

## Chamber Events

**5/19** Preble County  
Safety Council  
12:00 Noon  
Preble County YMCA

**5/20** Chamber General  
Meeting & Luncheon  
11:30 am – 1:00 pm  
Eaton Country Club  
100 Morton Rd., Eaton

**Preble County  
Chamber of Commerce**  
122 W. Decatur St.  
P.O. Box 303  
Eaton, Ohio 45320  
Phone: (937) 456-4949  
<http://www.preblecountyohio.com/>

# Chamber News

*Promoting Free Enterprise and Advancing the Business  
Community of Preble County*

## Preble County Chamber of Commerce General Meeting & Luncheon

Thursday, May 20, 2010  
11:30 a.m. – 1:00 p.m.  
Eaton Country Club  
100 Morton Road, Eaton

### Speaker

**JIM HILL, Business Incubation Manager  
The ENTREPRENEURS Center**

Update on the Preble County Development Partnership  
Matt Appenzeller, Executive Director

To make your reservation, please contact Virginia at the  
Chamber Office at 456-4949 by Friday, 14<sup>th</sup>  
Cost is \$15, payable at the door!

## *President's Message*

Dear Investors,

Warmer weather is on the way and the hope for a brighter economy is on everyone's mind. The Preble County Chamber of Commerce wants you to know that we are taking proactive steps and we are committed to looking ahead towards building economic development. PC Chamber is currently working with community businesses and local officials to build the foundation needed to carry out a successful economic development plan.

There is so much that we can all do to support economic development. If we make a concerted effort to shop, dine, and spend our dollars locally, we will *ALL* have a part in building the Preble County community.

Preble County is fortunate enough to have a treasure trove of beautiful places and fantastic people. I strongly believe we are a diamond in the rough and have so much to be proud of. Please view the latest edition of Preble County Life at <http://www.preblelife.com>.

Best Wishes,

*Kristi Marcum*

Chairperson  
Preble County Chamber Board of Directors

## **Board of Directors**

**Kristi Marcum**  
Chairperson  
Warren County Board  
Developmental Disabilities

**Bradley Neavin**  
Chair-Elect  
Eaton Community Schools

**Charles Pennington**  
CIC

**Ray Potter**  
SCORE

**Leslie Collins**  
The Register Herald

**Kim Eck**  
Henny Penny Corporation

**Shawn Murphy**  
Michael Murphy Insurance

**Kevin Turner**  
Preble County Educational  
Service Center

**Joanne Beineke**  
Bullen Ultrasonics, Inc.

**Ed Kalil**  
Attorney At Law

**Rose Roberts**  
Fifth Third Bank

## **STAFF**

**Matt Appenzeller**  
Executive Director  
456-4949

**Virginia Lindsey**  
Secretary  
456-4949

## **Rural Energy for America Program**

On April 26<sup>th</sup>, the Rural Energy for America Program (REAP) was officially announced for fiscal year 2010. The program is intended to promote energy efficiency and renewable energy development for rural small for-profit businesses and agricultural producers. REAP Grants of up to 25% of the total eligible project costs are available while REAP loan guarantees can help to finance an additional 50% of eligible project costs. The maximum grant available is \$500,000 for renewable energy projects and \$250,000 for energy efficiency improvement projects. Projects requesting less than \$20,000 will receive priority consideration.

Two "fact sheets" were e-mailed to Chamber members last week. The sheets explain in detail the purpose of the program, eligibility requirements, and request limits. The deadline for fiscal year 2010 is 4:30 p.m. on Wednesday, June 30<sup>th</sup>, 2010. However, applications received prior to that date may be processed and funded on a competitive basis.

To see the full announcement as published in the Federal Register, go to the following website:  
<http://edocket.access.gpo.gov/2010/2010-09580.htm>

If you have any questions or would like an application package please contact Christie Hooks at (614) 255-2397; via email at [Christie.Hooks@oh.usda.gov](mailto:Christie.Hooks@oh.usda.gov) or Randy Monhemius at (614) 255-2424.

Matt Appenzeller  
Preble County Chamber of  
Commerce

## **Safety Council Update**

By Kathy Schulz



On April 21, 2010, the Preble County Safety Council hosted its Fourth Annual Awards Banquet at the Eaton Country Club. The luncheon was a great success. Mark Ashworth, from the Bureau of Worker's Compensation provided an update of activities within the Bureau and changes associated with the Safety Council program for the upcoming fiscal year.

Employers in Preble County will continue to have access to monthly educational meetings and networks and those who do not participate in a group ratings program, will have the opportunity to receive rebates on their worker's compensation premiums by participation in our Safety Council.

The following employers were presented with awards during the banquet:

**100% award:** These companies worked the entire year without an illness or injury resulting in a day away from work

- Birchwood Genetics, Inc.
- Dow Advanced Materials
- Forklift Training Systems
- Lakengren Water Authority
- Lowman Metal Shop
- National Trail Local School District
- Preble County Council on Aging
- Rexarc International, Inc.
- Timken Company- S. Clair Plant
- Trucks and Parts of Ohio

**Special award:** These companies accumulated 500,000 hours and at least six months without an illness or injury resulting in a day away from work

- Preble County Commission
- Silfex Corporation
- Tri-County North Local School District

**Achievement award:** These companies decreased their incident rate by at least 25% from the previous year.

- National Trail Local School District
- Timken Company- S. Clair Plant

**Group award:** These companies achieved the lowest incident rate in their group.

- Birchwood Genetics, Inc.
- Greenbriar Nursing Center
- National Trail Local School District
- Preble County Council on Aging
- Rexarc International, Inc
- Timken Company- S. Clair Plant

Congratulations are in order for all these companies!

After the presentation of the awards, Lori Firsdon and Barbara Warner, from Encore Professional Organizers, educated and entertained the group with their presentation, "Organizing for the Safety Minded."

In May, we will be back to our regular program time and place- 12:00 at the Preble County YMCA. Our featured speaker will be a representative from OSHA to speak about expected changes to programs.



## The Census Numbers Are In: Ohio Beats National Average by 4%

**Ohio's near the top with a 76% return rate.**

At 76%, Ohio's mail return rate for the 2010 Census is tied for 6<sup>th</sup> best in the Nation. The national average climbed to just over 72%. That is the same rate achieve in 2000. Ohio Treasurer Kevin L. Boyce said this is a significant achievement for Ohio.

"A strong mail-back participation rate demonstrates that Ohioans strongly supported the 2010 Census," said Treasurer Boyce, Chair of the Ohio Complete Count Committee. "This response will save taxpayers money by reducing the number of door-to-door follow-ups from census Takers at households that didn't return a form in the mail." The U.S. Census Bureau estimates that the door-to-door campaign will cost taxpayers \$57 per household.

In the end, tow Ohio cities finished among the nation's top 50 in participation. Ohio's nationally ranked cities include Green Township (wet of Cincinnati) with 86% and Mentor (east of Cleveland) with an 82% return rate. Three other states are tied with Ohio at 76%.

Census Bureau Director Robert Groves said today that the second mailing of Census replacement forms had a big impact on increasing return rated. Groves said the second mailing blanketed area with medium to minimal response in 2000. He also pointed to the change in the Census form for the high rate of return. "The short form reduced the burden on the American public and they responded," said Groves.

Census data determines how more than \$00 billion in federal funds will be distributed across the nation for critical community services.

"For those Ohioans that have not been counted in the 2010 Census, this is your moment to make a difference," said Treasurer Boyce. "We urge each resident to cooperate with the Census Takers that come to your home as they work to county every person in Ohio."

The effort to count every Ohioan will continue on Saturday, May 1, with Census Takers visiting households that did not return a Census form in the mail. The Census Takers will ask residents to

complete the questionnaire face-to-face. All Census workers carry official government badges marked with their name. Residents may ask for a picture ID from another source to confirm their identity. In addition, some Census workers might carry a bag with a 'U.S. Census Worker' logo. Residents may call the Regional Census Center if they still are not certain about the Census Takers identity. That phone number is (313) 396-5200.

## Building A Successful Business Climate

A business can have the most attractive physical facility, state-of-the-art equipment, the most efficient methods and procedures, but, if it has un-qualified employees, it will have sub-standard productivity, low quality, high costs, and poor service. That will ultimately lead to business failure. Unfortunately, many companies' top executives are task oriented people, whose primary interests are productivity, costs, and sales. Regrettably, they overlook the fact that a business's success depends on its PEOPLE. Employers need to obtain the high caliber people available and motivate them to their highest level of achievement, at an optimum cost to the business.

There's no question that the ability to attract and keep first-rate employees is critical to every company's success. The challenge lies in figuring out how to do it. It's very hard to tell in advance who the best people are. No matter how carefully you screen candidates, you simply never know how an individual will do on the job until he or she is actually working for you. So, "you pay your nickel and you take your chance".

As to motivating people, you really can't motivate them, you can only provide the proper "climate" whereby they motivate themselves. By "climate", is meant work environment. "Climate" has been proven many times over the years to be

the most important factor in companies' ability to attract and retain high-quality employees. There are those people who think money is the greatest motivating factor. Of course, money plays a role, along with benefits. But, you can't attract or retain the best people with financial incentives alone. Building and keeping a happy crew goes far beyond offering good wages and benefits.

Nobody is loyal to a compensation/benefits package. Other motivational factors are 58% of the main reason for people being attracted to a job, leaving it, or staying, while compensation factors are only 7%. Employees are extremely loyal to a business that they're proud of – that competes fairly – that does right by its customers and suppliers – that gives back to its community, and – that cares, really cares, about being a great place to work – that truly believes “its employees are its greatest asset” - that has an attractive “climate”.

How do you create that kind of climate – work environment? There are three essential ingredients. The first is **MUTUAL TRUST**. This requires clarity and understanding of the “ground rules” regarding the work environment. Employees need to know what is expected of them. This starts even before they are hired. At the interview, candidates should be given a copy of the job description and requirements. There should be an orientation session the first day of work, when the company's goals and employment expectations are presented. This should include giving them an employee's handbook, spelling out the employee's responsibilities and what they can expect from the company. You tell them that the company expects an honest day's work and, as long as they do that, the company will do its best to assure their jobs and good working conditions. If employees do everything asked of them, they should be able to have confidence that the company is going to keep them employed and provide a good “climate”. That is an employer's primary responsibility to an employee. Without that assurance, there is no mutual trust and without mutual trust, there isn't a healthy climate.

The second ingredient is **APPRECIATION** for the contributions that employees make to the company. Companies must recognize that most of

the good things companies get from the business come as a result of the efforts of its employees and the company needs to show its gratitude by rewarding its employees. That can be done in many ways, such as, pay increases, bonuses, promotions, awards, changes of duties, suggestion systems, prime parking space, and house organ articles.

The third ingredient is constant reminders that employees are **VALUED COMMUNITY MEMBERS** - that they are providing excellent services or products to the company's customers – that they belong to a community of their co-workers – that their community is doing good in the world – that they can take pride in their contributions – that the company takes pride in its employees.

Companies are in the business for one reason – profit. The payback to the company for providing a good work environment for its employees is a productive, well-motivated, stable, loyal, work force – all of which contribute immeasurably to the “bottom line – profit”.



## Health Spot....

Sponsored by The Greenbriar

# Strength!

Muscle strength improves body shape and function and is an important part of a fitness program. Sample strengthening exercises are shown below. For additional exercises, talk with a qualified fitness trainer or physical therapist, or consult a book on fitness, such as *Fitness for Everybody* by Diane Dahm and Jay Smith (available at [www.wellsources.com](http://www.wellsources.com)).

## Arms and Shoulders

**Bicep curl.** Either standing or sitting, hold a dumbbell with your palm facing up. Curl your arm up slowly, bent at the elbow, then slowly extend your arm until the weight is down by your side. Repeat 6–12 times.

**Side-lateral raise.** Hold a small dumbbell at your side with thumb pointing outward. Slowly raise your arm (with thumb pointing up) until your arm is just below shoulder height. Slowly return to starting position. Repeat 6–12 times.

**Shoulder press.** Either standing or sitting, hold a barbell in each hand just above shoulder level. Slowly extend arms together overhead. Slowly return to starting position. Repeat 6–12 times.

**Bent-over side raise.** Start with a small dumbbell in each hand. Extend arms down in front of you, knees and hips slightly bent, while leaning forward slightly. Raise arms sideways and back, without bending elbows, until arms are raised nearly parallel to the floor. Repeat 6–12 times.

## Chest and back

**Pushup.** Lay face down on a mat, with your hands on the mat slightly more than shoulder width apart. Keeping your body straight, press up from the toes until your arms are fully extended. If this is too difficult, press up from the knees. Slowly bend your elbows to return to starting position. Chest should come close to the mat but not touch the mat. Repeat 10–30 times, depending on your fitness level.

**Row.** Wrap a resistance band around a solid post. Hold each end of the band with arms fully extended in front of you. Slowly, pull your arms directly back, bending at the elbows. Squeeze your shoulder blades together. Slowly return to starting position. Repeat 10–12 times.

**Lat pull down, or chin-up.** Sit at a weight machine with arms fully extended grasping a bar overhead. Slowly pull bar down to chest level. As an alternate, every other repetition, pull bar down behind the head. (For young, strong people, chin-ups are an alternate – although very strenuous – exercise.) Repeat 6–12 times.

**Chest builder or butterfly.** Sit at a weight machine, arms out to the side, elbows bent 90 degrees. Slowly squeeze arm pads together in front of you until elbows nearly touch. Repeat 6–12 times.

## Abdomen/Trunk



**Cross curl-up.** Use the same position as above, with hands beside head. Twist and curl-up, touching right elbow on left knee, then visa versa. Come clear down until your shoulder blades touch the mat. Repeat 10–100 times depending on your fitness level.

**Trunk lift.** Lay on a mat on your stomach, hands out to your side with elbows bent. Slowly lift your trunk and arms off the mat while keeping your chin tucked in. Hold briefly and return to the mat. Repeat 10–30 times.

**Abdominal crunch or bent knee curl-up.** Lay on your back on a mat with knees bent 90 degrees. Keep your feet off the ground. With arms crossed in front of you and fingers on shoulders (or arms beside your head with hands touching your ears), curl up and touch your elbows to your knees. Perform rhythmically, not jerky. Repeat 10–100 times (depending on your fitness level).

## Hips/Legs

**Side leg raisers.** Lay on a mat on your side. Raise the top leg sideways and return to starting position. Repeat 10–30 times. Roll over to other side and repeat. Add an ankle weight if desired to increase resistance.

**Lying hip extension.** Lay on a mat facing down, with arms bent, out to the side. Slowly lift one leg (keeping the leg straight) as high as possible, and hold for a few seconds. Relax and repeat 5–10 times. Repeat using the other leg, or do alternate leg lifts.

**Squats.** Stand with feet slightly greater than shoulder width apart, hands on hips. Slowly bend the hips, knees, and ankles. Maintain a normal back arch. Descend to a comfortable point, but keep your knees bent less than 90 degrees. Repeat 10–20 times. When you need greater challenge, do the same exercise while standing on one leg. Use a chair back, if needed, for balance. Another challenging alternate is to bend forward while standing on one leg and descending, and touch your palms on the floor. Return to starting position. This takes good balance and strength. Repeat 8–12 times.

**Leg press.** Sit with bent knees at a leg-press machine. Slowly extend your legs, lifting weight. Repeat 6–12 times.

**Static wall sit.** Stand with your back toward a wall, with your feet a few inches away from the wall. Lean against the wall and slide down until your knees are nearly at right angles. Hold this sitting position for several seconds then return to starting position. Repeat 6–12 times.

**Calf raise.** Stand with your feet slightly apart. Slowly raise up on your toes and hold for a moment. Slowly relax to starting position. Repeat 6–12 times. Use a chair back for balance if needed. For a greater challenge, hold heavy barbells in each hand while doing calf raises.

**Step-ups.** Use an 8–10" bench or step in your house. Slowly step up using one leg and slowly return to the starting position using the same leg. Repeat this 6–12 times. Switch legs and repeat. To increase your strength, use a higher bench (12" or more) or a chair.

**Knee extension.** Use knee-extension apparatus at a gym to extend your knees by either lifting weight or by full range-of-motion resistance. Repeat with each knee 6–20 times.

**Hamstring curl.** Lie on your stomach on a leg curl machine. Curl your legs by lifting weights or with resistance, 6–12 times each leg.

## Specialized back exercises

According to an American College of Sports Medicine news release, one of the best things you can do to prevent back injuries is exercises to strengthen both the back muscles and the muscles that support the spine, such as your abdominals. Back exercises should be customized to different groups of people, according to Michael Bracko, EdD, FACSM.

### For regular exercisers:

**Bird dog.** Start on all fours. Lift the right arm and opposing left leg simultaneously, holding straight, as high as you can lift each. Smoothly bring back to ground. Do 10 reps on each side.

**Front plank.** Begin lying flat on your stomach. Bend arms at the elbows to support your upper body, centering the elbows under the shoulders. Lift body off the ground, using abdominal strength and toes to hold a "bridge" position, keeping the back straight. Hold a straight back for 10 counts.

**Side planks.** Lie on your side, with bottom arm centered under the shoulder. Lift hips off the ground, and hold with a straight back for 10 counts. Repeat on opposite side.

### For athletes and sport performance:

**Advanced bird dog.** Follow the same instructions as above, but hold a five- to 10-pound weight in your lifting hand, and/or wear ankle weights.

**Front plank.** Follow the same instructions as above, but move elbows as far forward as possible to challenge the abdominal muscles.

**Side planks.** Follow the same instructions as above, but hold a 10- to 15-pound dumbbell on your top hip.

### In the workplace:

**Standing cat/camel.** Stand up, and place your hands on your thighs or knees, keeping knees bent. Arch your back up like a camel, hunching the shoulders, and then alternately curve down like a cat, looking up toward the ceiling. You can also lean on your desk instead of your legs, if preferred. Move the spine through a "pain-free" range of motion.

**Standing bird dog.** With feet shoulder width apart, stand approximately 2–3 feet away from a wall. Lean on the wall, keeping your back straight. Extend your right arm straight up from the wall, and lift your left leg straight back/up. Lift arm and leg as high as possible, then return smoothly back to desk and ground. Repeat with opposite side. Do 10 reps on each side.

Although a desk job may seem relatively easy on the body, maintaining a sitting position for long periods of time strains the back and spinal discs. So in addition to doing exercises to build muscle strength, you should get up and move around at least once every 50 minutes. It's not necessary to do all of these exercises at each session.

Choose 8–10 exercises you enjoy doing that cover all of the major muscle groups. Vary the exercises from time to time to add variety and work other muscles.

*Source: American College of Sports Medicine.*