

biznet

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SCORE volunteers Mark Thoma, at left, and Chad Swander, at right, confer with Sherry Engel about her business, Engel-Man Trucking, Inc., as Charlotte Paul, a new SCORE adviser, listens. Photo by David Snodgrass.

Spotlight: Bloomington SCORE

By Kasey Husk

Small businesses are the “heroes of a community,” the thing that “makes a community tick,” said retired environmental engineer Nick Aschliman.

And that, he said, is the reason he and his fellow volunteers work so hard at Bloomington SCORE to help local entrepreneurs and nonprofits grow their organizations.

SCORE is a nationwide nonprofit association dedicated to mentoring current and prospective small business owners, and for the last 33 years Bloomington's volunteer-staffed office has been doing just that. On average, the Bloomington chapter — which includes a branch office in Spencer — provides confidential counseling to about 200 to 250 small business owners or aspiring entrepreneurs each year.

“The mission of SCORE ... is

to foster vibrant small business communities through mentoring and education,” said Aschliman, the chair of the Bloomington chapter of SCORE. “That’s what it stands for on a national basis, and that’s certainly true here (in Bloomington).”

SCORE is a resource partner with the U.S. Small Business Administration, with more than 320 chapters across the United States and its territories. The local chapter of SCORE has 22 volunteers, five of whom work out of the Spencer office, Aschliman said. About two-thirds of the volunteers are retired.

“We all give of our time, just in the spirit of giving back to the community, and recognizing our belief that small businesses — and in our particular case local nonprofit organizations — really form a

SPOTLIGHT
continued on page 14



Coming in September:
What's new in networking?
What has never changed?

UPCOMING EVENTS

Hosted by the Greater Bloomington Chamber of Commerce

AUGUST

- 24 hYPE's Yes for MCCSC at Crazy Horse Bar & Grill
- 26 Health & Business Lunch at Bloomington Country Club

SEPTEMBER

- 15 September Business After Hours at Building Associates, Inc.
- 24 Chamber Discount Day — IU Football vs. Wake Forest



ADVOCACY Update

The Chamber represents business interests to local, state and federal representatives, serving as an advocate on behalf of all businesses for the issues critical to the future of our community. If you need assistance with a business advocacy issue, please contact your advocacy team at the Chamber.

Health and Business

Mark your calendar for the Chamber's Health and Business lunch! It takes place Friday, Aug. 26 from 11:30 a.m. to 1 p.m. at the Bloomington Country Club. This year's keynote speaker will be Dennis Murphy, the new president and CEO of IU Health. Additional details and registration are available at ChamberBloomington.org.

Reminder: Sign Ordinances

On June 6, new sign regulations went into effect. Bloomington's sign ordinances had to be amended due to a recent decision from the U.S. Supreme

Court stating signs cannot be regulated based on content.

Properties located in residential zoning districts in the city are allowed the following signs on their property without having to obtain a permit:

- Any temporary or permanent sign which does not exceed 1.5 square feet.

- One temporary sign which does not exceed eight square feet, and

- Two additional temporary signs, neither of which may exceed five square feet.

Properties located in a non-residential zoning district in the city are allowed the following signs without having to first obtain a permit:

- Any temporary or permanent sign which does not exceed 1.5 square feet.

- One temporary sign which does not exceed eight square feet.

- Two additional temporary signs, neither of which may exceed five square feet.

- Each vacant property, or property under construc-

tion, is allowed to have one additional sign which shall not exceed 32 square feet, and

- Each vacant tenant space, or tenant space that is under construction, is allowed to have one additional sign which shall not exceed 32 square feet that must be attached to the wall of the vacant space.

Almost all temporary signs in the city's right-of-way are prohibited unless it is a public sign. A public sign is "erected by or on the order of a public officer in the performance of a public duty, such as signs to promote safety, no trespassing, or traffic signs; signs to indicate transit stops; memorial plaques; or signs of historic interest."

Examples of signs now prohibited from being placed in the right-of-way include election signs, real estate signs, garage sale signs and signs directing or informing people about a specific event or function. The city is asking all individuals interested in display-

ing a temporary sign to err on the side of caution and refrain from placing signs in the strip of land between the street and the sidewalk.

Properties immediately adjacent to a public sidewalk located in the commercial downtown or commercial limited zoning districts are allowed to display sandwich board signs in the city's right-of-way.

Monroe County Energy Challenge

The Monroe County Energy Challenge (MCEC) is a community-wide effort to reduce energy use in order to win the \$5 million Georgetown University Energy Prize. At the same time, participants will improve quality of life, reduce environmental impact and save money. Monroe County businesses can easily become active participants in the MCEC. Sign on to become an MCEC workplace partner and they will provide you with materials and information you need to help your

employees and customers save energy in their homes while also making them more mindful of their energy use at your business. Learn more about the competition at mocoenergychallenge.org.

I-69 Section 5 Update

Current Spring/Summer work on Section 5 in Bloomington includes:

- Sound walls at three locations, anticipated to be completed by June 2017.

- Tapp Road interchange with roundabout intersections and road work, anticipated to start in the coming months and be completed by the end of 2016.

- CSX Railroad bridge widening, anticipated to be completed by June 2017.

- Sample Road interchange with roundabout intersections, anticipated to be completed by June 2017.

- Chambers Pike bridge, anticipated to be completed by late summer 2016.

- Liberty Church Road interchange, anticipated to be completed by the end of 2016.

- Mainline improvements and access roads from SR 46 to just south of Chambers Pike, Sample Road to Chambers Pike, and Turkey Track Road to Indian Creek, anticipated to begin by late winter 2016 and be completed by June 2017.

The remaining segments for Section 5 are currently anticipated to be completed by the end of June 2017.

The I-69 development partner is fully responsible for the construction, operation and maintenance activities — including snow removal, pothole repairs and such — of this section of I-69 for a total of 35 years. This includes providing local access to and from I-69/SR 37 during and after construction. Access will be maintained until new permanent access is available. The I-69 development partner has enhanced law enforcement activities to assist with safety and prompt responses. Additional project information can be found on the I-69 development partners' site at i69section5.org/.

I-69 Section 6 Update

On March 29 INDOT officials announced Ind. 37 as the preferred route to connect Martinsville to Indianapolis. Before the announcement, INDOT was reviewing five different routes. INDOT took into consideration human and environmental impact, cost, opportunity for economic development, purpose and need. INDOT hopes to have a final record of decision in early 2018.



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INNOVATE INDIANA

HT-46110-1

Emerging Leaders

By Jeb Conrad, president and CEO

This is a busy season for your Chamber. Our community is active with summer festivals, new development and quality of life events that make greater Bloomington an excellent place to live, work, play and do business.

As the State of Indiana prepares to celebrate its 200th anniversary, your Chamber has been engaged in tracking the ever-changing political landscape, while actively providing opportunities for our members to engage, network and empower the Chamber to serve as the voice of business for our community.

The core of our mission is driven by areas of interest of our membership and supported by bringing programs and events to our membership and the community that are relevant and important to our community's success.

This month, we hosted our annual Primetime Business in a Briefcase and Business After Hours at the Monroe County Fairgrounds. We thank all of our members who participated in the evening's activities, showcased their business and enjoyed top local barbeque! A recap and information is available in this issue of *BizNet* and at ChamberBloomington.org.

We also hosted our annual Local Leaders Forum, focusing on city and county planning. The Chamber has been engaged in and monitoring key plans surrounding the Comprehensive Master Plan — formerly known as the GPP — for the city of Bloomington and the Urbanizing Area Plan for the county. These plans are both important elements that will impact strategies and business growth for our community.

The Chamber also recognized 10 young professionals in our community for their leadership and contributions at hYPE's annual 10 Under 40 Awards. We congratulate the winners and know we are in

good hands with our future leadership for greater Bloomington! The Chamber remains active in public policy advocacy, working with our county officials and the city administration on issues and opportunities impacting the business community. The Chamber team and leadership are immersed in key issues at all levels of government that are

important to our members and the business landscape.

The Chamber has been intimately engaged in discussions with respect to local water and sewer rates, the MCCSC referendum renewal and workforce housing. We are keeping the business community abreast on new development opportunities for the Trades District, IU Health hospital sites, and I-69 areas — just to name a few. Updates are

summarized in the Advocacy Update on page two, including our August 26 Health in Business luncheon featuring the new IU Health President and CEO, Dennis Murphy.

The Chamber continues to analyze the Department of Labor overtime ruling and its impact on employers. We encourage all members of the business community to educate your businesses in assessing the impacts and opportunities of this change in policy on your operations.

Lastly, The Chamber sends along our best wishes to Mayer Maloney, who recently retired as publisher of The Herald-Times. Mayer is a leader and advocate for our community and we wish him the best.



Jeb Conrad. Courtesy photo.

"We congratulate the winners and know we are in good hands with our future leadership for greater Bloomington!"

CONTACT BIZNET

If you are a Chamber member who would like to announce promotions, expansions, community events, or other news in the "Chamber Briefs" section, please contact Carol Kelly at the Chamber: 812-336-6381 or ckelly@ChamberBloomington.org.

To advertise in *BizNet*, please contact Laurie Ragle at 812-331-4291 or lragle@heraldt.com. Be sure to ask about discount rate packages for Chamber members!

For subscription information or customer service, please contact Katie Bruhn at 812-336-6381 or info@ChamberBloomington.org.

Please send press releases to info@ChamberBloomington.org.

Thank you for your interest in *BizNet*!



Greater Bloomington Chamber of Commerce
400 W. 7th St., Suite 102 • P.O. Box 1302
Bloomington, IN 47402
Phone 812-336-6381 • ChamberBloomington.org

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The Chamber invites its members to contact these individuals with comments or questions regarding Chamber activities.

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Carol Kelly, *Events Coordinator*
Heather Robinson, *VP of Operations*
Jim Shelton, *Government Relations-County*
Tammy Walker, *Director of Member Services*
Brooke McCluskey, *editor*
biznet@beraldt.com

BUSINESS NETWORK

Brooke McCluskey, *editor*
biznet@beraldt.com

OFFICERS

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The Roadmap to Success



News
from the Franklin Initiative

By Kelsie Holt,
director of talent,
education and workforce

As students get ready to head back to school this fall, The Franklin Initiative wants to share an innovative new tool to help guide career and school choices. Accessible for students, parents and counselors, the interactive Roadmap to Success website will help users in Monroe County navigate resources

that increase high school success and completion, as well as encourage college and career readiness.

The Roadmap to Success, found at Monroe.RoadmapToSuccess.org, guides users to information about workforce, colleges and training programs, ways to pay and save for education after high school and much more.

Containing up-to-date national and local resources, the Roadmap

tailors them to suit the needs of each user. The Roadmap begins by asking whether the user is a student, parent/guardian, service organization, educator, community member or business. The questions continue to build on one another until the user is presented with a personalized resource page that contains relevant local and national information that they may view and email to



themselves or others.

The Roadmap to Success was developed in partnership with the United Way of Monroe County. The Roadmap and our Franklin Initiative programs help to convey our “high

school plus” message, which is: Graduating from high school is crucial for future success. But, in today’s economy, everyone also needs some kind of training or education after high school. That could be an

apprenticeship, a two year degree, a certificate or four-year college degree.

This school year, we hope to continue to provide students with the resources they need to plan for their futures through our career learning programs. For more information or to volunteer, please contact Kelsie Holt, director of talent, education and workforce, at kholt@chamberbloomington.org or 812-336-6381.



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7611 North Copper Branch Road
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812 -876-9957
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Contact: Alison Faulkner
Bloomington, IN 47401
937 -286-1234
- Workspace by Blue Burro**
Contact: Chris Martoglio
113 East 6th Street
Bloomington, IN 47408
812 -778-3325
- Youth Services Bureau of Monroe County**
Contact: Mark Delaney
615 S. Adams Street
Bloomington, IN 47403
812 -349-2506



CHAMBER BRIEFS

New Hires & Promotions

Hernandez Joins Hospital

Wendy Hernandez has taken on the role of vice president of professional and support services for IU Health Bloomington Hospital. Hernandez joined the senior leadership team June 13. She will have responsibility for orthopedics, neuroscience and rehabilitation services, facilities, food and environmental services, pharmacy and protective services, pulmonary and radiology.

Reynolds at First Financial

First Financial Bank welcomes Debra Reynolds as a commercial relationship manager. Reynolds will focus on providing local businesses with the resources and customized solutions they need to build and grow their business. She will serve clients in Bloomington and surrounding areas.

Cade Joins Old National Bank

Old National Bank announces the recent hiring of Kevin Cade as mortgage loan officer. Cade has more than 26 years of banking experience including 23 years with Fifth Third Bank and most recently with MainSource Bank, holding the position of mortgage loan officer for the last three years.

Opportunities & Events

Man Up Event

Coach Tom Crean will be featured at the Boys & Girls Clubs' annual Man Up To Make a Difference event at the Lincoln Street Club gymnasium Thursday, Aug. 25 6 to 8 p.m. The event raises funds to help support male mentoring efforts at the three local clubs. For more information call 812-332-5311 or visit bgcbloomington.org.

Holiday Market Applications

The City of Bloomington Parks and Recreation Department invites artists to submit an application for consideration for vending space at the annual Holiday Market Saturday, Nov. 26 at Showers Common, next to City Hall. Artists may download an application at bloomington.in.gov/holidaymarket. Applications must be received by 5 p.m. Sept. 9.

Walk to End Alzheimers

The Walk to End Alzheimers will take place on Sunday, Sept. 18 at the Woodlawn Shelter at Bryan Park. Registration begins at noon and the opening ceremony begins at 1 p.m. To start a team, go to alz.org/walk or call 800-272-3900.

Other

Peoples State Bank Website

The Peoples State Bank has launched a new, responsive and user-friendly website - psbanywhere.com. The site allows visitors to explore all of the opportunities The Peoples State Bank has to offer. Some of the website's new and exciting features include: online banking log-in directly from the homepage, responsive design, resource center.



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Millennials in the Workplace

How local companies meet the needs of young workers

By Kasey Husk

Tech-savvy. Entitled. Well-traveled. Empathetic. Vocal. Job-hoppers.

Plenty of words are used to describe the so-called “millennial generation” — generally described as those ranging in age from 19 to 35 — but regardless of terminology, one thing is clear: They are changing the workplace.

As a group, millennials seek different things in a workplace than earlier generations did, among them a better work-life

balance, more benefits and even a chance to change the world. Local employers are starting to consider shifts in their own policies — offering teleworking opportunities, flexible work schedules and more — to attract and retain millennial workers.

“I think the millennials are encouraging us to be looking at our benefits that we offer, our work hours and our flexibility and our culture in terms of developing our employees and meeting their needs,” said Mary Horn, partner at BKD, a nationwide

accounting firm with a branch in Bloomington.

“There is a much greater focus on that in the last 10 years. In order for all firms to stay competitive, we have to be aware of the things that are important to that generation to retain those employees.”

What millennials want

The Silent Generation they are not. Millennials are known for being vocal about what they want. The workplace is no exception.

Horn estimates that her Bloomington-based office of about 20 people includes at least 50 percent millennials, as the company does a lot of hiring on the college level. Horn, who herself has worked in public accounting for more than 30 years, said in her experience millennial workers are looking for “the flexibility to manage their own careers and their own lives.”

Indeed, she believes that millennials want much the same things her own generation wanted when it comes to their careers and personal lives. The difference, she said, is that “the newer generations aren’t afraid to ask for that.”

“They are more vocal about the balance and they are willing to try new things to create that balance,” she said. “As older workers, we were more likely to just accept the expectations in the workplace.”

Millennials are increasingly asking why work needs to be done



Mary Horn, partner, BKD. Courtesy photo.



Alisa Wright, founder and CEO, Singota Solutions. Photo by David Snodgrass.



Rebecca Reott, associate director of human resources, Hanapin Marketing. Courtesy photo.

in a traditional 9-to-5 time frame, especially in fields where technology is paramount. The technology that allows millennials to have the internet with them at all times naturally gives rise to this question: Why do I need to go to the office when I can do the same thing from my computer or phone or tablet at home?

Millennials also tend to crave growth, change and personal advancement toward goals in a way not seen as much by earlier generations, according to local experts.

The majority of Hanapin Marketing’s 50-employee workforce — 35 of whom work in Bloomington — are millennials, said Rebecca Reott, associate director of human resources for the pay-per-click management company. In her experience, the most identifying characteristic of that generation is “the desire to constantly be learning.”

Likewise, Alisa Wright, founder and CEO of

BioConvergence, now called Singota Solutions, said the millennials she sees are unique in their empathy for others and in their desire to “leave this place better than we found it,” traits that make them similar in many ways to her own baby boomer generation.

“I would say that millennials, even right out of school, expect to have a job that makes a meaningful difference,” Wright said, adding that as someone in the life sciences field her industry may already attract people with that passion.

“They expect to be able to make a difference within a couple months” of starting, she said.

It is perhaps this habit of vocally seeking what they want — whether it is work-life balance or to make a difference — that has given rise to the stereotypical notion of the “entitled” millennial. Still, some local employers believe there is an element of truth to the stereotype.

Chris Johnson, president of JA Benefits in Bedford, is among those millennials who believe that some in his generation can act that way. Many younger employees, he said, do seem to expect higher pay and greater work flexibility from the get-go in starting a new job, versus working up to those benefits.

While Scientia LLC President Doug McDaniel does not see this phenomenon in the millennials that make up about half of his own 15-person staff at the Bloomington-based software engineering firm, he believes that the generation as a whole does have “a sense of entitlement.” He attributes it to the more affluent upbringing millennials had compared to previous generations.

McDaniel also sees differences in older generations’ attitudes

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THE GREATER BLOOMINGTON CHAMBER OF COMMERCE 10 UNDER 40

CONGRATULATIONS TO THE 10 UNDER 40. The Greater Bloomington Chamber of Commerce and its hYPE—Helping Young Professionals Excel—program created the 10 Under 40 awards to honor 10 upwardly mobile young professionals who exemplify the qualities found in Bloomington's younger generation. They are proof that our community's future is in good hands. [Read on to learn more about the latest group of winners.](#)

Jonathan W. Barada
President, Bloomington Hospital Foundation



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

It is an honor to lead an organization that is committed to its tagline "Local philanthropy. Local impact." Together, with the generous support of Bloomington and surrounding communities, the Bloomington Hospital Foundation is committed to helping people live their healthiest lives possible. It's exciting and meaningful knowing the impact of our work — Hospice House, Hoosiers Outrun Cancer, Neonatal Intensive Care Unit upgrades, Alzheimer's Caregiver Support, etc. — touches the lives of those in our local community each and every day.

What advice do you have for other young professionals?

Know and be able to articulate your personal core values. What do you believe in? What are you unwilling to compromise on? Knowing your core values will help you align your professional life — the mission, the people, the work — in a way that will provide meaning, engagement and satisfaction.

What has been the highlight or your proudest moment of your career so far?

I worked with a donor who said that her gift to name a room in Hospice House was the most meaningful act of philanthropy she has ever taken part in. If we do our job right, the donor receives as much, if not more, benefit from the gift as the beneficiary will receive. Knowing that I helped facilitate a gesture of philanthropy that will benefit so many in our community, as well as the donor, is something I am very proud of.

How do you envision Bloomington in 10 years?

In ten years, the IU Health Regional Academic Health Campus will be a vibrant center of wellness, research and state of the art healthcare delivery, I-69 will be finished (we hope), Switchyard Park will be complete, as well as the redevelopment of the existing hospital site.

These projects will continue to drive economic opportunity for those in our region and contribute to the quality of life that is distinctively Bloomington.

Anyone you'd like to thank?

Sarah Bock, Diane Buzzell, Lauren Dexter, Trish Oman, Kim Rudolph, and Karin St. John. I could not ask for a better team of friends and colleagues to work with at the Bloomington Hospital Foundation.



Sarah DeWeese
Director of marketing/communications, Ivy Tech Community College Bloomington



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

In marketing for Ivy Tech, I love talking to professors from all areas of study. It's exciting to talk to people who love what they do and can share that excitement! I am

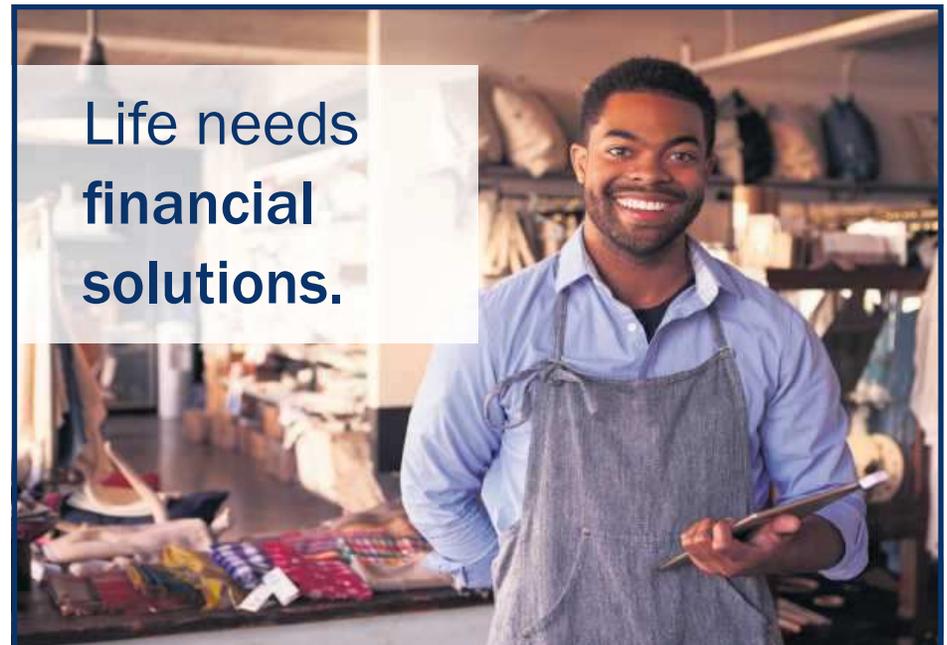
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always learning about something, whether it's the difference between proton or photon radiation therapy, or how a theater production comes together. Because our department is small, I get to write, design, and promote everything, and I love that. Even though I'm not working directly with students, I like being able to indirectly connect them with programs or interest potential students in trying Ivy Tech. Ivy Tech is such an interesting place to work because we have creative faculty and staff who are good at drawing students into projects and connecting them to careers. There really is a place for everyone no matter what you're interested in, and if you don't know, you'll find it because there are so many interesting things going on.

What advice do you have for other young professionals?

Learn as much as you can, no matter what job you have or where you plan to go. There's always an opportunity to grow and most times you have to create that for yourself. You have to be creative, but there's always some way you can expand your skills and experience. Find what is needed, and own it.

What has been the highlight or your proudest moment of your career so far?

When our department is recognized with an award it helps validate our work, but I think the proudest time I've had at Ivy Tech recently was showing off Ivy Tech's new building expansion. I was proud to be part of the team showing off the new space and Shreve lecture hall. I think the space is a physical reminder of how much Ivy Tech has grown, and that it's a place where students can start college no matter where they are headed in their academic or professional career.

How do you envision Bloomington in 10 years?

I think the innovative west side of Bloomington will continue to expand, with Ivy Tech connecting students to in-demand jobs on the west side in biotechnology,

business, robotics and medical device manufacturing. I envision Bloomington to be even more of a creatively-connected community than it is now, especially in terms of business startups. With the entrepreneurial resources at Ivy Tech and places like CoWork, I think there will be more people equipped to start their own businesses and mentor others to help them do the same.

Anyone you'd like to thank?

I'd like to say thank you to Ivy Tech Bloomington Chancellor Jennie Vaughan, Chancellor Emeritus John Whikehart, and Marketing Executive Director Amanda Billings, who decided to hire me. I never knew Ivy Tech would be such a continually interesting place to be.

Will Lehman
Insurance and risk
management specialist,
Cook Group Inc.



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

My role handles all property and casualty insurance matters for the Cook enterprise. My duties include managing claims, insurance renewals, contract review, functional risk management and vendor screening. My favorite part of my job is how I am not only exposed to all facets of such a diverse organization, but also the ability to play a vital role in managing risk.

What advice do you have for other young professionals?

My greatest piece of advice would be to get involved. As a transplant to Bloomington, I quickly and easily found numerous opportunities to get involved within the community and make many great friends along the way.

What has been the highlight or your proudest moment of your career so far?

My proudest moment thus far in my career has been the ability to help manage risk in my organization. I began assisting the supplier screening program by simply ensuring our vendors carried insurance. This duty has evolved to having an integral role in the entire program and also the opportunity to create a robust vendor risk matrix.

How do you envision Bloomington in 10 years?

I envision Bloomington to be much more attractive to younger generations in 10 years. The community is certainly making a significant effort to both attract and retain young talent, and I believe these efforts will have long-term benefits.

Anyone you'd like to thank?

I would like to thank my family, friends and mentors who have pushed me my entire life to always exceed expectations and seek my passion.

Jessica Levandoski
Executive producer
and director, Brave
New Productions LLC,
Tugboat Pictures LLC,
Flower Girls LLC,
Middlecoast Inc.



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

I get to play pretend, every day. I get to subversively convince people that art has a viable purpose in commerce. I have absolute freedom in my work, which is important to someone like me who needs room to color outside of the lines.

What advice do you have for other young professionals?

Please for the love all that is holy, stop acting like you already know everything ... It is imperative that we all continually learn, every day. It's so important to be open to the lessons that other people can give to you. Open your eyes and ears and be amazed by the sheer wonder that is your fellow human. Ask questions that you really want the answers to.

What has been the highlight or your proudest moment of your career so far?

Working on film sets is so rewarding. It's insanely focused, insanely high risk monetarily, and insanely fun. But the honestly the most rewarding moments have been working with the Girls, Inc. film campers, watching them absorb the knowledge, watching the lights turn on in their minds that — "Whoa, filmmaking is not just for other people. I can easily do this. I got this." It makes me get all teary and motivated to do more for them. I feel very empowered in those moments. It's so important that women raise each

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other up in this industry. We are building a whole new house, with our own doors to knock on.

How do you envision Bloomington in 10 years?

I grew up and lived in Austin back in the 80s 90s and early 00s and I saw how all it took was a few industries to move to town to really make some significant trickle down changes. I think Bloomington is about to cross that same threshold with the new IU Health campus on the east side. I feel like we are about to see Bloomington go through a huge economic growth spurt, and I am stoked as a business owner because I feel like I've gotten in on the ground floor. I'll miss things like the Chocolate Moose, but I embrace change, so I'm excited to see what's next.

Anyone you'd like to thank?

Caroline Dowd Higgins, My MiddleCoast Team, my grandpa, my husband and my kids for being so cool and driving me forward.

Morgan McMillan
Assistant director of
financial literacy,
Indiana University



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

In a very small office that oversees financial wellness and education efforts across all university campuses, what we do never looks the same in any given day or week. My role and the opportunities that come with it change often. And that's what I believe keeps my options open, my curiosity piqued and steers me clear of settling into my work. When someone asks me what a typical week looks like, I tend to laugh. What we do for our students and the people with whom we work always makes my job exciting and rewarding. I am the assistant director of financial literacy at IU, and my role is very diverse. I am one of three full-time staff members who run the IU MoneySmarts program, which is an award-winning financial education program, across all Indiana University campuses. Because our program is so new, much of what I do is around building our program, marketing it to our campus communities, and coordinating programming initiatives. To that end, currently, I train and hire our MoneySmarts Team of

peer financial educators on multiple campuses. And on the Bloomington campus, I am also their direct supervisor. A big part of my role is to continue to grow the program so that we have team members who can provide financial education to their peers all across the state. I travel to each of our eight campuses regularly and meet with our liaison team members — who are also full-time staff but in other departments — to make sure that the programming and interventions we create translate well to our diverse student body at each location. I also often present to students on each campus and conduct one-on-one appointments for students who have questions about building better financial habits and skills to live more financially well lives. I am also the co-director of operations for the National Summit on Collegiate Wellness, a nationwide conference we run that brings together professionals across the country who are working to build and grow financial wellness and education programs at their institutions. In our third year running, we saw about 300 attendees at this year's conference. We juggle lots of balls at once, but that helps to keep it interesting!

What advice do you have for other young professionals?

Find something you love. Once you do — try, try, and try again to find your true personal and professional passions. Your path to getting there is unique to you and belongs to no one else. Making comparisons to your friends or colleagues will only get you so far, when the journey was never any one but yours. I know it's clichéd, but I truly believe that in searching for what you love, it is all about the journey as opposed to the destination. The journey is what builds character.

What has been the highlight or your proudest moment of your career so far?

Aside from the progress I have made in my current position, I am proud to see the hard work that some of my past students have put into investing in themselves over the last few years. I am about four years removed from my last full-time position, in which I worked in financial aid outreach. I built mentoring programs to assist high school students from low-income backgrounds and underrepresented populations to teach them more about the importance of continuing their education and paying for college. Many of those students, some of whom were not even sure about whether or not to pursue college at the time, have just graduated and will soon be starting graduate school or stepping into their first post-collegiate jobs.

How do you envision Bloomington in 10 years?

Having only lived here for two years, I still consider myself new to Bloomington. But what I appreciate the

most in terms of being a resident of Bloomington are the opportunities for exposure to culture and the arts that exist here. In 10 years, I would like to think that with a growing and more diverse population, those opportunities will only increase. The exposure of different cultures to each other will only continue to blossom and increase the awareness of important issues around social justice for people of all backgrounds.

Anyone you'd like to thank?

My supervisor, Phil Schuman, for nominating me and IU for continuing to invest in my professional career and allowing me to grow interpersonally and take risks within this growing area in higher education.

Sarah Perfetti
Executive director,
Bloomington PRIDE



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

I'm responsible for ensuring ongoing programmatic excellence, fundraising, program evaluation, project management, finance and administration, marketing, and systems operations — so really I do a little bit of everything for PRIDE. Right now LGBTQA+ topics are a major part of the national conversation and they're constantly in the headlines. What makes this position so exciting is that I feel like I'm part of a movement toward equality for all people. I realize that I've been

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fortunate to have had a very supportive network of people in my life when I came out — including my family, friends, and colleagues — but there's so much suffering queer people face and I feel like it's my duty to do the best I can to make our community a safe and inclusive space for them.

What advice do you have for other young professionals?

Don't be afraid to take risks. If realizing your dream seems risky, then don't let that hold you back.

What has been the highlight or your proudest moment of your career so far?

It's tough to narrow this down to one moment but I'd have to say the first PRIDE Summerfest in 2014 is my proudest so far. I'm still dumbfounded that we successfully pulled it off. I really had no idea what I was doing when PRIDE, with the help of The Back Door, decided to host Summerfest. Event planning is one thing but

designing a street festival with no prior experience is another. We had to apply for permits I had never heard of, import toilets, set up tents, hand make our own decorations, and promote the whole thing on a shoe-string budget. Over 1,700 people attended that first year and afterwards my board members, volunteers, and I just kept shaking our heads in disbelief that we somehow pulled it off. We're about to celebrate our third Summerfest and anticipate over 10,000 people so it has grown considerably in three years.

How do you envision Bloomington in 10 years?

A decade from now I envision Bloomington serving as a leader for other Indiana cities in its cultural competency of the queer community. I hope our schools are much safer for LGBTQA+ people, especially transgender, nonbinary and gender non-conforming kids. I hope our city is seen as THE friendly Indiana destination for LGBTQA+ people. I hope our community members can serve as advocates and allies for the queer community even if it's in really simple ways such as using preferred gender pronouns or inviting family members in same-sex relationships to the dinner table.

Anyone you'd like to thank?

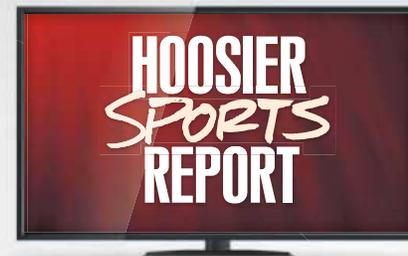
I'd like to thank my wife, Abby Perfetti, and PRIDE board member Darryl Neher for nominating me for this award. I also want to thank my family, friends, members of Bloomington PRIDE's board of directors, and all of PRIDE's donors and business sponsors who've made Bloomington PRIDE successful.

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Chad Rabinovitz
Producing artistic director, Bloomington Playwrights Project



Courtesy photo.

Tell us about your role in your organization and what makes it exciting.

I'm the producing artistic director — every day is exciting because every day is completely different. I get to entertain new audiences each night with different shows throughout the season. And there are new problems to solve each day with oftentimes no way to know what those will be. So it's a constant challenge. But I'm also lucky to be in a profession that has a constant reward at the end of the hard work with a tangible finished product that people applaud — hopefully.

What advice do you have for other young professionals?

Work hard. And try to be someone who people enjoy working for and with. Then working hard becomes enjoyable.

What has been the highlight or your proudest moment of your career so far?

Just a few months ago BPP purchased its building. It was the culmination of a long struggle for not only survival but for longevity. When I started I wasn't sure if we would be able to afford the next month's rent. So it was extremely fulfilling to be at that turning point where we were now taking control of the property and our future.

How do you envision Bloomington in 10 years?

I'm confident that in 10 years it's going to be known as being an arts destination. Right now Bloomington's arts community is a bit of a hidden gem among the state and country which I don't think will remain hidden much longer. I don't know if there are any communities that are our size in the country that offer what we have in terms of art — and especially theatre. We have a prominent university theatre (IU Theatre), a major touring house (IU Auditorium), a regional-style theatre (Cardinal), a mid-sized touring house (BCT), and a community venue (Waldron), not to mention the many rental organizations like Jewish Theatre, Teatro Vida, etc. You combine that with the IU Cinema, the

many great art galleries, music venues, and other arts locations — there are too many to mention! — then you have one of the most jam-packed, unique, and fulfilling arts communities in the country. The locals see it, but soon the tourists will as well.

Anyone you'd like to thank?

Jessica Reed and the BPP board of directors.

Patrick Rubeck
Owner, Btown Clean



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

Being the owner of a startup is overwhelming and exciting all at the same time. Creating processes from scratch, implementing them and realizing the success is very exciting.

What advice do you have for other young professionals?

Don't wait until you're ready. You'll never be ready. Do it now.

What has been the highlight or your proudest moment of your career so far?

Honestly, receiving this award.

How do you envision Bloomington in 10 years?

A bustling metropolis with a downtown landscape full of high-rise buildings dotted with logos of businesses I own.

Anyone you'd like to thank?

My wife and my mom for their support, my dad for the inspiration to be an entrepreneur, and the community of Bloomington for opening their arms to an entrepreneur and my ideas.



Chelsea Sanders
Founder/photographer/
creative director,
Blueline Media
Productions



Photo by Kathy Truss.

Tell us about your role in your organization and what makes it exciting.

I started Blueline over 10 years ago as a small design company specializing in web, digital design and included photography. Having a fine arts background, I had a passion for all media and always wanted to run an art gallery. A few years in, I merged the concept of creating an open work environment or coop and also combined it with using the walls and surroundings as a gallery. As the business grew we added on video production and now are a full-service creative agency.

What's most exciting is the amazing team I get to work with and that we are all loving what we are doing in creative environment.

What advice do you have for other young professionals?

No one is going to do it for you! So hustle, be humble, and TRAVEL!

What has been the highlight or your proudest moment of your career so far?

Going into year 10 of my business. I'm not sure there

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is just one highlight. From seeing people grow with the company, to how the team has expanded, and watching hundreds of people walk through our gallery, and giving artists an opportunity to share their passion. I'd say the story of it all and the combination of the moments that got Blueline where it is today.

How do you envision Bloomington in 10 years?

I envision it to be bustling with so much talent and a hub for such movement, growth.

Anyone you'd like to thank?

Everyone actually. There's so many people that I've had the opportunity to come into my life and also work with, words can't express my gratitude. I'd really like to thank my business partner Kevin Weaver for taking the leap as well as all my team, the artists we get to work with and also Jessica Levandoski and the Middle Coast Team! And Bloomington! We love you.

On behalf of your colleagues and friends at
Ivy Tech Community College Bloomington,



**Congratulations
Sarah DeWeese,**
marketing director, on being named a 2016
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by the Greater Bloomington Chamber
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Teal Strabbing Sales and services coordinator, Visit Bloomington

Tell us about your role in your organization and what makes it exciting.

I'm the sales and services coordinator at Visit Bloomington. I love that I get to work in multiple departments in our office. It provides me the opportunity to learn more about how our organization runs as well as provides me with new skills. I work with lots of groups that meet here in town and hold their conventions and conferences, as well as help numerous youth and amateur sporting events have a successful and great time in Bloomington. My own personal niche group is motorcoach/group tours and weddings. I get to plan itineraries and lead tours of town and campus for larger groups who want to visit Bloomington for an afternoon or a couple days. I also get the pleasure of helping couples plan their weddings in town! Many IU alumni come back to get married here and I assist them with recommendations on hotels, dates, venues, services and more. There's always something going on in Bloomington!

What advice do you have for other young professionals?

Get involved! Go to those networking events, join a board, volunteer for things you're passionate about! Even starting out with just one of those will open doors



Photo by Kathy Truss

to other opportunities, more people, and friends even. I've made so many connections through my job, hYPE, and all the other extracurricular things I do. I try not to spread myself too thin, but I find that I can do my job better and be a better board member or volunteer because of those connections.

What has been the highlight or your proudest moment of your career so far?

Winning this award is definitely one of my proudest moments so far! I've been attending hYPE for a few years now, have been volunteering with the Girl Scouts for years, joined the LBMC alumni board as well as the IU School of Public Health alumni board, and joined the planning committee for Open Streets in the last couple years. I do all these things because I'm passionate about them and I enjoy working with the people involved, but it does feel really great to be acknowledged for all the things you do in the community.

How do you envision Bloomington in 10 years?

I envision Bloomington as a place where young professionals want to stay and build their career after college, or that flock to us from other cities. I envision Bloomington continuing to build a community that people want to live in and visit over and over again. I envision an expanded convention center, a top university in the state if not the country, a state-of-the-art research and teaching hospital, an expanded community of entrepreneurs, an even more walkable downtown with local restaurants and shops, a bustling west side with I-69, better connected to and with Ellettsville, Switchyard Park, a more connected Bloomington with all four corridors and the downtown, a more environmentally conscious city, and even more trails, parks and outdoor activities. I envision a diverse, safe, vibrant community!

Anyone you'd like to thank?

Thank you to my friends for being amazing kick-ass ladies who inspire me every day to do more and be more involved in this amazing community we call home! They provide me with support, both personally and professionally. I don't know what I'd do without you all. I'd also like to thank my husband for pushing me to always do better and for challenging me. He's always there when I need him, spoils me, and supports me in all of my many projects and things I'm involved in. Last, I'd like to thank my parents for all of the love and encouragement they give me, even when I've failed. They've provided me with so many opportunities that have made me a better person and the chance to explore the world and travel to new places.



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PrimeTime Proves to be the Right Time

By Jim Inman, director of marketing and communications

The Greater Bloomington Chamber of Commerce hosted the Annual PrimeTime BBQ Cook-Off and Business in a Briefcase on Wednesday, July 13 at the Monroe County Fairgrounds. Over 70 local businesses greeted more than 250 attendees to share about their organizations and network with other Chamber members.

Guests were able to enjoy a variety of barbecue samples from six different grill teams — BBQ Train, Carson's BBQ, Great White Smoke, Kroger East, Smokin' Jack's and Thunder Hog. The grill teams all competed in a BBQ cook-off, submitting chicken, ribs, pulled pork and beef brisket to a panel of judges.

Awards were presented for the following:

Best Chicken:

- 1st Place – Carson's BBQ
- 2nd Place – Smokin' Jack's
- 3rd Place – Kroger East

Best Ribs:

- 1st Place – Smokin' Jack's
- 2nd Place – Carson's BBQ
- 3rd Place – BBQ Train

Best Pulled Pork:

- 1st Place – Smokin' Jack's
- 2nd Place – Great White Smoke
- 3rd Place – Kroger East

Best Beef Brisket:

- 1st Place – Great White Smoke
- 2nd Place – Thunder Hog
- 3rd Place – Smokin' Jack's

The People's Choice Award was presented to Great White Smoke, and the Grand Champion of the BBQ cook-off was Smokin' Jack's.

The Chamber thanks Master Rental as the premier sponsor for PrimeTime, as well as Comcast Spotlight as the presenting sponsor. The Chamber also thanks Accident Fund, The Herald-Times, Holiday Inn, IU Credit Union, Markey's Rental and Staging, RCV Roofing, Troyer, Bloomington Ford, Building Associates, ProBleu, RE/MAX Acclaimed, Rogers Group/Rogers Group Investments and Wal-mart for their support of PrimeTime 2016.



Photos courtesy The Greater Bloomington Chamber of Commerce.



JJ's Concrete Construction – July 20, 2016

JJ's Concrete Construction is excited to announce the opening of their second location at 13398 East Hillview Lane in Solsberry. JJ's specializes in precast structures, ready mix concrete and aggregate. Courtesy photo.



Shield Protection Services– July 19, 2016

Introducing their downtown location at 115 N. College Ave., Suite 260, Shield Protection Services offers a multitude of security services, including residential and commercial security, 24-hour emergency response, security analysis, event security, undercover work, bodyguard services and fire watch monitoring. Find out more at shieldprotectionsolutions.com. Courtesy photo.



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SPOTLIGHT

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vital part of the core of a community,” said Aschliman, who has been volunteering with SCORE for four years. Volunteers draw upon their collective skill sets to offer clients help in whatever area they are struggling with, or just seeking a second opinion on. They come from a variety of fields, including finance and accounting, marketing and design, trade, restaurants and more, he said.

About half of SCORE’s clients are people who are considering starting a new business and need a little guidance. Volunteers help those entrepreneurs establish a business plan, consider what their market could be and help them determine what will set them apart in the marketplace.

Finding financing is often the number one

obstacle prospective business owners face, and SCORE offers guidance on everything from preparing to approach a bank for a loan to exploring alternative forms of financing.

“About half of them are very well-intentioned and have a great idea, but they might not have any kind of personal background or family background

“Go to any Little League baseball game or other youth sports, and look at the list of sponsors on the back of the shirts. There you will see the types of people we work with.”

—Nick Aschliman, chair of Bloomington SCORE



Courtesy photo.

in businesses and are coming in at ground zero,” Aschliman said. “We walk them through gradually — what is it going to take, what are the state of Indiana requirements, places they need to go ...” SCORE can even help with tasks like checking to see whether a potential business’ name is

already taken.

The rest of the clients, Aschliman said, tend to be people who are already in business but want to evaluate how they are doing or make plans for growth. Clients can come in for confidential counseling as often as they like, though the average is three to five times, he said. Unlike other small business mentoring programs that focus on start-up companies, SCORE is able to help entrepreneurs at any stage in their business life.

“We serve as a sounding board, provide advice and guidance and keep the welcome mat out as long as they want to keep coming back,” he said.

Sometimes the organization’s duty includes keeping clients out of trouble, such as in a situation where they might be considering pouring their life savings into a venture that is unlikely to be profitable.



SCORE volunteers Chad Swander, left, and Mark Thoma help local businesses succeed. Photo by David Snodgrass.

“The other very real part of what we do is provide a good listening ear and earnestness in helping each person and keep them out of difficulty, if they are taking too much of a risk,” he said. “We never say ‘this is crazy.’ We try to always be respectful, but there are cases where they are setting themselves up for disappointment.”

In the past two years, SCORE also set itself apart from similar business-mentoring organizations by offering its services to nonprofit organizations,

many of which have very similar organizational needs as for-profit businesses. This part of the programming, Aschliman noted, is funded by private donors rather than the Small Business Association.

Taking care of small businesses has always been in the organization’s first priority, Aschliman said, but over time “it became more and more apparent to us that if we draw upon our experience and skills we can be of considerable benefit to nonprofits that struggle with accounting issues, organizational issues, maybe their own business plan. Sometimes it helps them to become a stronger group.”

Aschliman believes that small businesses don’t always get a lot of attention, but they quietly serve as the backbone of the community.

“Go to any Little League baseball game or other youth sports, and look at the list of sponsors on the back of the shirts,” he said. “There you will see the types of people we work with. People like them, who really form the energy and the lifeblood of

the community.”

SCORE itself operates in much the same under-the-radar way. Though founded in Bloomington in 1983, Aschliman said for the past 33 years the organization has been “quiet and unassuming, not trumpeting what we do.”

That said, SCORE is now looking to expand its reach and its name recognition in the community in hopes of reaching more people. It is actively recruiting new volunteers from a variety of backgrounds to help increase the organization’s collective skill set, and in the future Aschliman would like to form new branch offices in towns like Bedford, Martinsville and Paoli. He is also considering hosting roundtable discussions or workshops with local business owners.

“If that’s what is going to help the clients and they’ll benefit from it, then that’s what our long-term desire is,” he said. “And we can’t do that just sitting still and being quiet.”

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MILLENNIALS

Continued from page 6

toward the work of younger generations, he said, though that isn't always a bad thing. Millennials are generally more likely to use up all their vacation time, McDaniel said, noting that as a group millennials tend to be better-traveled than previous generations. For people like himself, who tend to rarely take vacations, it is important to recognize these differences when working with the younger generation, McDaniel said.

"I'm not saying that's bad," he said of using vacation days. "And it is probably good in a lot of respects because you come back refreshed and ready to go. Again, when managers find themselves in a position where millennials are coming to work for them and they want to attract and retain them, they have to be aware of that, be flexible with that."

McDaniel noted that, of course, technology helps mitigate concerns about missing work. In his line of work, someone could be on a beach and still be checked in to the office. Which might make a millennial wonder: Isn't that missing the point of being on vacation?

Retaining young workers

Millennial workers are stereotyped as being "job-hoppers" — perhaps because they aren't afraid of change if they feel a job isn't fulfilling or helping them get to where they want to be in life. But as millennials make up an ever-increasing portion of the workforce, employers find themselves needing to adapt in order to



Doug McDaniel, president, Scientia LLC. Photo by Chris Howell.



Chris Johnson, president, JA Benefits. Photo courtesy Hudson's Photography.

attract and retain top talent.

In many cases, employers are starting to offer more flexible scheduling to employees in order to help them achieve that much-sought after work/life balance.

Hanapin Marketing, the staff of which is majority millennial, has been working hard to roll out new initiatives to ensure employees have room for everything important in their lives — career, family, personal relationships and physical fitness chief among them.

To that end, many of the benefits offered by Hanapin are geared directly toward helping employees achieve that balance, including generous paid time off and 13 paid holidays, Reott said. Among these holidays is what the company calls "second-second," in which the entire company closes on the second Friday of the second month of each quarter.

"It is completely there to rejuvenate, relax, run errands — since businesses are open as usual ..." Reott said. "We have an unspoken policy where we don't send e-mails to each other on those days."

Employees are also

allowed to take time off for medical appointments or other errands during the week simply by making up their time during the rest of the week, and people who have a contagious illness are allowed to stay home and relax for up to two consecutive days without sacrificing any vacation days to do so, Reott said.

In other organizations, it is technology that is primarily responsible for allowing employees to have that kind of flexibility — by allowing them to work remotely, something deeply appealing to millennials.

While she noted that public accounting as a profession tends to have higher turnover than other industries, Horn said turnover at BKD is "at least 10 percent below the national average."

To keep it that way, the business has been changing its policies based on feedback it receives from its employees. Among these changes is allowing employees to work from home at times, especially during peak season.

"As partners we are encouraged to work at home periodically so we are setting the right example for the employees,"

Horn said, noting that if employees see the partners working exclusively from the office, they might fear that they are being silently judged for working from home.

That flexibility can be especially important for parents, Horn said. Employees can pick up their children from daycare or go to their sporting events when needed, then make up that time later working from home.

The focus, she said, is on "getting the work done and meeting the clients' expectations. And whether it fits your schedule that you need to do that at 10 at night from home, and somebody else might be in the office at 6 a.m., the focus is on getting the work done."

While JA Benefits is still in the "exploration phase" of looking at allowing teleworking, in the last 24 months the conversation has come up much more frequently because of employees' increasing interest in it.

"Our business is trying to get there and trying to bridge that cultural divide between long-term team members (for whom) the status quo is, you come to work in business casual dress and that's what you do, versus 'I'm more productive at 8:30 at night after I take the dog out.'"

Equally important for retaining employees is giving them opportunities to grow within a company. While millennials have been criticized for changing jobs frequently, Johnson noted that to a certain extent it has become what is expected by employers.

There was a time when someone who worked for five different people during

the course of a career would be considered a disloyal employee, but "now if you only work for five, you might not have a diverse enough resume," Johnson explained.

To combat this, employers need to show workers how they can advance and learn new skills by sticking with the company, Johnson said.

"You need to be able to career path with someone and show them what their growth path looks like," he said. "Show them how they can grow within an organization both personally and professionally."

Hanapin gives ample room for continuing education by offering employees more than 150 hours of additional training their first year, and 100 hours per year thereafter. Reott also holds "stay interviews," a concept built upon the idea of exit interviews — except that she asks current workers questions about what they like about their job, what would make them want to stay and what would make them leave. The interviews also give company leadership more opportunities to learn about employees' professional goals.

In one such interview, for instance, Hanapin leaders learned that "our graphic designer is interested in doing video editing, so we are thinking about how we can get her that opportunity now that she's expressed interest," said Reott, who noted efforts such as these have dramatically cut turnover in the last two years.

Horn's office also offers training sessions throughout the years,

including some specifically aimed at women, such as a women's leadership conference planned for September in Indianapolis.

"With this millennial generation, we focus on a sense of community and camaraderie within our offices and that generation seems to respond really well to that," Horn said. "We have a strong buddy and coaching system."

A future together

With millennials now surpassing baby boomers as the nation's largest generation, their impact on the workplace is expected to continue to grow.

"Our younger group is far more adaptive to change," Johnson said. "There is a higher expectation of evolving the organization at a faster pace, where our older team members may more typically want things to stay the same. ... If we aren't changing, (millennials) view it as a negative versus a positive."

Horn believes that in the future "we will continue to be challenged to find even more ways to be flexible." Technology, she said, will also play a huge role in the evolution of the workplace.

"With all that can be done with technology, we will continue to become more efficient in what we do, and I think the millennials like that challenge," she said.

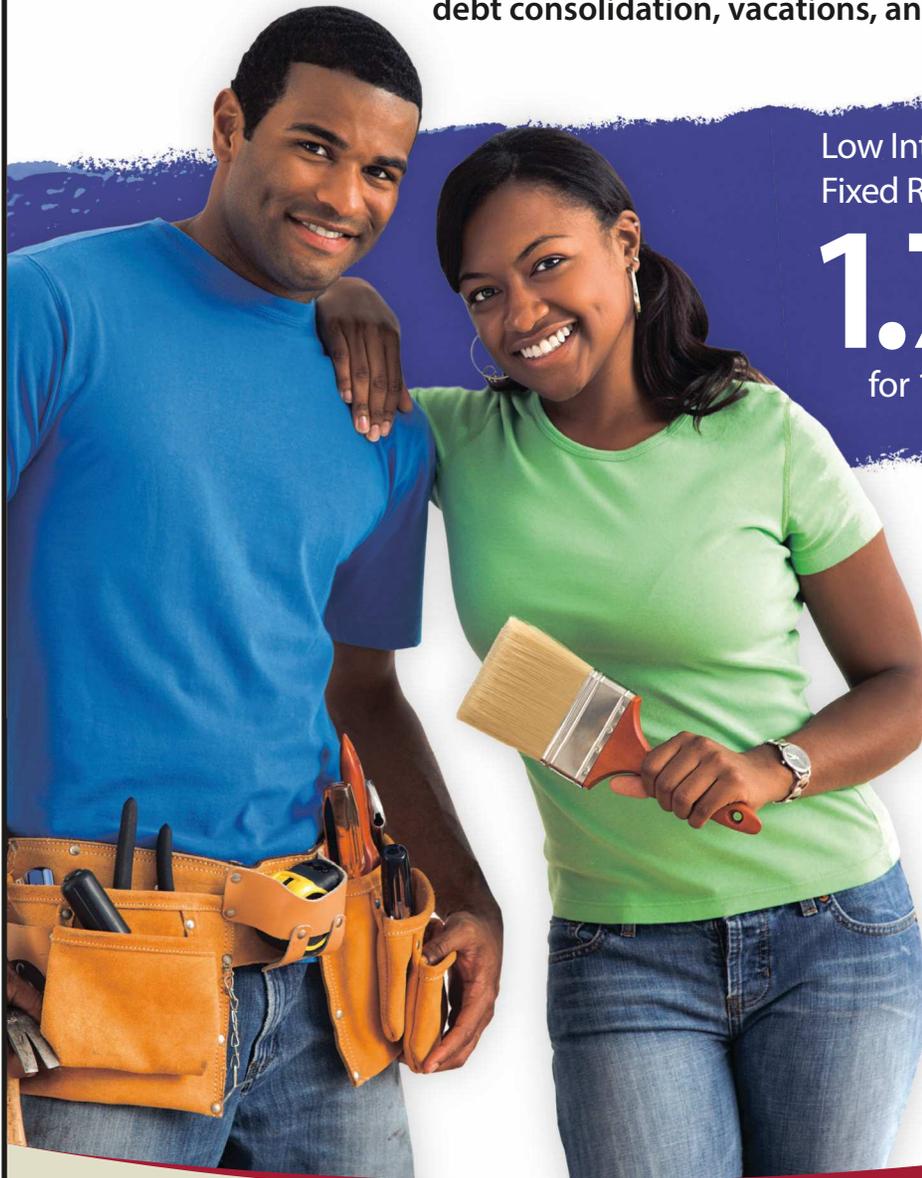
In the meantime, Wright urges employees of all ages to find common ground.

"I think each group brings with it some really good strengths, and if we all play well together we get the benefit of all of those together," Wright said.



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