CCCBI Welcomes House Majority Leader, Mike Turzai

Join us as we welcome Representative Mike Turzai to Chester County. In a historic vote on March 22, the House passed HB 790 on the privatization of the liquor store system in a long fought battle led by Representative Turzai. At this event, hear what this means to consumers and to the Commonwealth and the next steps as the bill is discussed by the Senate.

Mike Turzai hit the ground running as soon as he was elected state representative for the 28th District, representing communities in the North Hills of Allegheny County, in 2001. He quickly emerged as a common sense, principled leader promoting fiscal responsibility, economic competitiveness and professional integrity.

He was re-elected by the House Republican Caucus to serve as the majority leader for the 2013-2014 session. As majority leader, Turzai speaks on behalf of his caucus on the House floor, leads discussion and debate on major issues, plans the voting calendar and promotes the legislative agenda of his caucus.

He has focused his efforts on standing up for hard-working families and making Pennsylvania more competitive for businesses and job creators. He has pushed hard to control government spending so we can reduce taxes on families. He has led the efforts to bring more openness to government with PennWATCH, which gives citizens unprecedented access to information on the state budget, revenues, spending and workforce.

Representative Turzai continues to spearhead efforts to improve the state’s jobs environment, reducing the debt, reforming borrowing programs, and crafting for the third straight year, an affordable, sustainable and responsible state budget. In addition, he is also the leading advocate for privatizing the state-owned liquor store monopoly in Pennsylvania.

Lunch and Conversation with House Majority Leader Mike Turzai
Thursday, May 30th
11:30 am - 1:30 pm
Hershey Mills Golf Club
401 Chandler Dr West Chester, PA 19380

Advocacy Pioneer Sponsors:
Endo Health Solutions, Gawthrop Greenwood, PC
Lamb McErlane, PC, WSFS Bank

Advocacy Supporter Sponsors:
Buckley, Brion, McGuire, Morris & Sommer, LLP,
DNB First, Hankin Group, Independence Blue Cross, JAECO Fluid Systems, Inc., Kreischer Miller,
UPS, Wells Fargo

Proudly presented by:
Advocacy Founder Sponsor:

AQUA
Exelon Generation
From the President
From my desk to yours...

As I sit at my desk surrounded by donations for our Foundation Gala and Auction, I am reminded of the generosity of our members. All year long members give of their time, talent and money to provide resources so we can advocate for business, provide opportunities to connect and provide a forum to learn about the community and develop our skill set to succeed in our jobs.

As everyone knows, the culture of giving begins at the top of an organization. This is no different here at our Chamber. Our board of directors does not idly sit back and hope that work gets done. They actively attend events, provide guidance and spread the good word about the Chamber. They also “walk the walk” and provide significant funding for our Chamber through their memberships and sponsorship support. Thirty five percent of the Chamber’s budget is funded by our Board. This is 40 members of an 800 member organization supporting 35% of the budget....very impressive!

I share this for two reasons; first to recognize the leadership of the Chamber and express our deep appreciation for their serious commitment to the business industry in Chester County. And second; to show our members that our board leads by example. Their generosity leads the way for this Chamber to have a significant impact on our business environment.

“As we try to grow our organization we are going to need to spread the support more widely.”

We ask our members to consider any or all of the following:

1. Attend an event, or better yet additional events this year. Bring a guest or two; let us help you entertain your clients.
2. Refer a prospect, a future member to the chamber. Imagine, if every member provided us with one prospect how much stronger we could be as a “chamber of influence”.
3. Spread good news about your involvement with the chamber. Help plant a seed for our future.
4. Find a place to serve...on a committee, as a guest writer, as an expert to use as a resource for training and information.
5. Like us on Facebook, engage in a LinkedIn discussion, “check in” at an event through social media. Tweet about a program/event you are attending.

It really doesn’t matter how big your business is. There is something for everyone. Your involvement, collectively with others, has an amazing impact on this organization. Why else would we have 200 active committee members helping to shape our Chamber and ultimately the environment for businesses to succeed?

This is your Chamber! Let’s all challenge ourselves to do one or more of the activities mentioned above and help our board of directors by participating and showing the appreciation we have for their leadership. There is strength in numbers, help us grow!

Click here for our Board of Directors.
Upcoming Events

May

Wednesday, May 1
Let’s Talk Business - Conversations with Leadership
CCCBI Headquarters
8:30 a.m. - 9:30 a.m.

Wednesday, May 8
Educational Improvement Tax Credits: Positively Affecting Your Bottom Line
CCCBI Headquarters
8:00 a.m. - 9:00 a.m.

Thursday, May 2
Luncheon with Governor Tom Corbett
Chester Valley Golf Club
11:30 a.m. - 1:00 p.m.

Friday, May 10
Chick-Fil-A Leadercast
The Desmond Hotel & Conference Center
8:00 a.m. - 4:30 p.m.

Monday, May 13
Congressman Pitts Talks Affordable Care Act
CCCBI Headquarters
1:00 p.m. - 2:30 p.m.

Tuesday, May 14
Worksite Wellness Informational Luncheon
CCCBI Headquarters
11:30 a.m. - 1:00 p.m.

Wednesday, May 22
Let’s Talk Business - Conversations with Leadership
CCCBI Headquarters
8:30 a.m. - 9:30 a.m.

June

Wednesday, June 5
Business After Hours
AVE Downingtown
5:00 p.m. - 7:00 p.m.

Thursday, June 13
Let’s Talk Business - Conversations with Leadership
CCCBI Headquarters
8:30 a.m. - 9:30 a.m.

Thursday, June 20
Prospective Member Orientation Luncheon
CCCBI Headquarters
12:00 p.m. - 1:15 p.m.

Thursday, June 27
In the Loop
CCCBI Headquarters
7:30 a.m. - 9:00 a.m.

Click Here for a full calendar of events.
To register online go to www.cccbi.org

Let us Pay You Back

That’s right! Pay your annual investment prior to the due date and you will be entered into a drawing to win $100 in Chamber dollars to be used within the year for any program, event, sponsorship or advertisement. You will automatically be entered into the drawing when we receive your renewal payment in advance of the due date (we just love those members!). We will also recognize our monthly winners in an issue of The Voice, giving your company added exposure to our membership.

The Winner for April is: Computertots
Spring is in Full Swing

Join the Chester County Chamber of Business & Industry as we host our second Annual SummeGolf League. Travel throughout Chester County to experience the following golf venues: Honeybrook Golf Course, Wyncote Golf Club, Radley Run Country Club, Hartefeld National Golf Club, Hershey Mills Golf Club, Concord Country Club, Penn Oaks Golf Club, and Applecross Country Club. Each night includes 9-holes of golf. We will kick-off opening night with a party afterwards, where we welcome you to enjoy snacks and drinks after playing your round. Continue to golf throughout the summer and don’t forget to keep your scorecards! We end the league with a final “ceremony” over drinks and hors d’oeuvres in which various awards are given.

Complete Summer League Package includes:
Access to both the kick-off party and final ceremony and all 8 nights of golf, opportunity to interchange players throughout the summer,** entrance into league competitions with end of season prizes

** Can’t make it to every night of golf? The Complete Summer package offers the opportunity to interchange players through-out the summer. Buy for your company and change players every week or send a friend who you owe a favor.

Member Price: $450
Non-member Price: $600

Half Summer League Package includes:
Access to either the kick-off party or final ceremony.

Member Price: $250
Non-member Price: $400

2013 Summer Schedule

Wednesday, May 29th
Kick-Off Party
Honeybrook Golf Course
1422 Cambridge Rd.
Honeybrook, PA

Monday, June 3rd
Wyncote Golf Club
50 Wyncote Dr.
Oxford, PA

Tuesday, June 11th
Radley Run Country Club
1100 Country Club Rd.
West Chester, PA

Monday, July 1st
Hartefeld National Golf Club
One Hartefeld Dr.
Avondale, PA

Tuesday, July 16th
Hershey Mills Golf Club
401 Chandler Dr.
West Chester, PA

Tuesday, August 6th
Concord Country Club
1601 Wilmington Pike
West Chester, PA

Tuesday, August 13th
Penn Oaks Golf Club
150 Penn Oaks Dr.
West Chester, PA

Thursday, August 29th
Final Ceremony
Applecross Country Club
170 A Zynn Rd.
Downingtown, PA
Congressman Pitts to Discuss the Affordable Care Act

On Monday, May 13 at 1:00 p.m., U.S. Congressman Pitts (R-PA) will join us for a roundtable discussion on the Affordable Care Act (ACA) and its impact on business. Intended to be a small group discussion with the Congressman, members will learn about the timeline for the implementation of the various parts of the ACA; specifically, how it will impact businesses and their employees. The roundtable will be held at the Chamber and space is limited to the first 30 registrants. Please contact Joan Crouse, 610-725-9100 to reserve your seat if you’re interested in attending.

Chick-Fil-A Leadercast - Limited Tickets Available

The Chester County Chamber of Business & Industry and the Chester County Economic Development Council have joined forces again to host the popular Chick-Fil-A Leadercast. This one-day leader development event is broadcast LIVE from Atlanta, Georgia on May 10th to hundreds of sites throughout the nation, including The Desmond Hotel & Conference Center.

Speakers for this year’s event include:

- Jack Welch, Former Chairman and CEO of General Electric
- Andy Stanley, Best-selling leadership author and communicator
- Mike Krzyzewski, Head men’s basketball coach, Duke University and Team USA
- John Maxwell, Best-selling author and leadership expert
- Dr. Henry Cloud, Best-selling author and leadership consultant
- LCDR Rorke Denver, Navy SEAL and star of the 2012 movie Act of Valor
- Sanya Richards-Ross, 2012 London Olympic gold medalist, track & field
- David Allen, Best-selling author of Getting Things Done and productivity expert
- Condolezza Rice, Secretary of State (2005-2009), via exclusive Simply Lead video interview

This year our program will focus on the idea of simply leading. Our lives are full of things that we think will grow our businesses and increase our influence. What if there was potential impact in simplifying our lives so that our leadership could thrive? Leading in a complex world requires simplicity to cut through the clutter. This diverse group of internationally-acclaimed authors, leadership experts and practitioners will share insights to help leaders learn how to Simply Lead.

Don’t miss your opportunity to connect with local business leaders and access the knowledge and experience of world-renowned leaders. For more information about Chick-fil-A® Leadercast®, visit www.cccbi.org or contact Danielle Vetter.

Event information:
Friday, May 10, 2013
8:00 am- 4:30 pm
The Desmond Hotel and Conference Center
1 W. Liberty Blvd., Malvern, PA
Senator John Rafferty Unveils his Transportation Funding Plan

The long awaited transportation plan titled “The Bridge to Pennsylvania’s Future” was announced on April 16th with a throng of supporters, both in the legislature and in business and labor. Senator John Rafferty, Chairman of the Senate’s Transportation Committee, detailed the proposal that was the product of months of work and negotiation. This comprehensive plan raises new revenues through uncapping the Oil Company Franchise Tax and raising fees and penalties on drivers in Pennsylvania. It proposes increasing the level of investment in Pennsylvania’s infrastructure by $2.5 billion. The Senator was joined at the announcement by Senate Majority Leader Dominic Pileggi and Department of Transportation Secretary Barry Schoch.

Rafferty’s plan would spend approximately $700 million more than Governor Tom Corbett’s proposal. While sharing the same funding concept with uncapping the Oil Company Franchise Tax, the plan differs widely from the Governor’s by proposing increased fees and penalties.

What no one disputes is the need for increased investment in the Commonwealth’s roads and bridges. There are currently 4,000 structurally deficient bridges across Pennsylvania. The inability to use these bridges impacts commerce, agriculture and of most importance—public safety. Furthermore, 9,200 roadway miles are in poor condition. Without new levels of investment, the number of miles rated poor will almost double by 2017. Pennsylvania can no longer afford the slow and inevitable degradation of its infrastructure.

If the plan becomes law as it is currently proposed, it will provide the following funding by year five:

- Approximately $1.9 billion for Pennsylvania’s state and local highways and bridges.
- Approximately $510 million for the 36 urban and rural transit agencies.
- Approximately $115 million for rail, airports, ports and bicycle and pedestrian programs.

The proposal as introduced on April 16th will become Senate Bill 1. It enjoys bi-partisan support from the outset and the presence of Sec. Shoch at the press conference indicates a willingness of the Administration to negotiate. It will still face obstacles as the details are worked out. Many political observers wonder aloud about the vote in the House where many Republican members have made no tax pledges. This latest proposal joins liquor privatization and the pension reform issue as another large and complex issue for legislators to consider this spring and summer.

Keep checking in to upcoming issues of Legislatively Speaking for updates on this important legislation or visit the member advocacy center at www.cccbi.org
On The Scene...
View, like and share our photos on our facebook page!

2013 Women-in-Business Dinner

Networking at the Women-in-Business Dinner

Abha Kumar (front row, left) gave the Keynote Address at the Women-in-Business Dinner

From left to right; Terence Farrell, Kathy Cozzone, Joan Walsh, Donna Urian, Kim Engstrom, Denise Werkley, Mike DeHaven.

Kim is the 2013 Female Business leader of the year. Joan Walsh (2011) and Donna Urian (2012)

WIB Committee member, Michele Thackrah and guest AJ Thackrah

Mike DeHaven, Duane Milne, Kristen LaDow
Youth leadership group visits Harrisburg as part of YLP Government Day.

Left - Representative John Lawrence provides a tour of the Capitol to our YLP students.

Congressman Gerlach meets with area manufactures at a Manufacturer’s Roundtable hosted by the Chamber and the Chester County Economic Development Council.

From left to right; Nancy Keefer (CCCBI), Congressman Jim Gerlach and Gary Smith (CCEDC).
Meet Your Board
May Edition

Name: Sassan S. Hejazi
Title: Director
Company: Kreischer Miller

50 Word Description of Company:
Kreischer Miller is a leading independent accounting, tax, and advisory firm that has served the region since 1975. Our people are leaders in accounting and business and we are passionate about helping our clients achieve their goals. Our team members strive to provide our clients with a unique point of view, industry expertise and thought leadership.

What is the best leadership/management tip you have received?
Hire the best, empower them, good things would happen!

If you were not in the position you currently hold, what would you be doing?
Support and participate in regional and international development projects through organizations such as Rotary International.

What is one thing that you are willing to share that one might not know about you?
Enjoy small gatherings, stimulating conversions with good wine and food.

What is your favorite quote?
If it is not broken, break it!

Let’s Talk Business

Want to meet a small group of members? Enjoy sharing your story with other business owners and the leadership of the Chamber? Knowing your input will help shape future programming for the Chamber?

Then please come by our office for an informal dialogue with our Chamber President and a few members of our Board of Directors as part of our Let’s Talk Business Series.

These small round tables offer you the opportunity to connect with at least 10 other businesses in the room and learn about them, while enjoying a cup of coffee and some light refreshments. We also gain a better understanding of your business or organization so we can better connect you with potential clients and/or solutions to issues that may be impacting your success.

Sessions are limited in size to allow for open dialogue and are for our members only as a value added benefit of their membership investment. Because we are trying to reach as many of our members as possible, your attendance is limited to one session during the year.

There are only two sessions left in this current series, May 22 and June 13. All meetings are held at the Chamber from 8:30 a.m. - 9:30 a.m. Contact Joan Crouse, 610-725-9100 to reserve your seat at one of these sessions or ask to be put on a list to get an advance notice of the next series.
It is hard to believe that we are now planning for the year-end celebration of the 2012/2013 Youth Leadership Program.

The Chester County Chamber Foundation is the charitable arm of the Chester County Chamber of Business & Industry. The Foundation works to enhance the quality of life throughout Chester County. Our focus is on education, workforce development, youth development and leadership programs ensuring higher levels of achievement, furthering basic skills, enrichment, promoting professional development and encouraging the pursuit of higher education.

One example of our desire to develop a program that will have an impact on the future of our community is the Youth Leadership Program (YLP). YLP teaches leadership skills to county high school students while providing opportunities to develop lasting relationships with current business and community leaders. Juniors and seniors in Chester County high schools are invited to apply for admission into the yearlong leadership training program. YLP is unique in that it actually allows the students to obtain first hand experience observing and interacting with business leaders in their own community and focuses on getting students job-ready as well as college ready. Part of each session is devoted to working on the soft skills needed for success in life.

As guests of the Chester County Chamber, students were given the opportunity to network with business people from across the region. Speakers from all different backgrounds and disciplines share their stories and experiences at themed program days. We believe that through these experiences students will start to develop a plan for their future success as leaders, that they will develop a strong desire to remain in Chester County after their formal education, and contribute to the quality of life here.

Highlights of the year included an etiquette luncheon with Lisa Richey hosted by Penn Oakes Country Club, a tour of QVC, a day at Bryn Mawr Rehab, a tour of CTDI and a trip to Harrisburg sponsored by Representative John Lawrence with lunch hosted by the Pennsylvania Manufacturing Association. James Logan of 360 Feedback-Solutions conducted self-awareness and leadership sessions. The students heard from James Bohnaker of Moody’s Analytics, and Mark Dierkes of Drexel University. Each day featured interesting, enthusiastic speakers, knowledgeable and passionate about their chosen fields. These speakers included: Dan Uzupis of Schultz Technology Solutions, Cynthia Ericson of Ericson Strategic Marketing Solutions, Derek Fiorenza of Fiorenza Food for Friends, Pam Lathbury of Conneting Your Family, Kevin Bruton of Purple Picnic People, Kevin Rothwell of Rothwell Document Solutions, Ron Strobel of VideoNet, Inc. and Steve Kirschner of Advanced GeoServices. The students also participated in Comcast Cares Day with Jen Boyett.

On May 16, our 2013 Youth Leadership Students along with their parents, supporters and sponsors will gather at Radley Run Country Club in West Chester, for a wonderful celebration dinner. We will be celebrating the past year and also celebrating the promise and hope these bright young leaders possess for the future of Chester County.

Spring is the time for celebrations and the Chester County Foundation has much to celebrate. If you would like to join for our celebration or would like more information on YLP please feel free to contact Marianne Martelli at the Chamber.
Understanding the Workplace
Generational Divide – Part I

By Rich Lukesh

According to some surveys, over 50% of the workforce in the U.S. will be comprised of the generation known as millennials by the year 2020.

What does this mean for the workplace of the future and for employee commitment and engagement?

Today’s workforce is comprised of 5 groups:
Traditionalists: born 1922 to 1943
Baby Boomers: born 1944 to 1960
Generation X: born 1961 to 1984
Generation Y: born 1985 to 2000 (i.e., millennials)
Generation Z: born after 2000

Experts have noted that this is the first time in history when five distinct groups who grew up with different environmental influences are working together.

The challenge for managers is to create a productive work environment considering the differing values and needs of these generational segments.

There is an old saying that “Childhood is what we spend the rest of our lives trying to overcome.” In essence, this saying is simply a reflection of the fact that our environment in our formative years heavily influences our adult life.

The question for companies is, “What are those influences that impact the working lives of our employees?”

This article is the first in a series of three articles that will take a look at the influences on each of the five generations and ways companies can capitalize on these influences to produce high performance work environments.

Traditionalists:
This generation typically views work as an obligation. They respect authority, understand “belt-tightening” measures, and take pride in doing quality work and putting in a “full day.”

Compelling messages from their formative years:
- Sacrifice
- Be heroic
- Be patient
- Build for the long-term,
- Make do or do without,
- Consider the common good,
- All shall come to he who waits.

Seminal events as this generation grew up:
- The Stock Market Crash
- The Great Depression
- World War II.

Continued on page 12
Baby Boomers:
This generation is often stereotyped as extremely focused on work. However depending on the source, this generation is also characterized by a rejection and redefinition of traditional values and the counterculture of the 1960s. As members of today’s workforce, Baby Boomers possess a strong work ethic and a desire to contribute and be recognized for their efforts.

They were the first generation to grow up genuinely expecting the world to improve with time. They received peak levels of income and had the privilege of a "midlife crisis."

Compelling messages from their formative years:
- Change the world
- Work well with others
- Be anything you want to be.

Seminal events as this generation grew up:
- Vietnam
- Woodstock
- Civil Rights
- Moon Landing
- Birth control pills
- Transistor radios and TV.

The next article will take a closer look at Gen X, Gen Y, and Gen Z. The final article will tie all these together with a prescription for improving organizational performance.

Richard Lukesh is a Managing Partner of Your Part-Time HR Manager, LLC. Your Part-Time HR Manager provides on-call and part-time on-site Human Resource services to organizations that do not need a full-time HR Manager. 610-321-2011 www.YourPartTimeHRManager.com

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**Welcoming the Chamber’s Newest Members**

Joined between March 30 & April 30, 2013

<table>
<thead>
<tr>
<th>Company</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>AB Industrial Equipment Company</td>
<td>Thomas D. Bowen (610) 269-5791</td>
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<tr>
<td>AdGlobal360, Inc</td>
<td>Mandeep Singh (888) 665-8661</td>
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<tr>
<td>Applied Bank</td>
<td>John Camero, Ill (302) 326-4200</td>
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<tr>
<td>Empowering Humanity One By One</td>
<td>Julienne MBuy (610) 873-1268</td>
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<tr>
<td>Ericson Strategic Marketing Solutions, LLC</td>
<td>Cynthia Ericson (610) 505-3503</td>
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<tr>
<td>G &amp; K Services</td>
<td>Max Stephens (610) 732-0251</td>
</tr>
<tr>
<td>Gateway Search Associates</td>
<td>Mike J. McKnight (215) 375-7149</td>
</tr>
<tr>
<td>Indian Springs Day Camp</td>
<td>Michael Mackrides (610) 827-9444</td>
</tr>
<tr>
<td>Jimmy Davis Catering</td>
<td>Jim Davis (610) 692-2438</td>
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<tr>
<td>Lawrence Agulnick, LLC</td>
<td>Larry Agulnick (610) 513-9446</td>
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<tr>
<td>Personal Advocating &amp; Consulting, Inc.</td>
<td>Jacquelyn M. Evans (610) 345-5168</td>
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<tr>
<td>Pinnacle Eye Care</td>
<td>Jason Savochka (484) 318-7851</td>
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<tr>
<td>Rainbow International of Chester County</td>
<td>Kevin Stauffer (610) 910-4077</td>
</tr>
<tr>
<td>Sovereign Santander</td>
<td>Kathleen Rosano (610) 526-6217</td>
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<tr>
<td>State Farm Insurance</td>
<td>Debbie Jones (703) 218-0540</td>
</tr>
<tr>
<td>Therapeutic Muscle Solutions</td>
<td>Derek Somerville (484) 682-4442</td>
</tr>
<tr>
<td>Wyndham Hill Consulting LLC</td>
<td>Candace Heining (717) 368-5649</td>
</tr>
</tbody>
</table>
Member Spotlight

Name: Justin Chan, Valley Creek Productions

Description of your company:
We are a video production company specializing in weddings, events and corporate projects. Our team prides itself on a high level of professional service and strong attention to detail. We were voted one of the top three videographers in Philadelphia by Philly HOT LIST from 2010 - 2012 and were the winners of WeddingWire’s Brides Choice Award from 2011-2013.

Why did you join the chamber?
I joined the Chamber in 2012 so I could connect and do business with other successful companies in the area. Chester County has been my home since birth and our company enjoys buying from and partnering with companies based close to home.

If you were not in the position you are currently in what would you be doing?
Video production has always been my passion for as long as I can remember. If I wasn’t running my own business I’m sure I’d be doing some type of production work.

What is the most important lesson you have learned in business?
Networking with other local professionals needs to be a part of any successful marketing plan.

Are there any other community activities that you are involved in?
Our company is actively involved with the Greater Philadelphia Videographers Association, a non-profit group of professionals dedicated to providing educational and networking opportunities for the Philadelphia video community. I am currently the president of the organization and I give a lot of my time organizing meetings, networking events, and educational seminars.

Workplace Wellness and Business Success

The Healthcare Shared Interest Group (SIG) of the Chester County Chamber of Business & Industry will be hosting an informative luncheon on Wellness Programs in the Workplace on Tuesday May 14, 2013 from 11:30 am – 1:00 pm at the Chamber Headquarters.

Sponsored by the YMCA of the Brandywine Valley, the luncheon will feature a panel of experts who will provide you with the tools necessary to begin a Wellness Program in your business. The Chester County Health Department will present you with a toolbox of step by step instructions and information on help available to start your program. The other two panelist will share their expertise through real life success stories of how they have implemented successful programs.

Presenters:
- Irene (Bunny) Shetron, Health Educator, Chester County Health Department
- Linda Raileanu, RN MM/PA, BSN, Genuine Healthcare Resources LLC
- Shanita Washington, BSN Occupational Health Nurse, SABIC Innovative Plastics

Benefits of Implementing a Wellness Program in Your Business

Did you know...?
- People who work for companies which offer wellness programs are more loyal to the company because concern for the employee becomes clearly communicated.
- Participation in wellness programs have been shown to reduce illness and absenteeism among employees.
- Section 2705 of the Affordable Care Act includes “Wellness Incentive” provisions.

Cost of the event is: Chamber members are invited as our guests, Future Member cost: $15.00.
To register for our luncheon or for additional information please contact: Marianne Martelli at 610-725-9100.
Health Care Law 101

If your small business has employees, you should be aware of these important requirements imposed by health care law, beginning this year:

January 2013
Summary of Benefits and Coverage
Small employers sponsoring a health place are required to provide participants and beneficiaries with a summary of benefits and coverage (SBC) to help employees compare their health coverage options.

W-2 Reporting for Employer-Sponsored Coverage
Employers have to divulge the amount spent on their employer-sponsored health care coverage in Box 12 of IRS Form W-2

Medical Device Tax
A 2.3% excise tax on manufacturers and importers of certain medical devices is imposed.

Fewer Deductable Medical Expenses
New limits are placed on the amount of medical expenses an individual can deduct as an itemized deduction on his or her tax return.

Medicare Investment Tax
A 3.8% tax is imposed on net investment income (e.g., capital gains, dividends) for single taxpayers with a modified adjusted gross income (MAGI) of $200,000 or more and taxpayers filing jointly with a MAGI of $250,000 or more.

Late Summer 2013
Notification of State Exchanges
Employers will be required to provide a print notice with information about the state-run exchanges and an employee’s ability to shop for coverage there.

October 2013
Federal and State Health Exchanges Open
The new health exchanges are scheduled to begin open enrollment, enabling (1) individuals in the “individual health insurance market” to purchase coverage through an exchange, and (2) “small employers in the “small group market” to purchase a health plan through an exchange.

January 2014
Employer Mandate
Firms with over 50 or more full-time equivalent employees will be required to provide insurance to all full-time employees (and their dependents) or potentially pay a penalty. The penalty is triggered when a low-income employee is given a government subsidy and purchases insurance in an exchange.

Individual Mandate
All U.S. citizens and legal residents must purchase qualifying health coverage or pay penalties. For an individual, the penalty begins in 2014 at the greater of $95 or 1.0% household income.

Health Insurance Tax
Insurers will be hit with a health insurance tax (HIT). The HIT is a fixed-dollar amount distributed across health insurance providers: $8 billion in 2014, $11.3 billion in 2015-2016, $13.9 billion in 2017, and $14.3 billion in 2018.

Visit www.uschamber.com/health-reform for more information.

Emerging Leaders BBQ

The Emerging Leaders Group invites you to a different kind of networking event.
Third Annual Business After Hours Barbecue!

Come enjoy barbecue, beer, games, and a chance to connect with the region’s most active professionals.

Wednesday, May 22, 5:30 p.m. – 7:30 p.m.
Chamber headquarters, 1600 Paoli Pike, Malvern, PA 19355.

This event is FREE to Emerging Leaders members when you call ahead, $25 for future members (includes food and drink)! Join the Emerging Leaders group today to get the most value out of this once-a-year event.

Register at www.cccbi.org or contact Pat Hayakawa 610-725-910 for more information.
Meet Your Board

**Officers**
Chairperson of the Board, **Michael DeHaven**, CPA
Rainer & Company, Certified Public Accountants

Chairperson Elect, **Joel Frank**, Esq.
Lamb McErlane, PC

First Vice-Chairperson, **Timmy T. Nelson**, UPS

Treasurer, **Ken Goddu**, Fulton Bank

Immediate Past Chairperson, **Brian DiSabatino**, EDI Construction

Foundation Chairperson, **Joe Viscuso**, PE, LS*
Pennoni Associates, Inc.

**Vice Chairpersons**
Business Development Division
**Kristen LaDow**, M&T Bank

Membership Development Division
**Kevin Morgan**, Blue Moon Florist

Public Policy Division
**Timmy T. Nelson**, UPS

Special Events Division
**Louis Kupperman**, Esq.,
Obermayer Rebmann Maxwell & Hippel, LLP

Strategic Planning Division
**Bill Belknap**, aEoNRG, LLC

**Directors**
**Theodore J. Deligaizo**, Mainline Engineering, Inc.

**Michael Filli**, Aqua

**Thomas Filippone***, Devault Foods

**Dennis Fisher**, Longwood Gardens

**Chris Franklin-**Aqua

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**Chad Byers**, Brandywine Mergers & Acquisitions

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**Tommy Ciccareone**, Jr. Parkway

**Thomas Chiomento**, Exelon Generation, LLC

**Dale Krapf***, Krapf Bus Companies
**James Lee**, Wawa, Inc.

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