

September 29, 2016

Maine State Chamber and Maine Development Foundation release “Maine’s Labor Shortage: New Mainers and Diversity”

Report explores importance of in-migration and diversity in growing Maine’s workforce and economy



The Maine State Chamber of Commerce (MSCC) and the Maine Development Foundation (MDF) released “Maine’s Labor Shortage: New Mainers and Diversity” at a press conference on Thursday, September 22, 2016. The report is the most recent edition of the organizations’ “Making Maine Work” workforce series.

“An available and skilled workforce is a key factor in our economic success and a priority for our two organizations,” said Dana Connors, president of the Maine State Chamber of Commerce. “We hear from employers across the state and throughout the economy about the difficul-

ties they face in finding enough workers with the skills and education they require. Part of the solution is to help every Mainer participate in the workforce to his or her highest potential. But with our demographics, we also need to look beyond our borders to bolster our population, our workforce, and our economy. It is estimated that new immigrants and their children are expected to account for 83% of the growth in the U.S. workforce from 2000 to 2050. We need to be part of this equation.”

In 2014, “Making Maine Work: Growing Maine’s Workforce” outlined

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Maine State Chamber and Educate Maine release policy brief on strategies to ensure college and career readiness

Ensuring college and career readiness for all Maine students will improve their future opportunities and strengthen Maine’s economy

On Tuesday, September 27, the Maine State Chamber of Commerce and Educate Maine released a policy brief today outlining seven strategies (including 15 actions) to ensure college and career readiness for all Maine students beginning in early childhood. The “College and Career Readiness for Maine” brief is the second in a series of policy briefs designed to achieve the goals laid out in Educate Maine’s “Education Indicators for Maine 2015” report.

The goal of the seven strategies and 15 actions in “College and Career Readiness for Maine” is to ensure all Maine students are in a strong position to succeed throughout the education pipeline, better enabling them to graduate from high school on time, with proficiency in key subject areas, so they are well-prepared for post-secondary education and the

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Vol. 50, No. 18 Impact (207) 623-4568

Impact (ISSN 1055-3029) is published weekly January through June and monthly July through December by the Maine State Chamber of Commerce, 125 Community Dr., Suite 101, Augusta, Maine 04330-8010. Periodicals postage paid at Augusta, Maine, and additional mailing offices. Maine State Chamber member companies are assessed \$75.00 yearly for each newsletter subscription (subscribers or out-of-dues assessment). **POSTMASTER:** Please send any address changes to **Impact**, 125 Community Dr., Suite 101, Augusta, Maine 04330-8010.

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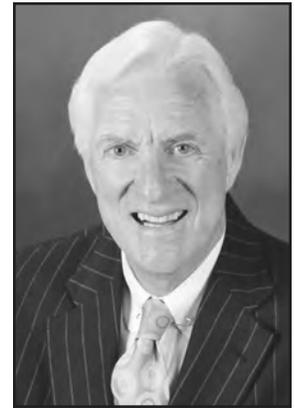
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About the Maine State Chamber of Commerce: Since 1889, the Maine State Chamber has been fighting to lower your cost of doing business. Through our Grassroots Action Network and OneVoice program, we work with a network of approximately 5,000 companies statewide who see the value in such a service and provide the financial support that keeps our access, advocacy, and assistance efforts going strong. As Maine's Chamber, we make sure that the business environment of the state continues to thrive. The Maine State Chamber of Commerce advocates on behalf of their interests before the legislature and regulatory agencies and through conferences, seminars, and affiliated programs.

A message from the president...

“State ballot question 2 tax increase is the wrong solution for Maine...”

by Dana Connors



With Labor Day behind us and summer a fading memory, our attention is now focused on the upcoming elections, specifically several citizen's initiatives that have the potential to negatively impact Maine's economy. As you will see if you tune in to our Bottom Line television show this month, Question 2 is deeply flawed from an education standpoint and would be detrimental to Maine's economy.

Maine business and education leaders are part of a growing statewide coalition opposing Question 2 on Maine's November ballot. At a recent press conference, we outlined our reasons for opposing the referendum question. While we and our coalition partners believe all Maine public schools need to be adequately funded, we strongly believe Question 2 is the wrong solution for increasing K-12 public education funding in Maine. This proposal would create more unfair funding disbursement and be detrimental to our state's economy.

The tax increase proposed in Question 2 seeks to raise more than \$157 million in taxes, and would make Maine the second-highest marginal tax rate state in the country, with a rate over 10 percent. Two-thirds of the taxpayers targeted by this proposal are community-based small and family business owners, *the backbone of Maine's economy*. Additionally, none of the new money raised could be spent on fixing school buildings, buying technology, or providing materials for students. The law would also create more unfair funding distributions for Maine schools and towns, as more than one third of the state's local school districts would receive zero additional dollars raised from this new tax.

Passage of the question would also make it much more difficult for Maine to attract new investments, professionals, entrepreneurs and other job creators to our state; outside investors would be likely to remove their investments from Maine. Quite simply, it is bad tax policy, especially for a fragile economy that is still working hard to recover and grow.

Former commissioner of the Maine Department of Education, Jim Rier, noted that “from an education standpoint, Question 2 is flawed on many levels.” You see, if passed, towns like Cape Elizabeth and Falmouth would get millions, while rural areas would see no benefit at all. In fact, those towns would find it even more challenging to recruit teachers to their districts. Question 2 also usurps local control, as it does not allow local school boards to spend the additional funds as they deem appropriate. “Maine can, and must, find a better way to give all our students the education opportunities and experience they deserve,” he said during last week's press conference on this issue.

Additionally, the implications of Question 2 leave a lot of unknowns. The funding source would be based on an unreliable source of revenue as incomes fluctuate from year to year. And, disbursement is ultimately left in the Maine Legislature's hands. The question offers no guarantees - except a tax increase - and is, for many reasons, the wrong solution for Maine. □



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★ ATTENDANCE PACKAGES ★

Individual Attendee(s): \$75 / person Table of 8: \$575/table
Cancellations must be received in writing prior to Monday, October 17.

1 _____
 2 _____
 3 _____
 4 _____
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★ AGENDA ★

4:30 p.m.
 Registration opens
 Taste of Maine Reception

6:00 p.m. Dinner

7:00 p.m.
 Program begins

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OPEGA review continues

The Legislature's Government Oversight Committee (GOC) met on Thursday, September 16 to revisit the open recommendations from the Office of Program Evaluation and Government Accountability's (OPEGA) 2006 report on economic development programs in Maine and OPEGA's recommendations for tax expenditure review classifications and schedule as required by 3 MRSA section 998-3, among other items.

At its last meeting, GOC members agreed that the Maine Economic Growth Council should develop an economic development strategy for Maine and that the council should work with the Maine Development Foundation (MDF) to accomplish the task. OPEGA presented examples of other states with statutory requirements for an economic development strategy and how their plans are developed. It is estimated that to accomplish this task additional resources of \$300,000 to \$400,000 may be needed. OPEGA and MDF will continue to work to develop language and present it at the next meeting.

OPEGA also reported that the Joint Standing Committee on Taxation met in July to review the tax expenditures related to the "necessities of life," and that the committee recommended no changes be made at this point in time. Tax expenditures related to the "necessities of life" include grocery staples, prescription drugs, prosthetic devices, fuels for cooking and heating homes, rental charges for living quarters in nursing homes and hospitals, meals served to those patients as well, funeral services, diabetic services, water used in private residences, positive airway and pressure equipment, and rental charges for continuous residences for more than 28 days.

The next GOC meeting is scheduled for October 6, 2016, at 9:30 a.m. For more information, please contact Linda Caprara by calling (207) 623-4568, ext. 106, or by emailing lcaprara@mainechamber.org. □

College/Career Readiness... *(Continued from Page 1...)*

workforce. This particularly pertains to Maine students from low-income families, who are less likely than their higher-income peers to be proficient in math and reading, and are also less likely to graduate from high school or go on to college.

"The targeted and smart investments we recommend, which aim to support all of Maine's schoolchildren, are among the most promising ways to secure Maine's economic future," said Maine State Chamber of Commerce President Dana Connors. "We are confident the strategies and actions outlined in this policy brief will serve to better prepare our youth for success, thus improving not only their future work opportunities, but helping to grow and strengthen Maine's businesses and economy."

"Full, statewide implementation of the college and career readiness strategies outlined in our policy brief will improve

outcomes for all of Maine's learners – beginning in early childhood, and continuing through the highest levels of education and beyond," said Ed Cervone, executive director of Educate Maine. "These strategies and actions will lead to a stronger Maine workforce and economy, and our state's employers will be in a better position to meet the economic demands of the future."

The seven strategies identified in the report are 1) investing in early childhood education, 2) adopting student-centered learning practices, 3) raising aspirations to pursue some form of post-secondary education, 4) providing summer and after-school programs, 5) completing the implementation of proficiency system-wide, 6) reducing absenteeism, and 7) funding targeted needs. The 15 actions under those strategies are a focused list of best practices that will help achieve these goals.

The "College and Career Readiness for Maine" policy brief can be found online at www.mainestatechamber.org/College&CareerReadiness. For more information on

Educate Maine's "Education Indicators for Maine 2015" report, please go to www.educatemaine.org. □

About the Maine State Chamber of Commerce...

As the state's most influential business advocate, the Maine State Chamber of Commerce works to ensure a business climate in which Maine State Chamber members, large and small, can compete successfully in the local, regional, national, and world marketplaces. As *The Voice of Maine Business*, the Maine State Chamber of Commerce proudly represents a network of 5,000 businesses of all sectors, sizes, and regions. It advocates on their behalf daily before the Legislature, state departments, and various levels of state government.

About Educate Maine ...

Educate Maine is a business-led education advocacy organization whose mission is to champion college and career readiness and to increase the education attainment of all Maine people. All Maine students should graduate from high school prepared to succeed in post-secondary education and in the workplace and the number of Maine people with a college degree, a post-secondary certificate, or a professional credential must increase to meet the demands of the economy.

Best Places to Work in Maine awards banquet on October 4 recognizes finalists and names winners in three categories



Best Places to Work in ME

The Maine State Council of the Society for Human Resources Management (MESHRM) recently announced the finalists in the 11th annual “Best Places to Work in Maine” program. The 2016 Best Places to Work in Maine list recognizes companies that have established and consistently fostered outstanding workplace environments. In June, the program manager, Best Companies Group, gathered information from all nominees including; employee benefits, workplace policies and employee responses to a comprehensive satisfaction survey. This data is used to determine one winner in each business category.

The program is part of a long-term initiative to encourage growth and excellence throughout all Maine companies.

All participating companies receive an “Employee Feedback Report” in an effort to help Maine businesses improve their scores. The report summarizes employee engagement, satisfaction data and includes the transcript of employees’ written comments. The report is used by many organizations to make significant improvements in their workplace culture.

The top 10 winners from each category will be revealed in ranked order at an awards banquet on October 4 and will receive a feature story in *Mainebiz*. The 2016 Best Places to Work in Maine arranged alphabetically are:

Small Employer Category (15 - 49 U.S. Employees):

- Albin, Randall & Bennett, CPAs, Portland;
- Bangor Federal Credit Union, Bangor;
- Casco Systems, Cumberland Center;
- CedarWorks, Rockport;
- ETTI, Lisbon Falls;
- Hersey EyeCare, Winterport;
- Holden Agency Insurance, Portland;
- Kennebec Federal Savings, Waterville;
- Landry/French Construction Co., Scarborough;
- Milestone Foundation, Inc., Portland;
- MPX, Portland;
- Oxford County Mental Health Services, Rumford;
- Sage Data Security LLC, Portland;
- SFX AMERICA, Portland;
- TruChoice Federal Credit Union, Portland;
- TrueLine Publishing, Portland;
- Virtual Managed Solutions, LLC, Caribou; and,
- Workgroup Technology Partners, Inc., Westbrook.

Medium Employer Category (50 - 249 U.S. Employees):

- Allagash Brewing Company, Portland;
- Allen Insurance and Financial, Camden;
- Apothecary by Design, LLC, Portland;
- Bath Savings Institution, Bath;
- Bernstein Shur, Portland;
- BlueTarp Financial, Portland;
- CashStar, Inc., Portland;
- CES, Inc., Brewer;
- Certify, Inc., Portland;
- Community Care, Bangor;
- Connectivity Point, Auburn;
- Dahl Chase Diagnostic Services, Bangor;
- Damariscotta Bank & Trust, Damariscotta;
- Day One, South Portland;
- DSCI, South Portland;
- Evergreen Credit Union, Portland;

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Immigration Report...
(Continued from Page 1...)

two broad strategies. The first focused on increasing workforce participation among Maine's existing population, including disengaged youth, veterans, older workers, and people with disabilities. The other strategy focused on improving our net migration, a topic that is further explored in this current report.

Today, *Maine's Labor Shortage: New Mainers and Diversity* examines our current demographic challenges and the impact on our workforce and economy. With an aging and predominantly white population, Maine's workforce is projected to decline in the years ahead, as aging workers reach retirement and too few young workers are available to replace them. Improving our net migration and adding greater diversity to our population can bring more workers, skills, education, innovative spirit, entrepreneurial capacity, and global connections into Maine's economy.

"In the global struggle for skilled and educated workers, Maine has the dual challenge of an aging population that lacks the diversity that is a key driver of population growth," said MDF President and CEO Yellow Light Breen. "Many other areas with demographic challenges have put programs and initiatives in place to address them. This gives us a number of best practices to choose from, but also highlights the urgency to act. We need more people contributing to our economy to their maximum potential to move forward."

The report also highlights a number of existing programs in Maine and elsewhere, and offers recommendations in the areas of statewide consensus and leadership, integration and coordination of efforts, and evaluation of specific programs and policies, that can help maximize the contributions of new Mainers and make Maine a more attractive destination for the others we will need to attract.

Funding for the report was provided by the Maine Community Foundation. The full document can be accessed online at <http://www.mainechamber.org/makingmainework.php>. □

About the Making Maine Work Series...
Making Maine Work: Critical Investments

Continued on Page 7...

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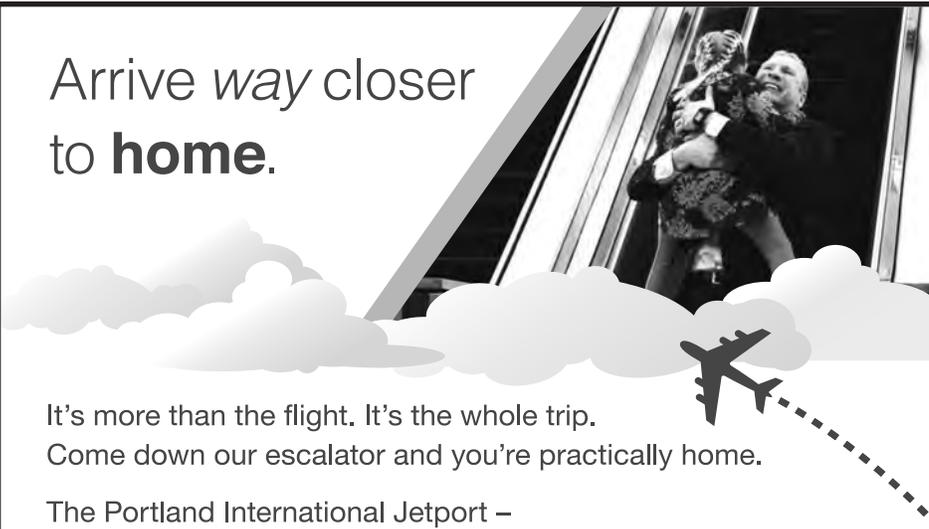
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Immigration Report... **(Continued from Page 6...)**

for the Maine Economy is a comprehensive action plan for improving productivity, growing the economy, and providing a higher quality of life for all Maine people. Released in July 2010, the original report and recommendations were the result of a joint effort between the Maine State Chamber of Commerce and the Maine Development Foundation. It explored the investments needed to grow the economy and the factors that influence those decisions.

Subsequent editions have provided in-depth looks at various issues that affect Maine's economy – “*The Role of Maine's Public University System,*” released in December 2010, and “*Investment in Young Children– Real Economic Development,*” release in January 2012. Two additional reports – “*Growing Maine's Workforce*” (released in 2013) and “*Preparing Maine's Workforce*” (released in 2014) – detailed the challenges and opportunities regarding the quantity and quality of Maine's workforce, as well as offering recommendations for meeting the benchmarks set out in each report.

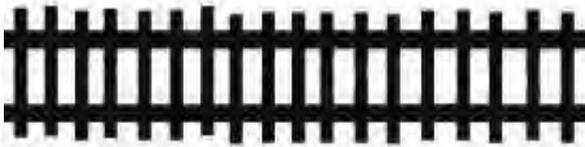
Along with *Making Maine Work*, MDF published two background reports: *Maine's Investment Imperative II: Unleashing the Potential*, an in-depth review of more than 100 reports and recommendations on key issues influencing investments in Maine, and the results of the *Investment Imperative Survey* with 1,000 Maine Businesses.

About the Maine State Chamber...

As the state's most influential business advocate, the Maine State Chamber of Commerce works to ensure a business climate in which Maine State Chamber members, large and small, can compete successfully in the local, regional, national, and world marketplaces. As *The Voice of Maine Business*, the Maine State Chamber of Commerce proudly represents a network of 5,000 businesses of all sectors, sizes, and regions. It advocates on their behalf daily before the Legislature, state departments, and various levels of state government.

About the Maine Development Foundation...

The Maine Development Foundation is a private, non-partisan membership organization that drives sustainable, long-term economic growth for the State of Maine. MDF's strategic focus is a productive workforce. We believe that a productive worker is one that is educated, healthy, innovative, and engaged in their community and the economy. MDF stimulates new ideas, develops leaders, and provides common ground for solving problems and advancing issues by empowering leaders; strengthening communities; and, guiding public policy with trusted economic research. Created in statute in 1978, MDF is a unique and trusted non-profit 501(c)(3) corporation. MDF works statewide across all sectors.



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Best Places to Work...
(Continued from Page 5...)

- Finance Authority of Maine, Augusta;
- Good Shepherd Food Bank, Auburn;
- GreenPages Inc, Kittery;
- INFINITY Federal Credit Union, Westbrook;
- Kleinschmidt Associates, Pittsfield;
- PCH Media, Portland;
- Maine Credit Union League and Synergent, Westbrook;
- Maine State Credit Union, Augusta;
- Moody's Co-worker Owned, Inc., Gorham;
- Norris Inc., South Portland;
- Patriot Subaru, Saco;
- PeoplesChoice Credit Union, Saco;
- ReVision Energy, Portland and Liberty;
- SeniorsPlus, Lewiston;
- SymQuest, Westbrook and Lewiston;
- Systems Engineering, Inc., Portland;
- The Nonantum Resort, Kennebunkport;
- Town & Country FCU, South Portland;

- Winxnet, Portland; and,
- York County Federal Credit Union, Sanford.

Large Employer Category
(250 Or More U.S. Employees):

- Androscoggin Home Care and Hospice, Lewiston;
- athenahealth, Inc., Belfast;
- Bangor Savings Bank, Bangor;
- Consigli Construction Co., Inc., Portland;
- Darling's, Brewer;
- Diversified Communications, Portland;
- Edward Jones, 46 locations in Maine;
- Geiger, Lewiston;
- Hancock Lumber Co., Casco;
- Huber Engineered Woods LLC, Easton;
- IDEXX Laboratories, Inc., Westbrook;
- Inland Hospital, Waterville;
- InterMed P.A., South Portland;
- Machias Savings Bank, Machias;
- New Balance Athletics, Inc, Norridgewock;

- Norway Savings Bank, Portland;
- Redington-Fairview General Hospital, Skowhegan;
- Sebasticook Valley Health, Pittsfield;
- T-Mobile, Oakland;
- TD Bank, America's Most Convenient Bank, Portland, Falmouth and Lewiston; and,
- Tyler Technologies, Inc., Yarmouth.

Endorsing partners of this program include the Maine State Chamber of Commerce, the Maine Department of Labor, the Department of Economic and Community Development, the Maine HR Convention, and *Mainebiz*.

Sponsors include KMA Consulting, MEMIC, Heart at Work Associates, Pro Search, Allagash Brewing Company and Human Resources Association of Southern Maine. The 2016 premier sponsor is JobsinME.com.

For more information, please visit BestPlacestoWorkInME.com, or contact Angie Helton by calling (207) 653-0365 or by emailing nema@maine.rr.com. □

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Maine State Chamber awards four scholarships to 2016 graduates

Recently, the Maine State Chamber of Commerce awarded its 2016 scholarships to recipients from across the state. For 21 years, the Maine State Chamber has provided scholarships to assist high school graduates, as well as non-traditional students, with their higher education tuitions and fees through the proceeds of its annual golf tournament, *Scramble for Scholars*. This year, the Maine State Chamber awarded two scholarships to Maine students who plan to pursue a career in a business-related field, one of those made possible through the generosity of Charter Communications and its “exclusive-level” sponsorship at the golf tournament. In addition, two scholarships were presented to participants in the Class of 2015-2016 Jobs for Maine’s Graduates (JMG) program, as well as one scholarship to a “non-traditional” student. The Maine State Chamber’s scholarship donations to state high schools currently total approximately \$141,000.

For more information, please contact Amy Downing by calling (207) 623-4568, ext. 104, or by emailing adowning@mainechamber.org. □

Paige Marcello of East Waterboro...



Bonney Eagle High School graduate Paige Marcello has faced academic challenges with vigor and incredible self-motivation. Her strength and character is what truly distinguishes her from her peers. She is kind, friendly, honest, trustworthy, and strong. Marcello is heading to the University of Southern Maine in the fall to pursue a degree in teaching.

Cara Mia of Brunswick...



Cara Mia is now a non-traditional student attending the University of Maine at Augusta and studying business administration. A resident of Brunswick, she is cur-

rently working towards completing her final year of her Bachelor of Science degree. Cara has a passion to help others, most specifically to be a great role model for her young nieces and teach them that if you work hard and are a dedicated student, you can achieve all your goals, no matter your circumstances. She feels that continuing her education isn’t just about being in a higher income bracket—it’s a passion. She knows she can achieve her goals and is so appreciative of the support this scholarship will provide in helping her get there.

Connor Osborne of Augusta...



Cony High School graduate Connor Osborne plans to attend Southern Maine Community College this fall to pursue his dream of becoming a fire fighter. Connor said that through JMG he learned about caring for those who can’t care for themselves, and how rewarding it is to work with people who are passionate about helping others. Those close to him describe him as a model citizen, saying, “There are few students as dedicated as this young man to his career goals to serve as a fire fighter. Nor will you find a young man with a more stellar character.”

Shana Paradis of Frenchville...



Wisdom High School graduate Shana Paradis is a student we would hope to retain in Maine after she graduates from college. Shana has an impressive GPA and has already researched educational steps she needs to take as well as job shadowing and career interviews in pursuit of her career in the radiography field. She is described by her peers as a quiet leader who is highly organized and community minded. We know nothing will hold her back as she plans to attend the Eastern Maine Community College this fall.

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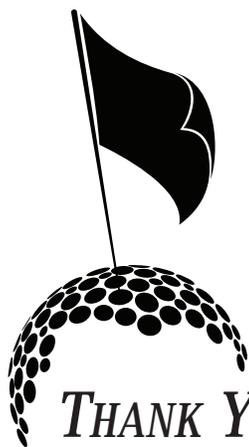
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First Place – Low Net:

Jeff McGown, Steve Cates,
Geoff Hart, and Patrick Hopkins

Second Place – Low Net:

Peter Connell, Tim Walton,
Jon Courtney, and Tom Winsor

Women's Longest Drive:

Kris Ossenfort

Men's Longest Drive:

James Cote

Closest to the Pin (Hole #11):

Tom Wihson (1 foot, 8 inches)



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Building a strong business case for hiring a qualified person with a disability

Reflecting the important role disability plays in workforce diversity, this year's National Disability Employment Awareness Month (NDEAM) theme is "#InclusionWorks." Observed each October, NDEAM celebrates the contributions of workers with disabilities and educates about the value of a diverse workforce inclusive of their skills and talents.

Hiring a qualified person with a disability brings greater benefits beyond just filling an open job. There's a solid business case, too.

REASON #1: **Return on Investment...**

Businesses that employ people with disabilities turn social issues into business opportunities. These opportunities translate into lower costs, higher revenues and increased profits.

- **Increase revenues:**
 - Access new markets; and,
 - Improve productivity through innovative and effective ways of doing business.
- **Reduce costs:**
 - Reduce hiring and training costs;
 - Increase retention; and,
 - Reduce costs associated with conflict and litigation.
- **Enhance shareholder value:**
 - Capitalize on opportunities to meet business goals.

REASON #2: **Marketing...**

Customers with disabilities and their families, friends and associates represent a trillion-dollar market segment. They, like other market segments, purchase products and services from companies that best meet their needs. A large number of Americans also say they prefer to

patronize businesses that hire people with disabilities. Increase your opportunity to gain a lasting customer base.

- **Capitalize on new market opportunities:**
 - Mirror the market to attract a wider customer base; and,
 - Increase your market share.
- **Develop new products and services:**
 - Respond to marketplace needs;
 - Lead your market; and,
 - Increase profitability.

REASON #3: **Innovation...**

Innovation is the key to your business' success. Employees with disabilities bring unique experiences and understanding that transforms a workplace and enhances products and services. As part of your team, employees with disabilities help build your business and can lead your company in to the future.

- **Workplace innovation:**
 - Create more efficient and effective business processes;
 - Develop and implement management strategies to attract and retain qualified talent; and,
 - Use technology in new ways to increase productivity;
- **Products and service innovation:**
 - Stimulate new products and service development through disability-inclusive diverse teams; and,
 - Customize products and services to increase profitability.
- **Define the Future**
 - Foster the development of next-generation products and services.

Taking the Next Step...

If you have questions or concerns that you feel might be holding you back from hiring someone with a disability, we want to help! Please contact the Maine Business Leadership Network (MEBLN) by calling (207) 623-4568, ext. 104, or by emailing adowning@mainechamber.org, and we'll put you in contact with another business who has overcome similar concerns.

The Maine Business Leadership Network is an affiliate of the Maine State Chamber of Commerce. It is a statewide, employer-driven program designed for business leaders to promote hiring practices that enable qualified people with disabilities to enter and succeed in the workplace. For more information about the MEBLN or how your business can get involved, please visit www.mainebln.org. □

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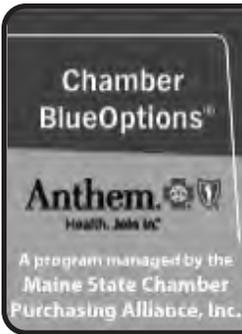
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Mental Health and Stress Management

Seventy percent of American employees consider the workplace a significant source of stress, and 51% reported job stress reduces productivity, according to a 2009 report.

Health and wellness experts believe in a mind-body connection – that there’s a link between your mental health and your physical health, and vice versa. Stress, depression, and addiction can affect your health. And your health can affect other parts of your life. Help your employees learn how to deal with stress and what to do if they’re depressed or have an addiction. Use the following tips to help keep stress from getting the best of you.

- 1 **Mind your health.** No one can completely avoid stress, but physical activity, good nutrition, and plenty of rest can help you keep your energy level high and ready to face life’s challenges.
- 2 **Reduce stressors.** Make a list of the things in your life that cause you stress. Beside each one, write down one or two ways you can lessen the stress and then work toward those goals. If you have trouble finding solutions, talk with your doctor.
- 3 **Plan ahead.** Stress can be caused by having too many things to do, in too short a period of time. Instead, break larger projects into smaller, more manageable tasks; delegate at work and at home when you can. Set priorities. Spend the most time on those things you feel are important and less time on things that are lower priorities.
- 4 **Be positive.** If you demand too much of yourself, or let negative thoughts run through your mind, you’re setting yourself up for added

stress. Each time this happens, take a minute to redirect your thoughts to something more positive.

- 5 **Get away.** When stress seems to be getting the better of you, take a break. Even a quick five-minute walk away from your office or home can help you relax.
- 6 **Relaxation exercises,** which combine deep breathing with releasing muscle tension, are simple to do anywhere and can help lessen the negative effects of a stressful situation. Try the exercise below and talk with your doctor about others:
 - Inhale through your nose slowly and deeply to the count of 10.
 - Make sure that your stomach and abdomen expand, but your chest does not rise up.
 - Exhale through your nose, slowly and completely, also to the count of 10.
 - To help quiet your mind, concentrate fully on breathing and counting through each cycle.
 - Repeat five to ten times. Make a habit of doing the exercise several times each day.

For more tips on how to reduce stress in your life, visit anthem.com, click on “Health and Wellness,” and then “Health Topics.”

We’ve got you covered for all your workplace wellness needs. When employees feel good, they tend to perform better. That’s why most Chamber BlueOptions’ plans come with employee discounts on health products and services, as well as an online health and fitness program. Just contact your Anthem-appointed insurance producer for more information, or go to

the Chamber’s BlueOptions web page at www.mainechamber.org/blueoptions.php to find a producer.

For more information on the Chamber BlueOptions health plan, please contact Joyce LaRoche, executive director of the Maine State Chamber Purchasing Alliance, by calling (207) 623-4568, ext. 113, or by emailing jlaroche@mainechamber.org, or Amy Downing, program coordinator, by calling (207) 623-4568, ext. 104 or by emailing adowning@mainechamber.org. □

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