

To promote free enterprise within & advance the business community of the Eaton-Preble County area.

April 2010
Volume 6, Issue 4

Member of Ohio Chamber of
Commerce & U.S. Chamber of
Commerce

Chamber Events

4/15 "Toast of the Town"
Preble County Council
on Aging
800 E. St. Clair St.
5:00 – 7:00 p.m.

4/21 Preble County
Safety Council
Awards Banquet
11:30 a.m.
Eaton Country Club
100 Morton Rd., Eaton

"Toast of the Town"

Thursday, April 15, 2010
5:00 – 7:00 p.m.

PREBLE COUNTY COUNCIL ON AGING
800 East St. Clair St.
Eaton, Ohio

Celebrating our 37th year of service – 1973-2010

Hors d'oeuvres, beverages, door prizes
Enjoy a nice evening of fellowship and networking

President's Message

Dear Investors,

Thank you for your membership with the Preble County Chamber of Commerce and make no mistake, the Chamber is here to serve you and your interests. When you join the Chamber you are taking an important step to ensure the success of your business and the community. The mission of the Preble County Chamber of Commerce is to promote free enterprise and advancing the business community in the Eaton and Preble County area. We are all acutely aware of the difficult economic environment afflicting our country, our county and our community. It is going to take a tremendous amount of commitment, team work and planning to be successful.

The Chamber stands ready to help. On our website, you will find information outlining our many member's benefits and programs, as well as links to many state and local resources.

"We will often find compensation if we think more of what life has given us and less about what life has taken away."

..... William Barclay

Kristi Marcum

Chairperson, Preble County Chamber Board of Directors

Board of Directors

Kristi Marcum
Chairperson
Warren County Board of
Development Disabilities

Bradley Neavin,
Chair-Elect
Eaton Community Schools

Charles Pennington
Community Improvement
Corporation

Ray Potter
SCORE

Leslie Collins
The Register Herald

Kim Eck
Henny Penny Corporation

Joanne Beineke
Bullen Ultrasonics, Inc.

Shawn Murphy
Michael Murphy Insurance

Kevin Turner
Preble County E.S.C.

Edmund H. Kalil
Attorney at Law

Rose Roberts
Fifth Third Bank

At-Large Members
Dan Appenzeller
Corey Mangan
Chris Arnold
Abby Noland

Staff
Matt Appenzeller
Executive Director
456-4949

Virginia Lindsey
Secretary
456-4949

**Preble County
Chamber Award
Winners for 2009**



Front Row (L to R): Matt Appenzeller,
Chamber Executive Director; Bob
Unruh, Eaton Computer Services; Mary
Bullen & Sherry Shepherd, HIT
Foundation; Tonya Cox, Silfex
Corporation

Back Row (L to R): Kristi Marcum,
Chairperson, Chamber Board of
Directors; Ed Taylor, Remagen, Inc.;
Rob Conneley, Henny Penny
Corporation; Josh Haynes & Jim Simon,
Preble County YMCA; and Darren
Dulsky, Carmela's Pizzeria.

These Awards were presented at the
March 18th General Chamber
Luncheon/Meeting.

**Non-Profit Organizations of the
Year:** HIT Foundation
Preble County YMCA

President's Award:
Henny Penny Corporation
Pheasant Run Village, LLC

Citizen of the Year:
John Tuggle, Remagen, Inc.

Distinguished Service Award: Mike
Snell, Silfex Corporation

New Business of the Year: Carmela's
Pizzeria

Excellence in Business:
Eaton Computer

**Safety Council
Update**

By Kathy
Schulz



For the March training topic, Christie Ferriell from Reid Hospital gave an overview of Diabetes, its increasing prevalence in the US and the impact on safety and costs to employers.

The standard April meeting, will be replaced by our Annual Award's Banquet. The banquet will be held at the Eaton County Club at 11:30 a.m.

Our featured speakers are Lori Firsdon and Barbara Warner of Encore Professional Organizers. The training topic will be "Organizing Techniques for the Safety Minded."

Safety Council Members, please get your reservations to Virginia at 937-456-4949 or email: chamberoffices@preblecountyohio.com by **Wednesday, April 14th!**

**Spring Plowing
Demonstration**



The Preble County Park District and the Midwest Draft Horse and Mule Association present a **Spring Plowing Demonstration on April 17, 2010 (rain date May 1).**

The event takes place at the Allen and Adaline Garber Nature Center, 9691 SR-503 N., Lewisburg from 10:00am to 3:00pm.

The Park District's signature horses, Dixie and Beauty, return to the Nature Center along with several other teams, to show how plowing was done in our ancestor's time. The horsemen sponsor a covered dish lunch at noon - bring a dish to share or bring your own lunch.

For more information call the Nature Center at 937-962-5561 or visit the web site www.pblecountyparkdistrict.org.

Small Business Health Care Tax Credit

Health coverage legislation enacted this year includes a Small Business Health Care Tax Credit to help small businesses and small tax-exempt organizations afford the cost of covering their workers.

Eligibility Rules

- **Providing health care coverage.** A qualifying employer must cover at least 50 percent of the cost of health care coverage for some of its workers based on the single rate.
- **Firm size.** A qualifying employer must have less than the equivalent of 25 full-time workers (for example, an employer with fewer than 50 half-time workers may be eligible).
- **Average annual wage.** A qualifying employer must pay average annual wages below \$50,000.
- **Both taxable (for profit) and tax-exempt firms qualify.**

For more information, please visit <http://www.irs.gov/newsroom/article/0,,id=220809,00.html?portlet=6>



Health Spot....

Sponsored by The Greenbriar

Turn Off the TV and Get Stronger!



Obesity isn't the only negative side effect of excessive television watching. A new Finnish study suggests that young adults who tune in to 2 hours or more of TV a day have low levels of muscular fitness regardless of their overall physical activity level.

"To our knowledge, our study is the first to report such an association," said researcher Tuija Tammelin. "It's possible that some young adults are doing basic levels of aerobic physical activity, but leaving out the important strength training element." Read how to do strength building exercises: www.wellsources.info/wn/strength.pdf

The problem of sedentary screen time (e.g., TV, movies, or computer activity), may be further magnified for American adults who, according to Nielsen ratings, watch approximately 142 hours of television a month on average, equal to more than 4 hours a day. Instead of watching TV or being on the computer all evening, carve out 15-30 minutes to do strengthening exercises. When you do watch TV, do pushups and curl-ups during commercials. Or try jump roping and lifting weights while watching movies.

American College of Sports Medicine. Nov. 2009.

Should You Exercise When You're Sick?

Many studies have shown a 25-50% decrease in sick time for active people who complete at least 45 minutes of moderate-intensity exercise (such as walking) most days of the week, according to David C. Nieman, DrPH, FACSM.

"This reduction in illness far exceeds anything a drug or pill can offer," Nieman said. "All it takes is a pair of walking shoes to help prevent becoming one of the thousands predicted to suffer from the common cold this winter." However, if you're already sick and aren't sure whether to hit the gym or the couch, Nieman offers these tips:

- **DO** exercise if your cold is confined to your head, such as illnesses with runny noses and sore throats.
- **DON'T** overdo it. If you have a cold, keep exercise to a moderate-intensity level (i.e., walking). Studies have not shown any negative effects of moderate exercise for those suffering from common colds.
- **DO** stay in bed if your illness is "systemic" – that is, beyond just the sniffles of a regular cold. Respiratory infections, fever, swollen glands, and extreme aches and pains are all good reasons to rest up instead of work out.
- **DON'T** jump back in too soon. If you're recovering from a more serious bout of cold or flu, gradually ease back into training after at least two weeks of rest.

Nieman also advises exercising prior to receiving a flu shot. Moderate-intensity exercise just before getting the shot has been shown to improve the body's response to the vaccine, boosting immunity.



Message from Ohio Treasurer, Kevin L. Boyce

When I was sworn in as Treasurer in January 2009, Ohio faced some of the worst economic times we had experienced since the Great Depression. We are still feeling the effects of this hardship. Across the state Ohioans are hurting and trying to be as efficient as possible. My approach at the Treasury has been the same. That is why I am now able to tell you how the treasury has saved Ohioans \$29.2 million.

When I came into office I immediately began to evaluate office spending and search for ways to cut back. I asked myself, how can this administration run as efficiently as possible? I began by reducing the Treasury payroll from \$8.6 million to \$7.7 million, a 10.6% decrease. That's the largest reduction taken by any statewide in 2009. Over the last year I've also cut my own salary twice.

This was only the beginning of the cost savings strategies. After I evaluated administration spending from top to bottom I looked externally. This meant looking very closely at the all of the Treasury programs and thinking outside the box. Status quo was not acceptable. I wanted to think innovatively about the way my office would do business.

This type of thinking has led us to save 63% on our banking custody fees. We've accomplished this by creating a more efficient and transparent way to find the right institutions to handle the state's banking custody fees.

The treasury invited banks to submit proposals for what they would charge the state for a specific banking service and then we assessed the quality of the bids followed by cost. After we found the best services we went back to the banks and asked them to lower the cost—and they did. Not only did this achieve the highest quality and best deal but we have created a transparent bidding process.

For the first time, an additional \$32.6 billion of services was bid out.

I did this because Ohioans deserve a treasurer that will fight for them; that will think critically and create these types of innovative solutions. It's no longer business as usual here at the Treasury. We are investing in the future of all Ohioans and improving the security, efficiency, and effectiveness for every tax dollar. We are doing more with less. My administration has not lost a single dime to bad investments. In fact, we have earned over \$200 million dollars since I took office. We also cut our general revenue budget by more than a million dollars and contributed an additional \$7.5 million to the State to help balance its budget.

These internal efficiencies and contributions partnered with this innovative, transparent bidding process will save Ohioans \$29.2 million.

My staff and I travel around the State educating individuals on financial literacy encouraging them to make smart money choices. I can't ask the people of Ohio to make smart financial choices if I don't make them for myself, my office, and for the Treasury—if I don't lead by example.

THE U.S. POST OFFICE PLIGHT

NBC/TV recently had a news segment on the plight of the U.S. Postal Service. The Post Office faces an estimated 7 billion dollars shortfall in 2010. That's on top of billions lost in past years, as the result of its declining usage. Email, social networks, faxing, websites, and other competing communication/delivery systems are increasingly taking their toll of the Post Office's cost of doing business. Since the Postal Service is not government financed, it must find ways to increase its revenue and means of reducing expenses.

Two in-depth surveys indicate the primary areas where changes could have the greatest positive financial impact are pricing, services, workforce, employee

retirement benefits, and new services. These translate into increased rates, reduced/curtailed/dropped services (no Saturday deliveries/reduced hours/3-day deliveries), reduced staffing and benefits, and new/different services and processes.

These are a few of the forthcoming measures the public and businesses can expect and should prepare for. They will not occur overnight, but will be gradually phased in. In the meantime, the public and businesses should be looking for and taking advantage of the currently available, most efficient, least costly, quicker, 24/7 communication and delivery services. Computer providers, like AOL, NetZero, Time-Warner, and others provide inexpensive, quick, and "user friendly" services. UPS, FedEx, Western Union, Wells Fargo, and other carriers offer attractive rates and services. While there may be a tendency to feel "disloyal or "unpatriotic" to our governmentally supervised service, personal and corporate interests should be of primary concern.

State of the Heart to Offer Planning Seminar

Planning for the future can leave you and your family feeling lost. Two subjects are of special interest to Americans today: their health and their financial security. State of the Heart Hospice along with the Brethren's Retirement Community will present a free seminar for the community focusing on these two subject areas, Thursday, April 15 at the Community Room, Brethren's Retirement Community.

The free evening of information sharing will begin at 5:30 p.m. with a free meal of soup, salad and drinks. The program begins at 6 p.m. and will cover estate planning; advanced directives; current law updates, and information for veterans. The evening is titled: "Your Decisions Matter: A Healthcare & Financial Planning Seminar."

Registration is necessary. Please call Jenn Benedict at 548-2999 to reserve a seat, or to obtain more information.

The first presentation at 6 p.m. will be on Estate Planning which will be presented by a representative of Western & Southern Financial. Following this, Kelley Hall, a State of the Heart Hospice nurse and educator, will talk about advanced directives. Gary Flinn, an attorney from Greenville, will discuss current laws pertaining to your health, end of life matters and legal issues. A representative from the Brethren's Retirement Community will explain veterans' benefits and provide other helpful information. There will be plenty of time after the presentations for questions for the presenters.

THE SEVEN SINS OF SUPERVISION

Does your management style need an overhaul? Get on the right track by recognizing – and avoiding – the seven common sins of supervision.

#1 - Trying to be liked rather than respected -It's human nature that everyone wants to be liked. Work problems arise, when you are tempted to make the popular decision. For example, being "soft" or "easy" on discipline. Employees may like you for your decision, but will actually consider you soft and easy and not respect your authority or judgment. The employer's interests, the customers' needs, and co-workers jobs will then be adversely affected. A supervisor's job is to get things done through people, not to run a popularity contest. If a supervisor is fair and objective in dealing with employees and exhibits quality performance, he or she earns and deserves their respect, which is actually behavior everybody likes.

#2 – Failing to get adequate advice and help from subordinates - There is a saying that "two heads are better than one". It's always good to get additional information on a topic. The work force is a great source of valuable

information. After all, they deal every day with all aspects of the work and so are experts about their jobs. It is to the supervisor's distinct advantage to tap that knowledge "pool", by keeping the lines of communication open and asking for good ideas and suggestions. It gets employees involved and, helps them see company problems as their problems too. Many companies have established successful suggestion systems that have provided extremely valuable information to the companies.

#3 – Failing to keep employees informed - How many times have you heard –"Nobody tells me anything!"? Or, "They treat us like mushrooms – keep us in the dark and dump manure on us!". People do not like to be surprised; they like to know what's going on; to be "in on things". They want to be a part of the company and they certainly are a critical, vital part. Supervisors need to keep the lines of communication open – both ways – to and from subordinates. If they are told what's happening, they will reciprocate by telling you things of which you may not be aware, so that you don't get any surprises

4 – Failing to be constructive in criticism - There are two types of criticism – negative and positive. Constructive criticism is the positive kind that means making decisions that are aimed at improving a situation, as opposed to having a detrimental effect. There is a great tendency to let personal feelings negatively affect the type of criticism, rather than just the facts. For example, you may look at WHO's at fault, rather than WHAT's causing the problem. You should also always show compassion, understanding and, protection of the criticized person's dignity, being careful that your actions have a positive effect.

#5 – Ignoring serious gripes and complaints - All gripes and complaints should be considered serious, no matter how trivial they may seem to the supervisor. They certainly are serious in the mind of the complainer, or they wouldn't be mentioned. Supervisors should build an "attractive climate", whereby subordinates feel free of any

retribution or recrimination and, so are willing to discuss their thoughts.

#6 - Emphasizing rules without persuasion - When counseling employees about rules infractions, supervisors should not just say "Well, that's policy!", thereby hiding behind company policies and rules. Rather, it should be explained why the rules were adopted, trying to persuade the employee with common sense reasons.

#7 – Antagonizing and persuading at the same time Do not counsel an employee when he or she (or you) are angry. The worst time to try to persuade someone is when that person (or you) are angry or behaving in an emotional or adversarial manner. Calm the person (and yourself), try to reduce the anger and tension, and set another time (soon) to do the persuading. Of course, all employee counseling should be done in private, without interruptions.

**“Welcome”
New
Chamber
Members!**



Steven R. Rumpke Waste, Inc.
Steven & Margie Rumpke
Located at: 7795 Camden Sugar Valley Road, Camden, OH 45331
Phone: 937-452-3236
Email: m_rumpke@hotmail.com
Product/Service: Trash Collection

Complete Therapy Care, Inc.
Beth Salisbury, Owner
Located at: 4247 Prices Creek Road Lewisburg, OH 45338
Phone: 937-938-0826
Fax: 937-962-9427
Email: beth.salisbury@completetherapycare.com
Web: www.completetherapycare.com
Product/Service: Return to work services, industrial on site therapy services, functional capacity evaluation, PT/OT services on site, transitional work programs, and wellness/fitness.