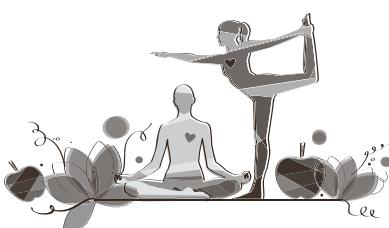


# biznet

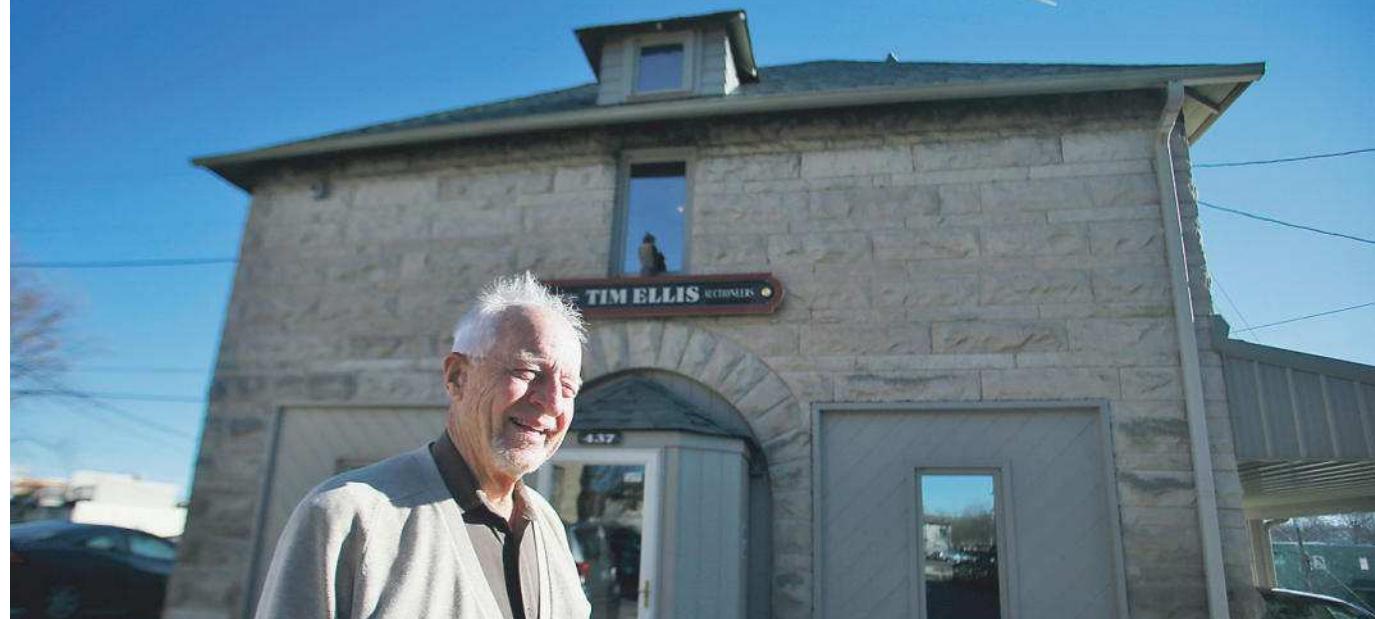
A Greater Bloomington Chamber of Commerce Publication

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**Coming in February:****Preventive Care**

How to promote health and prevent workplace illness



Tim Ellis is the owner and sole full-time employee of Tim Ellis Realtors and Auctioneers, Inc. Photo by Jeremy Hogan.

## Spotlight: Tim Ellis Realtors and Auctioneers, Inc.

By Kasey Husk

In his more than 50 years in the business, realtor Tim Ellis has seen booms and busts, record high interest rates and record lows. He's watched the internet change the way business is done, and he's dealt with increasing paperwork as government regulations grew. He's been the owner of a 40-person company and he's worked on his own.

What has remained consistent in that time, however, is his enjoyment of the job.

"I enjoy working with people, and if I find a party that has property to

**"If you treat people right, then you will have an opportunity to do it again."**

—Tim Ellis

sell and I find a party that wants to buy and I put them together, that's rewarding," Ellis said. "I like the flexibility of working in real estate. It isn't a nine-to-five operation. I still work a lot of hours, but they are flexible hours."

Ellis is the owner and sole full-time employee of Tim Ellis Realtors and Auctioneers, Inc., where he focuses exclusively on selling commercial real estate.

He also became a licensed auctioneer 20 years ago, and now handles real estate auctions — mostly commercial but some residential estate sales —

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812.332.0053CFC<sup>TM</sup> PROPERTIES**MARK YOUR CALENDAR****JANUARY**

- 13 Deadline for Educator of the Year nominations
- 13 2017 Legislative Preview at Bloomington Country Club
- 19 Business After Hours at Stonecroft Health Campus
- 19 hYPE Night at IU Women's Basketball



**SPOTLIGHT**  
continued on page 14

**See story on page 7**

# 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.

## Mark Your Calendar: 2017 Legislative Preview

Friday, Jan. 13, 2017

11:30 a.m. to 1 p.m.

Bloomington Country Club

This annual event gives our members the opportunity to hear from legislators, ask questions, and learn more about the issues The Chamber will be focusing on during the legislative session. To register, please visit [ChamberBloomington.org](http://ChamberBloomington.org).

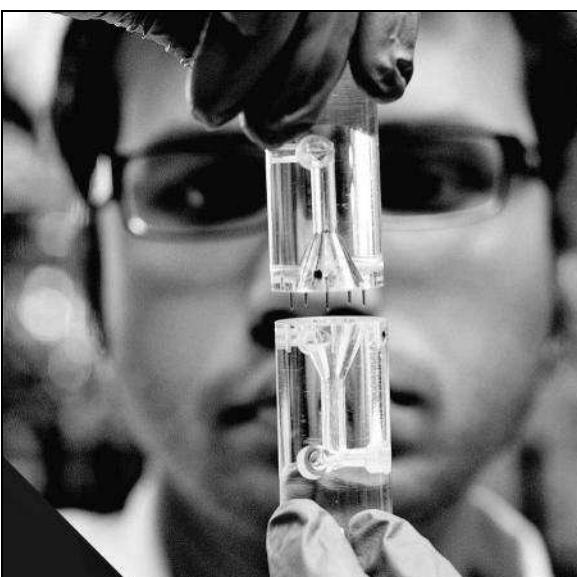
## Meet and Greet with Elected Officials

The Chamber hosted two meet and greets last month to give our members the opportunity to interact with our elected officials. The County Elect Connect consisted of Chamber members and newly-elected and re-elected officials at the county level. Special thanks to Comcast for sponsoring and Grant Street Inn for hosting the event. Congressman-elect Trey Hollingsworth visited the Chamber office and met with members from our board and advocacy and legislative councils. Members discussed their concerns and priorities at the federal level.

**ADVOCACY UPDATE**  
continued on page 11



At the County Elect Connect event, Chamber board member Lauren Dexter, Chamber staff member Jim Shelton, County Treasurer-Elect Jessica McClellan and BEDC Vice President Dana Palazzo pose for a photo. Courtesy photo.



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# Partnerships and Progress



Jeb Conrad. Courtesy photo.

**A**s we have said goodbye to 2016, The Chamber would like to thank all of our partners, members and leaders for all of their efforts this last year. It certainly was an eventful year that will also bring many changes to the business environment in 2017.

In 2016 we celebrated our State's 200th birthday, welcomed a new mayor to our city, saw unemployment rates drop and stabilize, and observed new development move forward locally and around our region.

The Chamber is excited about the progress that continues locally with a series of key announcements.

The Trades District Certified Technology Park announcement of securing a deal with Tasus to locate their regional U.S. headquarters in the Park will be a huge anchor for the future of the property right in the center of our downtown. This new private employer will complement plans for the re-development of the Dimension Mill underway and serve as the northern center of employment and entrepreneurship. The Chamber is supportive of the commitments made and looks forward to their progress.

The city's announcement on the next step forward for developing the Switchyard Park was rolled out, which will be the southern downtown asset along our B-Line Trail, tying together our urban area as a destination for work, play and living. "Quality of

place" is a buzz-phrase used regularly by economic developers and this investment will not only add to that for residents, but also generate additional private investment in the area nearby which is good for the local economy.

The City has also announced the initiative to consider working with a private company to develop the infrastructure for a city-wide fiber network. As we have stated before, the Chamber is supportive of advancements in business infrastructure. However we also know

that our membership and the business community at large have access to the technology support they need to operate currently through the private market providers.

We will also continue to be engaged in the progress of other key development initiatives including the future and current hospital sites, the City of Bloomington's Comprehensive Master Plan and I-69. All are critical to the future success of our local business landscape.

I encourage all of our members, partners and local residents to look for the Chamber's public policy agendas, which will be released in the coming weeks. Our committees work hard to develop both a Federal/State Legislative Agenda and a Local Public Policy Agenda to guide our advocacy

**"The Chamber expects to be faced with many changes, challenges and opportunities to serve as the voice of business in Bloomington and Monroe County."**

## 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](mailto:ckelly@ChamberBloomington.org).

To advertise in **BizNet**, please contact Laurie Ragle at 812-331-4291 or [lragle@heraldt.com](mailto: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](mailto:info@ChamberBloomington.org).

Please send press releases to [info@ChamberBloomington.org](mailto:info@ChamberBloomington.org).

Thank you for your interest in **BizNet**!



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## STAFF, PARTNERS & BOARD MEMBERS

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

### CHAMBER OF COMMERCE

Jeb Conrad, President & CEO

Anne Bono, Director of Advocacy & Public Policy

Katie Bruhn, Executive Assistant

Jacquelyn Carnes, Member Services Coordinator

Kelsie Holt, Director of Talent, Education & Workforce

Jim Inman, Director of Marketing and Communications

Larry Jacobs, Government Relations - City

Carol Kelly, Events Coordinator

Heather Robinson, VP of Operations

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Jennie Vaughan, Ivy Tech Community College Bloomington, 2nd Vice Chair

Cindy Kinnarney, First Financial Bank, Secretary/Treasurer

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Kirk White, Indiana University

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# Happy hYPe Year!

By Kelsie Holt, director of talent, education and workforce

*Editor's note: The Chamber's hYPe program helps young professionals find networking opportunities.*

Happy new year, hYPers! We're excited to kick off 2017 with a hYPe night at the IU women's basketball game on Thursday, Jan. 19. Check out the renovations at Assembly Hall and enjoy a suite with us while we cheer the Hoosiers. This event will be limited, so register now at ChamberBloomington.org.

hYPe is excited to bring you more fun and engaging events in 2017. Our steering committee is in the process of planning new programs such as a Griffy Lake Clean Up Day, a panel on salary negotiation tips and a discussion on philanthropy in our community. Plus, we'll bring back some favorite events such as the Bring Your Boss Lunch and Energizing Entrepreneurs.

Check out our 2017 event calendar online at ChamberBloomington.org/hype-events to mark your calendar. Contact Kelsie Holt, director of talent, education and workforce, at kholt@chamberbloomington.org for more information.



Tyce Carmichael, left, from Weddle Bros. Construction won a Lennie's growler, presented by Michael Fox, at the hYPe holiday party. Courtesy photo.

## Join the Chamber today!

For more info, email: [info@ChamberBloomington.org](mailto:info@ChamberBloomington.org)

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- B & L Sheet Metal & Roofing, Inc.
- Bicycle Garage, Inc.
- Big Woods Bloomington
- Bloomington Board of REALTORS
- Bunger & Robertson
- Cardinal Stage Company
- Cassady Electrical Contractors Inc.
- Civil & Environmental Consultants
- Comprehensive Financial Consultants
- Dermatology Center of Southern Indiana, P.C.
- Farm Bureau Insurance
- French Lick Resort
- Funeral Chapel, The
- Greene & Schultz Trial Lawyers, P.C.
- Holdeman, Bill
- John Bethell Title Company, Inc.
- Lisa's Green Cleaning
- Monroe County Airport
- Nature's Way Interior & Exterior Landscape
- NEXTWAVE Management Group
- Olympus Properties
- Orion Real Estate & Property Management
- Richland-Bean Blossom Community School Corporation
- Rogers Group Investments, Inc.
- Sharp, Judith A.
- SIHO Insurance Services
- Stardance Band, The
- Stefano's Ice Cafe
- Trace Investigations
- Travel Leaders
- Tri Star Engineering
- Wagon Wheel Market, Inc.
- Wessler Engineering
- Westbury Antique Market

## NEW MEMBERS

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Suite 200  
Bldg. F, Ste 100  
Indianapolis, IN 46278  
Contact: Jen Nanny  
(317) 732-4771

**Bloomington Economy Cleaners, Inc.**  
PO Box 6644  
Bloomington, IN 47407  
Contact: Richard Foley  
(812) 325-0433

**Clark Transportation LLC**  
Bloomington, IN 47403  
Contact: Mike Clark  
(812) 339-6308

**Distinctive Home Furnishings**  
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Contact: Steve Birch  
(812) 676-1300

**Furniture Exchange**  
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Bloomington, IN 47404  
Contact: Steve Birch  
(812) 334-1236

**Gold Casters**  
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Bloomington, IN 47401  
Contact: Christian Lawrence  
(812) 332-1071

**Goldleaf Hydroponics**  
5081 S Production Dr  
Bloomington, IN 47403  
Contact: Roger Emmick  
(812) 500-0423

**Mother Bear's Pizza West**  
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Bloomington, IN 47404  
Contact: Ray McConn  
(812) 287-7366

**Opie Taylor's LLC**  
110 N Walnut St  
Bloomington, IN 47404  
Contact: Franc Perrelle  
(812) 333-7287

**Red Robin Gourmet Burgers & Brews**  
2846 E. Third Street  
Bloomington, IN 47401  
Contact: Paul Poorman  
(812) 727-3884

The advertisement features the YMCA logo and the text "FOR YOUTH DEVELOPMENT® FOR HEALTHY LIVING FOR SOCIAL RESPONSIBILITY". It highlights a \$0 JOINER FEE for January. Two people are shown exercising together. The text "Find out more: MonroeCountyYMCA.org" and social media icons for Facebook and Twitter are included. HT-173420-1 is at the bottom left.

**Northwest YMCA**  
1375 N. Wellness Way  
Bloomington, IN 47404

**Southeast YMCA**  
2125 S. Highland Avenue  
Bloomington, IN 47401

## CHAMBER BRIEFS

### New Hires and Promotions

#### SCORE's New Leaders

Bloomington SCORE has named these people to lead the chapter in fiscal year 2017: Nick Aschliman, chair; Laird Smith, vice-chair; Gretchen Weger, secretary; Mark Thoma, treasurer; Mike Spinks, Spencer branch manager; Vic Schulz, administrator; and Babette Ballinger, marketing committee chair. For more information, call 812-334-2392 or email btownscore.nick@gmail.com.

#### Leyenbeck joins United Way

United Way of Monroe County welcomes Amy Leyenbeck as community initiatives director. Leyenbeck will lead outreach, collaboration and grant writing for United Way's programs focusing on helping people learn more, earn more and lead safer and healthier lives. Contact Amy at 812-334-8370 ext. 11 or amy@monroeunitedway.org.

### Awards and Designations

#### SWAGGER Winners

Four Monroe County youths received the Commission on the Status of Children and Youth 2016 SWAGGER (Students Who Act Generously, Grow, and Earn Respect) Awards. The four SWAGGER recipients are Mariah Busch, Ava Santner, Kira Axiom and Becca Smith.

#### CHAMBER BRIEFS

continued on page 13



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From the bright yellow paint outside, to the fresh salsa verde, to the soda imported from Mexico and the homemade horchata — these were carefully chosen to show Bloomington a real reflection of our Mexican heritage. We hope you enjoy. **Juannita's** is an authentic Mexican food restaurant that offers a great meal at an affordable price. We are open 11 a.m. to 9 p.m. Sunday to Thursday, and 11 a.m. to 10 p.m. Friday and Saturday at 620 W. Kirkwood Avenue. Juannita's also offers catering service and group/private dinner reservations. The venue is also available for meetings, private parties and other social events. See more at juannitas.com.



#### Balanced Natural Health

Dr. BreAnna M. Guan

Dr. BreAnna Guan's goal as a member of your healthcare team at **Balanced Natural Health** is to identify underlying causes to your difficulties and support you towards healing and disease prevention so that you feel amazing. Her intention is to build long-lasting relationships with clients that are based on honesty and trust. She is a naturopathic doctor because she believes that you deserve a lot more from health care. To learn more about her services and community health groups, visit drbreannaguan.com.



Serving Bloomington since 1998, **Bloomington Economy Clean** provides quality commercial, industrial, medical, office, warehouse and retail cleaning. We also refinish hard floors and clean carpets! If you are having trouble with your current service or simply want to reduce your operating costs we have solutions to meet your needs. Our low cost guarantee is unmatched. Call today to reduce your yearly cleaning costs by as much as 5 percent. See more at mansmaid.com.



**Bluetip Billiards** is Bloomington's pool hall featuring six valley tables and six diamond tables. We are dedicated to consistently providing exceptional service and quality products while furnishing a relaxing atmosphere at a great price! Bluetip comes with various menu items, several beer choices including local brews, digital jukebox, TVs and arcade games. If you're hungry, our kitchen serves a delicious menu from open to close. We host many events, tournaments, APA leagues, corporate parties, birthdays and more. Learn more at bluetipbilliards.com.



Eli's Sandwich Shoppe is Bloomington's newest sandwich shop, serving tasty subs, hot pizza and fresh salads for lunch, dinner and late night Thursday through Saturday! The fresh baked sweet bread and chocolate chip cookies are a must! Located at 601 N. College Ave. or call 812-333-7722.



**Goldleaf Hydroponics'** mission is to bring innovative and sustainable cultivation products and practices to hobby and commercial gardeners alike. Goldleaf specializes in traditional gardening equipment, including organic fertilizers and hydroponic nutrients, horticultural lighting, soil and amendments, environmental controllers and more. Visit our 3,000-square-foot show room at 5081 S. Production Dr., with convenient highway access and private parking. Our team of experts is eager to help you achieve success with your garden, whether indoor, outdoor, hydroponic, aquaponic, or vertical.

## The Franklin Initiative Update

# Have you nominated an Outstanding Educator of the Year? There's still time to nominate!

By Kelsie Holt, director of talent, education and workforce

The deadline for the Chamber's Franklin Initiative Educators of the Year Awards nominations is Friday, Jan. 13 at 4 p.m. Teachers, program directors, counselors, administrators and other instructional staff from any state-accredited school within Monroe County are eligible for recognition.

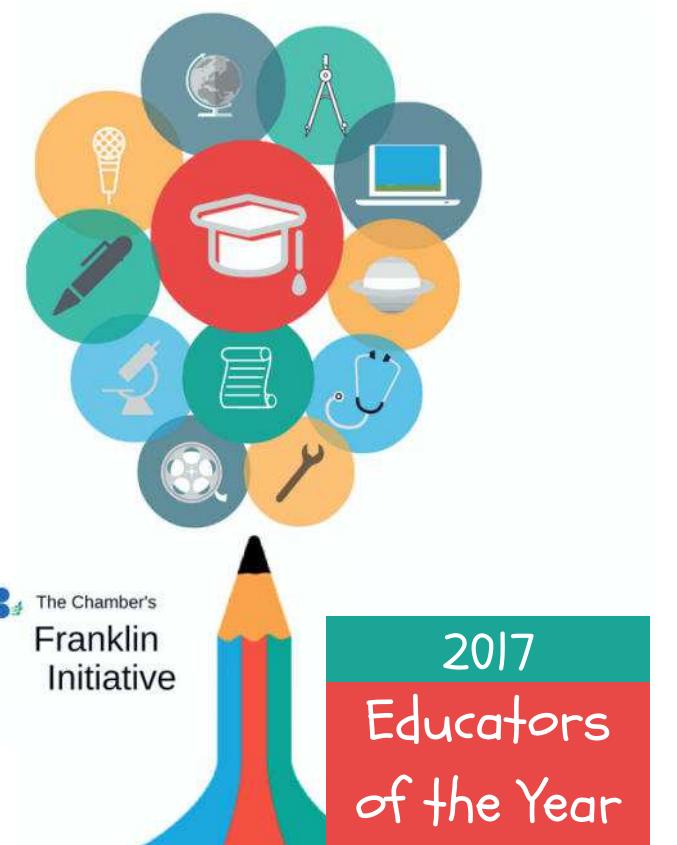
Nomination forms for Outstanding Educators and Leading Light Awards can be found online at ChamberBloomington.org/nomination-info or by calling 812-336-6381. Any member of the community, including school staff, parents and students, may make a nomination.

Again this year, local business Solution Tree will generously award all Outstanding Educator recipients an all-expenses-paid in-service training on a topic of their choice to any one of the dozens of different Solution Tree training seminars offered throughout the continental

United States. Solution Tree will also donate \$500 to the school of each Outstanding Educator awardee.

In addition to Outstanding Educator, the Leading Light award category recognizes innovative or exemplary programs — as opposed to individuals — that demonstrate outstanding service and dedication and enhance our education community. These do not necessarily have to be school-based programs, and could include a local nonprofit or other community organization.

Awardees will be announced in late January and honored at the Chamber's Franklin Initiative's 16th Annual Educators of the Year Awards Dinner scheduled for Wednesday, Feb. 22 from 6:30 to 8 p.m. at the Convention Center. Individual tickets are \$35, student tickets are \$20 and tables of eight with additional marketing benefits are \$500. To register or for more information, contact Kelsie Holt at kholt@chamberbloomington.org.



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## Task Force Approves Recommendations for Road Funding

**INTERSTATE 69**

The Funding Indiana's Roads for a Stronger Safer Tomorrow Task Force approved several recommendations for the General Assembly to consider in their final report, released last month. The task force met several times last year and heard testimony from experts in transportation funding from all levels of government and the public.

The task force concluded that the quality of Indiana's roads and bridges were critical to economic success in our state. The task force asked that the General Assembly consider several options to increase funding for new infrastructure and to maintain current roads including increasing the gasoline tax, implement a vehicle fee, and implement road usage fees on alternative fuel and electric vehicles.

The Chamber will monitor road funding legislation in the upcoming session and continue to advocate in favor of additional funding for maintenance of current roads, completion of I-69, and new infrastructure.

HT-172302-1

# Going Ergonomic

## *How to eliminate strain and improve your workspace*

By Kasey Husk

**I**t's a common enough scenario: the end of a long work day arrives and, rising from a desk or work station, an employee feels stiff and achy from the strains of the day.

Back pain. Carpal tunnel syndrome. Neck stiffness. Eye strain. All are common consequences of a day spent in front of a desk or doing repetitive tasks.

Technological advances mean more employees spend their days with their movement restricted. Employers are now looking for smart designs to help alleviate worker pain. Some turn to convertible sit-to-stand workstations, ergonomic mice or padded floor mats. All are trying to keep employees healthier, more productive and ultimately happier in the workplace.

Ergonomics is "the science of fitting workplace condition and job demands to the capabilities of the worker," according to Indiana University's Environmental Health and Safety department.

"Musculoskeletal disorders (MSDs), such as carpal tunnel and tendonitis, can result when there is a mismatch between the physical requirements of the job and the physical capacity of the worker," the department's website reads.

"Workers who repeat the same motion throughout the day, do their work in an awkward position, use a great deal of force to perform a job, repeatedly lift heavy objects or face a combination of these risk factors are the most likely to develop MSDs," the site states. However, "simple inexpensive changes can be made" to minimize or eliminate strain and "may eliminate the need for expensive medical treatments and surgery down the road."

**"You can mitigate small soreness that, long-term, can have a big effect on you."**

—Michael Loewenstein,  
**Cubicle by Design**

Michael Loewenstein, Midwest regional head of sales and ergonomic specialist for Cubicle By Design, agrees.

"With simple (changes), like where you reach for your stapler, you can mitigate small soreness that, long-term, can have a big effect on you," he said. "I think for most people it is worth looking into for your long-term health and well-being."

### Identifying Needs

For many people, more time is spent at work than almost anywhere else,

#### GOING ERGONOMIC

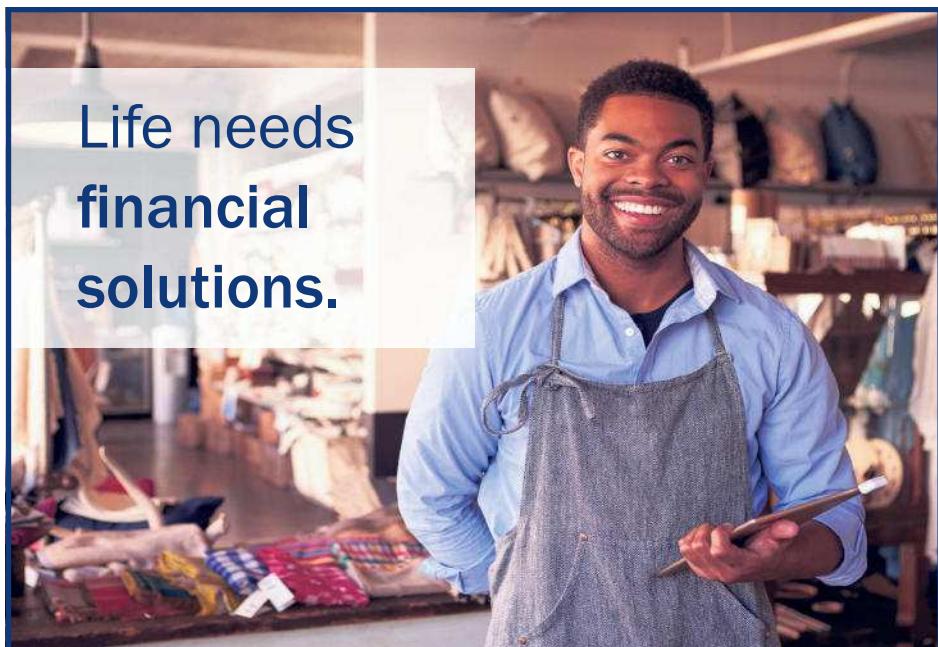
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Michael Loewenstein.  
Courtesy photo.



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## GOING ERGONOMIC

Continued from page 7

including their own beds. It makes sense, then, that how the space is arranged can make a big difference on how an employee feels at the end of the day — the same way a good mattress makes all the difference for whether someone wakes rested or aching after a night's sleep.

"Ergonomics pretty much is the idea that you want to maximize your ability to be healthy, from mentally to physically, while you are in the office," Loewenstein said.

Ergonomic challenges may be identified based on complaints of an employee. Back pain, for example, is a common complaint of those who sit at a desk all day and it is one that can be addressed through changes to seating, posture, positioning of the computer or other strategies.

Cubicle by Design is a full-service furniture dealership that helps customers design office spaces, sells office furniture and products, and even removes the old pieces from an office to make way for the new.

Loewenstein said he will often go to an office and evaluate how employees are spending the majority of their time in order to determine what changes could improve their health. Often, that means encouraging workers to consider a switch to a standing work station. Loewenstein explained that research shows standing for at least 15 minutes out of every hour improves your health in a variety of ways.

A popular investment for employers are convertible sit-to-stand desks that allow employees to raise and lower their computer screen easily to transition between a standing work station and a sitting one throughout the day, Loewenstein said. Whether sitting or standing, ideally the computer should be directly in front of a user's line of sight, with the keyboard situated such that the hands are at a 90-degree angle from the body while typing. Convertible stations make achieving that ideal setup easier, regardless of whether they are sitting or standing, he said.

Using a laptop can be ergonomically challenging because its size doesn't necessarily allow someone to have the monitor directly in front of their eyes and their hands at a 90-degree angle. However, products like keyboard trays can help solve this problem and allow laptop users to keep their hands in the optimal position.

"It makes a big difference to have a couple of these products," Loewenstein said. "You won't get those little background issues like discomfort that can

**GOING ERGONOMIC**  
continued on page 9

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or visiting [RepublicServices.com](http://RepublicServices.com).

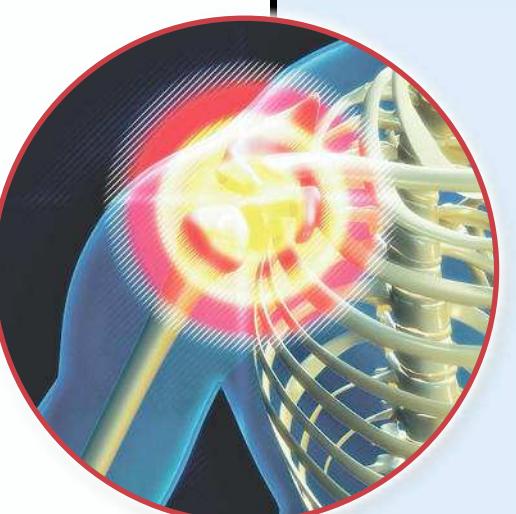
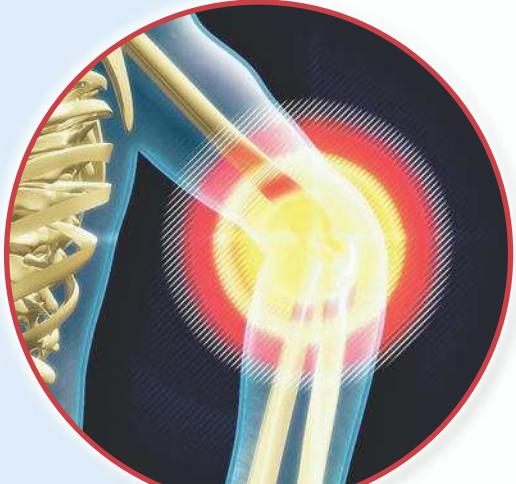
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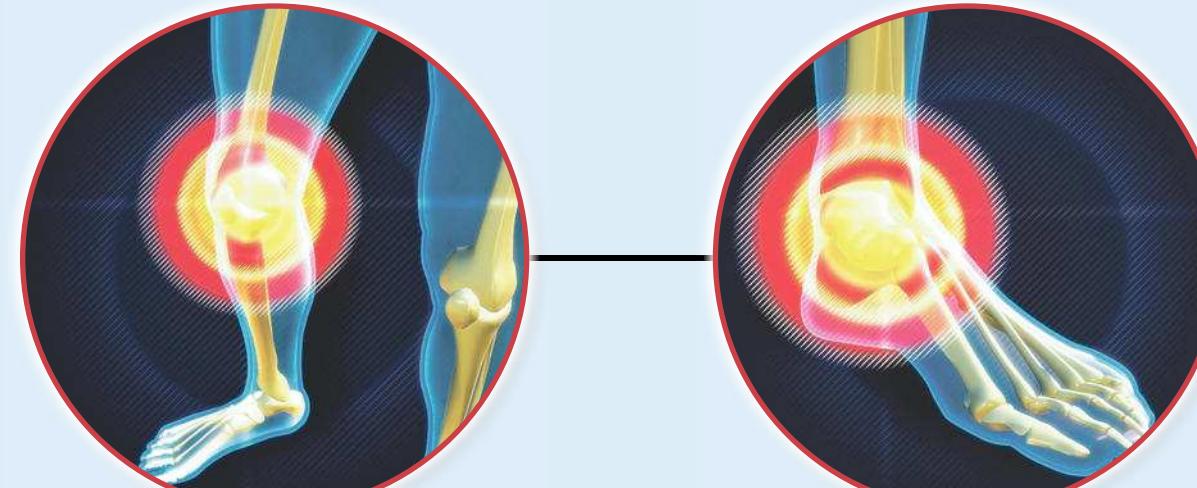
We'll handle it from here.

# Feeling sore at the office?



Simple stretches performed throughout the day can help those with desk jobs reduce strain on the body. Experts recommend standing up and moving around at least once per hour. Pam Green, co-owner and manager at Farrell's eXtreme Bodyshaping in Bloomington, shared these tips for easing workplace strain:

- Stand up and stretch side to side, toward each of your legs
- Move your shoulders in a circle shape
- Do gentle neck stretches
- Move your eyes from side to side in circles
- When not working, spend time improving core muscle strength



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Rebecca Reott. Courtesy photo.

**"The new research is showing that sitting is just as damaging as smoking can be."**

—Rebecca Reott,  
Hanapin Marketing

## GOING ERGONOMIC

Continued from page 8

distract you."

At internet marketing agency Hanapin Marketing, about 75 percent of employees are using sit-to-stand desks, said associate director of human resources Rebecca Reott. The desks are available to anyone who wants them.

"We do a lot of education about how your bodies are made for moving, not sitting, and 'sitting is the new smoking,' she said. "The new research is showing that sitting is just as damaging as smoking can be."

Just this year, Hanapin also started offering all its employees an ergonomic computer mouse — a device that changes the way an individual clicks the mouse — to help reduce the strain on people who are using computers all day long. The switch, Reott said, came as a direct result of hearing concerns from employees about wrist pain and it was "a change we were happy to make."

"It takes a day to get used to it, but everyone who has used it has said they didn't realize how bad their wrist was being irritated until they started using the new mouse and the pain went away," Reott said.

At Williams Bros. Health Care Pharmacy, one of the biggest ergonomic concerns for employees isn't necessarily sitting — it's standing. Clay Williams, a fifth-generation pharmacist and the company's business development manager, said it isn't unusual for retail pharmacists like himself to be on their feet for the entire eight- to 12-hour shift. Clerks find themselves in much the same position.

While standing is generally better health-wise than sitting at a desk — indeed, Williams Bros.

**GOING ERGONOMIC**  
continued on page 10



## GOING ERGONOMIC

Continued from page 9

Health Care Pharmacy also encourages employees to use standing work stations when they use computers — it still comes with strain. To help alleviate it, the company has installed cushioned floor mats behind each cashier station and running the length of the pharmacy. The cushions can help ease pain in individuals' backs and feet that comes from long periods of standing on a hard surface.

Williams described the experience of standing on the cushioned floor as being "the difference between having an expensive sole in your shoe versus having almost no sole and standing on a hard surface." Williams Bros. Health Care Pharmacy also provides cushioned wrist rests for keyboards to any employees who need one, he said.

Having adjustable products — whether a sit-to-stand desk or a chair that allows both

feet to be planted on the ground — is vital because the goal of ergonomics is to have a worker positioned in the best possible way to reduce strain on the body. Naturally, for each individual that will be different.

At Touchstone Yoga & Massage in Bloomington, having access to hydraulic massage tables means therapists can go into any massage room and adjust the table to the perfect height based on the sizes of the therapist and client, said marketing associate Janie Ackerman. Given the taxing nature of giving massages, Ackerman said, having this ability is crucial to ensuring fewer stresses and potential injuries to the therapists.

Many of the clients who come to Touchstone for regular massages are those struggling with chronic pain and soreness. Ackerman said it is likely that some of it is due to workplace strain because a majority of their clients have desk jobs.

Regular massage can help keep the body feeling good even while working all day,



Clay Williams. Courtesy photo.

but massage therapists also recommend that those suffering from work-related pain examine the ergonomics of their work stations and take regular breaks.

"Be aware of how you are sitting, be aware of what your body is telling you and try not to sit too long," Ackerman advised. "So many people get engrossed in what they are doing and don't realize they are hunching over and their shoulders are up by their ears."

### Cost and Compassion

Taking steps to make employers healthier and happier is not just compassionate. It is also good business.

Making adjustments to the workplace in an effort to be more ergonomically friendly comes with costs. However, Loewenstein said the price of a product doesn't have to go up dramatically just because a company decides to make those changes.

For example, an adjustable base for a desk might add a couple hundred dollars to the overall cost, Loewenstein said, but the base-model office chair the company offers — its "default chair" — is already ergonomically friendly because it is comfortable and adjustable.

If someone is already spending the money to remodel an office, he said, "it only adds a small percentage" in extra cost to make some changes.

Reott, who said Hanapin has offered standing work stations for about four years, puts the price tag even lower.

"One of the common misconceptions is that you have to spend thousands of dollars to see the benefits," she said. "The model we have is about \$40 per person. It is a much cheaper version (of other sit-to-stand desks) but the outcome is pretty similar."

Taking steps to make employees more comfortable can pay off by helping increase their productivity at work, Loewenstein said.

"Studies show you are 15 to 20 percent

more productive with sit-to-stand, (so) I think it makes sense to be an early adopter," said Loewenstein, who predicts that height-adjustable desks will soon be "everywhere."

Reott said she has experienced this firsthand with the standing work station, noting, "I feel a lot more energized when I've been standing instead of sitting."

"When you are standing and having increased blood flow, you are actually more focused and productive and you feel better about the work you are doing," she said.

Providing an ergonomic workstation can also help reduce turnover in a world where it is becoming increasingly common for workers to change jobs frequently.

Williams keeps this in mind at the pharmacy.

"Employee satisfaction is a big (benefit) — having employees know we care about their health," said Williams, who noted the company also has many wellness programs designed to keep employees healthy. "I think that goes a long way to creating a positive work environment."

Failure to make such changes can come with a cost, but those costs can be hard to quantify. Unsatisfied employees might leave a company if they feel they aren't being treated well, leading to more costly turnover. People who are in pain because of repetitive stress injuries might take more sick days or cost the company's insurance more when medical intervention is needed to cope with the injury. Recovery from a carpal tunnel surgery, for example, can take months.

"Sitting for eight hours a day is extremely unhealthy, so anything an employee can do to get employees moving ... helps manage health care costs," Reott said.

Making ergonomic improvements in the workplace comes down to making an investment in the future.

"When you feel better physically, you'll have a better outlook mentally and emotionally," Ackerman said. "And that is going to translate to a better workplace, happier employees and better decision-making. It pays dividends to the employer."

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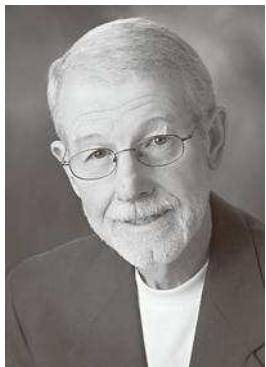
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## ADVOCACY UPDATE

Continued from page 2

### Larry Jacobs Retirement Celebration



Please stop by The Tap's Brewpub on Friday, Jan. 13, from 4 to 6 p.m. to celebrate Larry's retirement from the Chamber. Larry joined the Chamber eight years ago and has been instrumental in establishing strong relationships between our organization and city staff and elected officials. We wish Larry all the best!

Larry Jacobs. Courtesy photo.

### Reminder: Federal Overtime Rules Halted

A federal court judge has issued a preliminary injunction halting the implementation of the Department of Labor's new overtime rule that was set to take effect Dec. 1. The court's actions temporarily suspend the new rule from taking effect until it can make a ruling on the merits of the case.

### Urbanizing Area Plan Approved

The Plan Commission approved Phase II of the Urbanizing Area Plan, voting in favor 9-0, at their meeting Dec. 20. The second phase of the plan offers a framework for updating the current zoning ordinance to make zoning code more clear and predictable. The Chamber has supported the plan and has applauded Monroe County officials and consultant group MKSK for including stakeholders and the public in the process for the plan's development throughout the past year. The Chamber is advo-

cating for the county to hire a consultant to develop the ordinances that will support the plan, recognizing the limited staff resources for the county and the time it would take to create the ordinances. To read Phase II of the plan, visit monroecountyurbanizingareaplan.com.

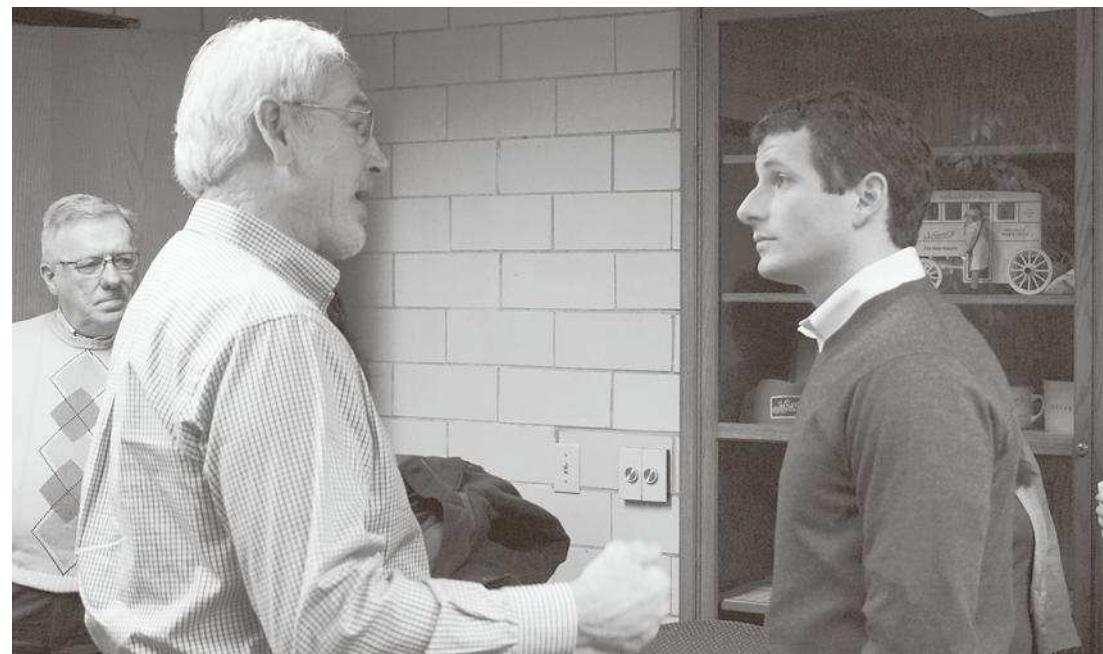
### I-69 Section 5

Subcontractors are back at work after stopping work due to not being paid. I-69 Development Partners accessed a \$23 million line of credit to pay the subcontractors. INDOT and I-69 Development Partners are committed to finishing Section 5 by October 2017. INDOT will provide a schedule of the progress at the monthly I-69 Local Collaboration Group meetings at the Chamber. Participants at this monthly meeting include elected officials, city and county planning and transportation staff, INDOT, I-69 Development Partners, business leaders and

members of the MPO. For more information on Section 5 and traffic updates, visit i69section5.org.

### I-69 Section 6

INDOT and the Indiana Division of the Federal Highway Administration are currently preparing a Tier 2 Environmental Impact Statement for Section 6 of the I-69 Evansville to Indianapolis project. I-69 Section 6 will upgrade the majority of existing SR 37 to interstate standards between SR 39 in Martinsville and I-465 in Indianapolis, a distance of approximately 26 miles. The project will also include improvements to I-465 from Mann Road to US 31. In the first quarter of 2017 INDOT will release the preferred route, which will consist of the various interchanges and overpasses from Martinsville to Indianapolis.



Jim Murphy, president of CFC properties and Chamber advocacy council member, talks to Congressman-elect Trey Hollingsworth. Courtesy photo.



It was a beautiful snowy day to celebrate the ribbon cutting of The Legacy on South College, co-owned by Long Family Eye Care and Comprehensive Financial Consultants. Courtesy photo.



The Tailored Fit has moved to a new location — 611 W. 11th St. Suite 2, in the old Bender Lumber Building. They hosted Chamber members at a wonderful holiday celebration on Dec. 15. Check out all their services at [thetailoredfit.com](http://thetailoredfit.com). Courtesy photo.

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# Awarding Excellence in Our Community

By Jim Inman, director of marketing and communications

**I**t's no secret that Bloomington is home to many extraordinary individuals and organizations that excel in areas such as leadership, civic involvement, corporate responsibility and responsiveness. To recognize those truly distinguished organizations and individuals, the Greater Bloomington Chamber of Commerce has created award events where those most deserving are honored and celebrated.

The tradition of Chamber and community awards began in the early days of the Chamber when, at the Chamber's Annual Meeting, awards were given to businesses that demonstrated growth and prosperity. Over time, additional awards were added that reflected the changing focus of business, the community and society. Awards recognizing diversity, sustainability and civic leadership were added. The Chamber increased involvement in the nomination process and established criteria for measuring and defining excellence. Today, a variety of awards are given at the Chamber's Annual Meeting each September including the highly coveted Lifetime Achievement Award that recognizes an individual who has demonstrated a lifetime commitment to excellence at work and in our community.

In addition to the many Chamber and Community Awards, the Chamber created awards and events to honor other segments within our community. These are:

## Women Excel Bloomington (WEB) Awards

Each May, women are honored for their outstanding contributions and leadership. The event features a keynote speaker and is always great fun for all who attend. And yes! Men are invited and encouraged to attend!



Seven women were 2016 Women Excel Bloomington award winners. Top row, left to right: Kathy Romy, Lesley Bolton, Kerry Thomson, Sue West. Bottom row, left to right: Valerie Peña, Sue Talbot, Joyce Poling. Courtesy photo.

## The Franklin Initiative's Educators of the Year Awards

Benjamin Franklin once said "An investment in knowledge pays the best interest." The Chamber and its Franklin Initiative program pay tribute to the educators and organizations that make a difference in the lives of Monroe County youth at a special February event.



## 10 Under 40 Awards

We've had people ask – "Where did you get the name of this event?" During the month of August we honor ten of the brightest stars in our community under the age of 40. The future of our community is in good hands thanks to these 10 young professionals!



An advertisement for Bluetip Billiards. It features a pool table with several balls and a cue stick. The text reads: "Bluetip BILLIARDS PIZZA BEER BLOOMINGTON, IN 426 S. College Ave. Bloomington IN, 47403 (812) 287-7608". Social media links for Facebook, Instagram, Twitter, and LinkedIn are at the bottom. A QR code is also present. The website address www.bluetipbilliards.com is at the bottom left.



Each year, the Greater Bloomington Chamber of Commerce asks its members and the public to help identify those who are deserving of recognition for their outstanding contributions and will honor those selected at one of four award events held throughout the year. The Chamber is currently accepting nominations for The Franklin Initiative's Educators of the Year Awards. Nomination forms are available at the Chamber's website, by emailing info@ChamberBloomington.org or by calling 812-336-6381. All nomination forms for The Franklin Initiative's Educators of the Year must be received or postmarked by Friday, Jan. 13, 2017.

## CHAMBER BRIEFS

Continued from page 5

## Opportunities and Events

### Black Women's Impact

The City of Bloomington's Black History Month Planning Committee is pleased to announce the 2017 Black History Month Essay Contest, which highlights black women's impact. The deadline for essay submissions is Friday, Jan. 13, at 5 p.m. Contact Rafi Khalid Hasan II at 812-349-3559 or [safeandcivil@bloomington.in.gov](mailto:safeandcivil@bloomington.in.gov).

### Commission Seeks Nominations

The City of Bloomington Commission on the Status of Women is seeking nominees for the Woman of the Year, Emerging Leader and Lifetime Contribution Awards. The deadline is Jan. 23. Send completed nomination forms to [owenss@bloomington.in.gov](mailto:owenss@bloomington.in.gov) or mail them to The Commission on the Status of Women, P.O. Box 100, Bloomington, IN 47402.

### Nominate a Volunteer

Ten volunteers in a variety of categories will be awarded Be More Awards on March 28. Nominations are being accepted now through Feb. 3. Nominate online at

[BloomingtonVolunteerNetwork.org/bemore](http://BloomingtonVolunteerNetwork.org/bemore), where you can read biographies of previous nominees and recipients. Call Lucy Schaich at 812-349-3433 or email [volunteer@bloomington.in.gov](mailto:volunteer@bloomington.in.gov).

### Art Van Furniture

Art Van Furniture, located at 2634 E. 3rd Street, is hosting a grand opening and ribbon cutting Thursday, Jan. 12 at 4 p.m.

### Fred Astaire Dance Studio

Fred Astaire Dance Studio, located at 149 S. Kingston Drive, is holding a ribbon cutting Thursday, Jan. 26 from 5 to 7 p.m.

### Other

#### Project Porchlight

The Monroe County Energy Challenge and Duke Energy partnered to provide more than 34,500 free LED light bulbs during Project Porchlight, a one-month initiative aimed at improving energy efficiency in Monroe County. The direct impact of the program is an annual savings of up to \$230,000. Visit [mocoenergychallenge.org](http://mocoenergychallenge.org) or call 812-349-3558.

#### MCHA Nonprofit Vet Clinic

MCHA has announced the official opening of the Nonprofit Veterinary Clinic and Outreach

Center in northwest Bloomington. MCHA began operating out of the new space Nov. 17, and plans to be fully operational from the suite by Jan. 2017 with open retail hours, drop-in dog training classes for therapy preparation and more.

### Realtors Welcome Newcomers

The Bloomington Board of Realtors welcomes new members: Alex Everett with F.C. Tucker, AJ Bowlen with RE/MAX Acclaimed Properties, Bobbi Bowden with Carpenter Realtors, Bobbi Robertson with RE/MAX Acclaimed Properties, Joya Kelly with RE/MAX Acclaimed Properties, Kirsten Lee with T. Jones Real Estate, Kortne Monyhan with United Country Coffey, Sarah Williamson with Orion Real Estate and Property Management and William Candelaria with F.C. Tucker.

### Gigabit-class Broadband

Mayor John Hamilton was joined by Axia CEO Art Price to announce that Bloomington and Axia have signed a Letter of Intent to develop a city-wide, open-architecture, gigabit-class fiber optic broadband service in Bloomington. Axia has developed fiber optic communications infrastructure in Canada, the United States, France and Singapore.



**Chamber members may send submissions for Chamber Briefs to Jim Inman at the Chamber: [jinman@ChamberBloomington.org](mailto:jinman@ChamberBloomington.org). Submissions should be 100 words or less, in straight paragraph form with no quotes or bullet lists. Please submit in Microsoft Word format within the first two weeks of the month for publication the following month.**



## Reminder: Update Your Chamber Listing Today

**A**s we near the end of the year, The Greater Bloomington Chamber of Commerce asks all member businesses to update their online profiles.

Perhaps there is new staff member on your team, you have moved or you have a new website. Member businesses may have added new services that need to be shared with the public who use the Chamber's website directory to look-up an organization.

It is easy to log-in and update your profile. Simply visit the Chamber's website — [ChamberBloomington.org](http://ChamberBloomington.org) — to get started. Hover your mouse over **Membership** and click on **Member Log-in**.

You will need your username and password to

enter the member portal. If you do not have that information, please email the Chamber at [info@ChamberBloomington.org](mailto:info@ChamberBloomington.org) or call 812-336-6381.

Once you have accessed the Members Only area, find **Update Your Contact Information** in the Quick Links toolbar on the right side. A pop-up menu will appear with your current business profile. Please review the information and make any edits or additions as necessary. Don't forget to save and log out when finished.

The Chamber's website is accessed by a variety of audiences, including visitors to Bloomington. By keeping your business profile updated you help bring the public to your business, either online or at your door.



## CHAMBER VOICES

Continued from page 3

efforts during the year.

Looking forward, the Chamber expects to be faced with many changes, challenges and opportunities to serve as the voice of business in Bloomington and Monroe County. Change is inevitable and you can count on your Chamber to keep you informed, up to date and engaged in issues impacting our community and the business environment.

On behalf of the Chamber's over 830 members, our board of directors and staff, we thank the local community for your support and wish all a happy new year!



## SPOTLIGHT

Continued from page 1

throughout the county.

While Ellis' daughter, Beth Ellis, shares office space for her own business with her father, the two have independent real estate businesses. As such, Ellis — while occasionally hiring additional helpers on a short-term basis — is generally a one-man show. And that, he said, is just how he likes it.

Ellis went to work as a salesman for a classmate's new home building company in 1967, spending a few years there before branching out and opening his own real estate company. By the late 1970s, the company had grown to the point where he had 40 salespeople and several offices. Business was good, but there was just one problem: he did not enjoy the management aspects required.

"I like doing more than I do managing," he said. "I really enjoy brokerage ... managing others, I did not enjoy. I had some fine people and some good times, (but) I enjoyed doing it more on my own."

## SPOTLIGHT

continued on page 15



Although he shares office space with his daughter, Tim Ellis is generally a one-man show. Photo by Jeremy Hogan.

# Watch IU sports news on the go!



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Hoosier Sports Report is produced by **The Herald-Times** and presented by **ROYAL** on the **EASTSIDE**

## SPOTLIGHT

Continued from page 14

**"I enjoy working with people, and if I find a party that has property to sell and I find a party that wants to buy and I put them together, that's rewarding," Ellis said.**

After a "reassessment of myself," Ellis made the decision to sell his business and begin again on his own.

"I've had less stress and more enjoyment in doing the work myself since 1980," he said.

In the mid-1990s, Ellis was inspired by a friend to become an auctioneer, and attended a nine-day course in Missouri to become certified. While an increasing number of auctions are being held online — "that's the direction of the business," Ellis said — he has hosted three live real estate auctions this year alone.

Auctioneers are known for their hyper-fast talk, but Ellis said that's less the case for real estate auctioneers like himself.

"When you are dealing in big numbers, you are not talking as fast as you would if you were selling pots and pans," he said. "You have to recite a number that might be in the hundreds or even millions. You aren't going to say that quite as fast as a 10-cent item."

Auctioneering, Ellis said, appeals to him in part because it is a contained event: "It starts on a date and ends on a date."

While Ellis has been an auctioneer for about 20 years, it is a new addition compared to his half century of real estate brokerage experience. During his years in Bloomington, "I've probably sold the same property three, four, five times over."

"If you treat people right, then you will have an opportunity to do it again," he said, noting that he has always avoided burning bridges with anyone he's worked with.

That experience, he said, is what sets him apart from other realtors.

"If someone asked why they should do business with me, well, the best answer would be experience," said Ellis, who estimates he's handled a few thousand real estate deals over the years. "I've been doing this for a long time and I've been involved in lots of different real estate transactions."

During those years, he has weathered some difficult times, most notably the early 1980s when skyrocketing interest rates meant few people were in a position to purchase real estate. He's also seen considerable changes to the business, particularly because of computers.

"The biggest changes have been the electronic age, which greatly affected the real estate business — how we communicate and do businesses," he said.

Another change was the rise of the multiple listing service — the MLS — to replace the informal communication system that realtors had previously used to share listings.

In the last 50 years, Ellis has also seen an enormous increase in the number of realtors working in Bloomington. The city has grown considerably, but the number of realtors has grown even faster relative to the population.

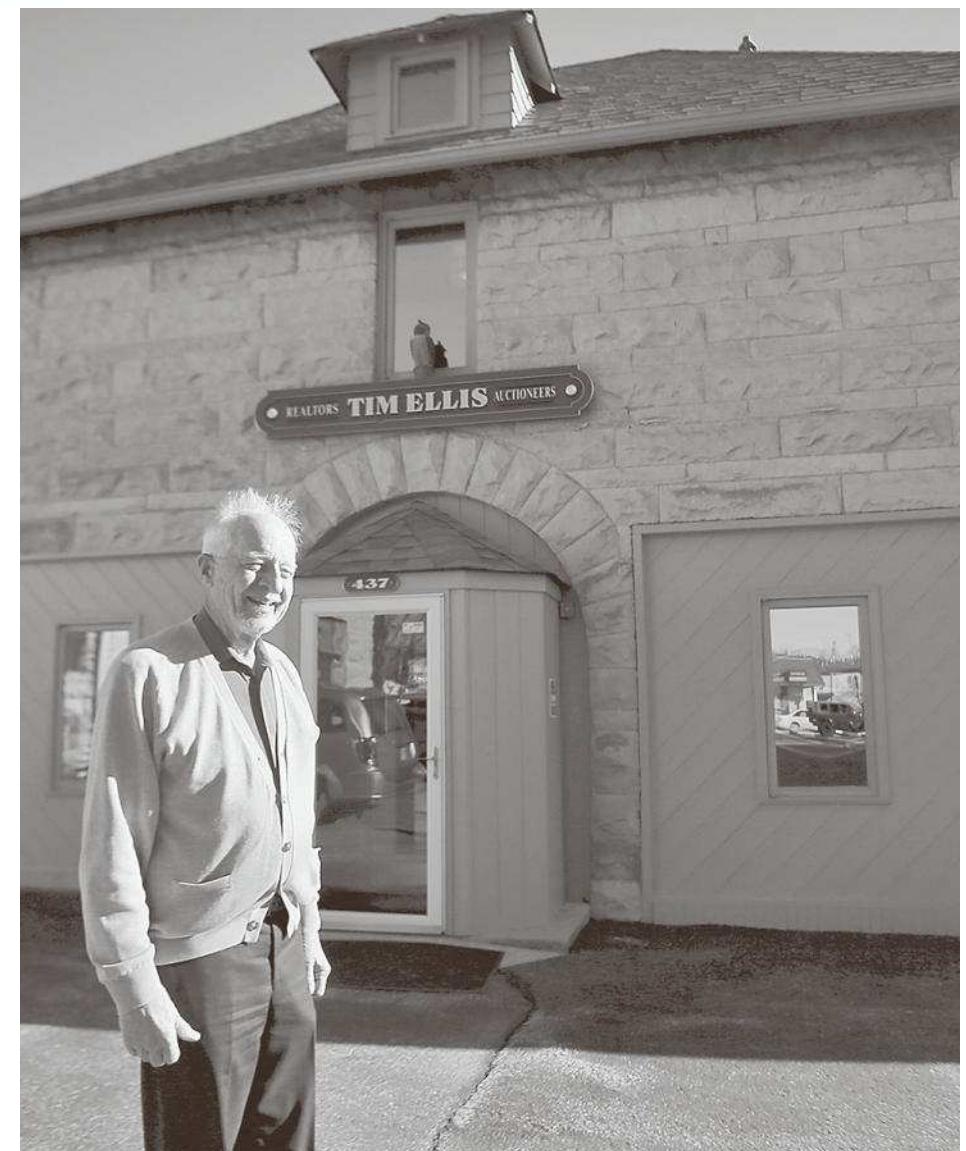
"When I was the president of the local board of realtors in 1970, we had 30 members," he noted. "We have 400 now. More and more people have gone into the business."

Still, the fundamentals have not changed. To date, the most important part of the real estate business remains "working hard and treating people right and, above all, being honest," Ellis said.

"In the real estate industry, we are entrusted with purchases that are significant for the most part. Of course, this is the biggest purchase most people ever make," he said. "Part of that trust is to be discreet and honest and considerate of the confidentiality of the transaction."

Ellis said he has no plans for retiring any time soon.

"I'm 79 years old, and as long as I'm physically able and as long as customers want to deal with me, I'm happy doing what I do," he said.



Tim Ellis' office is located at 437 S. College Ave. in Bloomington. Photo by Jeremy Hogan.

**"I'm 79 years old, and as long as I'm physically able and as long as customers want to deal with me, I'm happy doing what I do."**

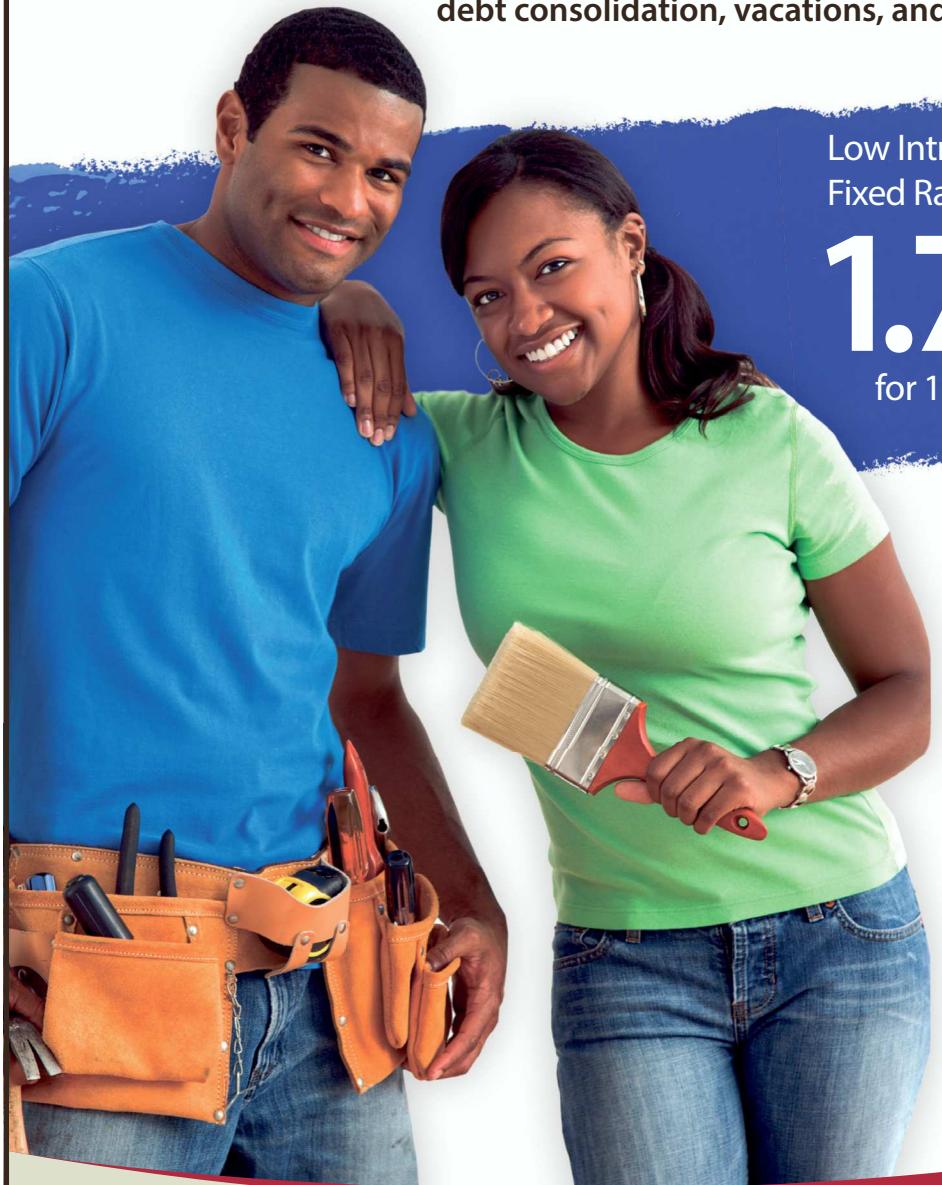
**—Tim Ellis,  
Tim Ellis Realtors and  
Auctioneers, Inc.**

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