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Talent is here...

PHOTO: Young Professionals attending the 2022 YP Mini Conference.

VISION FOR THE FUTURE

e-REP's annual meeting and dinner is just weeks away. This is our region's largest business gathering. I encourage you to be with us as we recognize businesses and individuals who are providing catalytic leadership to our region. You and your organization are part of our success story. Be with us as we craft a shared vision for regional transformation and economic growth for all. If you have not reserved your seats yet, I encourage you to join us on September 21.

The theme for the annual meeting and dinner this year is "Envision the Future: Build and Empower our Communities." I guarantee that you will leave with a vision for the future of our region and a clear picture of the value of you and your business has in securing our brighter tomorrow, together.

Pete Yonkman, President of Cook Group & Cook Medical in Bloomington will be joining us for the evening as the event's keynote speaker. Pete has served in a variety of roles for Cook, including leading one of the local manufacturing sites and being executive vice president for 10 business units. Pete was named president of Cook Medical in 2014, and in 2015 added the role of president of Cook Group.

In addition to his professional success, Pete is actively involved in community issues, including adult education, substance use disorder, workforce development, fostering start-ups and creating a business culture that supports entrepreneurs.

Pete's experiences have led him to believe that businesses don't yet fully understand the power they possess to make dramatic improvements in their community. He firmly believes the more deeply connected a company is in its community the more successful it will be.

Find out more about this year's Annual Meeting & Dinner Keynote and event registration on page 11 and 24 of this newsletter.

Cook is a business known for stepping up to solve business and community challenges together. Committed to helping remove some housing barriers for the middle-income workers in the south-central Indiana region, Cook Medical announced an initiative in April to build 300 homes to address the critical need for workforce housing. Last year, Cook Medical's construction of a \$15 million factory in Indianapolis taught all of corporate Indiana an important lesson: It's not that difficult to find minority contractors to do the job. Hiring 100% diverse contractors to build the medical-device manufacturing facility was considered difficult, if not impossible, but Cook found a way.



TARA BARNEY
CEO, E-REP

Cook Medical understands that a community wins whenever everyone contributes. Our region's *e* is for everyone initiative is an invite to rally together to celebrate the vibe that is our community and local economy. It is an invite to contribute by getting involved in whatever capacity we can – by taking ownership, pitching in and doing our part to make the Evansville Region thrive. Contributing to our region's future can be as easy as helping us tell our unique story. We are all brand ambassadors for our region, and we have the power to change perceptions, both positively and negatively. Let's speak with pride, with enthusiasm and with a united spirit about our region's strengths, and let's take responsibility for our challenges – because after all, *e* is for everyone – and it looks good on you!

TARA BARNEY
CEO, E-REP

#elooksgoodonyou

f t i n @ @evvregion



The Signature Investors are the voice of business in the Evansville Region. This select group of Evansville Regional Economic Partnership (E-REP) Stakeholders guides E-REP's mission and priorities, its affiliates and its lines of work. It drives the Region's greatest opportunities for progress and addresses significant community challenges.

Above all, this leadership investment affords E-REP the capacity to employ and retain a high-quality staff to execute the work of the organization and to ensure that it has sufficient resources to provide leadership for the Region's greatest opportunities.

THANK YOU!



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LEARN MORE AT: EVANSVILLEREGION.COM

150 YEARS & counting...



150 years ago, at the request of an Evansville businessman, a group of nuns known as the Daughters of Charity traveled from Maryland to Evansville and opened St. Mary's Hospital on the banks of the Ohio in the Marine Hospital. The Marine Hospital, built in 1856, housed St. Mary's until 1894 when the facility upzipped and moved to First Avenue.

In March 1956, St. Mary's moved to its current location on Washington Avenue. The historic move was known as "Operation Good Neighbor," which transferred 97 patients across 6.8 miles in 100 minutes from the old location to the new site via ambulances, box trucks and taxis.

St. Mary's advanced and achieved milestones for more than 60 years until 2017, when it adopted the St. Vincent name as the statewide ministry continued to grow. By 2018, the hospital joined with the 19 other St. Vincent hospitals and ambulatory locations in the state by incorporating the national network, Ascension. This merger formed the Ascension St. Vincent Evansville that serves our region today.

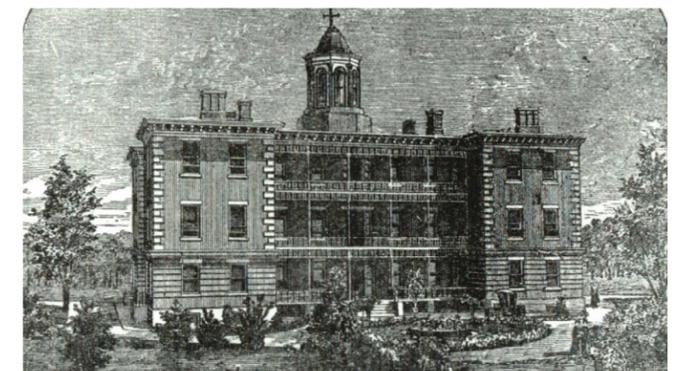
As the oldest community hospital in Evansville, the extraordinary and lasting contributions made by the Daughters of Charity and Ascension St. Vincent Evansville have improved the health of patients and their families throughout the region.

The hospital celebrated the occasion by opening Ascension St. Vincent Evansville's Serenity Park – a space designed for patients, families and associates with peace and tranquility in mind.

PHOTO ABOVE: Ascension St. Vincent Evansville associates celebrate 150 years of service to Evansville (photo credit Evansville Aerial). NEXT PAGE LEFT: Post card of Marine Hospital, the original home to St. Mary's Hospital located on the Ohio Riverfront (provided by EVPL Digital Archive) RIGHT: Marine Hospital, built in 1856 on Ohio Street (provided by Ascension St. Vincent Evansville).



*Ascension St. Vincent Evansville Celebrates
A 150-Year Anniversary*



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 that 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 that 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.

E-REP Helps Secure \$100,000 Grant for Mount Vernon Riverfront



The City of Mount Vernon has received a \$100,000 grant from the Indiana Department of Natural Resources through the Lake and River Enhancement Program (LARE). This grant along with over \$200,000 in matching funds from the City of Mount Vernon will support efforts to prevent erosion along over 800 feet of riverbank near Riverbend and Sherburne Parks in the downtown area, as well as the removal of sediment in other areas.

“We are very appreciative for the assistance from DNR through the LARE Program,” stated Mount Vernon Mayor, G. William Curtis. “They have already aided with the Feasibility Study and the Engineering and Design Phase of the project. The current grant will allow us to initiate and complete construction this year. Given the rate of erosion, time is critical. Left unchecked erosion would threaten Riverbend Park, Sherburne Park and the boat ramp, all of which are all important component of the quality of life of Mount Vernon residents and the region.”

“I also want to acknowledge the assistance and support provided by E-REP in acquiring this grant and the Economic Development Coalition of Southwest Indiana (EDC) in acquiring the grant for the Feasibility Study,” added Mayor Curtis.

It is estimated that the riverbank has receded as much as 40 feet in certain areas in the last 8-10 years. A LARE Engineering Feasibility Study was previously funded by a grant and completed in 2017. The findings provided the City of Mount Vernon with valuable alternatives for the erosion and bank stabilization.

The new grant will allow construction of proactive measures to preserve the riverbank and prevent erosion from threatening the

I want to acknowledge the assistance and support provided by E-REP in acquiring this grant.”

– G. WILLIAM CURTIS

features at Riverbend Park and the City’s Free Public Access Boat Ramp. It will also protect the habitat for numerous wildlife in the area.

The Evansville Regional Economic Partnership’s community development team assisted the City of Mount Vernon in applying for funds to complete the Engineering Feasibility Study in 2017 and the Construction Phase Application of this Community Development project.

About the Indiana Department of Natural Resources Lake and River Enhancement Program (LARE): The goal of the Division of Fish & Wildlife’s Lake and River Enhancement (LARE) Program is to protect and enhance aquatic habitat for fish and wildlife, and to insure the continued viability of Indiana’s publicly accessible lakes and streams for multiple uses, including recreational opportunities. This is accomplished through measures that reduce non-point sediment and nutrient pollution of surface waters to a level that meets or surpasses state water quality standards.



Photo credit: Glenn Tang/Black Pixel Studios

The Deaconess Aquatic Center, designed by Hafer, has been named a 2022 Dream Design by Aquatics International. The annual award program celebrates extraordinary aquatics facilities and honors the design teams involved. The Deaconess Aquatic Center was one of 10 projects recognized from around the world.

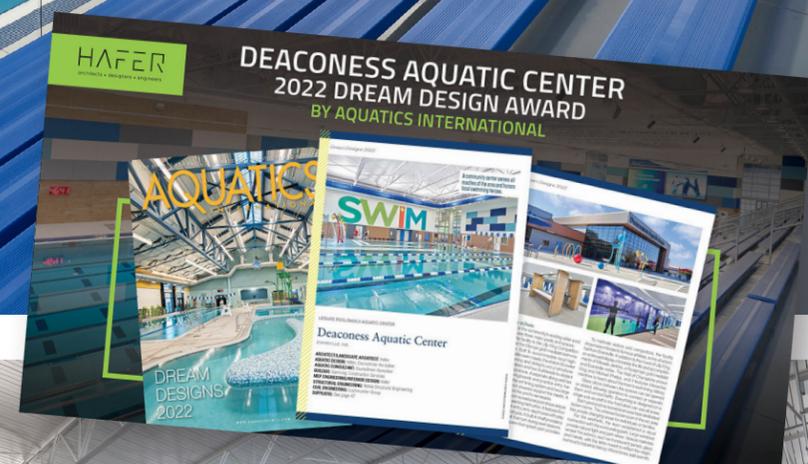
“Our goal for every project is to design for what matters most,” says Jennifer Kissel, senior associate at Hafer and project architect for the aquatic center. “For the Deaconess Aquatic Center, it was all about designing an environment for everyone. Being named a Dream Design shows that it hit that mark.”

The Deaconess Aquatic Center opened in October 2021, born from the City of Evansville and community’s vision to create a place for swimmers of all ages, backgrounds and skill levels to enjoy. The aquatic center boasts the 16,000-square-foot Lilly King Competition Pool, a 4,000-square-foot pool and a 1,750-square-foot park, among other amenities. The facility also honors Olympic gold medalist swimmer Lilly King and Paralympic gold medalist swimmer Mikaela Jenkins, both Evansville natives.

The Deaconess Aquatic Center and other Dream Design honorees are featured in the July/August issue of Aquatics International Magazine. See the article here: <https://bit.ly/3cJ7BC1>.

In addition to architecture, Hafer also provided MEP engineering and interior design services for the Deaconess Aquatic Center.

You can learn more about the Deaconess Aquatic Center here: <https://bit.ly/38XyLDi>.



ABOUT HAFER: Since 1978, Hafer has created environments that have purpose beyond simple function — they impact people’s lives with fun, thoughtful and inspirational design. With an unmatched passion for the work, Hafer takes pride in their problem-solving abilities and their decades-old reputation for creativity and quality. Through close collaboration with clients, Hafer is able to create award-winning architectural, engineering, planning and interior design work. Hafer has offices in Carbondale, IL; Columbus, OH; Evansville, IN; and Owensboro, KY.

21 SE Third Street, Suite 800,
Evansville, IN 47708 ■ Phone
812.422.4187 ■ Fax 812.421.6776
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DEACONESS AQUATIC CENTER NAMED DREAM DESIGN



E-REP DIVERSITY, EQUITY & INCLUSION ACTION & TOOLKIT

Business leaders taking collective action on diversity, equity and inclusion matters more than ever.

We know there is no single formula for improving Diversity, Equity & Inclusion (DEI) that is applicable to every business, industry, sector or environment. Nor is any DEI journey the same. The Evansville Regional Economic Partnership (E-REP) is committed to enabling your path by providing resources and best practices. We welcome you to join E-REP and other organizations in our shared commitment by signing the DEI Action.

We believe that openly sharing a common DEI Action among community leaders enables our shared vision to be a nationally recognized place for business and talent to call home. By working together toward DEI within our workplaces, industries and broader business community, we can cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to have discussions about equitable opportunities for all. We will use our power, influence and position to amplify unheard voices, endorse policies and implement practices that lead to equitable opportunities for all.

GO TO: www.evansvilleregion.com/programs-initiatives/dei-toolkit/deiaction/



E-REP ANNUAL MEETING & DINNER FEATURES PETE YONKMAN AS KEYNOTE SPEAKER



— “ —
We get our hands dirty. We get down in the trenches. We listen, get involved, get our employees involved, and work with other organizations. It’s that deeper connection that companies must develop in their communities.

Pete Yonkman

Conscious Entrepreneurship series on Medium.com

This year's E-REP Annual Meeting & Dinner will take place on September 21 from 5 to 8 p.m. at the Old National Events Plaza. Annual Meeting and Dinner signifies the change in the board leadership. We celebrate successes of the past year, look ahead to a new year and honor local business and their leaders. This event attracts E-REP members, elected and appointed officials, key community leaders and our strategic partners making it the largest E-REP networking event of the year. The whole community is invited to attend! We are excited to feature Pete Yonkman, President of Cook Group and Cook Medical in Bloomington, IN as our Keynote Speaker this year.

Pete has been with the company for nearly 20 years, starting in 2001 as in-house counsel. Pete has served in a variety of roles for Cook, including leading one of the local manufacturing sites and as executive vice president for 10 business units. Pete was named president of Cook Medical in 2014, and in 2015 added the role of president of Cook Group.

Pete is a born and bred Hoosier originally from Crown Point. He graduated Phi Beta Kappa from Indiana University and earned degrees in psychology and philosophy. He graduated with his law degree from the Maurer School of Law at Indiana University in 1998. Pete is actively involved in community issues, including adult education, workforce development, fostering start-ups and creating a business culture that supports entrepreneurs. He lives in Bloomington with his wife, Janell, and their two boys, Leo and Vic.

Join us for an exciting evening to “Envision the Future: building and empowering our communities.” Learn more about Pete Yonkman and register for the event at <https://members.evansvilleregion.com/events/Details/annual-meeting-and-dinner-614955?sourceTypeId=Website>.



Interview questions to help your hiring decisions

By Better Business Bureau

Think about the moment a job candidate walks into the interview room or maybe joins your Zoom call. Are you prepared for the conversation that comes next? If picking the perfect employee out of a pool of candidates feels like a lot to ask, that could be because you're not ready with the right questions.

The interview stage of any hiring effort is an opportunity to evaluate your prospective new hires' skills, experience and personalities. This is the time to determine how well the candidate fits within areas such as your organizational culture. Really, though, it's when you find out if the person behind the resume is truly an employee who can ultimately grow within your organization. Landing on that answer is easiest if you're inviting the right responses. Turnover, productivity and the overall happiness of your workplace hinge on whom you hire. These interview questions will help you better identify candidates who will truly bolster your team.

Interview questions to assess culture fit

Harvard Business Review revealed that interviews are the most used measurement of a job candidate's culture fit, a category that happens to be "the number one hiring criterion employers report using." There are some excellent reasons why that's the case. For one, culture is what attracts candidates to your company in the first place. According to a recent report produced by Jobvite, 86% of employees stated that company culture is a somewhat to very important part of their decision to apply for a position. Nearly a third of respondents said that culture and values would ultimately influence their decisions to accept a job offer. It's essential that the hires you bring in contribute toward the culture you've established, especially if trust matters to your organization. Ask these interview questions to help identify candidates who are culture fits:

"What excites you about this position with our organization?" Dig into why the interviewee is pursuing your company. Their responses can determine whether their values align with those of your team.

"What is your most recent professional success story?" This question showcases a workplace achievement and reveals how the candidate defines success. From getting a project approved to helping coach a teammate, determine the types of accomplishments the interviewee takes pride in.

"If you could create your ideal workplace, what would that look like?" Yes, it's essential for you to be happy with the person you hire. Your employee must also be glad they're working for your company. Very few workers look forward to simply clocking in and punching their card before every workday. Make sure the candidate you choose is going to enjoy your environment.

Interview questions to assess soft skills

Speaking of positive company cultures, if you want to build or maintain one, your business may need to prioritize soft skills during its interviews. Collaboration, critical thinking and communication are among the soft skills team members must have to work together effectively. Businesses should consider asking questions that identify those abilities.

More businesses are currently doing exactly that. A recent Harris Poll revealed that three-quarters of companies value soft skills more than ever. With workplaces becoming more remote, it's increasingly important that team members "be flexible, adapt to change quickly and be innovative."

Companies are looking for employees who adapt, problem-solve and take the initiative. So should your business. Here are some sure-fire questions for spotting soft skills in the job candidates you interview:

"How do you approach accomplishing a task that's new to you? How do you explain a new task to a coworker?" This two-parter is a way to evaluate critical thinking skills and understand the candidate's ability to collaborate and communicate.

"Describe a time when results didn't go as planned. How did you adapt to this change?" Remember that earlier note about the importance of flexibility? This is how you detect if the candidate possesses that quality.

"What is a work process or procedure you improved while in one of your previous positions?" The best team members know how to spot areas for organizational improvement and take productive action to make those updates.

Interview questions to assess abilities and experience

It's probably a good idea for your new hire to have at least some background in performing the tasks your open position requires. That sounds pretty obvious, but resumes don't always reveal the real extent of a candidate's experience. Interviews represent an important chance to get to the bottom of a jobseeker's background.

They can also help your business bypass some significant risks.

Depending on the position, untrained hires can pose safety threats to themselves, your other employees, and potentially even clients. Productivity is impacted, too. Inexperience lengthens the time until the employee can contribute at a high level. And once they do learn their position, they may realize it's not for them.

Those conclusions impact turnover.

Accurately gauging a candidate's experience and abilities can

prevent you from spending on resources such as training and other costs related to inexperience. Start with these questions to separate your interviewees who have the appropriate skills to fill your open position:

"Can you tell me more about that experience?" Single out an accomplishment or a credential from the candidate's time with a previous employer and ask to hear more about it.

"What specific skills did you pick up during your most recent job?" How the candidate responds should match the skills required for your position.

"What is the biggest technical challenge you faced in your last job?" Find out if the candidate knows the industry and can overcome a job-related issue.

For more information

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

For more information or to review this article and hyperlinked references in full, visit: <https://www.bbb.org/article/business/27386-bbb-business-tip-interview-questions-to-help-your-hiring-decisions> BBB Great West + Pacific contributed this article.



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COMMITTED TO GROWING OUR COMMUNITIES

The Evansville Region is a region with a bright future. We've got more career opportunities than most places in the Midwest, and our schools and universities punch above their weight in both quality and value. We are lucky enough to have miles of trails and thousands of acres of public parks and forests to enjoy, and our overall cost of living beats out most of the country. What can we do to support further growth and prosperity?

We want our region to be "cool," to have more high-paying jobs that attract young talent to live and work in the Evansville Region. We want our workforce to be prepared for jobs and careers of the future. We want a resilient economy that can bounce back after routine downturns — or a major crisis like COVID-19. We want to ensure equitable opportunity for every family regardless of race, history or circumstance. We have to improve quality of place for a healthier, more fulfilling lifestyle.

A few organizations have taken a look at how we stack up with our peers. Yes, we love our community, but are there opportunities to do better? The data says YES. If we can turn some key factors from down to up, the Evansville Region can have a brighter and more prosperous future for all. Not just for business, or for those who have called this region home for generations, but also for our newer residents; those whose talents and cultures are critical to enriching our lives and our region.

The Evansville Regional Economic Partnership and our partner organizations are committed to some specific goals for our community over the next few years. We've named this vision for a stronger region Talent EVV. By committing to some specific goals, we can set our hometowns on the right track.

Learn more about Talent EVV at: www.evansvilleregion.com/talentevv

Goal #1

Be deliberate about bringing 5,000 high-paying new job opportunities to our region that build on our strong manufacturing history and secure its future.

WHY? These jobs give our workforce and our kids more career choices to increase their household income.

Goal #2

Increase our population by 10,000 residents, half of which are in the early stage of their careers.

WHY? We need more people to fill the jobs and to fuel our future, and the younger they are the more years they have to work here and to raise families along with us.

Goal #3

A highly trained workforce that is globally competitive and relevant.

WHY? When we add a highly trained workforce to our many existing assets, we will become an even greater place for our citizens and our businesses to grow, thrive and commit to being part of our future. With our central US location and our unparalleled transportation options (highways, direct access to the worldwide waterways and a great airport), global relevance is ours for claiming.

Goal #4

Upward mobility – reduce the percentage of households living in poverty.

WHY? If "e is for Everyone," we must make sure every family has education and job opportunities, food, shelter and health care to prosper and thrive in our region.

Goal #5

Live well – improve the quality and quantity of our residents' lives.

WHY? Poor health, premature deaths, and time lost from work and school cost our society huge amounts of money every year. For our citizens, our businesses and our community to "Choose the Evansville Region" as a great place to live and build a career, we need healthy people.

American Heritage Riverboat to Dock in Evansville Throughout the Fall



American Heritage will return to Evansville for three additional stops through the fall of 2022.

Visit Evansville and American Cruise Lines have announced that the American Heritage will return to Evansville for four additional stops through the fall of 2022. The American Heritage, a classic newly renovated paddlewheeler carrying 150 passengers, will moor at the dock formerly occupied by the LST 325 at Inland Marina on the following dates:

Sunday, September 11, 2022 - 8:30 AM - 12:30 PM

Saturday, September 17, 2022 - 8:30 AM - 12:30 PM

Saturday, October 1, 2022 - 8:30 AM - 12:30 PM

Members of the community are invited to Inland Marina to view the riverboat and welcome passengers, but tours of the American Heritage will not be available to the public. Marina Pointe will

be open for beverage service starting at 9 AM and lunch service at 11 AM.

"We are excited to welcome the American Heritage and American Cruise Lines back to Evansville. As we look to reactivate these activities on our riverfront, this is a first, important step. In addition to these tremendous cruise opportunities, we continue to work toward attracting a riverboat to Evansville full time that can accommodate our local community and visitors alike," said Alexis Berggren, President & CEO of Visit Evansville.

Anyone interested in volunteering as a member of the Port of Evansville Welcome Committee is encouraged to contact Visit Evansville at hello@visitevansville.com. Musicians interested in providing live music during riverboat arrivals may reach out to Kasia Koontz at kkoontz@visitevansville.com.

MILESTONES



ZEROCARB LYFE

ZeroCarb LYFE celebrated a new product launch in Evansville. ZeroCarb LYFE is a revolutionized pizza crust produced using only chicken, olive oil, salt and spices. The pizza crust is keto-friendly, diabetic-friendly, and gluten free with only 210 calories, 0g carbs, 0g sugar and 37g protein. Locally, the pizza crusts are available for purchase at Dante's Pizza Parlour, Kipplee's and Azzip locations in the Tri-State. Schnucks Markets carries the frozen pizza crusts and a full frozen pizza that is produced using the same crust. Contact them at 812-430-6737 or online at www.zerocarplyfe.com.

MILESTONES



ASTRAZENECA PHARMACEUTICALS LP

AstraZeneca celebrated a major expansion at 4601 Hwy 62 E in Mt. Vernon. AstraZeneca is a bio-pharmaceutical company supplying the world with innovative, life-saving medicines. AstraZeneca employs 650+ colleagues and is the largest manufacturing site in the Americas. Contact them at 812-431-8215 or online at www.astrazeneca.com.



UNIVERSITY OF EVANSVILLE

University of Evansville celebrated a grand opening with a ribbon-cutting on campus. UE has opened its doors for the New Residence Hall, which is located near the corner of Walnut Street and Rotherwood Avenue. The New Residence Hall will have nearly 300 beds and become a new home to freshmen and sophomores. Contact them at (812) 488-2236 or online at www.evansville.edu.



SWEET SCHMITT'S CANDY

Sweet Schmitt's Candy celebrated a 3-year anniversary with a ribbon-cutting at 422 N. Main St. in Evansville. Sweet Schmitt's Candy is an artisan candy shop specializing in various caramels, flavor infused marshmallows, caramel nut clusters and truffles made by hand. Contact them at 812-430-1052 or online at www.sweetschmitts.com.



VANDERBURGH COUNTY BOARD OF COMMISSIONERS

Vanderburgh County Board of Commissioners celebrated a ground-breaking with a ribbon-cutting at 6800 N. Green River Rd. in Evansville. The project consists of constructing an 8-foot-wide bicycle and pedestrian trail along the west side of Green River Road between Hightower Drive and Millersburg Road. Contact them at 812-435-5241 or online at www.evansvillegov.org/county.



TAQUERIA Y PUPUSERIA MIRANDA

Taqueria y Pupuseria Miranda celebrated a 1 year anniversary with a ribbon-cutting at 2800 Washington Ave. in Evansville. Taqueria y Pupuseria Miranda is a family owned and operated restaurant that serves authentic Salvadorian Pupusas and Street tacos! Stop by for a Pupusas on their NEW patio! Contact them at 812-492-9992 or www.facebook.com/Mirandaevv.

NEW MEMBERS

JULY 2022

APEX GROUP

420 NW 5th St., Evansville, IN 47708

Makenzie Hart 812-758-4791

makenzie.hart@apexgroup.com

www.apexgroup.com

BELLA TERRA ORGANIC SPA & SHOPPE

3101 N. Green River Rd., Suite 130, Evansville, IN 47715

Japhia Burrell (812) 598-2835; info@thebellaterraspa.com

www.thebellaterraspa.com

DEEP BLUE INDOOR PLAYGROUND

6301 Old Boonville Hwy, Evansville, IN 47708

Emily Crawford 812-437-5062; emjocrawf@yahoo.com

www.deepblueevansville.com

DEFEND PAVEMENT PRESERVATION

Kyle Turner 812-660-2920

Kyle@DefendPavementPreservation.com

www.defendpavementpreservation.com

DÉJÀ VU SKIN & HEALTH CENTER

4943 Rosebud Lane, Newburgh, IN 47630

Ashlee Berry (812) 490-7546; aberry@drmanley.com

www.dejavuskincenter.com

DENISE BIGGERSTAFF COACHING, LLC

Denise Biggerstaff 812-430-8532; denise@dbcoaching.org

www.dbcoaching.org

EAGLE LOAN CO.

577 N. Green River Rd., Evansville, IN 47715

Bob Ethridge 812-618-0828; bethridge@eagle.com

www.eagle.com

EVANSVILLE REGIONAL VEIN CENTER

4943 Rosebud Lane, Newburgh, IN 47630

Ashlee Berry 812-490-8346; aberry@drmanley.com

www.evansvilleveins.com

FLOOR IT 41

1074 IN-68, Haubstadt, IN 47639

Sean Packer 812 505-0109; sean@floorit41.com

www.floorit41.com

MAIN STREET WEDDING & EVENT VENUE

315 Main St., Evansville, IN 47711

Japhia Burrell 812-463-2953

hello@mainstreetevansville@gmail.com

www.mainstreetevansville.com

PRIMARY CARE+

4943 Rosebud Lane, Newburgh, IN 47630

Ashlee Berry 812-490-0475; aberry@drmanley.com

www.primary-care-plus.com

PRIME TIME NORTH

12301 US Hwy 41, Evansville, IN 47725

David Barker 812-490-0655

primetimenewburgh@outlook.com

www.primetimenorth41.com

RESOURCE MFG

4325 Vogel Rd., Evansville, IN 47715

Marcella Heroy 812-774-4795

marcella.heroy@resourcemfg.com

www.resourcemfg.com

SUGARHOLIC BODY SUGARING STUDIO

2245 Frisse Ave., Evansville, IN 47714

Kelsey Milner (615) 934-4867

sugarholicevv@gmail.com

www.sugarholicevv.glossgenius.com

UPGRADED MEMBERS:

- THRIVE MARKETING STRATEGIES
- EXTEND GROUP
- PRIME TIME OF NEWBURGH
- REINBRECHT HOMES

MEMBER RENEWALS

- 160 Driving Academy
- Advanced Systems Tech.
- Auntie Anne's/Bosie's Enterprises
- Biscuit Belly
- Boonville Warrick County Public Library
- Braco Inc
- Brentwood Springs
- Camilla's Closet
- Carver Community Organization
- Cash-Pro, Inc.
- CED\Evansville Supply
- Charles White Long Term Care Insurance
- City of Boonville
- Concept Sound & Light
- Crane Environmental Services, LLC
- Culinary Innovations by April Boeke
- David Enterprises, Inc.
- Donaldson Capital Management
- EEMSCO, Inc.
- Electrocraft
- EVSC Foundation
- Five Star Food Service/Canteen Service Company
- Forefront Therapy
- Gibco Motor Express
- Grow Southwest Indiana Workforce
- Henderson Kentucky Chamber of Commerce
- IBEW Local 16
- Integrity Life Coaching
- Junior Achievement of SW Indiana
- Lincolnland Development Corporation
- Metromedia Publishers
- Morton Solar & Electric
- MSD of North Posey County
- Niehaus Lumber
- Peoples Trust & Savings Bank
- Piece of Cake
- ProRehab
- Real Property Management Results
- Riverwalk Communities
- Scherer Monument Works
- Shannon Aleksandr's Salon
- SIHO Insurance Services
- SITEX Corporation
- Slade Print
- Solarbron Pointe, Inc.
- Southern Indiana Chapter/NECA
- Superior Concrete Constructors, Inc.
- T.R.U. Event Rental, Inc.
- Taqueria Y Pupuseria Miranda
- The Foundry on Main
- The Pit Barbell Cub & Fitness Center
- Thryv
- Tri-State Food Bank
- United Methodist Youth Home, Inc.
- User Friendly Media Phone Book
- Vanderburgh County Medical Society, Inc.
- Weinzapfel & Co., LLC

Evansville Riverfront

STRATEGY

It is for Everyone
INDIANA

evansville
region



is for everyone.

GET IN WITH A CAMPAIGN TOOLKIT

EREP is working with the Indiana Destination Development Corporation (IDDC) to amplify our message that the Evansville Region is the launching pad for transformational ideas, fueling growth with an innovative and welcoming spirit. To augment our collaboration with the state, we will include the Indiana brand identifier in various marketing efforts. We encourage you to join us as we align our talent attraction efforts for extended impact.

CAMPAIGN KITS: www.visitindiana.com/campaign-kits

These campaign kits are designed to give you all the information you need to create consistent communications and feel confident in partnering with the IN Indiana campaign. Your voice is an essential part of life in Indiana. We look forward to hearing how you tell your IN Indiana story and the echoes of the anthem across the state.

newsmakers

PRESENTED BY:



CELIA SHOULDERS

Ivy Tech Community College hired Celia Shoulders as executive director of resource development for the Evansville campus 10-county region. Shoulders will oversee and direct all development activities for the Evansville campus, and the Princeton and Tell City Technology & Career Centers. Shoulders comes to the College from the Evansville Regional Economic Partnership (E-REP) where she served as facility operations director. Shoulders holds a Bachelor of Science degree in public relations and advertising and a Facility Management Certificate from the University of Southern Indiana. She also earned a Facility Management Professional (FMP) and a Sustainability Facilities Professional (SFP) credential from the International Facility Management Association (IFMA). Shoulders serves as vice president of the International and Evansville Chapters of the Facility Management Association, is on the events committee of the Habitat for Humanity 5K Committee, and she is a volunteer for E is for Everyone.



AUSTIN SIDERS

Austin Siders accepted the position of Chief Information Officer (CIO) at the University of Southern Indiana. Siders will succeed Richard Toeniskoetter who retired as CIO after 10 years of service, and Anastasia (Stacy) Draper, who has served as Interim CIO since September 2021. As CIO at USI, Siders will head the Information Technology Department and its work of providing support for faculty, staff and students of the University. This encompasses administrative and academic computer support; cybersecurity; Local Area Network (LAN) support structure; microcomputer hardware and software support; Internet assistance; audio/visual; Blackboard; telecommunications; and various software applications. Siders served the last nine years as Director of Enterprise Applications and Solutions at Austin Peay State University, where he provided strategic leadership and direction for the implementation and maintenance of enterprise information systems. Siders has more than 15 years of higher education technology experience from his employment at Austin Peay, including six years as a systems analyst and programmer and 10 months as Interim Director of Information Technology (CIO). He also served as an adjunct faculty, providing instruction in programming, cybersecurity and information security governance. Siders holds a bachelor's degree in computer science and information security and a master's degree in computer science and quantitative methods from Austin Peay.

DIAMOND VALLEY FEDERAL CREDIT UNION

Diamond Valley Federal Credit Union added to its branch leadership team.



TYLER HANES



TIFFANY JONES



ASHLEY JOHNSON

Tyler Hanes is now Branch Manager and **Tiffany Jones** was promoted to Assistant Branch Manager at the credit union's Diamond Avenue location.

Ashley Johnson was promoted to Branch Manager of the Lynch Road location.

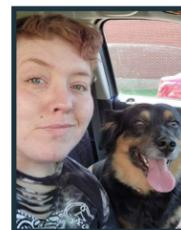


JESSICA GODSHALL

Jessica Godshall was promoted to Assistant Branch Manager of the Ross Center location.

MATTHEW 25 AIDS CLINIC

Matthew 25 AIDS Clinic made two new hires:



KAYLA MAIN

Kayla Main is a driver. He will provide transportations to appointments for patients.



MA LIANI

Ma Liani is a Certified Medical Assistant in the Bowling Green location. Her main focus will be to deliver patient-centered care.



RON COLLIER

Ron Collier, CEO of Indiana Members Credit Union, headquartered in Indianapolis, was chosen as CEO of the Year by the National Association of Federally-Insured Credit Unions. Collier and other winners of NAFCU's 2022 Annual Awards Competition will be honored during NAFCU's Congressional Caucus in Washington, D.C. September 11-14. The NAFCU Annual Awards Competition honored eight winners in total and was selected by a committee of credit union leaders. Nominees for CEO of the Year, Credit Union of the Year, Professional of the Year and Volunteer of the Year were judged in two categories: credit unions with assets of more than \$250 million and those with assets of \$250 million or less. Collier was a winner among credit unions with more than \$250 million in assets.

DEACONESS

Deaconess was recognized as a Best Hospital for 2022-23 by U.S. News & World Report, specifically naming Deaconess as the No. 2 hospital in Indiana for a fifth straight year. Deaconess is the only hospital in the region to receive a state ranking. The annual Best Hospitals rankings and ratings, now in their 33rd year, are designed to assist patients and their doctors in making informed decisions about where to receive care for challenging health conditions or for common elective procedures. Deaconess was also recognized as High Performing in 10 procedures and conditions, including:

- Heart Failure
- Abdominal Aortic Aneurysm Repair
- Heart Attack
- Diabetes
- Colon Cancer Surgery
- Hip Fracture
- Stroke
- Kidney Failure
- COPD
- Prostate Cancer Surgery

U.S. News evaluated each hospital's performance using a variety of measures such as survival rates, complication rates, patient experience and level of nursing care. The Best Hospitals methodology factors in data from the Centers for Medicare & Medicaid Services, American Hospital Association, professional organizations, and medical specialists.

F.C. TUCKER EMGE REALTORS

F.C. Tucker Emge welcomed four new agents.



ANDROS L'GRAND



STEPHANIE CRAWFORD



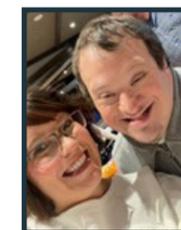
BRIAN DOWELL



DAVID DELONG

Andros L'Grand and **Stephanie Crawford** are new agents in the Evansville Downtown office. L'Grand attended school for film production and audio engineering. He was recently the creative director for an interior design firm specializing in residential and commercial design. He is a new agent with Team McClintock. Crawford has been a licensed practical nurse for 15 years with 5 years in pediatrics and 10 years as a family practice doctor. She has joined the Jason Eddy & Co. team.

Brian Dowell and **David DeLong** joined the Tucker Team at the Eagle Crest office. Dowell graduated from Middle Tennessee State University with a bachelor's degree in finance. He worked at Toyota in quality control and is now an independent real estate agent. DeLong is a graduate of USI with a bachelor's degree in radio and television. He was previously a reporter for 14News and a mortgage construction specialist with Evansville Teachers Federal Credit Union. He is a new agent with The Realty Collective.



JAMIE ESPENLAUB

Jacob's Village promoted Jamie Espenlaub to Executive Director. Espenlaub comes to Jacob's Village with valuable experience serving individuals with special needs and seniors including roles with Solarbron and CMOE, and most recently, as Resident and Program Director of Jacob's Village. She has lived in Evansville all of her life and graduated from the University of Southern Indiana with a Bachelor's of Science in Marketing and Management. Jamie has been involved in the nonprofit sector for more than 20 years, and recently completed the Welborn Baptist Foundation Next Generation Leadership Academy. Espenlaub is active in the community including volunteering for SMILE on Down Syndrome and Cancer Pathways. She is involved with her church and children's activities, and she enjoys spending time with her family. Established in 2004, the mission of Jacob's Village is to develop a safe, walkable, neighborhood community where people with disabilities and older adults can find meaningful relationships, housing that is affordable and accessible, and activities that encourage active minds and bodies.

E-REP AMBASSADORS OF THE MONTH JULY 2022



SHANTEL EDWARDS
KOORSEN FIRE & SECURITY



SARAH CAPEHART
ALEGRIA ACCESSORIES



Thank you,

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UNIVERSITY OF SOUTHERN INDIANA

At its Fall Meeting for employees, the University of Southern Indiana recognized the following faculty members as award recipients:



DR. MELISSA STACER

Dr. Melissa Stacer, Professor of Criminal Justice Studies and Director of the Master of Arts in Criminal Justice Program, was named the 2022 USI Distinguished Professor. Stacer joined the USI faculty in 2010 as an Assistant Professor of Criminal Justice Studies. During her time at USI, she has published a wide array of research and

mentored countless students in their varied research endeavors. Stacer is recognized for her collaborative approach to research and teaching and is committed to mentoring and advising students throughout their academic journeys. The Distinguished Professor Award was established in 1983 and is USI's highest award given in recognition of significant achievement in teaching, scholarship and service. As a recipient, Stacer will receive a \$7,000 stipend plus a \$3,000 faculty development grant underwritten by generous donors to the USI Foundation.



DR. LEIGH ANNE HOWARD

Dr. Leigh Anne Howard, Professor of Communication Studies and Chair of the Communication and Media Department, and Dr. Stephanie Young, Associate Professor of Communication Studies, were awarded 2022 H. Lee Cooper Core Curriculum Teaching Awards. Howard's dedication to service-learning and community-based pedagogy have earned her several additional honors, including the Sisco Award for Teaching from Southern States Communication Association (SSCA) in 2014 and the Southern Scholar in Performance Studies Award from SSCA in 2020. Young, who serves as the Director of the Basic Course (CMST 101) and the College Achievement Program (CAP), as well as the Faculty Liaison for CMST 101, was also the recipient of the USI Foundation Award for Outstanding Teaching in 2015 and the College of Liberal Arts Outstanding Teaching Award in 2019. The H. Lee Cooper Core Curriculum Teaching Award was established in 2000 and honors USI faculty members whose work in University Core Courses (UCC) has been especially creative and successful in furthering UCC goals. As a recipient, Howard and Young will both receive a \$4,000 stipend and a \$2,000 faculty development grant underwritten by longtime and generous University friends, Ann and H. Lee Cooper III.

DR. MICHELLE PITCHER

Dr. Michelle Pitcher, Adjunct in Nursing, was awarded the USI Foundation Outstanding Teaching Award by Adjunct Faculty for her ability to teach adult learning principles which emphasize self-directed learning. She embraces technology in her courses and demonstrates agility between writing-centered courses versus clinically centered courses.



DR. JESSICA RICK

Dr. Jessica Rick, Assistant Professor of Communication Studies, was awarded the 2022 USI Foundation Outstanding Teaching Award by New Faculty. Rick joined USI in 2017 and is being recognized for her excellence and creativity in teaching in combination with her extensive work in curriculum development. She is known for

her ability to engage students, incorporating innovative strategies in her courses and applying fresh approaches to her pedagogy.

VOLUNTEER USI

Volunteer USI, the University of Southern Indiana's volunteer organization, celebrated its 2022 award recipients and dedicated volunteer community. During the 2021-22 fiscal year, volunteers devoted 52,578 hours to USI and the local community. Since 1996, Volunteer USI has recorded a total of 2,336,383 volunteer hours. Each year, Volunteer USI recognizes three award recipients who have contributed outstanding service with a lasting impact to USI and/or the community.



VOLUNTEER OF THE YEAR: LINDA OLIVER

'90, USI alumna and Varsity Club member, was recognized as the 2022 Volunteer of the Year. Oliver has devoted her time to USI for over 15 years, serving to meet numerous University needs. She regularly helps with activities and events for USI Athletics, including USI Basketball, Volleyball, Baseball, Softball, Cross Country

and others. Outside of USI Athletics, Oliver volunteers for USI by helping students check-in for Screaming Eagles Orientations, supporting various Welcome Week activities, serving to promote volunteerism at student involvement fairs, helping with campus landscape improvements, assisting during Commencement ceremonies, organizing alumni mailings and preparing flags for several special USI events. During the last academic year, she volunteered more than 160 hours at the University.



MENTOR OF THE YEAR: DR. MATTHEW POWLESS

Assistant Professor of Psychology, was recognized as the 2022 Mentor of the Year. Powless holds three degrees in psychology from Indiana University—a bachelor's degree in psychology; a Master of Science master's degree in Education, specializing in counseling and counselor education; and

a doctorate in counseling psychology with a focus on sport and performance psychology. His research interests include clinical and counseling psychology, sport and performance psychology, scholarship of teaching and learning, adverse childhood experiences and deliberate practice. Powless taught Introduction to Psychology, Abnormal Psychology, Clinical Psychology and Research Methods and Statistics I and II at USI. Powless made time to address student concerns and issues beyond course content. He often advised psychology majors about their education paths, different psychology professions and how to explore those professions. While at USI, he helped students identify goals and offered advice on the steps to take to achieve goals in, and beyond, the classroom.



STUDENT VOLUNTEER OF THE YEAR: SARAH FRUIT

a senior at USI, was recognized as the 2022 Student Volunteer of the Year. Fruit is a food and nutrition major with a concentration in dietetics and a minor in personal training. In her first three years at USI, she volunteered over 412 hours to USI and community organizations. Her passion for nutrition

shines through her volunteer work, and she uses her USI education to benefit the community. Fruit teaches nutrition education at community health fairs, and nutrition classes for the Evansville Vanderburgh School Corporation. Fruit has assisted with snack preparation for after-school programs at Patchwork Central and has volunteered for more than two years at Urban Seeds, a local nonprofit that advocates for a quality, equitable and robust food system, increasing access to healthy food. At Urban Seeds, she helps fulfill orders for the Nourish bulk-food buying club, and during the summer of 2020, she prepared 200 meals from scratch each week to support Evansville organizations and individuals. Fruit has volunteered for the Tri-State Food Bank and the Market on Main, an organization which strives to fill homes with locally grown produce, meals and hand-crafted products. She distributed meals at the National African American Parent Involvement Day, worked the SWIRCA Nutrition Education Booth, and spent time helping at the Vanderburgh County Women, Infants and Children Clinic. She also volunteered her time for organizations and programs including High School TEENPOWER and Middle School TEENPOWER, during which time she facilitated small and large group activities for 400 students and served as a mentor for members of TEENPOWER's Youth Staff.

PFL LOGISTICS

PFL Logisitics, a Rexing Company, ranked No. 3516 on the annual Inc. 5000 List, which ranks the fastest-growing private companies in America. PFL Logistics started in 2015 based on a need of improved customer service in the logistics industry. The company also added five new employees:



STEVEN RODEN



ETHAN CLARK



HALEY LAWRENCE

Steven Roden - Forklift

Haley Lawrence - Billing Clerk

Ronald Brumley - Class A CDL OTR Driver

Robin Noble - Class A CDL OTR Driver

Ethan Clark - PFL Intern



RONALD BRUMLEY

STOLL KEENON OGDEN PLLC

Stoll Keenon Ogden PLLC (SKO) announced that nine of its Evansville-based attorneys were named to the 2023 U.S. News Best Lawyers® in America. In total, 100 SKO attorneys were named to "Best Lawyers" and 18 were named to "Ones to Watch" across the five offices in Indiana and Kentucky. Ten SKO attorneys were named "Lawyers of the Year" in their respective markets.

Kelly A. Lonnberg, Family Law, was recognized as "Lawyer of the Year" 2023 for the greater Evansville area.

John P. Broadhead, (2020): Banking and Finance Law, Closely Held Companies and Family Businesses Law, Commercial Finance Law, Commercial Transactions / UCC Law, Corporate Law, and Trusts and Estates.

Joseph H. Langerak IV, (2022): Litigation — Banking and Finance

Krista B. Lockyear, (2023): Business Organizations (including LLCs and Partnerships), Land Use and Zoning Law, and Real Estate Law

Kelly A. Lonnberg, (2019) Family Law

D. Andrew Nestruck, (2022) Closely Held Companies and Family Businesses Law, Elder Law, Trusts and Estates

John A. Thomason, (2016) Natural Resources Law

Christopher C. Wischer, (2019) Land Use and Zoning Law, Litigation — Land Use and Zoning, and Real Estate Law

Ted C. Ziemer IV, (2021) Real Estate Law, and Trusts and Estates

Named to "Ones to Watch" was **William E. Cartwright**, (2022) Corporate Law, Real Estate Law.



MARIA EVANS

Youth First welcomed Maria Evans as a Regional Development Officer. She serves kids and families in the Vanderburgh County Catholic Diocese, Signature School, Evansville Christian School, and Joshua Academy. Evans is a native of Evansville and a graduate of University of Evansville, where she obtained her bachelor's degree

in journalism/public relations and Ivy Tech Community College, where she earned a nursing degree. Her professional experience includes marketing, community outreach, and development in the non-profit and for-profit healthcare sectors.

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
OLD NATIONAL EVENTS PLAZA
SEPT. 21 | 5 - 8 PM

KEYNOTE SPEAKER:
PETE YONKMAN

PRESIDENT
COOK GROUP &
COOK MEDICAL



“We get our hands dirty. We get down in the trenches. We listen, get involved, get our employees involved, and work with other organizations. It’s that deeper connection that companies must develop in their communities.”

- PETE YONKMAN

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