

E-REP

APRIL 2023

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MONTHLY NEWSLETTER

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**SOUTHWEST INDIANA SBDC
IN THE STATE**

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CEO LETTER | READI INITIATIVE | NEW MEMBERS
TALENT EVV | NEWSMAKERS | MILESTONES | & MORE

www.evansvilleregion.com



Population Growth Strategies Underway

Population growth powers regional prosperity. If you missed E-REP's recent Talent EVV (Population Growth) Virtual Session on March 22, it was the second of five virtual sessions where our team alongside key regional partners discussed benchmarking data specific to population growth trends, the important role quality of place plays in attracting and retaining talent, and the intentional marketing strategies underway.

HIGHLIGHTS FROM THE TALENT EVV (POPULATION GROWTH) VIRTUAL SESSION: POPULATION DATA

With six post-secondary institutions serving more than 35,000 students annually, we have a real opportunity to engage with and retain this talent in our region. Having high quality of place amenities and strong employment opportunities upon graduation are areas that E-REP and regional stakeholders are keenly focused on.

In the past year, our region has experienced a slight increase in our minority population. From a Brookings Institution study we know that our country is becoming increasingly more diverse. Since 2010 in the U.S. the Hispanic, Asian American, and African American populations have all seen significant population increases totaling more than 20 million individuals, while the White population has seen a slight population decline. Knowing this trend will continue to drive diversity across our population, it's critical that the Evansville Region cultivates an inclusive environment both within our regional employers and across our communities.

The Evansville Region is already designated as an Ability Community, which reflects our commitment to being inclusive to those with disabilities. Similar strategies across education, health outcomes, and self-sufficiency are being implemented to address diversity more broadly across the region. In late 2022, Talent EVV started convening an Equity and Inclusion Council to provide strategic guidance and insight to how regional leaders can be intentional when it comes to transformational strategies and tactics.

QUALITY OF PLACE

Communities that invest in Quality of Place see long-term benefits economically and at the individual and community level. What are we doing related to quality of place? Where is our community investing – \$100 Million in Quality of Place investments through READI:

- Toyota YMCA
- Warrick County Sports Center
- Woodmere Dog Park
- Underpass Lighting
- CenterPoint Energy Square
- Victoria Woods Trail
- cMoe Internal Exhibits
- Ohio Township Park
- Brittlebank Park
- Regional Riverfront Planning and Activation

REGIONAL MARKETING STRATEGY - TALENT ATTRACTION

E-REP's marketing team is working alongside an agency to execute a digital marketing campaign outside our region with the goal of attracting individuals back to our region, or to our region for the first time.

Campaign messaging is being developed to help retain existing university talent, attract those with a previous tie to our region and attract professionals with specialized skill sets that meet the demands of our employers.

Over the last six months E-REP has developed content to support the digital marketing campaign and tell our region's authentic story through the eisforeveryone.com website. Campaign resources include: a Newcomer's guide to the Evansville Region, new high-quality photography of the region, blog posts about life in the Evansville Region and video stories highlighting unique individuals living here.

Early success from a remote work program called MakeMyMove was shared. In summary, in 1/6th of the time, our Evansville Region campaign has outperformed other campaigns in attracting movers by 50%.

I encourage you to look at the [recorded session](#) on the E-REP website to learn more about what our region is doing to Retain Talent, Enhance Quality of Place, and Tell our Story to help our region grow.

How can you be a part of this work? We recognize that there's more great work happening across our region, and Talent EVV would love to highlight this work in partnership with YOU, an organization or service you are passionate about, or a regional company that's taking a strategic stance on Place, People, and Storytelling. So, please reach out to marketing@evvregion.com to tell us more!



TARA BARNEY
CEO, E-REP

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!



EVANSVILLE REGIONAL BUSINESS COMMITTEE





LEADING THE STATE



How lucky are we to have the very BEST in the state supporting entrepreneurs in the Evansville Region!? Once again, the Southwest Indiana Small Business Development Center (SBDC) is the highest performing small business center in the State of Indiana.

- 2023 Highest Performing Center in the state!
- ASBDC State Star (part time) - Advisor, Doug Claybourn
- Most Clients Counseled (part time) - Advisor, Julie Folz
- \$4 Million Club - Advisor, Grant Glackman
- \$5 Million Club - Advisor, Doug Claybourn

"I'm continually humbled and proud to serve this incredible team. In 2022, they counseled and/or trained 506 small business owners and entrepreneurs across the eight counties we cover in Southwest Indiana. Julie served 192 of those clients alone.

For context, the full-time statewide award winner for most clients served came in at 262. Amazing work all around," said Dominic Poggi, Regional Director, Southwest Indiana SBDC.

The Southwest Indiana SBDC is the go-to source for starting, growing, financing, innovating or transitioning your business. The trophy case speaks for itself! But what you may not know is that roughly half of their clients are existing businesses. On top of their start-up expertise, they are also equipped to help existing businesses with marketing, strategic planning and loan applications and many other areas. All of this at no cost!

The boundless value that this record-breaking team offers is accentuated by the enthusiasm and passion that they bring to each client whom they serve. Doug, Grant, Julie, Brian, Denise, Dom and Wendy are cheerleaders with a passion for people and business.

Call (812) 425-7232 or email southwest@isbdc.org to setup an appointment with the Southwest Indiana SBDC team.



ENGAGE INDIANA SERIES

SOUTHWEST INDIANA - EVANSVILLE
Regional Events Focused on *ADVANCING Indiana's Future*



ENGAGE INDIANA SERIES PRESENTED BY



Panelists



Tara Barney
Chief Executive Officer
Evansville Regional
Economic Partnership



Amy Romain Barron
Chief Executive Officer
United Companies



Steven G. Becker, MD
Director & Associate Dean
Koch Professor of Medicine
IU School of Medicine-Evansville



Robert L. Koch II
Chairman
Koch Enterprises, Inc.



Johnathan Pope
President & Chief
Executive Officer
YMCA of Southwestern Indiana



Jim Ryan
Chief Executive Officer
Old National Bank

Panel Moderator



Gerry Dick
Division President
Inside Indiana Business

Sponsored by



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[HTTPS://WWW.IBJ.COM/EVENTS/2023/ENGAGE-SOUTHWEST-INDIANA-EVANSVILLE](https://www.ijb.com/events/2023/engage-southwest-indiana-evansville)

YOU ARE INVITED

Tuesday, April 11, 2023
Old National Events Plaza
715 Locust St. Evansville, IN 47708

Networking: 11:30 am

Program: 12:00 - 2:00 pm

Individual Seating:

\$55 (subscriber rate)

\$65 (non-subscriber rate)

Corporate Table of 10: \$1,100

Premium Corporate Table of 10: \$4,250

See [IBJ.com/events](https://www.ijb.com/events) for corporate table package details.

The Engage Indiana Series is a year-long, statewide series of events conducted in partnership with the Indiana Economic Development Corporation and Indiana's Secretary of Commerce.

FEATURING

Bradley B. Chambers
Secretary of Commerce
State of Indiana



CONVENE

Engage Indiana convenes Indiana's business executives, education and philanthropic leaders, and community leaders to discuss how communities are breaking down barriers to partner in building Indiana's future.

CONNECT

Each event features a keynote address by Secretary of Commerce Brad Chambers and a panel of regional leaders moderated by Gerry Dick, host of IJB Media's Inside Indiana Business television program.

ADVANCE

Regional and statewide economic development trends will be highlighted with particular attention on retaining and attracting the jobs of the future. To that end, regional talent development, education, housing, health and quality of life initiatives will take center stage.

Please RSVP by April 4, 2023

Seven Projects Awarded Funds throughout the Evansville Region

The Southwest Indiana Regional Development Authority (RDA) obligated an additional \$6 million in Regional Economic + Acceleration Development Initiative (READI) grant funds toward seven transformational projects. In total, the RDA has obligated more than \$41 million of the \$50 million in total for projects throughout the Evansville Region.

“READI funding is helping the Evansville Region to make purposeful investments in our future,” said Tara Barney, CEO of the Evansville Regional Economic Partnership (E-REP). “We are prioritizing the importance of quality of place along with supporting our region’s key economic clusters.”

PROJECTS INCLUDE:

VICTORIA WOODS TRAIL

Warrick County, \$200,000 READI Award

Two miles of beautiful trail to connect Victoria Woods – a 400-home neighborhood– to nearby Friedman and Vann parks, as well as the Castle school system and other neighborhoods. Beginning at Warrick Trails’ current system off Roslin Road, the new trail will feature scenic water views and a canopy of trees. It will cross over a charming pedestrian bridge into Victoria Woods and connect to the Prime Foods Trailhead in Boonville, increasing access to quality-of-place amenities.

KOCH FAMILY CHILDREN’S

MUSEUM OF EVANSVILLE (CMOE)

Vanderburgh County, \$580,000 READI Award

cMoe’s Strategic Plan will expand the idea of play in the region, with the READI portion of the project focusing on their internal exhibit enhancements, expansion and new exhibit additions. This project creates expanded experiences for all who benefit from cultural and recreational experiences: families, children, schools, youth-serving organizations, “Museum for All” users and more.

OHIO TOWNSHIP PARK

Warrick County, \$3,000,000 READI Award

A 20-acre visionary park and green space to be developed alongside a new fire station and community center. The park features a giant modern playground, large engaging splash pad and slide, outdoor fitness stations, running and walking trails, sport courts, event lawns and much more. Located a mile east of Interstate 69, this park will be connected to the Warrick Wellness Trail as well as shopping, restaurants, hotels and workplaces.

BRITTLEBANK PARK

Posey County, \$1,000,000 READI Award

Two new trails and design work for an inclusive playground to support the improvement and expansion efforts at Brittlebank Park in Mount Vernon. There is planning for a loop trail around a pond, a

connector trail, as well as improvements to access and parking. The connector trail will provide a safe and accessible route between the park and nearby West Elementary.

CLUSTER DEVELOPMENT

Regional, \$249,000 READI Award

E-REP will conduct both a regional assessment and strategic roadmap for two key industry growth sectors: Advanced Manufacturing and Health/Life Sciences. This project will focus on catalyzing cluster development to facilitate accelerated economic development and growth for our regional employers and their direct supply chain. Cluster Development will take a deep look into both industries and identify how the region can build capacity and scale for its most impactful employers.

UNIVERSITY OF EVANSVILLE’S MULTIDISCIPLINARY MENTAL HEALTH AND WELLNESS CLINIC

Regional, \$750,000 READI Award

The development of a community-based clinic for the University of Evansville’s new Doctor of Clinical Psychology (PsyD) program, in which students and faculty provide psychotherapy and psychological testing to clients with mental health problems. The facility will be located on Talbot Square, immediately across Lincoln Avenue, which was purchased by the university. This investment will allow the PsyD program to double its class of incoming students after three years, provide increased opportunities for students, and improve the quality of care delivered by expanding the clinic’s focus to include other allied health care students.

I-69 CORRIDOR PLANNING

Regional, \$249,000 READI Award

The Evansville Metropolitan Area has a unique accelerator arriving over the coming 7-10 years in the Ohio River Crossing I-69 Bridge, which will connect the bi-state region with the National I-69 corridor and eventually Canada to the Gulf of Mexico. This project not only addresses a solution to long-term, cross-river mobility, but it plays to the Evansville Region’s strengths of being in the logistical center of the United States. E-REP will work closely with stakeholders to create a master plan and ensure the corridor and Ohio River Crossing are highly integrated into the Regional Development Plan.

The Evansville Regional Economic Partnership (E-REP) on behalf of the RDA will continue to work with the awarded projects on next steps and review additional projects for READI eligibility. While the request for proposal deadline has passed, E-REP highly encourages anyone with a potential project to reach out to its Economic Development team to better assess and align with resources. Email info@evvregion.com with any questions or inquiries.

E-REP provides the most up-to-date information about READI through its website at evansvilleregion.com/readi-program.

USI Intensive ESL Program

Have you heard of the USI Intensive English Program (IEP)? This program has helped over 600 students from all over the world and local community to improve their English proficiency skills for academic or personal growth since 2013 and continues to provide its support to many that want to learn the language.

The IEP program tackles language barriers head-on by meeting participants where they are on their English-speaking journey. But this program is more than learning another language. When you think about the ability to thrive and grow within a community, city or region, understanding and relating to the native language is critical to that connectivity.

Accredited by the CEA, a specialized accrediting agency recognized by the U.S. Secretary of Education that focuses on post-secondary intensive English language programs, the IEP provides a service that is both high-quality and built with intentionality. The program is one of few on campus that is open to members of the community across the region. When interviewing Dr. Emilija Zlatkovska, Executive Director of the Center for International Programs and Director of IEP, one of the most impactful things that she shared was the rich cultural impact that IEP creates across the campus and the broader region. Dr. Zlatkovska said “IEP empowers students and community members to build and re-build self-confidence.” What she meant by this is that IEP has served professionals in different fields like physicians, dentists, lawyers, and many more who’ve immigrated to the United States for various reasons without speaking any English. Lack of English language proficiency put these people at a disadvantage as they are not able to operate or engage in many of the high skill/high-level employment opportunities they were accustomed to before coming to the US. Completing the IEP program can empower them to adjust faster to the new environment both in terms of the language and culturally. She also mentioned that so often individuals share that learning the language is the first step and largest barrier to securing and sustaining employment across the region.

ESL Level 4 is doing a Listening and Speaking activity under the guidance of one of our former IEP teachers.

Another value that Dr. Zlatkovska mentioned that IEP brings to both campus and our region is the rich cultural competency opportunities that are created. IEP has worked with international



students from across the globe. Each student brings unique perspective and insights to different culture, food, religion, customs, traditions, and so much more. This exchange of ideas and different perspectives is one of the greatest values of having the IEP program; Dr. Zlatkovska mentioned that IEP brings a level of vibrancy to campus that has had a deep impact on the culture of the campus and the students. She also shared that a 4-year degree completion from a US higher ed institution in many countries is very prestigious. These students and community members that go through the IEP almost always share their experiences (hopefully very positive!) with family and friends in their home country. This grassroots method of sharing opportunities presents itself as a tremendous asset to our region and provides intentional students and community members a resource when they arrive in our region.



When looking at the Talent EVV goals for the Evansville Region, both population growth and upward mobility are directly impacted by the great work that’s happening through the IEP. This program equips individuals with the language they need to socially connect, professionally thrive and the IEP is a tremendous magnet for attracting international talent. The Evansville Region has much to provide in relation to cultural diversity and IEP is just one of the many resources that we will continue to highlight and share!



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Strength and Security Since 1910

Founded in 1910, German American Bank has a long-standing tradition of setting higher standards in banking, insurance, and wealth management. Our history tells an extraordinary story of a company that has outlasted the effects of wars, boom times, political changes, fluctuations in local, state and federal economics, the rise of a global economy, and number of changes in the banking landscape. Through challenges and triumphs we have stayed true to our purpose and values, prospering because of relationships built on integrity, trust and mutual respect. German American's customer base is diversified to reflect our communities and the many industries and individuals who rely on us for their banking needs. We manage our ratio of uninsured

deposits very closely. We take pride in and rely upon our relationship-based business model focused on building long-term trust with our customers. German American Bank has more than 110 years of experience in disciplined growth with strong financial management. We are well-capitalized, financially strong, and well positioned to serve our customers and communities for years to come.

Learn more at: https://germanamerican.com/about/news-events/?news_cat=news&news_article=strength-and-security-since-1910



German American Bancorp, Inc. has earned the #19 ranking out of 196 community banks in the nation on the S&P Global Market Intelligence annual ranking of 2022's best-performing community banks with assets between \$3 billion and \$10 billion. German American was the only bank serving Indiana or Kentucky listed within the top 20 rankings.

"It's a great honor to be ranked in the top 20 of

community banks in the nation by S&P Global, and the only bank serving Indiana or Kentucky listed as a top 20 bank," said Neil Dauby, President and CEO. "With the current volatility in the banking sector, we hope our shareholders, customers, employees and our communities find this welcome news as the ranking speaks to the strength and resilience of our organization. This recognition is a testament to the hard work and dedication of the entire German American team, and we are very proud to receive it."



Let's welcome Socket Shield as a new member of the Evansville Regional Economic Partnership. Socket Shield can be reached by calling 812-354-4897 or email alex.oliverinnovations@gmail.com. Read on as Alex Oliver, Co-Owner, tells us about Socket Shield.

Tell us about Socket Shield and the services you offer.

Socket Shield is a safe and stylish outlet cover that not only enhances the aesthetics of any interior space, it also protects from electrical harm. We are here to prove you don't have to sacrifice style for safety. Socket Shield's sliding door completely covers outlets to make them hidden and seamless, and if child safety is needed the door can lock!

Socket Shield outlet covers are a sleek solution for anyone: general homeowners, parents, pet owners, interior designers/builders, doctor's offices and childcare facilities.

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

Socket Shield comes to you from Oliver Innovations, a family-owned business here in Midwestern USA. My brother, Austin, and I both have small children. As we were both growing our families, we were not pleased with the child-safe outlet solutions on the market at the time. Austin's product concept for Socket Shield came to life as we discovered this obvious need in our lives. The need for the product, and the passion we had for developing something truly unique was what kept our drive alive.

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

Do your homework. Before making a commitment as big as entrepreneurship, especially something product-based, make sure you've done the research needed to justify taking such a large leap. Once you've made the jump, start building a team of people (even just a few) who are skilled in areas you aren't. The last piece of advice I have is pretty simple, don't be afraid to "just ask". Ask questions and ask favors. Remember that most people want to see you succeed.

In your opinion, what are three ingredients for success?

Passion – You have to create something you can really stand behind. Be proud of what you're doing!
Drive – Running a business is very challenging, so you can't



be afraid to work hard. Keeping yourself motivated is a constant hurdle.

Faith – Once you put in the work, trust that your efforts and decisions will lead you to where you need to go.

What has been one of your toughest challenges?

Patience. There is no exact handbook on how to start and run your business. Everything takes time and there's a LOT of learning along the way. Overnight success stories are very rare. You have to be patient and resilient. It took us almost five years before we launched our product, but we are proud of what we've accomplished and are confident that it'll succeed.

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

Evansville is a great business hub since it's centered between several major cities. It's big enough to provide huge opportunities and resources, yet small enough to hold onto that warm, small-town feel. We are proud to source our material from EnCom Polymers here in Evansville, and our product is manufactured at STP in Henderson, KY.

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

Our community continues to amaze us through their level of compassion and willingness to help us and guide us whenever and however they can.

Is there anything else you would like to share?

It has been interesting to watch the way the market has changed since we started developing Socket Shield in 2018. At first, everyone and everything was pointing us in the direction of taking our manufacturing process overseas to keep costs down. Since then, we've built great relationships with businesses in the Tri-State and have kept our suppliers and manufacturers local. Turns out, because of this decision (which went against the grain at the time) we have shorter lead times and we actually know the people we are doing business with. We're making it work and we can honestly say these products are PROUDLY made in USA.

University of Evansville: CHANGEMAKERS

UE CHANGEMAKER: Annie Kim, United Sound

In Fall 2022, Annie Kim began the work of establishing UE United Sound, a student club and ChangeLab course at the University of Evansville. Annie is a sophomore biology major and is concertmaster for the UE Symphony Orchestra. As a student at Carmel High School in Carmel, IN, Annie became involved in United Sound and had a dream of bringing the program to the University of Evansville.

United Sound is a national organization founded in 2014 with a mission of removing barriers and fostering social change through music. With that program's support, UE United Sound trains peer mentors (UE music students) to bring the joy of music to students who have disabilities. Mentors and musicians work together to learn how to read music and play an instrument. This is a very special program that gives these musicians newfound confidence and community as well as experiences they may not have had access to otherwise.

In December 2022, Annie's United Sound students had the opportunity to perform on stage at the Victory Theatre with the UE Symphony Orchestra in front of a packed house for the annual Holiday Pops concert.

Establishing a new program at any institution is always going to

be more challenging than first expected, and that was certainly the case for Annie. However challenging, Annie was undaunted. She reached out to individuals all over campus to learn policies and processes and powered through with her goal of establishing the group. The opportunities provided to students as well as the experience gained by peer mentors was the driving force behind growing through every new challenge.

UE United Sound has continued into the Spring and is growing as the musicians increase their skills and competencies and take on more challenging musical concepts. Rehearsals have now begun for the group to perform again on April 18 at the Victory Theatre during the Symphony Orchestra and Wind Ensemble Spring Concert, which is free and open to the public.

By providing opportunities for students with disabilities to learn how to play an instrument and read music, and by providing a path to a performance on a premier stage, Annie has shown a commitment to ensuring every student has access to the highest quality music education. The stated goal of United Sound is lived out through Annie's commitment to the program: "We know that the joy of learning and performing music is life-changing. We believe that all children should have access to meaningful and authentic music education and musical experiences."

For more information and a great article and video about this program, visit wnin.org, which ran a feature leading up to the Holiday Pops performance.

UE CHANGEMAKER: Latino Community Outreach

From translation of materials and documents, to helping during vaccination clinics, the members of this ChangeLab work diligently to ensure the local Latino community have readily available resources

The University of Evansville's (UE) Latino Community Outreach ChangeLab functions to assist the local Latino community with their needs. From translation of materials and documents, to helping during vaccination clinics, the members of this ChangeLab work diligently to ensure the local Latino community have readily available resources.

Members of the ChangeLab have assisted with various forms of education. The group has incorporated "Latino Healthcare," a workshop presented by these ChangeLab students to medical providers in the Ascension southern region of Indiana. This encompasses all representatives and managers of primary care and essentially all specialty practices, urgent cares, and Tri State Community Clinics.

They have also held events spotlighting breast cancer awareness and included screening and free mammograms for Latinas in conjunction with Ascension St. Vincent.

The Latino Community Outreach ChangeLab works extensively in the community. Members have hosted meetings with middle school Latino students and parents to promote bilingualism, and to explain the need for bilingual healthcare professionals. The goal of these meetings is to acquaint Latinos with the Medical Professions Academy at Central High School and walk them through the application process. The group has also visited with elementary students who speak little English to encourage them to continue speaking Spanish and be proud of their culture.

The work continues to evolve and has included afterschool programs teaching diverse students in K-8 grades basic Spanish vocab and Hispanic culture. At Carver Community Organization's Afterschool Program and Washington Middle School Afterschool Program, the ChangeLab created a Club de Espanol.

Every Sunday, English as a Second Language Classes are held at Holy Rosary Catholic Church to help Latinos develop greater proficiency in English to benefit their work in society as a whole.

ChangeLab students who have taken Spanish throughout high school or who have taken classes in college (as well as native speakers) enjoy these educational initiatives and serve as interpreters and translators for these projects.

To Learn more about the University of Evansville's Changemaker program, go to: www.evansville.edu/changemaker/index.cfm.

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Dentons Welcomes Public Policy Lawyer Joseph Harrison



Joseph Harrison
Partner

Your goals. Your vision. Your success. Our focus.

At Dentons, our law firm is here to help you grow, protect, operate and finance your organization. Learn more about how Joseph and the team at Dentons can help at dentons.com.

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OLD NATIONAL BANK®

Old National introduces Empowerment Small Business Loan Program to address systemic inequities in capital access

In order to expand credit to underserved communities and address systemic inequities in capital access, Old National Bank has created a new Empowerment Small Business Loan Program. Designed for businesses with revenues of less than \$25 million and more than 50 percent minority and/or women ownership, the program empowers Old National's lending team to evaluate certain business loan requests outside the traditional decisioning model, which relies heavily on credit scores.

"The Empowerment Small Business Loan Program enables Old National to provide lending services to gifted entrepreneurs who might otherwise be denied access to capital," said Old National CEO Jim Ryan. "When you strengthen the ability of traditionally underserved individuals to start or grow their business, the entire community benefits."

Research from the Brookings Institute found that average credit scores for Hispanic and Black populations are lower by 33 and 57 points, respectively, relative to white populations. This can lead to challenges for people of color with the desire to attain new capital for a business venture.

"At its core, our Empowerment Small Business Loan Program is about leveling the playing field and partnering with outstanding women and minority entrepreneurs for whom the traditional system can be limiting and frustrating," said Roland Shelton, Chief Strategic Business Partnership Officer for Old National. "When businesses grow, we grow."

A \$50 million pilot phase of the program has kicked off in the Chicago, Indianapolis, Milwaukee, Evansville, Minneapolis & St. Paul and Louisville markets. Old National has already approved more than \$2.1 million in new loans through the program.

To support the new program, Old National promoted Tracy



At its core, our Empowerment Small Business Loan Program is about leveling the playing field and partnering with outstanding women and minority entrepreneurs for whom the traditional system can be limiting and frustrating."

- Roland Shelton
Chief Strategic Business Partnership Officer
Old National Bank

Meeks and Leo Lopez to Community Lending Market Executive positions in the Milwaukee and Indianapolis markets, respectively.

"When institutional change comes about this quickly, it reflects support from senior leadership and visionary alignment across the organization," said Lopez. "But it also speaks to the urgency of the need and, frankly, the opportunity it represents."

Additionally, Old National recently welcomed Twin Cities-based Emma Kasiga as another member of its Community Lending Market Executive team. Kasiga comes to Old National from the Metropolitan Economic Development Association (MEDA) in Minneapolis, where she focused on lending activities for BIPOC businesses in Minnesota.

Old National Bank Commits \$500,000 to Nonprofits Chosen by the Community

Old National Bank has launched its Choose Your Charity campaign, which gives participating communities the opportunity to award local nonprofits with as much as \$15,000. Voters in Illinois, Iowa, Northwest Indiana and Southeast Wisconsin will have the opportunity to choose a 501(c)3 organization to share in \$500,000 of available funds provided by the bank.

"This campaign is a great example of our 'better together' philosophy," said Jim Ryan, Old National Bank CEO. "We are thrilled to support local nonprofits in their important work, while also empowering our community members to tell us who most needs our support."

Leading vote recipients from each banking center will receive \$5,000 to help support their work in our communities, and the overall top vote recipient will receive an additional \$10,000, for a total of \$15,000. Participants may cast their vote once per 24-hour period by visiting <http://www.oldnational.com/cyc> until the contest closes on March 31. Voters do not need to have a business relationship with Old National to participate in the contest.

"This is our way of saying thank you to the nonprofits that serve our community," said Mike Jamieson, Chicago Market President. "We have seen first-hand the impact these funds can have on our community, so we encourage everyone to vote for their favorite charity!"



HARPENAU INSURANCE, INC



Richard Harpenau
President,
Harpenau Insurance, Inc.

Let's welcome Harpenau Insurance, Inc. as a new member of the Evansville Regional Economic Partnership. Harpenau Insurance can be reached by calling 812-547-7901 or email rick@harpenauinsurance.com. Read on as Richard Harpenau, President, tells us about Harpenau Insurance, Inc.

Tell us about Harpenau Insurance, Inc. and the services you offer.
We sell and service all lines of insurance from Personal to Commercial. We specialize in several industries across the country, from the manufacturing side, to the retail side and also the service industry. We are licensed to do business in 45 states. We like the personal touch when it comes to insurance, so we get to know our clients well and have good communications with them through the years.

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

I am a second-generation owner, and I grew up with insurance as a part of my daily life. My father, who started the agency in 1964 out of our home, was a very good example to follow. To me insurance is what I love to do, and I enjoy the different challenges it brings me every day.

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

They need to keep in mind that this industry is where you play the long game. The rewards come in getting the business, but the true reward is the building of the long-term relationship with your client. Nothing comes easy in insurance, and they need to keep making the effort and it will pay off in the long run.

In your opinion, what are three ingredients for success?

Providing excellent service and treating our clients the way we would like to be treated. Making time for the client, no matter the size of the account. And finally, surrounding myself with good people.

What has been one of your toughest challenges?

Keeping up with technology changes and the new possible ways to do business.

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

The values and work ethic of the region are better than other locations.

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

I live in Tell City, close to my parents and the rest of the family. My children are all within a three-hour drive, so that makes it easier to see them and the grandchildren.

Is there anything else you would like to share?

I feel I am fortunate to have been raised in this area and have been able to stay here and have a thriving career. The location of the Tri-State is convenient to other major cities that I like to visit but would not like to live there.

Cash flow best practices every small business should adopt

By Better Business Bureau

As a small business owner, you know how important it is to maintain a steady cash flow. With the high cost of doing business in today's economy, however, many small businesses are struggling to keep their cash flowing freely.

Below, we will go over the best cash flow practices that you can implement to help you manage this essential aspect of your business, even as costs continue to rise.

The importance of proper cash flow management

Many small businesses operate on very slim profit margins. If a small business doesn't generate enough revenue to cover its expenses, it will fall into a deficit and begin to lose money.

The most frequent reason that small businesses fail is cash flow management issues, with 82% of failed small businesses citing cash flow problems as a primary factor.

Managing your cash flow is essential, not only for profitability but for long-term survival. If your small business doesn't have the cash to cover expenses, it will ultimately be forced to shut down. Then, not only will you be out of business, but you may need to liquidate inventory, equipment, and other assets at a fraction of their original value.

Managing your cash flow is all about making the right decisions regarding spending and generating revenue. It's not always easy to know which expenses are critical and which can be cut back or eliminated. It can be even more difficult to know when to invest in a new sales opportunity, especially when your resources are limited.

By implementing a few cash flow best practices, however, you can keep your business healthy and profitable.

5 CASH FLOW BEST PRACTICES WORTH ADOPTING

Every small business owner needs to have a good handle of their cash flow to ensure they can cover their expenses and remain profitable. These five cash flow management best practices will help you manage this important aspect of your business:

1. Send invoices promptly and collect outstanding debts

Maintaining a steady cash flow requires you to ensure that your payments are processed quickly and that all outstanding debts are

promptly collected. Small businesses that work on an invoicing system rather than a direct payment model need to be especially attentive about sending invoices immediately after services have been rendered. Paying your bills and being paid for your services on time is critical for keeping your cash flow steady, and it reduces the possibility of receiving unexpected charges.

2. Conduct weekly cash forecasts

One of the best ways to ensure that your cash flow is being properly managed is to conduct a weekly cash forecast.

A cash forecast is a financial projection that indicates how much cash will be coming in and going out throughout a specific timeframe, such as over the next week, month or year.

By taking a close look at your cash flow every week, you can better understand where your money is going and make more informed decisions about how to invest your resources.

3. Reduce your variable costs where possible

Many small businesses make the mistake of investing in non-essential expenses when they're cash-flow positive. When cash flows freely, it's natural to want to spend money to grow your business further. However, the best way to ensure that your cash flow remains steady is to reduce your variable costs where possible.

In other words, focus on reducing the costs that can be cut back or eliminated entirely without having a significant impact on your business's core operations. This will optimize your cash flow and help your business operate as efficiently as possible.

4. Lease equipment

It can be tempting to invest in whatever machinery, equipment, and other large purchases seem necessary to meet growing demand. However, this can quickly become a cash flow drain if you aren't careful.

Instead, it's often better to lease expensive machinery, equipment, and vehicles. This way, you won't have to pay the high purchase price, but you still get to take advantage of all the benefits of having the equipment when needed.

5. Develop multiple sales channels

Another great way to keep your cash flow steady is to develop multiple sales channels. This not only increases the amount of revenue that you generate but also ensures that you

have a reliable backup plan if one of your primary sales channels begins to slow down.

Get more cash flow tips from the BBB

Don't let cash flow management keep you up at night. Instead, take steps to optimize your cash flow, so you never have to worry about making ends meet. This will not only improve the health of your business, but it will also provide you with the peace of mind that you're operating as efficiently as possible.

For more information

Visit [BBB's Biz HQ](#) for more business resources and tips.

Check out more articles about [you and your business's growth](#).

To review this article and hyperlinked references in full, visit: <https://www.bbb.org/article/business/26571-bbb-business-tip-cash-flow-best-practices-every-small-business-should-adopt>

BBB of Southern Piedmont and Western N.C. contributed this article.

E-REP MEMBER PERK: CREDIT CARD PROCESSING



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POWERED BY COLORADO INSURANCE**
Chris Alexander (812) 638-3030
calexander@buycoloradoinsurance.com
www.buycoloradoinsurance.com

CULLIGAN
377 Fuquay Rd., Chandler, IN 47610
Jeremy Bost (800) 566-1008
jeremy@culliganevv.com
www.culliganevv.com

FIRST FINANCIAL BANK
12600 Highway 41 North, Evansville, IN 47725
Korey Watt 812-618-3196
kjiwatt@first-online.com
www.first-online.com

HAIR REJUVENATION CENTER
7126 Washington Ave., Evansville, IN 47715
Rebecca Salisbury 812-214-5900
hairrejuvenationcenter@gmail.com
www.thehairlosspro.com

I [VERB] YOU
Cyrus Williams 217-840-1622
iverbu@yahoo.com
iverbyou.com

JB'S BARNYARD
Briley Simpkins 812-499-2689
JBsBarnyard@gmail.com
www.JBsBarnyard.com

MAKE YOUR MARK
112 N. West St., Princeton, IN 47670
Emily Wright 812-664-8680
makeyourmarkemb@gmail.com
mymapparel.com

MYRIAD BREWING
101 SE 1st St., Suite 1, Evansville, IN 47708
Jason Elliott 812-402-1515
myriadbrewing@gmail.com
www.myriadbrewing.com

OAK STREET HEALTH
2201 S. Weinbach Ave., Evansville, IN 47714
Monica Centers 812-370-6003
monica.centers@oakstreethealth.com
www.oakstreethealth.com

PARLOR DOUGHNUTS
204 Main St., Suite D, Evansville, IN 47708
TJ Rodriguez 812-303-8011
www.parlordoughnuts.com

RIVER CITY MATTRESS (OF EVANSVILLE)
4818 W. Lloyd Expressway, Evansville, IN 47712
Jeremy Laurence 812-909-0048
jeremy@rivercitymattressevv.com
www.rivercitymattressevv.com

SCHMITT ACCOUNTING & TAX
LaShea Schmitt 812-602-0950
schmittcpafirm@gmail.com
schmittaccounting.com

TROTTER HOUSE OF POSEY COUNTY
220 W. Fourth St., Unit A Mount Vernon, IN 47620
Charlotte Pfeiffer 812-831-3952

VICTORY THEATRE
600 Main St., Evansville, IN 47708
Scott Schoenike
victorytheatre.com

MEMBERSHIP UPGRADE

RED WING SHOES
2320 N. Green River Rd., Suite C, Evansville, IN 47715
stores.redwingshoes.com/evansville-in
Jarrad Beard 812-479-5775
jarrad.beard@ehrlichcorp.com

MEMBER RENEWALS

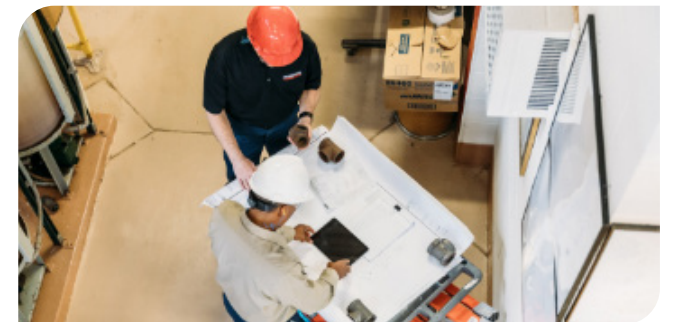
- A&A Custom Automation
- AIDS Resource Group of Evansville, Inc.
- Benchmark Family Services
- Best Home Furnishings
- Bethel Manor
- Brinker's Mfg. Jewelers, Inc.
- Bucks and Jakes Outfitters
- Charles Schwab Independent Branch
- Custom Resins
- Custom Staffing Services
- Daisy's Pet Playground
- Edward Jones - Clark Stanfill
- Emergency Radio Service (ERS) (DBA ERS Wireless)
- Evansville Regional Airport
- Express Employment Professionals
- Field & Main Bank
- Freeman, Will & Niemeier
- Gottco/Gottman Electric Company
- Honey Baked Ham Co & Cafe
- International Facility Management Association
- JA Benefits, LLC
- John Friend & Company
- Koorsen Fire & Security
- Lampion Center, Inc.
- Legal Shield
- NetSavvy
- Northwestern Mutual
- OneMain Financial
- Orr Environmental Solutions, LLC
- Piranha Mobile Shredding
- Reference Services, Inc.
- SABIC
- Stanley Steemer
- SWIRCA & More
- Teknor Apex Company
- The Women's Hospital
- Town & Country Pools
- Vineyard Financial
- Warrick Humane Society
- Wesselman Woods Nature Center
- Wise Staffing Group
- Zaxby's



Let's welcome Grainger as a new member of the Evansville Regional Economic Partnership. Grainger is located at 837 N. Congress Ave. in Evansville and can be reached by calling 812-893-7292 or email jeremy.eades@grainger.com. Read on as Jeremy Eades, Branch Manager, tells us about Grainger.



Tell us about Grainger and the services you offer. Grainger is a leading broad line distributor with operations primarily in North America, Japan and the United Kingdom. Founded in 1927, Grainger offers more than 2 million maintenance, repair and operating (MRO) products in its High-Touch Solutions assortment and more than 30 million products through its expanding Endless Assortment offering. We achieve our purpose, *We Keep the World Working*®, by serving more than 4.5 million customers with a wide range of products that keep their operations running and their people safe. Grainger also delivers services and solutions, such as technical support and inventory management, to save customers time and money. This is our 54th year operating a branch location here in Evansville!



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

I wanted to be a part of Grainger's mission and purpose of *We Keep the World Working*®. Helping people find solutions to their needs brings about satisfaction knowing we are here for them. We also offer 24/7 emergency service when needed.

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

If you are driven to help others find solutions, are a great communicator who delivers on excellent customer service and want to be a part of a Best Place to Work company, Grainger is for you!

In your opinion, what are three ingredients for success?

Ambition, Confidence, Consistency

What has been one of your toughest challenges?

When a customer comes in looking for a unique part or item, it definitely challenges us to find it, but we do! With over 2 million items in stock in our network, most items are a day away from being delivered right here at the branch.

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

The Evansville Region is continuously thriving and is an ideal spot to operate a business, centrally located from major cities nearby. We are all one team with a common goal to help others achieve success. Everyone is treated as neighbors wanting the best for each other.

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

The people. The more I live in this community, the more I realize that it's such a caring community. With a strong sense of belonging and knowing that other community members will take care of each other comes a sense of peace, security and meaning.

Is there anything else you would like to share?

I invite you to check us out at Grainger.com and to also stop by our local branch to see what we can do for you!

RIBBON CUTTINGS & MILESTONES

Milestone celebrations are a benefit of Evansville Regional Economic Partnership membership. To request a milestone ribbon-cutting click or scan the QR code.



SWAT PEST MANAGEMENT OF OWENSBORO

Swat Pest Management Of Owensboro celebrated a grand opening with a ribbon-cutting at 1030 East 18th St., in Owensboro. Swat Pest prides themselves on treating their staff and customers like members of their family, and because of this philosophy, they have become the trusted resource for dependable and quality service in the community. Contact them at 812-476-9708 or visit them at www.swatpest.com.



EMERALD DESIGN

Emerald Design celebrated a 1-year anniversary with a ribbon-cutting at 425 Main St., Suite 12 in Downtown Evansville. Emerald Design is a full service floral, plant, and gift shop located in downtown Indiana and serving the Tri-State area. We offer in-store flowers and gifts as well as delivery in the greater Evansville area. We also offer flower subscriptions and specialize in weddings and events. All of this is offered through a creative lens with sustainability in mind. Contact them at 812-568-4460 or visit them at www.emeraldevv.com.



BIG BROTHERS BIG SISTERS OF SOUTHWESTERN INDIANA

Big Brothers Big Sisters of Southwestern Indiana celebrated a 41-year anniversary of "Bowl For Kids' Sake" fundraiser at Franklin Lanes. All proceeds from this event go to support the BBBS one-to-one mentoring programs in our area. All event information can be found at <https://bit.ly/4Quo9Bv> Big Brothers Big Sisters of Southwestern Indiana is a one-to-one mentoring program dedicated to improving our community's children's lives. Contact them at 812-425-6076 or visit them at www.mentoringkids.org.



AMERICAN RED CROSS

The American Red Cross celebrated Red Cross Month with a ribbon-cutting at Evansville Regional Airport. From disaster relief to fire prevention and safety to blood collections and military and veteran family assistance, the local Red Cross continually delivers. Contact them at 812-471-7200 or visit them at www.redcross.org/indiana.



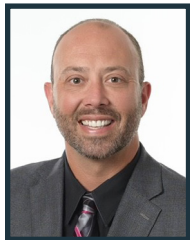
PARLOR DOUGHNUTS

Parlor Doughnuts celebrated a new location with a ribbon-cutting at 204 Main St. in Downtown Evansville. The Main Street location will become a training hub for franchisees and home of their coffee roaster! Contact them at 812-303-8011 or visit them at www.parlordoughnuts.com.



RIVER CITY MATTRESS OF EVANSVILLE

River City Mattress of Evansville celebrated a grand opening with a ribbon-cutting at 4818 W. Lloyd Expressway in Evansville. River City Mattress is a locally owned and operated company committed to providing the best mattress buying experience in Evansville. Contact them at 812-909-0048 or visit them at www.rivercitymattressev.com.



CHRIS WAMPLER

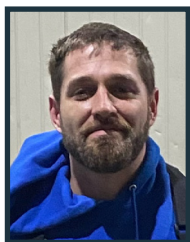
Chris Wampler was named Market President at Legence Bank in Evansville. Wampler has 24 years of experience in banking, including time as an Agricultural Community Banker, Branch Manager and Agricultural Service Lender. Most recently, he was Vice President Commercial Banking at German American Bank in Evansville. Wampler's community involvement includes serving as Vice President of Funk in the City Board, Past Board President and current board member for the Lampion Center, United Way of Southwestern Indiana Board of Directors, Application Committee and Budget Partner for Habitat for Humanity, in addition to volunteering for Boy Scouts of America, and Newburgh youth sports. He earned his bachelor's degree from Purdue University and numerous banking certifications throughout the past 24 years. In addition to his community involvement, he graduated from Leadership Evansville and Leadership Knox County.

REXING COMPANIES

Rexing Companies made four new hires:



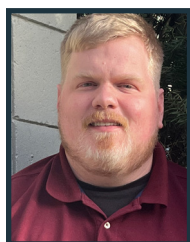
TERRY SHIRLY



PAUL CHANLEY



JERALD MOORE



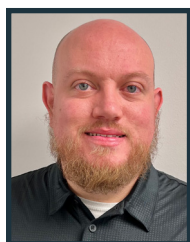
RILEY HEFTYE

Terry Shirly is now Terminal Manager. Shirly has more than 40 years of experience in the transportation industry, most recently in terminal and operations management with Black Horse Carriers / Penske.

Paul Chanley is now a Forklift Operator.

Jerald Moore is a Class A CDL over the road driver.

Riley Heftye is an Account Manager.



JEREMY ADAMS

Youth First, Inc., welcomed Jeremy Adams to its Philanthropy Team as the new Regional Development Officer serving Daviess, Gibson, and Martin counties. Adams has more than a decade of sales, business development, and fundraising experience, most recently serving as an Agent Producer at Hoosier Insurance & Financial Services

in Washington, IN. Prior to his position in insurance, he managed a sales territory as a Sales/Marketing Manager with SERVPRO of Vincennes/West Evansville. He also gained experience as a Sales Consultant with both Yochum Chrysler and Uebelhor and Sons Buick GMC Cadillac in Vincennes. The Vincennes native attended Lincoln High School and Vincennes University.



JARUS JONES

Hafer promoted Architect Jarus Jones to Senior Associate and Manager of its Carbondale, IL, office. Hafer expanded into Illinois following the 2021 acquisition of hmb Architects. Jones not only manages the Illinois office, he works with one of Hafer's largest clients and manages projects across the United State and Puerto Rico. Jones has been with the firm since 2004. Hafer, an architectural, design and engineering firm launched in 1978, is based in Evansville and also has offices in Carbondale, Columbus, OH, and Owensboro, KY.

INDIANA MEMBERS CREDIT UNION

Indiana Members Credit Union announced four Retail Operations team promotions:



CONNIE TYLER

Connie Tyler was promoted to Vice President, Branch Operations. Tyler has been with IMCU for 37 years in positions of Teller, Branch Manager and Assistant Vice President. She will provide primary lending support for branches, develop and improve branch productivity and efficiencies, as well as enhance staff product knowledge, coach, develop personnel, and assist Managers in staffing and performance.



KATHLEEN MITCHELL

Kathleen Mitchell was promoted to Vice President, Branch Operations. Mitchell has been with IMCU for 31 years as a Trainer, Branch Manager, and Assistant Vice President. Mitchell will be responsible for mentorship, training and development of a team of Branch Managers as well as serve as Administrator for the lending platform. She

is a graduate of the University of Indianapolis with a Bachelor's degree in Organizational Leadership, Summa Cum Laude and Alpha Chi.



JILL PELLEY

Jill Pelley was promoted to Assistant Vice President, Branch Operations. Pelley has been with IMCU 14 years beginning as a Career Associate and then as Branch Manager. She will be responsible for maximizing employee effectiveness through coaching and mentoring branch staff. She is a graduate of Ball State University with a

Bachelor's degree in General Studies.



SHANNON MULLEN

Shannon Mullen was promoted to Assistant Vice President, Branch Operations. Mullen has been with IMCU for 26 years and has served in roles as Teller, Trainer, Mortgage Loan Officer, and Branch Manager. Mullen will be responsible for maximizing employee effectiveness through coaching and mentoring branch staff. She is a certified

Master Trainer of Business Development Services and Certified Service Strategies Trainer.

UNITED LEASING & FINANCE

United Leasing & Finance, an equipment leasing and finance company based in Evansville, announced the promotions of five employees.

EMILY KENDRICK

Emily Kendrick was promoted to Controller from her previous position as Assistant Controller. She will be responsible for overseeing the day-to-day operations of the accounting department and will lead projects focused on process improvements, automation, and other corporate quality initiatives. Kendrick earned her bachelor's degrees in accounting and finance from the University of Southern Indiana (USI) before joining

United's accounting department in 2015.

SHANTA KHATRI

Shanta Khatri was promoted to Treasury/Accounting Supervisor from her prior role as a Senior Accountant. She will be responsible for various treasury duties, including daily cash management, treasury service management, and overseeing the security and administration of all company bank accounts. Khatri graduated from USI with a bachelor's degree in accounting and joined the United organization in 2013.

WHITLEY EVERITT

Whitley Everitt was promoted to Senior Accountant. She previously held the position of Staff Accountant II. As Senior Accountant, Everitt will be responsible for managing financial statement preparations and presentations, developing automation for financial reporting, and more. She joined the United organization in 2017.

HEATHER FREDERICK

Heather Frederick was promoted to Title and Registration Manager after previously serving as the Senior Title and Registration Administrator. She will be responsible for overseeing the tracking and management of title and registration documents for the company's entire vehicle portfolio, including maintaining electronic records and physical files. Frederick joined the United organization in 2005, starting as a Title Administrator.

CINDY WILLIAMSON

Cindy Williamson was promoted to Sales Administration Manager. She will be responsible for managing the sales administration team and play a vital role in supporting the sales team to ensure smooth and efficient operations within the sales department. Williamson graduated from USI with a bachelor's degree in elementary education and joined United Leasing & Finance as a Sales Administrator in 2022.

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**E-REP AMBASSADORS OF THE MONTH
FEBRUARY 2023**

MAKENZIE HART
APEX GROUP

KATELYNNE EDGE
MIDWEST COMMUNICATIONS

BRITTANY WADE
OAK STREET HEALTH

Thank you,

FOR YOUR ENGAGEMENT IN THE BUSINESS COMMUNITY!
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**ARE YOU IN?
67%**

of job seekers consider workplace diversity an important factor when considering employment opportunities. (Glassdoor)

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www.evansvilleregion.com/programs-initiatives/dei-toolkit/

UE RIDGWAY COLLEGE OF ARTS & SCIENCES

The University of Evansville's Ridgway College of Arts and Sciences announced the investiture of two Chemistry faculty members:



DR. KRISTY K. MILLER

Dr. Kristy K. Miller was named the Weller Endowed Professor in Chemistry, funded by Eloise and Lowell Weller, natives of Ohio. Eloise Weller was a teacher in the Evansville-Vanderburgh School Corp. Lowell Weller served on the faculty of UE beginning in 1956 and wrapping up in 1989. Miller is Professor and Chair of the Robert J. '66 and Judy Decker '66 Wargel Department

of Chemistry at UE. Miller obtained her Bachelor of Science in Chemistry from Indiana University in 1999 and PhD in Biochemistry from the University of Louisville in 2004. She began her career in the UE Department of Chemistry in 2004 and has been Chair since 2011. Miller covers both general chemistry and biochemistry. Her research interests include the enzyme regulation of 11-Hydroxysteroid Dehydrogenase Type 1 as well as best practices of assessment of chemical education. Since her appointment, Miller has mentored 20 undergraduate research students and been awarded over \$80,000 in external funding from both the MERCK/AAAS Undergraduate Science Research Program and the Jean Dreyfus Boissevain Lectureship for Undergraduate Institutions Program. Miller helped initiate the Baccalaureate to Doctor of Medicine (B/MD) program at UE and has also served on various committees during her tenure at UE, including the University Judicial Board, the Academic Assessment Committee, the Faculty Appeals Committee, Admission and Standards Committee, as well as several search committees. She received the Sidelle and Sydney Berger Award for University Service and has been a recipient of the Eykamp Prize, an award that acknowledges faculty achievement. Miller was also named to the 20 Under 40 Class of 2012 which recognizes individuals under 40 in the Evansville community who exhibit leadership in various ways.



DR. ROSLYN LAMPKINS

Dr. Roslyn Lampkins was named the Wargel Endowed Chair in Chemistry. She joined UE's Department of Chemistry as an Assistant Professor in 2017, and she wasted no time getting her undergraduate research lab up and running. The theme for her research is "supramolecular therapeutics." Lampkins' group uses the principles of supramolecular chemistry (molecular recognition and

intermolecular interactions) and computational analysis to design and synthesize purine-based scaffolds that can be used as enzyme inhibitors and DNA minor-groove binders. Lampkins received a Bachelor of Science in Chemistry from Western Kentucky

University. During her time at WKU, she had the opportunity to work as an undergraduate researcher studying substrate-assisted ortho-metalation of aromatic molecules in hydrocarbon solvents to improve the synthesis of pharmaceuticals. She also participated in a summer research experience for undergraduates at the University of Tennessee, where she synthesized and investigated polymer-supported dyes to selectively bind and remove toxic metals from aqueous environments. Lampkins received her PhD in Organic Chemistry from the University of Florida. Her graduate training in the Castellano lab involved designing, synthesizing, and characterizing a novel class of purine derivatives and exploring their applications in self-assembly and molecular electronics. After receiving her PhD, she conducted postdoctoral research at the University of Notre Dame in the lab of Professor Paul Bohn, where she worked on integrating microfluidics and electrokinetics to develop early prototypes of novel "lab on a chip" sensor devices. Lampkins has mentored 17 undergraduate researchers since joining UE. The UE Department of Chemistry is named after Bob and Judy Wargel, both alumni of the university with degrees in Chemistry. After graduating from UE in 1966, Bob pursued his PhD from Northwestern University in Illinois, and Judy joined Abbott Laboratories where she worked as an information scientist, a medical writer, and ultimately in regulatory affairs.

UE SCHROEDER FAMILY SCHOOL OF BUSINESS ADMINISTRATION

The University of Evansville's Schroeder Family School of Business Administration announced the investiture of two faculty members during a ceremony on Wednesday.



From left to right, Yolanda Obaze and Rania Mousa.

RANIA MOUSA, PHD

Rania Mousa, PhD, was named the Mead Johnson Nutrition Endowed Chair in Business and Yolanda Obaze, PhD was named the Guthrie May Endowed Chair in Business. Mousa, Associate Professor of Accounting, holds a bachelor's degree in Accounting from the American University in Cairo, Egypt. She also holds a Master of Business Administration from Illinois Institute of Technology and a PhD in Accounting from the University of Birmingham

in England. Mousa has been teaching at the University of Evansville since 2010. She teaches courses in Financial Accounting, Accounting Information Systems, Computer Accounting, and Forensic Accounting. Mousa's doctoral research centered on examining the implementation process of open standard reporting technologies in the United Kingdom's His Majesty's Revenue and Customs and Companies House. Her research has expanded to cover a wide range of areas, including accounting information systems, financial and non-financial reporting technologies, electronic government, financial inclusion, and pedagogical research in forensic accounting and accounting education. Over the last 13 years, Mousa has published 14 peer-reviewed publications, including 11 papers and

three book chapters. During her tenure at UE, Mousa has received multiple awards, including the Schroeder Dean's Research Award in 2017 and Teaching Award in 2019. In August 2022, she received the American Accounting Association's Forensic Accounting Section's Best Teaching Innovation Award for a fraud case she created. This year she has received the 2022-2023 UE Global Scholar Award allowing her to present her paper on Grameen America's remarkable response to the COVID-19 pandemic at the University of Bologna in Italy.

YOLANDA OBAZE, PHD

Yolanda Obaze, PhD, was named the Guthrie May Endowed Chair in Business. She is an Associate Professor of Supply Chain Management. She also serves as the Director of the Center for Logistics and Supply Chain Management. Obaze obtained both her MBA and PhD from the University of North Texas. Obaze was instrumental in the creation and implementation of the Logistics and Supply Chain Management (LSCM) program and continues to teach a significant portion of the curriculum. She ensures the efficient running of the Center through cross-industry collaborations. Obaze currently serves as the Academic Advisor for the LSCM student organization, Business Professional of America student chapter, and the Sigma Phi Epsilon fraternity at UE. In 2018, she received the Schroeder Dean's Service Award. Her doctoral research centered on the community-based context of humanitarian logistics and supply chain management. She serves on the Board of Directors for both the Evansville Association of the Blind and the Potter's Wheel Ministries. Her research work also extends to Aces Haven, the on-campus food pantry that addresses food insecurity among students and the local community. Obaze received the Schroeder Dean's Research Award in 2019 and was a 2020 UE Global Scholar Award recipient. In 2019, she was awarded the Annual Decision Sciences Institute's Best Theoretical Paper Award for her work on social supply chain management.

E-REP MEMBERS

Say it best!

BRENT MAGRUDER
COMMERCIAL REP.
SWAT PEST MANAGEMENT

The CNN events put on by E-REP are a vitally important part of my business growth. I have had the opportunity to get the word out about the services Swat Pest provides to so many new people from a wide variety of organizations. In addition, I have been able to help other businesses grow by learning what they do and offering referrals from individuals I meet around the area. CNN truly embodies the "Givers Gain" mentality. I invite anyone who has never attended to join us and give it a try. You will not regret the decision!"

- Brent R. Magruder

#looksgoodonyou

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

CNN community
NETWORKING & NEWS

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

FORVIS

FORVIS, LLP, one of the nation's top 10 accounting firms, announced four promotions.



AARON REYNOLDS, CPA

Aaron Reynolds, CPA, was promoted to director. He provides assurance and consulting services to commercial services and manufacturing and distribution clients. He works extensively with companies having private equity ownership and also leads a number of employee benefit plan audits. Reynolds is a graduate of Oakland City University with a Bachelor's of Science in Business Administration with a focus in accounting.



JESSE OLIVER, CPA

Jesse Oliver, CPA, was promoted to manager. Oliver provides tax services to a variety of clients across different industries, and is a graduate of the University of Southern Indiana with a Bachelor's of Science in Accounting and Professional Services.



EMMALEE GIESLER, CPA

Emmalee Giesler, CPA, was promoted to senior associate II. Giesler provides audit and attestation services to manufacturing and distribution clients, not-for-profit universities, and employee benefit plans. She is a graduate of Indiana University's Kelley School of Business with a Bachelor's of Science in Business and an MBA with a focus in accounting.



SIERRA VOEGERL, CPA

Sierra Voegerl, CPA, was promoted to senior associate II. Voegerl provides tax services to a variety of clients across different industries, and is a graduate from University of Evansville with a Bachelor's of Science in Accounting.



EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

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☆ LUNCH WITH THE ☆ LT. GOVERNOR

- ✓ ADVOCACY
- ✓ LEGISLATIVE UPDATES
- ✓ NETWORKING
- ✓ COMPANY RECOGNITION

Indiana's Lieutenant Governor Suzanne Crouch built her extensive career in state and local government as state representative for Vanderburgh and Warrick Counties, a Vanderburgh County Commissioner, and as a Vanderburgh County Auditor.

As Lieutenant Governor, Suzanne oversees a portfolio that includes the Indiana State Department of Agriculture, Indiana Housing and Community Development Authority, Office of Community and Rural Affairs and Indiana Destination Development Corporation. In addition, she also serves as President of the Indiana Senate, chair of the Indiana Women's Suffrage Centennial Commission, chair of the Intellectual and Developmental Disabilities Task Force, chair of the Indiana 2020 Census Committee and oversees the Next Level Veterans initiative and the Next Level Connections initiative.

The Evansville Regional Economic Partnership welcomes Suzanne again for our annual Lunch with the Lt. Governor! Don't miss your chance to hear her insights and unique perspective at this historically SOLD OUT annual event.

MAY 22, 2023

11:30 AM - 1 PM

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