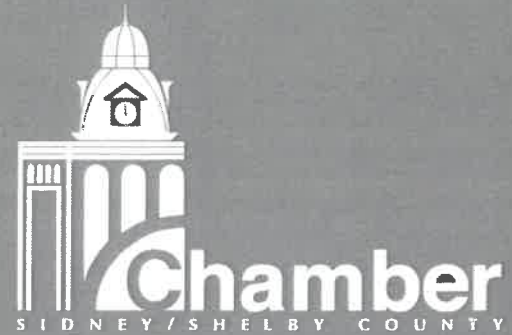


PERSPECTIVE

MARCH 2023

Published by the Sidney-Shelby County Chamber of Commerce
101 South Ohio Avenue, Floor 2, Sidney



MEETINGS & EVENTS

- 1 Shelby County Safety Council**
Topic: Generations Working Together
Speaker: Deborah Easton, Easton Consulting
12:00 noon—Edison State Community College, 1973 Edison Drive, Piqua
- 2 Chamber Annual Dinner**
5:00 p.m.—Social; 6:00 p.m.—Dinner
The Palazzo, 309 South Main Street, Botkins
- 3 & Big Brothers/Big Sisters Bowl for Kids Sake**
- 4 Bel-Mar Lanes, 101 West Russell Road**
www.bigbrobigsis-shelbydarke.org/bowl-for-kids-sake.html
- 8,9 Ohio BWC Safety Congress & Expo**
- 10 Greater Columbus Convention Center**
www.ohiosafetycongress.com
- 9 YPconnect—Lunch & Learn—Winan's Piqua Roastery Tour**
12:00—1:00 p.m.—222 Spring Street, Piqua
- 11 SCARF Shelter Supply Drive**
Tractor Supply, 1650 West Michigan Street
- 14 Board of Directors**
11:30 a.m.—Wallace Learning & Innovation Center, 115 East North Street
- 16 Seminar: Modern Digital Recruiting Strategies for Attracting Today's Talent**
8:00—9:30 a.m.—Holiday Inn Express & Suites, 450 Folkert Avenue—www.sidneyshelbychamber.com
(more information on page 3)
- 16 Chamber Leadership**
Topic: Education
8:00 a.m.—Sidney High School, 1215 Campbell Road
- 17 St. Patrick's Day** 
- 17 St. Patrick's Day Pub Crawl**
11:30 a.m.—Downtown Sidney
www.sidneyalive.wpcomstaging.com/eventscalendar/st-patricks-day-pub-crawl/
- 21 Shelby County Probate/Juvenile Court - The Link—Partners for Youth Ribbon Cutting**
12:00 noon—1000 Milligan Court, Suite 102
- 21 Seniomark Presents: Medicare Planning Workshop**
5:30 p.m.—2551 West Michigan Street
RSVP at www.seniomark.com/workshops
- 22 Seniomark Presents: Social Security & 401(k) Planning Workshop**
5:30 p.m.—2551 West Michigan Street
RSVP at www.seniomark.com/workshops

ADDITIONAL MEETINGS/EVENTS ON PAGE 2

BWC SAFETY INNOVATION GRANT PROGRAM STILL OPEN

The Ohio Bureau of Workers Compensation Safety Intervention Grant (SIG) Program reopened in November 2022, making the program easier for employers to apply. They have:

- Reduced the requirement for being in business from two years to one year.
- Changed eligibility cycle to three years for all businesses.
- Limited reporting requirements to a one-year report/case study.
- Added the program to the new grant management portal for online application.

The SIG Program is available to any Ohio private or public employer covered by the State Insurance Fund to purchase equipment to substantially reduce or eliminate injuries and illnesses associated with a particular task or operation.

With the Safety Intervention Grant, recipients are eligible for a 3-to-1 matching grant, up to a maximum grant award of \$40,000 for each three-year eligibility cycle. This means BWC gives \$3 for every \$1 the employer contributes.

In return, employers will submit a one-year case study one year after the implementation date of the intervention. They will use this information to determine the effectiveness of the intervention and share successes with other employers.

Grant process involves five phases:

- Steps to take before you apply for a safety intervention grant.
- How to complete the online grant application.
- Process to evaluate and approve your application.
- Receiving your grant funds.
- Next steps for approved applicants.

To be eligible for a safety intervention grant, you must meet the following criteria:

- Be a private or public taxing district employer covered by the State Insurance Fund.
- Maintain active coverage - not more than 40 days lapsed in the prior 12 months.
- Be current on all monies owed BWC.
- Demonstrate the need for safety intervention.
- Provide one-year baseline data.
- Activated BWC coverage at least one year ago and completed sufficient payroll and/or true-up reporting.

If you fall into one of the following employer categories, you're not eligible to apply for the safety intervention grant.

- Employers that pay the minimum administrative charge or only payroll for elective coverage (sole proprietors or partners).
- Self-insuring employers.
- State agencies.
- State universities.

If you're eligible to apply, the employer will allow BWC staff access to the work site to perform a review or assessment of the operation/area of concern.

Eligibility cycle—Employers who meet the previous eligibility requirements may receive grant funds up to \$40,000 per three-year eligibility cycle.

Preparing to apply—Arrange for a BWC safety field consultant (safety consultant, ergonomist, or industrial hygienist) to assist with your grant application.

You can request consulting services online by contacting your local service office. Or, call 1-800-644-6292 to request a consultation.

FROM JEFF'S DESK

Our Tradition of Support for Local Schools Continues

The Trustees of the Sidney-Shelby County Chamber of Commerce Foundation met late last year to review education grant applications for the 2022-23 school year. The Chamber Foundation is an extension of our Chamber's mission that supports education enrichment initiatives to better prepare the youth of our community for their entry in the workplace of our members. Through the generosity of Chamber members, each year we are able to fund many wonderful education improvement programs throughout Shelby County. These are educator driven initiatives that might not otherwise occur if not for the financial support from our Foundation.

In addition to member contributions, support for the Chamber Foundation also includes a substantial \$5,000 annual donation from Honda of America that significantly assists our Foundation with funding education-based projects throughout Shelby County.

In January of this year, Foundation grants were distributed to twenty (20) member schools and organizations involved with the education of Shelby County youth. In total, nearly \$16,000 was granted to the following: Midwest Regional Education Service Center, Botkins Schools, Fairlawn Schools, Hardin-Houston Schools, Sidney City Schools, Fort Loramie Schools, Anna Schools, Holy Angels School, Jackson Center Schools, Lehman High School, Samaritan Works, Russia Schools, OSU Extension-Shelby County 4H, Shelby Hills Pre-School, Journey 4 Self, Sidney Dance Company, Big Brothers – Big Sisters, Sidney Shelby County YMCA, the Shelby County Agricultural Society (Fair Board), Shelby County Historical Society, and Raise the Roof for the Arts.

In addition, the Chamber Foundation continued its support for the Workforce Partnership of Shelby County with a substantially increased level of funding pledged for years 2022, 2023, and 2024.



WELCOME NEW MEMBERS

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Web Site: www.kbdesignandconsulting.com

MEETINGS & EVENTS CONTINUED

23 Human Resources Council

Topic: TBD

12:00 noon—Holiday Inn Express & Suites, 450 Folkerth Avenue

23 - Lehman Catholic High School Presents:

25 Curtains!

Thursday —7:00 p.m.; Friday & Saturday 8:00 p.m.
Historic Sidney Theatre, 120 West Poplar Street
www.sidneytheatre.org

24 SCARF Fur-Tastic Friday

5:00—7:00 p.m.—610 Gearhart Road
www.facebook.com/HelpShelbyCountyAnimals

28 YPconnect Lunch Mob

12:00 noon—Mojitos—1306 Wapakoneta Avenue
www.sidneyshelbychamber.com/events



CHECK OUT WHAT'S NEW IN THE WORLD OF YPCONNECT!

Upcoming events...

MARCH 9TH - 12:00

WINANS COFFEE & CHOCOLATES - PIQUA

LUNCH & LEARN - ROASTERY TOUR

HAVE LUNCH WITH US AND TOUR THE PIQUA ROASTERY!

MARCH 28TH- 12:00-1:00

YPCONNECT LUNCH MOB - TACO TUESDAY

JOIN US FOR LUNCH & NETWORKING

APRIL 5TH - 7:30A-8:30A

YP COFFEE MOB - LOCATION TBA

FOLLOW US FOR MORE INFO & THE LATEST UPDATES:



Moments from our last event...



*"In business 'professionalism' is not a tactic but a moral value."
— Amit Kalantri, Wealth of Words*

OFFERING SEMI-RETIREMENT TO WORKERS COULD SLOW TURNOVER

With employee turnover showing no signs of slowing down, offering older workers a chance to delay full retirement may help slow the exodus—even if only momentarily, according to a survey from The Harris Poll commissioned by Express Employment Professionals.

Retiring employees are expected to account for 28% of turnover in 2023, with U.S. hiring managers reporting among those at their company who retired in the past two years, most commonly 60 years of age or older (79%).

However, in an effort to postpone the time of retirement for employees, some have chosen to offer "semi-retirement," which allows employees to reduce their hours and/or make a flexible schedule (30%).

Employees appear to take advantage of this offering, as nearly three in five hiring managers whose company offers semi-retirement say the number of employees choosing to semi-retire has remained the same over the past two years (59%), and nearly two in five reporting the number of those semi-retiring has actually increased (37%).

Article provided by Express Employment Professionals



MARK YOUR CALENDAR: CHAMBER GOLF CLASSIC—MAY 23rd

THURSDAY, MARCH 2 - CHAMBER ANNUAL DINNER

MODERN DIGITAL RECRUITING STRATEGIES FOR ATTRACTING TODAY'S TALENT

marketing  essentials

The shortage of qualified workers is disrupting every industry today. To gain a competitive edge in an increasingly crowded, chaotic recruitment field, companies must diversify their recruiting strategies in order to attract and engage with candidates. It's time to go beyond the tried-and-true method of recruiting to attract the younger workforce. According to HR.com, only 32% of organizations understand recruitment marketing. Join this session to discover the 4 steps of the recruiting funnel and digital best practices within each step to grow your candidate pipeline in a targeted, efficient way.

Objectives:

- Discuss the challenges inherent in recruiting the modern workforce
- Identify the 4 steps of the recruiting funnel
- Apply digital best practices for each stage of the recruiting funnel

Presenter: Patty Cisco, MBA, is the Business, Marketing & Sales Coach & Catalyst and founder of leading digital marketing and sales agency, Marketing Essentials. Patty inspires leaders with her exceptional business acumen and unbridled passion for business growth. An experienced growth catalyst, Patty draws on her 30+ years of broad business, sales, and marketing expertise to deliver transformative business results.

Registration is required and seats are limited.

Contact the Chamber at deilert@sidneyshelbychamber.com or (937) 492-9122 to register for this event.

6 WAYS TO SLAY THE AFTERNOON SLUMP

We've all been there...it's full steam ahead all morning, you grab a quick lunch and have the best of intentions of powering through the day. Instead...BAM! You hit the wall. Suddenly, your energy plummets, your mind wanders and all you really want to do is curl up under your desk for a nap. Instead you find yourself feeding the vending machine or making a Starbucks run.



Instead of reaching for the nearest Snickers bar, you should know research has provided some really simple ways to slay the dreaded afternoon slump.

1. Strategic snacking. Eat the right afternoon snack to keep the brain fueled and humming. Avoid simple carbs and go with complex starchy carbs with a healthy protein instead. Think whole wheat crackers, pretzels or whole grain bread topped with peanut butter for both a quick refuel and a steady release of energy all afternoon.

2. Stay hydrated. Dehydration can also give you brain fog and make you lethargic. Water is your best bet, but if you really need the caffeine, go with green tea. It has less caffeine than soda or coffee, and it's loaded with antioxidants.

3. Crank up the tunes. Music is so powerful in so many ways. The right type of music can increase creativity, focus and productivity, improve mood and decrease stress. If you want to use music to beat the afternoon slump, it's important to listen to the right music for the job. There is a wealth of research that not all playlists are created equal. Dr. Emma Gray of The British CBT and Counseling Service in London was commissioned by music streaming service Spotify to conduct research to determine what types of music deliver benefits. According to her findings, every subject has music that's compatible with it, and that listening to the right kind can maximize focus, creativity, or knowledge absorption.

- For simple tasks that require little concentration or creativity (like answering emails or organizing files), listen to songs you know and love.

- Go for less distracting music when you need strong focus. "Low information load" music—songs with little variety and complexity, those with few or no lyrics—allow you to concentrate better.

- If you're feeling sluggish, listen to something new and different. Music you've never heard before, music that introduces new demands on your brain can raise your energy level.

- If you need to tap into your creative brain, opt for unfamiliar songs paced at 50-80 beats per minute.

4. Move your body. Physical movement is one of the easiest ways to boost alertness. Standing up and stretching your arms toward the ceiling and then bending at the waist to touch your toes is a great way to get the blood flowing and release the tension of sitting at a desk all day. Numerous studies indicate that simply walking outside for as little as 5 minutes can deliver huge benefits. Even a short walk around the building or to the mailbox and back forces you to stand up and move, which is beneficial if most of your day involves sitting in front of a screen. Frequent short breaks can boost engagement and productivity, and a quick break from artificial lighting can reset your focus and concentration as the natural light delivers a shot of vitamin D and serotonin.

5. Schedule collaborative projects in the afternoon. When you hit the wall in the afternoon it's really easy to zone out and lose focus on simple tasks. Whether you're an introvert or an extrovert, working with others can help boost your energy and keep you on task. If collaboration isn't an option, consider the Pomodoro Technique. The Pomodoro Technique involves setting a timer and "chunking" tasks into 25 minute blocks with a 5 minute break between each block. You can do anything for 25 minutes, right?

6. Experiment with the 1-3-5 Rule. Determine when your energy peaks and dips throughout the day. Once you understand your body's natural rhythms, commit to accomplishing 1 major task, 3 medium tasks, and 5 small tasks every day. Schedule your most demanding tasks when you're at your best and the easier tasks when your energy wanes.



DOWNTOWN SIDNEY 2023 EVENT LIST

FRIDAY, MARCH 17TH / ST. PATRICKS DAY PUB CRAWL

SATURDAY, APRIL 8TH / EASTER EGG HUNT ON THE SQUARE

SATURDAY, APRIL 14TH / THE GREAT MIAMI RIVERWAY SUMMIT

SATURDAY, APRIL 29TH / BLESSING OF THE BIKES

SATURDAY, MAY 6TH / BOOTS IN THE STREET [A MURPHY CRAFT BAR & KITCHEN EVENT]

SATURDAYS, MAY 20TH - OCTOBER 14TH / THE GREAT SIDNEY FARMER'S MARKET

SATURDAY, MAY 20TH / DOWNTOWN SIDNEY SPRING STREET FAIR

FRIDAY, JUNE 2ND / AMAZING DOWNTOWN RACE

TUESDAY, AUGUST 1ST / NATIONAL NIGHT OUT

SATURDAY, AUGUST 12TH / PADDLES, PEDALS & PINTS

THURSDAY, SEPTEMBER 28TH / OPEN AIR DINNER

FRIDAY, OCTOBER 13TH / DOWNTOWN CHOCOLATE WALK

SATURDAY, OCTOBER 14TH / BOOS & BREWS FESTIVAL

SATURDAY, OCTOBER 29TH / MURDER MYSTERY DINNER

WEDNESDAY, NOVEMBER 22 / GRAND ILLUMINATION

SATURDAY, DECEMBER 2ND / WINTER WONDERLAND PARADE

SCAN THE QR CODE FOR MORE INFO ON THESE EVENTS AS WELL AS A COMPREHENSIVE LIST OF ALL DOWNTOWN EVENTS!



See you on
the square!





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