PROGRESS MAGAZINE MAY/JUNE 2016



N THIS ISSUE

CHAMBER FOR GOOD 4
EVENTS CALENDAR 11
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BUSINESS BRIEFS 29



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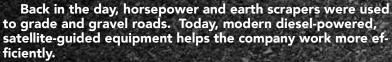
It was in 1891 when a young Martin Emil Lien came from. Norway to South Dakota looking for opportunity and adventure. In 1916, he formed a construction company; 100 years and four generations later, the Lien Family is still proud to be serving South Dakota.

Martin & Julia Lien founded
M.E. Lien Construction

Emil & Josephine Lien took over,
renaming it E.L. Lien & Sons

Joe & Edith Lien became owners
of Lien Transportation Company

Trevor and Jason Lien, the
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Aberdeen Area Chamber of Commerce Launches Chamber For Good Program



Gail L. Ochs President, IOM Aberdeen Chamber

The Aberdeen Area Chamber of Commerce has launched a new community-building service called Chamber for Good which allows local charities to raise their visibility within the community and also provides businesses and philanthropic individuals

an easy way to become aware of local charitable needs, causes and events. Bringing individuals, organizations and businesses together to achieve great things is a key focus of our chamber.

The Chamber for Good system provides a clearinghouse that serves to connect all local charitable organizations and causes with the individuals and organizations within our community that are eager to support local needs. Chamber for Good makes it EASY to Give Local and this tool will allow us to harness the goodness of our residents and businesses and really strengthen our community in a way that we haven't been able to before.

David Moss, the President of the national Chamber for Good network said "It's amazing how many local needs go unnoticed by individuals and organizations that would gladly volunteer time, donate items or financial help if they only knew about them.

Many of the noblest causes operate seemingly in the shadows with little or no public awareness. We've found there is wonderful movement building throughout the country that can best be described as "Give Local". The Chamber for Good website raises the visibility of these local charities and causes and allows communities to really make an impact with those charities that serve the people and causes in our own backyard."

The Chamber for Good tool will allow residents of our community to view local charitable needs posted by local charities sorted into three areas: financial needs, volunteer needs and item needs. All local charities that are 501c3 non-profit charitable organizations have the ability to create a public profile on the Chamber for Good site for free. Residents then not only have the ability to browse local charitable needs, but can also make item and volunteer offers.

For example, a local individual or group can go to our community's Chamber for Good website and click 'offer volunteer time', then give a brief description of the date and time they're available to volunteer, and then send it to all local charities or just those charities within a certain category. The charities are instantly notified via email and can respond back to the individual or group making the offer. Another example is a business that needs to unload a number of chairs no longer in use. The business clicks on "offer items to charity", de-



scribes the items, then clicks submit. Instantly all local charities are made aware of the items and can respond to the donating individual.

I encourage area non-profits to input their information on the site and residents to go to the website and enter their email address toward the bottom of the home page. By doing this they will be notified once per week, by email, of the local needs that exist among the charitable organizations and causes that operate within our community. Special thanks to Hub City Radio for sponsoring and promoting the site locally.

The local Chamber for Good website can be found by clicking on the 'Chamber for Good' link on the Aberdeen Area Chamber of Commerce's website, which can be found at www. aberdeen-chamber.com. Additionally, the local website can be found by going to www.ChamberForGood.com/ Aberdeen.

Chamber Recognizes Board Members for Service

The Chamber recognizes the following Chamber Board members whose terms expired at the end of 2015. Thank you for you dedication, support and commitment to the Chamber.



Neal Wietgrefe, Wells Fargo Bank – 8 years of service



Brenda Moore, Aberdeen CVB – 5 years of service



Mark Malchow, Malchow's Home Furnishings – 5 years of service



Mary Davis, The Studer Group – 4 years of service



Brad Olson, Aberdeen Surgical Associates – 2 years of service

Colleagues and Friends of the AACC



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

The Chamber supports and speaks for those engaged in business, industry, agriculture, transportation, education, health care, and private sector enterprises. We have a goal of 700 members by the end of the year. The first quarter of the

year is extremely busy at the Chamber with Aberdeen Day at the State Capitol, Legislative Cracker Barrels, the Leadership Aberdeen program, Community Champions Luncheon, Membership Directory and Resource Guide publication, and our Annual Meeting. Having VJ Smith, author of The Richest Man in Town, the story of Marty, at our annual banquet this year was awesome. If you missed it, you missed a great message about being grateful for what you have in life and sharing your joy with others. Also having a record number of Leadership Aberdeen graduates highlights the great young leaders we have in Aberdeen and I look forward to watching them grow in their leadership and service to the Chamber and our community.

We are having some changes to our board leadership. Cory Bollinger,

Publisher of the Aberdeen American News, currently serves as the 2016 Chair-Elect and was slated to serve as the 2017 Chair of the Chamber's Board of Directors. He has taken a new position in Indiana but will remain on the Executive Board through June. Although I am happy for him, he will be greatly missed by our organization and our community. In July, Marje Kaiser of the South Dakota School for the Blind and Visually Impaired will become the Chair Elect and has agreed to serve as the 2017 Chair of the Board. Eric Brenner will move to Vice Chair, Dawn Williams to Treasurer and Jack Hollinsworth will join the Executive Board as Secretary. JoEllen Lindner remains as Past Chair.

Other 2016 board members include Mike Bockorny, Aberdeen Development Corporation (ADC); Casey Weismantel, Aberdeen Convention and Visitors Bureau (CVB); Julie Fischbach, Mainstream Boutique; Jerry Glatt, Americal and CVB Board; Robert Goscicki, Aberdeen Federal Credit Union: Nadine Gropp, 3M Company: Heath Johnson, Aberdeen Downtown Association Board; Jim Kreber, ADC Board; Jeff Poppen, Sanford; Matt Prehn, US Bank; Cody Roggatz, Aberdeen Regional Airport; Tanya Shafer, Twin City Fan; Tom Snyder, Avera; and Katie Washnok Blackout, Inc. Effective July 1st, we will also add Kellie Ecker of South Dakota Manufacturing and Technology Solutions to our board of directors to fill the vacated position.

This year, we have been recognizing businesses that have hit the 50+; 75+ and the 100+ milestones through our 2016 at Business After Hours mixers. It's a great way to say thank you for your service to our community and your participation in our Chamber. Our organization is committed to being responsive to the needs of our membership, and throughout this year we will be concentrating on workforce recruitment, community involvement and enhancements within our organization such as our website(s), and gift certificate program. We are also excited to be kicking off our newest program. "Chamber for Good." Read Gail's article on page 4 for more information on this new tool designed to help our area non-profits.

Don' forget Leadercast will be here on May 6th – a truly outstanding and reasonably priced event. Then shortly after, the AACC Golf Tournament is coming June 6th. We seek to make commerce happen through business expansion and attraction, as well as efforts that help improve business in

Our staff and organization are here to help. Call if you need assistance or have suggestions!

Board of Directors

Executive Board

Carl Perry, Chair Progressive Financial Services
Dr. Marje Kaiser, Chair-Elect
Eric Brenner, Vice-Chair
Dawn Williams, Treasurer
JoEllen Lindner, Past Chair
Cory Bollinger
Progressive Financial Services
SDSBVI
Alliance Contracting
SD Dept. of Labor
Northern State University
Aberdeen American News

Chamber Staff

Gail Ochs Jessica Rehder

Lisa Anderson

Heidie Holmstrom Korine Grismer President
Director of Member
Services & Events
Director of Public Relations,
Committees and Programs
Finance Manager
Administrative Assistant

Full Board

Julie Fischbach Mainstream Boutique Robert Goscicki Aberdeen Federal Credit Union Nadine Gropp 3M Company Jack Hollinsworth JDH Construction Jim Kreber, ADC Board Liaison Wooden Mallet Jeff Poppen Sanford Aberdeen Medical Center Matt Prehn **US Bank** Cody Roggatz City of Aberdeen - Regional Airport Tanya Shafer Twin City Fan Companies Jerry Glatt, CVB Board Liaison Americal, Inc. Tom Snyder Avera Katie Washnok Blackout, Inc. Mike Bockorny, Ex-Officio Aberdeen Development Corp. Heath Johnson, Ex-Officio Aberdeen Downtown Assoc. Casey Weismantel, Ex-Officio Aberdeen Area CVB



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

COVER: Lien Transportation

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BAH Gets Green

The Chamber's Partners in Community Pride Committee, along with Dial-A-Move, have imple-





mented aluminum and plastic recycling at Business After Hours. Please help by looking for these designated containers and using them for your aluminum cans and plastic bottles. Cans will be donated to the Yelduz Shrine.

***YOU ARE AN AWESOME AMBASSADOR**



Sheri Gross of the Aberdeen American News is the March YAAAA Winner. She is pictured here with Dawn Maas of Presentation Sisters and 2016 Ambassador Vice Chair, Pete Mehlhaff of Great Plains Bank February YAAAA Winner, Carl Perry 2016 Chamber Board Chair and Eric Vetter of Century 21 and 2016 Ambassador Chair.



Donna Hurley of Avera St. Luke's Hospital is April's YAAAA Winner. She is pictured here with Dawn Maas of Presentation Sisters and 2016 Ambassador Vice Chair, Sheri Gross of Aberdeen American News and March YAAAA winner, Carl Perry 2016 Chamber Board Chair and Eric Vetter of Century 21 and 2016 Ambassador Chair.



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The Aberdeen Chamber's 2016 Membership Directory and Resource Guide and 2016 Healthcare Directory and Resource

Guide have been distributed to members. If you didn't get yours, or you need additional copies, please stop by the Chamber to pick them up. Thanks to Nathen Cantwell for designing the covers, including artwork that depicts life in our great city.

Storybook Land Celebrates 40 Years!

Storybook Land will be celebrating its 40th anniversary in 2016 and there are many activities and special events planned throughout the summer. The 40th anniversary activities will kick off with the Family Fun weekend which will begin Thursday, June 9, and activities are scheduled throughout the weekend including a movie in the castle, a Storybook Land Theatre performance, Kids Fishing Contest, a sand castle/sculpture building contest on the beach, a Fun Run and a Storybook Land treasure hunt. There will be a dedication ceremony for the new roller coaster on Friday, June 10 at 6 pm. Don't miss this fun filled weekend. There will be special weekly activities for children each Monday and Thursday evening at 7 pm beginning June 6 through August 4. The Storybook Land Theatre Company will be performing in the castle each week beginning June 14 through July 29. The performances are scheduled to

be held each Tuesday at 1 O am, Wednesday at 7 pm and Friday at 7 pm. A different play is performed each week. On Monday, July 4, there will be a water ski show performed by the Aqua Addicts Ski Team at 7 pm and the Municipal Band will perform at 8:30 pm. The fireworks display will be at dusk. The Princess Tea Party in the castle is on Saturday, July 30 from 10 am to 12 noon. There will be three musical concerts held through the summer which are scheduled to be held in the Visitor Center at 7 pm on June 23 and July 28 featuring the Summer String Ensemble and July 7 featuring the Dakota Sunshine Singers. The Storybook Land Festival is scheduled to be held Friday, July 22 and Saturday, July 23. The festival features children's entertainers. published children's authors, storytellers and hands-on arts and crafts activities.

The Aberdeen Sertoma Club and Aberdeen Parks, Recreation and Forestry



Department would like to thank everyone for their continued support over the past 40 years which has contributed to the successful development of Storybook Land. Everyone is invited to Storybook Land to enjoy the many activities planned this summer!

For more information contact the Aberdeen Parks, Recreation and Forestry Department at 626-7015 or go to www.aberdeen. sd.us/sblactivities

Dr. Kohl Shares Insight on the Economic Reset

Dr.
David
Kohl,
Professor
Emeritus of
Agriculture
and
Applied
Economics





at Virginia Tech, was the featured speaker at the 2nd Annual Lamont-Rhodes Lecture Series, Friday, April 15th. Dr. Kohl is one of the leading experts in the nation on ag finance. He travels the U.S. as an agriculture "Road Warrior," speaking about ag trends and outlooks.

Dr. Kohl spoke to a packed crowd on the NSU Campus, addressing global economics, the US economy, consumer trends, innovation & technology, natural resources and more. His message helped the audience understand the emerging trends impacting agriculture and rural America's bottom line in the short and long run. His high-energy, and often humorous, presentation included "Ten Quotes for these Economic Times", such as "if it grows too fast, then it's a weed" and "the best crop you will ever raise will be your children, grandchildren and other young people".

Businesses Recognized at Business After Hours

Certificates of Recognition were presented to these businesses at March and April Business After Hours to acknowledge their years of valuable contributions to Aberdeen and the surrounding area.



Calvary Baptist Church – 50+ Years



Clark Title Company – 75+ Years



The Ward Plaza – 100+ Years



HKG Architects – 50+ Years



Yelduz Shrine – 100+ Years

Relay For Life Receives All-American Relay Award

What could possibly be better than seeing an already amazing event get better each year? How about receiving national recognition? Congratulations to everyone involved in the Brown County Relay for Life on receipt of the All American Relay Award! The award is presented to only 1% of the 5200 Relays held across the nation. Notable achievements leading to the award were the increase in survivor attendance at the annual dinner and in funds raised.

As they do every year, the teams and committee are working to make the 2016 Relay even more spectacu-

lar. The 2016 Brown County Relay For Life will be held on June 3 at the Expo Building with opening ceremonies starting at 7 pm. It continues throughout the night and wraps up with closing ceremonies at 5 am. A dinner honoring cancer survivors will be held beforehand at 5 pm on the 3 in the Odde Arena. We recognize anyone who has ever heard the words, "You have cancer." as a survivor.

The public is welcome to attend the Relay at any point throughout the night; there is no admission fee. There will be concessions, music and games throughout the night as well as opportunities to support the fundraising teams. This year's event features an Olympics theme.

If you are a survivor or are

survivor or are interested in more information please contact:

Amanda Twete - amandatwete@ gmail.com, 228-1072 or Allison Disbrow - allison.disbrow15@gmail.com, 290-0332.

Partners in Community Pride Recognize Beautification





Each month, the Chamber's Partners in Community Pride (PICP) Committee recognizes local businesses that have invested in the beautification of our community by making improvements to their property. In March, Steven Lust Automotive was selected for the remodel of their main showroom at 1314 6th Avenue SW in Aberdeen. The M Station of Mina Lake was chosen in April for their new building and lot improvements at the corner of Highway 12 and Nesbitt Drive.

NSU Business Programs Awarded Accreditation

Northern State University's business programs have been awarded accreditation from a leading specialized association for business education, the Accreditation Council for Business Schools and Programs.

The ACBSP accreditation is a tremendous honor for the NSU



School of Business, said Dr. Willard Broucek, dean. "Specialized accreditation recognizes the School of Business' commitment to provide the highest quality business education for our students," Broucek said. "Quality, continuous improvement, and aca-

demic excellence are the

benchmarks by which we

judge our efforts."

ACBSP accreditation certifies that the teaching and learning processes within the business programs and degrees offered by the NSU School of Business meet the rigorous educational standards established by ACBSP.

NSU officials will receive the Certificate of Accreditation at the ACBSP Conference 2016 in Atlanta, Ga., on June 19.

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

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 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

May

- 1............ Richmond Redux: Disc Golf Tourney, 10:00 AM-5:00 PM @ Richmond Lake Recreation Area
- 1......Wolves Triathlon, 12:00 PM 3:00 PM @ NSU Barnett Center
- Park Golf Course
- 3......Pheasants Forever Spring Banquet, 5:00 PM-11:00 PM @ Eagles Club
- 5-7 SDHSAA All-State Jazz Band @ Johnson Fine Arts Center
- 7.....Free Comic Book Day, 10:00 AM-6:00 PM @ Flashbax
- 7...... Aberdeen ABATE/FM Crusaders Bike Show and Swap Meet, 10:00 AM-4:00 PM @ Dakota Event Center
- 7...... Aberdeen Curling Club Casino Night Fundraiser, 5:00 PM-11:58 PM @ Elk's Lodge
- 11...... Blind Joe & Friends, 7:00 pm 1:00 am @ YElduz Shrine Center
- 13...... Aspire Big Cup Golf Tournament, 1:00 PM-5:00 PM @ Lee Park Golf Course
- 14-15 Northeast Area Pari-Mutuel Horse Racing, 1:00 PM-6:00 PM @ Brown County Fairgrounds
- 14.......... Walk MS: Avera Brain and Spine Institute Aberdeen Walk, 9:00 AM-11:58 PM @ K.O. Lee Adult Center
- 14........3rd Annual Run From The Police 5K, 9:00 AM-12:00 PM @ Wylie Park
- 21......James Valley Model Railroad Open House, 1:00 PM-4:00 PM @ Old Milwaukee Railroad Depot
- 21-22 Northeast Area Pari-Mutuel Horse Racing, 1:00 PM 6:00 PM @ Brown County Fairgrounds
- 21..........Motorcycle Awareness Ride, 10:00 AM-5:00 PM @ Eagles FOE
- 21......Men's Club Golf Tournament, 8:00 AM-12:00 PM @ Lee Park Golf
- 29-30 Northeast Area Pari-Mutuel Horse Racing, 1:00 PM-6:00 PM @ Brown County Fairgrounds

- 3...... Brown County Speedway Races, 5:30 PM-10:00 PM @ Brown County Speedway
- 3-4 Relay For Life, 6:00 PM-5:30 AM @ Brown County Fairgrounds
- 4........... National Trails Day Wolves Prairie Trail Hike, 6:00 PM-8:00 PM @ Rich-
- 9.......... Downtown Summer Concert Series with Tripwire, 7:00 PM 11:00 PM @ Downtown Aberdeen
- 10-11 ... Family Fun Weekend @ Wylie Park
- 10-12 ... 1966 Central High School Class Reunion @ Ramkota
- 10....... Brown County Speedway Races, 5:30 PM-10:00 PM @ Brown County Speedway
- 10-12 ... Ipswich Trail Days, 8:00 AM-11:58 PM
- 10....... NSU Football Fundraiser Golf Tournament, 9:30 AM-1:00 PM @ Lee Park Golf Course
- 11...... 5K Glow Run, 6:00 PM-10:00 PM
- 13...... SDGA Junior Tour Event Golf Tournament, 9:00 AM-1:00 PM @ Lee Park Golf Course
- 17...... Brown County Speedway Races, 5:30 PM-10:00 PM @ Brown County Speedway
- 17...... Warner Street Dance, 9:00 PM-11:58 PM @ Warner Main St
- 18-19 ... Arts in the Park, 10:00 AM-5:00 PM @ Melgaard Park
- 18....... 3rd Annual Brewtopia, 4:00 PM-11:58 PM @ Pounder's
- 19...... Men's Club Match Play Golf Tournament, 8:30 AM 10:00 AM @ Lee Park Golf Course
- 25....... Day of Play at RDO Equipment, 10:00 AM-2:00 PM @ RDO Equipment
- 25....... Paxton Schaeffer Memorial Golf Tournament, 9:00 AM-1:00 PM @ Lee Park Golf Course

CHAMBER BIG DATES

Military/Veterans Committee May 3, Noon, National Guard Armory

Health & Wellness Committee May 4, 8 am, Chamber

CART May 5, 8:30 am, Chamber

Government Affairs Committee May 5, Noon, Best Western Ramkota

Leadercast May 6, 8 am start , Bethlehem Lutheran Church

Ambassadors May 10, Noon, TBD

CART May 12, 8:30 am, Chamber

Diplomats May 12, 3:00 pm, Chamber

Business After Hours May 12, 5:15 pm, Boys & Girls Club of Aberdeen Area

Partners in Community Pride

Ag Committee May 13, Noon, SDSU Extension Office

Retail Theft Coalition May 18, 10:30 am, Public Safety Building Community Room

Workforce & Education Committee May 18, 3:30 pm, Chamber

CART May 19, 8:30 am, Chamber

CART May 26, 8:30 am, Chamber

Transportation Committee May 31, 3:30 pm, Chamber

CART June 2, 8:30 am, Chamber

Partners in Community Pride June 3. 9 am. Chamber

Northern Plains Livestock Day June 4, 8 am, Expo Addition, Brown County Fairgrounds

Chamber Golf Tournament June 6, 11 am, Moccasin Creek Country Club

Retail Theft Coalition
June 8, 10:30 am, Public Safety Building Community
Room

June 9, 8:30 am, Chamber

Diplomats June 9, 3:00 pm, Chamber

Business After Hours

June 9, 5:15 pm, Bethesda

Ag Committee June 10, Noon, SDSU Extension Office

Ambassadors

June 14, Noon, TBD

CART

June 16, 8:30 am, Chamber

CART

June 23, 8:30 am, Chamber

CART

June 30, 8:30 am, Chamber

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

2016 Aberdeen Central Hall of Fame Inductees Announced

The Aberdeen Public Schools Foundation is proud to announce the Aberdeen Central High School Hall of Fame Class of 2016:

Academics/Achievements

- Dr. Virginia L. Dixon, '63
- Dr. Paul A. Hayes, '50
- Dr. Steven Vik, '71

Athletics

- Roberta Fossum, '65
- Jim Haar, '64
- Dave Wolsky, '56

Fine Arts

- Dr. Steven Bruns, '76
- Peggy (Fischer) Bunsness, '78
- Audrey (Jahnel) Kanian, '39

These nine individuals will be inducted into the CHS Hall of Fame during the banquet on Saturday, September 17, 2016, in conjunction with CHS Homecoming Week activities. Tickets for the 2016 CHS Hall of Fame Banquet will go on sale this summer.

The CHS Hall of Fame is a special project of the Aberdeen Public Schools Foundation. For more information, contact the Aberdeen Public

Schools Foundation at (605) 725-7118 or visit the foundation website at www. aberdeen.k12.sd.us/foundation.

"We are thrilled to honor these outstanding CHS alumni, and recognize their past and present accomplishments as well as their numerous contributions to society," said Gretchen Sharp, Executive Director of the Aberdeen Public Schools Foundation.

The Aberdeen Public Schools Foundation, Inc. is a non-profit organization that promotes excellence in education by forging a partnership among the schools, community and alumni.

Aberdeen Day Highlights

Aberdeen Day at the Legislature was held on Thursday, February 18, 2016. The Leadership Aberdeen class and several Chamber board members and volunteers headed to the Capitol to showcase our community in the rotunda with Aberdeen displays featuring our community organizations and great treats for all to enjoy. The group had the opportunity to meet privately with Governor Dennis Daugaard, then listened to the Aberdeen Public Schools Elementary Chorus sing on the Capitol steps.

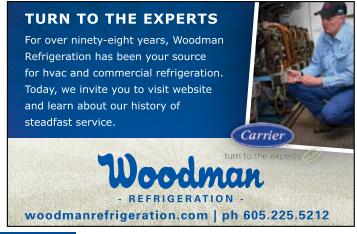
In the afternoon, the Aberdeen group listened to the debate on the house floor regarding education funding and wrapped up the evening at the South Dakota Chamber Banquet. The next day several state agencies spoke regarding their roles including the Board of Regents, Department of Education, Department of Transportation, Department of Labor and the GOED.

The next Aberdeen Day at the Legislature will be held on Friday, February 24, 2017 and we encourage you to attend and learn more about your state government.











New President Announced for the United Way Board

Al Kjenstad, Director of Credit Administration for Dacotah Bank, is the new President of the United Way of Northeastern South Dakota's Foundation Board of Directors.



Mr. Kjenstad was elected to the position at the Annual Foundation Board meeting held on February 2016. He replaces the outgoing board President, Tom Snyder, Vice President at Avera St. Luke's. "It is an honor to serve as the United Way Foundation president. We have an outstanding group of volunteer board members that are committed and diligent in their service. I enjoy working with them. With the Foundation's endowed asset, we fundamentally have a gift that keeps giving and are able to award one-time monies for qualifying special purpose expenditures.

Becky Fischbach, Executive Director of SPURS Therapeutic Riding Center discussed the importance of the United Way Foundation. "Expenses associated with properly trained horses and special needs equipment often go well beyond normal budgetary allotments. With the generosity from The United Way Foundation, SPURS has been able to invest in a specially trained horse as well as some unique adaptive equipment that we may not have otherwise been able to afford."

A similar sentiment was echoed by Mike Herman, Director of the Aberdeen Boys and Girls Club, "the United Way of NESD Foundation has been instrumental in our ability to grow resources as the Club has grown over the years. They have helped the Club buy several vans over the last couple years and we now have the capability to pick up over 250 youth from every school in the Aberdeen Area. They have also helped us purchase needed safety equipment to include: security camera system, membership accountability software, and ID printing machine. We would not be able to serve our 1,000 members at the level we do today without the help

United Way Foundation Grants since 2010

	2016	2015	2014	2013	2012	2011	2010
A berdeen Family Y	\$7,500.00		\$5,995.00	\$5,380.00	\$3,000.00	\$4,500.00	\$5,000.00
A berdeen Senior Center	\$2,700.00		\$2,000.00		\$1,000.00		\$550.00
American Red Cross				\$1,500.00			
Boys & Girls Club	\$8,000.00	\$11,840.00	\$13,250.00	\$8,000.00	\$5,579.00		
Cornerstones		\$2,400.00	\$1,280.00				
Girl Scouts	\$1,000.00				\$1,800.00	\$2,500.00	
LSS / New Beginnings Cnt	\$2,500.00	\$10,121.00	\$6,700.00	\$3,206.00	\$2,960.00		
N EMHC	\$1,500.00			\$5,000.00	\$4,000.00	\$5,000.00	\$5,000.00
Ride Line	\$3,500.00						
Safe Harbor		\$5,000.00	\$5,000.00	\$2,400.00	\$4,237.31	\$3,862.67	\$5,020.41
The Salvation Army					\$3,486.84		
SPURS	\$4,000.00	\$6,000.00			\$1,046.32	\$6,020.42	\$7,532.75
Tiger Post - Ipswich	\$7,000.00			\$6,000.00	\$700.00	\$1,762.10	
Volunteers of America					\$700.00	\$1,600.00	
YAPA		\$3,300.00					\$4,769.00
	\$37,700.00	\$38,661.00	\$34,225.00	\$31,486.00	\$28,509.47	\$25,245.19	\$27,872.16





Former Foundation Board President, Tom Snyder along with Aaron Schultz, Executive Director of the United Way and Mary Lund a SPURS Instructor smile with Cheyenne, a specialty trained Therapeutic Riding Horse purchased with United Way Foundation Fund in 2015. SPURS serves 200 individual riders during a season and it is the hope that Cheyenne will work with the riders for the next 15 years.

A group of students arrive at the Boys and Girls club in a 15 passenger van, purchased in part by the United Way Foundation. Currently, the Boys and Girls Club transports 250 children to their club each day for after-school programs

and support of this great foundation. This Foundation gives us (the United Way Partner Agencies) the ability to request necessary items that support our community each and every day and makes it a better, safer place."

The roots of the United Way Foundation began in 1985 but leaped forward in 2005 with a series of bequeathed gifts. In November of 2006, the United Way of Northeastern South Dakota Foundation was established as a separate 501(c)3 non-profit entity in order not to interfere with the annual campaign. The Foundation allocates four percent of annual returns to United Way partner agencies. Since 2009, over \$225,000 has been distributed to the United Way and its respective agencies for special expenditures.

"It is atypical for a United Way our size to have an endowed giving program and Foundation our size" said

Aaron Schultz, Executive Director the United Way of Northeastern South Dakota. "Today, we are the benefactors of those that endowed gifts decades ago. I cannot begin to thank those citizens enough that had the foresight to establish the Foundation and those current Foundation Board members that carry on the conservatorship of the Foundation funds. Current Foundation Board members are: Al Kjenstad, President, Dacotah Bank; Jim Kuch, Vice President, US Bank; Kay DeYoung, Great Western Bank; Ryan Schimke, Great Western Bank; Nathan Golz, Wells Fargo Advisors, LLC.; Amy Jones, The Rivett Group, LLC; Dana Oye Target, Inc.: Heidi Myhre, Sanford; and Scott Noeldner, Primrose Retirement Communities. To learn more about United Way Foundation go to www.uwnesd. org or call the office (605) 225-0212.

Summer Fun Starts Here!!

The Aberdeen Parks, Recreation and Forestry Department have been busy making plans for a wide variety of summer activities. The Summer Brochure is available now and also is posted online at www.aberdeen.sd.us/parksandrec. The first opportunity to register for Summer Programs is the Summer Registration Kickoff Day on Tuesday, May 3 beginning at 7:00 am at the ARCC. On Line Registration is also available beginning that morning also at 7:00 am by going to website listed above, or By Phone at 605-626-7015 with a credit card.

Registration continues after May 4 at the Parks & Rec Offices and can be reached at 626-7015. The Department offers many programs for youth of all ages. Tee Ball, Baseball, Softball, Tennis lessons, Swimming Lessons and the First Tee Golf Lesson Program continue to be popular activities. Just a reminder that registration for all Golf activities is done at the Lee Park Pro Shop. The Aberdeen Recreation and Cultural Center (ARCC) offer the Discovery Program from preschool to 6th grade. It consists of a variety of fun activities relating to a theme topic through visual, performing, literary and cultural arts. The ARCC offers an extensive list of activities for Middle School aged youth as well. In addition there are Dance and Theatre Camps. The YAPAtorium provides a great place for teens to spend the summer.

Summer Fun starts with a visit to Storybook Land, which Celebrates its 40th Anniversary this summer. Many special activities are planned including the dedication of the Humpty Dumpty Coaster on Friday, June 10. There are activities almost on a daily basis there. Story-book Land Theatre performs on Tuesday





Mornings, Wednesday and Friday nights beginning June 14. Their shows are truly fun for the whole family. There are Storybook Land Activities on Mondays and Thursdays for children beginning on June 6. Don't forget the Storybook Land Festival on Friday & Saturday, July 22 & 23.

Adults are not left out either! The Coed Kickball League and Tennis League

are being formed and a variety of Tennis lessons are offered. Golf lessons and leagues continue to be extremely popular. The ARCC offers several adult classes during the summer and the Aberdeen Area Senior Center has their Mystery Trip and a wide variety of special events planned. Don't forget to make time for a relaxing Thursday evening with the Aberdeen Municipal Band. It does not get much better than that!

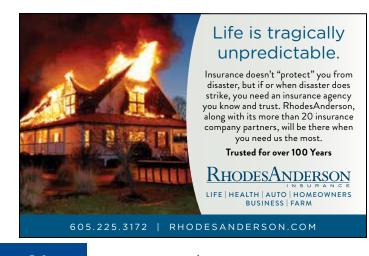
The Aberdeen Aquatic Center is the place to be for your Summer Fun!! This is great entertainment for the whole family, including grandpa and

grandma. The zero depth pool allows access even for non-swimmers. 3 waterslides and the Lazy River provide hours of fun. You can even rent the shelter for family picnics!

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

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







Aberdeen Arts Festival Celebrates 41 Years

Each year on the third weekend in June, Melgaard Park in Aberdeen is transformed from a typical city park to a shopper's delight of original, handmade arts and crafts, entertainment for all ages and the aroma of yummy food! We are proud to be one of the very few outdoor art and craft Festivals that have been happening for over 40 years. Arts in the Park will be held on June 18 and 19. Hours are 10 a.m. to 6 p.m. Saturday and 10 a.m. to 5 p.m. on Sunday.

One hundred and fifteen booth spaces will be filled with unique, hand crafted items from exhibitors that come from over 14 states. Food booths fill the air with aromas that welcome attendees to the park. Inflatables and barrel train rides entertain the young attendees. Musical entertainment happens all day under the big tent.

When the Aberdeen Arts Festival first started 41 years ago, attendees were encouraged to "spend a happy day in the park". Attendance at the first festival was estimated between 3,000 and 4,000. Those early years, artists showed up, opened the trunks of their car, unloaded some wooded crates, maybe a tarp and their artwork. Marketing consisted of a couple of sons of the committee members walking up and down Main Street wearing sandwich boards and the logo being printed on side-panels of



half-gallon milk cartons. Today, EZ Up tents, side panels and display shelving are a standard set up for artists to spend the weekend in the park. It is estimated that between 18,000-20,000 attend the two day event.

Throughout the years, the general public referred to the event as "Arts in the Park" even though the formal name was the "Aberdeen Arts Festival." In 1998, the volunteer planning committee that organized the event each year started the process of turning the event over to the Aberdeen Area Arts Council. In 1999, the

Aberdeen Area Arts Council voted to change the name officially to "Arts in the Park".

Even if you are not a shopper, Arts in the Park provides a great opportunity to meet up with friends, grab a bite to eat, enjoy the entertainment and spend a relaxing day at the park. The same holds as it did years ago – "Come spend a happy day in the park". For additional information about Arts in the Park, please contact the Aberdeen Area Arts Council at 605-226-1557 or visit www.Aberdeen-AreaArtsCouncil.com.

National Alliance on Mental Illness - NAMI-SD

The National Alliance on Mental IIIness - South Dakota (NAMI-SD) works every day to raise awareness about mental illness. Throughout the year, NAMI-SD provides support, educates the public and advocates for equal care for South Dakotans affected by mental illness—and each year the movement grows stronger. The month of May is a time when we can join forces to make a bigger statement by observing Mental Health Awareness Month. Highlighting mental health issues during May provides a time for people to come together and display the passion and strength of those working to improve individuals and families within the Aberdeen area.

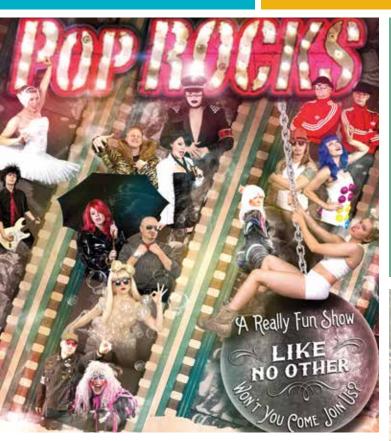
Therefore, now is an exciting time

to be a part of NAMI Aberdeen. A group of volunteers is revitalizing local resources and encourages Aberdeen and its' neighboring communities to speak up and step out-whether that's on your own or with NAMI Aberdeen. We welcome you to join us for our general meetings that are held on the 3rd Monday of the month at 5:30 pm at the Conference Room at NEM-HC, 14 S. Main Street. We also offer a Family Support Group which will be meeting on May 2 and May 30 at 6:30 pm, also in the NEMHC Conference room. Future dates will be posted as plans are finalized.

Together as a community, we need to be the champions of new ideas, education and supports that improve both treatment and life outcomes for everyone who lives with mental illness. May is a time when we can embrace and



advance this bold vision for the sake of our loved ones and ourselves. For more information please contact Amy Serfling at NE Mental Health @ 605-225-1010.









MAIN STREET IN DOWNTOW

16



It's Time to Celebrate Summer in Downtown Aberdeen!

by Brent Brandt

There's always something new and exciting happening in Downtown Aberdeen, especially this summer. Put on your sandals and take a stroll down Main Street and you'll be sure to find something fun!

Enjoy the various dining options (some outside), check out the fantastic shopping and services, and take part in the nightlife and events.

We are gearing up for the Summer Concert Series. These concerts were so well received last year that we are expanding from 3 to 5 this year. We will keep them on Thursday evenings from 7-11 and run one each month from June to October. We will continue to keep them Free, Family Friendly and Fun!

Local produce, bakery items, and crafts are now available at the Farmers Market, which is held weekly on Thursdays from 2:30 – 6:30 pm. The Farmers Market runs May through October in Central Park.

Sizzlin' Summer Nights - the region's largest car and bike show lines up on our beautiful Main Street Saturday, August 27th this year. We have a few surprises lined up for this year so don't miss it!

Keep your eyes open for our next Wine Walk, Crazy Days (July 16th) and much, much more! Life is good in Aberdeen.

Be sure to "Like" us on Facebook!

For more information about the Aberdeen Downtown Association or to become a member, contact us at 605-226-3441, or brent@aberdeendowntown.org or visit us online at www.aberdeendowntown.org.









What Does Leadership Aberdeen Teach Us?



Jillaine Naasz Leadership Aberdeen - Class of 2016, Avera St. Luke's

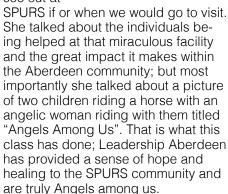
I was a participant in the 2016 Leadership Aberdeen Class. I would like to start out by saying what an honor it is to have been chosen by such an elite group of people to write for the Progress magazine. I especially want to thank Avera St.

Luke's for seeing the leader in me and sending me to Leadership Aberdeen. I cannot tell you how privileged I am to be able to have participated among those amazing leaders and people whom I get to call friends.

So what did Leadership Aberdeen teach us? That in 13 weeks we, as a team, built an empire for the people and participants at SPURS. Yes, I admit, we argued, debated, and lectured each other when coming up with this project, but just when we were about ready to let our frustrations take over, SPURS came into the light. There is no better opportunity and no better time than the present. So we grabbed the bull by the horns and rose to the occasion. We split up into teams and collaborated to build a 100-square Horse Pie Bingo Board, with the opportunity to win up to \$2,500. We also sold raffle tickets for a chance to win \$250 in beef bucks. We marketed with the best of them, offered our cooking skills, and even bartered to make this project the success that it was. With hard work, dedication, and a lot of convincing, the 2016 Leadership Aberdeen class sold all 100 squares of the bingo board, and approximately 250 raffle tickets, to help raise over \$16,000 for

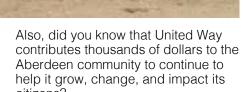
SPURS.

Linda from SPURS came to talk to us with a glimmering eye and a smile for miles. She talked about what we would see out at



So why should you send every employee in your organization and other businesses to Leadership Aberdeen? Let me give you 3 reasons: Commradery, Connection, and Community. Let's start with Commradery. One of my favorite memories from Leadership Aberdeen is building towers and bridges at 3M Aberdeen with paper, tape, paper clips and respirators; even though there were winners and losers of those builds, we still supported each other while giving positive feedback to make the best possible build we could.

Connection – We got to familiarize ourselves with 8 different businesses to learn that all leadership styles work. Did you know at BAE everyone has an opportunity to rotate through multiple teamwork and leadership positions?



Connection – Being able to learn and connect with the Aberdeen community.

Community – This class allows you to stay connected into the community. You get to see new leadership opportunities not only within your own organization, but also within other Aberdeen businesses. We know that every business is fearful of losing their best employees not just to other companies, but to other communities. Leadership Aberdeen helps people choose Aberdeen as their community. This class has allowed me to drop my anchor in Aberdeen while permitting other great talent stay right here as well.

In closing what is Leadership Aberdeen all about? It's about learning to lead and follow when the time is right. It's about putting yourself out there and not being afraid to fall or fail. It's about 35 determined individuals coming together for a greater cause to impact an amazing organization, an impeccable community and one another.

Leadership Aberdeen: 25 Years Ago

Twenty-five years ago, these 21 people made a commitment to the community, their employers and themselves by experiencing Leadership Aberdeen.

Note from Karen Anderson class of 1991: "Leadership Aberdeen was an AWESOME experience! The leadership skills and community information were a great asset. What I enjoyed most was meeting new people that I would not have otherwise. The networking opportunities helped build relationships I cherish. The Leadership program benefits you personally and professionally."



V.J. Smith Speaks at Annual Banquet

V.J. Smith, author of The Richest Man in Town, spoke to over 200 people in attendance at the Chamber's Annual Banquet on Tuesday, March 29th. V.J.'s message was both inspirational and motivational as he shared with the

audience his experiences with, and memories of, Marty, a checker at Walmart who had a great, positive impact on many people. Those in attendance left with a mission of living with an attitude of gratitude. Pictured are the Chamber staff members along with Chair of the Chamber Board, Carl Perry, and V.J. Smith.



Beckius Wins Dale Stein Award

Darin Beckius, Mortgage Banker with Dacotah Bank of Aberdeen, was recently presented with the 2016 Dale Stein Leadership Through Service Award during the Leadership Aberdeen graduation ceremony held on Tuesday, March 29, 2016 at the Best Western Ramkota. Beckius has been with Dacotah Bank since May 2012 and is a graduate of Minnesota State University with a degree in Institutional Finance.

This award has been presented to one member of the Leadership Aberdeen Class since 2004 to honor the memory of the late Dale Stein, who served as CEO of Avera St. Luke's of Aberdeen for 23 years, from 1979 until his death in 2002. The award is underwritten by Leadership Aberdeen

alumni working at Avera St. Luke's.

Stein demonstrated a strong sense of service to his employer and the community where he lived. He was an active supporter of the Aberdeen Area Chamber of Commerce and the United Way of Northeastern South Dakota. He empowered and encouraged his employees to advance their careers and better their life by taking leadership roles in the community.

The inscription on the award reads, "A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the quality of his actions and the integrity of his intent. In the end, leaders are much



Pictured left to right are Glenn Jakober, Darin Beckius and Gail Ochs.

like eagles...they don't flock, you find them one at a time." Congratulations, Darin!

Chamber Golf Tournament is June 6th

The 2016 edition of the Chamber's annual 4-person golf scramble, with a Caddyshack theme, will drive, chip and putt its way through Moccasin Creek Country Club on Monday, June 6. All teams will receive a team handicap and will be flighted for the scramble format, increasing everyone's chance to win and be competitive regardless of skill level. Once

again there will be lots of fun in store for participants. This tournament is limited to 40 teams and usually sells out, so reserve your spot now by emailing the Chamber at info@aberdeen-chamber. com or going online to www.aberdeen-chamber.



Welcome New Chamber Members

A-Town Roller Girlz

Sarah Breitag 816 7th Ave SW Aberdeen, SD 57401 (605) 252-2950 a_townrollergirlz@yahoo.com

Boy Scouts of America-Sioux Council

Mary Anne Whitman 39561 134th St Aberdeen, SD 57401 (605) 290-9515 maryanne.whitman@scouting.org

Dennis Peckham Farms

Dennis Peckham 509 1st St South Bristol, SD 57219-2027 (605) 492-3594 peckhamamy@hotmail.com

Elm Digital Marketing, LLC

Josh Latterell/Cameron Eichler 110 6th Ave SE #104 Aberdeen, SD 57401 (605) 225-7649 josh@elmdigitalmarketing.com

Northern State University - Confucius Institute

Naomi Ludeman-Smith Lincoln Hall 321 1200 Jay St Aberdeen, SD 57401 (605) 626-3293 naomi.ludemansmith@northern.edu

Northern State University - Honors Program

Erin Fouberg 1200 S Jay St. Tecchnology Center 361 Aberdeen, SD 57401 (605) 626-3456

Penske Truck Rental

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

SDSU Extension

Laura Edwards 13 2nd Ave. SE Aberdeen, SD 57401 (605) 626-2870 laura.edwards@sdstate.edu

South Dakota Secretary of State

Shantel Krebs 500 E Capitol Ave Pierre, SD 57501 (605) 773-3537 shantel.krebs@state.sd.us

Topnotch, LLC

Melanie Rogers 640 9th Ave SW Suite 500 Aberdeen, SD 57401 (605) 824-0563 1mrtopnotch@gmail.com

Farewell and Thank You to Dr. Smith

Northern State University President Dr. James M. Smith has accepted the position of president at Eastern Michigan University. Smith will be that university's



23rd president. He will assume the duties on July 1, 2016. Smith began as NSU's 16th president in July 2009.

"Connie and I came to Aberdeen knowing not a single person. We knew, though, that the opportunity at NSU was going to be a very good one for us", said Dr. Smith. "We now leave, seven years later, with life-long friendships and tremendous stories of success to tell for years and years to come. Working with the campus community and the external supporters of Northern has been a real delight. I can't say enough good things about the personal and professional support we have received. I'll attentively watch from Michigan to see how many new and expanded elements of campus life unfold during the course of the next seven years, that's for sure!"

Thank you, Dr. Smith, for your years of service to Northern State University, the Aberdeen community and the Aberdeen Area Chamber of Commerce. Dr. Smith served on the Chamber's Board of Directors from 2009 to 2014.

Vacation Like Royalty at Storybook Land this Summer



Sabrina Metz Marketing, Sales & Events Specialist, Aberdeen CVB

The Aberdeen Hotel Alliance is getting ready for their summer marketing campaign that will focus on encouraging people to come to Aberdeen and celebrate the 40th Anniversary of Storybook Land. This year, they are offering a weekend getaway to Aberdeen for one lucky child and their family. The

winner of their contest will get to vacation like royalty, and be crowned the King or Queen of Storybook Land for the day.

Throughout early summer, the AHA will run the contest collecting entries via social media, newsletters, and digital banner ads. At the end of July, a winner will be chosen and will get an all-expenses paid trip to Storybook Land. This grand prize includes lodging, an all access family pass to Storybook Land, travel allowance, food allowance, and a private movie screening after they have received their crown during a special awards ceremony.

During the celebration of the 40th Anniversary of Storybook Land this summer, the Hotel Alliance will also be surprising guests with added bonuses for the theme park. The group is planning on working with other local businesses to hand out tickets for free rides

at Storybook land, coupons for the concession stand, and discounts at the gift shop. They expect this year to be a busy time for the park, as the anniversary committee has events planned every weekday during June and July.

Their new campaign is hoping to launch in early May and will focus its efforts in North Dakota, Minnesota, and parts of South Dakota. To learn more about this contest and encourage your out-of-state friends to enter, visit AberdeenFun.com. If you are interested in learning more about the Aberdeen Hotel Alliance, you can find out information about them on the CVB's page: VisitAberdeenSD. com.

Livestock Show Provides Fun, Teaches Life Lessons





The Northern Plains Livestock Day, a project of the Aberdeen Area Chamber of Commerce's Ag Committee, will take the show arena at the Brown County Fairgrounds on Saturday, June 4th. The Northern Plains Livestock Day is part of the Junior Point Show circuit, held at various locations throughout South Dakota, for juniors age 21 and younger.

Participants can show steers, heifers, goats and lambs whiling working for points through the South Dakota Junior Point Show Association. The Point Show is a summer activity for many kids in our area, just like sports and camps. Showing an animal teaches kids responsibility, hard work, and how to care for farm animals, all while having fun with their friends. Last year

there were 55 participants from 24 different communities showing 81 head of livestock at the NPLD.

Our farms and ranches are vital to our state's economy as well as our national economy and this is just one of the junior ag programs out there that is important for the future of agriculture in our community.

Miles to Speak June 1st at Aspire's Annual Dinner

Mark your calendars for June 1st to attend the Aspire Foundation's Annual Dinner, with quest speaker Tim Miles.

The event, which will be held at the Dakota Event Center, begins at 5:30 p.m. with a Social Hour. Dinner will follow at 6:30 p.m., with the program starting at 7 p.m.

Miles is currently the head basketball coach for the University of Nebraska Lincoln. A native of Doland, Miles earned a master's degree in Health and Physical Education from Northern State University in 1990. Miles began his career as an assistant coach at Northern, and helped lead the Wolves to five NAIA playoff appearances and five regional titles.

Aspire is a nonprofit organization that serves people with intellectual

disabilities. For more information about the Aspire Foundation's Annual Dinner or to reserve a table, contact Janae Hamilton at 605-229-0263 ext 114 or jhamilton@aspiresd. org.





Use of the Internet to Screen Job Applicants: Why this is a Terrible Idea



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

As I was waiting in line at a local business recently, I overheard comments made by a person interviewing candidates for a job and the hilarious posts that he had seen on the applicant's Facebook page. While innocent enough, this

practice can create unintended liability for discrimination. If you or your business includes online research as part of your early screening or hiring process, I am hopeful this article will convince you that this is a terrible idea without strict guidelines in place.

As I have explained in past articles, federal and state law prohibits an employer from basing any employment decision on a protected reason, including a decsion not to hire or promote. A protected reason includes a person's race, color, religion, sex,

national origin, age, disability, or genetic information. As a result, an employer is not allowed to ask illegal questions of applicants, such as age, marital status, pregnancy status, plans for more children, unrelated criminal history, religious beliefs, or plans for retirement. In the Internet age, with a few clicks of the mouse an employer can indirectly find out such prohibited information and open up a Pandora's Box of legal exposure. For example, a post on an applicant's Facebook page with a religious quote could indicate a person's religious beliefs, or mention of a baby registry could suggest a pregnancy. Once this prohibited information is seen, it will be impossible to convince an EEOC investigator it was not a factor in any decision not to hire that applicant.

If this type of process is absolutely necessary, the best way for an employer to avoid lawsuits is by avoiding the temptation to review the applicant online until much later in the hiring process. The most conservative



approach would be to wait until the employer both obtains consent and makes a conditional job offer. For any type of internet based checks, clear guidelines must be developed and applied uniformly by all persons with hiring authority and the employer must carefully document the hiring decision and all information relied upon in making the decision.

Further information about this important and complex[area of the law, you may contact me directly or consult www.eeoc.gov.

Clark Engineering Receives Top 2015 Awards

Clark Engineering received the 2015
American Society of Civil Engineers (ASCE) Project of the Year Award at the Eastern SDES/ASCE Awards Banquet on February 27, 2016. The event was held at the Hilton Garden Inn in Sioux Falls, SD.

The ASCE Project of the Year Award recognizes engineering projects that present unusual design constraints, solved in an effective and cost-efficient manner. Clark Engineering, in collaboration with Wenck Associates, received the award for the Elm River Intake Protection & Channel Improvements Project in Aberdeen, SD. This unique project required the design of a new section of river channel. A rock filter berm was constructed to create a filtration system for river sediment, preventing the water treatment intake structure from continually

CLARK

become silt-laden and plugged.

The project was also selected for an Outstanding Engineering Achievement Award by the South Dakota Engineering Society (SDES) Central Chapter. Each year, SDES recognizes an engineering achievement that captured the innovative and dynamic spirit of a project dedicated to public service. Wenck

Associates submitted this project and accepted the award at the SDES Central Chapter Awards Banquet.

"We're honored to have this project recognized by ASCE and SDES. Clark Engineering and Wenck Associates worked together as a team to provide a unique solution for the City of Aberdeen's water intake plant. We're proud that this project will improve the lives of Aberdeen residents for years to come, and we're grateful that the city was willing to explore a different solution than what may typically have been done," said John Desens,

Project Engineer in Clark's Aberdeen office.

About Clark Engineering: Clark Engineering is an experienced multi-disciplinary engineering and technology firm with over 75 years of dedication to meeting the needs of government institutions, developers, consultants, contractors, industrial manufacturers, and others worldwide. Clark Engineering provides expertise in civil and structural engineering, survey, renewable energy and resource recovery technologies, project development, project management, and architectural design.

Studies Show Correlation Between Personality Traits and College Majors



Dr. Bill Broucek

Business Dean

Northern State

University

My doctoral dissertation examined the role of personality in group behavior. At the time, in the early 90's, psychology was in the early stages of coalescing into an accepted theory that personality variables could accurately and reliably be cat-

egorized into five broad dimensions termed "The Big Five".

The theory had its origins in the 1930's when Gordon Allport began the "lexical approach" which reasoned that because personality differences are so important to people and society, every culture must have evolved words to describe these differences. In his study with Odbert in 1936 they found that an unabridged English dictionary contained 18,000 trait descriptive terms which they eventually reduced to 4,500. Raymond B. Cattell, in the 1940's and '50's, sorted these 4,500 words into 171 synonym clusters - 'talkative' had 48 synonyms, 'frank' had 24 synonyms. Using an early IBM computer at the University of Illinois to perform statistical Factor Analysis, Cattell condensed the 171 clusters into 16 personality factors. His 16 PF personality test is still available to this day.

Later researchers, using more powerful computers and better factor analysis techniques, further reduced Cattell's personality factors to five. Paul Costa and Robert McCrae developed a measure of these factors using phrases rather than single words which allowed for greater precision and richness. For example, the word 'cold' generally associates with words such as 'calloused', 'harsh', and 'rude' though it is defined as 1) not marked by emotion, objective; and 2) not friendly, aloof. Phrases, "I make decisions based on facts and logic" and "I sometimes get my way by being mean" express the distinction.

"The Big Five", are Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness. The five traits are bi-polar, e.g., Neuroticism is at the opposite end of the continuum from Emotional Stability: Extraversion from Introversion, etc. The traits are independent of one another, scoring high or low on one has no bearing on being high or low on any of the other dimensions. The dimensions are normally distributed (Bell-shaped curve) with most people in the middle rather than at either extreme of the range. In addition, Costa and McCrae compared their measure of the Big Five with a plethora of other personality tests and established a common means of translating other researchers' trait names into the five factors. Thus the Meyers Briggs Type indicator of Feelings is actually a measure of Agreeableness while its measure of Intuition is equivalent to Openness to Experience. Finally the Costa and McCrae measure has been translated into numerous languages and the results have consistently shown that the same five factors are universal across cultures.

Recently, Anna Vedel, a Danish psychologist at Aarhus Univer-

sity, analyzed 12 studies which all examined the correlation between personality traits and college majors. Using a statistical technique termed metaanalysis which combines data from numerous studies into one. she found consistent personality differences between majors.

Arts and humanities majors are anxious (high neuroticism scores) and not very organized (low conscientiousness scores). These students along with political science majors scored higher in Openness to

Experience than economics, engineering, law, or science students. Openness scores reflect an active imagination, a wide range of intellectual interests, a taste for newness and variety.

The most emotionally stable (low neuroticism) university students were economics and business majors. These majors along with law students were also less agreeable than other majors. Economics, law, political science, and medical students tended to be more extraverted than students in the humanities, arts, and sciences.

Vedel concluded that she hoped her study could help counselors guide students into majors consistent with their personalities. While it seems true that "birds of a feather flock together" an adage in poker holds that "You make your most money when you play opposite the styles of your opponents." Either way, there's room for all personalities regardless of major.



SD Legislator Sly to Deliver NSU Commencement Address

South Dakota legislator and Northern State University alum Jacqueline (Peterson) Sly will deliver the university's spring commencement address. Northern's commencement ceremony begins at 10:30 a.m. Saturday, May 7, in the NSU Barnett Center.

Sly, a longtime educator in South Dakota, played a key role in advancing the education bills this session as co-chair of the Governor's Blue Ribbon Task Force on K-12 Education Funding.

Sly received her bachelor's degrees in elementary and special education from Northern in 1969. In 1996, she completed her master's in curriculum and instruction from Black Hills State University. Sly worked as a teacher for 37 years, teaching throughout South Dakota in the areas of special education, elementary education and alternative education.

"In 1966, Northern was my first home away from home as an 18 year old," she said. "It provided me with a sense of belonging and being a part of something bigger, beyond the safety net of my family and my hometown of Platte." Sly said her years at Northern opened up opportunities to be involved and to lead within the campus community.

"Even though Individuals with Disabilities Education Act (IDEA) was not enacted until 1975, Northern was already on the leading edge in preparing me for a lifetime career as a teacher working with students with disabilities," she said. "Thank you, Northern, for being a solid cornerstone of my educational and professional life."

Sly has served in the South Dakota House of Representatives for eight years. Currently she is chairwoman of the House Education Committee and is a member of the House Health and Human Services Committee.

In addition, she is a member of the Legislative Planning Committee, the Public Safety Improvement Act Oversight Council and the Juvenile Justice Reinvestment Initiative Native American Focus Group.

"South Dakota has always been my home, experiencing the early years of my life on a farm near Platte, to



living and teaching throughout the state, and now being a legislator representing not only the Black Hills area, but all of South Dakota," Sly said. "It is an honor and privilege to serve, working to help make South Dakota a great place to live, work and raise families."

She and her husband, Burton, live outside Rapid City. They have three adult children and four grandchildren.





The Idea is Only the First Step



Kelly Weaver Regional Director, Small Business Development Center

Having a great business idea is the springboard for getting your business off the ground, but it is only a tiny fraction of what makes a business start up work. To quote Thomas Edison, "Genius is one percent inspiration, ninety-nine percent perspiration." The same could be said

of a successful business. Many would-be entrepreneurs underestimate the work is takes to launch, create and maintain a successful business.

Sometimes, people have a great idea and think that alone will get them the support and financing they need to start the business. If they can just sit down in front of a lender and tell them about this great business, surely the lender would see the promise and be ready to make the loan. When mention is made of management, marketing, and financial projections, these people can be frustrated about the all the "paperwork" they are being required to complete.

It is also said that you must be passionate about your business to be successful. It is true that enjoying what you do is very important and will keep you going through the tough times that inevitably come. However, passion alone with not make the business successful. You need to be able to manage the business which sometimes means spending more time on things you don't particularly enjoy and less time doing the work you love. You also need to confirm there is a sufficient customer base for your business (beyond you, your family and friends).

What it boils down to is basic business planning. Whether you have the capital or are seeking financing for your business, a business plan is one of the best investments you can make in your business. It will make you think about each function of your business from production, marketing, sales, staffing, financing, etc. It will make you quantify your startup expenses and your ongoing revenues and expenses in some detail. You will identify your target market and also look at the competition that your new venture will face.

The plan also becomes your selling tool in working with the lenders. The mere fact that you have put some effort into business

planning will gain you credibility with most lenders. Having thought through your business in advance, you will be much more knowledgeable once you begin the business. Hopefully, this planning will help you avoid some costly mistakes up front. As your business gets off the ground, the plan now becomes a benchmark and helps you see how the business is performing against your projections and if some adjustments need to be made.

And what if the business plan reveals that your great idea isn't so great after all or that, as passionate as you are, only a few potential customers exist for your product or service? Well, that plan can also provide a significant return. You will have protected the cash and time you would have invested in the business along with your good credit rating and your sanity by not getting involved in a venture that may have been doomed from the start.

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

Municipal Roadways



Lynn Lander Aberdeen City Manager

The City of Aberdeen employs a roadway hierarchy system to support the collection and distribution of traffic throughout the city. Roadways are classified based on their relative function in the roadway network, ranging from an emphasis on regional mobility (i.e. high traffic volumes, higher

speeds) to serving the local access needs of the community like residential neighborhoods (i.e. lower volumes and speeds). A balance of different roadway functions is important to the city.

The City's major road improvement project for this year is the reconstruction of 8th Ave. NW from Old Hwy. 281 to State Hwy 281 bypass. This particular roadway is designated as a major arterial of the city. A major arterial roadway is a roadway with

some of the city's highest traffic counts. For example, the current daily traffic count on this roadway is 5,632 vehicles per day and the daily traffic forecast for twenty years out is 8,706. The roadway of 8th Ave. NW has the second highest traffic count for a point of entry to the city's western corporate limits.

The cost to reconstruction this half-mile roadway section is \$2,196,614 or \$832 per linear foot. The reconstruction will include a 9" concrete surface, curb and gutter, stormwater piping and a sidewalk on the southside of the roadway.

Another roadway that will be rebuilt/ resurfaced this summer is 3rd Ave SE from Lafayette St. to Illinois St. This street will be resurfaced with an 8" concrete surface, at an approximate cost of \$750,000 or \$450 per linear foot.

Other roadway improvement projects of the city include processes called mill and overlay and patching and chip sealing.

A Mill and Overlay project consists of milling the top 2-3 inches of surfacing off a

street and replacing it with a new layer of asphalt driving surface. This process works for those roadway which still have a good road sub-base but the driving surface could use an update. Street surfaces to be updated this year include South Lawson St. from 6th Ave. to 12th Ave., and North Main Street between 6th Ave. and 8th Ave.. Typically, ten to twelve blocks can be completed at a cost of \$25,000 per block or \$75 per linear foot.

Patching and Chip Sealing is a process whereas the overall roadway is fully patched and then an application of thin film of asphalt oil is applied on the roadway followed by a layer of small rock. This process doesn't necessarily improve the quality of the ride but does extend the life cycle of the pavement. Streets scheduled for this maintenance program include streets West of South 2nd Street from the railroad tracks to Melgaard Road. The cost associated to this maintenance program is approximately \$3000 per block which converts to somewhere around a \$10 per linear foot.

The Bucket of Prosperity



Kristi Noem US Representative (R-SD)

This statement from Winston Churchill is a very appropriate reminder for any policy-maker to note: "Can a people tax themselves into prosperity? Can a man stand in a bucket and lift himself up by the handle?" The answer is obvious, and yet, year after year, the Obama administration

has advocated for economic policies that shift a greater burden onto the shoulders of hardworking taxpayers. That isn't the right approach.

Today's tax code is more than 70,000 pages, filled with mandates, loopholes, and policies that pick winners and losers. It's complicated! As a result, the average taxpayer spends about 13 hours a year gathering all the receipts, reading all the rules, and filling out all the forms the IRS requires in order for us to file our taxes – and we need not be reminded that the President's health care law only added additional paperwork to the pile. Once everything is gathered, altogether we spend over \$160 billion and about 6 billion hours a year trying to get our

taxes paid.

After all we go through to comply with an ever-increasingly convoluted tax code, the vast majority of Americans – more than 80 percent – feel as though these pages are rigged against them, benefiting those who can afford lawyers and accountants, rather than the average family.

While wealthy Americans may be doing fine, those families earning middle-class or low-income wages are much less likely to have received a raise in recent years. Meanwhile, the cost of food and other living expenses has gone up. Simply put, too many Americans remain on the sidelines. I believe one of the best things we can do to get folks back in the game is increase their take-home pay, and we can do so by lessening the amount Washington takes out of their pockets each month. That means tax reform.

Comprehensive tax reform will not be passed under the current administration. Rather, what we are aiming to do now is put a thoughtful, ready-to-pass proposal in place that can be finalized once a new administration occupies the White House next January. I currently serve on the committee tasked with simplifying the tax code and making it fairer for all – the House Ways and Means Committee's Tax Policy Subcommittee. Our mission statement is straight-

forward: "Create jobs, grow the economy, and raise wages by reducing tax rates, removing special interest carve-outs, and making our broken tax code simpler and fairer."

In principle, this means making the tax code easier to understand, fairer, and flatter. I'd like to see us reduce the number of pages within the tax code and cut down on the length of tax returns and IRS instructions that become so confusing for families. We also should be closing many of the loopholes that make the tax code so unfair.

Additionally, I'd like to remodel the tax code so it is fundamentally built to increase private-sector employment, wages, and your standard of living. Along these lines, businesses should have access to a fair and competitive tax rate that makes it easier to grow their companies – and their workforce – in our communities.

Finally – and perhaps most importantly – we must not allow the tax system to be used to bail out Washington's spending problem. We cannot increase the tax burden on any income group – doing so would be like, as Churchill said, asking a man to stand in a bucket and lift himself up by the handle. It just doesn't work.

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Greatness Resides in Toughness Together



John Thune US Representative (R-SD)

It comes as no surprise to those who know me that I have an abiding interest in competitive athletics. With a dad who was a basketball star in the Big Ten, it was sort of expected that we would like sports. My mom, who was less than enthusiastic about this perpetual

sports mindset, used to lament that all the Thune boys were born with a ball in their hands. To her credit, she saw to it that we balanced our interests by requiring that we all take piano lessons, which I did for six years. I also played tuba in the band and sang in the swing choir – opportunities afforded to kids growing up in small towns. But it was all secondary to sports.

Through the years, as I've transitioned from competitor to fan, I have found so many metaphors for life in sports, lessons learned from the heat of competition. That was especially true this year. South Dakota schools, at every level, saw great success across a wide range of sports, but because we recently concluded the basketball season. I thought it was worth reflecting on what was accomplished this year on the court.

Never before in my lifetime have we witnessed the unprecedented success that our college teams, men's and women's, experienced this past season. No fewer than 12 South Dakota basketball teams qualified for postseason tournament play. Several made deep runs in those tournaments, and two were crowned national champions, the Augustana University men and the USD women.

I had the good fortune to see many of those schools play this year, and I could not be prouder of our athletes, coaches, and fans. Basketball got played the way it was supposed to be played. Our athletes displayed the kind of work ethic that should make every South Dakotan proud. They played unselfishly and put the team's success ahead of their own. Their behavior on and off the court was the stuff that restores faith to the most jaded among us that there are role models worthy of our children's admiration.

As I watched the USD women put the final touches on their historic championship run, I thought of what it takes to achieve that

level of success. Being able to sustain that standard of excellence through a nearly 40game season requires something more than the ordinary. I don't know if the USD women coined it or not, but the hashtag #GRITT became their creed. It's short for "Greatness Resides In Toughness Together." For these young women, it was more than just a slogan. They lived it. You could see it in their play. It defined their season. It inspired an entire state, and now they will forever have "national champions" attached to their resumes.

Which brings me to our present circumstances. One can't help but observe the tone of our public discourse and feel that it is not worthy of a great nation. Maybe what we need is a little #GRITT. It is important to remember that there are no shortcuts to greatness. The challenges we face in the future will require a collective toughness, the kind of toughness that previous generations of South Dakotans knew all too well. The kind that leads to greatness. Politicians can promise greatness and offer free stuff, but true greatness won't come from government. It's found in the toughness of the American people, and we have the USD women to thank for reminding us of that.



Dave Taffe, R. Ph., Owner

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Fourth Graders Learn About Agriculture at Ag Fair

Did you know there are 46,000 ag producers on 31,800 farms in South Dakota? Or that some of the uses for beef by-products include chalk, crayons and shoe polish? Nearly 500 4th-grade students from Aberdeen, Groton, Ipswich and Leola know that and a whole lot more after visiting the Ag Fair on Tuesday, April 19th. Each year the Chamber's Ag Committee coordinates and hosts the event at Prairie Hill Farms, just north of Aberdeen.

Inside the barn there were stations set up for beef cattle, sheep, swine, goats, horses, crops and farm safety. Groton FFA members provided the animals to stock the pens, crop samples for the children to see up-close and a couple of pieces of farm equipment. The visiting students were completely engaged with the FFA presentations, a few of which included a simulated grain dust explosion, the length of a horse tapeworm and the difference between common household products and hazardous farm liquids. Now they understand that brake fluid looks a whole lot like cherry cough medicine and they should always ask an adult before drinking something, even if it's in a marked container.

Beth Locken, a safety specialist with South Dakota Wheat Growers, educated the 4th graders about grain bin safety, how quickly a person can become engulfed inside a grain bin and how their company's rescue equipment works to save people. The students were also able to walk through the Wheat Growers' technical rescue trailer. The children watched intently, crowded up again the pen, as Lynn Miller from Groton explained to them how to shoe a horse while doing that exact task.

Although one would think the decibel level in a building full of 4th graders would rival that of many pieces of typical farm machinery, it wasn't so at the Ag Fair. The children were attentive, asked good questions and raised their hand frequently to provide answers asked of them. The loudest participants of the day were the two piglets, roused frequently from their naps underneath a heat lamp to be petted by the students.

Before heading back to school, each child received a goodie bag





provided by Wheat Growers with information from the South Dakota Beef Council, Midwest Dairy Association, South Dakota Pork Producers, South Dakota Corn Utilization Council and South Dakota Wheat Commission. They also enjoyed a sack lunch from Arby's and a carton of milk.

Without our sponsors, we wouldn't be able to provide this experience for local youth. The Ag Committee sends a huge thank you to Farm Credit Services of America, Groton FFA, South Dakota Wheat Growers, Prairie Hill Farms, Midwest Dairy Association, Brown County Fairgrounds, Arby's, Artz Equipment, Dacotah Bank, Diesel Machinery Inc., Farm Forum, First State Bank. Glacial Lakes Energy, Hub City Livestock, Jakober Limousin, James Valley Communications, John Sieh Agency, Kppley Tax Service, Midwest Ag Supply, Northern Electric Co-op. Plains Commerce Bank, Prescription Agronomics, RDO Equipment Co. and Wells Fargo Bank.







DACOTAH BANK UPDATES REGIONAL MANAGEMENT

Dacotah Bank has announced a new regional management structure that positions the company for the next stage of growth. The roles of the four regional presidents have expanded to include additional oversight and strategic guidance of their respective geographical regions of the growing company.

President and CEÓ Joe Senger shared the strategy behind the new managerial framework. "To meet the needs of our customers, our four regional presidents are being tasked with



-lansen

more active engagement with their markets. Four new market presidents have been promoted from within the company to concentrate on personalized attention to our clients and core values. The enhanced structure allows Dacotah Bank to innovate and expand while maintaining the local customer experience on which we have built our brand," Senger said.

Regional presidents Dave Bangasser of Sioux Falls, Brad Moore of Aberdeen, Rick Rylance of Rapid City, and Dan Vollmer of Minot have all assumed their new responsibilities.

Dacotah Bank locations with newly appointed market presidents are Kelly Bursinger in Rolla, Kip Hansen in Aberdeen, Randy Silver in Rapid City and Matt Smith in Signy Falls

Hansen is a graduate of South Dakota State University and completed the Graduate School of Banking at Colorado in 2006. He has been with Dacotah Bank for over 20 years and most recently held the position of market president in Watertown. Kip and his wife, Jeanne, and their three children are relocating to Aberdeen.

Based in Aberdeen, S.D., Dacotah Bank's assets

Based in Aberdeen, S.D., Dacotah Bank's assets exceed \$2 billion, making it one of the largest independent banks in the upper Midwest. With dozens of hometown locations throughout North Dakota, South Dakota and Minnesota, Dacotah Bank employs nearly 600 people and serves over 60,000 customers with banking, insurance, mortgage and trust services. More information about Dacotah Bank is available at dacotahbank.com. Member FDIC.

REINTS NAMED WELLS FARGO BUSINESS BANKING MANAGER, MARKET PRESI-DENT FOR ABERDEEN

Melinda Reints has been named Business Banking manager and market president for Wells Fargo in Aberdeen.

In her new role, Reints leads the Business Banking team and works with business and ag customers to help meet their deposit,

cash management and credit needs. As market president, she also coordinates activity between various lines of business and focuses on growing market share.

A 13-year company veteran, Reints joined Wells Fargo in 2003 as a teller in Groton. She then worked as a business associate in Groton before becoming a credit analyst, working on agricultural, commercial and tribal credits across South Dakota. In 2013, she was promoted to business relationship manager for Aberdeen. She holds a bachelor's degree in business administration from Dakota State University in Madison.

Raised on a farm near Eden, S.D., Reints lives on a hobby farm near Pierpont, S.D. with her husband and children. Active in her community, she served as a board member for the Langford Area School board for six years and is a Junior Achievement volunteer.

Reints is based at 204 S. 1st St. in Aberdeen.

BOULTON NAMED SCHOOL OF FINE ARTS DEAN AT NORTH-ERN STATE UNIVERSITY

Dr. Kenneth Boulton has accepted the position of School of Fine Arts dean at Northern State University.

Boulton is currently Professor of Piano at Southeastern Louisiana University, where he also served as Interim Head of

the Department of Fine and Performing Arts from 2011 to 2015. In this role, he provided transformational leadership in developing innovative interdisciplinary curricula and programming, procuring significant new external grant and donor support, initiating aggressive marketing and publicity campaigns, and managing successful NASM and NASAD accreditation cycles.

Additionally, Boulton served as Interim Director of Southeastern's Columbia Theatre for the Performing Arts (2010-2011) and Director of the Southeastern Community Music School (2003-2010). Prior to his tenure at Southeastern Louisiana University, Dr. Boulton served on the faculties of the Wilmington Music School (Delaware), Shippensburg University (Pennsylvania), Wilson College (Pennsylvania), and the National Cathedral School (Washington D.C.)

Born in Seattle, Boulton earned his bachelor's degree in piano from Washington State University, where he was a student of David Yeomans. In addition, he has master's and doctorate degrees in piano performance from the University of Maryland at College Park, where his teachers included Nelita True and Thomas Schumacher.

Boulton is a Grammy® nominated pianist whose performances and recordings have garnered international acclaim. His discography features nine recordings of both solo and chamber repertoire, much of which is devoted to contemporary American music. The highlight of Dr. Boulton's output is his recording, "Louisiana - A Pianist's Journey," which was released in 2007 on Cambria Master Recordings and received a Grammy® Nomination for Best Classical Instrumental Soloist.

A seasoned performer, Dr. Boulton has presented solo and chamber music recitals in many major U.S. cities, including New York City, Philadelphia, Washington, D.C., Dallas/Fort Worth, Atlanta, Los Angeles, New Orleans, and Seattle. His international appearances have included performances at Moscow Conservatory's Rachmaninoff Hall and Oxford University, as well as concerts in Germany and Romania. He also routinely appears with his wife, JoAnne Barry, in recitals and lectures of piano duo and duet music.

Boulton will begin his position at NSU on July 6, 2016. "I am truly honored and humbled by the opportunity to

serve as Dean of the School of Fine Arts at Northern State University," Boulton said. "The school's superb faculty and students have created an incredibly dynamic program poised for unlimited excellence, innovation, and growth. It is also a program richly deserving of its new home in the Johnson Fine Arts Center, a wonderful legacy of President Smith and his vision for the arts in Aberdeen."

KYBURZCARLSON CONSTRUCTION GENERAL CONTRACTOR

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KYBURZ-CARLSON ANNOUNCES PROMOTIONS

Kyburz-Carlson Construction is pleased to announce the recent promotion of two long-time employees. Matthew Beaner has been named President of Kyburz-Carlson Construction in Aberdeen, SD, and Jennifer Law has been named Director of Finance and Operations.

President Matthew Beaner has worked with Kyburz-Carlson Construction for 17 years. Matt's proactive, handson approach is a valuable asset for every project and his new role allows him even greater oversight to ensure the high standards of Kyburz-Carlson Construction continues well into the future. Matt is a graduate of South Dakota State University with a degree in Construction Management.

Kyburz-Carlson Construction's new Director of Finance & Operations, Jennifer Law, is an experienced financial professional and has worked with the company for over 9 years. Before coming to Kyburz-Carlson Construction, Jennifer earned her Accounting degree from Northern State University. She possesses qualities of leadership and management that will continue the tradition of excellence in construction for which Kyburz-Carlson Construction is known.

Kyburz-Carlson Construction has been a leader in the construction industry for over 90 years by providing their clients the highest quality construction services, best management practices and the use of the latest technology to deliver construction services.

REINTS PROMOTED TO GENERAL MANAGER

In February of 2016 Devin Reints was promoted to General Manager of Dakota Broadcasting LLC. Devin has been with the company since 2008. He started as an Account Executive and has also served as the Digital / Promotions Director, Sales Manager and Assistant Market Manager. Devin grew up in Langford South



Dakota and has a degree in Contemporary Media and Journalism with emphasizes in Advertising and Public Relations from the University of South Dakota. "This was a great opportunity and has been a goal of mine since I moved back; and this is home, what more could I ask for?" said Reints about the promotion. Devin currently lives in Aberdeen with his wife Ashley and daughter Aria. Dakota Broadcasting currently employs 10 full time employees, 2 part time employees, and operates Dakota 105.5 and 107.7 KABD-FM.

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

National Military Appreciation Month



Congress designated May as National Military Appreciation Month in 1999 to ensure the nation was given the opportunity to publically demonstrate their appreciation for the sacrifices and successes made by our service members - past and present. Each year the president makes a proclamation, reminding Americans of the important role the U.S. Armed Forces have played in the history and development of our country.

National Military Appreciation Month started as a simple idea; to gather America around its military family to honor, remember, recognize and appreciate those who have served and those now serving and to know the history behind it all. Subsequent formal legislation informs our servicemembers that their country has set aside an entire month to honor, remember and appreciate them.

May was selected because it has most

days set aside for celebrating and commemorating our military's achievements. These days include Loyalty Day, which was established in 1921, Victory in Europe (VE) Day commemorating the end of WWII in Europe on May 8, 1945, Armed Forces Day created in 1949, Military Spouse Appreciation Day established in 1984, and of course the best known of the May holidays, Memorial Day.

Memorial Day, is the only federal holiday in May and is celebrated on the last Monday of the month. The day, dating from the Civil War era, traditionally has marked recognition of those who have died in service to the nation. Each year on Memorial Day, the White House Commission on Remembrance promotes one minute of silence at 3 p.m. local time to honor the military's fallen comrades and to pay tribute to the sacrifices by the nation's service members and veterans.

Here are 10 ways you can support our military and veterans

- 1 Display the American flag on your home or business.
- 2 Engage media to highlight military and veterans events.
- 3 Send a care package to a soldier through USO Cares.
- 4 Encourage elected officials at all levels to recognize our military and veterans.
- 5 Veterans salute veterans. If you are one and you see one, render the proper salute.
- 6 When offering military discounts, include all who serve and have served.
- 7 Like them on Facebook (facebook.com/nmam.may).
- 8 When you see a person in military uniform, shake their hand and thank them for their service.
- 9 May is also American Military History Month. Encourage schools to include military history curriculum in May.
- 10 Hire a veteran.







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