

Pocono Mountains Chamber of Commerce
Stroudsburg, PA

IMPACT

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Bob Hay - Past Chairman



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Miriam Conway - Executive Assistant

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IMPACT

Monthly

June 2007 VOL. 36, NO.6

BUSINESS GROUPS JOIN IN URGING LEGISLATURE TO REJECT BUSINESS TAX INCREASES

Several business organizations, including the PA Chamber of Business and Industry, sent a joint letter to the General Assembly expressing support for the Complete Pa Coalition's business tax priorities:

- Complete phase-out of the existing cap on Net Operating Losses
- Full implementation of a Single Sales Factor for Corporate Net Income tax apportionment
- Reduction of the Corporate Net Income rate, the second highest in the nation

The letter also stressed the groups' unified opposition to efforts to further increase the tax burden on Commonwealth employers to pay for new programs and close the current budget gap, and to the implementation of mandatory unitary combined reporting in the Commonwealth.

Combined reporting legislation has been introduced in the House, and the administration's proposed 6.17 percent oil industry gross profits tax would be subject to combined reporting as well.

Mandatory unitary combined reporting is a multibillion-dollar tax increase that would also impose massive administrative and litigation costs on Pennsylvania's job creators.

The business groups also highlighted the tax revenues generated by business, noting that Pennsylvania employers pay taxes that produce more than 50 percent (\$13.6 billion) of total revenues generated by state tax policies, and cautioning against rhetoric that implies that Pennsylvania business is not paying its fair share.

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Pocono Mountains Business Magazine TV Show "Your Local Business and Economic News Report"

Airtimes: Mondays at 4:30 p.m., Thursdays at 8:00 p.m.,
and

Sundays at 12:00 noon on Blue Ridge Cable TV 13.
Airtimes are subject to programming changes.

For up-to-date airtime changes, program information,
or to download a copy of the show, go to

www.GeorgeTV.com



Committee Corner

In the past several years the Pocono Mountains Chamber of Commerce has taken the lead in legislative issues that impact our local business community. Our Government Affairs Committee reviews pending legislation on the local and state levels.

The committee has a wide variety of active members, including small and large business owners, local and state government officials, and concerned citizens. Just recently, the committee has been charged with taking a grass roots approach. The goal will be to work with businesses to change existing regulations and to begin to help form policy and laws that are beneficial to our business environment.

The work of the Government Affairs committee is challenging and ever-changing. If you wish to help educate the public and mold the future of business, consider joining the committee at our regularly scheduled meetings on the first Friday of the month at 8:00 a.m. at the Best Western Pocono Inn.




Funding Available to Train Your Employees!

WEDnetPA funding covers:

- up to \$450/employee for basic skills training (\$75,000 maximum)
- up to \$700/employee for IT training (\$50,000 maximum)
- courses and trainers of your choice, including in-house
- online and/or classroom training

Deadline to apply for WEDnetPA FY07-08 funding July 9, 2007

For more information, contact Miguel Barbosa, Director of Workforce Development East Stroudsburg University Center for Research & Economic Development 570-422-7920 or 422-7955

Funding for WEDnetPA is provided by the PA Department of Community & Economic Development

June 2007 Calendar of Events

- June 1**.....Government Affairs Committee
8:00 a.m. - Best Western Pocono Inn - Stroudsburg
- June 6**.....New Member Breakfast
7:30 a.m. - Burnley Employment & Rehabilitation Services - Snydersville
- June 8**.....Leadership Pocono
8:00 a.m. - PMCC
- June 11**.....Education Committee
12:00 noon - JR's Grille & Salad Bar (tentatively) - East Stroudsburg
- June 11**.....Business Card Exchange
5:00 p.m. - Pocono Farms Country Club - Tobyhanna
- June 12**.....Women in Business Luncheon
12:00 noon - Pangea Restaurant - Scotrun
- June 13**.....Economic Development/Transportation Committee
8:00 a.m. - PMCC
- June 14**Membership Committee
8:00 a.m. - PMCC
- June 14**.....Tech Task Force
4:00 p.m. - PMCC
- June 15**.....Monthly Breakfast
7:30 a.m. - Best Western Pocono Inn - Stroudsburg
- June 19**.....Business Development Committee
8:00 a.m. - PMCC
- June 20**.....HR Committee
8:30 a.m. - PMCC
- June 22**.....Environmental Committee
8:00 a.m. - PMCC
- June 25**.....Finance Committee
7:30 a.m. - PMCC
- June 25**.....West End Committee
8:00 a.m. - Western Pocono Community Library
- June 25**.....Executive Committee
8:30 a.m. - PMCC
- June 26**.....Board of Directors
8:00 a.m. - Best Western Pocono Inn - Stroudsburg
- June 26**.....Women in Business Steering Committee
10:00 a.m. - PMCC
- TBA**.....Expo Committee
- TBA**.....Quality of Life Committee

HR Issues

A Manager At My Company Pled Guilty to Shoplifting, Now What?

Question: A member of my Board of Directors saw a news item in the local paper and reported it to the CEO and to the HR representative. It stated that a member of my executive team pled guilty to shoplifting \$400 worth of electronics and food. He was fined and received a suspended five year prison sentence. Can I fire him?

Answer: Most likely, yes. Before you do it, consider the cost, the issue of illegal discrimination, your company's position on Standards of Ethics and Integrity, conflicts of interest, your work environment, managing one's career, and personnel policy language about Off-Duty Activities.

If you decide to fire this executive, you should have considered how much it will cost to replace the executive, whether this off-duty offense has arisen before with or without any company action, and whether this executive is in a protected class, for instance based on race or age. You should also consider whether you have stated that acceptable standards of conduct are necessary to protect the rights of others and the organization as a whole. Additionally, is this seen as a conflict of interest for this high-ranking employee or if this will lower employee morale? Continuing, have you stated that employees are not to cause harm to the company's image or reputation for honesty? Have you signed a contract of employment-or a collective bargaining agreement- that overrides employment at will?

These employer-painful Off-Duty Activities are not rare. Anticipating people issues such as shoplifting, driving under the influence of alcohol or drugs, and disruptive romantic involvements can give your company a chance to deal with theoretical matters (and communicate them to all employees) rather than problem solving under a very short time line.

If you'd like to learn about HR issues, or have a question, send an email to the Chamber's HR committee at mconway@poconochamber.net, or attend its next meeting (third Wednesday of every month at 8:30 am in the Chamber Boardroom). Any member can participate in this valuable Chamber resource!

(Submitted by Tom Hackett, Core People Resources, LLC, Wind Gap, PA.)

HR Breakfast

HR Breakfast to be held on Wednesday, July 18, 2007 from 8:00 a.m. to 9:30 a.m. at the Best Western Pocono Inn in Stroudsburg.
Topic: **"Time & Attendance"**

Look for more details in the July Impact!

Monthly Breakfast



left to right- James Albanese, Kathy Hill, Vickie Mavis, James Becker, Jeff Gilbert, Robert Phillips, IOM, Victor Brozusky

The Monthly Breakfast was held on April 20, 2007 at Shawnee Inn & Golf Resort. This month's event was sponsored by Access Office Technologies, Inc. & Core People Resources, LLC. James Becker of Access Office Technologies talked about his affiliation with Vickie Mavis of Core People Resources.

They gave their own account on how partnerships in business can be beneficial to both their companies and to the members of the organization. Mr. Becker and Ms. Mavis confirmed that the advantages of the Affinity Programs at the Chamber provide services and goods to its members, as being a part of the many benefits available to Chamber members. In addition, it gives the members the opportunity to interface with experts.

The Special Program was Rotary Club of the Stroudsburgs. Mr. Jeff Gilbert, President of the Rotary Club of the Stroudsburgs discussed what is happening with the local club. The local club is looking to promote programs and get more recognition in the community. They are also looking to bring in qualified people as members. The 4 T's for Rotary are: Thinking, Talent, Time, and Treasure. Rotary gives you the opportunity to serve your community. Mr. Gilbert also talked about the exchange student program. Most importantly, Rotary is about fellowship. The Rotary Club of the Stroudsburgs meets every Thursday at 12:00 noon at the Best Western Pocono Inn in Stroudsburg.

Membership Appreciation Party



The Membership Appreciation Party was held on Monday, May 14, 2007 at the Golf Academy at Shawnee Inn. The weather cooperated so everyone could enjoy the great outdoors, while sampling the great food and networking with those in attendance. For information on what the Golf Academy and Shawnee has to offer, contact them today at (570) 424-4000.

New Member's Breakfast

Cherry Valley Golf Course, located in Stroudsburg, is an 18-hole golf course that is open to the public. They have recently gone through major renovations. Amenities include Diane's Bar and Grill, a pro shop, and a PGA Pro on staff. They cater golf tournaments, leagues, outings, and their restaurant is open for private parties and functions. Stop by and see them or give them a call today at (570) 421-1350.

Keystone Commercial Cleaning offers commercial cleaning and property management services in the Lehigh Valley and Northwest New Jersey. They offer a "pay to switch" program where your first month of cleaning services are free of charge. Give them a call today at (877) 223-1771.

Less4Travel.net offers online travel preparations. This includes booking flights, cruises, vacation packages, event tickets, and more. You also have the option to start your own travel Web site as well as become a certified travel agent, right there on their Web site. So stop by and see them today at www.less4travel.net or give them a call. (570) 476-5810.

Pennstar Bank, located on 107 East Brown Street in East Stroudsburg is a full service bank serving personal and business customers. The new East Stroudsburg branch opened its doors in January of 2007 making it the fifth branch in Monroe County. They are open seven days a week. Additional branches are located in Mt. Pocono, Mountainhome, Tannersville, and Marshalls Creek. Stop by and see them or give them a call at (570) 421-1122.

Personal Financial Fitness Plan provides financial coaching to all ages. The phases include credit education, money management, home ownership counseling, investment education, estate planning, and retirement. Give them a call today at (973) 901-9622 and let them start working for you.

Roman Legal Services are involved in process serving, skip tracing, and the service of all civil and criminal documents. They do everything but practice law. Give them a call today and let them start working for you. (570) 421-8445.

Sandy's Knick Knacks.Com offers catalog shopping online. They have hundreds of products for you, your home, and your family and friends. Visit them today at www.sandysknickknacks.com or give them a call. (570) 476-5810.

T.K. Computers has been in business for more than fifteen years. They fix and repair computers, remove viruses, and set up systems. They also remove spy ware and network computers. Give them a call today and let them start working for you. (570) 422-6974.

Monday Morning Report Is Back!

If you are interested in receiving the Chamber's Monday Morning Report please email Peter Alasty at palasty@poconochamber.net so your email address can be added to the distribution list.

If you are not familiar with the Monday Morning Report, upcoming Chamber events and meetings for the week are posted.

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570-992-4827
800-891-2317

Ribbon Cuttings



Countrywide Home Loans

Countrywide Home Loans recently held a ribbon cutting ceremony in honor of their brand new location in Fountain Court in Bartonsville. Countrywide Home Loans specializes in mortgage banking, and have several loan officers available to meet your needs. Give them a call today at (570) 629-1077.



Longhorn Steakhouse

Longhorn Steakhouse recently held a Ribbon Cutting ceremony in honor of their brand new location on Route 611 in Bartonsville. Longhorn Steakhouse is a full service restaurant open seven days a week. Stop by and see them or give them a call today at (570) 421-1700.

Women in Business Luncheon



left to right Scott Lifer, Catherine Schratt, Danielle Jordan

The May Women in Business luncheon, which was sponsored by Scott Lifer of Festivities Magazine, was held at Pangea Restaurant in Scotrun. Danielle Jordan of Fidelity Home Abstract presented a motivational topic titled "Branching Out."

The June luncheon, which will also be held at Pangea Restaurant, is being sponsored by Holly Corcoran of Holly R. Corcoran, CPA. The topic will be "Inside Every Woman," presented by Carol Sitroon of Mt. Airy Casino & Resort.

For more information on upcoming WIB luncheons, to donate a door prize, or to sponsor a luncheon, please contact Miriam Conway at (570) 421-4433.

Membership Anniversaries

30 Years
M&T Bank

25 Years
Lloyd J. Nolan, Inc.

20 Years
Center City Plumbing Supplies, Inc.
Grand Central Sanitation/A Waste Management Company

15 Years
Bankers First Mortgage, Inc.

10 Years
447 Plaza Heart Center
Mountaintop Lodge
RGB Custom Home Builders

5 Years
Classic Design Homes, Inc.

Congratulations!

From the President



More than 174 million people in the United States receive health insurance through their employers. In 2005, the number of uninsured Americans increased to 45 million, up from 43.6 million in 2002. This resulted from rising health care costs and an increasing number of people unable to afford their plans or who lost access to a workplace health plan. Between 2000 and 2003, the percentage of non-elderly Americans with workplace health coverage decreased from 67.1% to 63%.

About 60.4% of uninsured people live in a family in which the head of the family works full time for the full year but is either not offered health insurance or cannot afford to pay the premiums to participate. Uninsured workers tend to be self-employed or work for smaller businesses: 12.3% of the self-employed are uninsured; 31.8% of workers at businesses with fewer than 10 people are uninsured; 26.4% of workers at businesses with between 10 and 24 workers are uninsured; and 18.4% of workers at businesses with between 25 and 100 employees are uninsured. In addition, health care costs continue to grow at a record pace, with costs for large companies increasing by 13.2% in 2003, while small businesses are experiencing annual premium increases of 15.5%.

The Chamber believes the problem of access to affordable coverage is our highest health care-related priority and requires swift congressional action.

Robert Phillips, IOM

Members in the News

Close the Loop, LLC, a distributor of recycled products and green building materials, is please to announce that its supplier of post and rail fence, Waste Not Technologies, LLC has received a \$124,200 grant from the Pennsylvania Department of Environmental Protection for additional processing equipment. Waste Not Technologies manufactures post and rail fence from polyethylene and polypropylene with a high content of recycled plastic. The grant will be used to purchase additional reprocessing equipment. Waste Not Technologies pilot plant is located in Saylorsburg. Close the Loop, LLC has shipped the post and rail fence to customers across the United States for decorative fencing, farm use, and multiple National Park & Recreation Area installations. For more information on recycled plastic wood fencing, mulches made from tires, glass & cocoa shell, and other recycled products and green building materials visit, www.closetheLoop.com.

Fitzmaurice Community Services, Inc.

received a grant for \$19,040 from ESSA's Board of Directors, and the ESSA Bank and Trust Charitable Foundation. The grant will be used to purchase appliances for their West Hills Apartment Complex. The appliances include ovens, refrigerators, range hoods, and commercial washers and dryers. Elizabeth Koster, President and C.E.O. of Fitzmaurice Community Services said, "We would like to express our sincere appreciation for the grant. ESSA's generosity will allow us to complete the finishing touches on West Hills by providing the necessary appliances for each apartment." West Hills Apartments is a housing initiative, located at 2045 West Main Street in Stroudsburg, for homeless individuals and families with one adult who has a disability. The project consists of 12 apartments. When completed it will have the capacity to serve twelve families, or up to thirty persons.



Left to Right: Deb Scocozza; Executive Vice President/Fitzmaurice Community Services, Suzie Farley; Board of Directors/ESSA Bank and Trust Charitable Foundation and Liz Koster; President & C.E.O./Fitzmaurice Community Services, Inc.

George Roberts Productions'

George and Connie Roberts, TV producers in Stroudsburg, have been selected as recipients of the 2007 Eastern Pennsylvania SBA Journalist of the Year Award. Selections were made by a panel of 23 judges representing lending institutions, small business owners, and economic development organizations. George and Connie will be honored at the Annual Small Business Week Awards Ceremony at Citizens Bank Park in Philadelphia on June 13th. George and Connie Roberts produce several TV programs including the Pocono Mountains TODAY and the Pocono Mountains Business Magazine. Both programs help small businesses in the region by promoting their economic efforts and business operations. The programs can be seen on Blue Ridge Cable TV 13 and on the Internet at GeorgeTV.com.



David Dickson, District Director of the US Small Business Administration Philadelphia, with local TV producers George and Connie Roberts.

George Roberts Productions

is the recipient of a Videographer Award of Excellence for video and editing of Pocono Landscape Challenge. Videographer Paul Ricciardi and Editor Matt Lewis received the award for their work on the "Putting Green" episode which demonstrated the construction of a golf green in your own backyard. The Videographer Award of Excellence is given to the top 14 percent of all entries in the 2007 competition and was judged among the best that was submitted. Entries come from the United States as well as several foreign countries. Pocono Landscape Challenge can be seen Tuesdays at 4:00 p.m., Thursdays at 8:30 p.m., and Sundays at 11:00 a.m. on Blue Ridge Cable TV 13. It can also be watched anytime on the Internet at GeorgeTV.com



Left to right: Videographer Paul Ricciardi, Executive Producer George Roberts and Editor, Matt Lewis shown holding their 2007 Videographer Award of Excellence.

Herbert, Rowland & Grubic, Inc. (HRG) has again been named one of the top 500 design firms in the United States, according to Engineering News-Record magazine. This list is compiled annually based on the revenue earned by engineering and architectural firms from design services performed in the preceding year. "HRG has enjoyed consistent growth throughout this decade, and we are very pleased to be in the company of so many engineering industry leaders on this list," said HRG President Robert Grubic, PE. "This honor is a direct recognition of the hard work of our employees, whose commitment to quality and remarkable work ethic is the foundation of our firm's success." HRG is a full-service engineering firm, providing quality, cost-effective design solutions in everything from land development and water resources/environmental studies and design, to water and wastewater systems and electrical engineering to diverse clients throughout the Mid-Atlantic Region. For information, visit www.hrg-inc.com.

The Pocono Mountains Association of REALTORS® (PMAR) executive officer Mary Frances Gregory, and Patti Hein, a REALTOR with Coldwell Banker Phyllis Rubin Real Estate and a PMAR board director, have been selected as part of a National Association of REALTORS® contingent traveling to the Gulf Coast August 19 through 26 to aid in recovery efforts. Teams of REALTORS® from around the country will travel to areas devastated by hurricanes Katrina and Rita in 2005. The effort is part of Habitat for Humanity International's Global Village volunteer program. REALTORS® will work alongside homeowners and local volunteers. REALTOR® teams will be involved in both completing "House in a Box" projects as well as constructing new homes from-the-ground-up in their permanent locations. Habitat affiliates are working to put displaced families into new homes as quickly as possible.

RE/MAX of the Poconos proudly announces the following accomplishments: Claire Dembinski, a full-time licensed real estate agent for more than 25 years was just recently awarded recognition by the National Home Builders Association for selling more than six million dollars in new home sales for 2006. Claire, who received her broker's license in 1997 has specialized real estate experience in vacation home rentals, property management services, resale homes, office management, and new construction sales, have made her one of the most recognized and respected local realtors. RE/MAX of the Poconos proudly adds Michael Dembinski to their team. Michael began his real estate career in 2003 as a Project Manager for a Bucks County, PA based luxury home builder. By the age of 24, Michael had already managed the construction of over 200 single family residences. RE/MAX has five offices in Monroe County and has been serving the area since 1988.



Michael & Claire Dembinski

Ski Shawnee, Inc. has reached an agreement with the Pocono Garlic Growers Association to move the 2007 Pocono Garlic Festival to the grounds of Shawnee Mountain Ski Area. Both organizations will mutually plan, manage, market, and operate the annual event at the Ski Resort on Labor Day Weekend, September 1-2, from 10:00 a.m. to 6:00



p.m. both days. "We're pleased to host this long running, greatly anticipated, traditional end of summer Pocono event and will do everything possible to ensure its integrity and continued success," said Jim Tust, Shawnee Mountain's Administrative Manager. Interested vendors should call (610) 381-3303; interested crafters should call (570) 236-6819; and interested entertainers may call (570) 421-7231 ext.221. For complete information and online advance ticket sales visit poconogarlic.com or Shawnee.com.

PMCC MISSION STATEMENT

Act as

A Unified Voice of Business

dedicated to the Prosperity of all

Commerce

leading to the Enhancement of the

Quality of Life

in our region and surrounding areas.



Welcome New Members

The following new members are not listed in the 2007 Membership Directory & Buyer's Guide. Please be sure to add this page to your copy of the Directory.

AG&O Appraisals

Andrea Lynch
7 Manor Drive
East Stroudsburg, PA 18301
(570) 421-7397
(570) 421-7398
andrealynch@enter.net
REAL ESTATE - APPRAISAL SERVICE

Charles Goodman Finishing & Fine Carpentry

Charles or Kathy Goodman
RR#3 Box 3130
Cresco, PA 18326
(570) 595-3868
(570) 595-2308
charlie_kathy@yahoo.com
CONTRACTORS-CARPENTRY

Diamond Group Financials

Tracey Walters
PO Box 240
Mt. Pocono, PA 18344
(888) 201-8753
(800) 340-0720
twalters@diamondgroupfinancials.com
www.diamondgroupfinancials.com
REAL ESTATE - INVESTMENTS

First Source Properties, Inc.

Amy S. Wagner
1236 Main Street, Suite A
Hellertown, PA 18055
(610) 838-5100
(610) 838-5128
amy@firstsourceproperties.com
www.firstsourceproperties.com
REAL ESTATE

Hap's Taxidermy

Vincent P. Volz Jr.
HC1 Box 1501
Blakeslee, PA 18610
(570) 646-9721
(570) 646-9721
taxidermyman26@epix.net
www.hapstaxidermy.com
TAXIDERMISTS

Henryville Inn

John Ryder
RR1, Box 1575
Henryville, PA 18332
(570) 620-2150
(570) 620-9025
henryvilleinn@yahoo.com
www.henryvilleinn.com
COUNTRY INNS

Jack Frost National Golf Course

Vivian Tighe
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(866) 268-5503
(570) 443-8414
vtighe@jackfrostnational.com
www.jackfrostnational.com
GOLF COURSES - COUNTRY CLUBS

Kreative Kuisine

Donald McGill
214 North Courtland Street
East Stroudsburg, PA 18301
(570) 476-1229
(570) 476-1229
kreativekuisine@yahoo.com
RESTAURANTS-CATERING

Less 4 Travel

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21 Penn Estates
East Stroudsburg, PA 18301
(570) 476-5810
(570) 476-5810
blacklatins21@hotmail.com
www.less4travel.net
TRAVEL AGENCIES

Personal Financial Fitness Plan

Mary Wilson
PO Box 272
Reeders, PA 18352
(973) 901-9622
pffp@optonline.net
FINANCIAL SERVICES

Pocono Personnel West

Terry Burns
300 Community Drive, Suite A2
Tobyhanna, PA 18466
(570) 839-3838
(570) 839-3866
terry@poconopersonnel.com
www.poconopersonnel.com
EMPLOYMENT SERVICE - TEMPORARY HELP

Sandy's Knick Knacks

Sandy Black
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East Stroudsburg, PA 18301
(570) 476-5810
(570) 476-5810
blacklatins21@hotmail.com
www.sandysknickknacks.com
RETAIL

Studio For Singing Actors, The

Vaughn Bryner or Shellie Bransford
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Stroudsburg, PA 18360
(570) 992-1236
MUSIC

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18 Harvest Hill Drive
Effort, PA 18330
(570) 629-6161
pmullsbaskets@yahoo.com
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Phil Williams, President/CEO
114 Great Bear Way
East Stroudsburg, PA 18301
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(570) 223-9375
phil@philipawilliams.com
www.thebrandsuite.com
MARKETING

Thrive Enterprises

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LANDSCAPING

Verizon Wireless

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(570) 424-9409
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www.verizonwireless.com
WIRELESS