605-229-5335 or via email at mikebockorny@adcsd.com.

<p>1.</p>	<p>2.</p>	<p>3.</p>	<p>Certificates of Recognition were presented to these businesses at January and February Business After Hours to acknowledge their years of valuable contributions to Aberdeen and the surrounding areas.</p>
<p>4.</p>	<p>5.</p>	<p>6.</p>	<ol style="list-style-type: none"> 1. Northeastern Mental Health Center - 50+ years 2. Farm Forum - 50 years 3. Plains Commerce Bank - 75+ years 4. Kessler's - 50+ years 5. RhodesAnderson Insurance - 100+ years 6. Avera St. Luke's - 100+ years

Build Dakota Offers Community Partnerships



Deni Amundson
Manager, Build
Dakota Program

The Build Dakota Scholarship was created as a workforce initiative using a generous \$25 million donation from T. Denny Sanford and \$25 million match from the Future Fund Endowment. The scholarship offers full-ride scholarships to students

attending Lake Area Technical Institute, Mitchell Technical Institute, Southeast Technical Institute, or Western Dakota Technical Institute.

In exchange for the scholarship, scholars commit to living and work-

ing in South Dakota for three years following graduation. Build Dakota covers all expenses students need to complete programs in one of the Build Dakota approved high-need fields:

- Agriculture (Large animal at LATI only)
- Automotive/Diesel
- Build Trades/Construction
- Energy Technicians
- Engineering Technicians
- IT/CIS
- Medical Laboratory Technicians
- Practical Nursing
- Precision Manufacturing
- Surgical Technicians
- Welding

Build Dakota is also offering the opportunity for businesses to partner

with them in this ground-breaking initiative. By becoming a Build Dakota partner, businesses gain skilled employees, maximize their training dollars, and gain free advertising. Build Dakota staff and representatives from the technical institutes have been traveling the state to discuss this opportunity for businesses to start cultivating their pipeline of talent.

For more information regarding these traveling roadshows or to learn more about the partnering with Build Dakota contact deniamundson@venturecomm.net or call 605-347-1804. Applications for Build Dakota Scholarships are being accepted until March 15, 2016. Please visit www.builddaktoascholarships.com to learn more about applying.

Scholarships Available for CHS Graduates

The Aberdeen Public Schools Foundation announces two scholarships available for the 2016-2017 academic year.

The Russ Keen Memorial Scholarship is available for graduates of Aberdeen Central High School majoring in journalism or communications. One scholarship is available to CHS graduates entering their sophomore or junior years of collegiate study in 2016-2017. Endowment funding for the Russ Keen Memorial Scholarship is generously matched by the Aberdeen American News, making the scholarship award approximately \$750.

The Doolittle Scholarship is available for graduates of Aberdeen Central High School majoring in business, although the scholarship committee may consider applicants in other areas of study. Scholarships from \$800 to \$1,500 are available to CHS graduates entering their sophomore, junior or senior years of collegiate study in 2016-2017. Please note this scholarship opportunity distinguishes itself from others in that the creators of the Trust Fund specifically instructed that preference is to be given to students "who otherwise have difficulty obtaining financial aid because their family income or

net assets are too high to qualify for scholarships based primarily on need and/or their academic achievement is sufficiently high to indicate a reasonable probability of success in college, but is no thig enough to obtain scholarships based primarily upon the highest academic achievements."

Applications and information for both scholarships are available on the Foundation's website at aberdeen.k12.sd.us/foundation/scholarships.html. If you have questions, please contact Gretchen Sharp at 725-7118.

CVB Executive Director Resigns

Brenda Moore, Executive Director of the Aberdeen Area Convention and Visitors Bureau for the past 5 years, has resigned. Her last day was February 29th. Moore and her husband are moving to Oklahoma to be closer to family.

This was Moore's second stint as the CVB Director in Aberdeen, first serving in the position from 1996 to 2001. She also served on the Board

of Directors for the Upper Midwest CVB, GL&P Regional Tourism and Aberdeen Area Chamber of Commerce as well as VP of the South Dakota Convention & Visitors Bureau.

Brenda was dedicated to the CVB's mission of enhancing the economic well-being of the Aberdeen region through increasing the amount of visitor and meeting activity that occurs in our area. Your presence

and leadership will be missed, Brenda, as we wish you the best in your new endeavors.



Visiting Scholar Praises Teaching Methods at NSU

During his time as a visiting scholar at Northern State University, Professor Song Lei has gained an admiration for the teaching styles of professors at the NSU School of Business.

Song said he was impressed with their patient, well-prepared, interactive approach.

"They love their students so much," he said.

Song is NSU's first visiting scholar from the University of Jinan, which is NSU's Chinese partner university with the Confucius Institute. Song's visit, which began in September, was hosted by the Confucius Institute at Northern State University.

"Overall, it's been a very positive experience for all parties involved, including NSU students," said Dr. Naomi Ludeman Smith, director of the Confucius Institute at NSU.

Ludeman Smith said the faculty from the School of Business and Song's flexibility as the first visiting scholar has helped the Confucius Institute shape the program. Having a visiting scholar on campus is a great example of the types of benefits that can happen with the collaboration between NSU and Jinan, she said.

Song is associate professor in the University of Jinan School of Management. His time at Northern

has been spent furthering his research on training and evaluation of electronic commerce

talents, as well as learning Western teaching styles. In China, he said, students mainly listen to lectures. At NSU, he saw much more interaction and student participation.

"It's a style I want to learn," he said.

Song primarily worked with Drs. Allen Barclay and Doug Ohmer. As he learned from them, he also shared his own knowledge, offering feedback to students' business plans and giving a presentation on Chinese business practices to one class. He also contacted local business people to learn how U.S. businesses run.

As Song's visit nears its end, NSU prepares to welcome its second visiting scholar from Jinan, Dr. Zhao Jing. Zhao, a lecturer of English at the University of Jinan School of Foreign Languages, will teach a community Mandarin course beginning in late February as well as pursue her own area of study.

Song's advice for future visiting scholars includes: improve your English, because accents are different from the British English learned



CONFUCIUS INSTITUTE
NORTHERN STATE UNIVERSITY



孔子学院



in China; have a detailed schedule planned out before you arrive; and meet with multiple professors to learn a wide range of teaching styles.

Song said he will miss everyone when he leaves, and he plans to come back to NSU someday.

"I think the Confucius Institute is my family in America, really," he said.

But this is only the beginning in terms of international collaboration, he said. Song will share what he learned with students and faculty back home. Some NSU professors have expressed interest in visiting his university. He anticipates working with Barclay and Ohmer on an academic article comparing teaching and business methods in the U.S. and China.

"This is only the first step for me... and for the two universities," he said.

For more information on the Confucius Institute at Northern State University, email: confucius@northern.edu.

4th Annual Winefest Renaissance Coming April 9th

The Winefest Renaissance, in its 4th year, is being held Saturday, April 9, 2016 from 6:30 – 9:30 PM. Music, Grand Tasting, pairings, shopping and meet the artist sessions start at 6:30 PM.

Winefest Renaissance experience includes:

- A diverse and delicious selection of wines
- A stock of domestic and imported beers, spirits, as well as non-alcoholic beverages
- A chance to experience tantalizing wine/food pairings throughout the evening
- Enjoy live music from three different entertainers
- A chance to meet several local artists

- A tantalizing menu of wine – infused dishes, hors d'oeuvres, chocolates, fruit and desserts
- Live and silent auctions
- Unique shopping experience at Karisma Boutique
- A complimentary wine glass
- Limousine service is available

All proceeds from this event will benefit the Boys and Girls Club of Aberdeen Area which serves over 900 members. The evening's silent and live auction features many distinctive packages; bidding is an exciting way to continue to support the Boys and Girls Club of Aberdeen Area well into the evening.

Tickets are currently on sale! \$65.00 per ticket, or 2 for \$100 through March 25. Only 325 tickets

are available. Buy tickets/ make reservations by calling the Boys and Girls Club of Aberdeen Area at 605-225-8714 or visit the club at 1111

1st Ave SE. Additional information available online at bgcaberdeen.org. Must be 21 years or older to attend this event.





Q4 BUSINESS & ECONOMIC DATA ANALYSIS SUMMARY

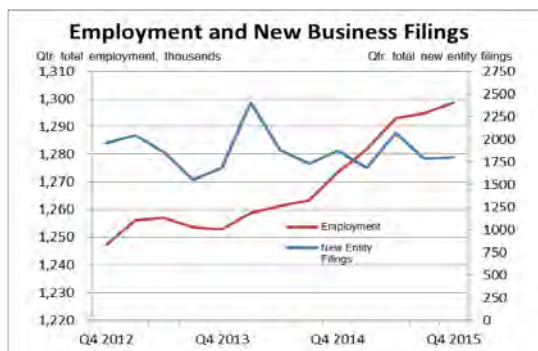
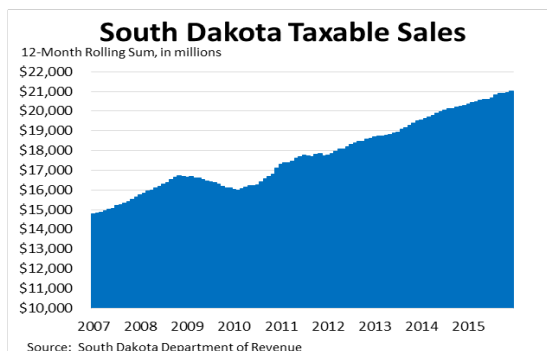
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Fourth Quarter 2015

Secretary's Minute: In the Secretary of State's office, we handle corporate filings, uniform commercial code filings, elections, and issuance of concealed carry weapon permits, among 325 other types of transactions. This past year our corporate filings and trademark registration numbers remained steady. We noticed a decline in the Uniform Commercial Code filings. Over the past five years, we have averaged 55,000 UCC filings per year, which peaked at 66,000 in 2014. In calendar year 2015, we experienced a decline in filings to 46,000, mostly due to the Ag economy. The requests for concealed carry weapons permits saw a dramatic increase at the end of 2015. We issued over 3,000 permits in the month of December which were more than double an average month. In the month of January, permits continue to increase as well. There are over 85,000 active permit holders in the state of South Dakota



Fourth Quarter 2015 Economic Highlights

- Fictitious Business Name and Trademark filings increased in Q4.
- New business filings increased in Q4.
- Most national economic indicators improved in Q4.
- Total Sales and taxable sales grew in the Q4.
- Personal Income increased by 2.3% in Q4.
- Employment growth has continued in Q4.
- SD unemployment rate is ranked the 3rd lowest in the U.S. at 3.0%.

SOUTH DAKOTA	Current Period	3 Months Prior	Percent Change over Prior Period	Annual Percent Change	5 Year CAGR*
Wealth					
Personal Income (millions of dollars)	39,301	38,414	2.3%	1.4%	3.4%
Total Sales, 12 mo. trailing (millions of dollars)	68,314	68,178	0.2%	-0.9%	3.7%
Taxable Sales, 12 mo. trailing (millions of dollars)	21,020	20,891	0.6%	3.5%	4.2%
Business Outlays					
Annual Wages per Employee	9,620	9,919	-3.0%	3.9%	3.2%
Retail Gasoline Price (dollars per gallon)	1.96	2.38	-17.6%	-8.8%	-8.7%
Economic Overview					
Employment	434,900	430,400	1.0%	2.6%	1.4%
Unemployment Rate	3.0%	3.5%	-14.3%	-9.1%	-9.3%
Initial Jobless Claims	415	174	138.5%	12.8%	-10.2%
Continuing Jobless Claims	2,893	1,021	183.3%	-0.9%	-10.1%
Building Permits, Number of Units, 12 mo. trailing	4,501	4,510	-0.2%	-3.7%	7.3%
Valuation (thousands of dollars), 12 mo. trailing	673,333	667,678	0.8%	-3.6%	8.7%
FHFA Purchase-Only Home Price Index	258	256	0.8%	4.9%	3.3%
Total Business Bankruptcy Filings	13	10	30.0%	62.5%	-16.0%
Chapter 7	3	7	-57.1%	-57.1%	-32.9%
Chapter 11	5	-	-	-	-3.6%
Chapter 13	3	2	50.0%	200.0%	0.0%

Sources: Bureau of Economic Analysis, Quarterly Personal Income (SA)(Q3/15); South Dakota Department of Revenue (NSA) (12/15); South Dakota Department of Labor and Regulation (SA) (Q2/15); US Energy Information Administration, Weekly Retail Gasoline and Diesel Prices, Midwest (12/28/15); Bureau of Labor Statistics, CES (SA) (11/15); US Department of Labor, Employment and Training Administration (NSA) (12/26/15); Census Bureau, New Privately Owned Housing Units Authorized (NSA) (11/15); FHFA Purchase-Only Home Price Index (SA) (Q3/15); Administrative Office of the US Courts (Q3/15). *Compound Annual Growth Rate.

Partners in Community Pride Recognize Beautification



Each month, the Chamber's Partners in Community Pride (PICP) Committee recognizes local businesses that have invested in the beautification of our community by making improvements to their property. In January, Donnie Hinz was selected for the renovation of his building at 305 N Main Street. The Aberdeen Chrysler Center was chosen in February for upgrades to their building at the corner of 6th Avenue Southeast and Jackson Street.

CHAMBER COMMITTEES:

AGRICULTURE COMMITTEE

Purpose: to establish communications between the business community and the rural agriculture community; to increase education, promote interest and understanding of the agriculture community. The Ag Committee meets the second Friday of every month at noon.

AMBASSADORS

The Ambassador Committee serves as the public relations arm of the Chamber. Members are selected on a nomination basis to represent the Chamber at new businesses, ground breaking ceremonies, and ribbon cutting events. The Ambassadors meet the second Tuesday of every month at 12 pm for a monthly meeting and visits, but also meet throughout the month to attend community events as indicated above.

CART – COMMUNITY ACTION RESOURCE TEAM

CART Meets every Thursday at the Chamber office from 8:30-10 am. Topics focus on Aberdeen

and regional issues, projects and events. All are welcome – promote your events, business and projects; network with community and business leaders; get informed.

DIPLOMAT COMMITTEE

Purpose: to strengthen membership by recruiting new members, visiting current members, and implementing retention strategies. (Committee selection is on a nomination basis.) The Diplomat Committee meets the second Thursday of every month at 3:30 pm at various locations in the Aberdeen area.

GOVERNMENT AFFAIRS COMMITTEE

Purpose: To strengthen communication between the community and government entities; and serve as the catalyst for forums, panels, town meetings, etc. The committee meets the first Thursday of every other month at noon at the Ramada.

HEALTH & WELLNESS COMMITTEE

Purpose: to provide information and resources to Chamber members so that they may better provide an environment which promotes wellness amongst their employees. The Healthcare Committee meets the first Wednesday of every other month at 8 am at various locations.

MILITARY/VETERANS COMMITTEE

Purpose: to promote a positive working relationship among the community, employers, and area military and veteran groups while also heightening the awareness of the military and veteran presence in the Aberdeen area. The committee meets the first Tuesday of every other month at noon at the National Guard Armory.

PARTNERS IN COMMUNITY PRIDE COMMITTEE

Purpose: to coordinate residential and commercial projects that serve to beautify and cleanup the community with assistance

from the community, city and county governments. The committee meets the first Friday of every month at 9 am at the Chamber.

TRANSPORTATION COMMITTEE

Purpose: to coordinate city, county and state officials to communicate key issues and projects for the community in the areas of ground, rail, air, rural, and city roads. The Transportation Committee meets the last Tuesday of every other month at 3:30 pm at the Chamber.

WORKFORCE & EDUCATION COMMITTEE

Purpose: to implement projects that partner the business community and educational institutions together to foster cooperation and interaction between business and education to ensure needs are being met. The Committee meets the third Wednesday of every other month at 3:30 pm at the Chamber.

March

- 1Toys: The Inside Story, 9 AM-5 PM @ Dacotah Prairie Museum
- 1.....Wood Chickens, 6 PM- 11 PM @ Red Rooster Coffee House
- 2.....Read Across America, 5-7 PM @ Aberdeen Mall
- 3-553rd Annual Great Plains Native Bowling Tournament, 1:15 -8:30 PM @ Village Bowl
- 3-519th Annual Master's Bowling Tournamnet 9:30 PM @ Village Bowl
- 4-5Loud American Rally Fest, 5-11:58 PM @ Dakota Event Center
- 4.....Family Game Night, 5:30-7:30 PM @ Aberdeen Recreation & Cultural Center
- 4-5SDHSAA State Debate, 8-10 PM @ Aberdeen Central High
- 5.....2016 Legislative Cracker Barrel, 10 AM- 12 PM @ NSU Centennial Rooms
- 5-6Model Aires Remote Control Airplane Show, 10 AM-2 PM @ Aberdeen Mall
- 5-65th Annual Aberdeen Moose Lodge Flea Market, 10 AM-3 PM @ Aberdeen Moose Lodge
- 5-6Aberdeen Home Builders 15th Annual Home Show, 10 AM-4 PM @ Holum Expo Building/
Brown County Fairgrounds
- 8.....The Diamonds Present "Bandstand Boogie!",7:30 PM-9 PM @ Aberdeen Civic Theatre
- 12-13Liebelt RV Annual Show, 10 AM-5 PM @ Holum Expo Building - Brown County Fairgrounds
- 12.....Putt Putt Pub Crawl, 4 PM-10 PM @ Downtown Aberdeen
- 12.....Bow Wow Boogie, 5:30-9:30 PM @ Ramkota Convention Center
- 13.....Celtic Faire & Games Fundraiser, 5-8 PM @ Elks Lodge
- 15.....Optimist Club Family Free Throw Contest, 6:30-9 PM @ Civic Arena
- 17-19SDHSAA State "B" Basketball @ NSU Barnett Center
- 17.....Aberdeen Job Fair, 12:30-5 PM @ Aberdeen Civic Center
- 19.....James Valley Model Railroad Open House, 1-4 PM @ Old Milwaukee Railroad Depot
- 19-20Annual Aberdeen Farm Toys and Collectibles Show, 10 AM-3 PM @ Yelduz Shrine Center
- 19-20Liebelt RV Annual Show, 10 AM-5 PM @ Holum Expo Building - Brown County Fairgrounds
- 24-26Yelduz Shrine Circus, 4 PM, 10 PM @ Aberdeen Civic Arena
- 25.....Visit the Easter Bunny, 11 AM-6 PM @ Aberdeen Mall
- 26.....Easter Egg Scramble, 11 AM- 1 PM @ Pavilion - Wylie Park
- 26.....CJ's Patisserie's Easter Carnival, 2 PM @ Central Park
- 26.....Second Annual Speakeasy, 7- 11:58 PM @ Pounder's
- 28-30CDL Classroom, 5:30-9:30 PM @ The Training Place

April

- 1-3AAU State Wrestling @ NSU Barnett Center
- 1.....Roncalli Ball, 5- 10 PM @ Ramkota Convention Center
- 2.....Sanford Health Women's Expo, 9-3 PM @ Dakota Event Center (DEC)
- 2-3Spring Big Boy Toy Show, 9 AM-4 PM @ Brown County Fairgrounds
- 7.....The Young Irishers, 7:30-9 PM @ Aberdeen Civic Theatre
- 8-9YMCA Basketball Tournament, 5 PM @ Various Aberdeen Gyms
- 9.....Empty Bowls Dinner, 10 AM-2 PM @ Yelduz Shrine Center
- 9-10Brown County Speedway Show, 10 AM-6 PM @ Aberdeen Mall
- 9.....Winefest Renaissance, 6:30-10 PM @ Ward Plaza
- 16.....James Valley Model Railroad Open House, 1 PM-4 PM @ Old Milwaukee Railroad Depot
- 16.....Knight for a Princess, 4-8 PM @ Aberdeen Central High School
- 19.....Art Journaling for Stress Relief, 1 PM-8 PM @ Aberdeen Recreation and Cultural Center
- 19.....Ball in the House, 7 PM-9 PM @ Aberdeen Civic Theatre
- 21.....Zentangle!, 2-3 PM @ Aberdeen Recreation and Cultural Center
- 21.....Cooking Club, 6-8 PM @ Alexander Mitchell Public Library
- 23.....Yapatorium Art Gallery Tour, 11 AM-5 PM @ Yapatorium
- 26.....Taste of Home Cooking Show, 4-7 PM @ Dakota Event Center
- 28.....SCORE Biz Lunch & Learn, 11:30 am @ ADC Smart Center
- 28.....Fyberspace, 6:30-8 PM @ Aberdeen Recreation and Cultural Center
- 30.....Plymouth Congregation Spring Luncheon, 12- 1:30 PM @ Plymouth Congregation UCCA
Church

CHAMBER BIG DATES

CART
March 3, 8:30 am, Chamber

Government Affairs
March 3, Noon, Best Western Ramkota
(State of the City Address)

Partners in Community Pride
March 4, 9 am, Chamber

Cracker Barrel
March 5, 10 am, Best Western Ramkota

Ambassadors
March 8, Noon, TBD

Retail Theft Coalition
March 9, 10:30 am, Public Safety Building Community Room

CART
March 10, 8:30 am, Chamber

Diplomats
March 10, 3:30 pm, Chamber

Business After Hours
March 10, 5:15 pm, The Ward Plaza Crystal Ballroom

Ag Committee
March 11, Noon, SDSU Extension Office

Workforce & Education Committee
March 16, 3:30 pm, Chamber

CART
March 17, 8:30 am, Chamber

Transportation Committee
March 22, 3:30 pm, Chamber

CART
March 24, 8:30 am, Chamber

Leadership Aberdeen Graduation
March 29, 5pm, Best Western Ramkota

Chamber Annual Banquet
March 29, 6 pm, Best Western Ramkota

CART
March 31, 8:30 am, Chamber

Partners in Community Pride
April 1, 9 am, Chamber

CART
April 7, 8:30 am, Chamber

Ag Committee
April 8, Noon, SDSU Extension Office

Ambassadors
April 12, Noon, TBD

Retail Theft Coalition
April 13, 10:30 am, Public Safety Building Community Room

CART
April 14, 8:30 am, Chamber

Diplomats
April 14, 3:30 pm, Chamber

Ag Fair
April 19, 8:30 am, Prairie Hill Farms

CART
April 21, 8:30 am, Chamber

CART
April 28, 8:30 am, Chamber

Free Residential Cleanup
April 29, 1-5 pm & April 30, 8 am-4 pm, Brown County Landfill,
Jensen Rock & Sand and Brown County Highway Dept.

Health & Wellness Committee
May 4, 8 am, Chamber

Military/Veterans Committee
May 5, Noon, National Guard Armory

Ball in the House Coming to the Civic Arena



Ball in the House takes the stage in the Civic Theatre on Tuesday, April 19 at 7:30. Following in the path of classic harmony groups like Boyz II Men, The Temptations, and Take 6, while incorporating the pop and neo-soul influence of artists like Bruno Mars, Daft Punk, and Pharrell Williams, five member veteran vocal band, Ball in the House, will move audiences and make audiences move. Aberdeen Central High School choir will be joining the ensemble for two numbers during their concert.

Ball in the House is an R&B/soul/pop a cappella group based out of their hometown of Boston, MA. With their extensive tour schedule (approx 250 shows a year), Ball in the House has performed all over the country at theaters, clubs, schools, and festivals.

For six years Ball in the House were the voices behind the Kraft Cool Whip commercials. The group has appeared on The TODAY Show, season 5 of America's Got Talent and

The Daily Buzz. The Boston Globe says of the group, "Ball in the House has everything you would expect to find in a successful pop/R&B band...the one thing it doesn't have is instruments."

Tickets go on sale March 21 for Aberdeen Area Arts Council members and on March 29 to the public. They will be on sale at the ARCC complex – 225 3rd Ave SE - or online at www.AberdeenAreaArtsCouncil.com. Tickets start at \$8 (students), \$15 (adults) and \$25 (Premium). All seats are reserved.


For more information on Ball in



Steve Stearns - www.StearnsImages.com

R&B SOUL POP A CAPPELLA
MUSIC THAT'LL MOVE YA

the House or the Aberdeen Area Arts Council, please contact us at 605-226-1557 or visit our web site at www.aberdeenareaartscouncil.com. Like us on Facebook for chances to win tickets to events.



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Congratulations to Dawn Maas of The Presentation Sisters, December YAAAA Award winner. She is being presented the award by Jennifer Gray of Aspire, November YAAAA Winner.

Congratulations to Pete Mehlhoff of Great Plains Bank, January YAAAA Award winner. He is being presented the award by Carl Perry, Dawn Maas (December YAAAA Winner) and Eric Vetter.

Chamber Welcomes New Members

Aberdeen Hypnosis

Cletus Thomas
422 5th Ave SE - Aberdeen
605-225-1877
hypnosisaberdien@gmail.com

Best Carpet Cleaning

Cletus Thomas
PO Box 1149 - Aberdeen
605-262-0442
bestcarpetcleaningsd@gmail.com

The Brass Kettle

Brandon Johnson & Nick Howell
322 S Main St - Aberdeen
605-262-0489
brasskettlerestaurant@gmail.com

Premier Plastics

Paul Sigaty
38397 133rd St - Aberdeen
605-380-5232
psigaty@premier-plastics.com

Abeln Trucking Inc

Doug Abeln
40344 134th St - Groton
605-380-0200

Doug Abeln Seed Co. Inc.

Doug Abeln
40344 134th St - Groton
605-380-0200

Kirby Stenvold Construction

Kirby Stenvold
1302 6th St - Britton
605-448-5281

Thank you to the following 2016 Cracker Barrel sponsors from the Aberdeen Area Chamber of Commerce:



Spring Plant Sale

Saturday, May 7, 2016 - 9 am till sell-out

Home Arts Building - South Door
(Brown County Fair Grounds - Aberdeen)

Sponsored by: Prairie Partners Master Gardeners

- Perennial Plants • Native Plants
- Flowering Transplants • Vegetable Transplants
- Answers to yard & garden questions by Master Gardeners



Awards Given to Community Champions

Several community awards were handed out on Tuesday, February 9th during the Community Champions Award Luncheon at the Best Western Ramkota in Aberdeen. Approximately 200 people attended the event, which was hosted by the Aberdeen Area Chamber of Commerce Ambassadors and sponsored with the Aberdeen Convention and Visitors Bureau.

The Woman of Spirit Award.

The award, sponsored by the Chamber, replaced the ATHENA Award in 2008, but like the Athena is presented to a woman from the Aberdeen area who has attained and personified the highest level of professional excellence in her business or profession and has devoted time and energy to the community in a meaningful way. **The Woman of Spirit Award recipient is JoEllen Lindner, Northern State University.**



The Emerging Leader Award is

presented to an individual who is in the first years of their career and has demonstrated leadership qualities within their businesses and community. The Emerging Leader Award was established to foster young leadership and enhance youth retention in our community. **The Emerging Leader Award winner is Katie Washnok, Blackout, Inc.**



The GEORGE Award.

This award is presented by the Chamber to an individual(s) who has worked tirelessly on behalf of the community in trying to make Aberdeen a better place to live and work. A George Award recipient has stepped up and taken the initiative, rather than "just letting George do it." **The George Award recipient is Guy Trenhaile, Healthcare Plus Federal Credit Union.**



The Aberdeen Area Family Business of the Year Award. This award is co-sponsored by The Prairie Family Business Initiative and CoTrust Bank. Started in 2004, the award recognizes the accomplishments of a family business and its contributions to the community of Aberdeen and the surrounding region. Criteria includes that at least two family members work in the business, and/or multi-generational; positive contributions of the business to the welfare of the community; Success of the

business; and an assessment of the health and unity of the family. **The Family Business of the Year award winner is Wooden Mallet.**



The Hometown Hero Award.

The award is presented by the Aberdeen Convention and Visitors Bureau to honor those special individuals or institutions who contribute to our community by going the extra mile to bring their group's meetings, conventions, or events to Aberdeen. Because of the dedication of these wonderful individuals that go above and beyond the call, our community benefits. **The Hometown Hero Award winner is Hub City Soccer Club.**

The Entrepreneur of the Year Award.

This award is sponsored by the Aberdeen Development Corporation. In the spirit of building on Aberdeen's rich culture of entrepreneurship, Aberdeen began the Entrepreneur of the Year Award in 2007. **The Entrepreneur of the Year is Dirk Swanson, Swanson Electric.**



The STAR Award.

STAR stands for Students Taking Active Responsibility. The Award is presented to a Youth Organization for their dedicated efforts in the community. **The STAR Award winner is Aberdeen Central Friends of Rachel Club.**

ViTality Award.

The ViTality award, sponsored by the Chamber, is presented to the individual who is the 'keeper' of the regional vision, or the person who lives



in the regional growth and 'ViTality' spirit every day. The ViTality awarded annually to recognize individuals in a 17-county area of northeastern South Dakota who display enthusiasm for regional development. The namesake, ViTality, is in memory of Aberdonian, Vi Stoia. Stoia was often called a 'regional thinker', and felt that new businesses in Redfield or community work in Leola was a win for Aberdeen and the entire region. Stoia passed away in 2008 but his memory lives on in the form of the ViTality Award. **The ViTality Award Winner is Dr. James Smith, Northern State University.**

The Spotlight Award. The Aberdeen Hotel Alliance is an advocate for



continued community development through events and tourism and is proud to present the Spotlight Award. This award is presented annually to an individual or group in the community who has contributed to Aberdeen's visitor industry through their



advocacy for involvement, community service, event enhancement, and their part in promoting and shining a spotlight on Aberdeen. **The Spotlight Award Winner is NESD Celtic Faire & Games and SD Special Olympics.**

The Military/Veterans Committee of the Chamber presented the following awards:



Noncommissioned Officer of the Year – Sgt. Jameson D. Bartscher



Military Family of the Year – Cody & Melissa Becker Family



Veteran of Armed Services – Duane Riedel



Service Group/Military or Veteran Program – The Local Battery A, 1st Battalion, 147th Field Artillery

Congrats!

Counselors to America's Small Business

The next SCORE Biz Lunch & Learn, "Build a Winning Team in Your Business", will be on Thursday, April 28th, 2016, from 11:30 am to 1 pm at the Smart Center in Aberdeen at 416 Production Street North. Featured

speaker will be Kari Jung, Warner volleyball coach. Lunch will be provided starting at 11:30 am with the meeting to follow shortly thereafter. There is a \$15 fee which includes lunch and materials. RSVP's should be made

no later than Wednesday, April 27th to the Small Business Development Center at 605-626-2565 or weaver@midco.net. Sponsored by the U.S. Small Business Administration

Introducing Your 2016 Leadership Class



LEARN. SERVE. CONNECT.

Leadership Aberdeen, a program of the Aberdeen Area Chamber of Commerce, kicked off on Thursday, January 21st, with 35 participants.

Leadership Aberdeen is a comprehensive 13-week program for current and potential leaders, designed to:

- analyze characteristics associated with leadership
- develop individual skills
- gather an awareness of trends, challenges and issues that face the Aberdeen area.

Classes are held at various locations around Aberdeen, culminating

in a graduation on Tuesday, March 29th.

Business partners this year include 3M Company of Aberdeen, Avera St. Luke's Hospital, BAE Systems, Molded Fiber Glass South Dakota, RDO Equipment and South Dakota Wheat Growers.



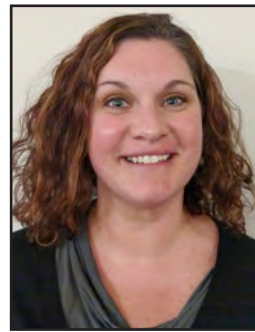
Jack Daly - Climate Control Inc.



Jason Gonsor - CorTrust Bank



Jenn Parsons - Holiday Inn Express Hotels & Suites



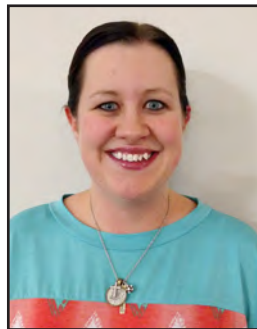
Jennifer Kludt - Avera St. Luke's Hospital



Jill Vining - The Training Place



Jillaine Naasz - Avera St. Luke's Hospital



Judon Reinbold - Plains Commerce Bank



Kaitlin Awe - Dakota Supply Group



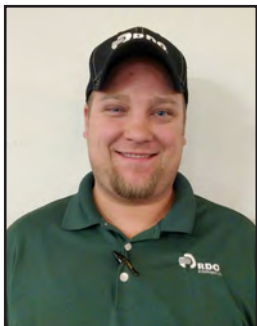
Kaleb Rogers - Wells Fargo Bank, NA



Karen Schaefer - Helms & Associates



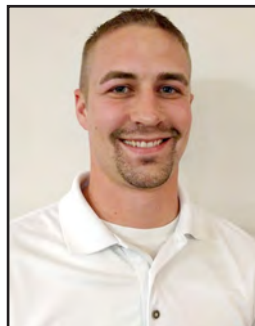
Kelli Fischer - Avera St. Luke's Hospital



Lance Tietz - RDO Equipment Co.



Marty Sabolo - Northern State University



Matt Kiefer - House of Glass



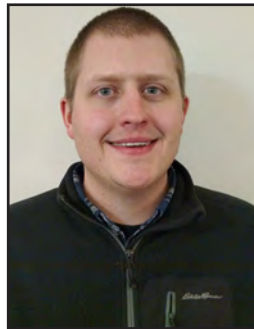
Melissa Gilbert - Avera St. Luke's Hospital



Ryan Dell - Richards,
Oliver, Tonner & Fischbach



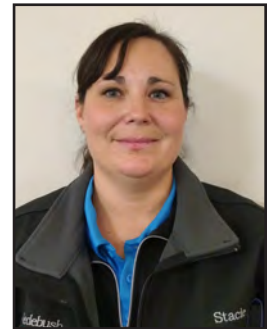
Sarah Botkin - Northern
State University



Scott Woizeschke - 3M
Company



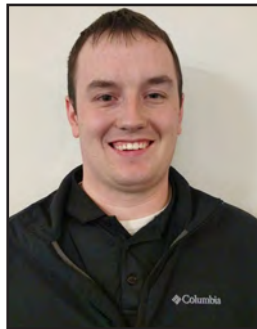
Sharon Schwan - BEA
Systems



Stacie Wiedebush - Sewer
Duck, Inc.



Tarah Heupel - Sanford
Aberdeen Medical Center



Zach Anderson - Wells
Fargo Auto Finance



Amanda McClain - Wells
Fargo Education Financial
Services



Andrew Bell - Molded
Fiber Glass SD



Anna Boyd -
3M Company



April Buller - Clark
Engineering Corp



April Wirth - Boys & Girls
Club of Aberdeen Area



Ashley Larson - Aberdeen
Federal Credit Union



Ben Smith - Twin City Fan
Companies



Beth Geary - South Dakota
Wheat Growers



Beth Locken - South
Dakota Wheat Growers



Brenda Joy -
BAE Systems



Bridget Herceg - Plains
Commerce Bank



Chelsey Morrow - Clark
Engineering Corp.



Darin Beckius -
Dacotah Bank

Leadership Throwback

In 2016, Leadership Aberdeen is celebrating its 30th year. And in 2017, the 30th leadership class will graduate from the program. To celebrate the 719 participants who have worked their way through the 13-week long course, we will be featuring photos and tidbits of Leadership Aberdeen information in upcoming

issues of Progress Magazine.

Leadership Aberdeen was initially discussed by the Chamber's Board of Directors at its annual planning session in 1985 as a way to cultivate potential and emerging leaders. The program was launched at a press conference held in July of 1987 and the first class of 21 participants

graduated that year.

We hope you enjoy a look back at Leadership Aberdeen through the years. Oh, and in case you're wondering why this year's class is only the 29th, the 1989 and 1990 classes were rolled into one, making it only the 3rd class in 4 years.



1987 Leadership Aberdeen

The Inaugural class of Leadership Aberdeen consisted of 21 local men and women and kicked off in the fall of 1987. Sessions included presenters such as Mayor Tim Rich, Lars Herseth and other community and business leaders. They discussed the current and past Aberdeen power structure and how it operates, as well as other areas of politics.

Governor William Janklow was the featured speaker at the graduation ceremonies and urged graduates to look to the future and to assume various roles of responsibility saying "It's what you want to make out of things that really makes the difference." Paul Darling was chosen to speak on behalf of the class and encouraged each to help spur Aberdeen's growth and prosperity. Diplomas were presented by Chamber Board President Terry Baloun and Executive Vice President Rex Hammond.

Class participants were:

Joel Albrecht-Eide Helmeke & Co.
 Jeff Canfield-KKAA
 Paul Darling-United Federal Savings and Loan
 Gary Deibert-Lust Chevrolet
 Cindy Eikamp-Aberdeen American News
 Dick Engler-Aberdeen Public Schools
 Julie Fountain-St. Luke's Hospital
 David Hahler-Lust Chevrolet
 Rolf Johnson-Johnson Motors
 Steve Kaiser-KQKD Radio
 Steve Larson-Larson Concrete

Ken Loken-Norwest Bank
 David Poplau-K.O. Lee Company
 Bob Porter, Jr.-Levi, Engelhart, Wolff & Co.
 Mel Rousseau-Bureau of Indian Affairs
 Darrell Stitt-KKAA
 Jodi Stitt-Stitt, Jodi
 George Sullivan-Resources, Inc.
 Sherry Tebben-Presentation College
 Don Wenell-First Bank
 Gene Wiegand-Brown County Commissioner and
 NE SD Head Start

Check out the SDMyLife.com Network



Kati Bachmayer
Workforce Development Coordinator, ADC

The SDMyLife Network is an easy way to get your business connected to high school students in the Aberdeen area. SDMyLife.com is a free career development program, created by the South Dakota Department of Education, which

helps students navigate the world of work.

The program has been around since 2008 and is available to over 60,000 students in grades 7-12. SDMyLife helps students better understand how their interests and skills match up with jobs and industries. It provides information about Career Clusters, Career and Technical Education, Career Camps, Dual Credit programs, Postsecondary options, College Readiness and more.

When first building a portfolio, students take interest and ability assessments. The results of those assessments match them up with a variety of career options, companies that hire those careers, and provides information on what kind of education is needed to follow the suggested career paths. SDMyLife keeps students engaged with new activities and checklists every year, including participating in a career fair, job shadowing, looking for summer work or volunteer opportunities, and participating in work-based learning experiences. These activities are the perfect place for your business to get connected and stay connected to our future workforce!

The SDMyLife Network is a wonderful opportunity to get your company front and center with South Dakota students who matched up with your business's career cluster.

There are four easy ways to connect with students using the SDMyLife Network:

1) Create a Company Profile. This profile can include a description of your business, photos, videos and what kind of employees you're looking for.

2) Company representatives can volunteer to Become a Career Coach. Career Coaches share their work experience in online discussions and help answer student questions about jobs related to your business and industry.

3) Your company can Offer Work-Based Learning Experiences. Examples include job shadowing, internships, company tours and classroom presentations.

4) Lastly, you can Send Targeted Messages to your future workforce. This option is a great way to connect

directly with students and educators in your area to let them know about events, activities and work opportunities at your company. These messages can be targeted to certain counties, grade levels, by career interest and more.

Aberdeen has fewer than ten businesses in the SDMyLife Network out of 150 included in the program. Join today at www.sdmylife.com/network or contact me for assistance with the sign-up process at katibachmayer@adsd.com!



Dinner in the Dark

"dark can be enlightening"

⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠⠠

Thursday, May 5, 2016
Ramkota Convention Center - Aberdeen, SD

5:30-6:00 PM - Social

6:00-8:00 PM - Dinner

Menu: Country Pot Roast Dinner

Tickets are \$35 per person (must be purchased in advance)

Purchase your tickets from a Foundation Board Member or at the Front Office at the School for the Blind and Visually Impaired (SDSBVI) 423 17th Ave SE, Aberdeen SD (Monday-Friday; 8AM to 4PM): make checks payable to SDFBVI
For more information contact: Dawn Brush at 229-4129 or Dawn LaMee at 626-2580

GUESTS WILL BE ASKED TO WEAR A BLINDFOLD DURING DINNER!



"Laughing At Yourself"
Guest Speaker: Keith Bundy will entertain us on the importance of having a positive attitude and meaningful relationships in all of our lives. Keith has many roles including Assistant Dean for Student Development/ADA Coordinator and Public Address Announcer for home sporting events at Dakota State University in Madison SD. He is also a Pastor at the First Baptist Church in Madison and an Assistive Technology Consultant but his most important role is that of a husband, father, and grandfather.



All proceeds will support the South Dakota Foundation for the Blind and Visually Impaired which exists, in part, to provide social, cultural, and educational opportunities that would not otherwise be available to students who are blind or visually impaired.

Foundation Board Members: Tom Agnitsch, Joel Albrecht, Dawn Brush, Lon Gellhaus, Sherron Grote, Camille Kaul, Dawn LaMee, Roland Pond, Jane Ann Rayman, and Dr. Curt Wischmeier

ACCA Presenting The Diamonds and The Young Irelanders

The Aberdeen Community Concert Association is bringing 2 great concerts in the coming months. Coming on Tuesday, March 8 are The Diamonds presenting Bandstand Boogie!—A Salute to American Bandstand. The Legendary vocal pop band, The Diamonds; brings the hits of famed television show “American Bandstand” to life. Decades of hits delivered with inimitable Diamonds flare! Through the years since the release of “Little Darlin” The Diamonds have learned one important lesson—the durability of this classic rock and roll music is as much about the future as it is about the past. As



a result, The Diamonds continue to expand their audience to this day, performing in a variety of venues and settings worldwide. The standing ovations and return engagements are the proof; The Diamonds have taken

the Classic Rock and Roll genre to a whole new level. The Diamonds truly are a cut above!

Then closing the ACCA season will be The Young Irelanders on Thursday, April 7. This eight-member Irish music, song and dance troupe uses authentic Celtic instruments. They fuse old world traditions with contemporary flare in an eclectic repertoire of Irish, World Jazz and Pop.

The sound the band creates is best described as eclectic, where traditional Irish music, Celtic music, folk music, world music, jazz music, country music and popular music all come together to give rise to a very unique and multi-faceted sound.

If you want to see and hear what Ireland’s traditions of music, song & dance look and sound like in the hands of some of the most talented young performers in the world then don’t miss the opportunity to get to see this sensational act.

The future of Ireland’s culture is undoubtedly in safe hands with The Young Irelanders.

Both concerts will begin at 7:30 pm and be held at the Aberdeen Civic Theatre located at 212 2nd Avenue S.E.

Interior Design Concepts located at 523 S. Main Street will serve as the ACCA Box Office. Individual Concert Tickets will be available. Adult Advance Tickets will be sold for \$30 and Student tickets for \$8. Tickets sold at the door will be: Adults - \$35 and Students -\$10. Tickets can also be purchased on line.

For more information or to purchase tickets visit the ACCA website www.aberdeencommunityconcerts.org

SPURS

Spring Dance

Friday, April 8th ★ 8:00-11:00 pm



Doors Open 7:00 PM

AT **THE DEC**

3310 7TH AVE SE, ABERDEEN

- ★ Silent Auction 7:00pm-10:00pm
- ★ Live Auction Items

VIP Tables for 8

\$175

Individual Tickets

\$12

Tickets at the Door

\$15

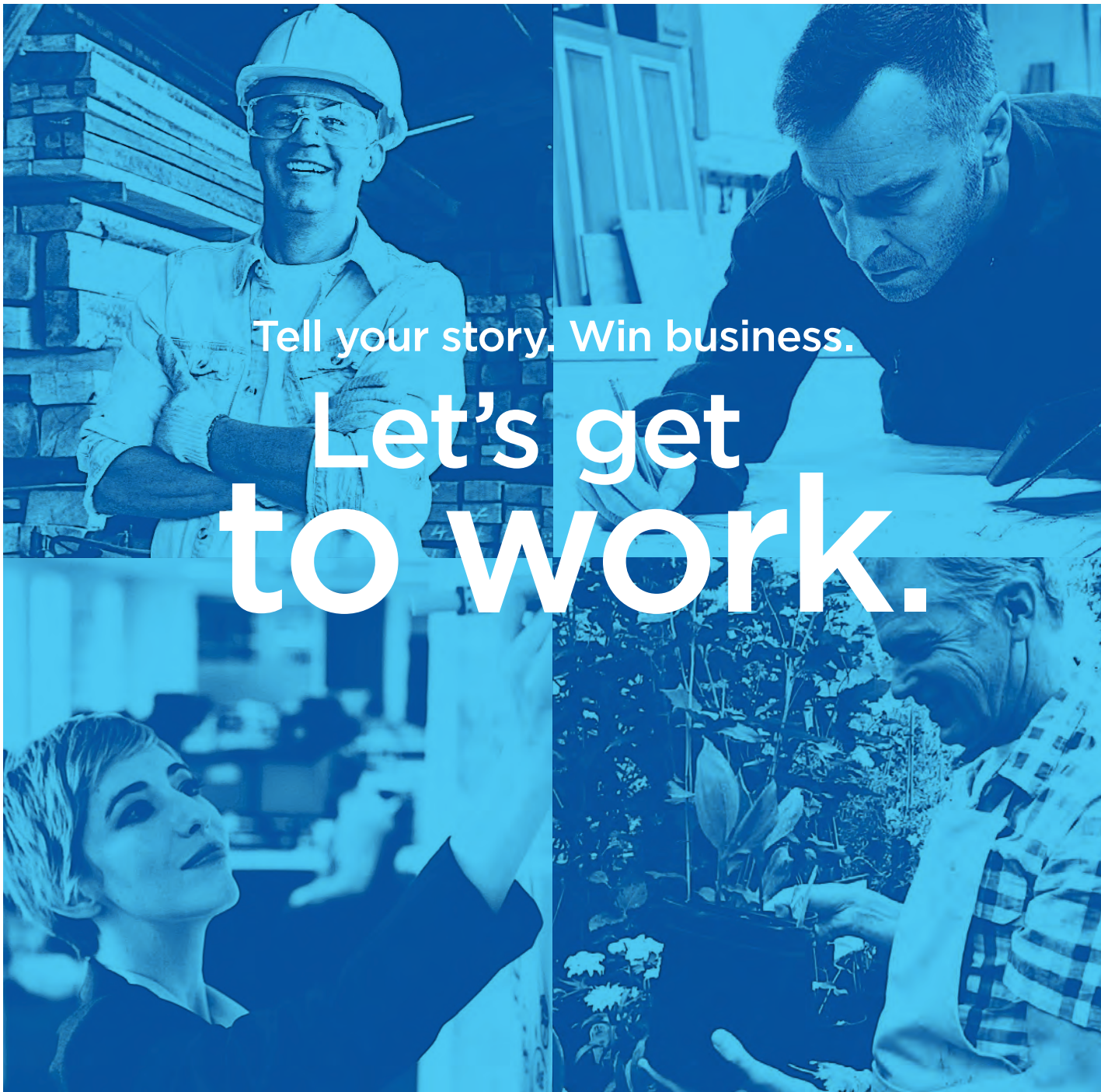
SPURS
Therapeutic Riding Center, Inc.

For More Information Call: **605.226.1099**

Purchase tickets at Hitch'n Post

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Hot Topics in Employment Law for 2016



Kim Dorsett
Partner, Richardson, Wyly, Wise, Sauck & Hieb

A new year has begun and, once again, changes are enforced upon all of us, whether we welcome it or not. Last year, several federal government agencies warned that they will be ramping up their efforts to monitor employers in 2016. The United States

Department of Labor is one agency following through on their threat, making significant changes to regulations covering overtime exemptions and the classification of employees as contractors. Having represented employers faced with federal investigations, I am aware that they can be exhaustive, lengthy, and expensive. Employers would be wise to familiarize themselves with these issues and audit their practices before they fall under the watchful eye of a government investigator. The following are

two examples of the most targeted areas:

Federal Overtime Exemptions:

One of the biggest mistake I see in my law practice is an employer's misclassification of employees as "exempt" in an effort to avoid payment of overtime. A common exemption is the "highly compensated employee", which previously established that an employee paid at least \$100,000 would be generally exempt from payment of overtime wages. One recent change raised that minimum salary amount to \$122,000 per year, wisely prompting many employers to reevaluate those positions and all exemptions.

Increased Attention to Misclassification of Employees as Independent Contractors:

In 2015, the United States Department of Labor published their interpretation of the law, which makes clear its intention to discover and curtail misclassification of employees as independent contractors. The

federal agency emphasized its view that most

workers are employees, not contractors. If an employer's classification of a contractor is deemed improper, the employer faces exposure for unpaid wages, double damages, interest, penalties, and attorney's fees.

I suspect that many people reading this article have already determined that a small business from South Dakota will escape the Department of Labor's scrutiny, believing only large companies are at risk. This is a mistake. Recent statistics reveal that the Department of Labor is actually targeting small businesses and various low wage industries. In fiscal year 2015, the Department of Labor's Wage and Hour Division collected about \$74,000,000 in back-wages owed to 102,000 employees in the agriculture, day care, restaurant, health care, hotel and motel, janitor, and temporary help sectors. Proceeding under the belief that oftentimes the best defense is a well-planned offense, I advise all employers to conduct an audit of their employees to ensure compliance with all these regulations through a professional well versed in this area of the law.

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SANFORD HEALTH

Fewer Students Enrolling in College



Dr. Bill Broucek
Business Dean
Northern State
University

There is a paradox regarding high school graduates and university enrollment. The latest national data indicates that while more of our young people are graduating high school fewer are enrolling in college. Largely because of increased persistence rates made by disadvantaged students, slightly over 82% of high-school seniors in 2013-2014 graduated, up from 81% the year before. In fact, the graduation rate has increased annually over the last few years.

In contrast, data from the National Student Clearinghouse Research Center indicates that for the fourth consecutive year, college enrollment rates have decreased. The number of students enrolling in colleges and universities is 1.7% lower this year than last. The percentage of high-school graduates who immediately enrolled in post-secondary institutions fell from 69% in 2008 to 66% in 2013, the last year for which we have data.

As most economists know and most college personnel have experienced, university enrollment is inversely related to the economy. When times are bad and jobs are scarce as in the Great Recession of 2008, attending university is an attractive option. It allows students to increase

their skill-set and become more marketable plus the opportunity for loans provides needed income albeit at a later cost. Conversely, increased workforce options as the economy recovers draws young people away from school and toward the immediate reward of a paying job.

For young people today, leaving aside the notion of self-actualizing and gaining new perspectives by attending college and instead looking at things from a strictly economic point of view, which is the better road to take – school or job? The answer to that question is – It depends. It depends on the industry and it depends on whether you are male or female.

Entry level jobs in blue-collar fields such as manufacturing, mining, and agriculture aren't traditionally associated with higher-education degrees. A new entrant can work their way up and eventually achieve or even beat the college wage premium – the income advantage of having a college degree. Unfortunately, this blue-collar pathway is almost exclusively a male option. For women, the road to success requires transit through college. Service jobs such as housecleaning, waitressing, and secretarial services typically don't progress upward.

Even for

males, however, the non-college route is becoming increasingly less attractive. While a job may seem an appealing alternative to deferred income and the cost of tuition, the college wage premium has risen dramatically over the last 35 years. In a report issued last year, the Pew Research Center termed this "the rising cost of NOT going to college" (emphasis mine) as it concluded "On virtually every measure of economic well-being and career attainment – from personal earnings to job satisfaction to the share employed full time – young college graduates are outperforming their peers with less education. And when today's young adults are compared with previous generations, the disparity in economic outcomes between college graduates and those with a high school diploma or less formal schooling has never been greater in the modern era."

My advice to young people – Get a college degree. Does the major matter? Yes. More on that topic, next issue.

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Meet New Friends with SocialHUB



Liz Hannum
StartHUB
Founder

I moved to Aberdeen in late 2013 and knew no one. I'm pretty good at inserting myself into people's lives, so I figured I would have no problem making new friends here. I was wrong. While everyone in Aberdeen is incredibly friendly, no one

thinks to invite the new kid in town out for an evening with their group of friends.

After a few months of feeling a bit lonely and disconnected, I decided to start my own group and make new friends come to me! I started a group called StartHUB, focused on community building and networking for entrepreneurs. And while that has been growing and doing great, it's still not the group that would invite me to their yoga class or out bowl-

ing.

Through StartHUB I was meeting lots of people and especially people who were new to town or had just returned after a long time away. I was getting the oddest requests to hang out, usually starting something like this: "I know you're probably really busy, but would you want to..." or this: "I don't have any friends in town so would you be willing to hang out with me?" And of course I said yes, no one should feel ashamed to want to have friends or feel connected to their community, and every person I met was amazing in a different way. I remember a particular day that I had friend dates at 5, 6, 7, and 9 pm and realized that I was being selfish by not introducing all of these people to each other. So I started SocialHUB.

SocialHUB is a group that meets every Wednesday at 6 pm at the Brass Kettle for drinks, dinner, conversation or whatever. There's no

agenda, it's not work related, we just get to know each other and we always end up hysterically laughing at some point in the evening. In addition to what we've started calling "Meet and Eat", we've gone ice skating and holiday shopping.

On the agenda for 2016 are bowling, a volunteer project with StartHUB to prep the space for a popup business going downtown, a summer camping trip out to the Black Hills, the South Dakota Film Festival and lots more as people think of fun ideas. The group is open



to anyone of any age (we've had people from 21 to 60 come.) It's a judgment-free zone because everyone is there for the same reason – to feel a part of something.

So why is a purely social group important to business owners and employers in town? In a word – retention. As employers, you give your transplant or returning employees a purpose for being in Aberdeen, but you only fill a portion of their day. What your employee does with those 5 to 7 left over hours each evening can make or break the decision for them to stay in town long term. And no employer wants to search for the same position every 2 to 3 years. I constantly hear employers talking about their favorite employees say "we just have to marry him or her off so that he/she won't ever leave us." In reality, it's a little more simple than that – provide meaningful work and connect newcomers with the community and you'll be surprised to see how many will want to stay in Aberdeen. For me personally, I had no intentions of staying in Aberdeen long term, but I found meaningful work, an ever-expanding group of friends and a sense of belonging in the community. I'm hooked.

The way I gauge the success of SocialHUB is not how many people show up every week, but how many people go home for the weekend and tell their old friends that they love living in Aberdeen. One of the women that sent me one of those shame filled text messages asking for me to be her friend went from "I can't wait to put in a year at my job and then get out of town" to "I'm thinking about buying a house here". That's when I know that SocialHUB has had an impact on the community.



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PHOTO: CHS

Cash Flow Pitfalls



Kelly Weaver
Regional Director,
Small Business
Development Center

Perhaps you have heard the phrase “Cash is King”. You may have also heard that a major reason for business failures is not having enough capital. The type of capital often missing is ‘working capital’, that is, cash available to

pay for day-to-day operations. Even profitable, successful businesses can suffer from cash flow problems. So what are the major causes of this small business challenge?

For new businesses with no history, it is easy to get in trouble if you have overestimated revenue or spent more than available on expenses or both. Forecasting is a tool that can help businesses set a budget for expenses and look at various revenue scenarios. Understanding what is needed to cover your expenses will help you be on alert when revenues are not meeting expectations or expenses are elevated so that changes can be made before the cash situation is critical.

Additionally, most businesses do not enjoy the process of collecting money from customers. First of all

they may not take the time to put policies in place for offering credit to customers and they may not be consistent in billing for their products or services. And when customers don't pay, business owners may not put a high enough priority on making the call to collect. You can bet other businesses are calling and they are first in line to get paid. As they say, the squeaky wheel gets the grease.

One less obvious cause of cash flow struggles for businesses is an increase in inventory. Whether a business is actively buying new inventory or inventory just builds up over time, it takes cash to pay for that inventory. Again, businesses should have a plan for how much inventory they need and track inventory on an ongoing basis.

Even a profitable and growing business can have a cash shortfall if they experience a condition known as Fast Growth Syndrome. What, you can grow a business too fast? When a company is experiencing high growth, they typically need to buy more inventory. The higher sales in turn result in higher Accounts Receivables. If the time lapse between the inventory payment and the sales collection is too long, even a profitable company can find itself short on cash. And as they say, profits don't



pay the rent.

So, first do your homework and be aware of the potential cash crunches in your business. Commit to some basic tracking to watch for trends that could have a negative impact on cash flow. And lastly, it's never too soon to have a back up plan in place. Look into getting a line of credit for your business or check into the availability of vendor terms on inventory. The best time to get money is when you don't really need it.

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 kweaver@midco.net. The Center is hosted by GROW South Dakota (also known as Northeast South Dakota Community Action Program).

City Comprehensive Plan Update



Lynn Lander
Aberdeen City
Manager

City Planning Director, Brett Bill is preparing a request for proposals to update the City's Comprehensive Plan. The last update was completed in 2004. Why is this important? The Aberdeen Comprehensive Plan provides a long range planning

framework for the development of future land use in Aberdeen and the three mile area surrounding the corporate limits as provide by state law. A comprehensive plan is the blue-

print for the physical development of the city, which drives to deliver the highest possible quality of living for its residents.

The four principle work elements involved in the new plan are listed below.

Inventory: Gather quantitative, qualitative, and map data from a variety of sources. Completion of this work element will provide insight into the general physical, economic, and social context that will form the basis for all subsequent work.

Community Participation/Issue Identification: Actively involve the general public and key community interest groups in identifying key issues, establishing a vision for Aber-

deen, selecting a preferred growth scenario, and suggesting strategies to achieve that vision and scenario.

Alternative Analysis: This element includes the technical tasks to develop several alternative population, housing and employment projections and development scenarios.

Plan Development: The last work element is to include the technical steps to prepare the comprehensive plan to meet the requirements of South Dakota Codified Law and best serve the interest of the residents in the future.

I encourage those community minded people to step forth as we progress forward to design our future blueprint for Aberdeen.

Coach Meyer



Kristi Noem
US Representative
(R-SD)

Some of the most influential people in my kids' lives have been their coaches, and I think that's true for a lot of folks. All three of our kids have been blessed to be on teams led by incredible coaches who taught them

lessons they could use on and off the court. It's what a good coach does.

In 2014, we lost one of South Dakota's greatest coaches, Don Meyer. Coach Meyer served as head basketball coach at Northern State University in Aberdeen for 11 seasons. In 2009, he became college basketball's winningest coach, and by the time he retired, he clocked in more than 900 victories. Earlier this month, I had the opportunity to participate in a ribbon cutting for the Don and Carmen Meyer Center of Excellence at the Avera Cancer Institute in Aberdeen. It was an incredible honor to be there and recognize a coach that each of us could learn something from – whether we play basketball or not.

For those who may be unfamiliar with his story, Coach Meyer got in a terrible car accident in 2008 with injuries so significant that his lower left leg had to be amputated below the knee. During that surgery, they found cancer.

One of my favorite things he left behind was his "2nd Ten Commandments." His words offer incredible perspective for anyone battling a serious illness. Like so many of his lessons as a coach, however, these commandments could apply to each of our lives. I won't go through all of them in this column, but I did want to share a couple of highlights.

He started out his list with these two commandments: "Thou shall not worry, for worry is the most unproductive of all human activities. Thou shall not be fearful, for those things we fear never come to pass." We live in an ugly world and it's hard to not jump to worry and fear. Whether you or a family member is battling cancer, facing a job loss, or trying to change Washington, we ought to keep our focus on action, not fear. Our attention should be on what we have control over and the steps that can be taken to make a positive change.

Coach Meyer goes on to write in his fourth commandment: "Thou shall face each problem as it comes; you can only handle one at a time anyway." Advice each of us could use from time to time.

His seventh commandment: "Thou shall not try to relive yesterday for good or ill. It is forever gone; concentrate on what is happening in your life and be happy now." So many people today struggle with living in the now. We're constantly on our phones or social media. It takes us out of the moment. Put it all aside – if even for a few hours a day – and live in the now.

Coach Meyer's tenth commandment is my favorite: "Thou shall count thy blessings; never overlooking the small ones, for a lot of small blessings adds up to a big one."

Dakota and the basketball community. As I stood up to recognize him at the recent ribbon cutting, I couldn't help think about the legacy he has left for us. It is my hope that those facing serious illnesses – whether at the Don and Carmen Meyer Center of Excellence or any of South Dakota's excellent medical facilities – can find inspiration and even comfort from his story of resilience and faith.

First Annual Golden Apple Awards Announced



From left: Lynn Hanson, Jerry Letcher and Jason Sperle.

The Aberdeen Public Schools Foundation announced the first annual Golden Apple Awards to recognize individuals that are dedicated, inspiring, and making a difference in the Aberdeen School District. This year's honorees were Jerry Letcher, Lynn Hanson and Jason Sperle. Each received \$500 and a golden apple.

Jerry Letcher, Central High School band director, truly goes above and beyond when it comes to any and all

of his students. The strength of the program comes from his tremendous leadership and dedication. Letcher has been employed with the District for 32 years. He was the 2008 SD Bandmaster of the Year and served as the past president of the SD Bandmasters Association and Phi Beta Mu Bandmaster Fraternity.

Lynn Hanson, Aberdeen Public Schools Foundation volunteer, has served fifteen years on the Aberdeen School Board and has served many years on the Foundation Board. She is a champion for our community, for education and our students. In 1995, Hanson received the SDHSAA Distinguished Service Award and in 2011 she was selected for the Elite 15 SD Female Athletics Award.

Jason Sperle, Holgate Middle School custodian, has a positive spirit and pride in the school. He truly goes above and beyond what is expected of him at his job, exuding

positivity and happiness to all those he encounters. Sperle has dedicated 28 years of service to the District and when asked to describe his daily tasks he includes electrician, mailman, plumber, event coordinator, warehouse clerk, school nurse, grounds man, garbage man, carpenter, locksmith, exterminator, service tech and carpet layer.

The Golden Apple Awards are a special project of the Aberdeen Public Schools Foundation. For more information, contact the Aberdeen Public Schools Foundation at (605) 725-7118, Gretchen.Sharp@k12.sd.us, or visit the foundation website at ww.aberdeen.k12.sd.us/foundation. The Aberdeen Public Schools Foundation is a non-profit organization that promotes excellence in education by forging partnerships among the schools, community and alumni.

The Importance of Staying Connected with You



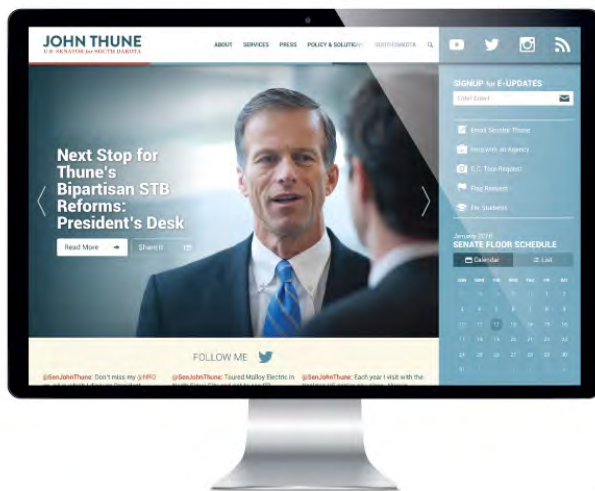
John Thune
US Representative (R-SD)

Representing the state of South Dakota in the U.S. Senate is one of the greatest honors of my life, but it wouldn't

mean anything without you: the dedicated and hard-working people who call South Dakota home. Those of you whom I've been lucky to meet and get to know over the years know that I try to escape the out-of-touch world of Washington, D.C., as often as possible. I take my responsibility of being your senator seriously and work hard for you every day I spend in Washington, bringing the common sense you expect and deserve to the capital city. But when the votes have closed, the committee hearings have ended, and the lights on the Senate floor start to dim, I head home to South Dakota for a fresh dose of reality.

The work doesn't end when I leave Washington, though. As you probably know, I have busy offices throughout the state that are constantly hard at work for you. My offices in Aberdeen, Sioux Falls, and Rapid City are strategically located across South Dakota to make it easier for you to contact my staff who are always willing and able to help you with questions, problems, or concerns you might have with the federal government.

If you're not able to travel to one of our physical Senate offices, we're always open online at www.thune.senate.gov. It's a great resource for all South Dakotans. I understand how quickly the Internet changes, so in order to remain at the forefront when it comes to the digital service we provide to you, we recently made some important updates to my website that will make it easier to navigate. Also, the website now has a responsive design, which means whether you're viewing it on your desktop, mobile phone, or tablet, you'll receive the same high-quality experience.



I'm also keenly aware that the way we communicate with one another has evolved, which is why I stay connected with you on social media. With just a few quick clicks or the opening of an app, you can send me a tweet or post a comment on some of my behind-the-scenes photos and videos. I try to share as much information as

possible with you about bills we're voting on or I have introduced, events I'm attending throughout the state, or my thoughts on the important issues of our time. I truly value your input, so please continue to send your thoughts my way on Twitter and Instagram at @SenJohnThune.

I look forward to seeing or hearing from you soon – maybe at a public meeting, local basketball game, or even in one of the aisles at the grocery store or hardware store. As we cross paths, please know

that I will continue to listen, learn, and take our South Dakota values with me to Washington on your behalf. And if you're visiting Washington for vacation or a conference, please stop in to say hello. It's always nice to see some friendly faces in the marble halls of Congress!

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SHAFFER JOINING SDSU EXTENSION

Gared Shaffer will be joining SDSU Extension as the Agronomy Weeds Field Specialist in May. He is a native of Kansas with agricultural roots from a small livestock ranch. Shaffer graduated from Kansas State University with a Bachelors of Agriculture in 2011, and in May 2016 he will achieve a Masters of Agronomy with a strong emphasis in agronomy weeds. Shaffer's agricultural roots also extend to the Aberdeen area where he has two uncles that raise livestock and crops. Through the years he has spent many vacations and summers working with his family on their operations and have grown to appreciate the area. As the new Extension Agronomy Weeds Field Specialist stationed in Aberdeen, he looks forward to interacting with local producers and the community, helping them prosper in growing the products that America and the world depends on.



SAND NEW SDSU EXTENSION FIELD SPECIALIST

Shannon Sand is a new Livestock Business Management Field Specialist with the SDSU Extension office in Aberdeen. She was born and raised on a farm and ranch in Florida. She specializes in the areas of business management and marketing. Shannon spent several years studying value added beef traits at Oklahoma State University. From there she moved to Auburn and studied and conducted market research on introducing new varieties of vegetables into the Southeast US, and their potential economic value to producers. Shannon has been with South Dakota State University in the Rapid City Regional Office for 3 years and is looking forward to meeting and working with producers in and around the region.



DACOTAH BANK INSURANCE PRODUCER COMPLETES CERTIFICATION

Trevor Steen of Dacotah Bank in Aberdeen has completed the Agribusiness and Farm Insurance Specialist (AFIS) certification.



The Agribusiness and Farm Insurance Specialist program is a continuing education curriculum focusing on the insurance and risk management needs of agribusiness and farm operations. The core curriculum for the AFIS program consists of five parts. After successful completion of all five exams, participants earn the AFIS designation. Classes include Farm Liability and Property, Ag Pollution, Livestock Insurance, Crop Insurance and Workers Compensation.

Steen and his wife, Jenny, live in Aberdeen with their daughter. He can be contacted at (605) 226-5342 and by email at trevor.steen@dacotah-bank.com.

JOSHUA K. FINER BECOMES PARTNER

Richardson Law Firm is pleased to announce that Josh Finer became a partner, effective January 1, 2016. Joshua was born and raised in Iowa, growing up in Emmetsburg. After graduating from Emmetsburg High School, Josh attended the University of Iowa, where he obtained his Bachelor of Arts degree in Political Science. Following the completion of his undergraduate studies, Josh moved to

Chicago, Illinois where he worked as a Process Manager and Private Investigator for Stern Process and Investigation. He eventually relocated to South Dakota where he enrolled in the University of South Dakota School of Law. While attending law school, Josh clerked at both the Berreau Law Office in Canton, South Dakota and the Minnehaha County Public Defender's Office in Sioux Falls, South Dakota. Josh is currently the Young Lawyers Representative to the State Bar Association for the 5th Circuit. Josh has been an associate at Richardson Law Firm since 2013. His Bar Admissions include South Dakota State Bar; United States District Court, District of South Dakota; United States District Court of Appeals for the 8th Circuit and Sisseton Wahpeton Oyate Tribal Court.



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- SCRAP METAL
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- OTHER MISC. WASTE

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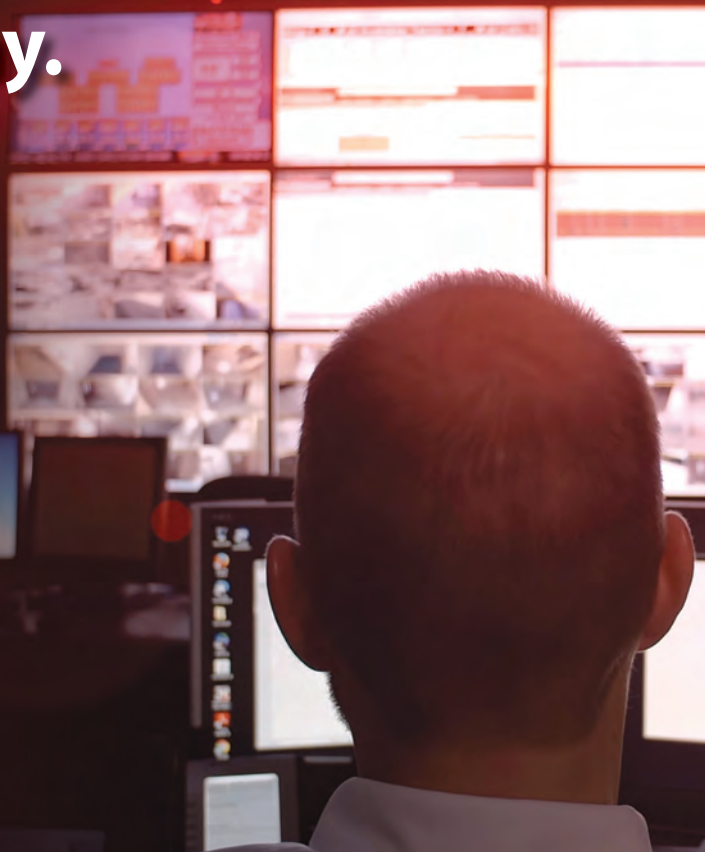
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