

PROGRESS

MAGAZINE

MARCH/APRIL 2018



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Pictured Left to Right:
Lois Pletten | Dakotaland Board of Directors
Casey Weismantel | 30 Year Credit Union Member
Alex Vogel | Dakotaland Branch Manager

Bringing Our
BEST
to the
HUB CITY

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formerly

Hub-Co Federal Credit Union
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Mark Hahler
 Market President | Region Manager
 Commercial/Ag Banker
 NMLS #1475658
 mhahler@cortrustbank.com



Heather Sieh
 Loan Officer | Credit Analyst
 NMLS#1511174
 hsieh@cortrustbank.com



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Colonoscopy – The best option for preventing cancer by checking for and removing polyps

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If you are over 50, talk to your doctor to find out which option is best for you.

Call (605) 226-5500 to schedule your screening.

SANFORDABERDEEN.COM

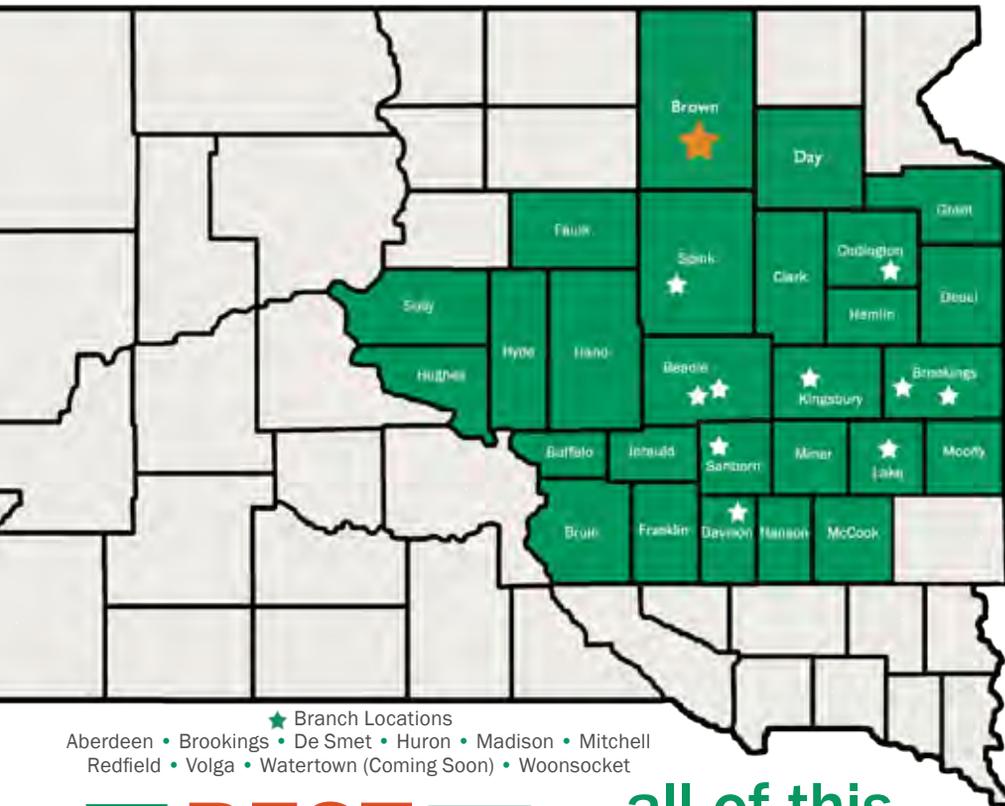
Dakotaland

FEDERAL CREDIT UNION

1601 8th Ave NE | Aberdeen
225.7711 | www.DakotalandFCU.com

- **STRENGTH:** \$318 million in assets
- **DEPTH:** 136 skilled employees and staff
- **TRUSTWORTHY:** 34,500 credit union members
- **CONVENIENCE:** 11 full service branch locations

Serving those who
LIVE, WORK, WORSHIP or ATTEND SCHOOL
in 27-East North Central South Dakota Counties



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Reliable Convenience through Leading **TECHNOLOGY**

all of this AND MORE

- Savings | Checking
- Certificates of Deposit
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- Home Loans
- Business Lending
- Student Loans
- VISA Credit Cards
- Mobile Banking
- Individual Retirement Accounts
- Recreational Vehicle Loans



"I have been a credit union member for nearly 30-years and served on the board of directors for Consolidated Hub-Co prior to the merger. I believe we can count on Dakotaland to bring it's best to the Hub City."

CASEY WEISMANTEL | Aberdeen
Aberdeen Area CVB, Executive Director
Credit Union Member Since 1989



"I feel the merger has been a win-win for our members. It will allow us to be more competitive in this changing environment we face as a financial institution."

LOIS PLETTEN | Bath
Dakotaland FCU Board of Directors
Credit Union Member Since 1990



"Joining Dakotaland Federal Credit Union has already brought many new opportunities to this community and my staff. I look forward to expanding our membership and sharing the positive impact a strong financial cooperative can offer."

ALEX VOGEL | Aberdeen
Dakotaland Branch Manager
Since 2016

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since

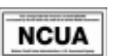
1935



*except loans originated through South Dakota Housing

*Paid Promotional Space

Federally Insured by the National Credit Union Administration



Reasons Why Businesses Should Join the Chamber



Gail L. Ochs
President, IOM
Aberdeen Chamber

At the Chamber we work with a variety of businesses and organizations, some with hundreds of employees and others with only one. For small business owners, very often they are so busy working “in” their business that they feel they

don’t have the time to work “on” their business. So sometimes the thought of joining the Chamber might mean more time away from the office.

I’d like to share with you a few reasons why chamber participation is not a burden on your time, but a true benefit to your business and your life.

Building Relationships - This isn’t just about business networking – it is about gaining friends, associates and advocates for your business and the products and services you offer. The people you get to know may or may not do business with you, but building meaningful, lasting relationships can be more meaningful than just a financial return for your business. As you attend events, serve on committees and interact with people outside your normal circles, you will have the opportunity to interact with all types of people. This improves not only your business, but all aspects of your life.

Increasing your Visibility - Many companies today are focusing their efforts on being seen on social media. And, while they are doing a very good job at it, nothing sells your business better than being in front of people face to face. Customers are more likely to buy from you when they know who you are and have seen you in the community participating in functions outside of your business. The Chamber provides so many opportunities to spend time with potential friends and customers so that you will be top of mind when they or someone they know is looking for your product or service.

Promotion Opportunities - The Chamber offers a wide-range of advertising options both online and through our printed publications.

Plus, we offer program and event sponsorship packages, that allows you to target your message to the demographic you want to reach. In addition, we promote our members in unique ways including through annual awards programs, business writeups in the Progress Magazine, social media posts, ribbon cuttings and member visits. We spend very little money advertising our organization, so we can focus on advertising opportunities that our members can utilize.

Community Connections - Sometimes large corporations express that they’re too big or not local enough to need the Chamber. This couldn’t be more wrong as they and their employees, are very much a part of our local economy and community. As a non-profit organization, our goal is to lift the economy and we work closely with other organizations and government entities to be that business voice when needed. Participating in Chamber activities – such as candidate forums, legislative luncheons and cracker barrels - provides businesses with an avenue to express their questions or concerns directly to candidates and elected officials. Sometimes being a good “corporate citizen” means being a community partner so that you and your industry are involved in discussions about the local economy.

Training & Education - For companies that don’t have large training budgets, we provide several affordable seminars and programs throughout the year. The Leadership Aberdeen program is now in it’s 31st year and Leadercast has been offered in Aberdeen for the past ten years. Plus, our nine different committees discuss a variety of topics and bring in relevant speakers and guest trainers to educate our volunteers on issues of importance to them, personally and professionally. This education is available and affordable - you



simply need to attend! In addition, we provide great business-related articles through the Progress Magazine and allow members to contribute in their field of expertise.

Programs and Events -

Membership provides you and your staff access to all our programs and events. We facilitate close to one hundred events and meetings annually including business training seminars, educational luncheons, networking specific events, awards banquets, student events, and many others. All of these events are designed to build up your employees and can be the perfect addition to other methods you are already using to engage employees and build your business.

Because of all of these reasons and the programs and events we offer, our organization stimulates business-to-business commerce in the local economy. Research shows that a major part of small business typically comes from business-to-business services, so participating in the Chamber is an easy way to increase local visibility, build credibility, and expand your contacts.

Joining the Chamber is the first step. A business receives many benefits, visibly and behind the scenes. However, joining only gets you so far. Participating is the true key to receiving the most “bang for your buck”. Only through attending events, talking to members you’ve never met before, serving on committees, and taking advantage of the sponsorship and advertising opportunities presented, will your membership become more than just another calendar item and truly become the benefit your business deserves.

Small Business Revolution



Eric Brenner
2018 Chamber Board Chair
Owner, Alliance Contracting

Since being named a part of Small Business Revolution – Main Street, folks in Aberdeen worked diligently to keep us in the running for the top spot for their \$500,000 prize. From thousands of nominations, Aberdeen emerged

from the crowd and became a top 20 town back on November 13th and then, on December 12th, announced as a top 10 town. It was an incredible feeling to make it through to both of these stages in the process. Along the way, strangers became friends and local entrepreneurs thought about new ways of improving their businesses

and helping each other.

On their website (smallbusinessrevolution.org), it states the Deluxe Corporation started the Small Business Revolution by showcasing small business stories across the country and, in the process, learned that “nowhere are small businesses more under siege than in our small towns”. So, the Main Street edition was created “to help those small businesses, and in turn, those small towns, reignite the spark that drives them and keeps people coming back”. Now, we may not consider ourselves a “small town”, relative to our geography. However, we do face many of the same struggles that our northeast South Dakota neighbors do, including losing sales to online shopping and people traveling to larger metro areas to spend their

money. It reminds us we are all in this together, and if we want to survive and grow, we need to think daily about spending our resources locally, with our friends and neighbors.

I’m a small business owner. Although I don’t have a brick and mortar Main Street presence, I’m excited about what a revitalized downtown can do for all residents of our community, as well as the surrounding towns. And even though Aberdeen didn’t make the Small Business Revolution – Main Street’s top five, we know we are winners and have the ability to lift each other up and keep the momentum going well into the future. Let’s make a resolution to support our small businesses by reigniting the spark over and over again.



SOCIAL NETWORKING WITH THE CHAMBER



The Aberdeen Area Chamber of Commerce is on Facebook and Instagram. Connect with us by searching for Aberdeen Area Chamber of Commerce.

2018 Chamber Leadership

Executive Board

Eric Brenner, Chair	Alliance Contracting
Dawn Williams, Chair-Elect	SD Dept. of Labor
Jack Hollinsworth, Vice-Chair	JDH Construction
Jeff Poppen, Treasurer	Sanford Aberdeen Medical Center
Robert Gosicki, Secretary	Aberdeen Federal Credit Union
Dr. Marje Kaiser, Past Chair	SDSBVI

Staff

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

Full Board

Brett Deibert	Farm Credit Services of America
Dr. Timothy Downs	Northern State University
Kellie Ecker	SD Mfg. & Tech. Solutions
Justin Feickert	Midstate Group
Julie Fischbach	Mainstream Boutique
Todd Forkel	Avera St. Luke’s
Matt Prehn	Midstates Group
Cody Roggatz	City of Aberdeen-Regional Airport
Katie Washnok	Blackout Industries
Dr. Sandra Welling	Presentation College
AJ Hoffman, CVB Board Liaison	SoDak Sports
Jim Kreber, ADC Board Liaison	Wooden Mallet
Mike Bockorny, Ex-Officio	Ab. Development Corp.
Shelley Westra-Heier, Ex-Officio	Ab. Downtown Association
Casey Weismantel, Ex-Officio	Ab. Area CVB



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

COVER: Dakotaland Federal Credit Union

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ACCA Presents Final Concerts of the Season

The Aberdeen Community Concert Association is bringing two great concerts in the coming months.

On Saturday, March 10 at 7:30 pm is John Pagano: Back to Bacharach. Since first setting out in the late '50s, Burt Bacharach raised the art of the pop song to a new level of sophistication. As Bacharach's first-call male vocalist (a position he holds to this day), Pagano has been featured on four of Bacharach's albums and traveled the world with the composer, helping to introduce new material while inhabiting, enlivening, and making his own classics. Now, Pagano brings his profound understanding of Bacharach's music together with his own unassailable instincts as an interpreter and bandleader in a new concert program entitled Back to Bacharach. Backed by a small combo, Pagano sheds fresh light

on the material by including a number of songs normally associated with female vocalists, while also highlighting some of Bacharach's more recent compositions.

Then, closing the ACCA season will be The Side Street Strutters on Monday, April 10 at 7:30 pm. This is a Special Membership Bonus Concert. People who become 2018-19 ACCA Members on or before this night will be able to attend The Side Street Strutters Concert for FREE! Don't miss this opportunity!

The Strutters are excited to share their latest musical project Vinyl Jazz, A Century Celebration. As the world embraces the 100th anniversary of recorded jazz, the Strutters, with Meloney Collins, invite audiences to enjoy a potpourri of jazz, pop and R&B melodies



like Gershwin's Rhapsody In Blue, Ellington's Mood Indigo and All Or Nothing At All recorded by Frank Sinatra; that have shaped our musical landscape. Audiences can expect to hear songs that inspired entire generations, lyrics that reflected a particular time in our countries history, and melodies that played a significant role towards the development and enjoyment of American popular music.

Both concerts will be held in the Harvey and Cynthia Jewett Theatre at the Johnson Fine Art Center on the NSU Campus.

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

**33rd Annual
Aberdeen Community
Prayer Breakfast
Featuring
Keynote Speaker
Eric Kline**

Presented by
Christian Business Men's Committee
Of Aberdeen
Connecting Business & the Marketplace to Christ
March 29, 2018
6:45-8:05 a.m.
Ramkota Hotel
Convention Center

ERIC KLINE – PROFILE

- Outstanding basketball and track and field athlete at Central High School
- Three-time All-ESD, All-State First Team, and State AA All-Tournament Team boys' basketball
- Selected as Mr. Basketball for South Dakota and the South Dakota Gatorade Player of the Year
- Active in Fellow of Christian Athletes and SADD (Students Against Destructive Decisions)
- Northern State University, three-year first team All-American, leading scorer in NSU and South Dakota collegiate history
- Education Degree from NSU in 1995; Education Specialist Degree from the University of Sioux Falls in 2012
- Superintendent of Aberdeen Christian School
- Married with three children

PC's Growing List of New Academic Programs

Presentation College continues to expand its list of academic offerings in response to student demand, and with an eye on post-graduation employment opportunities.

Starting in the Fall Semester of 2018, students will begin enrolling in two new Bachelor of Science programs: Human Resource Management and Sports and Event Management. These two new degree options come directly on the heels of two other new programs, Healthcare Administration and Human Services, which began this Spring Semester.

PC faculty and administrators developed the four new degree programs after researching trends in business, health care and social services. Building on the foundation of



existing programs, the new programs aim to meet the needs of the workforce in coming years.

According to college spokesperson Tim Beckham, "PC saw an opportunity to evolve its programs in a way that will ensure our students have an advantage in several growing industries, upon graduation. We want to make sure they're on track for exciting careers in various fields."

Also this year, Presentation College added its first-ever Master's



Degree program in Nursing, with two tracks: Nurse Educator and Family Nurse Practitioner. The first group of PC graduate students began that program in January.

Applications for Fall 2018 are currently being accepted for all programs.

A Brand, Refreshed



Justin R. Fraase
Director of Communications and Marketing, NSU

2017 was a year of review for the Communications and Marketing Department at Northern State University. After starting my position in January, it became apparent

that the Northern brand was in need of some housekeeping. The communications and marketing team embraced the challenge and we started a brand refresh process.

We started with a survey of nearly 900 stakeholders – students, faculty, staff, alumni, community members and prospective students. To determine a brand, you must research everyone's perception of your brand. After all, a brand isn't what you believe it is, it's a collection of opinions and beliefs from stakeholders.

Results from the survey showed a dated tagline, unclear messaging and overlapping logo marks. The team took the opportunity to research a new tagline, simplify our graphics and compile everything in a comprehensive brand guide (northern.edu/

UNLEASH *your* POTENTIAL
— JOIN THE PACK —



brand).

The following months included weekly brand meetings, multiple focus groups and a survey of Northern students. The result was a 50-page brand guide and a new tagline: Unleash Your Potential | Join the Pack.

The process revealed common themes of the university, and our new tagline captures those themes: a momentous time for enrollments, scholarships and campus development (unleash); a diamond in the rough, undervalued institution (potential); and a caring, supportive environment with a strong community (pack).

As far as logos, you'll continue to see the traditional NSU mark, along with the wolf head and block "N." The NSU Foundation has entered into an agreement with Learfield Licensing, a merchandising management company that serves more than 550 collegiate partners nationwide. From an end-user standpoint, you'll see more opportunities to purchase officially licensed Northern gear through retail and online vendors. We are fortunate

to have the support of local suppliers during this transition – we appreciate their efforts in helping us maintain Northern's brand.

Our goal with this brand refresh was to lay the framework for a more consistent Northern experience. A brand is difficult to encapsulate; it's also a living, breathing entity, meaning it could change in the future.

I feel privileged to have led our team of communications and marketing professionals through this process. Higher education institutions, partially due to the complexity of the process, often outsource branding practices.

I feel confident our team laid the groundwork for our institution's refreshed brand. The community of Aberdeen and Northern are ready to unleash their potential. Let us embrace the challenges and successes to come, and grow our pack.

Thank you to all who participated in this brand refresh. Your input was extremely valuable throughout the process.



welcome new members

Brown County Pet Rescue League

Talese Nelson, Secretary/Treasurer
Aberdeen | 605-290-9039
browncountypetrescueleague.org
The Brown County Pet Rescue League is committed to finding homes for abandoned, surrendered and homeless animals.



Mattress By Appointment Hub City

Abby Cogley, Owner
2201 6th Ave SE | Aberdeen
605-481-1243
mattressbyappointment.com/
locations/sd/aberndeen



Our low overhead approach allows us to offer brand new, factory direct, top of the line mattresses at a fraction of the cost of traditional furniture store.

CREATE Makerspace

Travis Kiefer, Owner
202 S Main St., Ste 530 | Aberdeen
createaberndeen.com
CREATE is an Aberdeen, SD makerspace founded to inspire and educate individuals about how to use technology to generate creative solutions to problems.



North American Drainage

Gabriela & Tyler Heinsohn, Owners
1610 6th Ave SW | Aberdeen | 605-290-3270
northamericandrainage.com
North American Drainage Inc. provides dependable tile drainage systems at a cost that is customized to fit each client's individual budget



Crow Creek Ranch LLC

Brandon Peters, Brian Peters
and Levi Peters, Owners
Britton | 605-228-5898

INDIVIDUAL MEMBERSHIP

Stacy Levsen, Aberdeen

Reif Project Services

Jerry Reif, Owner
418 S 2nd St | Aberdeen | 605-290-6427

Rix Farms, Inc

Jerrett Rix, Partner
12960 406th Ave | Groton | 605-397-8382

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Beginning January 5, 2018 our office address will be:

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Chamber Committees & Task Forces

Agribusiness Committee

The mission of the Agribusiness Committee is to promote agriculture as a major segment of the local economy, to address and educate the membership on issues important to agriculture, to unite and network groups through ag-related programs and events, and to recognize outstanding achievements in agriculture.

Ambassador Committee

The mission of the Committee is to promote a positive community image and serve as goodwill ambassadors at Chamber and community functions such as ribbon cuttings, new business openings, ground breakings, business relocations, and other networking events. (Committee selection done on a nomination basis).

Community Affairs Committee

The mission of the committee is to open a dialogue and provide education on a broad range of issues which affect the business community; increase communication and collaboration between business and governmental entities; break down barriers; and advocate to elected officials on the local, state and federal levels.

Diplomat Committee

The mission of the Diplomat Committee is to strengthen membership engagement and retention by visiting current members and facilitating communication to and from members, helping to identify member concerns, and garnering support for the Chamber. (Committee selection is done on a nomination basis).

Health & Wellness Committee

The mission of the Health & Wellness Committee is to implement business-healthcare partnerships and programs to promote workplace wellness and inspire healthy lifestyle choices through education and initiatives.

Military & Veterans Committee

The mission of the Military & Veterans Committee is to promote a positive working relationship among the community, employers and area military and veterans' groups while heightening awareness of the military and veteran presence and needs in the community.

Partners in Community Pride Committee

The purpose of the Partners in Community Pride Committee is to coordinate projects that serve to beautify the community and enhance our quality of life; educate the public on related issues which affect them such as regulations, codes, and new efforts; and to recognize and promote business and community development projects.

Transportation Committee

The Transportation Committee is the Chamber's primary business voice on transportation issues of importance locally, regionally, and nationally. The committee meets monthly to gather information from transportation experts in all areas of transportation including ground, rail, and air; analyze the information presented and determine how the Aberdeen Chamber can have an impact; and to share pertinent information with business people in the community.

Workforce & Education Committee

The mission of the Workforce & Education Committee is to facilitate, and support activities related to business-education partnerships, youth engagement and workforce recruitment and retention. The committee also addresses educational and training needs of the business community.

EDGE Task Force

Explore. Discover. Grow. Engage. The mission of the task force is to assist Chamber staff with the development of local educational and networking activities and events targeted at young professionals and start-up entrepreneurs

Tiered Dues Task Force

The task force will research and develop a new tier system of dues which incorporates Chamber benefits including those recently added with Chamber Master including Advertising, Job Listings, Hot Deals, Member to Member benefits, etc.

CHAMBER BIG DATES

4th Grade Ag Fair

Tuesday, April 24, 8 am, Prairie Hill Farms

Ag Committee

Wednesday, March 21, 8 am, NSU (Lamont-Rhodes Lecture)
Thursday, April 19, Noon, SDSU Extension

Ambassadors

Tuesday, March 13, Noon, TBD
Tuesday, April 10, Noon, TBD

Better Block Project

Friday, May 11 and Saturday, May 12, TBD

Business After Hours

Thursday, March 8, 5:15 pm, Boys & Girls Club of Aberdeen Area
Thursday, April 12, 5:15 pm, Dacotah Bank (Chamber Week – free for Chamber members with RSVP)

CART

Thursday mornings every week, 8:30 am, Chamber

Chamber Executive Board

Thursday, March 8, Noon, Chamber
Thursday, April 12, Noon, Chamber

Chamber Full Board

Wednesday, March 21, 8 am, Chamber
Wednesday, April 18, 8 am, Chamber

Chamber Week

Monday, April 9 through Friday, April 13

Community Affairs Committee

Thursday, April 5, noon, Best Western Ramkota Theatre
Thursday, May 3, Noon, Best Western Ramkota

Day of Distinction

Wednesday, March 7, 8 am, NSU (Johnson Fine Arts Center)

Diplomats

Thursday, March 8, 3 pm, Chamber
Thursday, April 12, 3 pm, Chamber

Free Residential Cleanup

Friday, April 27 & Saturday, April 28

Health & Wellness Committee

Wednesday, March 7, 8 am, Chamber
Wednesday, April 4, 8 am, Chamber

Leadercast

Friday, May 4, 8 am, Location TBD

Leadership Aberdeen

Monday, March 5, 4:30 pm, City Council Chambers
Tuesday, March 13, 5 pm, Avera
Tuesday, March 20, 5 pm, TBD
Tuesday, March 27, 5 pm, Best Western Ramkota

Military & Veterans Committee

Tuesday, March 6, Noon, National Guard Armory
Tuesday, May 1, Noon, National Guard Armory

Partners in Community Pride Committee

Thursday, April 6, 9 am, Chamber

The Connection (Disability Task Force)

Wednesday, March 21, 2 pm, TBD
Wednesday, April 18, 2 pm, TBD

Transportation Committee

Tuesday, March 27, 3:30 pm, Chamber

Workforce & Education Committee

Wednesday, March 21, 3:30 pm, ARCC Alumni Room
Wednesday, April 18, 3:30 pm, ARCC Alumni Room

“Agriculture: Food for Life” Theme for National Ag Day



Lisa Anderson
 Director of Public
 Relations, Committees
 & Programs, Aberdeen
 Chamber

What is National Ag Day all about? It's about recognizing – and celebrating – the contributions of agriculture in our everyday lives. The National Ag Day program, hosted by the Agriculture Council of America (ACA), encourages every American to:

- Understand how food and fiber products are produced
- Value the essential role of agriculture in maintaining a strong economy
- Appreciate the role agriculture plays in providing safe, abundant and affordable products and
- Acknowledge and consider career opportunities in the agriculture, food and fiber industry.

This year, National Ag Day is on Tuesday, March 20th, which falls during National Ag Week (March 18-24). It's a day to recognize and celebrate



AGRICULTURE:
Food for
Life
March 20, 2018

the abundance provided by agriculture, which includes almost everything we eat, use and wear on a daily basis. Every year, producers, agricultural associations, corporations, universities, government agencies and countless others across America join together to recognize the contributions of agriculture.

As the world population soars, there is an even greater demand for the food and fiber produced in the United States. Each American farmer feeds more than 165 people – a dramatic increase from 25 people in

the 1960's. Quite simply, American agriculture is doing more and doing it better.

Locally, members of the Aberdeen Chamber's Ag Committee will be on hand at both Kessler's grocery (9 am to noon) and Ken's Super-Fair Foods (1 to 4 pm) to distribute educational material and give Beef Bucks and pork certificates to local shoppers. I encourage consumers to stop by Ken's or Kessler's on March 20th to speak with supporters of our local ag community and celebrate agriculture...food for life!

April is National Occupational Therapy Month



Sunny Lester,
MS OTR/L
 Sanford Aberdeen
 Medical Center

Using ergonomics in the workplace

What is ergonomics? In essence, it's the science of fitting the task to the human.

Ergonomics can be used to design or modify your workplace to both improve performance and reduce the likelihood of injury and illness.

Occupational therapists can help identify risk factors and stressors in your workplace, recommend solutions, and help with training – such as proper body mechanics, postural positioning, stretch programs, etc.

The benefits of implementing an ergonomic program in your workspace can be significant, including decreases in absenteeism, injuries

and employee turn-over, and increases in production, quality, and employee morale. Ergonomics can also reduce work-related disorders such as carpal tunnel syndrome, tendinitis, rotator cuff injuries, and more.

To learn more about implementing an ergonomic program in your business, contact an occupational therapist.

For more information, contact Sunny Lester MS OTR/L at Sanford Aberdeen Medical Center 605-626-4388.

Occupational Therapy in the elderly population is focused on helping the person overcome physical challenges so they can lead a more independent and productive life. This enables the person to stay in their current setting longer with a modified environment tailored to their needs or by learning compensatory techniques for their physical

challenges to be successful in their setting.

Occupational therapists help seniors overcome daily challenges whether it be dressing, feeding themselves or making their environment as safe as possible to minimize falls.

Falls are the leading cause of injury among seniors and occupational therapists can assist in the home setting by modifying the environment to make it as safe as possible. By helping seniors be more successful in their day to day life activities, they will experience a greater quality of life & healthier safe lifestyle.

(Note: this article was coordinated by members of the Chamber's Health & Wellness Committee.)



Connie Otterstetter, RN
 Director of Therapy,
 Bethesda Home of
 Aberdeen

Engaging Students in Workforce Development



Becky Guffin
*Superintendent,
 Aberdeen Public
 Schools & Member
 of the Workforce &
 Education
 Committee*

Students at Aberdeen Central High School have the exciting opportunity to receive real-world work experiences as part of their daily school schedule. Seniors are eligible to enroll in an internship course which is designed to job shadow an occupation for one

class block per day for nine weeks (or two different occupations for 18 weeks). Students are required to arrange their own experience with assistance available from an internship coordinator at Central High School. A contract detailing the expectations of the student and employer are signed prior to the placement. Students are expected to keep a daily journal for attendance purposes and document tasks completed each day. A final portfolio is submitted detailing the entire experience which highlights major learnings and accomplishments. The goal of the course is to explore possible career opportunities, help students decide on post-secondary plans, and gain experiences to better prepare themselves for their future beyond high school. Successful completion of an internship opportunity does meet



one of the South Dakota high school graduation requirements.

Since the program began during the 2012-13 school year, nearly one thousand public school students have engaged in these workplace experiences within the community. Over one hundred business and industry partners throughout the region have enthusiastically embraced these young people to help prepare them for future educational and career success.

The District believes for young people to thrive as adults, they need a strong academic foundation and

the knowledge, skills, and abilities to be successful in the workplace. The internship experiences have allowed students to achieve these goals and gain valuable life skills. In addition to these benefits for young people, a community wide emphasis on youth workforce development helps ensure employers have a ready supply of local talent to meet industry demands. Ultimately, these efforts are intended to assist Aberdeen's economy through the growth of jobs, incomes, and new businesses.

Aberdeen Roncalli's internship program currently engages 16 students. Career interest areas associated with these internships include agriculture, medicine, engineering, sports, finances, and education.

The purpose of our internship program is for students to use skills they have acquired and practiced throughout their formal education through real-life hands on experiences. Students document what they learn as well as create a portfolio of their overall experience.



Jeff Simmons
*President,
 Aberdeen Catholic
 Schools & Member
 of the Workforce &
 Education
 Committee*

PICP Committee Business Beautification Recognition



January – InsuraCrop, Inc.
 505 S Harrison St



February – Aberdeen Elks Lodge 1046
 705 Circle Dr

Aberdeen Public Schools Foundation Presents Golden Apple Awards

The Aberdeen Public Schools Foundation announced the third annual Golden Apple Awards to recognize individuals that are dedicated, inspiring, and making a difference in the Aberdeen School District. This year's honorees were Brian Hatzenbeller, Carla Clark and Ross Burdick. Each received \$500 and a golden apple.

Brian Hatzenbeller, Simmons Elementary Custodian, goes above and beyond on a daily basis. He helps out everywhere around the school and never has to be asked twice to do anything. He completes all of his jobs with a fantastic attitude. He helps maintain the culture of our school by helping staff with a great attitude and fun demeanor. His practical jokes keep us laughing and on our toes.

Hatzenbeller has been employed in the school district for 29 years in various capacities. He has been responsible for ordering supplies, working on doors, cleaning bathrooms, setting up and tearing down for events, helping out at lunch, working on copiers and laminators, keeping the sidewalks clear of snow and ice, helping kids with stuck coats and knots in their shoes, and serving as a member of the Crisis Management Team. Over the years he has taken inventory of District equipment, driven the school district van between schools for 25 years without a single accident, and made around 5 million copies a year. He approaches each day with his mantra "It's for the kids," which is evident in all that he does.

The dedication of Carla Clark, Elementary Library & Media Center Specialist, to all staff and students is beyond compare. The resources she is able to provide for staff and students allow classroom learning opportunities to be more meaningful and memorable. Teachers call on Clark to assist with big projects in the classroom where she can be seen leading students through research projects, introducing programs that allow students to connect with others across the world, or simply talking



Carla Clark, Brian Hatzenbeller, and Ross Burdick

with students. Our students see her passion and are inspired and excited to learn more. Clark's behind the scenes work puts her above the rest. She comes well-prepared by having student accounts created and step-by-step instructions for students to follow. She is willing to work with students in a whole class setting or one-on-one. Without her help, our projects would not be possible to the extent that they are completed.

Clark's work ethic is inspiring and compares to no other. Not only is she a dedicated professional, graduate student, church volunteer, and loving mother and wife; she also helps operate her family's farm. Clark has been honored as the SD Agriculture in the Classroom Teacher of the Year, SD Counts Teacher Leader, and has been a cooperating teacher for NSU teacher candidates.

Ross Burdick, Network Support Specialist, is an outstanding candidate for the Golden Apple Award because of his dedication to the Aberdeen School District. He is always willing to help and assist anyone with their needs. He makes you feel as if your need or situation is his most important task. He always has a "can do" attitude and a smile on his face. Burdick is a very humble individual

who does not look for accolades, but models kindness, reliability, a strong work ethic, and dedication to his fellow co-workers and to the students of the District. Even when running into Burdick outside of the work day, he always shows the same exceptional qualities.

In his current assignment, Burdick has the privilege to interact with a wide variety of people-peers, clients, staff, and students. He is rewarded by not only being able to solve an issue for someone, but to see them light up when he is able to teach them something about it. The best part of his job is being able to contribute to our future and the future of our kids.

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

You Can Help Build a Better Block



Lisa Anderson
 Director of Public
 Relations, Committees
 & Programs, Aberdeen
 Chamber

Before winter set in across the plains of South Dakota, Aberdeen held a community kick-off for our Better Block project. The kickoff was held on November 30th in anticipation of the project, which is scheduled for May 11th and 12th this year. Planning

is underway for the first Better Block Foundation project to be held in South Dakota. The Chamber's Partners in Community Pride Committee is spearheading the effort.

There are seven committees for this project, and subcommittee members are needed. If you have interest in any of the following areas, please contact Lisa at the Chamber to volunteer your time, resources or treasure:

Marketing – Handle communications with the community (social me-

dia, website, marketing materials, etc.) before and during the event

Volunteers – Recruit, manage and direct volunteers

Materials – Organize, acquire and store materials from concept map

Programming – Find performers (music, art, etc.) and develop a schedule for them

Vendors – Find vendors for pop-up shops and develop a plan for them

Fundraising – Identify & recognize potential donors and manage donations

City Liaison – Work on permitting and city codes

Ever thought about starting a small business? Give it a try with the help of the Better Block! We're looking for people willing to start pop-up businesses for the weekend – or longer – in space located in the Better Block project area. Who knows...maybe it will become a permanent venture.



**BETTER
 BLOCK** FOUNDATION

This block can be just a start. Ultimately, we hope to inspire other thoughts, dreams, what-ifs and meaningful work that will improve other blocks for our city. Additionally, residents of surrounding communities are invited to take part in any phase of this and replicate it in their towns. Because what's good for surrounding communities is good for Aberdeen and vice versa.

Check out the Facebook event page at www.facebook.com/events/1431522330309510. For more information, contact Lisa at the Aberdeen Area Chamber of Commerce at 225-2860 or lisa@aberdeen-chamber.com.

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Remodel

Floor to Ceiling
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floortoceilingds.com



New Location

InsuraCrop, Inc
505 S Harrison St • 725-2273
insuracrop.com



Expansion

Avera St. Luke's Hospital, Wound Care & Hyperbaric Therapy Department
305 S State St • 622-5000 • averastlukes.org

Join the Chamber Team!

The Aberdeen Area Chamber of Commerce is seeking applicants for the position of **Finance Manager.**

Preferred applicants will have an Associate's or Bachelor's Degree in Business, Accounting or other related field and be knowledgeable in Quick books. All applicable work experience will be considered.

The Finance Manager performs all bookkeeping duties for the organization including: payroll, accounts receivable and accounts payable, budgeting, etc. He or she also assists with Chamber activities and events.

Submit cover letter and resume by March 9, 2018 to gail@aberdeen-chamber.com or by mail to:
Aberdeen Area Chamber of Commerce
Attn: Gail Ochs
PO Box 1179
Aberdeen, SD 57402-1179

Small Business Resources

Interactive Discussions



One Million Cups

<http://www.1millioncups.com/aberdeen>

Meets every Wednesday at 9 a.m. at the Capitol Theatre



StartHUB

<http://starthubsd.com/>

Meets the first & third Thursday of every month at 8:30 a.m. at Karisma Boutique

Free Technical Assistance



Small Business Development Center

<http://sdbusinesshelp.com/>

- Works with start-ups & existing companies
- Assists with business planning, cash flow planning, marketing & funding sources
- Referrals to international trade, government contracting & other resources



SCORE

<https://siouxfalls.score.org/>

- Free templates and articles
- Local mentoring assistance



CJ's Patisserie
 224 1st Ave SE, Suite 5 • 622-0607
 cjspatisserie.com



Profiling Beauty Health & Wellness Center
 224 1st Ave SE, Suite 1 • 262-0405
 www.leanbodybarre.com



Overhead Door Company of Brown County, Inc.
 2980 W Hwy 12 • 226-8000
 overheaddoor.com

Come meet with local hiring businesses!
 Discover career opportunities • Meet recruiters • Distribute your resume • Learn about many companies!

**2018 ABERDEEN AREA
 JOB FAIR**

Tuesday, March 13
 12:30 – 5 p.m.
 Aberdeen Civic Arena
 203 S Washington St
 Please use West entrance

Sponsored By:

- South Dakota Department of Labor and Regulation
- Northern State University, Director of Employment and Placement Services
- Aberdeen Area Chamber of Commerce
- Dakota Printing & Imaging, LLC
- Aberdeen Area Human Resource Association
- Hub City Buses
- Aberdeen River Company
- The Thinking Place

Let the Department of Labor and Regulation help you prepare:
 Write your resume • Fill out applications • Practice interviewing skills

There is no cost to attend!

For more information:
 SD Labor Regulation
 426 E Rosebush St
 605-426-3340
 www.sdjobs.org
 americanjobcenter



CHAMBER WEEK 2018

April 9-13

Although we love to celebrate our members all year long, the Aberdeen Area Chamber of Commerce is setting aside one special week to really do it up right. Chamber Week is scheduled for April 9-13. Here is a tentative schedule of events for the week:

- Monday, April 9 – Mayor’s Proclamation
- Tuesday, April 10 – Visits to Chamber Members of the Week
- Wednesday, April 11 – Visits to Chamber Members of the Week
- Thursday, April 12 – Business After Hours at Dacotah Bank (free to Chamber members with RSVP)
- Friday, April 13 – New member special

We look forward to celebrating with you, so stay tuned to the Monday Chamber Announcements for more details.

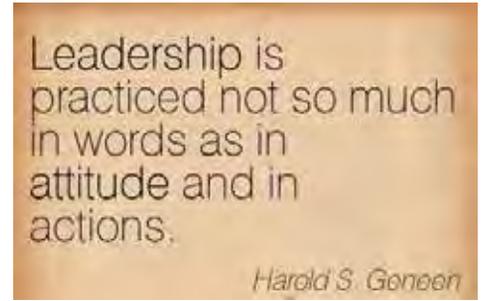
Leadership Aberdeen, Class of 2018

A class of 32 people began Leadership Aberdeen, Class of 2018, on Thursday, January 11th. For twelve weeks they will learn and grow together, culminating in their graduation on Tuesday, March 27th. A program of the Aberdeen Area Chamber of Commerce, Leadership Aberdeen is designed to:

- Analyze characteristics associated with leadership
- Develop individual skills
- Gather an awareness of trends, challenges and issues that face the Aberdeen area

Inclusive of the 2018 class, 785 people have successfully completed the program. Leadership Aberdeen thanks the following business partners for supporting this program and the hundreds of graduates who continue to

make our community, state and beyond better places: 3M Company of Aberdeen, Avera St. Luke's, Dacotah Bank, Glacial Lakes Energy LLC, Northern State University, Sanford Health and Agtegra Cooperative.



Lisa Anderson
Aberdeen Area Chamber of Commerce



Cory Biegler
Helms & Associates



Janie Borkowski
Northern State University



Nicklas Burilovich
3M Company



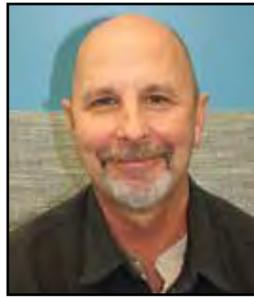
Kayla Cavalier
MIDCO



Alicia Courtney
Avera St. Luke's Hospital



Tammy Doerr
Plains Commerce Bank



Donn Fricke
Glacial Lakes Energy, LLC



Will Griffin III
Agtegra Cooperative



Ashley Hansen
Sanford Aberdeen Medical Center



John Hanson
Glacial Lakes Energy, LLC



Aaron Hawkinson
Quality Quick Print



Lisa Heathman
Best Western Ramkota



Jordan Hintz
NECOG



Tanya Holzer
Avera St. Luke's Hospital



Courtney Hostetter
Insurance Plus



Ashlee Kienow
Agtegra
Cooperative



Cole Kukowski
Edward Jones



Christopher Malsom
Avera St. Luke's
Hospital



Sarah McFarland
Presentation College



Joseph Mehlhaff
Great Plains Bank



Troy Miller
Aberdeen Federal
Credit Union



Rita Moe
Aberdeen Area
Convention & Visitors
Bureau



Justin Roll
READiTECH



Megan Rosendahl
Aberdeen American
News



Jane Schaffer
Presentation Sisters



Spencer Sommers
CO-OP Architecture



Courtney
Steinhauser
RhodesAnderson
Insurance



Kaytee Vieira
Insurance Plus



Tom Waletich
Agtegra
Cooperative



Joel Welke
Wells Fargo Bank,
N.A.



BJ Wiest
Dacotah Bank



Recognizing the Heart of our Community

A community cannot thrive without the people and organizations who give of their time and talents to benefit us all. This year's Community Champions Luncheon, an event to recognize those people, was held on Tuesday, February 13th at the Best Western Ramkota. The luncheon was hosted by the Chamber's Ambassador Committee and sponsored by the Aberdeen Area Convention & Visitors Bureau and Aberdeen Development Corporation. A recap was also given of the 2017 BIG Idea Competition.

Awards sponsors include: Aberdeen Area Chamber of Commerce (Woman of Spirit, George, STAR, Emerging Leader & ViTality), Aberdeen Area Convention & Visitors Bureau (Hometown Hero), Aberdeen Development Corporation (Entrepreneur of the Year), Aberdeen Hotel Alliance (Spotlight), CorTrust Bank & Prairie Family Business Association (Family Business of the Year) and Small Business Development Center (BIG Idea Competition).

WOMAN OF SPIRIT

This award recognizes the efforts of a woman from the Aberdeen area that has attained and personified the highest level of professional excellence in her business or profession and has devoted time and energy to the community in a meaningful way. When describing a Woman of Spirit, one would say that she is: Wise, Organized, a Mentor to others, an Achiever, Nurturing, Selfless, Purposeful, Inspirational, Respected, has Integrity and is a Team Player.



Woman of Spirit Award – Dr. Becky Guffin, Aberdeen Public School District

GEORGE

This award is presented to an individual who has worked tirelessly on behalf of the community in trying to make Aberdeen a better place to live and work. A George Award recipient has stepped up and taken

the initiative, rather than “just letting George do it.”

George Award – Jim Ragatz, Midstates Inc.



STAR

The STAR Award, stands for Students Taking Active Responsibility and it recognizes the achievements of a student service group for outstanding service to the community.

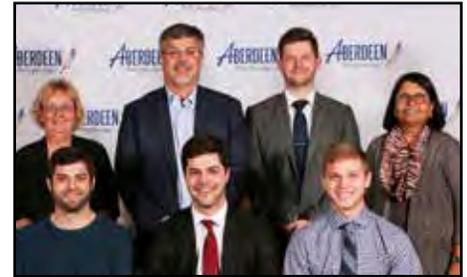
STAR Award – Aberdeen Community Theatre's Young People's Theatre

EMERGING LEADER

This award is presented to an individual who is in the early stages of their career and has demonstrated leadership qualities within their businesses and community. It was established by the Chamber to foster young leadership and enhance youth retention in our community. Evaluation considers evidence of leadership and achievement through active participation in associations, organizations, volunteer boards, etc.; Recognition by managers and peers for demonstrating leadership skills and standards in the workplace; and enthusiastic commitment to promoting and growing with the community, region and state.



Emerging Leader Award – Brett Deibert, Farm Credit Services of America



FAMILY BUSINESS OF THE YEAR

This award recognizes the accomplishments of a family business and its contributions to the community of Aberdeen and the surrounding region. Criteria includes that at least two family members work in the business and/or multigenerational; positive contributions of the business to the welfare of the community; success of the business; and an assessment of the health and unity of the family.

Family Business of the Year – Schwan Financial Group

HOMETOWN HERO

The Hometown Hero Award recognizes an individual or organization that has shown superior dedication to the tourism industry in the Aberdeen area. Hometown Heroes work selflessly to ensure that their group's meetings, conventions, or events are held in the community. Visitors that attend these special events fill the hotels, restaurants, attractions, and retail outlets. The dollars they spend have a tremendous impact on the welfare of our city. By going the extra mile to bring in visitors, Hometown Heroes help ensure the economic vitality of the community continues to thrive.



Hometown Hero Award – Sue Gates, Dacotah Prairie Museum

Congratulations to all our 2017 Community Champion Award Winners!



SPOTLIGHT
The Spotlight award is presented annually to a deserving individual or group who through their advocacy has substantially contributed to our community by shining a positive light on the community or area on a statewide, regional, or national basis.

Spotlight Award – Kyle Oswald, Aberdeen Hub Area BMX



ENTREPRENEUR OF THE YEAR
In the spirit of building on Aberdeen's rich culture of entrepreneurship, the award was started to honor a local business person who contributes to this

Entrepreneurs of the Year Award – Michael & Fallon Helm

ViTality
The ViTality awarded is bestowed annually to recognize an individual who displays enthusiasm for regional development in the 17-county area of Northeastern and North Central South Dakota. The namesake for the award is Vi Stoia. Stoia was a regional thinker his entire career. Stoia passed away in 2008, but his legacy lives on in the form of this award.



ViTality Award – Pam Leonard

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



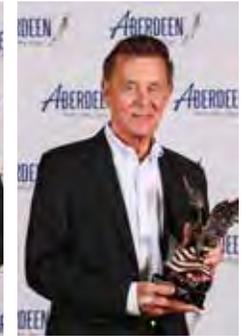
Noncommissioned Officer of the Year – Sgt. First Class Jonathan Judy



Rich Kezar Veteran of Armed Services of the Year – Mel Volk



Enlisted Member of the Year – Specialist Thomas Horn



Veteran Advocate of the Year – John Hisel

FREE

2018 SPRING RESIDENTIAL CLEANUP

BROUGHT TO YOU BY:
THE CITY OF ABERDEEN
DEPENDABLE SANITATION
BROWN COUNTY LANDFILL
THE ABERDEEN AREA CHAMBER OF COMMERCE

"PARTNERS IN COMMUNITY PRIDE"

3 DROP OFF LOCATIONS BELOW

APRIL 27 THRU MAY 12: LANDFILL

1. BROWN COUNTY LANDFILL

TIRES (4 Car or Pickup Tire LIMIT)

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

* NO LARGE DEMO PROJECTS (HOMES, TREE BELTS ETC...) NO MOBILE HOMES
 NO BUSINESS / COMMERCIAL WASTE (Fees Apply TO THE ABOVE)

HOURS
 MONDAY – SATURDAY: 8 TO 5
 SUNDAY: CLOSED

APRIL 27 & 28:

2. SOUTH 5TH STREET
(2 BLKS. S. OF WHITE HOUSE IN

3. BROWN COUNTY HWY DEPT 8TH AVE

TIRES (4 Car or Pickup Tire LIMIT)

BATTERIES
FURNITURE
APPLIANCES
ELECTRONICS
SCRAP METAL
OTHER MISC. WASTE
RUBBLE (NO SHINGLES)

*LARGE LOADS, GRASS, LEAVES, TREES, SHINGLES, PAINT, WASTE OIL, PROPANE TANKS & ANTIFREEZE MUST BE BROUGHT TO THE LANDFILL.

HOURS
 FRIDAY: 1 TO 5
 SATURDAY: 8 TO 4

LANDFILL MAP

ALL LOADS MUST BE COVERED AND SECURED

NO 8th Avenue Access: Asphalt Roads ONLY to Landfill

FOR MORE INFORMATION LOOK US UP ONLINE: @www.brown.sd.us/landfill/home or call 626-4019 / 380-0111

Hosting State B's - Let's Shine Aberdeen!



Laura Ptacek
Convention Sales &
Marketing Coordina-
tor, Aberdeen Area
CVB

Whoa – is it March already? State B season will soon be in full swing, and the CVB is gearing up for not one, but TWO tournaments this year! This year the boys AND girls will be traveling to Aberdeen for their state tourneys, and we couldn't be

more thrilled to have them...and their families...and fans!

We are getting ready to host

hospitality rooms for coaches and officials at both tournaments. This takes a coordinated effort of the Aberdeen Area CVB staff, the SD High School Activities Association, and of course, our dedicated volunteers and school officials. Every athlete, coach, parent and spectator at these events is vitally important to the future of Aberdeen – and we couldn't be happier to have them in our community! Be sure to check our events calendar at www.visitaberdeensd.com to keep up on the latest happenings!

We will also be welcoming people to visit the Aberdeen area at the travel

and sports shows, which we are currently attending. This is the time of year when people are making their vacation travel plans for the upcoming season, so we talk with potential visitors, hand out visitor packets and coupon books...and spread the word about our great city. I can't wait to get out there and let people know that THIS is the place to be! A great place to visit makes a great place to live.

Again, don't forget to use our website to submit information for the calendar of events, and like us on Facebook!

Kardemimmit Comes to Aberdeen

Kardemimmit, a music ensemble from Finland, will visit Aberdeen as part of Arts Midwest Folkefest. The band shares inviting vocal harmonies and fresh melodies played on the Finnish national instrument, the kantele, an ancient stringed instrument with a silvery sound. Their original compositions blend a modern approach with a deep foundation in Finnish, Eastern European, and Scandinavian traditions. The ensemble has released four albums to wide acclaim and toured extensively in Europe, North America, and Japan. Kardemimmit will perform a public concert at Aberdeen Civic Theatre on Saturday, April 7 at 7:30 pm.

The Aberdeen Area Arts Council is hosting Kardemimmit for a full week of activities April 2-7 as part of a program called Arts Midwest Folkefest. In addition to the public concert, the ensemble will visit schools, libraries, and other community locations to share their culture through educational workshops.

Aberdeen is one of only six communities to host Arts Midwest Folkefest. The program works in small and mid-sized communities in Midwestern states that experienced a significant influx of Scandinavian immigrants during the 1800s and 1900s and still bear signs of this heritage today. Arts Midwest Folkefest

seeks to deepen awareness of Scandinavian traditions present in the Midwest while fostering curiosity and appreciation for global cultures. Through the program, the Aberdeen Area Arts Council will also host an ensemble from Sweden for a week-long residency next year.

Arts Midwest Folkefest is produced by Arts Midwest, a regional organization based in Minneapolis. Arts Midwest covers a substantial portion of the program cost so that communities throughout the Midwest can enjoy this multifaceted experience.

David Fraher, president & CEO of Arts Midwest, notes, "Arts Midwest's goal is to create meaningful and lasting impressions through our programs, and Arts Midwest Folkefest is a perfect example of such an experience. By spending a week in each community, our ensembles have more opportunities to share their traditions and truly connect with



community members in a variety of settings."

Arts Midwest Folkefest is produced by Arts Midwest with generous support from Margaret A. Cargill Philanthropies. Additional funding for the program is provided by the Nordic Culture Fund, We Energies Foundation, Swedish Council of America, and through American-Scandinavian Foundation's Thord-Gray Memorial Fund, and in partnership with Iowa Arts Council, Michigan Council for Arts and Cultural Affairs, Minnesota State Arts Board, North Dakota Council on the Arts, South Dakota Arts Council, and Wisconsin Arts Board.

Tax Law Changes Demand Attention



Kelly Weaver
Regional Director,
Small Business
Development Center

For most small business owners, changes in the tax law take a back seat to the day to day operations. Here's a couple reason why you should pay attention to the recent tax law changes.

Payroll Issues – The tax tables used to calculate

withholding for paychecks have changed significantly. First, make sure you (or your payroll service) is using the most recent tax tables (IRS Publication 15). If you are using a payroll software, be sure to update it before every payroll so you are using current tables. The new 2018 tables are out now but don't be surprised if they get revised dur-

ing the year since the roll out was a quick one. Also, get updated W-4 forms from your employees. On a side note, South Dakota has added a new administrative fee to some state unemployment insurance accounts. Refer to the notification you received from the SD Department of Labor last October for details or call them at 626-2312.

Income Taxes – There are many changes that will affect your business taxes including a new 20% deduction of "qualified business income" (Sec. 199A) and the reasonable compensation test, as well as business deductions on interest, entertainment, depreciation and business losses. None of these are without exclusions or restrictions but no doubt many businesses will be affected by at least one of these changes. So, what to do? Once the tax season rush is passed, contact

your tax professional for some guidance to see how these new laws can affect your business and plan for what changes you should be putting in place to deal with them. Waiting till you file your 2018 taxes is TOO LATE.

Ideally, you should meet with your tax professional in the last quarter of the year with a good estimate of what your year-end revenues and expenses are expected to be. With their guidance, you will have a couple month to make any changes that could limit the impact to your businesses. Until then, do some reading and get a little educated. Understand that each business situation is unique and these complicated laws are subject to interpretation (with the IRS's interpretation being most important) so you'll want an educated tax professional in your corner.

A Fiesta OF FRIENDS, FAITH AND FUNDS

THE 39TH ANNUAL RONCALLI BALL

Saturday, April 14

RAMKOTA CONVENTION CENTER

A CELEBRATORY EVENING TO FUND THE ABERDEEN CATHOLIC SCHOOL SYSTEM

Cocktails 5:00 p.m.
Dinner 6:45 p.m.
Dancing 9:00 p.m.

Purchase your tickets today in the ACCS Development Office or by calling 226-2100

Winefest Renaissance 2018

Saturday, April 7, 2018
VIP Event - 4:30 - 6:00 PM
Grand Event - 6:00 PM - 9:00 PM
Boys & Girls Club of Aberdeen Area
1121 First Avenue SE
605-225-8714

Fundraising & Social Event with all proceeds to benefit: **BOYS & GIRLS CLUB OF ABERDEEN AREA**

Tickets:
VIP Event - \$100 each
Grand Event - \$65 each or \$100/pair before March 23.
Limited number of VIP tickets are available.

Ticket purchase includes:
*Wine & Food Pairings
* Music & Artists
* Live & Silent Auctions
* Beer, Spirits & Wine Sampling
* FREE Shuttle Service

Sponsored by:

KESSLERS **REPUBLIC NATIONAL DISTRIBUTING COMPANY**

Tickets available at the Boys & Girls Club of Aberdeen Area at 1121 First Avenue SE and at the Kessler's Liquor Department.

For more information or to make shuttle reservations please call 605-225-8714 Ext 104

Trees and Services Available through South Brown

The South Brown Conservation District was established in 1949 and consists of the south half of Brown County. A Conservation District is a legal subdivision of the state, organized under the South Dakota Association of Conservation District's and are managed by a board of supervisors, elected by the people. Districts provide a means for all interested people in the community to work together for the conservation and development of natural resources.

We offer a wide variety of services to meet your conservation needs, such as machine planting of shelterbelts and field windbreaks including weed barrier and tree tube installation. For smaller sites we also offer a hand plant tree service. We sell a variety of hand plant deciduous and conifer trees, fruit trees, specialty trees and native grasses and forbs for all your landscaping needs. We offer a full service seeding, mowing/clipping, rotary tilling service, and a self-service rental drill. We are also a Millborn Seed Dealer.

All of our trees are bare root

seedlings, and can be pre ordered from November to March for pickup and planting in the spring. Annually we plant 30-70 acres of new shelterbelts and windbreaks and sell around 13,000 trees, shrubs, and conifers to local producers and homeowners. We also sell weed barrier fabric in 3, 4, and 6 foot widths; staples in 8 and 10 inch lengths; and tree protector tubes in 4 and 5 foot lengths. These items are available for purchase year round.

Since 2015 we have offered a Full Service Drill service that has seeded over 5500 acres in Brown County. This includes a variety of Conservation Reserve Program grass plantings, cover crops, hay and pasture mixes, and native grasses. Our self-service rental drill is also very popular with producers looking to plant grasses and cover crops on their own and averages 500 acres a year.

Being a seed dealer has allowed us to be a one shop stop for producers looking to get grass planted. We offer many varieties of conservation,

pasture, lawn and turf, cover crop, and food plot mixes to meet your specific needs. Our technician is experienced with all of these products, and can make product recommendations to meet every need.

South Brown Conservation District is your place to start any conservation project you may have in mind. We can help you design the perfect shelterbelt or wind break around your property, plant native grasses to provide habitat for wildlife, and help you establish your lawn.

Our office is open Monday thru Friday 8:00am-4:30pm and we are located at the USDA Service Center right next to the Airport Travel Center and our tree shed is located on 8th Ave NE directly west of the Brown County Highway Department shop. Phone number is 605-226-3360 ext.3 and like us on Facebook and follow our website (www.southbrowncd.org) to stay up on all our current activities and projects!

Article courtesy of Lindsey Simon, District Manager, South Brown Conservation District

Rehabilitation bringing *you* home...
Expertise. Compassion. Results.



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 HEALTH & REHAB
...because the journey matters

- Short Term Therapy (In- & Out-Patient)
- Long Term Care
- Memory Care



Call to learn more today! | 1700 North Hwy 281
605-225-7315 | Aberdeen, SD 57401



To learn more visit: www.twdcc.com/aberdeen



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Q4 BUSINESS & ECONOMIC DATA ANALYSIS SUMMARY

**SOUTH DAKOTA
SECRETARY OF STATE
SHANTEL KREBS**

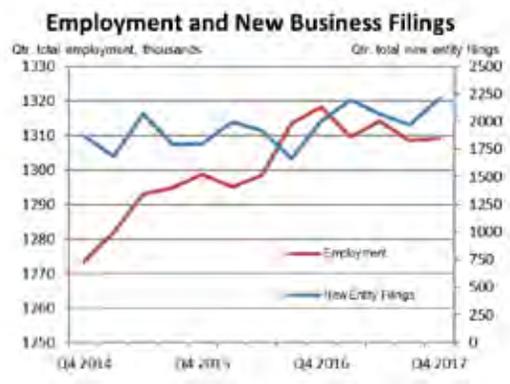
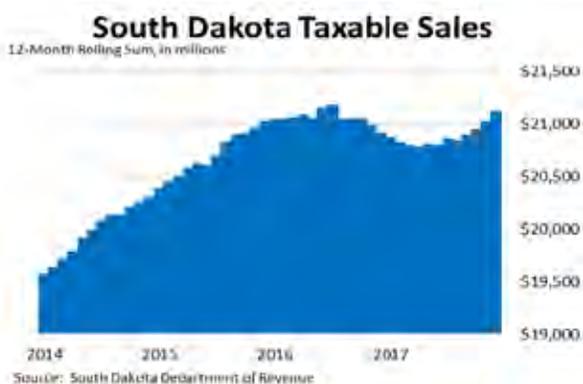
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Fourth Quarter 2017

Secretary's Minute: South Dakota ended the fourth quarter of 2017 with new business filings reaching the highest numbers since 2013. These are tremendous numbers that show the resilience of the entrepreneurs in our great state. For more information on new entities, please visit our website at: www.sdsos.gov.

	2011	2012	2013	2014	2015	2016	2017
Domestic LLC	3,365	3,390	4,645	4,541	4,428	4,732	5,584
Domestic Nonprofit	259	293	388	349	289	354	347
Domestic Corp	741	829	1,103	949	835	684	693
Other Domestic Entities	288	496	466	366	384	338	307
Foreign Entities	1,469	1,499	1,676	1,678	1,554	1,488	1,520
Total New Entity Filings	6,122	6,507	8,278	7,883	7,490	7,596	8,451



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

Fourth Quarter 2017 Economic Highlights

- SD's unemployment rate is 3.5% at the end of the 2nd quarter.
- Taxable sales increased by 1.1% in Q4.
- Entities in good standing at the end of Q4 was 75,802.
- Total new entity filings increased in Q4
- Building permits increased by 8.6% in Q4.
- Most national indicators improved in Q4.

SOUTH DAKOTA	Current Period	3 Months Prior	Percent Change over Prior Period	Annual Percent Change	5 Year CAGR*
Wealth					
Personal Income (millions of dollars)	41,863	41,897	-0.1%	0.5%	2.9%
Total Sales, 12 mo. trailing (millions of dollars)	67,461	66,202	1.9%	-0.2%	0.1%
Taxable Sales, 12 mo. trailing (millions of dollars)	21,121	20,887	1.1%	1.1%	2.6%
Business Outlays					
Average Weekly Wage per Employee	785	819	-4.2%	3.4%	3.0%
Retail Gasoline Price (dollars per gallon)	2.51	2.47	1.6%	5.9%	-5.2%
Economic Overview					
Employment	436,300	436,800	-0.1%	0.2%	1.0%
Unemployment Rate	3.5%	3.3%	6.1%	20.7%	-3.1%
Initial Jobless Claims	480	185	159.5%	31.5%	-2.5%
Continuing Jobless Claims	2,721	910	199.0%	-18.4%	-4.4%
Building Permits, Number of Units, 12 mo. trailing	5,323	4,902	8.6%	-3.3%	5.0%
Valuation (thousands of dollars), 12 mo. trailing	852,797	795,598	7.2%	1.6%	6.4%
FHFA Purchase-Only Home Price Index	283	279	1.4%	5.6%	4.8%
Total Business Bankruptcy Filings	15	13	15.4%	-6.3%	8.4%
Chapter 7	5	8	-37.5%	-50.0%	-9.0%
Chapter 11	3	-	-	-	-
Chapter 13	3	4	-25.0%	-40.0%	24.6%

Sources: Bureau of Economic Analysis, Quarterly Personal Income (SA) (Q3/17); South Dakota Department of Revenue (NSA) (12/17); South Dakota Department of Labor and Regulation (SA) (Q2/17); US Energy Information Administration, Weekly Retail Gasoline and Diesel Prices, Midwest (12/25/17); Bureau of Labor Statistics, CES (SA) (11/17); US Department of Labor, Employment and Training Administration (NSA) (12/30/17); Census Bureau, New Privately Owned Housing Units Authorized (NSA) (11/17); FHFA Purchase-Only Home Price Index (SA) (Q3/17); Administrative Office of the US Courts (Q3/17). *Compound Annual Growth Rate.

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

The Future of Transportation



Lynn Lander
Aberdeen City
Manager

I believe a majority of the driving public in South Dakota measures vehicle trips based upon time vs. mileage. Car dependence is a simple fact of necessity especially in our state of South Dakota. For example, the results of a recent local community survey showed that 92% of Aberdeen residents, if employed, drove their vehicle to work alone. The good news is this survey also showed a one-way trip to work takes less than nine minutes for 52% of those individuals working in Aberdeen and less than nineteen minutes for another 40%.

What is the future of

transportation? What if private vehicles were replaced by subscription based driverless vehicles and how would they impact our lives? I'm not talking science fiction because this is already happening. A senior executive from the National League of Cities states the cities of San Francisco, Pittsburg, Boston, and Chandler, Arizona are heavily involved in testing driverless vehicles. Waymo, a self-driving car program and part of Google's parent company Alphabet, Inc., sought Arizona volunteers for rides in self-driving cars last spring. Waymo has approximately 60 self-driving vehicles operating in Mountain View, California; Chandler, Arizona; Austin, Texas; and Kirkland, Washington. Transportation experts also predict a gradual shift from on-demand vehicle like taxis, Uber and Lyft to companies providing autonomous fleets in large cities. Anyone can probably deduce

this change to driverless vehicles isn't going to happen overnight in Aberdeen.

The recent emphasis of more manufacturers looking into electric vehicles and driverless electric vehicles will change the primary tax revenue (gasoline/fuel taxes) for transportation. This movement may cause a push towards vehicle miles traveled taxes vs. per gallon taxes which may create a rural vs. urban divide for this new taxation method. Electric cars and driverless vehicles will likely evolve differently on a city by city basis. Many individuals believe the upcoming transportation evolution may follow the impact similar to car ownership in the 20th century which brought forth independence and freedom in desired travel. No one can accurately predict the future but it will be interesting to see how these transportation changes play out.

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Six Employment Law Trends for 2018



Kim Dorsett
Partner, Richard-
son, Wylie, Wise,
Sauck & Hieb

If you were to ask business owners what their biggest daily challenge is in running a business, nearly all would say "HR" or employee matters. Not only can it be difficult to find and keep good employees, the ever changing local, state and federal

laws make employee issues even more daunting. Here are six employment law trends to watch over the course of this next year.

1. **Business Immigration and VISA Holders in the Workplace.** Immigration reform policies, and how those policies will affect business immigration laws, remain in flux. All business owners need to keep an eye on the latest policy proposals and legislation passed. One specific change related to business immigration is the updated Form I-9, used for identity verification and employment authorization, which must be completed on every employee.

2. **Discrimination, Harassment, and Retaliation.** The EEOC is seeing a steady increase in the number of claims filed against employers, with retaliation claims accounting for almost half of all claims. Many employers do not realize that a judge may dismiss an underlying claim of discrimination or harassment, but find merit in a retaliation claim if the employee proves that the employer retaliated against him or her for exercising their rights in filing a complaint in the first place.

As a result, it is more important than ever for employers to consult with legal experts about whether a potential action may be considered discriminatory or retaliatory prior to the action being taken.

3. Independent Contractors.

The misclassification of employees as independent contractors or freelancers remains a high priority area for the EEOC. The misclassification of a person as an independent contractor allows the recovery of significant back taxes, penalties and interest from the employer. Employers must work with legal experts in analyzing factors used by the Department of Labor to ensure a person classified as an independent contractor should not be classified as an employee instead.

4. Employee Use of Social Media.

With the prevalence of social media, both for business and personal reasons, business owners are rightfully concerned about how employees use social media. Business owners must establish clear standards and policies for how employees are allowed to interact on social media, and must take time to ensure the employees are educated on those policies. However, at the same time business owners must be careful not to infringe upon an employee's First Amendment rights, as well as their right to discuss topics such as working conditions or wages. Such activity is often protected, so we must be mindful of this when drafting policies.

5. **Wage and Hour Laws: New FLSA Guidance.** Under the Obama administration, the Department of Labor was poised to raise the salary threshold for certain exempt

employees to \$913.00 per week. Under the new administration, the Department of Labor's plans were placed on hold, and it is currently undertaking rule making to revise the regulations which govern exempt employees. Until the Department issues its final rule, it will enforce the regulations currently in effect, including the \$455.00 per week standard salary level. This means in order to qualify as an exempt employee, employees must generally be paid not less than \$455.00 per week on a salary basis, with some limited exceptions.

6. Marijuana in the Workplace.

As more states legalize marijuana for medical or recreational purposes, employers are now attempting to address the issue in the workplace. Many states, such as Arizona, Connecticut, Delaware, Illinois, Maine, Minnesota, Nevada, New York, and Rhode Island, provide employee protections from discrimination for use of marijuana, primarily on the basis of being a medical marijuana cardholder, or for testing positive for marijuana during a drug test. The Massachusetts Supreme Court also recently ruled that employers may need to accommodate off-duty medical marijuana use in certain situations, and many other states are expected to follow suit. South Dakota will undoubtedly be facing similar issues in the near future.

These are just a few legal areas that could affect your business in 2018. Even a seemingly simple mistake or misunderstanding can cost thousands of dollars to fix, so it is best to contact a legal professional if legal issues arise.

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Friday, May 4, 2018
Location to be announced

7:00 am Registration with Program
from 8:00 am - 3:00 pm
Watch for details coming soon at
www.aberdeen-chamber.com/leadercast

Continuing the Rollback



Kristi Noem
US Representative (R-SD)

Step by step, we are reducing the size and scope of the federal government. Yes, a lot of work remains, but over the last year, we've worked with President Trump to cut 1,600 regulations, repeal Obamacare's onerous individual

mandate, and deliver a massive tax cut to the vast majority of Americans. As a result, consumer confidence is at a 17-year high, 1.7 million new jobs have been created, and many families are getting a raise for the first time in years.

It's beyond encouraging to see the economy boom again, and I'm hopeful that progress will help fuel another round of economic reforms. For instance, I'd like to see us improve our poverty programs, streamline federal agencies, roll back additional

Obama-era regulations, and continue cutting regressive taxes, like the Health Insurance Tax (or HIT).

The HIT was put in place by Obamacare. While it is supposed to be a direct tax on health insurance providers for the services they provide, the tax is actually passed on to consumers in the form of substantially higher premiums and out-of-pocket costs, according to the nonpartisan Congressional Budget Office.

The HIT also costs jobs. In fact, the National Federation of Independent Business Research Foundation found the HIT could cost between 152,000 and 286,000 jobs by 2023. Most of those jobs would be lost within small businesses.

I firmly believe Obamacare must be fully and permanently repealed. I fought to see the House pass legislation repealing and replacing Obamacare but was deeply disappointed when the Senate couldn't pass it as well. So, until we can get a full repeal through both houses of Congress, I'm committed to taking it apart piece by piece, with the next step being a repeal of

the HIT.

After hearing from many South Dakota small businesses about the devastating impact the HIT was having on them and their employees, I introduced legislation to repeal the tax. While it seems like everything in government (especially when it involves Obamacare) is partisan, even Democrats could jump on board in support of this repeal. We continue to push this legislation toward passage, but I was thrilled to put the tax on pause for 2019, which will help individuals save as much as \$500 on the cost of their healthcare premiums that year.

Ronald Reagan, whose birthday we celebrated in February, famously observed that "as government expands, liberty contracts." He was right. Big-government taxes and regulations stunt our prosperity and limit our freedoms. Over the course of the last year, that regulatory burden has begun to lift. Families have more money in their pockets because of tax reform. And in 2019, many will reap the financial benefits of a HIT delay. We must capitalize on this momentum, continue to shrink government, and watch liberty expand as a result.



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Thank you to the Legislators Representing Brown County during the 2018 South Dakota Legislative Session

DISTRICT 1 (Brown, Day, Marshall, Roberts)		
<p>Jason Frerichs (D) Senate—Majority Whip 13507 465th Ave. Wilmot, SD 57279 H (605) 949-2204 B (605) 938-4273 Jason.frerichs@sdlegislature.com</p>	<p>Steven McCleerey (D) House 45708 116th St. Sisseton, SD 57262 H (605) 698-7478 B (605) 698-3749 Steven.mccleerey@sdlegislature.com</p>	<p>Susan Wismer (D) House PO Box 147 Britton, SD 57430 H (605) 446-5189 B (605) 237-3086 Susan.wismer@sdlegislature.com</p>
DISTRICT 2 (Brown, Clark, Hamlin, Spink)		
<p>Brock Greenfield (R) Senate—President Pro Tempore 507 N Smith St. Clark, SD 57225 H (605) 532-4088 B (605) 632-3799 Brock.greenfield@sdlegislature.com</p>	<p>Lana Greenfield (R) House PO Box 243 Doland, SD 57436 H (605) 635-6932 B (605) 635-6996 Lana.greenfield@gmail.com</p>	<p>Burt Tulson (R) House 44975 SD Hwy 28 Lake Norden, SD 57248 H (605) 785-3480 B (605) 881-7809 tulsonb@ttctel.com</p>
DISTRICT 3 (Brown)		
<p>Al Novstrup (R) Senate—Majority Whip 1705 Northview Lane Aberdeen, SD 57401 H (605) 226-2505 B (605) 360-9711 anovstrup@gmail.com</p>	<p>Dan Kaiser (R) House 1415 Nicklaus Drive Aberdeen, SD 57401 H (605) 228-4988 B (605) 228-4988 kaiserforhouse@yahoo.com</p>	<p>Drew Dennert (R) House 1523 N Arch St Apt # 3 Aberdeen, SD 57401 B (605) 252-1008 Drew.dennert@sdlegislature.com</p>
SPECIAL THANKS TO THE BUSINESSES & ORGANIZATIONS WHO SPONSORED THE 2018 LEGISLATIVE CRACKER BARREL SESSIONS		
<p>Aberdeen American News, AARP, Aberdeen Development Corporation, Aberdeen Federal Credit Union, CorTrust Bank, Healthcare Plus Federal Credit Union, Northern State University, Northwestern Energy, Sanford Aberdeen, The Borns Group, and Wells Fargo Bank.</p>		

Working Toward a farm Bill that's Done Right and On Time



John Thune
US Senator
(R-SD)

For folks who haven't been following my "Thune Farm Bill" effort in the Senate, thanks to the help of stakeholder groups and individual farmers and ranchers throughout South Dakota, we made significant progress last year

as we laid important groundwork for the 2018 farm bill. The current farm bill expires this fall, and one of my top priorities for 2018 is ensuring the next farm bill is done right and on time.

Last March, I announced that I'd be introducing multiple individual farm bill proposals that cover most sections of the overall bill. My goal was simple. I wanted to put pen to paper early on in the process – beginning more than one year ahead of the deadline – so we could start having a discussion about items that could be included in the new bill. By starting this conversation early, we would be able to get ahead of the game, and I'm glad we did.

The first proposal I introduced last year would create the Soil Health and Income Protection Program, or SHIPP for short. It's designed to be a new voluntary income protection program for farmers that would help meet the production and soil health needs in today's agriculture economy. The new program, which offers a short-term alternative to the popular Conservation Reserve Program (CRP) and its long-term requirements, is widely supported. Scott VanderWal, the president of the South Dakota Farm Bureau, called it

"commonsense" and said it had the potential be a "helpful tool" for South Dakota farmers.

Shortly after I rolled out SHIPP, I introduced a set of proposals that would greatly improve how easement programs are managed by adding flexibility to CRP and creating new options for other easement programs. My legislation would boost the CRP acreage cap to 30 million acres, which represents a 25 percent increase, and it would create a new target acreage enrollment for each state based on historical enrollment. South Dakota is expected to lose nearly 60 percent of its existing CRP acres during the years covered by the 2018 farm bill, so it was clear to me that some changes needed to be made.

From there, I introduced numerous other proposals that would, among other things, simplify the Agriculture Risk Coverage-County payment process for multi-county farms, require a mandatory crop acreage base update, improve eligibility for disaster-related diseases under the Livestock Indemnity Program, accelerate the availability of Livestock Forage Program assistance for counties in the D2 Drought Monitor category, increase the effectiveness of the Healthy Forest Restoration Act, and improve the National Environmental

Policy Act.

We closed out 2017 with a proposal to expand the sodsaver initiative, which I first authored in the 2008 and 2014 farm bills, for nationwide implementation. In 2018, we picked up right where we left off. In January, I introduced a bill that would help individual Native American ranchers by providing them with premium assistance for grazing loss crop insurance and disaster assistance eligibility for horses that are owned for personal use when natural disasters strike.

Taken as a whole, these bills represent some of the most extensive farm bill policy recommendations that have been introduced this Congress. Again, and I can't emphasize it enough, we wouldn't be here without the hard work and dedication of the men and women in South Dakota's agriculture industry who provided their advice and suggestions along the way. As we approach this fall's deadline, they're needed now more than ever.

SUPPORT GROUPS

PARKINSON'S SUPPORT GROUP

WHEN: 2nd Thursday of every month, 1:30-2:30pm
WHERE: Parkside Retirement Community @ Bethesda
1324 12th Ave. SE, Aberdeen, SD
Contact Christa Weber at 605-850-8141
Christa.Weber2@avera.org

MEMORY CARE SUPPORT GROUP FOR CAREGIVERS

WHEN: 3rd Wednesday of every month, 1:00 pm
WHERE: Parkside Retirement Community @ Bethesda
1324 12th Ave. S.E. Aberdeen, SD
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Last Year's Accomplishments Lay Groundwork for Changes



Mike Rounds
US Senator (R-SD)

Over the past year, Congress and the White House made important changes to get away from the centralized, overregulated system of government that stifled American innovation and economic growth

for years. We're now laying the groundwork to make America even stronger, safer and freer in the coming year.

Last year, we were successful in undoing or stopping 1,600 burdensome federal regulations, including 15 under the Congressional Review Act. This will help businesses thrive by reducing the time and money they were forced to spend complying with costly and unnecessary regulations. We were also able to repeal Obamacare's individual mandate so Americans aren't forced to pay for expensive health insurance that they don't like, want or need.

We restored balance to the courts by confirming fair-minded judges who adhere to the Constitution as it was written. We confirmed 22 of President Trump's judicial nominees—12 of whom now sit on our country's circuit courts—in addition to confirming Supreme Court Justice Neil Gorsuch.

These men and women base their decisions on the rule of law rather than their personal policy preferences or feelings, which is important in their duty to faithfully and impartially apply the law.

One of our most important accomplishments—and one that will make a positive impact on the lives of a majority of Americans—is the enactment of historic tax reform. Tax reform is already leading to bigger paychecks and is creating a healthy, more vibrant economy—one that we can be proud to pass onto our kids and grandkids. Most Americans can expect to see more money in their paychecks this month. Already, more than 3 million Americans are feeling the benefits as more than 270 major employers announced raises and other benefits to their employees. Because of tax reform, the stock market has improved. This leads to more money in folks' pensions and retirement accounts.

In his State of the Union address this year, President Trump laid out a vision for a more united country in which government is less intrusive and the American dream is possible for everyone. The progress we made over the past year provides a strong base to build on his priorities for 2018.

This year, we'll focus on strengthening our armed forces, as directed by the National Defense Authorization Act (NDAA) that was

signed into law last year. Giving our military a much-needed boost will allow military leaders to take necessary steps to regain the required level of readiness. A strong military is necessary to deter attacks from our enemies, and in the case of an attack on us or our allies, defeat them in combat.

We'll also focus on developing a strong workforce to fill jobs here in the United States. We'll work to equip potential employees with the skills and experience they need to thrive in this economy, whether through job training, apprenticeships or improving high school curriculum. The economic policies that Congress and the White House are working to implement will create more high-paying jobs, and we need skilled American workers to fill them.

While we have much progress to be proud of, we also have much work to do, and it will take hard work from both parties in both chambers and the White House to accomplish our goals. I look forward to continue working with the president and my colleagues as we address the most pressing issues before us. With just eight years until America's 250th birthday, we must not let up on our efforts as we continue to make progress on our vision for America in which we are freer, safer and more prosperous for generations to come.

FOURTH ANNUAL LAMONT-RHODES LECTURE SERIES

presents

ERIC SNODGRASS

Director of Atmospheric Sciences at the University of Illinois at Urbana-Champaign

WEDNESDAY, MARCH 21, 7:30-10 A.M.

Breakfast buffet, 7:30 a.m. | Presentation, 8:30 a.m.
Johnson Fine Arts Center, Northern State University
\$20/person or \$125/group of eight

To RSVP for the event, please contact the NSU Foundation at: nsualumni@northern.edu or 605-626-2550.

To register online visit northern.edu/LamontRhodesLecture

The speech is sponsored by the NSU School of Business and Dacotah Bank. The lecture series is made possible thanks to contributions from descendants of longtime Aberdeen residents Ernest and Louise Rhodes, William and Frances (Peg) Lamont, and Robert and Ruth Lamont.

ABOUT THE SPEAKER:



This year's speaker is Eric Snodgrass, director of undergraduate studies for the Department of Atmospheric Sciences at the University of Illinois at Urbana-Champaign. Eric has been a featured speaker at numerous state bankers associations, as well as the American Bankers Association. He has also served as a keynote speaker at the South Dakota Governor's Ag Summit as well as the Association of Agricultural Production Executives (AAPEX) and InfoAg. Finally, he has been the keynote speaker at several national conventions such as the MILK Business Conference in Las Vegas and both the Potato Expo and US Sweet Potato Council Annual Convention.

The Lamont-Rhodes Lecture is brought to you by the NSU School of Business and Dacotah Bank. For more information, contact the School of Business at 605-626-2400.

ABOUT THE LAMONT-RHODES LECTURE SERIES:

The Rhodes and Lamont families have a long history of providing financial services to South Dakota farms, ranches and small businesses. In an effort to preserve that history, family descendants made gifts to the NSU Foundation to establish this annual speaker series.

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Training Opportunities



Are you looking for a career change or wanting to enhance your skill set? The ADC offers classes in Microsoft programs, QuickBooks, CDL, welding, and Spanish. Group discounts are available to businesses seeking staff training. For more information or to register call 605-229-5335 or visit adcsd.com/events/category/training-opportunities.

Hands-On Computer Classes:

Word Beginner: March 27th, 9:00-1:00pm
 Word Intermediate: April 12th, 9:00-1:00pm
 Word Advanced: April 26th, 9:00-1:00pm
 Excel Beginner: May 1st, 9:00-1:00pm

QuickBooks:

The Basics (9:00am-12:00pm) and Inventory and Payroll (1:30-4:00pm). Designed for those considering a computer-based accounting system or those that feel they would benefit from the topics covered. May date to be announced soon.

Commercial Driver's License - Classroom

*Behind the Wheel Driving and Driving Test are also available.
 March 26-28th: 5:00-9:00pm each evening
 April 23-25th: 5:00-9:00pm each evening

40-Hour Wire-Feed Welding Class

This course covers a combination of classroom and hands-on Arcs and Sparks training using state-of-the-art Lincoln Power Mig 350 welders. The primary welding process in this basic program is wire welding (GMAW). The main goal of this course is weld bead proficiency and to have the understanding of how to properly set up the welding machine for the material being welded. Class will start on April 3rd from 4:00-7:30pm with class being held on Tuesdays and Thursdays.

Survival Spanish

This four or six week class starts off with basic Spanish and advances to learning key words and phrases specific to your workplace no matter the industry. Call for more information.

Power Hours at The Workshop

March 14th: How to Create a Business Plan with Kelly Weaver
 March 28th: Common Online Marketing Mistakes and How to Fix Them with Josh Latterell
 April 10th: Banking Basics for Consumers and Businesses with Tammy Doerr
 April 25th: TBA



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Tax Trends Webinar Series – Benefits of Cost Segregation, 3/22/2018
 Advisor Insights Series – The Advisors Due Diligence Role in Mergers & Acquisitions, 3/29/2018
 Tax Trends Webinar Series – The Impact of the New Revenue Recognition Rules, 4/26/2018



FSMA Preventive Controls Qualified Individual (PCQI) Training

Brookings, SD • April 2-4, 2018
 Cost: \$850 per person (plus tax)
 Register Online: www.SDManufacturing.com/events

For More info contact: SD Manufacturing & Technology Solutions, Kellie.Ecker@USD.edu or 605-228-0414

This is a two and a half-day course and is taught by certified Preventive Controls Lead Trainers. Successful completion of the class certifies the graduate as a Preventive Controls Qualified Individual (PCQI).

- Each attendee receives:
- 20 hours of instruction by a certified Preventive Controls Lead Trainer
 - A comprehensive Food Safety Manual (400+ pages)
 - Certification as a Preventive Controls Qualified Individual
 - Registration with the FDA as a Preventive Controls Qualified Individual

ISO 9001:2015 Internal Auditor Training

May 15-16, 2018 - Watertown
 Cost: \$595 Per Person (Plus Tax)
 Register Online: www.SDManufacturing.com/

events

For More info contact: SD Manufacturing & Technology Solutions, Kellie.Ecker@USD.edu or 605-228-0414

In this two-day workshop, participants will gain the knowledge and skills they need to audit their quality system to the ISO 9001:2015 standard. Specifically this course will cover: updates relating to the ISO 9001 standard, the requirements, auditing principles, how to establish an audit program, gather objective evidence and prepare audit conclusions. In addition to the lectures, participants will get to do experiential activities and gain hands-on auditing practice. There will be ample time throughout the course for questions and answers.

Objectives:

- Explain the purposes of the ISO 9001 standard.
- Describe the structure and elements of ISO 9001: 2015.
- Describe the changes included in ISO 9001:2015.
- Understand the importance of a "process approach" and what it means for organizations.
- Explain the basic principles, techniques, and steps for auditing to ISO 9001.
- Describe techniques for effectively working with others when conducting audits.

Six Sigma Green Belt Training

June 5, 6 & 7 – SD Location TBD
 Cost: \$2,000 Per Person (plus tax)
 Register Online: www.SDManufacturing.com/events

For More info contact: SD Manufacturing & Technology Solutions, Kellie.Ecker@USD.edu or 605-228-0414

Six Sigma is a methodology used to manage process variations causing defects. It is focused on process improvement and variation reduction, through the use of a measurement-based strategy. Six Sigma can be applicable to all industrial sectors and at any level of an organization. Six Sigma is designed to provide tangible business results and overall cost savings.

Course includes:

- Three days of training
- Exam
- Project Coaching

Hub City Capital, LLC - A Source for Businesses to Take the Next Step



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development Corp.

Greetings from the Aberdeen Development Corporation (ADC)! As we welcome the spring season we are excited to share a bit of information regarding Hub City Capital, LLC (HCC).

HCC is designed to offer financing for a business that may

not be feasible through bank loans or other methods, or perhaps be made in conjunction with a traditional source of capital. Essentially, investors are bearing the investment risk because with belief in the company's potential success.

In addition to offering capital to grow the business, there are numerous other advantages with an

entity such as HCC. For instance, HCC may be a valuable source of advice and guidance for the business. Additionally, HCC has access to legal, financial, human capital and numerous other types of professional service providers; all of which can be vital in the performance of a business. Quite conceivably the most important factor HCC can provide a business are connections. The members of HCC are well connected and experienced within the business community. Other opportunities such as funding a second round of investment, reassuring a potential new larger customer of funding existing to fulfill orders and assisting with exiting or selling the business, also exist when working with an entity such as HCC.

The most common question we have been asked in relation to HCC: how do I know if my business should apply for funding? Generally, if you

have a solid idea and/or product and even better yet, an already cash-flowing business, you should apply. The members of HCC will want to look at the business and the owner(s) to ensure a potential partnership will be fruitful for both parties.

If you would like to apply for funding, contact the Enterprise Institute at 605-697-5015 (ask for Tom), the Aberdeen Development Corporation at 605-229-5335 (ask for Jill), or the Small Business Development Center at 605-626-2565 (ask for Kelly).

HCC is another example of why the future of Aberdeen is positive and we look forward to great successes for all Northeast South Dakota throughout 2018 and beyond. As always, please feel free to contact me at any time with questions and/or thoughts at 605-229-5335 or via email at mikebockorny@adcsd.com.

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