

May 10, 2018

Maine legal, business and health care leaders: Proposed 3.8% income surtax is bad tax policy; initiative also violates labor and privacy laws, and is unconstitutional

**Experts reveal significant flaws with measure
that “is not what it appears to be,” and
would be the largest tax increase in Maine history**

On Wednesday, May 2, 2018, leaders and experts from Maine’s legal, business and health care communities met in Augusta on Wednesday to outline significant flaws with the proposed 3.8 percent income surtax on the ballot in November. The proposed tax increase to fund universal home care for seniors and people with disabilities is bad tax policy, would be the largest tax increase in Maine history, and the initiative violates the Maine and U.S.

Constitutions, as well as federal labor and privacy laws.

“The 3.8 percent income surtax on the ballot this November is terrible tax policy and parts of the initiative are unconstitutional,” said Dana Connors, president of the Maine State Chamber of Commerce. “It would be the largest tax increase in Maine history, hit Maine’s self-employed, small and family-owned business owners especially hard, and the

Continued on Page 4...



Legislature finally adjourns amid turmoil –

***Dissent in the House leads
to an abrupt end of session***

The Second Session of the 128th Legislature has come to an acrimonious completion, with the Maine House of Representatives unable to agree on an extension order that may have given them time to complete their work. As a result, the many unresolved – and significant – issues left hanging will need to wait for a special session in order to see completion.

As Maine State Chamber members may recall, lawmakers were sent home just 10 days ago, after failing to agree on a five-day extension order. While the order received unanimous support in the Maine Senate, the two parties collided in the Maine House. At that time, Republicans expressed unhappiness over the management of the session’s workflow, and what they saw as the unnecessary delays in the completion of their work. By a strong margin, the extension order was rejected, and therefore House and Senate leadership sent legislators home while Governor Paul LePage took his 10 days to consider and perhaps veto legislation in his possession.

It was clear in the ensuing 10 days that little progress was made in reaching an agreement on yet another extension effort. Wednesday, May 2 was the targeted date for their return to take up any vetoes. Leadership in both bodies made it clear that on that day, only vetoes would

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Chairman of the Board of Directors:

Charles "Wick" Johnson

President: Dana F. Connors

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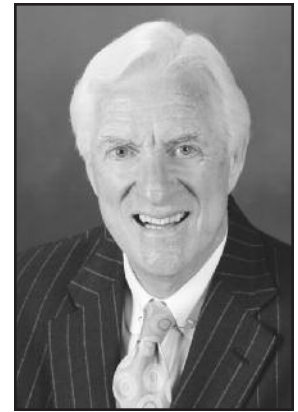
About the Maine State Chamber of Commerce:

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...

"Here we go again..."

by Dana Connors



As many of you know, this is the eighth time in three years that citizen's initiatives have dominated the legislative agenda – in fact, five of the seven referenda passed, and with one exception, have consumed an enormous amount of the legislature's time.

You may also recall our opposition to a recent campaign to impose a 3% tax on household incomes above \$200,000 in order to fund education. There is a referendum on the November ballot that will have a deeper, harsher impact on Maine's economy — an effort to impose a higher income surtax (3.8%) on a lower household income threshold (\$128,000) to fund universal home care for seniors and people with disabilities. This proposal is deeply flawed, despite its good intentions to provide aid and care. It may, unfortunately, cause more harm than help, in the long run.

Concerns about the possible unconstitutionality of the proposal (see page 4) generate significant issues for patient care, quality, safety, and confidentiality. Legal analysis indicates that the initiative could violate the Maine Constitution by delegating to private entities the authority to elect persons to discharge a governmental function and, by delegating this significant governmental function, it does so without providing sufficient standards to guide the governing board in designing and administering the program.

Another concern is the violation of federal labor laws by insisting that individual home health care providers pay a service fee for a mandatory labor union. In addition, this sets forth an expectation of care, for which \$310 million won't be enough, resulting in increasing waiting lists, cut services, and disappointed clients.

Let us not forget – or understate – the economic impact of this proposal. This tax will apply to individuals, families, businesses and employers, and to all sources of income – everything that is "adjusted gross income." The income level targets a larger portion of taxpayers at a rate higher than the proposal last November, and this increase of the state income tax rate to 10.95% (an increase of more than 50% to the top tax rate) ranks Maine in the top three highest state rates nationally. It is also important to note that California's highest rate kicks in at \$1 million, and Hawaii's at \$400,000, a level far higher than the proposal's \$128,000 for Maine.

In the near future, the Maine State Chamber and a coalition of business and health care leaders will form to oppose this referendum. We will work with stakeholders and other interested parties to further understand the implications of this citizen's initiative and look forward to sharing it with you in the coming months. □

Internet regulation solution belongs at the federal level

EDITOR'S NOTE: The following opinion editorial was submitted to the Portland Press Herald by Ben Gilman, senior governmental relations specialist for the Maine State Chamber. It was printed on May 11, 2018, edition and can be accessed online at pressherald.com/2018/05/11/commentary-internet-regulation-solution-belongs-at-the-federal-level/. For more information, please contact Ben Gilman by calling (207) 623-4568, or by emailing bgilman@mainechamber.org.

Access to reliable high-speed internet is critical for everyone in today's economy, but it is especially critical for businesses looking to thrive in the 21st-century global economy. Over the last two decades, the internet has revolutionized how Maine companies operate and has changed how consumers go about their daily lives. Yet some policymakers are treating the internet like a game of partisan football, and it is Maine small businesses and consumers who stand to lose the most.

In the span of a few decades, the internet has evolved from a curiosity into an ever-present phenomenon. All of this growth was accomplished under a light-touch regulatory framework supported by both Democrats and Republicans who understood that limited and sensible regulation is the best catalyst for growth. Regrettably, that common-sense, bipartisan approach was abandoned in 2015 when the Federal Communications Commission decided that Title II, an intrusive regulatory regime first introduced in 1934 to regulate telephone monopolies, would be applied to the internet.

As business owners and advocates, the members of the Maine State Chamber of Commerce understand that backward government regulations can have negative impacts on innovation and future investment. Unsurprisingly, the archaic Title II rules were ill-equipped to deal with modern technology and resulted in decreased investment in broadband deployment and innovation.

In fact, smaller broadband companies across the country have been forced to halt or cancel their fiber build-out plans, delay network upgrades and eliminate improved and innovative services to customers. This decrease in investment and

innovation is due in large part to the increase in regulatory compliance expenditures and uncertainty in the market, which made bank loans and subsequent investment in the network difficult or impossible to justify.

Thankfully, the FCC recently saw the error made by its prior leaders and reversed course, relieving the internet of the burdensome Title II regulations. However, some leaders, both in Congress and at the state level, appear determined to drag us backward.

Congress is attempting to reverse the FCC's decision through the Congressional Review Act, which would again increase the regulatory burdens being placed on the industry. In states across the country, there is currently an effort to overturn the FCC's recent ruling and reinstate the regulatory regime at the state level that has already proven to be detrimental to the internet. In Maine, this came in the amended version of LD 1610, which began as solely an internet privacy bill and now expands to a greater reach. Businesses hoping to thrive in today's economy will not be able to reach their full potential if the technology on which they rely is held back by outdated and regressive regulations. Instead, businesses in Maine and across the country need clear, enforceable rules that foster increased investment and promote innovation.

To ensure that the internet of the 21st century continues to evolve and flourish, we need bipartisan legislation at the federal level that permanently establishes clear rules of the road to preserve an open internet and encourage broadband investment and development. Maine needs, and deserves, a sound solution that enables our economy to grow. □

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Presque Isle, Maine

Proposed Referendum... **(Continued from Page 1...)**

tax would apply to all sources of income and combined family income. Because it violates both the Maine and U.S. Constitutions, if passed, it also would create a legal mess that would be difficult and costly to clean up.”

Dan Wathen, former Chief Justice of the Maine Supreme Judicial Court (pictured on page 1), spoke to the measure’s unconstitutionality (see page 4). It would violate the Maine Constitution by delegating to private entities the authority to elect persons to discharge a governmental function and does so without providing sufficient standards to guide the governing board in designing and administering the program.

The measure violates the U.S. Constitution and federal labor law by authorizing a dues checkoff provision that is preempted by federal law and by subjecting individual home health care providers employed directly by families or individuals to a service fee for a labor union that they do not choose to join.

Additionally, passage of the ballot initiative raises serious privacy concerns. The home addresses, contact information, and sensitive health information about the elderly and disabled could be turned over to private groups without their permission. The measure also gives an unaccountable private organization power to control and spend hundreds of millions of tax dollars each year, without requiring any independent oversight or public audit of how the tax dollars are spent.

“These significant flaws with the proposed 3.8 percent income surtax are just the tip of the iceberg,” said Jeff Austin of the Maine Hospital Association. “The problems with the initiative would have been uncovered had a public hearing and work session been held in the normal course of the Legislature’s business. Maine voters need to understand this referendum question is not what it appears to be and should not be adopted.” □

Executive Summary...

Proposed tax referendum violates Maine Constitution, federal Constitution, and federal labor and privacy laws, and is bad tax policy

The \$310 million income surtax referendum proposed for the November ballot is deeply flawed. At a May 2 press conference, a former Chief Justice of the Maine Supreme Judicial Court and two other prominent legal experts detailed the most significant flaws within the proposal. These are by no means the only issues, but only the most serious problems of which the public and policymakers should be aware.

State Constitutional Violations...

- 1 Violates the Maine Constitution by delegating to private entities the authority to elect persons to discharge a governmental function.
- 2 Violates the Maine Constitution by delegating a significant governmental function and does so without providing sufficient standards to guide the governing board in designing and administering the program.

Federal Constitutional and Federal Labor Law Violations...

- 3 Violates the U.S. Constitution and federal labor law by authorizing a dues checkoff provision that is preempted by federal law and by subjecting individual home health care providers employed directly by families or individuals to a service fee for a labor union that they do not choose to join.

Federal Health Law Violations...

- 4 Likely violates federal health privacy law by requiring the government to disclose the protected health information of elderly and disabled Mainers without their prior permission to third parties for purposes of elections and campaigns.

Tax Policy Problems...

- 5 Increases state income tax rate by 3.8 points to 10.95% (an increase of more than 50% to the top tax rate) to the third highest state rate in the country and highest state rate for some taxpayers.
- 6 Applies the tax to individuals, families, businesses and employers.
- 7 Applies the tax to all sources of income, including, wages, social security and pension income, farm and fishing income, and even alimony and unemployment compensation – everything that is “adjusted gross income.”

These are merely the most significant flaws with this proposal that would have been uncovered had a public hearing and work session been held in the normal course of business. Maine voters need to understand that the referendum question is not what it appears to be, has never been considered by the legislature, and should not be adopted with such major flaws. □

Department of Labor offers impairment detection course for employers —

Participants will be taught procedures to detect impairment caused by substances or physical conditions

The Maine Department of Labor's (MDOL) Bureau of Labor Standards (BLS) is hosting its no-charge impairment detection course for employers. The first session is available Thursday, May 31 in Bangor. Visit the class registration page at www.safetyworksmaine.gov or call 1-877-SAFE 345 (1-877-723-3345) to register for any of the Impairment Detection Training for Employers classes:

- ◆ Thursday, May 31 from 8:30 a.m. to 3:30 p.m. at the Tri-County CareerCenter (45 Oak Street, Bangor);
- ◆ Wednesday, July 25 from 8:30 a.m. to 3:30 p.m. at the Greater Portland CareerCenter (151 Jetport Boulevard, Portland);
- ◆ Wednesday, September 26 from 8:30 a.m. to 3:30 p.m. at the SafetyWorks! Training Institute (45 Commerce Drive, Augusta); or,
- ◆ Wednesday, November 28 from 8:30 a.m. to 3:30 p.m. at the SafetyWorks!

Training Institute (45 Commerce Drive, Augusta).

This training session is designed to help owners, managers and supervisors recognize and respond appropriately to employee impairment in the workplace in order to reduce worker accidents and injuries. Participants will be taught procedures to detect impairment regardless of the substance used or physical conditions such as illness, fatigue etc. that might be the cause. This class is designed to fulfill the federal DOT requirements for reasonable suspicion training of supervisors. In addition, participants will learn how to develop and implement policies that address impairment in the workplace and are in compliance with Maine's Substance Abuse Testing Law.

In Maine, marijuana is still on the list of what can be tested. Testing is only allowed if a company has a drug testing policy that has been approved by the Maine

Department of Labor. Employers that test for marijuana, or take disciplinary action for marijuana use, must comply with the Substance Abuse Testing Law, Maine Medical Use of Marijuana Act, and the Marijuana Legalization Act. The department cannot provide legal advice and encourages employers to consult with private legal counsel regarding the law. □

About BLS: The Bureau of Labor Standards is Maine's regulatory agency overseeing labor and employment law and workplace safety; it provides both consultation and enforcement services. The division promotes and achieves compliance with labor standards to protect and enhance the welfare of Maine's workforce.

SafetyWorks! is not OSHA and cannot issue fines or citations to private businesses. While SafetyWorks! helps businesses of any size, priority is given to small businesses. The program trains about 8,000 people and consults at nearly 1,000 worksites in Maine each year. Employers interested in learning more about the consulting and training services offered by SafetyWorks! should call 1-877-SAFE 345 (1-877-723-3345) or visit www.safetyworksmaine.gov.

The State of Maine is an equal opportunity provider. Auxiliary aids and services are available to individuals with disabilities upon request.

Workplace Marijuana Education Initiative

We are excited to announce a new free program that is being offered to Maine employers as they grapple with the challenge of marijuana use by their employees. The law firm, Brann & Isaacson, working in partnership with business groups, including the Maine State Chamber of Commerce and the Retail Association of Maine, will offer Maine employers guidance on managing marijuana in the workplace. Services include:

- ◆ Telephone consultations;
- ◆ Access to sample drug policies;
- ◆ Workshops across the state; and,
- ◆ Bulletins on new development.

If you want more information about tricky topics such as drug-testing for marijuana, dealing with an impaired employee, understanding the differences between employee use of medical versus recreational marijuana, this initiative will offer you legal resources and education.

For information about this program, please contact Peter Lowe by calling (207) 786-3566 or by emailing plowe@brannlaw.com. You may also want to visit Peter's webpage at brannlaw.com. □

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Veto Day...

(Continued from Page 1...)

be considered, and other pending legislation from their earlier adjournment would not be debated or acted upon.

Governor LePage issued 20 vetoes. Of those, 11 were overridden and nine sustained. Of importance to our members was the legislature's override of **LD 1719, An Act To Implement a Regulatory Structure for Adult Use Marijuana**. In so doing, lawmakers authorized Maine's legalization of recreational marijuana to move forward. We will have more on this bill – which was important to employers – in our Final Summary edition of *Impact*.

Despite repeated efforts in the House to strike a balance in the number of days lawmakers could agree on for extension, the end result was none. Efforts to extend for 4 days, 3 days, and even 1 day all failed to garner the two-thirds' vote necessary for passage. Again, House Republicans stood firm on their assertions that the best venue to finalize the remaining work was a special session this summer or fall. It should be noted that the legislature can call itself back into special session or be called in by the Governor.

So the 128th Legislature has adjourned sine die, or without day to return. In doing so, it leaves more than 300 bills on the table – more than half of which sit on the appropriations table. The issues left unsettled are significant – school funding, tax conformity, the reauthorization of the Pine Tree Zone investment program, Medicaid expansion funding and a bond package – to name but a few. Ironically there is strong agreement amongst both parties in both bodies that these issues need and can be successfully resolved. The challenge, particularly in the House, is developing the trust between the fractious parties on a strategy that will allow a positive outcome.

The Maine State Chamber was there throughout the day yesterday and will continue to monitor future developments in the legislative arena, as well as any progression toward a special session. For additional information or questions please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing pgore@mainechamber.org. □

DOL offering employers course on hiring minors in the workforce

Maine Department of Labor's Bureau of Labor Standards is hosting a no-cost course to help employers navigate the waters of hiring minors in the workforce. This seminar covers the basics, such as how to apply for a work permit, how many hours can a minor work, and hazards in the workplace.

"We must prepare Maine's next generation of workers, by promoting and encouraging youth to enter the workforce earlier," said Governor Paul R. LePage. "The skills learned through that first job cannot be overstated; from managing their own money, to being dependable and on time, to beginning their quest for a career, there is no better preparation for a lifetime of work than that first job."

The class is scheduled for Thursday, May 24 from 9:00 a.m. to 12 noon at the SafetyWorks! Training Institute (45 Commerce Drive, Augusta). Visit the class registration page at www.safetyworksmaine.gov or call 1-877-SAFE 345 (1-877-723-3345) to register.

The Bureau of Labor Standards is Maine's regulatory agency overseeing labor and employment law and workplace safety; it provides both consultation and enforcement services. The division promotes and achieves compliance with labor standards to protect and enhance the welfare of Maine's workforce. Maine Department of Labor is an equal opportunity provider. Auxiliary aids and services are available to individuals with disabilities upon request. □

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Serving Androscoggin, Aroostook, Franklin and Oxford counties.



Brian Doyle, DECD Governor's Account Executive
207-441-6902 | Email: brian.doyle@maine.gov
Serving Cumberland and York counties.

Investing in higher ed is one way Maine can attract more young workers —

By Ed Cervone, Executive Director of Educate Maine

EDITOR'S NOTE: The following opinion editorial was submitted to the Bangor Daily News by Ed Cervone, executive director of Educate Maine. It was printed on April 24 edition and can be accessed online at <https://bangordailynews.com/2018/04/24/opinion/contributors/investing-in-higher-ed-is-one-way-maine-can-attract-more-young-workers>.

Maine employers need more people with the career skills to grow and sustain their businesses. Demographics are working against us. Our population is stagnant, and retirees are expected to outnumber our youth in a couple years. Jobs are going unfilled across all industries, and we cannot expect relief anytime soon. Action is needed.

The nation is faced with the same challenge. This is not meant to make us feel better; it is meant to get us thinking about how we change the situation and gain a competitive edge in the market.

Maine is one of 41 states that have adopted an education attainment goal, with the aim that 60 percent of our workforce will have a credential of value — in addition to a high school degree — that connects them to a good job in Maine by 2025. This includes skilled-trade certificates, professional credentials and college degrees. We are at 43 percent. A public-private coalition of more than 30 organizations and state agencies is tackling this challenge.

There are two ways to reach our goal: train more people and attract more people to Maine with credentials in hand. We must do both. Workforce development is competitive. States across the nation are investing considerable resources into solutions that grow their workforce. Maine must follow suit at a scale that matches the need or fall behind.

Happily, it looks like Maine voters will get the opportunity to weigh in on a package of investments to improve the skills of Maine people and attract new talent to our economy. A bond package will be presented to the governor and Legislature that should provide much-needed investment in our public higher education systems and make a serious commitment to attracting and retaining talent.

The University of Maine and Maine

Community College Systems are requesting funds to expand their ability to attract and educate workforce. These are good investments. Both systems are leading the state's workforce efforts by working with K-12 educators, state government and Maine businesses to align efforts. Both systems will be responsible for delivering the majority of the credentials needed in skilled trades, tech industries and other professional-service sectors. The systems serve the key target population — young adults and adult workers — and they are our most effective public programs to attract them.

No other public program has the ability to draw people in from outside of Maine, get them to pay tuition, and remain here for years. These are students who work at Maine businesses, intern with community employers, and help us meet the increasing workforce demands of growing sectors like hospitality that require considerable numbers of workers during tourist season. The University of Maine System now enrolls more than 5,700 students from out of state, up nearly 40 percent from just five years ago. These individuals can and should make Maine their home.

Most importantly, both systems have worked with the governor's office over the last eight years to build efficiencies, work better together and better serve Maine's people and its economy. The systems are committed to being accessible and affordable to Maine people. The Maine Community College System has frozen its tuition, and the university system has instituted only one tuition increase in almost seven years and recently launched a promise program at four campuses covering fees and tuition for eligible Maine students.

Continued on Page 9...

Employers can help further educate Maine's workforce with Invest in ME! —

Maine's economic development depends on an educated workforce. With Maine's economy relying on our workforce being more educated, we need to act now. FAME is encouraging as many Maine employers as possible to do what they can to help their employees and their children, the future faces of Maine, to prepare for higher education.

At FAME, we're rallying everyone in Maine to join the "Invest in ME" movement and help reach this goal: ***By 2030, all Maine families are saving for higher education and Maine will have one of the lowest average student loan debt rates in the nation.*** The Invest in ME 2030 goal helps us reach Maine Spark's goal: ***By 2025 60% of Mainers will hold education and workforce credentials that position Maine and its families for success.***

With our partners, we are providing employers with information and easy activities that they can deploy to help invest in higher education for the future workforce of their companies and the future of Maine. It can be as simple as helping your employees and their families reach their higher education goals by encouraging employees' aspirations for higher education and helping connect employees to information about saving for higher education.

Increasing college savings and lowering student loan debt will boost Maine's economy. FAME is rallying everyone in Maine to take part in the "Invest in ME" movement that gives organizations and individuals something they can do to make a difference. Studies prove that an educated workforce, unburdened of stu-

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2018 County Teachers of the Year honored



On May 10, 2018, teachers from each of Maine's 16 counties were honored in Augusta's State Capitol at an annual event in the Hall of Flags announcing the 2018 Maine County Teachers of the Year. The group is the county finalists for Maine Teacher of the Year, an honor awarded each year to one teacher in Maine.

The educators were each nominated by a member of their community for their exemplary service in education, and dedication to their students. They were selected by a distinguished panel of teachers, principals and business community members from a pool of hundreds of other nominated teachers in their communities.

2018 County Teachers of the Year:

- ♦ **Androscoggin:** Katie Toothaker, Minot Consolidated School;
- ♦ **Aroostook:** William "Bill" Guerrette, Presque Isle Middle School;
- ♦ **Cumberland:** Connie Russell, Mabel I. Wilson School;
- ♦ **Franklin:** Jessica Ellingwood, Spruce Mountain High School;
- ♦ **Hancock:** Jennifer Farnham, Hancock Grammar School;
- ♦ **Kennebec:** Katy Jones, Winslow Junior High School;
- ♦ **Knox:** Anthony Lufkin, Friendship Village School, Prescott Memorial School, Union Elementary;
- ♦ **Lincoln:** Daniel Hupp, Great Salt Bay Community School;
- ♦ **Oxford:** Jessica McGreevy, Oxford Hills Middle School;
- ♦ **Penobscot:** Shana Goodall, Orono High School;
- ♦ **Piscataquis:** Joseph Hennessey, Piscataquis Community High School;
- ♦ **Sagadahoc:** Christine Del Rossi, Mt. Ararat High School;
- ♦ **Somerset:** Patti Champagne, Bloomfield Elementary;
- ♦ **Waldo:** David Coffey, Belfast Area High School and Troy Howard Middle School;
- ♦ **Washington:** Kailee Colbeth, Washington Academy; and,
- ♦ **York:** Kristin Klin, Bonny Eagle Middle School.

Attracting Young Workers...

(Continued from Page 7...)

The university system has asked for \$75 million that would build education and training capacity in high demand sectors like computer science and nursing, to name a few. The community college system is asking for \$15 million for technology investments that would allow them to better train students for jobs in Maine. Both systems would invest in campus facilities and technology. This helps the state maintain a product that is desirable to students from Maine and beyond.

Remember, higher education is a competitive market with a shrinking customer base. Just because "it was good enough for us" doesn't mean today's customer thinks it's good enough for them. Students have many more choices, and Maine must present an attractive product of value or students will go elsewhere.

This is a "big idea" that we sorely need. When paired with existing programs that help workers and employers keep talent in state, Maine is finally playing at a scale needed to win. Naysayers will balk at the price tag. I encourage them to speak to Maine employers — frugality on this issue is costing them dearly. □

As ambassadors for teachers, students, and quality education in Maine, these teachers will continue to participate in the intensive State Teacher of the Year selection process, including the submission of a video showcasing their classroom instructional practices.

The field will be narrowed to eight semi-finalists who will begin working on their professional portfolio, a component of the National Teacher of the Year process. After the portfolio review and presentations to a select panel, the field is narrowed to three finalists. In October, the 2018 Maine Teacher of the Year will be selected after a school site visit and final interview.

The Maine Teacher of the Year is a program of the Maine Department of Education, administered by Educate Maine, a business-led organization working to ensure Maine's students and workers are the best educated and highly skilled in the world. For more information, visit www.maine.gov/doe/toy/. □

THE *Northeastland*
HOTEL

Invest in ME!... (Continued from Page 7...)

dent loan debt, helps create strong, resilient citizens and economies.^{1,2,3,4} Business leaders have an important role in investing in the future education of Maine families. As leaders, you can help build aspirations, encourage investing in the future, and make education more available to today's workforce.

Why do college savings and lower student loan debt affect Maine's economy? Economic growth depends on a highly educated workforce, and instilling aspirations to higher education begins at an early age. If Maine were to grow 65,000 more jobs, 60% of the workforce would need education beyond high school to meet future workforce demands.¹

College savings increase college aspirations AND completion. Children with college savings are six times more likely

to attend college.² Low and moderate income children with college savings between \$1 and \$499 are three times more likely to attend to college, four times more likely to graduate from college.³

Student debt limits graduates' job choice and their ability to launch a new business, buy a home, start a family and save for retirement.⁴

Community leaders, educators, legislative leaders and the business community all have a vested interest in educating the workforce. For more information, tips and resources, please visit InvestinME2030.com. *Not only will you be helping to invest in Maine's future, you'll be part of creating the Maine Spark!*

1 Educate Maine, 2016

2 Elliott & Beverly, 2011, American Journal of Education

3 Building Expectations, Delivering Results: Asset-Based Financial Aid and the Future of Higher Education (2013). The University of Kansas of Social Welfare, Assets & Education Initiative.

4 American Student Assistance 2013; Life Delayed: The Impact of Student Debt on the Daily Lives of Young Americans.



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Sixth annual Washington, D.C. Fly-In provides access and opportunity

by Dana F. Connors, President, Maine State Chamber of Commerce

As we prepared for our 2018 Washington, D.C., Fly-In, it became evident that there would not be a lack of issues to be discussed from summer work visas to health care and international trade policies, as well as the national economic challenges that find their way to state and local levels. Today, when there is such uncertainty across our nation and the world, the reassurances from Maine's congressional delegates, and their interest in listening to the concerns of our member businesses, could not have been more timely and significant.

In 2013, we hosted our first Washington, D.C., Fly-In. As we continue to build on the resounding success of past years, we decided to take a slightly different approach this year and include different perspectives from a couple of partners we've relied on in the past in different capacities. After five years of partnering with The New England Council to deliver this program, our agenda this year was largely homegrown and the result was rated one of our highest Fly-Ins by attendees.

We arrived early on Tuesday morning in preparation for our afternoon policy briefings with experts from the National Association of Manufacturers (NAM) and the U.S. Chamber of Commerce at the NAM offices in downtown D.C. For about two hours, representatives of both the U.S. Chamber and

NAM outlined the latest developments in trade policy, immigration, health care, and workforce development. From there, it was back to the hotel in time to grab dinner and catch an evening tour of Washington. It was a long day, but our final stop at the Pentagon and its memorial to the victims of the 9/11 attack was a poignant reminder of all that makes our Nation's Capital special.

The following morning, Maine business leaders got an early start for scheduled individual meetings with each of Maine's congressional delegates. Our focus during the D.C. Fly-In centers on visits with each of Maine's delegates. Each one gave us their personal time and attention. We had the opportunity to share our thoughts and ask for their insight and perspective on a variety of complex and critical issues that resonated at each meeting – immigration reform and the H2b visa program; infrastructure; the budget and tax reform; international trade; and, education and the future of our workforce.

Maine is a special place—that is no secret to business leaders here or to our congressional delegation. The Maine State Chamber's relationships with our delegation provide our members with access to unique leaders who open their doors and take the time to discuss the important

Continued on Page 3...

*"The 2018 Fly-In
was another great event!
We are lucky in a state
like Maine to have access
to elected leaders
in Washington, but the
Fly-In also gave us time
with important members
of the DC staff,
which is invaluable.
Those are important
relationships that can be
established on these visits."*

Michael P. Bourque, APR, WCP,
Senior Vice President, External Affairs,
The MEMIC Group

*"We are so fortunate
to have four legislators in D.C.
who make themselves available
to talk, discuss the issues,
and probe for the best
outcome available.
It gives me great
satisfaction knowing that
the Maine Chamber
paves the way
for this event,
which is very efficient
with our time."*

David Barber, Senior Advisor,
AdvancePierre / Barber Foods

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**Thank you to each
of these Maine
business leaders
for participating
in our sixth annual
Washington, D.C. Fly-In**

- ◆ **David Barber**,
AdvancePierre / Barber Foods;
- ◆ **Melinda Kinney**,
Charter Communications;
- ◆ **Chris Hodgdon**,
Comcast;
- ◆ **Judy Knapp**,
Hannaford Supermarkets;
- ◆ **Geoffrey S. Baur**,
IDEXX Laboratories, Inc.;
- ◆ **Melinda Caterine**,
Little Mendelson, P.C.;
- ◆ **Michael Bourque**,
MEMIC;
- ◆ **Ann Robinson**,
Spectrum Healthcare Partners;
- ◆ **Elizabeth Wise**,
Sazerac Company, Inc.;
- ◆ **Alexandra Serra**,
Serra Consulting, LLC;
- ◆ **Gerard Queally**,
Spectrum Generations;
- ◆ **Mark S. Rubin**,
TracFone Wireless, Inc.;
- ◆ **Jim Cohen**,
Verrill Dana, LLP; and,
- ◆ **Dana Connors, Ben Gilman,
Peter Gore, Linda Caprara,
Megan Sanborn, and Joyce
LaRoche** of the Maine State
Chamber.



Sen. Susan Collins meets with our delegates



**2018 Policy Briefings with the National Association of Manufacturers
and the U.S. Chamber of Commerce**





*Meeting with
Sen. Angus King*

Individual visits with each member of Maine’s congressional delegation remain at the heart of our annual Washington, D.C. Fly-In. During our 48 hours in the nation’s capital, we met with Sen. Susan Collins (top, page 2), Sen. Angus King (top, page 3), and Rep. Bruce Poliquin (center, page 3).

DC Fly-In...
(Continued from Page 1...)



Delegates visit with Rep. Bruce Poliquin

issues. We left knowing we had been heard. Again this year, we invited a special guest to speak with us at lunch program at the Occidental Grill. This year’s was Rob Engstrom, senior vice president and the national political director at the U.S. Chamber of Commerce. He provided our members with a fascinating look into the upcoming political season, with updates on both U.S. House and Senate races around the country, including the ones right here in Maine.

We ended the day with our reception and dinner at the famous Monocle Restaurant, where influential people gather and acquaintances renew. Joining us for dinner this year were Sen. Collins’ Chief of Staff, Steve Abbott; Sen. Angus King with his Chief of Staff, Kay Rand; and, Rep. Chellie Pingree’s Chief of Staff, Jesse Connolly. It was a wonderful opportunity to chat informally with the people who help represent our businesses and our citizens in this great city.



A stop at the White House during our evening sightseeing tour

We are reminded, as a result of this trip, that Maine is fortunate to have congressional leaders who are caring, competent and accessible — a luxury not every state’s business community enjoys. When we share these experiences with our peers across the country, we are often looked at by some with disbelief, and by all, with envy. The accessibility that our congressional leaders provide us is as special as the state they represent. Their willingness to listen, to provide insight, and to work with us on the tough issues challenging our economy is very important.

To each of our congressional leaders and to our business participants, on behalf of the Maine State Chamber of Commerce, “Thank you!” □



Washington, D.C., Fly-In 2018 Itinerary

Tuesday, April 10, 2018

- ◆ **Joint Policy Briefing** with the National Association of Manufacturers and the U.S. Chamber of Commerce (*see detailed agenda below*)
- ◆ **Washington D.C. Insider's Tour**

Wednesday, April 11, 2018

- ◆ **Maine Delegation Breakfast** in the Bistro Bis at The George Hotel
- ◆ **Capitol Hill Meetings with Maine's Congressional Delegation:** *Sen. Susan Collins and Sen. Angus King*
- ◆ **Lunch** at the Occidental Grill & Seafood at The Willard Intercontinental
- ◆ **Political Landscape: From Inside the Beltway to the 2018 Midterms** with *Rob Engstrom*, Senior Vice President of Political Affairs for Federation Relations and National Political Director at the U.S. Chamber of Commerce
- ◆ **Capitol Hill Meetings with Maine's Congressional Delegation:** *Rep. Bruce Poliquin and Rep. Chellie Pingree*
- ◆ **Dinner with the Maine Congressional Delegates** at The Monocle

Federal Outreach Tour: National Association of Manufacturers and U.S. Chamber of Commerce

Welcome...

Dana Connors, president and CEO of the Maine State Chamber of Commerce, was joined by **Amy Rawlings**, executive director of state affairs at the National Association of Manufacturers. In this role, she oversees the leadership, direction and management of the member associations, which play a critical role in the NAM's grassroots efforts to advance policies that enhance business growth and job creation. In her capacity as executive director, Ms. Rawlings is responsible for facilitating the relationship between the member associations and the NAM to promote legislative and regulatory affairs and mutually established goals and objectives.

International Trade...

Linda Dempsey, vice president of international economic affairs for the National Association of Manufacturers, leads the NAM's efforts to improve the global competitiveness of manufacturers in the United States by advocating intellectual property protection, increased export financing and the elimination of trade barriers as well as pushing for agreements and treaties to open up new export markets to create jobs. Ms. Dempsey is noted for her experience on a wide range of international trade and investment policy issues.

John G. Murphy, senior vice president for international policy at the U.S. Chamber of Commerce, directs the U.S. Chamber's advocacy relating to international trade and investment

policy. Since joining the Chamber in 1999, Murphy has led its successful campaigns to win congressional passage of trade agreements with a dozen nations, including Colombia, Panama, and South Korea in 2011, as well as Trade Promotion Authority in 2015. Murphy also plays a key role in the Chamber's advocacy for international business priorities before Congress, the administration, foreign governments, and the World Trade Organization.

Immigration...

Jon Baselice, director of immigration policy for the U.S. Chamber of Commerce's Labor, Immigration, and Employee Benefits Division, joined the U.S. Chamber of Commerce in June 2014. He works with Chamber member companies to form Chamber policy positions on various issues and he advocates for sensible immigration policies before Congress and the executive branch agencies.

Health Care...

Catie Kawchak, director of infrastructure, innovation and human resources at the National Association of Manufacturers, leads the NAM's transportation and infrastructure policy work. She is a key voice for manufacturing on Capital Hill, at federal agencies and across all forms of media.

Workforce...

Jaimie M. Francis is director of programs and operations at the U.S. Chamber of Commerce Foundation (USCCF) Center for Education and Workforce—the nonprofit affiliate of the U.S. Chamber of Commerce dedicated to strengthening the nation's educational standards and the quality of its workforce. Francis develops and manages the center's programs for higher education, youth employment, and workforce development and oversees the operations of the division. She also teaches the center's "Developing a Competitive Workforce" course at the Institute for Organization Management (IOM), USCCF's premier nonprofit professional development program for association and chamber professionals, fostering individual growth through interactive learning and networking. Francis is a 2016 graduate of the IOM program.

Gardner Carrick, vice president of strategic initiatives at The Manufacturing Institute, leads the Institute's research activities including partnerships with internationally recognized consulting firms and the production of a regular series of reports on the issues and challenges affecting the U.S. manufacturing sector. Mr. Carrick also leads the development of a national education data system that will integrate education, certification, and labor market data to deliver outcome information on education programs. He is also leading the development of a new industry-recognized apprenticeship system to change how manufacturers and schools partner to prepare the workforce.

JMG puts Maine students on a path toward meaningful careers and productive adulthood —



It is true we have our work cut out for us when it comes to tackling Maine's skilled labor shortage, but it's important for us to stop and reflect on all of the effective efforts that are already taking place around us. This week, JMG President and CEO Craig Larrabee was the guest speaker at the Portland Region Chamber's May Eggs & Issues breakfast. This year is JMG's 25th anniversary, and Larrabee took the opportunity to share inspiring stories about the work JMG is doing to put Maine students on a path toward meaningful careers and productive adulthood. Craig spoke about the unique connections JMG has with education, Maine employers, and community leaders, which are essential to creating a pipeline of talent for a skilled Maine workforce. To view the entire speech, please visit <https://www.youtube.com/watch?v=ipfh0FJ3mV0>; Larrabee's speech starts at approximately the eight-minute mark. □




Dr. Joan Ferrini-Mundy to lead the University of Maine and the University of Maine at Machias

Number Two Executive at the National Science Foundation, national researcher, and STEM education scholar and innovator appointed 21st President of Maine's flagship university

On April 10, 2018, University of Maine System Chancellor James H. Page announced today that Dr. Joan Ferrini-Mundy will be the 21st President of the University of Maine and the President of the University of Maine at Machias. Dr. Ferrini-Mundy, the Chief Operating Officer of the \$7.8 billion National Science Foundation and a New Hampshire native, has provided campus-based academic leadership as an associate dean and served as professor of mathematics at two land grant universities.

UMaine's incoming president is also a national leader in STEM education research and policy, co-leading the development of a government-wide strategic plan for science, technology, and engineering education across 14 science agen-

Continued on Page 12...




CELEBRATING


25

YEARS OF SHARED SUCCESS

JMG partners with public education and private businesses to offer results-driven solutions to ensure all Maine students graduate, attain post-secondary credentials and pursue meaningful careers.



MAINE'S STUDENTS MAINE'S FUTURE



UMaine President...

(Continued from Page 11...)

cies that has achieved improved coherence and impact in the federal government's \$3 billion STEM education investment.

Dr. Ferrini-Mundy will be meeting this week with faculty, students, staff, university, and state leaders in Orono, Machias, and Augusta as part of her introduction visit to Maine. She will begin her term on July 1, 2018.

The national search for a new president focused on finding a leader with the qualifications, national experience, and commitment to service, research, and scholarship necessary to lead Maine's largest and leading research university. The search identified 67 candidates and brought four finalists to Orono and Machias in February. The campus visits and engagement shaped the search committee findings that were presented to the Chancellor in March.

"Under President Hunter's leadership over the last four years we have seen how innovation and partnership can leverage UMaine's 150-year legacy of service for even greater state-focused impact," said Chancellor Page. "Dr. Ferrini-Mundy will provide the national expertise, stature, and commitment to higher education that will ensure the University of Maine and the University of Maine at Machias are One University leaders in serving Maine students, families, businesses, and communities.

Dr. Ferrini-Mundy has been a leader with the National Science Foundation for nearly a decade. Most recently she has been the Chief Operating Officer of the \$7.8 billion agency that worked with 2,000 institutions last year to support the investigation and discovery of 359,000 researchers, teachers, and students. UMaine is the state's premier research institution expending an average of \$86 million annually over the last five years on research and development and responsible for more than three-quarters of university-related spending on discovery.

Prior to her work as a member of the U.S. Government Senior Executive Service at NSF, Dr. Ferrini-Mundy held academic and leadership positions at Michigan State University and the

Continued on Page 13...

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Workforce Challenges: How Innovation Can Help

Wednesday, May 16, 2018

Holiday Inn By the Bay (88 Spring Street, Portland)

Registration and Exhibits 12:00 to 1:00 p.m.

Program 1:00 to 5:00 p.m. | Networking 5:00 to 6:00 p.m.

Real estate is Maine's second most important driver of GDP and, thus, crucial to our economic health. But, with an aging population and fewer skilled crafts workers, how can the industry find workers to keep pace, never mind positioning for growth? With an older infrastructure, record low unemployment, mounting regulatory hurdles, and a high demand for lifestyle properties, Maine faces considerable challenges.

The Maine Real Estate & Development Association (MEREDA) is pleased to open the day with a presentation about the economic and demographic composition of this important Maine industry. We will then have a wide-ranging conversation from a leading national expert about how firms can embrace new technologies (such as drones, robotics, and 3D printing)

and methodologies (such as LEAN principles, hiring and training strategies, work culture) to attract labor, meet quality benchmarks, and position our industry—and Maine—for growth. Our panel of local experts will share their perspectives on how Maine is dealing with these issues.

Attendees will:

- ◆ Gain insight into the impact new innovative techniques have on the labor shortage and on the real estate industry.
- ◆ Learn about the demographic conditions that exist within the real estate industry; who's leaving it, who's joining it, the hiring and retention challenges. Also being discussed will be forecasts and outlooks on specific occupations and skill sets.

UMaine President...

(Continued from Page 12...)

University of New Hampshire. She earned a Ph.D. in Mathematics Education from the University of New Hampshire's College of Engineering. She served as Associate Dean for Science and Mathematics Education in the College of Natural Science at Michigan State as well as professor of Mathematics and Teacher Education for 12 years. Prior to joining Michigan State, Dr. Ferrini-Mundy served as the Director of the Masters of Science for Teachers Program and Professor of Mathematics at UNH for 16 years.

"I am honored to accept the appointment as the 21st President of the University of Maine," said Dr. Ferrini-Mundy. "Leadership at Maine's flagship university comes with great opportunity to advance scholarship and discovery and an incredible obligation to deploy university research and talent in service to the state and its students. I am particularly eager to work with our colleagues at the University of Maine at Machias to pursue initiatives that strengthen our service to Maine and build stronger pathways to Maine careers."

Dr. Ferrini-Mundy's husband Rick Mundy will be joining her in Orono. They have three adult children – Joe Mundy, Beth Mundy, and Adri Mundy, who will be frequent visitors. □



Wednesday, May 16, 2018
1:00 PM—5:00 PM
Portland, ME

2018 SPRING CONFERENCE
**Workforce Challenges:
How Innovation Can Help**

- ◆ Learn about what new opportunities exist for people coming into the industry, and how our communities and state will change as these new technologies enter the mix.

MEREDA will also recognize the Top Notable Projects for 2017 and will unveil the latest edition of the "MEREDA Index." This metric measures the pulse of the state's commercial real estate industry, including sale and lease activity, construction starts and other data, aggregated into one figure as an indicator of this important sector of Maine's economy.

APPROVED for 3.0 Hours of Real Estate Broker, Appraiser & Legal Continuing Education Credits. Approval for Architect Credits is pending.

For more information and to register, please visit www.mereda.org or contact Shelly Clark, vice president of operations at MEREDA, by calling (207) 874-0801 or by emailing info@mereda.org. □

Is your Maine company one of the best places to work? —————

————— *Thirteenth annual competition highlights best workplace environments*



DEADLINE: MAY 25

Do your employees take pride in what you do? *Find out.*

2018 Best Places to Work in ME
AN EMPLOYEE ENGAGEMENT PROGRAM

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FOR INFORMATION AND TO APPLY GO TO BESTPLACESTOWORKME.COM

Employers who have the best working environments, with the most engaged employees will be named “Best Places to Work in Maine” in this year’s program, sponsored by the Maine State Council of the Society for Human Resources Management (SHRM). The program recognizes companies that have established and consistently fostered outstanding conditions in which their employees can thrive.

“The ‘Best Places to Work’ program recognizes that a healthy economy results from great workplaces,” said Amie Parker, state director of the SHRM Maine State Council. “This program honors businesses that excel as employers and gives them tools to continue to foster great work environments.”

The program is managed by Best Companies Group and is endorsed by the Maine State Chamber of Commerce, the Maine Department of Labor, the Department of Economic and Community Development, Maine HR Convention and *Mainebiz*.

In June, Best Companies Group will gather information from all Maine companies that have registered online by May 25 using a scientifically validated survey. Information collected from the assessment will include details on a company’s employee benefits and workplace policies as well as employee responses to a comprehensive engagement and satisfaction

survey. This information is used to determine the “Best Places to Work in Maine”.

“Maine’s historically-low unemployment rate and tight labor market have made it challenging for employers to figure out effective methods and tactics to keep and attract talented workers,” said Labor Commissioner John Butera. “It’s important for employers to understand the needs, wants and desires of different cohorts in the labor force. Best Places to Work highlights Maine employers that provide a quality work environment through unique best practices, and shares objective feedback with each participating employer to help improve their workplace culture.”

The Best Companies Group’s Employee Feedback Report is presented to each participating company, even if it does not make the list of “Best Places to Work.” The report includes a summary of the company’s employee engagement and satisfaction data, the Maine benchmark report, and a transcript of written employee comments. Many employers use this report as a starting point for improving their workplace cultures.

Employers pay a fee that covers the cost to conduct the comprehensive survey and create the employee feedback report.

Last year’s “Best Places to Work in Maine” first place winners included, for the fourth consecutive year, Belfast-based Edward Jones in the large company cate-

gory. Patriot Subaru, located in Saco, took the top honor in the medium company category for the third straight year. First place in the small company category went to Maine Information Network, of Augusta.

Any company with at least 15 employees in the state of Maine is encouraged to participate. Companies selected as a “Best Place to Work in Maine” will be announced at a gala event at the Augusta Civic Center on October 9th. A complete list of top companies will be featured in a statewide publication produced by *Mainebiz*.

The SHRM Maine State Council is pleased to announce that JobsinME.com is the premier sponsor of “Best Places to Work in Maine” 2018 program.

Additional sponsors include Live and Work in Maine, Pro Search Inc. and Allagash Brewing. Sponsorship opportunities are still available so if your company is interested in being involved please reach out to Jodie Griffith or Kate Wilber for more information.

Interested companies can apply to participate in the program online at www.bestplacestoworkme.com. The deadline for registration is May 25, 2018; all registered companies will be surveyed simultaneously following the deadline date.

The annual awards ceremony will take place on October 9, 2018, at the Augusta Civic Center in Augusta. □

Maine State Chamber welcomes two new employees and one returning employee

The Maine State Chamber has added three staff members since early 2018. In early January, Kelsey Morrell was hired as the administrative assistant for our membership services department. In late January, Angela Morin joined the staff as executive assistant to the president. In early May, Ben Gilman returned from private practice to continue his advocacy work with the chamber, focusing on energy and environmental policy.

“The three recent hires really round out our team,” noted Dana Connors, president of the Maine State Chamber. “Their energy and expertise allow us to continue our respected level of service to Maine’s business community.”

In her role as the administrative assistant for our membership services department, Kelsey Morrell will serve as program administrator and assistant event coordinator, as well as the liaison for the Maine Association of Chamber of Commerce Executives. She is a freshman at University of Maine at Augusta, working toward her BA in Art with a concentration in Photography and Graphic Design.

“This is a tremendous opportunity,” Morrell noted. “And I am pleased to be part of this team. I look forward to meeting more of our members at our various events or connecting with them through our programs and committees.”

As the executive assistant to the president, Angela Morin coordinates various calendars and schedules, plans Board of Directors events, maintains the membership database, and manages social media accounts. She represents the chamber on the Maine’s Best Places to Work committee and the Maine Bicentennial Commission. Angela obtained a bachelor’s

degree in liberal studies from the University of Maine at Augusta, graduating cum laude in 2010. She has also completed a 500-hour corporate leadership program, attended Massasoit College for Human Resources, and has completed a 200-hour yoga teacher training certification program. Prior to joining the chamber, Angela worked as office, marketing, and social media manager for a successful luxury kitchen and bath sales representative firm located in the Greater Boston area.

“After living in the Greater Boston region, moving home has given me a great appreciation for the sense of place that is uniquely Maine,” Morin said. “Being part of this team makes that return even better. I’m putting my skills to good use and enjoy working with the many unique and diverse companies here in Maine.”

Most recently, Ben Gilman returned to the Chamber staff as our senior government relations specialist from private practice. Ben brings to the Chamber a unique combination of experience in environmental and energy lobbying and, since 1995, politics. His legislative focus areas include utilities and energy, natural resources, and business regulation issues. Prior to joining the Chamber, he was an attorney at Norman, Hanson, and DeTroy.

“This is an interesting time in Maine’s public policy arena,” Gilman observed. “I’m looking forward to reconnecting with Maine State Chamber members and continuing collaborative policy work, as we enter the election cycle and elect Maine’s next governor.”

If you would like to contact any member of the Maine State Chamber team, please visit www.mainechamber.org/staff.php for telephone or email information. □



Kelsey Morrell



Angela Morin



Ben Gilman

Employees with Disabilities: Five Myths and the Real Facts for Employers



#1

Myth: Hiring disabled workers increases workers compensation insurance rates.

Fact: Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether an employer has hired workers with disabilities.

#2

Myth: Providing accommodations for people with disabilities is expensive.

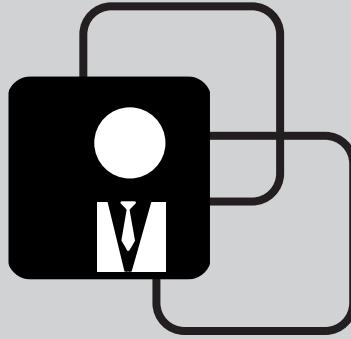
Fact: Did you know that for the minority of workers with disabilities who do need some sort of special equipment or accommodation, 56% of these cost less than \$600, with many costing nothing at all? And available tax incentives make it even easier for businesses to cover accessibility costs. (JAN, the Job Accommodation Network, a service of the U.S. Department of Labor's Office of Disability Employment Policy)

#3

Myth: The ADA (Americans with Disabilities Act) forces employers to hire unqualified individuals with disabilities.

Fact: Unqualified candidates are not protected under the ADA. To be protected from discrimination in hiring, an individual must first meet all requirements for a job and be able to perform its essential functions with or without reasonable accommodations.

Continued on Page 17...



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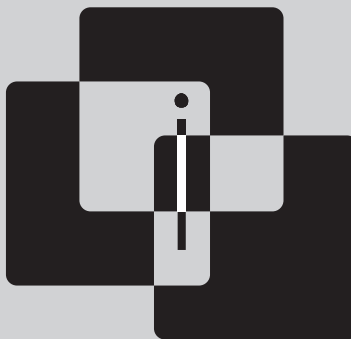
InternHelpME.com is a FREE online system that connects in-state employers with Maine students for year-round internship opportunities.

Why You Should Hire an Intern...

- Workload** Interns bring enthusiasm and innovation to the workplace, with the ability to complete your company's projects.
- Creativity** An intern can contribute fresh ideas to your organization and positively impact your bottom line.
- Recruitment** An internship program is a powerful recruitment tool, with more than 50 percent of interns accepting an employment offer from their host company.
- Retention** Internships have a positive impact on long-term retention of Maine's workforce.

Get started today with InternHelpME.com!

- Register** Visit www.internHelpME.com to register as a "New User" and receive your password.
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- Search for match** Add a "Saved Search" to search the student resumé database for potential candidates. Click on "Contact" to access a window for you to send a message encouraging that student to apply for your internship.
- Receive application** When a student applies for one of your postings, his/her cover letter will come to you via email and the resumé will be uploaded to your online profile for review.



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*A program managed by the
Maine State Chamber*

Campus Career Connect needs business leader mentors!



BECOME AN E-MENTOR

ONLINE MENTORING FOR STUDENTS WITH DISABILITIES



Campus Career Connect (C3) pairs adult workforce volunteers with community college students with a disability. Through these relationships, students get help reaching their career goals.

What does a mentor do?

- Participate for one calendar year
- Complete the application & online training process
- Spend time each week chatting online with our student mentees
- Attend monthly webinars to engage with other community members



Sign up today at
C3.PYD.org

The Maine Business Leadership Network (MEBLN), a program managed by the Maine State Chamber of Commerce, is preparing for the launch of Campus Career Connect (C3). Campus Career Connect is an online, accessible group e-mentoring platform designed to support employment goals of college students and transition-aged adults with disabilities.

C3 offers a safe environment for individuals to improve their general employment readiness skills, as well as receive mentoring around disability-specific workplace topics, such as disclosure and self-identification, requesting accommodations, and accessible transportation.

Community College students will access professional and peer mentors to increase their networks, receive advice, and gather support about achieving goals. They will also participate in topical webinars related to employment readiness and engage in live networking and interview fairs hosted by the Business Leadership Networks. □

Want to be a mentor?

Please contact Joyce LaRoche by calling (207) 623-4568, ext. 113 or by emailing jlroche@mainechamber.org. More information will be available at <http://mainebln.org> in the coming weeks!



For the most current information, visit www.mainechamber.org

Maine BLN... (Continued from Page 17...)

#4

Myth: Employees with disabilities have a higher absentee rate than employees without disabilities.

Fact: Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.

#5

Myth: Under the ADA, an employer cannot fire an employee who has a disability.

Fact: Employers can fire workers with disabilities under three conditions: The termination is unrelated to the disability, or the employee does not meet legitimate requirements for the job, such as performance or production standards, with or without a reasonable accommodation, or because of the employee's disability, he or she poses a direct threat to health or safety in the workplace. (Source: U.S. Department of Labor, Office of Disability Employment Policy)

Source: <http://thinkbeyondthelabel.com/learning-tools/5myths-and-realfacts>

About the Maine Business Leadership Network...

The above research and data, coupled with national best practices, fuels our efforts in Maine. 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.

If you have questions about hiring someone with a disability, we are here to help! For more information about the MEBLN or how your business can get involved, please visit www.mainebln.org or contact Joyce LaRoche by calling (207) 623-4568, ext. 113, or by emailing jlroche@mainechamber.org. □

Lewiston-Auburn Regional Business Breakfast

At the end of each legislative session, the Maine State Chamber gathers with business leaders on a regional level at its four Regional Business Breakfasts. It is our chance to update you on the session's outcomes and your opportunity to ask questions about the issues that matter most to your business. We believe that local and regional business leaders provide unique and valuable insight that is instrumental to this open dialogue about business issues that affect your business, your community, and your state. To register for one of these *FREE* events, please see the back cover for more information. □



Thank you to our sponsors of the Lewiston-Auburn Regional Business Breakfast!

Series Sponsors: Casella Waste Systems, Inc.; Emera Maine;
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Regional Business Breakfasts

**We're coming
to your region
in May!**

Bangor Area
Wednesday, May 23
7:30 to 9:00 a.m.
Jeff's Catering,
Brewer

Portland Area
Tuesday, May 29
7:30 to 9:00 a.m.
Anthem Blue Cross
and Blue Shield,
South Portland

Presque Isle Area
Wednesday, May 30
7:30 to 9:00 a.m.
University of Maine
at Presque Isle

To register for this *FREE* event, please contact Kelsey Morrell by calling (207) 623-4568, ext. 104, or by emailing kmorrell@mainechamber.org. To sponsor this event, please contact Melody Rousseau by calling (207) 623-4568, ext. 102, or by emailing melodyr@mainechamber.org. □

2018 Calendar of Events

Tuesday, May 22, 2018

Cyber Security / Internet Privacy

8:00 to 10:00 a.m.

Bangor Savings Bank, Augusta

Wednesday, May 23, 2018

Bangor Area

Regional Breakfast Meeting

7:30 a.m. to 9:00 a.m.

Jeff's Catering, Brewer

Tuesday, May 29, 2018

Portland Area

Regional Breakfast Meeting

7:30 a.m. to 9:00 a.m.

Anthem Blue Cross Blue Shield,
South Portland

Wednesday, May 30, 2018

Northern Maine

Regional Breakfast Meeting

7:30 a.m. to 9:00 a.m.

University of Maine at Presque Isle

Tuesday, June 26, 2018

2018 Making Maine Work:

Issues & Answers Forum,

Maple Hill Farm, Hallowell

Friday, September 7, 2018

23rd Annual Scramble for Scholars

Golf Tournament

Samoset Resort, Rockport

Wed., October 17, 2018

2018 Annual Dinner and

Televised Gubernatorial Debate

with WCSH-6 and WLBS-2;

Augusta Civic Center

Monday, November 26, 2018

Board Orientation and

Appreciation Dinner

Harraseeket Inn, Freeport

(Board event | space limited | by invitation only)



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WORKPLACE WELLNESS

HEALTHY EMPLOYEES MAKE CENTS!

30 Days to a Healthier You: A Daily Checklist of Wellness Tips

Most of us hear the term *wellness* and assume that it's something beyond our reach. Or perhaps we think that wellness is only for advanced yogis, holistic doctors, or wellness practitioners, but not us — not everyday people just working the daily grind and living busy lives. But this is where we make the mistake. Wellness is nothing more than small daily choices that lead up to lifelong, very big changes — that's it. Anyone can achieve wellness whether that means you're a stay-at-home mom or a full-time working adult, maybe even juggling two jobs just to get by. You don't have to have a lot of money, time, or even kitchen skills because all of us have access to wellness if we choose to. It simply starts with one choice after another.

We found this well-planned 30-day checklist at One Green Planet (<http://www.onegreenplanet.org/lifestyle/thirty-days-to-a-healthier-you-a-daily-checklist-of-wellness-tips>) and will be sharing them in one-week excerpts for the next few months. This checklist makes recommendations for kitchen tips, activity tips, mind and mood tips, and lifestyle tips, which will have you well on your way to a healthier and happier you in just a month. These tips are simple, doable for everyone, affordable, and absolutely life-altering when all combined.

No one becomes healthy by wishing, making excuses, or deeming themselves unworthy. Here's how to choose wellness one day at a time:

Week 3: Mind and Mood Tips

15 Eat for Your Hormone Health

Most of us don't consider our hormones when we plan out a meal or grab something to eat — but we should. Our hormones completely control how we feel, act, think, and even how we treat others. And guess what controls our hormones for the most part? Aside from sleep and our lifestyle, our diets do. Though rest, stress management, and staying active play a part, nothing acts like directions for your cells like your food does. Certain foods can disrupt hormonal function and possibly even lead to mood disorders, anxiety, or depression. Some of the most common foods to avoid are: dairy, gluten, processed foods, and sugar. Even for those not allergic to gluten, it seems to play a part in the way the brain feels, thinks, and can lead to depression

and hormone disorders. Most dairy products have also largely been linked to brain fog, estrogen imbalance, and overall anxiety and depression. One reason these foods create a problem is due to the protein structures they contain which interferes with optimal hormone processes. Sugar and processed foods also upset insulin levels and can interfere with optimal hormone function as well. Eat whole and unprocessed foods whenever possible. Nuts, seeds, leafy greens, vegetables and fruits are some of the best foods you can give our brain on an ongoing basis.

16 Do Something You Love Every Single Day

This can be as small as something such as cooking your favorite breakfast, writing

Continued on Page 21...

Workplace Wellness... (Continued from Page 20...)

in a journal a few minutes a day, participating in a local event, participating in a favorite hobby, or anything else that you just truly love. Doing something small for yourself every day is a great way to enhance serotonin levels in the body to raise those feel good hormones on a regular basis.

17 Eat Magnesium-Rich Foods

Magnesium is the anti-stress hormone, not to mention the host of other benefits it has for your body. Plant-based foods are rich in magnesium and are important to include in your day to optimize mental wellness. Some of the best sources include leafy greens, nuts, seeds, cacao, bananas, avocado, and sweet potatoes. See some magnesium-rich recipes here to find out how to work more of this important mineral into your diet!

18 Eat Good Fats

Healthy fats are like fuel for a good mood. They're one of the most important things to include in your diet to promote a healthy mood (and a balanced metabolism). Healthy fats also promote good heart health, reduce cholesterol, and contain none of the harmful side effects associated with animal-based saturated fats. Go for raw coconut, avocados, almonds, walnuts, acai fruit, flax seeds, cashews, hemp seeds, chia seeds, pumpkin seeds, sesame seeds or tahini, pecans, and olives. Many of these are also packed with protein, B vitamins, and magnesium to enhance brain health even further.

19 Ditch the Negative Self Talk

Consistently telling yourself reasons why you can't do something, don't deserve something, or will never achieve something are never going to get you where you want to be. Ditch the negative self talk and start creating new messages instead. When you change your mindset, you have the power to change your life. This is one of the most overlooked, yet most important things, that everyone can do for better mood and mental health daily.

20 Eat Your B's

B vitamins reduce stress in the brain, promote energy, and enhance focus —

who doesn't want all of those things?! Vitamin B12 isn't the only one important for good health. Other B vitamins, specifically vitamins B3, B5, B6, and B7 are also important. If you eat a plant-based diet, you can easily get enough. Some of the best sources of B vitamins include: nuts, seeds, leafy greens, broccoli, avocados, root vegetables, coconut, beans) (including coffee and cacao), bananas, pumpkin, berries, legumes, and whole grains. Mix these up throughout the day for a healthy brain all day long!

21 Eat More Plant-Based Foods

Even if you're not vegan, just eating more plant-based foods is a great way to enhance your mood. Plant-based foods have been shown to relieve depression, anxiety, and even promote mental clarity. Don't take our word for it though; give it a try yourself and see! Here are some recipes you can try that are whole-food based and sure to make you feel good around the clock!

And there you go friends, a month's worth of wellness tips you can practice to be a healthier, happier you in just 30 days. You can try one tip per day, or optimally, build on each day as the month goes by. You won't believe how different these can make you feel when practiced on a regular basis.

Remember, wellness is merely a gift you choose to give yourself that begins with one simple choice after another. Start your wellness journey today!

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 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 (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. □

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2018 Making Maine Work: Issues & Answers Forum

Tuesday, June 26 ♦ Maple Hill Farm, Hallowell

The Maine State Chamber of Commerce will host its **2018 Making Maine Work Issues and Answers Forum** on **Tuesday, June 26 at Maple Hill Farm**. The major gubernatorial candidates have been invited to speak independently, one at a time.

This event is by invitation only, and will include Board of Director members of the Maine State Chamber, Educate Maine, and Maine Development Foundation, and sponsors as well. We strive to engage high-level management people from the business community, who understand and are involved with legislative activity. In fact, few events held within our state assemble such an impressive group of business and elected leaders.

This is an opportunity to showcase your company to an audience of the state's business leaders, as well as support a program that examines the positions of the 2018 gubernatorial candidates on key business issues and discusses critical business issues in an effort to develop a vision for a stronger Maine economy.

SPONSORSHIP OPPORTUNITIES

Events of this caliber are made possible largely through the sponsorship support of members like you. Please consider one of the following opportunities to showcase your company at this event.

PLEASE NOTE: Sponsorships are sold on a first come, first served basis, especially in cases where one exclusive sponsorship is available.

PREMIER SPONSOR:

As the **Premier Sponsor** (one available; \$3,000), your company will be featured prestigiously throughout the day's events. Premier sponsor benefits also include:

- A full page program ad (3.25 inches wide x 10 inches high);
- One attendee registration
- Prominent positioning on the PowerPoint presentation signage using your company logo;
- Recognition from podium; Prominent positioning on the day's sponsor signage at registration and during event; and,
- Recognition - logo in our *Impact* newsletter as it pertains to coverage of event.

PROGRAM SPONSORS:

As a **Program Sponsor** (\$1,000), your company will be featured throughout the day's events. Program sponsor benefits also include:

- A half page program ad (3.25 inches wide x 4.75 inches high);
- One attendee registration
- Placement of your company's logo on the PowerPoint presentation;
- Acknowledgment from podium;
- Recognition on the day's sponsor signage during the event; and,
- Listing in our *Impact* newsletter as it pertains to coverage of event.

SUPPORTING SPONSORS:

As a **Supporting Sponsor** (\$750), your company will be featured throughout the day's events. Supporting sponsor benefits also include:

- Listing of your company name in the event's program book;
- One attendee registration
- Listing of your company name on the PowerPoint presentation;
- Recognition on the day's sponsor signage during the event; and,
- Listing in our *Impact* newsletter as it pertains to coverage of event.

Thank you for taking the time to review this material. We encourage you to seriously consider showcasing your company to Maine's prominent legislative and business leaders. To reserve your preferred sponsorship, please contact Melody Rousseau by calling (207) 623-4568, ext. 102, or by emailing melodyr@mainechamber.org. □

23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS

Friday, September 7, 2018 ♦ Samoset Resort, Rockport

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CHAMBER
of
COMMERCE

Sponsorship Opportunities and Benefits

The Maine State Chamber of Commerce is proud to present its 23rd annual scholarship golf tournament, *Scramble for Scholars 2018*. We invite you to take advantage of the sponsorship opportunities this event has to offer while, at the same time, supporting the pursuit of higher education in Maine.

Fairway Shirt Sponsor \$4,000 (one available)

- Exclusive sponsorship of golf shirt (your company logo will appear on merchandise);
- One golf foursome on day *prior* to tournament;
- Hole sponsorship (company name on sign by a hole);
- Two golf tournament foursomes;
- A full-page program advertisement;
- Prominent listing on all promotional material;
- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Fairway Golf Shoe Caddy Sponsor

\$4,000 (one available)

- Exclusive sponsorship of golf shoe caddy (your company logo will appear on merchandise);
- Hole sponsorship;
- One golf foursome on day *prior* to tournament;
- Two golf tournament foursomes;
- A full-page program advertisement;
- Prominent listing on all promotional material;
- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Eagle Hat Sponsor \$3,500 (one available)

- Exclusive sponsorship of golf hats (your company logo will appear on merchandise);
- Hole sponsorship;
- One golf foursome on day *prior* to tournament;
- One golf tournament foursome;
- Half-page program advertisement;
- Prominent listing on all promotional material;

- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Eagle Golf Towel Sponsor \$3,500 (one available)

- Exclusive sponsorship of golf towels (your company logo will appear on merchandise);
- Hole sponsorship;
- One golf twosome on day *prior* to tournament;
- One golf tournament foursome;
- Half-page program advertisement;
- Prominent listing on all promotional material;
- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Birdie Awards Sponsor \$3,000 (one available)

- Exclusive sponsorship of awards ceremony (your company banner will be on display at the awards ceremony);
- Hole sponsorship;
- One golf tournament foursome;
- A half-page program advertisement;
- Prominent listing on all promotional material;
- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Refreshment Cart Sponsor \$3,000 (one available)

- Exclusive sponsorship of refreshment cart (your company logo will be on the refreshment cart);
- Hole sponsorship;
- One golf tournament foursome;
- A half-page program advertisement;

- Prominent listing on all promotional material;
- Awards ceremony recognition; and,
- May place a fun promotional item in the goody bags.

Thursday Evening Welcome Reception Sponsor \$2,500 (one available)

- Exclusive sponsorship of Welcome Reception;
- One golf tournament twosome;
- A Half page program advertisement;
- Your company banner displayed at reception;
- Prominent listing on all promotional material; and,
- May place a fun promotional item in the goody bags.

Par Sponsor

\$2,000

- Hole sponsorship;
- One golf tournament entry;
- A half-page program advertisement;
- Prominent listing on all promotional material; and,
- May place a fun promotional item in the goody bags.

Scholarship Fund Donation Sponsor \$1,500

- One golf tournament entry;
- Prominent listing on all promotional material; and,
- May place a fun promotional item in the goody bags; and,
- Recognition during luncheon.

To reserve your spot in and sponsorship of our annual scholarship tournament, please contact Melody Rousseau by calling (207) 623-4568, ext. 102, or by emailing melodyr@mainechamber.org. □

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Regional Business Breakfasts

from 7:30 a.m. to 9:00 a.m.

The Maine State Chamber works to bring together business leaders on a regional level through its Regional Business Breakfast Meetings. Local business leaders provide valuable insight that is instrumental to this open dialogue about business issues that affect your business, your community, and your state.

To register for this *FREE* event, please contact Kelsey Morrell by calling (207) 623-4568, ext. 104, or by emailing kmorrell@mainechamber.org. **To sponsor** this event, please contact Melody Rousseau by calling (207) 623-4568, ext. 102, or by emailing melodyr@mainechamber.org.

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