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A Greater Bloomington Chamber of Commerce Publication

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Mark Bradford, left, regional CEO of Old National Bank, and Scott Shishman, Bloomington market president of ONB, stand outside the bank's new downtown Bloomington branch. Photo by David Snodgrass.

Spotlight: Old National Bank

By Kasey Husk

At Old National Bank, the idea of being “driven by values and ethics” is more than just a slogan.

It's what the company demonstrates each day by doing right by its customers, its employees and the community as whole.

For approaching two centuries — the bank celebrated its 182nd anniversary this year— Old National has built a reputation based on the notion of being an ethical, socially-conscious company. Today, those efforts have resulted in a company that has been named one of the most ethical companies in the world — one that is staffed by like-minded associates who care about their communities.

“The sense of community and giving back are ingrained in the fabric of Old National.”

—Mark Bradford,
Regional CEO

“Everyone said it, but I believe our people delivering world-class service on a daily basis, along with our outstanding products and services, set us apart,” said Mark Bradford, Old National Bank regional CEO. “Old

National's values of integrity, teamwork, leadership, community, responsibility with accountability, bias for action” — a term that refers to the company's dedication to getting customers answers quickly — “excellence and diversity and inclusion are lived and demonstrated by our associates on a consistent basis.”

Founded in 1834, Old National Bank now ranks among the top 100 banking companies in the United

SPOTLIGHT
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Coming in October:

The Election Issue

Local candidates answer questions from the Chamber

UPCOMING EVENTS

Hosted by the Greater Bloomington Chamber of Commerce

SEPTEMBER

- 14 hYPe Event: Meet Your Mayor at the Irish Lion
- 15 September Business After Hours at Building Associates, Inc.
- 15 Ribbon Cutting at Hampton Inn
- 22 Annual Meeting and Community Awards at Monroe Convention Center
- 24 Chamber Discount Day — IU Football vs. Wake Forest



Inside: Networking
How local professionals connect

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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.

Meet our new advocacy associate



Taylor Fox. Courtesy photo.

Taylor Fox is the Chamber's new advocacy associate and a SPEA service corp fellow. She moved to Bloomington to pursue her Master's in

Public Affairs at Indiana University in the School of Public and Environmental Affairs. She plans to concentrate in policy analysis as a graduate student. Passionate about public policy and advocacy work, Taylor's interests lie in the evaluation and implementation of policies at the local, state, and federal level. She looks forward to the opportunities at the Chamber during her fellowship as they relate to her future career goals and interests. Welcome, Taylor!

Save the date

The Chamber will be hosting a 2016 Election Wrap-Up lunch with Lee Hamilton Wednesday, Nov. 16, 2016 from 11:30 a.m. to 1 p.m. at Alumni Hall in the Indiana Memorial Union. Mr. Hamilton will provide his perspective on the 2016 general election and take questions from the audience. Paul Helmke, director of the Civic Leaders Center, will be the moderator.

Downtown safety and civility initiatives

Last month, Mayor Hamilton announced several initiatives his administration plans to implement to address concerns about the safety of the downtown area. These include the following:

- Install six surveillance cameras in four areas high-incident locations, including the B-Line Trail, Seminary Park, and People's Park
- Enhance presence of law enforcement officers
- Enforce existing state statutes related to panhandling
- Create a campaign to encourage residents to contribute to social service agencies instead of panhandlers
- Form a Downtown Safety, Civility, and Justice Task Force comprised of downtown business owners, law enforcement, social service providers and

the public to study best practices and submit recommendations to Mayor Hamilton.

Jim Shelton, The Chamber's government relations manager for the county, is serving on a steering committee led by the Community Justice and Mediation Center (CJAM) that's working with all stakeholders to improve the situation. Shelton is representing the business community's interests.

Reminder: sign ordinances

On June 6, 2016, new sign regulations went into effect. The city'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 8 square feet and
- Two additional temporary signs, neither of which may exceed 5 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 8 square feet
- Two additional temporary signs, neither of which may exceed 5 square feet
- Each vacant property, or property under construction, 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 addi-

tional 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 displaying 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

ADVOCACY UPDATE

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Helping Indiana

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Innovate Indiana harnesses the power of Indiana University innovation—turning discoveries into cures, new business, and a healthier economy—and fulfilling the promise of helping Indiana thrive. Discover how IU makes Indiana stronger at innovate.indiana.edu.



HT-46112-1

Bicentennial and Changing Seasons

By *Jeb Conrad, president and CEO*



Jeb Conrad. Courtesy photo.

It's hard to believe that our summer is wrapping up and students at all levels have returned to the classroom! This is an exciting time in our community that brings changes in our daily commutes to our places of employment, but also a seasonal boost to our local merchants.

Indiana is and will be celebrating 200 years as a state, and we hope all local businesses and residents will recognize this milestone later this month when the torch comes through our community. It has been a crazy ride this political season, seeing major changes in the national, state and local landscape. Your Chamber is active 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. We are surveying our local candidates and will be publishing their perspectives in the October edition of this publication.

There are two key local planning efforts underway that are of interest to the business community. The City of Bloomington has developed the initial draft plan of our Comprehensive Master Plan (formerly known as the GPP). In addition, Monroe County is moving forward with their Urbanizing Area Plan. Both of these plans are significant guiding tools for the future of our area. These plans are important elements that will impact strategies and business growth for our community. We encourage you to review them online and provide constructive feedback as they move forward, as the Chamber will.

The Chamber will also continue to monitor the progress of I-69 construction. This critical infrastructure artery will provide our businesses, employees and visitors with access to our community more effectively. We will continue to provide key updates as progress continues.

In addition, the Chamber has been engaged in discussions with respect to local water and sewer rates, the MCCSC referendum renewal and workforce housing, as well as downtown safety. We are keeping the business community abreast on new development opportunities for the Trades District, IU Health hospital sites, and impacts of I-69 areas, just to name a few. Updates are summarized in our Advocacy Update on the opposite page.

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.

Mark your calendars for the Chamber's Annual Meeting on September 22. This luncheon is an opportunity to show the membership and community the Chamber's success from the previous fiscal year and look at the future of existing business.

Last but not least, a huge thank you to our members who have served on our Board of Directors, as ambassadors, on committees and who have attended our events. As we wrap up our fiscal year, it is evident that our Chamber is as good as our members and we appreciate your time, talent and input. 



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

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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.

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hYPe-ing and Helping

hYPe
news



By Kelsie Holt,
director of talent,
education and workforce

Last month, hYPe held a happy hour featuring members of the Yes For MCCSC committee. Yes For MCCSC is a group of dedicated community members, volunteers, parents and business leaders banding together in support of MCCSC students, our schools and the incredible opportunities in the community the referendum

has made possible. To learn more about the upcoming referendum, please visit YesforMCCSC.org.

hYPe has a few events happening in September. First, you can Meet Your Mayor with hYPe on Sept. 14 at the Irish Lion in the Glen. We are proud to have Mayor Hamilton joining us to share his vision for Bloomington and how young professionals can be engaged in the future of our community. Register for this free event online at ChamberBloomington.org.

We are also partnering with the local Rotary Clubs, Bloomington Rotaract and Leadership Bloomington-Monroe County Alumni Association to make a difference in just one day. Young professionals are invited to participate in a summit on homelessness and an afternoon service project on Saturday, Sept. 24. The day will begin with an overview of the problem of homelessness and plans for ending it, from 9 a.m. to 11 a.m. at Wegmiller Auditorium at

Bloomington Hospital. Following lunch, young professionals will help landscape and beautify the grounds of New Hope Family Shelter, located at 301 West Second Street. Coffee and registration begins at 8:30 a.m. Lunch will be provided. Free parking is available in the hospital parking lot at Second and Rogers.

The summit is open to all young professionals, and everyone over age 18 is welcome, but you do need to register by 5 p.m.

Wednesday, Sept. 21. For more information or to register, visit <http://bit.ly/rotaryypps>.

hYPe is a program of the Greater Bloomington Chamber of Commerce that is designed to provide opportunities for young professionals to develop a personal network,

grow professionally and succeed in business while enhancing the community's quality of life. To sign up or learn more, visit ChamberBloomington.org/hype-helping-young-professionals-excel or email Kelsie Holt at kholt@chamberbloomington.org.



MEMBER RENEWALS

- Arbor Ridge Homeowners Association
- Arts Alliance of Greater Bloomington
- B&H Electric and Supply
- Back to Nature Cabins
- Baxter BioPharma Solutions
- Bell Trace Senior Living Community

- Best Buy
- Bloomington Iron & Metal, Inc.
- Brookdale Bloomington
- Budget Rental
- Building Associates, Inc.
- Candlewood Suites
- Carpets Plus ColorTile
- Charles Schwab
- Children's Organ Transplant Association
- Cruise Planners
- Edward Jones – John Dowell
- Edward Jones – Kenny Williams

- Edward Jones – Matt Schmitz
- Edward Jones – Matthew Doering
- Edward Jones – Nathan Pendill
- Edward Jones – Steven Fortune
- Edward Jones – Tony Stonger
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- G.E. Appliances
- Hampton Inn
- Hanna, Tya
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- Innovative Financial Solutions, Inc.
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- ProBleu Consulting and IT Services
- Ray's Trash Service, Inc.
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- Schmidt Associates
- SERVPRO of Monroe, Lawrence, Greene, Owen & Martin Counties
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- Slotegraaf Niehoff PC

- South Central Indiana Human Resources Association
- State Farm Insurance-Mike Weston
- Super 8 Motel of Bloomington
- Transitional Services
- Vaught, Samuel L. C.P.A. P.C.
- Village at Muller Park, The
- Zietlow, Charlotte



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Apex Cleaning, LLC
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4136 Briar Gate Drive
Bloomington, IN 47404
812-340-8491

Balanced Natural Health
Contact: BreAnna Guan
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Bloomington, IN 47404
812-318-1707

Cornerstone Roofing
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Ellettsville, IN 47429
812-606-3636

Cubicle By Design
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Bloomington, IN 47401
812-245-1090

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Bloomington, IN 47404
812-339-2340

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Bloomington, IN 47404
812-333-2275

Scallywag Design LLC
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Bloomington, IN 47401
812-822-3692

State Farm Insurance – Vanessa Oden
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104 N. Pete Ellis Drive, Ste. B
Bloomington, IN 47408
812-336-6593

Urban Air Adventure Park
Contact: Debbie Hanna
3603 W. State Road 46
Bloomington, IN 47404
800-960-4778



CHAMBER BRIEFS

New Hires & Promotions

Old National Names Indy Region CEO

Evansville-based Old National Bancorp has promoted Mark Bradford to chief executive officer of the Indianapolis region. Bradford has served in the role on an interim basis since June. He will retain his duties as CEO of the north central regions in addition to his new role.

Library's New Associate Director

Jane Cronkhite has been selected as the new associate director at the Monroe County Public Library. This is a homecoming for Cronkhite, who was raised in Monroe County. Cronkhite's first job in libraries was at MCPL's Ellettsville Branch.

Sparks Joins Old National Bank

Old National Bank announces the recent hiring of Shellie Sparks as mortgage loan officer. Sparks will provide expert mortgage financing solutions in Bloomington and surrounding communities. She has more than 24 years of banking experience.

Quyle Becomes Radius Indiana CEO

Jeff Quyle has been appointed chief executive officer of Radius Indiana. Quyle has served as the organization's president and chief operating officer since Jan. 2016 and the move is part of a succession plan put in place earlier this year by Becky Skillman and the Radius Indiana Board of Directors.

Bloomington Board of Realtors Hires

The Bloomington Board of Realtors (BBOR) recently hired two managers. Stacey Dufour is the new MLS manager-instructor in support of Bloomington MLS, Inc. Dufour will provide services to the realtors utilizing the programs and services provided by the BMLS. Tracy Young is the new membership manager and is the lead in overseeing various membership programs and activities. She is also the liaison for various committees and associated activities. More information is available at homefinder.org or call 812-339-1301.

Harris Services Hires Murphy

Harris Services welcomed Matt Murphy to their team. Murphy will assume the role of business development manager. He will work to strengthen the relationship with current customers, while utilizing a personal approach to share services with the Bloomington community and surrounding counties. Harris Services' mission is to be compassionate in clients' time of need, by building customer loyalty and trust.

CHAMBER BRIEFS

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Foresters Financial

For more than 140 years, **Foresters Financial** has helped families plan for their financial futures while making a difference in their communities. Each year, we provide millions to support causes that enrich the lives of families and, through our global member network, we provide volunteering efforts that directly benefit local communities in the United States, Canada and the United Kingdom. Visit foresters.com.



Just steps from the Indiana University Campus, **Black Canyon Bakehouse** is a great place to go for a delicious breakfast, lunch or dinner. We specialize in serving sandwiches, burgers, gourmet salads, pastries, bagels, bakery desserts, craft beer, hot coffee and tea. We've got something for every taste and every meal. The Black Canyon Bakehouse is one those places you HAVE to visit when you come to Bloomington. The space is approachable and inviting and the cuisine is just what you had in mind when you decided you were hungry. Located on the northwest corner of the downtown square, it's no wonder it is one of Bloomington's busiest spots. Open seven days a week because anytime is the right time for Black Canyon Bakehouse. Online at blackcanyonbakehouse.com.



The mission of the **Youth Services Bureau of Monroe County (YSB)** is to provide services, programs, referrals, and advocacy for youth and community education on issues concerning youth. The YSB program was designed to meet the needs of youth and families in Monroe County and its surrounding communities, a goal that requires a wide variety of programs and services. To fulfill this goal, YSB has developed a program based on three major components: Binkley House Emergency Youth Shelter Services, Homebased Counseling, and the Safe Place program. Online at www.co.monroe.in.us/tsd/Community/YouthServices.aspx.



Maria Carrasquillo, of **Global Impact Readiness**, has been helping people prepare for, respond to, and recover from disasters for over a decade in southern Indiana. Through her work with nonprofit organizations, she has also helped individuals affected by some of the largest disasters in recent history, such as Hurricane Katrina and the attacks on the Twin Towers on Sept. 11, 2001. She has also been involved with multiple local responses to tornados, flooding, fires and winter weather. As a planner, Maria has been involved in updating multiple plans at the county, city and agency level. She has also trained volunteers to respond to updated standards and has worked with local agencies in the planning and conducting of drills per FEMA and local guidelines. Online at globalimpactreadiness.com.



Safe Place is a national youth outreach and prevention program for young people in need of immediate help and safety. As a community-based program, Safe Place designates businesses and organizations as Safe Place locations, making help readily available to youth in communities across the country. The local Safe Place program serves Monroe, Owen and Greene Counties. Locations include libraries, schools, YMCAs, fire stations, public buses, various businesses and social service facilities. Learn more at www.co.monroe.in.us/tsd/Community/YouthServices/ProjectSafePlace.aspx.



Domino's of Bloomington is proud to be locally owned and serving the community of Bloomington. Some recent local involvement includes Habit for Humanity, Yogi Ferrell basketball camp and honoring local law authorities. Domino's has about 840 independent franchise owners in the U.S. including the two stores here in Bloomington. More than 90 percent started their careers as drivers, pizza makers or hourly workers. Domino's delivery experts cover 10 million miles each week in the U.S. alone. Visit Domino's Bloomington locations or the Facebook page, IU Domino's, to see how we can help you. Online at dominos.com.

Reality is in Store for Local Kids



By Kelsie Holt, director of talent, education and workforce

The school year is in full swing and The Franklin Initiative is excited to host our Reality Stores! The Reality Store is a simulation that helps junior high students appreciate the realities of life and achieve a better understanding of personal finance. In the Reality Store simulation, junior high students pretend they are 28-year-olds starting out in their life and career.

In class beforehand, they have decided how many children they have — up to a maximum of 3 — whether they are married or single, and, if they are married, whether their spouse works or is a stay-at-home spouse. They then choose a career based on their current GPA and are given a corresponding monthly salary for that career. Students enter the Reality Store

to spend their monthly salary at 16 different tables representing different aspects of life as an adult.

During the 2015-2016 school year, this program took place at four local middle schools, where more than 900 students participated in these events. More than 150 community members volunteered to run the tables at these events this year.

If you or someone from your organization would like to receive emails when we start recruiting volunteers for these fun and interactive events, please email Jacob Summer at jsummer@chamberbloomington.org. We are always looking for volunteers who want to help young students better understand their financial futures.

The Franklin Initiative's mission is to provide real-world learning opportunities for area students to increase academic engagement and

excite young people about future careers to help shape tomorrow's workforce for employers in Monroe County. By participating in programs like the Reality Store, our youth will be better prepared for their futures and have a positive impact on our community.

To learn more about The Franklin Initiative, please visit the Chamber's website at chamberbloomington.org or contact Kelsie Holt, director of talent, education and workforce, at kholt@chamberbloomington.org.

The Reality Store is a product of INFBPW\Indiana Women's Education Foundation, Inc.

Any future use requires prior notification to Indiana Women's Education Foundation, Inc. which can be reached at 765-345-9812 or bpwin@msn.com.



Mark your calendar to volunteer during the 2016-2017 school year:

- **October 7 –**
Tri North Middle School
- **November 17 –**
Edgewood Jr. High School
- **December 9 –**
Batchelor Middle School
- **April 12 –**
Jackson Creek Middle School



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ADVOCACY UPDATE

Continued from page 2

will improve quality of life, reduce environmental impact, and save money. Monroe County businesses can easily become active participants in the Monroe County Energy Challenge. 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. To learn more about the competition visit mocoenergychallenge.org.

I-69 Section 5 update

Current work on Section 5 in Bloomington includes:

- Tapp Road interchange with roundabout intersections and road work – anticipated to start in the coming months and be completed by the end of 2016.
- Chambers Pike bridge – anticipated to be completed by early fall 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 — like snow removal, pothole repairs, and so forth — 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' website 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.



Nice to Meet You!

What's new — and never-changing — in networking

By Kasey Husk

Technology has made it easier than ever to reach out to potential clients, employers and associates without even leaving the office — whether by shooting them an e-mail, adding them on LinkedIn or even tweeting at them.

But while social media has an important role to play in developing business relationships, local experts caution that there is no replacing good old-fashioned face-to-face contact when it comes to networking.

“Nothing beats meeting someone in person,” said Adam Gross, director of admissions at Ivy Tech Community College in Bloomington. “You get to actually see them, get to talk to them. It is two-way communication.

It is more instantaneous and you can read their body language. It is a conversation. It is not just broadcasting.”

Why network?

The word “networking” can mean different things to different people, whether they are focused on building a huge online following or exchanging business cards in person. When it comes down to it, however, local experts seem to agree on one thing: it's about relationships and it's about communication.

Networking is “an intimidating word” for some people but “really it is just about talking to people,” said Lisa Hamilton, assistant director for the

Career Development Center at Indiana University.

“You are probably already doing it. It is just a matter of being intentional about it,” she said.

Hamilton's colleague, assistant director Nick Bragin, agreed.

He and Hamilton work mostly with students to help them find or prepare for their future jobs, and always stress “the importance of networking, especially in the context of building and maintaining professional relationships,” Bragin said.

When it comes time to find a job, having built a professional network can be the difference

between finding a

job or struggling to do so. Bragin noted that the visible job market — the market consisting of advertised job postings — accounts for only an estimated 20 to 50 percent of job openings out there. The hidden job market consists of positions that are filled through professional referrals or word-of-mouth, and people who aren't networking are likely to miss out on those opportunities.

Seeking informational interviews can be an excellent way to meet people in a field that a job seeker hopes to break into, Bragin said. Unlike asking for an interview for a job, an informational interview allows individuals to learn more about what the day-to-day routine is like in a certain field, ask questions about how best to prepare for a job and make a contact who might someday prove useful. It can also pave the way

NETWORKING
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“Nothing beats meeting someone in person. You get to actually see them, get to talk to them.”

—Adam Gross

Networking is “an intimidating word” for some people but “really it is just about talking to people.”

—Lisa Hamilton

Stress “the importance of networking, especially in the context of building and maintaining professional relationships.”

—Nick Bragin



Adam Gross, director of admissions, Ivy Tech Community College, Bloomington. Courtesy photo.



Lisa Hamilton, assistant director, Career Development Center, Indiana University. Courtesy photo.



Nick Bragin, assistant director, Career Development Center, Indiana University. Courtesy photo.

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SPOTLIGHT

Continued from page 1

States and it is the largest financial services holding company headquartered in Indiana, Bradford said. This long history means many of its customers have banked with Old National for generations, a point of pride for Bradford.

"I think that's one of the truly neat things," he said. "It's not unusual for people to say, 'I've banked with you for 50 to 60 years,' which gives you a lot of satisfaction that you've been able to serve their needs and maintain their trust through that period of time because there are a lot of (banking) options."

In Monroe County, Old National has six locations and about 100 employees. Like Bradford himself, many of these locations and employees came as a result of the company's merger with Monroe Bank — where Bradford was then president and CEO — in 2010.

"During my past six years with the bank, we have grown dramatically through a variety of mergers," Bradford said. "We have learned something from our merger partners in each



Christina Matthews, manager of the downtown Old National Bank branch, talks with Caleb Keys, a new teller at the bank. Photo by David Snodgrass.

case, and that knowledge has allowed us to become a better bank."

Despite its growth over the years, however, Bradford notes that Old National has always strived to remain a community bank. That means taking

care of customers, treating employees right and being a good corporate citizen.

The Old National Foundation, the bank's charitable organization, is dedicated to funding nonprofits in the community in ways that make a significant difference. Since its inception, it has donated more than \$10 million to 1,500 community organizations, including many in Bloomington.

In 2015, that included a \$50,000 grant to the Boys & Girls Club of Bloomington, to renovate its facilities and expand the Crestmont Club.

"We consider ourselves to be a community bank, and if you are going to be a community bank and don't give back to the community, you aren't necessarily being truthful," Bradford said.

Individual employees at Old National share that interest in philanthropy,

especially in Bloomington. In 2015, 100 percent of associates in the Bloomington market volunteered for at least one hour, Bradford said, and several donated more than 100 hours of their time.

"The sense of community and giving back are ingrained in the fabric of Old National," said Bradford, who noted that company-wide associates volunteered more than 100,000 hours in 2015.

In addition to being

good for the community, Bradford said, promoting volunteerism is good for the company because when a community does well, its banks do well. It can also be a powerful tool for recruiting and retaining quality employees because in his experience young people want to work "with a company that has a civic spirit."

In turn, the company

Old National Bank is one of only two U.S. banks on the Ethisphere Institute's World's Most Ethical Company list — a ranking it has achieved for the past five years.

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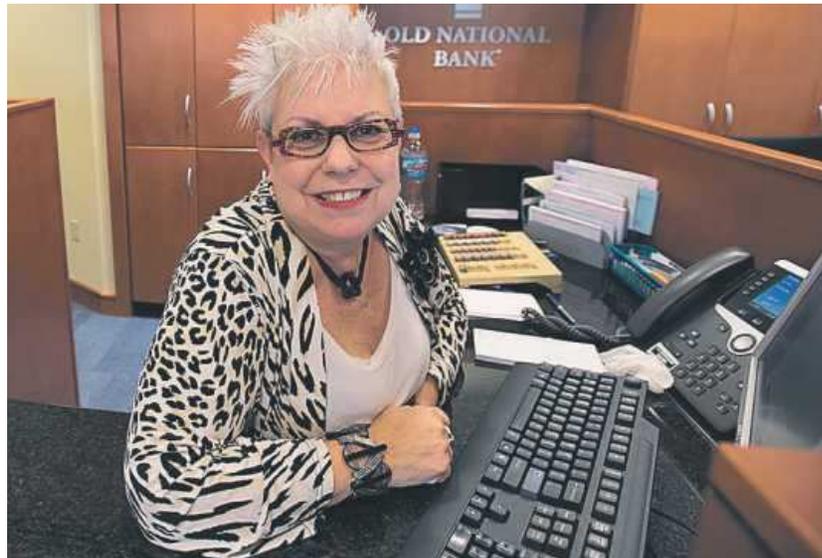
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Above: Old National Bank tellers Julie Brockman, left, and Kristen Greulich work in the lobby of the new downtown Bloomington building. **Left:** Joan Meyer is a teller at the new Old National Bank branch in downtown Bloomington. Photos by David Snodgrass.

SPOTLIGHT

Continued from page 8

also strives to take care of its employees. It has established a fund to assist associates experiencing severe hardship. Employees may contribute to the fund each month — the bank also contributes — to support those in need. Associates in the Bloomington market have received payments after catastrophic situations, Bradford said.

Old National's website proclaims that it is "driven by values and ethics," and the company has received enough recognition to show they mean it. For the past five years, Old National has earned a spot on the Ethisphere Institute's World's Most Ethical

Company list. It is one of only two U.S. banks to make the list, which is put together by a global leader in advancing ethical business practices.

"What it said is that we are doing the right things by the people we do business with," Bradford said of the honor. He added that it is especially significant to have earned such a designation in today's world, because of the level of negative publicity surrounding much of the banking sector during the past 10 years.

In August, the company was also awarded five stars — the highest ranking of Superior — by a prominent independent bank rating and research firm, Bauer Financial. This rating places Old

National on Bauer's prestigious list of recommended banks, savings banks and thrifts, according to a press release from Old National.

Bradford believes the future will continue to be bright for Old National on both the local and national levels. The bank would like to have profits continue to increase in the future, but Bradford called this "a balancing act, and we need to balance the needs of our shareholders with the needs of our associates, clients and the communities we serve."

"Achieving the proper balance will allow us to be successful for the next 180 years, and hopefully continue to earn the right to be an independent bank," he said.



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NETWORKING

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to other good contacts. A good follow-up question in an informational interview, Hamilton said, is, “Who else in the field do you recommend I speak with?”

Young people often have wider professional networks than they realize, if they consider their professors, former employers, their parents, their parents’ friends, their own friends and even their friends’ parents. But if they don’t already know someone in the field, reaching out to someone from their alma mater is often a good idea — and sites like LinkedIn can help them do just that.

Students can say, “Hey, you studied English and I’m studying English, and you went to IU and I go to IU,” Hamilton suggested as an ice-breaker. “They take it as a real nice compliment that someone chose to try and learn from them.”

Bragin recommended following up from an informational interview with a hand-written thank-you note or e-mail thanking the person for their time. From there, it is wise to check in with those contacts once in a while.

“Let them know what is happening in your world, and let them know you hope they are doing well,” Hamilton said. “It needs to be about building your relationship, first and foremost, and hoping that it might work out for a job down the road” — whether that happens in six months or six years, Hamilton said.

Bragin added that later in the process, “If you already have a relationship, there’s no harm in saying, ‘Hey, I saw

that (job posting). I’m thinking about applying. What do you think?’”

For those already in business and working to expand, networking plays a vital role in both discovering future clients and increasing name recognition.

Mande Miskewycz is the owner of Welcomemat Services of South Central Indiana, a franchise organization that introduces newcomers to the local businesses that can help meet their needs. As such, she is constantly seeking out local business owners with whom she might work at some point.

Drop-in visits with potential partners are Miskewycz’s personal networking preference because she believes it is vitally important that clients know the person behind the business.

“With social media, it is very easy to get caught up in getting your business out there — the name and the brand,” Miskewycz said. “But I think it is important to have a face with the name. People like to do business with people they know and trust, so getting a face behind a brand is very important.”

Networking is an important part of the job for Candace Kilburn, director of marketing and business development for College Mall, because “One of my main goals is to connect the mall to the community,” she said.

Kilburn strives to reach out to businesses, organizations and individuals throughout the community just to talk, because, she said, you just never know how you might work together in the future.

“What I love about networking is you never know how you can benefit another business or organization,” she said.

“People like to do business with people they know and trust, so getting a face behind a brand is very important.”

—Mande Miskewycz

“What I love about networking is you never know how you can benefit another business or organization,”

—Candace Kilburn



Mande Miskewycz, owner, Welcomemat Services of South Central Indiana. Courtesy photo.



Candace Kilburn, director of marketing and business development, College Mall. Photo by Jeremy Hogan.

“So I never turn down meetings with anyone, because you never know what you can provide.”

Tools of the trade

While local experts say personal contact is the most important part of networking, that’s not to say that technology doesn’t have its place. LinkedIn, Facebook and other social media can facilitate face-to-face relationships, as can joining community groups and networking-specific organizations.

Social media connections are often a second step in

NETWORKING

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Chamber's Annual Meeting and Community Awards Coming Sept. 22

By Jim Inman, director of marketing and communications

As the Chamber begins a second century of service, we are excited to announce the Chamber's 2016 Annual Meeting and Community Awards! After last year's Centennial Gala, the annual meeting returns to a lunch event on Thursday, Sept. 22 from 11:30 a.m. to 1 p.m.

In addition to the ceremonial passing of the gavel between the exiting and incoming board chairs, the annual meeting will feature a variety of award presentations given to a variety of individuals and businesses from the community.

"We received a tremendous response to our nomination request, and we are excited to honor several local businesses and community leaders," said Jeb Conrad, Chamber president and CEO.

Sponsors of the Chamber's Annual Meeting and Community Awards include: Cook Group, IU Health, Markey's Rental & Staging, Indiana University, Comcast Spotlight, German American, Hoosier Energy, Owen County State Bank, The Herald-Times, Smithville Fiber, IU Credit Union, Ivy Tech Community College – Bloomington, G.E. Appliances, Holiday Inn, Master Rental, Nature's Way, Bunger & Robertson, Walmart, Rogers Group and Rogers Group Investments, Cassady Electric Contractors, Weddle Bros. Construction Co. and French Lick Resort.

To register for seating, please visit Chamber-Bloomington.org or call 812-336-6381. Reserved tables of eight are \$600 and individual seating is \$45.



During the Chamber's annual meeting, community businesses and individuals will be honored. Pictured here are the award winners from 2014. Courtesy photo.



Blond Genius – August 18th, 2016

It was a fashionable affair at the Blond Genius ribbon cutting, celebrating this posh spot for great denim and the latest trends. Champagne, cupcakes and shopping specials made this a fun open house for everyone. Congratulations from the Chamber on your grand opening, Blond Genius! Courtesy photo.

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CHAMBER BRIEFS

Continued from page 5

Blue and Co., LLC Promotions

The Seymour office of Blue and Co., LLC announces recent promotions of three individuals. Rachel Sterling, CPA, Andrew Brock, CPA, and Jessica Hidalgo, CPA have been promoted to senior accountant. Sterling has three years of public accounting experience. Sterling has industry experience in agricultural cooperatives, manufacturing, construction and non-profit. Brock has two years of public accounting experience. For more information, visit blueandco.com or call 812-522-8416 or 812-334-0200.

Awards & Designations

I.U. Health Among Nation's Best

U.S. News & World Report released its 2016-2017 Best Hospitals rankings and Best Hospitals for Common Care ratings, naming Indiana University Health among the nation's top hospitals for the 19th consecutive year. IU Health is the number one ranked health system in Indiana and Indianapolis and has more nationally-ranked clinical specialty programs than any other hospital in Indiana, according to the U.S. News rankings.

Bradford to Receive Award

CFBMC Board Member and Old National Bank Regional CEO Mark Bradford has been cho-



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sen as Indiana's 2016 Outstanding Volunteer Fundraiser by the Indiana chapter of the Association of Fundraising Professionals. Bradford will receive the award at the Indiana Philanthropy Awards Dinner on Nov. 17 in Indianapolis.

Olivers Selected for Tourism Award

Bill and Kathleen Oliver were recently selected as the recipients of the 2016 Will Koch Indiana Tourism Leadership Award. This award recognizes outstanding leadership and service within the Indiana tourism industry and is the highest tourism honor given by the State of Indiana. They received the award Aug. 19 at the Indiana State Fair.

Opportunities & Events

Holiday Market Vendor 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.

Nominate the Class of 2017

Applications for the Leadership Bloomington-Monroe County Class of 2017 are now available. Applications are due Sept. 15 and class will begin Oct. 21. A limited number of partial scholarships are available to those who would not otherwise be able to participate. For more information, email Kyla Cox Deckard at knblanke@indiana.edu.

Walk to End Alzheimers

The Walk to End Alzheimers will take place 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.

Young Professional Summit and Day of Action

Young professionals are invited to participate in a summit on homelessness and an afternoon service

project on Saturday, Sept. 24 beginning at 8:30 a.m. at IU Health Bloomington Hospital. Following lunch, landscaping will be done at the New Hope Family Shelter. Registration is due by 5 p.m. Wednesday, Sept. 21. For more information, visit bit.ly/rotaryypps.

Hospital Foundation Hosts Women's Retreat

The Bloomington Hospital Foundation's Women of Vision Committee invites you to their first annual Women's Retreat, which will be held Sept. 30 to Oct. 1 at the West Baden Springs Hotel. The Women's Retreat was established to host women in various stages of their professional and personal lives. To register, call Trish Oman at 812-353-5002.

Susie's Place Hosts Masquerade Mayhem

Tickets for the 2016 Masquerade Mayhem, which takes place Oct. 2 from 6:30 to 11 p.m. at the Country Club of Indianapolis, are now on sale. This event features dueling piano entertainment, electronic bidding for silent auction items and a red carpet photo

shoot for all attendees. More information can be found at <https://qtogo.net/qlink/purchase/?id=mayhem>.

Community Book Fair

Hoosier Hills Food Bank's Community Book Fair will be held Oct. 6 to 11 at the Monroe County Fairgrounds. More than 90,000 books, dvds, cds, albums, games and puzzles will be available along with stamps, coins and collectible postcards. Food trucks will be present every day and activities include the Color Vibe 5K Run, adoptable shelter pets, fire trucks and a tarot card reading. More information is available at hhfoodbank.org.

Other

Prioritizing Projects that Empower Youth

The Community Foundation of Bloomington and Monroe County has announced that grants are available through the Community Impact Funding Initiative. The grants, co-funded by Smithville Community Foundation, aim to



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CHAMBER BRIEFS

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strengthen the community by supporting innovative projects. To learn more, call Marcus Whited at 812-333-9016 or email marcus@cfbmc.org.

Home Instead Offers

Missing Senior Network

People with Alzheimer's or dementia may become confused and wander from their homes. You can create an account at missing-seniornetwork.com with the Missing Senior Network, a free web service that can help people locate senior loved ones who go missing. Visit preventwandering.com.

Q2 Home Sales Up

The Indiana housing market experienced steady growth in June, wrapping

up the second quarter of 2016 with increases in the median selling price and existing-home sales compared to 2015. This data is found within the Indiana Real Estate Markets Report released by the state's realtors. Learn more at homefinder.org or call 812-339-1301.

New CFBMC Office Location

CFBMC has announced that after 26 years in Fountain Square Mall, they have moved across the street into the downtown Chase Building at the corner of College and Kirkwood Avenues. The new address is 100 S. College Ave., Suite 240, Bloomington. The new office is being shared with Regional Opportunity Initiatives, Inc. and Monroe

Smart Start, their partner initiatives.

LBMC Applications Now Available

Offered in partnership by Indiana University and the Greater Bloomington Chamber of Commerce, Leadership Bloomington-Monroe County prepares emerging leaders to address current and future community needs through a seven-month experiential learning program. For information and an application, visit <http://lbmc.indiana.edu> or call Kyla Cox Deckard at 812-855-1182.

Class 101 Open House and Ribbon Cutting

Class 101 will host an open house and ribbon cutting on Wednesday, Sept. 21 at 5:30 p.m. at their office at 309 E.

Winslow Ave. The public is invited to attend and learn how Class 101 helps high school students prepare for college. For information contact Randy Stegemoller at 812-320-3702 or online at MyClass101.com.

Susie's Place Ribbon Cutting

Susie's Place, a child advocacy center, will host an open house on Tuesday, Sept. 13 from 4 to 7 p.m. Susie's Place is located at 451 S. Parkridge Road, Suite 102. For more information, visit SusiesPlace.org or call 812-822-1570.



Coming in November:

Books CEOs Read

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READY TO NETWORK?

Here's how to get started.

Play it cool.

Experts warn that people are put off by straightforward requests for networking, especially via email and social media. Instead of sending out a blast that says, "I am looking for networking opportunities," just start showing up at lots of public events. Accept invitations. Introduce yourself to people. It's not necessary to outright explain that you are networking.

Go offline.

Make new connections the old-fashioned way. Join a new in-person social activity like a wine club, book club, PTO organization, trivia competition or exercise class.

Be where they are.

Every town has a few restaurants and bars that attract movers and shakers. Find out everyone's favorite places — your company's top managers, your competitors' employees, local politicians or any group you admire. Make time to be there.

Look back.

Is there someone from your past who could be part of your future? Attend high school and college reunions and alumni events. Reconnect with former bosses and coworkers. Make it a goal to reconnect with one person per week, and by the year's end you'll have about 50 new connections.

Find a cause.

Volunteer at a charity that is close to your heart. Lend your professional expertise to a nonprofit group that needs help. Your efforts will be noticed.

Attend on the cheap.

If you can't afford to attend a \$100-per-plate charity dinner, offer to volunteer at the event. You'll still mingle with high-profile people and make new connections.

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McDonald's South – August 16, 2016

After a major renovation and temporary closing, McDonald's held a grand reopening at their 1919 South Walnut Street location. Attendees enjoyed lunch, cake and a fun party atmosphere during the open house. Courtesy photo.

NETWORKING

Continued from page 10

building relationships. Several people interviewed for this story said that only after already meeting someone will they try to add them to their network on LinkedIn. This allows them to keep track of their contacts, keep an eye on what they are up to and look at what other connections they might have in common.

And while for many the temptation may be to add as many people as possible to an online professional network like LinkedIn, some — like Kilburn and Miskewycz — are wary.

“When I receive requests for people on LinkedIn and I don’t know who they are, I wonder what their intentions are,” Kilburn said. “I think e-mail and a quick phone call is better. It’s more personal.”

Social media can also help, in some situations, to identify the right people to reach out to. Hamilton noted that using the alumni search function can help someone find an alumnus in their field of interest for a potential informational interview, while Kilburn has used Facebook to reach out to other Indiana University alumni for advice when she moved to a new city. Yet both agree that the social media should be more a tool for finding a way to get into contact with individuals on a personal level, rather than making up the entirety of a relationship.

“When you are e-mailing, you don’t get someone’s personality and you don’t get the context clues,” Kilburn said. “You can tell more about a person and get more information from them when you are face to face, and you get faster results.”

Getting involved in the community can also be a great way to network, Hamilton said, because you can get to know people you might not otherwise run into through work. Volunteer activities can also present the opportunity to acquire or showcase new skills — such as fundraising or being a board member — that can be added to a resume.

“If you want to be known as someone who is really invested in your community, it is important to network,” Kilburn said. “It creates the opportunity to create partnerships that you may not have thought could exist.”

The experts universally agreed that joining and participating in networking-specific groups is among the best ways to network in a community. The Greater Bloomington Chamber of Commerce holds a variety of networking activities, among them its Helping Young Professionals Excel (hYPE) and Business After Hours, aimed at helping professionals learn more about each other.

Gross frequently attends the Chamber’s After Hours events, casual networking events held monthly at different businesses around town. Those opportunities give him the chance to meet people he might not otherwise run into, something he always strives to capitalize on.

“You can’t be afraid to dive in and go to new

events to meet people,” advised Gross. “I always start by saying, ‘Tell me about your company’ or ‘Tell me about yourself.’ Get them talking so you find things to relate to.”

Miskewycz said the goal at After Hours events she attends is to “work the room” and meet new people. On at least one occasion, it has turned out to be beneficial for her business when she introduced herself to someone who immediately told her he’d just heard about her at a different networking event the night before.

“That turned into us doing business together,” she recalled.

Miskewycz is also a member of Business Network International, or BNI, a business referral organization that requires members to attend weekly meetings and which works with only one person per occupational classification.

“Go to as many events as possible in the community you are trying to break into, and get a face with your brand,” advises Miskewycz.

Maximizing impact

Regardless of someone’s ultimate motive in networking, the first goal should always be to build relationships, according to our experts. Learning when to keep it light and when to bring up business is something that is part instinct and part practice.

“It is like dating,” Hamilton said. “You have to let them know you are available. You want to put it out there in a way that shows you are interested, but not in a way that makes them feel uncomfortable.”

Generally speaking, however, that relationship shouldn’t be rushed.

“You have to be a chameleon. You have to let the conversation roll,” Miskewycz said. “People can tell when you have an agenda, so sometimes your business never comes up and that’s okay because it wasn’t natural.”

Kilburn recommends having an “elevator speech” in mind — a clear, consistent and brief message — and knowing exactly which most-important aspects of your business you want people to know about. Equally important is being a good listener when other people are telling you about their own needs, she said.

“Get to know the person and their company and what their goals are before immediately offering solutions when you don’t even know what their problem is,” Kilburn said.

Kilburn often invites new contacts out for a casual coffee after a meeting, which is sometimes more of a social visit than necessarily a business one. That, she believes, is a way to build relationships.

Above all, Bragin said, it is important for people to do their part when networking. Keep in contact after an initial meeting — and not just when you want something.

“One of the goals (of networking) is to be able to ask for favors and advice, but if you are only ever asking for favors and advice, that can be tiresome,” Bragin said. “It is about building a two-way street.”



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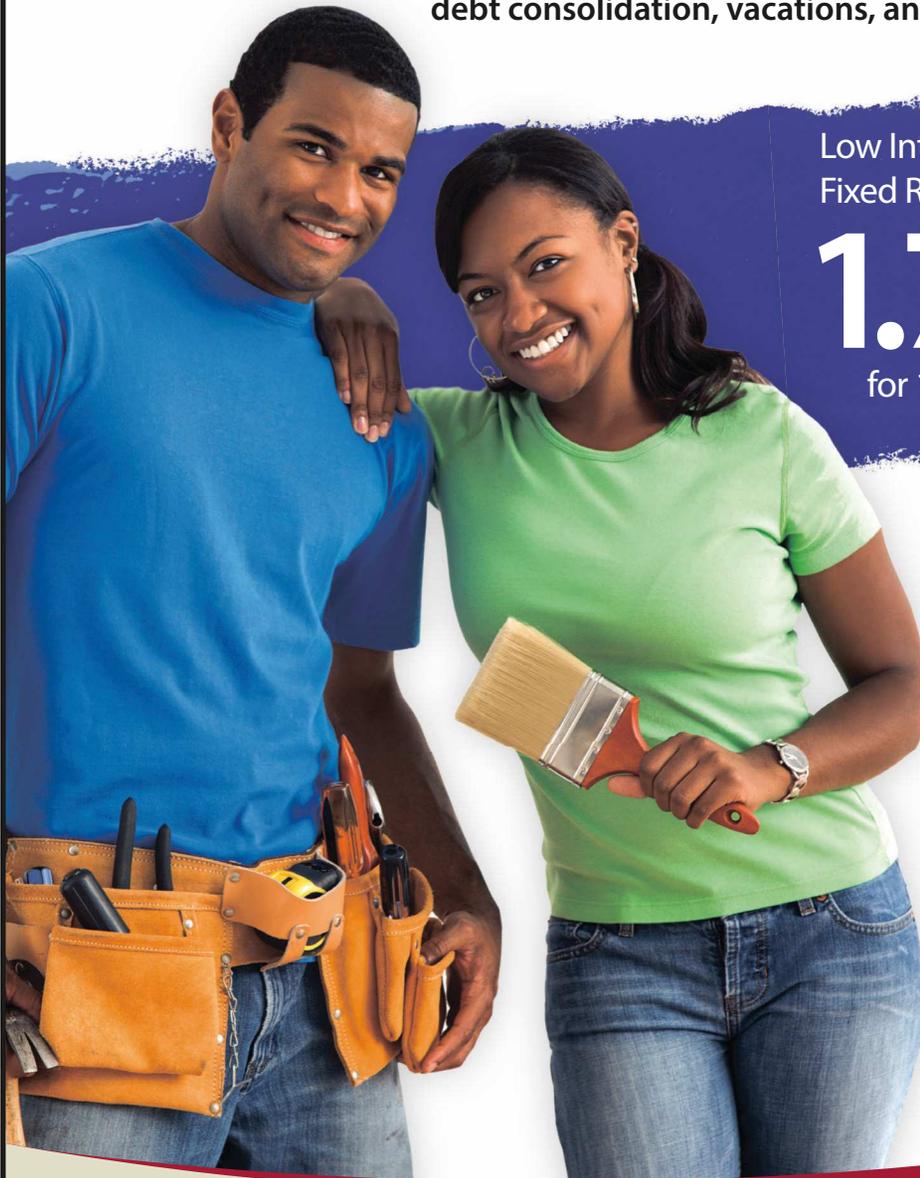


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3.75% APR*

Our Home Equity Line of Credit Features:

- Fixed 1.75% introductory rate for the first 12 months
- No annual fee for the first year
- Free check-writing access
- No prepayment penalty
- Possible tax deduction of interest[^]

Learn more and apply online at

www.iucu.org



*APR is Annual Percentage Rate. Offer applies to new home equity lines of credit only. The 1.75% introductory APR is guaranteed for one year from the date of closing. After the introductory rate, the APR will be a variable rate based on the prime rate as published in the Wall Street Journal, plus a margin. The current lowest variable APR available as of 8/31/16 is 3.75% APR, which includes a .25% discount for automatic payment from your IUCU checking account. The maximum APR that can be imposed is 18%. \$50 annual fee waived the first year. Minimum line of credit amount is \$10,000; fee of \$150 applies for approved lines of credit less than \$20,000. Closing cost may apply if title insurance is required. Some restrictions may apply. Contact the Credit Union for membership details. Property insurance is required. Investment mortgages are not eligible for this program. Rates, terms and conditions are subject to change without notice. Loans subject to credit approval. [^]Consult your tax advisor regarding the deductibility of interest.



IU Credit Union

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