

Adams County

BUSINESS

January 2019

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Involvement
Instilled
in Employees of
Attorney Firm



+PLUS
Effective Employee
Orientation

BUSINESS BRIEFS

ADVOCACY UPDATE

EVENTS CALENDAR

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Gettysburg Adams Chamber of Commerce

**Executive Committee Member*

CHAMBER STAFF

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Adams County Business is published and produced by



Chartered in 1919, the Gettysburg Adams Chamber of Commerce is Adams County's oldest and largest business organization. The chamber supports and strengthens its members and the Adams County area by promoting diverse economic opportunities through advocacy, building relationships, providing timely information and developing leaders for the future. Nearly 530 local businesses and organizations have made an investment in Adams County through membership.

1382 Biglerville Road, Gettysburg, PA 17325 | 717.334.8151
info@gettysburg-chamber.org | gettysburg-chamber.org

BUSINESS BRIEFS

The **bolded** businesses in Business Briefs are Chamber members. Submit news to news@gettysburg-chamber.org by the second Tuesday of each month for inclusion in the following month's publication.

Family First Health-Gettysburg Center now provides service to patients with substance abuse disorders. The substance use services program offers social, biological, and psychological support services together. Family First Health's team offers medication-assisted treatment (MAT) to support ongoing treatment, navigates medical and dental care as needed, links necessary outside supports related to treatment, addresses social issues, and navigates community resources for ongoing recovery support. Call 717.801.4864 to schedule an appointment.



Joe Lachowski was selected to serve as the new chief ranger for **Gettysburg National Military Park** and Eisenhower National Historic Site. Lachowski held a number of positions in the National Park Service since 1997, received an award for valor in 2014 from the Secretary of the Interior for rescuing a drowning victim in extreme surf conditions in Lake Michigan, and is currently attending the National Park Service's GOAL Academy.

Rotz & Stonesifer announced that Monica Miller completed the American Payroll Association's Certified Payroll Professional (CPP) examination. CPP certification is provided to payroll professionals that "are knowledgeable in all aspects of payroll, stay abreast of changes in related technologies, and, through independent research, keep current with the legislative and regulatory environment." Miller graduated from Hagerstown Business College with an Associate's Degree in Accounting, and oversees the firm's payroll division and directs all aspects of payroll operations, processes, tax, and system implementations.



their clients to make wise and informed financial decisions. Through the compass, SEK's pledge to provide clarity and peace of mind is demonstrated.

Totem Pole Playhouse's annual production of *A Christmas Carol*, received a "Best of the Best" Award from the American Bus Association (ABA) as one of the top 100 events in North America. The award is an annual compendium of the 100 best events for group travel in the United States and Canada. A committee selects the top 100 events each year from celebrations, festivals, fairs, performing arts presentations, regional commemorative events, and more. The production was submitted for consideration by Destination Gettysburg.

Owners of **Mister Ed's Elephant Museum and Candy Emporium**, Isaac and Nicole Bucher, donated more than 400 non-perishable food items and several cases of local apples to the Adams County Food Pantry at South Central Community Action Programs. The donations were collected during the business' annual Santa Party. For each item that was donated during the event, Mister Ed's provided \$1 in "Santa Bucks" to spend at the store.



Attorney Elizabeth Melamed with **Barley Snyder** has been named to the board of directors at A&E Hearing Connection in Litiz, PA. The nonprofit helps provide hearing health care to low-income families that are in need due to lack of social programs. Melamed is an associate attorney in Barley

Snyder's Litigation and Health Law groups, working in medical malpractice and general litigation, and practicing in the area of cybersecurity.

Attorney Justin Tomevi is now licensed to practice law in Maryland. Tomevi, based in **Barley Snyder's** York office, is a member of the firm's Litigation Practice Group. Barley Snyder is making a concerted effort to have more firm attorneys licensed to practice in the state since many of the firm's Pennsylvania clients are expanding there. In September, the firm opened its second office in Maryland, in Columbia, to supplement its office in Hunt Valley.



John R. Schnitzer, CPA, Managing Member of **SEK, CPAs & Advisors** was appointed as chairman of the Allinial Global Americas' Regional Board for 2019. Allinial Global is a membership association of 137 legally independent accounting and consulting firms that share resources in North America and throughout the world. Schnitzer joined SEK 32 years ago and was elected Managing Member in 2010. He provides leadership and guidance and specializes in providing business planning and consulting services to closely-held businesses, contractors, healthcare providers, and manufacturers.



Adams Electric Cooperative, Inc. promoted Chad Thoman to manager of engineering-electrical. Thoman joined Adams Electric in 2002 and manages the co-op's dispatch center and will add oversight of the key accounts/safety program.

Adams Electric Cooperative, Inc. recently promoted Jeff Turner to manager of engineering-mechanical. Turner started at Adams in 2004 and he oversees the co-op's staking department and will take over supervision of technical services which includes coordination of all work orders.



Cross Keys Village - The Brethren Home Community in New Oxford welcomes Justin Lee as their new Personal Care Administrator. Justin comes to CKV with 8 years of Personal Care experience, most recently serving at The Crossings at West Shore and The Bridges at Bent Creek in Mechanicsburg.

Ed Wenschhof Jr. was named as the acting superintendent of **Gettysburg National Military Park** and Eisenhower National Historic Site until approximately April 5, 2019. Wenschhof currently serves as Chief Ranger at the C&O Canal Historical Park and has experience in management roles including serving as Acting Superintendent at Antietam National Battlefield and Catoctin Mountain Park. Wenschhof is active in special event operations and served as incident commander for the 150th anniversaries at Manassas and Antietam and also assisted with the Gettysburg 150th.



Wegrzyniak

Gettysburg Dental Associates is pleased to welcome two new doctors to the practice. A native of Central Pennsylvania, Lauren M. Wegrzyniak, DMD, MBA is a specialist in orthodontics. She earned her certificate in Orthodontics and Dentofacial Orthopedics and a Master of Business Administration degree at Roseman University of Health Sciences in Henderson, Nevada. General dentist, Barbara H. Magee, DMD was born and raised in China, coming to the United States when she was 17 years old. Dr. Magee earned her DMD degree at Kornberg School of Dentistry at Temple University.



Magee

Shawn Eckenrode joins the **Gettysburg Area School District** as the new Director of Career & Technical Education Programs at Adams County Tech Prep. Eckenrode received his bachelor's degree in workforce education and development from Penn State University. He went on to receive his masters from Penn State University in workforce education and development. After spending time in the military and three years as a supervisor and administrator in the U.S. Navy Nuclear Power Training Program, Eckenrode spent 18 years in public education as a CTE educator and instructional coach.



Please join us for an **OPEN HOUSE LUNCHEON** *celebrating our new Gettysburg office*

If you would like to attend, please RSVP at Barley.com/Gettysburg-Office-Open-House.
We hope to see you there!

Presented by

Barley Snyder

ATTORNEYS AT LAW

WEDNESDAY, JANUARY 23, 2019

STOP BY FROM NOON TO 2:00PM

123 Baltimore Street, Suite 101 | Gettysburg, PA 17325

Please stop by to see our new Gettysburg office and meet the Barley Snyder team. Lunch will be offered.

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MEMBER SPOTLIGHT

GREG BAIR, ATTORNEY | STOCK & LEADER, ATTORNEYS AT LAW



Tell us about your business.

Stock and Leader has been serving the people of South Central Pennsylvania in its current form since January 1952. However, we trace our beginnings to September 1, 1903 when a young attorney, McClean Stock began the practice of law.

What are your primary responsibilities?

I am a partner in our litigation group. I specialize in personal injury and insurance claims, commercial litigation, and construction litigation.

How do you stay engaged with industry trends?

There are a variety of ways to stay engaged with trends in the industry. Continuing legal education seminars and the internet provides many updates and trends to us in the law. In today's fast paced world, it is very difficult to be a general practitioner. Recognizing this, Stock and Leader attorneys have focused our individual areas of practice and specialize in one or two areas of law. Due to this specialization, we are better able to keep up with the ever-changing facets of the attorney's specialized area of practice and not be overwhelmed by all the changes in every area of law.

What motivates you to jump out of bed every morning?

My clients. I decided to become an attorney to help my fellow community members. When I accept a new case, my client's problems become my problems. It is my hope through my representation of them that I can ease their load as I take over the weight of their yoke.

Do you have any advice for new business owners?

The Adams County market is difficult. A new business owner will need to decide whether they want to cater his or her services to the tourist industry, the locals, or a combination of both. Because of this, I would advise new business owners to market themselves and their business. Get to know people. Get involved in your community.

As a business in Adams County, how do you give back to the local community?

When a person is hired at Stock and Leader, it is instilled in him or her that it is important to be an active member of the local community. Stock and Leader attorneys are involved in many aspects of our local community. All of us are board members for various non-profit organizations; we serve as solicitors for many Adams County school districts and municipalities. Stock and Leader offers various seminars and sponsor a number of events throughout the year. I personally serve on the Board of Directors for the Eichelberger Performing Arts Center, Colonial House rehabilitation facilities, am a member of Main Street Hanover, and hold leadership roles at my church. Ask any Stock and Leader attorney about their community involvement and they will provide to you similar responses.

When you're not working, where in Adams County do you spend your time?

I like to spend my spare time with my wife and two children. You will often see us driving the country side, touring the battlefields, or spending time at my parents' ice cream shop in Gettysburg. However, during the fall, you are more likely to see me high up in a tree hunting.

STATE TAX REFORMS NEEDED TO COMPETE GLOBALLY

GENE BARR | PA CHAMBER OF BUSINESS AND INDUSTRY

Despite its prime location, abundant natural resources and diversified workforce, Pennsylvania's uncompetitive and overly complicated Tax Code has put the state at a disadvantage for private sector investment and job growth.

In the PA Chamber's 28th Economic Survey, employers from throughout the Commonwealth cited ongoing concerns about the state's tax structure as one of the top barriers to growth in the state. In fact, when asked about the issues that should top business advocates and lawmakers' "to-do" lists, the survey of 650 employers said that cutting business taxes should be a top priority.

The uncompetitive nature of the Commonwealth's Tax Code was also highlighted in a recent study, "Pennsylvania: A 21st Century Tax code for the Commonwealth," – which was authored by the Tax Foundation and funded via a grant by the PA Chamber. One of the key findings of the report shows that Pennsylvania relies more heavily on corporate taxes as a revenue source than most other states. According to the Tax Foundation, when compared to other states, Pennsylvania ranks 4th in terms of corporate income tax collections; and the state's corporate income tax structure ranks 7th worst in the nation.

That's why the PA Chamber is advocating for our elected officials to take a page out of the federal government's book and enact comprehensive tax reforms at the state level. At the top of our members' tax reform priority list is reducing Pennsylvania's 9.99 percent Corporate Net Income tax rate - the No. 1 red flag for would-be investors. Pennsylvania is also among the only states to cap Net Operating Loss Carryforwards, and the PA Chamber is calling for the total elimination of that cap.

On behalf of our broad-based membership, we continue to advocate that federal tax reforms be mirrored at the state level; while pushing for comprehensive tax policy changes that are needed to make Pennsylvania stand out as a world-renowned economic leader.



IMPROVING PENNSYLVANIA'S JOB CLIMATE

PA REPRESENTATIVE DAN MOUL

Employers do not like uncertainty, particularly when it comes to taxes and regulation. In fact, businesses of all sizes need a predictable and competitive tax environment, which means state government must also be disciplined in its spending. In the past two state budgets, fiscal conservatives fought off more than \$12 billion in new or increased taxes on Pennsylvania residents and businesses, and averted the shutdown of schools, social services agencies and more. In fact, the Commonsense Caucus, which I initiated two state budgets ago, is a group of about 40 House members committed to making the Commonwealth live within its means. Last year, our group uncovered about \$300 million in taxpayer money sitting idle in various state accounts. That discovery and our persistence covered last year's state budget and prevented a tax increase. Government doesn't create jobs, but it can establish an environment that leads to job creation and career opportunities. This environment helps Pennsylvania employers and citizens to succeed and contributes significantly to the health of our state's economy.



PROTECT OUR WOODLANDS

ADAMS COUNTY COMMISSIONER JIM MARTIN

The recent forest fires in California are not only alarming, but a stark reminder of what devastation can occur. These fires mainly started outside of the forests and migrated to forests. So activity adjacent to forests needs to be done with extreme care. We need to be aware that Pennsylvania is now in the midst of the forest fire season; dry leaves and grass are plentiful. Even though we have had much rain the leaves and grass on top of the ground dry quickly with sunlight and wind and become easy kindling for starting fires. Adams County has a significant forest cover. I estimate that at least 27% of the county is forest-covered besides the scattered wood lots. Alone there is 19.7% of the county's acreage enrolled in Forest Reserves through the Clean and Green program and 8% more in state and federal lands. Please protect our woodlands.





ONBOARDING NEW EMPLOYEES

LISA WILLET, MANAGER-HUMAN RESOURCES, ADAMS ELECTRIC COOPERATIVE



A new hire typically knows within the first three weeks if they are going to feel at home within an organization. Effective onboarding leads to great retention rates, job satisfaction and organizational commitment.

Do new hires within your organization ever feel completely inundated by all the information given to them on their first day of employment? Having a four-hour or longer orientation into your organization, reviewing your processes, procedures, forms to complete, etc., on an employee's first day can be completely overwhelming.

Some benefits of creating an effective employee orientation program include:

SHORT-TERM OUTCOMES

- Self confidence in job performance.
- Understanding of expectations.
- Feeling socially accepted by coworkers.
- Understanding of company culture and values.

LONG-TERM OUTCOMES

- Job satisfaction.
- Higher job performance.
- Lower turnover.
- Organizational commitment.
- Lowered stress.

Creating a formal structure to facilitate the new employee orientation program is crucial. There are several different stages to consider when structuring your program, from what to do before the employee walks in the door on their first day and throughout their first year of employment. Here are some tips that may assist you in implementing a program:

BEFORE THE NEW HIRE STARTS

- Email all existing employees that a new hire is joining the organization.
- Have their computer, email, ID badge, phone, workspace, etc., already set up and ready to go.

- Email the new hire to welcome them to your organization and address some of the common questions they may have, such as:
 - Where should I park?
 - What should I wear?
 - Who should I ask for when I arrive?
 - Do I pack my lunch?
 - Are there any personal documents I need to bring with me?

FIRST DAY ON THE JOB

- Supervisor handles introductions to staff, coworkers, etc., provides necessary tools/supplies and offers an office tour.
- Consider assigning a mentor to the employee so they have an additional resource if their supervisor is unavailable.
- Someone from HR should review benefits, new hire forms and important policies/procedures, (in less than two hours).
- Supervisor takes the new hire to lunch and reviews the history, culture, goals and values of the organization and how the employees' position fits within the organization.

WITHIN THE FIRST MONTH

- Provide *Getting to Know You* opportunities with other office locations and/or other departments, including executive leadership. These meetings will help the new hire understand the different departments' roles and responsibilities within the organization.
- Allow job shadowing.
- Supervisor should remind the new hire how their role fits within your organization and explain any short/long term expectations in relation to the organization's strategic plan.
- Confirm the new hire has all the tools and supplies necessary to perform their job properly.

WITHIN THE FIRST 90 DAYS

- Supervisor should provide a probationary performance evaluation to address any concerns/confusion about their new role.
- HR should meet to discuss any potential benefit questions and provide any follow up material not covered on the first day of hire.
- Continue the *Getting to Know You* meetings.
- Ask the new hire to complete a recruitment satisfaction survey to see their view on the application, interview and job offer process.

WITHIN THE FIRST SIX MONTHS

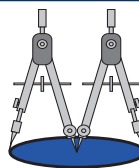
- Supervisor should provide another performance evaluation at six months.
- Ask the new hire to complete an employee engagement survey to ensure they understand the expectations and opportunities within the position, as well as, the company culture and how they fit within the organization.
- Continue the *Getting to Know You* meetings.

WITHIN THE FIRST YEAR

- Supervisor should provide an annual performance evaluation.
- Ensure new hire has attended any necessary training in relation to their job responsibilities.
- Ask the new hire to complete an orientation program survey to better understand areas for improvement, view of company culture and job fit within the organization.

Continuing to be engaged with the employee as they transition into their new role during their first year of employment is vital. Implementing an effective new employee orientation program or onboarding process that fits your organization will surely increase employee retention, satisfaction and job performance!

Lisa Willet earned her bachelors degree from Penn State University in business management, with a concentration in Human Resources. Subsequently she has received her PHR and SHRM-CP professional designations. Willet has been employed by Adams Electric Cooperative, Inc. for 10 years and is a member of SHRM and the Adams County Area Human Resources Association.



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January 4 & 18,

February 1 & 15, March 1

Eagle & The Owl from 6-8pm

Fri & Sat Live Music

Frid/McKee's 7-10pm

Sat/Eagle & The Owl 8:30-11:30pm

and more!

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complete event calendar.



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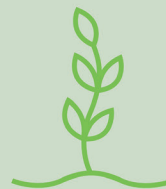
(ages 8 and up)

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COMING SOON!



AMBLEBROOK
GETTYSBURG

*Happy New Year
from our family to yours!*

OUT AND ABOUT



Adams County Community Prayer Breakfast | November 14



Adams County Community Prayer Breakfast | November 14



Adams County Community Prayer Breakfast | November 14



Ribbon Cutting | November 28
Destination Gettysburg



Membership Mixer | November 20
The Outlet Shoppes at Gettysburg



Ribbon Cutting | November 30
The Beveled Edge

John Armstrong, Gettysburg Times



Membership Mixer | November 20
The Outlet Shoppes at Gettysburg



Membership Mixer | November 20
The Outlet Shoppes at Gettysburg



OUT AND ABOUT



Holiday Jackpot Raffle Party | December 6



Holiday Jackpot Raffle Party | December 6



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Holiday Jackpot Raffle Party | December 6



Chamber president Carrie Stuart, Santa Jimmy Claus and Rebecca Prehoda of Members 1st present the check to the evening's winners (L to R): Christine Vasilades, Jon Holmes, Eric Gladhill, Erik Bergdale, L & H Mechanical's Jake Plank, Holly Marshall and Joan Stremmel

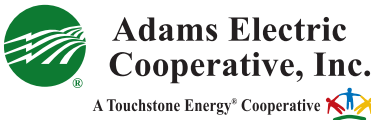


Holiday Jackpot Raffle Party | December 6



Holiday Jackpot Raffle Party | December 6

SPECIAL THANKS TO OUR SPONSORS:



CHAMBER EVENTS

JANUARY 1

New Year's Day | Chamber Office Closed

JANUARY 8

Executive Committee | 7:30 a.m., Chamber Office

JANUARY 10

Governmental Affairs Committee | Noon, Gettysburg Eddie's

JANUARY 17 - REGISTRATION OPEN

Membership Mixer | 5-7 p.m., Adams County Arts Council co-hosted with Aura Integrative Medicine Clinic and Misfit Interactive
FREE | gettysburg-chamber.org

JANUARY 21

Martin Luther King, Jr. Holiday | Chamber Office Closed

JANUARY 24

Board of Directors | 7:30 a.m., Adams Electric Cooperative Inc.

JANUARY 29 - REGISTRATION OPEN

County Connections Luncheon | 11:30 a.m.-1 p.m.
East Berlin Area Community Center
\$22/member | gettysburg-chamber.org

COMMUNITY EVENTS

JANUARY 11-27

Avenue Q
Gettysburg Community Theatre
717.334.2692 | gettysburgcommunitytheatre.org

JANUARY 12

Family Cooking Class | 1:30 p.m.
Hollabaugh Bros., Inc.
717.677.8412 | hollabaughbros.com

JANUARY 19

Nicaragua Night Auction & Dinner | 4:15 p.m.
Gettysburg College Field House
717.337.6490 | gettysburg-leon.org

JANUARY 25

Dancing with the Local Stars | 7 p.m.
Majestic Theater
gettysburgmajestic.org

JANUARY 26

Ladies' Winter Tea | Noon
Hollabaugh Bros., Inc.
717.677.8412 | hollabaughbros.com



Join us for **LUNCH**

at East Berlin Area Community Center
Tuesday, Jan. 29

11:30 a.m. | Registration &
Hot Lunch

FirstEnergy

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Cost is \$22 (future member \$32)



RSVP by Jan. 22 to 717.334.8151 or
info@gettysburg-chamber.org.



Membership Mixer

Thursday, January 17 | 5-7 p.m.
Adams County Arts Council, Gettysburg

Mix and mingle with the local business community and meet two small business owners/woman entrepreneurs in a relaxed atmosphere. Enjoy light refreshments while you learn about the services of:



Aura Integrative Medicine



REGISTER AT
GETTYSBURG-CHAMBER.ORG

INCOMING BOARD MEMBERS

Please join us in welcoming the following new board members, beginning their three year terms in January 2019:



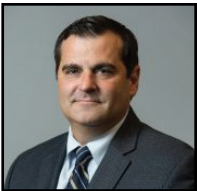
Chris Bigger,
Littlestown
Area School
District

Isaac Bucher,
Mister Ed's
Elephant
Museum
& Candy
Emporium



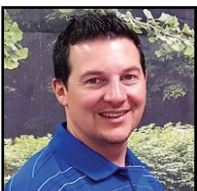
**Attorney
Todd King,**
Salzmann
Hughes P.C.

**Bill
Shoemaker,**
Brown and
Brown of PA



**Wes
Warehime,**
Aero Energy

Shawn Wilson,
PennCares
Support
Services



NEW MEMBERS

ProForm DJs

Adam Bennett
166 Early Ave.
Gettysburg, PA 17325
717.978.0435
info@proformdjs.com
proformdjs.com
Events & Meetings – DJ Entertainment

Santa Jimmy Claus

James H. Brison, Sr.
P.O. Box 359
Blue Ridge Summit, PA 17214
717.387.5507
Jimmyclaus1@gmail.com
AllOccassionSanta.com
Events & Meetings – Entertainment

Please join us in welcoming these businesses to the Gettysburg Adams Chamber of Commerce. They join you in our collective effort to enhance the economic climate for businesses in Adams County. You are encouraged to reach out to these and other fellow members for your business needs.

MEMBER RENEWALS

50-59 Years

Crouse Electric Co. LLC
Monahan Funeral Home

40-49 Years

Best Western Gettysburg Hotel

30-39 Years

Hockley & O'Donnell Insurance
Agency
Knight Builders, Inc.
Knouse Foods Cooperative, Inc.
Mummert's Auto Sales
New Enterprise Stone & Lime Co., Inc.
Town and Campus Hair Care, Inc.

20-29 Years

Americana Souvenirs & Gifts
Belco Community Credit Union
Bermudian Springs School District
Brown, Mary W.
Frantz Plumbing, LLC
Gettysburg Cancer Center
Gettysburg College
Gettysburg Group Reservations
Gettysburg Heritage Center
Gettysburg National Military Park
H.A.R.T. Center
Mission of Mercy

20-29 Years Cont.

Myers Electrical Repairs
Quality Inn Gettysburg Battlefield
RLH CPAs & Business Advisors, LLC
The Horse Soldier
Tigrett Leadership Academy
Upper Adams School District
Zeigler Bros., Inc.

10-19 Years

Aero Energy
DL3 Systems LLC
Gene Latta Ford Inc.
Mister Ed's Elephant Museum &
Candy Emporium
New Oxford Mechanical Services &
Adams County Truck Repair
Outlet Shoppes at Gettysburg
Village Book and Table

5-9 Years

Adams County Christian Academy
GBM Associates, dba SAGR Products

1-4 Years

Brown, Darlene A.
Donna L. Walker Realtor
Gettysburg Area Recreation
Authority



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We're not typical electric utility workers. We work for a local not-for-profit cooperative. The 32,000 member-owners in Adams, Cumberland, Franklin, Perry and York counties are our top priority. We do what it takes to keep the lights on and help our members save energy. Adams Electric Cooperative: Owned by Those We Serve. To learn more, visit adamsec.coop.



THE PEOPLE
BEHIND
THE **POWER**

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