

progress

MAGAZINE

2023 | MAY - JUNE

aberdeen-chamber.com



930AM
KSDN
102.1FM

Paid Promotional Space

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HUB CITY RADIO'S LEGACY LIVES ON!

A UNIQUE MIX OFFERS SOMETHING FOR EVERYONE

Established in 1948, KSDN 930/102.1FM is Hub City's oldest continuously operating station. An early Aberdeen source for rock music, KSDN was named to South Dakota's Rock and Roll Hall of Fame in 2017. After some format changes over the years, it now focuses on news and talk. With several national talk shows, it may air a lot of syndicated programming, but it's also the most local station, connecting with its audience through live, locally produced news, talk, and call-in shows.

On other Hub City Radio stations, the programming may sometimes come from somewhere else, but those decisions are made locally. Still, upwards of 90% of music programming is locally produced, either live on the stations or pre-recorded by Aberdeen announcers. The stations focus on different genres of rock, pop, and country music, including 94.1 The Rock, Sunny 97.7, 106.7 The Point, Pheasant Country 103.7, 94.5 The Reason, and 107.1 Pure Country.

Other media platforms have become a major part of Hub City Radio's local connections. Using their website and social media to promote programming, advertisers, and local events, they communicate with their audience by sharing information and asking locally oriented questions to get feedback.

Hub City Radio also offers mobile alert services on a variety of topics, and nearly 10,000 subscribers receive text messages about news, weather, sports, school closings, and other topics.

"Even if people aren't listening to the radio," Brian Lundquist said, "we're part of their day, through texting, social media, and so on."

They also promote businesses in the three-dimensional world with their branded vehicles. Parked at advertisers' locations with speakers blaring broadcasts and LED displays running messages, the Hub City Radio Van and Boombox demand attention. Hub City Radio also supports local charity fundraisers, as well as providing digital marketing services to local businesses and causes.

There's something for everyone with Hub City Radio, so tune in to your favorite station today.



▲ David Tukesbrey

Cover Image - The Cast and Crew of Hub City Radio

Front Row Left to Right: Abby Vogel, Kristan Morris, Judy Ewart, Tammie Bader

Back Row Left to Right: Brian Lundquist, Doug Swanson, Scott Solberg, Scott Sundberg, Jay Kleinknecht, Jason Schaanaman

Not pictured: David Tukesbrey

Workforce Summit Set for this Fall - Save the Date!



Gail Ochs,
IOM

*Chief Executive
Officer,
Aberdeen Area
Chamber of
Commerce*

The Chamber's Workforce and Education Committee met last December to discuss goals and objectives for 2023. The Committee's mission is to facilitate and support activities related to business-education partnerships, youth engagement and workforce recruitment & retention. The committee also addresses educational & training needs of the business community.

One of the main ideas that emerged from that discussion was to host a conference that would aid local and regional employers in hiring and retaining a skilled workforce. The group formed a subcommittee, partnering with members of the Aberdeen Area Human Resource Association, and are planning to host the Workforce Innovation Summit – Building Partnerships in the Aberdeen Area to Advance Recruitment and Retention Efforts.

This 2-day conference will be held on Thursday, October 19th and Friday, October 20th at the Best Western Ramkota. The subcommittee will be bringing in keynote speaker Anne Bonney. Anne's keynote on Igniting and Embracing Change will keep participants engaged and walking away with applicable tactics.

The conference will also feature breakout rooms addressing several topics to potentially include the following:

- Internship Program Development
- Internship Best Practices
- Diversifying your Workforce
- Change in the Workplace
- How to Recruit in Today's World
- Generations in the Workplace
- Effective Employee Communication
- Upskilling, Reskilling and Microlearning
- Creating a Culture of Accountability
- Effective Employee Onboarding
- Reducing Employee Turnover
- Employer Law
- Remote Job Resources

If you are interested in being a presenter on any one of these workforce issues, or know of an individual, organization or resource that would be a good fit, please let me know. Our goal is to provide our members with the information and resources they need to have a solid workforce program for their businesses and organizations.

State of the City Address Recap



**Mayor Travis
Schaunaman**

City of Aberdeen

In some respects 2022 was a return to normal, but came with challenges. The threat of recession has created an atmosphere of uncertainty with many major employers halting their hiring practices and even laying off employees. Unbearable inflation adds costs to essential living expenses such as food, utilities and gas, and impacts the availability and affordability of housing and child care. We've seen a slowdown in discretionary spending, impacting dining and retail numbers.

Paired with escalating interest rates, increased material costs have slowed homebuilding, created a downward trend in permit applications and caused some large construction projects to be put on hold. We also received the announcement of the closing of Presentation College, an institution that faithfully served our area for 70 years.

Despite these challenges, our community is known for its resilience and we remain optimistic that we will regain our positive momentum. Our business community continued to grow with new places to learn, drink coffee, eat exotic foreign cuisine, shop and bank. We now have more places to buy food, discount clothing and pets and a new array of holistic medical options, storage and rental housing.

Downtown is going through a renaissance that will make a go-to destination. Investors have purchased many dormant buildings and renovations are ongoing which will create jobs, shops and elevate quality of life. We created a new position dedicated to retail recruitment and job creation which aims to attract new businesses to the area while promoting the growth and success of existing ones. This

forward-thinking approach to economic development highlights our commitment to attracting shoppers and creating business success stories.

We welcomed some new faces to the city including council members Liebelt, Novstrup and Foubert. Jordan McQuillen became our finance director and we hired Cathy McNickle as assistant finance director. We welcomed a new Library Director Anna Moser and new Economic Development Manager, Megan Kukowski.

This year, we will finish the reconstruction of Dakota Street, rebuild eastern 8th Ave, add a new traffic signal near 3M, a new water tower in the industrial park and begin to replace the 10th Avenue Bridge.

Design is underway for our waste water treatment facility expansion - a \$56MM project which will add another 40 years of life and upsize it to meet the needs of our growing residential and industrial wastewater. Construction on the project will begin in 2024.

We also teamed up with rural water systems WEB and BDM to embark on a joint venture which will eventually replace our existing water with far superior Missouri River water. This is an ambitious project and the cost estimates total over \$700MM. We are working to secure ongoing state and federal funding from the DANR and the Bureau of Reclamation and already secured \$40MM in grants.

While there is much to be proud of in Aberdeen, there is much work to be done. I am confident that we can overcome any obstacle and make Aberdeen an even better place to live, work and raise a family.

Chamber Leadership

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Katie Washnok, President	Blackout Industries
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Zach Flakus, Treasurer	NSU Foundation
Kila LeGrand, Secretary	Sanford Aberdeen
Kellie Ecker Kolb, Past President	SD Mfg & Tech Solutions

Staff

Gail Ochs	Chief Executive Officer
Lisa Anderson	Marketing & Collaboration
Kami Spieker	Promotions & Partnerships
Julia Coon	Outreach & Engagement
Kathy Bjerke	Finance & Administration

Full Board

Tom Cogley	Cogley Law Office Prof LLC
Marcus Garstecki	Northern State University
Alexandra Grieben	Dacotah Bank
Jane Kuhn	Agtegra Cooperative
Kila LeGrand	Sanford Aberdeen
Brodie Mueller	The Market on the Plaza
Mike Quast	Aberdeen Family YMCA
Jarrett Rix	Rix Farms Inc/Rix & Company
Courtney Rott Jr	Riddles Jewelry
Daryl Thoenes	3M Company
Tanner White	Avera St. Luke's
Mike Sommers, ADC Board Liaison	Double D Body Shop
Spencer Sommers, ADA Board Liaison	Co-Op Architecture
Dawn Thorstenson, CVB Board Liaison	Aberdeen Parks, Recreation & Forestry
Mike Bockorny, Ex-Officio	Aberdeen Development Corporation
David Novstrup, Ex-Officio	Wylie Thunder Road/Allevity Entertainment
Alexa Sheldon, Ex-Officio	Aberdeen Downtown Assoc.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB

www.aberdeen-chamber.com • 605.225.2860



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COVER: Hub City Radio

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Commerce, 516 South Main Street
Aberdeen, SD 57401



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email dang@myqqp.com.

The Outcomes of Spring Planting Affect Us All

Spring has sprung...well, sort of. South Dakota spring can take many forms. I think it's safe to say the spring of 2023 will be a soggy one. We've all felt the effects of this long winter, and the effects of spring will be mixed for many, but maybe none more than our area farmers and ag industry professionals. Spring is a stressful time for our agriculture community when the weather cooperates; it is a whole different ball game when Mother Nature throws an infinite variety of challenges at the land of infinite variety.


For those in the ag and agribusiness sectors, a successful or unsuccessful spring planting season can mean the difference between make or break. Those outcomes have a pronounced ripple throughout our entire community. Agriculture is South Dakota's number-one industry. During National Ag Appreciation Week in March, Mark Salvador of the South Dakota Farm Bureau stated that the ag industry has an impact of \$32 billion on our state's economy, contributing over \$640 million in tax revenues to the state and the greater ag industry providing over 130,000 jobs across South Dakota.

When farmers do well, South Dakota does well. When South Dakota farmers generate income, that income is statistically more likely to be spent here at home. Whether buying machinery, fuel, vehicles, equipment, spending on construction and facility improvements, or just the ability to spend more at our local retail shops, dining establishments, and grocery stores alike. When the ag sector does well, our community does well; and the flip side of that coin, when the ag sector struggles, our community can feel that pain, too.

We all know Northeastern South Dakotans are hardy stock, but the seasons' change can come with stressors in many different arenas. There's no better time to show a little extra care, kindness, and patience to our neighbors, or even lend a helping hand if the opportunity presents itself. And take a second to thank a farmer, rancher, and/or agribusiness professional today; their impact reaches farther than they know!



Katie Washnok
2023 Chamber
Board President,
Blackout
Industries



2023 MEMBERSHIP DIRECTORY & RESOURCE GUIDE NOW AVAILABLE!

If you are a Chamber member and you haven't received yours, please contact the Chamber office at 605-225-2860 or email info@aberdeen-chamber.com



Chamber Week 2023 | June 5 - 9

aberdeens-chamber.com/events-programs/chamber-week/

Monday	Golf Tournament
Tuesday	Member Visits
Wednesday	Member Visits
Thursday	Member Visits Business After Hours @ Richmond Lake
Friday	Chamber Open House

CELEBRATING NATIONAL AG WEEK!



The Chamber's Ag Committee celebrated the 50th National Ag Day and National Ag Week - March 21 through 27 - by shining the spotlight on local agriculture.

Activities included:

- being present at the March 30th city council meeting, where Mayor Schaunaman presented an Ag Day & Ag Week proclamation
- recruiting Aberdeen Central FFA students to create Ag Week window paintings at local businesses
- creating Ag Week videos with local agribusinesses and Ag Committee members
- producing & distributing "We Support Local Agriculture" window clings
- partnering with local businesses to put Ag Week messages on their marquees

Thanks to all who make agriculture our state's #1 industry!

THANK YOU AG WEEK SPONSORS!



Welcome New Members

Aberdeen Magazine

Troy McQuillen, Owner
423 S Main St, Ste 1
Aberdeen SD
605-226-3481
troy@mcquillencreative.com
aberdeensmag.com



Hub City Holistic Center

Jane Stoudt, Owner
120 N Main St
Aberdeen SD
605-229-9109
jane@hubcityholistic.com
hubcityholistic.com



HUB CITY HOLISTIC CENTER

Kore Cares In Home Services

Dawn Breitag, Agency Manager
2301 8th Ave NE, Ste 200
Aberdeen SD
605-705-2880
aberdeens@korecares.com
korecares.com



St Ambrose University

Amy Novak, President
518 W Locust St
Davenport IA
563-333-6213
novakamy@sau.edu
sau.edu



Sanford Health Equip

Shelby Bruyer, Business Development Coordinator
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equipinfo@sanfordhealth.org
sanfordhealthequip.com



The Aberdeen Insider

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Aberdeen SD
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troy@mcquillencreative.com
aberdeensinsider.com



May is Better Hearing and Speech Month

The American Speech-Language Hearing Association has chosen the theme "Build a Strong Foundation." And that is just what Speech-Language Pathologists (SLPs) in this area are doing. From age zero to age 100+, SLPs work together to make brighter futures for our clients.

Every day, I work towards "building a stronger foundation" for my clients. I specialize in neurocognitive rehabilitation. This basically means rewiring the brain. I work to build neural pathways and connections to prevent or slow cognitive changes.

According to the Alzheimer's Association, "It is estimated 12% to 18% of people age 60 or older have MCI (*mild cognitive impairment*). While some individuals with MCI revert to normal cognition or remain stable, studies suggest 10% to 15% of individuals with MCI go on to develop dementia each year. About one-third of people with MCI due to Alzheimer's disease develop Alzheimer's dementia within five years."

To change these numbers and work to prevent the decline from mild cognitive impairment to dementia, early intervention is the key. I work with adults of all ages, but my favorite clients are in their 40s and 50s and just noticing "something isn't quite right" with the way they are thinking. In therapy I evaluate multiple factors that can affect cognition. I then help clients understand how making changes can improve their quality of life and independence and even work productivity.

If we have a bad knee we have no issue talking about it or seeking out medical treatment. However, if our brain isn't quite as sharp as we would like it to be, we start to isolate ourselves and try to avoid situations where our deficiencies could be exemplified. We avoid groups of people; we don't seek out new adventures; we stop playing cards or activities which might make our issues stand out.

If you have a knee replacement, you

wouldn't dream of getting through the process without a good physical therapist. In the same light, if you notice changes to your attention or memory as you are aging, or after experiencing a concussion, West Nile, COVID, cancer, menopause, stroke, hearing loss or other significant illness, you shouldn't expect to regain your mental functions without therapy to guide you through that process as well.

We used to think we had a finite amount of brain cells and we could never grow or change our brains. As kids we all heard, "Don't kill your brain cells, they're the only ones you've got." Ever-changing research tells us otherwise. We can not only generate new brain cells in the hippocampus (memory area) of our brain, but we can also teach our brains to rewire and make stronger connections. In therapy I target that kind of growth to change the trajectory of your cognitive future.

So this May, in honor of Better Speech and Hearing Month, try to build a stronger cognitive future. And if you are noticing any changes in your thinking, visit with your physician see if a speech therapy evaluation is the right next step for you.



Tiffany Hoeft,
MS/CCC-SLP
Speech-Language
Pathologist

GARDEN PLOTTERS 15TH ANNUAL PLANT SALE

- ✓ June 3, 2023
- ✓ 9am-12pm
- ✓ 911 11th Ave NE, Aberdeen

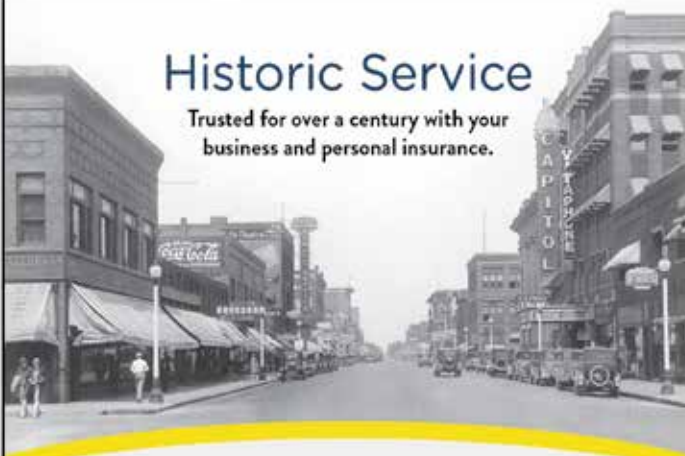
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Ambassador Visits



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Justin Roemmick, Owner
517 9th Ave SE • 605-290-5760
justin_roemmick@us.aflac.com
aflac.com



Dakota Plains Real Estate & Development
Rob Johnson & Heath Johnson, Owners
12 2nd Ave NW, Ste 204 • 605-290-4694
heathj@dakota-plains.com
dakota-plains.com



eXp Realty
Jamie Forrest, Megan Hardie & Marissa Jondahl, Owners
3015 6th Ave SE, Ste 11A • 605-380-2652
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exprealty.com/us/sd/aberndeen



Grassland Granite
Randy Wollman, Manager
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randyw@grasslandgranite.com
grasslandgranite.com



Midstates Inc
Matt Feickert & Justin Feickert, Owners
4820 Capital Ave NE • 605-226-2541
mattf@midstatesgroup.com
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NORTH Realty & Development LLC
Jess Nilson, Leslie Nilson, & Darin Dehne, Owners
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Ambassador Visits



New Ownership

Pauer Sound LLC
Alex Bartlett, Owner
414 1st Ave NE • 605-226-2380
alexpauersound@gmail.com
pauersound.com



Relocation

US Congressman Dusty Johnson
Andrea Rose-Prehn, NE Area Director
115 4th Ave SE • 605-622-1050
andrea.rose-prehn@mail.house.gov
dustyjohnson.house.gov



Relocation

US Senator Mike Rounds
Jennifer Hieb, Senior Field Manager
221 S Brown County 19, Ste 112 • 605-936-0992
jennifer_hieb@rounds.senate.gov
rounds.senate.gov



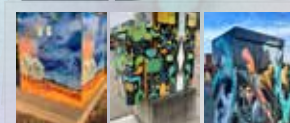
public art ISO: UTILITY & TRAFFIC CONTROL BOX ART SPONSORSHIPS

The Aberdeen Area Chamber of Commerce's Enhance Aberdeen Committee is offering an opportunity for private sponsors to fund additional vinyl wraps on utility and traffic control boxes around town. These will be in addition to the three completed in 2022.

Cost: approximately \$1,000 for vinyl printing & installation (will get an updated quote as installation gets closer) and \$200 for artist's stipend

Acknowledgement: although we will not be able to add your name or logo to the artwork (per city ordinance), each sponsor will be acknowledged on the Aberdeen Area Arts Council's website which can be accessed via the QR code on each wrap

aberdeenareaartscouncil.com/area-art/community-art



aberdeen
AREA CHAMBER OF COMMERCE

enhance
aberdeen

ARTS
COUNCIL

lisa@aberdeen-chamber.com | 605-225-2860

Diplomat Visits



Aberdeen Area Humane Society

Elaine Schaible, Manager
2511 S 385th Ave • 605-226-1200
info@anewleashonlife.net
anewleashonlife.net



Aberdeen Development Corporation

Mike Bockorny, Chief Executive Officer
506 S Main St • 605-229-5335
contact@adcsd.com
adcsd.com



Small Business Development Center

Kelly Weaver,
506 S Main St, Ste 2 • 605-698-7654
kelly@growsd.org
sdbusinesshelp.com



The Market on the Plaza

Brodie Mueller, Owner
506 S Main St, Ste 4 • 605-824-4189
marketontheplaza@gmail.com
themarketontheplaza.com

self-care wellness fair

Parenting from Birth to College: Insights Along the Way

Session 1 - 11:00am-11:35am
Topic: Early Childhood
 Coping skills & techniques
 Communication skills
 Resources
Speakers: Kristi Kumpf - Hub Area Birth to Three & Lisa Wobst, BSW - Sanford CHILD Services

Session 2 - 11:40am-12:20pm
Topic: Pre-Teen to Teen
 Social media & technology
 It's OK to talk about mental health
 Self-coping & communication skills
Speakers: Sgt. Tony Bisbee - Aberdeen Police Department; Skye Carter - Safe Harbor & Brittney O'Day - FBI Victims Specialist

Session 3 - 12:25pm-1:00pm
Topic: High School into College
 Emotional intelligence
 Transition into college & empty nesting
 Communication skills
Speaker: Becky Kuch, NCC, LPC-MH, LPCC - Northern State University

+ Wednesday, June 28, 2023
 + KO Lee Aberdeen Public Library
 + 215 4th Ave SE | Aberdeen

+ Information tables
 + Food trucks in the parking lot

Free & open
to the public

A collaboration between the Aberdeen Area Chamber of Commerce and KO Lee Aberdeen Public Library

Farmer's Market Returning May 13th

The Farmer's Market community is excited to announce they will be returning to downtown Aberdeen starting Saturday, May 13th on Malchow Plaza - 506 S Main St – right outside of The Market on the Plaza!

Each Saturday, May 13th through October, find a vast variety of homegrown goods from local growers and businesses such as fresh produce, beef, canned and baked goods, herbs, honey, plants, flowers, eggs, and many other unique finds. The Farmer's Market will be set up Saturdays from 8:30 am to 12:00 pm and will also be providing opportunities for various family-friendly, hands-on activities, education, and a special Fall Fest.

The Health and Wellness Committee, through the Aberdeen Area Chamber of Commerce, will also be providing a gleaning cart to place donated items that will go to local non-profit organizations that assist in getting food to those in need. Customers can purchase items to place in the cart as well as food donations from growers and businesses.

Enjoy a beautiful day downtown while supporting local growers and businesses and top off your morning with delectable food and beverages from The Market on the Plaza. The Farmer's Market is grateful for the support and sense of community received from the Aberdeen Development Corporation, the Aberdeen Downtown Association, The Market on the Plaza, the Aberdeen Area Chamber of Commerce, and the Aberdeen Community. Be sure to follow the various business's facebook pages and Aberdeen



Area Farmer's Market page to get updates and activity announcements.

If you are selling homegrown items and related products and would like to be a part of the Farmer's Market please send an email to AberdeenSDFarmersMarket@gmail.com to register or reach out on the Aberdeen Area Farmer's Market Facebook page. It is FREE to have a booth at the market but you will need to register with the group in order to be signed up for an available space.

Submitted by Angela Huffman, Dakota Urban Gardens.

NSU Speech and Debate Team Receives National Honors

The Northern State University Speech and Debate Team made it to the national quarterfinals, with two students tying for fifth place in the nation. Ethan Kurtz and Jacob Swanson finished as national quarterfinalists at the Pi Kappa Delta National Speech and Debate Tournament, tying for fifth place nationwide. Kurtz is a senior from Sioux Falls, and Swanson is a senior from South St. Paul, Minn.

"This tournament, held March 15-19 in Philadelphia, Pa., is the largest comprehensive speech and debate tournament in the country," said Dr. Justin Gus Foote, NSU Assistant Professor of Communication Studies/Director of Forensics.

The students' success earned the Northern team enough points to finish in fourth place overall in Debate Sweepstakes (Limited Entry) and second place for the Quality Award, Foote said.

"This year the Speech and Debate embodied what makes Northern special. We rallied around each other when needed and worked to advance

our best work," Foote said. "Ethan and Jake were the students who received the recognition at nationals, but this would not have been accomplished without all the students on the team helping us prepare and have a successful season overall."

The following students are also members of the NSU Speech and Debate Team: Alex Arndt, Elinor Sayers, Darius Swanson, Trent Shuey and Natalia Szybinska.

Submitted by NSU staff.



Pictured: Ethan Kurtz, left, and Jacob Swanson, right

NSU Sports Sciences Students Earn Second Place at Conference Competition



Pictured left to right: Garret Thompson, Brock Baker, Shelby Novotny, Aimee Roy and Katy Wolf

Students in the Northern State University Department of Sports Sciences recently earned second place in the Case Study Cup at the Council on Sport Management Accreditation (COSMA) Conference.

NSU students Brock Baker, Shelby Novotny, Aimee Roy, Garret Thompson and Katy Wolf were given a case study that focused on integrated strategies to engage Esports Consumers in the Tampa area. They prepared a

presentation and competed against other sport marketing students from programs across the country. Leading the Northern group was Faculty Representative Dr. Kelsie Roberts.

Also as part of the COSMA Conference, held in February in Tampa, Fla., the students were able to attend research and academic presentations in the field of sport management and network with other academic and industry professionals.

Learn more about studying sports sciences at Northern at: Sport Marketing and Administration Bachelor's Degree (northern.edu/degrees/sport-marketing-and-administration-bachelors-degree) and Sports Performance and Leadership Master's Degree (northern.edu/degrees/sports-performance-and-leadership-masters-degree).



MIXER Calendar

THURSDAY
MAY 11, 2023

@ Farm Credit Services of America
Hosted by Farm Credit Services of America



Farm Credit Services of America

THURSDAY
JUNE 8, 2023

@ Richmond Lake Youth Camp
Hosted by Richmond Lake Recreation Area/SD Game, Fish & Parks



THURSDAY
JULY 13, 2023

TBD

THURSDAY
AUG 10, 2023

Annual Chicken Wing Challenge @ Pierson Ford-Lincoln
Hosted by Pierson Ford-Lincoln



THURSDAY
SEPT 7, 2023

@ Schwan Financial Group
Hosted by Schwan Financial Group



Schwan
Financial Group

THURSDAY
OCT 12, 2023

@ Aberdeen Civic Arena
Manufacturing Month



THURSDAY
NOV 9, 2023

@ Conklin Clinics
Hosted by Conklin Clinics



THURSDAY
DEC 14, 2023

@ Dakota Event Center
Hosted by MIDCO



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LOCAL AMERIPRISE FINANCIAL OFFICE PROMOTES DIANE TORIGIAN

Diane Torigian was promoted to Client Service Manager with Legacy Financial Partners, a private wealth advisory practice of Ameriprise Financial Services, LLC in Aberdeen.



As Client Service Manager, Torigian will provide client relationship support through interacting directly with clients to ensure accurate account setup and through acting as a liaison to answer client questions. Torigian has 9 years of experience with Ameriprise Financial.

As a private wealth advisory practice, Legacy Financial Partners provides financial advice that is anchored in a solid understanding of client needs and expectations and provided in one-on-one relationships with their clients. For more information, please contact us at 605.725.5770, visit the Ameriprise office at 1108 S Main St, Ste 100 in Aberdeen or visit their website planwithLFP.com

Investment products are not insured by the FDIC, NCUA or any federal agency, are not deposits or obligations of, or guaranteed by any financial institution, and involve investment risks including possible loss of principal and fluctuation in value.

BEMOBILE RECEIVES 2022 VERIZON AGENT OF THE YEAR AWARD

BeMobile Verizon, is proud to announce that it has been awarded the prestigious "Verizon Agent of the Year" award for 2022. This award recognizes the outstanding achievements and contributions of BeMobile in providing exceptional services to its guests and driving significant growth in Verizon's mid-major segment. As a Verizon partner for over 23 years, BeMobile has consistently demonstrated its commitment to delivering innovative solutions and superior customer experiences. With a team of highly skilled and



dedicated professionals. BeMobile has been able to build strong relationships with its communities with annual events such as its Local Love campaign that supports hundreds of small businesses each year and their Backpack Giveaway with over \$1 million dollars in school supplies given away over the last 10 years. The local BeMobile location is at 604 6th Ave SE, Suite 2.

The "Verizon Agent of the Year" award is a significant achievement for BeMobile, and it promotes its position as a leading provider of Verizon products, services, and customer experience in the mid-major segment. As the telecommunications industry continues to evolve, BeMobile remains committed to staying at the forefront of innovation and delivering exceptional value to its clients.

AVERA ST. LUKE'S ANNOUNCES LOCAL AVERA BONE HEALTH CLINIC

Ashley Landis, CNP, has begun to provide Avera patients at a new Avera Bone Health Clinic within Avera Orthopedics, 701 Eighth Ave. N.W. With this service, Ashley evaluates and treats osteoporosis, offers post fracture bone fragility assessments and treatments, as well as pre- and post-surgical assessment and optimization for bone fragility concerns.

System-wide, the Avera Bone Health Clinic team works closely together on investigation, diagnosis, and treatment of patients with compromised bone structures, and places a strong emphasis on patient education.

Ashley completed the Bone Health and Osteoporosis Fracture Liaison Service course and the Avera Bone Health Provider Training Program and is pleased to be working closely with Dr. Leah Prestbo, MD, CCD and the Avera Bone Health Team to provide this valuable service in Aberdeen.

Bone Health appointments can be scheduled with Ashley by calling Avera Orthopedics at (605) 226-2663.

AVERA ST. LUKE'S ADDS AMG PULMONOLOGY CLINIC, STAPP JOINS 8TH AVENUE ORTHOPEDICS

Dr. Chad Stapp, podiatry, is now seeing patients at his new location inside Avera Orthopedics at the Eighth Avenue Northwest location.

Avera St. Luke's welcomed Dr. Osama Aziz, pulmonologist, that same day. Dr. Aziz sees patients at AMG Pulmonology Aberdeen on the main campus in Suite 203. This is the former location of Dr. Stapp's practice and a new clinic for Avera St. Luke's Hospital.

The move allows Dr. Stapp to work more closely with his orthopedic colleagues within Avera Orthopedic Surgery Specialists while continuing to offer exceptional advanced ankle and foot care that keeps Avera patients moving.

Patients can be referred or self-refer to Dr. Aziz for pulmonology care. Dr. Aziz will also see patients formerly treated by Dr. Moy, who is no longer practicing medicine. Patients can best access AMG Pulmonology Aberdeen through Door 2 on the East side of the hospital.

Appointments can be made with Dr. Stapp by calling 605-605-622-2663 and with Dr. Aziz by calling 605-622-2570.



STAPP



AZIZ

Start Your Next Career Journey at the DLR



Ashley Glaspell

*Manager, South Dakota
Department of Labor &
Regulation and Job Service,
Aberdeen Office and
Member of the
Workforce & Education
Committee*

Thank you, thank you, thank you. I would not be here without the help of the Department of Labor and Regulation, Job Service, Aberdeen, South Dakota.

Here is my story.

Picture it...close your eyes. The words that you are hearing are not real. They can't be. You are someone who has worked so long for the same employer and just received the notice. Your employer is dismissing you like you are a bad email, a bad apple, something that is worth nothing. The words do not make sense as they resonate in your head. "You are fired." No, I am not. The thoughts fill your mind like words that are unspoken. No...I have given this company 23 years of service. Working for you, giving you my fullest, working overnights if I had to. Missing holidays with my family – time that I will never get back, just to help. Help? What does that mean anymore? Can you tell me? You can't because you are not where I am. Or maybe you are. So, tell me then? Why? Why can one worker do something, and another cannot? Is that considered unfair? Maybe.

Have you found yourself in a situation like this?

If you have, the South Dakota Department of Labor and Regulation, Job Service is here to help

you. The Aberdeen job service location has nine Employment Specialists that are here to help you with multiple services. Meet our current staff:

Jason is our Veteran's representative. He is always there for our beloved Veterans who need his assistance.

Katie, Chris, Carly, Charles, Stacy, and Deb are the Aberdeen area's dedicated Employment Specialists who will assist with services ranging from resume and job application assistance to job seeking, job counseling, mock interviews, on-the-job training, work experience, job shadowing, GED assistance, and a multitude of supportive services to assist anyone eligible to get back on their feet and ready for a new career. Are you between the ages 16-24? We have even more available to assist you with finding that career or school just for you!

Carmel is your gal if you are looking for Temporary Assistance for Needy Families (TANF) services.

Finally, our Employment Services Assistant, Peggy, is always there to greet you with a smile and a 'how can I help you' attitude as you come into our office at 420 S. Roosevelt St.

Your journey matters to us. We are here to help and assist the Aberdeen area and the surrounding communities. If you are looking for a new career, seeking your GED, seeking post-secondary schooling, or looking to upskill your current career, your job service staff is here to help you!



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**RUN WITH
THE POLICE
5K**

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FOR THE
FRATERNAL ORDER OF POLICE
LODGE #4

Saturday, May 13
starting at 10 am at Wylie Park
Junior Run starts at 9:30 am

sign up: <https://5k.prodmodev.com>

Economic Development Trends During an Economic Slowdown

Greetings from the Aberdeen Development Corporation (ADC)! I want to start this Progress submission by thanking the City and County employees who have worked very hard through this winter/spring season to clear streets of snow. A great many hours outside of normal working hours have been spent inside snow removal equipment by so many. Please know this is appreciated by the residents of Aberdeen and thank you for your hard work! Your efforts have allowed the economic engine of Aberdeen to stay up and running throughout this challenging season.

Now for the trends that are happening in 2023. Forecasting or predicting is very tricky, but based on past experiences when the economy is challenged, we can expect some, if not all, the following trends to emerge.

- First, an increase in businesses looking to expand into a new market. Past trends show aggressive businesses will look to expand their physical presence in preparation for emergence from the slowed economy. In Q2 of 2023 we are seeing this trend in Aberdeen. Of course, we must overcome some infrastructure issues – mainly lack of water and existing available properties. That said, the ADC is stepping up in these areas to work to overcome these challenges. Our advocacy work related to water has never been higher and we are working on multiple fronts to manage the shortage of existing properties as well. In the upcoming months, the ADC will be launching some new initiatives, especially when it comes to the shortage of available properties.

- Second, a renewed focus on workforce availability has emerged. As of last month, there are approximately 11 million open jobs in the US and there are 6 million unemployed workers in the US. So, we do the math, and if we went to 0 unemployment tomorrow, we would still have 5 million open jobs in the US. How do we overcome this? There are a few options, but the ADC is focused on a couple of potential solutions. First, a move toward AI (Artificial Intelligence). Of course, we are not advocating for the elimination of any jobs; rather, the use of AI to fill jobs which always are perpetually open at businesses. An example would be the emergence of Automated Guided Vehicles (AGVs). AGVs are often used in a warehouse setting and do require humans to be present in the facility to oversee their operation. Each AGV is human-aware and equipped with sophisticated computer visualization and artificial intelligence to distinguish and calculate human conduct.

AGVs are here to stay and the technology surrounding them will only continue to evolve and enhance. Look for this technology to expand in Aberdeen over the coming years.

A second challenge which exists related to the workforce has to do with supply chain management. As I write this article there is a shortage of upward of 80,000 truck drivers, which obviously creates challenges for businesses on multiple fronts. A little over 70% of our nation's freight moves via truck, so delays are becoming very common. This affects manufacturers and retailers

from a revenue perspective. What do we do about this? The ADC is working closely with our partners across the region to enhance CDL training programs and with trucking companies to provide support as needed.

While a labor shortage truly represents of the most substantial business challenges faced in many years this challenge also represents boundless prospect for change. This shortage has been a wake-up call for many businesses and has led to a focus on retaining workers with creative solutions. If your business is challenged in the area of workforce please reach out to us and we can assist you in overcoming your challenges.

- Third, a focus on childcare challenges. This area is directly related to the availability of the workforce. This arena is challenged on multiple fronts, such as availability of childcare providers, shortage of workers within the childcare industries, the affordability of childcare for working parents and rules & regulations surrounding the childcare industry. The bottom line is that we have parents who would like to be in the workforce but are unable to do so due to childcare issues.

The ADC is active in supporting childcare expansion in our community and region. We are supporting the Aberdeen YMCA's expansion of the Youth Development Center and participating in a statewide Childcare Commission which is looking at long-term solutions to overcoming the childcare trials in our State of South Dakota.

Additionally, the South Dakota Department of Social Services has recently announced two different programs to benefit childcare providers. For more information check out our most recent newsletter (located on our website, www.adcsd.com) or contact our offices at 605-229-5335.

As always, if your business needs assistance please reach out to our office. The ADC offers free and confidential consulting to all businesses no matter the size. This includes startups. For information or questions please contact our office at 605-229-5335 or check out our website at www.adcsd.com.



**Mike Bockorny,
EDMP**

*Chief Executive Officer,
Aberdeen Development
Corporation*

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2023 Aberdeen Central High School Hall of Fame Inductees Announced



Gretchen A. Sharp

*Executive Director,
Aberdeen Public
Schools
Foundation, Inc.*

The Aberdeen Public Schools Foundation is pleased to announce the Aberdeen Central High School Hall of Fame Class of 2023. These ten individuals will be inducted into the CHS Hall of Fame during the banquet on September 23, 2023, in conjunction with CHS Homecoming Week activities.

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.AberdeenPublicSchoolsFoundation.org.

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.

ACADEMICS/ACHIEVEMENT



Dr. Gayle Ann
(McLaughlin)
Bortnem,
Class of 1970



Dr. Kent
Halstead,
Class of 1948



Kevin Krage,
Class of 1974



Kevin Andersh,
Class of 1981



Hannah
Kastigar,
Class of 2013



Anthony C.
Schwan, Jr.,
Class of 2002

ATHLETICS

FINE ARTS



Don Briscoe,
Class of 1959



Brian
Cummings,
Class of 1966



Mary E. Hollan,
Class of 1978

DISTINGUISHED SERVICE



James "Jim"
Nelson, Class
of 1959, ASD
1972-2000

Aberdeen Area Chamber of Commerce Golf Tournament

Monday, June 5th

Moccasin Creek Country Club

4 Person Team \$500

Cart Rental, Mulligan and Buy a Drive Available

aberndeen-chamber.com/events-programs/chamber-golf-tournament/

9:30 Registration

- Golf Simulator and Breakfast Available

10:30 Shotgun Start

4:30 Prizes Awarded

- Golf Simulator and Appetizers Available



ADC 2023 Quarter 1 Report

The ADC is preparing for a busy Spring and Summer season. While the economic conditions are challenging at this time and likely will remain so for the remainder of 2023, there are still many opportunities for economic expansion in our market and region. We are looking forward to capitalizing on opportunities as they arise and ensuring that when economic conditions improve our community is as prepared as possible to be successful. Below are just a few key updates on the ADC's areas of focus.

Retention and Expansion

The common theme of the past 5+ years has been the availability of workforce when talking about retention, expansion and/or recruitment of new businesses into our market. While this theme will continue for years to come a new primary challenge has come to the forefront – interest rates. The rise in rates year over year has caused numerous projects to be placed on hold while alternative options are explored.

Recruitment

Aberdeen has received several recent inquiries from businesses looking for either a new home or an additional location despite the market conditions. However, many of these are looking for a tremendous discount to enter our market. While we are aggressive with potential new businesses, we are mindful of ensuring the business is looking at our market for the long-term rather than a short-term incentive laden deal. Aberdeen is in the finals for two separate businesses at this time with a decision pending in the next 3 to 6 months from both of the businesses.

Entrepreneurial Support

The ADC is fully engaged with Thunder Labs on the campus of NSU. Many individuals and organizations have been involved in assisting with standing up Thunder Labs. The future is bright and we look forward to working with our partner organizations to bring new businesses to our market through Thunder Labs over the years. There continues to be a high level of activity in Aberdeen surrounding new startups and the ADC is in the heart of this activity. We are currently engaged with 7 individuals who are in various stages of their entrepreneurial endeavor and 2 of these are in the final stages of planning with an opening planned for late summer or early fall.

Advocacy

There were many issues this year at the State level the ADC was fully engaged in, some are listed below. The ADC staff spent countless hours lobbying behind the scenes for initiatives that will benefit our community in both the short and long-term. With the 2023 legislative session now completed we have already begun preparation for the 2024, which will surely be another busy session.

- Housing Infrastructure
- Water for Aberdeen and the Region
- Increase SD Opportunity Scholarships
- Funding for the SBDC, MST and SD Procurement Centers
- Expansion of the SURF Lab
- Rehabilitation of the Rail line from Sisseton to Milbank
- Modify the Occupancy Tax
- Creation of Regional Jail Authorities



Mike Bockorny,
EDMP

*Chief Executive Officer,
Aberdeen Development
Corporation*

HELPING BUSINESS OWNERS SUCCESSFULLY TRANSITION

Many businesses have learned to expect the unexpected and plan for it. However, some owners are caught off guard when it comes to transitioning their business. A clear transition plan for their organization, whether it be a sale, M&A activity or retirement, takes careful planning long before they're ready. It's a series of choices, assessments and reassessments. The earlier they start, the better.

A trusted business advisor that deals with transition daily, not once in a lifetime, can help business owners navigate the different decisions and actions needed to transition successfully, including:

- Knowing the value of their business
- Reviewing their options to exit
- Considering the emotional aspects and readiness of selling their business
- Identifying the steps to sale
- Locating potential buyers
- Individual wealth considerations

At Eide Bailly, we can help your members best position their organization in the marketplace. We'll help them understand their business's unique value (or the value of the one they're planning to buy) and help them make informed, strategic decisions about their future.

Valuable Resources for Transition Planning Exit Planning E-book - www.eidebailly.com/exitplanning

FREE WEBINARS

- May 10 - Is ESOP a Good Fit for Your Organization - www.eidebailly.com/insights/events/2023/5/inspired-perspectives-is-esop-a-good-fit-for-your-organization
- May 11 - Strategies to Exit Your Business and Retire - www.eidebailly.com/insights/events/2023/5/inspired-perspectives-strategies-to-exit-your-business-and-retire
- June 28 - Current Merger, Acquisition and Sale Trends and Considerations - www.eidebailly.com/insights/events/2023/6/inspired-perspectives-current-merger-acquisition-and-sale-trends-and-considerations

A recent case study, Eckroth Music: A Family Business, outlines how we have helped them plan for transition throughout the years - eidebailly.wistia.com/medias/3i4xdm6psy

Learn more about Eide Bailly's free upcoming Inspired Perspectives Webinars at www.eidebailly.com/inspired-perspectives

Submitted by Eide Bailly staff



Spread the Word. Share Your Events!



**Katherine
Grandstrand**

*Convention Sales &
Marketing Director,
Aberdeen Area Convention
& Visitors Bureau*

Winter finally loosened its grip on Northeastern South Dakota and we're ready for flowers, green grass and sunshine.

We know organizations and businesses have amazing things planned for this spring, and we want to know about them!

Don't forget to post your festivals, concerts, shows and lectures on our events calendar at AberdeenAreaEvents.com.

Once your event is on our calendar, we share it with local media, we feature happenings on our weekly events videos and we share

events with more than 20,000 subscribers in our twice-weekly events newsletter.

If you need help planning a meeting or convention, our office can help! We can provide planning and research assistance, help secure hotel room blocks, help plan after-hours activities and provide welcome materials for your attendees.

Give our office a call at 605-225-2414 or email info@visitaberdeensd.com to get started.

Don't forget to submit your events to AberdeenAreaEvents.com.

Who Has You Covered for Summer Fun? APR&F!

The Aberdeen Parks, Recreation and Forestry Department has been busy making plans for a wide variety of summer activities. The Summer Brochure is available now and is posted online at www.aberdeen.sd.us/parksandrec. Online registration is available at this website, by phone at 605-626-7015 or at the Parks & Rec offices at 225 3rd Ave SE.

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) offers the Discovery Program from preschool to 6th graders consisting of a variety of fun activities relating to a theme topic. The ARCC offers an extensive list of activities for teens as well. In addition, there are dance and theatre camps. Teens, make sure to check out the YAPatorium as well this summer.

Summer fun starts with a visit to Storybook Land! There are activities almost daily there. Storybook Land Theatre performs on Tuesday mornings, Wednesday nights and Friday nights beginning June 20. Their shows are truly fun for the whole family. There are Storybook Land activities for youth on Mondays beginning on June 5 and Friday mornings beginning on June 16. Don't forget the Storybook Land Festival on Friday & Saturday, July 21 & 22.

Adults are not left out either! The coed kickball league and tennis leagues are being formed and a variety of tennis lessons are offered. The ARCC offers several adult classes during the



summer and the Aberdeen Area Senior Center has a wide variety of activities and special events planned. Don't forget to make time for a relaxing Thursday evening with the Aberdeen Municipal Band beginning June 15 at 7:00 pm. 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. The zero-depth pool allows access even for non-swimmers. Three waterslides and the lazy river provide hours of fun. You can even rent the shelter or a Cabana!

You can picnic or take a walk through one of our many parks, bike ride on our miles of trails, and visit the Kuhnert Arboretum. These are great ways 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.

*Submitted by: Gene Morsching, Recreation Superintendent,
Aberdeen Parks, Recreation & Forestry Department*

Coach Martens Memorial Endowment Establishes Aberdeen Central Scholarship



The recently established Coach Martens Memorial Endowment provides Aberdeen Central High School students a new scholarship opportunity for college this spring.

The endowment, administered by the Aberdeen Public Schools Foundation, creates the Coach Martens Memorial Scholarship, a permanent scholarship fund for Aberdeen Central seniors pursuing education and/or coaching with excellent character, athletic excellence, academic excellence and community service. Students should show qualities of being a leader, having a hard work ethic and positive mindset. The endowment was established and fully funded in memory of Bill Martens by his wife, Gayla and family and friends. Martens passed away October 21, 2022 at the age of 54.

Martens began his teaching and coaching career at Aberdeen Roncalli in 1991, then joined the Aberdeen Public School District in 2002. He briefly taught at Holgate Middle School, but his heart rested with elementary students, which led him to teach physical education at Lincoln Elementary school for the past 19 years. While his focus was at Lincoln, he was a traveling

teacher for Simmons Elementary and May Overby Elementary, including a summer position at the South Dakota School for the Blind and Visually Impaired.

Over the span of 32 years, Martens coached football, basketball, track, and cross country at the middle and high school levels. Throughout his coaching tenure, he greatly cherished leading, inspiring, and coaching the girls' cross-country and track teams.

His passion for coaching led him to accomplish Region, ESD, and State titles. He was decorated with many accomplishments, such as but not limited to, South Dakota Coach of the Year, a two-time finalist for National Coach of the Year, and Elementary Teacher of the Year.

Martens was a doting husband, father, grandfather, son, brother, and uncle. He was loved like a brother by many of his coaching colleagues, as well as his students, staff, and all the athletes whose lives he touched throughout the years.

For more information about the Coach Martens Memorial Endowment or to make a donation, contact the Aberdeen Public Schools Foundation or visit www.AberdeenPublicSchoolsFoundation.org. The Aberdeen Public Schools Foundation promotes excellence in education by forging partnerships among the schools, community, and alumni.



Gretchen A. Sharp
*Executive Director,
Aberdeen Public
Schools
Foundation, Inc.*



*The EDGE Task Force held two events in March, cumulatively bringing together almost 100 young professionals to **Explore. Discover. Engage. Connect.***

On March 17th, the EDGE group was able to get up close and personal with US Senator John Thune at a casual luncheon. The second gathering took more of a playful turn as the group relived their youth during an evening at SkateAway. Just like these young professionals, these two experiences had a great balance of work and fun. Watch for future EDGE events and, if you're in the 21-40 age range, be sure to get signed up. All events are free and open to Chamber members and non-members alike!

The mission of the EDGE task force is to develop networking activities and events to engage young professionals and start-up entrepreneurs, ages 21-40, in the community.



Explore. Discover. Engage. Connect.

Leadership Aberdeen 2023

The 36th annual Leadership Aberdeen program wrapped up on Tuesday, March 28th with a graduation dinner and ceremony at the Best Western Ramkota. Twenty-nine participants completed the program, which kicked off on January 12th.



This year's class project was the Aberdeen Burger Battle which took place in April. Ten participating restaurants (Circus Sports Bar & Grill, Danger von Dempsey's Pizza + Brewhaus, Lagers Inn, Mavericks Steak & Cocktails, Mulligans Sports Bar & Casino, Pounders Pub & Grub, Red Rooster Coffee House, Schwan's Recreation, The Zoo Bar and Three22 Kitchen + Cocktails) competed for the title of the first burger battle winner, which was voted on online by the general public. Net proceeds from the event benefited The Salvation Army of Aberdeen.

Brandon Duxbury was chosen as the Dale Stein Leadership Through Service Award winner. This award has been presented to one member of the Leadership Aberdeen class since 2004 to honor the memory of Dale and is underwritten by Leadership Aberdeen alumni working at Avera St. Luke's.

Leadership Aberdeen is a comprehensive



Glenn Jakober, representing the Dale Stein Award selection committee; Brandon Duxbury, Dale Stein Award recipient; Ann Stein, wife of Dale Stein

leadership training program facilitated by the Aberdeen Area Chamber of Commerce. The program provides participants with the opportunity to sharpen their skills, share their experiences, and make life-long connections with fellow participants. Participants follow a 12-week curriculum which focuses on growing their individual skills by focusing on leadership attributes. The class gains broader knowledge of the businesses, opportunities and challenges in our community through tours of local businesses and hearing from local leaders on company philosophies, goals, and success stories. Plus, the class gives back to the community by facilitating a local project, like the Aberdeen Burger Battle, that will have a positive impact on the Aberdeen community.

Special thanks to this year's Leadership Aberdeen business partners:

3M Company
Agtegra Cooperative
Avera St. Luke's
Dacotah Bank
Demkota Ranch Beef
Glacial Lakes Energy
Northern State University
Sanford Aberdeen



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WE'RE HERE TO HELP

Wondering who to call with a question at the Chamber? While anyone in our office can assist you, here are the best people to contact depending on your needs.



gail CHIEF EXECUTIVE OFFICER

If you have any specific questions on our organization as a whole, the Board of Directors, Program of Work, staff, policies, or positions, you'll want to reach out to me. I also do my best to keep you informed and educated through Community Affairs Luncheons, Legislative Cracker Barrels, Candidate Forums, Aberdeen Day, weekly email correspondence, and the Chamber's website. I also facilitate the Leadership Aberdeen program and can get you and your team involved in committees and programs that focus on workforce and education, transportation and military/veteran issues.



lisa MARKETING & COLLABORATION

Part of my role is focusing on promoting the Chamber and our community, which includes city marketing. If you are a member looking for opportunities to promote your business through our PROGRESS Magazine, the Membership Directory and other Chamber resources, I would be happy to assist you. If you are interested in participating in hands-on committee work through the Ag Committee, Enhance Aberdeen Committee, or the Health & Wellness Committee, I would love to get you involved in our events and efforts!



kami PROMOTIONS & PARTNERSHIPS

If you're a member and want to make the most of your benefits, you'll want to visit with me. Plus, if your businesses want to host a ribbon cutting or groundbreaking, the Chamber Ambassadors and I will be there and help promote the event on social media. I also organizes monthly Business After Hours Mixers, so if your business would like to host or sponsor, give me a call. My goal is to help you partner with the Chamber in any way that helps make your business more successful whether that's through the many special events I manage or through other Chamber programs and opportunities.



julia OUTREACH & ENGAGEMENT

My focus is on membership recruitment and events & programs designed to help you, our members, retain your employees through Chamber involvement and engagement. I am also probably the first person you meet when you contact the Chamber to register for an event and get information on a Chamber program. My goal is to get your business and your employees engaged and connected through groups such as Diplomats, Leadership Aberdeen, or the EDGE for young professionals. I also organize the New Employee Welcomes, so send your new employees my way.



kathy FINANCE & ADMINISTRATION

If you have questions on a Chamber invoice, need to make a payment on your account, or need to bill us for services you have provided, I will be the one handling all accounts receivable and payable for the Chamber. Plus, if your business wants to accept the Aberdeen gift card, I will help you get you set up or do an update at your business.

www.aberdeen-chamber.com | 605.225.2860
info@aberdeen-chamber.com

Chamber Big Dates

Ag Committee

Thursday, May 18, Noon, Chamber
 Thursday, June 15, Noon, Chamber

Ambassador Committee

Tuesday, May 9, Noon, Chamber
 Thursday, June 13, Noon, Chamber

Business After Hours

Thursday, May 11, 5:15 pm, Farm Credit Services of America
 Thursday, June 8, 5:15 pm, SD Game, Fish & Parks @ Richmond Lake Youth Camp

Chamber Executive Board

Friday, May 12, 8 am, Chamber
 Friday, June 9, 8 am, Chamber

Chamber Full Board

Wednesday, May 17, 11:30 am, Chamber
 Wednesday, June 21, 8 am, Chamber

Chamber Golf Tournament

Monday, June 5, 9:30 am, Moccasin Creek Country Club

Chamber Week

Monday, June 5 through Friday, June 9

Dementia Friendly America

Tuesday, May 2, 11 am, Derian Lodge
 Tuesday, June 6, 11 am, KO Lee Aberdeen Public Library

Diplomat Committee

Thursday, May 11, 3 pm, Chamber
 Thursday, June 8, 3 pm, Chamber

Enhance Aberdeen Committee

Friday, June 23, 8:30 am, Chamber

Health & Wellness Committee

Wednesday, May 10, 12 pm, Derian Place
 Wednesday, June 7, 12 pm, Sanford Aberdeen Medical Center

Leadercast

Wednesday, May 3, 7:30 am, Kessler's Champions Club @ NSU Barnett Center

Military & Veterans Committee

Tuesday, May 2, Noon, Chamber

New Employee Welcome

Thursday, May 11, 4:15 pm, Farm Credit Services of America
 Thursday, June 8, 4:15 pm, TBD

Transportation Committee

Tuesday, May 30, 3:30 pm, Chamber

Wellness Fair

Wednesday, June 28, 11 am, KO Lee Aberdeen Public Library

Workforce & Education Committee

Tuesday, May 16, 8:15 am, Chamber
 Tuesday, June 20, 8:15 am, Chamber

The Chamber office will be closed on May 29 and June 19.

Regulations Have Consequences



John Thune
US Senator (R-SD)

Government regulations don't always grab headlines, but they often cause unnecessary headaches for small businesses, farmers, and ranchers. The Biden administration has made aggressive use of its regulatory power, pushing through measures that will collectively saddle Americans with \$360 billion in compliance costs and 220 million hours of paperwork. These numbers are a reminder that regulations have consequences that ripple throughout our economy.

Regulations often have an outsized impact on small businesses. Take, for instance, the Biden administration's proposal to require federal contractors to disclose their greenhouse gas emissions and, in some cases, related emissions from their customers, over which they have no control. If implemented, thousands of small businesses would be affected by this rule and forced to spend valuable time and money just to continue doing business with the federal government. Another rule from the Environmental Protection Agency (EPA) would threaten small trucking companies with up to \$8,300 in additional costs per truck. A similar rule over a decade ago pushed many smaller trucking operations out of business. This would be problematic at any time, but is especially concerning amid supply chain problems nationwide and sustained inflation.

The Biden EPA has also resurrected the Obama-era Waters of the United States (WOTUS) rule, which would give the federal government sweeping jurisdiction over most bodies of water on private property, like certain ditches, and even prairie potholes.

Landowners could face hundreds of thousands of dollars in compliance costs and

see the value of their land plummet because of this extension of red tape to farms and ranches. I continue to support efforts to stop WOTUS, and related EPA overreach, through the Congressional Review Act process and the Supreme Court.

President Biden has also used the long arm of executive action to throttle back conventional energy production, starting with cancelling the Keystone XL pipeline and pausing energy development on federal lands during his first week in office. Last year, the president rolled back regulatory reforms that had streamlined permitting processes for energy projects, and he increased fees on oil production. And just recently, President Biden undercut the approval of one development project by significantly restricting drilling for oil in the Arctic.

Fortunately, the President's regulatory power is not unchecked, and congressional Republicans are using our authority under the Congressional Review Act to overturn burdensome regulations. We face an uphill battle, but Republicans have notched some noteworthy wins and remain committed to protecting the American people from these problematic regulations. I also recently introduced legislation to help prevent economically damaging regulations from going into effect in the first place. The Regulatory Transparency Act would require a more transparent and objective analysis of a regulation's impact, and it would require agencies to consider less burdensome options of achieving the same goal.

Regulations have consequences, and the Biden administration's use of the regulatory system to advance its agenda will continue to have negative impacts that ripple throughout our economy and our country. I'll continue to push back against damaging regulations and work to provide regulatory relief for our small businesses, farmers, and ranchers.


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JUNE 6-11*, 2023

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for more details.



*TENTATIVE DATES

47th Annual Arts in the Park

Saturday, June 17th, 10am - 6pm
and Sunday, June 18th, 10am - 4pm






MELGAARD PARK
ABERDEEN, SOUTH DAKOTA



Join the Aberdeen Area Arts Council for the 47th annual tradition of Arts in the Park. For over forty years, exhibitors have lined the pavement within Melgaard Park with their handcrafted wares on the third full weekend in June. Each year, this juried event attracts exhibitors from over a dozen states. It is estimated that over 20,000 people go through the park during the two-day event. Arts in the Park features fine and folk art, entertainment and a wide variety of food items. For more information, visit aberneenareaartscouncil.com.



Wine Walk
May 25th from 5:00 - 8:00
 Explore Aberdeen
 downtown's local shops,
 sip wine, and snap photos
 with your friends at our
 interactive installation stop!



June Downtown Summer Concert Series
 Join us in the heart of Aberdeen to grab some brews and
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Find more on our Facebook page or Website:
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Join us...Monday, June 19, 2023
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Boys & Girls Club of Aberdeen Area

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GOLF TOURNAMENT & FUNDRAISING EVENT

In memory of Randy Hopfinger

Handicap & Scratch Divisions

18 Hole, 4 persons/team scramble

Moccasin Creek Country Club in Aberdeen

Check-in at 11:45 AM - 12:45

Shotgun start at 1:00 PM

FREE Sandwich Bar 11:45-1 PM, Burger Bar 1 PM - 6:30 PM

Raffles, door prizes & pin prizes included!

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What You Should Know About the Pregnant Workers Fairness Act



Kim Dorsett

Partner,
Richardson,
Wyly, Wise,
Sauck & Hieb

The Pregnant Workers Fairness Act (PWFA) has been characterized as a landmark civil rights law that will ensure pregnant and postpartum workers are not forced out of work. It requires covered employers to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” The new law is set to go into effect June 27, 2023, and will apply to employers with 15 or more employees. Given its potential application to both large and small employers, it will be important to be familiar with the current requirements.

What Protections Does the PWFA Provide?

Pregnancy discrimination is already prohibited by the Pregnancy Discrimination Act of 1978 (PDA), which amended Title VII of the Civil Rights Act of 1964. The PDA requires covered employers to treat employees affected by pregnancy, childbirth, or related medical conditions the same as other similar situated employees. The Americans with Disabilities Act of 1990 (ADA) requires employers to provide reasonable accommodations to employees with certain conditions related to pregnancy that qualify as a disability (e.g., gestational diabetes), although many common pregnancy-related conditions are not considered to be a covered disability.

The PWFA seeks to fill in this gap by extending protections similar to those provided under the ADA. Under the act, employers with 15 or more employees will be required to provide reasonable accommodation for “the known limitations related to pregnancy, childbirth and related medical conditions of a qualified employee.” This standard applies “unless such [a] covered entity can demonstrate that the accommodation would impose an undue hardship on the operation of the business.”

Is the EEOC accepting charges under the PWFA?

The EEOC will start accepting charges under the PWFA on June 27, 2023. For the PWFA to apply, the situation complained about in the charge must have happened on June 27, 2023, or later. It is important to note, however, that a pregnant worker who needs an accommodation before June 27th may still be protected under another federal or state law. After June 27, 2023, the EEOC will analyze charges regarding accommodations for workers affected by pregnancy, childbirth, or related medical conditions under the PWFA (if the violation occurred after June 27, 2023) and, where applicable, under the ADA and/or Title VII.

Who does the PWFA protect?

The PWFA protects employees and applicants of “covered employers” who have known limitations related to pregnancy, childbirth, or related medical conditions. Specifically, the PWFA will prohibit

employers from: (1) requiring covered employees to accept an accommodation other than any reasonable accommodation arrived at through the interactive process; (2) denying employment opportunities to covered employees based on the need to make reasonable accommodations; (3) requiring covered employees to take leave, whether paid or unpaid, if another reasonable accommodation can be provided; (4) taking adverse action in terms, conditions, or privileges of employment against covered employees requesting reasonable accommodations; and (5) retaliating against employees for reporting or opposing unlawful discrimination under the PWFA.

What are some examples of reasonable accommodations for pregnant workers?

Reasonable accommodations are changes to the work environment or the way things are usually done at work. Several reported examples of possible reasonable accommodations include: the ability to sit or drink water; receive closer parking; have flexible hours; receive appropriately sized uniforms and safety apparel; receive additional break time to use the bathroom, eat, and rest; take leave or time off to attend prenatal appointments and to recover from childbirth; be allowed remote work or telework; making current facilities or work stations easier for pregnant employees to use; and be excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy. Employers are required to provide reasonable accommodations unless they would cause an “undue hardship” on the employer’s operations. An “undue hardship” is a significant difficulty or expense for the employer.

Key Takeaways.

As the PWFA’s effective date approaches, employers should consider the following:

- Review and update accommodation policies to ensure compliance with the PWFA;
- Train management and human resources personnel to properly evaluate accommodation requests under the new PWFA and existing laws;
- Identify and document the “essential functions” of all positions and address how they may be modified, even temporarily, for a pregnant employee in need of a reasonable accommodation;
- Consider available temporary light duty assignments that may be offered to pregnant employees in need of a reasonable accommodation; and
- Ensure proper training on the interactive process to ensure pregnant workers are not illegally forced into taking an unwanted accommodation, including paid leave.

** This article is intended to be informative only and should not be construed as legal advice. Please consult with an attorney well versed in employment law for any questions related to this article.*

Tightening SNAP Work Requirements Lift Americans out of Poverty and Away from Dependence

I was that kid on food stamps—I know firsthand how government assistance can both help and hurt. Education, training, and work provide dignity and economic opportunity. Too many Americans are on the sidelines while we are facing a record labor shortage.

We have the jobs, but we don't have the people to fill them. There is no one-size-fits-all solution to this problem, but there are policy areas where government is hurting, rather than helping Americans re-enter the workforce.

During the peak of the COVID-19 pandemic, the federal government waived all existing work requirements for government assistance programs like the Supplemental Nutrition Assistance Program (SNAP). In the fog of war, this made sense. Government was right to not stand in the way of getting food benefits to Americans who lost their jobs because of the pandemic—quickly.

However, we are three years removed from 2020 and these blanket waivers have gone on far too long. Long before the pandemic, work requirements for welfare programs like SNAP had been abused. As we approach the end of the COVID-19 Emergency Authorization and previous laws go back into effect, it's past time for reform. It's time for my bill, the America Works Act.

Under existing law, Able-Bodied Adults Without Dependents (ABAWDs) are required to work or participate in work-related training or education for at least 20 hours per week in order to receive SNAP benefits. Unfortunately, states have long abused waivers for ABAWDs that allow them to suspend these very modest work requirements.

When the idea of work requirements gets brought up in Congress, many of my colleagues on the other side are quick to call out Republicans for seeking to take away benefits from single mothers with young children and disabled Americans—that is not accurate.

1.36 million ABAWD households recorded zero gross income in 2020—if you have no children, no disabilities, no dependents, and no job—what are you doing with your day? People who can work, should work. Especially if they expect to receive government assistance.

The America Works Act is simple. It restores the integrity of the SNAP state exemption waiver process by repealing language where the United States Department of Agriculture can

simply grant a waiver for work requirements if a state “believes” it doesn't have enough jobs to provide employment to an individual. There are nearly 11 million open jobs in the United States, I'd challenge any state to prove with data the “belief” that they can't find an American a job. Additionally, states can currently roll over their waivers from year to year. This has allowed states to rack up thousands of waivers, further abusing the program—my bill removes this rollover provision.

The America Works Act also changes age eligibility for SNAP waivers. Currently, if you are over 49 years old, you can receive SNAP benefits with no need for a waiver. As I approach 49 years old, I know I still have decades left of work ahead of me. My bill changes the maximum age rate of an ABAWD to be 65 years old, consistent with retirement and Medicare age.

Finally, the America Works Act limits the provision that exempts ABAWDs from work requirements if they have any dependent children to if they have any dependent children under the age of seven years old. By seven years old a child is in school nearly 35 hours a week. If a child can go to school nearly full-time, a parent with no other children under the age of seven can work 20 hours per week.

This bill is commonsense—and it continues to leave waivers in place for areas with certain levels of unemployment.

As Congress weighs solutions to our labor crisis, record government spending, and work requirements in the 2023 Farm Bill, I hope the America Works Act is strongly considered as a solution to lift Americans out of poverty and encourage work rather than government dependence.



Dusty Johnson

*US Representative
(R-SD)*



Isn't Spring Supposed to Be Here Already?



Joe Gaa

Aberdeen
City Manager

As I write this on the 6th day of April, we are once again digging out from another snow storm. This one left us about a foot of the white stuff. Right after we had 8" on the last day of March. The winter of 2022/23 has been a tough one. I know I speak for the community when I say we are all ready for spring. Every. Single. One of Us. And what better way to think of Spring than to discuss upcoming street improvement projects.

1. Potholes- This isn't a topic I usually discuss in this article, but given the rough winter we have had, I feel it a worthy topic. Even before these last few storms, we were already starting to battle potholes. This will continue throughout the melting of the snow and thawing of the ground. Our streets crew will be facing quite a challenge in keeping up with pothole repairs. Please be patient. What is a normal Spring occurrence will likely be worse this year.

2. Dakota Street Reconstruction Project- In 2020 a multi-year reconstruction project began on Dakota Street. The project started at 24th Avenue NE and has continued south in subsequent years. This year the final phase of the project, from Railroad Avenue to 6th Avenue, will be completed. These are curb-to-curb pavement replacement projects that also include underground utility work and sidewalk replacement. Due to the nature of this project, detours will be necessary during construction.

3. Chip and Seal Program- Each year the Public Works crew completes a large section of chip and sealing over asphalt streets. Although there are a few weeks of curing time involved before the rock is removed, these projects that are a quick improvement and can be driven on soon after the sealant and rock has been applied. This year's project will focus on the southwest part of town. The exact area is currently being finalized. It currently takes seven years to complete this work throughout the entire city. Up until about 15 years ago, the work took place on a 5-year cycle. With the expansion of the City has come more streets to maintain, thus the extension to 7-years. This year,



and in years to follow, we are going to try and add a few more blocks to year's project in hopes of trimming the time back to six years. And perhaps in the future, back to five years. That may be a lofty goal, especially as the City continues to grow, but the Public Works Department is committed to doing as much as they can each year.

4. Concrete Road Repairs- For the past couple of years the Engineering staff has been working to find solutions to address some unique issues occurring on some of our concrete streets. Devising a plan has been challenging that was further obstructed with obstacles related to timing and contractor availability. Staff has assured me that all stars are aligning and we will see work take place on 8th Avenue NE this year. The area of focus will be between Dakota and High Streets. Due to the nature of the work, there will be some periodic roadway closures while the project is being completed.

5. Another project that is a carryover from 2022 due to supply chain issues is the installation of a traffic signal at the intersection of 8th Avenue NE and Brown County 19, by 3M and Banner. The City has been adding a few new signals in recent years and we anticipate this being the last before shifting the focus to updating and improving traffic flow at some current traffic signals.

I urge everyone to use caution when traveling in or around any road construction work zone. This may mean finding alternative routes for your travels. While these projects can be a slight inconvenience, in the end we will all be thankful for the improvements.

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Finding Meaning in Work



Kelly Weaver

*Regional Director,
Small Business
Development
Center*

"If you do what you love, you'll never work a day in your life." This quote is often referenced with entrepreneurship and why some folks follow their passion into creating a business. Owners and leaders would do well to apply this thinking to their employees as well. This is a thought that came to mind while listening to our keynote speaker, Rana DeBoer, at the Connections Conference held in Aberdeen recently.

First, let's set the record straight, self-employed or not, no role is without its challenges... you are not going to 'love' it every moment of every day. That fact aside, we should each have the opportunity to love what we do. One way to do that is to recognize what drives you and try to building that into your daily work and if you are a leader, you should learn what drives your employees and engage them at work around that strength/motivation. We can all put up with the tasks we don't love for a time, but you can only work outside your strength for so long before you lose energy, lose motivation and eventually become disengaged and unproductive.

Part of a leader's job is to identify your people's strengths and put them to use. Sometimes that means helping the employee also understand their strengths and gifts. In today's volatile, uncertain and complex world, your staff is looking for meaning in their everyday activities and

their job is a big chunk of their day.

Perhaps you have heard of the 9 why's (Start with Why, Simon Sinek). Seek for these motivators in both yourself and your staff. Understanding your collective why's will help you plug into that energy more readily. Matching an employee's why to a role is arguably just as important as matching their skills to the role. As you review these why's, you may recognize yourself or members of your team in them.

1. To contribute to a greater cause, to add value
2. To create relationships based on trust
3. To make sense out of complex things
4. To find a better way of doing things
5. To do things the right way
6. To challenge the status quo with new thinking
7. To seek mastery and understanding
8. To seek clarity
9. To simplify

As you can see, these are all motivations that can all bring benefit to your larger organization, so why not leverage them?

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) 698-7654 x 144 or kelly@growsd.org. The Center is hosted by GROW South Dakota.



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Celebrating 2023 Outstanding Small Businesses



The SBA South Dakota District Office team recently attended SD CEO West Women's Business Center's Connections Conference in Aberdeen where they presented Fallon Deutsch, Owner, Distinctly Drey, with the 2023 SBA South Dakota Young Entrepreneur of the Year Award. Distinctly Drey is an online boutique based in rural Langford, SD. Deutsch started her business in 2018 and has a passion for helping others navigate shopping for trendy looks at accessible pricing for women and baby apparel. Pictured L-R: SBA SD Deputy District Director Bryson Paterson; Bailey Sadowsky, Project Coordinator, SD CEO West WBC; Carissa Hauck, Executive Director, SD CEO West WBC; Shayla Carlson, Loan Assistant, Grow South Dakota; SBA SD District Director Jaime Wood; Fallon Deutsch; Kelly Weaver, Regional Director, Aberdeen Small Business Development Center; Kimberly Lorensberg, Chief Development Officer, GROW South Dakota; Sadie Swier, Executive Director, SD CEO East WBC; and, SBA SD Economic Development Specialist Michele Arends. Distinctly Drey was nominated for the award by GROW South Dakota.

The U.S. Small Business Administration (SBA) has celebrated National Small Business Week (NSBW) for over 60 years by recognizing the achievements of outstanding small business owners and entrepreneurs across the United States and territories. Small businesses may self-nominate or be nominated by others for the award categories and undergo in-depth selection process. The selection of awardees is based on creation of employment opportunities, positive revenue history, excellent delivery of goods and services, community volunteering, and active participation in leveraging SBA's large portfolio of small business

resources and programs. This year's celebration took place April 30 – May 6, 2023, with the SBA South District Office honoring the SBA SD 2023 Small Business Persons and Small Businesses of the Year in a virtual ceremony on May 2.

The SBA SD outstanding small business award recipients for 2023 include:

- **Small Business Persons of the Year** – Denise Cotter and Michelle Marino, Co-Chief Executive Officers, Houndstooth House, LLC, Sioux Falls
- **Small Business Exporter of the Year** – Alisa Turner, Ruff Land Performance Kennels, Tea
- **Family-Owned Small Business of the Year** – The Willard Family, CAW Industries, Inc., Rapid City
- **Minority-Owned Small Business of the Year** – Dan Duenwald, Dan Duenwald Transportation, LLC, Clark
- **Veteran-Owned Small Business of the Year** – Todd Stone, Stone Group Architects, Inc., Sioux Falls
- **Woman-Owned Small Business of the Year** – Tia Berens, The Barn at Aspen Acres, LLC, Spearfish
- **Young Entrepreneur of the Year** – Fallon Deutsch, Distinctly Drey, Langford
- **Small Business Champion of the Year** – Dew Bad Warrior-Ganje, Rapid City



Jaime Wood

South Dakota
District Director,
U.S. Small Business
Administration





Prairie Partners Master Gardeners Upcoming Events

May 16 at 6:30 pm

**Companion Gardening
with Cindy Schnabel**



KO Lee Aberdeen
Public Library

May 20 at 9:00 am

Plant Sale



Brown County
Fairgrounds
(come early...plants go fast!)

June 22 – rain or shine!

Aberdeen Garden Walk



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They Met. They Went Home...And What Do I Need to Know?



Julie Johnson

Attorney at Law
and Registered
Lobbyist

The 2023 Legislature has come to a close. So, for small business people and entrepreneurs, it is time to look at what you need to know for your business and workplace. Please accept this as a quick outline of things you will want to know from 2023.

WATER—The “WINS” project (“Water Investment in Northern South Dakota”), a partnership between WEB Water, City of Aberdeen and BDM, got some good attention and a small amount of funding from the “Governor’s Omnibus Water Bill”. We are thankful for that. Later attempts to commit the remaining ARPA dollars to water development were unsuccessful by 2 votes. So, you will continue to see great work to accentuate the need for drinking water throughout our entire region and the huge value of this project.

NSU/LINCOLN HALL—The Legislature did approve \$1.5 million for engineering, architecture and design work for the Lincoln Hall project, which was approved for submittal to the “feds” in the 2022 legislative session. This work can take place now awaiting the final federal answer, which we hope will be soon.

Child Care—Announcements were made by the Governor early in session about available federal dollars for start-up or expansions of childcare facilities. There is at least one such application

pending with the state as we write this. The entire framework of available childcare got considerable attention, about which there will be a lot of work done in the next several months in preparation for 2024. Stay tuned!

RA Taxation—Employers will enjoy an \$18 million dollar reduction in re-employment assistance taxes, formerly unemployment insurance. These will be effective in the next calendar year.

Sales Tax—The legislature did come to agreement on a sales tax reduction of 4.5% to 4.2% on taxable sales, with a sunset clause. The property tax plan and the grocery tax elimination were not successful. The Department of Revenue is putting together detailed information for businesses about how to implement the reduction, including the answers to technical questions. This takes effect on July 1 of this year, and sunsets in 2027. Look forward to those answers.

Workforce—A tuition freeze in higher ed and tech ed was part of the final agreement, so post-secondary education will continue to be accessible for students throughout. Other progress on the workforce front includes the elimination of “non-compete clauses” in most health professions. Another bill also passed that helps to expedite professional licensure in many professions if one is licensed in another state and wants to come to South Dakota.

Housing Infrastructure—SB 41 passed early and was the 2nd bill signed during session. It provides \$200 million in housing infrastructure loans and grants to a variety of housing projects throughout the state. We are awaiting the interpretation of the agency (SD Housing Development Authority) on how the funding will be implemented. The goal of the policy makers who moved it through the process quickly was to be able to deploy those funds in this construction season. This bill has a lot of “fingerprints” by the housing needs and experiences of this region. Here’s hoping!

“Evil Foreign Governments”—SB 189 is a bit challenging to describe. If you and your business acquire anything from “evil foreign governments” and want to do business with the state, you will want to read the bill. You will want to know the process, and whether your planned business transaction is allowed under 189. Sdlegislature.gov is the link to the bills from 2023.

Summer Studies—The Legislature did agree to do “summer studies” on long term care and the needs of counties, both of which are timely for this area. As we have been able to do the last few years, we will have a “seat at the table” in this work.

There’s so much to know after the Legislature goes home every year, that is helpful in your business or workplace. This is a quick thumbnail sketch of some of the key issues. There is a lot more. Feel free to reach out if you need additional information.

Thank you for caring!

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