

PROGRESS

MAGAZINE SEPTEMBER/OCTOBER 2016



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the Workshop
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scheduled to open soon!

The Aberdeen Development Corporation's new workforce development initiative project, the Workshop (located at 208 S Main Street), is under renovation and will be open early this Fall. The Workshop is a co-working space designed to bring together creative individuals, entrepreneurs, professionals and university students in a fun and collaborative environment. The goal is to bring people from varied backgrounds together in one space in order to transform an ordinary workplace into an energetic and stimulating business network.

The concept behind co-working is fairly simple — it's the idea of bringing independent workers (like those working from home or in coffee shops) together to facilitate synergistic relationships and foster innovative ideas. The Workshop will be a new kind of workspace for Aberdeen and we're so excited to see what will happen in an environment designed to create conceptual collisions!

In addition, the Workshop and its members will join a Midwest network of nearby co-working locations such as The Bakery (Sioux Falls), The Garage (Rapid City) and the Prairie Den (Fargo, ND).

The first floor of the Workshop is an "open desk" co-working space and will have a variety of seating areas. Available space will be perfect for both the worker seeking a quiet corner or for someone looking to maximize interactions in a vibrant setting. Open desk memberships include the Commuter (\$10 per day or \$40 per week) and the Visionary (\$99 per month or \$1,000 a year).

The second floor consists of a conference room, a classroom, dedicated work coves and permanent offices. This level is for the entrepreneur looking for a space to call their own and have the added benefit of lockable storage. Dedicated desk memberships include the Pioneer (\$199 per month for a work cove or \$2,000 a year) and the Innovator (\$400 per month for an office). Only four memberships are available at the Pioneer and Innovator levels, so contact us soon if you're interested!

Other perks of a Workshop membership are high speed Wi-Fi, access to the printer/copier and projection equipment, use of conference room and event space, admission to educational programming and networking events, and the chance to do your work downtown with a group of inspiring individuals! Another perk: all monthly memberships have 24/7 access to building, so you can do your work at a time that's best for you.

To find out more about the Workshop and our membership levels, email katibachmayer@adcsd.com or visit www.adcsd.com/the-workshop/.



Program of Work Moving Forward



Gail L. Ochs
President, IOM
Aberdeen Chamber

Each year the Chamber Board of Directors develops a Program of Work which focuses the efforts of our committees and staff within areas of importance to the membership. Some projects are in addition to the current work of the Chamber and committees,

and some are new additions or one-time projects. To be honest, sometimes it feels like there are not enough days to get everything completed, but we keep moving forward and do our best. It's hard to believe that ¾ of our year is already complete, and it is exciting to see all that we have accomplished and been involved in so far this year. Here is a recap of some of our new efforts so far this year:

- We enhanced our Shop Local effort by running radio ads ran for Small Business Week and Shop Local Saturday, in addition to our typical holiday advertising. Plus did you know that last year we sold 7329 gift certificates valued at almost \$200,000? The gift certificate program directly supports local businesses and directly impacts annual tax revenue for the city of Aberdeen. We are now working on rolling out a brand new Aberdeen gift card this Fall.
- Staff has been evaluating our dues structure, membership benefits, membership software, and membership materials in an effort to ensure that we continually provide the benefits and services that are expected at rates that make membership affordable to large and small businesses.
- The Chamber has partnered with Star-

tHUB – a local entrepreneurial effort – by sponsoring the first Direct Sales Job Fair and the first START Up Saturday luncheon. We are also hoping to co-host a TEDx event in Aberdeen. If approved, we hope to host the event with StartHUB in early 2017.

- Staff members and volunteers have been involved in several efforts to welcome and engage newcomers to our community including the New Americans Task Force, Table of Plenty, and NSU's Culturefest.
- Our marketing efforts expanded to target job seekers and their families. After just one month of a social media campaign, our ads were viewed 22,000 times generating over 1100 website clicks. We received 12 qualified job seeker leads which were followed up personally by Department of Labor staff.
- We partnered with Northern State University and Dacotah Bank to host a breakfast with Dr. David Kohl as part of NSU's speaker series.
- We worked with the Aberdeen Police Department to implement the Retail Theft Coalition. This group meets monthly and Aberdeen Police Officers provide retailers with information on ways to decrease retail theft in their companies.
- The Chamber partnered with NSU, PC, the Downtown Association, and IHelp Student Loan on the first ever Collegepalooza event held in downtown Aberdeen to welcome college students to our community.
- Staff is in the process now of redesigning both the www.aberdeen-chamber.com and www.aberdeensd.com websites so that each is easier to use, modernized and mobile friendly.
- Our Workforce and Education committee began working with the State Department of Rehabilitation Services

to start discussion and educate member businesses on hiring people with disabilities.

- We held an Overtime Rule Seminar just last month and are scheduling brown bag lunches on cultural diversity, multi-generations, and disability awareness in the workplace for Fall 2016.
- Staff has been attending the Workforce Advisory Board meetings to continually discuss workforce issues and impediments and other ways the Chamber can work with ADC and City.
- This year we launched the Chamber For Good program. The Chamber for Good system shines a light on Aberdeen's 501c3 organizations and provides residents will a central location where they can browse the needs of local charities. Chamber for Good makes it easy to GIVE BACK to those causes that make such an impact in our own community.
- Chamber staff and volunteers are engaged in discussion on the possibility of what an event center and more event opportunities could mean for our community.
- Chamber Ambassadors and staff facilitated 9 ground breakings and 15 ribbon cuttings through July. Thank you to the businesses and organizations who have invested in our community!!
- The Chamber Board of Directors provided 2 scholarships for Aberdeen participants selected to be in the 2016 Leadership South Dakota program. We plan to work with local businesses to develop a scholarship program going forward to help offset costs for Ab-erdonians wishing to go through the program and represent Aberdeen and the northeast South Dakota region.

Looking for Main Street office space to rent?

The Chamber has **570 square feet** of street front space available soon.

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

Still Going Strong in 2016



Carl Perry
2016 Chamber Board Chair;
Sr. VP Progressive Financial

There is no doubt that the Chamber has a lot of activity. We do things with a purpose and this fall we begin our planning for 2017. We will be adding to our board and will move one of our board members into the Executive Board position.

Until then, we have our hands full with work that supports the mission of our organization, thanks to the many volunteers who give of their time and talents.

The annual ABBY Awards are September 15th, and the Diplomat planning committee is busy getting things in order. It is critical for our Chamber

to recognize accomplishments and efforts of our members and community. Chamber committees (Transportation, Military/Veterans, Health & Wellness, Ag, Ambassadors, Partners in Community Pride, Workforce & Education) are working on seminars and events that keep the community tied together for common causes. Watch for some of these coming up soon. Fall is the time the Government Affairs kicks into full gear with elections and candidate forums. Why do I mention this at this time? We only have a few months left in 2016, and we need to make sure our committee Chairs aren't taken for granted while providing new people with fresh ideas and enthusiasm.

I want to make sure we highlight the 50+, the 75+ and the 100+ businesses that we have recognized so far in 2016. 50+: Farm Forum; Northeastern Mental Health Center; Calvary

Baptist Church; HKG Architects; Malchow's Home Furnishings; Bantz, Gosch & Cremer and The Flame. 75+: Kessler's; Plains Commerce Bank; Clark Title Company; Siegel, Barnett & Schutz; Aberdeen Family Y; Western Corporate Image and Richardson Law Firm. 100+: Avera St. Luke's; RhodesAnderson Insurance; The Ward Plaza; Yelduz Shrine; Lien Transportation; Presentation Sisters and Squire Lussem Agency. Congratulations to all of you for your longevity, no doubt because of passionate people, needed products & services and the care you give your customers.

If you have suggestions, please contact our Aberdeen Area Chamber of Commerce staff or Board members. We are here to serve our members as we 'write our story'.

Northern Bound Day This Fall

On Friday, Oct. 28, Northern State University will invite students from the Center for Statewide E-Learning to campus for Northern Bound Day.

This special visit day will include tours and activities specifically geared toward e-learning students. For more information, contact NSU Admissions at admissions@northern.edu.



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Chamber Staff

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Lisa Anderson Director of Public Relations, Committees and Programs
Heidie Holmstrom Finance Manager
Korine Grismer Administrative Assistant

www.aberdeens-chamber.com • 605.225.2860



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www.thunderroadaberdeen.com

***YOU ARE AN AWESOME AMBASSADOR (YAAAA)**



Tanya Schafer with Twin City Fan Companies was chosen as the July YAAAA Award winner. Presenting the award is Matt Trevor, Gold Pages Publishing, June YAAAA Award winner.



August YAAAA Award winner is Jennifer Law with Kyburz Carlson Construction. Presenting the award is Tanya Schafer, Twin City Fan Companies, July YAAAA Award winner.



Horizon Health Care, Inc. – Aberdeen Community Health Center
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www.horizonhealthcare.org



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People's Choice voting for the 2016 ABBY Awards will be open on Thursday, September 8th, from 1-5 pm and Friday, September 9th, from 8 am-5 pm. Call the Chamber at 225-2860 or go online to vote at www.aberdeen-chamber.com.

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 improvement to their property. In

July, Avera Cancer Institute, Don and Carmen Meyer Center of Excellence, was selected for their new structure and extensive landscaping on South Penn Street. Mike Miller Elementary, an Aberdeen Public School system

school, was chosen in August for exterior improvements & additions as well as landscaping renovations on Milwaukee Avenue Northeast.

Career Expo in Its 7th Year

Approximately 1,500 area high schoolers are expected to descend on the Barnett Center on the campus of Northern State University for the 7th annual Career Expo. This event, held on Thursday, October 8th, is hosted by the Chamber's Workforce & Education Committee along with the South Dakota Department of Labor & Regulation. There will be a section for businesses to showcase different industries, arranged by career clusters, as well as an area for colleges, universities and technical schools. If you would like to market the career opportunities in your company to a large group of eager young, high

school students, please consider having a booth at this event. For more information, contact Lisa at the Aberdeen Chamber at 225-2860 or lisa@aberdeen-chamber.com.



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 3/3:30 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 8:00 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 the Chamber.

September

- 8.....**Workforce Strategies Conference**, NSU Student Center, Centennial Rooms, 8AM-5PM
- 10.....**Out of the Darkness Suicide Prevention 5K/Walk**, Odde Ice Arena, 7AM-10AM
- 10.....**Aberdeen Wings VS Brookings** (Exhibition), Odde Ice Arena, 7:15PM
- 12-16**SD Emergency Management Association**, Ramkota Hotel
- 15.....**Downtown Summer Concert Series** - Johnny Holm Band, 300 Block South Main St., 7PM-11PM
- 15.....**ABBY Awards**, Dakota Event Center, 6PM
- 16-17**Northeast South Dakota Celtic Faire & Games**, Brown County Fairgrounds
- 16-18**Yelduz Women’s Scrapbook Weekend**, Yelduz Shrine
- 17.....**Aberdeen Central High School Hall of Fame Banquet**, Aberdeen Central High School, 5PM-9PM
- 21-25**South Dakota Film Festival**, Capitol Theatre
- 24.....**Aberdeen Humane Society’s Fall 2nd Paw Sale**, Brown County Fairgrounds Club-house, 9AM-3PM
- 24.....**Walk to End Alzheimer’s**, Wylie Park Pavilion, 9AM
- 24.....**Women on the Prairie Conference**, Presentation Convent, 9:30AM-12:30PM
- 24.....**Living History Fall Festival**, Granary Rural Cultural Center, 10AM-4PM
- 28-30**NSU Gypsy Day Homecoming Week**, Northern State University

October

- 1.....**NSU Gypsy Day Parade**, Main Street, 9A
- 2.....**Pumpkin Patch for Kids**, Centennial Village, 12PM-3PM
- 2.....**The Glenn Miller Orchestra**, Johnson Fine Arts Center, NSU, 7:30PM-10PM
- 3-4**SDHSAA Boys “AA” Golf**, Moccasin Creek CC
- 6.....**Downtown Summer Concert Series** - Arch Allies, 300 Block South Main St., 7PM-11PM
- 6.....**Three Dog Night**, Johnson Fine Arts Center, 7:30PM
- 7-8**Minnesota/South Dakota 40-8 Fall Promenade**, Eagles
- 7.....**Aberdeen Wings VS Minot**, Odde Ice Arena, 7:15PM
- 7-9**Richmond Lake Disc Golf Tournament**, Melgaard Park & Richmond Lake
- 8.....**Aberdeen Wings VS Austin**, Odde Ice Arena, 7:15PM
- 8.....**Oktoberfest**, Aberdeen Civic Arena, 11AM-11PM
- 13.....**Northern State University Marching Band Indoor Concert**, Johnson Fine Arts Center, NSU, 7:30PM-10PM
- 15.....**James Valley Model Railroad Open House**, Old Milwaukee Railroad Depot, 1PM-4PM
- 21-22**SDHSAA Cheer and Dance**, Central High School, 8AM-6PM
- 21.....**Pheasants Forever Fall Shootout**, Dakota Event Center (DEC), 5PM-11PM
- 21-22**Haunted Forest**, Storybook Land/Wylie Park
- 22.....**Plymouth Congregation Fall Bazaar & Extravaganza**, Plymouth Congregation UCCA Church, 9AM-2PM
- 22.....**Aberdeen Wings VS Minot**, Odde Ice Arena, 7:15PM
- 24.....**Roncalli Hall of Fame**, Dakota Event Center (DEC)
- 28-29**Aberdeen Wings VS Bismarck**, Odde Ice Arena, 7:15PM

Events calendar courtesy of the Aberdeen Area Convention & Visitors Bureau.
For more information, go to www.visitaberdeensd.com.

CHAMBER BIG DATES

Military/Veterans Committee

September 6, Noon, National Guard Armory
November 1, Noon, National Guard Armory

Health & Wellness

September 7, 8:00 am, VanLaecken Orthodontics
November 2, 8:00 am, Aspire

CART

September 8, 8:30 am, Chamber
September 15, 8:30 am, Chamber
September 22, 8:30 am, Chamber
September 29, 8:30 am, Chamber
October 6, 8:30 am, Chamber
October 13, 8:30 am, Chamber
October 20, 8:30 am, Chamber
October 27, 8:30 am, Chamber
November 3, 8:30 am, Chamber

Diplomats

September 8, 3:00 pm, Chamber
October 13, 3:00 pm, Chamber

Business After Hours

September 8, 5:15 pm, CO-OP Architecture
October 13, 5:15 pm, Briscoe Building

Partners in Community Pride

September 9, 9:00 am, Chamber
October 7, 9:00 am, Chamber
November 4, 9:00 am, Chamber

Ag Committee

September 9, 11 am, field trip to Marshall Dairy
October 14, Noon, SDSU Extension Office

Ambassadors

September 13, Noon, TBD
October 11, Noon, TBD
November 8, Noon, TBD

Retail Theft Coalition

September 14, 10:30 am, Public Safety Building Community Room
October 12, 10:30 am, Public Safety Building Community Room

ABBY Awards

September 15, 6pm, Dakota Event Center

The Connection (Disability Task Force)

September 21, 2:00 pm, Chamber
October 19, 2:00 pm, Chamber

Workforce & Education Committee

September 21, 3:30 pm, Chamber

2016 General Election Candidate Forum

September 24, 9 a.m., Brown County Courthouse Community Room

Transportation Committee

September 27, 3:30 pm, Chamber

Career Expo

October 6, 9:00 am, Barnett Center on NSU Campus

Chamber Week - October 10-14

National Disability Employment Awareness Month Workshop

October 11, 7:30 am, Bethlehem Lutheran Church

Military/Veterans Committee

November 1, Noon, National Guard Armory

Government Affairs

November 3, Noon, Best Western Ramkota

Partners in Community Pride

November 4, 9:00 am, Chamber

Support Breastfeeding Moms

77.7% of South Dakota mothers breastfeed—way to go South Dakota moms!

But that percentage significantly drops at 6 and 12 months of age, as does the rate of exclusive breastfeeding. Moms may want to breastfeed longer but face many challenges. It is important for working moms to communicate their breastfeeding needs to their employers prior to returning from maternity leave. This enables employers to better support breastfeeding women.

There are numerous benefits to breastfeeding—for both baby and mom.

Breastfed babies get more than 200 nutrients and specific ingredients

to bolster their health. Breast milk changes as the baby grows, which is one reason the American Academy of Pediatrics recommends babies be breastfed at least a year and as long as moms and babies want after that. Mothers who breastfeed lose pregnancy weight more easily and reduce their risk of breast, ovarian and, uterine cancer, and osteoporosis.

Breastfeeding is also economical, saving as much as \$1,000 in formula costs during baby's first year. Businesses can also benefit financially, as breastfed babies are sick less resulting in fewer absences from employees.

SD STATE LAW – LET'S MAKE BREASTFEEDING A NON-EVENT.

"A mother may breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be present as long as the mother is in compliance with



all other state and municipal laws. However, no municipality may outright ban breast feeding in public places."

South Dakota's breastfeeding rates tell us that most mothers want to breastfeed but continue to face barriers and don't always get the support they need to be successful. We can all do more to stand behind them! One way businesses in Aberdeen can show their support is by learning about and taking the Breastfeeding-Friendly Business Pledge at <http://www.healthysd.gov/breastfeeding>. Currently, there are 113 businesses in South Dakota that have taken the Breastfeeding-Friendly Business Pledge.

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33,725 Total Market
24,375 Single Family

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BROWN (SD) 19,300 12,400	EDMUNDS (SD) 1,775 1,575	DAY (SD) 3,000 2,500
SPINK (SD) 3,100 2,500	FAULK (SD) 950 800	

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Pkg.	Coverage	Qty.	Price per Piece
A	Total Market Coverage (8 counties)	33,700	\$0.330
B	Total Brown County	19,300	\$0.345
C	Total Aberdeen	16,300	\$0.351
D	Targeted Neighborhoods (10,000 HH)	10,000	\$0.380
E	Targeted Neighborhoods (5,000 HH)	5,000	\$0.444
F	Targeted Neighborhoods (2,500 HH)	2,500	\$0.578

*Total market includes single & multi family dwelling, trailers & businesses.

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Celtic Faire and Games September 16th & 17th

The ninth annual North-east South Dakota Celtic Faire and Games will have plenty of new features and excitement for this year. The Faire will open Friday evening at Cen-



tennial Village beginning at 5:30 p.m. for VIPs and Sponsors, followed by a 7 p.m. opening for the general public. Friday's event will feature musical entertainment by the Long Nines; Celtic Improv with the Aberdeen Community Theatre's Improv Group; a (comical) Conversation with Pope Malarkey the 1st and meet & greet with Al Stagner, Three Time World Highland Games Champion.

Saturday, September 17, doors open at the Brown County Expo Building at 9 am with the day's festivities beginning at 10 am. Bringing a full day of excitement and fun featuring Highland Heavy Games, pipers, dancers, children's crafts & workshops, Celtic music, food, animals, heritage information, Wee Lad & Lass contest and vendors. New this year are the Children's Highland Games, held at 3:30 p.m. on the north field. The games, a scaled down version of the Heavy Games will have awards for all competitors. Registration for the events begins at 3 p.m.

The Empty Mugs event will continue this year, a collaborative effort between Empty Bowls Aberdeen, The Celtic Faire, and Finnegan's Brewing Company of Minnesota. In addition to providing the root-beer for the "Empty Mugs" event, the Dakota Territory Brewing company will host the FIRST public tasting for Dakota Territory Brewing Co!

Main Stage entertainment Saturday night are the Hounds of Finn, a high-energy folk-rock group, preceded by The Northerly Gales. Both bands are based in the Twin Cities.

Make plans to attend this region's only Celtic celebration, right here in Aberdeen! Great food and fun for the entire family! Faire Hours are Friday, 7-11 p.m. at Centennial Village; and Saturday, 10 am to 1 at the Brown County Expo Build-



ing. Admission fee for adults is \$10.00; youth ages 13-17 is \$5.00 and children ages 12 and under are admitted free. For more information, including complete schedule, sponsorship opportunities and entry forms, visit www.nesdcelticfaire.com.

NEW MEMBERS

Chad Bent Insurance & Financial Services

Chad Bent - 225-2144
121 4th Ave SW Ste. 1, Aberdeen
chad.bentELY9@statefarm.com

NESD Celtic Faire & Games, Inc.

Jean Taylor - 380-5828
PO Box 202, Aberdeen
webmaster@nesdcelticfaire.com

The Junction

Mary Bonen - 252-2096
518 S Main St, Aberdeen
mbonen@outlook.com

We DO Closets

DeAnn Reif - 725-4458
39205 E Hwy 12, Aberdeen
deann_ukb@nvc.net

Concepts - Aveda Studio Salon & Spa

Gloria Dahme - 262-8332
419 S Main St, Aberdeen
concepts@midconetwork.com

Langford Main Street Center DBA The Front Porch

Scott Amundson - 493-6570
416 Main Street, Langford
langfordfrontporch@venture.com.net

Relaxing Touch Day Spa

Shirley Hinz - 262-0454
601 Riverside Dr S, Aberdeen
rtouch@midconetwork.com

NuSource Financial LLC

Carl Anderson - 377-8427
Aberdeen & Eden Prairie, MN
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The M Station

Nick Meier - 725-6762
800 Nesbitt Dr, Aberdeen
nicholas@themstation.net

StartHUB

Liz Hannum - 505-963-9146
202 S Main St, Aberdeen
starthubsd@gmail.com

Welcome!



2001 Leadership Aberdeen

For 2001, Christi Johnson of Midcom, Inc. and Scott Cunningham of Cunningham Electric co-chaired the program. Twenty-eight individuals participated. In regards to why she decided to co-chair the program, Christi said "Sitting at the graduation ceremony watching my fellow 2000 classmates accept their certificates, I realized that in fact these people were not my classmates, but my friends and future business partners."

Individuals participating in training and sessions included: Dr. Thom Flamboe, Mayor Tom Hooper, Larry Atkinson, Aberdeen School Board, State legislators, County Commissioners, Nathan Sparks, Mark Vaux, Gary Harms, Becky Woehl, Neil Smith, Maureen Nikolas, Anna Lacher, and many others.

Class participants were:

Donna Anderson-Avera St. Luke's
 Naomi Bensen-Dacotah Bank
 Peggy Blair-Aberdeen School District 6-1
 Kevin Burckhard-Wells Fargo Bank SD, N.A.
 Miles Carver-Avera St. Luke's Hospital
 Ted Dickey-NECOG
 Tawnya Doerr-Bethesda Home of Aberdeen
 Julia Dvorak-Siegel, Barnett & Schutz
 Rich Galbraith-NECOG
 Randy Giedt-Cendant
 Corey Helms-Helms & Associates
 Ethel Houge-Northern State University
 Kim Hohnholt-United Defense
 Barb Imberi-United Defense
 Heidi Kramer-Tom & Danielle Aman Foundation
 Jay Kusler-Aberdeen American News

Julie Kusler-Avera St. Luke's Hospital
 Terry Lacher-RDO Equipment Co.
 Candace Nelson-Vision Care Associates LLP
 Joran Olson-Prairie Crossings
 Jeff Scheel-Wells Fargo Bank
 Ryan Schimke-Midcontinent Communications
 Deb Simdorn-Avera St. Luke's Hospital
 Steve Stickelmyer-Northwestern Communications
 Solutions
 Laure Swanson-Aberdeen Area Chamber
 of Commerce
 Nina Villhauer-Avera St. Luke's Hospital
 William Webb-United Defense
 Beverly Werner-Northern State University



Q2 BUSINESS & ECONOMIC DATA ANALYSIS SUMMARY

SOUTH DAKOTA
SECRETARY OF STATE
SHANTEL KREBS

In partnership with



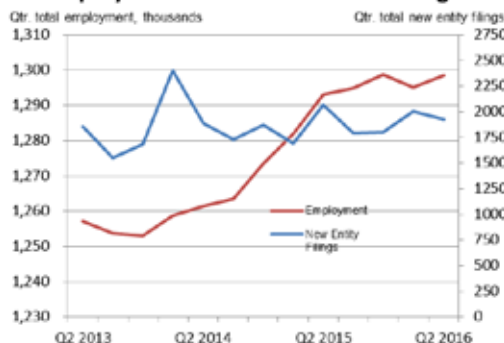
Second Quarter 2016

Secretary's Minute: Our office is working to prepare the new online business entity filing system. We hope to have this web-based system up and running by the middle of October. Once implemented, businesses will be able to file their documents and receive their necessary paperwork immediately upon completion of the transaction. The search capabilities will also be more user-friendly. The Secretary of State's office is the first government agency that a business interacts with when forming.

South Dakota Taxable Sales



Employment and New Business Filings



Note: Red line displays actual seasonally adjusted employment numbers. Source: Seasonally adjusted South Dakota total nonfarm employees from the Bureau of Labor Statistics and the Labor Market Information Center, SD Department of Labor.

Second Quarter 2016 Economic Highlights

- SD continues to have the lowest unemployment rate in the U.S. at 2.5%.
- Average Weekly wage increased in Q2 by 10%.
- Total taxable sales sustained its slight growth in the Q2.
- Building Permits increased in Q2 by over 10%.
- Employment growth has continued in Q2.
- Continued jobless claims decreased by 47.8% in Q2.
- Most national economic indicators improved in Q2.

SOUTH DAKOTA	Current Period	3 Months Prior	Percent Change over Prior Period	Annual Percent Change	5 Year CAGR*
Wealth					
Personal Income (millions of dollars)	39,254	38,095	3.0%	3.2%	1.8%
Total Sales, 12 mo. trailing (millions of dollars)	67,703	67,692	0.02%	-1.2%	3.1%
Taxable Sales, 12 mo. trailing (millions of dollars)	21,148	21,057	0.4%	2.7%	3.6%
Business Outlays					
Average Weekly Wage per Employee	832	756	10.1%	5.2%	3.1%
Retail Gasoline Price (dollars per gallon)	2.38	2.07	15.0%	-15.3%	-7.6%
Economic Overview					
Employment	433,900	432,300	0.4%	1.3%	1.3%
Unemployment Rate	2.5%	2.5%	0.0%	-21.9%	-12.2%
Initial Jobless Claims	220	166	32.5%	-2.7%	-6.7%
Continuing Jobless Claims	1,445	2,770	-47.8%	-0.1%	-11.5%
Building Permits, Number of Units, 12 mo. trailing	5,049	4,582	10.2%	14.4%	13.2%
Valuation (thousands of dollars), 12 mo. trailing	765,474	690,223	10.9%	15.6%	13.5%
FHFA Purchase-Only Home Price Index	264	262	0.8%	5.6%	3.9%
Total Business Bankruptcy Filings	4	10	-60.0%	-63.6%	-25.1%
Chapter 7	2	8	-75.0%	-50.0%	-30.1%
Chapter 11	-	-	-	-100.0%	0.0%
Chapter 13	-	2	-100.0%	-100.0%	-100.0%

Sources: Bureau of Economic Analysis, Quarterly Personal Income (SA)(Q1'16); South Dakota Department of Revenue (NSA) (6/16); South Dakota Department of Labor and Regulation (SA) (Q4/15); US Energy Information Administration, Weekly Retail Gasoline and Diesel Prices, Midwest (6/27/16); Bureau of Labor Statistics, CES (SA) (5/16); US Department of Labor, Employment and Training Administration (NSA) (6/25/16); Census Bureau, New Privately Owned Housing Units Authorized (NSA) (5/16); FHFA Purchase-Only Home Price Index (SA) (Q1'16); Administrative Office of the US Courts (Q1'16). *Compound Annual Growth Rate.

For full report, please visit <https://sdsos.gov/general-information/publications/default.aspx>

Flu Season is Coming

The Facts for Your Family on Flu, Vaccinations and How to Stay Healthy from the Health & Wellness Committee

Get the shot. Get the shot – flu season is on its way! Did you get the shot yet?

The drumbeat of reminders about flu vaccination is something we all know. It can become background as schools, clinics and public officials share those reminders.

Shawn Bartel, MD, a physician with Avera Medical Group Pediatrics in Aberdeen, warns all parents: don't let the oft-repeated message become background noise. The facts are just that: facts.

"One of the key facts too often overlooked is that influenza still causes many deaths and hospitalizations in the U.S., so it isn't something to just ignore. We encourage all our patients to get the shot," Bartel said. "The vaccine is safe, effective and inexpensive, so there's many reasons – many factual reasons to get it. But there are very few – if any – reasons to avoid doing so."

Bartel cites the Centers for Disease Control and Prevention recom-

mendations, which suggest anyone who is 6 months of age or older get the vaccine. It is most commonly offered in late September and through October. Physicians recommend getting it each year.

"We do have patients who have mild responses to the vaccine," Bartel said. "But these mild reactions are not uncommon, only last for a few days and then offer the patient an immunity that will last throughout flu season, which usually lasts through the winter and often is considered to end in early March."

Many clinics and hospitals offer flu shot clinics, but things are changing on that front, as the Affordable Care Act now requires health insurance providers to cover the immunization. Bartel said patients can schedule an appointment to get the shot.

"South Dakota is among several states that are reducing funds for free flu shot clinics for children," he said. "Some will qualify for them, but for the most part, insurance will cover the flu shot and the visit to get it." This change is occurring for the 2016-17 flu season, he added.

Part of the success of flu vaccination is called "herd immunity" and



Bartel explained this is a vital part of the process of containing flu.

"When no one or few folks get the shot, the disease spreads widely," he said. "Vaccines can do a lot of good for diseases like flu – they can help protect those who would possibly have the worst responses, like the very old and the very young."

Full-blown influenza is no laughing matter and that simple step, the one everyone talks about – "did you get the shot yet?" – really is the best bet for you and your family this flu season.

"It works. I have treated patients with influenza, and it can be very unpleasant and potentially life threatening, so get the shot," said Bartel. "It's an easy way to avoid a serious disease, and the alternative – getting really sick – isn't something anyone wants to have happen."

Consumer Ag Breakfast

The list of delicious fair food would not be complete without the annual Consumer Breakfast, hosted by the Chamber's Ag Committee. Nearly 500 people enjoyed pancakes with butter, pork sausage, milk and orange juice in the Clubhouse at the Brown County Fairgrounds on Sunday, August 21st. The purpose of the breakfast is to showcase products produced by farmers & ranchers, and their vital role in our area. Thanks to our 2016 sponsors: Wheat Growers, RDO Equipment, Kessler's, Aberdeen American News/Farm Forum, CorTrust Bank, Dacotah Bank, Dial-A-Move, Economy Meat Market, Eide Bailly LLP, Farm Credit Services of America, Glacial Lakes Energy LLC, John Sieh Agency, Midwest Ag Supply, NorthStar Energy, Prescription Agronomics, Schwan Financial, Taylor Insurance & Taylor Seed, Walmart and WEB Water.



Fall Training Opportunities

Typically we think of fall as back to school time for children and young adults. The Chamber's Workforce & Education Committee is joining with other local organizations to bring great learning opportunities for the rest of us, as well.

OCTOBER

National Disability Employment Awareness Month Seminar

Tuesday, October 11th, beginning at 7:30 a.m. at Bethlehem Lutheran Church

Steve Hanamura will be the guest speaker for The Employment Journey: Meeting Your Business Needs by Hiring a Diverse Workforce. There will also be a resource fair with local educational, supportive service and employment agency information. For details and registration, go

to www.aberdeen-chamber.com, click on Chamber Calendar and go to October 11. In conjunction with the Board of Vocational Rehabilitation, Statewide Independent Living Council, Board of Service to the Blind & Visually Impaired, The Connection: Connecting Abilities to Resources & Employment and Aberdeen Area Human Resource Association.

NOVEMBER

Lunch & Learn Employment Diversity Panel

Friday, November 11th, beginning at 11:30 a.m. at The Training Place (inside Aberdeen Development Corp.)

A panel of local Human Resource Professionals will discuss cultural, generational and disability workforce diversity issues in the workplace, along with a Q&A. You

will hear reasons why panel participants decided to diversify, their challenges & successes as well as the results they've seen. For details visit www.training.adcsd.com

In addition, the WFED Committee members would like your input on a few very important workplace hiring and retention questions. A link to the Workforce Roadblocks Survey can be found at www.aberdeen-chamber.com by clicking on Workforce Roadblock Survey on the left. It's 14 short questions that will only take a few minutes to complete. Your input is extremely valuable, and the committee would appreciate your time. When you enter your contact information at the end of the completed survey, your name will go into a drawing for an Aberdeen goodie bag. Thank you for helping us help you!

2016 Ballot Measures

The Government Affairs Committee of the Chamber encourages you to be informed on the ten ballot measures that you will have the opportunity to vote on this November. Here is a listing as each relates to the South Dakota Constitution. For more information on these measures or to print the entire pamphlet, go to: <https://sd-sos.gov/elections-voting/upcoming-elections/general-information/2016-ballot-questions.aspx>.

• **Constitutional Amendment R.** An Amendment regarding post-secondary technical education institutes. The Aberdeen Area Chamber of Commerce Board of Directors voted on August 24, 2016 to support Amendment R.

• **Constitutional Amendment S.**

An initiated amendment to expand rights for crime victims.

• **Constitutional Amendment T.** An initiated amendment to provide for state legislative redistricting by a commission.

• **Constitutional Amendment U.** An initiated amendment limiting the ability to set statutory interest rates for loans (18%).

• **Constitutional Amendment V.** An initiated amendment establishing nonpartisan elections.

• **Initiated Measure 21.** An initiated measure to set a maximum finance charge for certain licensed money lenders (36%).

• **Initiated Measure 22.** An initiated measure to revise State campaign

finance and lobbying laws, create a publicly funded

campaign finance program, create an ethics commission, and appropriate funds.

• **Initiated Measure 23.** An initiated measure to give certain organizations the right to charge fees.

• **Referred Law 19.** An Act to revise State laws regarding elections and election petitions.

• **Referred Law 20.** An Act lowering the State minimum wage for non-tipped employees under age 18.



Community Welcomes New Faculty

Public and private schools in Aberdeen are home to 83 new teachers, faculty and staff for the 2016-17 academic year, all of whom were invited to take part in the New Faculty Luncheon on Wednesday, August 17th. This is an annual event hosted by the Chamber's Workforce and Education Committee. New teachers, along with current administrators from elementary & secondary schools and institutions of higher education, heard messages from Amanda Taylor, a second year teacher at Lincoln El-

ementary, and Cara Romeo, Assistant Library Director at the Alexander Mitchell Public Library. Mayor Mike Levsen spoke about the Aberdeen community and gave a special welcome to those new to our city. Special thanks goes out to the sponsors, who continue to make this free for the new faculty: 3M Company, Aberdeen American News, Aberdeen Catholic Schools, Anytime Fitness, Bantz, Gosch & Cremer, Century Business Products, Colorful Creations, CorTrust Bank, Dairy Queen of

Aberdeen, Great Lakes Higher Education Corporation, HealthCare Plus FCU, Insurance Plus, Jamie Drageset-Farmers Insurance Group, Ken's Super Fair Foods, Mark Mehlhoff Insurance, NorthWestern Energy, Pierson Ford-Lincoln-Mercury, Plains Commerce Bank, Sen. John Thune's Office, Teacher's Pet, Twin City Fan Companies, Twist Cone and US Bank.



Chamber to Launch NEW Gift Card Program

The Aberdeen Area Chamber of Commerce is pleased to announce the start of a NEW Aberdeen Gift Card program, scheduled to launch the middle of September. The Gift Card will replace our current Gift Certificate Check program which you may be familiar with.

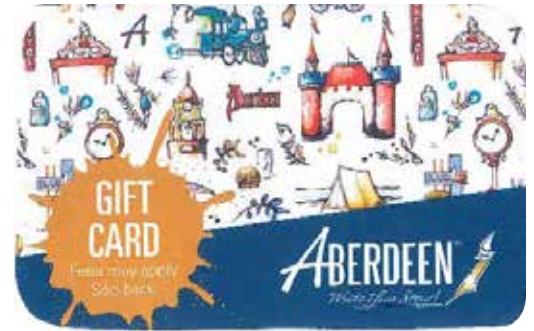
With this change, the program will become a closed-loop system, which means that participating merchants must be active members of the Chamber to accept the card. Aberdeen gift cards will continue to be available for purchase at the Chamber by businesses and citizens at no charge. Participating merchants process the gift card as they would any credit or bankcard on their store's register. There are no software or equipment changes necessary to their current POS systems. The only requirements for participation is that the business accepts credit transactions utilizing the MasterCard® payments network and that they authorize all transaction requests. The program eliminates the need to give cash back on purchases and also make for quick and efficient transactions and easy

end-of-day reconciliations for businesses.

The card will be administered by StoreFinancial, an international payment systems processor based in Overland Park, Kansas. StoreFinancial offers comprehensive turnkey gift card programs to communities and shopping centers around the world. A representative from StoreFinancial will be in Aberdeen in mid-September to provide one-on-one training and set up Chamber member businesses up to accept the Gift Card. All participating merchants will be provided with reference training material and support.

Business should still accept any printed Gift Certificate checks for payment. We will no longer be issuing them, but those issued before the program change are still valid one year after the purchase date which is printed on the check. Just continue to process those by depositing into your bank with other checks.

Gift cards will be sold at the Aberdeen Area Chamber of Commerce in incre-



ments from \$10 to \$500. The cards will continue to be provided to purchasers at no charge, thanks in-part to Dakota Broadcasting who is helping to sponsor the program locally.

We look forward to offering this new service and are excited to further enhance our Shop Local efforts with our members and the Aberdeen community.

If you are not currently a Chamber member, but want to accept the card, call the Chamber at 225-2860 and visit with Bea Fischer, our Director of Member Services about this program and other benefits of Chamber membership.

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SPURS Barn Dance & Benefit Auction
Saturday, September 17, 2016

Dinner starts at 5:00 pm in the "Big Red Barn".
We will have a Silent & Live Auction.
Music by Peter Franck.
Tickets are \$15 for individual and \$35 for family.

TEDx: Xcellerate



Bea Fischer
Director of Member
Services & Events,
Aberdeen Chamber

TED is a world-wide organization devoted to the mission of helping communities and organizations spark conversations, through the sharing of ideas and experiences. Over recent years TED talks have become very

popular over recent years, an individual can go online to watch videos of speakers sharing their ideas or download an audio podcast of the lecture. TEDx is part of the TED talks program, where the “x” stands for an independently organized TED event. Kati Bachmeyer, of the Aberdeen Development Corporation, Liz Hannum, StartHUB, and I recently attended the TEDxFargo event. The Fargo event was started in 2012 with 100 people, and has grown to over 2,000 attendees this year.

There were a wide variety of speakers with various background; during the one day we heard from 25 different speakers. North Dakotans from community organizations or groups who discussed current issues including child abuse, housing needs in our communities, and how a simple project like a community garden can have a major impact. There were

a number of national icons that shared their stories including Sona Mehring, the founder of Caring-Bridge; she challenged everyone to #sayitforward, and to spread messages that are supportive and uplifting to everyone around us.

Also Richard Wiese, of ABC’s Born to Explore, who’s passion is adventure and his belief that individuals need to explore what the world has to offer, by xcellerating through experiences.

Medical professionals spoke on medical topics ranging from their research and cutting edge treatments for rare diseases, and how entrepreneurial thinking has aided in their discoveries. Psychologists and former CEOs shared their findings on mental health issues including how stress affects our bodies, and what we as a society need to start doing.



L to R: Kati Bachmeyer, Bea Fischer & Liz Hannum.

Business leaders and economists challenged communities to continue to attract and retain the members of the millennial generation, while discussion was had on the income gaps between races and the affects it may have in the future if continued. Entrepreneurial topics ranged from transformational philanthropy and the art of giving; to how living a minimalist live style can positivity impact your life.

I encourage you to go onto tedxtalks.ted.com and explore the library of talks from around the world!

There’s No Place Like Aberdeen...

You’ll be able to follow the yellow brick road to this year’s ABBY Awards which will be held at the Dakota Event Center September 15th. The social hour will begin at 6 pm followed by the awards starting at 7 pm.

The ABBY Awards started in 1995, giving out ten awards. The awards were designed to recognize and enhance the image of Aberdeen business community by recognizing outstanding business performance, community involvement, and customer satisfaction within the community. The different categories that will be presented are: Agribusiness, Bridge Builder, Community Involvement – Not For Profit, Community Involvement

ment – Business, Customer Service – Retail, Customer Service – Service, Health and Wellness, Manufacturing, Professional Services, and People’s Choice.

Judging for these award winners, excluding People’s Choice, is done by an out-of-state judging panel.

The event is sponsored by the Aberdeen Area Chamber of Commerce and the Aberdeen Development Corporation. Tickets are \$40



for individual or \$320 for a table of 8. To RSVP call the Chamber at 605-225-2860, or email info@aberdien-chamber.com.

Fall Fun Starts Here!

The Aberdeen Parks, Recreation and Forestry Department have been busy making plans for a wide variety of FALL activities. The Fall/Winter Brochure was distributed in the Aberdeen American News on Sunday, September 4 and also is posted online at www.aberdeen.sd.us/parksandrec. Again this fall On Line Registration is available to sign up for classes.

The Department offers many programs for youth of all ages. The Aberdeen Recreation and Cultural Center (ARCC) offers an extensive listing of youth classes such as Me and My Shadow, Drawing and Pottery Pals, just to name a few. In addition, the ARCC Dance Program offers classes for all ages. This Award Winning Program has an extensive listing of dance styles ranging from Ballet, Tap, Modern and Jazz to Rhythmic Gymnastics. Other Youth offerings include Skating Lessons, Recreational Skating, Open Gyms and Tot Gym.

The Community School of Music offers private instrument lessons for most band instruments, an extensive Strings Program and Voice lessons for youth up through adults.

The School of Fine Arts is in its fifth year and it offers a unique opportunity for development of artistic appreciation, artistic skill and knowledge. This is for students Grades 1 - 3, 4 - 6 and 7 - 12.

Adults are not left out either! Adult Volleyball and Basketball leagues are being formed, along with Open Gyms and Recreational Skating. There are many Fitness/Wellness classes such as Women's Morning Exercise, Mat

Pilates and PIYO Live. The ARCC Dance Program offers many adult classes as well. The ARCC offers many adult /teen classes in the areas of Pottery, Photography & Technology, Paint, Paper and Pen, Fiber Arts and Special Interest classes. Dog Obedience Classes are extremely popular. The Social Dance Classes include Beginning Line Dance for Seniors, Country Two Step, Ballroom Dance and a Swing/Two Step Workshop.

Aberdeen Area Senior Center has a wide range of weekly activities, such as Wii Bowling, Pool, Whist, Line Dancing and Pinochle just to name a few. Several monthly activities are scheduled, such as the Young at Heart Book Club, Vet's Coffee Hour, Bingo and Scrabble. On top of all this there are many special events planned. If you are 50 and over this is the place to become involved!!

The YAPatorium Teen Center provides a great place for teens to enjoy. We encourage youth ages 11 - 19 to come check out all the activities happening here!

Major Special Events planned for the Fall includes the Haunted Forest on October 21 & 22, Winterfest- A



Winter Arts Festival on November 19 and 20 and the Holiday Celebration for Youth on December 12.

A walk through one of our many parks or a bike ride on our miles of trails is a great way to enjoy the Fall. The list goes on and on. Check out the Fall/Winter Brochure and sign up for one of the many programs. Fall Fun begins with the Aberdeen Parks, Recreation and Forestry Department

Gene Morsching, Recreation Superintendent, Aberdeen Parks, Recreation & Forestry Department

Leadership South Dakota Participants

The Chamber would like to congratulate and recognize Ashley Erickson, Sanford Health, Heath Johnson, Dakota Plains Energy and Liz Hannum, StartHUB on being selected to participate in the 2016 Leadership South Dakota program.

The program, started in 2015, is an 8-month course designed to attract engaged citizens from across the state, then provide them with the background, unique experiences

and insights necessary to assume leadership positions at the community, state and national levels. The program looks for a diverse range of motivated, driven South Dakotans who are committed to a better South Dakota.



Erickson



Hannum



Johnson

Retail Theft Coalition - Here to Help

All retailers in the Aberdeen area, let's all work together to keep Aberdeen a great place to be in retail. The Retail Theft Coalition is a group of retailers that meet on a monthly basis, generally the second Wednesday of the month at 10:30 a.m. in the Community Room inside the Public Safety Building (Aberdeen Police Department). We talk about different trends that may be happening in Aberdeen in regards to shoplifting as well as different techniques that can help prevent or catch a shoplifter. During the meeting a representative from any store will have an opportunity to share any information they feel important. Our next meeting is Wednesday, September 9, 2016, at 10:30 am.

This group has already been beneficial as we have solved unsolved thefts, identified persons of interest for stealing, and given advice on how to handle shoplifters. "If I can say one thing that really gets me is when we find an item is stolen. That is your profit, raises, bonuses, maybe even the reason you don't stay open. This has so many effects of business that this group is out to help, getting all of us working together," said Runnings Store Manager Dennis Dosch.

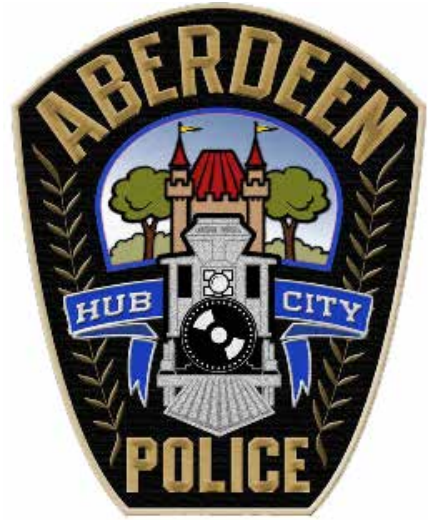
To start it is to help share the stories, methods of prevention, assistance on apprehension, communication on trends, common offenders, and relationships between other retailers. Sharing information on this is only going to long term make you more money. Loss comes in many ways so our best outlet to help eliminate is to work together sharing what we are doing to keep all of us helping customers. This is to help us train our staff how to better confront and eliminate theft.

Please come and join us for the meeting as any and all retail business are welcome and encouraged to attend.

Michael Law
Patrol Officer
Aberdeen Police Department

SHOPLIFTING FACTS

- There are approximately 27 million shoplifters (or 1 in 11 people) in our nation today. More than 10 million people have been caught shoplifting in the last five years.
- Shoplifting affects more than the offender. It overburdens the police and the courts, adds to a store's security expenses, costs consumers more for goods, costs communities lost dollars in sales taxes and hurts children and families.
- Shoplifters steal from all types of stores including department stores, specialty shops, supermarkets, drug stores, discounters, music stores, convenience stores and thrift shops.
- There is no profile of a typical shoplifter. Men and women shoplift about equally as often.
- Approximately 25% of shoplifters are kids and 75% are adults; 55% of adult shoplifters say they started shoplifting in their teens.
- Many shoplifters buy and steal merchandise in the same visit. Shoplifters commonly steal from \$2 to \$200 per incident depending upon the type of store and item(s) chosen.
- Shoplifting is often not a premeditated crime; 73% of adult and 72% of juvenile shoplifters don't plan to steal in advance.
- 89% of kids say they know other kids who shoplift; 66% say they hang out with those kids.
- Shoplifters say they are caught an average of only once in every 48 times they steal. They are turned over to the police 50 percent of the time.
- Approximately 3% of shoplifters are "professionals" who steal solely for resale or profit as a business. These include drug addicts who steal to feed their habit, hardened professionals who steal as a life-style and international shoplifting gangs who steal for profit as a business. "Professional" shoplifters are responsible for 10% of the total dollar losses.
- The vast majority of shoplifters are "non-professionals" who steal, not out of criminal intent, financial need



or greed but as a response to social and personal pressures in their life.

- The excitement generated from "getting away with it" produces a chemical reaction resulting in what shoplifters describe as an incredible "rush" or "high" feeling. Many shoplifters will tell you that this high is their "true reward," rather than the merchandise itself.
- Drug addicts, who have become addicted to shoplifting, describe shoplifting as equally addicting as drugs.
- 57% of adults and 33% of juveniles say it is hard for them to stop shoplifting even after getting caught.
- Most non-professional shoplifters don't commit other types of crimes. They'll never steal an ashtray from your house and will return to you a \$20 bill you may have dropped. Their criminal activity is restricted to shoplifting and therefore, any rehabilitation program should be "offense-specific" for this crime.
- Habitual shoplifters steal an average of 1.6 times per week.

Source: shopliftingprevention.org

Check out the next edition of the Progress for 7 Easy-to-Implement Tips to Prevent Shoplifting.

Top Five Reasons You Need an Employee Handbook



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

Large companies are not the only businesses that need an employee handbook. No matter how small the business, company rules and policies should be in writing to help protect the business and the employees. Here are the top five reasons why every business should

have an employee handbook:

1. **Set Employee Expectations.** Many lawsuits occur because the employers and employees are operating under a different set of expectations. A clearly written handbook allows you to outline policies and rules pertaining to everything from job responsibilities to disciplinary procedures. Workplace disputes can be avoided all together as long as employees are kept advised before a question becomes a problem.
2. **Limit Legal Liability.** I have defended

several employers against discrimination claims and the first request of any investigator is for a copy the employee handbook. Courts have also made it clear that any employer without a written policy on matters such as discrimination reporting, unemployment, and benefits payable upon termination will lose out on key legal defenses otherwise available under the law.

3. **Consistent Treatment of Employees.** Employers must be careful to treat employees the same. For example, a written disciplinary procedure helps ensure that employees will know what to expect when a rule is violated. One of the key reasons that employers lose unemployment hearings or discrimination lawsuits is the treatment of similarly situated employees in a dissimilar manner. Following written procedures outlined in a handbook can help eliminate this problem.
4. **Written Answers to Frequently Asked Questions:** Instead of having to repeatedly answer the same questions, a written set of policies and guidelines should provide employees with a

means to find the answer on their own. Not only will the business owners save time and money, employees will each be receiving the same information.

5. **Creating A Better Working Environment:** An well written employee handbook will provide employees with information about the employee benefits, bonus programs, work hours, vacation, attendance rules, and other points. A business managed with unbiased and reliable rules will foster employee satisfaction, which leads to an increase in efficiency and productivity.

There are many other good reasons to have a written employee handbook. This article highlights only a small sampling of why every business needs to have an employee handbook. And, for those businesses that already have a handbook, it will offer very little protection unless updated regularly to accurately reflect the law and actual working practices. As such, I strongly urge you to annually review them and revise as needed.

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Free Trade Agreements



Dr. Bill Broucek
Business Dean
Northern State
University

The primary elections and now the Presidential election feature much talk about globalization, international trade, and the plight of manufacturing sector workers left unemployed by free trade. Both Sanders and Trump rode this is-

sue. Sanders playing to labor unions' traditional opposition to free trade and Trump bucking his own party's traditional embrace of trade in favor of his coalition of disaffected white males. To listen to these two, free trade agreements such as NAFTA have thrown American manufacturing workers to the wolves. Increasingly Hillary Clinton, trying to appeal to the Sanders' faction of her party, has started to waive the flag of protectionism as well.

I am not a political writer or authority, but as someone who has taken one or two economics courses, I do know that free trade provides the greatest amount of good for the greatest number of people. In 1776 Adam Smith, proclaimed his famous concept of free trade which states "It is the maxim of every prudent master of a family, never to attempt to make at home what it will cost him more to make than to buy. . . . If a foreign country can supply us with a commodity cheaper than we ourselves can make it, better buy it of them with some part of the produce of our own industry, employed in a way in which we have some advantage."

If I can personalize Smith's maxim, I like Italian sausage. I like it on pizza, with spaghetti, in a bun with green peppers, etc. I'm sure I could purchase a sausage making machine (Amazon sells automatic grinders from \$95 to \$195 and a hand operated one for \$23), get some cuts of pork and other meats, spices and casings, and perhaps a recipe book or two. If I told you I was a foodie, you would nod and understand but if I told you I was making my own sausage to protect myself from the "unfair competition" of Kessler's or the Johnson-

ville Sausage company who both can make sausages much more cheaply and efficiently than I, you would think me daft and rightly so.

Similarly, clothes made in Bangladesh cost less than clothes made in Hickory, North Carolina. Should I buy the cheaper shirt as I buy ready-made sausage with money I make while at work rather than unpaid time in the kitchen grinding and stuffing away? Or should I buy the higher priced US made shirts? Customers both individually and as a nation are better off buying the lower priced foreign goods. This is not to say that the textile industry in Hickory will be better off. Factories there will close and US workers will lose their jobs.

Politicians speak as if these workers will be left up a free-trade creek without a paddle. This is not the case, however, and something that needs to be brought into the political debate. Since the days of the Kennedy administration, Trade Adjustment Assistance has been provided by the federal government to help workers, firms, farmers, and communities soften the impact for those caught on the losing side of free trade. The Trade Expansion Act of 1962 and the Trade Act of 1974 authorized four separate programs for each of these four constituencies. To quote President Kennedy, "When considerations of national policy make it desirable to avoid higher tariffs, those injured by that competition should not be required to bear the full brunt of the impact. Rather,

the burden of economic adjustment should be borne in part by the Federal Government."

Workers who are displaced by free trade dislocations are given tuition and books to return to school to learn marketable skills, moving expenses to take a new job out of town, and supplemental salary payments to compensate for taking a lower paid job. Firms, farmers, and communities also are eligible for trade adjustment assistance. I am not arguing that this safety net is not without flaws. I'm certain that not every financial liability due to free trade has been anticipated by the federal legislature. But I do know that there is a safety net and to campaign as if one did not exist is disingenuous at best.

Free trade agreements like NAFTA or the TPP are good for the country, the economy, and individual consumers. There are some casualties in inefficient industries that are displaced but these individuals are given ample opportunities to recover from their losses by the government.



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Aberdeen Parks, Recreation & Forestry Survey



Lynn Lander
Aberdeen City
Manager

ETC Institute partnered with the Aberdeen Parks, Recreation, and Forestry Department to conduct a citizen survey to better understand residents' priorities for parks, recreation, and educational services.

The data gathered assists the Parks, Recreation and Forestry in establishing priorities for the future.

A total of 4,200 surveys were sent out to random households throughout the municipality. The return survey results were then broken down into the following demographic factors: age, gender, household types, length and location of residence. Quite surprisingly out of the five different age breakouts for respondents no age category exceeded twenty-four percent of the total.

A portion of the survey asked respondents to rate satisfaction with the overall value their household receives from Parks, Trails, Facilities, Programs, and Services provided by the Aberdeen Parks, Recreation and Forestry Department. The respondent percentage value rating breakouts were as follows: 45% Very Satisfied, 40% Somewhat Satisfied, 12% Neutral and 3% Dissatisfied.

Future Facilities Priorities? The wishes identified for top facilities improvements likely to have a positive impact were as follows:

1. Walking and biking trails
2. Nature areas/nature trails
3. Indoor running/walking trails
4. Small neighborhood parks

Concerning identified priority number one, since 1989, over 20 miles of trails have been developed for community users including bicyclists, walkers and joggers. A Trails Master Plan was adopted in 1991 and updated in 2010 which identified



prioritized new trails amounting to an additional fourteen miles of trails. Doug Johnson, Parks, Recreation and Forestry Director annually seeks cost sharing grants through the State of South Dakota and has and will continue to treat trail development as a high priority. The newest trail to be developed this year will be along Roosevelt Street from Milwaukee Street to 8th Avenue NE.

In closing, I would like to extend my thanks to those households who participated in the random community survey.

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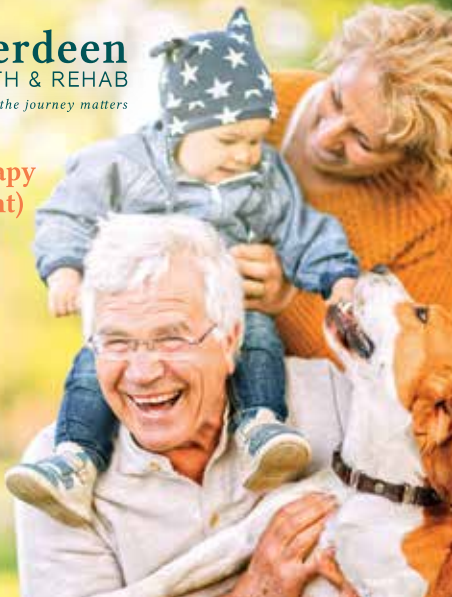


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Preparing for the New Overtime Rule Change



Kelly Weaver
Regional Director,
Small Business
Development Center

So you've heard about the new overtime rules going into place, right? If not, the key change to be aware of is a doubling of the salary test from \$455 to \$913 per week effective December 1, 2016. How do you go about figuring out what it means for your business?

Here's a few steps to get you started.

1. No salaried employees in your business? No problem. Keep paying overtime as required; this rule change does not affect you.
2. If you have any salaried employees that fall below the new threshold salary of \$47,476 per year, first review the regulations to confirm that these employees are accurately classified as exempt from overtime. Exempt employees generally must meet all of the following:
 - a. Be salaried, i.e., paid a set salary not subject to reduction because of the quality or quantity of work performed.
 - b. Be paid at least a specific salary threshold (this is what is increasing).
 - c. Primarily perform executive, administrative, professional, outside sales or computer duties (as defined in the regulations).
3. If you confirm an employee is exempt and making less than the new salary level, you have the following options:
 - a. Increase the salary of the exempt employee to at least the new salary level;
 - b. Convert that employee to non-exempt status and pay them on an hourly basis with overtime as necessary for hours worked.
4. For current salaried employees that will now be subject to overtime, the options would be:
 - a. Pay an overtime premium of 1.5 times the employee's regular rate of pay for any overtime hours worked;
 - b. Reduce or eliminate overtime hours by potentially balancing workloads or adding new part-time help;
 - c. For those employees who regularly work over 40 hours per week, determine an hourly rate that allows the overtime rate to be paid while still keeping the total weekly pay at the current level (be sure the base rate is at or above the required hourly minimum wage); or
 - d. Use some combination of the above.

As you might guess, dealing with

changes to employee wages can be a minefield so it is critical to meet with employees to explain new policies, restrictions and any pay adjustments. Other important steps include collecting appropriate timesheet data from employees, making necessary changes to your payroll system, and reviewing job descriptions and duties to verify compliance with the exemption test.

Extensive materials are available at the US Department of Labor's Wage and Hour Division website including frequently asked questions, small entity compliance guides and DOL Fact Sheets. <https://www.dol.gov/whd/overtime/final2016/>

Each business is going to have unique circumstances regarding this rule change. After you consider options, it would be wise to confer with your tax accountant or HR professional to be sure final plans are in compliance with the law. The effective date is December 1 so NOW is the time to do your homework and prepare.

SOURCES: Chad Weber, Eide Bailly, LLP; US Department of Labor

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

Support for Those Dealing with Cancer

When a person learns that they are diagnosed with cancer, the shock often leaves them shaken and unable to vocalize many of the questions they may have about their condition. Often the biggest barrier to good care is a lack of knowledge about what help is available. As a way to help people navigate through questions about treatment and care, both by the patient and by those who are helping care for the patients, a call center is available to help people get the answers they need.

Physically located in Sioux Falls, the Avera Cancer Institute Navigation Center was developed for everyone who is affected by cancer in this area, regardless of where they are receiving treatment. The free service is provided through support of grateful patients. Registered

nurse navigators and Master's prepared social work navigators take calls to provide education, to coordinate care, to help with information about getting a second opinion and to find support. The goal is to connect patients to what they need as close to home as possible. The help is available 24 hours a day, 7 days a week at 1-888-422-1410 or 1-605-322-3211.



Jordan Fiegen, MSW Social Work Navigator, answers questions from a caller in the Avera Navigation Center.

A Blueprint for Tax Reform



Kristi Noem
US Representative (R-SD)

Before the iPhone, the near-universal ownership of a personal computer, and the fall of the Berlin Wall, the United States passed a new, 26,000-page tax code. In the 30 years since, very few reforms have been made to modernize that tax code – only loopholes added that have nearly tripled its size. No wonder 9 out of 10 taxpayers use either a professional tax preparer or computer software to file their taxes.

The call for comprehensive tax reform has been made for years and it's frustrating that it seems as though little has been done. That was one of the reasons I pushed so hard to join the House Ways and Means Committee this Congress. Out of the House of Representatives' 435 members, what happens to our tax code starts with

the 24 majority members of the Ways and Means Committee. That is where I needed to be, so I was grateful to be named to the committee this year – the first South Dakota Representative in history to do so.

Earlier this summer, the committee released our blueprint for pro-growth tax reform. Simply put, it is designed to grow families' paychecks, the workforce, and the American economy. More specifically, the proposal centers around three ideas. First, the tax code should be simpler, fairer, and flatter. Second, it should make it easier to create jobs, raise wages, and expand opportunity. Finally, it should put taxpayers first.

This blueprint is all about simplicity. In fact, we tried to make it simple enough that most Americans could do their taxes on a postcard. That meant reducing the amount of tax brackets from seven to three. We then went through and eliminated many of the most damaging add-on taxes, such as the death tax. Finally, we made

sure important "milestone" tax breaks remained to help give families peace of mind at critical moments in life, such as going to school, getting a job, raising a family, or planning for retirement.

To make it easier to create jobs and raise wages, the

proposal offers to cut taxes on small businesses, creating a separate, low tax rate of 25 percent for many on Main Street. Because U.S. businesses currently have to pay the highest corporate tax rate in the world, it also lowers the corporate tax rate to make America a more competitive place to do business.

Ensuring taxpayers come first meant we needed to tackle some pretty serious issues within the IRS – an agency that in recent years has allowed millions of taxpayer calls to go unanswered, targeted conservative organizations, and failed to operate in an ethical manner time and again. This blueprint outlines a restructured IRS that is held accountable to the Taxpayer Bill of Rights and set up to provide excellence in customer service. It would also install a new, term-limited commissioner who would be required to administer the new tax code fairly while keeping politics out of the IRS.

This blueprint is just the beginning of the conversation. It isn't perfect or set in stone, but we've taken the initiative to draw the outline; now, it's time to color in the picture. While we included the ideas that so many taxpayers have talked about and urged for years, we'll continue looking for feedback and insight. The goal is to turn this plan into detailed, comprehensive legislation that can be moved when a new administration takes office in 2017.

If a family or business did things like they did in the 80's, they'd still be relying on a fax machine. The world doesn't work like that anymore and neither should our tax code.

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Hearing Directly from You



John Thune
US Representative
(R-SD)

Each week the Senate is in session, I travel back and forth from my home in Sioux Falls to Washington, D.C., for hearings, votes, and other meetings. While I love representing South Dakotans in Washington,

it's no secret that I'm happiest when I'm home in South Dakota, hearing directly from you. I was lucky to spend a good portion of the summer traveling the state and discussing with fellow South Dakotans some of the big things we've accomplished in the Senate since Republicans took control in January 2015.

Our top priority has been to focus on policies that boost America's economic security and strengthen our national security. We passed the first significant education reform bill since 2002, the first major trade promotion authority bill since 2002, the first significant reforms to Social Security since 1983, and the first major environmental law reauthorization since the 1990s. We worked hard to pass legislation that prevents states from imposing unworkable mandates on the food supply and protected the homeland by passing the National Defense Authorization Act, key cybersecurity reforms, and sanctions against the North Korean regime.

I knew serving as chairman of the Senate Commerce Committee would

give South Dakota's interests the national attention they deserve, and the results speak for themselves.

Congress passed and the president signed my bipartisan bill that makes landmark reforms to the Surface Transportation Board, the federal agency that oversees our nation's rail system. These reforms will make the agency more accountable to the people who depend on rail transportation, like our agriculture producers. The president also signed the first multi-year highway bill since 2005 – the longest since 1998. And all Americans will benefit from the aviation security reforms I authored as well as the consumer protection provisions included in the bipartisan aviation bill that I helped get to the president's desk. All of that is good news for states like South Dakota where a safe, reliable, and effective transportation system is critical.

While a lot was accomplished, there's a lot more we've been trying to do. Unfortunately, Senate Democrats and President Obama have made it difficult to approve must-pass bills like the Department of Defense appropriations bill, which would fund our troops, and the Military Construction/Veterans Affairs

appropriations bill, which would fund key infrastructure programs and support our veterans. Despite bipartisan attempts to reach an agreement, Democrats opposed a \$1.1 billion funding bill earlier this summer that would have helped get ahead of the threat posed by the Zika virus. I'm most disappointed, though, that amid all of the threats we face from terrorist groups like ISIS, President Obama has yet to lay out a concrete and comprehensive plan to defeat the group and its radical ideology. These are important issues, and they deserve to rise above politics.

I can't do my job without knowing what's important to you, and your feedback on what I'm working on in the Senate is invaluable. If we weren't able to catch up in person this summer, I hope to see you soon – either on my next trip back to South Dakota or in my office in Washington, if you happen to be visiting. And remember, you can always call my office, write me a letter, or send me an email too!

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The Future is Bright for Aberdeen



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development Corp.

Greetings from the Aberdeen Development Corporation (ADC)! For this edition of The Progress I am going to deviate from my normal update on projects, etc., and share a summary of a conversation I believe highlights why Aberdeen has been so successful over

the year and why the future is so bright for our community.

In early August I received a call from a Senior Vice President from a company who has a location in Aberdeen but has corporate headquarters outside the state of SD. Of course this is not unusual as we receive multiple calls such as this on a weekly basis. Usually the purposes of these calls are to discuss retention, expansion or recruitment. However, on this day the reason for the call was slightly different.

After we had exchanged pleasantries

and engaged in some small talk this individual informed me of the true intention of their call. Quite simply they wanted to relay how enjoyable it is to feel “wanted” in a community. They went on to say how the experience they have here in Aberdeen versus the other communities they operate in (which is a large number) is superior. The City of Aberdeen, Mayor Mike Levsen, Brown County officials (specifically Dirk Rogers), and so many others were mentioned as being so accommodating in making things happen.

The individual went on to tell me a few horror stories about other communities they have locations in and how they don’t feel a part of the community. Furthermore, they mentioned that every time they come to town there is a new retail store or restaurant going up. They are making a special trip to visit their location here in Aberdeen during the Brown County Fair because they have never experienced an event such this and had such a great time last year that they are coming back.

The most exciting and telling part of our conversation was that this company

is going to be adding a product line and that expansion will be occurring in Aberdeen due to the reasons listed above. While this expansion will only add two or three jobs in our community, they are excellent quality positions which will have a great salary and benefit package attached to them!

The future is bright for Aberdeen and we at the Aberdeen Development Corporation are excited to be a part of it. As usual, we continue our regular day-to-day efforts on numerous initiatives including workforce development, adult educational training through The Training Place and numerous other items. The ADC continues 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.

Loan Funds Available for Downtown Businesses

With the continued resurgence of downtown Aberdeen, many entrepreneurs may be considering starting a business downtown. One of the biggest hurdles for entrepreneurs starting a new business is finding someone willing to

finance their dream.

The Business Improvement District (BID) has had an established loan fund since 2004, which is administered by the Northeast Council of Governments Development Corporation (NECOG-

DC). NECOG-DC also has loan funds available for businesses located in a 12 county region in northeast South Dakota.

Loans can be made for the purchase of a business, building or land; building renovations, inventory, equipment, start-up costs and permanent working capital.

BID funds are an alternative source of financing for new and expanding small businesses in downtown Aberdeen. NECOG-DC can work independently or in conjunction with other lenders to provide flexible rates and terms that meet the individual needs of small business borrowers.

The loan funds provided by NECOG-DC are effective economic development tools that assist small businesses and communities by promoting job creation and retention in northeast South Dakota.

Those who are interested in more information or in applying for a loan can contact Alison Kiesz, RLF Manager at (605) 626-2595 or alison@hecog.org. Applications are also available at www.hecog.org/rlf or at www.aberdeendowntown.org.

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**PRIMROSE HIRES
NEW SALES
DIRECTOR**

Primrose of Aberdeen has hired Jessica Rehder to be their new Sales Director. She began her duties in May, and in this capacity Rehder oversees all the marketing and sales efforts, as well as public relations events and community outreach, for Primrose of Aberdeen.



Previous work experience includes two years with the Aberdeen Area Chamber of Commerce as the Director of Member Services and Event and Business Development Manager for Harr Motors, not to mention several years as the Assistant Vice-President and Store Manager of Wells Fargo Bank in Hutchinson, MN. Rehder also serving in various roles in the community including the Aberdeen Area Chamber of Commerce Ambassadors, Bethlehem Lutheran Church, Junior Achievement-Aberdeen Executive Board and Table of Plenty.

Rehder's office will be located in the Primrose of Aberdeen Independent Living Community, located at 1701 3rd Avenue SE, which also holds the distinction of being the first-ever Primrose community, opened in 1991.

**BRICK IS NEW
CHAIRMAN-ELECT**

The Board of Directors of the National Propane Gas Association (NPGA) has elected Jerry Brick of North Star Energy, Aberdeen, SD as the organization's Chairman-Elect. Brick has served in a variety of leadership positions with the organization, including the Executive Committee, Governmental Affairs Committee, Member Services Committee, and issue specific task forces.



Brick joins a distinguished slate of national officers. NPGA elevated Stuart Weidie (Blossman Gas, Inc., Asheville, NC) to the position of Chairman of the Board; Chris Earhart (Dixie Gas & Oil, Verona, VA) was elected as Vice-Chairman, and J. Randall

"Randy" Thompson (ThompsonGas, Boonesboro, MD) was elected Treasurer. Each officer will serve a one-year term in their positions. Charlie Ory, (Family Propane, Apache Junction, AZ) became Immediate Past Chairman.

Rick Roldan, NPGA's President and CEO said, "I'm looking forward to working with these distinguished industry leaders. These officers represent NPGA's diverse membership, and will be instrumental in the shaping of the next generation of the industry."

The National Propane Gas Association is the national trade association of the propane industry. NPGA represents approximately 2,500 companies, including producers, wholesalers, transporters, and retailers of propane gas as well as the manufacturers and distributors of associated propane equipment and appliances. 50 million Americans choose propane as their energy source. Propane is a clean-burning, efficient and climate-friendly alternative fuel that is available now. For more information about NPGA and the propane gas industry, visit NPGA online at www.npga.org.

**BROADCASTER OF
THE YEAR**

Mike Johnson, from KABD-FM in Aberdeen, was honored as the 2016 Broadcaster of the Year by the South Dakota Broadcasters Association (SDBA) at their Annual State Leadership Conference held July 21 & 22, at the Hilton Garden Inn Downtown Sioux Falls. The award is given to broadcasters in recognition of their community service.



With 27 years in South Dakota radio, 24 of them in Aberdeen, anyone in this area immediately recognizes "Mike in the Morning" as being synonymous with radio. For that reason, he is often the "go-to" for area groups, clubs, and organizations who seek the support of local radio for their communities. Johnson received the recognition for his work with many local organizations and joins two other Dakota Broadcasting members who have received this award. The award is Johnson's third

from the South Dakota Broadcaster's Association and is Dakota Broadcasting's fifth in 8 years. Mike won awards for production in 2009 & 2013 and Ward Hilger for Production in 2011.

The South Dakota Broadcasters Association is a membership organization representing South Dakota's radio and television stations. It provides education, regulatory assistance and legislative representation to its members and, with them, provides community service to South Dakotans.

SANFORD ABERDEEN ADDS PEDIATRIC SPECIALTY SERVICES

A pediatric neurologist and pediatric endocrinologist are joining the team at Sanford Aberdeen. Sita Paudel, M.D., and Alaa Al Nofal, M.D., begin outreach services in Aberdeen in August.



Al Nofal



Paudel

Paudel received her medical degree from Nepal Medical College in Nepal and did residency work at Brookdale University and Medical Center in New York. She also completed a fellowship at University of Alabama at Birmingham and holds certification from the American Board of Pediatrics.

Al Nofal received his medical degree from University of Damascus in Syria and did residency work at University of Texas - Health Science Center at Houston. He also completed a fellowship at Mayo Clinic in Rochester, Minnesota, and holds certification from the American Board of Pediatrics.

"We're always excited when we have the opportunity to add to our already robust services offered at Sanford Aberdeen," said Ashley Erickson, executive director of Sanford Aberdeen. "These services will allow many of our youngest patients receive quality care close to home."

To make an appointment with Paudel or Al Nofal, call Sanford Children's at 605-312-1000.

Please submit staff changes, additions, promotions or recognitions for Business Briefs to Lisa Anderson at lisa@aberdeen-chamber.com.

New Marketing Coordinator Promotes Aberdeen



Laura Ptacek
Convention Sales & Marketing Coordinator, Aberdeen Area CVB

Hello! I am excited to meet all of you and connect at Business After Hours and other events.

Part of my job at the CVB, along with marketing and promoting Aberdeen, is to work to bring conventions and events to town. There are

many organizations that consistently hold their meetings and conventions here, however, I have encountered some that have told me, "We don't have any local support for our organization," or, "Our Aberdeen chapter

fizzled out years ago..."

Why is this? Have we all become so busy with our own lives that we don't think we have time to participate in anything? Work obligations, chasing after kids, making time for spouses and friends...none of this leaves much time for anything "extra." I'm guilty of it in my own life. But, if we don't get out there and get involved in our community, not only will we be missing out on leadership opportunities and professional growth, but our community as a whole suffers. Meetings and conventions bring people to town, and those people stay in our hotels, eat in our restaurants and experience all the great things Aberdeen has to offer. A lot of times if an organization doesn't

have local support, they don't consider us because there isn't someone here that can promote on their behalf. Not saying that a group or organizations has to have a local contact; there are plenty of conventions held here that don't. But, it certainly helps.

So, get out there! Join or volunteer with a new club or organization. If you attend yearly meetings or are already part of an organization, suggest they have their next state or regional meeting right here in Aberdeen. The CVB can help with nametags, visitor packets, media coverage...all you have to do is call or stop in! Or let us know through our website at www.visitaberdeensd.com. We are ready to help you make your event be the best it's ever been!

NSU Johnson Fine Arts Center Opening Oct. 6

Mark your calendars now to attend the Northern State University Johnson Fine Arts Center Gala Opening at 7:30 p.m. Thursday, Oct. 6.

The event will feature a full-length concert by the iconic rock group Three Dog Night, whose hits include "Mama Told Me (Not To Come)" and "Joy to the World." The performance will take place in the newly renovated main theater.

JFAC is set to reopen for the fall semester, upon completion of a \$15 million remodeling project that increases square footage by roughly 35 percent. Features include an

expanded lobby area, renovated main theater with improved acoustics and new seating, new orchestra pit and shell system, new HVAC system, new fire suppression, and new lighting throughout.

New space will include a Black Box theater, four classrooms, an art gallery, state of the art student practice rooms, faculty offices and studios, box office, coat check, new entrance, expanded parking with added drive through to the Barnett Center lot, and additional restrooms.

More details will be released at a later date.



Business Milestones Recognized

Certificates of Recognition were presented to these businesses and organizations at the July Business After Hours mixer to acknowledge their years of valuable contribution to Aberdeen and the surrounding area.



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THOMAS L LUZIER, M.D.

Allergies have become an increasing health care problem, causing nasal, throat, ear, lung, stomach/intestinal and skin symptoms.

Dr. Luzier of Aberdeen Asthma and Allergy is the area's only board certified allergist. From infants to adults, Dr. Luzier can sort out reactions to molds, pollens, animals, foods, irritants and medications using sophisticated blood and skin tests. Based on your history, exam and testing an individual *comprehensive management plan* is developed.

Whether you are experiencing mild or severe symptoms, Dr. Luzier will give you a personal consultation and offer options to combat your allergies.

Call today and schedule an appointment!

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