



EVANSVILLE
REGIONAL
ECONOMIC
PARTNERSHIP

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AUGUST 2022 NEWSLETTER

CEO LETTER | READI INITIATIVE | NEW MEMBERS
DIVERSITY, EQUITY, INCLUSION & BELONGING
NEWSMAKERS | MILESTONES | & MORE

www.evansvilleregion.com



Come Celebrate...

with us as we enjoy another year of Regional wins
at the 2022 E-REP Annual Meeting & Dinner!

NEW MEMBER PROFILES:

PHOTO: Daniela Vidal and Christine Keck attending the 2021 Annual Meeting & Dinner.

HOLIDAY INN
EXPRESS
EVANSVILLE WEST

MALONE
WORKFORCE
SOLUTIONS

**\$14.6 MILLION
READI FUNDS AWARDED**

INSIDE:
5TH & MAIN UPDATE
GRANT FUNDS TO AID
NON-PROFITS
IVY TECH
E-REP NEW HIRES
INDIANA 250
I-69 ORX LAUNCHES
NEW WEBSITE

Growing one of our region's most valuable assets



TARA BARNEY

CEO, E-REP

With nonstop service to three of the six busiest airports in the U.S. (#1 ATL, #2 DFW and #6 CLT), our Region's airport continues to offer top-ranked worldwide connectivity, connecting our communities to the world and the world to our communities. Growth, however, has been stunted of late due to steep nationwide airline cuts that are impacting air travel here at home. I recently had the opportunity to join a conversation with American Airlines while they were in town and learned a great deal about the current state of our nation's air service and the industry challenges stemming essentially from a shortage of pilots. Mayor Lloyd Winnecke and Evansville Regional Business Committee President Pete Paradossi, along with airport officials, joined the discussion as we shared existing and anticipated future travel needs of our business and leisure community and learned about the host of challenges currently bearing down upon the airlines. Evansville Regional Airport truly serves as the bridge linking our community and business needs to the airlines and the rest of the world. And it is apparent that the airlines, even during their challenging industry climate, exude continued confidence and commitment to our Region's airport. The relationships that the airport has formed with our airline allies are critically important, as is EVV's continued competitiveness. I was encouraged to also learn that Evansville Regional's air service incentives are completely on par with our much larger competitors, and EVV's cost-competitiveness from an airline rent

perspective is most impressive. Our airport's efforts to keep their costs to the airlines low, having not raised them in over a decade, is appreciated and unique.

Regionally and at the state level through the Indiana Economic Development Corporation (IEDC) and our congressional leaders, we continue doing our part. With a resilient pandemic recovery and new job creation, linked with airport-supporting initiatives like Impact EVV, a local fund pooling dollars that can be used toward new destinations and airlines, the Greater Evansville Region is on the rise and exemplifies new innovative development and vitality.

Due to all these combined efforts, Evansville Regional Airport is a force to be reckoned with regarding an attractive place for airlines to do business. Together, we collectively are doing all the right things to maintain and attract airlines and routes to our Region. But can we do more individually? Absolutely.

To continue demonstrating to the airlines a strong travel market in Evansville – travelers who only want to fly out of Evansville and keep our travel dollars local – we must continue choosing EVV First. Exhibiting a continued strong allegiance now, better positions us for later when the pilot shortage improves, the industry shifts and the airlines return to growth mode, especially in regional markets like ours. I hope you will join me in growing one of our Region's most valuable assets, which in turn encourages airline growth here instead of elsewhere. Like we've heard Nate Hahn from EVV say repeatedly, we need to give the airlines a reason to invest planes, pilots and people here versus "there." Choosing to FlyEVV First now helps us do that.

TARA BARNEY
CEO, E-REP

#elooksgoodonyou

@evvregion

BUSINESS | POLICY | COMMUNITY | TALENT | STRATEGY
LEARN MORE AT: EVANSVILLEREGION.COM



THANK YOU!

5TH & MAIN UPDATE:

CRG Residential Signs Agreement to Advance Major Downtown Redevelopment

Due Diligence Phase Commences for Mixed-use Project at Fifth and Main

CRG Residential, a Carmel-based construction and real estate investment firm, has signed an agreement to advance a major mixed-use project at Fifth and Main streets in the heart of Downtown Evansville.

CRG Residential, which previously developed Evansville's 144-unit mixed-use Post House in partnership with Indianapolis-based

Scannell Properties, already has begun its due diligence phase. This includes conducting site surveys, environmental assessments and strategizing on how to overcome current economic challenges.

"We understand the community's heightened enthusiasm in developing a project that can serve as a key anchor at the center



We are pleased that CRG can partner with the city to complete this vital piece of our downtown plan."

- MAYOR LLOYD WINNECKE

of downtown. We intend to move forward quickly to identify and propose a development that will instill pride in the Evansville community," said CRG President Christopher Reid. "We have had great interest in the Evansville market over the years, and this newest opportunity allows us to pursue our own process to identify what a similar mixed-use project will look like."

CRG Residential succeeds former developer Domo Development LLC and its principal, Eric Doden, who is currently focusing his efforts on a campaign for Indiana governor.

"I am proud of what our group has accomplished throughout the early stages of this project, including securing state incentives and the implosion of the 18-story tower that had fallen into disrepair," Doden said. "Now, I have concluded that my gubernatorial campaign needed 100 percent of my focus. I am encouraged that CRG Residential has stepped in to carry the project forward for the benefit to the Evansville community."

In addition to the Post House, CRG Residential has significant experience with public-private partnerships throughout Indiana and the Midwest. CRG recently opened Nickel Plate Station in the center of downtown Fishers and has invested in other public-private partnerships in Carmel, Greenwood, Brownsburg, Newport, Ky., West Des Moines, Iowa, and Traverse City, Mich. among others.

"The delay caused by inflation and supply chain constraints prompted a broader review of how best to proceed," Mayor Lloyd Winnecke said. "Ultimately, the parties agreed that transitioning to a new developer would be beneficial. We are pleased that CRG can partner with the city to complete this vital piece of our downtown plan," Winnecke continued.

Evansville Region awards \$14.6 million in READI funds

The Southwest Indiana Regional Development Authority (RDA) obligated \$14.6 million of the \$50 million total in Regional Economic + Acceleration Development Initiative (READI) funds toward five transformational projects located throughout the Evansville Region.

"We have a vision for our Region to become a nationally recognized place for talent to call home," said Beth McFadin Higgins, RDA chair. "The projects approved show how we are deliberate in our investment in talent and believe in a bold future."

Projects include:

Toyota YMCA, Gibson County, \$5 million READI award

Summary: A first class, 56,600-square-foot, full facility YMCA for all residents located in Gibson County and will include a fitness facility with free weights, cardio and selectorized equipment, gymnasium, competition pool, teaching kitchen for nutrition education, exercise studios, community room, partner space and youth wing, containing STEM Lab, and youth and teen recreation areas.

The District (Princeton Workforce Housing), Gibson County, \$2.5 million READI award

Summary: A multi-family, 144-unit apartment development will include a multi-use clubhouse and pool and is located near major regional employers, including Toyota and its suppliers.

Warrick County Sports Center, Warrick County, \$5 million READI award

Summary: An approximately 230,000-square-foot multipurpose athletic facility that can leverage the popularity of youth and collegiate sports to help the Region's tourism and hospitality related businesses thrive along with adding an amenity for residents.

Regional Marketing Strategy, Regional, \$2 million READI award

Summary: Utilize E is for Everyone existing framework to



enhance a unified branding campaign that tells the Evansville Region's best story and delivers personalized stories to attract and retain talent.

Site Development Plan, Regional, \$100,000 READI award

Summary: Site development planning will be the start of many master plans along our transportation corridors that will allow future development needs in economic development and begin expansion opportunities for existing companies to grow in the Region.

The awarded projects align with the community goals set forth in the Evansville Region's plan called Talent EVV. The Evansville Regional Economic Partnership (E-REP) on behalf of the RDA will work with the awarded projects on next steps while continuing to review additional projects for READI eligibility.

The LiveREADI request for proposal (RFP) for housing projects and PlayREADI RFP for quality of place projects are open until December 2022 or until all READI funding has been obligated. E-REP provides the most up-to-date information about READI through its website at www.evansvilleregion.com/readi-program.



Let's welcome Holiday Inn Express Evansville West as a new member of the Evansville Regional Economic Partnership. Holiday Inn Express Evansville West is located at 5737 Pearl Drive in Evansville and can be reached by calling 812-421-9773. Read on as Robert Kincaid, general manager, tells us about Holiday Inn Express Evansville West.

Tell us about Holiday Inn Express Evansville West and the services you offer.

We are proud to be one of many lodging options welcoming visitors each day to Evansville and the surrounding region. Our prime location on Evansville's beautiful West Side places us close to some of the city's greatest attractions and restaurants. In addition to clean and comfortable accommodations, we offer a full hot Express Start Breakfast each morning, a 24-hour fitness center, an indoor pool and business center. Be on the look out for some big changes later this year as we begin an extensive interior and exterior renovation!

What inspired you to invest your time and resources in this business?

Hospitality is a people business. Every day I get to meet new people from all over the country and even world at some points. I get to work alongside dozens of extremely talented and detail-oriented individuals as well. I get excited when a guest tells me how special our team made them feel and how we became their second home. If it weren't for the wonderful people I have met along the way, I wouldn't still be working in hotels today.

What career advice would you give the younger generation interested in this type of work?

I am about as young as they come in terms of hotel general managers. At 23, I feel as though I have a different perspective than others may have in this industry. There are so many industries that have strict requirements like a degree, many years of experience or a certification. Hospitality is an industry that rewards hard work and dedication. I believe that the best hotel managers started from the bottom and had to fight for every raise and promotion they received. Don't think about a housekeeping or front desk position as just a job – look at it as an opportunity to learn and grow and you will be successful.



In your opinion, what are the three ingredients for success?

Hard work, Self-motivation and dependability

What has been one of your toughest challenges?

Working as an Assistant Manager during the height of the COVID-19 pandemic taught me to always expect the unexpected. You have to be flexible and prepared for even the wildest scenario at any time. We had to become experts overnight in infection prevention and learn how to keep our teams and guests safe during such a tough time. We had to be ready at a moment's notice for anything to change and for new hurdles to be placed in front of us.

Why is the Evansville Region a great place to operate a business?

I moved to the Evansville Region in August of 2021, so I am nearing one year here. Evansville has everything a business could want and more. We have a fantastic community full of amazing people. We are located close to many major cities, yet far enough away to be independent of them. There are tons of resources available to help businesses thrive. Community leaders are always looking out for the business community. The list goes on and on. I have yet to find a local business that is not proud to be in Evansville.

What do you like most about the community in which you live?

I am originally from a small town of about 5,000 people, so Evansville is a bit of a step-up. I have noticed that despite its growing size and big-city amenities, it still retains that small town feel. We are fortunate to live in a city where you can trust your neighbors and feel at home anywhere you go.

Is there anything else you would like to share?

I want to thank the community of Evansville for being such a wonderful place to do business. The McGraw family and Hotel Ventures Management have owned and operated this hotel for over 20 years, and we are very proud to be in Evansville. We look forward to serving the community and its visitors for many decades to come!

COMMUNITY

Vanderburgh County
Commissioners
Announce



Grant Funds to Aid Non-Profit Organizations

*Eligible non-profits could receive funding to offset past
and ongoing financial effects of COVID-19*

Today, Vanderburgh County Commissioners announce \$1,000,000 in Vanderburgh County Non-profit ARPA Funds available to aid eligible non-profit organizations to offset past and ongoing financial effects of the COVID-19 pandemic.

“As Commissioners, we recognize that the COVID-19 pandemic caused tremendous disruption and financial loss for community-based non-profit organizations,” said Vanderburgh County Commissioner Ben Shoulders. “Despite the pandemic, their tremendous work continued – some in increasing loads – and under financial uncertainty. We are committed to stepping up as they are the ones needing assistance now.”

Organizations must have a 501(c)(3) tax exempted status and provide services in one of the following program areas: arts and culture, community development, education, health, human services and civic endeavors offering youth development, recreation or environmental improvements in Vanderburgh County.

“During the pandemic, many Vanderburgh County non-profits were called upon, leaving them unable to continue normal revenue-raising activities,” stated Vanderburgh County Commissioner Cheryl Musgrave. “This is an opportunity to financially assist them for their

steadfast services.”

The Evansville Regional Economic Partnership (E-REP) is assisting the Vanderburgh County Commissioners in administering this grant program. Grant award determinations will be made by the Vanderburgh County Commissioners. Funding may be requested at various levels.

Program areas NOT considered for funding are as follows:

- Religious organizations for religious purposes
- Political parties or campaigns
- Endowment creation or debt reduction
- Operating costs not directly related to the program/project
- Capital campaigns
- Annual appeals or membership contributions
- Travel requests for groups or individuals such as bands, sports teams or classes

To prequalify for funding, non-profits are asked to fill out a [Financial Need Assessment Survey](#). The survey will close on Tuesday, August 30.

Financial Need Assessment Survey Link: <https://bit.ly/3PFnLLs>



CERTIFICATE IN WORKPLACE DIVERSITY AND INCLUSION (FOUR-SESSION SERIES)

\$495

Wednesday, September 14, 2022

9:00 a.m. – Noon

Eykamp Hall, Room 252, Ridgway University Center

Rob Shelby, PhD | Valerie Stein, ThD

Workshop series begins on **September 14, 2022**, and meets again on **September 28, October 12, and October 26**.

Session One

Understanding diversity and inclusion in relation to customer/client services and the workplace, including implicit biases and microaggressions.

Session Two

Understanding types of diversity and developing cultural competencies. Topics include race, sexual orientation, gender, gender identity, religion, ability status, and age.

Session Three

Developing policies and practices that attract a diverse workforce and foster a climate of inclusion.

Session Four

Diversity and Inclusion training scenarios and developing policies and practices.

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Dr. Rob Shelby and **Dr. Valerie Stein** are experienced in diversity and inclusion program development and training and will lead the sessions. Dr. Shelby is the Chief Diversity Officer for the University of Evansville (UE) and Director of the Center for Diversity, Equity, and Inclusion (CDEI). He received his PhD from the University of Louisville in applied sociology. Dr. Stein is the Faculty Director of UE's CDEI. She is a professor in the Department of History, Politics, and Social Change, and she is the director of the Ethics and Social Change major and the Race and Ethnicity Studies program. She received her ThD from Harvard University in religious studies.
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University
of Evansville

Center for the Advancement of Learning

Email: cal@evansville.edu Phone: 812-488-2981

evansville.edu/CenterForLearning



Ivy Tech Evansville Announces Garatoni School of Entrepreneurship & Innovation

Photo: Ivy Tech Community College

New Program to Work to Equip Entrepreneurs with Key Skills for Success

Ivy Tech Community College recently announced a new school at the Evansville campus, designed with programming to give students the skills they need to become entrepreneurs and innovators. The Garatoni School of Entrepreneurship & Innovation will launch this fall, and the first cohort of students is now being filled.

The school has been named for South Bend Businessman Larry Garatoni and his wife Judy, following a \$2.5 million gift to the college. Garatoni has owned and managed a dozen companies in health care, information technology and digital commerce over a 40-year business career. He is also the founder of the Career Academy and the Success Academy charter schools in South Bend.

The School was launched in partnership with Regional Innovation and Startup Education (R.I.S.E.). It will initially offer a certificate in as little as two semesters; or a technical certificate in a year. Eventually, the Evansville campus plans to offer an Associate of Applied Science degree in entrepreneurship, as well. The programming is open to current students who may also be earning a degree in a different program, as well as new students, small business owners and others who may want a stand-alone credential.

"The program will offer practical skills individuals can use immediately in areas such as marketing, finances, human resources and legal considerations," said Ivy Tech Chancellor Daniela Vidal. "My husband and I know firsthand the challenges

that business owners face and the value of having a practical education and a mentor network to convert ideas into profitable businesses."

According to the Small Business Administration, about half of all small businesses fail within their first five years. Common reasons include inadequate funding, poor planning and management missteps. In Indiana, there are more than half a million small businesses, and they employ more than 1.2 million people.

Dedicating the Lab

Also during the announcement of the new school, an unveiling of the space that will be the new Entrepreneurship and Innovation Lab took place. The lab is named for Thomas A. Boeglin, an entrepreneur who opened and owned the first-ever jewelry store in Ferdinand, IN for 30 years. He was also the father of Ivy Tech President Sue Ellspermann.

Boeglin graduated from Huntingburg High School in 1951, completed a program in watch repair at Bradley University, and became a certified gemologist.

He worked for jewelers in Evansville and Jasper. While watch and jewelry repair provided a stable income, Boeglin wanted to own a business. In 1965, with a family of six, he and his wife Betty opened the first jewelry store in his hometown of Ferdinand in an old, rented building on Main Street. As Boeglin wasn't sure the town could support a jewelry store alone, it also sold men's clothing, the family said — Boeglin's Jewelry and Gent's Shoppe.

After a burglary and the need for more space, a modern store was built in 1975 at 1320 Main St. Boeglin operated the store with the help of part-time employees and family followed by working late each evening at his home watch bench.

He modeled entrepreneurship, integrity and work ethic to his children. The store closed in 1995 as Boeglin and his wife retired, though he continued to repair jewelry from home until his death in 2022.

Learn More

To learn more about the program, go to www.ivytech.edu/entrepreneurship. To arrange a meeting with Dean Chris Kiefer or Department Chair Chase Coslett, go to <https://link.ivytech.edu/create>.

Registration is taking place now for classes that begin August 22.

New Member Profile



Let's welcome Malone Workforce Solutions as a new member of the Evansville Regional Economic Partnership. Malone Workforce Solutions is located at 5401 Vogel Rd., Suite 230 in Evansville and can be reached by calling 812-463-3164 or 812-204-8828. Read on as Jennifer Jones, area manager, tells us about Malone Workforce Solutions.

Tell us about Malone Workforce Solutions and the services you offer.

Commercial Staffing – Recruitment Outsourcing-Temporary – Temp to Hire and Direct Hire positions

What inspired you to invest your time and resources in this business?

Malone Staffing invests in their people to change people's lives for the better every day and make a connection for the candidate and the customer.

What career advice would you give the younger generation interested in this type of work?

Apply and market yourself. Always try to learn or take away something from any interview or opportunity.

In your opinion, what are the three ingredients for success?

1. Communication 2. Good Character 3. Stay Positive

What has been one of your toughest challenges?
COVID-19

Why is the Evansville Region a great place to operate a business?

There is a diverse group of business and candidates available and looking for that perfect fit.

What do you like most about the community in which you live?

People in the community try to help one another and try to make it a fun area that has lots of parks and activities to tie the community together.

Is there anything else you would like to share?
Malone Staffing has over 50 locations over the US and growing!

7 ways to run your small business more efficiently

By BBB Great West + Pacific

Getting the most out of your small business isn't always easy. When you're wearing many hats and working hard to maximize your limited time, some tasks have an opportunity to slip through the cracks. These tips can help you run your small business more efficiently, making the most of the hours you spend at work – and your investment.

Automate as much as possible

When there's only so much time in the day and plenty of tasks on your to-do list, the more you can automate, the better.

With today's technology, it's possible to automate a wide variety of business tasks, letting a computer do the heavy lifting in the background while you focus on the core aspects of your business. For example, according to Software Path, marketing automation software has led to a 14.5% increase in sales productivity, making it possible to save time where it counts.

Target your marketing strategies

In today's tech-centered environment, it's no longer acceptable to only run ads in the newspaper or on the radio with the hope the right audience picks up on your message. Instead, targeted marketing can ensure you get the biggest bang for your buck, with benefits like the ability to:

- Speak specifically to a targeted audience
- Attract and convert high-quality leads
- Highlight unique attributes that differentiate you from the competition
- Cultivate customer loyalty
- Improve available products and services

Outsource where necessary

Small business owners often do a little bit of everything, serving as a customer service rep, a marketing manager, an accountant, a financial analyst and a human resources team, all in one.

However, when the burden becomes too much to bear for one person alone or for a small team of people, outsourcing can save time, energy and money.

For routine daily tasks, like bookkeeping or managing social media, working with a third party can improve the caliber of service without significantly increasing costs. Outsourcing can add expert input to your business and provide availability on an as-needed basis to help your company grow, all while reducing costs by as much as 30%, according to Harvard Business Review.

Invest in your website

If your website isn't up to par, now is the time to make a change. Upgrading your website using a responsive, mobile-friendly design can increase your position in search engine results pages, improve customer responses, and boost your reputation in the local community. In addition, the more information you make

available on your site, the less time you will have to devote to answering customer queries.

Utilize tools and technology

Are you still distributing to-do lists on paper? Insist on tracking inventory by hand? While there's nothing wrong with old-school techniques, software solutions designed to improve productivity can go a long way in a small business.

For example, inventory management tools can take the burden off manually overseeing inventory, and social media marketing opportunities can improve employee communication. No matter where your business needs to improve, there's a tool to help you save time and increase results.

Encourage employee satisfaction

Happy employees are hardworking employees, which means better results for you and your business.

To keep your team content, focus on what employees value most: job security, opportunities to make a difference and a comfortable, enjoyable workplace. Still not convinced? The cost of replacing an employee, according to the Society for Human Research Management, is estimated to be around six to nine months of the salary of the position in question.

Listen to feedback

When you get feedback from customers, it's only natural to smile, nod and say thank you without really taking the time to put compliments or constructive criticism into practice. However, failing to do this can send your company in the wrong direction.

While you have a vision and purpose for your brand, your customers are the reason you exist, and they know how well you're meeting their needs better than anyone. Instead of charging ahead without acknowledging potential red flags customers raise, take time to listen, process feedback and leverage customer opinions to make educated decisions that will give your company a leg up.

While there's no way to guarantee business success, there are certain steps you can take to skew the odds in your favor. From an improved website to utilizing outsourced resources, it's possible to increase efficiencies across your company.

For more information

For more information to help your small business, check out the BBB business news feed, the BizHQ and BBB.org.

To review this article and hyperlinked references in full, visit: <https://www.bbb.org/article/business/27295-bbb-business-tip-7-ways-to-run-your-small-business-more-efficiently>

BBB Great West + Pacific contributed this article.

2022 Q3 EVENT

LEAN CULTURE

TOYOTA'S PRODUCTION SYSTEM

**TRI-STATE
MANUFACTURERS'
ALLIANCE**



Featuring: Jamie Bonini, Toyota

AUGUST 23 | 7:30 - 9:30 AM | DOUBLETREE BY HILTON EVANSVILLE

To Register for Events, Go to: www.members.evansvilleregion.com/events or call 812-423-2020.





JESSICA COSTELLO
Economic Development Specialist
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LATOYA WOODRUFF
Program Coordinator
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TYLER STOCK
Director of Talent
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Meet E-REP's New Hires in Economic Development & Talent

The Evansville Regional Economic Partnership (E-REP) is here to drive the region's economic growth, attract a high-wage and high-skilled workforce, and elevate quality of life. We advance the interests of businesses, from our large advanced manufacturing bases to our health, financial and tech sectors, and small business owners. We are here to support you, wherever you are in your business and career journey.

E-REP is proud to announce three new hires in July. Jessica Costello and LaToya Woodruff have joined our Economic and Community team and Tyler Stock is the new Director of Talent. Let's introduce them!

JESSICA COSTELLO ECONOMIC DEVELOPMENT SPECIALIST

Jessica is a Tri-State transplant. Growing up in the Cleveland, Ohio area, she graduated from Ohio University with a Bachelor's Degree in Journalism: News and Information.

She specialized in Electronic Media during her time at OU and worked heavily with ESPN3's college productions and various media outlets.

Jessica moved to Evansville to start her career at 14 News in 2020 as a Multimedia Journalist.

For over two years, Jessica reported on everything from crime, community events and the latest happenings in our region.

Jessica fell in love (literally) with the Tri-State and has decided to call Evansville home. She got engaged to her fiance, Tyler, who is an Evansville firefighter, and they bought their first home together – all in 2022! They have an orange tabby cat, Loki, who was adopted from the Vanderburgh Humane Society and keeps the two of them very busy!

Jessica also loves staying active in her community. She's on the board for the local non-profit, Foster Care in the U.S., and is

looking forward to getting even more involved as the years go by.

FUN FACT: Jessica joined the more than 100+ brave souls who raised money for Granted's Over the Edge Event in April. She rappelled off of the Evansville CenterPoint Energy building to raise awareness for children with terminal or life-threatening conditions. Jessica also is a HUGE foody – so she invites any and all recommendations!

LATOYA WOODRUFF PROGRAM COORDINATOR

Prior to joining E-REP, LaToya was the Brokerage Coordinator and Condo Property Manager at SVN | The Martin Group. Her background consists of Property Management and Real Estate services. She has a degree in Business Management and is also a licensed Real Estate Broker in the State of Indiana.

LaToya is a native of Evansville. She has traveled cross country, living in four different states over a 10-year span. While living in these four states – Utah, California, North Carolina and New York – she was able to experience the different ways of living while learning different cultures, religions and the different lifestyles of each region in the US. When she moved back to Evansville in 2015, she was excited she would be able to raise her son in the community in which she grew up.

Over the years, she has seen a lot of changes and growth in Evansville, so to be a part of an organization that has a huge impact on building the community where she lives and raises her son is such an honor and is very exciting.

LaToya prides herself on being very family oriented, and you can always find her with a member or members of her family out at one of the bowling alleys or out listening to some live music, taking her son to his favorite place, cMoe, or to Burdette Park for a long swim on a hot summer day.

FUN FACT: As a kid, LaToya was very shy. She is no longer a shy person. She can speak in

front of large groups of people and dance like no one is watching.

TYLER STOCK

Director of Talent

Tyler Stock was raised in Posey County, IN in a family that has had a long standing in the county. Stock along with both of his parents graduated from North Posey High School. Stock completed both his undergraduate degree and Master's in Public Administration from the University of Southern Indiana.

Stock as E-REP's Director of Talent is responsible for leading and growing the Evansville Region's strategic development plan known as Talent EVV while serving as a public ambassador of the work. His role collaborates with the United Way of Southwestern Indiana, Welborn Baptist Foundation, Junior Achievement of Southwest Indiana, and other key partnering organizations to align work plans, develop a common understanding of business and community needs, and foster a team approach in refining tactics that advance the work of Talent EVV.

Most recently, Stock has led Junior Achievement of Southwestern Indiana's Talent EVV efforts as its Project Manager. His role aligned the evolving needs of regional employers with educational opportunities to build a highly trained workforce. Stock has worked with industry leaders, educators, superintendents and area university leaders to establish a plan to lead students into a workforce.

Stock is a graduate of both the Welborn Baptist Foundation Board Leadership Academy and Old National Bank's Career Track program. Additionally, he has been a Habitat for Humanity of Evansville Board member since August 2020 where he serves on the DEI, Funds Development, and Governance Committees. Stock also serves on the Talent EVV Poverty Reduction Advisory Committee and was named a 2021 Rotary of Evansville 20 under 40 recipient.

Stock is married to his wife Austyn who manages the Vanderburgh Humane Society's Spay and Neuter Clinic. To no surprise, Tyler and Austyn have three dogs, three cats and 10 chickens. They like to spend time outside hiking, gardening and being active. On the weekends you can find the Stock's enjoying Haynes Corner, the Franklin Street Bazaar and other community events around our region.

FUN FACT: Tyler is an avid disc golfer and enjoys both courses at Mesker Park and another course located at the Haubstadt Community Center.

No matter what your needs are, our team is ready to help! Reach out today! 812-423-2020.



YOUNG PROFESSIONALS ALLIANCE

Young Professionals Alliance (YPA) engages, develops, connects and empowers young professionals to actively shape the future of the Evansville Region.

Events, hosted by YPA, provide unique opportunities for the region's young professionals to meet new people, connect with like-minded peers outside the office, develop and enhance skills, and make a lasting impact on the future of our community.

But what about the young professionals who come to the Evansville Region for Summer Internships? YPA has a program for them too!

YPA ENGAGE INTERN ENGAGEMENT PROGRAM+

YPA Engage Summer Intern Program aims to connect these transient young professionals to the region in hopes that when it is time for them to choose where to set down roots, they think of the Evansville Region.

BENEFITS FOR INTERNS:

- + Become engaged in the Evansville Region
- + Gain networking opportunities with YP's in the Evansville Region
- + Experience Young Professional perspectives
- + Increase self confidence
- + Learn how to take control of your future
- + Improve interpersonal relationship skills

UPCOMING EVENTS INCLUDE:

- + **August 5** – First Fridays at Haynie's Corner including a Scavenger Hunt
- + **August 12** – YP Mini Conference with guest speaker: Shawn Collins of Extend Group
- + **September 2** – YPA at Korn Ferry Championship
- + **September 29** – Fall Social
- + **Date TBD** – Merry Mixer

Interested in getting involved or know someone between ages 18-39 that would? Contact Chellsie Parker at cparker@evvregion.com.

Go to www.evansvilleregion.com/programs-initiatives/young-professionals-alliance/

TALENT



CONGRATULATIONS, Tara Barney!

Congratulations to E-REP's CEO, Tara Barney, for being recognized in the inaugural class of Indianapolis Business Journal's 250 most influential leaders!

The Indiana 250 was developed and published by IBJ Media, the parent company of three news brands: Indianapolis Business Journal, Inside INdiana Business and Indiana Lawyer, whose news leaders and staffs contributed to the selections.

IBJ Media accepted nominations for inclusion on the list, researched executives and companies, and interviewed state, industry and community leaders about who should be included. But in the end, the selections were made entirely by IBJ Media editors and staff, meaning it is subjective and not comprehensive. IBJ Media would love to hear about whom you think they missed. Just go to www.indiana250.com and click on "contact" at the top of the website. You can also learn more about the selection process.

Congratulations to all of the talented Evansville Region honorees that join Tara in the inaugural class listed on the next page.

#elooksgoodonyou



Jim Ryan, E-REP Board Chair
Linda White
Joshua Claybourn
Michael Schopmeyer, E-REP Board
Leah Curry, E-REP Board
Sue Ellspermann
Robert L. Koch II
Thomas E. Salmon, E-REP Board
Ron Romain
Ronald Rochon, E-REP Board
Pat Shoulders

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KIM HOWARD
Summer Panel
Jack Lewis III, Lewis Bakeries
Mike O'Daniel D-Patrick

CREATING A LOYAL CUSTOMER BASE

FAMILY BUSINESS ALLIANCE
IN PARTNERSHIP WITH: Indiana
AUGUST 18, 2022
11:30 - 1 PM
EVANSVILLE COUNTRY CLUB

This block contains two overlapping event posters. The left poster is for a "Summer Panel" featuring Kim Howard, Jack Lewis III, and Mike O'Daniel D-Patrick. The right poster is for "Creating a Loyal Customer Base" in partnership with the Indiana Family Business Alliance, held on August 18, 2022, from 11:30 AM to 1 PM at the Evansville Country Club.

I-69 ORX Launches New Website

It's an updated one-stop shop for project news and information

With progress continuing on both sides of the river, the I-69 Ohio River Crossing (I-69 ORX) is launching a new and improved project website. It includes new maps, photos and updated project information.

The updated website can be found at the same location, I69OhioRiverCrossing.com. Visitors to the new site are encouraged to sign up to receive project updates by email or text. Those alerts will include traffic updates for [ORX Section 1](#) with construction getting underway in Henderson.

I-69 ORX is divided into three sections for construction. Kentucky Gov. Andy Beshear joined local leaders last month to break ground on I-69 ORX Section 1 in Henderson. It extends from KY 425 to US 60. I-69 ORX Section 1 includes a more than six-mile extension of I-69, new interchanges with US 41 and US 60 and a reconstructed KY 351 interchange. The Kentucky Transportation Cabinet (KYTC) is overseeing Section 1. Construction will continue through 2025.

[I-69 ORX Section 2](#) is a bistate project between Indiana and Kentucky that will complete the I-69 connection from US 60 in Henderson to I-69 in Evansville. It includes the new river crossing. Design is expected to begin in 2025 with construction anticipated to begin in 2027 and continue through 2031. Both states continue to look for opportunities to accelerate the timeline.

[I-69 ORX Section 3](#) includes the approach roadways and bridges in Indiana, including a new interchange at I-69 and Veterans Memorial Parkway. The Indiana Department of Transportation (INDOT) is overseeing Section 3. Design development is continuing with geotechnical and survey work underway.

The screenshot shows the homepage of the I-69 Ohio River Crossing website. At the top, there's a banner with the text "COMPLETING THE CONNECTION" over a background image of the Ohio River. Below the banner, a section titled "I-69 ORX is a key, final connection of I-69 between Evansville, Indiana and Henderson, Kentucky." is displayed. This section includes a map of the project area and three boxes labeled "Section 1: Kentucky", "Section 2: I-69 Bridge", and "Section 3: Indiana". Each box contains a brief description of the project status and a "Learn More" button. At the bottom of the page, there are sections for "SIGN UP FOR UPDATES" (Email Updates and Text Updates) and a "STAY INFORMED" box with a QR code and the text "Text 'ORX' to 33222".

Construction is expected to begin in 2024 and end in 2027. The new site makes it easy to find information on each of the three sections of the project.



3P MARKETING SOLUTIONS

3P Marketing Solutions celebrated an expansion at 401 SE 6th St., Suite 108 in Evansville. 3P is a dynamic marketing agency that makes strategic and data-driven decisions to facilitate company growth at scale for their clients. They offer full-service, customized digital campaigns to businesses of all sizes in all industries. In the last 2.5 years, they have gone from a three-person team (hence the 3P name) to 11 full-time team members. Fun fact about them: 9 of their 11 team members went to USI. Contact them at 812-777-8123 or online at www.3pmarketing.com.



RIVER KITTY CAT CAFE

River Kitty Cat Cafe celebrated a five-year anniversary with a ribbon-cutting at 226 Main St., in Downtown Evansville. Coming soon, River Kitty will be opening a brand-new party and event space in the cafe's basement! Contact them at (812) 774-2702 or online at www.vhslifesaver.org/catcafe.



EAGLE LOAN CO.

Eagle Loan Co. celebrated a grand opening with a ribbon-cutting at 577 N. Green River Rd. in Evansville. Eagle is a traditional consumer finance company. Their primary business is simple – personal loans to individuals. Contact them at 812-618-0828 or online at www.eagle.com.

NEW MEMBERS

JUNE 2022

2ND STREET BISTRO AND BAKERY

111 S. 2nd St., Boonville, IN 47601

Terri Shakes 812-573-8887

inprintapparel@gmail.com

FEDEX GROUND

15200 US 41 N, Evansville, IN 47725

Jacob Unfried 812-470-3984

jake.unfried@fedex.com

www.groundwarehousejobs.fedex.com

FUNXION EVENTS

112 E Main St, Boonville, IN 47601

Terri Shakes 812-202-6258

inprintapparel@gmail.com

www.funxionevents.com

IN PRINTS

107 S. 2nd St., Boonville, IN 47601

Terri Shakes 812-319-3266

inprintapparel@gmail.com

www.inprintsapparel.com

RESOURCE MFG

4325 Vogel Rd., Evansville, IN 47715

Marcella Heroy 812-774-4795

rmfg-EvansvilleIN@resourcempf.com

www.resourcempf.com

TERRE HAUTE CONVENTION CENTER

800 Wabash Ave., Terre Haute, IN 47807

Pamela Chamberlain 812-244-1554

pamela.chamberlain@oakviewgroup.com

www.terrehautecc.com

MEMBER RENEWALS

JUNE 2022

- Alpha Energy Solutions
- Alvey's Sign Company
- American Red Cross
- Audubon Metals, LLC
- Azteca Milling, LP
- Brake Supply Company
- Busler Enterprises, Inc.
- Community Foundation Alliance
- Connections Deaf Centers
- Curt Hamilton Injury Law
- Dirt Finders Maid Service
- Diversified Home Inspections
- Diversified Instrument Services, Inc.
- Don's Claytons DCI Fine Dry Cleaning
- DoubleTree by Hilton Evansville
- Elite Environmental
- Enine Arts
- Environmental & Safety Solutions, Inc.
- Evansville Surgical Associates
- FedEx Ground
- George Koch Sons, LLC
- Gerling Law Offices
- German American Bank
- Gibbs Die Casting Corp.
- Heritage Federal Credit Union
- Heritage Petroleum
- Hoosier Voices for I-69
- IGT Indiana
- Jade Investments & Retirement Solutions

- JennQuest
- Kaiser Aluminum Warrick
- Keep Evansville Beautiful
- Keller Williams Capital Realty
- Koch Air, LLC
- Koch Enterprises
- Mann Enterprises LLC (McDonalds)
- Midwest Systems & Services, Inc.
- OMNI Home HealthCare
- ORG Chem Group, LLC
- Posey County News
- Regional Title Services
- Resource MFG
- Roger's Academy of Hair Design
- Rx Aesthetics Clinical Cosmetic Spa
- SJCA P.C.
- South Western Communications, Inc.
- Starbucks (DoubleTree by Hilton)
- Taylor Sudden Service
- The Arc of Evansville
- TRI-CAP
- University of Southern Indiana
- Upright Construction Services
- Vidal Plastics
- Vowells & Schaaf, LLP
- Westfield Chamber

newmakers

PRESENTED BY:



BETH MCFADIN HIGGINS

Beth McFadin Higgins, a Posey County attorney and partner with McFadin Higgins & Folz, LLP, was elected President of the Indiana Municipal Lawyers. McFadin Higgins has served as City Attorney for Mount Vernon for more than 28 years. She has also served as counsel for various zoning boards and other governmental entities since 1989. She



is serving in her 22nd year as an elected member of the MSD of Mt. Vernon School Board. McFadin Higgins also has a private law practice where she works in areas of estate planning, probate, real estate, guardianships, and adoptions. The Indiana Municipal

Lawyers Association, Inc. (IMLA) is a nonprofit professional organization made up of municipal and county attorneys and attorneys retained by local governments as special counsel for specific projects or matters. With over 400 members, IMLA is an advocate and resource for local government attorneys in Indiana and provides continuing education for its members on a variety of topics, including the organizational structures of municipal government, the relative powers and responsibilities assigned to the federal, state, and local governments, land use and planning and zoning, statutory construction and interpretation, municipal finance, economic development, redevelopment, ethics, and many others. McFadin Higgins is a graduate of the University of Evansville and the Indiana University School of Law – McKinney.

SPENCER TANNER

Gutwein Law, a full-service business law firm focused on helping companies grow through high-level legal counsel, added Spencer Tanner to its Evansville office. He joins Gutwein Law from Stoll Keenon Ogden PLLC, a large regional law firm, where he brings years of experience practicing in the areas of general commercial litigation and bankruptcy/creditor's rights. Tanner joins Ross Yates and Tyler Droste in serving clients of all sizes with general business, real estate, intellectual property, litigation, employment law, and succession planning services. He obtained his B.A. from Indiana University before going on to earn his J.D. at the Indiana University Robert H. McKinney School of Law. He served the Indiana Office of Attorney General as both a law clerk and deputy attorney general before spending several years at two different regional law firms in Evansville.



RINEY HANCOCK CPAS

Riney Hancock CPAs announced two promotions:



JOHN PALMER III, CPA

John Palmer III, CPA has been promoted to Manager in the Tax Services Division and Director of Technology. He graduated Summa Cum Laude with a Bachelor of Arts degree in Economics and a minor in Film Studies from Western Kentucky University. Palmer attended the University of Kentucky's College of Law and graduated in 2012. He is also a Certified Public Accountant (CPA). Palmer has experience serving clients in various capacities, including, but not limited to, tax preparation and planning for small businesses, non-profit organizations, trusts, and individuals.



KELSEY M. MAYER, CPA

Kelsey M. Mayer, CPA has been promoted to a Staff II Accountant in the Tax Services and Audit and Assurance Services Divisions. Prior to joining Riney Hancock CPAs, Mayer was a Tax Associate with a regional firm. She has experience providing tax services for businesses, individuals, estates and trusts, and non-profit organizations. Mayer is also a Certified Public Accountant (CPA). She graduated summa cum laude from the University of Evansville with a bachelor's degree in Accounting and Business.

Congrats! **ASHLEY RIESTER** (she/they/he)
Communications Specialist

20 UNDER 40

NETWORK WITH A VARIETY OF LOCAL EXECUTIVES.

YP 2022 MINI CONFERENCE

YOUNG PROFESSIONALS ALLIANCE

AUGUST 12
BALLY'S EVANSVILLE

E7 REP

ATLAS WORLD GROUP

Atlas World Group welcomed new team members and made strategic promotions to strengthen the capabilities of its finance departments for Atlas Van Lines and Atlas Logistics.



STACIE BANKS

Stacie Banks was promoted to the newly created position of Senior Vice President of Finance for Atlas Logistics. Throughout her more than 20 years with Atlas, Banks has held many positions in the company's finance functions, including Vice President of Finance and Senior Director of Corporate Finance for Atlas Van Lines. Her new role is focused

on achieving revenue growth objectives for Atlas Logistics, while overseeing its comprehensive finance operations. She also retains responsibility for the treasury function of the Atlas enterprise. Banks is a certified public accountant and obtained her bachelor's degree and MBA from Murray State University.



GREG WILLIAMS

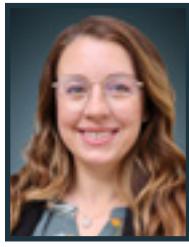
Greg Williams was promoted to Senior Director and Controller for Atlas Van Lines. Williams most recently led the Internal Audit function for the company and has worked for Atlas for more than 12 years. In his new role, he will be responsible for financial reporting, consolidation accounting, payroll and tax for the enterprise. Williams is a certified public accountant and a graduate of Indiana University.



SCOTT SCHULTE

Scott Schulte was hired by Atlas Van Lines for the newly created position of Senior Director of Financial Planning and Analysis. He joins the company with an extensive financial background, having held Controller and Assistant Controller roles with Old National Bank and Springleaf Financial Services, respectively. Schulte is focused on

the Household Goods Division of Atlas and responsible for the Risk Management function of the enterprise. He is also a certified public accountant and a graduate of Indiana University.



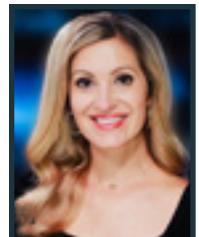
KATIE CALDWELL

Katie Caldwell was hired as the Manager of Internal Audit for Atlas Van Lines after most recently serving as an Audit Team Member for Old National Bank in Evansville. With a strong internal audit background from a large financial institution, Caldwell is currently working on becoming a certified internal auditor. Caldwell is a graduate of

the University of Southern Indiana where she earned a bachelor's degree in accounting and professional services and an MBA.

CNN community
NETWORKING & NEWS

1st & 4th Fridays 8am - 9:30am
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BETH SWEENEY

Beth Sweeney was named Executive Director of the American Red Cross, Southwest Indiana Chapter. She previously spent 17 years in television journalism, including the last 16 at 14 News (WFIE) in Evansville, where she served as a reporter, anchor, and assistant news director. Sweeney earned a degree in journalism from the University of Kentucky, where she served as an AmeriCorps ambassador. She attended Northeastern University graduate School of Journalism in Boston.

PROFESSIONAL TRANSPORTATION INC.

Professional Transportation, Inc. (PTI) announced leadership changes. **RYAN KASSENBROCK** was named the new Executive Vice President-Administration of PTI's parent organization, United Companies, and **STEVE KESSLER** was promoted to President of PTI. After working for United Companies for 23 years and serving as PTI's President for the past 6 years, Kassenbrock was promoted to Executive Vice President-Administration of PTI's parent company, United Companies. He is responsible for managing the company's insurance and risk management functions, facilities, and remarketing. Additionally, Kassenbrock will join the steering committee, where he will assist with strategic planning for all three of the United Companies business units. Kessler previously served as PTI's Chief Operating Officer before accepting the position of President. He joined PTI in November 2019 after serving 20 years in the railroad industry.



SHARON REED WALKER

First Federal Savings Bank added Sharon Reed Walker to its Board of Directors. Walker is Founder and President of The Long View Group, LLC, a finance and strategy consulting firm. She holds an MBA from the Ross School of Business at the University of Michigan, and founded the firm after a successful 35-year corporate career which

included tenured leadership assignments in Finance, Strategy and Mergers & Acquisitions with Mead Johnson/Bristol-Myers Squibb, DuPont, Scott Paper and Soft Sheen Products, Inc. In addition to her traditional corporate experience, Walker has been invited to participate in some meaningful policy issue discussions, including U.S. Healthcare Initiative led by Hillary Clinton in 1993, Feasibility of Economic Redevelopment in Iraq led by Madeleine Albright in 2003, And Child & Maternal Health Disparities at the World Health Organization in 2006. She also serves on the Board of Deaconess Health Systems, the Deaconess Hospital Board, and the Donaldson Capital Management Board of Directors. Her civic endeavors include service on the boards of the Evansville Museum of Arts, History & Science, Mesker Park Zoo, YMCA, WNIN, and University of Evansville Shanklin Theatre.



JAMES WARD

James Ward, CPA, rejoined FORVIS as a senior manager. He provides tax provision and compliance services to financial institutions. His previous experience includes more than six years of public accounting at BKD and five years as a tax manager at a large regional bank. He is a 2010 graduate of Manchester University in North Manchester, IN, with a B.S. degree in accounting and finance. FORVIS was created by the merger of BKD CPAs & Advisors and Dixon Hughes & Goodman.

ROMAIN CROSS POINTE AUTO PARK

Romain Cross Pointe promoted two long-time employees to leadership positions.



CHAD SMITH

Chad Smith is now General Manager. Smith began his career at Romain Cross Pointe in 2006 as a GM World Class Technician. Prior to his most recent promotion to General Manager, Smith was the Fixed Operations Assistant Manager. As General Manager, he is responsible for the effective and profitable day-to-day operations of the Romain Cross Pointe Auto Park dealership.



ENRIQUE LOPEZ

Enrique Lopez is now General Sales Manager. Lopez began his career in 2008 at Romain Cross Pointe as a salesperson. Prior to his most recent promotion to General Sales Manager, Lopez was the Pre-Owned Sales Manager. In his new role, Lopez will oversee all activities of Romain Cross Pointe Auto Park's New and Pre-owned Sales Managers and their departments.



LAUREN BARKER

Evansville Day School welcomed Lauren Barker as its new Communications Associate. Previously the Director of Engagement and Resource Development for Albion Fellows Bacon Center, Barker brings extensive professional marketing and media experience. She also serves as a board member for River City Pride and holds an associate degree in film and media production from Full Sail University.



REXING COMPANIES

Rexing Companies made two new hires:



STEPHANIE
RINEY

SAMANTHA
HYRA

Stephanie Riney is now a PFL Logistics Coordinator.

Samantha Hyre is now an ECS Forklift Operator.

VIVIAN MILES

Weichert, Realtors® - The Schulz Group announced Vivian Miles has joined their Evansville office. Miles joins a team of agents with many years of combined real estate expertise.



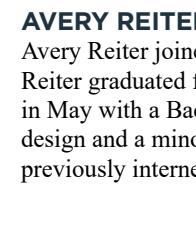
BRIAN GRANT, PT, DPT, OCS, CSCS

Forefront Therapy's Brian Grant, PT, DPT, OCS, CSCS recently passed his Orthopedic Physical Therapy Board Exam following his residency and is a Board Certified Orthopedic Physical Therapy Specialist. Dr. Grant will now join the residency faculty at Forefront Therapy. The company also recently hired Kyndal Fox, MOT, OTR/L as a Pediatric Occupational Therapist. She will provide Pediatric OT service at Forefront Pediatrics in the St. Vincent Ascension Department of Pediatric Therapy at the Center for Children.



HAFER

Hafer made two new hires for its Evansville Office:



AVERY REITER

Avery Reiter joined as an interior designer. Reiter graduated from Ball State University in May with a Bachelor of Science in interior design and a minor in sustainability. She previously interned with Hafer.



LUKE JOHNSON

Luke Johnson joined as a graduate architect. He previously worked as a graduate architect in Indianapolis. Johnson has a Master's of Architecture and a Bachelor of Science degree in Architectural Studies from Southern Illinois University.



DR. KELLY SPARKS

University of Southern Indiana Outreach and Engagement has awarded the 2022 M. Edward Jones Engagement Award to Dr. Kelly Sparks, Associate Professor of Education. The award is given annually to an individual, group or project for excellence in leadership, commitment to quality, tireless service and dedication to lifelong learning

in fulfilling the outreach missions of USI. Sparks joined the USI faculty in 2013. As Director of the USI Teaching Eagles Scholar Program, she has co-written grants for over \$1.1 million in support of the program which addresses Indiana's shortage of math and science teachers. She prioritizes sharing her time and talents within the community. Sparks has demonstrated her devotion to lifelong learning, from her work creating service-learning opportunities and leading STEM-related workshops to her involvement with the Girls Only GoSTEM Summer Camp and supporting K-12 teachers with workshops around the state. Sparks received the Pott College Excellence in Service Award in 2018. She has a bachelor's degree in earth science teaching from Western Michigan University, a master's degree in educational technology from Grand Valley State University, and both a master's degree in physical geography and a doctorate in science education from Western Michigan University.

To feature your new hires or promotions in the next digital newsletter, email a short description and photo to: news@evvregion.com

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ANNUAL MEETING & DINNER E-REP 2022

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