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Buy Local and Win Prizes on Holiday Shopping Trail



Holdridge Home and Garden Showplace, Ledyard



Grace, Niantic



As members of the business community, you understand the importance of supporting the local economy. We just made it fun. The Chamber of Commerce of Eastern CT is hosting the Holiday Shopping Trail, where you

shop small to win big prizes.

Beginning on Small Business Saturday, November 30 through December 24, shoppers can visit one of the participating venues to pick up their Holiday Shopping Trail Passport. Travel the trail and collect stickers by visiting or making purchases at shops, restaurants and other local businesses. The more stickers you collect the better your prize could be.

Enter to win the Grand Prize—round trip airfare to Ireland for two courtesy of Aer Lingus—when you collect 25 or more stickers.

Collect 15 stickers or more for a chance to win a free day trip for two courtesy of Tours of Distinction. Just eight stickers and you can enter to win one of many gift certificates, gift baskets, gadgets, home items, and holiday-themed gifts.



Mystic Knotwork

For a complete list of participating venues, visit ChamberECT.com/trail. The Holiday Shopping Trail is generously sponsored by Comcast Business, with media sponsor Hall Communications and prize sponsors Aer Lingus and Tours of Distinction.

Shop local this holiday season! The Holiday Shopping Trail adds fun to your seasonal shopping. Explore eastern Connecticut and meet the business owners who help make this a great place to live, shop and play!



Holiday Gala: 36 Years of Giving Back

Shining lights, festive music, and the glamour of a high end gala—the Chamber of Commerce of Eastern CT Foundation has been hosting the highlight of the holiday season for 36 years. The Foundation, an independent board and 501c3 which benefits from its connection with the Chamber and its staff, raises funds each year to benefit the region's children and families.

In March 2019, the Chamber of Commerce of Eastern Connecticut Foundation donated \$120,000 to 37 nonprofit organizations, including the Miracle League of Southeastern Connecticut, Tommy Toy Fund, Higher Edge, Madonna Place, Always Home, UCFS, and EWIB. This year's grants reflect the highest-ever amount distributed by the Foundation and mark a twelve percent increase over 2018.

The Foundation and the Chamber staff invite you to join us in celebrating the season and contribute to the vital efforts of so many nonprofit organizations in the region. Hosted by Mohegan Sun, the evening features a champagne reception, a decadent dinner and dessert buffet along with the region's largest silent auction and an authentic live auction.

Top sponsors for the event include Family First Life, People's United Bank and The Day.



36TH ANNUAL HOLIDAY Gala

FRIDAY | DECEMBER 6

PURCHASE TICKETS:
ChamberECT.com/Gala

A SPECIAL THANK YOU | Through their commitment to the Chamber, these companies have demonstrated support for the many smaller businesses we serve.



Workforce Challenges and Opportunities Discussed at October Business Breakfast



Patrick Flaherty, Assistant Director of Research and Information for the CT Department of Labor

On Wednesday, October 23, the Chamber hosted Minding the Skills Gap: Workforce Development, Recruitment and Retention at Latitude 41 in Mystic. This Business Breakfast focused on the facts surrounding this challenge being faced across industries and how the Eastern Connecticut Workforce Board is making strides to fill the need.

Laying out the data and opportunities in workforce, presenter Patrick Flaherty is Assistant Director of Research and Information for the Connecticut Department of Labor and part of the leadership team of the state's Labor Market Information unit.

The key takeaways from Flaherty's presentation focused on recovery from the recession, the demographics of Connecticut's labor force and the growth opportunities and challenges in eastern Connecticut. In regard to economic growth, Connecticut recovered job losses from the recession and has grown in most sectors, although there were net losses in state and local government, finance and insurance, and to a much lesser degree, retail.

Migration in and out of Connecticut shows a great deal of movement, but the result is a net gain, notably of those in their 20's, 30's and 40's. Those migrating out of the state include a large number of 17-19 year-olds, aligning with typical departure for college, and smaller net losses of those in their 50's, 60's and 70's, aligning with retirements. Flaherty noted that the net gain in the younger members of the labor market can be attributed in part to an influx of immigrants. "The one thing that really has been saving us in Connecticut has been immigration from other nations," said Flaherty, who suggested we should be proud people from all over the world would like to live here.

Flaherty described a significant difference in areas of job growth in eastern Connecticut compared with the rest of the state. Data on the State of Connecticut shows employment highest in health care, retail, educational services, and manufacturing, respectively. In eastern Connecticut, manufacturing rises to the top followed by educational services, retail and health care.

In working to meet the labor shortage, Flaherty pointed to the much higher number of men than women hired in manufacturing. Calling out the hardworking staff of the morning's venue as an example, he suggested employers look at people with different backgrounds, but a strong work ethic, to fill positions by providing the right training.

The Eastern Connecticut Workforce Investment Board (EWIB) is helping the region navigate this intersection between employer needs and training the workforce. Mark Hill, Chief Operating Officer, EWIB spoke about the Eastern CT Manufacturing Pipeline Initiative (MPI), a nationally-recognized training program. He shared the story of the MPI's strategy, process, and results and discussed expanding and scaling for future programs.

With manufacturing the fastest growing sector, EWIB responded to employers' need to hire thousands of employees with training programs designed for existing job openings. The collaborative partnership includes EWIB, employers, organized labor, community colleges, technical and comprehensive high schools, adult education, the CT Department of Labor, and CT Department of Economic and Community Development along with other agencies.

Working through the American Job Centers, which connect with 11,000 people each year, they create a talent pipeline that brings job seekers with the right aptitude into the training program. A process of assessments, interviews and training lead to 96% of trainees ending the program with a job offer. Notably, 80% of MPI job placements had no formal manufacturing work experience prior to enrollment.

Since its launch in 2014, the success of the program outpaced projections, garnering interest from 8,500 applicants, conducting 60 training classes and leading to 1,512 job placements.

The program is being expanded to high schools to offer students who are not planning to attend college a strong career pathway. The Youth MPI pilot of 19 students at Norwich Free Academy led to an 100% placement rate.

"This program is completely portable to other industries and other locations," said Hill. The program design involves employers in curriculum and assessment, adjusts timing and scale to job openings, reduces training and hiring cost while increasing retention and productivity. EWIB is already working on a health care pipeline solution for that growing industry, and the award-winning model is being shared with other workforce boards.

U.S. LABOR MARKET

U.S. economy is experiencing a record high of months of job growth and job openings - **currently 7 million**

6 million separations every month, primarily voluntary to change jobs or retire

GROWTH SECTORS

Connecticut (Top 5)

- Health Care (largest sector with the most growth)
- Retail
- Educational Services
- Manufacturing
- Accommodation & Food Service

Eastern Connecticut (Top 5)

- Manufacturing (largest sector with the most growth)
- Educational Services
- Retail
- Health Care
- Accommodation & Food Service

POPULATION

Migration into and out of Connecticut shows a **net gain of people in their 20's, 30's and 40's**, and losses among those moving out to attend college and those in their 50's, 60's and 70's.

Immigrants moving to Connecticut positively impacts the net gain

An aging workforce and dip in the birthrate during the recession are impacting workforce

MANUFACTURING PIPELINE INITIATIVE:

Manufacturing in eastern CT **increased 11.3% in the past four years**, four times the growth seen in the state as a whole

MPI has made **1,512 job placements** at over **260 employers**

96% of those completing the program had job offers at the end

80% of MPI job placements had no formal manufacturing work experience prior to enrollment

Decreased employer new hire training and attrition rate by **50%**

Chamber Events Make Networking Easy and Fun



As you plan goals for the year ahead, make expanding your network a top priority. We each have different reasons to network with colleagues, inside and outside our professional circles—businesses find synergies or suppliers, nonprofits find partners and benefactors, and

professionals find clients. The common thread is that developing your regional network is essential for your current business as well as your personal and professional path.

Since the Chamber understands the best fuel for the economic engine is making connections that maximize opportunities, we make connecting people one of our primary programs. Business After Hours opportunities throughout the year offer a social setting with people across the eastern CT professional community. Young Professionals is a group for those earlier in their careers to build networks, social connections and volunteer in the community.

The Chamber offers subscriptions for our popular Business After Hours series and our YPsocial events. Subscriptions save you money and help you set your intention for the year. Give the gift of a subscription to an employee or young professional coming up in the workplace.

Business After Hours

Become a Master Networker with our annual subscription covering 15+ Business After Hours for \$150 (savings of \$75+). Our best offer includes these benefits: saves the most money, saves time with automatic registration, transfers to a colleague, guarantees your spot at every event, and reminds you with a text.

Subscribe to Business After Hours as an **Expert Networker, with 8 events for \$90**, or a **Professional Networker, with 4 events for \$50**. We'll send you the passes, you choose the Business After Hours.

Business After Hours are usually held on Wednesdays, with complimentary food, drinks, and door prizes from fellow Chamber members. Upcoming venues include The Spa at Norwich Inn, Florence Griswold Museum, Hilton Mystic, Holiday Inn Norwich, Cafe Otis, Country Wellness Center, Hoffman Audi, and more!

Young Professionals of Eastern CT Subscription

YPECT Subscriptions, \$65 annually, include 10+ YPsocials including one joint Chamber Business After Hours. YPs also enjoy one "Tips from the Top" speaker program with CEOs from the region, and two coffee "Sip and Share" workshops on a variety of professional topics.

Wrap up this year with a strong plan for next year and set your employees on a path for success. Don't miss our January events, subscribe today!

Business Community Gathers to Thank Military at Chamber Event



U.S. Navy Silver Dolphins Color Guard

Over 300 members of the military, veterans, government leaders, business leaders and community members gathered at the Mystic Marriott Hotel on November 1 for the 10th Annual Military Appreciation Breakfast.

The Chamber of Commerce of Eastern CT hosts this breakfast each year to create an opportunity for the business community to gather in a show of support and gratitude for those who serve in the military. Through the generous support of General Dynamics Electric Boat, Foxwoods and Dunkin', active duty members of the military were invited to attend as special guests.

Leaders from the military community offered their remarks about the special relationship the military enjoys with the community of eastern Connecticut.

Rear Admiral Butch Dollaga, Commander, Undersea Warfighting Development Center

recounted his experiences as a submariner in Groton as a junior officer to his current work on tactics in the undersea domain. "I think the United States builds the best, most lethal, most capable submarines in the world and it starts with Electric Boat," said Dollaga, sharing the information that seven submarines from Groton were deployed and completed 24 missions vital to national security.

Electric Boat President Kevin Graney, a veteran submarine officer, said, "Our mission is simple and that is to give the men and women of our submarine force every unfair advantage we can give you."

Speaking on behalf of the 5,200 Army and Air CT national guardsmen, Major General Francis J. Evon Jr., Adjutant General, Connecticut National Guard expressed his appreciation for the employers who support their service: "I want to thank those employers and encourage you to continue to hire veterans and provide guardsmen the flexibility to do their training and increase their readiness in defense of our national security."

Captain William Smith, Chief, Mission Support, US Coast Guard Academy shared the long history of the Academy in this region, its strong ties in the community, and its preeminence in the Northeast as the highest ranked public college.

Chamber of Commerce of Eastern CT President Tony Sheridan noted the invaluable contribution members of military families make in the region, saying "These are all wonderfully bright, capable people so our quality of life is

dramatically enhanced by their participation."

At the event, the Chamber of Commerce of Eastern CT's Military Affairs Council recognized two businesses who go above and beyond with the Military Community Support Award: Antonino Auto Group and Cardinal Honda. The awards were presented by Angela Clay and Dara Wicken, both of Navy Federal Credit Union and co-chairs of the Military Affairs Council of the Chamber.

Antonino Auto Group, represented by Chris Antonino, stepped up when government employees were placed on furlough during the government shutdown in January, donating \$30,000 to the Chief Petty Officers Association. Each of the nine Antonino dealerships held a drive for Save-a-Suit, resulting in a van full of over 100 suits to be given to veterans entering the civilian workforce.

Cardinal Honda, represented by Kevin Tobey at the event, employs many active duty military spouses and veterans. The Cardinal Foundation purchased parade rifles for parade groups, hosted military appreciation picnics and barbecues, and opened the dealership to military groups to hold car washes for fundraisers. Navy law enforcement officers partnered with Cardinal to raise money and awareness for Connecticut Special Olympics.

The morning's program opened with U.S. Navy Silver Dolphins Color Guard and the singing of the National Anthem by the Fitch High School Chamber Choir. The Fitch choir also honored each branch with the Armed Forces Medley.

WELCOME NEW MEMBERS

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917 Ocean Avenue, New London | innatoceanavenue.com | 914.772.3610

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UPCOMING EVENTS

NOV 12 Ribbon Cutting: Inn at Ocean Avenue
5:00 - 7:00 pm | 917 Ocean Avenue, New London

NOV 14 Grand Opening: Costco
8:00 am | 284 Flanders Road, Niantic

NOV 15 Ribbon Cutting: Crowned Fit
8:00 - 9:30 am | 382 Gold Star Highway, Groton

NOV 19 Ribbon Cutting: Polo Ralph Lauren at Tanger Outlets
4:00 - 5:00 pm | 455 Trolley Line Boulevard, Mashantucket

NOV 20 10th Annual Social Service Recognition Breakfast
7:45 - 9:00 am | Holiday Inn, Norwich

NOV 20 Business After Hours with TVCCA at Secor Subaru
5:30 - 7:30 pm | 501 Broad Street, New London

NOV 21 Nonprofit Workshop: Strategic Frameworks for Nonprofits
8:30 am - 3:00 pm | Holiday Inn, Norwich

NOV 21 Ribbon Cutting: Your CBD Store
4:00 - 8:00 pm | 170 Flanders Road #D7, East Lyme

NOV 22 Ribbon Cutting: CENTURY 21 Shutters and Sails
- IMT Group
4:00 - 6:00 pm | 333 Longhill Road, Groton

NOV 30 Holiday Shopping Trail Kick Off
1:00 - 4:00 pm | Bank Square Books, Mystic

Pre-registration is suggested for most events. Call (860) 701-9113 or visit ChamberECT.com to learn more about any event. Cancellation Policy: Notice must be given at least three business days prior to event. No-shows or those unable to cancel in time will be billed.



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BENEFACITOR NEWS

Ørsted and Eversource Welcome Local Community to Future New London Office

On October 10, Ørsted and Eversource Joint Venture (JV) officially marked the arrival of their first Connecticut office in downtown New London. Members of the Ørsted and Eversource Joint Venture joined alongside their future neighbors and the New London business community at a ceremonial groundbreaking event at the Muddy Waters Café at 42 Bank Street.

"The governor, port authority, city and local industry leaders have been fantastic partners, and we are looking forward to beginning constructions on Connecticut's first offshore wind projects," said Thomas Brostrøm, President of Ørsted North America. "It's time to set up a permanent presence for the JV in New London, and I can think of no better place than in a historic downtown building with views of State Pier."

The new JV office will occupy the 2nd and 3rd floors of 42 Bank Street, with a total size of roughly 3,000 square feet. The office will host two conference spaces and private offices. The lease for the property was signed in December of 2018 and will run for at least five years.

"Offshore wind is an incredible opportunity for Connecticut, and this office will be instrumental as we carry out our current wind procurement contracts," said Eversource Vice President of Offshore Wind Michael Auseré. "The Revolution Wind project will deliver 300 MW of offshore wind power to Connecticut, enough to power over 125,000 homes."

The JV's commitments to Connecticut include a \$93 million dollar public-private partnership with the state to drive infrastructure improvements at State Pier that will modernize the facility for modern cargo and support the maximum utilization of the space. Additional commitments have been made in the form of grants and funding to support local industries and nonprofit organizations.

"New London was founded as a whaling city, we used to light homes with oil brought in by ships, said Barry Neistat, co-owner of the Muddy Waters Café. "It's time for New London to once again light our homes with energy from offshore. Ørsted and Eversource felt that the second and third floors of my building would be the perfect place to fully connect with the New London community. I'm looking forward to welcoming them as our neighbor in the coming months."

Renovation of the office is expected to be completed in Q2020, including structural repairs and the installation of a back deck. Current designs maintain the historic facade of the building. Work on the property, built in 1830, is being carried out by local contractor David Preka, President and CEO of Advanced Group in Mystic.

Mystic Aquarium Reaches Clean Up Goal for 2019

Through its Ocean Ambassadors program, Mystic Aquarium engaged thousands of conservation-minded individuals in cleanups in the region.

"Collectively we removed over 1,000 lbs. of litter and debris from our coast in 2019; allowing us to reach the goal that we set for the year," said Kelly Matis, Vice President of Education & Conservation for Mystic Aquarium. "We are grateful for participation from individuals and families who share the same desire to care for our ocean planet."

Mystic Aquarium cleanup sites this summer included Connecticut locations at Lighthouse Point in New Haven, Calf Pasture in Norwalk, Waterford Town Beach in Waterford, Byram Park in Greenwich and Bluff Point State Park in Groton as well as Rhode Island locations at Napatree Point in Westerly and Surfer's End in Middletown. The Ocean Ambassador's coastal cleanup series culminated with the Mystic-Wide Cleanup earlier this month.

NTE Energy Names New Leadership Team

NTE Energy's Tim Eves, Mike Green and Stephanie Clarkson will share oversight of all company operations as it continues development of new power plants in Connecticut and the Carolinas.

As co-presidents, Eves, Green and Clarkson – key members of the NTE senior leadership team for the past several years – will share ownership and day-to-day management of the company. They succeed Seth Shortlidge, who in 2009 founded NTE with his wife, Jane, as an energy consulting firm and as president expanded it to become a leading energy developer and power supplier.

"Sadly, Jane did not live to see the opening of the Middletown Energy Center and Kings Mountain Energy Center, under development when she passed away from cancer in 2014," Shortlidge said. "Now that these two major projects are operational, and as the 5th anniversary of Jane's passing approaches, I have decided to step away from my role as head of NTE in order to spend more time with my three children."

Clarkson noted that under Shortlidge's leadership, NTE made the Inc. 5000 list of fastest-growing private companies six times in its first 10 years. "We are excited to build on the strong foundation Seth laid for NTE during its first decade," she said.

Eves agreed. "NTE has come a long way in 10 years," said Eves, who as senior vice president oversaw NTE's development of the 475-megawatt Middletown (Ohio) Energy Center and is currently overseeing the 650-megawatt Killingly Energy Center project in Connecticut. "We look forward to building on NTE's track record of developing energy projects that provide cleaner, more efficient and more affordable power to communities across America."



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MEMBER NEWS

Mystic Seaport Museum Announces Support for Earth Day 2020

"The 50th anniversary of Earth Day in 2020 will mark a pivotal year for our planet as the Earth needs our attention now more than ever," says Stephen C. White, president of Mystic Seaport Museum. "We recognize our obligation specifically to the Mystic River and its watershed and in the spirit of the Earth Day Network's mission to activate the environmental movement worldwide; we look forward to engaging a host of like-minded community partners as well as the general public in support of habitat restoration, conservation and overall collective action."

October 22 marks six months to Earth Day, and on this day, Mystic Seaport Museum announced its support for Earth Day 2020 and the EARTHRise movement, which will mobilize across the globe on April 22, 2020 to turn out millions across generations, sectors, and continents to demand immediate action on climate change.

In partnership with Mystic Aquarium and other community organizations, the Museum looks to hold events to share information about the

history of the local watershed including human impacts and offer educational opportunities and activities to shed light on ways we all can become better stewards of the planet. It is critically important to protect Long Island Sound and maintain its water quality as a living resource to more than 1,200 species of invertebrates, 170 species of fish and dozens of species of migratory birds.

SCORE Welcomes Frank LaMonaca as New Chair of Southeastern CT Chapter

Frank LaMonaca will become the new Chairperson of the Southeastern Connecticut chapter of SCORE, leading a team of more than 40 volunteers who provide free mentoring for people starting up or running small businesses throughout the Southeastern region of Connecticut.

"We are delighted to welcome Frank LaMonaca as the new Chairperson for our SCORE chapter," said Margo Weitekamp, who has been the Chair of SCORE for the past three years. "Frank brings a wealth of experience in business, client services and banking expertise to SCORE with 21 years in

commercial lending. Additionally, he served in a variety of senior executive roles, including CFO at UPS Capital Corp. the UPS parent company, in both the United States and Europe. He retired from UPS in 2017."

Eric Isselhardt, PhD, Named NESS's First Executive Director of Education

A veteran executive with deep experience in both nonprofit and for-profit educational organizations has been selected to serve as the new Executive Director of Education for the New England Science & Sailing Foundation (NESS), a nonprofit ocean adventure education organization.

Isselhardt has over 25 years of education leadership experience as Chief Executive Officer, Executive Director, and Chief Academic Officer. His work focuses on educational opportunities for urban youth, inquiry-based pedagogical development and delivery, virtual and blended learning, organization culture, and systemic reform—all designed to increase student achievement. Isselhardt will start his post as of January 1st, 2020.

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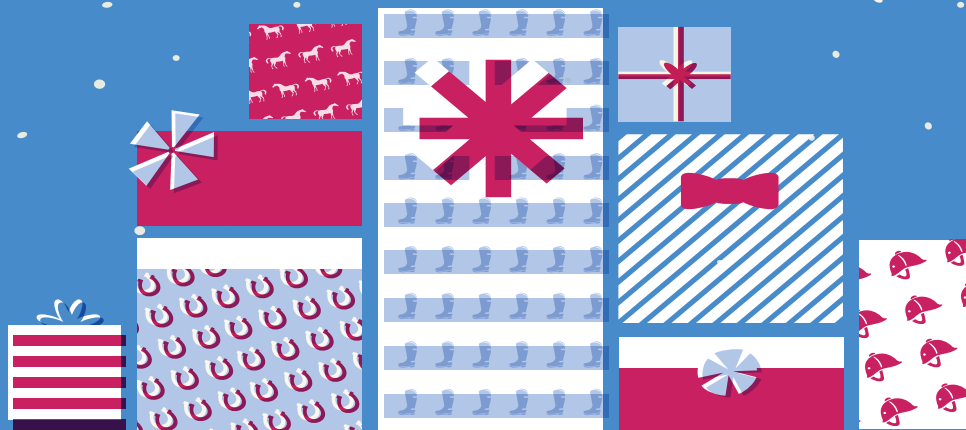
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HIGHHOPES

Holiday Market



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