

progress

MAGAZINE

2021 | MARCH - APRIL

aberdeen-chamber.com

 **HARR**
Motors

HARR'S
Auto Body

 **HARR'S**
Redfield
Ford

 **HELM**
Marine



IN THIS ISSUE

-
- ambassador visits 8-9
- new members 12
- business brief 18
- chamber big dates 21
- adc article 29



**HARR'S WELCOME
HELM MARINE TO
THE FAMILY**


CHANGING THE GAME

\$0 CO-PAYS FOR

✓ Primary Care

✓ Urgent Care

✓ Chiro Care



AVERA PREFERRED PLANS FOR SMALL BUSINESS

Our plans combine the strength of the Avera network with the cost-savings of \$0 co-pays for primary care, urgent care and chiropractic visits. These plans provide the best value for your business and connect your employees to cost savings and comprehensive health benefits.

We connect you to:

- AveraNow virtual visits at no cost*
- Membership discounts at select fitness centers
- LiveNOW well-being technology
- Nearly 2,000 providers
- Three free Employee Assistance Program visits for employees and their family members



Talk to your agent today or get a quote at
AveraHealthPlans.com/preferred

*For most members. Some limitations do apply. NOTE: IRS Guidelines indicate that members with HSA-eligible plans may be subject to tax penalties if they use the free AveraNow service. If you have an HSA eligible plan, you may use your HSA or Flex spending dollars for this service.

A Growing Family...

Harr's Auto Body joined the family in 2014 and has been a great addition. Trevor Zeck, Managing Partner, has strived to build on the Harr's outstanding reputation and provide the highest quality and transparent body repair in the business.

"We don't work for the insurance company; we work for the customer and demand perfection in all of our jobs," professes Trevor. Assembling the dream team to make excellence come together has been a major focus since the beginning. Trevor also commented, "We have the best people that have lots of experience and know what they are doing. Constantly learning and keeping up with technology is a key to success."

Since opening the door in 2014 Harr's Auto Body has had several expansions. We originally shared the front office and now we took over the whole space and have the nicest lobby in the area. We also expanded our shop by 4,800 square feet to be able to better serve the demands of our customers.

We look forward to continuing to provide the highest quality repairs in the business.

In 2017 we welcomed Harr's Redfield Ford and the Redfield community to the family, further adding to top brands already offered by Harr Motors.

"We knew that Ford trucks were so popular and well respected we wanted to be able to offer these great trucks to our great customers in Redfield and beyond," said Matt Harr.

Boasting a streamlined and nimble staff, Harr's Redfield Ford is ready and willing to assist all your sales and service needs.

"The Redfield community has been so welcoming; we truly felt a part of their family from day one," said Kerry Harr.

Chris Brockhouse, General Manager, has been a great fit for the Redfield location. "I worked with the Harr's long enough to truly understand their culture of caring for the employees and customers," said Chris. "Combining that with my upbringing in Watertown and family in Miller has made this transition an easy one."

Mason Dinger and the Harr Family appreciate all our customers and look forward to offering exceptional products and services to the area for years to come.



The Harr Motors Crew (from left to right) Matt Harr, Brandon Johnson, Colin Herron, Brett Johnson, Kerry Harr, Aaron Johnson



Trevor Zeck



Kirk Whitley, Eric Krumm, Chris Brockhouse, Jesus Custodio Torres, Jake Schmidt, Ben Deuter, Tim Wolberg

Moving Forward Together



Gail Ochs
President, IOM,
Aberdeen Area
Chamber of
Commerce

There is no question that the COVID-19 pandemic has changed the way we do business, and the way we live our daily lives. Here at the Chamber, many of our events, programs and meetings have been postponed, cancelled or modified for the past year. One of our key programs, Leadership Aberdeen, was postponed from January and is rescheduled to start in April. We know that positive, effective leadership is what has helped us navigate through this crisis, and is what will ultimately help rebuild our community. That's why, now more than ever, we are committed to offering this program to our businesses.

Leadership Aberdeen is a comprehensive leadership training program that provides participants with the opportunity to sharpen their skills, share their experiences, and make life-long connections with fellow participants. Participants follow a 12-week Positive Leadership curriculum which focuses on growing their individual skills by concentrating on leadership attributes including: Community Building, Advocacy, Resilience, Purpose, Reason, Gratitude, etc. The class also gains broader knowledge of the businesses, opportunities and challenges in our community through tours of local businesses and hearing from local leaders on company philosophies, goals, and success stories. Plus the class gives back to the community by facilitating a local project or event that will have a positive impact on the Aberdeen community.

A big part of the program's success is due to the partnerships we have with local businesses who help offset program costs. Special thanks to the 2021 Business Partners which include: 3M Company of Aberdeen, Avera St. Luke's, Dacotah Bank, Glacial Lakes Energy, Northern State University, Sanford Health, Agtegra, and Molded Fiber Glass. We couldn't do it without you!

Tuition is \$750.00 for Aberdeen Area Chamber of Commerce members and \$900.00 for non-members, payable in advance of program start date. Tuition covers all program costs, including materials, meals, Aberdeen attire, and any necessary transportation. Participants are expected to attend all sessions in the belief that everyone brings their unique experience to the program. This year the class will meet from April 8th through June 15th and we are accepting applications now. For an application and additional program information go to: www.aberdeen-chamber.com/156/Leadership-Aberdeen or call the Chamber at (605) 225-2860.

SCHEDULE:

Thursday, April 8 (9:00 am – 7:00 pm) - Topic: Authenticity

The program kicks off with a very full day! Participants will get an overview of sessions to come, get acquainted with each other and hear from community development organizations about their missions and goals. Dr. Thom Flamboe will

take participants through a self-assessment process and discuss being your authentic self through self knowledge, self acceptance, self development and self assertion. At 5:00 pm, the class will join other community leaders and Leadership at a Business After Hours Mixer.

Tuesday, April 13 (5:00 pm – 9:00 pm) - Topic: Community Building

We hear about Agtegra and their role in building up the communities they serve. The class discusses the various communities each of us “serve” and how these connections create better versions of ourselves. The class will then get started discussing our community and a project the class will focus on in the coming weeks.

Tuesday, April 20 (5:00 pm – 9:00 pm) Topic: Community Building/Class Project

We continue our discussion on the communities we each serve and hear from Sanford Health CEO Ashley Erickson and staff on the importance of community building. The class continues project discussion.

Tuesday, April 27 (5:00 pm – 9:00 pm) -Topic: Resilience

Participants will tour Molded Fiber Glass and hear how the company used resiliency to keep the doors open after changes in their industry almost caused a plant closure. Participants will be discuss fixed vs. growth mindset and what drains or charges them personally and professionally.

Tuesday, May 4 (5:00 pm – 9:00 pm) - Topic: Advocacy

Participants will tour Glacial Lakes Energy and hear from Director of Operations Pat Hogan about the company and their advocacy efforts to promote the ethanol industry. Participants will be challenged to discover what they advocate for in their personal and professional lives.

Tuesday, May 11 (5:00 pm – 9:00 pm) -Topic: Purpose

We will take a tour of the 3M plant and hear from 3M management on how they define their purpose and determine best methods for favorable outcomes. Participants discuss how defining your purpose, personally and professionally keeps you focused on your goals.

Monday, May 17 (5:00 pm – 8:00 pm) - Topic: City Government and History

Participants meet with the Aberdeen City Council and have the opportunity to discuss community issues before attending the council meeting. They will also hear from Mayor Travis Schaunaman on civic leadership and tour the Dacotah Prairie Museum.

Tuesday, May 25 (5:00 pm – 9:00 pm) – Topic: Reason

Staff and Leadership alumni of Dacotah Bank discuss reason in leadership and how to determine which positive actions will produce the positive we reactions we want. Participants work through two



Chamber Leadership

Executive Board

Robert Goscicki, Chair	Area Federal Credit Union
Kellie Ecker, Chair-Elect	SD Mfg & Tech Solutions
Katie Washnok, Vice Chair	Blackout Industries
Todd Forkel, Treasurer	Avera St. Luke's
Dr. Sandra Welling, Secretary	Presentation College
Jack Hollinsworth, Past Chair	JDH Construction

Staff

Gail Ochs	President
Lisa Anderson	Marketing & Collaboration
Stacie Wiedebush	Finance & Administration
Kami Spieker	Membership & Engagement

www.aberdeen-chamber.com • 605.225.2860

Full Board

Brett Deibert	Farm Credit Services of America
Dr. Tim Downs	Northern State University
Justin Feickert	Quality Quick Print
Liesl Hovel	Lutheran Social Services
Brodie Mueller	Market on the Plaza
David Novstrup	Allevity Entertainment/Wylie Thunder Road
Matt Prehn	Midstates Group
Andy Rehder	3M Company
Cam Schock	Climate Control
Mike Sommers, ADC Board Liaison	Double D Body Shop
Spencer Sommers, ADA Board Liaison	CO-OP Architecture
Guy Trenhaile, CVB Board Liaison	Healthcare Plus FCU
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB
Shelley Westra-Heier, Ex-Officio	Aberdeen Downtown Assoc.



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

COVER: Harr Motors, Harr's Auto Body, Harr's Redfield Ford & Helm Marine

INFORMATION:
Provided by the Aberdeen Area Chamber of Commerce, 516 South Main Street
Aberdeen, SD 57401



Designed & printed by Quality Quick Print/
Midstates Inc., Midstates Group
Companies. For advertising opportunities,
contact Jason Pelzl at 605.225.5287 or
1.800.456.2431

Working to Get Back to Chamber Business

The Chamber continues to work for our members to ensure you get the most out of your membership. We encourage you to become engaged in and take advantage of our many opportunities. Whether it is supporting one of your employees to participate in Leadership Aberdeen, sponsoring and attending a Business After Hours, joining one of our many committees or participating in the various Chamber events that are planned throughout the year. We feel that you or your staff's participation could be the best thing that you could do for keeping your organization strong, sustainable and engaged.

Much of what the Chamber does is social in nature. Adjusting to Zoom meetings and canceling events that we love to host has been difficult for us. But this pandemic helps us realize how blessed we are to be able to carry out our mission by doing the things we do in our community and it helps us to appreciate the people we serve. We all strive to become better through this experience.

Although it has been very difficult to remain optimistic in the face of so many life adjustments and uncertainties, we can see the end of the road. We are beginning to celebrate new businesses with groundbreaking & ribbon cuttings, plan community events, host face-to-face meetings and invite all of you to Business After Hours. Hopefully once again it will be acceptable to enjoy a heart filled handshake and a pat on the back. The Board of Directors and Chamber staff look forward to having you join us at one of our events throughout this year. As we celebrate our 137th year as a Chamber, we recognize the positive impact that we can have when we work together in the Aberdeen area.



Robert Goscicki
2021 Chamber
Board Chair, Area
Federal Credit
Union

Moving Forward Together *(continued from page 4)*

paths—reason and avoidance which puts their communication and team skills to the test.

June 1 (5:00—9:00 pm) - Topic: Gratitude

Staff of Avera St. Luke's will take us on a tour of their facilities. We will also hear from Avera management and alumni on Gratitude and how they believe experiencing and expressing gratitude transforms an organization and community. The class will discuss the importance of gratitude and how to watch for gratitude inhibitors.

June 8 (5:00—9:00 pm) - Topic: Positive Leadership Wrap-Up

Staff of Northern State University will take us on a tour of their campus and we will hear from Dr. Tim Downs, NSU President on how to weave together all the Positive Leadership concepts/skills developed through the 2021 program.

June 15 (5:00 pm) - Topic: Graduation Celebration

The graduation ceremony and dinner will be held at 5:00 pm at the Best Western Ramkota. Employers, family and friends are invited to attend.

Is Exporting For You?



**Bryson
Patterson**

*Deputy District Director,
U.S. Small Business
Administration – South
Dakota District Office*

Businesses in the United States are finding themselves increasingly thrust into a global economy with advancements in digital connectivity and transportation technologies. Though small businesses historically served their local communities, many are realizing the opportunities offered in the international marketplace. Small- and medium-sized businesses in the U.S. represent approximately 98% of U.S. exporters, and most have fewer than 500 employees.

Small businesses that begin exporting may experience numerous benefits and opportunities including:

- Increased access to consumers, businesses, and global revenue.
- Diversifying market opportunities. If the domestic economy begins to falter, businesses that export may have other growing markets outside of the U.S.
- Expanding the lifecycle of mature products if the domestic market seems saturated for goods and services.
- Potential financing assistance through loan guarantees that can help fund exporting initiatives.

There are resources to assist companies to navigate through the complexities of “going global.”

The U.S. Small Business Administration’s Office of International Trade offers value-added services and South Dakota exporters can seek additional assistance from the U.S. Department of Commerce Export Assistance Center (EAC), the South Dakota International Trade Center (ITC), and the U.S. Export Assistance Center (USEAC) in Minneapolis, Minnesota. SBA also offers free one-on-one counseling through its network of Resources Partners including Small Business Development Centers, SE CEO Women’s Business Center, Veterans Business Outreach Center of the Dakotas, and SCORE.

SBA can also assist businesses in accessing export loan programs through our lending partners with a standard 7(a) 90% SBA guarantee for real estate and fixed assets or Export Working Capital lines to finance export inventory or receivables. SBA’s Export Express Loans are available directly from participating lenders. These flexible loans can be used to fund participation in a foreign trade show, translation of product literature – including website optimization for foreign markets, as well as export related expansions, equipment purchases, and inventory.

Northern Keeps Two-Thirds of its Graduates in South Dakota

When it comes to keeping graduates in South Dakota, Northern State University continues to lead the pack.

Two-thirds of Northern graduates, or 66 percent, stay in the state to work or further their education. That’s the same figure reported by the S.D. Board of Regents’ Graduate Placement Dashboard two years ago – and it’s 13 percent more than the average among all regental institutions, which is 53 percent.

The BOR Graduate Placement Dashboard provides a comprehensive look at in-state graduate employment throughout the public university system over the last five years. For Northern, the dashboard shows that 66 percent of the university’s 2,217 graduates at the undergraduate and graduate level chose to live and work in South Dakota.

The top industries employing Northern’s graduates are educational services and health care/social assistance, with approximately 50 percent of alums obtaining jobs in these fields.

NSU President Dr. Tim Downs said the consistently high in-state placement numbers are a testament to Northern’s strong partnerships throughout the community, region and state.



NORTHERN
STATE UNIVERSITY

“We’re proud of our students and the tremendous impact they have on the region’s workforce and economy,” Downs said. “We’re also grateful for our community and regional partners and the support they provide, allowing our graduates to find success right here in South Dakota.”

New Address...Same Great Organization!

Those that have driven down Main Street over the last month have probably noticed the amazing progress on Malchow Plaza. What many may not know is that the Aberdeen Area Convention and Visitors Bureau has been in our new digs since the beginning of the new year.

Our new address is 506 S. Main St. and we're very excited to be a part of Downtown Aberdeen. Our building mates are the Aberdeen Development Corporation, the Small Business Development Center, The Market on the Plaza and Dakota Broadcasting.

Even though our address has changed, our services haven't. We're still here to help plan your events – from locating a perfect venue to blocking hotel rooms to providing name tags.

Our visitor center has all the information needed to make any trip to the Aberdeen area – whether for

business or vacation – a roaring success. Stop by to get exclusive information about Aberdeen and the surrounding area.

Whether you're planning a mega family reunion to make up for all the lost events in the past year, holding a trade conference for people from across the region or country or just want a fun weekend getaway for the family, we can help make it happen.

Already have an event in the works? We can provide visitor bags for your guests and help plan tours and outings.

Don't forget to add your event to our calendar at VisitAberdeenSD.com/events.

For more information about hosting an event, give us a call at 605-225-2414, head to VisitAberdeenSD.com, or stop by our new office, 506 S. Main St.



Katherine Grandstrand
Convention Sales & Marketing Director,
Aberdeen Area Convention & Visitors Bureau

Preventative Health Screenings You Should Not Postpone

In the early weeks of the pandemic, many patients delayed elective health care screenings in an effort to free up staff for the possibility of a spike in COVID-19 patients. While pandemic conditions persist, Sanford Health has the capacity to handle patients' health care needs – including screenings.

"It's important for patients to know that we are taking many precautions to make sure that their experience here at Sanford is completely safe," said Steven Redmond, M.D., a family medicine physician at Sanford Aberdeen. "If you've been putting off a screening because of the pandemic, now is the time to get back on track."

Colorectal cancer screening - Colorectal cancer is 90% treatable when detected early. Screenings can also find noncancerous colon polyps or colon cancer early, when they can be easily removed or cured. Colorectal cancer is the second-leading cancer killer in America (among men and women when combined). Patients age 45 and older should be screened every 10 years, or more often as determined by their physician. About 90 percent of people diagnosed with colon cancer are older than 50.

"People are thinking 'Well, I'll do it next year,'" said Dr. Redmond. "That's much longer for that cancer to spread. Then it becomes much more difficult to treat."

Cervical cancer screening - Cervical cancer is preventable. In addition to screening, HPV vaccination is also encouraged for most patients. There's nothing right now that can prevent ovarian cancer, but women who make some lifestyle choices

can reduce their risk. Women between ages 21 and 29 should have a Pap test every three years. Women between ages 30 and 65 should have a Pap test plus an HPV test every five years, or a Pap test alone every three years.

"We screen for cancer because we want to identify it and catch it before it becomes a bigger problem than it already is," said Breanne Mueller, M.D.

Mammograms - Many expert groups recommend mammograms every 1 year to years after age 50. This test accompanies a clinical breast exam.

"Your ability to decrease your risk of dying of breast cancer is directly related to having regular mammography," said Shirlene Smook, M.D. "If you wait on that test you may be okay, but your chances of breast cancer developing and going undetected increase."

Behavioral health screening - Isolation and pandemic conditions can be difficult to deal with. These anxieties shouldn't be ignored.

"The longer we let things go on, the more effect they have on our body and our social health," said Joni Larson, an integrated health therapist at Sanford Aberdeen. "It's important to know you're not alone, and there are various treatment options we can discuss, depending on your comfort level."

SANFORD
HEALTH

Ambassador Visits



New Owners

ABC Seamless
423 N Main St • 605-229-0027
abcseamless.com



Relocation

Aberdeen Area Convention & Visitors Bureau
506 S Main St, Ste 1 • 605-225-2414
visitaberdeensd.com



New Business

Affordable One Cleaning Solutions
10 Railroad Ave SW • 605-824-8179
affordableonecleaning.com



Relocation

Erosion Fitness
628 N Enterprise St
erosionfitness.com



New Owner

Farmers Union Insurance - Lux Agency
634 S Roosevelt St, Ste 2 • 605-229-3945
fuiagency.com/cameron-lux-1



New Business

Golden Ticket Cinemas Aberdeen 9
3315 6th Ave SE (Uptown Aberdeen) • 605-262-0162
gtcinemas.com



New Business

Hub City Axe Throwing
 3315 6th Ave SE (Uptown Aberdeen)
hubcityaxethrowing.com



Relocation

JB's Country Store
 3315 6th Ave SE (Uptown Aberdeen)
facebook.com/jbscountrystore



Additional Location

Koffee by Karisma
 628 N Enterprise St
 (Inside Erosion Fitness)



Relocation

Modern Day Health Care
 125 Railroad Ave SE • 605-250-1200
moderndayhealthcare.com



New Business

Pheasant Canteen Podcast Studio
 10 Railroad Ave SW
facebook.com/pheasantcanteenstudio



New Business

Wolfpack Family Jiu-Jitsu
 424 S Main St • 605-626-6020
facebook.com/wolfpackfamilybjj



With a New Year Comes Exciting Infrastructure Projects - Yes, I'm Talking About Streets!



Joe Gaa
Aberdeen
City Manager

While winter in South Dakota is not generally an ideal time for outdoor construction projects, it is a great time to plan for them. And that is exactly what the City of Aberdeen's Engineering and Public Works staff is working on- getting ready for Spring. The Engineering staff is currently designing final details for infrastructure projects while the Public Works staff is working to ensure that when good weather arrives, the equipment is ready to hit the jobsite. While the City budget includes a variety of operations, I believe that citizens remain most excited about infrastructure improvements (especially streets). Here is a summary of some of the most noticeable projects planned for 2021.

1. Reconstruction Projects - These are curb-to-curb rebuild projects that usually include some underground utility work. Due to the cost, sometimes these are multi-year efforts. Such is the case with North Dakota Street. Last year the street was replaced between 15th and 24th Avenues. This year the next phase will continue between 8th and 15th Avenues. Another reconstruction project will occur on 3rd Avenue SE between State and South Dakota Streets. Due to the nature of these projects, detours will be necessary during construction.

2. Mill and Overlay - This is one of my favorite types of street projects where asphalt streets receive a facelift. This year will start a multi-year project on the 281 Business Loop. For those of you who are wondering where that is, it's the four lane section in front of Pierson Ford and Aberdeen Chrysler. When completed, both sides will be finished, while this will be a two or three year process, both sides will have a fresh coat of pavement from close to 8th Avenue NW back to around 2nd Street (by McDonalds).

3. Chip and Seal Program - Each year the

Public Works crew completes a large section of Chip and Sealing over asphalt streets. It takes about 7 years to work their way around the City. This year's project will extend from the Railroad tracks south to Melgaard Road and from State Street east to Lawson Street. While there is usually two-three weeks of curing time involved before the rock is removed, these are projects that are a quick improvement and can be driven on soon after the sealant and rock has been applied.

4. Concrete Road Repairs - Although it is a smaller piece of the puzzle this year, there will be some concrete road repairs on 8th Avenue NE between Dakota and High Streets. These repairs will be minimal in scope but are meant to improve the smoothness of the road surface. We are hoping to continue these targeted repairs around town over the next few years.

5. Melgaard & Lawson Signal - And while not really a street improvement, one anxiously anticipated project is meant to improve traffic flow on the south side of the City. A traffic signal is planned for the intersection of Melgaard Road and Lawson Street. Folks that live south of Melgaard in that area have been patiently waiting for this project for a while and will be happy to see it become a reality.

These projects will cause some disruptions in traffic flow, some longer than others. In all cases, please use caution when traveling in or around any road construction work zone. The goal when you, your family, and the construction workers leave home is to be able to safely return. This may mean finding alternative routes for your travels. While these projects can be a slight inconvenience, in the end we will all be thankful for the improvements.

Save the Date for Leadercast 2021 - Shift

Leadercast
shift
5.5.21

Change is constant. Nothing ever goes quite as we planned. If we didn't believe this before 2020, we all know it now. Leaders everywhere are realizing that they must make major shifts in order to move forward to achieve their purpose. Changing directions is hard. It's risky. But it's the only way to get where we need to go. The future will be created by fearless, innovative leaders who have the courage...to shift.

The speakers for this year's Leadercast event will be practitioners who have successfully navigated through their own personal and professional shifts. Participants will learn from their experiences the practical insights, purposeful actions and catalytic insights that have the power to transform them into world-changing, visionary team builders. At Leadercast 2021 - Shift you will get the supercharge you've been needing to leave the status quo behind

to discover a better and brighter future.

Leadercast 2021 - Shift will be broadcast live to hundreds of host sites, including Aberdeen, making it the largest one-day leadership event in the world. The Aberdeen event will be Wednesday, May 5th at the Dakota Event Center. Check aberdeen-chamber.com for event updates. Leadercast is on a mission to fill the world with leaders worth following by serving them with thought-provoking development content and transformative leadership conferences featuring experts and peers who dare to take the business world by storm.

Join us to shift your leadership skills to levels you never thought possible. For more details or to register, go to www.aberdeen-chamber.com/leadercast or call 605-225-2860.

Enhance Aberdeen Business Recognitions

The following businesses were recognized by the Chamber's Enhance Aberdeen Committee for improvements made to their businesses or property. Improvements may include upgrades to the aesthetic appearance of the building or property and enhancements that increase quality of life for our residents.



New Building

Buffalo Wild Wings

3401 6th Ave SE • 605-262-0288
buffalowildwings.com



Property Improvements

Dakota Transmission & Automotive Services

929 S Main St • 262-0254



New Building

Family Dental Care

407 6th Ave SE • 605-226-0867
aberdeenfamilydentalcare.com



New Building

Ladner Electric

418 3rd Ave SW • 605-229-4729
ladnerelectric.com



aberdeensd.com/therightmove

Videos, a community profile, additional community resources and the *10 Things to Love* about Aberdeen, SD guide.

Employers, check it out! This is a great recruitment toolkit available to you.



welcome new members

Behavior Care Specialists Learning Center

Kamari Blumhardt, Center Coordinator
 (605) 262-2162 | intake@behaviorcarespecialists.com
 405 S Washington St | Aberdeen | behaviorcarespecialists.com
 Behavior Care Specialists provides care utilizing Applied Behavior Analysis (ABA) based therapies for children & teens up to 19 with Autism & related behavioral & development disorders.



Fairfield Inn & Suites

Erin Drew-Evenson, General Manager
 (605) 229-9990 | erin.evenson@marriott.com
 2901 6th Ave SE | Aberdeen
 marriott.com/hotels/travel/abrfi-fairfield-inn-and-suites-aberdeen-sd
 Hotel for the business traveler.



Farmers Union Insurance - Lux Agency

Cameron Lux, Owner/Agent
 (605) 229-3945 | camlux@nvc.net
 634 S Roosevelt St | Aberdeen | fuiagency.com/cameron-lux-1
 A full service insurance agency, with numerous carriers, able to write the following lines of insurance: farm/ranch, crop, home, auto, commercial, life, health, long term care and annuities.



Happy Health Shack

Lisa Tye, Owner
 (605) 725-4224 | happyhealthshack@gmail.com
 10 5th Ave SW | Aberdeen | happyhealthshack.com
 Holistic and natural health retail products.



Hub City Axe Throwing LLC

Amanda Perrion, Owner
 (605) 380-9348 | amanda@hubcityaxethrowing.com
 3315 6th Ave SE, Ste 10 | Aberdeen | hubcityaxethrowing.com
 Hub City Axe Throwing is an entertainment venue designed to experience the sport of Axe Throwing while in a safe and fun atmosphere.



Legacy Chiropractic, PLLC

Amy Munsterman, Owner
 (605) 225-7414 | dramy@legacyaberdeen.com
 221 6th Ave SE, Ste 3 | Aberdeen
 Chiropractic Practice



The Market on the Plaza

Brodie Mueller, Owner
 (605) 824-4189 | marketontheplaza@gmail.com
 506 S Main St | Aberdeen | themarketontheplaza.com
 A store specializing in regional apparel & gifts celebrating the area where we live. Offerings include food, coffee, beer, wine AND a small event space.



SPURS 2021 RAFFLE



1ST PRIZE

2021 John Deere Gator XUV500M S4 (4-Seat Side-by-Side)
 From RDO Equipment Co. in Aberdeen, SD
 (Winner is responsible for sales tax and title transfer)

2ND PRIZE

Green Mountain Wood Fired Pellet Grill
 (The Jim Bowie Prime WiFi Model)

3RD PRIZE

Apple iPad 10.2 Inch 128GB (8th Generation)



BUY A TICKET FOR A CHANCE TO WIN BIG!!!

TICKET PRICE

\$100.00
 500 Tickets to be Sold
 Drawing to be held at SPURS on December 15th, 2021 OR when all 500 tickets are sold
 Need not be Present to Win
 To Purchase a Ticket Call SPURS at: (605)-226-1099 or Julie at: (605)-210-2975

SPONSORS

RDO Equipment Co.
 Isomont Companies
 Target
 Thrivent

BENEFITING

All Proceeds go to:
 SPURS Therapeutic Riding Center in Aberdeen, SD



Specializing in **Small Businesses & HUD Agencies**



Rich Galbraith, Owner

FEE ACCOUNTING
SMALL BUSINESS SOLUTIONS
PROPERTY MANAGEMENT

Phone (605) 229-0180 | Website ram.solutions

Serving our Region
 for a **CENTURY**

For over one-hundred years, Woodman Refrigeration has been your source for hvac and commercial refrigeration.

Woodman
 - REFRIGERATION -
 100 Years of Service

Carrier
 turn to the experts



woodmanrefrigeration.com | ph 605.225.5212 | Aberdeen, SD

Saving Lives Through Innovation



Thanks to SDDOT's aggressive efforts to improve safety statewide, South Dakota experienced record-low traffic fatalities in 2019. Crash numbers rose in 2020, however, pointing to the need for SDDOT to remain vigilant and constantly improve.

SDDOT's standout safety countermeasures include high friction surface treatment, centerline rumble strips, and shoulder rumble strips.

High friction surface treatments provide better traction and help motorists maintain control on bridges and at horizontal curves. SDDOT was the first DOT in the nation to test this treatment to prevent winter-related crashes, and now other northern states are following suit.

Centerline and shoulder rumble strips deter crashes caused by vehicles crossing the centerline and departing the road, respectively. Where these safety treatments have been used, safety has improved dramatically.

From initiating low-cost safety improvements like better signage to higher-cost measures like widened shoulders, SDDOT continues to identify and apply innovations that best promote the safety of travelers. SDDOT works with other state and local agencies to encourage safe driving behavior by motorists.

We've deployed several innovative roadway safety measures to get everyone home safe and healthy every day. We'll continue to challenge ourselves to find new and better ways to make progress toward this goal.

Aberdeen Area Project Update:

A two-year project on U.S. 12 and U.S. 281 in Aberdeen is scheduled to begin April 2021. The project is designed to improve traffic flow, public safety measures, and ADA compliance.

The \$5.6 million project includes concrete repair, surfacing, grading, curb and gutter, storm sewer, pavement markings, roadway lighting, signals, and permanent signing. Additional sidewalk is being added to increase pedestrian access to businesses on the east side of the city. Intersection updates will also be completed.

The two-year project was awarded in September to Ti-Zack Concrete, Inc. of Le Center, Minnesota. As the project progresses, travelers will notice lane adjustments on both U.S. 12 and U.S. 281 and temporary side street closures.

For additional information about this project, please contact Bruce Schroeder, Aberdeen Area Engineer at 605-626-7885.

The mission of the South Dakota Department of Transportation is to efficiently provide a safe and effective public transportation system.

Read more about the innovative work of the SDDOT on our website at dot.sd.gov.



Joel Jundt
Interim Deputy
Secretary, SD
Department of
Transportation

High friction surface treatment on more than 30 horizontal curves
reduced winter road condition crashes by

80%

300 miles of shoulder rumble strips on two-lane county and tribal roads
reduced road departure crashes by

20%

350 miles of centerline rumble strips reduced on two-lane rural roadways

reduced fatal/injury crashes by

62%

reduced cross-centerline crashes by

47%



Double "D" Body Shop, Inc.

- Auto & Recreational Body Repair
- 24-Hour Drop-off
- Replacement Vehicle
- Club Car Golf Cart Sales and Service

424 N 4th St
Aberdeen, SD 57401
(605) 229-4488

ABERDEEN AREA AND NSU

JOB FAIR

WEDNESDAY, APRIL 7, 2021

11 A.M. TO 3 P.M. | BARNETT CENTER

THERE IS NO COST FOR CANDIDATES TO ATTEND
**OPEN TO ALL COMMUNITY JOB SEEKERS
 AND AREA STUDENTS**

To see which businesses will be attending or to register as an organization, please visit: or scan



<https://northern-csm.symplicity.com/events>

FOR ADDITIONAL INFORMATION, PLEASE CONTACT
 NSU Career Services at careerservices@northern.edu or 605-626-3007



ABERDEEN AREA AND
 NSU JOB FAIR

EMPLOYERS REGISTER TODAY

WEDNESDAY, APRIL 7, 2021

11 A.M. TO 3 P.M. | BARNETT CENTER

ONLINE REGISTRATION LINK:

<https://northern-csm.symplicity.com/events>

or scan



FOR ADDITIONAL INFORMATION, PLEASE CONTACT

NSU Career Services at careerservices@northern.edu
 or the Student Center 207 | 605-626-3007



Specialized advertising packages available through Hub City Radio.



Using Quickbooks Pro for Your Business



Using QuickBooks Pro for Your Business
Tuesday, March 16, 2021
Via the Zoom platform

QuickBooks: The Basics
9:00 a.m. to 11:00 a.m.

This FREE webinar is designed for those considering a computer-based accounting system or those who are using QuickBooks and would benefit from the topics covered. Topics covered will include Chart of Accounts, Items, Customers, Vendors, Invoicing, Check Writing, Bills, and Reports. Kelly Weaver of the Small Business Development Center will be the trainer for this introduction to and demonstration of the QuickBooks Pro Desktop platform.

REGISTER NOW!

This training will be presented using Zoom. Please use this link to register. <https://tinyurl.com/17e33pv>

There is no charge for this course based on underwriting provided by Bank of the West and SBA Technical Assistance funding awarded to GROW South Dakota.

For more information, contact: Brayden Tasa of GROW South Dakota at (605) 698-7654 5x 145 or brayden@growdsd.org.



Small Business Development Centers operate in partnership with the U.S. Small Business Administration under Cooperative Agreement No.1-603001-Z-0044.. The support given by the U.S. Small Business Administration through such funding does not constitute an express or implied endorsement of the co-sponsor(s)' or participants' opinion, products or services. Programs are nondiscriminatory, and reasonable accommodations will be made, upon request, for persons with disabilities.



South Dakota Ranked Second Best State to Start a Small Business in 2021

Despite the pandemic, "Covidpreneurs" filed more than 3.2 million new business applications in the first three quarters of 2020 -- the fastest rate since 2007. For those looking to start a small business in 2021, The Blueprint, a Motley Fool service, published a report ranking the 10 best states to set up shop this year, and South Dakota ranked second on the list.

To produce this ranking, The Blueprint analyzed data on all 50 states and Washington, D.C. on six key factors including: tax climate; growth of consumer spending; rate of new entrepreneurs over time; business survival rate over 5 years; labor costs; and impact of climate change and natural disasters.

The full report with the complete methodology, and additional insights on each of the top 10 states, is available at: www.fool.com/the-blueprint/top-10-best-states-to-start-your-small-business/.

The 10 best states to start a small business in 2021:

1. Montana
2. South Dakota
3. Florida
4. Texas
5. Idaho
6. Utah
7. Arizona
8. Oregon
9. Wyoming
10. Nevada

South Dakota

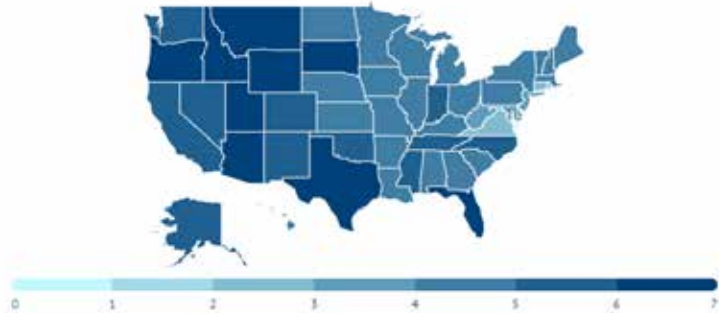
Total Score: 7.05
 Tax Climate: 9.32
 Consumer Spending in State: 5.33
 Rate of New Entrepreneurs: 5.08
 Business Survival Rate: 7.63
 Labor Costs: 7.04
 Climate: 7.72

South Dakota's Office of Economic Development offers a Business Start-Up Packet, free to anyone interested in starting a business in South Dakota. Though the rate of new entrepreneurs is low in the state, at 290 per 100,000, those who do start a business in South Dakota will appreciate the state's tax climate, with no corporate or individual income tax, making it one of the most tax-friendly states for small businesses.

South Dakota also enjoys freedom from some of the natural disasters that plague other states, with the only disaster declaration in 2020 being the COVID-19 outbreak, one of the worst in the country, with 11,699 cases per 100,000 residents as of January 12, 2021, though new cases are tapering off.

More than half of the businesses, 52.2%, started in South Dakota in 2015 are still around, and with a median annual household income of \$59,533,

new businesses should have no problem locating affordable labor. Consumer spending came in at \$40,798, an increase of 3.9% from 2018, but remains low.



Source: The Blueprint's report on the Best States to Start an SMB in 2021.



FREE

2021 SPRING RESIDENTIAL CLEANUP

ONLY

ALL MATERIALS MUST BE BROUGHT TO THE LANDFILL
NO OTHER DROP SITES AVAILABLE

APRIL 23rd THRU MAY 8th, 2021

HOURS
 MONDAY – SATURDAY: 8 TO 5
 SUNDAY: CLOSED

SOCIAL DISTANCING GUIDELINES MUST BE FOLLOWED!!!!
 ALL CHILDREN MUST REMAIN IN VEHICLES
 Brown County reserves the right to CANCEL the EVENT if necessary!!!

LIMIT OF 4 CAR OR PICKUP TIRES

PAINT
 TREES
 RUBBLE
 BATTERIES
 FURNITURE
 WASTE OIL
 ANTIFREEZE
 APPLIANCES
 SCRAP METAL
 ELECTRONICS
 PROPANE TANKS
 GRASS & LEAVES
 OTHER MISC. WASTE

FEES APPLY TO:

MOBILE HOMES
 BUSINESS & COMMERCIAL WASTE!
 NO LARGE DEMO PROJECTS (HOMES, TREE BELTS ETC...)

ALL LOADS MUST BE COVERED AND/OR SECURED

www.brown.sd.us/landfill or 626-4019

NO 8th AVE. ACCESS / ASPHALT ROADS ONLY!!!!!!

Helm Marine
Aberdeen Location
305 S Brown Co. Rd 19,
Aberdeen, SD



Matt Harr, Kerry Harr and Mason Dinger





Harr's Welcome Helm Marine to the Family

Mason Dinger along with Matt and Kerry Harr recently acquired Helm Marine, which expands the product offerings from this Aberdeen family-owned business. They felt it is important for Aberdeen to have a full-service marine store to serve our local lakes and the active sport fishing community in this region.

The previous owner, Mike Helm, built this marine business by acquiring well-respected brands like Premier Pontoons, Yarcraft Fishing Boats and Floe docks and lifts. Since the acquisition, Dinger has expanded the portfolio by adding products like Crestliner and Warrior fishing boats, Anglerquest fishing pontoons, Ice Castle ice shacks and SnoBear machines. The store also offers a constantly revolving array of previously owned equipment.

The trio of new owners made another significant change by opening a location in Aberdeen, maintaining the Richmond Lake location for servicing boats and equipment. The new retail site is located next to Harr's Auto Body and offers a large assortment of boating accessories to enhance the boating experience, such as Maui Mats, tubes, life jackets, fishing equipment and everything their customers might want to make lake life more enjoyable.

The Harr family has proudly been a part of the Aberdeen business community since the 1940's when John Harr, Matt's grandfather, opened Harr's Friendly Service Mobil Station on South Main street. That location later became Jim Harr's first dealership, Southside Imports, opened by Matt's father. Within the last seven years, partnerships have been formed and businesses added to the family including Harr's Bargain Center, Harr's Auto Body, Harr's Redfield Ford and now Helm Marine.

"I was so excited when Mason approached us about being involved with Helm Marine. Having grown up around Mina and Pickerel Lake, I have really enjoyed the multitude of boating and fishing opportunities around here and I'm so excited to help other families enjoy these activities too," Matt shared. Kerry added, "I grew up only a few miles from Big Stone Lake and remember how much fun summers are at the lake. I also love providing opportunities to our employees and customers by our growing family of businesses."

Mason commented, "Once I knew I was going to move forward with Helm Marine, partnering with the HARRS was a no-brainer. I truly feel like one of the family with them and my partnership with them in Harr's Autobody and Harr's Redfield Ford have been fantastic."

With all of this expansion in the last several years, many have wondered if the HARRS are done growing. "Absolutely not, I can't share any details, but I can tell you several things are in the works for the near future, including one at the Harr Motors location and one at the Bargain Center location, details to come...soon," according to Matt. He said his father Jim has always offered sage advice and said, "You are either growing or decaying, there is no middle ground." And they have no intention of standing still.



Paid Promotional Space

BUSINESS BRIEFS

A&B BUSINESS SOLUTIONS EARNS RICOH CIRCLE OF EXCELLENCE SERVICE AWARD

A&B Business is honored to announce the achievement of being recognized in the 2021 Ricoh Family Group (RFG) Circle of Excellence.' Ricoh's Director of Dealer Services, Chris DeMars explains this prestigious recognition, "This program is designed by Ricoh for the purpose of recognizing dealerships who provide outstanding service and support in accordance with Ricoh's guidelines."



Dunn



In addition to this Company designation and award, A&B Business Corporate Trainer, Dennis Dunn, achieved the high honor of Prestige Certification. A&B Business is proud of the personal dedication and leadership Dennis provides across the Company.

Established in 2013, the RFG Circle of Excellence is awarded to Ricoh dealers who provide service and responsiveness that is more than average, delivering excellence in keeping with Ricoh's high standards and guidelines. Factors such as organization size,

reliability, reach of client base, customer satisfaction, and service organization structure are all considered to merit the honor of this prestigious designation. Each year this recognition is given to a very limited number of dealerships, highlighting both the skilled training of their Technicians, as well as their proven track record for a Customer First focus which depends on everyone - the Sales Consultants, Administration, Supplies & Warehouse, and IT Support. A&B is proud to partner with Ricoh who in turn reliably provides this excellent Customer Service to empower such dependability for their customers.

A&B's company mindset and slogan of 'Bring It!' means "We empower our customers to welcome any challenges their businesses might face. With A&B at their back, they know they have exactly what they need, when they need it." Offering a full suite of office solutions, A&B is fulfilling its vision from its headquarters in Sioux Falls, SD to develop strong communities by servicing business from western Wyoming to southwest Minnesota, North Dakota, South Dakota and northern Nebraska. With 16 offices across the upper Midwest, they look forward to serving their current clients as well as gaining the trust of new businesses.



Important notes due to COVID
There will be no layaway.
For the safety of our volunteers,
please bring a mask to wear.



a little bit of everything **AAHS 2ND PAW SALE**

Aberdeen's largest "2nd hand" sale

Brown County Fair Grounds Clubhouse

*** First Pick Friday: April 23, 2020 6pm-7pm**

Pay \$20 & gain access before the regular sale starts Sat

Sale Day: April 24, 2020 9am-3pm

Donations may be dropped off at the Clubhouse

Apr 11 from 1 PM to 4 PM

Apr 12-16 from 3 PM to 7 PM

& Apr 17-18 from 1 PM to 4 PM

No clothing, large appliances, magazines, encyclopedias, metal desks, exercise equipment or old TVs accepted

Questions? Contact: Christa, 605-228-4749



GIVE LOCAL

Chamber for Good

WWW.CHAMBERFORGOOD.COM/ABERDEEN

Aberdeen Public Schools Foundation Presents Golden Apple Awards

The Aberdeen Public Schools Foundation announced the sixth annual Golden Apple Awards, recognizing individuals that are dedicated, inspiring, and making a difference in the Aberdeen School District. This year's honorees are Brandi Hirsch, Peggy Heermann and Jackie Bindenagel. Each received \$500 and an engraved golden apple.

Brandi Hirsch, Aberdeen School District Special Education Coordinator has held several different positions within the Aberdeen School District but has always demonstrated outstanding performance, positivity, and perseverance. As a classroom teacher Hirsch would take extra time to learn and study interventions and then implement them with fidelity. She was always eager to try whatever she could to help her students. Those students were hers. Her dedication to the Aberdeen School District, educational staff, and students is unprecedented by spending countless hours outside of her typical contract hours to ensure that students are provided the best educational outcomes. Hirsch currently wears many hats and goes above and beyond to make sure educational staff and students have what they need to be successful. She is a true advocate for students and will question policies and procedures if they are not benefiting students. It was noted that one of her best attributes is her empathy for others. She locates resources within the school or community to assist families in need.

Peggy Heermann, Central High School Special Education teacher has spent her entire career dedicated to students with social, emotional, and behavioral challenges. While this work is not easy, her efforts have been noted and appreciated by parents and their children. One parent shared the following successful experience, "Our first experience with this teacher started before we even met her. She provided ideas and guidance to help our child succeed in his mainstream classroom even though he wasn't her student. Her efforts made a noticeable difference and we ultimately decided he would benefit more from being in her classroom.

She made herself available outside traditional hours which was helpful as we continued to work outside the home. Between her work in the classroom and as the head coach of our Special Olympics team, this teacher has changed the lives of so many students and their families."

In addition to her classroom duties, Heermann



Hirsch, Heermann and Bindenagel

served as the Head Bocce Coach at the Special Olympics USA Games and was selected as the 2020 South Dakota Special Olympics Coach of the Year. The Aberdeen School District and the Aberdeen community are lucky to have her.

Jackie Bindenagel, CC Lee Elementary grade 4 teacher. Did you know that the best teachers teach from the heart and not from the book? According to one of her nominators, that is exactly what Bindenagel does. It was noted that she was always jolly and lighthearted all year round. Additionally, she was very helpful to students that did or did not need help. Students never had to ask her for help because she just had a teacher instinct. Bindenagel's students identify her as always very playful. She would come down to gym class and play capture the flag. She would also go outside and play football with the boys and do awesome activities. She was identified as a loving teacher who loved her students as one of her own. Bindenagel spent a lot of her money on snacks, class projects, and rewarding students for being good in class. One student stated, "She hasn't only changed my life; she has changed all of her students too. Something I've learned is that a truly great teacher is hard to find, difficult to part with, and impossible to forget."



Gretchen Sharp

*Executive Director,
Aberdeen Public
Schools
Foundation Inc*

42ND ANNUAL
Roucalli Ball
GRATITUDE GALA

AN EVENING OF APPRECIATION AND CELEBRATION TO
BENEFIT THE ABERDEEN CATHOLIC SCHOOL SYSTEM

Friday, April 23, 2021
at the Dakota Event Center

COCKTAILS 5:30 PM
DINNER & PROGRAM 6:45 PM
DANCING 9:00 PM

Tickets are \$55 and can be purchased in the ACSS Development office or by calling 226 2100.

Kami Spieker Joins Chamber Staff



Kami Spieker

Membership & Engagement,
Aberdeen Area Chamber of Commerce

Hello! While saying joining the Chamber team is the highlight of my year might not be saying much, it's a great jumping off point for 2021! I've been lucky enough to work with the Chamber on events over the last several years, and they have always been a team that I looked forward to seeing.

Aberdeen hasn't always been home, but since I came to town in 2004 (Please don't do that math!) to attend Northern, it's been the most welcoming place. I'm originally from a small town in northern North Dakota, and when it came time to go to college, I wanted to do something on my own, without the safety net of the small class that I had known since Kindergarten. For some reason an NSU postcard landed in my mailbox and the rest, as they say, is history.

One of my favorite activities is taking an idea or concept, and turning it into a real, tangible thing. Being able to see an event, a campaign, or a new program take shape is one of the most rewarding things I have ever experienced. There is no way to create those experiences alone and I've grown to love meeting new people, and making connections between businesses.

I can't wait to get started and carry on with the amazing work that the Chamber does. Don't be surprised when I call and ask if you want in on a new scheme, or when I can come and visit. There is so much happening in Aberdeen, and I can't wait to learn even more.

#TogetherWeRally

Aberdeen, it's time to rally back!

Looking for something to do?

Get out and enjoy our community this spring!

Check out what's going on by visiting www.visitaberdeensd.com

www.facebook.com/groups/ThingsToDoInAberdeenSD



Great Western Bank®

Making Life Great®

2 Great Aberdeen Locations
GreatWesternBank.com

©2016, Great Western Bank



PROTECT YOUR CUSTOMERS



Keeping your customers safe requires your own computer systems to be fully protected. The best plans in the world will not protect your customers if your network and devices are at risk for avoidable attacks. Let RediTech perform a network assessment to see if your cybersecurity practices are up-to-date.

CALL 605.262.1011 TODAY!

 **RediTech**
A DRN COMPANY

readitech.com

9 Fifth Avenue SE, Aberdeen

AAHRA 2021 Member Meeting Schedule

Please mark your 2021 calendars for the upcoming meetings. All meetings are held from 11:00am-1:00pm. Trainings are held from 11:00am-12:00pm, and the business meeting is held from 12:00pm-1:00pm. All meetings will be held via zoom until further notice.

March 18th: Julie Johnson- Federal/Legislative Updates

April 15th: Avera Topic

May 20th: Melodee Lane- Labor Market Data System

June 17th: Theresa Parish- Refocusing your Safety Committee

July 15th: Kira Kimball- Unconscious Bias

August 19th: Kira Kimball- Cultural Competence

September 16th: Kira Kimball- Inclusive Leadership

October: NDEAM Event

November 18th: Kim Dorsett- Employment Law

December 16th: Christmas Party

AAHRA 2021 Board Meeting Schedule



Below is the schedule for the 2021 Board meetings. All meetings are held from 12:00pm-1:00pm. Meetings are open to all AAHRA members. Current meetings are held via zoom. Face to face meetings TBD. Meeting location is subject to change.

March 10th	April 7th	May 12th	June 9th
July 7th	August 11th	September 8th	

Boys & Girls Club's Annual Banquet and Fundraising Event

Featuring Keynote Speaker:
CJ Ham - Minnesota Vikings



**BOYS & GIRLS CLUB
OF ABERDEEN AREA**

Saturday, April 17, 2021
Dakota Event Center (DEC)
6:30pm - 8:30pm
(Doors open at 5:30pm)

Join us for an evening celebrating the Boys & Girls Club of Aberdeen Area and all that's provided to the youth and many families of our great community and surrounding area. This year's special guest speaker is a Boys & Girls Alum who was a physical education and health major as well as a standout athlete in both football and track and field at Augustana University (2011-15). During his time in Sioux Falls he was a peer educator and mentor for the Sioux Falls School District and also volunteered weekly at the local Boys & Girls Club. He also volunteered as a speaker in several advocacy groups for children with disabilities and has served on numerous Habitat for Humanity projects.

CJ signed as a free agent to the Minnesota Vikings in 2016 becoming the 5th player in Augustana history to sign with an NFL team. In 2020 he signed a \$12.25M extension.

This is a fundraising event including several ways to support area youth programming throughout the evening. If interested in purchasing individual tickets or sponsoring a table, please call or stop by the Boys & Girls Club of Aberdeen Area today. This event will sell out and seating is available on a first come, first served basis. Thank you!

CDC Guidelines will be encouraged including increased table spacing, fewer chairs at tables, hand sanitizer throughout the facility and the wearing of masks while not at your table.

**Virtual Tables &
Virtual Tickets
are available!**

Sponsored by:
Avera
St. Luke's

For more information or to purchase tickets please contact:
Boys & Girls Club of Aberdeen Area
1121 1st Ave SE, Aberdeen, SD 57401
605-225-8714 Ext: 104
<http://www.bgcaberdeen.org>

Chamber Big Dates

Ag Committee

Thursday, March 18, Noon, Chamber & Zoom

Thursday, April 15, Noon, Chamber & Zoom

Ambassador Committee

Tuesday, April 13, Noon, TBD

Chamber Executive Board

Thursday, March 11, 8 am, Chamber & Zoom

Thursday, April 8, 8 am, Chamber & Zoom

Chamber Full Board

Wednesday, March 17, 8 am, Zoom

Wednesday, April 21, 8 am, Zoom

Community Affairs Luncheon

Thursday, April 1, Noon, Best Western

Ramkota Convention Center

Community Champions Luncheon

Tuesday, March 9, 11 am, Best Western

Ramkota Convention Center

Diplomat Committee

Thursday, March 11, 3 pm, Chamber

Thursday, April 8, 3 pm, Chamber

Enhance Aberdeen Committee

Friday, May 7, 9 am, The Workshop

Free Spring Residential Cleanup

Friday, April 23 & Saturday, April 24, 8 am

Health & Wellness Committee

Wednesday, April 7, 8 am, Zoom

Military & Veterans Committee

Tuesday, May 4, 12 Noon, TBD

National Ag Day

Tuesday, March 23, Ken's SuperFair Foods, Runnings & Facebook

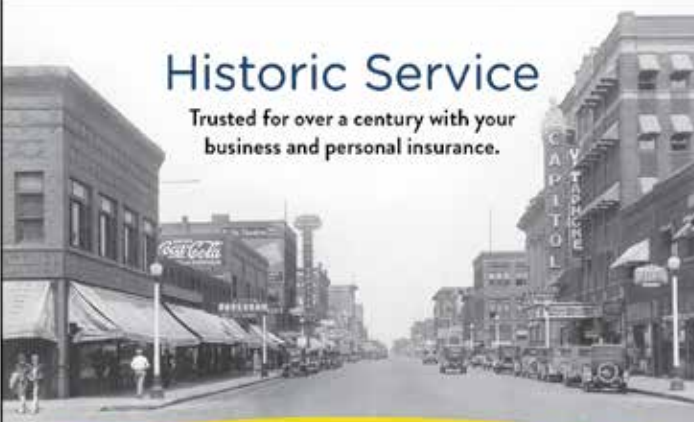
Workforce & Education Committee

Wednesday, March 17, 9:00 am, Chamber & Zoom

Wednesday, April 21, 9:00 am, Chamber & Zoom

Historic Service


Trusted for over a century with your business and personal insurance.



It all starts with a relationship.

In times of disaster or significant loss, the agents at RhodesAnderson Insurance will stand by your side to help you recover. Since 1880, we have been protecting Aberdeen's business community and constantly building relationships to ensure success into the future.

Get to know us.



RHODESANDERSON
INSURANCE

LIFE | HEALTH | AUTO | HOMEOWNERS | BUSINESS | FARM

605.225.3172 | RHODESANDERSON.COM



Barnett Center Addition - Aberdeen, SD

You Bring the Vision. We Bring it to Life.

hkg

See more projects at
HKGarchitects.com

605 225 6820 524 S Arch Street Aberdeen, SD 57401

PEOPLE'S CHOICE ABBY AWARD WINNER

The People's Choice Award is presented to a business or organization that demonstrates exceptional performance in its support of the community and increases community pride through their efforts.





DACOTAH BANK
Here for you.

BANKING | INSURANCE | MORTGAGE | TRUST

facebook twitter linkedin dacotahbank.com



**BEST BANKS
TO WORK FOR
2018 & 2019**



2021 LEGISLATIVE CRACKER BARREL

Thank you to the Legislators representing Districts 1, 2 & 3 during the 2021 South Dakota Legislative Session. We appreciate your participation.

Without sponsorship from the following businesses, we would not be able to bring you these quality events. Thank you!







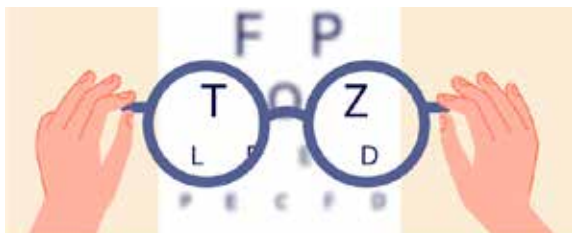





DISTRICT 1 (Brown, Day, Marshall, Roberts)	DISTRICT 2 (Brown, Clark, Hamlin, Spink)	DISTRICT 3 (Brown)
 <small>Michael Rohl (R) Senate</small>	 <small>Brock Greenfield (R) Senate</small>	 <small>Al Novstrup (R) Senate</small>
 <small>Jennifer Keintz (D) House</small>	 <small>Lana Greenfield (R) House</small>	 <small>Drew Dennert (R) House</small>
 <small>Tamara St. John (R) House</small>	 <small>Kaleb Weis (R) House</small>	 <small>Carl Perry (R) House</small>

Every March is Save Your Vision Month

Save Your Vision Month is a campaign that was started by the American Optometric Association to raise awareness for ocular health and promote annual comprehensive eye exams.



Many people think an eye exam consists simply of answering, "which is better, one or two?". That is the easy part. An eye exam involves much more than the glasses and contact lens portion. By examining the health of your eyes, your eye doctor get an idea of your overall health, as one's vision is truly tied to the entire individual.

With regular eye exams, your eye doctor may be the first to detect early signs of certain diseases and conditions such as high blood pressure, diabetes, high cholesterol, glaucoma, macular degeneration, autoimmune disorders, tumors, and even cancer. Looking through the pupils at the back of the eyes is the only way to see the blood vessels that may help indicate such conditions without requiring other tests or imaging.

During an eye exam, I explain the ocular anatomy, any abnormalities or variations of normal

that I find, and then go into detail about any risks that I find, which often results in the question, "what can I do now to prevent diseases later?".

My #1 answer to prevent eye health problems is simply have an annual

eye exam. As previously mentioned, annual exams go beyond blurry vision and seeing 20/20. My other recommendations to "Save Your Vision" include eating healthy, including green leafy vegetables, colorful fruits and vegetables, and fish high in omega-3s such as salmon. I also advise patients to quit smoking, especially those that are at risk for macular degeneration or those that show early signs of macular changes. Protecting your eyes by wearing the appropriate protection is also important, whether it is wearing sunglasses when spending time outside or wearing safety glasses when doing yard work or projects. Finally, in the age of constant digital device use, take breaks from the screen, blink your eyes, and consider dimming the brightness and making the font larger to prevent eye strain.

Though March is coined Save Your Vision month, it is important to think about your eyes all year round.



Dr. Kara Lunzman

Director of Optometry, Barnett Vision Center & Member of the Health & Wellness Committee

Let's talk about benefits that suit your employees and your budget.

PEACE OF MIND FOR YOUR BOTTOM LINE.



Carol Sommers

Insurance Plus
(605) 225-4270
405 NW 8th Avenue
Suite 204
Aberdeen, SD
carols@ins-plus.com

An Authorized
Independent
Agent for

Wellmark
South Dakota



Wellmark Blue Cross and Blue Shield of South Dakota is an independent licensee of the Blue Cross and Blue Shield Association.

W-2019554 08/18

MARCH - APRIL 2021

Child Labor Laws Under the Fair Labor Standards Act



Kim Dorsett

Partner,
Richardson,
Wylly, Wise,
Sauck & Hieb

As each summer approaches, the number of minors (people under 18 years of age) in the workplace skyrockets, as students who have been in school go on their summer breaks and look for work. Hiring minors makes business sense to many companies, agricultural producers, and small businesses, for they can be a source of boundless energy and, just as importantly, cheap labor. Before hiring employees under age 18, however, be aware their employment is regulated by the federal Fair Labor Standards Act (FLSA) and state labor laws. A Chipotle restaurant in California found out the hard way after an investigation by the U.S. Department of Labor's Wage and Hour Division (WHD) resulted in over \$27,000 in civil money penalties for violating child labor laws. The WHD investigators determined that the restaurant had violated the law by requiring five minor employees to repeatedly load and operate a trash compactor and a cardboard compactor. When employees less than 18 years old were required to load or operate the trash compactors, Chipotle was violating child labor laws.

How many of you knew that child labor laws prevented a minor employee from operating a trash compactor at work?! In fact, the FLSA has

prepared a long list of occupations deemed too hazardous for minors to perform. Though some exemptions apply, the following is a list of jobs that employees under the age of 18 are generally not allowed to perform:

- Driving or working as an outside helper on a motor vehicle
- Operating a power-driven woodworking machine
- Operating a forklift
- Operating metal-forming, shearing, or punching machines
- Operating power-driven bakery machines
- Operating power-driven paper-product machines
- Operating balers or compactors
- Operating power-driven saws, shears, chippers, and abrasive cutting discs
- Operating power-driven slicing machines in meat packing or processing
- Operating a power-driven hoisting apparatus
- Tile, brick, and related products manufacturing work on or near a roof
- Trenching and excavating

South Dakota also has its own set of rules for employing minors. For children younger than 16 years, they may not be employed:

- In any occupation dangerous to life, health or morals
 - For more than 4 hours per school day or 20 hours per school week
 - For more than 8 hours per non-school day or 40 hours per non-school week
 - Later than 10 p.m. on a school night
- Furthermore, children younger than 14 years may not be employed:
- During school hours
 - Later than 7 p.m.
 - At any time in any factory or workshop or about any mine

Various exceptions to these laws exist, including exceptions for child actors, jobs pumping gas or detasseling hybrid seed corn during any non-school day or non-school week, employment by parents, employment necessary for the child's support, or employment using agricultural equipment.

There is no doubt that employing minors provides many benefits for both the employee and the employer. Jobs provide young people the chance to acquire specific occupational skills and broader employment skills such as communication, teamwork and problem-solving. However, employers must be well versed in both federal and state laws before hiring minors. Because these rules and exceptions can be very complex, it is best to consult with an attorney well versed in employment laws.

*** This article is informational only and should not be construed as legal advice. For questions about this topic or any other business law matter, please consult an attorney.

Addiction Treatment That Is Life Changing



We help adults and adolescents take on the challenges of living with chemical dependency and the underlying mental health disorders. Substance Use Disorder is a treatable illness and we can help, regardless of your ability to pay.



Northeastern
MENTAL HEALTH CENTER

(605) 225-1010

24/7 Crisis Line
(605) 229-1000

FLEXIBLE
APPOINTMENT
OPTIONS:



In-Office



On Location



Phone



Zoom

nemhc.org  /NortheasternMentalHealthCenter

Business Milestone



**A&B Business
Solutions**

40 Years

108 S Main St

605-225-4072

abbusiness.com

Congrats!

Caring For Your Family, Like Our Own



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.

Get to know us; we'd love to offer you the personalized, quality care you need to manage your entire family's health.

**ABERDEEN
Medical Center
PHARMACY**

VISIT US AT THESE
HEALTH MART LOCATIONS:

Plaza Pharmacy
Ken's Superfair Foods
☎ 605.225.6344

State Street Pharmacy
Avera State Street Medical Square
☎ 605.225.1945

**United Clinic
Pharmacy**
Sanford Aberdeen Clinic
☎ 605.225.4001

@ ABERDEENPHARMACY.COM/
MYHEALTHMARTPHARMACY



These pharmacies are independently owned and operated under a license from Health Mart Systems, Inc.

**Bank better.
Live better.**

Busy schedules call for better ways to get things done. Make your banking faster, simpler, and more convenient with online and mobile banking options from Plains Commerce Bank. We've made your bank account available from anywhere you have an internet connection, so you can transfer funds, locate ATMs, view account activity, and more.

We know you're busy. That's why we made it easy to bank on your time.



Rooted in Relationships

524 S Dakota St - Aberdeen
605.225.7548

aberdeen area chamber of commerce



why join...

 networking business after hours & special events	 aberdeen gift card redemption of gift card dollars	 education educational events, webinars, & emails	 committee participation participate in any of the 12 chamber committees	 promotion advertising & sponsorship opportunities
 milestone recognition we celebrate our members' big business moments	 impact local community local businesses support one another	 in the loop stay informed with weekly chamber announcement emails & committee involvement	 exposure online membership directory, network & expand business contacts	 resources we are here to support your business

visit us online: www.aberdeen-chamber.com

516 s main street | aberdeen, sd 57401 | 605.225.2860 |

Attitude Attendance Appearance Ambition Accountability Acceptance Appreciation

Bring Your "A" Game to Work helps employees understand the benefits of work ethic and establishes a foundation for personal and professional success in the workplace. Learn about the top seven soft skills employers desire.

Bring Your "A" Game to Work

Soft Skills Training

Tuesdays from 12:00-2:00 PM

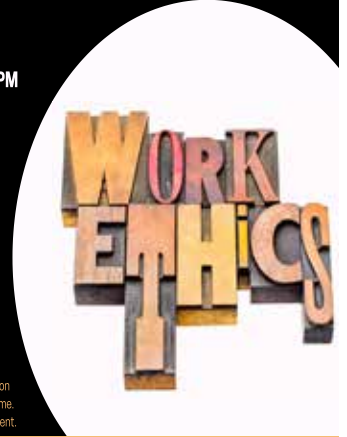
Part 1: March 16th

Part 2: March 23rd

Part 3: March 30th

Register for this free online training event by March 10th at

cornerstonescareer.com/bit



As part of a statewide effort, the South Dakota Department of Labor and Regulation has partnered with Cornerstones Career Learning Center to offer Bring Your "A" Game. This innovative and engaging training helps you with soft skills training for employment.



Cornerstones
 Career Learning Center
www.cornerstonescareer.com

SAVE THE DATE • JUNE 22, 2021 • 6-8pm

WELLNESS SYMPOSIUM

Resiliency: Mental Wellness in the Workforce

Geared to HR professionals and employers; open to the general public.

Join the Chamber's Health & Wellness and

Workforce & Education Committees for an evening of information to help you manage employee mental health concerns.

- Four-Person Presenter Panel
- Hometown Stories
- Employer COVID Testimonials
- Information Tables

This is a free event. Stay tuned for more details.

Targeted

I was talking to a friend the other day about the effectiveness of online advertisements. When you're scrolling through social media, you'll often see ads for products you've previously looked at online or items related to your search history. "It's kind of scary," my friend said. "It almost feels like they know what I want to buy before I do."

I was recently greeted by a surprise when I returned home to Ft. Pierre. Jean handed me something we had received in the mail while I was working in DC for the week - a stimulus check from the IRS. Clearly, that's not right. I am a member of the United States Senate and should not have been a recipient of this money. There's something wrong when a small business can do better targeting with a few bucks and a Facebook page than the federal government can with trillions of dollars.

Earlier this year, President Biden announced his proposal for COVID-19 relief, which he calls the "American Rescue Plan," that costs \$1.9 trillion and includes, among other things, direct payments up to \$1,400. While all the specifics haven't been fully laid out yet, we are expecting that the Democrats will use one of their previous bills as a starting point. In one of their proposals, a married couple with two children making \$300,000 per year would still receive a stimulus check. It's no wonder President Biden's proposal would cost taxpayers \$1.9 trillion.

Now, just how expensive is \$1.9 trillion? The quick answer is too expensive, especially when we passed a \$900 billion COVID-19 relief bill just over a month ago and much of that money has yet to be spent.

To be frank, the Democrats' proposal reads more like a radical wish list than a practical plan. Their proposal is filled with items that have nothing to do with COVID-19, like a provision that more than doubles the federal minimum wage to \$15 per hour. This alone would be a major job killer and devastating to small businesses and workers in South Dakota. I've already talked to several business owners in South Dakota who have indicated they will be forced to cut staff just to stay open should this drastic hike

to the minimum wage take place.

Nine of my Republican colleagues and I met with President Biden to discuss our conservative alternative to COVID-19 relief. Our plan costs one-third of the price and specifically addresses the pandemic by targeting relief to those who need it most – families, schools, hospitals and small businesses. It also focuses on the expansion of testing and vaccines for states and tribes. Importantly, it omits unnecessary proposals, like the minimum wage, that are not specific to COVID-19 relief but were included in the Democrats' proposal. We told President Biden if he continues to submit to demands from the left-wing of his party, he will likely be the first president to run the country \$30 trillion in debt.

While our meeting with the president was productive, it does not appear that it will change the outcome. This is evident by the fact that Senate Democrats passed a Budget Resolution proposed by Bernie Sanders in the middle of the night. This is a legislative procedure that will allow Democrats to shove through their relief package even without the support of any Republicans.

If Democrats pass this legislation, it will be the sixth COVID-19 relief package that Congress has passed since the start of the pandemic. However, it will be the first that does not have wide bipartisan support. When the pandemic first began in March, members of Congress worked together to pass the CARES Act, a bipartisan bill (passed 96-0 in the Senate) which helped speed up the production of vaccines and save countless small businesses and jobs.

A pandemic is not an excuse to pass a partisan agenda that will saddle future generations with debt they're forced to pay back. Now is not the time to play political games. Now is the time to lead our country from the center, not from the left. Our goal should be to respond to this pandemic with targeted and specific relief to those who need our help the most.



Mike Rounds
US Senator
(R-SD)

First Ever GiveNDay will be Held in March

Northern State University will hold their first-ever GiveNDay on Wednesday, March 24, 2021! Beginning at 9am, GiveNDay will be the University's first 24-hour challenge designed to inspire all supporters of Northern to come together and provide essential funding to all areas across the University. Also known as #OneDayOnePack, the event's goal is to receive support from 200 donors in 24 hours.

To succeed in reaching their 2021 goal of 200 donors, they need your help spreading the word! As more people give, the impact increases – unlocking challenges that provide additional funds.

For more information, contact the NSU Foundation at 605-626-2550 or go to givingday.northern.edu.



Relationships, Relationships, Relationships



Kelly Weaver

Regional Director,
Small Business
Development
Center

"It's not what you know but who you know that matters" ... is a common phrase. While some might view this phrase cynically, I think business owners may want to view it more as a call to action. Too often into today's world, business decisions are made only on a transactional basis – where can I get the cheapest product? where can I find the lowest interest rate? how can I spend the least amount of money on bookkeeping and taxes? With software and apps for just about everything, it's not that hard to do.

However, this past year has laid bare a number of ways where relationships have been so important. A large array of programs have been offered to small businesses impacted by the pandemic. Many programs had limited funds, short application timelines and guidelines that were a moving target. Business owners who had a strong relationship with their lenders and their accountants had a much easier time accessing these programs. Since they didn't hop from one bank to the next for a 0.25% lower rate, they knew their bankers well and could reach out to them to apply for the PPP loans. Because they spent money to engage an accountant and were diligent in getting current financial information, they were able to easily gather the data needed to apply for program with short deadlines.

Accountants were able to advise their business clients on how to best utilize the programs. Business owners who participate in their trade association had an expert they could turn to who could translate how the guidelines applied to their industry.

One of the great assets of a small business is that it can be nimble and change their course of direction in a short time frame. Again, this was certainly reaffirmed over the past year as businesses raced to implement safe operating procedures and moved to online sales or curbside deliveries. Having a solid team behind you and knowing your numbers makes a small business even more powerful to evaluate the impact of those 'turn on a dime' changes and to do it successfully. I always advocate for small businesses to know their numbers – it is not an area you want to take lightly – and I have seen the downfalls when that doesn't happen. As I always say, a good advisor (accountant, attorney, etc.) will save you more than they cost you.

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 GROW South Dakota.

Meet Our Families!

Where you live matters and those who have walked this journey are often the best resources. Hear from residents themselves on life at Primrose.

How do you feel about current precautions?

I feel the staff is trying to keep us healthy and safe. We have no set rule except to wear our masks, which I feel we all should do.

How are you spending your time?

We have a wonderful staff. They keep us busy with activities like devotions, walking, crafts, etc. I love our activities.

How do you stay mentally/physically healthy?

I feel content here. I have wonderful friends to be with. We have awesome food. I have felt so much better since I moved there. They help us get to appointments.

How are you staying in touch with family?

I don't have lot of the new gadgets. I have a GrandPad tablet with which we keep in touch. Also my telephone, as I don't have a cell phone. I visit with family most everyday.

What advice do you have for others?

My advice is if you want a wonderful place to live, move here. You are welcomed with open arms by wonderful staff, and awesome food and activities!



Darlene H.
Primrose Resident

Please call Jessica at (605) 225-7626 for more information and see why our families say... *this is living!*



PRIMROSE VILLAS
Independent Townhomes
815 N. 2nd Street • (605) 225-7626

WESTIN COURT
Independent Living
1701 3rd Avenue SE • (605) 225-7626

PRIMROSE PLACE
Assisted Living
1801 3rd Avenue SE • (605) 226-1515

PRIMROSE COTTAGES
Assisted Living & Memory Care
1518 Meadowbrook Court • (605) 226-4040

2020 Recap and Sneak Peek into 2021

How could a year in which we all lived through like 2020 be a good year for economic development? This is a question I have repeatedly asked myself lately. While the Aberdeen Development Corporation has experienced similar challenges as other businesses through the pandemic, Aberdeen has proved once again to be very resilient. Of course, we have experienced businesses furloughing workers or even closing. Although a closure or a decrease in staffing is never good Aberdeen's economy grew at an almost unprecedented rate. Undeniably, several sectors of our economy are still challenged – such as hospitality, retail and restaurants – but there does appear to be light at the end of the tunnel. We are confident that businesses and leaders all across Aberdeen will continue to do everything in their power to continue the resurgence and rejuvenation of the community in 2021.

Throughout the challenges of 2020 the ADC continued to recruit, retain and expand businesses in Aberdeen. We sold all the remaining parcels of land in Centennial Commons and 8 acres of land in the East Business Park to 5 different businesses. These parcels are either already developed or are scheduled for development in 2021. Additionally, we have received a large amount of interest in new businesses looking at South Dakota as a potential for either a relocation or expansion. The majority

of these businesses will not be able to locate here predominantly due to infrastructure challenges. The ADC is working with the City of Aberdeen to enhance these infrastructure challenges, but it will be many years before these are modified. In the meantime, the ADC will be embarking on some very targeted recruiting efforts over the next few years, primarily focusing on companies who do not require large amounts of water or wastewater discharge.

With the evolution of the Payroll Protection Program and the South Dakota Cares Act Grant Program, the ADC worked with over 350 different businesses assisting in the application process. A large thank you goes out to the local financial institutions, GROW SD staff, SBA staff, SBDC staff and many others who all played huge role in helping businesses sustain through these challenges. An item of note: in a normal year, the ADC would work with around 30 businesses on an in-depth scale on either recruitment or expansion; 2020 was over 350 businesses. Needless to say, we have been busy and are looking forward to getting back to some sort of normalcy.

The ADC will continue to do our part in expanding economic opportunity and growth for our community and region. For information or questions please contact our office at 605-229-5335 or check out our website at www.adcsd.com.



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development
Corporation

DTOM BATAAN MEMORIAL DEATH MARCH

APRIL 10TH, 2021 – STARTS AT 0700 (7 AM)
STARTS AND ENDS IN QUALITY QUICK PRINT PARKING LOT

**HONORING AND TEACHING ABOUT TRUE AMERICAN HEROES AND
WHAT THEY ENDURED AND SACRIFICED FOR OUR FREEDOM**

HOSTS



SPONSOR



**13 STRIPES
SUPPLY CO.**

LOCATION



QUALITY QUICK PRINT

EVENT TO FOLLOW IN QQP PARKING LOT
SIGN UP AND/OR PURCHASE TICKETS AT:
WWW.DTOM220.ORG, CALL 605-725-3866 OR
EMAIL FOUNDATION@DTOM220.ORG

ROCK RIVER ARMS LAR-15M, BUSHNELL TRS-26 RED DOT OPTICS AND 500 ROUNDS OF AMMO.



WIN ME!

PROCEEDS GO TO DTOM 22/0 FOUNDATION AND THE
DTOM LAND PURCHASE PROJECT

TICKETS: 1/\$10 OR 6/\$50



SD CEO
Center for Enterprise Opportunity
Women's Business Center

VIRTUAL

WOMEN'S BUSINESS CONFERENCE:

DEFINE YOUR PATH

THURSDAY, MARCH 25, 2021

9 AM CST- 12 PM CST | ZOOM

KEYNOTE SPEAKER
JENNIFER PHARR DAVIS
NATIONAL GEOGRAPHIC ADVENTURER OF THE YEAR,
RECORD BREAKING LONG DISTANCE HIKER,
AUTHOR, BUSINESS OWNER, AND MOM.



REGISTER TODAY!

TICKETS \$75 STUDENTS \$30

BHSU.EDU/SDCEO | 605-642-6948

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 

LEAN LEADERSHIP FOR SUPERVISORS

Driving Continuous Improvement through Leadership

Lean Leadership for Supervisors is the key to developing new leaders and optimizing operations. The training focuses on manufacturing content and leadership strategies to help participants improve performance and lead effectively.

SESSIONS OVERVIEW

1. Building Your Lean Leadership Foundation
2. Understanding Yourself and Others
3. Living into Your Values
4. Fundamental Lean Principles
5. Priority and Time Management
6. Delegating and Motivating with Purpose
7. Approaching Difficult Conversations
8. Effective Goal Setting
9. Becoming a Coaching Leader
10. Lean Problem-Solving and Decision Making
11. How to Manage Your Team Effectively
12. Final Project Presentation

OUTCOMES

- Apply personal kanban to get organized and increase productivity
- Sharpen your skills in navigating difficult conversations
- Master the art of coaching to help your team execute at peak performance
- Integrate Plan-Do-Check-Act into problem-solving
- Combine goal setting and accountability in strategic ways to foster growth
- Increase your influence as a leader
- Explore different leadership styles and how to apply them

INVESTMENT

Lean Leadership for Supervisors is specifically designed to accommodate the daily schedules of its participants. Supervisors, or soon-to-be supervisors, will meet for four hours every-other-week for 12 weeks allowing participants only minimal time away from the workplace as well as time in between sessions to implement what they learned during the course in our learn-do approach to training. Cost \$2500 (plus tax) The cost includes DiSC Assessment for Managers and all materials.

Questions regarding the course? Contact Business Advisor Kellie Ecker.

Quick Facts

- *Lean Leadership for Supervisors* is a study of leadership intertwined with lean concepts
- Each session will focus on a different leadership topic and introduce new tools for efficiency.
- The environment will resemble a small peer group setting.
- This course is designed for emerging supervisors and those who have been in their position for less than five years.



Kellie L. Ecker, MBA
 Business Advisor, Northeast SD
 (605) 228 - 0414 | www.SDManufacturing.com
Kellie.Ecker@usd.edu

Training Dates - 12:30 PM to 4:30 PM
 Session 1 – May 11, 2021
 Session 2 – May 18, 2021
 Session 3 – June 1, 2021
 Session 4 – June 15, 2021
 Session 5 – June 29, 2021
 Session 6 – July 13, 2021

Session 7 - July 27, 2021
 Session 8 - August 3, 2021
 Session 9 - August 17, 2021
 Session 10 - August 31, 2021
 Session 11 - September 14, 2021
 Session 12 - September 21, 2021

Register two or more people from your company and receive 20% off with discount code ABERDEEN20.

For more information - <https://www.sdmanufacturing.com/events/lean-leadership-for-supervisors-1>



NVC Hosted Phone makes working from home simple.



Work from virtually anywhere • Transfer calls to or from remote employees • Detailed call tracking & reports



725-1000

nvc.net

GET SCREENED

Colorectal health

Even without a family history or risk factors, you can get colorectal cancer. That's why those at average risk should start regular screenings at age 50. A preventive screening is the best way to find an issue early, before symptoms begin. All it takes is one day and one screening to safeguard your health.



HEALTH CARE

**SAFETY
COMMITMENT**

Visit sanfordhealth.org to see how you're protected.

Call (605) 226-5500 to schedule your screening at Sanford Aberdeen Clinic.

SANFORD
HEALTH

BUILD

beyond the blueprint



CONSTRUCTION & HOME IMPROVEMENT

loan rates as low as

2.90% apr*

Dakotaland

FEDERAL CREDIT UNION

1601 8th Ave NE | Aberdeen
225-7711 | www.DakotalandFCU.com

NMLS #657864 | *annual percentage rate



MELINDA RILEY
Mortgage Loan Officer
NMLS # 485330

Serving those who live, work or worship in
Brown and 26-Other East Central SD Counties

