

E-REP

NOVEMBER 2023

# IMPACT

MONTHLY NEWSLETTER

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POLICY |

COMMUNITY |

TALENT |

STRATEGY |



Nate Hahn, Evansville Regional Airport Executive Director, announces Breeze Airways service in the Evansville Region during at press conference.

*#riversofopportunities*

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*Welcome...*

# BREEZE AIRWAYS

TO THE EVANSVILLE REGION

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[www.evansvilleregion.com](http://www.evansvilleregion.com)



EVANSVILLE  
REGIONAL  
ECONOMIC  
PARTNERSHIP

# Breeze Airways Lands at Evansville Regional Airport

This month marked a significant era at Evansville Regional Airport (EVV), within the Evansville Region, and as well as throughout the state of Indiana, when Breeze Airways officially announced they were entering our market with new low-cost, nonstop service to one of our region's most popular destinations. EVV is the first Indiana airport to land the industry's top-sought, ultra-low-cost carrier Breeze.

Because of this new airline addition, the Tri-state will soon enjoy affordable flights to Orlando International Airport (MCO), and residents and businesses in those areas will now have easy access to our special part of the world, beginning early next year in February.

Flights to Florida's largest airport are now available for booking at ultra-low fares. And while prices are low, service and pleasantries are not. Amenities and upgrades are in abundance with Breeze and appeal to leisure and business travelers alike. In fact, Breeze prides itself on being "Seriously Nice," which certainly sounds familiar. Here in the Evansville Region, we find our mayor and many of us often reciting what has become our community's unofficial motto: "Nice matters." A perfect match. And as such, we welcome Breeze to our region and ask for your support in ensuring their success.

The entry of Breeze Airways into our region is an excellent outcome of community and state support. This exciting air service collaboration is the culmination of passenger demand, public sponsorship and the airport's dedication to airline success. Ultimately, we know that success breeds success. As we support our local airport and its newest airline, we're encouraged that Breeze will continue growing and adding new destinations within their nicest and newest region. *And that's exciting.*

Breeze's core values align perfectly with our region's beloved airport. We anticipate this partnership will reflect innovative, customer-focused service with friendly, convenient service from the start to finish of any trip. Founded by successful airline entrepreneur,

David Neeleman, whom you may recognize as the founder of Jet Blue, the airline promises to make the world of travel simple, affordable and convenient for our local travelers.

The new Breeze route will bring EVV's total number of current, nonstop destinations to six, of which five are year-round: Atlanta, Charlotte, Dallas, Orlando International and Orlando-Sanford, along with Destin, a summer seasonal destination.

Travel has resumed and demand has fueled the need for additional air service, especially in our region where a large portion of Tri-state travelers originate and where our companies and their customers thrive and connect. It's a full court press to expand our air service offerings at EVV. The new route selected by Breeze accurately reflects one of our market's top underserved destinations. Breeze's affordable nonstop flights to one of our region's most traveled destinations will allow our residents to enjoy more time and money – more vacations and easier access to family, friends and business travel, helping to improve our quality of life. As we continue to identify all airline and route opportunities in our centered quest to augment air access, we will not leave any stone unturned. In this case, we uncovered a "nice" blue diamond in Breeze.



TARA BARNEY  
CEO, E-REP

TARA BARNEY  
CEO, E-REP

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f t i n @ @evvregion



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





# 2023 E-REP AWARD WINNERS!



Chris Traylor accepts the Business of the Year Award presented to Traylor Construction Group, Inc.



Christopher Pietruszkiewicz President of the University of Evansville accepts the Community Champion of the Year Award.

The Evansville Regional Economic Partnership (E-REP), a unified organization advancing the interests of businesses while fueling economic and community growth, announced business and community award winners at its Annual Meeting & Dinner at the Ford Center on September 28. The event celebrated regional victories, solidified nominations in board leadership and awarded outstanding business and community leaders. At this signature event, the following awards were presented:

The recipient of this year’s Distinguished Business Leader of the Year Award, Barry Cox of The Cox Group, embodies the very essence of visionary leadership in our region. With boundless vigor, creativity and an unwavering commitment to the community, he has set a remarkable precedent for businesses in our region. In the realm of logistics, his companies have earned a reputation as invaluable partners, consistently providing seamless solutions for businesses throughout our region. When faced with a complex supplier issue, his team is the unequivocal “easy button” – a testament to their unparalleled expertise and reliability. His leadership is nothing short of transformative, leaving an indelible mark on our region’s business landscape.

The Business of the Year Award was presented to Traylor Construction Group, Inc. Homegrown and headquartered, they

have nurtured a culture that truly resonates with our region. Their vision is nothing short of ambitious – to ascend to the pinnacle as the most esteemed, sought-after, and consistently high-performing heavy-civil contractor in North America. Whether it’s a project above ground or below, on land or in the water, this is a construction partnership that defies conventional boundaries. Since its inception in 1946, this company has evolved into a remarkably adaptable construction organization, demonstrating an unrivaled proficiency in taking on the most formidable bridge, underground and marine projects. It comes as no surprise that BridgeLink has eagerly embraced their expertise as we collectively bring the long-awaited I-69 Bridge to fruition. Today, under the guidance of the third generation of Traylor, this company continues to flourish, steadily committed to passing down the values and traditions of their forefathers, while safeguarding the unique culture that sets them apart. Their legacy is a living testament to the enduring power of local businesses, exemplifying the very best our region has to offer.

Community Champion of the Year Award was presented to the Evansville Promise Neighborhood and University of Evansville. This year’s Champion stands as a shining example of intentional collaboration, poised to make a monumental impact on the realization of Talent EVV and the collective vision we hold dear. In a momentous announcement at the close of March,

the University of Evansville unveiled a transformative \$30 million grant, marking the inception of the Evansville Promise Neighborhood. In a remarkable partnership with 23 organizations, including the Evansville Vanderburgh School Corporation, this initiative promises to reshape the trajectories of families in areas of utmost need. By delivering tailored services and steadfast support from the cradle to career, our community will witness a profound transformation. Their dedication is a beacon of hope, illuminating a path toward a brighter, more inclusive future for all.

Together, these winners inspire us all, demonstrating the remarkable potential that can be achieved when passion, vision and commitment converge. Their contributions serve as a testament to the extraordinary impact that businesses and organizations can have on our community’s growth and prosperity.



Barry Cox of The Cox Group accepts the Distinguished Business Leader of the Year Award.





# Old National to Partner with Nashville-based CapStar

Partnership includes \$3.3 billion in total assets and four high-growth metro markets

Old National Bancorp (NASDAQ: ONB) (“Old National”) and CapStar Financial Holdings, Inc. (NASDAQ: CSTR) (“CapStar”) jointly announced that they have entered into a definitive merger agreement for Old National to acquire CapStar in an all-stock transaction. Combining the two organizations will strengthen Old National’s recently formed Nashville presence and add several new high-growth markets.

Old National entered the Tennessee market in 2022 when it introduced a Nashville-based 1834 Wealth team (Old National’s high-net-worth division). More recently, Old National added a Nashville-based Commercial banking and lending team. The combination with CapStar accelerates Old National’s Tennessee presence bringing \$3.3 billion in total assets, \$2.3 billion in total loans, and \$2.8 billion in deposits as of September 30, 2023, with top-10 deposit market share in the Nashville MSA and recent entry into Asheville, NC.

“This partnership with CapStar – one of the most highly respected and successful community banks in Tennessee – is a tremendous cultural fit and a natural extension of our growth strategy,” said Old National CEO Jim Ryan. “By establishing a full-service banking presence in Nashville and several other strong Tennessee and North Carolina communities, we can more fully serve our existing Nashville-area clients while also introducing our client- and community-focused brand of banking to the surrounding region.”

“Over the past five years, our team has repositioned CapStar, strengthening its performance and long-term prospects,” said Timothy K. Schools, CapStar President and Chief Executive Officer. “In looking to the next five years, it is my belief Old National’s like-minded culture and scale best positions our employees, customers and shareholders to continue our positive momentum. Excitingly, CapStar employees will be a major contributor to strengthen Old National’s recent entry into Nashville. Old National has hired market-leading individuals we are well familiar with, and shareholders greatly benefit from a material increase in dividends and daily trading volume while receiving a very attractively priced stock with strong potential for upside.”

North Carolina and Tennessee ranked first and third in CNBC’s 2023 annual ranking of America’s Top States for Business. CapStar’s markets include four of the fastest growing metro areas across the Southeast, of which Nashville is one of the 25 fastest in the United States. CapStar’s financial performance ranks first among all Tennessee-based banks and fourth across the Southeast within S&P Global Market Intelligence’s ranking of banks with assets of \$3 to \$10 billion.



Cyndi Hines and Paul Esche, Co-Founders, ECP Consulting, Inc.



Let’s welcome ECP Consulting, Inc. as a new member of the Evansville Regional Economic Partnership. ECP Consulting, Inc. is located at 100 NW Martin Luther King Jr. Blvd. in Evansville and can be reached by calling 812-319-6799, email [chines@ecpesop.com](mailto:chines@ecpesop.com) or online at [ECPesop.com](http://ECPesop.com). Read on as Cyndi Hines, CPA, CVA, Co-Founder, tells us about ECP Consulting, Inc.

**Tell us about ECP Consulting, Inc. and the services you offer.**

ECP facilitates the transition of companies to an Employee Stock Ownership Plan (ESOP). We also perform annual mandatory ESOP and 401(k) plan audits. Our newly constructed building in downtown Evansville has office space and event space for rent.

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

Paul Esche and I started ECP in June 2021. We recognized a market need for specialized ESOP services and an opportunity to enhance our clients’ success while maintaining work-life balance. Our inspiration comes from a passion for excellence and a commitment to high-quality service, driving us to stay at the industry’s forefront. We are motivated by fostering long-lasting client relationships built on trust, integrity and exceptional service. Helping clients achieve their goals and navigate challenges is a fundamental driver for our investment in ECP.

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

Open doors for yourself and make yourself available to individuals aspiring to pursue a career in accounting; it’s important to recognize your unique industry value. Partner with a company that not only aligns with your professional interests but also values your well-being over client demands. If you don’t love your career, don’t let fear or external pressures deter you from making a change. Never stop asking questions to foster continuous learning and maintain humility at all times.

**In your opinion, what are three ingredients for success?**

The foundation for attaining success comprises three vital elements: courage, servant leadership and a profound passion for one’s work. Courage enables individuals to confront challenges head-on, make bold decisions, and persevere in the face of adversity. Servant leadership, characterized by a commitment to prioritizing and empowering others, fosters collaboration, trust and a positive workplace culture. Lastly, a genuine passion for what one does fuels determination, creativity and the pursuit of excellence, driving both personal and professional achievement.

**What has been one of your toughest challenges?**

One of the toughest challenges we have faced is overcoming the adversity in leaving a local firm and forming a business that not only aligned with our values but enabled us to do what we enjoy.

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

The Evansville Region offers a strategic central location with a pro-business environment. It boasts a diverse economy, a skilled workforce and a relatively low cost of living, making it an attractive choice for businesses seeking growth and sustainability.

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

What I appreciate most about our community is its unique blend of size and small-town ambiance. Despite being a large city, it still maintains a warm, tight-knit atmosphere, offering the best of both worlds in terms of convenience, growth, excitement and a strong sense of community.

**Is there anything else you would like to share?**

We firmly believe that selling a company to its employees through an Employee Stock Ownership Plan (ESOP) provides a win-win-win for selling shareholders, employees and the Company. Our passion lies in raising awareness and dispelling misconceptions surrounding ESOPs. We strongly encourage all business owners to explore this option as part of their comprehensive succession planning strategy by experts in the field.





# Grand Opening of 'The District' Housing Complex in Downtown Princeton

READI-funded project supports local employers, current and future residents with new housing in Princeton

Community leaders and regional stakeholders convened recently to celebrate the highly anticipated grand opening of The District, a 144-unit apartment complex set to redefine urban living in downtown Princeton. Representing an investment of \$21 million, this modern workforce apartment complex is poised to make its leasing debut in November, adding affordable, contemporary housing aligned with the demands of both employers and residents.

“The District will serve as a solution to two of Indiana’s challenges, our workforce shortage and a lack of access to affordable housing,” said Lt. Gov. Suzanne Crouch, Indiana’s Secretary of Agriculture and Rural Development. “The READI program was the perfect way for the state of Indiana to come alongside and support this partnership. I look forward to seeing the success of this project in Princeton, and I hope to see similar developments across Indiana in the near future.”

Located at 629 S. Second Ave., The District will lease units beginning in November 2023. The housing options are diverse, ranging from entry-level and executive-style one-bedroom

apartments to spacious two- and three-bedroom units. Notably, The District represents the first multifamily housing initiative in nearly a decade, addressing the crucial workforce housing needs of prominent local employers. Upon completion, the complex will offer a clubhouse with a state-of-the-art fitness facility, a secure mail room, a pool and parking garages available for rent. The grounds will feature scenic walking paths, communal grilling areas and covered balconies on various apartment levels.

“The District marks a pioneering development in Princeton,” said Wayne Kinney, the project’s developer. “The vision was to create a destination for those wanting an up-and-coming environment to live and raise a family, and we did just that.”

In December 2021, the Evansville Regional Economic Partnership (E-REP) on behalf of the Southwest Indiana Regional Development Authority (RDA) led efforts to secure \$50 million in READI funds to enable the community’s strategic plan currently underway and known as TalentEVV. The District was awarded a \$2.5 million READI grant, complemented by local funds from the City of Princeton. A key READI objective is to stimulate

additional private investment, with over 72 percent of the project’s funding originating from private sources.

“READI is driving positive change by creating strong partnerships for economic growth, talent retention and future workforce recruitment,” said Tim Hollander, Gibson County RDA member and Vice President of Manufacturing at Toyota Indiana. “More housing will benefit the whole community, and I look forward to welcoming our new neighbors into Gibson County.”

Through its Talent EVV strategic plan, E-REP and the RDA are working toward the Evansville Region becoming a nationally recognized place to call home. Recognizing the pressing need for expanded housing options to accommodate population growth and retention, The District will bridge the housing gap in Gibson County, providing for the needs of our area’s leading employers.

For further information about “The District,” please contact: JWK Management Group, (812) 615-0303.

**READI 2.0 PROJECT INTAKE FORM:**  
<https://evvregion.growthzoneapp.com/ap/Form/Fill/P2bvGT2P>



## The Board of Commissioners of Posey County announce RFQ for Wastewater Extension

STRATEGY |

The Board of Commissioners of Posey County Indiana has announced a Request for Qualifications seeking a qualified engineering firm to undertake the extension of wastewater infrastructure east of the City of Mount Vernon. This project will extend a wastewater line from the current wastewater treatment plant located near the SR 62 and Indian Mound Road intersection to the north side of SR 62.

This wastewater line extension will improve the

potential for future development along the north side of the highway and on each side of Indian Mound Road. It will also provide for future expansion of wastewater infrastructure all along SR 62.

Submissions are due by 4:00 PM on November 17, 2023 to the Evansville Regional Economic Partnership office in Evansville or delivered to the Commission by 9:00 AM on November 21, 2023 at the Hovey House Meeting Room in Mount Vernon. The anticipated date of award is December 5, 2023.



# Pick the right insurance policy for your new small business

By **Better Business Bureau**

**B**usiness insurance protects your small business, both financially and legally. However, if you are starting out, navigating insurance policies can be tricky. Some kinds of insurance are required by law, others by your clients, and others are optional. How do you know what policies you need for your business? BBB offers the following tips to help you make a good decision.

## HOW TO CHOOSE SMALL BUSINESS INSURANCE

- **Check your requirements.** Before you start considering plans, find out what kind of insurance you are legally required to have. If you have employees, the United States federal government requires your company to carry unemployment, disability, and workers' compensation insurance. In Canada, business insurance is not required on a national level. Also, check your regional government website to ensure you meet state or province-level requirements.

- **Assess your business risks.** Think about what risks your business may run. Do you work in an area where natural disasters or accidents could affect your business? Are you at risk of lawsuits? Do you have a physical office that could be damaged? Do you sell physical products that could be lost, broken or stolen? These factors will help you determine what kind of insurance you need.

- **Know types of insurance and what they cover.** These types of business insurance are the most common. However, depending on your type of business, you may need more specialized policies. For example, if your company manufactures something, product liability insurance will protect you if a defective product injures someone.

- **General liability insurance:** This insurance policy protects your business against financial loss in many situations, such as a customer injury, property damage or defending your business against a lawsuit.

- **Errors and omissions insurance.** This policy, also called professional liability insurance, protects you in case of business error. This type of insurance is common in service-based businesses, such as consulting.

- **Business interruption insurance.** This insurance covers expenses and lost income that occur during a covered incident. For example, this would cover a shop closing due to flooding.

- **Worker's comp insurance.** Required by U.S. law for businesses with employees, this policy covers medical costs or lost wages if an employee gets injured at work.

- **Get help from a licensed insurance agent.** If you can't decide how much coverage you need or what kind of policy to purchase, a licensed insurance agent can help. However, remember that agents receive a commission when they sell a policy. Ask for recommendations and check online reviews to make sure you find a reputable agent that will do what's best for your business.

- **Consider bundling insurance into one policy.** A business owner policy (BOP) combines several types of business insurance into one bundle. This bundling is an excellent way to simplify your insurance purchase and get a better price.

- **Compare prices and companies.** Benefits, costs and customer service will inevitably vary from company to company. Get several offers and compare the rates, terms and benefits before you choose.

- **Reassess your needs on a regular basis.** As your business grows and changes, your insurance needs can shift. Every year, reassess your business to ensure your insurance policy protects you. If need be, discuss any business changes with your insurance agent to see how they might affect your coverage.

### For more new business information:

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

Read more about BBB Accreditation Standards and BBB Standards for Trust.

**To review this article and hyperlinked references in full, visit:** <https://www.bbb.org/article/business/27611-bbb-business-tip-the-right-insurance-policy-for-your-new-business>  
**Contact your Tri-State BBB at 812-473-0202 to learn more about BBB Accreditation.**

# Let's Learn about Julie Probus, E-REP's New Chief Financial Officer

## What is your role/duties at E-REP?

My responsibility to E-REP is to ensure that our financial transactions are recorded and reported to our board and stakeholders accurately. Accurate and timely financial information is vital to the success of the organization. Our management, board and other regional partners rely on this information to make good decisions for the future of E-REP and our impact on the region's growth.

## What excites you about your new position?

I love the mission of E-REP! This position gives me the opportunity to have an impact on the prosperity of the region that I call home. I look forward to being able to enhance our internal accounting procedures to continue the good stewardship of the funding entrusted to E-REP.

## What is your favorite thing about living in the Evansville Region?

I love that within an hour from my home my family can go to the zoo, I can go to dinner and a ballet with friends, I can go to a museum or concert with my daughters, or my husband and I can go out for dinner and drinks. We have such a great variety of amenities in this region and they are all close to home! I also love that we get to experience all four seasons in this area.

## What would people outside our org contact you for?

I am happy to answer questions about E-REP's general financial information including financial statements, accounts payable, accounts receivable, tax documents, human resources and general operations.

## What are you most looking forward to in your new role?

I am looking forward to witnessing firsthand the impact E-REP, along with our partners, can have on this region. The vision for and development of this area's riverfront is particularly exciting to watch and be a part of!

## Anything else you'd like to add?

e is for Everyone!



**JULIE PROBUS**  
CFO

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## Ports of Indiana - Maritime shipping contributes \$30 billion per year to Indiana's economy

Indiana ranks 12th nationally in maritime shipping, claims more than half of the U.S. Great Lakes maritime economy and has the country's largest inland port

Shipping on Lake Michigan and the Ohio River delivers an economic impact of more than \$29.8 billion annually to Indiana's economy and supports more than 158,000 jobs, according to a newly-released study.

"Indiana's growth and influence on America's inland maritime transportation continues unabated," said Gov. Eric Holcomb. "The economic impacts of maritime shipping on Indiana's economy are truly impressive, and they underscore the importance of the Great Lakes and Ohio River to our global reach. Our ports and waterways take Indiana to the world and bring the world to Indiana."

The study found that Indiana shipped 54.4 million tons of maritime cargo in 2022, providing \$11.5 billion in personal income for 158,143 jobs and \$1.9 billion in tax dollars to state and local governments. The report was prepared by Martin Associates, an internationally recognized economic and transportation consulting firm that has conducted more than 1,100 economic and planning studies for major ports in North America and internationally. Click here to view the economic impact study for Indiana's maritime industry.

"Indiana is home to a robust maritime economy with three state ports and more than 90 cargo terminals that ship critical cargoes around the world," said Dr. John C. Martin, founder and president of Martin Associates. "The state's maritime capabilities on Lake Michigan and the Ohio River provide essential connections to regional and international markets while also providing jobs and economic support for local communities."

According to data from the U.S. Army Corps of Engineers, Indiana ranks 12th nationally in maritime shipping. Martin's regional analysis found that Indiana's 43 miles of Lake Michigan shoreline is responsible for 57 percent of the U.S. Great Lakes shipping economy, and 42 percent of the combined U.S.-Canadian Great Lakes shipping economy.

The Northern Indiana Port District ships 30.2 million tons per year, which ranks as the 20th largest port in the country and generates \$16.6 billion in annual economic impacts.

The Southern Indiana Port District, comprised of the 13 counties along Indiana's 356 miles of Ohio River frontage, ships 24.2 million tons per year, which ranks No. 1 among all U.S. inland ports, and generates \$13.3 billion in annual economic impacts.

Martin Associates' analysis included 143 interviews with Indiana-based maritime terminals, industrial tenants and service providers. The firm also recently completed two separate economic studies related to Ports of Indiana's three ports and the Great Lakes and St. Lawrence Seaway ports.

"Many people in the Midwest don't realize how important maritime shipping is to our economy," said Ports of Indiana CEO Jody Peacock. "For most industries, shipping cargo by water creates major economic, environmental and public benefits. Because of Indiana's unique waterway access, we can ship cargoes via the Great Lakes, inland rivers and Gulf of Mexico directly to the Atlantic Ocean, which is a huge economic advantage."

## Evansville Region Secures Funding to Develop Regional Economic Development Strategy

The Evansville Regional Economic Partnership (E-REP) was recently awarded a \$60,000 grant from the Economic Development Administration (EDA), a federal agency of the Department of Commerce, to develop a Comprehensive Economic Development Strategy (CEDS) for Vanderburgh, Posey, Warrick and Gibson counties. Assistance for the project comes from the EDA's \$30.7 million budget for Partnership Planning awards, designed to build capacity and guide economic prosperity and resiliency in an area or region.

"We are thrilled to deepen our relationship with the EDA," said Tara Barney, CEO of E-REP. "This CEDS will be a key enabler for our region; serving as a guide toward becoming more resilient, equitable and regionally competitive, and allowing us to continue to build on our recent success in regional collaboration. The CEDS and our strengthened relationship with the EDA allows us greater access to tools and funding through the EDA as well as other federal agencies." In addition to the federal planning support, E-REP is contributing an

additional \$60,000 through in-kind services via staff time.

Next steps include releasing a request for proposals and selecting an experienced consultant while forming a regional strategy committee to guide the plan and implement recommendations. The regional strategy committee will be comprised of individuals throughout the four-county region representing a variety of economic development interests, employer sectors and units of government.

"The roughly year-long effort to draft the CEDS will be followed by an opportunity for public comment," said Josh Armstrong, Senior Vice President for Economic Development for E-REP. "Expect our submission of the CEDS plan in late 2024." Submission of an application to be designated an Economic Development District (EDD) will follow the EDA's approval of the CEDS. Upon this designation, a governing board will guide the efforts of the EDD and support efforts by specific communities to seek federal funds from the EDA.





# Breeze Airways Announces New Service from Evansville

Evansville Mayor Lloyd Winnecke addresses the crowd during the Breeze Airways service press conference.

**B**reeze Airways, the U.S.' only NLCC, or "Nice Low Cost Carrier," recently announced new service from Evansville (EVV) to Orlando, FL, starting February 23, 2024. Fares on the new nonstop route start from \$49\* one-way, if purchased by November 14 for travel by September 3, 2024.

"We are excited that Breeze Airways has chosen Evansville as their first Indiana city, and we look forward to partnering to expand and further enhance air service options for travelers in the region," said Nate Hahn, EVV Executive Director. "Breeze's entry into EVV is a testament to solid community support and more passengers choosing to Fly EVV First, along with a culmination of strong partnerships and the airport's dedication to airline success."

"Indiana is committed to building vibrant communities, and welcoming Breeze Airways to the state will advance regional assets and quality of life across the greater Evansville Region," said Mark Wasky, SVP and special counsel to the Indiana Secretary of Commerce at the Indiana Economic Development Corporation. "Breeze's new route will increase business and leisure opportunities for Hoosiers while paving the way for continued community and economic development in Evansville and across the state."







"Breeze's focus is on connecting underserved markets, adding nonstops between cities without existing service," said Breeze Airways' President Tom Doxy. "As we introduce service from

Evansville, we're proud to bring an affordable and convenient new travel option to Florida."



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## NEW MEMBERS

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**Derek Shelton** 930-204-2225  
[evansville@optimizeunow.com](mailto:evansville@optimizeunow.com)  
[www.optimizecenters.com/evansville](http://www.optimizecenters.com/evansville)

**PRIORITY MARKETING**

**Josh Trotter** 812-202-6497  
[Josh@beprioritized.com](mailto:Josh@beprioritized.com)  
[beprioritized.com](http://beprioritized.com)

**T-MOBILE WEST SIDE**

222 S. Red Bank Rd., Evansville, IN 47712  
**Jeremy Wallace** 812-471-2839  
[www.t-mobile.com](http://www.t-mobile.com)

**THE CHLOE RANDOLPH ORGANIZATION**

327 Washington St., Henderson, KY 42420  
**Kristie Randolph** 270-830-8688  
[kristie@thechloerandolph.org](mailto:kristie@thechloerandolph.org)  
[www.thechloerandolph.org](http://www.thechloerandolph.org)

**US INCUBATOR**

815 John St., Suite 110, Evansville, IN 47720  
**Jason Gerteisen** 812-463-2434  
[jason@usincubator.com](mailto:jason@usincubator.com)  
[www.usincubator.com](http://www.usincubator.com)

**VOMAC TRUCK SALES & SERVICES**

10000 State HWY 57, Evansville, IN 47725  
**Ryan Snyder** 812-867-2481  
[rsnyder@vomactruck.com](mailto:rsnyder@vomactruck.com)  
[vomactruck.com](http://vomactruck.com)

## UPGRADED MEMBERS

**T-MOBILE**

1031 N. Green River Rd., Suite 101 Evansville, IN 47715  
**Jeremy Wallace** 812-471-2839  
[www.t-mobile.com](http://www.t-mobile.com)

**WELBORN BAPTIST FOUNDATION**

20 NW 3rd St., Ste. 1500, Evansville, IN 47708  
**Pat Creech** 812-437-8260  
[www.welbornfdn.org](http://www.welbornfdn.org)

## MEMBER RENEWALS

- A & A Precision Heating, Cooling & Refrigeration
- ACROS Gymnastics
- Armada Optical Services, Inc.
- Ashley Homestore
- Asurion Tech Repair and Solutions
- At Your Service Senior Concierge Service
- Barker Brewhouse
- Blackstrap Media
- Chick-fil-A West Evansville
- ColorMax
- EEMSCO, Inc.
- Evansville Philharmonic Orchestra
- Eyecare Consultants, LLP
- FC Tucker Emge Realtors
- Foncannon Tax & Financial Services
- Fourth Street Accounting Solutions
- Hahn Kiefer Real Estate Services
- Haynie Travel
- Head To Toe Health & Wellness
- Husk Signs
- Jamplast
- Jaspen
- Leadership Everyone Inc.
- Midwestern Pet Foods
- Newburgh Fitness
- Peanut Galleries
- Pettinga Financial Advisors
- Purdue Manufacturing Extension Partnership
- Shrewsbury & Associates
- Sixth and Zero
- Sunrise Flooring and Cabinets
- The Bauerhaus/Bauerhaus Catering
- The Salvation Army of Evansville
- US Army Evansville Recruiting
- William Wilson Auction Realty Inc.
- Youth First, 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.

**HERITAGE FEDERAL CREDIT UNION**

Heritage Federal Credit Union celebrated a remodel with a ribbon-cutting at 2350 Washington Ave. in Evansville. Heritage Federal Credit Union is focused on providing affordable financial solutions to their members with competitive rates, upgraded technology, and exceptional service. Contact them at 812-454-7723 or visit them at [www.heritagefederal.org](http://www.heritagefederal.org).

**TRI-STATE MULTIPLE SCLEROSIS ASSOCIATION**

Tri-State Multiple Sclerosis Association celebrated a retirement and new Executive Director with a ribbon-cutting at 971-C S. Kenmore Drive in Evansville. Tri-State Multiple Sclerosis Association started in 2001 by an enthusiastic group of volunteers with a common mission in mind, to enhance the quality of life for people living with Multiple Sclerosis and their families. Contact them at 812-423-5943 or online at [tristatems.org](http://tristatems.org).

**ROMAIN SUBARU**

Romain Subaru celebrated a new location with a ribbon-cutting at 7605 E. Virginia St. in Evansville. Romain Subaru opened a new dealership location at the corner of Cross Pointe Boulevard and Virginia Street with many new features including a 3-car service lane, updated pull-through car wash and 14 service bays. Contact them at 812-475-8302 or visit them at [www.romainsubaru.com](http://www.romainsubaru.com).





**HAMPTON INN EVANSVILLE EAST/REMINGTON HOSPITALITY**

Hampton Inn Evansville East/Remington Hospitality celebrated a re-grand opening with a ribbon-cutting at 8000 Eagle Crest Blvd. in Evansville. Hampton Inn Evansville East has renovated guest rooms and the exterior of the hotel. Hampton Inn Evansville East offers free hot breakfast daily, complimentary WiFi, a heated indoor pool, free parking, a 24-hour fitness center and 24-hour business center. Contact them at 812-457-1802 or visit them online at [www.hilton.com](http://www.hilton.com).



**UNITED CARING SERVICES**

United Caring Services celebrated a grand opening of a new location and major investment with a ribbon-cutting at 324 NW 6th St. in Evansville. United Caring Services is a low-barrier homeless shelter that provides resources and services to aid in ending homelessness within our community. Contact them at 812-217-3545 or email [maggiet@unitedcaringservices.org](mailto:maggiet@unitedcaringservices.org).



**EVANSVILLE RESCUE MISSION - SUSAN H SNYDER CENTER FOR WOMEN AND CHILDREN**

Evansville Rescue Mission - Susan H Snyder Center for Women and Children celebrated a ground-breaking with a ribbon-cutting at 1400 Professional Blvd. in Evansville. The Evansville Rescue Mission is opening a long-term, program-based shelter for women and children. The goal is to help our residents heal from the inside out - get their feet back on the ground and break the cycle. Contact them at 812-962-6724 or email [katrinka.rynder@ermstaff.org](mailto:katrinka.rynder@ermstaff.org).



**CALIBER COLLISION**

Caliber Collision celebrated a grand opening of a new location and expansion with a ribbon-cutting at 318 North Green River Rd. in Evansville. Caliber Collision repairs cars back to pre-collision condition and helps their customers by Restoring the Rhythm of Your Life®. Caliber Collision is a preferred partner of the nation's leading vehicle manufacturers and all major insurance carriers. Contact them at 1-317-294-3474 or online at [www.calibercollision.com](http://www.calibercollision.com).



**RIVERSIDE CAPITAL MANAGEMENT GROUP**

Riverside Capital Management Group celebrated a 1-year anniversary with a ribbon-cutting at 216 SE Riverside Dr. in Evansville. Riverside Capital Management Group believes in empowering their clients with financial knowledge and confidence to help them pursue their life goals. Using customized, goal-oriented investment strategies, Riverside Capital Management Group will work with you to create a strategy that works for you. Contact them at 812-777-0071 or visit them online at [www.riversidecmg.com](http://www.riversidecmg.com).



**T-MOBILE**

T-Mobile celebrated a grand opening with a ribbon-cutting at 222 S. Red Bank Rd., Suite H in Evansville. T-Mobile is the industry leader in 5G. They are excited to open this new location on the west side of Evansville as they continue to grow their brand. Contact them at 812-760-1851 or email [jeremy.wallace@t-mobile.com](mailto:jeremy.wallace@t-mobile.com).



## PORTS OF INDIANA

Ports of Indiana made a series of promotions and hires at its Indianapolis headquarters.



### JENNIFER RACHAU

Jennifer Rachau takes on the newly created position of Chief of Staff. Before returning to Ports of Indiana, Rachau managed logistics and purchasing for Cleveland Cliffs at its Northwest Indiana steel mills. Prior to that, she served in various roles related to business administration and engineering operations at Ports of Indiana-Burns Harbor, as well as public education and banking.



### ED HAMILTON

Ed Hamilton returns as Senior Engineer. Hamilton joined Ports of Indiana as a staff engineer in 2012, rising to engineering director before leaving in 2020 to pursue construction and property development interests. A Purdue University graduate with a civil engineering degree, Hamilton returns to Ports of Indiana in a part-time engineering

role and brings vital institutional knowledge of its three port facilities.



### TRAVIS KOHL

Travis Kohl was promoted to Senior Director of Projects and Infrastructure. Kohl joined Ports of Indiana in November 2022 after 16 years with the Indiana Department of Transportation (INDOT). While at INDOT, Kohl rose from the position of right-of-way survey technician to capital program management director for INDOT's

Crawfordsville District, serving as team lead in long-term strategic planning and establishment of best practices.



### ERIC POWELL

Eric Powell joins the organization as Director of Communications. Powell brings more than 25 years of communications and transportation experience to Ports of Indiana. He held a variety of public relations and marketing roles with the Indianapolis Motor Speedway, IMS Museum and the Indiana Rail Road Co., and most recently was senior

rail planner for the Indiana Department of Transportation.

## WESSELMAN WOODS

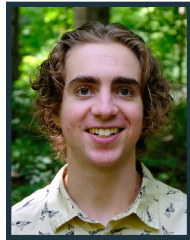
Wesselman Woods made two promotions.



### PAYTON BROSHEARS

Payton Broshears is the new Director of Environmental Education at Wesselman Woods. She has worked with WW for over 3 years in various positions and, with her new role, she looks forward to engaging with more children through the Sprout Initiative and promoting the importance of environmental stewardship. Broshears

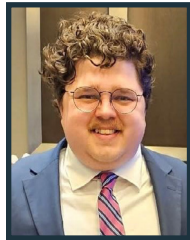
graduated from the University of Southern Indiana with degrees in Fine Arts and Spanish. She coaches soccer for Harrison High School.



### DEREK WALSH

Derek Walsh is the Director of Natural Resources and Research. Walsh is from Newburyport, MA, and grew up spending time in the forests of New England. He graduated from Harvard, majoring in Environmental Science and Public Policy with a minor in Integrative Biology.

At Wesselman Woods, Walsh will lead educational hikes, survey for salamanders, and share the lessons and wisdom of the forest.



### DERRICK MCDOWELL

Dentons lawyer Derrick McDowell of Evansville was named co-chair of the Indiana State Bar Association's Pro Bono Committee. The ISBA Pro Bono Committee is responsible for fulfilling the bar association's commitment to pro bono efforts. The Pro Bono Committee develops and implements programs to educate members about the need

for and opportunities to engage in pro bono civil legal services for the poor, and encourages members to undertake pro bono representation. McDowell will lead the committee for 2023-2024 with co-chair Tarah Baldwin of Baldwin Legal Group in Carmel. He has served on the Pro Bono Committee since April 2022. He is a 2022 graduate of the ISBA's Leadership Development Academy, which prepares the next generation of leaders among Indiana's legal professionals. McDowell is a managing associate in Dentons' Evansville office, where he focuses his practice on energy and oil law and litigation, trust and estate litigation, and general commercial litigation. In addition to co-chairing the ISBA Pro Bono Committee, he serves as chair of the ISBA's Pro Bono Committee on Martin Luther King, Jr. Day, a day in which licensed lawyers volunteer to provide free legal consultations to Hoosiers either in person around the state or by calling local county hotlines. McDowell also currently serves as president of the Board of Directors for the Legal Aid Society of Evansville/Vanderburgh County.

## FIRST FEDERAL SAVINGS BANK

First Federal Savings Bank made several new hires and promotions:



CHRIS HEAD



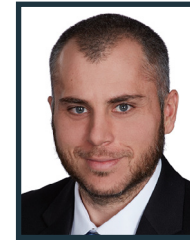
JEFF KNIESE



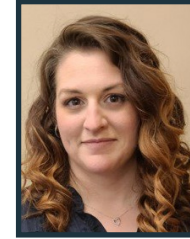
BETH RAMSEY



MICHAEL CARTER



AUSTIN EDGE



LYNN VINCENT



SARAH COX



ADAM QUIROZ

**Chris Head** was promoted from Retail Banking Manager, SVP to Chief Retail Banking Officer, EVP

**Michael Carter** was promoted from Commercial Credit and Operations Manager, SVP to Chief Commercial Lending Officer, EVP

**Sarah Cox** was promoted from Risk Manager, SVP to Chief Risk Management Officer, EVP

**Jeff Kniese** was recently hired as Business Development Officer, FVP

**Austin Edge** was promoted from eBanking Services Officer, AVP to eBanking Services Officer, VP

**Adam Quiroz** was promoted from Deposit Operations Support & Fraud Officer, AVP to Deposit Operations Support & Fraud Officer, VP

**Beth Ramsey** was promoted from Loan Servicing Asst Manager, VP to Loan Servicing Manager, VP

**Lynn Vincent** was promoted from Human Resources Generalist to Human Resources Generalist, AVP

## BROOK MOFFAT

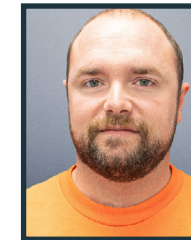
University of Evansville alumna Brook Moffat joined the university as Director of Marketing. Moffat brings nearly two decades of experience in marketing, communication, and events management in the U.S. and the U.K., most recently serving as Senior Manager of Integrated Marketing for Shoe Carnival in Evansville. In her capacity as Director of Marketing, Moffat will be tasked with charting the university's marketing strategy, devising integrated marketing plans, and executing marketing initiatives.

## LENSING BUILDING SPECIALTIES AND ARCHITECTURAL SALES

Lensing Building Specialties and Architectural Sales, an Evansville-headquartered building materials distributor, announces the addition of four new team members:



ZACH DIONISI



MICHAEL KLAUS



CONNOR PROW



AUSTIN VENSON

**Zach Dionisi**, Overhead Door Technician

**Michael Klaus**, Overhead Door Technician

**Connor Prow**, Territory Driver

**Austin Venson**, Overhead Door Technician Trainee



### MELISSA NICHOLSON

Melissa Nicholson, an Edward Jones financial advisor in Newburgh, received the firm's Spirit of Caring Award. The award is given to only one financial advisor in each of the firm's 326 regions and is determined by a vote of peers. The award recognizes those financial advisors who exemplify the values, culture, and spirit of giving back.



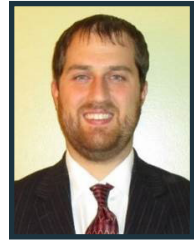
### KENNY MILLER

Kenny Miller joined Environmental Cleaning Solutions as Vice President of Operations. Miller has more than 30 years of experience in the environmental and restoration industry, with a background in lead and asbestos abatement to water, fire, and mold restoration.



## ASTRAZENECA

AstraZeneca made three promotions:



### JOHN "ADAM" BUMB

John "Adam Bumb" accepted a promotion to Senior Facilities Engineer position on the Mount Vernon Facilities team, reporting to Frank Rynkiewich. His primary responsibilities will involve supporting Facilities Maintenance and the Powerhouse to ensure critical site infrastructure and utilities are well maintained and fit for

purpose. Bumb joined AstraZeneca in early 2019 coming from SABIC where he spent over 7 years in Maintenance and Reliability roles. He has held the position of Senior Reliability Engineer, where he has led the development of the site Predictive Maintenance program and has promoted risk-based analysis through the reliability methodologies. Bumb has a bachelor's degree in mechanical engineering from the University of Kentucky. He is also certified in the Reliability Methodologies and several Predictive Maintenance technologies.



### CASSANDRA RICHARDSON

Cassandra Richardson is now a Senior Process Facilitator in the Formulation PET, reporting to Marcia Yurks. Richardson worked at Mead Johnson for 2 years before beginning at AZ. She began her career in 2015 as a QC Chemist, then took developmental opportunities as interim Lead Chemist which ultimately led to taking the

Lead Chemist role in 2021, where she gained experience in Lean, leadership, capacity modeling, budget and various projects. In addition to the Lead Chemist role, she has been serving as the interim Components Supervisor since early 2023. Richardson earned her bachelor's degree in Neuroscience from the University of Illinois at Chicago in 2013.



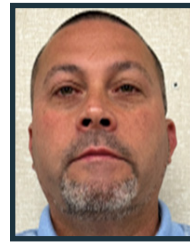
### ZACH ZILIAK

Zach Ziliak is now a Senior Process Facilitator in the Formulation Pet, reporting to Marcia Yurks. He joined the site as a Formulation Operator in 2013 in the Bohle coating operations. In 2014, Zach began a developmental role as a Manufacturing Resource Coordinator for the 122 and 123 Granulation operations, and in 2016

transitioned into a Process Coordinator. In 2019, Zach accepted another developmental role as a Process Facilitator for the 123 Granulation operations. This position later transitioned to a full time PF role. In August 2021, Zach joined the Supply Chain team in a developmental Production Planner role. This position later turned into a full time Production Planner role. Ziliak holds a bachelor's degree from Western Governors University in Business Administration.

## ALCOA WARRICK OPERATIONS

Alcoa Warrick Operations added several employees:



### MARK MCINTOSH

Mark McIntosh, Production Supervisor, began his Alcoa career in 2006 as a Smelter Process Control Operator. He then worked as a Potroom Substitute from 2011 to 2013. Since 2013, McIntosh held various production positions at the Cold Mill, which was an Alcoa department until Kaiser Aluminum purchased the Rolling Mill

portion of the Warrick plant in April 2021. McIntosh reports to Jason Cunningham, Aluminum Plant Manager.



### KENDALL POWELL

Kendall Powell, Aluminum Plant Supervisor, has more than 25 years of manufacturing experience. He reports to Jason Cunningham, Aluminum Plant Manager.



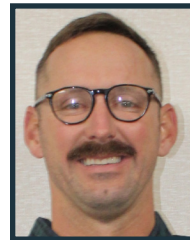
### JED GAMBLE

Jed Gamble, Electrical Maintenance Planner, has 8 years of rail management experience, and he most recently served as Director of Veteran Services for Warrick County. He reports to Mike Fritchley, Power Plant Maintenance Manager.



### LUCAS ANDERSON

Lucas Anderson, Administrative Assistant, started at Alcoa in January 2023 as an Overtime Administrator before transitioning to this role. He reports to Paula Ford, Payroll Supervisor.



### JEVEN KEDING

Jeven Keding, Power Plant Group Leader, reports to Ken Hicks, Power Plant Coordinator. Keding holds an Associate of Science degree in Criminal Justice/Political Science from Brown Mackie College and a bachelor's degree in Leadership and Workforce Development from the U.S. Army Command and General Staff College. He

served 18 years in the U.S. Army, followed by 5 years as a Senior Trooper with the Kentucky State Police. He holds Lean Six Sigma Yellow Belt certification.



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# You're invited...

**CEO, Tara Barney  
Farewell Reception  
- and -  
Member Holiday  
Open House**

Please join E-REP in celebrating the holidays and wishing Tara Barney well in her retirement. We will be toasting to E-REP's wins this year and Tara's contributions, leadership, and commitment to E-REP and the Evansville Region.



**December 11, 2023  
4:30 - 6:30 PM  
City View at Sterling Square**

**REGISTER NOW! GO TO:  
[MEMBERS.EVANSVILLEREGION.COM/EVENTS](https://MEMBERS.EVANSVILLEREGION.COM/EVENTS)**



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[evansvilleregion.com](https://evansvilleregion.com)

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