

SPECIAL POINTS OF INTEREST:

- Tech Tax 2
- Transportation Funding
- Budget
- Business after Hours
- Cambridge Engineered Solutions
- The Ultimate Gourmet Wine Dinner
- Sunday Nite Live

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Chamber Connection

Leading Businesses ~ Leading Communities

www.dorchesterchamber.org

410-228-3575

FEBRUARY, 2012

2012 CORPORATE SPONSORS

A Special Thank You to those organizations that have signed on as Corporate Sponsors for 2012. It is not too late for your company to benefit from their name being added to this list.

DIAMOND SPONSOR



GOLD SPONSOR



SILVER SPONSOR



BRONZE SPONSOR



AIM TRANSPORT, INC.



Cambridge Family Eye Care, LLC



My Perspective by Allen Nelson



"I know the price of success: dedication, hard work and an unremitting devotion to the things you want to see happen."

Frank Lloyd Wright

Teamwork not only enables tasks to be completed with less trouble, it enables a greater sense of ownership in the product and helps many feel a sense of accomplishment. As we begin 2012 we do so encouraged by the announcement of two new employers coming into Dorchester. With projected future employment of approximately 200 people these two companies will fill

vacant buildings thanks to teamwork. Maryland Department of Business & Economic Development supported Dorchester County and Cambridge Economic Development to get the deal done. We look forward to the openings and future involvement of these success stories.

Another success in progress is repair of the WWI Memorial Fountain, a joint project of the Cambridge Rotary Club and the Dorchester Chamber. Cambridge City Council recently gave permission for the group to undertake repair of the fountain. Several local businesses have committed to the project donating services all focused on

a Memorial Day start up. Turning on this icon will not only bring joy to a new generation of children as they run around the fountain, but will complement Cambridge's waterfront as another attraction to pull visitors off of Route on their way through Dorchester.

It was especially rewarding to see such a large turnout at the recent Farm Bureau BAH. A great cross section of Dorchester came out to enjoy the fellowship and bounty of our local farms and to better understand the many great things being accomplished by this important part of our economy. Thanks Atlantic Tractor, Dorchester Farm Bureau and Soil Conservation for a great night.

Dori Weber Joins Oyster Mortgage Co, Inc.

Oyster Mortgage Co., Inc. is pleased to announce that Dori Weber has joined our Team. We are located in Cambridge on 216 Dorchester Avenue and have 14 years experience providing mortgage financing within Maryland, Delaware, Virginia and Washington, DC. Our loan originators have access to multiple lenders, and are dedicated to finding the right loan - with the best rates, terms and costs - to meet each client's unique needs. Oyster Mortgage company offers a full range of FHA, VA, USDA, and conventional mortgage products.

Dori is a lifelong resident of Dorchester County. She has served the community for over 30 years as a local banker, lender, and volunteer with several community associations. A past board member of the Dorchester County Chamber of Commerce, she remains active as a Chamber Ambassador coordinating, and serving on fundraising and decorating committees. It was the ability to explore and offer multiple loan solutions that persuaded Dori to join our team.

"It is a pleasure to be joining a company whose mission is to provide quality customer service while obtaining the best mortgage loan option for its clients. I look forward to working with the Oyster Mortgage Team: Georgie Gambrell, Kevin Elion, Joyce Brent, and Tom Perry. Oyster Mortgage Company believes business still begins and ends with a handshake. The Team's greatest compliment is the referral of your family, friends, and business associates."

Whether you are refinancing, purchasing, building your home, or buying investment properties & vacation homes, Dori and the friendly team at Oyster Mortgage is available to work with you.



Welcome New Members!

Comfort Keepers
410-822-4414
 407 Brookletts Avenue
 Easton, MD 21601
 FAX 410-822-5174
 Website: www.comfortkeepers.com/office-596
 Email: eastonmd@comfortkeepers.com
Health Care/Maintenance

Mid Shore Mediation
410-820-5553
 300 Talbot Street, Ste. 206
 Easton, MD 21601
 Website: www.midshoremiation.org
 Email: mcmc@goeaston.net
Parenting Solutions, Community Solutions, Workplace Solutions

RPS ISG International
410-901-0778
 204 Cedar Street
 Cambridge, MD 21613
 FAX 410-901-0878
 Website: www.isgintl.com
 Email: info@isgintl.com
Business Insurance, Human Resource Consulting

*“Please help welcome our New Members and
 Congratulate our Members’ Anniversaries”*



Member Anniversaries



20 Years

Grand
 National
 Waterfowl
 Association

15 Years

AIM Transport, Inc.

Barrett Business
 Services, Inc.
 Coastal Hospice

5 Years

Associate
 Member -
 Jim Adkins

Danny’s Auto Body,
 LLC

1 Year

Crosby &
 Associates, AIA, LLC
 Next Level Home
 Improvements

Legislative Affairs

Maryland General Assembly

As the Maryland General Assembly works through the 2012 session we will monitor happenings, advising you of happenings. Our association with the Maryland Chamber of Commerce provides a resource in tracking bills. The Chamber Action Network (www.chamberactionnetwork.com) reports the latest status of key bills and provides links directly to the General Assembly website that allows one to see the bill and its progress.

On the "CAN BLOG" page Maryland Chamber VP's Ron Wineholt and Allyson Black report on issues and happenings involving matters moving through the General Assembly. They provide links to news stories on the issue for those wanting to dig deeper.

The CAN site provides an efficient means to track matters of importance to your business. As we have done in the past when an issue needs our voice, we will ask you to weigh in on the issue using the CAN site. Let's dream, that will not be needed this year.....

TECH TAX 2?

If it looks like a tax, and feels like a tax..... Why not learn from the past.....

A provision of the Governor's Budget Bill (SB 152/HB 87) is drawing increased scrutiny due to its potential impact on Maryland's technology sector. Pages 33 to 42 of the bill would impose the state sales & use tax on the sale of "digital products." It's easy to initially assume that the new language only applies to the listed items of downloaded music, books and e-cards. However, a closer look makes it clear that the language is very expansive and would apply to a vast array of products that are downloaded electronically. Legislative staff has confirmed the expansive interpretation. The Comptroller's staff told the House Ways & Means Committee that they need to look at the language more closely to determine its impact.

The Maryland Chamber will work to ensure that this issue does not become a repeat of the 2007 Tech Tax, which threatened to cripple Maryland's technology businesses.

TRANSPORTATION FUNDING

The matter of transportation funding is one of the more divisive issues being considered. The issue points to the great differences in our state. With some of the worse grid lock in the nation those in the Baltimore / Washington corridor their support for an increase in transportation infrastructure spending is understandable, at least somewhat. No question it is needed as are the jobs that will be created with new projects. Completion of the Inter County Connector and funding to mass transit will greatly benefit that region. The proposed 15 cent gas tax increase (5 cents over three years) would be used to fund. It does not stop there. As proposed future increases would be indexed to the Construction Cost Index.

Heart of the matter is Maryland's Transportation Trust Fund (TTF). State law has allowed the Maryland General Assembly to 'borrow' from the fund. Much of today's delima is a result of this borrowing. Increasing the gas tax, which goes into this fund, will simply provide more opportunity to fund non-transportation projects. Trust must be put back into TTF before anymore damage is done.

Funding of mass transportation should be made by those using the service. Approximately three quarters of the cost of the mass transportation system is born by the state with users paying only a quarter of the cost. That must change. Increasing gas tax that will not increase funding to counties for needed road maintenance does not benefit rural Maryland.

We agree with the Maryland Chamber that transportation infrastructure investments have a positive impact on economic development and quality of life. The business community relies on a reliable transportation network to transport goods and services. We also agree that Maryland should do more to invest in the money collected on gas tax and fees for maintenance and improvement of roads, bridges, and highways. Most of all we agree that the process starts with protecting TTF to ensure that transportation dollars are not used for unrelated purposes.

Legislative Affairs

TRANSPORTATION FUNDING *continue*

We also believe that users, including riders as well as the geographic regions directly benefiting by mass transportation should be paying the majority of the costs for this service, not the citizens of areas which rarely ever use or benefit from it.

Supporting a gas tax increase tax at this point is a tremendous leap of faith in those that have done little to earn it.

Budget

Governor O'Malley's proposed FY13 state operating budget and the accompanying Budget Reconciliation and Financing Act (BRFA) that will implement major finance and tax law changes needed for the budget have been introduced into the Senate and House. Following are early observations based on information currently available:

- Total state budget grows by about 2% to \$35.5 billion. Total FTE state positions grow by 123 to 79,244.
- Significant program funding changes and new taxes are proposed to reduce the state's ongoing \$1.1 billion general fund budget gap by \$6556 million.
- The state is relieving it's burden by shifting \$239 million of pension costs for teachers to the counties.
- \$311 million in new state revenues are proposed, including \$182 million in increased state individual income taxes (and \$111 million in local income taxes) resulting from phasing out the personal exemption and deductions above certain income levels. This will increase taxes for Maryland businesses taxed as pass through entities and add to Maryland's comparatively high effective individual income tax rates.
- The state would attempt to require out of state vendors to collect \$21 million in sales tax, despite the Comptroller's advice that "there is no certainty of a substantial revenue increase" from such legislation.
- \$40 increased real estate recordation taxes would be authorized for counties.

Fiscal Responsibilities

Look out, they are at it again - throwing the problem over the fence. In the name of reducing out of control state spending the executive branch is again proposing to shift state payment of state programs to the counties. Not to place the entire blame on the executive branch, our legislative branch has to approve the budget.

Previously counties have decried the issue of unfunded mandates – state law makers pass requirements of the counties without providing any revenue stream to fund them. While these have historically been an issue, the problem has grown more severe in recently with the taking away of highway user fees and now the proposal to shift teacher pensions to the counties.

Business people have since the beginning of time had to balance their budget or go out of business. When revenue decreased either new revenue sources were found, expenses decreased or a combination of both. The impact of doing neither is bankruptcy. Then again an overwhelming number of legislators have never had to make payroll so they are not as focused as business people are. So it just seems natural to say, kick the can down the road and let the counties, or cities deal with it.

While some funding is being provided with this latest shift, it appears to be very short sighted and will further the fiscal crisis of rural and economically challenged counties.

Consider if you would an alternative. First do what just about every public company has had to do, shift from defined benefit to defined contribution. And oh by the way, let's not limit this to education, but across government. Then manage the benefit. Rather than shift the entire burden to the counties, set a "state standard", fund that and require those counties which wish to increase the benefit to their employees, pay for that increased benefit.

The citizens of Maryland expect our elected officials to act in a responsible manner, which means deal with the issue directly. Don't pass the buck down the line, but resolve it.

May We Have Your Attention Please

Inserts for Chamber Connection

All inserts

(550 copies required on 8 1/2 x 11 sheets only) and any information for the issue of Chamber Connection

MUST BE IN OUR OFFICE

by 5:00 PM on the 20th of the month.

If the 20th falls on a weekend please have it in by the Friday before the 20th

If you have any questions, please call Robin at 410-228-3575 or robin@dorchesterchamber.org

Business After Hours

February 2, 2012

Comfort Inn & Suites

Location: 2936 Ocean Gateway, Cambridge, MD 21613

Time: 5:00 p.m.

410-901-0926

Come out and Network With Us!

February Chamber Business Luncheon

Guest Speaker, Ken Kozel, CEO, Shore Health Systems

12:00 pm

Call 410-228-3575 to reserve your spot!

\$20 members \$25 non-members

FREE LUNCH?

If you know a member that could profit from the benefits of Chamber Membership—sign them up and we will give you a ticket to a Chamber Lunch as our way of saying Thank You! There is strength in numbers.

Help those that have not yet joined be a part of Dorchester's leading business advocate network.

Just have the new member list you as their "recruiter" on their application!

"BAH & CBL"

"NOTICE, NOTICE, NOTICE"

ATTENTION ENERGY CO-OP RESIDENTIAL MEMBERS

Through a recent bid process our CO-OP changed suppliers providing a more competitive rate.

As your current agreement comes up for renewal, a letter from Washington Gas Energy Services will be sent out notifying you of the renewal and the renewal rate. If you wish to renew at the rate offered, do nothing. If you wish **NOT TO RENEW DUE TO THE RATE BEING OFFERED**, you must do the following:

1. Call Joe Tabeling at CQI Associates to verify the co-op program's lowest rate. He can be reached at 443-472-3870
2. Notify WGES that you do not wish to renew. Their customer service number is 888-236-9437

Failure to do the above will result in automatic renewal and the rate offered on the letter.



Race Street Gallery Created for Cambridge Downtown

Area artists have a fresh venue for showing their art – the Race Street Gallery. Joy Staniforth, honored for many contributions to the community, has transformed a previously empty space into a showcase for regional artists.

If you are wondering what you may find in the Race Street Gallery, start by imagining giant vegetables and fruits. The Race Street Gallery will host Jan Kirsh, an Eastern Shore landscape artist who translates the shapes and colors of the garden into giant sculptures that echo the contours of the human form and provide visual and tactile experiences through designs such as corn, peppers, figs, avocados and asparagus.

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Cambridge International’s Belting and Wire Cloth Division Becomes Cambridge Engineered Solutions

As Cambridge International celebrates its 100 Year Anniversary, the team has reflected on its history and evaluated the growth and expansion of the company over the last century. As a result, the teams truly defined what is unique in the way that they do not simply supply a product; they evaluate every situation and provide the best solution to improve its customer’s processes. This position in the marketplace has created a platform that has developed dozens of patents and increased performance at hundreds of businesses.

Engineering solutions is the foundation of Cambridge’s success and as we evolve into the next century, we do so with a name that reflects the company’s ability to partner with industries and define clear solutions for their belting needs **Cambridge Engineered Solutions**.

As a pioneer in manufacturing and design, Cambridge has been at the forefront of automating industries since 1911. Go to almost any manufacturing company in the world and Cambridge has left its mark from food processing to the automotive industry, from information technology to green technology Cambridge Engineered Solutions offers the most comprehensive metal belting solutions for any type of product, process or environment.

Since its humble beginnings as a small wire cloth manufacturer, Cambridge has built upon the vision of its founders, expanding the breadth and depth of its engineering expertise. Not only has the company itself grown the world’s largest in what it does, it has partnered with thousands of other businesses, improving their processes and profitability over the past century.

The teams commitment to customer service, quality craftsmanship and engineering expertise, remains at the pinnacle of the Cambridge Engineered Solutions mission, vision and values. As always, the Cambridge team is available 24 hours a day, 7 days a week, 365 days a year.



CAMBRIDGE INTERNATIONAL
Results that Mesh

Waterfront Condo Unit—For Rent

700 Cattail Cove ~ Deep Harbor Community ~ Cambridge

- \$995/mo. Gas+Electric included.
- Application,
- Refs, Credit/Rental Hx, Lease, Security Deposit.
- Top floor w/elevator & garage access.
- Non-pet-non-smoke environment.



410-228-3100
MosDoc LLC
mosdoc2007@hotmail.com

Interest is building in the newly formed **Leads Group**. The first meeting will be held **8:30 a.m. Tuesday, February 7th** in the Chamber office. Need additional information or to register call **Kim Whitten (410) 228 7484**.

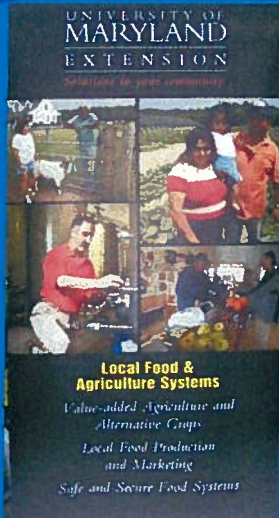
Recent Grand Openings and Business After Hours.



JOIE DE VIVRE continues to expand! As a kick-off to January's Second Saturday the Dorchester Chamber of Commerce held a ribbon cutting as Joy Staniforth opened her newest addition, Showcase Gallery. Located in the rear of Joie de Vivre, the newly renovated space offers a place for juried work of high quality to be displayed for sale. Following the ribbon cutting Chamber Ambassadors and board members enjoyed a reception and opportunity to view art work in a variety of mediums. The Gallery is located at 410 Race Street in Cambridge.



Grand opening for H&R Block in the Walmart in Cambridge. Left to Right: Nancy Hughes, Mayor Victoria Jackson-Stanley of Cambridge and Juanita Cumberland. Please stop by and let us get you the refund you deserve



Members of the Maryland Farm Bureau Board—Left to Right: William Layton, Laura Layton, Bill Edwards and Valerie Brinsfield.

What Does	Agriculture
Mean to the	Economy?
Dollars	
State	\$7.96 Bil.
Dorchester	\$601.6 Mil.
Jobs	
State	47,828
Dorchester	3,488



Joe & Laura Layton, Layton's Chance



Kelly Jackson, Emily's Produce and Allen Nelson



Jim Newcomb, Soil Conservation & Sudeep Mathew, Univ. MD Extension



Valerie Brinsfield, Val-U-Stone standing beside Chicken Bites-chicken donated by Amick Farms



Shirley Edwards, S.B. Farms



Denny, Atlantic Tractor (host for this BAH)



Allen addressing the crowd



William Layton, Layton's Chance addressing the crowd



Atlantic Tractor donates \$2500 to a family in need!

Jennifer Layton, Layton's Chance standing beside Raffle Prize



As the region's largest economic sector they made us proud! Agriculture shined at the recent Business After Hours with a variety of home grown products delighting the pallets of approximately 100 interested persons. All learned more of the importance this industry plays on our way of life and the challenges they face. Thanks to Amick Farms, Black & Gold Potato, Emily's Produce, Layton's Chance Vineyard & Winery, S. B. Farms for the food and all for the networking.



A Big THANK YOU to all Our Members who Recently Renewed Their Membership!

	Member Since		Member Since
A Shore Sign	11/29/01	Elks-Dorchester Lodge #223-IBPOE of W	09/01/94
Accounting Strategies Group, LLC	11/11/91	Elks-Dorchester Lodge #1272	09/26/01
Accurate Optical	01/01/97	Evans Land LLC	09/19/07
Affordable Business Systems, Inc.	01/29/08	Fibre Café & Crabcatchers Scavenger Shop	01/24/07
America's Best Value Inn	07/16/85	Folger Nolan Fleming Douglas, Inc.	01/01/90
American Legion Dorchester Post #91	08/27/98	Fraternal Order of Police #27	08/01/95
Associate Member-Philip Bramble	01/02/04	Friends of Blackwater, Inc.	01/31/94
Associate Member-Anthony Calaboro	02/01/76	G&G Distributors	09/02/93
Associate Member-Addie Eckardt	09/12/96	GKD USA, Inc.	06/28/01
Associate Member-Patricia Jones	12/28/99	Gootee's Marine, Inc.	07/01/92
Associate Member-Lorraine Moskewicz	03/20/04	Grand National Waterfowl Association	02/01/92
Associate Member-John S. Neild	04/07/92	Greg Whitten Insurance Agency	08/24/00
Atlantic & Chesapeake Permit Expeditors	10/26/98	Habitat for Humanity Choptank	01/06/06
Atlantic Tractor	11/10/82	Haddaway's Service, Inc.	01/01/90
B&G Foods	12/24/84	Harrington & Merryweather	08/01/90
BB&T Bank	01/01/90	Hebron Savings Bank	11/01/94
Banner/Dorchester & Eastern Shore	01/01/90	Henry Funeral Home, P.A.	05/27/99
Barrett Business Services, Inc.	02/13/97	Henry H. Schilling Contracting, LLC	09/18/07
Bay Country Security, Inc.	09/01/90	Humane Society of Dorchester County, Inc.	04/27/00
Bayside Animal Hospital, Inc.	03/13/97	Hyatt Regency Chesapeake Bay Resort	05/01/00
C&K Lord, Inc.	08/01/90	IAAP, Tidewater Chapter	02/01/90
Calgaz, Div of Air Liquide Advanced	01/01/90	Interstate Container	02/13/96
Cambridge Family Eye Care, LLC	11/09/82	J.L. Marshall & Son	02/16/83
Cambridge International, Inc.	01/01/90	J.M. Clayton Company	03/01/90
Cambridge Main Street	04/11/97	Jackson Hewitt Tax Service	12/31/98
Cambridge Title Company	05/28/92	Kentucky Fried Chicken	12/18/85
Care & Share Fund, Inc.	01/27/00	LaGrange Plantation-Dor. Cty Historical Society	03/25/96
Carlton Transport, Inc.	01/29/09	Lacaze Meredith & Real Estate A Long & Foster	10/21/99
Catalyst Investment Advisors	06/25/98	Lane Engineering, LLC	03/01/98
Chesapeake College	10/08/84	Liberty Tax Service	01/19/10
Chesapeake College-Cambridge Center	01/01/91	Literacy League of Dorchester County	01/27/06
Choptank Animal Hospital	03/13/85	Lodgecliffe on the Choptank	11/26/84
Choptank Community Health System, Inc.	03/01/96	M&T Bank	01/01/90
Choptank Electric Cooperative	01/28/99	Mallard Bay Care Center	07/01/94
Choptank Real Estate	08/20/85	Marvel's on the Creek	02/02/09
Coastal Hospice	02/14/97	Maryland Tower Service, Inc.	06/28/01
Columbia Triathlon Association, Inc.	06/12/00	McWilliams Financial Group	11/14/97
Comcast Spotlight	08/01/07	Megan Nabb Insurance Agency, Inc.	04/19/96
Constellation Energy Group	02/01/90	Mid Shore Cremation Center	01/10/97
Country Properties, Inc.	05/27/99	Miles & Stockbridge	12/09/83
Courtesy Chevrolet-Cadillac	01/29/10	Mullaney Insurance	01/01/90
Craig's Drug Store	01/01/90	Nanticoke Historic Preservation Alliance	09/29/06
Delco Packaging Products, Inc.	01/04/83	National Bank of Cambridge	01/01/90
Delmarva Document Solutions/Xerox	09/27/01	Newcomb and Collins Funeral Home, P.A.	01/01/74
Division of Rehabilitation Services (DORS)	10/01/90	Old Trinity Church & Cemetery	01/03/07
Dorchester Career & Technology Center	09/12/96	Pack Rat Storage	03/01/98
Dorchester Center for the Arts	01/01/90	Parts Wholesale, Inc.	11/12/82
Dorchester County Board of Education	04/01/90	Peninsula Trailer Service & repair	10/26/00
Dorchester County Cooperative Extension	06/22/01	Pep-Up Inc.	01/01/90
Dorchester County Council	09/05/02	Pleasant Day Medical Adult Day Care Center	11/04/93
Dorchester County Dept. of Social Services	03/11/98	Preston Automotive Group	12/18/95
Dorchester County Health Department	02/01/90	Primerica Financial Services	07/08/10
Dorchester County Family YMCA	01/01/90	Provident State Bank	09/17/97
Dorchester County Farm Bureau	01/01/90	Quota International of Cambridge	03/26/98
Dorchester County Public Library	06/01/89	R&M Performance, LLC	01/20/11
Dorchester Educators	01/25/01	R. Brooks & Son	03/03/82
Dorchester Service Associates	01/01/90	Raymond H. Simmons, Jr.	12/19/84
Dorchester Skipjack Committee-Nathan	11/01/95	Re/Max on the Bay	12/09/99
Dorchester Soil Conservation District	04/10/85	Rescue Fire Company	08/28/01
Dr. William E. Bair	11/13/97	Richardson Maritime Museum & Ruark Boatworks	06/13/96
ESCIL-Eastern Shore Cen. For Independ, Living	09/22/99	Sailwinds of Cambridge	08/23/01
Eastern Shore Smile Solutions	11/01/98	Salvation Army	11/18/99
Eastern Tree Service	11/22/02	Ship Shape LLC	01/07/09

A Big THANK YOU to all Our Members who Recently Renewed Their Membership!

	Member Since		Member Since
Shore Health Systems of MD-Easton	11/04/93	Thomas Funeral Home, P.A.	01/01/90
Shore Health Systems of MD-DGH	09/17/85	Tri-Gas & Oil, Inc.	10/21/99
Simmons Center Market	07/01/89	United Way of the Lower Eastern Shore	02/13/96
Small Business Development Center	04/27/00	Univ. of MD Center for Environmental Science	09/01/90
South Dorchester Folk Museum	02/12/04	Upper Shore of Division of Workforce	08/01/89
St. Paul's United Methodist Church	06/28/01	Upper Shore Mfg. & Business Council	01/01/90
Suicide Bridge Restaurant	06/12/84	Upper Shore Workforce Investment Board	03/04/86
SunTrust Bank	01/01/90	West End Citizen Association, Inc. (WECA)	03/13/97
The Arc of Central Chesapeake Region	07/04/08	Willow Construction, LLC	01/12/98
The City of Cambridge	12/18/95	Wilson & McGinnis, P.A.	11/18/99
The Copy Shoppe	01/01/92	Wise Oil & Propane Div. of Aero Energy	03/10/11
The Drug Store	10/11/83	Woods Crossing Apartments	01/25/01
The Hale-Miller Group at Morgan Stanley Smith	08/23/10	Wright's Art & Framing	01/07/11
The Meadows of Cambridge	01/07/10	Zion United Methodist Church	04/26/01
The Talbot Bank of Easton	09/12/96		

How to Manage Problem Employees

Find out how to Fire without Fear, hire with Confidence, Tame Toxic Employees and Put Your Team on the Fast-Track to Record Shattering Success.

Nationally recognized speaker Glenn Shepard, author of "how to Manage Problem Employees" will be holding a half-day Chamber Education seminar on **Wednesday, February 22 from 8:30 am to 12:00 pm** at the **Holiday Inn Express, 2715 Ocean Gateway, Cambridge MD 21613.**

Attendees will learn:

- How to stop gossip, insubordination, back stabbing, and other unacceptable behavior in your company
- How to get all of your people to show for work on time
- Where to find people who really want to work
- How to motivate your team
- Plus much more

This class is accredited by SHRM for HRCI credit hours. Tuition is **\$149** for general public or **\$129** for Chamber Members. Seating is limited.



**Congratulations to Hodes, Pessin & Katz, P.A.
2012 Top Ranked Law Firms (Fortune Magazine)**

We are pleased to announce that Hodes, Pessin & Katz, P.A. ("HPK") has been included on Martindale Hubbell's 2012 list of Top Law Firms. The list is published in December's issue of Fortune Magazine.

Fortune Magazine is a global business magazine with 2011 circulation totals at a little over 845,000.

They researched a comprehensive database of 1 million lawyers and firms in more than 160 countries and identified U.S. law firms of 21 or more attorneys where at least one out of three lawyers achieved the AV® Preeminent™ Peer Review Rating.

HPK has more than 60 attorneys with offices located in Towson, Columbia, Bel Air and Cambridge. The Cambridge office serves the entire Eastern Shore and is managed by attorney M. Chad Malkus.





Comfort Keepers® Named One of the Top 5 U.S. Companies Hiring in 2012

Comfort Keepers® In-Home Care was named by the Fox News morning show, Fox and Friends, as one of the top five companies in the U.S. hiring in 2012. That follows national recognition this past September by CareerBuilder.com as one of the top 10 companies currently hiring, in terms of numbers of job listings posted. With an estimated 2,100 new caregiver positions becoming available around the nation this year, Comfort Keepers continues to grow as one of the world's largest home care companies for seniors and other adults. The local office in Easton also expects to hire an estimated 50 employees this year to fulfill caregiver positions.

"We contribute the growth of our employee base to the immediate need of our services," says Bill Shrieves, Owner. "Nine out of ten people say they want to age at home. In-home care is a growing industry that will only show more demand as baby boomers look for someone to care of their parents and eventually, to care for themselves."

"We have developed a winning formula for recruiting people and that is one more reason we continue to grow," said Shrieves. "We look for people who have a heart for serving others, we provide some of the best training in the industry, and we retain them by offering competitive compensation, recognition and advancement opportunities."

Individuals interested in applying for a position at their local Comfort Keepers office can visit the Comfort Keepers employment center at www.comcomfortkeepers.com/office-596.

DORCHESTER CENTER FOR THE ARTS ANNOUNCES A CALL FOR ARTISTS 2012 ANNUAL MEMBERS SHOW & SALE

The show will be held in February 2012 at the Dorchester Center for the Arts. The show is open to all DCA members and will run February 2-25. An Artists' Reception will be held on Saturday, February 11 from 6:00-8:00 p.m.

Each member may submit one piece for this show. Members are asked to fill out the entry form (now available) and return it to the Dorchester Center for the Arts.

For more information, contact Janette Jones at 410-228-7782 or jjones@dorchesterarts.org. The Dorchester Center for the Arts appreciates the opportunity to showcase the best work of members.

The Ultimate Gourmet Wine Dinner of 2012

Back for a third year in a row and sure to be the BEST yet... Our local "top chefs" from Market Street Inn will treat you and your guests to a fabulous gourmet fantasy like the Shore has never seen before! This year's wine dinner will showcase the amazing wine selection from Terlato Wines International, the only wines featured on the famous hit TV series Top Chef. Join us for an incredible evening to remember on

Tuesday, February 7th @ 6pm

Limited Reservations!
Don't miss your chance, sign up today!

\$75 per person/ Limit 60 people

Call United Way at 410-742-5143 or email dina@unitedway4us.org to reserve your seat!

Generosity donated by: All proceeds benefit:



Pictured left to right are Katina Emory of Easton and her daughters, A’Brandia Emory; Alaleya Emory; and ballet instructor Monica Biener of the Ballet Theatre of Maryland.

Academy Art Museum Scholarships Open Doors to “What Can Be”

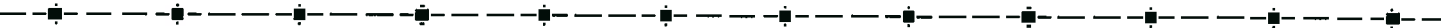
When Katina Emory of Easton was approached by a Secret Santa in 2006 to help provide gifts for her family at Christmas time, she had no idea how the gift of ballet lessons would profoundly affect her daughter, Alaleya’s life. Katina recalls the day she got the call about the Secret Santa, “It came into our life at a perfect time. I had five children, was a single mom, and I was working full-time. Times were tough.”

struggling to decide on an activity for her five-year old, the Secret Santa asked her whether her daughter might like to take ballet classes at the Museum.

The Secret Santa who had approached Katina and her family wanted to carry forward her own mother’s giving spirit following her recent death and asked Katina to identify something special that each of the children liked to do. In

Unfortunately, after the Secret Santa’s donated classes were finished at the Museum, Alaleya had to withdraw due to the family’s financial constraints. Finally, Katina came back to the Museum in 2008 and talked with Museum staff member Janet Hendricks about scholarship possibilities for Alaleya. Through Janet’s help, Alaleya qualified for the Museum’s financial assistance program and was able to return to ballet classes over the last two years.

Scholarships are available for many of the Museum's classes or programs. Applications are available at the Museum's front desk or by calling the Museum at 410-822-2787.



Willow Construction, LLC Announces that Estimator Justin Hiner Graduates from Shore Leadership Program

Justin Hiner of Cordova, MD and Estimator for Willow Construction, LLC recently completed Shore Leadership’s leadership development and community education program. Modeled after national and regional leadership organizations. Shore Leadership was formed in 1997 to promote a regional approach among local leaders for addressing community issues.

The program began with an overnight retreat in April at the Aspen Institute in Queenstown. Following their December 2011 graduation ceremony, the class members join a network of over 300 alumni leaders from the upper, mid and lower Shore.

“Our participants engage in a broad range of experiences focused on the Eastern Shore as a whole—its people, its needs, and its services,” according to Marcia Bryan a member of the Class of 2006 and President of Shore Leadership. “Through face-to-face discussions with community leaders, these class members had a unique opportunity to hone their leadership skills and develop a better understanding of the shared challenges and opportunities of this region.”

For more information about Shore Leadership, becoming a sponsor or applying for a future class, contact Susan Parenteau at 856-981-0754 or info@shoreleadership.org



Avon-Dixon Agency announces new President and CEO



The Avon-Dixon Agency, a member of Shore Bancshares, Inc. family of companies, is pleased to announce that Richard C. Trippe, Jr has joined The Avon-Dixon Agency as President and CEO, effective January 1, 2012. Mr. Trippe succeeds CEO, Terry Mead, who has been instrumental in expanding the agency during his six year tenure. Mr. Mead will remain with the agency in a consulting role.

Mr. Trippe has an extensive twenty-five year background in the insurance industry having managed every aspect of the business including sales, customer service, underwriting and training. Most recently he served as Branch Manager for the rapidly growing local Excess and Surplus Lines office of Burns and Wilcox, covering a territory that included Maryland, Washington, DC, Virginia, West Virginia, Delaware and the Northeast. Mr. Trippe's primary source of experience was with The Hartford Insurance Group, where he began his career in 1986.

"Shore Bancshares is pleased to have found someone as experienced and capable as Rich to lead our retail insurance businesses. The insurance business is a very important segment for Shore Bancshares. Not only is the revenue a significant part of our total revenues but we believe it is essential that we continue to provide our customers a full range of financial services. We are confident that Rich will not only continue the long history of excellent service at Avon Dixon but also expand and grow the agency in new areas," says Scott Beatty, President and COO, Shore Bancshares, Inc.

Avon-Dixon is an independent, full service insurance agency operating continuously since 1850, offering personal, business, individual life and health insurance, and group employee benefits. The agency has several locations in Maryland, in addition to their primary office on Harrison Street in Easton. Other locations include Freestate & Son in Centreville, Jack Martin & Associates Yacht Insurance in Annapolis and Elliott Wilson Insurance located in Easton, Maryland.

SUNDAY NITE LIVE at THE SALVATION ARMY

The Salvation Army, 200 Washington Street, Cambridge has begun its "Sunday Nite Live" services at 6:00 p.m.

- * **February 26, 2012** - The Rescue Team and a dramatization by Mary Handley
- * **March 25, 2012** - Mike Baker, soloist with keyboard, "Unity" and quartet "One Day Closer."
- * **April 29, 2012** - Local Pianist, Laura Todd will play and sing. Guest speaker will be the Rev. Nancy Soulsman from Ocean Pines who will speak on the vision of William Booth.
- * **May 29, 2012** - Colonel William Crabson will lead and have as his guest residents from the Salvation Army Rehabilitation Center in Baltimore.

The series of the "Sunday Nite Live" will conclude on June 24 with 13-year-old, McKenzie George as soloist followed by "The Lights of Home." The public is invited to these services.



DOING THE
MOST GOOD™



CALENDAR OF MEMBERS' EVENTS

For more details about the following events please go to our website at www.dorchesterchamber.org or call 410-228-3575

Membership Roll
509

THE MONTH OF FEBRUARY 2012

- | | | | |
|-----------------------|---|-----------------------|---|
| February 1 - | *Habitat for Humanity Choptank Annual Prayer Breakfast
*Diabetes "Education: Shopping Tour "Heart Healthy Food"
*David "Nicky" Henry: Pine Street and the History of the African-American Community | February 11 - | *Dorchester Center for the Arts Annual Membership Show Reception
*SECOND SATURDAY
*Eye of the Beholder at Main Street Gallery |
| February 2 - | *Arts Express Trip w/Academy Art Museum: <u>Necessary Sacrifices</u> at Ford's Theatre
*"Blogging for Business" w/Mindie Burgoyne at Chesapeake College
*Stroke Survivors Support Group
*Business after Hours—Comfort Inn & Suites | February 14 - | *Habitat Choptank ReStore Donation Truck will be Circulating in Dorchester County
*Prostate Cancer Support Group |
| February 2-April 5 - | *Decoy Carving for All | February 15 - | *Habitat for Humanity Choptank ReStore Volunteer Orientation Session
*Music & Tea at Three—Benjamin Beirs, Guitar |
| February 3 - | *Karaoke Happy Hour at Layton's
*Gallery Talk: Anke Van Wagenberg, Curator | February 16 - | *Dorchester County Caregivers Support Group Meeting at Pleasant Day |
| February 4 - | *Coastal Hospice and Palliative Care Volunteer Introduction to Hospice Care
*Labor & Delivery I, II, III
*Goin' Monkey
*Beginning Needle Felting | February 18 - | *3rd Saturday Legislative Breakfast
*New Mom, New Baby & Infant Safety |
| February 4-April 1 - | *Patrick Henry: Ephemeral Moments | February 20 - | *Look Good, Feel Better
*Basic Infant CPR |
| February 4-April 22 - | *Kyung-Lim Lee: The Order of Contemplation
*Mark Rothko: Selections from the National Gallery of Art | February 21 - | *Shrove Tuesday Pancake Supper at Christ Church Parish Hall |
| February 5 - | *All You Can Eat Breakfast at Church Creek VFC | February 22 - | *Zion United Methodist Church Soup Day |
| February 6 - | *Pregnancy and Infant Loss | February 23 - | *Stroke Survivors Group at Pleasant Day Medical Adult Day Care |
| February 7 - | *Uniform Sale Dorchester General Hospital
*Stained Glass for Beginner and Intermediates | February 24, 25 - | *National Outdoor Show |
| February 7, 12 - | *Habitat Choptank ReStore Donation Truck will be Circulating in Talbot | February 25 - | *Big Brother & Big Sister at Easton Memorial |
| February 7-April 10 - | *Ceramics: Basic Wheel for Beginners & Beyond | February 28-April 3 - | *Clay-Intermediate Pottery Wheel |
| February 7-April 24 - | *Dance: Beginning and Beyond Beginner Tap for Adults | February 29 - | *Habitat for Humanity Choptank Volunteer Orientation Sessions |
| February 8 - | *Arts Express Trips VAN GOGH UP CLOSE w/ Academy Art Museum
*Dorchester Chamber Annual Dinner Meeting | February 29-April 4 - | *Clay-Intermediate Handbuilding |
| February 9 - | *Soup Day at Christ Episcopal Church
*Welcome Cancer Patients | | |
| February 10 - | *Valentine Fun Viking Knit Bracelet
*Looking at Rothko w/Harry Cooper | | |
| February 11 - | *Layton's Chance Sweetheart's Dinner
*Sweetheart Tasting at Layton's
*High Heel Race-Race Down Race for a Cause | | |

Happy Valentine's Day



Dorchester Chamber of Commerce
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Chamber Events

- | | | | |
|--------------|---|---------------|---|
| February 2 - | Ambassador Meeting
Location: Kay's at the Airport
8:00 am | February 15 - | Executive Committee Meeting
Chamber Office
7:45 am |
| February 2 - | Business After Hours
Comfort Inn & Suites
2936 Ocean Gateway, Cambridge
5:00 pm | February 15 - | Chamber Business Luncheon
Speaker: Ken Kozel, CEO
Shore Health Systems
12:00 pm |
| February 8 - | 66th Annual Membership Dinner Meeting
Sailwinds of Cambridge
5:30 pm | February 22 - | Chamber Board Meeting
Chamber Office
5:30 pm |

Business After Hours, Ribbon Cutting and Chamber Business Luncheons are a great way for members to network and to receive referrals. All members are encouraged to attend.



The Chamber will be closed on
February 20, 2012
 Presidents Day

Board of Directors

David DeLuca, President
Delco Packaging Products, Inc.

Mike LeMire, VP-Government Affairs
Miles & Stockbridge

Keith Graffius, VP-Marketing Events
Crabi Gras

Steve Disharoon
The Drug Store

Sharon Johnston
Sharon Real Estate

Jennifer Layton
Layton's Chance Vineyard & Winery

Kim Liddell
National Bank of Cambridge

Carol Sandberg
Crystal Prints & Signs

Scott Shilling
Bay Country Communications

Lee Simms
SI Tec Consulting

Dr. Paul Brant, President Elect
Cambridge Family Eye Care

Tracy Tyler, VP-Membership
Cambridge International

Teri L. Belcher, Treasurer
Law Office of Teri. L. Belcher LLC

Ted Kanatas
Hyatt Regency Chesapeake

Chuck Kelley
Craig's Drug Store

Jeff Linthicum
Tri-Gas & Oil

Robin Willey
Hills Point Landscapes

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"To Advance Dorchester County through educating, promoting and growing a strong business community"