

BUILDING INDIANA

JANUARY/FEBRUARY 2017 | \$6.95



**HIGHER
EDUCATION**
& CONTINUED
DEVELOPMENT
ISSUE 2017

THE REMOVAL OF JUST ONE CEILING TILE CAN SEND MILLIONS OF FUNGAL SPORES INTO AN OCCUPIED SPACE

WE BUILD A WALL BETWEEN YOU AND INFECTION.



Community Hospital Surgery Department
Munster, Indiana

ICRA BEST PRACTICES
INFECTION CONTROL
RISK ASSESSMENT

The Pangere Corporation is the premier general contractor with a workforce comprehensively trained, certified and experienced in ICRA Best Practices.

As infection preventionists, we contain pathogens and keep those in your building safe.

- Planned impermeable barriers
- Construction sanitation
- Debris encapsulation
- Air flow monitoring
- Prevention of operational disruptions

MARKETS INCLUDE:

- Healthcare
- Education
- Hospitality
- Food Processing Centers



Control medical costs and keep employees **HEALTHY.**

WorkingWell provides
a comprehensive approach to employers
with job-related health needs.

PROGRAM OFFERINGS:

- Onsite services such as drug testing, Pulmonary Function Testing, fit tests, flu vaccine program and CPR and first aid training.
- Health fairs featuring blood panels, blood pressure, BMI (Body Mass Index) and educational presentations.
- A drug-free workplace through our professional drug screen program *SelectWell*.
- Customized programs designed to provide personalized and comprehensive medical resources through our Onsite/Near-site Dedicated Clinics.

WorkingWell

consistently maintains patient
customer satisfaction scores of

90% and higher



 Franciscan
WORKINGWell

(866) 552-WELL(9355) WorkingWell.org

2017 Brings Lots to Learn -

Welcome to a brand new year of *Building Indiana*! We're kicking off our eleventh year with a renewed focus on learning, in all of its various shapes and sizes, and all the different ways your company can grow through education, training, and enhanced skillsets.

Throughout all of the research we've conducted for this issue, we've come to one resounding conclusion – education is almost always a good investment for your company, provided you enter into your investment with a clear goal in mind.

- **Hoping to reduce turnover?** 74 percent of employees feel they aren't achieving their full potential at work due to lack of development opportunities.¹ Providing more opportunities for growth can increase retention.
- **Want to improve your bottom line?** Training geared for sales and marketing professionals can result in 24 percent higher profit margins and an increase in sales of up to 6.5 percent.²
- **Want to keep your customers happy?** A comprehensive training program for customer service reps can improve your customer satisfaction rating by 9.5 percent, and happy customers are reported to be 33 percent more likely to do more business.²

The point is, once your company clearly outlines the goals it's trying to achieve, education is almost always going to be a component of your pathway forward. It's for this reason we dedicate our entire JAN-FEB issue to everything that falls under the umbrella of learning.

We've got an outstanding lineup for you this year that'll get you up to speed on every facet of education in Indiana business as this new year begins. We've got tips for you on how your company can partner with universities to develop talent, close looks at more than a half-dozen different major academic projects currently taking shape, examinations of programming being implemented to train more than a million workers over the next few years, expansions to state university medical degree offerings, and so much more. We've really stuffed these pages with as much knowledge as we possibly could.

As always, our goal is to share success stories and strategies that will inspire your company to continue growing. We hope you're able to capture every opportunity this new year will bring!

Kind regards,

Andrea M. Pearman
Publisher



Sources:

1. Middlesex University for Work Based Learning
2. LearnDash

CORPORATE HEADQUARTERS

1330 Arrowhead Court
Crown Point, IN 46307

Publisher

Andrea M. Pearman
apearman@buildingindiana.com

Sales

John Brant
jbrant@thinkdiversified.com
Tiffany O'Donnell
todonnell@thinkdiversified.com

Writer/Editor

Nick Dmitrovich
ndmitrovich@buildingindiana.com

Art Director

Samantha Raab
sraab@thinkdiversified.com

Accounting

Debbie Czerwinski
dczerwinski@buildingindiana.com

Circulation

Ruth Siemer
rsiemer@buildingindiana.com

Administration

Kelsey Beshears
kbeshears@thinkdiversified.com



2016 Communicator Award

Building Indiana is published by
Building Indiana Media Group
a Diversified Marketing Strategies company

WBE / DBE Certified

Visit us at buildingindiana.com

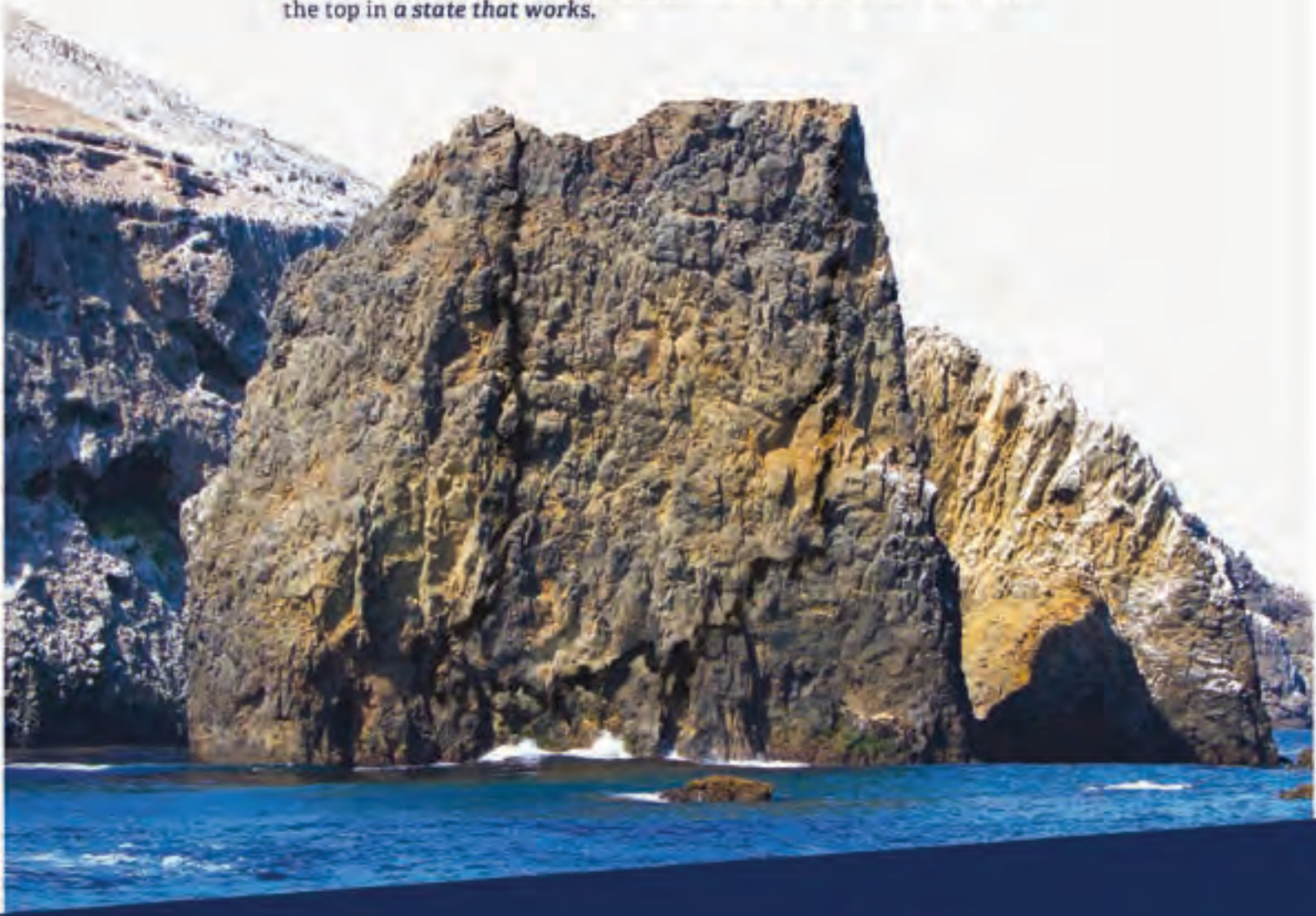
Subscriptions:
Standard rates: \$25.95/year
Single copy price: \$6.95

Copyright ©2017 Building Indiana News is published six times a year. Address correspondence to: 1330 Arrowhead Court, Crown Point, IN 46307. Publisher reserves the right to accept or reject any editorial or advertising matter. Publisher assumes no responsibility for return of unsolicited manuscripts or art. No part of this publication may be reprinted or otherwise duplicated without the written permission of the publisher. For general reprint information, contact Building Indiana News at apearman@buildingindiana.com. All opinions and views are solely those of the participants or editors and are not necessarily the views of magazine sponsors.



Mountains of savings. Oceans of opportunity.

Between the mountains and the oceans is a frontier of opportunity that includes world-class educational institutions, top-tier graduates, innovative start-ups and established Fortune 500 companies. As CNBC's #1 choice for cost of doing business in the US, Indiana offers mountains of savings and oceans of opportunity for your business, your employees and your next endeavor. Join us for a new view from the top in a state that works.



NIPSCO 

 **Indiana**
AStateThatWorks.com

Contents

JANUARY/FEBRUARY 2017



EVERY ISSUE

- 04 PUBLISHER'S DESK
- 08 CONTRIBUTORS
- 10 BUSINESS BUZZ
- 22 PEOPLE NEWS

EXPERT ADVICE

- 28 **RULE OF LAW**
Employer Drug Testing Takes a Hit from OSHA
- 30 **THE BOTTOM LINE**
Is It Worth It?
- 32 **SMALL BUSINESS**
A Guide When You Need One
- 42 **BEING PRODUCTIVE**
The Usual Suspects
- 66 **THE LAST WORD**
Beginning Indiana's Third Century

FEATURES

- 09 **MAIN BUZZ**
- 24 **PHOTO FEATURE**
- 34 **COVER STORY**
Getting Them Ready
- 38 **FACTS & STATS**
- 40 **MASS PRODUCTION**
Education Underground

DEPARTMENTS

- 45 **CONSTRUCTION FEATURE**
New Foundations for Higher Learning
- 49 **REAL ESTATE**
Open for Business
- 52 **ECONOMIC DEVELOPMENT**
Let's Get to Work
- 54 **WORKERS COMP**
Frigid Litigation
- 56 **LOGISTICS**
Need for Speed
- 58 **WELL BEING**
A New School of Thought
- 60 **LIFELONG LEARNING**
Taking the Reins
- 62 **PHILANTHROPY**
The Inside Scoop
- 64 **MARKETING**
Overlooked Marketing Assets



**Not
FOR SALE**



**Indiana's
Largest Private
Family-Owned Bank**



Michael E. Schrage
President/CEO Centier Bank

Contributors



Governor Eric Holcomb

Eric Holcomb is Indiana's new governor, beginning his first term in January of 2017. A life-long Hoosier, he is a veteran of the United States Navy, served as Indiana's Lt. Governor, was a trusted advisor to both Governor Mitch Daniels and Senator Dan Coats, and was a former state chairman of the Indiana Republican Party. He also has experience at the district and local levels as well, managing successful campaigns for U.S. Congressman John Hostettler, serving as the Congressman's official district director, and conducting a mayoral race in Vincennes.



Arthur C. Johnson II

Arthur Charles Johnson II is a partner at Johnson Ivancevich, LLP. Arthur's practice focuses on civil litigation, labor, employment, and construction law. He is licensed to practice in the federal and state courts of Indiana, as well as the Northern District of Illinois, as well as being a member of the Lake County, Indiana, and American Bar Associations.

We welcome our readers to provide our editorial staff with suggestions on emerging issues, trends, and opinions offering a different perspective.

Contact: editor@buildingindiana.com

Safety is our First Lift

Chellino Crane will accommodate all your crane and rigging needs. Starting with daily rentals, large and small hydraulic truck cranes are available ranging from 40 to 600 ton along with 200 to 600 ton crawler cranes.

Recently added to our fleet is our Manitowoc 18000 600 ton crawler and our Liebherr 600 ton truck crane.



Three generations of quality in crane rental

915 Rowell Avenue
Joliet, IL 60433
(815)723-2829
(815)723-0968 FAX
www.chellinocrane.com



E S T A B L I S H E D 1 9 4 5

Collaborative Effort Brings Florida Company to East Chicago, IN

By Nick Dmitrovich



A collaborative effort between a local industrial real estate firm and several state/local entities recently helped a Florida rail company establish their first location in Indiana.

Jacksonville, Florida-based Patriot Rail Company LLC, worked with Commercial Advantage, Inc. of Merrillville to acquire the assets and former location of United Transportation Group (UTG) at 1150 E. 145th Street in East Chicago, Ind.

Patriot Rail manages 12 short line railroads in 14 different states and serves a diverse array of industry clients. The company's newly upgraded East Chicago facility, now known as Lakeshore Railcar Services, is a 34-acre, full-service, logistics support complex that will have rail tank car and tanker truck washes, transloading, truck/trailer mechanical repair, maintenance, hazardous materials (HM) testing, and waste water treatment services.

During the company's purchasing phase, several hurdles were posed to prolong the process – namely centering on environmental compliance concerns. But the collaborative efforts of the Northwest Indiana Forum & the Indiana Economic Development Corporation (IEDC) provided Patriot Rail with guidance and information that supported the project and helped keep the purchasing agreement from further delays.

"Lakeshore Railcar Services has different processes than the previous owners of the property

performed. So, they needed the environmental permits modified," said Don Wagener, Industrial Broker/VP with Commercial Advantage. "The company did a great job of making sure they had everything consistent with their required practices prior to completing the transaction and taking over operations."

"If it wasn't for the accurate information we received from the NWI Forum, who connected us with the right people at the IEDC, IDEM, and EPA, this project might not have moved forward as well as it did," Wagener said.

"We found Indiana to be a very business-friendly state and were encouraged by the close collaboration and support we received from officials. Without this assistance, we would not have been able to get the operation up and running so quickly."

Lori Tubbs, President of Commercial Advantage, said, "This is a huge win for East Chicago and Indiana. On both the local and state levels, we've shown that we're an area that can work together and achieve great results. I'd like to commend Patriot Rail, the NWI Forum, IDEM, and IEDC for all of their hard work."

Kay Nelson, Director of Environmental Af-

fairs with the NWI Forum, described the Forum's role in the project as being that of an informative liaison. She said, "This particular project was a little trickier than most, but Patriot Rail saw the value of the site and made a great effort to make sure all requirements were met."

Several factors played into Patriot Rail's decision to invest in East Chicago. The site is located only 20 miles south of downtown Chicago, IL and is strategically connected and adjacent to the largest rail hub in North America. The facility also features an additional 12 acres of undeveloped land which will allow for future expansion that could create between 20-30 new jobs over the next 24-36 months.

The specific dollar amount of the investment was not disclosed, but Patriot Rail did say that a large portion of capital was spent to upgrade the facility to meet Patriot Rail's specific safety standards, as well as to ensure ongoing compliance with federal and state regulatory agencies.

"Though working with government officials can often be challenging, our team had the full cooperation of both the Indiana Department of Environmental Management and the EPA," said Patriot Rail President and CEO, John Fenton. "We found Indiana to be a very business-friendly state and were encouraged by the close collaboration and support we received from officials. Without this assistance, we would not have been able to get the operation up and running so quickly." ♦

Business Buzz



Northwest

Crown Point to Honor 20+ Year Companies

The City of Crown Point is planning on celebrating companies that have been conducting business within the city for 20 years or longer at Mayor David Uran's "State of the City" event. In order to be considered for the "Longevity Award," which is one of several awards that will be given throughout the evening, long-running businesses of Crown Point are asked to contact Diana Bosse, Director of Special Events for the City of Crown Point, at dbosse@crownpoinc.in.gov.

The State of the City event will take place on March 21st at the White Hawk Country Club in Crown Point. The evening will include dinner,

the mayor's address and economic outlook for 2017, as well as networking opportunities, awards presentations, and more.

TradeWinds to Celebrate 50 Years of Service

In recognition of 50 years of service, TradeWinds is celebrating its history with special events throughout 2017, the first of which is the TradeWinds 2017 Gala on Saturday, April 29th at the Venue at Horseshoe Casino. A big part of the organization's history is its Sempre Vivum Board of Directors; currently comprised of 14 people who are an important part of the growth and success of TradeWinds. Over 500 attendees are anticipated to join in the celebration.

TradeWinds's annual golf outing will be held July 10th at Sand Creek and aims to build

on the success of last year's massive event. Also, TradeWinds's Deaf Services Annual Luncheon will be October 7th at the Avalon. The group hopes to double its successful turnout from last year.

Company officials have said there are many more people who need assistance throughout TradeWinds's service area. This year's calendar of events will allow the organization to raise the funds needed to reach more of these people.

Ivy Tech, SCILL Guide Students Down Manufacturing Path

Thanks to a new pathway offered by Ivy Tech Community College, in partnership with the Starke County Initiative for Lifelong Learning, Inc., some students have the opportunity to earn a Mechatronics Certificate even before receiving

We are your Business Solution.

Count on us to recycle your old technology securely, safely & responsibly.

TRADEWINDS MAKES IT EASY TO COMPLY.

Electronic Recycling at TradeWinds offers:

- Secure data destruction of hard drives using industrial shredder
- Convenient drop off or pick up service (see website for fee schedule)
- Member of CyclePoint™ — a national R2/RIOS recycling network
- Registered Collector & Recycler with IDEM: Indiana E-Waste Program

Give us a call at 219.945.0100
Open M - F • 7:30a - 3:30p
 3201 East 83rd Place • Merrillville, IN
 219.945.0100 | tradewindsnw.org

trade winds
 a member of...

CyclePoint **RIOS** **INDIANA E-Cycle**

TRADEWINDS ELECTRONICS RECYCLING PROGRAM EMPLOYS PEOPLE WITH DISABILITIES.

2015 NWIBRT

EXCELLENCE IN SAFETY AWARD RECIPIENT

Solid Platforms, Inc. is a full service scaffold supplier with professionals available 24 hours a day, 7 days a week.

Services we provide to our customers include:

- Rental & erection of scaffolding systems
- Professional engineers to design a system
- Sidewalk canopies
- Trash chute rental & installation
- Swing stage & mobile scaffold systems

SOLID PLATFORMS, INC.
 Scaffold Rental and Field Erection

219.762.8054 • Portage, IN • www.solidplatforms.com

their high school diplomas. This is the first academic year for the program, believed to be the only one currently offered in the state of Indiana.

Students in Starke, Marshall, Fulton, and St. Joseph County high schools that are part of the North Central Area Vocational Cooperative can earn the level-one certificate. Students begin the two-year, dual credit program in their junior year, with classes taking place at Knox Middle School. Plans also call for the program to be offered to adults, with SCILL utilizing Ivy Tech's Workforce Alignment arm, which helps employers provide training to their workers. SCILL officials sought out Ivy Tech as a partner in the endeavor after local manufacturers voiced a need for such training, which prepares students for careers in mechanical and electrical maintenance, teaching them skills such as building power transmissions.

Security and Defense Institute Coming to Indiana

Purdue President Mitch Daniels announced the university is opening a new Institute for Global Security and Defense Innovation in Discovery

Park. As the world deals with changes brought about by emerging technologies such as robotics, rapid manufacturing, autonomous vehicles, and artificial intelligence, while at the same time struggles with cybersecurity and biosecurity, the nation's defense and security agencies are perhaps moving even faster to understand what these new technologies will mean in the future.

The Purdue institute was announced during a daylong symposium about global defense issues held on the Purdue campus. Dan DeLaurentis, Purdue Professor of Aeronautics and Astronautics and President's Fellow for Defense Initiatives, will be the interim director of the new institute.

The institute will work with Purdue's other research centers and institutes to research areas such as advanced instrumentation, nanotechnology, social and behavioral sciences, big data analytics, and simulations to deliver integrated systems solutions to the nation's security and defense community.

In the 2016 fiscal year, Purdue was awarded more than \$50 million for advanced defense-related research projects. The new institute will centralize defense and security research efforts across campus and, it is hoped, will make Purdue the pre-eminent university in national defense and security.

NWI Branch of ASCE in the Works

Local civil engineers are forming a Northwest Indiana Branch of the American Society of Civil Engineers (ASCE). ASCE is an international non-profit voluntary organization of Civil Engineers with over 150,000 members, which is spread over 177 countries worldwide. Founded in 1852, ASCE is considered the nation's oldest engineering society.

It is estimated that there are currently over 500 civil engineers in private and public sectors in Northwest Indiana. The new local branch will provide a common platform to discuss and evaluate various infrastructure concerns and make a positive impact in the region. A local ASCE branch will also serve as a bridge between the younger generation and the civil engineering students of Purdue University Northwest and Valparaiso University to the practicing engineers. The organization plans to arrange technical seminars to enhance knowledge, keep the engineers current with various development, and will provide the necessary Professional Development Hours (PDH) that are required for all practicing Civil Engineers in the state of Indiana.



Building Indiana.

- Scalable gigabit data services for business
- Symmetrical 150/150 speeds for residential
- Local contacts and leadership located right in the areas we serve
- Advanced technology helps create more desirable neighborhoods and business parks
- Speeds that allow our end users to compete on a worldwide scale
- Available state-wide!



1.888.FRONTIER | Frontier.com

Safety Solutions Facility Receives “STAR” Certification in VPP

Total Safety, District Office of Griffith, Indiana, received ‘STAR’ status certification in the Indiana Voluntary Protection Program (VPP). Participants in the Indiana VPP are considered some of the safest places for Hoosier workers and are employers who prioritize the well-being of their employees, maintain standards of excellence in occupational safety and health, and proactively strategize to prevent

and eliminate hazards in the workplace.

Total Safety Griffith District Office is a small employer of 12. The facility provides integrated safety and compliance solutions to customers and provides the products necessary to support them, including gas detection equipment, respiratory protection, and breathing air and personal protection equipment. Employees at the worksite actively participate in self-inspections, job safety analysis, accident and near-miss investigations, and preventative maintenance. Thanks to the culture of workplace safety and health, the site hasn’t had a recordable workplace injury, illness, or incident in more than three years.

Newly-Renovated ICU Opens in East Chicago

Renovations are complete at the intensive care unit of St. Catherine Hospital in East Chicago. The project represents a \$2 million investment by the hospital and involved a total redesign of the 16-bed unit. The new rooms are now more patient-friendly, and an isolation suite, respiratory room, and additional storage space have been added.

Renovations were completed by The Pangere Corporation, who completed the project in just four months. Construction workers were trained in Infection Control Risk Assessment (ICRA) techniques to maintain both Pangere Corp.’s and Community Healthcare System’s strict patient and employee safety standards.

St. Catherine hospital is also conducting renovations to its anti-coagulation clinic and pharmacy areas, which are expected to be complete in 2017.

Notre Dame Partners with Balkh University in Afghanistan to Develop Master’s Program

The University of Notre Dame and Balkh University in Mazar-i-Sharif, Balkh Province, in Afghanistan, are partnering to develop a master’s program in finance and accountancy for students at Balkh. The venture aims to enhance the skills and employability of technically qualified and professionally capable Afghan women and men in the private and public sectors.

Faculty from Balkh University and from the Stayer Center for Executive Education of Notre Dame’s Mendoza College of Business will work together to develop graduate curriculum and enhance teaching and research skills and capabilities over the next two years. The Stayer Center will direct the academic side of the project, and the Notre Dame Initiative for Global Development will coordinate the program and oversee all logistics, including use of Notre Dame facilities and staff overseas. Other Notre Dame partners involved in this program are the Kaneb Center for Teaching and Learning, whose faculty will consult on the development of curriculum and teaching and learning skills, and Notre Dame International, whose Rome Global Gateway and Mumbai office will provide



BEAT THE COLD AND DECLARE YOUR BRAND!

dms Call us, and we’ll outfit you and your team!
Mention this ad and get free setup on your order – up to a \$50 value.

219.226.0300 | sales@thinkdiversified.com | thinkdiversified.com

facility and logistical support.

This Notre Dame - Balkh University partnership arises through a \$1.15 million contract provided under the University Support and Workforce Development Program, funded by the U.S. Agency for International Development (USAID) and implemented by FHI 360 — a Washington, D.C.-based nonprofit human development organization dedicated to improving lives by advancing integrated, locally driven solutions — and its university partners.

IUN Adding Biochemistry Degrees

The Indiana University Northwest College of Arts and Sciences announced the addition of both a Bachelor of Science (B.S.) and a Bachelor of Arts (B.A.) in Biochemistry. Approved by the Indiana Commission of Higher Education in October 2016, the Department of Chemistry/Physics and Astronomy will begin offering the two degrees in Spring 2017.

According to the Bureau of Labor Statistics, the median annual wage for biochemists and biophysicists was \$82,150 in May 2015. Employment of biochemists and biophysicists is projected to grow 8 percent from 2014 to 2024, about as fast as the average for all occupations.

IU Northwest is now the only public institution in Northwest Indiana that offers degrees in biochemistry. Therefore, students who previously would transfer to other schools to complete their bachelor's degree can now stay and complete them at IU Northwest. A new lab course in biochemistry will also make its debut in Spring 2017. This lab course will serve as the introductory biochemistry class for the new program. ♦

 For your daily dose of Business Buzz, visit BuildingIndiana.com!



Gage Manufacturer Adding 5,000 Square Feet of Production Space

Columbia City-based manufacturing company, Quality Inspection & Gage (QIG,

LLC), announced plans to expand operations at its facility in Blue River Industrial Park. QIG, LLC works with clients from start to finish on gage and fixture design, using cutting-edge equipment and tools to manufacture the products, and offering inspection and gage calibration.

The company is located at 225 S. Towerview Dr. in Blue River Industrial Park in Columbia City and will invest \$250,000 in new machinery for the facility, modify existing lab space to accommodate the equipment, and add 5,000 square feet of additional manufacturing space. The city of Columbia City approved ten-year tax abatements for construction of the additional

manufacturing space, the new machinery, and modifications to the existing lab space to accommodate the equipment.

Patrick Industries Acquires Two Hoosier Companies

Patrick Industries Inc. (Nasdaq: PATK) acquired two northern Indiana companies, Sigma Wire International LLC and KRA International LLC. Together, the two purchases totaled about \$25 million. Sigma manufactures PVC insulated wire and cable products and

BCC

BURKE COSTANZA & CARBERRY LLP

ATTORNEYS AT LAW

Advisors you want. Advocates you need.

WHAT YOU NEED. WHAT WE DO.

Business Law	Estate Planning
Business Litigation	Immigration
Personal Injury	Family Law
Construction Law	Commercial Real Estate
Labor Law	and much more...

9191 Broadway | Merrillville, IN 46410 | t. 219.769.1313
 156 Washington St. | Valparaiso, IN 46383 | t. 219.531.0134

bcclegal.com

KRA produces wire harnesses and associated assemblies. Patrick Industries has stated that the combined 2016 revenue for both companies is expected to total about \$21 million, and both companies will continue to operate under their current brands in their existing spaces.

IWU Ranked a Top Online College

Indiana Wesleyan University's online degree program has been named one of the best among Indiana colleges for the 2016-2017 school year, according to an online organization that provides data and information about affordable higher education.

Indiana Wesleyan University (IWU) was ranked the No. 2 best online college program in a list of Best Online Colleges in Indiana just released by AffordableCollegesOnline.org. To be considered for the AffordableCollegesOnline.org list, schools must meet certain criteria. Each institution must be an accredited, public or private nonprofit entity. In addition, each school must offer in-state tuition under \$25,000 a year for the four-year colleges list. Each qualifying school is then scored and ranked based on a unique value-based formula.

Welch Packaging Installs \$16M Production Line

Welch Packaging Group has wrapped up the installation of \$16 million worth of production equipment at their Elkhart facility. With the new upgrades, the company plans to add 118 jobs by April 2018 and will begin manufacturing their own corrugated cardboard. Two existing buildings were revamped during the expansion, providing a connection between the two totaling some 130,000 square feet. The company received a 5-year tax abatement for the project.

Faulkner Fabricating Expanding Again

Faulkner Fabricating Inc. has announced plans for its second expansion in Bourbon with a \$1.2 million project that will create a few additional jobs. Construction has already begun and is expanding upon the company's

previous investment which was completed last year. The Marshall County Council has approved a 10-year personal and real property tax abatement for the project.

Manufacturer Breaks Ground on Two New Production Facilities

Goshen-based Keystone RV Co., a subsidiary of Thor Industries Inc. in Elkhart, has begun construction on two new manufacturing facilities in Elkhart County. Officials with the company have stated that, as a result of the two new operations, the company plans to hire upwards of 300 new workers. In total, the two new buildings will encompass about 200,000 square feet and should be complete in the first six months of 2017. The total amount of the investment has not been disclosed.

Machining Company Outgrows Space

AJ Machine Inc. has announced plans to invest \$1 million into a new facility in Columbia City. The company has outgrown its current building and expects to begin construction of the new 15,000 square-foot building by the end of 2016. The Whitley County Council has approved a 10-year tax abatement for the project, and more than a dozen jobs are expected to be created as a result of the investment.

SIA Supplier Investing \$111 million, Adding 114 Jobs

ELSA Corporation announced plans to increase its automotive parts production in Elwood, IN, to support growth at Subaru of Indiana Automotive (SIA) in Lafayette. With its growth, the company plans to create a total of 114 new jobs to support increased production.

The company, which is a subsidiary of Japan-based Sakamoto Industries, is investing \$111 million into a multi-phase expansion, which will expand the company's operations to cover 686,000 square feet across multiple buildings on the company's Elwood

campus. In October 2015, the company completed construction of a 131,000-square-foot addition and will break ground this month on a second 63,000-square-foot addition. As part of its growth, the company is adding two production lines to produce fuel tanks, exhaust systems, air cleaners, and air ducts for SIA, which assembles the Subaru Legacy, Outback, and Impreza. ELSA plans to install new equipment over the next three years, allowing the company to double its production capacity to 1,800 automotive parts daily once complete. The Indiana Economic Development Corporation offered ELSA Corporation up to \$500,000 in conditional tax credits based on the company's plans to create up to 83 new jobs by 2018.

Ortho Companies Announce Partnership

Two Warsaw ortho companies, Zimmer Biomet Holdings Inc. (NYSE: ZBH) and Nextremity Solutions Inc., have announced a new partnership involving the distribution of Nextremity's first four commercially available products. Nextremity produces foot and ankle implant systems. The move is part of Nextremity Solutions' long-term i3TM Strategic Solutions initiative - intended to boost value for shareholders and industry partners. ♦



For your daily dose of Business Buzz, visit BuildingIndiana.com!



Central

Cryogenic Solutions Acquires New York Company, Moves Operations to Indiana

Cryogenic Solutions, a medical equipment repair service provider, announced plans to expand in Indianapolis to accommodate the operations of its recent acquisition - New York-based Inventory Solutions. The company will invest \$1 million to double its footprint at 1936 S. Lynhurst Drive, leasing an additional 15,000

square feet. Cryogenic Solutions acquired Inventory Solutions, a national supplier of refurbished respiratory products, earlier this year and plans to move the new operations to its expanded 30,000-square-foot building in Indianapolis. The addition, which is expected to be operational early next year, will include new service lines for the cylinder refurbish business as well as office space for additional sales team members.

As part of its growth, Cryogenic Solutions plans to create up to 31 new Indiana jobs, with plans to relocate some of the 15 full-time employees who are located in New York. The Indiana Economic Development Corporation offered Cryogenic Solutions Inc. up to \$215,000 in conditional tax credits based on the company's job creation plans, and the city of Indianapolis supports the project in partnership with Develop Indy, a business unit of the Indy Chamber.

Telamon Expanding to Whitestown

Telamon Corp. has announced a new \$1.1 million facility at the AllPoints at Anson industrial park in Whitestown. The company has stated that 14 new jobs will be created as a result of the investment and a total of 50 workers will be employed at the

new location, some of which will be relocated. The new building will be 110,000 square feet, and will have roughly \$650,000 worth of new equipment.

Franciscan Health Announces \$50M Plan in Johnson County

Franciscan Health is poised to begin work on a new outpatient and specialty care pavilion and a connecting micro-hospital, including an emergency department in White River Township. Its location is near State Road 135 and Stones Crossing Road.

Among the features of the three-story medical complex, which has nearly 85,000 square feet, are 58 patient exam rooms, a pediatric wing with 16 exam rooms, lab and blood draw rooms, full-scale imaging services, a 15-room "Flex Clinic," a rehabilitation area with seven treatment bays, office space for obstetrical and gynecological care, a wellness/spa area, and more.

The adjoining Franciscan Health Stones Crossing micro-hospital and emergency department effectively completes the outreach

to the surging population in northern Johnson County. It will offer some of the same services found at Franciscan Health Indianapolis and Mooresville – each located some 12 miles away northeast and southwest of the planned site, respectively – but on a smaller scale.

Construction on Franciscan Health's project is expected to begin in March 2017. Both facilities are expected to be complete in late fall 2018. The estimated cost of the overall project is \$50 million.

HomeAdvisor Commits to Indy

HomeAdvisor, the nation's leading online home improvement marketplace based on revenue and the number of sales professionals, announced plans to expand its operations in Indianapolis, creating up to 170 new jobs by 2017. The Denver-based company, which is an operating business of IAC (NASDAQ: IAC), will invest \$1.9 million to more than double its footprint in Indiana, expanding its current office space at 1 Virginia Ave. and adding another facility at 342 Massachusetts Ave.

HomeAdvisor is currently renovating both spaces, adding 5,444 square feet to its existing 6,494-square-foot facility on Virginia Avenue

Getting you back to better.

10 YEARS
OF SERVICE

As we celebrate our 10 years of service in the healthcare community, we continue to accelerate at being the 3rd largest LTAC in America specializing in:

- Ventilator Weaning
- Acute Care for Complex Medical Conditions
- Extensive Wound Care

FOR MORE INFORMATION ABOUT LONG TERM ACUTE CARE VISIT US AT:
VHNWINDIANA.COM

VIBRA HOSPITAL
OF NORTHWESTERN INDIANA
WE ARE THE SPIRITS OF HEALTHCARE

PORTER PIPE AND SUPPLY



Industrial Pipe, Valve & Fitting Wholesaler



Serving the Industrial
Pipefitting and
Construction Trades
in the Midwest
since 1976.

- Steel Pipe - CW ERW & SMLS
- CS & SS Weld Ftgs/Ftgs
- Online MTR's
- PVC Pipe Valves & Ftgs
- Stainless Steel PVF
- Stainless Flgd Valves
- Full Valve Actuation
- 24 HR Emergency Service

INDIANA

219-844-1900

ADDISON

630-543-8145

CHICAGO

312-347-1600

www.porterpipe.com

and readying a new 8,800-square-foot facility on Massachusetts Avenue, which is expected to be complete in March 2017. Both locations will include collaborative workspaces, training rooms, employee lounges, and adjustable standing workstations to accommodate the company's growing sales team. The Indiana Economic Development Corporation offered HomeAdvisor Inc. up to \$1,250,000 in conditional tax credits based on the company's job creation plans, and the city of Indianapolis supports the project in partnership with Develop Indy, a business unit of the Indy Chamber.

Small Parts Inc. Announces \$7.2M Investment

Small Parts Inc. has announced that it will be investing \$7.2 million to expand in Logansport, purchase new manufacturing equipment, and create 40 new jobs. The company has announced that the new positions will average about \$17 per hour. The Logansport City Council is considering a five-year tax abatement for the company.

INDOT Announces I-69 Bridge Design Team

The Indiana Department of Transportation and Kentucky Transportation Cabinet have selected the professional services team led by Parsons Transportation Group, Inc. to complete preliminary design and the environmental review for the I-69 Ohio River Crossing project. The required review will collect public input and study potential routes to connect the existing I-69 sections, the Robert D. Orr Highway south of Evansville and the upgraded Edward T. Breathitt Pennyrile Parkway south of Henderson. The Parsons team scored the highest in a two-step competitive process that reviewed the firms' technical qualifications.

Recycling Firm to Open in Carroll County

Representatives from the state of Indiana and Carroll County joined executives from GEP Fuel & Energy Indiana to announce the company's plans to establish operations in Indiana, creating up to 256 high-wage jobs by 2020. The recycling company, which is a joint venture between U.S. Energy Logistics and GEP Fuels, will invest \$100 million to build a 650,000-square-foot recycling center south of Camden near State Road 7.

With construction expected to begin in 2017, the new facility will refine recyclable and non-recyclable waste plastic into commercially-viable products. GEP Fuel also plans to invest \$200 million in a plastics-to-diesel facility adjacent to the recycling center. The sites will be served by the U.S. Rail Corporation, which will transport approximately 1,500 tons of recycled product daily. The Indiana Economic Development Corporation offered GEP Fuel & Energy LLC up to \$2,000,000 in conditional tax credits based on the company's job creation plans. Carroll County approved additional incentives at the request of the Carroll County Economic Development Corporation.

\$16M Noblesville Hotel Opens

The new \$16 million Holiday Inn Express & Suites in Noblesville recently celebrated its completion, paving the way for 40 new jobs at the new location. The 123-room hotel was developed by Sprague Hotel Developers, based in

Columbus. InterContinental Hotels Group (NYSE: IHG), headquartered in England, is the owner of the project. They reported that the hotel has a prime location in the Saxony Corporate Campus just off Interstate 69 in Noblesville. The hotel will feature an indoor pool, fitness center, a 24-hour business center, and 1,300 square feet of meeting space.

IWU Begins Offering a Veteran's Discount

Indiana Wesleyan University has announced that it will begin offering a tuition discount to veterans. Through this new initiative, IWU is extending a 10-percent tuition discount to veterans who have exhausted their Post 9/11 GI Bill benefits, or veterans who are no longer eligible for those benefits. To be eligible for the tuition discount, veterans must be enrolled in Indiana Wesleyan University's (IWU) adult and enrollment services program. IWU has more than 600 students who are affiliated with the military enrolled in its adult degree program.

FEC Tops \$10 Million in Loans

Flagship Enterprise Center in Anderson announced its loan program has exceeded the \$10 million mark in total loans closed. Since 2010, the Flagship has closed on 375 loans throughout Central Indiana. Of those loans, over 200 have funded women-, minority-, and veteran-owned businesses. 275 of the loans have been received by low to medium income business owners. The Flagship is the second leading SBA microlender in the nation, according to statistics released by the SBA, and the largest SBA Community Advantage lender in the state of Indiana.

Indy MDC Supports Two Company Expansions

The Indianapolis Metropolitan Development Commission approved tax abatements for two companies that have recently announced plans to expand in the city. Sigma-Tau Pharmaceuticals Inc. has announced plans for a \$10.4 million investment to boost capacity and add 60 jobs, and lead to the retention of 110 jobs. The company wants to add additional refrigeration equipment, as well as packaging and laboratory upgrades.

Also, Praxair Surfaces Technologies Inc. is planning to add a new production line that will help retain one of their contracts, retain 495 jobs, and add an additional 14 positions.

California-Based Logistics Company Picks Indiana

Avept, a distributor of powersports and automotive parts, announced plans today to locate its new distribution center in Brownsburg, creating up to 118 new jobs by 2019. The El Dorado Hills, California-based company will

invest \$6.32 million to purchase, renovate, and equip a 100,000-square-foot facility at 1210 E. Northfield Drive in Brownsburg. As its second distribution center and first facility outside California, Avept's Indiana operations will allow the company to deliver products to its clients three-to-four days faster than it can solely from its California facility. In addition to distribution, the Indiana facility will also house sales, customer service, and product development operations. Equipment installation is currently underway at the facility, with plans to launch operations this fall.

The Indiana Economic Development Corporation offered Avept Inc. up to \$595,000



Facing the industry's toughest challenges head-on

You want a contractor who can keep you a step ahead. Graycor Industrial brings over eight decades of experience to the power, metals and process markets. We deliver expertise for your toughest challenges, self performance capabilities for your most sophisticated jobs, and planning for the long term. Think beyond what you need today. Start building something more. Call (630) 684-7110

Building something more.™

GRAYCOR[®]
Industrial Constructors Inc.

Metals | Power | Process

www.graycor.com

in conditional tax credits and up to \$55,000 in training grants based on the company's job creation plans. The town of Brownsburg approved additional incentives at the request of the Hendricks County Economic Development Partnership.

Cornerstone Autism Center to Open Second Location

Cornerstone Autism Center has announced plans to open its second Greenwood location at the former city building, known as the Polk Building, located at 2 N. Madison Ave. The organization anticipates an opening date in early 2017. Cornerstone will be the building's largest tenant, occupying about 16,800 square feet on the top two floors. Total square footage for the building is roughly 24,000 square feet.

The organization will add as many as 30 new jobs. The new positions include Board Certified Behavior Analysts, Registered Behavior Technicians, and administrative staff.

The company's current location will continue to serve as Cornerstone's headquarters and a primary location for younger children. The new space will include programming for older children and young adults with autism who are working toward independence and the transition into adulthood.

Randy Faulkner & Associates agreed in principle to purchase the building this past April. The sale agreement was finalized on Oct. 6. Faulkner intends to invest approximately \$700,000 in the property during the next 18 months. Greenwood Mayor Mark W. Myers cited the news as a prime example of what's possible for the city, given careful public planning and investment.

Electrical Safety Company Expanding Headquarters in Boone County

Lewellyn Technology, an electrical safety and combustible dust consulting company, announced plans to expand its offices near Indy, creating up to 30 new high-wage jobs by 2021. The company will invest \$1.5 million into its 5,000-square-foot headquarters at

6210 Technology Center Drive in Boone County, adding an additional 3,000 square feet of office space that will include a new training center for employees and clients. Located in the Northwest Technology Park, the company will begin renovations early next year on its growing office with plans for its new space to be operational by next summer. As part of its growth, Lewellyn Technology will support rising demand across the country for workplace safety training and services.

The Indiana Economic Development Corporation offered Lewellyn Technology LLC up to \$275,000 in conditional tax credits and up to \$50,000 in training grants based on the company's job creation plans. The town of Zionsville approved additional incentives at the request of the Boone County Economic Development Corporation. Lewellyn Technology is the fourth company in the last two months to announce that it is creating new jobs in Boone County. Together, these companies plan to create more than 740 new Hoosier jobs.

Indiana Packers Announces \$23M Center

Indiana Packers Corp., based in Delphi, recently announced plans for a new cold storage distribution center, which is a \$23 million investment that will result in additional staff. The company said that the new center is going to be established next to its existing plant in Delphi and is expected to be completed in August 2017.

New Hotel Coming to Grand Park

Choice Hotels International Inc. (NYSE: CHH) has begun construction on a \$17 million hotel near Grand Park in Westfield. The new 153-room Cambria hotel and suites will open in fall of 2017 and will be located right across the street from the sports complex. The building will also feature a 3,800-square-foot meeting center. A partnership with Ceres Enterprises LLC and The Orlean Co. is helping bring the new building to life. ♦



Japanese Auto Parts Manufacturer Plans New Bloomington HQ

Tsuchiya Group North America - a supplier of plastic molded components, printed/formed graphics, and traded products for the automotive and transportation markets - announced plans to expand its operations in Indiana, investing \$9.2 million to construct a new headquarters and R&D center in downtown Bloomington.

The company plans to break ground on the new facility in 2018 and begin relocating from its current facility at 1151 W. 2nd St. in 2019. As part of its growth, Tsuchiya Group plans to create up to 18 new jobs by 2020 at its Bloomington headquarters, which currently houses approximately 34 associates. The Indiana Economic Development Corporation offered TASUS Corporation up to \$300,000 in conditional tax credits and up to \$43,750 in training grants based on the company's job creation plans. The city of Bloomington will offer additional incentives.

Horseshoe Southern Indiana Announces \$13M Renovations

Horseshoe Southern Indiana has announced a \$13 million renovation that will cover all of its 503 guest rooms as well as the main hotel lobby. Operations will continue throughout construction, and the project is planned to be completed in April 2017.

Japanese Automotive Supplier to Locate New Facility in Southwest Indiana

Representatives from the state of Indiana, Daviess County, and city of Washington joined executives from Japan-based M&C



Tech Indiana to announce the company's plans to establish operations in Indiana, creating up to 70 new jobs by 2021. The company, which is a joint venture between Moriroku Chemicals and Chubu Chemicals, will invest \$4.6 million to build a 40,000-square-foot factory on 6.2 acres off County Road 200 E in Washington to manufacture plastic parts for the automotive industry. Construction of the building is expected to be completed in the summer of 2017.

M&C Tech marks the first Japanese investment in the Daviess County region. As part of its growth, M&C Tech Indiana plans to initially hire 25 associates and increase employment to 70 Hoosiers by 2021. The Indiana Economic Development Corporation offered M&C Tech Indiana up to \$275,000 in conditional tax credits and up to \$40,000 in training grants based on the company's job creation plans.

Kroger Subsidiary Making \$9.5M Investment

K.B. Specialty Foods, a subsidiary of Kroger Co. (NYSE: KR), is making a \$9.5 million investment at its Greensburg complex in the form of a modernized wastewater treatment system that is expected to be completed next summer. The new system will have a positive impact on the local environment by helping improve air quality and will assist the company with the disposal of food byproducts and generating electricity via biogas captured by the system.

Kentucky Manufacturer Picks Indiana for New Production Facility

Ohio Valley Precast LLC, a manufacturer of precast concrete products, announced plans to establish operations in Clark County. With its growth, the company plans to create up to 80 high-wage jobs to support increased production of precast concrete components in the industrial, commercial and civil construction sectors. The company, a subsidiary of Lexington, Kentucky-based Bristol Group, will invest \$12 million to construct and equip a new facility at 15000 Rocket Plan Road, which will serve as Bristol Group's first Indiana operation.

The company will build an initial 35,000-square-foot facility, which will be complete by the second quarter of 2017, and plans to nearly double that footprint over the next five years. The new facility will allow the company to increase its production capacity to 3 million square feet of precast concrete components annually and more efficiently serve its regional customers. The Indiana Economic Development Corporation offered Ohio Valley Precast LLC up to \$625,000 in conditional tax credits and up to \$50,000 in training grants based on the company's job creation plans; the Clark County Council approved additional tax incentives.

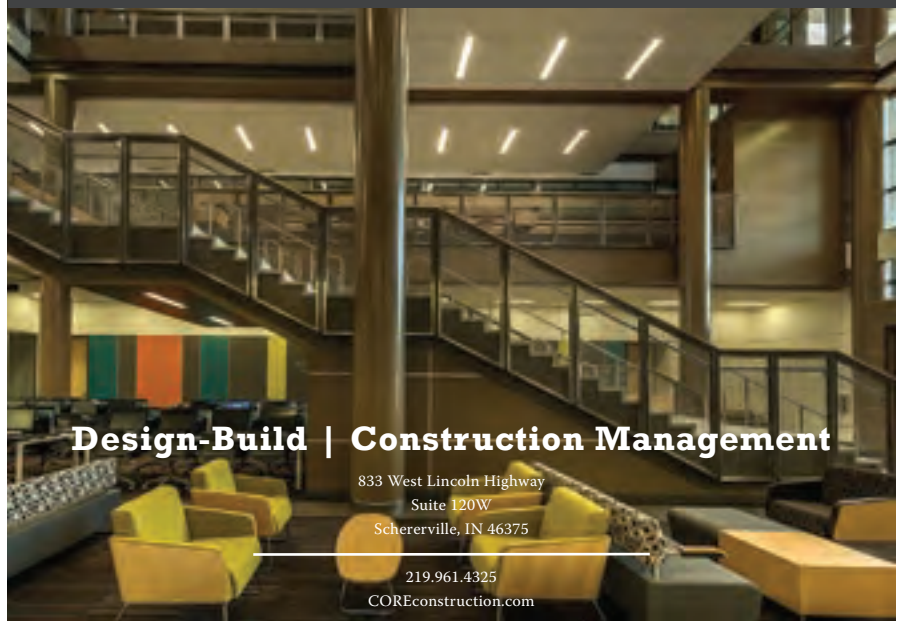
Homegrown Manufacturer Expanding in Floyd County

W.M. Kelley Company, a manufacturer specializing in material handling equipment and conveyor systems, announced plans to expand its operations in New Albany, creating up to 13 new jobs by 2019. The homegrown Hoosier company will invest \$1.88 million to expand and equip its facility at 620 Durgee Road in New Albany. In order to meet growing demand from the material handling industry, the company



LOCAL FOCUS, NATIONAL PRESENCE

Our team is committed to delivering the high-quality services of a nationwide leader, while using a local workforce to create buildings that meet your needs and strengthen the community.



Design-Build | Construction Management

833 West Lincoln Highway
Suite 120W
Schererville, IN 46375

219.961.4325

COREconstruction.com

COMPREHENSIVE CIVIL AND ARCHITECTURAL SERVICES FOR FIELD-TO-FINISH PERFORMANCE

As a nationally recognized engineering, surveying, and architectural firm, Falk PLI's civil services go beyond traditional surveying practices. By integrating innovative laser technology into projects, our experienced team delivers the data necessary for as-built verification, reverse engineering, and BIM integrated modeling.

This information, combined with a proven design philosophy that focuses on attention to detail and fiscal responsibility, results in facilities that offer the perfect balance between creativity, functionality, and aesthetics.

Our mission:

"Helping our clients solve problems through innovative technology and institutional expertise."



Data • Experience • Solutions

falk-pli.com

will begin construction in January on a 14,000-square-foot addition to its manufacturing facility, expanding the building to cover nearly 100,000 square feet. This increased floor space will allow the company to support its plans to increase sales by 30 percent by the end of 2018.

The Indiana Economic Development Corporation offered W.M. Kelley Company Inc. up to \$75,000 in performance-based training grants based on the company's job creation plans. The city of New Albany will consider additional incentives at the request of One Southern Indiana.

Regional Cities Initiative to Bolster STEM Education and Wellness

The Indiana Economic Development Corporation (IEDC) has approved Regional Cities Initiative funding to support two projects in southwest Indiana that will enhance quality of place by increasing STEM programming and health and wellness.

An investment of \$560,668 will be awarded to the Signature School, Indiana's first charter high school, which opened in 2002. Since opening, The Washington Post has recognized the Signature School as the No. 1 high school in the Midwest and No. 6 in the United States, along with many other notable accolades. Now, the school's enrollment stands at 340 students and has reached maximum capacity. This project includes the expansion of the school's science center, allowing the school to serve an additional 90 students.

The second investment will be \$292.49 million for the Warrick County Wellness Trail, an established cluster of healthcare-related amenities and employment opportunities that will be a magnet for young professionals. To create this wellness trail, \$292.49 million will be invested over the next three years to construct two new hotels - with construction of the first hotel slated to begin this year and the second to begin in 2018 - two medical office buildings, a retirement community, an apartment complex, as well as retail and commercial development.

Downtown Evansville YMCA Getting \$27.13M Redevelopment

\$5 million in state funding has been recently approved by the Regional Cities Initiative to support the \$27.13 million redevelopment of the downtown Evansville YMCA. This project includes the redevelopment of the downtown Evansville YMCA and the creation of Central Lofts, a 60-65 unit affordable housing development. Central Lofts will be developed in the historic 1913 YMCA Building, which will be vacated upon the completion of the newly developed YMCA, located on the 200 block of 6th street in Evansville. The YMCA is planning to break ground on the facility in the fall of 2017, with completion expected by the end of 2018. The housing component of the project will follow the completion of the YMCA.

The redevelopment of the downtown YMCA and the creation of additional housing options is an integral part of the focus on the revitalization of downtown Evansville, providing quality of place support to many of the other planned projects, specifically supporting engagement opportunities for medical students and the growing downtown residential community, which is expected to increase by 2,500 residents by 2025.

Landfill Methane Generation Facility Begins Operation

Hoosier Energy has started up operations at its new landfill methane

generation facility, dubbed the Orchard Hills Generating Station, located just south of Rockford, IL. The facility will be turning gas energy into electricity and will be capable of producing electricity to power between 8,000 to 10,000 homes. Hoosier Energy also has two other landfill gas facilities: the 4-megawatt Clark-Floyd Landfill Gas Plant in southern Indiana and the 15-megawatt Livingston Landfill Gas facility near Pontiac, IL.

Floyd Memorial Hospital Acquired by Baptist Health

Louisville-based Baptist Health has officially completed the \$140 million acquisition of Floyd Memorial Hospital and Health Services in New Albany. The hospital will now be known as Baptist Health Floyd. Company officials have stated that, other than a new name and logo, operations at the hospital will remain the same. Baptist Health has announced that another \$140 million in investments is planned for the facility over the next seven years to boost technology capabilities and establish an electronic medical records system.

Washington, IN Gets New Solar Park

Indiana Municipal Power Agency officials celebrated the opening of a new solar park in the city of Washington. The site encompasses about 15,500 solar panels on 23 acres and has the potential to generate up to four megawatts of energy, which is enough to power over 450 homes. This site is the tenth IMPA solar park in the state of Indiana, and officials hope that it can serve as a beacon for continued development in the area in addition to generating power.

Columbus Regional Health Celebrating 100 Years

Columbus Regional Health will spend much of 2017 celebrating its centennial anniversary, and a history that begins with one of the first county hospitals in the state, and continues as the health system operates as the second largest employer in Bartholomew County.

Bartholomew County Hospital opened for patients on Feb. 6, 1917. During the first year,

the hospital admitted an average of 25 patients monthly. A total of 351 patients were treated that year. The past 100 years encompassed a myriad of upgrades and advancements in technology and patient care. Today, Columbus Regional Health serves about 250,000 patients annually with a health system workforce of approximately 2,700 employees.

Enough Solar Power for 150 Homes in Dale, IN

Officials with Southern Indiana Power, Dubois REC, and Hoosier Energy celebrated the opening of a new 4,100-panel solar array in Dale. The new solar farm is located north of the Dale interchange on Interstate 64 in Spencer County and is capable of producing enough power to provide electricity for roughly 150 homes each year. The completion of the Dale solar farm marks the fourth of 10 solar projects that Hoosier Energy has announced for communities in Indiana and Illinois. ♦



For your daily dose of Business Buzz, visit BuildingIndiana.com!

Vidimos

INC

Design-Engineering
Industrial & Commercial

- o Turn Key Projects
- o H.V.A.C. Systems
- o Dust Collections
- o Heat Recovery

Metal Jacket Over Insulation

Laser Cutting
Flame Cutting
Plasma Cutting

Complete Plate & Sheet
Fabrication

Corrugating

Light Structural Fabrication

Vibrating Stress Relieving

Welding - SMAW, SAW,
GMAW, GTAW, RSW,
OFW, FCAW and SW

3858 Indiana Harbor Drive • East Chicago, IN 46312

219-397-2728 • 773-221-8300

People News



Contrucci Appointed VP of Community and Business Development

Anthony R. Contrucci has been announced as Centier Bank's new Vice President of Community and Business Development. Contrucci, a member of the fifth generation of Schrage family management and leadership, will work closely with Lake and Porter County communities to integrate and align philanthropy, financial wellness, and Community Reinvestment Act initiatives. Contrucci joined Centier Bank in 2011. Since then, he has worked as Director of Investment Services and as a strategic products consultant. Contrucci is also an active member of the community, volunteering to support numerous charitable events and walks throughout the year.



Cervelli Inaugurated as Saint Mary's College's 12th President

Saint Mary's College formally installed Janice A. Cervelli as the 12th president of Saint Mary's College. President Cervelli is from South Bend. She attended Holy Cross Grade School and Saint Joseph High School and went on to earn a Bachelor of Science from Purdue University's College of Agriculture and a Master of Landscape Architecture from the University of Guelph. She comes to Saint Mary's from the University of Arizona where she served for eight years as Dean of the College of Architecture, Planning, and Landscape Architecture. Previously, she was Dean of the Clemson University College of Architecture, Arts, and Humanities from 2000-2007.



White Lodging Promotes Barrett to CEO

White Lodging Services announced a reorganization of its senior leadership team. Chief Financial Officer Ken Barrett has been promoted to CEO. Barrett has spent over 25 years in the hotel industry and has strong experience in finance, operations, asset management, and business development. White Lodging operates 165 hotels in 19 states and will open new properties in Wisconsin, Texas, Tennessee, Colorado, and Indiana in 2017.



New Partner Joins Burke Costanza & Carberry

Burke Costanza & Carberry LLP has admitted Dana Rifai as a partner. Dana initiated the firm's immigration practice, focusing on employment, business and family immigration matters. She has been successful in assisting clients with immigration petitions. Dana takes pleasure in being an active member of her community. She is a curator of TedxCountyLineRoad. She currently serves as a board member for the Legacy Foundation, Lake County's community foundation, where she is chair of the governance committee and sits on the executive committee. Dana is also a board member of Avicenna Academy.



PNW Names Admissions Executive Director

A 20-year higher education enrollment management professional has joined Purdue University Northwest as Executive Director of Admissions. Jeff Lochowicz has joined the PNW enrollment management unit after previously serving as Senior Assistant Dean of Admissions at Marquette University of Milwaukee, Wis. Lochowicz brings comprehensive, customer-focused, data-driven, and service-oriented experience and leadership to Indiana's fifth largest university.



IU Health Announces Chief Philanthropy Officer

Crystal Hinson Miller has been announced as Indiana University Health's new Chief Philanthropy Officer. She previously served as Associate Dean for Advancement at the Gillings School of Global Public Health at the University of North Carolina at Chapel Hill, and also served as Executive Director of the UNC-Chapel Hill Public Health Foundation Inc. Miller has a master's degree in special education from Appalachian State University, and a bachelor's in communication studies from the University of North Carolina at Chapel Hill.



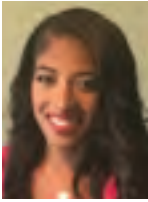
Brandon Farley, AIA, Receives 2016 Young Architect Award

American Structurepoint Senior Project Manager Brandon Farley, AIA, LEED AP BD + C, has earned the 2016 Young Architect Award from the Indiana Chapter of the American Institute of Architects (AIA). The Young Architect Award recognizes a licensed Indiana architect, age 40 or younger, who has demonstrated proficient knowledge and exceptional accomplishments in, and contributions to, architecture. Farley has completed projects at every major university in Indiana. During his career, he has also designed numerous Leadership in Energy & Environmental Design LEED-certified projects and serves as American Structurepoint's in-house LEED specialist and director of sustainability.



Methodist Hospitals' Sharon Jones Earns National Hygiene Specialist® Excellence Award

Sharon Jones, a member of the Environmental Services (EVS) team at Northwest Indiana's Methodist Hospitals, Gary Campus, has been named the 2015 recipient of the Hygiene Specialist® Excellence award sponsored by UMF Corporation, a developer of high-performance infection-prevention products. The award acknowledges the invaluable contribution of the unsung heroes that staff EVS departments across the country. These departments are the first line of defense, providing safe environments in hospitals and long-term care facilities, according to George Clarke, CEO of UMF Corporation.



DMS, Inc. Adds to Sales Team

Tiffany O'Donnell has recently joined Diversified Marketing Strategies, Inc. as an Account Executive. She brings over five years of sales experience to the DMS team, having worked for Bank of America as a Sales and Sponsorship intern for their Chicago Marathon and Shamrock Shuffle event, and for Ravenswood Events as a Sponsorship Coordinator. Most recently, she worked as an Account Manager with Staples Corporate before joining DMS. O'Donnell earned a BA in Marketing Communications from Columbia College Chicago before getting a degree in Pre-Law.



IUSB Names Vice Chancellor

Stephen Sturman has been named the next Vice Chancellor for University Advancement at Indiana University South Bend. He comes to IU South Bend from Valparaiso University where he has been serving as Senior Major Gifts Officer. Previously, he was Vice President for Advancement at Antioch College when it was re-opening in Ohio. There, he established a new development office and was a member of the College's leadership team. Prior to that, he was Senior Development Officer at The Culver Educational Foundation supporting the Culver Academies in Culver, Indiana.



Chester, Inc. Adds New Architect

Chester, Inc. has announced Laura Small has joined the company as a new architect. She has over 25 years of experience as a licensed architect and LEED AP, beginning her career in 1990 working for a well-known Porter County architectural firm. In 2010 she started her own architectural business, L A SMALL ARCHITECTS, LLC in Crown Point for commercial and custom residential projects. Small is also an active Board Member of the Lake Court House Foundation in Crown Point.



New NW Indiana Robotic Observatory Director

A Purdue University Northwest faculty member has assumed additional responsibilities as Director of the Northwest Indiana Robotic (NIRO) Observatory. As appointed head of Northwest Indiana's premiere optical astronomy research facility, Associate Professor of Physics and Astronomy Adam Rengstorf of Valparaiso oversees all aspects of the observatory, management and maintenance of its NIRO Telescope and support facilities, and administration of research and education programs at the observatory. The NIRO Telescope is housed at the Calumet Astronomy Center located at Buckley Homestead County Park in Lowell.



John Jessup



Mark Ryan

Wurster Construction's Two New Superintendents

Wurster Construction announced that two new employees have joined the company as superintendents: John Jessup and Mark Ryan. Jessup has more than 21 years of experience in the construction industry in supervising projects while maintaining the schedule and management of subcontractors. Ryan has more than 19 years of experience in all phases of construction management. ♦



For more People News, visit BuildingIndiana.com!

Building a Better World for All of Us®



We've been helping to build Indiana for more than 20 years. We serve our clients throughout Indiana as well as our clients in greater Illinois, the Chicagoland area, and Michigan.

MARKETS

- Buildings
- Energy
- Environmental
- Infrastructure
- Transportation
- Water

INDIANAPOLIS | 641.424.6344

MICHIGAN CITY | 219.809.6145

MUNSTER | 317.762.6767

sehinc.com



Engineers | Architects | Planners | Scientists

SERVING NORTHWEST INDIANA FOR OVER 30 YEARS

Serviced with Integrity... Done with Pride

Commercial Trucking Service



219-972-0193
www.pandctrucking.com

DUMPS • FLATBEDS • LOWBOYS • STRETCH FLATS
TIPPERS/WALKING FLOORS • CONSTRUCTION AGGREGATES



Photo Feature

Two New Primary Care Facilities Launch in NWI

Edgewater Systems recently launched its new program, Edgewater Primary Care, and celebrated the start of its new services with a ribbon cutting ceremony at one of its two new facilities. The two sites for Edgewater Primary Care are located at 3535 Broadway Avenue, Gary, IN and 1212 Broad Street, Griffith, IN. Both facilities will offer primary care services that include: health promotion, disease prevention, health maintenance, counseling, patient education, and diagnosis and treatment of acute chronic illnesses. In addition to the customary primary care professionals, both facilities will be staffed with behavioral health professionals. Edgewater's goal is to consider all mental health and physical health conditions at the same time, therefore giving a fuller understanding of the whole person's health.



From L to R: Justin Mount, Regional Director for US Senator Joe Donnelly; Mark Lopez, Chief of Staff for the Office of Congressman Peter Viscolsky; Gary Councilwoman Linda Barnes Caldwell; Regina Biddings-Muro, Edgewater Board Member and Vice Chancellor of Institutional Advancement, Purdue University Northwest; State Rep. Charlie Brown (D-Gary); Dr. Danita Johnson Hughes, President and CEO of Edgewater Systems; Mrs. Nwabara; Dr. Dr. Okechi Nwabara, Lead Physician and Medical Director of Edgewater Primary Care; Brad Vosberg, Edgewater Board Member and Vice President of Retail Banking for Peoples Bank; Dr. Sharon Johnson-Shirley, Edgewater Board Member and Superintendent of Lake Ridge Schools; and Chuck Hughes, Executive Director of the Gary Chamber of Commerce. Photos by Building Indiana

Nearly 500 Attend 2016 Logistics Summit



LEFT: Ports of Indiana CEO Rich Cooper RIGHT: Georges Farrar, Québec Associate Secretary General of Maritime Affairs
Photos by Building Indiana

Nearly 500 people descended upon the Indiana Convention Center in Indianapolis during the 14th annual Indiana Logistics Summit to hear over 20 speakers discuss global logistics issues and their impacts on the regional economy. "Global Connections" was the theme and attendees heard how Québec's \$9 billion maritime strategy will impact Indiana as well as how railroads are adjusting to the fossil fuel implosion.

Georges Farrar, Québec Associate Secretary General of Maritime Affairs, explained the significance of the Canadian province's \$9 billion maritime strategy and the importance of a new partnership with Indiana. He pointed out that in the 1700s, Indiana was part of Québec; today, the state is a gateway to the American Midwest, and Québec is a gateway to North America. With Québec's assets and Canada's trade agreements, the investment, which includes infrastructure improvements in 16 port zones, will reap an economic development benefit of 30,000 new direct jobs by 2030.

Offered for the first time, professional engineers and supply chain management professionals that attended the two-day conference received professional development hours and credit education units toward their respective certifications.

Purdue Opens State-of-the-Art Food Product Development Laboratory

A classroom in Purdue University's Philip E. Nelson Hall of Food Science has been renovated into a food product development laboratory comparable to those found at leading food manufacturers.

The new facility, funded by Skidmore Sales and Distributing, will help prepare students to work with the latest technology used in the industry and serve as a bridge between existing research laboratories and the department's pilot plant, allowing additional capacity for product preparation such as small batch blending and dry ingredient mixing for food product development. The 820-square-foot laboratory includes industrial cooktops and steamers donated by Cargill Inc. and Maple Leaf Farms. Keystone Architecture, Inc. completed the project.



LEFT: Doug Skidmore (center), CEO of Ohio-based Skidmore Sales and Distributing, is joined by (from left) his son, Matt, wife, Laura, and niece, Bailey Skidmore during dedication ceremonies for the new food product development laboratory at Purdue University. A donation from the company helped fund the facility. RIGHT: The 820-square-foot facility, completed by Keystone Architecture, Inc., was designed to allow students to work with the latest technology used in the industry. All photos courtesy of Purdue Agricultural Communication/Tom Campbell

NOW OPEN Crown Point, Indiana

- NEW 30,000 Square Foot Facility
- Superior Customer Service and Parts Support
- Most Modern and Productive Rental Fleet in Chicagoland



- Scissorlifts to 56'
- Boomlifts to 191'
- Telehandlers to 12000#

Factory Authorized JLG
Distributor and Service Dealer



Chicagoland's hi-reach equipment professionals

520 East 110th Avenue | Crown Point, Indiana 46307
800.732.2490 | 219.663.8461 | 219.663.8462 Fax
www.hi-reach.com



Munster Physician's Practice Helps Women Get Breast Cancer Care



Board Certified Plastic Surgeon David Robinson, MD, and his practice, Indiana Plastic Surgery, have made a \$2,000 donation to the Women's Diagnostic Center of Community Hospital. The contribution to the Breast Cancer Awareness Fund will help local women without insurance and who otherwise couldn't afford it - receive diagnostic breast care.

Breast cancer is a disease that can be diagnosed through routine mammography. The Women's Diagnostic Center of Community Hospital offers digital mammography with same day results. With advances such as same-day results and coordination between area physicians, women can generally begin treatment for breast cancer within 10 days of diagnosis.

Plastic Surgeon David Robinson, MD, presents a \$2,000 check to Mary Nicholson, MD, medical director of the Women's Diagnostic Center in Munster.

Hamilton County and Noblesville Break Ground on Final Riverwalk Phase

Hamilton County and Noblesville officials came together to break ground on the final portion of the Riverwalk trail project. The third phase of the project, which is expected to be completed in 2017, will provide the missing link of the half-mile trail along the east side of White River. Construction on the Riverwalk, a joint project between the city and county, began in 2008.

The final Riverwalk phase will connect the two previously completed portions of Riverwalk together behind the Judicial Center. It will also join with the City of Noblesville's recently opened southern portion extension, which runs from Maple Avenue to Division Street, and will be home to the Hamilton County Fallen Firefighters Memorial. The design firm for the project is Butler Fairman & Seufert and the contractor is Beaty Construction. ♦



TOP: ArtHouse: From left: Hamilton County Commissioner Mark Heirbrandt, Noblesville Mayor John Ditslear, Commissioner Steve Dillinger, Commissioner Christine Altman, Hamilton County Council President Fred Glynn and County Councilman Steve Schwartz. BOTTOM LEFT: Mayor John Ditslear speaks on how the completed Riverwalk will benefit the community. BOTTOM RIGHT: This photo shows the southern section of Riverwalk Trail Extension, which was recently opened.

A Golden OPPORTUNITY



50^e

OPPORTUNITY
ENTERPRISES

Celebrate 50 Years of OE at the 25th Annual Gala

MARCH 11, 6PM

BLUE CHIP CASINO

Silent & Live Auctions • Packages to Stay • Live Band • Open Bar

oegala.com

Employer Drug Testing Takes a Hit from OSHA

By Arthur C. Johnson II,
Partner, Johnson Ivancevich, LLP



Most employers have been focused on the changes to federal overtime regulations for the past few weeks. While employers have been granted a reprieve from those overtime changes for the time being (there is currently an injunction in place), the distraction caused by those changes may have led some to overlook the altered OSHA regulations on reasonableness and retaliation in drug testing and incentive programs.

Don't think you're the only one who may be dazed and confused by the new rules. The rules are being implemented as part of new regulations requiring the electronic submission of injury and illness data. This article will hopefully help lift the fog a little. OSHA's purpose is to prevent retaliation and/or a deterrence to reporting workplace accidents. While the elec-

tronic reporting requirements do not go into effect until 2017, the rules regarding drug testing and incentive programs were effective December 1, 2016. The new rules generally require employers to:

1. Inform employees of their right to report work-related illnesses and injuries;
2. Have procedures for reporting injuries and illnesses that are reasonable and do not deter or discourage employees from reporting; and
3. Inform employees on the prohibition on retaliation for reporting.

Employer Drug Testing

Under the requirements, the blanket post-accident testing policies most employers

previously implemented must go up-in-smoke. Blanket testing will be viewed as a violation of the new rules, as OSHA believes blanket testing deters the reporting of accidents. While blanket testing is prohibited, drug testing as a whole is not, though the testing comes with limitations. OSHA's inquiry to determine whether testing was reasonable and therefore complies with the new regulations will focus on the following questions:

1. Whether the employer had a reasonable basis for believing that drug use by the reporting employee could have contributed to the injury or illness;
2. Whether other employees involved in the incident that caused the illness or injury were also tested; and
3. Whether the employer has a height-

ened interest in determining whether drug use could have contributed to the injury or illness due to the hazardousness of the work being performed when the injury or illness occurred.

OSHA will also review whether the drug test is capable of measuring impairment at the time of the work being performed when the injury or illness occurred; however, this consideration will currently only be included for tests that measure alcohol use. OSHA's general principle for the above test is that testing should not be used as a form of discipline against employees who report an injury or illness, but rather as a tool to evaluate the root causes of workplace injuries and illnesses in appropriate circumstances. Thus, whether an employer's drug test is compliant with the new regulations will be determined on a case-by-case basis.

The question then is: When can I drug test my employees after a reported injury or accident? While OSHA has not stated when it is reasonable to test for drugs, it has given concrete examples of when it is not reasonable. OSHA has stated it would not be reasonable to drug test an employee who reports: (1) a bee sting; (2) a repetitive strain injury; or (3) an injury caused

by a lack of machine guarding or a machine or tool malfunction. OSHA's reasoning is that drug testing in those instances is likely only to deter reporting without contributing to the employer's understanding of why the injury occurred, or in any other way contributing to workplace safety. Therefore, when determining whether to require a drug test, an employer need not specifically suspect drug use before testing, but there should be a reasonable possibility that drug use was a contributing factor to the reported injury or illness. Moreover, the drug test should be given to more than the injured or ill employee involved in the incident. As the rule is just being implemented, the haze remains given OSHA's limited guidance.

Incentive Programs

While OSHA's new rules and requirements on drug testing may not be fully baked, its guidance on incentive programs is clearer. Incentive programs are not prohibited. Rather, the new regulations prohibit employers from taking adverse action against employees simply because they report work-related injuries or illnesses. Employers with incentive programs that deter employees from reporting are violative of the regulations; moreover, incentive programs that

call for adverse action against employees for reporting violate the rules. Problematic incentive programs generally are those that are rate-based as opposed to behavior based. By way of example, an incentive program where an employer raffles off a \$500 gift card at the end of each month in which there are no workplace injuries would violate the rule, in that it takes an adverse action by withholding a benefit (the \$500 gift card) when an employee reports a work-related injury. However, an incentive program where an employer raffles off a \$500 gift card at the end of each month in which employees universally complied with legitimate safety rules (e.g. use of fall or eye protection), would not be violative, as it is promoting safe behavior and not penalizing a reported injury. Similarly, rewarding employees for completing safety training or identifying unsafe working conditions would not violate the rule. Therefore, incentive programs should promote safe behavior, not penalize an accident.

While this article is not and should not be construed as legal advice, one thing is clear, OSHA's new rules make accident prevention and post-accident investigation more fact-based and individualized than ever before. Gone are the black-and-white programs most businesses have become accustomed to. ♦

We Build Excellence



- Design/Build
- Construction Management
- General Contracting
- Facility Services

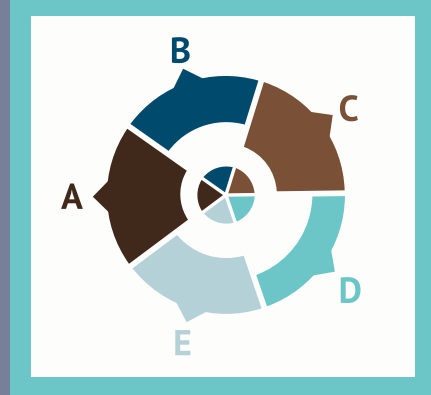


219.362.2127
www.LDconstruction.com

Is It Worth It?

Three Tips on How to Measure ROI for Training

By Nick Dmitrovich



The return on investment when it comes to providing additional training for your employees can, at times, be a difficult thing to measure, mostly because of all the ambiguity involved. How exactly does one quantify the value of additional skills?

To begin, there really is no one-size-fits-all way to calculate this kind of ROI in a general sense because the outcomes of the investment depend on the specific needs of the company and the reasons for making the investment in the first place. However when a company has clear goals in mind, there are a few handy methods employers can use to determine whether or not their dollars were well spent. Take a look:

Link Training to Desired Outcomes You Can Quantify

It's much easier to measure improved outcomes within a company's operations than it is to measure the value of an individual's skills. Employers should connect the types of training they are considering to specific areas of their company that they're trying to impact.

Perhaps you want to enroll your employees in a training program designed to teach them optimization skills within a production process, for example. A good baseline measurement to begin with would be the time it takes an average employee to complete a given production cycle;

then you'll have a solid point of comparison to reference after the new methods are put to use. Hopefully, you'll notice an uptick in productivity, at least on the per-unit level, once training is concluded and applied. Remember that training is a valuable long-term investment, and your short-term gains will mount over time.

Referring back to the ambiguity mentioned above, your baseline comparison will vary greatly depending on your particular goals. Safety training, for example, is almost always valuable for any company but is a very difficult area to form a baseline comparison within because it relates to costs created by accidents that you're trying to avoid, not the optimization of process-

es you currently perform. However, it goes without saying that the costs of training will most likely be cheaper than a potentially expensive accident.

Don't Forget About Indirect Costs

Beyond the actual dollar amount of the training program you plan to use, don't forget that there will be associated indirect costs involved. While these figures will most likely have to be estimated, it's important to factor in things like time away from regular tasks needed to complete the training and other issues like dips in productivity due to lost time, travel expenses, any additional pay increases that might be needed for individuals with new certifications, and more, depending on your company's needs.

Don't Forget About Indirect Benefits as Well

Over the long run, there are quite a few indirect benefits that arise from additional training that are frequently overlooked when tracking ROI. These are a bit more behind-the-scenes than the obvious benefits created by things like increased productivity, but they're significant enough to think about when assessing the value of a training program.

A good example of an indirect benefit would be the reduction in employee turnover that training can produce, which has tremendous value. Foster EDU, a workforce development firm, reported that investing in training programs and continuing education for employees can reduce turnover rates by an impressive 40 percent, saving companies thousands.

Additionally, employees who receive additional training have been historically shown to have a greater sense of loyalty to their company, further reducing turnover. Experts have estimated that it can cost upwards of twice an employee's salary to find and train a replacement – making the value of training a much better investment than the possibility of losing talented people in the long run.

LET'S GET TECHNICAL

An equation designed to reflect the ROI for training:

$$\text{ROI(\%)} = \frac{((\text{MONETARY BENEFIT} - \text{TRAINING COST}) / \text{TRAINING COST}) \times 100}$$

TRAINING COSTS =

Design and development, promotion and administration, delivery (staff or technology), materials and training facilities, trainee wages, and training evaluation.

MONETARY BENEFITS =

Labor savings, reduction in lost workdays and workers' compensation costs, productivity increases, and lower turnover costs.

Source: LinkedIn, Philip Seely

It's All About Evaluating and Tracking

In the end, measuring your ROI for employee training is as simple as tracking all of your associated expenses and comparing them against your desired outcomes, making sure to identify and incorporate all of your indirect costs and benefits as well. While the elements of your assessment will differ based on your specific company & industry, these methods will help you calculate the value of your chosen training provided that the outcomes align with your goals for the investment. ♦



Interested in other business topics? Check out BuildingIndiana.com!

We have YOU covered

CIVIL

- LABOR & EMPLOYMENT
- LITIGATION
- CONSTRUCTION LAW
- BUSINESS TRANSACTIONS
- ESTATE PLANNING
- TRUST & ESTATE
- JUVENILE LAW

CRIMINAL

- FELONIES & MISDEMEANORS
- FEDERAL & STATE
- WHITE COLLAR OFFENSES
- FRAUD
- DUI/OWI
- TRAFFIC
- EXPUNGEMENTS

JOHNSON IVANCEVICH, LLP

P: 219.769.0087

F: 219.769.0092

250 East 90th Drive
Merrillville, IN 46410

JohnsonI.com

A Guide When You Need One

Small Business Coaching Programs on the Rise

By Nick Dmitrovich



It's not always employees that need training – sometimes an entire company could benefit from a little guidance. This is especially true among young companies and small businesses, which make up the vast majority of employers in our state, and have been advancing rapidly with the technology boom that Indiana has been experiencing over the past year or so.

Along with this upswing, there has been a corresponding increase in demand for small business development services like business coaching & administrative educational opportunities. Numerous Hoosier organizations have been launching programs aimed at meeting this demand.

Recently, to support business coaching and company training, the Nina Mason Pulliam Charitable Trust announced a \$100,000 grant to the Indy Chamber's Business Ownership Initiative (BOI) for business coaching services.

While the Indy Chamber's economic development team works to attract new opportunities to the region, its Entrepreneur Services division – including BOI – focuses on the success of existing companies to drive employment and investment. More than 80 percent of all metro job creation comes from these enterprises, especially smaller firms – eight of every ten Indy businesses have less than 20 employees.

BOI provides one-on-one business coaching, organizes educational opportunities, and administers the nation's largest Chamber-affiliated microloan initiative; this SBA-backed effort provides small loans (typically in the low five-figures) to growing employers that may not meet traditional lending standards.

"The Pulliam Charitable Trust's generous support of business coaching is absolutely critical," said Carrie Henderson, President of BOI. "Our coaches work one-on-one with hundreds of entrepreneurs every year, helping with ev-

erything from business planning to cash flow management to connecting them with other resources, including our micro-lending program."

Henderson explained, "Business coaching capacity is our urgent need; knowledge is power, and expert coaching empowers small employers and entrepreneurs to take their business to the next level. The Pulliam Trust grant will support hundreds of hours of additional coaching time and access to resources for these companies."

Over the last year, the Indy Chamber's Entrepreneur Services division has provided more than 10,000 hours of coaching and classes. By increasing its grant support from \$60,000 in 2015 to \$100,000 this year, the Pulliam Charitable Trust is helping BOI meet growing demand for these resources from the metro business community.

In several announcements that have taken place over the last few months, it would appear that programs like the Indy Chamber's BOI

tie in well with a much larger trend sweeping through the state. Former Governor Mike Pence announced plans last year to invest \$1 billion over the next 10 years to advance innovation and entrepreneurship in Indiana, and a major component of those plans involve boosting small business resources. Specifically, the program impacts small businesses with factors like:

- ✓ Expanding opportunities for small businesses by integrating resources and micro-lending initiatives to encourage local community development while developing new programs to increase opportunities for all Hoosiers to start and a grow a business.
- ✓ Supporting education, research, and entrepreneurial practice at Indiana's higher education and research institutions by leveraging strategic partnerships to support and expand current innovation and entrepreneurship programs, advance research initiatives and programs like the Purdue Foundry Accelerator with embedded Entrepreneurs in Residence, and establish a system for sharing best practices across the state's network of private and public institutions.

As part of the initiative, the Office of Small Business and Entrepreneurship (OSBE) and its programs, including the Indiana Small Business Development Center (ISBDC), Procurement Technical Assistance Center (PTAC), and Small Business Ombudsman, will transfer from the Office of the Lt. Governor and integrate into IEDC to align and enhance effectiveness of the state's efforts, creating a one-stop shop of resources, experience, and information for entrepreneurs and job creators at all stages of growth and development, partners, and investors.

Speaking on this transition, Governor Eric Holcomb said, "The Office of Small Business and Entrepreneurship and its programs including the ISBDC, PTAC, and the Small Business Ombudsman have flourished within our family of agencies. With the OSBE team officially joining IEDC, the state will be able to expand our ability to meet the needs of businesses of all sizes and strengthen our relationships with Hoosier entrepreneurs. With these goals, we will work together to ensure Indiana continues to be THE state for innovation and entrepreneurship." ♦



For other small business stories and many more business topics, visit BuildingIndiana.com.

How Can Your Small Company Get Some Business Coaching?

It's as easy as contacting one of the many business development centers throughout the state. Many offer services for free, and almost all of them offer additional services beyond coaching. There are seminars, networking opportunities, workshops, and much more available to Hoosier companies. Take a look at some of Indiana's business development centers:

- **Business Ownership Initiative**
Indianapolis
- **Indiana Small Business Development Center**
Locations statewide
- **Center of Workforce Innovations**
Valparaiso
- **Northeast Indiana Innovation Center**
Fort Wayne
- **Action Coach**
Merrillville
- **Grow Your Business Coaching**
Indianapolis
- **Inspire Results Business Coaching**
Mooreville
- **Reachmore**
Online service, based in Indianapolis
- **Accent on Business**
Carmel
- **Paragraphs 22 Coaching & Consulting**
Fort Wayne



 **Chester** inc
Architectural & Construction Services

design | build | finance
219.465.7555 | chesterinc.com

Getting Them Ready

Working to Train a Million Workers

By Nick Dmitrovich



Here's a rather mind-blowing statistic: Indiana's going to have a million jobs to fill over the next decade.

That figure comes from the Indiana Department of Workforce Development (DWD) and the Indiana governor's office, which have been developing numerous initiatives and public-private partnerships geared towards training pathways to fill these projected positions. The scope of that data is not limited to any one particular industry, which makes these training programs all the more diverse in terms of what they specifically target. Our state, which already prides itself on a talented workforce, is going to need to push to keep the momentum going.

"The Indiana Department of Workforce Development will partner with employers, educators, and workforce stakeholders to find innovative

solutions to a challenge Indiana is facing: filling one million jobs over the next decade," Governor Holcomb said. "Improving the skill attainment of the Hoosier workforce is critical to ensuring that Indiana remains a state that works. A highly-skilled workforce increases median income, lowers poverty, attracts jobs, grows the economy, and enhances the vitality of our communities."

Let's take a look at some of Indiana's workforce development programs and the types of training they are conducting.

Skill UP Indiana! Skilled Trades and Insurance Industry Training

Skill UP Indiana! is an initiative led by the DWD, wherein \$19 million



Together, we can build
**OUR FAMILIES,
OUR COMMUNITIES,
OUR COUNTRY...**

OZINGA[®]

Together, Building Better

CONCRETE 708.326.4200

Ready mix, sustainable, specialty and decorative concrete products

ENERGY 888.656.0141

CNG fleet fueling solutions, truck service and repair, and custom installations

LOGISTICS 708.326.4300

Trucking, railroading, barging, towing and transloading

MATERIALS 708.326.4370

Aggregates, building materials, concrete blocks and landscaping products

www.ozinga.com

was provided by the state to support community partnerships in developing training and education programs that align to employer needs. A private match of 25 percent is required for organizations to receive funding, and the types of training offered must center on education programs for in-demand occupations.

The DWD recently awarded \$7.7 million in Skill UP grants to 12 regional partnerships, \$670,148 of which went to Northeast Indiana Works and the Northeast Indiana Regional Partnership to support training programs in the skilled trades and insurance industries.

Through additional matching funds and in-kind contributions, the organizations were able to raise a total of \$994,148 that will be used to fund training initiatives in skilled trades and the insurance industry through partnerships with Northeast Indiana Building & Construction Trades Council and the Northeast Indiana Specialty Insurers. Altogether, that means a group of 18 trades organizations and seven different insurers are working to address the workforce needs of their respective industries.

“These initiatives will help fill talent pipelines for two growing, relatively high-wage industry sectors,” said Gary Gatman, executive vice president of strategic initiatives for Northeast Indiana Works. “This is a critical evolution of successful career pathway work that has al-

ready been completed in northeast Indiana.”

The skilled trades initiative will develop a pre-apprenticeship program that will serve as a springboard to paid apprenticeship programs. The program will include classes in technical skills (such as workplace safety, trade-related math and hands-on experience) and employability skills (such as teamwork, problem-solving and communication). It is anticipated that the classes, which can lead to industry-recognized credentials, will serve 120 adults across the region, with a focus on ensuring a diverse group of participants.

The insurance sector initiative will offer classes in insurance-specific information technology leading to the opportunity to earn industry-recognized credentials. It is anticipated the classes will serve 24 people already employed in the insurance industry.

“On behalf of the Northeast Indiana Specialty Insurers, I can say that we are very excited to partner in this innovative and necessary training program,” said Pat Sullivan, executive vice president of Hylant and chair of the Northeast Indiana Specialty Insurers. “Our ability to upskill our employees will be critical to the success of the insurance sector in northeast Indiana.”

Other partners for these programs include the JPMorgan Chase Foundation, Allen County’s Gateway Coalition, Ivy Tech Community

College Northeast, Local Economic Development Organizations (LEDOs), WorkOne Northeast, and community-based organizations throughout the region.

Northeast Indiana also previously received a \$1.35-million Skill UP grant to support manufacturing program and equipment enhancements at the region’s five Career and Technical Education (CTE) districts and training programs for existing workers in the manufacturing sector.

NWI Manufacturing Consortium Advanced Manufacturing Training

The Northwest Indiana Manufacturing Consortium was created in early 2016 to guide training and employment programs and initiatives for regional manufacturers and to engage employers in forming connections to schools to ensure that a reliable talent pipeline will be maintained. The group is also serving as a model to be used by the Northwest Indiana Workforce Board (NWIWB) to address needs and develop solutions in other key sectors.

The Consortium has a large number of leading industry members, including: Alcoa Howmet, Kruz Inc., ArcelorMittal, Monosol LLC, Hearthside Foods, B & B Manufacturing, American Licorice Co., Dekker Vacuum Technologies, MCTD Inc., 5 Star Engineering, Iroquois Bio-Energy Company, Braun Corporation, Unilever, Rockwell Automation, Hoist LiftTruck, American Renolit, Progress Rail, Jaeger Unitek, Amsted Rail, Fratco, Pratt Paper, Inc., and Tec Air.

Last year, the Center of Workforce Innovations helped the NWI Manufacturing Consortium and the NWIWB secure a Skill UP grant in the amount of \$427,571, which was privately matched by an additional \$209,550. The group plans to use the funds to prepare individuals for jobs in manufacturing by developing curriculum around the needed knowledge, skills, and abilities identified by regional sector partnerships, for employability, technical skills, and creating work-and-learn opportunities for youth and adult learners.

Ascend Indiana and the Central Indiana Corporate Partnership STEM Development and Post-Secondary Credentials

Ascend Indiana, the sixth initiative created by the Central Indiana Corporate Partnership



(CICP), is a cross-sector, industry-led organization that collaborates with corporate, education, and community partners to identify and address challenges within the talent pipeline.

Ascend Indiana has spent the past year conducting in-depth research and engaging key stakeholders to understand the workforce landscape in Central Indiana. The organization's research shows that the current supply of skilled talent and employer demand in Central Indiana are misaligned, with demand outstripping supply.

- Within five years, an estimated 62 percent of workers will require some form of post-secondary credential.
- However, only 42 percent of the population in Central Indiana has attained an adequate level of education, highlighting a gap of 215,000 adults.

"The advanced industries - such as life sciences, technology, and advanced manufacturing - account for more than 96,000 jobs in Indianapolis," David Johnson, president and CEO of CICP, said. "These are typically jobs that require some type of STEM-related skill or credential, pay well above the regional norm, and make an impressive contribution to productivity in our 21st-century economy. As such, they represent some of our best opportunities to promote in-

novation and economic growth, and we need to be able to meet the rising need for these jobs with tailored and practical strategies. Ascend's work will help connect our skilled talent with employers' needs."

The initiative works with related efforts by State government and key regional organizations, including the Indy Chamber, United Way of Central Indiana, the Central Indiana Community Foundation, and EmployIndy. This will ensure a continuum of educational and training opportunities for the support of a variety of sectors and skill levels. Another crucial partnership for Ascend is with education providers, including career and technical education institutions, higher education, and community-based organizations, to align training to high-demand careers and support students' job search processes.

"Ascend Indiana has a coordinated approach with academia (higher education and training programs), employers, and talent to develop the pipelines that fuel Central Indiana's economy," Jason Kloth, president and CEO of Ascend Indiana, said.

Lilly Endowment Inc. has provided a grant of \$5 million to the CICP Foundation to support the first three years of Ascend's operations. Additional funding and grants totaling nearly \$2



million have been received from organizations including the Joyce Foundation, Indiana Department of Workforce Development (DWD), USA Funds, Lumina Foundation, Eli Lilly and Co. Foundation, Central Indiana Community Foundation, and the Glick Family Foundation.

CICP's other five economic development initiatives include AgriNovus Indiana, Bio-Crossroads, Conexus Indiana, Energy Systems Network, and TechPoint - each of which addresses challenges and opportunities unique to various industries. ♦

WaterPlace
a LEEPS supply showroom

let's dream together

waterplace.net

DXXV
AMERICAN STANDARD

Crown Point
Valparaiso
New Buffalo

Indiana's Top 10 Business Schools / MBA Programs, Ranked

- 1 Indiana University Bloomington, Kelly School of Business
- 2 University of Notre Dame, Mendoza College of Business
- 3 Purdue University, Krannert School of Management
- 4 Valparaiso University, College of Business
- 5 Ball State University, Miller College of Business
- 6 Indiana State University, Scott College of Business
- 7 Indiana University Kokomo, School of Business
- 8 Indiana University-Purdue University Fort Wayne, School of Business
- 9 Butler University, College of Business
- 10 Purdue University Calumet, College of Business

Source: Association to Advance Collegiate Schools of Business (AACSB)

Overwhelmingly, high-wage states are states with a well-educated workforce.

Source: Economic Policy Institute

International Students Love Indiana Schools

Two Indiana colleges are among the top 25 institutions in the country for hosting international students:

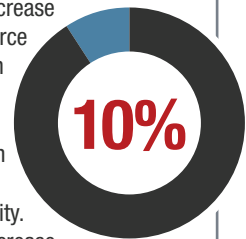
8th Purdue University

17th Indiana University

Source: Institute of International Education

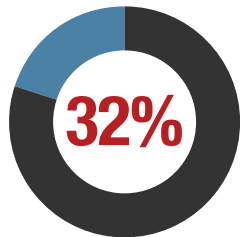
Should My Company Invest in Education or New Equipment?

A 10% increase in workforce education level led to an 8.6% gain in total productivity. A 10% increase in the value of equipment increased productivity just 3.4%.



Source: National Center on the Educational Quality of the Workforce (EQW)

The number of companies offering students full reimbursement for MBA programs is about

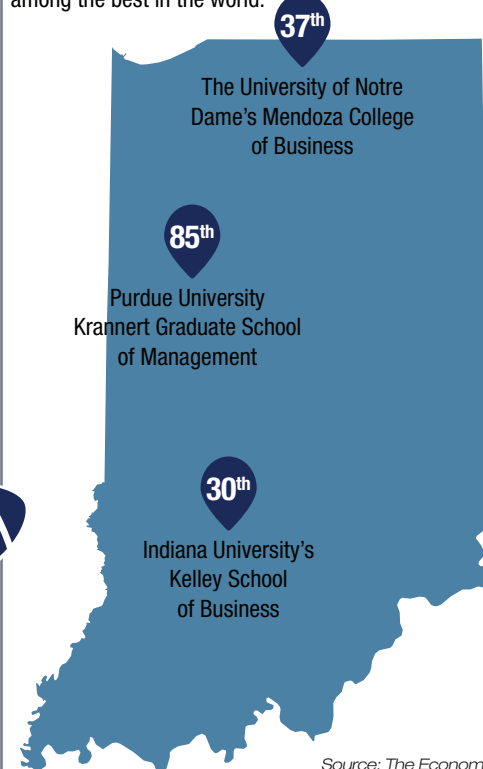


nationally.

Source: The Grad Guide

Hoosier MBA Programs Among World's Best

MBA programs at three Hoosier universities are ranked among the best in the world:



Source: The Economist

Every Notre Dame home football game since 1966 has sold out, except the Thanksgiving Day match-up with Air Force in 1973.

Source: Notre Dame

Indiana Wesleyan University generates a more than \$72 million impact on Marion's local economy. Nearly 400 jobs in the community are spurred by university, student, and visitor spending.

Source: IU, IWU

Three Hoosier Schools – Best Online Engineering Programs Nationally

SCHOOL	RANK
Indiana State University	4 th among four-year institutions
Indiana University East	44 th among four-year institutions
Ivy Tech Community College	21 st among two-year institutions

Source: AffordableCollegesOnline.org

A Look at Apprenticeships in a General Sense

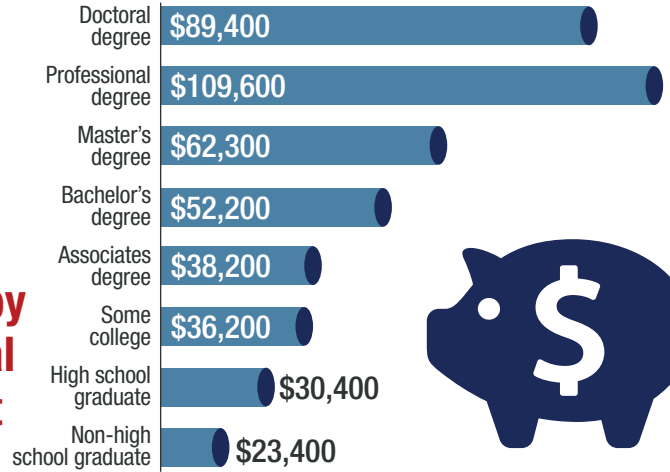
The average starting wage for an apprentice is approximately \$15.00 per hour.

Apprentices who complete their program earn approximately \$300,000 more over their career than non-apprenticeship participants.

The eligible starting age can be no less than 16 years of age; however, apprentices must usually be 18 in hazardous occupations.

Source: DOL

Average Annual Earnings of Workers 25 to 64 Years Old by Educational Attainment



Source: US Census

Signature School, Indiana's first charter school, was ranked as the No. 1 high school in the Midwest and No. 6 in the United States, along with many other notable accolades.

Source: Washington Post, IEDC

Purdue's and IU's Impact on Indiana

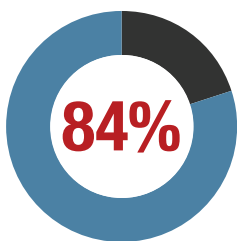
Purdue University

Purdue operations have stimulated an estimated employment impact of over 56,000 jobs. Total economy-wide expenditures associated with Purdue were \$4.59 billion in FY 2010-11.

Indiana University

The total economic footprint of IU on the state of Indiana amounts to \$4.6 billion annually.

Source: Purdue, FY 2010-2011 and IU, 2008



of companies provide financial assistance to employees to upgrade skills.

Source: Smart Business



NORTHWEST INDIANA'S CHOICE FOR INSURANCE

Over 100 years of industry knowledge

MEYERS GLAROS GROUP
Your Risk. Your Needs. Our Focus.
meyersglaros.com

WE DO IT ALL



Education Underground

New Simulation Center Attracts Midwestern Companies

By Nick Dmitrovich



In a state as industrious as Indiana, education and training comes in all shapes and sizes. Probably one of the best examples of specialized instruction the state has to offer is currently being developed at Vincennes University's Gibson County Center for Advanced Manufacturing and Logistics. There, construction is underway on Indiana's first and only underground mining simulation center.

Modeled after a simulated underground mine training facility at West Virginia University, VU expects its new facility to attract miners from throughout Indiana, Illinois, and Kentucky in addition to numerous other types of organizations.

Krempp Construction, Inc., of Jasper, was awarded a \$2.074 million contract to build the almost 40,000 square-foot mock mine. VU received funding for the project in the state's biennium budget. The facility was designed by Andrew Young, Vincennes University Campus Architect, with help from Cash Waggoner & Associates, PC, and Lynch, Harrison & Brumleve, Inc.

"In addition to coal, this new center will be useful for other types of mining as well as fire and rescue training and VU's Homeland Security and Law Enforcement programs," said VU President Chuck Johnson.

VU Mining Program Director Greg Xanders described some of the features of the project and ways that it will be utilized. He said, "The new mining simulation center is in-ground, and it kind of resembles an earthen house from the

outside. It's going to be a great tool for mining and rescue training. It's scaled down, smaller than an actual mine, but it is designed to represent a real mine with its entryways, crosscuts, pillars, and passageways. For example, an actual coal mine might have 20-foot-wide passageways, and ours is 12 feet wide – which is what is often used in mine rescue training."

"The facility is a concrete structure with a rock floor and a precast concrete ceiling that's



Source: VU

about 7 feet high. It's laid out like a grid with entryways and crosscuts," he added.

"Law enforcement groups plan to use the mine simulator for search and rescue training and also active shooter training. They'll be able to search room to room and down the passageways like they would do inside a school or regular building," Xanders explained. "For mining, we'll be able to conduct smoke training using theatrical smoke, and the space was actually designed to incorporate live burn training. That involves a propane fire in a pit, so trainees can experience the feeling of heat in that environment. Propane doesn't produce much smoke, so we use the safer theatrical smoke and have our trainees learn to find their way out of the mine without much visibility – a very real situation. Mining companies will be sending their mine rescue teams and fire brigades to train in this facility."

The center will have two main entrances with two exits on each side. The site is approximately 2.5 acres for the mining simulation area, including the access road. The basic layout has three long 12-foot-wide corridors running east-west and five 12-foot-wide corridors running in the north-south direction. Between the corridors there are 24-foot by 24-foot rooms, and there are 11 ramps that lead down to the facility. There are also two chambers that will protrude above ground for simulations in areas with height-related tasks.

VU is Indiana's designated recipient of federal grant funding from the U.S. Mine Safety and Health Administration (MSHA) to provide assistance in the training and retraining of Indiana's miners. The VU program was initiated in October 2005 for miners in all segments of the mining industry, including coal, sand and gravel, cement, crushed stone, dimension limestone, gypsum, shale, and clay. VU's Mining program provides the required training for new underground miners and new surface miners, in addition to MSHA-required annual refresher training for all miners.

"VU provides MSHA training to thousands of miners annually. This new facility will add to our capacity to do that training," Johnson said.

Construction of the mock mine began in autumn of 2016, and it will take about seven months to complete.

VU's Gibson County Center for Advanced Manufacturing is a leading resource for workforce development. The 57,000 square-foot facility features modern and flexible training labs and classrooms that serve employers, employees, and students within southwestern Indiana's industrial corridor. It is located on U.S. 41 near Fort Branch and just a few miles from Interstates 64 and 69. ♦

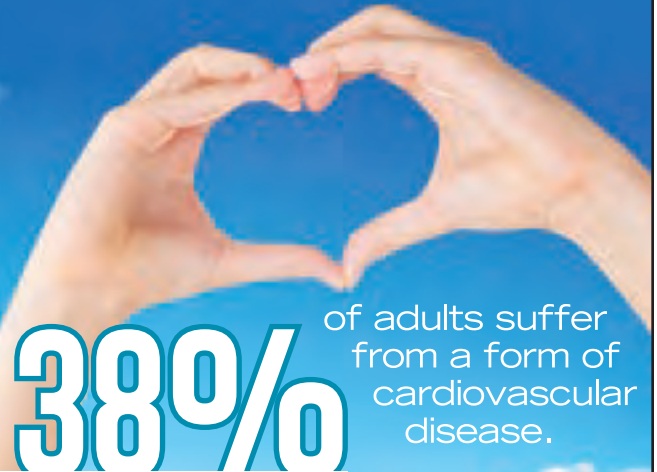
Beneath Your Feet

Facts About Mining in Indiana

- Coal is located in 18 counties in southwestern Indiana, with rock mining located in most of Indiana's 92 counties.
- Indiana has 17 billion tons of recoverable coal.
- There are over 290 mining operations in Indiana.
- Indiana produces 36 million tons of coal a year.
- In Pike and Sullivan counties, +15% of the workforce was employed in coal mining in 2013.
- The Bureau of Mines, headquartered in Vincennes, Indiana, inspects all Indiana underground coal mining operations and certifies specific mining occupations.

Source: VU, Indiana Geological Survey, Indiana Business Research Center, DOL

Across the 3 counties of Northwest Indiana, recent studies from the American Lung Association show that



38% of adults suffer from a form of cardiovascular disease.



NORTHWEST INDIANA
CLEAN AIR

Think Green. Breathe Easy.

LEARN MORE at www.NWICleanAir.com

HOW MUCH WILL YOU END UP PAYING FOR CHEAP LABOR?



Cheap labor looks good on paper, but what are you really getting? Chances are...not much. With a NECA-IBEW electrical contractor, you get what you pay for: proven training, solid experience and the backing of two organizations that have been around since the turn of the LAST century. That's quality and peace of mind you can't get off the street.

Circle "R" Electric, Inc.
(219) 762.5588

Current Electric, Inc.
(219) 872.7736

DJL, Inc. d/b/a K.B. Electric
(219) 872.4639

Ellis Electric, Inc.
(219) 926.7400

KV Electric
(219) 987.2646

Residential Electric
(219) 362.8886

New Age Telecom, Inc.
(219) 369.4355

Stephani Electric
(219) 362.2219



Local Union 531

TO FIND A NECA ELECTRICAL CONTRACTOR WHO EMPLOYS IBEW WORKERS CALL TOLL FREE 1-877-YOUR-POWER

www.necani.org



The Usual Suspects

Top Five Toughest and Most Common HR Troubles

By Nick Dmitrovich



It's interesting that, no matter what type of industry a company is in, there exist numerous commonalities among problems encountered by organizations and human resource managers across the county. Since so many different types of organizations share similar troubles, we thought we'd catalogue the top five most frequently disruptive issues that companies encounter to reflect how universal these situations truly are. Take a look -

Negative Nancy

Persistent negativity from one or more employees within your company is one of the most well-known and loathed personality traits a business owner can have among their staff. Almost every company has had to deal with an individual of this type at some point in their histories. This is the

type of person that is generally a Grinch throughout every season of the year – they don't like their job, they're always treated unfairly, the company is improperly managed, etc.

With this type of attitude, it's important that you set limits to avoid enabling this kind of behavior. Don't become drawn into negative discussions, and don't allow yourself to become a sympathetic audience for a negative Nancy.

Difficult Dan

Don't confuse difficulty with negativity, as mentioned in our first example. While a negative person can (and often will) express their negativity with anyone who will listen, a difficult person might only be difficult with a few select individuals. This type of behavior creates unnecessary barriers

for your company's productivity and could potentially cause opportunities to be missed.

Difficulty comes in all shapes and sizes, too. It could be an employee that never lets you get a word in or one that undermines your performance. No matter what variety you encounter in your company, one thing is true: interpersonal difficulties will only continue to grow until they are addressed directly.

Clash of the Titans

No matter how smoothly your company runs, conflict in one form or another is inevitably going to happen. It's virtually unavoidable, but perfectly manageable with the right kind of approach. We're not talking about the small day-to-day spats your employees might have, which most frequently are resolved by the parties involved without any intervention. We're talking about the major eruptions - perhaps even ones that have been steadily building for extended periods of time.

Major conflicts like these impact your entire company and affect your entire workplace culture. The surest path towards a peaceful cease-fire is mediation without preferential treatment. Meet with all the antagonists, together, and have them describe specific actions they'd like to see

the other party take toward resolution. Express that you expect them to act like adults and that you believe in their ability to resolve their differences.

Ships Without a Crew

"Why don't my employees do what I tell them to?" This is one of the most frequent complaints human resource departments receive from managerial departments within their companies. To find a root cause for this type of problem though, the question should be rephrased into something along the lines of "What is causing my employees to fail?"

Employees want to succeed! No one deliberately comes into work with intent to fail and cause problems. A failure to meet expectations is a failure on both the employee and their management - not exclusively one or the other. Perhaps one of the biggest reasons that employees are not meeting the expectations of management comes down to communication. Do employees know what they're supposed to do? Do they know how? Are they clear on the guidelines they must follow and the desired outcomes? Making sure that objectives are clearly defined and understood is essential to solving these types of situations and will also provide a

great framework to fall back on if and when any future conflicts arise.

Ships Without Captains

Are the members of your management team truly effective leaders? As an owner, sometimes it can be difficult to tell. The definition of poor management skills depends greatly on the needs of your employees and the outcomes that your team is producing. Frequently, poor managers are unwittingly poor in that they are unaware of the problems they're creating. Managers that utilize a "hands-off" approach might not realize that they're leaving their staff unsupported. And, on the flip side, managers that are too involved might actually be insecure about their own positions.

Partnering your inefficient managers with more experienced mentors is one good strategy to adopt, as well as expressing your concerns in a manner that doesn't come off as accusatory. The bottom line here is that you address the problem sooner rather than later, as your management team is critical to your company's success. ♦

 **Has your company dealt with situations like these? We'd love to hear about it! Drop us a line at BuildingIndiana.com.**

McShane's

BUSINESS PRODUCTS & SOLUTIONS

(800)837-1400 www.mcshanes.com



Do you want to improve the air you breathe? For a healthier environment, get an AeraMax Pro get an AeraMax Pro starting at \$69.00/ Month.

**Joining forces to provide
outstanding craftsmanship,
leadership & education opportunities**

PROUD TO BE UNION



IRONWORKERS



We Stand For

- **Service**
- **Leadership**
- **Integrity**
- **Safety**
- **Unionism**
- **Professionalism**

NWI
CONTRACTORS
ASSOCIATION

New Foundations for Higher Learning

University Projects Take Shape Across the State

By Nick Dmitrovich

New foundations for higher learning are being set into place at many of Indiana's universities, with some wrapping up and some just beginning, as the state gears up to prepare new generations for the future. In fact, at the time of this composition, it's actually quite difficult to pin down Hoosier institutions that aren't undertaking new construction projects, renovations, or expansions. Virtually all of the major schools are growing, in one form or another.

With so much activity taking place, we thought we'd feature a collection of education-related projects for our readers to showcase the steps Indiana is taking toward a brighter academic future. These projects represent much more than economic development – they're the brick-and-mortar locations that will be formulating our state's leaders and innovators.

Take a look at some of these exciting new facilities:

\$8.8 Million - Centaur Equine Diagnostic and Surgical Center

Purdue University

Building Contractor: MacDougall Pierce Construction

Site Contractor: Runnebohm Construction

Architectural Firm: BDA Architecture



Construction is wrapping up on Purdue University's \$8.8 million Centaur Equine Diagnostic and Surgical Center, located in Shelbyville near Indiana Grand. The state-of-the-art facility will serve as a satellite facility of the College of Veterinary Medicine, providing specialty medical and surgical services for horse owners and supporting equine research and education of future equine specialists.

"This center will house the most technologically advanced medical equipment to diagnose and treat equine patients while also facilitating groundbreaking research and vital educational opportunities for students preparing for careers as equine specialists," said Willie Reed, Dean of the College of Veterinary Medicine and Professor of Veterinary Anatomic Pathology.

The facility is built on land purchased by Purdue Research Foundation with \$2.3 million in support from Shelby County and city of Shelbyville. Centaur Gaming, which owns and operates Indiana Grand Racing & Casino, has pledged \$3.1 million to name the facility.

Located just a few miles from the Indiana Grand Racing & Casino's

track in Shelbyville, and within an hour's drive from Hoosier Park in Anderson, Indiana, the center will be part of the Purdue Equine Sports Medicine program based on the West Lafayette campus. It will offer advanced diagnostic imaging, shockwave therapy, regenerative medicine, endoscopy laser surgery and specialized equine orthopedic surgery and specialized equine surgery in a one-story, 18,000-square-foot center.

"Shelbyville and Shelby County are excited about the groundbreaking for the new Centaur Equine Diagnostic and Surgical Center," said Shelbyville Mayor Tom DeBaun. "This project is a great model of public and private partnerships between the City of Shelbyville, Shelby County, Centaur Gaming and Purdue University. Now that construction is beginning, we look forward to the completion of a beautiful equine specialty referral hospital that will have a significant positive impact on our community."

\$10 Million - Science Hall Expansion & Renovation St. Mary's College

General Contractor: Ziolkowski Construction, Inc.

Architectural Firm: SBS (Stanley Beaman & Sears) and MPA Architects



Saint Mary's College recently completed an expansion and renovation to its Science Hall, which houses the Departments of Chemistry and Physics and Biology and supports the Dual Degree in Engineering Program, the Sophia Program, and the Department of Nursing Science.

The project is thanks to the largest private gift in Saint Mary's history. In 2011, the college announced that Jennifer Mathile Prikkel '95, then a member of the Board of Trustees, and her parents MaryAnn and Clayton Mathile committed \$10 million dollars to transform Science Hall into a state-of-the-art facility. The result is a center of science learning that features collaborative environments and the most up-to-date technology.

Notable changes to the building include study and lab areas that encourage collaboration between students, faculty, and disciplines. Physics now has a dedicated floor, occupying a newly finished area on the lower level on the building's north side. Meanwhile, the wall on the building's south side was extended several feet out to the sidewalk, creating much larger laboratories and classrooms on the first floor (chemistry) and second floor (biology). The new greenhouse, another component of the project, was completed in the summer of 2014.

"The interface between the science disciplines is where the most exciting discoveries are made, and our new spaces make this interdisciplinary science easier in both our teaching and research," said Christopher Dunlap, Associate Professor and Chair of the Department of Chemistry and Physics.

Don Paetkau, Associate Professor and Chair of the Department of Biology, said, "The changes to Science Hall make it possible for our faculty and students to work as a research community with the tools they need to address real world questions together. We are investigating emerging diseases, cancer, the nature of genomes, and the consequences of climate change. Our research includes a quest to better understand echolocation in bats, which could lead to improvements

in technology we all use every day. And we are experimenting with paper analytical devices (PADs) to detect pharmaceutical and water quality. We look forward to the discoveries that will be made in our new labs.”

\$7 Million – Byrum School of Business Marian University

General Contractor: Shiel Sexton

Architectural Firm: Schmidt Associates



Marian University has begun construction on a new building that will house its Byrum School of Business by December 2017. The \$7 million facility is needed to accommodate growing enrollment in the business school, and is part of a \$15 million campaign to support the school’s unique, experiential approach to learning.

“We have adopted a fundamentally different approach to preparing students for the dynamic business world,” Dr. Russ Kershaw, Dean of Marian University’s Byrum School of Business, said. “We have replaced the traditional textbook/lecture/exam-based courses with a series of business experiences that require all students to engage with real business people and projects from day one. Our focus is on providing students with prac-

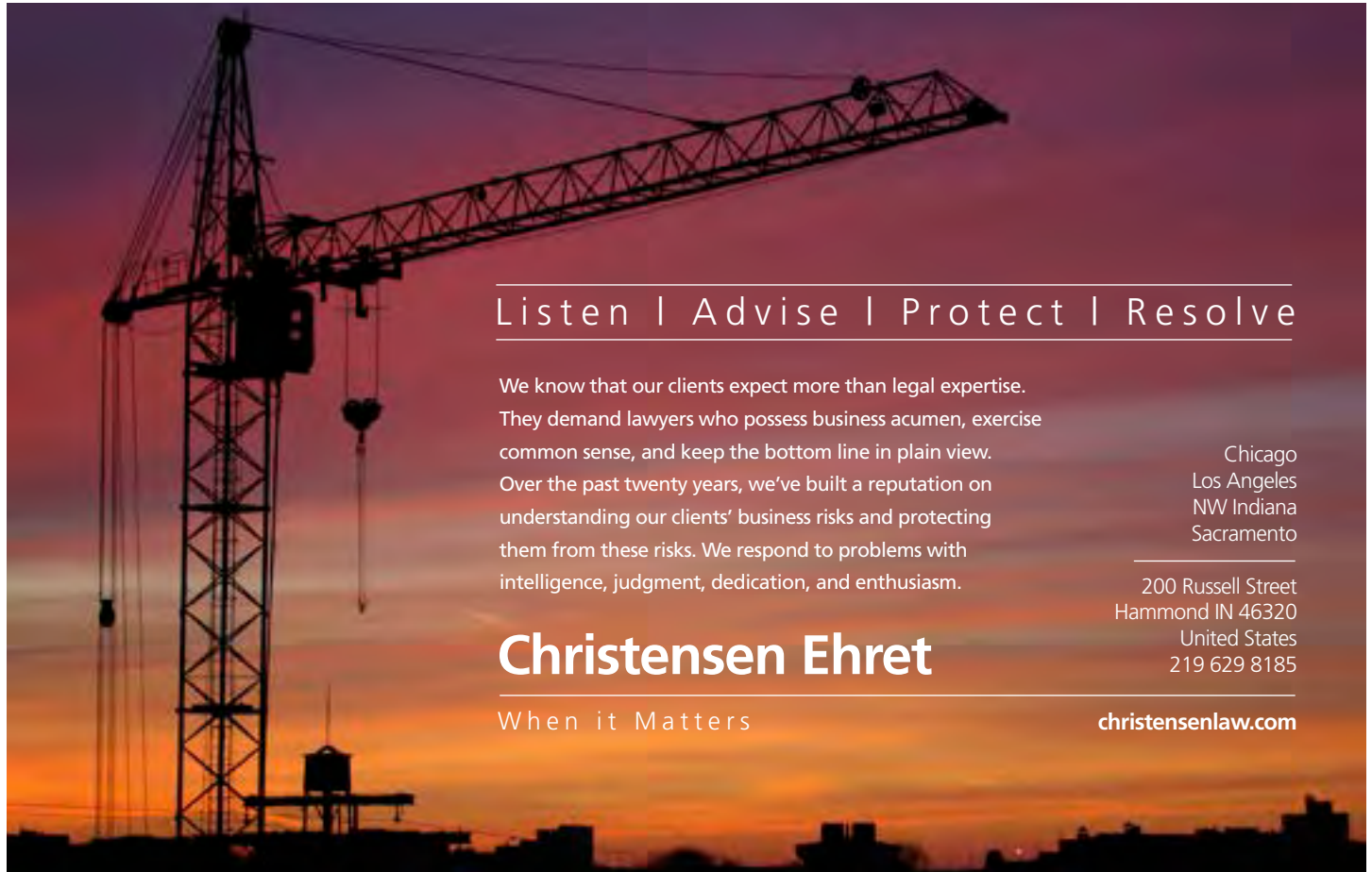
tic in solving actual business problems and helping them develop key skills, instead of memorizing facts, formulas, and terms for the test. This new facility is being explicitly designed to help us deliver this program.”

The new Byrum School of Business will be designed to represent the changing work styles and mobile technology of businesses today, with trendy breakout areas, expansive glass walls, and open perimeter spaces. The dramatic atrium will provide flexible work zones with tiered collaboration space configurable for presentations, creative brainstorming, or casual student gatherings. The innovative space supports the school’s unique hands-on curriculum where students learn by collaborating with businesses. Schmidt Associates has been chosen as the architect for the new space; construction will be completed by Shiel Sexton.

In addition to the new building for the Byrum School of Business, Marian University is also planning construction of a new \$30 million facility for dining, recreational sports, classrooms, a fieldhouse, and more.

\$13.3 Million – MTI Center Trine University

Construction Manager: Michael Kinder and Sons, Inc.



Listen | Advise | Protect | Resolve

We know that our clients expect more than legal expertise. They demand lawyers who possess business acumen, exercise common sense, and keep the bottom line in plain view. Over the past twenty years, we’ve built a reputation on understanding our clients’ business risks and protecting them from these risks. We respond to problems with intelligence, judgment, dedication, and enthusiasm.

Chicago
Los Angeles
NW Indiana
Sacramento

200 Russell Street
Hammond IN 46320
United States
219 629 8185

Christensen Ehret

When it Matters

christensenlaw.com

Trine University has announced plans for its new MTI Center, which is scheduled to open in January 2018. The new facility will be a hub for campus entertainment, incorporating a bowling alley and esports arena into its design.

The project has been estimated at \$13.3 million and also includes three basketball courts, a fitness center, pro shop, banquet room and bar, outdoor patio, offices, and a training room. It will host Trine University's men's and women's basketball games and incorporate the Witmer Clubhouse for Zollner Golf Course, which will remain open during MTI Center construction.

The contract for the MTI Center has been awarded to Fort Wayne-based Michael Kinder and Sons, which is also the construction manager for the \$8.2 million Thunder Ice Arena.

Trine University will launch its esports program, which involves online competitive video gaming, beginning in the fall of 2017. The team will be housed in a temporary facility until the MTI Center is completed.

The university also has several other major projects taking place at this time, including the expansion of Best Hall of Science and the construction of the Thunder Ice Arena. The Best Hall expansion is scheduled to open in January 2017 and will add 26,000 square feet to the building, including seven laboratories, 12 offices, and group study spaces. The Thunder Ice Arena will open in fall 2017 and will be the home for Trine's men's and women's hockey teams.

\$4 Million - Renovations to Riverside Hall Indiana University South Bend

Architectural Design Team: Moake Park Group, Inc. & Artekna Design
General Contractor: Brown & Brown Contractors, Inc.

\$4 million in renovations to IU South Bend's Riverside Hall have begun. When the renovations are complete, it will be the hub of health sciences programs, classes, and health care for students, faculty, staff, and community residents.

"The renovated Riverside Hall will help address major risks to individual health and the declining measures of public health in our state," said Indiana University President Michael A. McRobbie.

The project will refurbish and modernize more than 11,000 square feet - the entirety of the building. New mechanical, plumbing, electrical, data, and security systems will be installed, along with updated clinical space, laboratories, radiology equipment, a pharmacy, classrooms, and offices. When completed in the fall of 2017, Riverside Hall will be the new home of the expanded IU South Bend Health and Wellness Center and enhanced programs in health sciences.

"The renovated Riverside Hall will provide excellent teaching and learning opportunities for students and faculty, along with providing low-cost, high quality care for those in need," said IU South Bend Chancellor Terry L. Allison. "Students and faculty in Dental Hygiene, Nursing, Radiography, Clinical Lab Sciences, and other health professions will have expanded opportunities to work directly with patients," he added.

Funding for the project includes a \$1 million gift from the Vera Z. Dwyer Charitable Trust, matching gifts, campus funds, and operational support from HealthLinc. HealthLinc is a federally qualified health care center operator with clinics in East Chicago, Valparaiso, Knox, Michigan City, Mishawaka, and at IU South Bend. ♦



(L-R) Chancellor Terry Allison, Trustee Melanie Walker, President Michael McRobbie and Trustee Phil Eskew break ground for renovations at Riverside Hall.



AMEX

NOOTER

A Subsidiary of Nooter Construction

INDUSTRIES SERVED
Refinery and Petroleum
Chemical
Steel
Power
Food
Alternative Fuel
Plant Maintenance

www.amexnooter.com

Your Preferred Choice Contractor

AMEX NOOTER is an aggressive unionized prime mechanical contractor providing service and quality since its founding in 1979, utilizing the following skilled craftsmen in Northeast Illinois and Northwest Indiana:

- Pipefitters
- Millwrights
- Ironworkers
- Boilermakers
- Operating Engineers
- Teamsters
- Laborers
- Carpenters

We have the **expertise, experience** and **resources** to perform:

- Process and power piping fabrication and erection
- Mechanical and process equipment rigging, erection and alignment
- Instrumentation
- Boiler erection and repair
- Complete plant maintenance services
- Construction management and general contracting
- Full service fab shop as well as value engineering

SAFETY

Safety is a key player on the Amex team. We are very proud of our Safety record. Amex employs 6 full time Safety professionals, our Corporate Safety Director and 5 Field Safety Supervisors. Amex is very conscious of safety and loss control and believes Safety awareness is job one! This attitude not only benefits Amex, but our clients as well.

If you are searching for a prime mechanical contractor to combine safety, cost control, quality, production and professionalism with modern construction methods, we believe you will be satisfied with

AMEX NOOTER, LLC. We offer the value that only experience can provide.

Call Us Today!

INDIANA

1636 Summer Street
Hammond, IN 46320
219-937-6100

ILLINOIS

18501 Maple Creek Drive,
Suite 900, Tinley Park, IL 60477
708-429-8300

AMEX NOOTER, LLC -
A Subsidiary of Nooter Construction
www.amexnooter.com





Move to a higher standardSM

CONSISTENT PERFORMANCE. IT'S WHAT OUR CUSTOMERS EXPECT.

Consistent performance has enabled Matrix North American Construction, formerly Kvaerner North American Construction, to become one of the premier industrial construction and maintenance firms in North America. From our executive team to our experienced field staff and craftworkers, we approach each project as a partnership with our client. This personal attention to detail, combined with the expertise of our people, is reflected in our comprehensive training, high standards and work performance. This enables us not only to complete quality projects safely and efficiently, but consistently.

Iron & Steel - Industrial - Oil, Gas & Chemical - Power Generation

matrixnac.com



P 219 931 6600

4508 Columbia Ave., Hammond, IN 46327



MATRIX NAC

North American Construction

Open for Business

Sites Stand Ready for Companies

By Nick Dmitrovich

The past several months have been pretty strong for the Indiana Site Certified (ISC) program, which classifies and designates sites around the state as being ready for economic development. Communities of any size can apply for these designations through the Indiana Office of Community and Rural Affairs (OCRA) – but the real value of the designations applies to business owners who are looking for a new place to set up shop.

The program is specifically designed to attract businesses to Indiana communities by advertising the types of infrastructure and logistics options that companies are seeking for their operations. The interesting thing is that, given the amount of new companies we've seen come into the state over the last year, it's clear that Indiana is still poised to continue this influx.

Take a look at some of the new industrial sites, business parks, and other areas that have received ISC certification and are ready to take in new business:

Cass County Agribusiness Park Sites 1 and 2 Cass County Indiana Site Certified Gold and Prime

OCRA recently celebrated the designation of two Cass County ISC sites; the Cass County Agribusiness Park Site 1 as ISC Prime, and Cass County Agribusiness Park Site 2 as ISC Gold. The sites are positioned to support advanced manufacturing, value-added agriculture, logis-

tics, aerospace and renewable energy opportunities for the Cass County region.

The Cass County Agribusiness Sites are within a 2-5 mile radius from a state highway, fifteen minutes from US 31 and a thirty minute drive to Interstate 65; as well as located near the Hoosier Heartland Highway, a limited access highway connecting Lafayette and Fort Wayne. Additionally, the sites have dual access rail capabilities and are adjacent to the Winamac South-

ern and Norfolk Southern rail lines.

“One of the keys to attracting new businesses or encouraging existing industry to choose Cass County as their location for expansion, is making the process easier for them,” said Cass County Commissioner Jim Sailors. “The site certification program will eliminate several steps for a business to locate in Cass County, ultimately increasing our competitiveness for business growth and job creation.”



Bowman Business Park Warren County Indiana Site Certified Prime

The Bowman Business Park, located in Pine Village in Warren County, has been named ISC Prime by ORCA, which represents the organization's highest level of certification. The Bowman Business Park is located six miles from U.S. 41, outside the southeast corner of the Town of Pine Village. It can be reached via Indiana State Road 26, just 20 minutes from the campus of Purdue University in West Lafayette. According to their

application, the site could be used for the development of agriculture bioscience projects.

"Warren County's ISC designation exemplifies their commitment to economic development in their region," said OCRA Executive Director Bill Konyha. "The State of Indiana is pleased to partner with the community in attracting business growth and creating a quality of place that is relevant in the 21st century."

"A lot of time and investment went into readying the park and the Warren County Economic Development Organization made significant investments to ensure success of

the project," said Warren County Economic Development Director Steve Eberly. "We were assisted by the Kankakee Iroquois Regional Planning Council as we enhanced local utilities. It's gratifying to see it all come together, and we appreciate how Indiana's government is working to preserve and grow small rural communities through programs such as OCRA's Indiana Site Certified program."



Tipton Northgate Industrial Park Tipton County Indiana Site Certified Silver

OCRA announced the designation of the Tipton Northgate Industrial Park, in Tipton County, as ISC Silver. Tipton Northgate Industrial Park is positioned to support advanced manufacturing, value-added agriculture, logistics, and renewable energy opportunities.

"Northgate Industrial Park's location, which is positioned along the edge of the City's thriving industrial community, made it an excellent candidate for OCRA's Indiana Site Certified program," said Tipton County Economic Development Corporation Interim Director Nathan

With Peoples, everything starts with YOU

personal banking | business banking | electronic banking | wealth management

Partnering With Your Business Is Our Top Priority

When you need a loan to grow or start your business, you want it tailored to your needs. Turn to Peoples, your local financial partner, to help you with customized solutions to put your plans into action. Our experienced Business Bankers will be with you every step of the way to handle the details so that you'll have more time to spend running your business.

ASK US ABOUT:

- Commercial Loans including SBA 504 Loans
- Cash Management
- Checking and Savings Accounts
- eBanking Services – Online & Mobile

Visit us online at ibankpeoples.com or call a Business Banker at 219.853.7500 to get started today!

Peoples Bank
you first business banking



Member FDIC

Peoples is an SBA (Small Business Association) approved lender.

Kring. “By being awarded silver certification and going through the new site certification requirements, Tipton is signaling our readiness for economic development.”

Barr North and Barr South Hancock County Indiana Site Certified Silver

ORCA recently announced Barr South, in Greenfield, has received ISC Silver status in addition to the Silver certification that Barr North received earlier in 2016.

The Barr North site is spread out over 96 acres and is served with low-cost municipal utility services, with several motels and restaurants nearby to serve the local workforce. Barr North is conveniently located less than five miles from I-70 and less than ten miles from an airport. This site is one of two that are family-owned by the Barr family, with the second site being Greenfield's Barr South.

Barr South has 62 acres ready for development and is also located near I-70. The two sites mark the fifth and sixth Indiana Site Certified properties in Greenfield.

“It is a real pleasure to live and work in forward-thinking communities like Greenfield and all of Hancock County,” said Hancock Economic Development Council President Steven Long. “This additional shovel-ready site prepares us for the ever-expanding growth opportunities coming our way.”

“What a great asset the Barr North and Barr South properties will make for our city to offer to prospective clients searching for property to develop,” said Mayor Chuck Fewell, City of Greenfield. “Having Silver status with the Site Certified property available only enhances Greenfield's chances for success. The City of Greenfield is fortunate to have great citizen land owners who see great value in doing the things necessary to prepare sites for development.”

Durgee Road Industrial Site Floyd County Indiana Site Certified Gold

The Durgee Road Industrial Site, located in Floyd County, has been given ISC Gold status by ORCA. The site is located near Indiana University Southeast along SR 111 and less than two miles from I-265. It is positioned to support advanced manufacturing and logistics opportunities for the ever-expanding Southern Indiana industrial market.



Barr North and Barr South

“The ISC designation represents a key milestone in our economic development strategy – which is to attract high wage jobs and large capital investments to our community,” said New Albany Mayor Jeff Gahan. “We are very appreciative that the State of Indiana has recognized our efforts in this regard and we look forward to collaborating to bring new business growth to the Durgee Road Industrial Site.”

“This designation will help us market the

Durgee Road Industrial Site to potential projects considering our community,” said One Southern Indiana President and CEO Wendy Dant-Chesser. “A special thanks to the State of Indiana and the City of New Albany for their continued partnership in economic development.” ♦



For more stories about Indiana's economic development potential, visit our website at BuildingIndiana.com.

Commercial & Industrial Experts One Property at a Time...

HIGHLAND

- 10,000 SF – 600 SF is Office
- 1 Acre
- 3 Drive in Doors (14')
- 3 Phase – 220 AMPS
- 16' Ceiling height

MERRILLVILLE

- 2,000 SF to 8,000 SF
- Each Unit has a Dock
- M-1 Zoning
- 3 Phase

EAST CHICAGO

- 100,000 SF – 2,500 SF Office
- 8.12 Acres
- 3 Phase – 480 Volt
- 28'-30' Ceiling Height
- 2 Docks – 2 Drive-In Doors
- 25 Ton Crane Minimal Capability

GRIFFITH

- 9,000 SF – 3,000 is Office
- 1 Acre
- 1 Dock – 1 Drive in
- 3 Phase – 200 AMPS
- Ceiling height 17'

GARY

- 24,000 SF – 4,000 SF Office
- 18'- 20' Ceiling Height
- 3 Phase – 480 Volt – 200 AMPS
- 1 Dock
- T8 Lighting

EAST CHICAGO

- 247,894 SF – 9,000 SF Office
- 8.78 Acres
- 25'-32' Ceiling Height
- 3 Phase – 480 Volt – 600 AMPS
- 10 Total Cranes – 2 to 30 ton

HOBART

- 13 Acres
- Can be divided into 2, 3, 8 acres lots
- Utilities available at site
- B-3 Zoning (City will allow M-1)
- Located 2 Miles from I-65 on RT 30

ELK GROVE VILLAGE

- 50,688 SF – 8,383 SF office/locker room
- 2.8 Acres
- Ceiling Height 18'-32'
- 3 Phase – 3600 Amps
- 5 Drive-in Doors – 3 Docks
- Cranes: (1) 5 ton, (1) 10 ton, (1) 15 ton, (1) 20 ton



Let us find the perfect location for you!

Merrillville • Indianapolis • Chicago

219-736-0014 • 312-446-7059

www.Commercial-Adv.com

Let's Get to Work

2016 Brought Over 20,000 New Hoosier Jobs

By Nick Dmitrovich



2016 was a major year for job growth and economic development in Indiana with over 227 commitments from national and international companies who aim to conduct business here. At the start of 2017, the Indiana Economic Development Corporation (IEDC) published the investment figures and job totals from these companies, which reflected record-setting numbers.

In total, the 227 companies plan to invest nearly \$3.7 billion in their Indiana operations and create 20,320 new Hoosier jobs in the coming years – impressive figures for an election year fraught with numerous national questions about the future of the country. But, Indiana’s economic leaders persevered despite this uncertainty and were able to elevate the state to employment levels like we’ve never experienced before.

“As Indiana’s unemployment rate fell to a 15-year low this year, our state’s strong economy has allowed the IEDC to be laser focused on helping companies create high-wage Hoosier jobs by strategically focusing on advanced, skilled industries that offer future growth opportunities in every corner of the state,” said Jim Schellinger, president of the IEDC. “Today, more Hoosiers are working than ever before, and with the IEDC’s

strategic focus, Hoosiers are working for steadily rising wages. This year, the average wage of jobs committed to the IEDC increased by 56 cents per hour, or more than \$22 per week, which will allow Hoosiers to put more money in their pockets and create more opportunities for their families. As Indiana enters its third century, we will continue these efforts and, in sync with the Indiana Regional Cities Initiative and the Innovation and Entrepreneurship Initiative, together we will take Indiana to the next level and ensure that quality employment opportunities are available for all Hoosiers.”

The 20,320 new positions are expected to pay an average hourly rate of \$25.43, or more than \$52,800 annually, which is the highest annual average achieved since the IEDC was established in 2005. This average wage is 20 percent higher than the state’s 2015 average wage of \$21.21/hour and is a 17 percent increase from the IEDC’s average committed wage in 2014.

All in all, the primary investment trends for the year occurred in the manufacturing, agribusiness, and logistics sectors, which were propelled by emerging industries like aviation and defense, cybersecurity, life sciences, and technology – all of which are experiencing unprecedented growth.

The top investment trends from 2016 include:

Technology: In 2016, the IEDC secured 43 commitments in the tech industry, which includes growth from companies like Salesforce, Determine, Safe Hiring Solutions, MOBI, Knowledge Services, and Torchlight. These expansions account for 5,236 planned Hoosier jobs and more than \$158 million in planned capital investment in Indiana. The tech positions are expected to pay an average hourly wage of \$33.36, which is 57 percent higher than the state's average wage.

Manufacturing: In 2016, IEDC secured 119 commitments from manufacturers like Aisin USA Manufacturing, Ryobi Die Casting, Honda, and General Motors. Together, the state's manufacturing expansions account for more than \$2.75 billion in planned investment, creating up to 9,850 new jobs.

Agribusiness: The IEDC secured commitments from agribusinesses such as Ken's Foods, DowDupont, Krone North America, Blue Buffalo, and Walmart last year.

International Investment: This year, 26 foreign-based companies committed to locate in or grow in Indiana, planning to invest \$591.2 million in the Hoosier state and create 1,915 new Hoosier jobs. Twelve of these commitments were from Japan-based business leaders, together making plans to create more than 900 new Hoosier jobs.

The top five job announcements, as ranked by the number of new jobs committed from 2016:

- **Salesforce** - one of the world's fastest growing software companies - announced plans in May to expand its Indiana operations, committing to invest more than \$40 million over the next 10 years and to create up to 800 new jobs by 2021. To accommodate its growth, the company will establish a new regional headquarters in downtown Indianapolis, which will be branded as Salesforce Tower Indianapolis, contributing to the city's skyline.
- **Allied Solutions** - a large distributor of insurance, lending, and marketing products to financial institutions across the country - announced plans in January to expand its Indiana headquarters, committing to invest \$32.9 million in facility updates and to create 600 new jobs by 2025.
- **MOBI** - a global software provider of Managed Mobility Services (MMS) - an-

nounced plans in September to expand its operations, committing to invest more than \$11.5 million in office space and hardware and to create up to 521 new jobs by 2020.

- **Republic Services Inc.** (NYSE: RSG) - an industry leader in U.S. recycling and non-hazardous solid waste - announced plans in February to establish a customer resource center in Fishers, committing to invest \$13.6 million and to create up to 469 new jobs 2025.
- **Knight Transportation** - a truckload transportation and logistics service company - announced plans to open the

company's new Regional Operations Center in Indiana, committing to invest \$4.6 million and to create up to 426 new jobs by 2021.

In other news from the state this year, it was announced very early in 2017 that the IEDC will be getting a new president under the administration of our new governor, Eric Holcomb. He announced that Elaine Bedel, who has decades of experience in financial consulting, will be taking over as president soon. *(For more information on Bedel, visit our website at BuildingIndiana.com).* Hopefully, under her leadership, the IEDC will be able to break its impressive records in the coming year. ♦



our
expertise
goes well
beyond
your
average
service
center

- Fleet Vehicles & Speciality Equipment
- SpringShop & Custom made Ubolts
- Custom Chassis (Workhorse)
- RV/ Motorhomes
- 24 hour service
- OSHA / DOT Inspections

AUSTGEN FLEET SERVICE
A DIVISION OF AUSTGEN ELECTRIC

219.961.8088

801 East Main Street • Griffith, IN 46319

www.austgenfleet.com

Frigid Litigation

Gaining Some Traction on Premises Liability Laws

By Nick Dmitrovich

Researching all the different ways that ice in our parking lots can bring lawsuits to our doors really makes a person long for summer - but slip-and-fall liability is an unavoidably frigid fact that all Hoosier business owners need to address if they want to avoid problems.

Though ice is only part of the equation, it is true that slip-and-fall injuries are the leading cause of workers' compensation and bodily injury claims throughout both Indiana and the na-

tion. They're also a major source of non-employee injury lawsuits. The prevalence of ice among nearly all areas of the state during the winter months combined with the notion that ice is not a 365-day concern in our climate region, are factors that make ice such a sneaky culprit that should not be overlooked in our safety strategies.

We've spent some time shoveling through the rules regarding what exactly your company

is likely responsible for on your frozen premises for both your employees and your visitors. Take a look at what we've gathered and make sure to develop plans to keep your company prepared.

If an employee commutes under duress during bad weather and is injured (or dies), you could be held liable for encouraging them to drive under unsafe road conditions.

Source: Owen-Dunn Insurance

If an Employee Slips on Ice in the Parking Lot and is Injured, is it Covered by Workers Compensation?

Well, it depends -

- An injury that occurred in the parking lot owned or controlled by the employer will generally be compensated - even if it occurred during normal commute or while on a lunch or rest break.
- If the parking lot is not owned by the employer, then the employer should contact its workers compensation carrier to determine whether to treat that particular injury as a workers compensation claim.
- Under the “coming and going” rule, generally, if an employee is injured while commuting to and from a fixed site of employment at the beginning or end of his or her shift, this would not be a workers’ compensation injury.
- An injury that occurs when traveling between work locations will generally be considered covered under workers’ compensation.

Source: Society for Human Resource Management

A Look at Premises Liability in Indiana

A Company’s Duty to Customers for Inclement Weather:

- A premises owner has a duty to remove ice and snow that has been tracked onto the premises when the premises owner either knew or should have known of its existence.
- A premises owner can be held liable for falling objects (even snow and ice) if he failed to exercise reasonable care and that failure caused the injury.
- A premises owner’s duty to maintain the premises in a reasonably safe condition applies to removal of natural accumulations of snow and ice.
- There is no liability for injuries that arise from a premises owner’s attempted removal of natural accumulations of ice and snow; however, liability will arise if the actions increase the risk of harm posed by the natural accumulations.

Source: Reminger Attorneys at Law

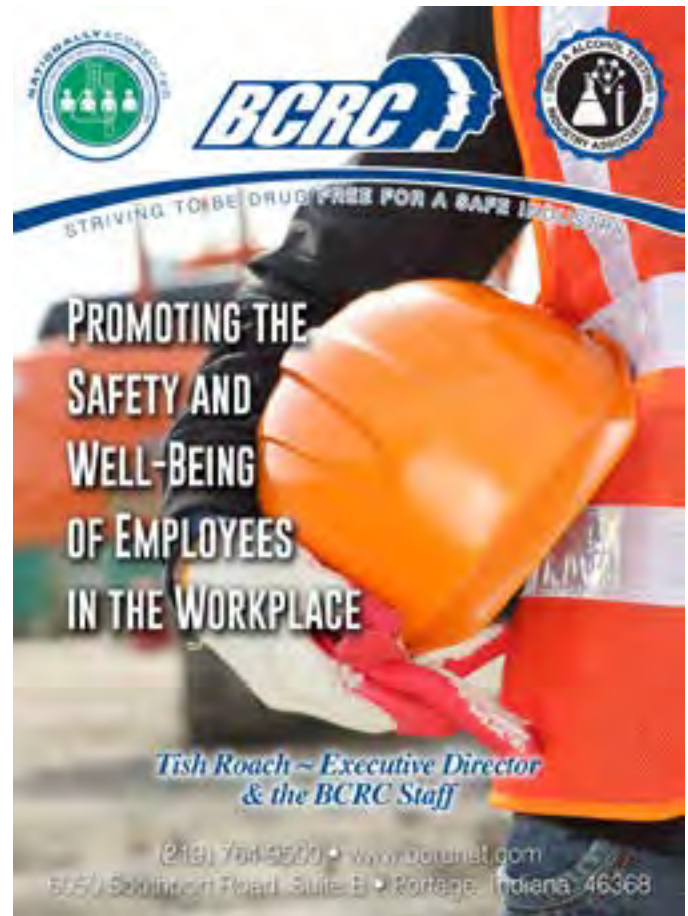
Slip-and-Fall Prevention Strategies

- Provide additional mats in entrances during the winter or rainy seasons to collect and absorb snow, moisture, and dirt.
- Instruct employees to wear slip-resistant footwear when working outdoors or in slip-/trip-/fall-prone areas.
- Routinely remove or plow snow from parking lots and monitor parking areas for slippery or icy patches.
- Place labeled bins filled with ice-melting chemicals near entrances and sidewalks.
- Ensure proper lighting is used in parking areas, hallways, stairwells, and walkways inside and outside of your building.
- Ensure proper construction and maintenance of stairs and handrails. Stairs should have slip-resistant treads. Stairs that could potentially lead to missteps should be clearly marked with visual cues, such as yellow safety paint or tape.
- Handrails should be the appropriate size and height. Handrails should extend the full length of the staircase and extend 12 inches at the top and one tread depth at the bottom.
- Conduct daily walk-through inspections of your facility to identify slip-and-fall hazards. ♦

Slip-and-fall injuries are the most common cases that arise under Indiana’s premises liability law.

Source: Sevenish Law Firm

Source: Church Mutual Insurance



ADVANCING SAFETY, QUALITY, AND VALUE IN YOUR PROJECTS

Join NWIBRT Today! NWIBRT.org

Northwest Indiana Business Roundtable (NWIBRT) provides a collaborative forum to Northwest Indiana business and industry to advance safety, quality, and value of construction and maintenance projects.





Need for Speed

Fiber Optic Internet Can **Boost** Your Business

By Nick Dmitrovich

Over the past year, several sites in Indiana have made headlines for installing fiber optic internet networks in their regions, and we've been wondering - is this a type of infrastructure we can ignore, or is this going to be an asset for companies?

The answer will certainly depend greatly on a company's given business model and the role that internet connectivity plays in their operations. But since today's business world requires virtually every company to stay connected, it's important to understand how fiber optic internet differs from broadband and why its recent implementation in key areas has created buzz.

Most of the major metropolitan areas of Indiana presently have access to fiber optic internet, with the areas surrounding Indianapolis and Fort Wayne standing out among the most connected. South Bend, Elkhart, Gary, Merrillville, Lafayette, Kokomo, Muncie, Richmond, Columbus, Bloomington, and Terre Haute are all essentially major hubs on the fiber optic rail-

way, which branches out much like a spider web across the state.

Statewide business development, in a general sense, is actually shaping up to be one of the major benefits of fiber optic networks for Indiana overall, particularly with our booming tech industry. High-tech software and services employment has grown by about 18 percent in the Indianapolis region over the last few years, making the new infrastructure all the more important.

At a recent announcement of the expansion of Comcast's fiber network in Northwest Indiana, several local economic development and elected officials commented on the network's importance.

"The addition of fiber in industrial areas across Northwest and North Central Indiana will help businesses already here grow and continue to compete, as well as attract new ones," said Ed Soliday, State Representative, Indiana District 4. "We've seen how Comcast's net-

work has benefitted businesses in towns across the region, including Chesterton, Portage, and Valparaiso, and are confident it will have the same positive impact on businesses in locations where Comcast is expanding its network."

"Connectivity is a key component for businesses looking to locate or expand operations. Having a robust network makes Lake County and our whole region more attractive in the site selection process for technology-related companies as well as other industry clusters, including manufacturing, distribution, warehousing, customer support/call centers, and healthcare," added Karen Lauerman, President and CEO, Lake County IN Economic Alliance. "This investment is another opportunity to capitalize on our assets to draw and retain quality jobs and investment in our communities."

Businesses certainly seem to be jumping on the fiber optic bandwagon in every area of the network's reach. During just the most recent expansion from Comcast, the telecommunica-

Why Should Your Company Care About Fiber Optic Internet?

- Fiber optic internet is up to 20 times faster than broadband in most cases.
- Fiber typically costs less to maintain, has less downtime, and requires less networking hardware than broadband internet.
- There is no one-size-fits-all figure for the ROI of fiber networks, but the ancillary benefits are huge. Any company that deals with things like credit cards, offsite data storage, electronic medical records, or machinery that uses the internet will have a lot to gain from a more powerful network.

Source: Fastmetrics, Atlantech

tions giant reported that:

- In Elkhart, fiber networks reach nearly 80 manufacturers and other businesses in the Lusher Avenue industrial area
- In Hammond, the network reaches nearly 50 manufacturing, distribution, and hospitality businesses in the Kro-san Interstate Business Park
- In Highland, more than 20 manufacturing and distribution companies now access the network
- In Portage, more than 40 manufacturing, distribution, retail, and hospitality businesses now access the network

This trend is likely to continue as the state's network expands and more tech companies bring their businesses to Indiana.

The big question, though, is: what are the advantages for businesses outside of the tech industry? Sure, speed is probably the most prominent attribute, but comes at a rate that many average companies don't necessarily need. It's when we begin to examine considerations like cyber security and the volume of data that companies need to transmit that we really begin to see some major differences between fiber optic

and cable-based internet.

Cable internet is much more vulnerable to hackers than fiber optic systems are, due to factors like cable tapping – a simple method of illicitly tapping into a company's signal. With fiber optics, if the fibers are cut, the signal dies. There are still ways that hackers can access companies with fiber optic lines – as is true with virtually all tech in today's world – but it's a much more secure alternative to cable-based systems.

As for levels of data transmission, the bandwidth amounts provided by fiber optics are considerably higher than cable lines; which is important for companies that use a large amount of cloud-based data storage. Basically, greater bandwidth equals faster access to your company's data and applications meaning your sales representatives will not have to deal with delays when communicating with clients.

So is fiber optic internet the right selection for your company? It certainly seems to be the method many companies are choosing. In the end though, it really comes down to your company's current and projected data needs. If you're due for an upgrade, fiber optics might just be the way to go. ♦



For more logistics topics, visit our website at BuildingIndiana.com.

ROLL - OFF CONTAINER SERVICES



OPEN-TOP, ROLL-OFF CONTAINERS ARE AVAILABLE IN A VARIETY OF SIZES.

SOME OF THE WASTE YOU GENERATE MAY BE RECYCLABLE, SO GET SOME GREEN!

THE GREEN CONTAINER



WHEREDOIRECYCLE.COM

CALL 219.696.6070 OR VISIT WHEREDOIRECYCLE.COM

A New School of Thought

Universities Expanding Medical Degree Programs

By Nick Dmitrovich



Indiana's two largest universities, Purdue and Indiana University, are broadening their healthcare industry curriculums to meet the demands of tomorrow. Some of the new programs are being brought to life to directly address workforce needs, and others are being implemented to help prepare students for newly emerging career paths.

Here's a look at two of the biggest announcements that have been recently released:

First Health Data Science Degree in the United States

In an effort to address rapid growth in two very specific healthcare-related fields, Indiana University's Board of Trustees recently approved the creation of two new health degree programs: Master of Science in anesthesia and Bachelor of Science in health data science. The new bachelor's in health data science degree is the first of its kind in the United States.

The Richard M. Fairbanks School of Public Health at Indiana University-Purdue University Indianapolis will offer the health data science degree in partnership with the School of Science's Department of Computer and Information Science and the IU School of Informatics and Computing at IUPUI.

Data science is a burgeoning interdisciplinary field requiring a diverse set of skills to extract knowledge and insights from data.

"With the number of job listings for qualified data scientists skyrocketing over 2,000 percent in the past four years, the degree responds to regional and national needs," said Paul Halverson, Founding Dean of the Fairbanks School of Public Health. "Health data scientists will be at the center of an estimated \$300 billion value added to the American health care sector annually by big data and data analytics."

In addition to its focus on health and the deep analytical skills obtained through a comprehensive core curriculum offered by the De-

partment of Biostatistics at the Fairbanks School of Public Health, a unique characteristic of the proposed program is the availability of a computer science track, in which students will receive either a minor in computer science from the Department of Computer and Information Science, or an informatics track, culminating in a minor in informatics from the IU School of Informatics and Computing at IUPUI.

Melding biostatistics with computer science and informatics within an undergraduate health data science curriculum is novel, making the proposed degree unique both nationally and internationally, Halverson said.

The new Master of Science in anesthesia will be offered by the Indiana University School of Medicine at its Indianapolis campus. The seven-semester program will train anesthesiologist assistants to work in a team setting with physician anesthesiologists to deliver surgical and procedural anesthesia.

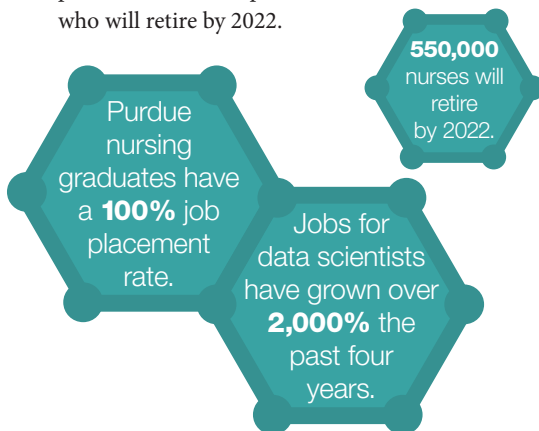
Doubling Down on Nursing Enrollment and New Nursing Ph.D.

The Purdue University School of Nursing is expanding its undergraduate enrollment to help meet the state's growing demand for registered nurses, and will be instituting a new Ph.D. program in nursing next fall.

"Nursing is a critical component of health care and the shortage for nurses is high, especially in the Midwest," said Jane Kirkpatrick, Professor and Head of the School of Nursing. "By doubling the number of students admitted to nursing from 100 to 200, Purdue can help meet the state's workforce needs."

Purdue nursing graduates have a 100 percent job placement rate, and about 70 percent of its nursing students are from Indiana, Kirkpatrick said.

The U.S. Bureau of Labor Statistics projects a demand for 1.1 million new nurses over the next seven years to fill about 575,000 newly created positions and to replace some 550,000 nurses who will retire by 2022.



Of the 100 additional students admitted each year, 40 will be first-year students, 30 will be Purdue students who change their major or other transfer students, and 30 will be part of the second-degree accelerated program. The School of Nursing also will hire 30 additional new faculty members during the next three years to meet the state's instructor and student ratio guidelines.

To address the more advanced needs of the nursing workforce spectrum, the new Ph.D. program is designed to develop nurse scientists who can lead transdisciplinary teams to address complex challenges in health and health care. University officials have stated the new program will help meet the national goal to double the number of nurses who hold a doctorate by 2020. Only one percent of all nurses hold a Ph.D., and the demand for nursing scientists, nurse executives, and nursing faculty far outpaces the supply.

"We anticipate our graduates to be highly recruited as both academics and practice," Kirkpatrick said. "There is a current and growing nursing faculty shortage that limits our ability to educate the next generation of nurses. As well, there is a demand for nursing researchers to be employed in hospital and health care systems where they are highly engaged in improving systems and patient outcomes."

Additionally, Purdue's newly-renovated Center for Education and Simulation lab provides nursing students realistic, hands-on simulated clinical experience. The computer-based mannequins have voices as well as heart, lung and bowel sounds, pulses and program-

mable vital signs, and can react to nursing care.

"These simulations immerse the students in realistic clinical situations that reflect the complexity of our patient population," Kirkpatrick said. "Today, three-fourths of hospital patients seen for an acute problem also have at least one chronic disease. The simulation lab provides consistent experience for all students and allows them to practice decision-making for complex patients in a safe environment. These experiences are in addition to their clinical practice experiences in hospital and community settings." ♦



Check out BuildingIndiana.com for dozens of topics about healthcare, education, and so much more.

BUILDING INDIANA

2017 Finance Issue

Now is the time to reserve your space in our annual financial issue – a high-visibility publication reaching every corner of Indiana's financial world. Get your company noticed by the right audience.

Who should advertise?

- Commercial and Investment Banks
- Financial and Retirement Planners
- Attorneys
- Accounting Firms
- Economic Development Groups
- And more!

RESERVE YOUR SPACE TODAY!

Contact Tiffany O'Donnell at 219.226.0300 or todonnell@thinkdiversified.com

www.BuildingIndiana.com

Taking the Reins

Working with Universities to Develop Talent

By Nick Dmitrovich



Need talented employees who are equipped to handle the specific duties you require? You're not alone. Many companies are in the same talent-seeking boat.

Over the past year or so, we've been collecting examples of organizations that have taken it upon themselves to shape education and training pathways in their area, mainly through partnerships with nearby academic institutions. Specific goals vary between partnerships, but they all share an overarching theme: companies need qualified applicants for open positions, and they're just not finding them in the general public – so, they're helping to produce them.

Cook Group, Inc. and Ivy Tech Bloomington, Broadview Learning

Cook Group, Monroe County Community Schools Adult Education at Broadview Learning Center, and Ivy Tech Community College Bloomington announced their partnership to create a new pathway between education and jobs.

"Business is constantly changing and we want to provide our current and future employees the opportunity to evolve with us," said Pete Yonkman, president of Cook Medical and Cook Group. "We recently redesigned our education assistance program to eliminate financial barriers so employees can increase their education and career opportunities with company support."

Part of the redesigned education program includes a collaboration with Ivy Tech Bloom-

ington called Achieve Your Degree. At no cost to the employee, this program allows participants to earn a certificate in seven programs including biotechnology, business administration, hospitality, and various computing and informatics tracks. They can also continue their education by earning an Associate degree in these curricula developed for Cook.

Cook is also working with Broadview Learning Center to develop a program for employees to work part-time while they pursue their High School Equivalency (HSE). Individuals in Southwest Central Indiana interested in working at Cook who do not have a high school diploma or HSE will be eligible to participate in the program after successfully completing the pre-employment screening process. After attending the free seven-week preparatory class at Ivy Tech, then taking and passing the Test Assessing Secondary Completion to obtain their HSE, individuals will become eligible for a full-time position at Cook.

"We want to keep hardworking and talented people in Indiana by creating opportunities for career advancement," said Yonkman. "Making education accessible and attainable provides

stability for Cook employees and their families which can lead to career growth within the organization. We believe that lifelong learning is not only good for individuals, but also their families and communities."

Numerous Manufacturers and the Career and Technical Education (CTE) branch of the IDOE

A large statewide industry team of manufacturing companies led by Conexus Indiana, which includes representatives from companies such as Allison Transmission and many others, has been working with the Career and Technical Education (CTE) branch of the Indiana Department of Education to shape curriculum for manufacturing classes for the past several years. Last year, the partners formed a newly-updated version of their recommendations that is now being used to inform statewide coursework.

The new version contains increased focus on higher-level skills, familiarity with technology, and general employability skills and is aligned with guidelines from the Manufacturing Skills

Examples of Programs that Can Help Your Company

- **IN-MaC** – Partnership between Purdue University, Ivy Tech Community College and Vincennes University
- **Ivy Tech's Workforce Development Division**
- **Innovate Indiana** – A statewide program run by Indiana University

Standards Council.

Company officials with Allison Transmission stated that one of the main reasons they're participating in Conexus's initiative is to continually replenish the talent pool that virtually every major manufacturer in the state draws from. Considering the predicted impending retirement of many of the state's manufacturing employees over the next several years, having a baseline foundation of early manufacturing skills in the labor pool will be essential for filling many of tomorrow's vacancies.

Subaru of Indiana Automotive and Vincennes University

A newly announced partnership between Subaru of Indiana Automotive Inc. and Vincennes University aims to increase the state's roster of individuals qualified for employment in the high-demand field of precision machining.

The partners have launched the Machinist Internship Program (MIP) wherein Subaru will employ and mentor workers while supporting their education at VU. Graduates will be prepared to continue their education through Purdue Polytechnic, if they choose.

It was also announced that the partners are seeking to expand the internship program next year to make it available to other companies that have the same need for precision machinists. "This partnership is another great example of how employers, working with educational institutions, can address important workforce needs in our vital manufacturing sector. It also helps attract additional students to Vincennes University's Precision Machining program, which is recognized as one of the best in the country, boosting our efforts to meet the state's workforce needs," said VU President Chuck Johnson.

Enbridge Energy Partners and Purdue University Northwest

Purdue University Northwest (PNW) and Enbridge have partnered together to support current and future PNW students interested in pursuing careers in STEM disciplines of science, technology, engineering, and mathematics. Through this partnership, Enbridge has become the named sponsor of the Purdue Northwest Enbridge Summer Engineering Camps, which support STEM education among middle and high school students in Northwest Indiana. Enbridge will also provide scholarships to qualifying PNW students.

The 2017 Purdue Northwest Enbridge Sum-

mer Engineering Camps will welcome middle and high school students for lab and classroom experiences in civil, mechanical, electrical, and computer engineering – all areas in which degree programs are offered at PNW.

"The enrichment program exposes participants to fundamental concepts of engineering and demonstrates to students that there are excellent job opportunities in engineering where graduates can earn a good living doing work they enjoy with interesting people," said George Nnanna, head of the PNW Department of Mechanical and Civil Engineering and the university's Water Institute.

"The funding from Enbridge will enable us to recruit talented students to gain experiential learning about engineering. As high school students begin thinking about college decisions, hands-on experience can be extremely valuable. The Summer Engineering Camps provide this personal experience with an interactive learning curriculum structured to connect science, math, and their water-related applications. Enbridge has demonstrated its commitment to young people who want to learn more about engineering." ♦

How Can YOUR Company Form a Partnership with a University?

- Start by getting involved. Many universities have community outreach programs and representatives on your local chambers of commerce and workforce development groups.
- Universities need to align their curriculum with today's industry needs, and as such, they frequently reach out to industries for information and expertise. Companies also regularly approach universities to share knowledge.
- The point is universities are here to help you. You'll be surprised to learn about the wide array of services they offer.

What You Should Do Before Contacting a University?

- Identify your company's specific needs and goals.
- Determine if your needs are internal (as in training existing employees) or external (as in needing qualified applicants).
- Be able to explain your company's environment and the work that you do.
- Request a Needs Analysis, which many universities offer.

Source: Ivy Tech's Workforce Development Division

**KEEP WORKERS SAFE,
CUT DOWNTIME & REDUCE COSTS
WITH WIRELESS TECHNOLOGY**

With capabilities such as Remote Equipment Monitoring, Work Order Ticketing, Lone Worker, GPS Location Tracking, & Smartphone-to-Radio Talk & Text, MOTOTRBO™ technology can keep your workers safe, cut downtime & reduce costs. Let ERS show you how.

ERS
Wireless Communications
www.ers2way.com

MOTOROLA SOLUTIONS
Radio Solutions Channel Partner

812-425-2205

The Inside Scoop

A Sneak Peak at 2017's Generosity

By *Nick Dmitrovich*

There's a whole lot happening in Hoosier generosity these days – the new year is already shaping up to be a strong one. Late last year, we started asking a few of the largest companies in the area about their plans for philanthropy in 2017. We wanted to know whether or not these companies had any plans on the table for taking generosity up a notch over the coming year, and we definitely were not disappointed with all that we've learned. Take a look, and get the inside scoop!

"As an organization that has had the privilege to serve the community for 121 years, we view philanthropy and community involvement as who we are versus merely something that we do. In fact, how we engage with the community is so important to us that **Centier is forming a new division in 2017** which will focus, in large part, on community engagement. This new division will coordinate our efforts in philanthropy, financial wellness, and community reinvestment (CRA) and work to develop a broader strategy with our community partners so we can become even more impactful and relevant."

"Each year, our goals are based on impact in our communities, with a focus to have a long-lasting effect on financial and social well-being, making Indiana a better place for all of us to live. Over the past five years, Centier has extended the hand of friendship through our partnerships and support of our communities by donating nearly \$2 million to over 1,500 organizations. In addition, Centier associates have volunteered countless hours to support



Anthony Contrucci
Vice President
of Business &
Community
Development,
Centier Bank

community initiatives, including those of: The United Way, American Red Cross, Making Strides for Breast Cancer, March of Dimes, JDRE, and Boys & Girls Clubs across the state, to name a few. We also manage regional philanthropic efforts at a community level, with more than 30 Community Coordinators throughout our retail footprint.”

“In 2017, we plan to continue efforts within our primary focus areas: education, environmental stewardship, safety and emergency response, basic human needs, and economic development. Our goal is to build partnerships and support initiatives with local charitable and not-for-profit organizations that continue to make our communities great places to live, work, and do business.”

“In recent years, our Community Investment Program has generally provided \$1.5 million in annual support. While we would anticipate a similar commitment for 2017, we intend to look for more opportunities for our employees to donate their time and their talents. Our parent company, NiSource Inc., offers a Dollars for Doers program, which translates our employee’s community service into financial support for the organizations they care about most. The program contributes up to \$500 per employee to an organization in return for their volunteer time.”

“The hallmark of our giving efforts is our annual Charity of Choice campaign. Each year, employees vote and select one initiative or organization to support outside of our other planned giving efforts. This has not only proven to be an effective philanthropic effort, but it has contributed toward greater employee engagement across our company - part of the reason why NIPSCO is such a great place to work.”

“Franciscan Health conducted a Community Health Needs Assessment in 2016 to review the health of the communities in which we serve to determine how we can best use our resources. We determined pediatric asthma, colorectal cancer, infant mortality, and adolescent behavioral health are the health issues we can most impact in Northwest Indiana throughout 2017 and 2018. We had been working in these areas previously, but we’re starting 2017 with renewed commitment and resources. We will be working in schools, churches, and other community locations to provide care and support.”

“In 2015, we gave over \$129 million in charity care and program services and served over 400,000 people in Lake County alone. A majority of our giving is in charity care and serving those most in need, from providing food to medication assistance. However, we do offer a wide variety of free health programs, such as support groups, screenings, educational programs, and prevention activities.” ♦



Violet Sistovaris
Executive Vice President,
NiSource President,
NIPSCO



Kate Hill-Johnson, MA
Administrative Director of Community Health Improvement,
Franciscan Health

goodwill

JobReady

Tested, Reliable, Experienced, Polite, Honest, Positive, Skilled, Trustworthy, Able, Qualified, Prepared, Trained, Motivated, Work Certifications, Logistics, Healthcare, Reliant, Advanced Manufacturing, Customer Service, Computer Hospitality

goodwilltrained

Goodwill-NI.org
FOLLOW US!

Serving Northern Indiana, S.W. Michigan and S.E. Chicagoland

REGIONAL CITIES DAY

ieda
Indiana Economic Development Association

For more information or to reserve your spot:
Contact Jill Ewing
(317) 454-7013
jillewing@ieda.org
www.ieda.org

Wednesday, February 15
11 AM - 2 PM
Indiana Statehouse
3rd Floor - South Atrium
Indianapolis, IN

Overlooked Marketing Assets

Boost Internal Marketing with an Online Company Store

By Nick Dmitrovich



Many marketers place 100% of their focus on using external means to draw new business opportunities to their companies, but – as many of our frugal forebears would say – there’s a lot of untapped potential in the materials at hand. Namely, among our roster of employees, internal marketing is a strategy that should not be underestimated.

What is internal marketing? It’s a sales technique that’s been utilized by virtually every industry wherein employees are thought of as marketing assets in terms of things like brand unification. This is something you’ve probably noticed, at least on the surface level, almost everywhere you shop. Employees tend to have matching uniforms or matching fleet vehicles to help a company convey its chosen image. But the concept can be taken much deeper than simply a matching aesthetic.

A good marketer’s goal should always be to build trust and familiarity for their company’s brand, but that mission will never be successful without the full participation of every member

of the company. In every way, no matter an individual’s role, each person employed by your company has an impact on your image, and thus, your marketing. It’s your employees that interact with clients and – whether directly or indirectly – help promote your products or services. Therefore, internal marketing is just as important as external marketing because the engagement of your employees impacts the cohesiveness of your message.

As stated by the Harvard Business Review, “Employees need to hear the same messages that you send out to the marketplace – it’s the best way to help employees make a powerful, emotional connection to the products and services you sell. We’ve found that when people care about and believe in the brand, they’re motivated to work harder and their loyalty to the company increases. Employees are unified and inspired by a common sense of purpose and identity.”

With that notion in mind, there are several highly effective programs your company can

implement to build pathways that will satisfy several important objectives simultaneously. Internal marketing concepts merge very effectively with your employee incentive programs – particularly performance-related incentives – to form a two-fold strategy that will strengthen your brand.

A really good example of this kind of method would be to establish an online company store to use as a reward system for your company’s incentive programs. In doing so, your company is given a large amount of control over things like the purchasing, tracking, and management of your branding package and inventory while still establishing a convenient framework for your incentive rewards programming.

Safety performance incentives are another example of what we’re talking about here. Among members of the general public, your company might tout its emphasis on safety standards from a humanitarian viewpoint – as in wanting to keep everyone safe on the jobsite. But within your company, you might be amend-

ing your humanitarian position among your employees with the notion that working safely also helps keep costs down across several categories. The two messages, though related, are not consistent. In this case, your internal message would come off as far less compassionate to the general public.

In this example, to keep your message unified, you could reward employees for their proficiency in safety with branded items from your online store that mirror your company's values and viewpoints on safety. In time, your company's message on safety will become unified both

internally and externally, clearly reflecting your viewpoint on both fronts.

There's also compelling evidence to suggest that when specialty items are earned, rather than given freely, individuals are more likely to keep that item and use it more frequently – giving your company a greater ROI on your specialty items. The Advertising Specialty Institute wrote that, "companies that provide employee incentives (including promotional products, company stores, or corporate gifts) appear to earn the best ROI of all [for specialty items]."

It doesn't matter what type of industry your

company is in – these methods can be modified and applied to any type of operation. What matters most is that you build trust for your brand both internally and externally, and make use of the marketing assets among your staff that you may be overlooking. Simple tools like an online company store can go a long way toward elevating your brand to the next level and delivering a clear message to your clients. ♦



For more marketing ideas, and dozens of other topics, visit BuildingIndiana.com.

Seven Advantages of Online Company Stores

<p>1. Access & Ordering Ease</p> <p>Quick access to corporate-approved branded merchandise</p>	<p>2. Minimize Administration</p> <p>Greatly reduce time spent ordering branded merchandise</p>	<p>3. Control Branding</p> <p>Centralized purchasing pre-approved by corporate</p>	<p>4. Control Spending</p> <p>Established budgets and approvals across departments</p>	<p>5. Reduce Costs</p> <p>Avoiding redundancy via one-stop shopping</p>	<p>6. Customized Reporting</p> <p>Your specific reporting needs, custom-tailored</p>	<p>7. Online Order Tracking</p> <p>No guesswork, track orders 24/7</p>
---	--	---	---	--	---	---

Source: Coggins Promotional Advertising, Inc.

Tranco Industrial Services, Inc.
Rail Construction & Maintenance

219.787.9100

www.trancoindustrial.com

RAIL SYSTEMS DESIGN & CONSTRUCTION

- Preliminary Design and Budget Estimates
- Design and Build
- New Track Construction

RAIL SYSTEMS MAINTENANCE

- Track Inspection
- Maintenance and Emergency Repairs

EXPANDING THROUGHOUT THE MIDWEST

- Indiana
- Illinois
- Kentucky
- Ohio
- Pennsylvania

The Association for Contractors, Subcontractors and Suppliers!

The NWI Contractors Association is a trade association of union contractors working in the commercial, industrial, heavy and highway, public works and institutional construction markets in Northwest Indiana.

The Association provides leadership in the Northwest Indiana construction industry in the areas of:

<ul style="list-style-type: none"> • Labor Management Relations • Health & Welfare • Apprenticeship Fund Management 	<ul style="list-style-type: none"> • Pension • Safety • Public Policies Affecting Contractors
--	--

NWI CONTRACTORS ASSOCIATION

For more details visit www.nwicontractors.org

The Last Word

Beginning Indiana's Third Century

By Indiana Governor Eric Holcomb

With our bicentennial celebration concluded and our administration in place, we have the opportunity to begin Indiana's third century by working with Hoosiers from all walks of life to build on the leadership of the last twelve years and take Indiana to the next level. We will do this by being laser-focused on **five key areas: building a jobs magnet and innovation hub; passing a 20 year transportation program; attracting, developing, and deploying 21st century talent; attacking the drug epidemic; and establishing best-in-class state government services.**

Making Indiana a jobs magnet will help us strengthen and further diversify our economy. Our economy is thriving, but we cannot rest on our past successes. Other states have their sights squarely fixed on us. We will jump ahead of the competition by investing in entrepreneurship, expanding our regional cities initiative, and transforming our workforce development agency into the jobs of the future development agency.

Continuing to diversify our economy also means investing in our infrastructure. Being the Crossroads of America is not just a motto; it is our mission!

We've done more than any state over the last 12 years to further develop and enhance our infrastructure, and in the years ahead we have the opportunity to do even more:

- We will double track the South Shore rail line in northwest Indiana, cutting commute times into Chicago and connecting us like never before to the nation's third largest market of business and talent.
- We will begin construction on a fourth port in southeast Indiana. This will cement our reputation as a logistics hub and will bring worldwide investment to the region.
- We will support our statewide network of airports and will work to bring more direct flights to those facilities.
- And we will invest in expanding high-speed internet access to our rural communities, expanding economic opportunities in those areas.

This last point is especially important. Infrastructure is not just about roads and bridges; it is about anything that connects Indiana to the world and the world to Indiana. It is the internet of things and how we become the crossroads of America in every way.

Making sure Indiana's workforce is 21st century equipped means ensuring each student has a ticket to success upon graduation and the opportunity to pursue his or her dreams, right here in Indiana. It also means training and retraining our workforce to fill the jobs of the future economy.

We recognize that our communities are

dealing with a complex set of issues, including drug abuse and mental health challenges at levels never seen before. We know we cannot arrest our way out of these problems. We must come alongside those struggling with addiction and not allow them to fall through the cracks when it comes to treatment. We must help them beat the addiction and get them back to living healthy and productive lives.

In order to succeed, we also need to give law enforcement and the judicial system the tools to get dealers and suppliers off the streets. We can, and will, do both: address addiction with compassion for those suffering while also going after dealers with every tool in our law enforcement arsenal.

Our fifth area of focus will be on providing best-in-class government to the taxpayers that deserve exceptional services. This is something Indiana has become known for, and it's what allows us to make investments in ourselves, attract new industries, and put Hoosiers to work in every county in this state. This is often the difference-maker between companies investing in Indiana or going elsewhere.

When we focus on those five areas, we will build on the successes of the last 12 years and take Indiana to the next level. I am excited to get started, and working together, we will keep Indiana moving forward – full steam ahead! ♦

Indiana's Five Key Focus Areas

				
Building a Jobs Magnet and Innovation Hub	Passing a 20 Year Transportation Program	Attracting, Developing, and Deploying 21st Century Talent	Attacking the Drug Epidemic	Establishing Best-In-Class State Government Services



CHOOSE QUALITY... CHOOSE EXPERT CARE

For people suffering from joint pain and loss of mobility, orthopedic surgery can make a difference in quality of life. Choosing the right hospital for this important surgery can also make a difference.

At **Community Hospital in Munster**, our board certified orthopedic surgeons embrace today's advanced techniques and technologies in joint replacement. Innovative rapid recovery practices and progressive pain management options are offered to make joint surgeries easier to undergo, and help patients get moving sooner and enjoy life again.

Whether it's knee, hip or shoulder surgery, our orthopedic team of physicians and medical professionals strive to provide this expert care to every patient we treat.



Choose Community Hospital for the orthopedic program and surgeons that Healthgrades has chosen among their 100 Best. Call 219-836-3477 or toll free at 866-836-3477.

Visit www.comhs.org, follow us on Twitter @CHSHospitals or friend us on Facebook at CHSHospitals.



COMMUNITY Hospital

901 MacArthur Blvd., Munster, Indiana 46321
www.comhs.org

Workforce Health can help you prevent workplace injuries, avoid lost-time accidents, and lower your healthcare-related expenditures. To achieve these goals, we utilize specialists in occupational medicine, provide comprehensive case management strategies, implement targeted ergonomics initiatives, promote healthy behaviors, work to reduce risk factors and more. To find safety employees throughout Northwest Indiana are choosing Workforce Health, or to schedule a consult, call 844-434-4280.

OCCUPATIONAL MEDICINE

THAT WORKS AS HARD AS YOU DO.

Services include:

- Work-related injury care and case management
- Physical therapy specializing in treating work-related injuries
- Ergonomic consulting and assessments
- Pre-employment physicals
- DOT/CDL physicals
- Drug/alcohol testing
- Annual flu/shot surveillance review
- Asbestos, ECGs and other screenings
- Health and safety fitness screenings/programs
- On-site/seasonal employee clinic and population health management services

WORKFORCE Health
Your Solution for a Healthy Business

Combining the unique strengths of Porter Regional Health Services and the Federal Hospital Occupational Health program.

4 CONVENIENTLY LOCATED OCCUPATIONAL HEALTH CLINICS
LA PORTE • VALPARAISO • SOUTH BEND • PORTAGE