

September, 2011  
Volume 7, Issue 9

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

## Chamber Events

**9/15 Chamber of Commerce  
General Meeting &  
Luncheon**

*11:30 am – 1:00 pm*

*Preble Co. Fine Arts Bldg.  
601 Hillcrest Dr., Eaton, OH*

**9/21 Preble County  
Safety Council**

*12:00 Noon*

*Preble County YMCA  
450 Washington-Jackson  
Eaton, Ohio*

**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, September 15, 2011  
11:30 am – 1:00 pm.**

**Preble County Fine Arts Building  
601 Hillcrest Drive, Eaton, OH**

### Speakers

**Steve Cobb, CEO, Henny Penny Corporation  
Kelli Ott, Executive Director, Mental Health & Recovery Board  
Recognition of Ohio Business Week Students**

**To make your reservation, please contact Virginia at the  
Chamber Office at 456-4949 by September 9<sup>th</sup>  
Cost is \$12, payable at the door!**

## *President's Message*

Dear Investors,

Our Scholarship Golf Tournament on Thursday, Sept. 1<sup>st</sup> was a success! Thanks so much to our Level 1 sponsors: CenturyLink, Eaton National Bank & Trust, Eaton Computer, Henny Penny Corp., and Hunter Consulting Company. Special thanks to Henny Penny Corp for the food preparation and equipment for the event.

Congrats to Ross Hunter's team at Hunter Consulting Co.! They shot ten under par 62 and won in a tie breaker. Hunter will keep our traveling plaque until next year. A full article detailing the event is inside the newsletter.

Please make your reservation for the September 15 luncheon at the Fine Arts Center. We honor local Ohio Business Week students during the September program. This year is no different, and our speaker will be Kelli Ott, Executive Director of the Preble Co. Mental Health Recovery Board, and Steve Cobb, CEO of Henny Penny Corporation.

Cost of the luncheon is \$12. Please call the Chamber at 456-4949 to make your reservation. We look forward to seeing you there!

Bradley C. Neavin,  
President, Preble County Chamber of Commerce

## **Board of Directors**

**Bradley Neavin**  
Chairman

Eaton Community Schools

**Shawn Murphy**  
Chair-Elect

Michael Murphy Insurance

**Ray Potter, Treasurer**  
SCORE

**Charles Pennington**  
CIC

**Leslie Collins**  
The Register Herald

**Kim Eck**  
Henny Penny Corporation

**Kevin Turner**  
Preble County Educational  
Service Center

**Edmund H. Kalil**  
Attorney At Law

**Rose Roberts**  
Fifth Third Bank

**Manfred Schreyer**  
Taffy's Coffee, Wine & Music

**Jim Vidic**  
Bullen Ultrasonics, Inc.

**Abby Noland**  
Preble County District Library

### **At-Large Members**

Dan Appenzeller  
Corey Mangan  
Debbi Hornbrook  
Kim Rowland  
Cindy Kaufman  
David Heindl

### **STAFF**

**Matt Appenzeller**  
Executive Director  
456-4949

**Virginia Lindsey**  
Secretary  
456-4949

## **Chamber Scholarship Golf Tournament a Success!**

The Preble  
County  
Chamber of  
Commerce



Scholarship Golf Tournament was held Thursday, September 1<sup>st</sup> at Hueston Woods Golf Course near Oxford. We had fifteen teams participate this year. It was a great day and we appreciate all who participated.

1st Place Team was the team from Hunter Consulting Co. which consisted of John Burke, Ross Hunter, John Harmon & Jason Henning. *Congratulations to all!*

Thanks to all the Level I Teams & Golf Cart sponsors: CenturyLink; Henny Penny Corporation; Eaton National Bank & Trust Co.; Eaton Computer Services; and Hunter Consulting Co.

Thanks to all our Golf Hole sponsors: Vision Source/Miami Valley Vision Care; Michael Murphy Insurance; Bullen Ultrasonics, Inc.' Simon Insurance Agency; Simon Financial Services, LLC; Stan's Body Shop; Williams & Keckler, LLC; U S Bank; Freedom 1<sup>st</sup> Credit Union, Inc.; Cornerstone Manufacturing, Inc.; Vancrest Health Care Center; Reid Hospital & Health Care Center; Roselius Insurance Agency; Dr. Jill Vosler; Slemker Buick-GMC, Inc.; CenturyLink; Preble County ESC/Kevin Turner, Superintendent; Carmela's Pizzeria; Preble County Medical Center; & RERI – Terry Miller.

Thanks to those who sponsored Special Holes - "Longest Drive" – Matt Appenzeller, which was won by Jeron DeVelbiss; "Closest to the Pin" – Hueston Woods Golf Course-golf vouchers, which was won by Rodney Oda; and "Longest Putt" – Eaton Floral Balloons Gifts & Home Décor, which was won by Yvonne Wathen. Also, thanks to many others who donated door prizes for this event.

Thanks to all the committee members, Jim Vidic, Brad Neavin, Kevin Turner, Shawn Murphy, Kim Eck, Kim Rowland; assisted by Matt Appenzeller, Virginia Lindsey and Yolanda Haston for all their work and donations toward the lunches for the participants. Special thanks to Henny Penny Corporation and Wal-Mart for some of the food donated. A special thanks to the staff at Hueston Woods. Each year the staff helps out for our event and we appreciate all their work!

Next year's Golf Tournament is tentatively scheduled for **Thursday, August 30, 2012 at Hueston Woods Golf Course.** Watch for more information next year!

The Scholarship Golf Tournament supports our annual commitment to award our Chamber Academic Scholarship and Ohio Business Week Scholarship.

## **Safety Council Update**

By Mike Jeffery



The Preble County Safety Council met on Wednesday, August 17th at the Preble County YMCA at 12 noon. Our speaker for this meeting was Olivea DeLegal, Safety Consultant Specialist who spoke on "Heat Stress" She spoke on various types of heat and how it affects your body. Showed DVD's on heat in the workplace and showed heat stress disorders. It was a good meeting and good interaction with the members.

A new feature to our Safety Council meetings is that we will be giving away a "Door Prize" at each meeting, so come and you might be a winner.

Our next meeting will be September 21<sup>st</sup> and our speaker will be Gary Auman, who holds a Bachelor's Degree in Electrical Engineering and a Law Degree. He has a national practice in defending employers in OSHA matters and represents two regional and two

national trade associations in the construction industry. Gary will be speaking on "The Decision Making Matrix Following Receipt of an OSHA Citation." This topic is of greater importance today than it has ever been.

Any questions you might have about the Preble County Safety Council, please call the Chamber office at 937-456-4949.

## 41<sup>st</sup> Annual Preble County Pork Festival

Free Entertainment

### THE ENTERTAINERS



### Tonic Sol Fa

#### [Entertainment Tent Schedule](#)

#### Saturday, September 17th

9:30 am to noon – Eric Loy  
1 to 2 pm–McMechan/Reed Magic Show  
3 to 3:45 pm –Tonic Sol Fa  
5 to 5:45 pm – Tonic Sol Fa  
7 to 8:30 pm – Randy Allen and the Blues Bent Band

#### Sunday September 18<sup>th</sup>

8 to 9 am – Live Gospel Music  
9 to 10 am – Church with Jerry Price  
11 am to noon – McMechan/Reed Magic Show  
1 to 1:45 – Tonic Sol Fa  
3 to 3:45 – Tonic Sol Fa

### SCHEDULE

#### Saturday, September 17th

**6:30 to 10:30 am** - Pancake & Sausage All-You-Can-Eat Breakfast; Look for **Yellow Balloon**  
**7 am to 9 pm** – Tot's Spot/New Mother's Area; Rotary Junction between bldgs # 20 & 21  
**8 am to 9 pm** – Country Store; Look for

#### **Blue Balloon**

**8 am to 9 pm** – Exhibitor's Booth's Open  
**8 am to 9 pm** – Hot Dog Stands; Expo Bldg # 11

**8 am to 9 pm** – Information Booth; Look for the **White Balloon**

**8 am to 9 pm** – Petting Zoo; Outside of Expo Bldg # 11

**8 am to 9 pm** – Souvenir Tent; Look for the **Orange Balloon**

**9 am** – Begins Fresh Sausage Making Demo; Bruner Bldg # 12

**9 am to 8 pm** – Pepsi Trailers/Sandwiches  
**9 am to 9 pm** – Just for Kids Farm Safety; Bruner Bldg # 12

**9 am to 9 pm** – Kids Corner; Bruner Bldg # 12

**9 am to 9 pm** – Ohio Pork Producers Assn; Bruner Bldg # 12

**9 am to 9 pm** – Short Order Restaurant; Look for **Green Balloon**

**9 am to 9 pm** – Sow Litter; Bruner Bldg # 12

**9:30 am to noon** – Eric Loy, master guitarist; Yellow & White Entertainment Tent

**10 am** - National Pork Producers Cooking Demos; Outside of Expo Bldg # 11 throughout the day

**10 am** – Pork Carcass Retail Cuts Demo; East of Bruner Bldg # 12

**10:30 am to noon**– Parade through downtown Eaton

11 am, 1 pm, 3 pm, 5 pm & 7 pm - Racing Pigs; West end of Fairgrounds

**11 am to 8 pm** – SmorgasboArd; Look for **Red Balloon**

Noon – Chainsaw Art Demo; East of Bruner Bldg #12

**Noon to 9 pm** – Children's Pig Art Displayed; Bruner Bldg # 12

**1 to 2 pm** – McMechan/Reed Magic Show; Yellow & White Entertainment Tent

**2 pm** – Pork Carcass Retail Cuts Demo; East of Bruner Bldg # 12

**3 to 3:45 pm**– Tonic Sol Fa; Yellow & White Entertainment Tent

**4 pm** - Chainsaw Art Demo; East of Bruner Bldg #12

**5 to 5:45 pm** - Tonic Sol Fa; Yellow & White Entertainment Tent

**7 to 8:30 pm** – Randy Allen and the Blues Bent Band; Yellow & White Entertainment Tent

#### 9 pm – Festival closes



### SCHEDULE

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**11 am to 4 pm** – SmorgasboArd; Look for **Red Balloon**

Noon – Chainsaw Art Demo; East of Bruner Bldg #12

**1 to 1:45 pm** - Tonic Sol Fa; Yellow & White Entertainment Tent

**1:30 pm** - Pork Carcass Retail Cuts Demo; East of Bruner Bldg # 12

**2 pm** – Kiddie/Peddle Tractor Pull; Grandstands

**3 to 3:45 pm** - Tonic Sol Fa; Yellow & White Entertainment Tent

#### 5 pm – Festival closes

## **Business Spotlight: C. Gatland Photography & Design**

C. Gatland Photography & Design was founded in 1989 and offers Commercial Photography services, both on location or in our studio. Our broad services include, but are not limited to, Architectural, Corporate & Event photography. We recently added portrait photographer Jessie Teague to our staff for Senior High School, Family, Individual & wedding photography. Jessie comes from a portrait background and has done well with our portrait side of the business.

Aerial photography was started back in the early 1990's and TC Aerial Solutions, a division of C. Gatland Photography soon took to the skies. We have done aerial work for various municipalities, hotel & restaurants, hospital & medical networks, corporations, and various real estate entities.

Finally, several years back we started offering Web Design services. Our broad range of services includes complete web site design & maintenance, web hosting, and graphic design. We are a "One Stop Shop" for all your web design, graphic design & photography needs.

We are local and established. We hope to fulfill your project needs.

Visit us at [www.cgatlandphotography.com](http://www.cgatlandphotography.com) or [www.tcaerialsolutions.com](http://www.tcaerialsolutions.com).

## **Eye Protection**



Eliminating hazards is important for a safe work site. However, it may not be possible to eliminate all

hazards through engineering design, guarding or administrative controls. In these cases, the use of Personal Protective Equipment is necessary. Employers are responsible for providing a workplace free of recognized hazards that can seriously harm employees.

Based on an assessment, affected employees should use appropriate eye or face protection when exposed to hazards. These hazards include flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.

The employer should also make certain that all impacted employees use eye protection that provides side protection when there is a hazard from flying objects.

An employer should be sure that each affected employee who wears prescription lenses while engaged in operations that involve eye hazards wears eye protection that incorporates the prescription in its design, or wears eye protection that can be worn over the prescription lenses without disturbing the proper position of the prescription lenses or the protective lenses.

### **Employer Safety Planning: STEP 1: Visible, Active Senior Management Leadership**

For a safety program to be truly effective, it must start at the top. It should have a higher purpose than simply complying with OSHA. Although OSHA compliance is important, if that is the only purpose of a company's safety effort the safety program will not be as effective as it should be. Safety needs to be considered a core organizational value that directly contributes to the overall success, growth and profitability of the company. Safety is an investment in the continued success of the company.

Safety should start with a Mission Statement. That mission should reflect the importance safety has to the organization and it should tie directly into the overall

The following is a sample of the *Safety Mission Statement*: It is the full intent of our Corporation to provide as safe and healthful work environment as possible. By doing so we will protect our most vital assets and contribute directly to our company's continued growth, success and profitability.

What are a company's most valuable assets?

- Employees
- Property
- Equipment
- Service, Sales or Production Capabilities
- Financial Strength
- The Company's Good Name

This is what an effective safety program management system is designed to achieve. This will only happen if upper management takes the necessary leadership role to make it happen.

What should upper management be doing:

- Promote safety as a key organizational value. (This needs to be made clear to everyone in the company)
- Authorize needed resources to ensure the safety program is successful.
- Establish clear management safety responsibilities for all levels of management.
- Set high goals and standards for performance.
- Hold everyone accountable for the success of the program.
- Measure results and strive for continuous improvement.
- Stay actively involved in the process.
- Accept no excuse for failure.

- Constantly promote the value of the safety program.

# Employee Safety Orientations

by Dan Stockwell



## Introduction

No business organization can expect good safety performance unless its top management demonstrates that safety is a key organizational value. A leader must communicate the need for safety to all employees. Accountability is one of the key factors to commitment. Every level of your organization needs to be accountable for its safety responsibilities. Make safety orientations for new and transferred employees a part of your organization's basic safety processes.

## Discussion

According to the National Safety Council, statistical data differs. However, experts generally agree new employees are significantly more prone to work-related accidents. Along with production and quality, safety must be a top priority. This applies to an employee who is new to the organization, transfers to a new job or returns from an extended work absence. A safety orientation provides specific safety information. It can also promote the importance and value of safety within an organization.

The orientation leader uses a check list to provide direction and consistency when presenting information. Because orientation attendees absorb only so much in one sitting, give them a written outline to improve their comprehension and retention.

## Topics

These topics are usually part of a basic safety orientation.

- Review of the safety policy and safety rules
- Review of specific safe work practices and procedures
- Dress requirements
- How to report injuries
- How to seek first aid
- How to report unsafe conditions, unsafe practices and near misses
- How to respond during fire and emergency situations
- Housekeeping standards
- Discussion of specific work hazards
- Use and care of personal protective equipment
- Hazardous material identification and safe use (material safety data sheet)

This is by no means a complete list. Each organization may develop a more comprehensive orientation. To record employees participating in the orientation, use a sign-in sheet.

A successful safety orientation includes follow-up and additional education. Supervisors need to ensure employees understand specific work practices and procedures. Encourage employees to ask questions.

Soon after the orientation and on a continual basis, evaluate employees' knowledge and understanding. To ensure that new or transferred employees comprehend your company's standard operating

procedures, supervisors need to closely supervise and educate them.

## Summary

A well-planned and implemented safety orientation lays the foundation for an employee's future safety performance.

To continue the safety process, conduct training on a regular basis.

This training may include:

- Safety meetings;
- Safety contacts;
- Specific safety issues and/or safety training on changes in work practices.

## Director's Message: We Must Invest in Skills Development

By Matt Appenzeller, Executive Director

A couple of weeks ago I attended a valuable meeting of employers, government agencies, and educators at Sinclair Community College main campus. Sinclair President Steve Johnson read several questions of an "employers only" survey. Employers were given an electronic voting device to answer in real time. The college will release the data soon but I thought I would share a few things you.

Of the 65 employers present, many of them were hiring. In fact, one health care employer at the event stated his company was attempting to hire 500 people. Like many other employers, he noted his frustration at the inability to fill jobs permanently, either due to lack of qualified candidates or high turnover.

Comedian Woody Allen once quipped, "Showing up is 80

percent of success.” Turns out he had a point. Absenteeism and poor attitude were named as the primary reasons for employee termination, according to the vast majority of employers present.

(Side note: I wonder how many people actually receive the life lesson that strong attendance and staying out of trouble is one of the best strategies to stay employed.) Employers also said that the inability to fill jobs was a key factor negatively impacting economic growth of the region.

So where does Preble County fit into all of this? Frankly, it fits squarely in the middle of it.

Repeatedly, we hear the same problems among local employers: either they cannot find enough local talent to fill jobs or they have difficulty retaining employees. The qualifications and quality of the local workforce are key drivers to local economic development. Having an attractive location for business is not enough. A quality workforce must also exist within the area. Generally, higher educational attainment levels tend to attract higher wage jobs.

The addition of Sinclair Community College to the community is wonderful. The Register-Herald reports that two of the five Preble County school districts were awarded “Excellent” ratings and an additional two districts received “Effective” ratings by the Ohio Department of Education. Despite these encouraging signs, the fact remains that educational attainment of Preble County residents is lagging. According to the American Community Survey of the U.S. Census, Preble County residents age 25 or older who

possess a Bachelor’s degree or higher is less than half of the national average and also less than half the State average. We are investing a lot of time, energy, and money into educating Preble County kids, only to watch them leave. Simply put, the negative economic impact of this trend cannot be measured.

Meanwhile, the average age of the local population has increased even though population growth is stagnant. Average household income has decreased more than ten percent from the 2000 census to the 2010 census. This suggests that Preble County educates its children only to watch them become productive citizens elsewhere. Business, government, and education must collaborate to find short and long term solutions to these problems.

For all of these reasons, a key committee of the Preble County Development Partnership, Inc. is the Workforce Development Committee, comprised of leaders in business, education, and the Job Center. We have already begun the initiative to become a Work Ready Community through National Career Readiness Certification. The Preble County Job Center has begun assessments of the unemployed and underemployed. We will soon seek participation from employers to measure a percentage of the existing workforce.

In the coming weeks, you will hear more from the Preble County Chamber of Commerce, the Preble County Development Partnership, Inc., and our partners. We face a complex problem that will require commitment, sustained effort, and a willingness to experiment with

new ideas. We hope to have many successes and minimize our failures. However, the economic future of the county requires that we think creatively. After infrastructure, economic development begins with the quality and skill of the workforce. We have a lot of great people here. Yet there is also room for improvement.

To the extent that we can, we will keep you informed of progress and ways to participate. We certainly welcome your ideas. Feel free to call the Chamber at 456-4949 or email me at [matta@preblecountyohio.com](mailto:matta@preblecountyohio.com).

Sincerely,

Matt