

2008 COMMERCE LEXINGTON INC. GOLF CLASSIC

Stoll Keenon Ogden PLLC Presents CLX Golf Classic at University Club of Kentucky on August 11, 2008

FAX OR MAIL FORM TO:
Commerce Lexington Inc.
330 E. Main St., Ste. 100,
Lexington, 40507
ATTN: Katie Hardwick
Fax: (859) 233-3304

PRESENTED BY:



STOLL · KEENON · OGDEN

Whether you're networking with potential clients through a hole sponsorship, entertaining clients by playing, or just enjoying an afternoon outside the office, you won't want to miss the 2008 Commerce Lexington Inc. Golf Classic **presented by Stoll Keenon Ogden PLLC** on **Monday, August 11**, at the University Club of Kentucky (4850 Leestown Road).

To participate as a **player or team** in the Golf Classic or as a **corporate hole sponsor**, simply complete the appropriate portion of

the registration form on this page and fax or mail it back to Commerce Lexington Inc., Attn: Katie Hardwick, 330 East Main St., Suite 100, Lexington, KY 40507, or Fax: (859) 233-3304.

Tee time for the scramble format event is 12:30 p.m., and **lunch begins** at 11:30 a.m. The University Club will assign players to one of two courses, "Big Blue" or "Wildcat," so be sure to **include your handicap**. For more information, contact Katie Hardwick at khardwick@CommerceLexington.com.

2008 COMMERCE LEXINGTON GOLF CLASSIC REGISTRATION FORM

PLAYERS REGISTRATION

_____ \$150 per person _____ \$600 foursome

The University Club will assign players to one of two courses, "Big Blue" or "Wildcat," so be sure to **include your handicap.

PLAYER A / CONTACT PERSON:

NAME: _____
E-MAIL: _____
COMPANY: _____
PHONE: (____) _____
HANDICAP: _____

PLAYER B / CONTACT PERSON:

NAME: _____
E-MAIL: _____
COMPANY: _____
PHONE: (____) _____
HANDICAP: _____

PLAYER C / CONTACT PERSON:

NAME: _____
E-MAIL: _____
COMPANY: _____
PHONE: (____) _____
HANDICAP: _____

PLAYER D / CONTACT PERSON:

NAME: _____
E-MAIL: _____
COMPANY: _____
PHONE: (____) _____
HANDICAP: _____

**LUNCH BEGINS AT 11:30 A.M.
TEE TIME FOR THE SCRAMBLE
FORMAT EVENT IS 12:30 P.M.**

CORPORATE HOLE SPONSORS

_____ Yes, our company/organization would like to become a corporate hole sponsor (1 hole sponsorship is \$325; 2 holes \$650).

Note: The Golf Classic is played on two courses at the University Club. Companies have the opportunity to sponsor holes on both courses.

_____ **Check here to sponsor 2 holes.**

COMPANY: _____

CONTACT: _____
PHONE: (____) _____
E-MAIL ADDRESS: _____

_____, _____ Please indicate your Hole # preference(s). This is NOT a guarantee.

A. Contests & Prizes we are planning:

PRESENTED BY STOLL KEENON OGDEN PLLC

GOLD SPONSORS

Buggies Unlimited
Frost Brown Todd LLC
Insight Business
LYNN Imaging
Purdon Rental & Sales

DRIVING RANGE SPONSOR

Trane

PRACTICE GREENS SPONSOR

Cardinal Hill Rehabilitation Center

TEAM PHOTO SPONSOR

Grins 2 Go On Location 0010

SNACK/BEVERAGE CART SPONSORS

Lexington Humane Society
Payroll Solutions, Inc.
Republic Bank & Trust Company
TravelPro International

PAYMENT OPTIONS

CHECK:

_____ Our check for \$_____ is enclosed.

CHARGE:

_____ Please charge \$_____ to my

(Circle one) **AMEX MC VISA DISC**

Acct#

EXP. DATE:

Signature:

Crowne Plaza Campbell House hosts next Business Link on Wednesday, June 25

SPONSORED BY:



DESIGN BY OSBORNE CREATIVE

The **Crowne Plaza Campbell House** (1375 Harrodsburg Road) plays host to the next Commerce Lexington Inc. Business Link event on Wednesday, June 25, from 5:00 - 7:00 p.m.

Get your summer networking in high gear by attending this wildly popular networking event. Browse the great exhibitors and network with other business professionals all in an effort to ultimately grow your client base.

Remember, the people you meet at the various Commerce Lexington networking events have their own networks of people who may need your products or services. Bring plenty of business cards and a hearty appetite for the great food at the Crowne Plaza Campbell House.

TO ATTEND:

As always, the cost to attend the Business Link is \$5 for Commerce Lexington Inc. members, \$10 for potential members (payable at the door). There is no need to pre-register to attend Business Link events.

EXHIBIT SPACE:

Limited exhibit space is available for a cost of \$125 to Commerce Lexington Inc. member companies. If interested, contact Katie Hardwick at khardwick@CommerceLexington.com.

JUNE 23 & JUNE 30, 2008 | 8:30 A.M. - 4:30 P.M.

Two-day workshop presents "The Seven Habits for Small Business Managers"

SPONSORED BY:



Whether you supervise a few people or run the whole organization, you can become a "highly effective manager" by attending **The 7 Habits for Small Business Managers**, an exciting workshop designed specifically with small businesses in mind. This two-day workshop is an intensive application-oriented learning experience that will help you unleash the limitless potential of your team. New and experienced managers and employees will receive a set of tools that will help them meet all of today's challenges, including:

- Conflict resolution
- Prioritization
- Performance management
- Accountability and trust
- Execution
- Collaboration
- Team and employee development

This two-day workshop will be held on June 23 and June 30 (8:30 a.m. - 4:30 p.m. each day) at Commerce Lexington's first floor conference area (330 East Main Street) and presented by **Dee Dee Harbut**, Certified Franklin Covey Facilitator with the Kentucky Small Business Development Center.

COST TO ATTEND:

Commerce Lexington Inc. members can attend this workshop for a special discounted price of **\$345 per person** (\$395 for non-Commerce Lexington members). Tuition includes a two-day, facilitator-led workshop; a comprehensive participant guide book; a Management Essentials book with insights on the role of the manager; an audio CD with Stephen R. Covey explaining how The 7 Habits apply to small business managers; and, paper and electronic versions of the tools introduced in the workshop. Lunch will be provided.

TO REGISTER:

Contact the Kentucky Small Business Development Center at (859) 257-7666.

This course offers the following continuing education credits: CEU's (IACET), CPA's (NASBA), Dietitians (CDR), Nursing (ANCC/UNA), Nursing Home Administrators (NAB), Physical Therapists (IACET), Project Managers (PMI) and Radiological Technologists (ANCC/UNA).

BLUEGRASS BUSINESS HALL of FAME

JUNIOR ACHIEVEMENT

2008 Bluegrass Business Hall of Fame

Friday, June 13, 2008 • 6:00 pm • Keeneland Entertainment Center

Please Join Us as We Honor the 2008 Inductees:

Robert Clay • Laura Freeman • William L. Rouse, Jr. (deceased) • Robert B. Trussell, Jr.



The Laureates inducted into the Bluegrass Business Hall of Fame have substance in the American Dream. Their labor and vision not only benefited their own businesses, but also improved the quality of life in the entire Bluegrass area. These business leaders are being honored for achievement in their careers, service to the community, and their part as role models for our youth.

PRESENTING SPONSORS



Home Builders Association of Kentucky
Home Builders Institute

\$125 per person or \$1000 per table of 8
For reservations, contact
JA of the Bluegrass at 859.219.2423

Welcome New Commerce Lexington Inc. Members

New Commerce Lexington Inc. members for the period of April 21, through May 19, 2008

Any Lab Test Now

Laboratories-Testing
Charity Price, PharmD, President
115 N. Locust Hill Dr., Suite 116
Lexington, KY 40509
Phone: (859) 268-1472
www.anylabtestnow.com/Lexington

Approval Payment Solutions

Credit/Debit Card Processing
Terry R. Noe, Operations Mgr.
120 West Locust Street
Boonville, IN 47601
Phone: (812) 897-4837
Web: www.apsolutions.net

Fred Astaire Dance Studio

Dancing Instruction
Melanie Blair, Instructor
4750 Hartland Parkway, Suite 190
Lexington, KY 40515
Phone: (859) 245-0522
www.fredastaireoflexington.com

Barnett & Powell Flooring, LLC

Floor Coverings
Corey Barnett, Owner
903 Bordallo Drive
Lexington, KY 40514
Phone: (859) 319-6700

C3 Consulting, Inc.

*Computer Consultants-
Designers/Solutions*
Dona Carpenter, Owner/Office Mgr.
1111 Pioneer Drive, Suite A
Winchester, KY, 40391
Phone: (859) 744-7781
Web: www.c3consultinginc.net

Calistoga Bakery Cafe

Restaurants
Michael Sigall, Store Manager
2217 War Admiral Way
Lexington, KY 40509
Phone: (859) 543-8642
Web: www.calistogacafe.com

Cleaning Dynasty

*Cleaning Services Commercial &
Residential*
Susan Merriman, Owner/Mgr.
6625 Harrodsburg Road
Nicholasville, KY 40356
Phone: (859) 421-3557
Web: www.cleaningdynasty.com

Jimmy Connor Hardwood Flooring

Floor Coverings
Jimmy Connor, Owner
188 Juniper Drive
Versailles, KY 40383
Phone: (859) 983-0724

Forced Potato, Inc.

Electronics Equipment
David Cooper, Vice President
640 Bizzell Drive
Lexington, KY 40510
Phone: (859) 252-4439
Web: www.forcedpotato.com

Fox Hill Company, Inc.

Home Builders
Missy Mefford, Bookkeeper
147 East Third Street, Suite 250
Lexington, KY 40508
Phone: (859) 255-1429

TRUSTEE MEMBER

Georgetown Community Hospital

Hospitals
Barry A. Papania, CEO
1140 Lexington Road
Georgetown, KY 40324
Phone: (502) 868-1100
Web: www.georgetowncommunityhospital.com

Griffie Electric, LLC

Electric Contractors
Amy Griffie, Owner
3782 Kenesaw Drive
Lexington, KY 40515
Phone: (859) 983-9287
Web: http://griffie.electric.home.insightbb.com

Grover Justice/Republic State Mortgage

Mortgages
Grover Justice, Loan Officer
817 Nandino Blvd.
Lexington, KY 40511
Phone: (859) 259-0383
Web: www.republicstatemortgage.com/grover

Lexington Furniture Company, Inc.

Furniture Dealers
Hugh James, President
3024 Blake James Drive
Lexington, KY 40509
Phone: (859) 254-4412
Web: www.lexfurniture.com

Liquid Container

Manufacturers
Trudy Glover, Area Human Resource Manager
2447 Palumbo Drive
Lexington, KY 40509
Phone: (859) 266-5656
Web: www.liquidcontainer.com

Medical Rehab Centers, Inc.

Healthcare
Janet Gillespie, Corp. Office Mgr.
535 West Second Street, Suite 105
Lexington, KY 40508
Phone: (859) 255-0075
Web: www.medicalrehab.com

National Fatherhood Initiative

Business Consultants
Scot Cunningham, Dir. of Work Family Balance Programming
101 Lake Forest Blvd., Suite 360
Gaithersburg, MD 20877
Phone: (859) 263-8662
Web: www.fatherhood.org

NUTI Builders, Inc.

Construction Management
James Nuti, Owner
1093 Duval St. Lexington, KY 40515
Phone: (859) 245-6884
Web: www.nutibuilders.com

The Peppermint Palm

Women's Apparel
Roger Ledridge II, Owner
3333 Tates Creek Road
Lexington, KY 40502
Phone: (859) 268-1012
Web: www.peppermintpalm.com

PropertyRoom.com

Auctions - Internet
PJ Bellomo, CEO
841 Corporate Drive, Suite 301
Lexington, KY 40503
Phone: (859) 296-1988
Web: www.propertyroom.com

The Roof Stain Doctor

Home Improvement Services
Nathaniel Willis, Regional Mgr.
209 Conn Terrace
Lexington, KY 40508
Phone: (859) 803-9112
Web: www.roofstaindoctor.com

Sector Technology, Inc.

Manufacturers
Brendon Day, President
2000 Elizabeth Drive
Nicholasville, KY 40356
Phone: (859) 881-8113
Web: www.sectortech.com

St. John & Myers

Jewelers & Jewelry Design
Olivia Johnson Scholz, President
4379 Harrodsburg Rd., Suite 150
Lexington, KY 40513

Phone: (859) 559-4242
Web: www.stjohnandmyers.com

Stanley Pipeline, Inc.

Construction
Charles Harp, President
5425 Paris Road
Winchester, KY 40391
Phone: (859) 745-2576

TekCollect

Collection Agencies
D. Jean Lillpop, Kentucky Senior Account Executive
1111 Schrock Road, Suite 100
Columbus, OH 43229
Phone: (502) 600-7975
Web: www.tekcollect.com

Transposagen

*Biopharmaceuticals
Pharmaceutical Products*
Eric Ostertag, CEO
201 West 2nd Street
Lexington, KY 40507
Phone: (267) 259-1086
Web: www.transposagen.com

World Ventures

Travel Advisor
Chastity Slone, Owner
1295 Archer Drive
Troy, OH 45373
Phone: (937) 335-7300

416,120

TOTAL # OF REFERRALS FOR
MEMBER COMPANIES
(PHONE & ON-LINE) OVER
THE LAST MONTH
(April 20 - May 20, 2008)*

*Figure includes phone referrals, and the following web statistics from the on-line Business Directory at www.CommerceLexington.com - number of clicks on business categories, individual business listings, as well as e-mail and web addresses.

Remember to support your fellow member businesses. Visit www.CommerceLexington.com and click on Business Directory.

MEMBERS: IN-BRIEF

LBAR recognized by Human Rights Commission

The Lexington-Bluegrass Association of REALTORS (LBAR) was presented with the 2008 Outstanding Achievement in Fair Housing Award by the Lexington-Fayette Urban County Human Rights Commission (LFUHC) for the association's exemplary performance in fair housing practices. For many years, LBAR has partnered with the LFUHC to provide fair housing training to members of the association. LBAR also offers cross-cultural training programs for members to learn about doing business with clients from other countries. Created in 1992, its REALTOR® Community Housing Foundation empowers families and strengthens neighborhoods by assisting homeowners with modifications and repairs, and helps single-parent graduates of the Virginia Place program become first-time homeowners.

ANY LAB TEST NOW opens Lexington location

In its effort to provide professional, convenient and cost-effective healthcare lab tests throughout the country, ANY LAB TEST NOW, the nation's fastest growing retail healthcare testing facility, has opened its newest location in Lexington at 115 N. Locust Hill Dr., Suite 116. ANY LAB TEST NOW continues to revolutionize the healthcare lab testing experience by providing an alternative way for consumers and employers to receive thousands of standard lab tests in a professional and convenient setting. For more information, contact owners Jason or Charity Price at (859) 268-1472, or visit www.anylabtestnow.com/lexington.

Central Bank to assist those denied checking accounts

Thousands of Kentuckians have been denied a basic checking account. Central Bank has launched a new product to address this issue and to assist individuals who may not have been able to get the service they needed. A new account designed to help produce a better personal financial management called CLEAN START CHECKING has been introduced for any individuals with a past history of credit and checking issues. This account will operate with most of the same features of other accounts, including checks, a check card, ATM access and Internet banking, with bill-payment services. Customers will be required to have two valid forms of I.D., including a picture I.D. and a valid social security number to participate.

Comfort Keepers endorsed by retired teachers association

The Kentucky Retired Teachers Association (KRTA) announced to its members an endorsement of Comfort Keepers as the preferred provider of non-medical in-home care services. Comfort Keepers, which provides care for senior adults, those recuperating from illness or injury, and new mothers, is now endorsed on a statewide level. Helen and Lee Rades are owners of Comfort Keepers' Lexington location at 3323 Partner Place, Suite 4. Find out more by visiting www.comfortkeepers.com or call (859) 224-1124.

Dinsmore & Shohl LLP celebrates 100th anniversary

Dinsmore & Shohl LLP celebrates its 100th anniversary this year, marking the milestone with a \$100,000 contribution and volunteer commitment to

nine Big Brothers Big Sisters affiliates in Ohio, Kentucky, West Virginia and Pennsylvania. With more than 350 attorneys, Dinsmore & Shohl has grown to become the largest firm in its hometown of Cincinnati and one of the largest in the Midwest, ranking in the AM Law 200. It's growth continued recently with the acquisition of Dayton firm Chernesky, Heyman and Kress P.L.L.

Ky. Education Cabinet's Web site recognized as "Best of Kentucky"

The Web application e3.ky.gov, developed in-house by Education Cabinet staff, was named the "Best of Kentucky" for "Best Application Serving the Public" at the Kentucky Digital Government Summit held in Lexington. The e3.ky.gov site is a self-service information portal for education, economic development and employment figures. Access to the site is free and available to anyone. The site also allows employers to post job listings, review resumes, profile a community's workforce, view educational attainment demographics, find information on tax incentives or evaluate locations for a new/expanding business.

Commerce Lexington Inc. accepts NEWS ITEMS for Business Focus from members, including personnel related, awards and milestones, business openings, expansions and relocations. Items should be e-mailed to mtumer@CommerceLexington.com by the 10th of the month for the next issue. Items are published in the order they are received and only as space permits.

down•time

\daun'-tim\ *noun* 1 : Being offline and unreachable.
2 : Business owner's worst nightmare. <scary~>

NOT IN YOUR DICTIONARY

DOWNTIME IS NOT IN OURS EITHER.

In fact, Windstream is the definition of dependability, providing your business with a dedicated Internet connection and 24/7 technical support. All backed by the company you can trust for 99.99% reliable phone service. So let Windstream help keep your business up and running—and keep your customers satisfied.

That's the definition of good business.

For a FREE assessment of your business communications needs,

call **1.888.621.WIND** or go to windstream.com/mybiz

Products subject to availability. Restrictions apply. Landline service may vary based on system availability, customer equipment, terrain, weather and other conditions. Windstream is a registered service mark of Windstream Corporation. ©2008 Windstream Corporation



Internet for Business

- Private IP networking solutions
- Ethernet and traditional data access
- Maintenance, monitoring and service plans
- Integrated service offerings



windstream

VOICE HIGH-SPEED DATA COMMUNICATIONS SYSTEMS

employers.

This resulting pain for the employee and for the employer's pocketbook can be alleviated simply by adjusting the workstation environment. Things like desks, lighting, ventilation, computer and keyboard placement, and chairs all contribute to enhanced productivity, but if not set up correctly, they can be an inhibitor to it.

OSHA suggests a couple of ways for employers to determine whether conditions in the workplace might be contributing to employees developing MSD's. First, employers should review and examine injury and illness records to see if there is a pattern of ergonomic-related injuries in certain jobs or tasks. Secondly, they can analyze the jobs or tasks themselves to identify potential problems before injuries occur.

Riggins cited a Web site (www.humanscale.com) that contains a lot of information on research studies that indicate positive results from company ergonomics programs, as well as the best way to design a truly ergonomic workstation.

According to Riggins, the easiest and least costly thing that a workstation should contain ergonomically is the right keyboard and chair. "Chairs have really evolved over the years from the armless style that secretaries used to have to use, to styles with arms," she said. "This is due to a lot of research by furniture companies."

"Just about everything coming out now [from an office furniture standpoint] has a lot of adjustability. People like to have that flexibility to be able to adjust things," added Riggins. Interspace has an ergonomically correct chair that is the ONLY chair approved by the Physical Therapy Association, which conducted a lot of testing on it.

Randy Wheeler, sales manager at **The Hurst Group**, echoed Riggins' comments, saying, "A person's chair is the biggest thing. Employees are often sitting in their chairs for eight hours or more a day, so it's the single most important thing that one of our customers can consider."

Wheeler also mentioned the importance of trying out an office chair before purchasing one. The Hurst Group will allow people to test drive chairs in their workplaces or at its showroom. "They can use a chair for a few days to a week, and we'll show them how to adjust it so they are using it to their benefit." According to Wheeler, another thing that employers often consider that wasn't several years ago is lighting - the color,

intensity, and even the panel height above workstations.

There are numerous company studies - many of which are available at Humanscale.com - that show huge reductions in number of lost workdays, workers' compensation claims, and cases of upper extremity musculoskeletal disorders.

Several companies that have implemented ergonomic workplace programs have realized huge savings within a short time, including American Express Financial Advisors (80% drop in workers' comp claims in one year), Merrill Lynch (savings of \$1.5 million thanks to 70% decrease in MSD's), SunTrust Banks (\$2.65 million reduction in claims for MSD's over three years), and New York Times (84% reduction in number of MSD cases and 91% reduction in lost workdays related to MSD's over four years).

Employers and business owners can be proactive with regard to ergonomics by visiting the U.S. Occupational Safety and Health Administration's Web site at www.osha.gov, and search for the Ergonomics Outreach and Assistance page that provides assistance to businesses, particularly small businesses, and helps them proactively address ergonomic issues in the workplace.

NEXT ISSUE:

Our next installment of our health and wellness series focusing on ergonomics will highlight things that workers can do during their workday to prevent MSD's and how to recognize the onset of problems and how best to treat them.

USEFUL WEB SITES:

- www.humanscale.com
- www.safecomputingtips.com
- www.ergonomics.org
- www.ergoweb.com

CLX Members Can Take Advantage of Discounted Health Insurance with Humana

Office workstation environment is one of many relatively easy things business owners can do to save on health care costs. If you're a Commerce Lexington Inc. member, you can also save with discounted health, life and dental insurance plans through our **partnership with Humana**. Contact our office at (859) 226-1607 to find out more information or to locate a participating Humana agent.



OSHA: Nearly two million workers suffer work-related musculoskeletal disorders each year.



Can You Take the Reins?

The Authentic Leadership Workshop

Discover the power of Authentic Leadership through this unique collaboration with equine partners.

Workshop Dates:

July 15-16 or September 16-17
Available to individuals or groups.



Register today! 859-873-1175
www.UniversalReins.com

MEMBERS: IN-BRIEF

Employment Plus among 10 Most Dependable Agencies

Employment Plus was recently selected by Goldline Research as one of the 10 Most Dependable™ Staffing Agencies and Executive Search Firms of the Central U.S. The list was published in Fortune Magazine's April 14th issue. Employment Plus, located throughout Indiana, Illinois, Kentucky, New Jersey, and Ohio, employs 100 full-time employees and over 4,000 temporary associates. It has over a 98-percent client retention rate across all epDivisions. This is the second consecutive year that Employment Plus was recognized among The Most Dependable Firms.

New Indoor Arena at Ky. Horse Park attracts major horse shows

The Kentucky Horse Park announced several major horse shows that have already signed contracts or are confirmed to host their events beginning in 2009 in the new Indoor Arena, which is currently under construction. These new shows include: Sports Horse National Arabian & Half-Arabian Championship, the Tradition Futurity- the East Coast Championships, Kentucky Breeders Classic Sale & Exposition, Intercollegiate Horse Show Association National Championships, and Indoor Hunter/Jumper Winter Series. Visit www.kyhorsepark.com for more information.

LYP A honors 2008 Rising Stars

Started in 2003, the Lexington Young Professionals Association's Rising Stars program recognizes young professionals under age 40, who have dedicated much of their time to making Lexington a better place to live. An awards recognition was held May 29, at the Hyatt for the following 2008 LYP A Rising Stars Winners: 1. **Woodford Webb**, Webb Companies; 2. **D. McGinnis Mitchell**, National Diversity Solutions; 3. **Shaye Raybold**, Mayor's Chief of Staff; 4. **Kathy Hillyard**, Lexmark; 5. **Andy Shea**, Lexington Legends; 6. **Drew Curtis**, Fark.com; 7. **Billy Fray**, Quest Community Church; 8. **Vitale Buford**, Preston-Osborne; 9. **Emily Ashburn**, TwoCan Marketing; 10. **Billy Frey**, Alltech; 11. **Lee Helmers**, Helmers Gatterdam LLC; 12. **Anthony Wright**, LFUCG; 13. **Bill & Jackie Powell**, Serif Group; 14. **Renee Jackson**, Downtown Lexington Corporation; 15. **Knox van Nagell**, Fayette Alliance; 16. **Devine Carama**, Musician; 17. **Jeffery Gehring**, Greenebaum Doll, McDonald; 18. **Garry Weston**, Central Baptist Hospital; 19. **Terry Johnson**, FEI World Equestrian Games; 20. **Jen Shah**, Dean, Dorton, Ford.

Frost Brown Todd LLC recognized by United Way

Frost Brown Todd LLC, one of the region's largest full-service law firms, was recently recognized by the United Way of the Bluegrass as one of the "Top 5 Regional Workplace Campaigns" for law firms for their 2007 Contribution Campaign efforts. Frost Brown Todd supports a variety of philanthropic endeavors, recognizing a firm commitment to corporate social responsibility. The firm participates annually in the United Way of the Bluegrass fundraising campaigns.

Fayette Mall to add ALDO

Fayette Mall announced the upcoming addition of ALDO, scheduled to open this fall. ALDO specializes in the creation of high-quality fashion footwear, leather goods and accessories for both men and women. ALDO will be located in the space formerly occupied by Spencer Gifts, which will now be moving to a new space in the Dick's Sporting Goods wing. Sephora and aerie are also scheduled to open this summer at the mall. For more information, visit www.cbproperties.com.

Bank of Lexington's "This Little Piggy" promotion a success

During the First "This Little Piggy" promotion sponsored by Bank of Lexington, the ten charities involved raised over \$18,000. The promotion was a huge success with the community involvement, as well as each of the charities. This year's participating charities included Family Care Center, Central Kentucky Riding (For Hope), Florence Crittenton Home, Hands in Ministry, Foundation for Affordable Housing, Realtor Community Housing Foundation, Down Syndrome Association, Salvation Army, Growing Together Preschool and Hospice of the Bluegrass.

*Commerce Lexington Inc. accepts **NEWS ITEMS** for Business Focus from members, including personnel related, awards and milestones, business openings, expansions and relocations. Items should be e-mailed to mturner@CommerceLexington.com by the 10th of the month for the next issue. Items are published in the order they are received and only as space permits.*



ADD SOME SPARK TO YOUR NEXT EVENT.

Whether you are hosting a dinner event, celebration or cocktail reception, Griffin Gate Marriott® Resort & Spa provides full-service catered events in a variety of spectacular outdoor and indoor venues. From 21 meeting rooms to our Golf Pavilion and poolside patio, our 200-acre resort encompasses everything you need. After a productive day, continue teambuilding at our 18-hole designer golf course, outdoor fire pit or full service spa. Give your guests a warm, outdoor event they can look forward to enjoying.

To book your next event,
call 859-231-5100.
For more information, visit
griffingatemarriott.com.

AMBASSADOR SPOTLIGHT

Hampton Scurlock, CFP®, Retirement Tax Advisory Group Inc.

Hampton Scurlock
CERTIFIED FINANCIAL PLANNER®
Retirement Tax Advisory Group
Phone: (859) 233-1083
E-Mail: hampton@retirementtag.com
Web: www.retirementtag.com

This month's Ambassador Spotlight is Hampton Scurlock, a Certified Financial Planner for Retirement Tax Advisory Group. After getting started in the industry, it soon became clear to Hampton that it would be necessary to start his own independent firm in order to do the best job for his clients and put their interests first. He said, "This makes us very different from our competitors, since we work for our clients, and not a bank, brokerage or insurance company."

As a Certified Financial Planner®, Hampton had to meet high standards in education, ethics, examination, and experience. This is a lengthy, expensive, and difficult process, and there are less than 55 other CFP®'s within a 50-mile radius.

While he has always loved doing what he does, Hampton called this year his most exciting, as he celebrates ten years in business, the joy of becoming a new father, and his selection among "America's Top Financial Planners" for 2008 by the Consumer Research Council.

Some of the things that Scurlock can do for his clients include:

- Help improve their bottom lines;
- Reduce taxes and investment expenses;
- Develop their goals & a plan to reach them;
- Help them "Learn and Earn;"
- Give clients peace of mind;
- Provide a client promise and deliver;
- Show them ways to save & make money;
- Help make better financial decisions;
- Lower various risks, improve returns;
- Provide the best service, solutions, & advice;
- Create customized & changeable portfolios using a virtually unlimited number of products, accounts, and companies to help ensure clients reach their goals. This can include clients from various walks of life, from ultra-conservative to aggressive, young to very old, those looking for principal preservation, guarantees, income, growth, growth and income, etc.

Scurlock said, "I love helping people make the most of their hard-earned money. Clients know that we are working together to reach their goals, not trying to meet a quota or generate an investment commission, of which we don't charge any. We are one of only a few financial planning firms that is able to offer financial planning, tax advice, and preparation. We do not have proprietary products that create a conflict of interest."

The Louisville native and Transylvania University graduate said he loves living and working in Lexington. "My wife and I have started our family in Lexington, and we plan on staying in Lexington."

As an active member of Commerce Lexington, Scurlock has been able to take advantage of quite a few of the benefits that the organization offers, while listening to fellow members about what they would like in a retirement plan. The result? "My company has now developed discount retirement plans for all members," added Scurlock. "These plans are geared for businesses of any size and do not have set-up fees or investment commissions. We can offer a free retirement plan review of existing retirement plans or help members set up new plans. Being involved with Commerce Lexington has helped lead to the development of these special discount retirement plans."

Hampton said he has enjoyed his experience on the Ambassador Committee. He said, "Many members are only aware of a small portion of resources and programs that are available. Much like my profession, being an ambassador is about educating and informing members about programs and resources from which they could benefit."



Hampton Scurlock with Retirement Tax Advisory Group Inc. is this month's Ambassador Spotlight.

19



Share the Love

of Graeter's Ice Cream with your staff!

Graeter's Sundae Service is a wonderful way to reward and motivate your employees! Serve our irresistible ice cream at your office and watch the smiles. There's no hassle or mess. We deliver and set up the sundae bar so you're ready to serve in 20 minutes or less.

Graeter's Sundae Service Includes:

- Your choice of ice cream flavors
- Bittersweet chocolate, butterscotch and strawberry toppings
- Crispy pecans
- Disposable utensils, sundae cups, napkins and spoons



Call 859-727-1001 Ext. 10
 or email office@graetersnky.com
 for more information.

Brighton Place 859-543-0446	Palomar Center 859-296-9363	Romany Road 859-268-8785	Tates Creek Center 859-245-4037
---------------------------------------	---------------------------------------	------------------------------------	---

Leadership Lexington Youth class closes out 2007-08 program by learning about the local economy

Commerce Lexington Inc. Staff Report

The objective of Leadership Lexington Youth Economy Fay was "to gain an understanding of the economic drivers of Lexington and the importance of a prepared workforce. Program topics include an overview of the equine sector and entrepreneurialism."

Parents, school contacts, steering committee members and students began the day with a graduation breakfast and ceremony at Keeneland. Shortly thereafter, Harvie Wilkinson of Keeneland gave a brief discussion on the equine industry followed by a tour of Keeneland. The class then traveled to Commerce Lexington for a lesson in the local economy.

Class members participated in an Economic Development game with help from several Commerce Lexington Economic Development staff members. Through role playing, they learned of the challenges when attempting to attract and recruit business to a city.

Later, students were asked to create a company name and marketing tagline after information was presented by Pamela Trautner, Executive Director of Workforce Development for Commerce Lexington Inc. and Mahendran Naidu, CEO of Techdomain.

Charlie Boland and Marianne Blodgett of LFUCG ended the day with some insight from students for the Destination 2040 project.

PLATINUM SPONSOR:

Transylvania University

DAY SPONSORS:

Saint Joseph Health System SIFE (Students in Free Enterprise)

GRADUATION SPONSOR:

Keeneland



Members of the 2007-08 Leadership Lexington Youth class participated in an economic development game, which gave them a sampling of how the process works behind the scenes in attracting and retaining businesses. (Photo by Mark E. Turner)

Cyrus Saffari named Distinguished Leader for Leadership Lexington Youth class

Cyrus Saffari, a sophomore in the Spanish Immersion Program at Bryan Station High School, was named the Distinguished Leader for the 2007-08 Leadership Lexington Youth Program. The Leadership Lexington Youth Program's Distinguished Leader Award recognizes the class member who demonstrates strong principles and dedication to the concept of community service. Selected annually by that year's class members, the individual embodies the spirit of Leadership Lexington and has a keen understanding of community dynamics and public issues.



CYRUS SAFFARI

PODS

Portable On Demand Storage
1-888-776-PODS
www.PODS.com

Climate Controlled Warehouse

Are you moving? Need Storage?

Pack Once - NO Re-packing

Make the transition easier.

PODS ARE PERFECT FOR...

- Moving your home, apartment or business **cross country** or local.
- Storing items such as furniture, clothing, tools, documents, holiday decorations.
- Storing excess inventory at your business site.
- Storing your household goods while you wait to move into a new home.
- Anytime you need a temporary storage solution without the hassles of renting a truck and a mini storage unit. **IT'S THAT SIMPLE!**

As easy as

1



2



3



Leadership Central Kentucky ends 2007-08 program in Fayette Co.

Leadership Central Kentucky wrapped up its 2007-08 program on May 21 with a day in Fayette County sponsored by Kentucky Utilities - An E.ON Company, followed by a graduation ceremony and reception at Keeneland. The class began the day at Keeneland as well, hearing from Tom Harris, associate vice president of external affairs for the University of Kentucky, who talked about the university's importance to the region.

Then, it was on to the Phoenix Building in downtown Lexington to hear about economic development and downtown development from Harold Tate, president of the Lexington Downtown Development Authority, and Gina Greathouse, senior vice president of economic development for Commerce Lexington.

At Brookfield Farm, the group heard from Knox van Nagell of the Fayette Alliance about growth and preservation, Lexington Mayor Jim Newberry on regionalism, LFUCG traffic engineer Jason Allinder on traffic, and Fran Taylor of the Keeneland Foundation, who discussed the Keeneland Story and the Alltech FEI World Equestrian Games. John Slone from Blue Grass Airport closed out the day, talking about the airport from a regional standpoint.

Leadership Lexington: Economic & Workforce Development Day

Article by Harmony Little, LexLinc

The objective for Leadership Lexington's Economic and Workforce Development Day was to gain an understanding of business and its workforce in and around Lexington with an emphasis on the equine industry. The day chairs, Ann Phillips Mayfield and Daryl Smith, are to be commended for planning an ambitious agenda for the class that not only met the objective, but managed to do so in a way that was informative, diverse, engaging and memorable.

The day began at Spindletop Hall with Mr. Smith sharing that many people use the terms economic development without really knowing what it means; it is a lot more than simply bringing business to the area and creating jobs. Before we heard from our first speaker, the class surprised Mr. Smith by naming him the influential leader for the day.

Mark Manuel, V.P. of Corporate and Community Development with BCTC, spoke to the class about what workforce development looks like in Kentucky and the challenges employers are facing with a shrinking economy and workforce. Manuel used the manufacturing sector as an example. The manufacturing industry has evolved over the years and is now mostly driven by technology, which requires highly, multi-skilled employees that can problem solve and focus on technology. However, many employers are unable to find the skilled employees they need. BCTCS and other organizations around the state are working on initiatives to enhance the skills of the existing labor force to fill the need in the manufacturing sector in order to keep business in our state, reinforcing Mr. Smith's point that workforce development is not about bringing jobs to our area, it is also about keeping the available workforce in the area and has the skills needed for those jobs.

The class then toured Toyota Motor Manufacturing Kentucky in Georgetown. Kim Menke, the Manager of Community Relations at Toyota, met with the class prior to the tour and gave a brief overview of the history of the plant. The 7.5 million square-foot facility is the largest company-owned facility in the U.S., employing approximately 7,000 team members from about 70 counties and neighboring states, making approximately 2,000 cars a day which have already been pre-purchased. The cornerstone of Toyota's quality control system is the role its workers play in the production by asking them for ideas and opinions on how to improve the production process. This system is known as "kaizen," the Japanese word that means striving for constant improvement. During the hour-long tour, the class got to experience what modern day manufacturing looks like.

We stopped for lunch at Holly Hill in Midway before moving on to learn about the equine industry at Three Chimney's Farm, home of Smarty Jones and other prominent stallions. Chase Clay, President and Director of Sales, and son of owner Robert Clay, met the class in the breeding barn where he gave us a history and philosophy of the farm and how the stallion business works. To our surprise and delight, we not only got to hear about the thoroughbred breeding business, we were invited to stay and witness it for ourselves, another first for many in our class.

The class returned to Spindletop where Tyrone Tyra, Commerce Lexington V.P. of Community and Minority Business Development, provided a brief overview of small and minority businesses in Lexington, followed by Anthony Wright, Economic Development Officer at LFUCG, who discussed the role of economic development in shaping Lexington's future prosperity. Both had plenty of information to share in their areas of expertise, but the one thing they stressed the most is how we are all ambassadors for Lexington. Nobody knows this city better than we do, and when we travel and meet people, we can influence how other people view our community by sharing the uniqueness of the Bluegrass.

The final session of the day was an economic development game lead by Gina Greathouse, Senior V.P. of Economic Development and her staff at Commerce Lexington. The class was divided into two different communities and two different companies. The purpose of the game was for each company to choose the community that best fit its needs and for each community to attract the company that would be a good economic partner for them. The exercise proved to be a very effective way to make us understand all the aspects that have to be considered in such an operation. We all had a fun time playing company executives and council members making the case for our needs.

2007-08 PROGRAM PRESENTED BY:



DAY SESSION SPONSOR:

Toyota Motor Manufacturing, Kentucky

LUNCH/SNACKS PROVIDED BY:

Jackson Kelly PLLC
Trademark Realty Partners

If you're going to ask 500 people for money, you'd better come up with a lot more than cheese and crackers.



"The Patti A. Clay Charity Ball is the largest fundraiser in Madison County. DaRae has catered it for the past several years. She's just the right person, the right caterer, hands down. We put our trust in her every year. She's never let us down." **Laura Travis**, *Event Co-ordinator*
Madison County Attorney's Office



Custom menus for 40 to 4000 guests; plated or buffet style dining; the right caterer makes everything better. DaRaeAndFriends.com 859.272.8003

MEMBERS: IN-BRIEF

Aviation Museum of Ky. celebrates 100 years of aviation in Kentucky

The Aviation Museum of Kentucky is celebrating 100 years of aviation in Kentucky this year, and it invites all Kentuckians and all of aviation to commemorate this occasion. The museum will honor the aeronautical achievements of Matthew Bacon Sellers II, by displaying its own replica of Kentucky's first powered aircraft. For more information on upcoming special events, the Kentucky Aviation Hall of Fame, or the museum's Aviation Summer Camp, visit www.aviationky.org.

BG Airport receives new air service

Northwest Airlines has announced that it has upgraded its current daily air service between Lexington and its Memphis, Tennessee, hub with a third daily flight between the two cities. In addition, Blue Grass Airport announced that Northwest Airlines will offer new non-stop, seasonal jet service between its hub at Minneapolis/St. Paul and Lexington. One daily flight will be offered to Minneapolis/St. Paul from June 5 through August 18, 2008. Find out more about the new flight times at www.bluegrassairport.com.

Cambo the Clown named visiting artist in VSA Arts of Ky. program

Cambo the Clown has been named as visiting artist in the VSA Arts of Kentucky Art of Healing Residencies at the Kentucky Children's Hospital. His three-hour tours bring smiles and laughs to kids and families at

the Children's Hospital as he visits with his juggling and other tricks. This is Cambo's fifth year to be included as a visiting artist for the program. For more information, visit www.cambothedown.com.

FACTS LLC now an authorized distributor of Vangle services

FACTS LLC of Lexington announced it has been added as an authorized area distributor of the full line of Vangle services, which offers cutting edge communication and data technologies for residential, small and large business applications, including VOIP phone services, remote data back-up, hosted PBX systems and disaster recovery programs. Vangle, Inc. President Dale Clemons said, "FACTS LLC represents a model relationship for Vangle as we continue to develop qualified relationships to serve our residential, SOHO and enterprise markets. Find out more at www.factsllc.vangle.com or call (859) 296-4722.

Ky. Horse Park's Museum of the Horse breaks ground on addition

The Kentucky Horse Park's International Museum of the Horse broke ground on an 8,000-square foot addition, funded entirely by the Purebred Arabian Trust and the American Arabian horse community. The Arabian Horse Galleries, honoring the horse of the Near East, will be the first major addition to the 52,000-square foot museum since its opening in 1978 and will expand its permanent exhibition space by nearly 30-percent. The new galleries will feature state-of-the-art exhibit design and will utilize an array of interactive exhibits to engage visitors.

KEMI receives "Excellent" rating

Kentucky Employers' Mutual Insurance (KEMI) announced that the A.M. Best Company reaffirmed its financial strength rating of A- (Excellent). Additionally, KEMI retained an issuer credit rating (ICR) of A- for its balance sheet strength, operating performance, and business profile. This marks the eighth consecutive year that KEMI has received an "excellent" rating from A.M. Best, which is the leading provider of financial rating for the insurance industry worldwide.

St. Joseph Health first in region to implement InTouch Robots

Videoconferencing robots from InTouch Health are being implemented in all seven Saint Joseph Health System facilities throughout the state. Standing about five-and-a-half-feet tall, the robots have computer screens for heads and real-time video cameras with microphones for eyes and ears. From miles away, physicians can navigate the robots to examine their patients and provide consults to physicians in other Saint Joseph Health System facilities. Since physicians can literally be in two places at once, they can be at the patient's bedside more easily and promptly from outside the hospital.

Spirits Liquor now open in Brannon Crossing

Spirits Liquor n Party Superstore is now open in Brannon Crossing (400 East Brannon Road), offering sampling events every Friday and Saturday. These events are great opportunities to talk with Spirits Master Bill and Wine Master Becky, while trying something different on a weekly basis. To find out about upcoming sampling events, visit www.spiritsparty.com.

Stites & Harbison PLLC ranked among Top Patent Firms

Stites & Harbison was listed among the Top Patent Firms in the March issue of Intellectual Property Today, appearing higher than any other firm in Kentucky. The firm also ranks among the top patent firms in the Southeast. This monthly magazine focuses on legal issues in patent, trademark and copyright law and firms were ranked according to the number of utility patents issued in 2007.

Talon Winery sweeps Derby WineFest Competition

Talon Winery (and winemaker Kerry Jolliffe) was recently awarded three Gold Medals (Cabernet Sauvignon Reserve 2005, Monarch 2005, and Coyote Red) at the Kentucky Derby Festival WineFest. In addition to winning more Gold Medals than any other participating winery, Talon also received a Silver Medal and three Bronze Medals. Talon's winning wines are available for tasting at its Homestead Tasting Room.



Sperow & Sperow
Cosmetic and Implant Dentistry

Dental implants. Predictable replacement of missing teeth.
They can change everything. For more information, or to schedule a complimentary preliminary consultation, contact us at (859) 223-7755 or visit us on the web at www.kydentalimplants.com



LCM Company

Design & Construction
(859) 219-2488
www.lcmcompany.com

MEMBER NEWS

Business Focus magazine accepts NEWS in the form of promotions, awards and recognitions, expansions, new locations and/or appointments, mergers. Submit news by June 10th for the July 2008 issue to mtturner@CommerceLexington.com. News is published in the order received and only as space permits.

ADDITIONS, PROMOTIONS, RECOGNITIONS & MILESTONES

Climbing the Corporate Ladder

AMR Management Services (AMRMS), a full-service association management company, announced that **Dash Nagel** has been appointed as the Association Services Coordinator for AMR's client, the National Association of State Chief Information Officers (NASCIO).

Architectural Kitchens and Baths, LLC (AKB) welcomed two new designers: **Robin Gillespie**, formerly with Wholesale Kitchens and Baths, and **Marcela Garrison**, a degreed interior designer from Memphis. Additionally, AKB received the Silver Club Award from Quality Custom Cabinetry, Inc. for outstanding sales in 2007.

Central Bank: **Tom Breathitt** and **Brad Fields** have both been named vice presidents at Central Bank Mortgage located on Regency Road.

Brady Dunnigan, a former partner with Frost Brown Todd, has joined **Dinsmore & Shohl LLP**, practicing as a partner in the Corporate Department in the Lexington office.

DMD Data Systems, Inc.: **Anitra Manca Thompson** has joined the company as vice president of marketing.

First Federal Bank: **Janice Richardson** was recognized by Kentucky Housing Corporation (KHC), the state housing finance agency, as a top lending partner in affordable mortgage loans for 2007. Richardson, a loan originator for the Georgetown office, closed more than 30 KHC loans during 2007.

Georgetown College recently added four people to its Board of Trustees, raising its number to 45. Installed at the winter meeting were **James L. "Jim" Barlow, Sr.**, **Dr. Major L. Jemison**, **Janice C. Shelton**, and **Douglas C. Freeman**, founder of the World Diversity Leadership Summit in Prague, Czech Republic.

Greenebaum Doll & McDonald PLLC announced that **Benjamin J. Evans**, **Michael A. Grim**, **Mark A. Loyd**, and **W. Edward Skees** have been elected as members of the firm. In addition, **Henry C.T. "Tip" Richmond III**, a Member in the firm's Lexington office, has been named to the firm's Management Committee, which is responsible for the firm's strategic planning, operations management, and policy setting.

Becky Farris has been selected as new business development manager of **Interspace Limited, LLC**. As the previous owner of The Farris Group and Co-Owner of Concepts Four Interiors, Farris brings with her over 23 years in experience in commercial interior design.

Kentucky American Water: **Raymond Golden** has been selected for the position of director of communications and external affairs with American Water's Eastern Division, overseeing external communications for American Water's subsidiaries in Kentucky, Maryland, Tennessee, Virginia, and West Virginia. Meanwhile, **Steve Snowden** has been named senior manager of business development, leading American Water's growth efforts in Kentucky and Tennessee.

Kentucky Employer's Mutual Insurance (KEMI) has promoted **Susie Maybrier** to manager of its Louisville office. She has been with KEMI since 2001.

LexArts: Americans for the Arts, the nation's leading nonprofit organization for advancing the arts in America, has awarded the 2008 Michael Newton Award to Lexington's own **Marilyn Moosnick**. The award is given to an individual, staff member, director, volunteer, or member organization in recognition of his or her effective, innovative and creative fundraising techniques, distinctive management style, commitment and dedication to the united arts fund (UAF) movement. Moosnick was the first Chair of the Lexington Council of the Arts in 1972.

The Kentucky Society of Professional Engineers has named **Marco M. Rajkovich, Jr.** as its 2008 Recipient of the *Achievement in Mining Award*. He is a member of the Lexington law firm of **Rajkovich Williams, Kilpatrick & True, PLLC** and concentrates his practice in the areas of mine safety and health, mineral and energy, and administrative law.

Spectrum Contracting Services, Inc. announced the following promotions: **Richard Hall** to vice president of operations and **Erica Gardner** to controller.

Thy Kingdom Come Network: Real Life Radio 1380 AM added **Jennifer Geoghegan** as sales representative and **Lisa Figlestahler** as marketing and promotions director.

The World Games 2010 Foundation announced that **Melissa Gamble** has been promoted to volunteer coordinator for the Alltech FEI World Equestrian Games. Ms. Gamble will be responsible for organizing the volunteer program for the 2010 Games, including assessing volunteer needs in all areas of the event, training and work schedules, and communications with all volunteers.

www.bizlex.com Subscribe online to Central Kentucky's Premier Business Journal

PODCASTS
BIZBYTES
BUSINESS NEWS
PROFILES
STORY ARCHIVES
...AT YOUR FINGERTIPS

BusinessLexington
A PARTNER IN PROGRESS

CALL (859) 281-2317 TO ADVERTISE AND REACH EVERY BUSINESS ADDRESS IN LEXINGTON

COMMERCE LEXINGTON INC. UPCOMING EVENTS

- 4-6 JUNE 2008**
2008 Leadership Visit to Austin, Texas, **presented by JPMorgan Chase**. Watch for coverage in Business Focus, and on-line at <http://leadershipvisit.commercelexington.com>.
- 11 New Member Reception** **presented by AT&T Real Yellow Pages** at Commerce Lexington Inc. offices (330 East Main St.), 4:30 - 6:00 p.m. - **SEE PAGE 11**
- 18 Good Morning Bluegrass** **presented by Fifth Third Bank**, focusing on downtown nighttime economy, 7:30-9:00 a.m., at the Hyatt Regency Lexington (Regency Ballroom) - **SEE PAGE 12**
- 23 Two-day workshop** (June 23 & 30): **"The 7 Habits for Small Business Managers"** sponsored by Commerce Lexington Inc. and the Kentucky Small Business Development Center, 8:30 a.m. - 4:30 p.m. - **SEE PAGE 14**
- 25 Business Link** **sponsored by the Crowne Plaza Campbell House** (1375 Harrodsburg Road), 5:00 - 7:00 p.m. - **SEE PAGE 14**
- 4 JULY 2008**
Commerce Lexington Inc. offices **CLOSED** for Fourth of July holiday.
- 23 Business Link** **co-sponsored by Fifth Third Bank & Schneider Designs** at the Fifth Third Tennis Championships, University of Kentucky Tennis Complex, 5:00-7:00 p.m.
- 11 AUGUST 2008**
2008 Golf Classic **presented by Stoll Keenon Ogden PLLC**, at University Club of Kentucky (4850 Leestown Road), lunch begins at 11:30 a.m., 12:30 p.m. tee time. - **REGISTRATION FORM LOCATED ON PAGE 13**
- 21 Breakfast Club** **presented by Greenebaum, Doll & McDonald, PLLC**, at Double Tree Guest Suites (2601 Richmond Road), Topic: From Fear to Forte - Mastering the Art of Impromptu Speaking led by Doug Petch of Toastmasters and Arc Performance Group, 8:00-9:30 a.m.