

E-REP

JANUARY 2024

IMPACT

MONTHLY NEWSLETTER

BUSINESS |

POLICY |

COMMUNITY |

TALENT |

STRATEGY |

#riverofopportunities

INSIDE:

READI 2.0 CALL FOR PROJECTS

FAMILY BUSINESS ALLIANCE

E-REP'S NEW CHIEF STRATEGY OFFICER

BERRY GLOBAL

FIFTH THIRD BANK

CENTERPOINT ENERGY

NEW MEMBER PROFILES:

Nextech

Willow Tree of Posey Co.

*Photo courtesy:
Straw Photography*

Welcome...

LLOYD WINNECKE

BRINGING A WEALTH OF KNOWLEDGE TO E-REP!

CEO LETTER | READI INITIATIVE | NEW MEMBERS
TALENT EVV | NEWSMAKERS | MILESTONES | & MORE
www.evansvilleregion.com

**EVANSVILLE
REGIONAL
ECONOMIC
PARTNERSHIP**

HAPPY 2024!

The new year is sure to bring a host of opportunities for the Evansville Region, and the E-REP Team looks forward to working with you and our many stakeholders to continue building the economy and community in which we all thrive. As you may know, my tenure as E-REP's CEO is wrapping up. I've been working with our board and staff for the past 6 months to ensure a smooth transition for our many constituents. I am thrilled that Lloyd Winnecke will be my successor. After a deliberate process and careful consideration by the E-REP board of directors, Evansville Mayor Lloyd Winnecke was appointed as the new Chief Executive Officer of the Evansville Regional Economic Partnership at our September Annual Meeting and will be our Chief Executive Officer as you read this.

Lloyd Winnecke's tenure as the Mayor of Evansville has been nothing short of remarkable. His tireless dedication to the betterment of our community – Evansville and the entire Bi-State region – is unparalleled. A hallmark of his 12-year service to Evansville has been his leadership and partnership with our regional business community. He is the ideal leader of the Evansville Regional Economic Partnership board, staff and stakeholders.

Lloyd's experience as mayor uniquely positions him to drive economic development and promote regional collaboration as the CEO of E-REP. His proven track record in fostering relationships with local businesses, civic leaders and community stakeholders will undoubtedly contribute to the continued success of our regional economic endeavors.

For my part, this time in the Evansville Region has been both personally and professionally fulfilling. I have had the honor of working with the smartest, most committed, and kindest team of professionals ever. They are working to advance our region

with vigor, good will and vision. It has been a privilege to learn from and work with them and all of you. I look forward to being a useful volunteer and will be following the success of E-REP and the Evansville Region in the coming years.

Thanks for your friendship and unwavering support throughout my tenure as CEO. It has been an honor and a privilege to serve this incredible community, and I am confident that Lloyd Winnecke and his team will bring fresh perspectives and innovative strategies to propel us to new heights.

I encourage you to join me in welcoming Lloyd as the new CEO of the Evansville Regional Economic Partnership. Together, let's continue our collective journey toward a thriving and prosperous future for the Evansville Region where *e is for everyone*.

Thank you for your ongoing support!



TARA BARNEY
OUTGOING CEO, E-REP



TARA BARNEY
CEO, E-REP

#riverofopportunities

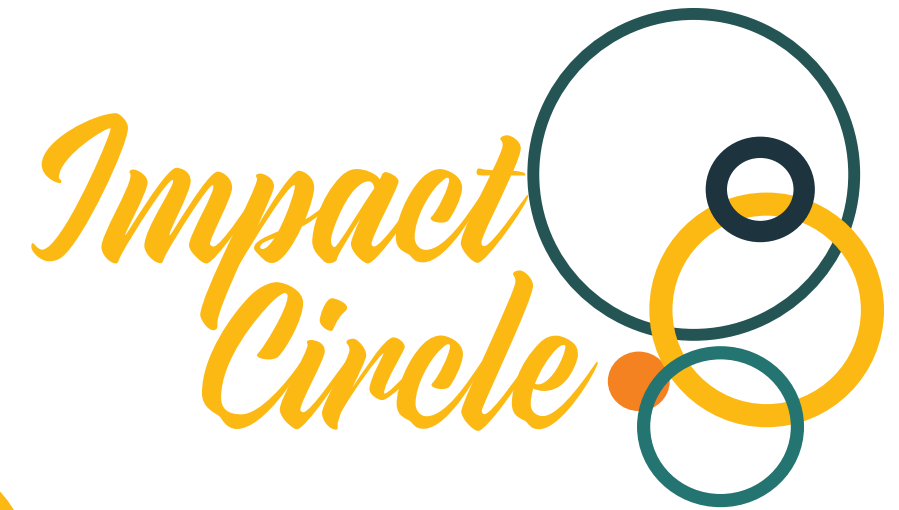
f t i n @ @evvregion



E-REP 2022 - 2023 ANNUAL REPORT

The Annual Report provides comprehensive updates on the achievements of the preceding year's initiatives, including highlights of Talent EVV Impacts, READI Projects, and the Ohio River Vision and Strategic Plan. It also enumerates Regional Wins, Catalytic Projects and Strategic Initiatives. Furthermore, the report showcases the continuous progress of programs like Economic and Community Development, Membership, Marketing and Events, accompanied by a detailed roster of Board Members, Top Supporters and Team Members.

VIEW ONLINE: www.evansvilleregion.com/e-rep-annual-reports/e-rep-2022-2023-annual-report/



The Impact 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





TRANSITIONING FROM MAYOR TO CEO

Lloyd Winnecke is poised and ready to bring his wealth of knowledge and skills as former mayor to E-REP

Lloyd Winnecke, a seasoned leader with 12 years of experience as the Mayor of Evansville, is poised to bring his wealth of knowledge and skills to a new chapter in his career as the CEO of the Evansville Regional Economic Partnership (E-REP).

Leveraging Mayoral Experience for Economic Development:

Our administration's 12 years leading city government have been marked by a commitment to fostering economic growth and enhancing the overall quality of life in Evansville. We've successfully navigated the city through various challenges, demonstrating a keen understanding of the local economic landscape. Our experience in steering economic development initiatives, attracting businesses, and creating an environment conducive to private sector investment will be valuable as I look to do the same for the broader region.

One of my key strategies will be to build upon existing partnerships cultivated during my mayoral term. Having forged strong relationships with local businesses, community leaders and government entities, I will strive to create a collaborative ecosystem that fosters innovation and sustainable economic development. I will draw on these connections to implement targeted initiatives that address the unique needs and opportunities of the Evansville Region.

Transitioning Leadership Styles: Mayor to CEO:

I look forward to bringing my collaborative leadership style to E-REP. I believe it's important to engage public and private sector leaders from around the region in meaningful conversation in order to advance the goals of individual communities as well as the broader region. That means meeting leaders, and communities, where they are and recognizing that success looks different for each community.

Serving as mayor requires a balance of responsiveness to citizen concerns, day-to-day management of city affairs, and future planning. The CEO role demands a forward-thinking approach to regional economic development. My leadership will be characterized by a focus on long-term planning, stakeholder engagement and the implementation of initiatives that yield sustainable economic benefits.

Priorities as CEO of E-REP:

As CEO, E-REP's priorities will revolve around creating an environment conducive to business growth, attracting investments, fostering innovation, advocating for public policy in support of our nearly 1,400 members, building on the success of the Evansville Regional Sports Commission, and helping drive substantive strategic planning for the region. I envision E-REP as a catalyst for driving quality of life initiatives, job creation, industry diversification and the overall enhancement of the region's economic competitiveness. Collaborating with local governments, businesses and educational institutions, we will continue to align the efforts of various stakeholders toward a common goal of regional prosperity.

Furthermore, I recognize the importance of inclusivity and equity in economic development. My tenure as mayor was marked by efforts to address disparities and create opportunities for all residents. As CEO, E-REP will extend these principles to ensure that the benefits of economic development are shared equitably across diverse communities within the Evansville Region.

I'm excited at the prospect of transitioning from Mayor of Evansville to CEO of E-REP. The thought of leveraging my extensive mayoral experience for the betterment of the region is very exciting to me both professionally and personally. I'm confident that our approach to strategic leadership, commitment to collaboration and focus on sustainable economic development will leave a lasting impact on the economic landscape of the Evansville Region.

Photo courtesy: Straw Photography

READI 2.0

ANNOUNCING CALL FOR PROJECTS

The Evansville Regional Economic Partnership (E-REP) announces a call for economic development projects happening in the Evansville Region via an intake survey. The survey is open to any capital or infrastructure project that would advance regional goals of population growth, new higher-paying jobs and workforce development for jobs of the future, improved health outcomes or efforts to lessen the number of local households in poverty.

The READI 2.0 program builds upon the success of its predecessor, READI 1.0. In READI 1.0 the Evansville Region was awarded \$50 million, which has already supported over 20 transformative projects in our region, from workforce housing in Gibson County to a riverfront strategic plan that spans Warrick, Vanderburgh and Posey Counties.

“This new wave of funding will continue efforts to create a stronger and more resilient region in Gibson, Posey, Vanderburgh and Warrick Counties,” said Josh Armstrong, E-REP Senior Vice President of Economic Development. “We look forward to learning more about compelling regional projects that tackle challenges, seize opportunities and enhance the overall appeal of Evansville and the surrounding region.”

READI 2.0 timeline & information:
September 2023 – February 2024: Regions develop funding proposals building on the goals in the applications submitted in 2021 during READI 1.0.

Indiana Economic Development Corp. (IEDC) visits each participating region to see READI 1.0 investments and discuss continued vision and strategy.

February 16, 2024: Regional goals and proposals due to the IEDC.

April 2024: Proposed IEDC board approval of investment commitments and allocations to regions.

May 2024: IEDC begins coordination with regions in identifying regionally significant projects based on the goals submitted.

“This new wave of funding will continue efforts to create a stronger and more resilient region in Gibson, Posey, Vanderburgh and Warrick Counties.”

– JOSH ARMSTRONG
 E-REP Senior Vice President of Economic Development

E-REP and the Regional Development Authority (RDA) will lead the application process alongside strategic partners to further enable the region’s TALENT EVV community vision. E-REP will share READI 2.0 updates and opportunities to the region and encourages all interested parties to visit the E-REP website to sign up for READI email updates.

TO LEARN MORE, GO TO: www.evansvilleregion.com/readi



Let’s welcome Nextech as a new member of the Evansville Regional Economic Partnership. Nextech is located at 615 N. Alabama St., Ste. 300 in Indianapolis and can be reached by calling 317-626-6989 or online at nextech.org. Read on as Bobbi Bosch, Chief Development Officer, tells us about Nextech.

Tell us about Nextech and the services you offer. Nextech’s mission is to create equitable access to computer science curriculum and experiences for all K-12 students. Our signature programs include:

CSPD Week a free, in-person professional development week for Hoosier teachers offering networking and workshops.

Teacher Tech Connect brings tech professionals and educators together to help teachers understand how computer science impacts different careers, giving them the insight needed to better guide their students.

Beyond Nextech’s efforts to scale statewide capacity of K-12 Computer Science teachers, the organization has introduced a steady stream of student-focused programs to help students better connect what they are learning in the classroom to a wide array of careers in technology. Signature programs include:

Navigate - A virtual High School Computer Science Conference.

CSforGood - A statewide Computer Science Competition.

Catapult - An immersive, experiential internship program in Indianapolis, Evansville and Bloomington.

What inspired you to invest your time and resources in this business?
 At Nextech, we believe Indiana has a role to play in America’s digital future: As a place where dreams have room to grow, and as a central crossroads for an increasingly networked nation. To realize this future for our state, we need to make sure all of our young people – regardless of family income or social background – have the education and training they need to thrive in the Information Age.

What career advice would you give the younger generation interested in this type of work?
 Explore! Join our Catapult internship program and get paid to learn about careers in tech happening in your backyard.

In your opinion, what are three ingredients for success?
 Hard work, kindness, creativity

What has been one of your toughest challenges?
 Meeting and getting to know all the great people of Evansville.

Why is the Evansville Region a great place to operate a business?
 There are so many opportunities for exciting careers in tech!

What do you like most about the community in which you live?
 Evansville has stunning natural beauty.

Student Testimonials

“What makes Nextech special and that you are not lost in the crowd, everyone is given mentoring and teaching and the attention needed to grow. It provides so many opportunities and has connections throughout the tech industry in INDY.”



Jason B.
Catapult Participant

“Coming into the Catapult program I did not know there were so many pathways in tech; I thought everyone was a software engineer. I now know what it takes to be successful is the willingness to continuously learn and never give up.”



Dajanae B.
Catapult Participant

“Nextech really aspires to help Catapults as much as possible. They give students an opportunity to learn in ways schools can’t offer and connects them to Indy’s tech community in ways that can help set one’s future up.”



Christian H.
Catapult Participant

5 Accounting Mistakes Small Business Owners Make

By **BBB Serving Evansville and the Tri-State**

Keeping the books for your small business is not something you can just persevere through and then hope everything turns out all right. Accounting mistakes can have significant negative consequences. Those can include the complete failure of the business.

If you're new to bookkeeping, especially, there's a high likelihood you'll make a few accounting mistakes. These are five every small business owner should prepare for.

Failing to follow accounts receivable

Getting paid is exciting, and it is necessary to keep a business going strong. A business owner is so busy working with other facets of their business that accounts receivable is often neglected. Staying on top of your receivables is essential to ensuring positive cash flow and to knowing where your business stands each month financially. Consistently tracking receivables will also help at tax time so that you aren't trying to figure out which payments go to an invoice.

Failing to employ a professional to prepare taxes

For many business owners, tax time can be a nightmare. You might be tempted to prepare your own business taxes to save money. However, you should consider using a professional tax preparer to ensure your taxes are correct. Although you will have to pay your accountant a fee for tax preparation, the benefits may outweigh those costs:

- Ensuring the latest tax laws are applied to your taxes, thus finding deductions you may have missed if you were to prepare your own taxes.
- Ensuring there are no discrepancies in your guesswork that may lead to an audit by the IRS.

The benefits of using a tax professional can potentially save you thousands of dollars. Be sure to keep good records so that when tax time arrives all you have to do is give those records to your accountant and they will take it from there. This saves you the worry and headache of preparing your taxes so you can focus on more important aspects of your business.

Mixing business and personal finances

The first step you should take when you start a business is to open up a business checking account. All money that the business makes should go into that account. Any expenses incurred by the business should be paid from that account. You should also consider using a credit card dedicated to the business. Adhering to such practices will signal to the IRS that you are running a business and not a hobby. If you mix business and personal finances, the IRS may not make the distinction of a business versus a hobby. Additionally, keeping your business and personal finances separate will let you know exactly how much money your business is generating.

Failing to maintain expense receipts

You need to keep track of your expenses. The best way to do this is to keep all documentation for every transaction. You want to avoid the difficult challenge of scanning your bank statements while trying to remember what each charge was for.

For instance, if you buy supplies, keep the receipt, and make a notation on the receipt that the charge was specifically for supplies. A receipt contains valuable information, such as the items purchased, the date and the amount you paid. Having this information readily available at tax time will help you immensely.

Organize your expenses by doing the following:

- Use a debit or credit card that is dedicated to business purchases.
- Keep your receipts in one convenient place, so they are easily accessible.
- Review your receipts weekly or monthly.

Not relying on an accounting professional

Accounting procedures can be confusing to someone who is unfamiliar with accounting. Therefore, it is always wise to stay in close contact with your CPA. They have the skills and training to help guide you through important business decisions. Your CPA will understand that your specialty is running your business. Therefore, it is OK if you don't understand accounting jargon. Always ask your CPA questions if you do not understand something. Keeping the lines of communication open will help you make sound business decisions.

Never underestimate the impact accounting mistakes can have on your business. Some accounting decisions can mean the difference between success and failure. So, always keep detailed accounting records and review those records periodically, so you know where your business stands financially. Don't let the accounting aspect of running your business intimidate you. Rely on accounting professionals to ensure you're making good business decisions for success.

For more information:

For more information to help your small business, check out the BBB business news feed and the BizHQ.

Learn more about preparing your business for tax season and check out BBB's tax tips and resources.

To review this article and hyperlinked references in full, visit:

<https://www.bbb.org/article/business/27955-bbb-business-tip-5-accounting-mistakes-small-business-owners-make>

Contact your Tri-State BBB at 812-473-0202 to learn more about BBB Accreditation.

BBB Great West + Pacific contributed to this article.



Thank you to our 2023 alliance sponsors!

GOLD SPONSORS:



SILVER SPONSORS:



Join Us!

Launched in early 2015 in partnership with the Evansville Regional Economic Partnership, the goal of the Family Business Alliance is to provide resources that support and encourage the health and growth of family enterprises by providing educational events, networking and access to industry experts.

“Family businesses are the backbone of our country. They create jobs and wealth. They support community services and not-for-profits with products, dollars and talent and make significant contributions to our regional economy. The Family Business Alliance is the leading resource in our community for privately held and family-owned enterprises. Their events allow us to learn from successful business leaders, and peer groups provide the opportunity to share our successes, challenges, and common issues in a confidential setting.”

– Bill Theby, CEO, Lensing Wholesale

To learn more about the Family Business Alliance, contact Kaylie Pruiett, kpruiett@evvregion.com, 812-492-4393 or go to: www.evansvilleregion.com/programs-initiatives/family-business-alliance/



Newsweek Ranks Berry Among America's Most Responsible Companies for the Third Year in a Row

Berry Global Group, Inc. (NYSE: BERY) proudly accepts its top 50 ranking among America's Most Responsible Companies, presented by Newsweek and global research firm Statista, Inc. Ranking 47 out of 500 of the most responsible companies in the United States across 14 industry subcategories, Berry is recognized for its commitment to environmental, social and corporate governance (ESG).

"A company is a collection of people with a shared vision. Responsible companies ensure their long-term vision includes improving people's lives and protecting our planet in addition to generating a profit," said Berry CEO Kevin Kwilinski. "This high recognition is consistent with what I've experienced across Berry within my first 50 days. Our team's technical know-how and material engineering expertise is second to none, and these exceptional skills and knowledge are put to great use helping our customers achieve their sustainability goals."

Focus on ESG

Berry has placed special emphasis on its ESG efforts, leveraging its unmatched global capabilities and deep innovation expertise to help customers meet their sustainability goals. With an industry-leading safety record, increased transparency on relevant ESG topics, and robust code of ethics, Berry is proud of its achievements thus far in the areas of corporate stewardship.

Compared to 2021, key highlights from the company's 2022 Impact Report include:

- Increased purchase of post-consumer recycled plastic by 28%
- Increased circular plastic purchased by 21%
- Achieved Scope 3 GHG emissions target four years in advance and increased the target
- Reduced Scope 1 and 2 (operational) GHG emissions by 5% and Scope 3 (value chain) GHG emissions by 5%
- Increased percentage in women in salaried roles by 5% and of people of color in U.S.-based salaried roles by 6%
- Increased average training hours per team member by 35%
- Increased the number of suppliers evaluated in risk management software by 353%

About the ranking

The list of America's Most Responsible Companies begins with a pool of the top 2,000 public companies by revenue based in the United States. For the environmental category, companies are evaluated on over 30 key performance indicators (KPIs) in areas such as waste, emissions, energy use, water use, environmental engagement and long-term performance. For the social category, KPIs span the dimensions of leadership diversity, employees, philanthropy and engagement, and long-term performance. Lastly, in the governance category, areas of evaluation include disclosure and transparency, economic performance and long-term performance. In addition, a public survey is conducted to ask 11,000 U.S. citizens to evaluate the company's ESG performance in general. All elements are weighted to produce a final score.

Recognition as a Notable Leader in Sustainability Highlights Former Berry CEO Tom Salmon's Impact on Plastics Industry

Former CEO of Berry Global Group, Inc. (NYSE: BERY), Tom Salmon, has been recognized by Plastics News for his efforts driving progress toward sustainability. The highly selective, inaugural class of leaders was chosen by Plastics News editors for their measurable impact on the environment and involvement in professional organizations and civic and community initiatives.

"I am deeply honored to receive this recognition and very proud of Berry's efforts to design and develop products that are made

to be remade – moving away from virgin plastic made by fossil fuels," said Tom Salmon, former CEO of Berry Global. "It's imperative we achieve alignment around circularity as an opportunity, offering a true value proposition for recycling and sustainable packaging. As a founding member of the Alliance to End Plastic waste, I've challenged the industry to evaluate comprehensively the potential of plastic in a net-zero world and the economic viability of plastic waste."

Under Tom's leadership, Berry Global:

- Set science-based climate targets for Scope 1, 2 and 3 greenhouse gas emissions
- Achieved a 21% reduction in Scope 1 and 2 (operational) GHG emissions and a 10% reduction in Scope 3 (value chain) GHG emissions versus 2019
- Committed to achieving 100% reusable, recyclable or compostable fast-moving consumer packaging by 2025
- Announced a goal to use 30% circular plastics in fast-moving consumer goods packaging by 2030
- Secured agreements across advanced and mechanical recycling streams to ensure the company will have access to over 600 million pounds of recycled content per year by 2025

To qualify for the list of "Notable Leaders in Sustainability," nominees must serve in senior leadership roles or lead sustainability initiatives at an organization and make a measurable impact on the environment through their efforts. They must also demonstrate leadership through involvement in professional organizations and civic and community initiatives.

Learn more about Berry's sustainability commitments at <https://www.berryglobal.com/en/sustainability>.



Let's welcome WillowTree of Posey County as a new member of the Evansville Regional Economic Partnership. WillowTree of Posey County is located at PO Box 184, 716 Locust St, Suite 8 in Mt. Vernon and can be reached by calling 812-838-3077 or online at willowtreepc.org. Read on as Beth Baro, Title Director, tells us about WillowTree of Posey County.

Tell us about WillowTree of Posey County and the services you offer.

WillowTree of Posey County is a local nonprofit focused on providing advocacy and support for victims of domestic violence and sexual assault. We also work to raise awareness and provide educational presentations about these crimes in our community.

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

I deeply care about the clients we serve, and it means a great deal to help someone find resources and solutions that are best for them. I enjoy the challenge of helping victims and our community to look at these issues from a different perspective.

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

Good communication skills are vital to making a positive impact.

In your opinion, what are three ingredients for success?

1. Patience
2. Don't stop learning new things
3. Commitment to your mission

What has been one of your toughest challenges?

We are growing and expanding our services; building a strong foundation for this has been a challenge but a positive one too.

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

People are interested in making the region better. There is an openness to building relationships that you don't always find elsewhere.

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

Posey County is very generous and giving. They genuinely want to help others.



FIFTH THIRD BANK

Fifth Third Earns Highest Marks in Human Rights Campaign's 2023 Corporate Equality Index

Fifth Third Bancorp received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Fifth Third joins the ranks of 545 U.S. companies that earned a 100 score and the designation of being a 2023 "Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion" recipient.

"We're committed to championing workplace equality because we recognize that individual talents create our collective success," said Nancy Pinckney, chief human resources officer. "We focus intently on helping our employees thrive in a workplace where every voice matters so that we can continue to make a difference in the lives of our customers, communities and co-workers."

"Fifth Third is committed to being a leader in diversity and inclusion, one of our six bold goals through 2025," said Stephanie A. Smith, senior vice president and chief inclusion officer. "For eight consecutive years now, Fifth Third has received a score of 100 on the CEI. We're continually striving to evolve our workplace practices to ensure we have an equitable and inclusive environment at Fifth Third where everyone can be their authentic self."

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

"We're committed to championing workplace equality because we recognize that individual talents create our collective success."

- NANCY PINCKNEY
Chief Human Resources Officer

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion," said RaShawn Hawkins, Human Rights Campaign Senior Director of Workplace Equality. "While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion."

The full report is available online at www.hrc.org/cei.

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP WELCOMES JUSTIN GROENERT NEW CHIEF STRATEGY OFFICER

The Evansville Regional Economic Partnership (E-REP) announces that Justin Groenert has accepted the position of Chief Strategy Officer and will begin work in his new role on January 8, 2024. In his capacity as Chief Strategy Officer, Groenert will assume leadership responsibilities for all facets of E-REP's aligned initiatives, focusing on delivering value to members, stakeholders and partners through pro-economy public policies, strategic communications and events.

Groenert will join the organization's leadership team, which includes incoming CEO Lloyd Winnecke; Josh Armstrong, E-REP's Senior Vice President of Economic Development; and CFO Julie Probus. His early responsibilities will encompass the cultivation of robust relationships with E-REP's 1,400 members and the analysis of legislative and state policy proposals impacting members and the Evansville Region's economy. Given Groenert's previous experience with BridgeLink, particular attention will be directed toward the project, especially the recent announcement of construction schedules for ORX, the I-69 Ohio River bridge.

"Justin's extensive background as a Chamber executive, coupled with his expertise in public policy, positions him perfectly to become a leader of our extraordinary E-REP team. A familiar face to many of our members through his past role at the Southwest Indiana Chamber of Commerce, we eagerly anticipate his return to his hometown, where he will infuse our community with the valuable experience he gained in Chattanooga," expressed Tara Barney, outgoing CEO of E-REP.

For the past four years Groenert has served as the Vice President of Public Policy for the Chattanooga Area Chamber of Commerce. During his tenure with the Chattanooga Chamber, he achieved notable milestones in public policy, including:

- The creation and implementation of a three-year strategic plan and annual business plan for the Chattanooga public policy area.
- Creating "Chamber and Policy Chatts" social media strategies designed to engage members and partners in supporting high-



JUSTIN GROENERT
CHIEF STRATEGY OFFICER, E-REP

performance local and statewide business policy.

- Organizing multiple events annually delivering member education and advocacy, including an annual Day at the Statehouse and a widely-regarded signature event — Federal Focus — effectively bridging Federal policy to the local economy.

Before moving to Chattanooga, Groenert accumulated diverse experience, serving as Chief of Staff/Legislative Director for the Office of the Indiana Treasurer, Director of Government Relations and Public Policy for the Southwest Indiana Chamber, and Campaign Manager/Senior Advisor for Congressman Larry Bucshon.

His professional credentials include:

- CCE certification (Certified Chamber Executive) by the Association of Chamber of Commerce Executives
- IOM certification (Institute for Organization Management), an accreditation program by the U.S. Chamber that sets standards for excellence in chamber planning and recognizes chambers for exceptional contributions to positive community change.

Born and raised in Evansville, Justin Groenert is an alumnus of Memorial High School. He earned his Bachelor of Arts degree in Political Science from Western Kentucky University and obtained his Master of Public Administration from the University of Southern Indiana. Recognizing his accomplishments, the University of Southern Indiana honored him with the Alumni Achievement Award in May 2022.



CenterPoint Energy Indiana Electric files request to advance modernization investments, continue transition to a balanced generation portfolio

On December 5, CenterPoint Energy’s Indiana Electric business filed a petition with the Indiana Utility Regulatory Commission (IURC) requesting an adjustment to base rates and charges. The regulatory filing, known as a base rate case, is the utility’s first request since 2009.

The regulatory filing requests an increase to recover incurred costs associated with completed capital projects over the past 14 years to support safe and reliable service to the company’s 150,000 customers, including:

- Transmission and distribution system upgrades to replace aging infrastructure and modernization of the energy grid;
- Automated metering technology that has reliably served customers for several years; and
- Projects needed to comply with federally mandated environmental requirements.

Additionally, the request is needed to recover costs associated with CenterPoint Energy’s transition from a majority coal generation portfolio to one led with renewables, which includes the Posey Solar facility and two new, natural gas combustion turbines expected to be in service in 2025. With a continued focus on sustainability and cost-effectiveness, these projects are part of the previously announced generation transition plan to retire 700 megawatts of the company’s aging coal operations through 2025.

“This request is based on the need to maintain a safe, resilient and reliable system to further meet the current and future energy needs of the southwestern Indiana region,” said Richard Leger, Senior Vice President, Indiana Electric. “Our greatest commitment to our 150,000 customers is to maintain the level of service they have come to expect – reliably, safely and in a cost-effective manner.”

Some key benefits southwestern Indiana electric customers have experienced as a result of the investments made since the last rate case filed in 2009 include:

- Since 2016, Indiana Electric has inspected and treated more than 80% of its wood pole population. Through this process, poles that have reached the end of their useful service life have been replaced, and the life of serviceable poles extended, thus ultimately reducing customer outages resulting from pole failures.
- Vegetation trimmed around nearly 7,000 miles of electric distribution lines, reducing the number of customer outages caused from vegetation contact.
- Additional distribution substations have been constructed to support regional customer and industrial growth and increased load needs. Significant investment examples include:
 - Upgrades to serve growth to the Evansville Regional Airport
 - Investments to support customer growth in Warrick County
 - Infrastructure enhancements to retain and grow jobs and support increased electric load near Toyota’s Gibson County manufacturing plant

As a result of hardening the electric system by replacing aging infrastructure, while the number of storm events in the area have increased, the average outage duration associated with equipment failure has dropped by approximately 25% over the last five years.

Smart meter technology and distribution automation investments work together to detect and restore customer outages automatically. Since 2021, our distribution automation system has allowed us to avoid nearly 4 million cumulative minutes of customer outages.

Leger said, “We have worked diligently and responsibly in the 14 years since our last base rate case to make prudent investments and minimize the impact to customers as we continue to perform

our essential work. Since 2011 – the last time base rates were modified – CenterPoint Energy’s total electric bill has only increased an average of 0.5% per year, which is well below the rate of inflation.”

The total requested increase, which directly results from the base rate case filing, of \$118.8 million is expected to impact customer bills no sooner than the fourth quarter of 2024. To prevent the increase from impacting customers all at once, CenterPoint Energy has proposed a phased approach. If approved, a typical residential customer would experience an estimated increase of \$10.07 (6.5%) in late 2024, an additional \$5.85 (3.6%) in early 2025, and finally \$12.46 (7.3%) in early 2026 due to the request in the rate case. Once all phases are implemented including the full cost of service, which includes projects that would be recovered through current billing mechanisms, the expected total monthly bill will be approximately \$200, based on average residential consumption of 799 kilowatt hours.

Leger added, “We recognize the economic challenges that many of our customers continue to face, and CenterPoint Energy

provides a variety of options to help customers manage their bills, including energy bill assistance, home weatherization and billing assistance programs.”

CenterPoint Energy is asking the IURC to review its investments, consider the value customers have received, and approve the proposed recovery of these costs. The regulatory process, which will include a comprehensive review by the IURC as well as the opportunity for the public to provide input, will take several months to complete, with a decision anticipated late in 2024.

More details about the rate case can be found at [CenterPointEnergy.com/SmartEnergyFuture](https://www.centerpointenergy.com/SmartEnergyFuture) to provide customers with information on the rate case process and elements of the filing. Other resources to assist in managing bills year-round can also be found on the site.

See more at: <https://www.centerpointenergy.com/en-us/corporate/about-us/news/1695#sthash.jXluQjzR.dpuf>

COWORK EVANSVILLE



Cowork Evansville Spotlight: Meet Samantha Keach, Robert Dietrick Company, Inc.

Meet Samantha, a powerhouse Sales Support Specialist at Robert Dietrick Company, Inc. based in Fishers, IN. She’s the go-to for managing projects in industrial solutions, specializing in transforming loading dock and warehouse facilities.

Why Cowork Evansville?

Samantha thrives in an environment where focus meets productivity. Cowork Evansville provides her with the essentials - from a top-notch printer/scanner to lightning-fast internet, not to mention free-flowing coffee and versatile meeting spaces.

Member for 8 Years!

Samantha’s been a cherished member of Cowork Evansville since 2017. That’s nearly a decade of thriving in this dynamic community!

What are you waiting for?

Samantha encourages anyone on the fence to take the plunge! With options for every need - daily passes to monthly memberships - it’s an affordable, low-commitment opportunity. Experience the magic of Cowork Evansville and elevate your productivity and networking game.



TOUR OUR SPACE

MEMBERSHIP

NOVEMBER 2023

MEMBER RENEWALS

- 1-800 Water Damage of SW Indiana
- Alegria Accessories
- Alpha Laser and Imaging
- Ambrose Construction
- Bar Louie
- Barger Engineering, Inc.
- Bassemiers Fireplace & Patio, Inc.
- Boone Funeral Home, Inc.
- Bru Burger
- Center for Vein Restoration
- CountryMark
- Deig Bros. Lumber & Construction Co., Inc.
- Drake's Restaurant
- GAF
- Gatti Town
- Goebel Commercial Realty, Inc.
- Golden Corral Restaurant
- Gutwein Law
- Indiana Members Credit Union
- Ivy Tech Community College Evansville
- J.E. Shekell, Inc.
- Larsen Packaging Products, Inc.
- Locust Street Company, Inc./Gray Farm, Inc.
- Meyer Truck Equipment
- New Tunes Promotions
- Nothing Bundt Cakes
- Office Pride of Evansville Tri-State Area
- Premier Electric, Inc.
- Red Geranium Restaurant
- River City Pawn
- Stoll Keenon Ogden PLLC
- Taylor's 2 Steakhouse
- T-Mobile
- Town of Chandler
- Trotter House of Evansville
- Western & Southern Life

NEW MEMBERS

BISON FINANCIAL GROUP

5401 Vogel Rd., Suite 830, Evansville, IN 47715
Tammy Schuler 812-453-6563
tammy.schuler@ampf.com
www.ameripriseadvisors.com/tammy.schuler

COMMERCIAL TITLE

207 Main St., Evansville, IN 47708
Krista Lockyear 812-962-6690
kbl@commercial-title.com
www.commercial-title.com

CLOUD DEFENSIVE, LLC

6045 Wedeking Ave., Unit E, Evansville, IN 47715
Erica Hildreth 812-993-2012
erica.hildreth@clouddefensive.com
www.clouddefensive.com

C2SAFETY

5500 East Morgan Ave., Evansville, IN 47701
Emma Davis Jones 270-925-1133
marketing@c2safety.net
www.c2safety.net

DIG 'N ROLL

345 Bentees Wes Ct., Evansville, IN 47715
Donna Li 812-893-8845
admin@dignroll.com
www.dignroll.com

EDWARD JONES - JEAN RIVERA

507 State St., Newburgh, IN 47630
 812-853-9091

EDWARD JONES - DANIEL SKI

507 State St., Newburgh, IN 47630
 812-853-9091

HENDERSON COUNTY RIVERPORT AUTHORITY

6200 Riverport Rd., Henderson, KY 42420
Bernard Weithman 270-826-1636
jacob.sauer@hendersonport.com
www.hendersonport.com

HIRELEVEL

2007 North Green River Rd., Evansville, IN 47715
Erin Kopec 812-471-9670
ekopec@hirelevel.com
www.hirelevel.com

PEARISON

PO Box 428, Cynthiana, IN 47612
Cheryl Halter 812-963-8890
chalter@pearison.com
www.pearison.com

PAYCOR

5816 Ledgestone Dr., Evansville, IN 47711
Bryan Dooley 812-204-7400
bdooley@paycor.com
www.paycor.com

MEMBER BENEFITS WEBINAR

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

members.evansvilleregion.com/events

ADVOCACY • NETWORKING • RESOURCES • PROMOTIONS • SAVINGS

JANUARY 11 | 9 - 10 AM

MILESTONES

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



REPUBLIC FINANCE LLC

Republic Finance LLC celebrated a grand opening with a ribbon-cutting at 3423 N. Green River Rd. in Evansville. Republic Finance LLC offers a variety of consumer loan options to help customers meet their personal finance goals. Consumer loan options consist of auto refinancing, vacations, bill consolidations, holiday expenses and many other options. Contact them at 812-916-4796 or visit them at www.republicfinance.com.



DIG'N ROLL

Dig'N Roll celebrated a grand opening with a ribbon-cutting at 345 Bentees Wes Court in Evansville. Dig'N Roll is designed to ignite imagination, spark creativity and provide endless fun and relaxation for the family. Dig'N Roll has variety of play zones. A large ball pit combined with obstacle course adventures, a sensory-friendly indoor sand pit, a splash water area, an infant and toddler area, and a playhouse area. Contact them at 270-577-6778 or online at www.dignroll.com.



SCOOTER'S COFFEE

Scooter's Coffee celebrated a new location with a ribbon-cutting at 535 E. Diamond Ave. in Evansville. Amazing Coffee, Amazing People, Amazingly Fast. Contact them at 812-228-7827 or email ben@scootersamazingcoffee.com.



PORTS OF INDIANA

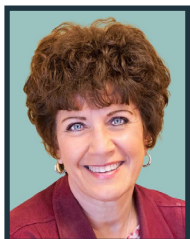


IAN HIRT



MATT SERVICE

Maritime industry veteran **Ian Hirt** and senior rail executive **Matt Service** have joined Ports of Indiana to help develop new cargo and rail projects for the State of Indiana. Hirt will lead targeted cargo development efforts for Ports of Indiana, including establishing new container shipments, and Service will lead rail development efforts at all three ports and explore expansion projects outside the existing ports. Hirt previously served as Port Director at Ports of Indiana-Burns Harbor from 2017 to 2021, and now has an ownership interest in Benchmark Marine Agency, a vessel agency servicing ports around the western Great Lakes. A graduate of Northern Michigan University, Hirt started his maritime career with Fednav, spent 12 years as general manager for Federal Marine Terminals at Burns Harbor and six years at general manager at North American Stevedoring Co. at the Port of Chicago. Service is the owner of Service Rail Advisors and recently served as Chief Investment Officer at Pioneer Lines, and Executive Vice President and Chief Operating Officer for Patriot Rail. He has successfully led negotiations for more than \$1 billion in mergers and acquisitions, and has extensive experience in strategic planning, business growth and continuous safety improvement for rail operations. A University of Mississippi graduate, Service also spent five years with CSX Transportation and five years with OmniTrax in various management roles.



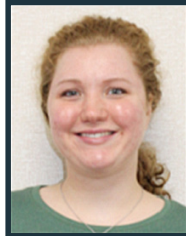
MELANIE ATWOOD

Melanie Atwood joined the Evansville Vanderburgh School Corp. as Chief Advancement Officer, which includes serving as the president of the EVSC Foundation. Atwood's experience includes establishing Gilda's Club (now Cancer Pathways) and working with Youth First, as well as a long history of volunteer work

throughout the community. Most recently she has served as the Chief Transformation Officer for the Village Life Outreach Project. Also, Amy Walker, longtime executive director of the Public Education Foundation, will serve in a consulting role to provide additional support for the EVSC Foundation.

WARRICK ALCOA OPERATIONS

Warrick Alcoa Operations made two promotions and two new hires:



NATALIE ROTH

Natalie Roth accepted the position of Environmental Scientist, in charge of Warrick's Water Compliance. Natalie first joined Alcoa in December 2022 as a Lab Technician. Her previous experience includes working as a Hydrologic Technician at New England Water Science Center, then at U.S. Geological Survey (USGS). Roth

holds a Bachelor of Science in Environmental Science, with a concentration in Water Quality and minor in Wildlife Science, from Purdue University. She reports to Brandie Rucker, Alcoa Warrick Operations Environmental Manager.



CHASE TURNER

Chase Turner accepted the Mold Line Superintendent position at Warrick, reporting to Jason Cunningham. Turner began his career with Alcoa in 2006 as a Smelter Process Control Operator and held various positions throughout the Potroom until 2012. He left Alcoa in 2012 and worked for a contracting company as a General

Foreman. In 2018, he joined Century Aluminum. Turner worked as a Supervisor and General Supervisor at the Century Hawesville and Sebree locations before rejoining Alcoa in March 2023 as a Line Owner/Superintendent.



COLTEN EDWARDS

Colten Edwards, Aluminum Plant Supervisor, joined Alcoa from Century Aluminum in Sebree, KY, where he held various production positions, including Crane Operator, Pot Operator and Carbon Setter. He reports to Jason Cunningham, Aluminum Plant Manager.



MARK KELLEMS

Mark Kellems, Aluminum Plant Supervisor, previously was Operations Manager for Glenn's Cleaning Service in Tell City. He reports to Jason Cunningham, Alcoa Warrick Operations Aluminum Plant Manager.



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



AMY UBELHOR

Amy Ubelhor was named Director of University Creative and Print at the University of Southern Indiana. She reports to Kindra Strupp, Vice President for Marketing and Communication. Ubelhor, who served as USI Assistant Director of Creative/Designer since 2014, will assume the position currently held by Terri Bischoff,

Director of University Creative and Print, who is retiring after 16.5 years of service. As Director, Ubelhor will provide leadership of the University Creative and Print staff, overall operations and processes. She will oversee graphic design, digital printing/copying, offset printing, finishing, large format printing, print outsourcing and the University copier fleet. Ubelhor will serve as a strategic member of the University Marketing and Communication team, acting as the liaison between the University Creative and Print Department. She will ensure compliance with guidelines and proper usage of the University brand across all marketing materials and graphic reproduction. Ubelhor will also maintain a focus on upholding standards and ensuring adherence to the established protocols for the USI brand. Prior to her arrival at USI, she founded and owned studio U!, an independent design studio offering full-service development and consulting for strategic branding, design, creative marketing and print and web communications. Ubelhor also previously served as Creative Director at Fire House Inc., Art Director at Rauh, Good, Darlo, and Barnes, and Marketing Art Director at *Infoworld Magazine* and IDG Publications. Ubelhor earned a bachelor's degree in fine arts and graphic design from Indiana University.



SARAH URBAN

Sarah Urban joined Republic Services in the newly created position of Assistant Division Controller. She previously worked with GAF as a Plant Accountant – Inventory Costing, and prior to that she worked at CountryMark as a Cost Accountant.

LENSING BUILDING SPECIALTIES AND ARCHITECTURAL SALES

Lensing Building Specialties and Architectural Sales, an Evansville-headquartered building materials distributor, announced the addition of two new team members.



T.J. MOONEY

T.J. Mooney joins Lensing Building Specialties as an outside sales representative in the window and door department. Mooney will work with homeowners, homebuilders and general contractors in the greater Evansville metropolitan area to help them find the best windows and doors for their projects.



MATT SPRINGER

Matt Springer joins Lensing's window and door department as a door assembly technician. Lensing Building Specialties assembles its own line of premium residential entry door systems. Springer joins the team responsible for the assembly, quality inspection and packaging.



Welcome to GrowthZone

Your Member Info Hub!

USE THIS TOOL TO:


- Brand Your Organization
- Update Contact Profile
- B2B Networking
- Event Registration
- Post Your News & Events
- Member-To-Member Deals
- Recruit New Employees
- and so much more!





LOG IN @:

www.members.evansvilleregion.com/MIC/login



STORYTELLING COMMUNITY COFFEE

EVERY OTHER WEDNESDAY MORNING!

8:00 - 9:00 AM @ INNOVATION POINTE

Great Coffee, Great People, Great Stories: featuring Innovation and Entrepreneurship in the Evansville Region.
This bi-weekly event is hosted by E-REP and made possible through the support of Evansville Tech-on-Tap with special thanks to Joe Brewski Coffee.

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

A SPACE
ready
WHEN YOU
NEED IT

EVANSVILLE RANKED **#3**
TOP PLACES FOR
REMOTE WORKERS
WSJ

COWORK EVANSVILLE

When you join Cowork Evansville, you're joining a community of like-minded creatives, solo entrepreneurs, freelance artists, startups and remote workers in a collaborative and supportive environment.

Join our affordable cowork community!

Go to: coworkevansville.com

UNIQUE SPACE AMENITIES:

- Wi-Fi
- Community Experience
- Meeting Spaces
- Downtown Activity
- 24-7 Secure Access
- Mail Service
- Print, Copy, Scan



MENTION THIS AD AND RECEIVE 1 FREE DAY PASS TO COWORK EVANSVILLE.*
*NEW COWORKERS ONLY

YOUR BUSINESS BEST FRIEND!

Cowork Evansville is conveniently located inside Innovation Pointe, THE central hub for small business success in the region! Innovation Pointe is stacked with resources and on-site events intentionally planned to help small businesses thrive.

Learn more: innovationpointe.com



INNOVATION POINTE
318 Main Street
Suite 400
Evansville, IN 47708

812-423-2020
evansvilleregion.com

@evvregion



#elooksgoodonyou

BUSINESS |

POLICY |

COMMUNITY |

TALENT |

STRATEGY |