

E-REP

SEPTEMBER 2023

IMPACT

MONTHLY NEWSLETTER

BUSINESS |

POLICY |

COMMUNITY |

TALENT |

STRATEGY |



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evansville region

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**BELONG
HERE**

CHECK OUT THE EVANSVILLE REGION'S
REGIONAL MARKETING STRATEGY

INSIDE:

- CRG RESIDENTIAL BREAKS GROUND
- UNIVERSITY OF EVANSVILLE
- BERRY GLOBAL
- FIFTH THIRD BANK
- THE SIGNATURE SCHOOL
- ANNUAL MEETING & DINNER

NEW MEMBER PROFILE: B. LANAE SALON



EVANSVILLE
REGIONAL
ECONOMIC
PARTNERSHIP

CEO LETTER | READI INITIATIVE | NEW MEMBERS
TALENT EVV | NEWSMAKERS | MILESTONES | & MORE

www.evansvilleregion.com

A RIVER OF OPPORTUNITY

It's September which means E-REP's 3rd Annual Meeting and Dinner is just weeks away! As one of the largest business gatherings in our region, this event holds great significance. It is with utmost confidence that we say: Your presence and that of your organization are integral parts of our ongoing success story. Join in as we celebrate successes of the past year and look ahead to a new year of exciting plans, projects and possibilities. One of our region's greatest opportunities, the Ohio River, will be highlighted by this year's Keynote Speaker, Anna Cawrse, Sasaki's Principal in Charge for E-REP's Ohio Riverfront Visioning and Strategic Plan.

Anna is a visionary landscape architect and co-director of Sasaki's thriving Denver office. Her professional journey is one of inspiration, resilience and unwavering commitment to transforming the urban landscape into havens of natural beauty and communal harmony.

If you didn't meet Anna at one of the riverfront visioning sessions this summer, there's a chance you will in the years to come. She will be a common name in our community as she helps bring our region's visionary riverfront plans to tangible reality. An advocate of embracing nature within urban cores, Anna crafts bespoke solutions that are perfectly attuned to the unique context of each locale. Her pursuit of innovation is unwavering; she constantly seeks fresh perspectives to weave the delicate threads between urban spaces and the natural world.

However, what truly sets Anna apart is her unyielding dedication to community involvement. In every endeavor, she fosters an inclusive approach that welcomes the voices of those who call these spaces home. With a keen ear to the pulse of both present and future needs, Anna's designs mirror the aspirations of the communities they serve, fostering a legacy of shared dreams brought to life.

As we stand at the cusp of new horizons, Anna champions the transformative power of design rooted in community and sustainability. Her narrative is one of hope, reminding us that every corner of our region can flourish as vibrant, living testaments to nature's embrace and human connection.



TARA BARNEY
CEO, E-REP

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CEO, E-REP



The Signature Investors are the voice of business in the Evansville Region. This select group of Evansville Regional Economic Partnership (E-REP) Stakeholders guides E-REP's mission and priorities, its affiliates and its lines of work. It drives the Region's greatest opportunities for progress and addresses significant community challenges.

Above all, this leadership investment affords E-REP the capacity to employ and retain a high-quality staff to execute the work of the organization and to ensure that it has sufficient resources to provide leadership for the Region's greatest opportunities.

THANK YOU!



EVANSVILLE REGIONAL BUSINESS COMMITTEE



SO MUCH TO SEE WITH

In the heart of the Midwest lies a region with a rich history and a vibrant future – the Evansville, IN Region. Known for its warm hospitality and strong sense of community, the Evansville Region is taking a bold step to attract and retain talent with its “Belong Here” campaign, powered by the “e is for everyone” brand. This exciting initiative is set to revitalize the region and foster a sense of belonging among both current residents and newcomers. Funded by the READI initiative, this Regional Marketing Strategy is being driven by the E-REP Marketing Team alongside Blackstrap Media as the agency partner. Get ready to be inspired as we delve into what this campaign has in store for the community!

Billboards: Your Welcome Mat to the City

First impressions matter, and the Evansville Region is making sure it leaves a lasting one. The “Belong Here” campaign is adorning billboards strategically placed around the region. These billboards serve as a warm welcome to visitors and newcomers, emphasizing that everyone has a place in the Evansville Region. They showcase the region’s vibrancy, making it clear that here, everyone truly does belong.

Bus Wraps: Connecting with Future Leaders

As part of the campaign, bus wraps featuring the “Belong Here” message will be rolling onto the streets of Evansville. These wraps are not just eye-catching, they serve as a connection to the future. Specifically designed for University of Southern Indiana (USI) students, they emphasize that young talent is valued and encouraged to become a part of the community. These mobile messages reinforce the idea that the Evansville Region is a place where dreams can come true.

Targeted Digital Ads:

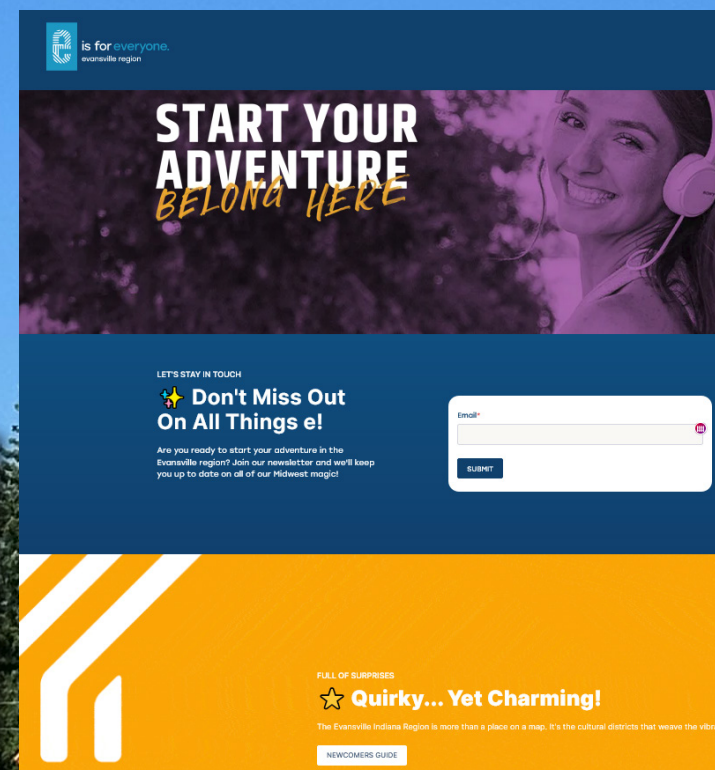


Meeting You Where You Are

In our digital age, it’s essential to reach people where they spend their time – online. The “Belong Here” campaign is leveraging the power of targeted digital ads. Whether you’re scrolling through social media, reading local news or searching for job opportunities, you’ll encounter messages that echo the campaign’s theme. These ads are designed to not only attract talent but to resonate with those who call the region home already, reinforcing their sense of belonging and pride.

An Online E-Store: Wear Your Pride

What better way to show your pride in Evansville and the “Belong Here” campaign than with merchandise? An online e-store offers a wide range of products featuring the campaign’s branding. From T-shirts to fanny packs and more, these items will allow you to wear your love for Evansville on your sleeve, quite literally. Even better, a portion of the proceeds will go back into initiatives that support the community and promote inclusivity. Visit shop.eisforeveryone.com to view our catalog of e!



e-stories

We know that the best way to attract newcomers is through telling our authentic story. That’s why we have enlisted the cinematic expertise of Blackstrap Media to help showcase 15 local residents and the story of why they call the Evansville Region home. From boomerangs to lifelong locals, the stories paint a true representation of the Evansville Region in hopes that the viewer can see themselves here. The stories are released bi-weekly in the e-newsletter, and can be viewed on the website at eisforeveryone.com/stories/people.

e-newsletter

Speaking of e-newsletters! The campaign just launched a newsletter to keep the community informed of new developments, upcoming events, and a featured e-story. Sign up today to stay in-the-loop with all things e! belonghere.eisforeveryone.com/be-the-momentum

Evansville’s “Belong Here” campaign is a beacon of positivit-e, designed to not only attract fresh talent but also to strengthen the bonds of the community. Billboards, bus wraps, digital ads, e-stories, e-newsletters and an e-store with merchandise are just a glimpse of what’s in store for this welcoming region. The Evansville Region is sending a clear message: everyone, regardless of their background or origin, has a place in this community. With open arms and a warm embrace, the Evansville Region is ready to welcome you home. Join the movement, because in the Evansville Region, you truly do belong here.

✦ The Evansville region is more than a place on a map, it's a community where your ideas can take root and your dreams can flourish.

👉 Say yes to the Midwest magic and be the momentum that shapes our community at <https://belonghere.eisforeveryone.com/be-the-momentum>

#BelongHere #BeTheMomentum #eisforeveryone #Evansvilleregion #EvansvilleIndiana #evv





CRG RESIDENTIAL BREAKS GROUND ON \$45 MILLION COMMUNITY FOR PROMENADE MASTER DEVELOPMENT



CRG Residential and the City of Evansville recently broke ground on a \$45 million residential development at the corner of North Burkhardt and Oak Grove roads. This community, “Promenade Flats,” will be included in the Promenade Master Development, creating a walkable environment connected to the YMCA, Fresh Thyme, and various restaurants and retail.

“Today marks a monumental step forward for our community as we break ground on the Promenade Flats. This project is more than a building; it symbolizes Evansville’s progress and our commitment to enhance the quality of life,” Evansville Mayor Lloyd Winnecke said. “Our partnership with CRG Residential dates back to the successful completion of the Post House project, and this new venture reflects our shared vision of creating a more vibrant city.”

Promenade Flats will include 220 premium apartments and sought-after amenities including a dog park, heated saltwater resort pool, package delivery system, valet trash service, private garages, and secured building access. Construction begins this month with plans for move-in ready units in the summer of 2024 and project completion in 2025.

“We are enthused about the opportunity to partner again with the city on another CRG Residential project here in Evansville,” CRG Residential CEO Chris Reid said. “This newest development builds on the success we experienced at Post House, completed in 2020. We are grateful for this partnership with the city that has yielded positive results for members of the Evansville community.”

Financing for the project is provided by First Financial Bank, in addition to \$2.5 million from the Indiana Economic Development Corporation’s READI award.

“With our community vision called Talent EVV as our guidepost, we are building a nationally recognized place to call home, and projects like the Promenade Flats are making our vision a reality,” said Tara Barney, CEO of E-REP. “We are thrilled to continue the partnership with CRG Residential that brought us the Post House and creates new vibrancy for our community.”

This project marks the ninth luxury development in the state of Indiana in CRG Residential’s portfolio.



Let’s welcome b. lanae salon & spa as a new member of the Evansville Regional Economic Partnership. b. lanae salon & spa is located at 12101 Hwy 41 N, Suite A in Evansville and can be reached by calling 812-626-0044 or online at b.lanaesalon.com. Read on as Brittany Carson, Founder, tells us about b. lanae salon & spa.

Tell us about b. lanae salon & spa and the services you offer.

b. lanae salon & spa provides the following services: hair - nails - skin - waxing - barber services - personalized spray tanning - microblading - IV therapy - botox - filler - hair extensions - lash extensions - massages - spa services.

What inspired you to invest your time and resources in this business?

Creating a space where people can be themselves is important to me. I wanted to provide a culture that allows people to be authentic and confident, where you can be seen and heard. Providing education for growth and mentoring is my passion.

What career advice would you give the younger generation interested in this type of work?

Put in what you want to take out. Get comfortable with being uncomfortable.

In your opinion, what are three ingredients for success?

Patience - Vulnerability - Hard work

What has been one of your toughest challenges?

Loyalty from others and admitting that I CAN’T do it all.

Why is the Evansville Region a great place to operate a business?

I’ve been blessed to pursue my passion outside of the region, why not bring what drives you to be your best to your hometown, where friends and family are.

What do you like most about the community in which you live?

I fall in love with our community more and more every day. Being part of E-REP has taught me so many ways to give back and how we can all work together. We all want the same thing as business owners, and it takes us as a whole, to incorporate all of our gifts, resources, knowledge, time and effort to keep our community growing. Watching all of this happen with my own eyes is so amazing.



THE SIGNATURE SCHOOL STORY - A MODEL OF EXCELLENCE IN EVANSVILLE

In the heart of downtown Evansville, a shining example of educational innovation and success has been quietly transforming lives for years. Signature School, a tuition-free public charter school with open admissions, stands as a testament to the power of dedicated educators, engaged students and a community committed to fostering academic excellence. Let's dive into the remarkable journey of the Signature School and explore how it has become a beacon of hope and achievement in the Hoosier State and more specifically downtown Evansville.

A Bold Vision

Founded in 2002, the Signature School emerged from a vision to redefine education by offering a dynamic and challenging learning environment to motivated students. With the combined efforts and leadership of a group of trailblazing educators and Board President Robert L. Koch II, Signature School was born, and a culture of success was established.

With an emphasis on fostering critical thinking, creativity and community engagement, Signature School set out to provide a platform where students could thrive academically and personally. This commitment rings true in what Lily Durcholz, Director of Development deemed "The Sig Way." The "Sig Way" is all about fostering a culture of trust with students and faculty; this is displayed through acceptance and tolerance and an attitude of openness. This idea is fundamental to how Signature School distinguishes itself from other schools.

Academic Excellence Unveiled

Signature School's curriculum is centered around providing a rigorous and stimulating education that prepares students for postsecondary education. One example of this is Kerry Ao, a recent alum of Signature School who graduated in 2023. Kerry created Intertwined, a financial literacy program that will be used in schools across the country. He also raised \$36,000 for this startup, all while balancing his academics at Signature. Kerry is continuing his studies at Indiana University's Kelley School of Business on a full-ride merit scholarship. Kerry is one of many examples of how rigor, innovation and intentionality can foster global success through Evansville.

Rigorous coursework, Advanced Placement and International Baccalaureate classes – as well as a focus on honing critical analytical skills – have consistently propelled students toward higher education and beyond at Signature. "We believe that students, given the opportunity, can achieve a high level of academic success. All students, regardless of test scores or other criteria, are enrolled in Advanced Placement and International Baccalaureate classes. There are no barriers. Our students always amaze me!" said Jean Hitchcock, Executive Director and Principal at Signature. The school's commitment to cultivating a

love of learning, independent thinking and a thirst for knowledge has garnered attention and accolades from both local and national media, as evidenced by: US News & World Report's ranking of Signature as the Second Best High School and Best Charter School in the Nation and Best High School in Indiana, and Jay Mathew's ranking Signature School number one on his list of Most Challenging High Schools in the Country. No doubt you can see that excellence and intentionality are key aspects of the Signature School way.

Innovative Teaching Methodologies

At the heart of Signature School's success lies its dedication to innovative teaching methodologies. Educators here go beyond traditional teaching methods, encouraging interactive learning, collaboration and real-world applications. With small class sizes, teachers can provide personalized attention, fostering deeper connections with students and addressing their unique learning needs. However, it's not just the size of the class that provides this opportunity. It truly takes a special type of person to teach at Signature. "When hiring faculty, Signature looks for individuals who reflect the qualities represented in the school's crest: Scholarship, Passion, Excellence, Motivation, Commitment, Innovation and Integrity," said Hitchcock. By using this approach Signature School has delivered on academic outcomes, but equally important the school has tapped into the full potential of each student collectively and individually.

A Nurturing Community

Signature School isn't just a place for learning; it's a tight-knit community that celebrates diversity and supports students' holistic growth. Because of the school's location downtown, students are given a significant level of freedom that's meant to replicate a postsecondary experience. This can be seen through students' ability to go to the YMCA for fitness, engage in the Market on Main during lunch hours, and even grab a coffee at a local coffee shop. Through these experiences including extracurricular activities, clubs, community engagement and civic projects, students develop leadership skills, build character and contribute positively to society by both giving to and utilizing the assets that downtown Evansville has to offer. This sense of belonging and connectivity fosters lifelong friendships, spurs innovation and enriches student experiences that extend far beyond the classroom.

Success Stories

Signature School's impact is evident in its graduates who have gone on to excel in various fields. Alumni have been accepted into prestigious universities, embarked on successful careers and even become influential figures in their communities. Their stories

serve as an inspiration to current students, affirming the value of hard work, determination and a quality education. Because Signature School is a tuition-free, open-admission public charter school the diversity of students is significant. This in return has fostered a culture of innovation, diverse perspectives and healthy competition.

However, the students are not the only "shining stars." Signature School attracts and retains some of the best and brightest secondary teachers as well. When talking with Lily she shared a story from when she was in school at Signature: "Mr. Thread would teach us when we were taking notes to write something down multiple times as this is a best practice to retain and remember critical information." Lily then went on to share that this small study tip was a critical part of her study methodology and success once she got to college. While this might seem small, these are the "game-changing" factors that the Signature School faculty are bringing to these students, ultimately translating into very successful and highly prepared graduates.

A Catalyst for Educational Change

Beyond its own classrooms, Signature School has played a pivotal role in sparking conversations about educational transformation. Its success has challenged traditional educational paradigms and encouraged other institutions to embrace innovative

teaching techniques, personalized learning and student-centered approaches. While all these things are true, Lily shared an important piece of the success of Signature School. "Students absolutely have to be self-motivated; there will be late nights of homework and tests to study for. But you will be surrounded and supported by people who push one another to the next level in the best of ways. You will make lifelong friends and unforgettable memories. You'd be surprised at the number of marriages among our alums! With students that are self-motivated and faculty that truly believe in bringing out the full potential of every student, this combination really translates into the excellence and sustained success that the school, students and faculty have experienced for the last 20-plus years."

Signature School's journey as a tuition-free charter school in Evansville is a testament to the transformative power of education. Through its commitment to academic excellence, innovative teaching and a nurturing community, it has not only shaped the lives of its students but also catalyzed positive change in the realm of education and shaped what the makeup of downtown Evansville is today. As the school continues to inspire future generations, it stands as a shining example of what's possible when passion, dedication and a vision for excellence come together in the pursuit of knowledge and growth.

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Interview questions to help your hiring decisions

By **Better Business Bureau**

Hiring those first few employees is a big step for new business owners. It's important to consider your candidates carefully when a job candidate enters the interview room or Zoom call. After all, these are the people who will set the tone of the operation, do the heavy lifting before a launch, and lay the groundwork for success. Having the right interview questions in your back pocket could be a lifesaver as you navigate the hiring process. The interview stage of any hiring effort is an opportunity to evaluate your prospective new hires' skills, experience and personalities. This is the time to determine how a candidate can help shape your organizational culture. Really, though, it's when you find out if the person behind the resume is truly an employee who can help your organization grow (and grow within).

Landing on that answer is easiest if you're inviting the right responses. Turnover, productivity and the overall happiness of your workplace hinge on whom you hire. These interview questions will help you better identify candidates who anchor your team.

Interview questions to build your team's culture

For businesses just starting, first interviews are a great place to lean into your character and mission. Finding employees who share the exact makeup of values, ethics and personality will be critical in ensuring everyone works with the same sense of purpose.

Harvard Business Review revealed that interviews are the most used measurement of a job candidate's culture fit, a category that happens to be "the number one hiring criterion employers report using." And the same goes for employees. According to a recent Jobvite report, 86% of employees stated that company culture is a somewhat important part of their decision to apply for a position.

When establishing your business's culture, especially one that revolves around trust, find candidates who are the right fit by asking these questions:

1. **"What excites you about this position?"** Dig into why the interviewee is pursuing your company or industry. It's a great opening question that could lead to identifying an interviewee's personal goals and aspirations.
2. **"What is your most recent professional success story?"** This question showcases a workplace achievement and reveals how the

candidate defines success. From getting a project approved to helping coach a teammate, determine the accomplishments they take pride in.

3. **"If you could create your ideal workplace, what would that look like?"** Yes, it's essential for you to be happy with the person you hire. Your employee must also be glad they're working for your company. Very few workers look forward to simply clocking in and punching their cards before every workday. Make sure the candidate you choose is going to enjoy your environment.

Interview questions to assess soft skills

Speaking of positive company cultures, building one involves focusing on soft skills like collaboration, critical thinking and communication during interviews.

More businesses are currently doing exactly that. A recent Harris Poll revealed that three-quarters of companies value soft skills more than ever. With workplaces becoming more remote, it's increasingly important that team members "be flexible, adapt to change quickly and be innovative."

Find employees who adapt, problem-solve and take the initiative with these sure-fire questions for spotting soft skills:

1. **"How do you approach accomplishing a task that's new to you? How do you explain a new task to a coworker?"** This two-parter is a way to evaluate critical thinking skills and understand the candidate's ability to collaborate and communicate.
2. **"Describe a time when results didn't go as planned. How did you adapt to this change?"** Remember that earlier note about the importance of flexibility? This is how you detect if the candidate possesses that quality.
3. **"What work process or procedure did you improve in one of your previous positions?"** The best team members know how to spot areas for organizational improvement and take productive action to make those updates.

Interview questions to assess abilities and experience

It's probably a good idea for your new hire to have at least some

background in performing your open position's tasks. That may sound obvious, but resumes don't always reveal the real extent of a candidate's experience. Interviews represent an important chance to get to the bottom of a jobseeker's background.

They can also help your business bypass some significant risks.

Depending on the position, untrained hires can pose safety threats to themselves, your other employees and potentially even clients. Productivity is impacted, too. Inexperience lengthens the time until the employee can contribute at a high level. And once they do learn their position, they may realize it's not for them.

Those conclusions impact turnover.

Accurately gauging a candidate's experience and abilities can prevent you from spending on resources such as training and other costs related to inexperience. Start with these questions to separate your interviewees who have the appropriate skills to fill your open position:

1. **"Can you tell me more about that experience?"** Single out an accomplishment or a credential from the candidate's time with a previous employer and ask to hear more about it.

2. **"What specific skills did you pick up during your most recent job?"** How the candidate responds should match the skills required for your position.
3. **"What was your biggest technical challenge in your last job? How did you overcome it?"** Find out if the candidate knows the industry and how they confront challenges. This question allows the candidate to speak to their process and troubleshooting skills.

For more information

You can find more tips on growing your small business at the BBB®.

Visit BBB's new business hub to learn more about starting your own business!

To review this article and hyperlinked references in full, visit: <https://www.bbb.org/article/business/27386-bbb-business-tip-interview-questions-to-help-your-hiring-decisions>

BBB Great West + Pacific contributed to this article.

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2024 MVC Baseball Championship is coming to Evansville

It was less than three months ago that the University of Evansville baseball team made a run to the deciding game of the Missouri Valley Conference Championship. Next year, the Purple Aces will have the opportunity to take the conference crown on their home field as the MVC announced German American Bank Field at Charles H. Braun Stadium as the host of the 2024 championship.

Purple Aces Head Baseball Coach Wes Carroll and multiple supporters have put in countless hours of work to bring the MVC Championship to the University of Evansville campus for the first time. Evansville hosted the 1998 championship at Bosse Field. The 2020 opening of German American Bank at Charles H. Braun Stadium was an important step taking the facility to the next level with a full Astroturf field and other renovations. The recent renovations to the facility, the partnership with the City of Evansville and the Evansville Sports Commission (ERSC) put UE in a position to secure the bid.

"I would like to thank MVC Commissioner Jeff Jackson and the rest of the MVC Leadership team for their confidence in us putting on an excellent Championship for everyone. This announcement is the culmination of a complete group effort," UE Director of Athletics Ziggy Siegfried said. "Also, a special thank you to the Evansville Regional Sports Commission and Executive Director Brandon McClish for stepping up their partnership with us to help bring the MVC Championship to Evansville."

"Coach Carroll and multiple supporters have worked tirelessly to put the program and facility in a position to host the tournament," Siegfried added. "This is an opportunity for our program to take a significant step forward. We are grateful to the ERSC, Dunn Hospitality Group, Mayor Lloyd Winnecke and everyone else who helped to make this a reality. This accomplishment is also a testament to the baseball student-athletes and coaches over the years who have worked to establish our program as one of the best in the MVC."

Eight of the league's 10 teams qualify for the double-elimination tournament, which is set for May 21-25, 2024.

"Evansville Regional Sports Commission worked collectively with the University of Evansville and many of our community supporters to secure the bid to host the MVC Baseball Championship," McClish said. "The MVC is one of the premier baseball conferences



in the country and this was a collaborative effort between ERSC, UE, and the City of Evansville to bring this high-profile event to our city."

Bringing an event of this magnitude to the area provides benefits to city's economy including increased occupancy hotels and additional revenue for restaurants. Dunn Hospitality Group stepped up as the lead hotel partner and is preparing to welcome teams and fans next spring. Those impacts were recognized by Mayor Winnecke.

"We are thrilled to be selected as the host city for the 2024 Missouri Valley Conference Baseball Championship," said Mayor Lloyd Winnecke. "Evansville's strong tradition of supporting collegiate sports makes us an ideal location for this event."

Coach Carroll directed his team to 37 victories in the spring of 2023 and is set up to make another run to the tournament title. The 37 victories were the most for Evansville since 2006 and the appearance in the MVC Tournament final was also the first since 2006.

"I want to thank the MVC for awarding us this great opportunity. This has been many years in the making and I'm grateful to all the people who helped make this happen," Carroll said. "The MVC tournament is such a great event that our fans and community will enjoy. Our student-athletes are fired up, and we will be ready to showcase our program on this stage."

For ticket information, contact 812-488-2623.



Berry Global Appoints Kevin Kwilinski as Chief Executive Officer

Tom Salmon to Remain in Advisory Role Through Year-End; Stephen Sterrett, Lead Independent Director, Named Chairman of the Board

Berry Global Group, Inc. (NYSE: BERY) ("Berry" or the "Company"), a leading supplier of packaging solutions for consumer goods and industrial products, today announced that its Board of Directors (the "Board") has unanimously elected Kevin Kwilinski as Chief Executive Officer of Berry, effective October 2, 2023. In connection with this appointment, the Board has elected Stephen Sterrett, Lead Independent Director, as Chairman of the Board, also effective on October 2, 2023. As previously announced in February 2023, Tom Salmon will retire from his roles as CEO and Chairman, and he will remain with the Company through the end of the calendar year in an advisory capacity to ensure a smooth transition.

Mr. Kwilinski brings to Berry nearly three decades of experience in the packaging industry and a track record of driving operational excellence, expanding margins and managing complex global operations. He currently serves as President and CEO of Multi-Color Corporation, a global provider of label solutions, where he successfully led and integrated multiple acquisitions, resulting in significant EBITDA and revenue growth while delivering above target commercial and operational synergies. Prior to that, he served as CEO of Fort Dearborn Company, a leading supplier of decorative labels for the beverage, food, household products, nutraceutical, paint and coatings sectors, which merged with Multi-Color in July 2021 with the backing of private equity firm Clayton, Dubilier & Rice. Mr. Kwilinski previously served as CEO of Paperworks Industries, where he guided the company's growth by supporting an aggressive go-to-market strategy and simultaneously implemented continuous improvement processes that resulted in significant improvement in product quality, customer service levels and customer satisfaction.

"Following a comprehensive search process, the Board determined that Kevin is the ideal individual to guide Berry through its next phase of growth and value creation," Mr. Sterrett said. "Kevin is a proven leader who knows our industry well. He has spent the last 15 years serving as the CEO of companies within the packaging space and, as an Indiana native, he understands the importance of Berry Global to the state.

Kevin will be a great leader because he shares Berry's values



Kevin Kwilinski
(Photo: Business Wire)

of teamwork, customer-focus and excellence, and his performance-driven leadership style directly aligns with Berry's culture. He has distinguished himself over the course of his career as a disciplined operator with a focus on revenue growth and cost management. We are confident that he will be an outstanding CEO with the skills necessary to achieve our strategic objectives and accelerate shareholder value."

Mr. Kwilinski said, "I am excited to join Berry, a company with a proud 56-year history

and a reputation for excellence in the packaging industry. What attracted me to Berry is its ability to support customers at every stage of the product development process and deliver the most innovative solutions in the market. The efforts that Tom and the team have made over the last several years to pivot Berry's portfolio into higher-growth markets, including food service, health and beauty, dispensing and pharmaceuticals, have created a strong foundation for future growth, and I am eager to capitalize on the opportunities ahead. I look forward to working alongside the Board, Berry's management and the global team to lead the Company toward realizing its strategic value to benefit all our stakeholders."

Mr. Salmon said, "It has been a privilege to lead Berry's talented employees as CEO for the past six years, and I am extremely proud of the many accomplishments achieved by the Berry team during my tenure. The Board and I have full confidence in Kevin and in his ability to join with the rest of the leadership team to take the Company forward into its next chapter."

View the full release here: <https://www.businesswire.com/news/home/20230815933184/en/>



FIFTH THIRD BANK

Fifth Third Offers Tips to Set Up New College Students for Financial Success and Independence

Many High Schools Lack Financial Education; Parents Can Provide Guidance

Currently, only 23 states require a personal finance course in high school, according to Next Gen Personal Finance. That means the responsibility of teaching recent high school graduates may be on parents' shoulders. And, according to a consumer survey from Fifth Third Bank, only 1 in 10 surveyed believe students are well-prepared with financial education for the real world.

If you have a high schooler who is heading off to college, it's time for some real talk about money. Be open and transparent about the cost of college and how that is being funded. It is important for students to understand how to stay on budget to limit the calls home for money. And consider what surveyed consumers wish they had been taught earlier: savings. Specifically, the importance of savings, starting to save sooner and how to build savings into their budgets.

Budget time

Regardless of whether a young adult is going to school or work, you can help them get on the right financial path by providing detailed information on budgeting and asking them for a plan. Having them create the plan with your guidance will instill a sense of ownership. Agree together on the budget and then monitor progress on it once a quarter or semi-annually. If there are missteps, talk about them and work together to identify a solution.

Tools like a college savings calculator can help your child understand how much college could cost and potential savings needed. Fifth Third also offers a student budget calculator and tips on why you need a budget.

Finding and knowing your banker

Before your child heads off to college, research banks with branches closest to their campus. Go with them to meet the bankers, open an account if they don't already have one, and talk about their financial goals.

This also is a good time to discuss bank accounts if you haven't already. Introduce information such as ATMs and related fees that might be associated with them, balancing their accounts, overdraft fees, budgeting and "smart" savings programs.

Establishing and managing credit

Establishing credit is an important rite of passage toward adulthood, and it's something that can have a big impact on your children's quality of life. Some ways to build credit would be for your child to co-sign on a car loan or opening a credit card.

A safety net would be to open a secured credit card with them. A secured card requires a cash deposit and items can only be charged up to the limit of the cash deposit. These cards are generally more accessible than a traditional card and they do work to establish credit. Be on guard against high fees, though, and remind your children to only charge what they can afford to pay off every month. Carrying a balance is not the lesson you want to teach.

Understanding smart apps and digital tools

Smart savings apps or functionality on traditional mobile banking apps are easy ways for young adults to set goals, save toward them, see progress and celebrate successes. It's a user-friendly tool to help them budget for the things that matter to them.

Credit scores and monitoring

While you're talking with your children about credit, help them understand what a credit score is: a three-digit number that represents credit history and helps lenders decide whether they're willing to give them a loan for a car, house or another large purchase.

Credit monitoring and identity protection tools are extremely important to have in place. Most banks and credit cards now have services that monitor and alert customers to any suspicious behavior.

Parents want what's best for their kids — at every age and stage — and a financially healthy future is part of that. Talking about money early and often, providing safe opportunities for students to learn and introducing them to resources that can help, are the stepping stones to good habits and smart choices. There's never a better time to start than now.

<https://www.53.com/content/fifth-third/en/media-center/press-releases/2023/press-release-2023-08-28.html>

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Chris Berneking
filmmaker | photographer



COWORK EVANSVILLE



Cowork Evansville Spotlight: Meet Amy Bolek Founder of Bolek Grant Writing and Consulting Services

After working from her home office for several years, Amy felt the need for a change of scenery. She stumbled upon coworking spaces in other communities and was thrilled to discover that Evansville had its own gem! A tour and a trial day later, she was hooked. What started as a quest for a new workspace turned into finding a vibrant community at Cowork Evansville. Amy has been a cherished member of Cowork Evansville for nearly a decade now. Her long-term commitment speaks volumes about the incredible environment that Cowork provides.

If you've never experienced Cowork Evansville, now is the time! Join the vibrant community Amy and others have come to love. Whether you're an established professional or a budding entrepreneur, Cowork Evansville has something special to offer you.

Come join us at Cowork Evansville and discover a world of possibilities!



TOUR OUR SPACE

NEW MEMBERS

AIDS RESOURCE GROUP OF EVANSVILLE

101 NW 1st St., Suite 213, Evansville, IN 47708

Stacey Easley 812-421-0059director@argevansville.orgwww.argevansville.org**BRIGHTWAY INSURANCE,
THE BELL FAMILY AGENCY**

2425 Highway 41. N. Suite 201, Evansville, IN 47711

Christopher Bell 930-212-8288chris.bell@brightway.comwww.brightwaybellfamily.com**ECP CONSULTING, INC.**

PO Box 262, Evansville, IN 47702

Cyndi Hines 812-319-6799chines@ecpesop.comECPesop.com**EVANSVILLE PENGUINS UNDERWATER HOCKEY****Dominic Poggi** 708-829-8512uwhev@gmail.comwww.uwhev.com**HEARTLAND INTERPRETATION AND
TRANSLATION SERVICES****Jacob Brown** 812-499-1696jacob.brown@heartlandlanguage.comwww.heartlandlanguage.com**JKL WAY CONSULTING****Leslie Hawkins** 248-361-1690leslieann527@gmail.com**KERRY INGREDIENTS**

1515 Park St., Evansville, IN 47710

Justin West 812-464-9151justin.west@kerry.comwww.kerry.com**RIVER BEND NURSING & REHABILITATION**

3400 Stocker Drive, Mount Vernon, IN 47720

Sabrina Khanchandani 812-424-8100cld@riverbendnursing.comwww.riverbendnursing.com

MEMBER RENEWALS

- 160 Driving Academy
- Apex Group
- AstraZeneca Pharmaceuticals LP
- Auntie Anne's/Bosie's Enterprises
- BFit Gym & Fitness
- Biscuit Belly
- Boonville Warrick County Public Library
- Braco Inc.
- Carver Community Organization

- Cash-Pro, Inc.
- CED\Evansville Supply
- CenterPoint Energy
- City of Boonville
- Concept Sound & Light, Inc.
- Crane Environmental Services, LLC
- Deep Blue Indoor Playground
- Defend Pavement Preservation
- Denise Biggerstaff Coaching, LLC
- Donaldson Capital Management
- Eagle Loan Co.
- EEMSCO, Inc.
- Electrocraft
- EVSC Foundation
- Five Star Food Service/Canteen Service Company
- Forefront Therapy
- Grow Southwest Indiana Workforce
- Henderson, KY Chamber of Commerce
- IBEW Local 16
- Junior Achievement of SW Indiana
- Lewis Bakeries dba Bunny Bread
- Liberty Federal Credit Union
- Metromedia Publishers
- Morton Solar & Electric
- MSD of North Posey County
- Niehaus Lumber
- Peoples Trust & Savings Bank
- ProMark
- ProRehab
- Real Property Management Results
- Red Spot Paint & Varnish Co., Inc.
- Resource MFG
- Riverwalk Communities
- Scherer Monument Works
- Shannon Aleksandr's Salon
- SIHO Insurance Services
- SITEX Corporation
- Slade Print
- Solarbron Pointe, Inc.
- Southern Indiana Chapter/NECA
- Sugarholc Body Sugaring Studio
- Superior Concrete Constructors, Inc.
- T.R.U. Event Rental, Inc.
- The Pit Barbell Cub & Fitness Center
- Thrive Marketing Strategies
- Thryv
- Toyota Motor Mfg. Indiana, Inc.
- Traylor Construction Group
- Tri-State Food Bank
- United Methodist Youth Home, Inc.
- University of Evansville
- User Friendly Media Phone Book
- Vanderburgh County Medical Society, Inc.

MILESTONES

Milestone celebrations are a benefit of Evansville Regional Economic Partnership membership. To request a milestone ribbon-cutting, click or scan the QR code.

**PAY IT FORWARD LOCAL, INC.**

Pay It Forward Local, Inc.

celebrated a new location with a ribbon-cutting at 2227 W. Michigan St. in Evansville. Pay It Forward Local is a newly founded nonprofit with a mission to assist other nonprofits in their successes by providing space, services, time, resources and monetary contributions. Contact them at 812-437-5047 or visit them at www.payitforwardlocal.com.

**EYEMART EXPRESS**

Eyemart Express celebrated a grand opening of a new location with a ribbon-cutting at 6436 E. Florida St., Ste. 102 in Evansville. Eyemart Express was founded with a clear objective – to provide people with access to affordable quality eyewear with same-day speed. For 30 years, this has been their focus and will continue to be as they look toward the future. Getting to see clearly is often life-changing, and they are dedicated to helping you see some of life's greatest moments. Simply put, at Eyemart Express, *We Improve Lives by Helping People See Better!* Contact them at 812-901-6234 or visit them at www.eyemartexpress.com.

MILESTONES

Milestone celebrations are a benefit of Evansville Regional Economic Partnership membership. To request a milestone ribbon-cutting, click or scan the QR code.



DREAM CENTER EVANSVILLE

Dream Center Evansville celebrated a 25-year anniversary with a ribbon-cutting at 1516 N. Main St. in Evansville. The Dream Center Evansville's mission is "Sharing God's love by walking with kids cradle to career, supporting their families, and engaging in neighborhood transformation." Contact them at 618-269-0434 or visit them at www.dreamcenterevansville.org.



FAMILY OWNED BUSINESS!

OSAKA NEWBURGH

Osaka Newburgh celebrated a grand opening with a ribbon-cutting at 14222 Bell Rd. in Evansville. Osaka serves authentic Japanese food including sushi and hibachi. They will be bringing ramen and Japanese curry to the Newburgh area soon. Contact them at 812-604-6623 or email windajulitaa@gmail.com.



WESSELMAN WOODS NATURE PRESERVE

Wesselman Woods Nature Preserve celebrated a grand opening with a ribbon-cutting at 551 N. Boeke Rd. in Evansville. Wesselman Woods is the largest URBAN old-growth forest in the country and a National Natural Landmark. Contact them at 317-420-5915 or visit them at www.wesselmanwoods.org.



LIEBERMAN TECHNOLOGIES

Lieberman Technologies celebrated their 46-year anniversary with a ribbon-cutting at 323 Metro Ave. in Evansville. Lieberman Technologies has been helping companies grow and become more efficient through the use of technology for more than four decades. Contact them at 812-434-6629 or visit them at www.ltnow.com.



WEST RIVER HEALTH CAMPUS

West River Health Campus celebrated a new service line with a ribbon-cutting at 714 S. Eickhoff Rd. in Evansville. West River Health Campus is a long-term care facility that offers assisted living, memory care assisted living, rehab to home, and long-term care. They are adding a new service line of skilled memory care. Contact them at 812-205-3154 or visit them at www.westriverhc.com.

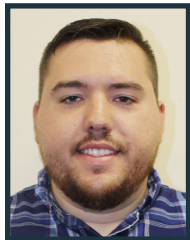
ALCOA WARRICK OPERATIONS

Alcoa Warrick Operations made three key hires and one promotion:



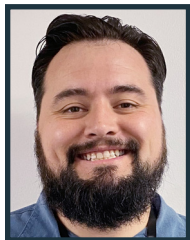
MORGAN WEDDLE

Morgan Weddle, Lean Manufacturing Engineer, joined the Alcoa Business Systems (ABS) Continuous Improvement team. She has two years of manufacturing experience, and she holds a Bachelor of Science degree from the University of Southern Indiana in Advanced Manufacturing. Weddle reports to Cara Sweeney, Warrick ABS Manager.



LUCAS KEELE

Lucas Keele, Continuous Improvement Specialist, joined the ABS-CI team July 17. He has two years of manufacturing experience, and he holds a Bachelor of Science Engineering degree from the University of Southern Indiana. Keele reports to Cara Sweeney, Warrick ABS Manager.



JOSEPH CISNEROS

Joseph Cisneros joined Alcoa Warrick Operations as Potrooms Technical Manager, effective July 28. In this role, Joseph leads the technical group with process improvement and maintaining stability. Joseph brings 15 years of manufacturing experience in process development and continuous improvement, and 5 years leading

cross-functional teams that achieve KPI targets. He reports to Andre Abreu, Warrick Smelter Technical Manager.



SHERRY RHODES

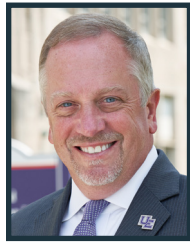
Sherry Rhodes accepted the Senior Financial Analyst position at Warrick. She joined Alcoa in October 2017 as a Financial Analyst in the Controllershship, where she worked for 3 years before joining the Energy Services Department as a Financial Analyst. She has more than 25 years of financial experience. Sherry holds a Bachelor of Science in

Accounting from the University of Evansville and a Master of Business Administration from the University of Southern Indiana. She reports to Stephanie Hatcher, Warrick Financial Controller.



BRANDON ADAMS

Brandon Adams joined Field & Main Insurance as an insurance producer. Adams, born and raised in southwestern Indiana, is a graduate of Boonville High School and the University of Southern Indiana, with a double major in Advertising and Public Relations.



CHRISTOPHER M. PIETRUSKIEWICZ

University of Evansville President Christopher M. Pietruszkiewicz was named Vice Chair of the National Collegiate Athletic Association (NCAA) Division I Board of Directors, showcasing his commitment to advancing excellence in higher education and collegiate athletics. Pietruszkiewicz will also continue to

serve on the Finance Committee and become the Chair of the Administrative Committee as the NCAA navigates the changing landscape in college sports. Pietruszkiewicz's appointment comes as he finishes his term as Chair of the Board of Directors of the Independent Colleges of Indiana, the collective voice for excellence in higher education for all of Indiana's 29 private, non-profit, regionally accredited colleges, and universities.

RYAN PARMENTER

Atlas Van Lines announced the promotion of Ryan Parmenter to Vice President of Information Technology. Nearly one year after his promotion to Senior Director of Enterprise Architecture, Parmenter was tapped to bring his extensive IT expertise to the Atlas Van Lines Senior Leadership Team. As Vice President of Information Technology, Parmenter will concentrate on enhancing Atlas' system efficiencies to provide a secure environment and a customer-centric approach. Along with guiding an experienced technology team, he will lead the strategic technology committee to ensure Atlas remains a technology leader in the relocation and logistics industry. Parmenter joined Atlas in 2001 as a Software Engineer and has held roles of increasing scope and responsibility over his time with the company. During this time, Parmenter provided guidance and enhancement of logistics and household goods transportation systems. In his most recent role as the Senior Director of Enterprise Architecture, he has been instrumental in developing the Atlas digital ecosystem, providing sales, operations, and a financial roadmap for the future. Before his career at Atlas, Parmenter developed key business applications for ARS Group, a leading marketing research company based in Evansville, IN. Parmenter is a graduate of Truman State University and a long-term volunteer for the Mount Vernon Boy Scouts, Mount Vernon Band Boosters, and the Isaiah 117 House.

STEPHEN MONTGOMERY

JA Benefits, LLC, a benefits consulting firm, announced that Stephen Montgomery joined the team as a Benefits Advisor. He will work with clients to enhance employee benefits packages and provide the highest level of service and support. Montgomery has a background in consulting with executives and owners to grow their businesses and market share in the Tri-State and surrounding counties. He has worked in a number of industries, including the banking sector with Wells Fargo Bank and SunTrust Bank. He holds a Bachelor's Degree of Science in Advertising/Public Relations with a Marketing Minor from the University of Southern Indiana.

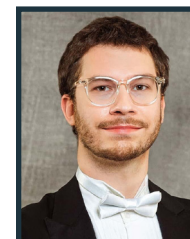
DR. SHAYNE R. KELLY

Tri-State Orthopaedics announced the addition of Shayne R. Kelly, D.O., to the orthopaedic practice. Dr. Kelly joined the sports medicine team and works out of both Evansville offices – 2250 Crosslake Drive on the East Side, and 5625 Pearl Drive on the West Side. He earned his medical degree from Texas College of Osteopathic Medicine at the University of North Texas, and he completed his residency in orthopaedic surgery at the Valley Consortium for Medical Education in Modesto, CA. After residency, he completed a fellowship in sports medicine at the University of Missouri. Dr. Kelly's practice focuses on orthopaedic sports medicine including hip, shoulder and knee arthroscopy, shoulder replacement, and cartilage / joint preservation.



WESTON WHITEHOUSE

The Evansville Philharmonic announced the addition of Weston Whitehouse as its new Director of Development. He will be responsible for organizing and implementing a comprehensive plan to meet fundraising goals of the Evansville Philharmonic. A native of Boonville, IN, Whitehouse brings a love of the arts and nonprofit development experience to the organization. Whitehouse is a graduate of Oakland City University with a Bachelor of Science in Business and Marketing. He has worked with the Evansville Civic Theater and the Brian Clowdus Experience, and he served in development with the Girl Scouts of Southwest Indiana and Oakland City University.



JOHN BOGARD

The Evansville Philharmonic and Music Director Roger Kalia announced the appointment of a new concertmaster, John Bogard, and first violin for the Eykamp String Quartet beginning with the 2023-2024 season. Eykamp Quartet personnel participate in orchestra performances as principal string players and as artists-in-residence at the University of Evansville. Bogard began performing with the Evansville Philharmonic as a section violinist in 2021-2022. He previously was Principal Second Violin with the Richmond Symphony Orchestra, musician with the Cincinnati Chamber Orchestra, and Concertmaster of the Indiana University New Music Ensemble. He was a member of the Owensboro Symphony Orchestra from 2019-2022, and participated in the National Orchestral Institute and Festival from 2020-2022, Aspen Music Festival and School Orchestral Program in 2018 and 2019, and the National Repertory Orchestra in 2017. Bogard was a member of Cincinnati's 4-Way String Quartet from 2017-2019 and taught under-served youth in the Cincinnati area. Bogard graduated from Indiana University in Solo Performance, and he has a Performance Diploma in Orchestra Studies from IU. He has a bachelor's degree in jazz violin performance from the University of Cincinnati's College Conservatory of Music.



CARVER SIMKINS

Carver Simkins joined Hafer as a graduate architect in the Evansville office. Simkins has a master of architecture from Virginia Tech University and a bachelor's degree in biology and minor in chemistry from Brigham Young University.

ASTRAZENECA

AstraZeneca made four promotions:



JACKIE MCCANN

Jackie McCann accepted a promotion to the Formulation Quality Facilitator position in the Quality Organization at AstraZeneca. McCann has worked at AstraZeneca since 2015, immediately after earning her biology degree from the University of Southern Indiana. Since then, she also earned her MBA from the University of Southern

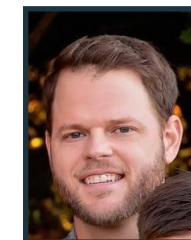
Indiana in 2019, as well as her AZ Six Sigma – Green Belt certification in 2020. She started her career with AstraZeneca as a QC Lab Analyst prior to moving to a Quality Assurance Specialist role for nearly 3 years. Following her time in the Quality organization, she continued gaining leadership experience in Packing as a Process Facilitator, OpEx as a developmental Lead, and finally in Formulation as a Sr. Process Facilitator.



TIM HAYES

Tim Hayes accepted the Packing PET Quality Facilitator position in the quality organization. Hayes joined AstraZeneca in 2021 as the Validation Manager at Mount Vernon where he has worked to strengthen the team, further standardize practices, and implement the Global Validation Lifecycle Management System. Prior to joining

AstraZeneca, he worked at Mead Johnson for 17 years, supporting the manufacturing facility in Evansville through various roles and levels in the Quality organization. He has a bachelor's degree in biology, with a minor in Chemistry, and a Master's degree in Industrial Management, both from the University of Southern Indiana.



DUSTIN NOSKO

Dustin Nosko was appointed as Capacity Manager for the Mount Vernon Supply Chain Team, and joins the MtV Supply Chain Leadership Team. Nosko joined AstraZeneca with the acquisition of the diabetes franchise in 2015. He has since supported formulation in various roles working as an Operator, Processing Coordinator, and most recently

as a Processing Facilitator in coating and compression operations. He joined the Supply Chain team as a developmental Production Planner in 2022, before moving into the role full-time this year. In this role he was responsible for multiple brands as well as scheduling our coating operations.

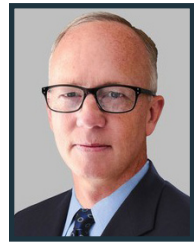


CHRIS ODOM

Chris Odom was promoted to the Packing Process Facilitator position. He joined the site in 2018 as a Packing Operator. In 2021, he was part of the pilot crew to launch Line 17. Odom has since expanded his training to operate all pieces of equipment on Lines 10/16/17, and he was a key contributor in the testing and launch of the PIAB tablet vacuum

system. In April, he transitioned into a Developmental Process Facilitator Role in the Packing Department.

BERRY GLOBAL GROUP INC.



KEVIN KWILINSKI



STEPHEN STERRETT

Berry Global Group, Inc., announced that its Board of Directors unanimously elected Kevin Kwilinski as Chief Executive Officer. The board also elected Stephen Sterrett, Lead Independent Director, as Chairman of the Board. Both appointments take place on October 2. As previously announced, Tom Salmon will retire from his roles as CEO and Chairman, and he will remain with the Company through the end of the calendar year in an advisory capacity to ensure a smooth transition. Kwilinski brings to Berry nearly three decades of experience in the packaging industry and a track record of driving operational excellence, expanding margins and managing complex global operations. He currently serves as President and CEO of Multi-Color Corporation, a global provider of label solutions, where he successfully led and integrated multiple acquisitions, resulting in significant EBITDA and revenue growth while delivering above target commercial and operational synergies. Prior to that, he served as CEO of Fort Dearborn Company, a leading supplier of decorative labels for the beverage, food, household products, nutraceutical, paint and coatings sectors, which merged with Multi-Color in July 2021 with the backing of private equity firm Clayton, Dubilier & Rice. Kwilinski previously served as CEO of Paperworks Industries, where he guided the company's growth by supporting an aggressive go-to-market strategy and simultaneously implemented continuous improvement processes that resulted in significant improvement in product quality, customer service levels and customer satisfaction. Kwilinski holds a Bachelor's degree in Physics and Mathematics from Greenville College and a Master's degree in Industrial and Operations Engineering from the University of Michigan.



DR. BLAIR DONESKE

The University of Evansville hired Dr. Blair Doneske as Director of Enrollment Analytics and Strategy. Doneske will oversee the effective use of data to develop strategies and monitor the use of resources to drive enrollment growth for the university. Doneske brings nearly a decade of professional experience in technical sales, enterprise architecture, and data analytics through various roles at International Business Machines Corporation (IBM) and CenterPoint Energy. He holds a PhD in Biochemistry and Cell Biology from Rice University and a B.S. in Genetics from Texas A&M.

Every Other Friday 8am - 9:30am
SIGN UP AT: WWW.EVANSVILLEREGION.COM

VOLUNTEER USI

Volunteer USI, the University of Southern Indiana's volunteer organization, celebrated its 2023 award recipients and dedicated volunteer community during the annual Volunteer USI Recognition Dinner. During the 2022-23 fiscal year, volunteers devoted 52,262 hours to USI and the local community. Since 1996, Volunteer USI has recorded a total of 2,400,022 volunteer hours. Each year, Volunteer USI recognizes three award recipients who have contributed outstanding service with a lasting impact to USI and/or the community. The award categories include Volunteer of the Year, Mentor of the Year and Student Volunteer of the Year.

VOLUNTEER OF THE YEAR: DR. TERRY ALVEY '84

was named the 2023 Volunteer of the Year. A long-time member of the USI Alumni Association, Alvey served on the Alumni Council for four years and currently holds a pivotal role on the USI Foundation Board of Directors. Alongside his wife Jean, also a USI alumna, the Alveys have shared expertise as workshop presenters for the Pott College Alumni Medical Professionals Celebration, offering guidance to students pursuing medical careers. Notably, his commitment to mentorship shines through his active involvement with USI pre-med students. He advocates for the USI Mentor Program, provides career counseling and encourages students to embrace all the USI community has to offer. Alvey's impact goes beyond campus as he generously supports various community initiatives. With his wife, he established the Terence A. '84 and C. Jean '85 Alvey Unrestricted Endowment, a testament to their dedication to education and community welfare. Now enjoying retirement after an influential career as a podiatrist, Alvey's passion for enhancing educational experiences and fostering growth continues to shape both the USI and Evansville communities. He earned a bachelor's degree in biology from USI and a doctorate in podiatric medicine from Rosalind Franklin University of Medicine and Science.

STUDENT VOLUNTEER OF THE YEAR: CHRISTINA BUTLER '24

was selected as the 2023 Student Volunteer of the Year. She is pursuing a major in finance and minoring in public and nonprofit administration. An active member of USI's Tri Sigma sorority, Butler dedicates numerous hours weekly during both Fall and Spring Semesters to coordinate various events related to the sorority. In addition, she holds the position of Vice President for two student organizations: Be the Match, which strives to give students and the local community the opportunity to join the bone marrow registry, provide financial support and volunteer their time; and USI Eagles in Action, a student organization focused on developing and leading community service projects.

MENTOR OF THE YEAR: DR. URSKA DOBERSEK, ASSOCIATE PROFESSOR OF PSYCHOLOGY,

was named the 2023 Mentor of the Year. At USI, Dobersek leads a dynamic research lab where she guides undergraduate students on various research endeavors, including survey and experimental research, systematic and scoping reviews and meta-analyses. Her research focuses on individuals' identity, sexual and mate selection, objectification of women and diet and mental health. Dobersek has published over 90 peer-reviewed abstracts, publications and book chapters in her professional career. Dobersek earned a bachelor's degree in criminal justice and a master's degree in general/experimental psychology, both from McNeese State University. She earned a doctorate in sport and exercise psychology from Florida State University and is currently completing a master's degree in clinical mental health psychology at the University of the Cumberlands.

J. BEAU DIAL

Dentons, the world's largest global law firm, announced that J. Beau Dial joined the Firm's Trusts, Estates and Wealth Preservation practice as a partner in the Evansville office. Dial has nearly 20 years of experience in trust and estate planning and administration as well as litigating trust and estate matters. He has administered numerous probate estates and represented clients on complex estate/trust litigation actions. Before joining Dentons, he held the position of Senior Trust Advisor with a national private bank where he advised ultra-high-net-worth clients on estate tax implications and regularly collaborated with clients to ensure their estate plans were current and appropriate. Dial serves as Past President of the Warrick County Tourism Commission and is a member of the Board of Directors of Tri-State Public Media, Inc. He earned his J.D. from University of Dayton School of Law and his B.S. from University of Evansville.



JOHN LAFIEF

John LaFief was named Director of Technical Services, Information Technology at the University of Southern Indiana. He will report to Austin Siders, Chief Information Officer. LaFief will provide strategic leadership and oversee operations and service management for the service desk and tier one support of USI technology.

Additionally, he will be responsible for supervising the USI IT Help Desk, managing technical operations related to audio-visual services and switchboard operations, as well as handling audio-visual replacement, installation and upgrades for the University. LaFief comes to USI with over 26 years of experience in the IT field. His professional journey began at On-Site Computer Solutions in 1999, where he started as a technician. Over the course of 19 years, he transitioned into the role of President in 2009 and lead the company until 2018. Most recently, LaFief worked as an IT Auditor at Deaconess Health Systems where he planned and executed IT-related audits, consulted on software implementations and wrote and revised scripts to improve efficiency for various departments. He received a bachelor's degree in professional studies with a concentration in business from USI in 2015.



CARY CONLEY

Ivy Tech Community College Evansville named Cary Conley as its new Director of Admissions and Enrollment. Conley earned a bachelor's degree in Earth Science from Morehead State University. He also holds a master's degree in Secondary Science Education from the University of Southern Indiana. Conley most recently served as

director of adult education at Garden City Community College in Kansas. Prior to that he spent 15 years in a variety of student services roles at Henderson Community College in Kentucky.

REXING COMPANIES

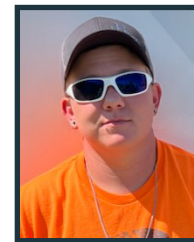
Rexing Companies made several new hires:



MELISSA KESSINGER



WILLIAM NEWTON



BRANDON SPAULDING



NICKOLAS MOORE



HAYLEY SINK

Melissa Kessinger, JR's Expedited Freight Spotter Driver - Owensboro

Larry Crowder, JR's Expedited Freight OTR Driver

William Newton, JR's Expedited Freight Spotter Driver - Owensboro

Brandon Spaulding, JR's Expedited Freight Spotter Driver - Owensboro

Nickolas Moore, ECS Forklift Driver

Hayley Sink, Rexing Accounting Intern

BILLY WELKER

Evansville Thunderbolts head coach / director of hockey operations Jeff Bes announced the hiring of Billy Welker as the new Head Equipment Manager. The Thunderbolts' 2023-24 season will get underway on Saturday, October 21, at Ford Center as they host the Huntsville Havoc. Welker brings a vast wealth of pro hockey experience back to his home state of Indiana, having worked more than 2,200 professional games over the course of 34 seasons dating back to 1987-88 with his hometown Fort Wayne Komets. Along with his three seasons as equipment manager of the Komets between 1987-90, notable lengths of Welker's career include 14 seasons with the Shreveport/Bossier-Shreveport Mudbugs of the Western Professional and Central Hockey leagues between 1997-2011, followed by the most recent 12 seasons with the Huntsville Havoc between 2011-2023. Welker has been a part of eight championship teams, most recently with the Havoc in their back-to-back President's Cup titles of 2018 and 2019.

To feature your new hires or promotions in the next digital newsletter, email a short description and photo to: news@evvregion.com

SEPTEMBER 28

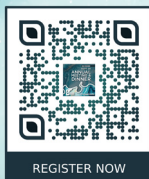
IMPACT

ANNUAL MEETING & DINNER

The Evansville Regional Economic Partnership's "Annual Meeting and Dinner" is our largest, most well-attended event, and is the culmination of all Signature Events hosted throughout the calendar year! This event signifies the change in the E-REP board leadership and highlights the overarching strategic mission and vision of our organization.

We celebrate successes of the past year and look ahead to a new year of exciting plans, projects, and possibilities. This event honors regional businesses and key leaders by recognizing and awarding outstanding businesses and exemplary individuals for their regional impact and achievements throughout the year.

Come discover a #riverofopportunities as we look ahead to what's in store for our region and its bright future.



REGISTER NOW



KEYNOTE:

SASAKI

The lead consultant for the Ohio
Riverfront Visioning and Strategic Plan

#riverofopportunities



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318 Main Street
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Evansville, IN 47708

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COMMUNITY |

TALENT |

STRATEGY |