

# DELAWARE BUSINESS

March/April 2019 \$3.00



## Boxwood to the Beach: Developing Delaware Real Estate for Success



A PUBLICATION OF THE  
DELAWARE STATE CHAMBER OF COMMERCE

Periodicals





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# Message from the President



Michael J. Quaranta

The start to 2019 was a big success for the Delaware State Chamber of Commerce as over 1,000 people gathered at our 182nd Annual Dinner. The evening celebrated the accomplishments of Josh and Cynthia Martin, who were awarded the Marvel Cup, and the success Chemours has had under the leadership of CEO Mark Vergnano. The event also recognized

the lifelong achievements in the field of public service of former Delaware State Representative Joe DiPinto. At our business meeting, we welcomed Tony Allen of Delaware State University, Stephanie Wiswall of Astra Zeneca, and Jason Gonzalez of DuPont to our Board of Directors.

We also welcomed the beginning of the 150th General Assembly and Governor Carney's "State of the State" address. Later in January, the first glimpse of policy priorities was unveiled when the Governor offered his Fiscal Year 2020 budget. Everybody knows that a budget, whether it's your personal, household, or business budget, is an expression of your priorities. The State budget is no different. I was heartened to see continued evidence of targeted spending on early childhood development and workforce training and development in the Governor's 2019 Budget. These are key spending priorities and they are critical to our future success. Our members need employees with good analytical skills, leadership abilities, the flexibility to work in groups or independently, and the soft skills customers and colleagues expect. To that end, the budget invests \$32.7 million dollars in early learning, almost \$900,000 more funding for the SEED and Inspire programs, and over \$800,000 more for the BSN, diesel mechanic program, Pathways partnerships and more at Delaware Technical Community College. The plan also includes \$15 million in funding for the Higher Education Economic Development Investment Fund to supplement investments that are being made to improve job growth and economic development in the State.

The year is off to a fast start and we are fully engaged on your behalf. If you have not already connected with us on social media to effectively communicate our shared messages with policy makers, I encourage you to do so now by texting DSCC to 50547, and following us on Facebook, LinkedIn and Twitter.



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## LEGISLATIVE PRIORITY

# Association of Chambers Agenda to Help Business Across Delaware

BY JAMES DECHENE



PHOTO BY DICK DUBROFF/FINAL FOCUS

THIS FALL, Delaware's 14 chambers of commerce got together to brainstorm a unified legislative and regulatory agenda that would benefit businesses of all sizes across the state. From maintaining family friendly beaches, to investing in broadband infrastructure in Kent and Sussex counties, to paving the way for competitive association health plans, this list of priorities runs the gamut of issues, and is supported by industry groups throughout Delaware.

These initiatives, while not exhaustive, provide a road map on where we think successful efforts can be made to help businesses grow in Delaware.

### DSCC LEGISLATIVE PRIORITIES

#### Infrastructure/Technology

- Bring more broadband options to Sussex/Kent counties
- Address known prevailing wage issues
  - Redesign survey to improve accuracy of data
  - Use updated data to revamp wage rate calculation
- Curtail increased utility costs by avoiding new mandates on residential and commercial payers

#### Health Insurance/Health Care costs

- Focus on underwriting regulations at Department of Insurance to allow varied options for employer health care policies including association plans

#### Tourism

- Create statewide accommodations tax for person to person short term rentals
- Focus on environmental issues (clean water, storm water regulations, etc.)
- Make sure Delaware beaches remain family friendly



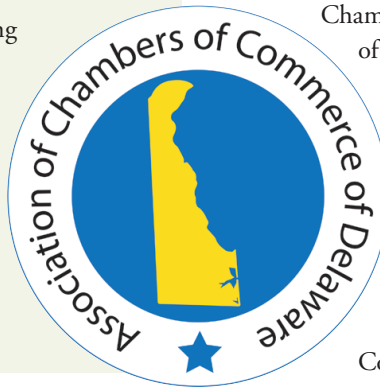
# Legislative Priority

## Workforce Development

- Focus on technical/vocational training
  - Identify currently untapped Pathways program material
  - Identify work-based learning programs to partner/expand/develop curriculum
    - Work with tech schools to support vocational study
    - Help develop coding curriculum for general education across the state

## Regulations/Permitting

- Work to create culture change at permitting agencies to help streamline permitting process without sacrificing public health and safety
- Work to create “common app” approach to permitting
  - One stop for all applications, forms, etc. for permitting a project or starting a business for state, local, municipal regulations



The Association of Chambers will be highlighting the importance of these initiatives to members of the General Assembly and state agencies, and that solutions can come by working together. Examples of the issues to be solved and approaches to solve them can be found later in this edition in an article written by Guy Marcozzi. None of these proposals by themselves are meant as a silver bullet to address Delaware’s long-term economic goals, but taken together they certainly put us on the right path.

Association of Chambers of Commerce members include:  
Delaware State Chamber of Commerce, Bethany-Fenwick Area Chamber of Commerce, Central Delaware Chamber of Commerce, Delaware Small Business Chamber, Greater Delmar Chamber of Commerce, Georgetown Chamber of Commerce, Lewes Chamber of Commerce, Middletown Area Chamber of Commerce, Chamber of Commerce for Greater Milford, Millsboro Chamber of Commerce, Milton Chamber of Commerce, New Castle County Chamber of Commerce, Rehoboth Beach – Dewey Beach Chamber of Commerce, Western Sussex Chamber of Commerce

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# Member news & Notes

## BUSINESS SPOTLIGHT: Holmes Smith Consulting Services

BY CLAIRE ARMANN

» At some point everyone has likely felt some type of anxiety when planning for their future, especially when deciding to pursue higher education. This is an important decision and, potentially, a huge investment. Holmes Smith Consulting Services (HSCS) aims to make this process easier and less taxing.

HSCS offers customized college planning services, from choosing the right school to applying for financial aid and scholarships. Dr. Patricia Smith founded HSCS after noticing a need for both parents and students to receive individualized and customized college planning services. With over 30 years of experience working in higher education she saw first-hand how stressful college planning can be. She was able to identify four main issues that create the most anxiety related to college planning. Those issues are finding schools aligned with specific academic, career, and financial needs; locating scholarships and other financial resources; navigating through the college planning process; and investing well to get a return. With these issues in mind and a goal to ease the college planning process, she founded HSCS.

Though they are small in size, HSCS proves that they are able to handle the need for college planning services in Delaware by working with families all over the state. At first, HSCS used their connections through the Delaware State Chamber of Commerce to network with other business leaders, receive insight

on how to use resources for small businesses, and find mentors. They also signed an agreement with the Boys & Girls Clubs of Delaware, one of their first major clients, to develop and offer a statewide community-based College Awareness and Planning (CAP) program.

After founding HSCS, Dr. Smith continued to make an impact on the college planning industry, establishing the Parents & Guardians College Planning Conference in 2013 in partnership with HSCS. The conference was founded to provide parents and guardians of middle

*“One of my biggest fears was always being in debt. I considered not going to college at all if I couldn’t find a way to pay for it. If it weren’t for Dr. Pat I don’t think I would have even gone to college... Now I have everything paid for and have opportunities like studying abroad. Dr. Pat has also given me the chance to intern at Holmes Smith Consulting Services so that I can build my resume and get bigger opportunities in the future. Whatever career I end up having, I will owe Dr. Pat a lot of credit for helping me get to that point.” – Jhaney Hamlett, student*

and high school students with resources to effectively navigate the college planning process. Each year, scholarships are awarded to high school students whose parents and guardians attend the conference. Over \$40,000 in college scholarships have been awarded to date thanks to the generosity of the business community and individual donors. The 7th Annual College Planning Conference for Parents and Guardians will be held on May 18, 2019, at the Greater Dover Boys & Girls Club.

Students all over Delaware have been positively impacted by Dr. Smith’s



passion for aiding in the college planning process. Her expertise in the field and her extensive experience in higher education has allowed HSCS to help over 300 families over eight years through direct college planning services, and over 900 Boys & Girls Club members through the CAP program. HSCS services students from public, private and charter schools and have also extended their services to families of middle and elementary school age children and businesses and employees who wish to pursue continuing education.





## NONPROFIT SPOTLIGHT: **The Leukemia & Lymphoma Society**

BY BROOK ROWE

» The Leukemia & Lymphoma Society is the world's largest voluntary organization dedicated to supporting patients and caregivers living with a blood cancer. The organization focuses on delivering the mission through three pillars: research, patient access and advocacy. The Delaware Chapter is hard at work to deliver the signature campaigns of the chapter for 2019: Man & Woman of the Year and Light The Night.

The Man & Woman of the Year campaign for Southern Delaware will kick off on March 7th in Lewes and the

Northern Delaware campaign will kick-off on March 28th in Wilmington. Both campaigns are 10-week fundraising competitions where community leaders are competing for the title of Man & Woman of the Year in both markets in the state, with the overall goal of raising as much money as possible for blood cancer research, patient support and advocacy.

To-date, candidates include:

Southern Delaware: Jeffrey Benson, Benson Development; Joani DiCampi, Boobalicious; Tyrone Gale, Sussex

Septic Services; Mike Grybowski, SoDel Concepts; Mike Spangler, Laurel Grain; Kelly Munyan, Nicola Pizza

Northern Delaware: Mike Conway, Saint Francis Healthcare; Matt Doyle, Advertising is Simple; Mary Ellen Esterling of George & Sons Seafood; Kyle McLaughlin, Stitch House Brewery; Brian Martinenza, Services Unlimited, Inc.; Josh Purcell, Mercer; Heather Ragozine (All-Star Candidate), Christiana Care; Renee Robinson, Stay-at-Home Mom; Lauren Simione, University of Delaware.

In addition, the organization's Light





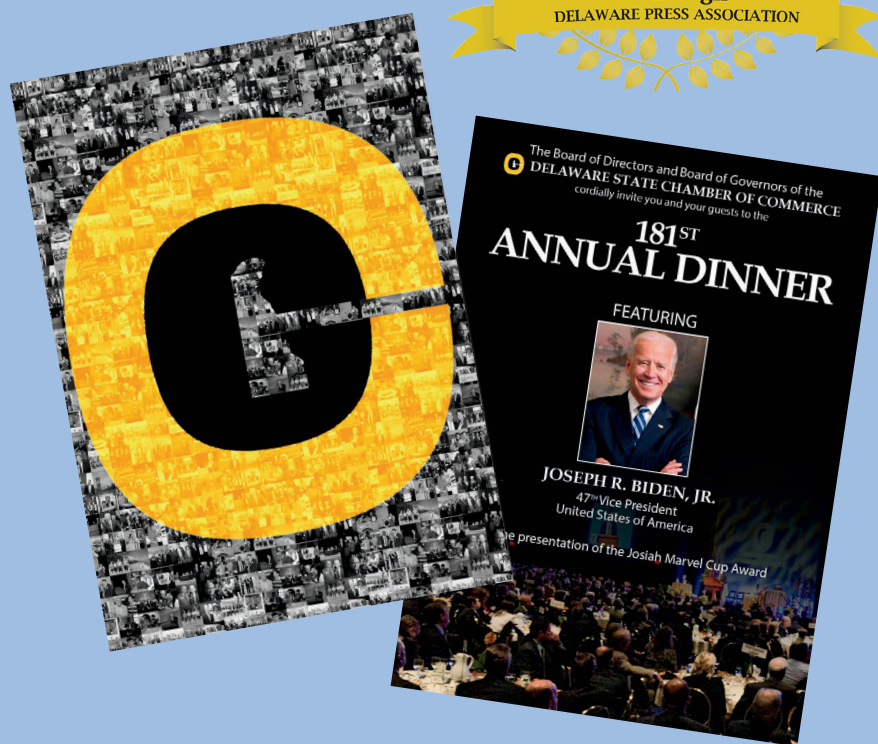
The Night campaign is in full recruitment, with the Corporate Recruitment Event to take place on Wednesday, May 15th in Wilmington. This event is a great opportunity for a company to engage their entire organization with a leading event in the philanthropic arena. For more information about how you can become involved with this incredible campaign, contact Brook Rowe at [brook.rowe@lls.org](mailto:brook.rowe@lls.org) or 302-661-7300.

## DSCC earns top honor

The State Chamber is proud to share that Kelly Basile, Events Manager, won a first place award from the Delaware Press Association for her design of the 181st Annual Dinner invitation. Congratulations, Kelly!

Last year, the Chamber took a first place award for [www.dscc.com](http://www.dscc.com) and an honorable mention for Delaware Business magazine. The Delaware Press Association is a network of more than 150 journalists, broadcasters, public relations specialists, graphic designers, photojournalists, educators, authors, poets, and freelancers who, like our national colleagues in NFPW, are dedicated to the highest standards of excellence in communication and to protecting First Amendment freedoms.

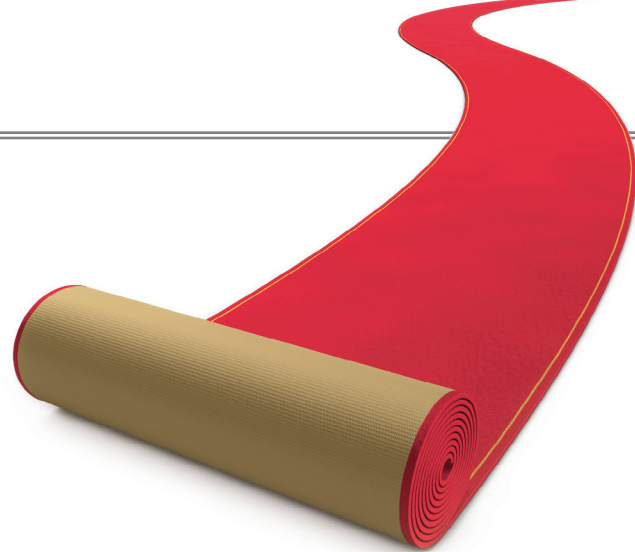
The annual DPA Communications Contest, open to all professional communicators in Delaware, encourages and rewards excellence in communication. Judged by out-of-state communications professionals to ensure impartiality, the contest provides an opportunity to compete in various print or electronic broadcasting fields.



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provide year round play. Members of all ages and levels are encouraged to participate in the junior golf and tennis programs, sports camps, and family oriented activities. Recent Clubhouse renovations have enhanced the overall elegance and stature of the Club while preserving its rich history. Design and décor changes upgraded the banquet, meeting and wedding venues to enrich the guest experience. On the grounds of the DuPont Country Club and a former du Pont family residence, Brantwyn Estate, is a marvel of Georgian elegance in the wooded countryside of the Brandywine Valley. Brantwyn's eleven rooms on two floors are richly appointed with tasteful furnishings that lend them a refined yet relaxed ambiance ideal for weddings, special events, family celebrations, social events, and business meetings.

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*New members at our January Meet the New Members breakfast.*

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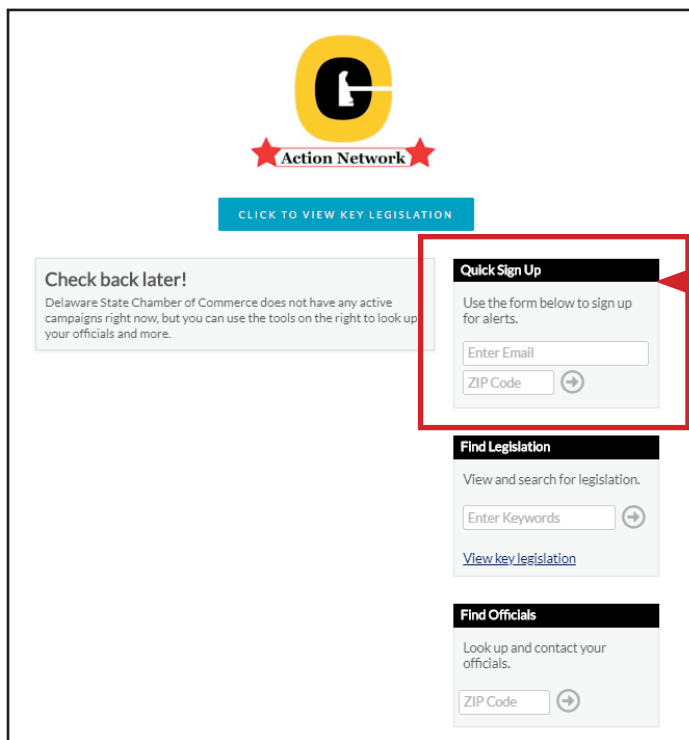




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The State Chamber welcomed its newest members at the Meet the New Members orientation in January.



The State Chamber debuted its new step and repeat at the Annual Dinner. Look for it at future events to take photos and post to social media! #ChamberCheckin





Delaware's premier business event, the Annual Dinner, has always been the place to be in January for high level networking with more than 1,000 business leaders and elected officials. It is an opportunity to mingle with your colleagues and renew old friendships.



Our January networking breakfast brought us to the University of Delaware's Division of Professional & Continuing Studies in Newark.

**CHAMBER SCENE**



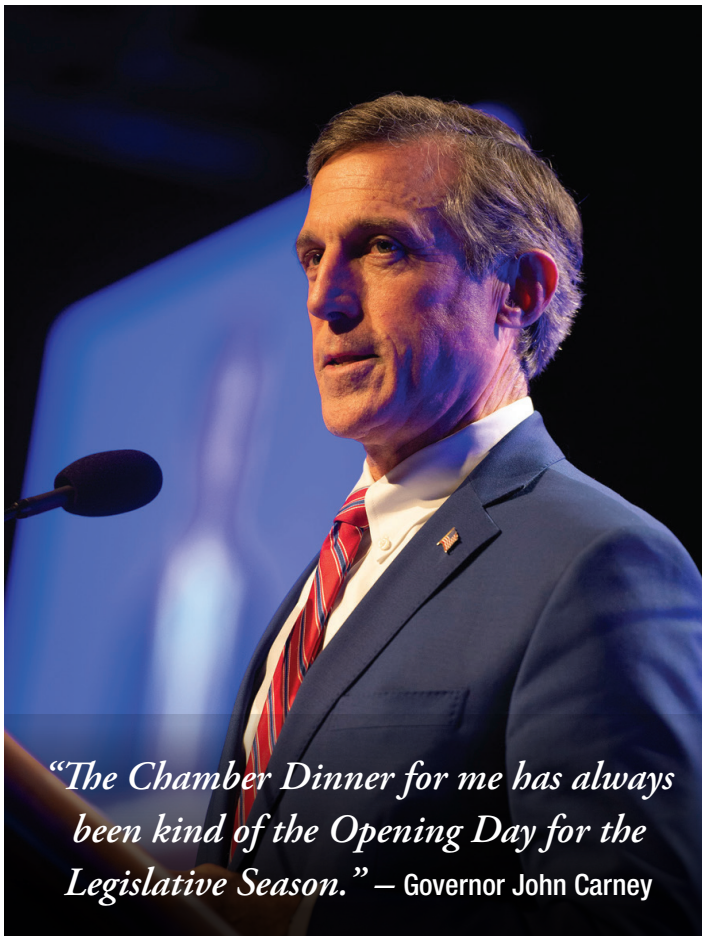


# 182<sup>nd</sup> Annual Dinner

The Delaware State Chamber of Commerce welcomed 1,000 business and community leaders and elected officials to the 182nd Annual Dinner on Monday, January 7, 2018, at the Chase Center on the Riverfront. We thank our attendees and distinguished guests for joining us and our generous sponsors for their support.

Visit [www.dscc.com/182annualdinner](http://www.dscc.com/182annualdinner) to view videos and photos from the event.





*“The Chamber Dinner for me has always been kind of the Opening Day for the Legislative Season.” — Governor John Carney*

GOVERNOR JOHN CARNEY gave opening remarks at the Annual Dinner and shared many of the State’s accomplishments, plus things to look forward to in 2019.

- Unemployment is at 3.8% for the first time since the recession in 2008.
- The state budget surplus has grown to nearly \$200 million compared to a deficit almost twice that almost two years ago.
- We converted much of our State economic development functions into a public private partnership, the Delaware Prosperity Partnership.
- We’re working hard to make sure Delaware has brand new processes and sites that can meet site selectors’ desired approval process of six months to a year from decision to ribbon cutting.
- We passed the Coastal Zone Act amendments, which opened up 14 abandoned industrial sites to create good-paying, blue collar jobs in our state.
- We are working hard to take advantage of Opportunity Zones, areas that were created as part of the federal tax reform legislation last year.
- We are building a strong innovation-based economy. That’s why we passed the Angel Investor Tax Credit and why we’re investing in innovation hubs like the STAR Campus at UD and the Delaware Innovation Space.
- We are working with Mayor Purzycki to strengthen our central business district in downtown Wilmington and here on the Riverfront. Our state can’t be successful if the city of Wilmington is not successful.



*“We take your business needs very seriously and ask that you continue to work and communicate with us regarding policy issues that affect your business and Delaware’s business climate as a whole.”*

— Michael Quaranta



*The Presentation of the Colors was led by the Delaware National Guard Joint Color Guard.*

*“I want to thank Chemours in particular for their loyalty and dedication to the city. We need good corporate citizens like you to help us make Wilmington and our state a great place to live and work. It is my job as your governor to work with you, all of you in this room, and our friends in the Legislature to make sure we have an environment where business can thrive and provide good jobs for Delawareans.”*

— Governor John Carney





## Marvel Cup

THE DELAWARE STATE Chamber of Commerce awarded its prestigious Josiah Marvel Cup Award to the Honorable Joshua W. Martin III, Esq., and Cynthia Primo Martin at the 182nd Annual Dinner.

As a tradition, recipients of the Marvel Cup are kept secret until the night of the dinner. Established in 1951, the Marvel Cup honors a Delawarean who has made an outstanding contribution to the state, community, or society. The State Chamber's highest honor is named in memory of the Hon. Josiah Marvel, who reorganized, and was the first president of, the State Chamber in 1913.

Joshua Martin is a senior partner Potter Anderson & Corroon LLP, concentrating on mediation and arbitration, and business counseling. Prior to joining the firm, he was President and Chief Executive Officer of Verizon Delaware. He was also Vice President, General Counsel and Secretary for Bell Atlantic, after serving as a Delaware Superior Court Judge for eight years. Martin has played many valuable roles in other organizations as a well-known leader in the business, nonprofit and legal communities.

Cynthia Martin is a retired nonprofit executive specializing in agency management, fund development and marketing. She is the founder of Trustees of Color, a nonprofit focused on board diversity through



recruitment, training and organizational and candidate support. She has personally exhibited board leadership and a passion for community causes for various organizations throughout the years, and is the organizer and chair of the Quintin E. Primo Jr. Lecture Series, established in memory of her father.

"The Martins being named the recipients of the Marvel Cup really speaks to both their character and the meaning of the Cup. The Marvel Cup stands for ideals that the Martins uphold, and the Martins exemplify what the Marvel Cup represents," said Bill Allen.





## BEHIND THE SCENES

KEEPING THE MARVEL CUP HONOREE, or honorees in this case, involves a lot of planning, promises to secrecy and creative execution. Bill and Kim Allen were instrumental to pulling off this year's surprise as close friends to the Martins.

### The Ruse

The Allens were able to convince the Martins to make a special trip back from their eight-week vacation in South Carolina under a ruse regarding their involvement with the Hockessin Colored School #107C. Additionally, Bill Allen offered to pick Cynthia Martin up, to which she accepted, to help guarantee at least one half of the couple would be present.

"It was our pleasure. It was a delight. And such a deserving couple, we're so happy for them," said Kim Allen on arranging for the Martins to be present for the event.

### The Reveal

Bill and Kim Allen were seated next to the Martins at the event and share the moments leading up to the announcement.

"They started showing Josh's picture and I'm dying because at this point they don't know anything. Then Cynthia looks at the screen and goes 'Josh! That's you!'" said Kim.

"Cynthia says to Josh, 'Josh I think they're talking about us.' Then Josh looks at me and asks, 'Bill, do you know anything about this?' I just looked straight ahead at the screen and didn't even answer him," added Bill.

### The Result

"We were encouraged to return to Wilmington by our good friend Bill Allen to meet with some real estate developers about the restoration of Hockessin Colored School #107C. It reflects our strong interest in this particular project, which we both have been working on for a number of years. We were clearly "duped" well and are so happy we fell for it!" - Joshua and Cynthia Martin

*"We express our sincere thanks to the Delaware State Chamber of Commerce for the Josiah Marvel Cup Award. We are humbled by this acknowledgement of our efforts to contribute to the First State over the years we have spent working in this community."*

— Joshua and Cynthia Martin



*Cat Paige of JP Morgan Chase performed the National Anthem.*





*"Being named the recipient of the Chamber's Dickie DiSabatino Award was totally unexpected and came as a shock to me. I am deeply honored and grateful because I have been a devoted fan of both the award namesake, Dickie DiSabatino, and the last recipient, John Taylor. Both men were incredibly gifted leaders in the Community, who were close friends and whom I admired, respected and loved.*

*Although getting the award was hard to believe, can you imagine that our five children and three local grandchildren knew about it and never leaked a word? Now that is incredible!"*

— Hon. Joseph DiPinto

ANOTHER AWARD was given by the Delaware State Chamber of Commerce at the event - the Honorable Joseph G. DiPinto was presented with the esteemed Dick DiSabatino Award.

The Dick DiSabatino Award, named for former DSCC Chairman Richard DiSabatino Sr., was established in the mid-90s to recognize significant contributions to shape opinion and public policy in the state of Delaware. The rarely given honor was last presented in 2013 to John H. Taylor Jr., Executive Director of the Delaware Public Policy Institute (DPPI).

Mr. DiPinto served for 20 years as a Delaware State Representative. He chaired the Housing and Community Affairs, Appropriation Committees and was the co-chair of the Joint Finance Committee for eight years. Prior to that, he was on the Wilmington City Council for over a decade. He was appointed Director of Wilmington's Office of Economic Development by Mayor James M. Baker in 2006.

Former Delaware Representative Roger Roy presented the award. "The winner is a man with a strong intellect and a healthy sense of humor. He is a Republican that didn't just talk about bi-partisan cooperation, he lived it. He was never shy about expressing his own ideas and opinions, but he was always open to the ideas and opinions of others as well. He always looked for ways to work toward a cooperative solution," said Roy.

A Delaware native, DiPinto was employed by the DuPont Company for 36 years after earning his Bachelor of Science in chemical engineering from University of Notre Dame. He is involved with many community and nonprofit organizations, including but not limited to, Delaware Commission on Italian Heritage and Culture, Riverfront Development Commission, Delaware Science and Technology Commission, St. Francis Hospital, Ronald McDonald House, Ministry of Caring and WHY.



EACH YEAR, a Board member is recognized by Chamber staff as Board Member of the Year. This year, Glen Gray of CAI was the honoree for his leadership, guidance and expertise. The award is presented at the DSCC Board of Directors annual meeting, held prior to the Annual Dinner.

*DSCC Chairman Gary Stockbridge, left, with Glen Gray and DSCC President Mike Quaranta.*



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*Lighthouse Cove Dewey Beach  
with Hyatt Place in foreground –  
Delaware's first ever Hyatt Hotel.*



# Developing Delaware Real Estate for Success

BY THOMAS J. HANNA

ONE CAN TELL QUITE A BIT about a community by the state of its buildings, which are both a foundation for its history and a powerful indicator of its future. As a developer, owner and manager of 6 million square feet of real estate across Delaware, Newport-based Harvey, Hanna & Associates knows the importance of keeping its fingers on what is powering the local, regional and national economies first-hand. By presenting a range of residential, office, industrial and other commercial spaces to prospective tenants, the company helps the state attract and retain thousands of jobs.

Since its co-founding in 1997 by Thomas J. Hanna and Thom Harvey, Harvey Hanna has always been a company made up overwhelmingly of Delawareans, all of whom have experienced the transformation of the state's economy over the last two decades. Manufacturing has largely vacated its place as a main driver of jobs and industry, and more and more young people are shifting their lives away from the suburbs and toward large, urban transit-oriented centers. As a result, Delaware now stands at a crossroads that will determine its fortunes in the years to come.

While Harvey Hanna has never taken a single dollar of public funding for any of its projects, the company is always conscious that its success is inextricably linked to the cooperation it receives from all levels of government in Delaware. It believes that partnership must continue to be strengthened if the state is to remain competitive in the years and decades to come.

One such collaboration between the public and private sectors is evident in Harvey Hanna's ongoing work at the former General Motors plant in Wilmington, where the state's long-term economic shifts are evident to all. For nearly six decades, the General Motors facility served as one of the main economic engines for northern Delaware, employing more than 6,000 people at the height of its production in the 1970s. The tens of thousands of Chevrolets, Pontiacs, Saturns and other vehicles that poured off the line in Wilmington were emblematic of a state that prided itself on the honest, quintessentially American work of manufacturing.

Circumstances have changed drastically since then, however, both here and nationally. Today, just 8 percent of U.S. workers are employed in manufacturing – a massive drop from the 22 percent share that the sector held in 1970. Although federal policies are seeking to restore the presence of manufacturing in America, Harvey Hanna is doing its part to further the regional economy by transforming the former General Motors property – which has now sat dormant for almost a decade – into a modern logistics and light assembly campus designed to appeal to industries on the rise that can help power Delaware through the 21st century.

Thanks to the continued cooperation of local, county and state officials and regulatory agencies, the transformation of the former plant was able to begin shortly after Harvey Hanna acquired it in 2017. After an extensive,



# Guide to Real Estate & Construction

*Aerial of Lighthouse Cove  
Dewey Beach, Rehoboth Bay  
in the background.*



but regrettably unsuccessful, search for a new manufacturing company to occupy the former GM space, the company recently began the demolition of the plant's 3 million square feet of factory space, in order to clear the way for a state-of-the-art campus designed specifically to capitalize on the rapid rise of e-commerce and the steadily rising demand for logistics and light assembly facilities. The transformation is based on Harvey Hanna's belief that the redevelopment will create thousands of jobs for the Wilmington and New Castle County areas and begin to fill the economic void that was created when General Motors departed in 2009.

Fortunately, Delaware – with its dense population in the northern part of the state, educated workforce, growing seaport, nimble decision makers and elected leaders, and a highway system that places the state just a day's drive to more than 30 percent of the nation's population, as well as parts of eastern Canada – is ideally positioned to benefit from the rise of e-commerce and logistics. Harvey Hanna has completed similar transformations in the past, including the redevelopment of a former Chicago Bridge & Iron factory in New Castle into the thriving Twin Spans Business Park, and is hopeful its plan in Wilmington can help further what is fast becoming a new model for outdated and neglected industrial sites.

Of course, drawing large corporate tenants to Delaware requires selling not just companies but also their employees, who are seeking a full range of amenities that appeal to a modern lifestyle. While the state lacks a major urban market to help draw corporations and their staff, there are many ways governments and private enterprises can work together to create the kind of vibrant, walkable communities today's workers are demanding.

Harvey Hanna is planning to do just that in its native Newport, where it is moving toward the creation of a transit-oriented downtown through the development of more than 400,000 square feet of mixed-use space, including more than 300 multi-family residential units, a retail brand hotel and approximately 80,000 square feet of retail and commercial use. The company is also working closely with local officials and other stakeholders to create a network of biking and walking trails along the Christina River and to reactivate the hamlet's SEPTA commuter rail station. As it continues its remaking Wilmington's former GM plant in order to attract thousands of new jobs to the area, Harvey Hanna recognizes it is just as important to provide those workers with a vibrant environment where they can live, shop, dine and play.

But adapting real estate for tomorrow's economy also extends well beyond creating new jobs and places to live. In today's work climate, workers and their families put an added emphasis on time spent away from home, and Delaware's beautiful beaches are in prime position to command their hard-earned vacation budgets. Harvey Hanna and its affiliate enterprises are leading the charge to do just that and are now close to completing another of the state's largest redevelopment projects – the mixed-use Lighthouse Cove project in Dewey Beach.

Launched in 2013, the redevelopment is comprised of Delaware's first Hyatt Place hotel, 83 luxury condominiums (including 30 new bayside units that will hit the market later this year), and plans for a restaurant and premier wedding, banquet and conference center. The facility also includes amenities unmatched in the state, including its first-ever recreational access bay walk, an expanded public bayside beach and a sunset gazebo. Similar to





of the area's amenities and low property tax rate. Additionally, the evolution of the area is also not just an endeavor aimed at enhancing Delawarean's day trips and summer vacations – it has also been a critical economic boon to the downstate area. Over the past five years, the Lighthouse Cove redevelopment project has created more than \$5.68 million in transfer, property, hotel lodging and accommodations taxes, building permits and other revenues, as well as hundreds of permanent and construction jobs, with many more to come.

Delaware enjoys many advantages, including low taxes, beautiful beaches, a renowned Court of Equity, impressive leaders in government, academia and the private sector, and access to the wealthiest business corridor in the world. All of this makes the state's economic future bright, but all of its stakeholders must realize they will need to harness our cooperative energies in order

the choices people are making when selecting a place to live, vacationers are increasingly seeking places where they are able to not just relax, but have a variety of retail, entertainment and recreational options at their fingertips.

As Lighthouse Cove's final phase nears completion, it is proving to be a testament to the area's incredible appeal as it evolves into a true yearlong attraction where vacationers, families and retirees can take advantage

to create prosperity for all. The competition among states for critical private investment and the jobs that follow has never been more fierce, and the state will need to foster higher levels of cooperation between the private sector and government to stay faster, better and smarter than the competition. Harvey, Hanna & Associates intends to remain on the front line of that exciting journey. ■

*Photos (c) Karl Richeson Photography*

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# Fairview Campus:

## A Model for School Development

UNDER THE LEADERSHIP of former Superintendent Dr. Tony Marchio and current Superintendent Dr. Matthew Burrows, the Appoquinimink School District undertook the task of creating a vision of what will become the model for school development—not only in Delaware, but across the country.

Dr. Marchio had the vision in 2009 to create a public school, K-12 campus that would serve the growing school district comprising residents of the Middletown-Odessa-Townsend area. That vision was confirmed by the residents of the District in 2009 and reconfirmed by those same residents in 2016 under the leadership of Dr. Burrows and resulted in the construction of the Fairview Campus in Townsend.

Traditionally, most school development has been one school on one parcel of land, with associated bus routes. This type of development requires the expense of costly infrastructure improvements that only serve the one school, as well as adding redundant bus traffic in neighborhoods and on local roads.

Master planning began in 2010 with ABHA Architects and Landmark Science & Engineering working together with the owner to address the District's needs and to assess the site's development capacity. This effort grew into the development team of architectural joint venture ABHA/BSA+A, construction manager EDis Company, and civil engineer Landmark Science & Engineering, who were tasked with creating a school campus that could be designed and constructed in phases to meet the vision and needs of the District, while minimizing development costs.

The concept was to create individual buildings that are interconnected with all other facilities on the campus. The plan called for a central green with all classroom buildings having frontage on the green and an inner loop road for parent drop-off of students that is segregated from bus, staff, and student parking by directing those vehicles to an outer loop road. Vehicle access to the separated loop roads is via a single, dual lane entrance/exit. A sports complex with



*“The Fairview Campus proves that with good land planning we can minimize our impact on the environment, realize cost savings for taxpayers, and provide cutting-edge solutions and superior facilities to our students, staff and the community.” — Dr. Matthew Burrows*

shared athletic fields, tennis courts, and a stadium with LED lighting for night time events, with a 3,000-person seating capacity, is situated with direct access to the outer loop.

The plan has been realized. Dr. Burrows confirmed that “Instead of constructing two typical cafeterias, libraries, and auditoriums, we chose to situate our new middle school and high school side-by-side in an L-shaped configuration. Then we created an innovative design that shares these spaces. This enabled us to develop a performing arts center that resembles a professional theatre experience. We’ve created access for middle schoolers to pursue advanced-level studies in high school. We’ve designed specialized learning centers where teens will develop vocational skills and career-based linkages; and created a library that supports not just reading & research, but the development of cutting-edge technology skills, and creative spaces to talk, collaborate, invent and explore in a hands-on manner.”

When the campus is fully constructed in August 2020, it will serve approximately 4,000 students. The first two schools, Spring Meadow Early Childhood Center and Old State Elementary, were completed in August 2012.

### Innovative Parking Plan

As individual schools, a total of 2,856 parking spaces would be required, but with a full campus facility—given the ability to share parking and by striping bus parking areas for personal parking areas during peak night time events—we were able to reduce the number of parking spaces by approximately 1,000 spaces...approximately 10 acres of parking! The reduction in paving, while reducing the overall site construction cost, also had a positive impact on the environment by reducing the amount of stormwater flowing through treatment facilities and allowing the rainfall to naturally recharge the groundwater via larger lawn areas. ■



**Ted C. Williams, P.E., FACEC, ExecEng**  
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# Wilmington University Opens New Campus

BY LAURIE BICK

IF YOU DRIVE ALONG Route 202/Concord Pike near the Delaware - Pennsylvania state line, you've likely seen Wilmington University's newest location. Serving northern New Castle County, Chester and Delaware Counties in Pennsylvania, WilmU's new Brandywine Valley site opened its doors to students on January 14th.

The 50,000 square foot, three-story building houses both administrative offices and 21 classrooms as well as four computer labs, a health lab for clinical nursing training and assessments, a library, an art room and state-of-the-art chemistry and biology laboratories. It also has its own food service café, an internet café and a campus book store. According to Dr. Erin DiMarco, Wilmington University senior vice president and chief operating officer, "The new facility can accommodate up to 1,000 students a day and provide them with a full university experience closer to home."

Wilmington University's 150 degree programs, from undergraduate through doctoral classes, are offered at the Brandywine Hundred site,

which puts emphasis on science and technology. Students benefit from the new learning commons – six classrooms that invite collaboration and enhance remote learning via livestream and high tech whiteboards.

"If students at our Dover location want to take advantage of a class or training session at the Brandywine building, they don't have to travel," says DiMarco. "There are six rooms on this campus that have livestream capability, which allows inclusion of students at other locations. If an instructor is teaching at Brandywine, it won't be unusual for the class to include remote student participation from Dover or our New Castle main campus. It's another convenience we can now offer."

The red brick, stone and glass construction of the Brandywine building reflects the character of the surrounding Brandywine Valley while it also retains WilmU's well-recognized red brick architectural signature. The building is filled with natural light from many windows that look out into the First State National Historical Park, and its LED lighting fixtures also provide light that mimics that of the outdoors. Between classes, students can walk the grounds,





which include woodland walking paths and a pond.

This is the first of three buildings approved and planned for the Brandywine campus. Two more buildings will be constructed, each up to 60,000 square feet. Throughout the planning process, the university sought out student opinion to discover the most desirable features to include at the new location. As a result, more classrooms were included in the building's design, and a new auditorium is planned for future construction.

While the New Castle location will remain the university's main campus and continue to house the majority of its administrative offices, the Brandywine campus is much more convenient to a large percentage of WilmU students in the Wilmington area. The majority of its administrative offices, the Brandywine campus will prove to be more convenient to a large percentage of students in the Wilmington area. ■

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# Guide to Real Estate & Construction





# Bringing Tradition and Innovation Together

BY DAVID ROSEN

THE CHEMOURS COMPANY moved into its newly renovated, state-of-the-art global headquarters in the historic DuPont Building in January, renewing its commitment to the City of Wilmington and beginning a new chapter in the young company's four-year history.

The move also marks a new beginning for the 106-year old DuPont Building, a registered historic landmark which occupies an entire city block in downtown Wilmington. The building also includes Hotel DuPont and The Playhouse on Rodney Square.

"This building is a perfect metaphor for our company. At Chemours, we call ourselves 'a 200-year-old startup,' and parts of this building will have the feel of a startup and parts of this building will connect to that 200-year old history," Chemours Chief Executive Officer Mark Vergnano declared in a speech at the company's ribbon-cutting event on January 15. The event was attended by U.S. Senator Tom Carper, Delaware Governor John Carney, Wilmington Mayor Mike Purzycki and more than 100 other local government, business, and community leaders.

Chemours was spun-off from DuPont and became a standalone company in 2015. Later that year, the company began evaluating potential locations for its global headquarters in Delaware, New Jersey and Pennsylvania. Chemours chose Wilmington because of the area's highly educated local workforce, close proximity to several key customers, and favorable changes to the state's corporate tax structure.

The company moved into the DuPont Building, now owned and operated by The Buccini/Pollin Group, after a 20-month renovation that transformed the building's interior into a light-filled, modern and elegant open workspace environment. Both Chemours and The Buccini/Pollin Group are members of the Delaware State Chamber of Commerce.

Approximately 850 employees, contractors and consultants will work in Chemours' new headquarters, which will occupy 280,000 square feet in



11 stories of the building. The open floorplan was designed to maximize natural light throughout the building, and the new workspaces are equipped with sit/stand desks and ergonomic chairs. Every aspect of the renovation was designed with the company's employees and their well-being in mind, Vergnano said.

More than 500 panels of reclaimed marble were salvaged from the original building and used in the renovation, preventing nearly 50 tons of material from entering landfills. Additionally, the building contains more than 70 conference rooms, a video recording studio with cutting-edge technology and a large, ornate event space named 'The Nobel Room,' which was once the original ballroom in the Hotel DuPont.

"While every one of us will walk every day into a building that has more than a century of history, we'll come to work in a corporate headquarters that is sleek, open and modern – just like the company that we're building together," Vergnano said at the ribbon cutting. ■

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# Timeliness is the Bridge between Effective Regulation and Economic Development

## EFFECTIVE REGULATION

and regulatory timeliness need to go hand in hand for a prosperous economy. Regulations protect public health, natural resources, property and our rights. We need rules and standards and everyone intuitively knows it. The business community seeks certainty, consistency and timely decision making to flourish as it navigates changing markets and plans for the future.

History has often demonstrated that new regulation increases the cost and time to keep businesses vibrant. It introduces new challenges and often requires retaining expensive experts, including engineers and attorneys, to meet standards and successfully move through multiple regulatory processes.

At the same time, new regulation is often needed to address contemporary issues. Regulatory agencies must assess the potential impact that the expansion of businesses can have on air quality, traffic congestion, flooding, groundwater and other resources. While having these concerns, reasonable people would agree that fostering new and expanded businesses in Delaware is necessary for Delaware's long term economic vitality by preserving the tax base, offering Delawareans access to conveniences and creating jobs opportunities for the future.

Let's take a look at some realistic examples of development in Delaware.

If you were a business selling to consumers and about to risk a lot of your money on a new location, wouldn't you want to develop in a populous area with abundant transportation? Of course you would. However, it's likely that the nearest intersection satisfy your target site is at or near capacity so any additional business activity will congest it further. When this circumstance reaches the regulators a conundrum of goals arises: Allowing development or easing traffic congestion.

What are the alternatives? One is to deny the project. Another is to improve the road and perhaps another is a compromise that meets both adjectives by agreeing on what needs to be done and who pays for what. Without clear direction, the process slows and brings contention.

All the while, this process, especially for routine projects that don't gather high level support, can wax and wane in the regulatory review



process, often for a year or more. Add an additional year for construction and you have 2 years of commitment, without certainty to hope that the market demand does not change. This scenario is common and leaves Delaware at a disadvantage.

What about the big projects, with lots of high-paying blue collar jobs?

If you have been paying attention to energy these last dozen years, you may have noticed an incredible cycle of changes. Just think about energy prices and energy sources which have been through many sea changes of drivers during over these last dozen years. Now imagine you are a CEO of an energy company and have to stake your job and reputation on convincing your shareholders to make a large investment into a large new business sector. While it may take a year to permit and construct a routine retail project, it could take 3 years to obtain permits and exhaust appeals and another year or two of construction for a timeline of 4 or 5 years. Even if your business plan was resilient enough to make pivots to stay aligned with rapidly changing market conditions, permits would likely not be flexible enough to allow these changes without substantial rework. If you were that CEO, wouldn't you hesitate and perhaps not move ahead with good caution?

Both examples do not advantage Delaware over other locations. Because of our small size, we can change these scenarios into a competitive edge.



## What can Delaware do to Gain Advantage?

We have to change the debate on “what and how” we regulate to “how fast we can effectively regulate”. Business will adjust to known requirements and timelines. The market will respond to certainty and speed in regulation. In doing so, the State of Delaware can significantly enhance its ability to remain economically viable.

Specific steps could include the following.

- Objectively inventory holistic approval timelines for a representative cross section of projects from initiation of occupancy. Some agencies such as DelDOT and New Castle County Land Use have implemented steps for their projects, but we need to evaluate the whole. Once the facts are known, let's have a public discussion on what is a reasonable timeline and start refining the regulatory process to achieve these goals. Objective data will enable us to see common elements of both long and short duration approvals and encourage best practices towards shorter timelines. It will also show redundancies, repetitive decision-making and opportunities for concurrent progress.
- Clearly define what is permissible in all zonings. Let's answer quickly with “what” can be built and “how big.” These questions are best answered with more detail in the zoning regulations and in the political process. The Town of Middletown is a shining example of this approach.
- Particularly in New Castle County, where the Administration has already identified this issue, we have to address how to allow development in desirable congested areas without piecemeal transportation solutions.

- Don't require full design detail in the public approval process of “what and how big.” These details can be worked concurrently and resolved by the professional designers and regulators as they are now. Final accountability should be with the Certificate of Occupancy. Such a process will speed all projects by allowing simultaneous activities as well as allowing developers to speculatively get approvals and have “construction ready” sites to advantage Delaware in attracting new business and keeping existing ones.

- Inventory other hidden and compounding delays such as public notice periods and appeal processes and seek consensus on a reasonable collective time standard that both speeds the process and allows an attentive public to be notified and have a voice.

- Consideration could be given to a non-judicial appeal authority for all regulation and establishing the highest possibly bar to appeal to the courts.

The last 15-20 years has showed us that Delaware has impending challenges that can be mitigated through well balanced regulation and economic development. It all works if we can just do it faster. ■



**Guy Marcozzi** is the president of Duffield Associates.

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# Deciding on the Choice of Business Entity Under TCJA

THE CORNERSTONE OF P.L. 115-97, known as the Tax Cuts and Jobs Act is the reduction of the maximum corporate tax rate of 35% to a flat 21%. For businesses being conducted as flow-through entities, such as S corporations, partnerships and sole proprietorships, the new law permits a deduction of up to 20% of qualified business income (QBI), effectively reducing the top tax rate paid by the individual owner from 37% to 29.6%. The QBI deduction has restrictions and limitations, so not all business owners will be able to claim the deduction. Furthermore, the QBI deduction is temporary and will sunset after 2025, whereas the 21% flat corporate tax rate is permanent. The question now becomes, what is the best choice of entity to take advantage of these new rules?

If a corporation doesn't distribute its profits, it only pays the flat 21%. If the profits are distributed, they are now subject to double taxation; first at the corporate level (21%) and then at the shareholder level as a dividend (up to 23.8%). Thus, for every \$1,000 of profit, roughly 40%

would go to taxes, leaving \$600 for the shareholder. The profits of a C corporation are not eligible for the 20% QBI deduction. Corporations that wish to retain profits have two other considerations. First, the accumulated earnings tax which is assessed when a corporation accumulates earnings beyond the reasonable needs of the business (\$150,000 for personal service corporations and \$250,000 for all others) and the personal holding company tax when the company has a limited number of owners and excess passive income.

In contrast, partnership and S corporation profits flow through to the owners and are only taxed once at the individual level. These profits are eligible for the 20% QBI deduction, subject to various income limitations (beyond the scope of this article). Using the same \$1,000 profit, only \$800 ( $\$1,000 \times 80\%$ ) would be taxed to the business owner at his or her marginal rate. Assuming the top rate of 37%, \$296 ( $\$800 \times .37$ ) would go to taxes, leaving \$704 for the shareholder. Partners and LLC members would also have to consider the impact, if any, of self-employment taxes.

The above becomes more complicated under the QBI deduction rules if the business activity involves certain specified services such as healthcare, law, accounting, consulting, investment management and other personal services, the ability to combine business interests under the new rules, as well as the individual's taxable income, requiring a more extensive analysis.

Several considerations also need to be reviewed before converting between C and S status. Certain factors can preclude converting to S status including the rules limiting who can be an eligible shareholder, the limitation on the number of shareholders and the limitation on only having one class of stock. S corporations are also subject to IRS scrutiny under the reasonable compensation rules and the double taxation concept will still apply to net built-in gains on business assets as of the date of conversion if those assets are sold within 5 years of conversion. In addition, certain tax attributes such as net operating loss carryovers would be lost when the S conversion is made. Conversely, if S status is terminated (to take advantage of the 21% rate), it cannot be re-elected for 5 years.

In conclusion, selecting the right entity type under the new tax regime can save considerable federal taxes, but all factors need to be carefully weighed. ■



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# NEW RULES for Meals and Entertainment

## Tax Reform Changes Every Business Owner Needs to Know

### Executive Summary:

Effective January 1, 2018, following passage of the Tax Cuts and Jobs Act of 2017 (TCJA), the tax deductions for meals and entertainment (M&E) generally fall into these three categories (the 100-50-0 rules):

- 100% deductible – these did not change:
  - M&E for recreational and social purposes primarily for employees' benefit
  - M&E included in employees' or others' taxable compensation (Form W-2 or 1099)
  - M&E sold to or reimbursed by customers and clients
  - food and beverages made available to the general public, such as presentations
- 50% deductible –
  - meals provided to current and potential clients and customers, consultants or similar business contacts where business is conducted and the taxpayer or employee is present
  - employees' in-office meals, drinks, snacks, and dining facilities for convenience of employers (formerly 100% deductible)
  - employee meals while traveling and attending meetings outside the office on business
  - M&E incurred during business meetings among employees, officers, directors and stockholders
- 0% deductible –
  - entertainment for clients, customers and prospects, including travel and parking (formerly 50% deductible)
  - meals when combined with non-deductible entertainment and not itemized on the bill (formerly 50% deductible)
  - dues and usage fees for clubs organized for social, recreational or sports purposes (usage formerly 50% deductible)
  - meals with employees, current and potential clients and customers, consultants or similar business contacts where NO business is conducted

### Background – the rules through 2017:

For many years, business meals and entertainment were 50% tax deductible as long as business was conducted. Furthermore, meals provided to employees in the office were 100% deductible. Across the board, all meals and entertainment had to pass the IRS tests of being ordinary and necessary but not lavish or extravagant, and requiring the presence of the taxpayer or an employee of the taxpayer.



### New rules starting in 2018:

In summary, as of January 1, 2018, the new rules retain deductibility of business meals at 50% but reduce the deductibility of most employee meals from 100% to 50%, and no longer allow a deduction for customer-based entertainment expenses. These new rules have necessitated further separation of meals and entertainment in your accounting records. At a minimum, I recommend using the 100/50/0 categories shown above. The IRS plans to issue proposed regulations to further define meals and entertainment, which are expected to be effective later in 2019.

### Business meals:

Half of the cost of business meals with customers, consultants or prospects is deductible provided the taxpayer claiming the deduction, or an employee of the taxpayer, is present. When entertainment is also provided, the cost of food and beverages must be shown separately on the invoice or other document or it will be lumped with entertainment and disallowed. The IRS refers to sporting events in its examples whereby the cost of game tickets are not deductible, including club box rentals. If food and beverages are bought, the cost must be clearly marked on the tickets or invoice, or purchased separately. If these requirements aren't met, meals are disallowed.

- Documentation rules have not changed. Here is what you need to show if audited by the IRS:
- Brief description of business discussed.
- Name of the vendor or restaurant providing the food and/or beverages.
- Name of the person(s) you provided the meal to, and the employee present.
- Copy of the receipt if the cost is \$75 or greater showing amount, time and date.



# Guide to Taxes

## Employee meals:

The tax deduction for food and beverages provided by a company to its employees reduced from 100% to 50%. Typically, this covers snacks and drinks stocked in the company kitchen or meals brought in for employees for the employer's convenience. The 50% rule extends to the operation of a company eating facility, as well as meals served at meetings of employees, stockholder and directors. For meal costs added to an employee's taxable income or reimbursed by a customer, the deduction is still 100%.

An exception still exists for food and beverages served as part of recreational, social or similar expenses for employees. These costs are still 100% deductible, and are intended to include events primarily for the benefit of employees, such as holiday parties, picnics, outings, and similar events.

## Entertainment:

Business-related entertainment expenses are no longer deductible. Some narrow exceptions remain, such as the cost of entertainment billed to customers, and entertainment connected with your business (e.g., the cost of movie tickets to a film critic). Entertainment included with recreational activities to benefit employees are still 100% deductible along with the meals.

The official definition of entertainment in the tax rules includes:

- Activity or facility that constitutes entertainment, amusement or recreation.
- Those that meet an individual's personal, living, or family needs.

Amusement or recreation includes entertaining at night clubs, cocktail lounges, theaters, country clubs, golf and athletic clubs, sporting events, and on hunting, fishing, or vacation trips. Personal needs relate to paying for a customer's hotel, vehicle or food as a courtesy.

While dues paid for social, athletic or sporting clubs (typically 501(c)(7) organizations) have been non-deductible for years, now the cost of activities associated with these clubs is also non-deductible. Dues and event fees paid to 501(c)(6) business organizations, such as trade associations and chambers of commerce, are still deductible, subject to the lobbying expense restrictions. Finally, the new tax law made charitable golf outing costs non-deductible, except for sponsorship fees and a charitable contribution for the profit made by the charity.

In summary, meals and entertainment expenses were curtailed in some areas but not others. It is very important to understand how these expenses differ within the three categories of 100% deductible, 50% deductible, and non-deductible, and adjust the accounting for these expenses accordingly.

Finally, be sure to keep adequate documentation, and look for more M&E changes by the IRS in the near future. ■



**Robert S. Smith, CPA** is the Managing Director of Tax Services, Santora CPA Group.

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# New Qualified Business Income Tax Deduction

THE QUALIFIED BUSINESS INCOME (QBI) deduction is a new 20 percent deduction available under the Tax Cuts and Jobs Act beginning in tax year 2018. The QBI deduction is available to owners of pass-through entities, such as S corporations, partnerships, sole proprietorships, and many LLCs. Trusts, estates, and their beneficiaries may also qualify for the QBI deduction. Business owners claim the deduction on their individual income tax return on a new line on Form 1040 after determining adjusted gross income (AGI).

Qualified business income includes net income related to the conduct of a business within the United States. Items specifically excluded from the definition of QBI include wages, partnership guaranteed payments,

and investment-type income such as interest, dividends, and capital gains.

Eligibility for the QBI deduction depends on the owner's taxable income and the nature of the business. The QBI deduction is limited

to 20 percent of taxable income before the QBI deduction and net capital gain in all cases. Business owners who have qualified business income and whose 2018 taxable income before the QBI deduction and net capital gain is less than \$157,500 for single taxpayers and \$315,000 for married taxpayers filing jointly qualify for the 20 percent QBI deduction regardless of the type of business.

In contrast, no QBI deduction is permitted for owners of specified service businesses whose 2018 taxable income before the QBI deduction and net capital gain exceeds \$207,500 for single taxpayers and \$415,000 for married taxpayers filing jointly. Wage and property limitations apply when determining the QBI deduction for owners of non-specified service businesses whose 2018 taxable income exceeds \$207,500 for single taxpayers and \$415,000 for married taxpayers filing jointly.

Specified service businesses subject to the additional limitations include businesses which perform services in the fields of health, law, accounting, actuarial science, performing arts, consulting, financial services, athletics, brokerage services, investment management, trading, dealing, and any business in which the principal asset is the reputation or skill of one or more owners or employees. The reputation or skill category includes endorsement and licensing income related to an individual's image, likeness, or identity.

Engineering and architecture businesses are excluded from the definition of a specified service business. A business which provides a certain minimal

amount of services is also not treated as a specified service business.

Owners of businesses which rent property may qualify for the QBI deduction if the rental is considered a trade or business or if the business rents to certain related parties.

Taxpayers may not claim the QBI deduction on the Delaware personal income tax return, which begins with federal AGI.

The new Qualified Business Income deduction offers a significant tax benefit to owners of pass-through entities under the new tax law. Please

contact our office if you would like to discuss your eligibility for the QBI deduction. ■



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AS WE GET OLDER, and it happens to all of us, aging takes its toll. But what if you could know your RealAge by simply opening an app on your phone?

Highmark Delaware group customers can learn their RealAge thanks to an innovative partnership with Sharecare, a digital health company that helps people manage all their health in one place – their phone.

Sharecare offers Highmark customers personalized digital health and wellness solutions that begins with the RealAge, Sharecare's proprietary, scientifically-validated health risk assessment. The RealAge assessment calculates your body's actual age based on lifestyle factors such as tobacco use, exercise and diet.

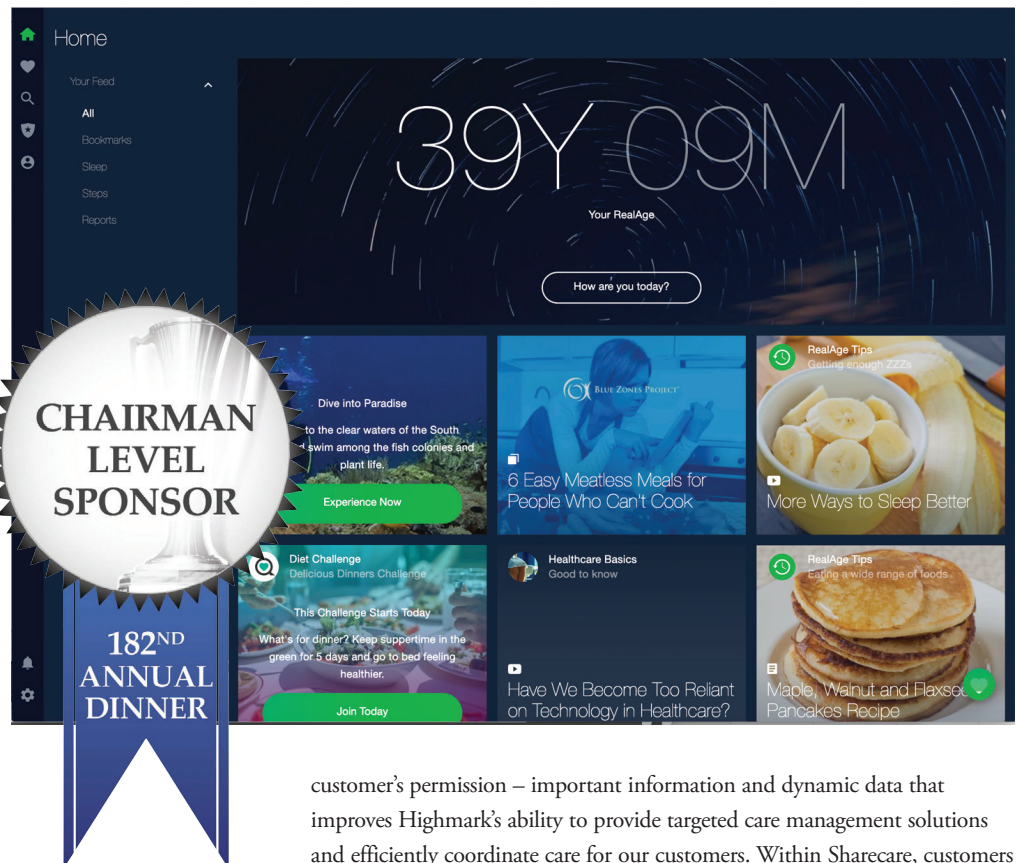
Based on the RealAge assessment results, Highmark customers are given personalized information, actionable plans and programs, and multimedia content from leading health experts and organizations to support them - no matter where they are on their health care journey.

Highmark Delaware's partnership with Sharecare is another step we are taking to get health care right for everyone.

Sharecare is the digital companion to Highmark's comprehensive Well360 care management platform which helps our customers close gaps in care, access appropriate care and decrease health risks. These tools help Highmark customers get – and stay – on the right track to better health.

"Consumers are more active in their own health care, but they are challenged with credible real-time information to help with health care decisions," said Dr. Charles DeShazer, senior vice president and chief medical officer for Highmark. "Sharecare is laser focused to meet consumer expectations and ensure an exceptional member experience, and further sets its platform apart with personalized articles, videos and health content from trusted sources like the National Institutes of Health, American Heart Association and Centers for Disease Control - all through the smartphone and in the palm of your hand."

Whether used via mobile app or the web, Sharecare gathers – with the



customer's permission – important information and dynamic data that improves Highmark's ability to provide targeted care management solutions and efficiently coordinate care for our customers. Within Sharecare, customers also can access their other Highmark health benefits, making it more convenient and easier than ever to engage in and manage their health.

Sharecare's real-time data and personalized messages are also beneficial to employers as they look for innovative ways to keep employees engaged, healthy and productive.

"Employers that offer Sharecare and Well360 will see healthier employees through more connected care, improved access to the right care and a personalized health care experience," continued Dr. DeShazer. "Reward programs for achieving wellness goals, and employee challenges – such as a biggest loser contest – offered by Highmark can also help keep employees engaged in the program."

The Sharecare partnership is just the latest effort by Highmark to transform health care. From providing customers the information they need to improve their health to Doctor Match, an online tool that helps our customers find the right doctor for them, Highmark is providing people the opportunity to take control of their health. ■



# Delaware Hospitals Committed to Value-Based Health Care

BY WAYNE SMITH

PROVIDING HEALTH CARE is a costly endeavor. The traditional fee-for-service payment model makes it more costly than it needs to be due to incentives inherent in that approach to reimbursement. The promise of tying reimbursement to value rests in different models broadly called value-based payment models.

Hospitals are equipped with the latest technology designed to meet the needs of every patient that walks in the door from setting a broken bone to delivering a child, performing an emergency operation or treating patients with multiple conditions. They also need to be staffed to meet emergencies twenty-four hours a day – hospitals cannot close overnight like other provider offices. Someone has to be the backstop for illnesses and accidents that don't occur at convenient times during the day.

In addition, hospitals and health care delivery systems must employ high quality physicians, nurses and other clinicians and professionals to meet patients' needs. With the average physician spending more than \$58,000 per year for medical school, tuition loan reimbursement is often needed in addition to offering competitive salaries for hospitals to attract top medical talent. Hiring enough nurses also presents a challenge that will only increase as Delaware's population ages and demands for care intensify.

In Delaware, our aging population is an added challenge. We are the seventh oldest state in the nation. As a result, health care demand will continue rise, as will costs, in order to meet growing needs in our state. Even with the high quality services currently delivered in Delaware to address the health needs of all, we recognize many factors make health care an expensive proposition. Can anything be done to ensure dollars are spent overall where they can help people live healthier lives for longer periods of time?

The primary need to address the economics of health care is to align incentives with value. The long-established fee-for-service system incentivizes more -- more tests, more visits, more billable items. Almost every serious thinker on health care economics realizes that fee-for-service must be replaced by value-based contracting. Designing and implementing value-based contracting holds the great promise of aligning incentives to maximize value in the system.

What does a value based contracting system look like? Such a system shares risk between hospitals, providers, individuals, and plan sponsors. Everyone needs a stake in a system that is designed to incentivize healthy behavior, population health and preventative care. A value based contracting system puts a premium on primary care and population health. Educating people, making sure people are engaged with a primary care provider, making sure people's health needs in the community are addressed all flow from a system designed to reduce chronic disease and keep people from having to go to hospital for expensive procedures and treatments for what ails them. Addressing conditions early or preventing

them from occurring in the first place can occur with timely and consistent primary care and excellent population health.

The hospitals and health systems of the Delaware Healthcare Association (DHA) are on the forefront of creating the new value-based payment systems for Delawareans. Payment reform incentivizes quality and positive patient outcomes. Payment reform will better ensure patient access to high quality health care, support a robust primary care system, and focus efforts on population health.

DHA has been a strong advocate for reform and actively participated in Delaware's State Innovation Model ("SIM") initiative. SIM worked to advance our State's health care delivery system in developing new delivery and payment models focused on moving toward value-based care, improving care coordination for chronic disease, reducing variations in care, and developing quality scorecards to assess health outcomes. DHA member health systems have also embraced new health and payment delivery structures like Accountable Care Organizations (ACOs) to tie reimbursement to value and quality. ACOs are shared savings programs where a groups of doctors, hospitals and other medical providers come together to provide coordinated high-quality care to their patients. If those providers come in below their expenditure goals, they get to share in the savings produced.

Value-based care is powerful and effective. Nationwide, hospitals participating in ACOs have saved millions of dollars for Medicare while delivering high quality, coordinated care. ACOs are an important step in the move toward other value-based payment models. Significantly, all adult general acute care hospitals in Delaware are Medicare ACO participants.

Payment reform isn't simple or cheap. Payment reform requires substantial investment in data collection and assessment tools and other infrastructure. Nationally, hospitals invest approximately \$5 - \$12 million initially and \$6.3 - \$14.1 million annually in time and resources to establish and maintain ACOs. This investment produces results -- hospital-affiliated ACOs are saving patients and Medicare millions of dollars -- \$174 million in net savings to Medicare in 2017 alone.

In addition to ACO participation, Delaware hospitals are also developing statewide Clinically Integrated Networks to assure the highest quality care. In partnership with legislators and the Administration last year, Delaware hospitals have committed to the goal of having 60% of patients under value-based contracts by 2021.

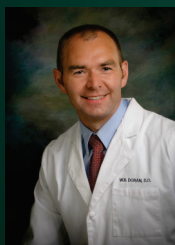
Hospitals are making significant commitments to value-based care, but we need insurers and our state partners to come together and work jointly with us to move toward value-based models. If providers, payers and state government join hands, our work together can achieve our shared goal of providing all Delawareans with accessible, high quality, and financially sustainable health care. ■

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# Join the Movement to Grow the Future Health Care Workforce in Delaware

BY OMAR KHAN AND CHANDLEE KUHN

IT'S AN EXCITING and forward-looking time to be in the health care industry. As our work in building healthier communities evolves, so too do our workforce needs.

We know that just as the tools of medicine have grown more powerful and more complex, high-quality care today requires multidisciplinary teams of physicians, nurses and other health care professionals to work collaboratively with patients to improve their health.

As leaders in local health care and workforce development, we're hard at work addressing the state's immediate workforce needs—such as more primary care providers—as well as a longer-term strategy for Delaware's health care industry.

This past December, we helped launch Delaware's new Health Care Industry Council, a group of professionals and employers who come together to work with Delaware's students and educators to build the state's future workforce.

Hundreds of employers are getting involved through eight statewide industry councils in areas such as engineering and manufacturing, banking and finance, hospitality, IT and construction trades.

The industry-led councils share their perspectives on topics such as work-based learning goals, curriculum development and relevant credentials, tools, support and professional development. They share the needs and skills required to thrive in their industry and provide Delaware students with immersive work-based learning experiences.

In organizations like Christiana Care Health System, which is continually innovating to find new ways to improve the health of the communities it serves, positions like community health ambassadors, behavioral health counselors, licensed practical nurses, IT and systems workers have become huge needs. And, as we come together to better understand our community's needs, we will engage with our colleagues in education to inform training, work-based learning experiences, certification programs, and even middle- and high-school curricula.

Delaware is emerging as a national leader when it comes to career and technical education, and preparing young people for life after high school, thanks in part to our cross-sector collaboration among the K-12 public school system, local employers, community organizations and higher education. This fall, 12,000 high-school students are enrolled in 14 state model career pathways, opening access to industry credentials, early college credits, and work-based learning experiences.

We are especially excited about the Patient Care Pathway launching next year, to meet a growing industry need and through which high school students will graduate with three industry credentials. Delaware Technical Community College and its Office of Work-Based Learning plays an



important role in connecting the right people to the right resources and opportunities.

In health care, we apply acute care strategies to our patients' immediate symptoms and preventative care strategies for the long-term health of our community. That's what we're looking to do with our own workforce. When employers connect with schools, we can address both, and that's going to make our state's economy far healthier.

Interested in learning more about the Health Care Industry Council or future industry councils? Sign up to learn more about work-based learning and get engaged at [www.pathways.org/owbl/getinvolved](http://www.pathways.org/owbl/getinvolved). We look forward to hearing from all those connected with health in Delaware, and to serving our neighbors' needs together. ■

**Omar Khan** is the Physician Leader for Research Administration & Scientific Affairs at Christiana Care, CEO of the Delaware Health Sciences Alliance, and co-chair the Executive Committee of the Health Care Industry Council, part of the Delaware Pathways Initiative. **Chandlee Johnson Kuhn** is the Director of the Office of Work-Based Learning at Delaware Technical Community College.

# Is Reference-Based Pricing Right for Your Company?

## Ask Yourself Three Questions.

ON AVERAGE, employers contributed \$5,711 per employee toward single coverage health insurance and \$14,069 toward family coverage in 2018, according to a 2018 employer health benefits study conducted by Kaiser Family Foundation. This represents a 10-year average increase of 43% for single coverage (from \$3,983 to \$5,711) and 51% for family coverage (from \$9,325 to \$14,069).

Correspondingly, the average employee contributions toward single and family coverage have both increased by 65%—from \$721 to \$1,186 for single coverage and from \$3,354 to \$5,547 for family coverage—since 2008. To remain competitive, employers are researching alternatives that will reduce health insurance costs for both the company and its employees.

One of the emerging trends in healthcare is reference-based pricing (RBP), but how do you know if it's the right solution for your company? Ask yourself these three questions as you evaluate insurance cost-saving options for your organization.

### 1. Does my company have the data to evaluate RBP?

When considering an alternative financing arrangement like RBP, you must first determine if your company has sufficient historical claims data to allow the underwriters to quote for RBP. Whether your company is self-insured or fully-insured with a large number of enrolled employees, if you have detailed information regarding claims experience, you'll have more accurate projections to evaluate RBP as a potential cost-saving option for your business.

### 2. What benefits does RBP offer my company and its employees?

Reference-based pricing lowers an employer's costs by eliminating the traditional healthcare insurance system where the network, providers, and facilities assign the charges for patient services, which are often inflated. With an RBP plan, employers by way of their co-fiduciary negotiate a fixed-price contract for non-emergency healthcare services with various providers based on 1) a percentage above what Medicare would pay for the same service or, 2) cost plus a reasonable percentage above cost. This establishes costs that are fair and affordable yet still create a profit margin for the providers.

In addition to cost savings for the company and employees, individuals can be more actively involved in their healthcare choices, which creates a feeling of empowerment. Employees can research the medical services they need, select the best provider based on their needs, and better understand the overall cost before they receive care.

When considering the advantages, you must also consider any drawbacks for your company. For example, employee cooperation is vital for an RBP program to work. Since RBP is very different from traditional insurance plans, a coordinated, ongoing employee education program is extremely important when implementing an RBP plan. Employees also need to fully understand the "balance billing" process and monitor their medical bills and explanation of benefits statements closely so they don't inadvertently pay more for their services than they should. Finally,

depending on the provider agreement structure and negotiating power of the company's balance billing partner, employees could face massive medical bills that cause financial stress or foster poor employee relations.

### 3. Do I have access to trusted healthcare partners to administer an RBP plan?

For companies that feel confident its employees will benefit from an RBP program, the final question to ask is whether there are expert partners in your geographic area to help administer and manage the RBP plan. This includes a variety of healthcare partners, such as: service providers—hospitals, pharmacies, imaging centers, and others—that enter contractual agreements to participate in RBP without sacrificing quality of care; a service coordinator that helps employees evaluate and coordinate their care; a third-party administrator (TPA) that processes medical claims; and a "balance billing" partner that audits employee medical invoices, negotiates discounts on their behalf, and offers legal services to reduce litigation.

With the goal of creating more transparency to healthcare costs through fixed pricing, RBP can be a powerful savings alternative to traditional health insurance systems. An experienced employee benefits consultant, like Lyons Companies, can be a valuable resource as you evaluate whether reference-based pricing is a viable insurance option for your company. Our team of professionals understand the many facets of RBP and its implications for your business operations and employee satisfaction. If

you have questions about RBP or other insurance options, contact Lyons Companies today at [benefits@lyonsinsurance.com](mailto:benefits@lyonsinsurance.com) or (800) 456-5508. ■



**Megan Murphy**, Team Leader, Employee Benefit, Lyons Companies



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# Exposure Represents the First Step to Learning



BY CHEVONNE N. BOYD, COMMUNITY OUTREACH COORDINATOR FOR JOBS FOR DELAWARE GRADUATES, INC.

IN PURSUIT OF FINANCIAL FREEDOM, young people are discovering there are many barriers to entering the workforce. Leading the way is the gap in fundamental soft skills that make it difficult for employers to retain adolescents and young adults. “According to the Bureau of Labor Statistics, Delaware’s unemployment rate is 4.3 percent, however the youth unemployment rate is 14.8 percent, and minority teen unemployment is an eye-opening 24.8 percent. Unemployed youth don’t fare better as they get older. Studies show that it gets more challenging to find work if you haven’t worked during your teenage years” (Leishman, 2017). So how do we counter the increasing rates and trends in youth employment? We increase young people’s exposure to the world of work and strengthen the skills necessary to compete in the changing economy.

For many students, especially those with significant barriers, the road to higher education and employment can look vastly different. Consequently, employment opportunities are based on their capacity to leverage education, skills and abilities to gain and sustain jobs that will provide livable wages. By providing students with opportunities to connect the dots between school and work, we can change the trajectory of how young people perceive employment and perform in the workplace.

Programs like Jobs for Delaware Graduates, Inc. (JDG) work to address the need for soft-skill and employment training for middle and high school students. JDG is a non-profit, dropout prevention program designed to prepare at-risk youth to transition from school to work. The program implements a comprehensive curriculum based on 37 fundamental employability areas including critical thinking, employment interviews, business etiquette, pay and benefits, workplace diversity, and financial planning.

To reinforce skills delivered in the classroom, JDG recently piloted an internship program, known as C.O.R.E. (Creating Opportunities through Real Experiences), to help students gain the confidence to perform in the working world. Through a partnership with Christiana Care Health System, Integrity Staffing Solutions, Bloom Energy, and Goodwill Industries, JDG developed an experiential learning placement program that would allow 11th and 12th grade students to shadow with experienced professionals from a list of traditional and non-traditional fields. The C.O.R.E. Internship Program facilitates learning in ways that keeps students motivated to graduate with the skills they need for



the future. From clinical engineering to culinary arts, participants gain exposure to real-world situations that help them explore career options, sharpen their professional skills, develop positive attitudes around employment, and make informed decisions about their post-secondary pursuits.

The JDG model has been replicated in 34 states with over 1000 program affiliates. Jobs for America’s Graduates (JAG) is a state-based national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. In more than three decades of operation, JAG has delivered consistent, compelling results – helping nearly three-quarters of a million young people stay in school through graduation, pursue post-secondary education, and secure quality jobs leading to career advancement opportunities.

The value of youth employment opportunities has proven to benefit the student, community and local economy. Students who gain industry knowledge with applications in the field strengthen their ability to perform and compete for jobs, college, and scholarships on a higher level. Employers who are willing to partner with programs like Jobs for Delaware Graduates, help to strengthen the pipeline of talent that will occupy positions throughout Delaware in the coming years. ■

## Start or Advance your Career with WilmU's Certificate Programs

Starting a career? Looking to advance in your current field? Want to make a career change? Wilmington University Dual-Credit certificate programs provide an excellent pathway to help you reach your goals.

Over 50 certificates at WilmU offer a wide range of in-demand specializations across such disciplines as business, education, health professions, technology and cybersecurity. Most programs require just five courses and add value to your current position or add value to your degree without adding time or coursework. Drone technology is hot, and the new Drone Operations and Applications certificate is one of the hottest certificates at WilmU's new Brandywine site. Visit [www.wilmu.edu/technology/drone](http://www.wilmu.edu/technology/drone).

## UD PCS Committed to Developing Delaware's Workforce

UD PCS provides exceptional training for organizations of all sizes and to adult learners in our region. Practical knowledge and skills and resume-building credentials are combined with instructors who partner strong academic backgrounds with extensive real-world experience. Flexible class schedules, locations, and delivery methods meet diverse learners' needs in the form of credit courses, noncredit certificate programs, seminars, conferences and customized education programs.

UD PCS tracks labor market data and emerging job trends to ensure Delaware employees have the skills necessary to lead us into the future. Powerful new programs include data analytics and optimizing big data, business analysis, .NET/C# and Java coding, professional drone piloting, social media marketing, and management essentials for engineers and scientists. UD PCS also has offerings in healthcare and health sciences, law and legal disciplines, and occupational safety.

## Neumann University Launches New Degree Programs to Meet Demand for Cybersecurity Professionals

More than a few giant corporations have been hacked in the past several years, and cybersecurity professionals who can mitigate these threats are in demand. To address this critical marketplace need, Neumann University is launching new degree programs: Cybersecurity, and Data Science and Analytics. The centerpiece of these majors is the new Data Analytics Lab, which features glass walls, a stock market ticker, three 75" instructional high-definition screens, rise-display monitors, and a server lab for hacking simulations. The Cybersecurity degree gives students a background in network security, cryptography, vulnerability analysis, and risk assessment. Data Science and Analytics students will learn computer programming, database systems management, and data analysis.



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## Nickle donates \$5,240 to Delaware Veterans Trust Fund in honor of Veterans Day

Nickle Electrical Companies and its employees donated \$5,240 to the Friends of Delaware Veterans, Inc. to support the organization's trust fund, which provides financial assistance to veterans for health care needs, housing support, educational and training programs, and other financial emergencies such as utility cutoffs and lack of food.

"I'm very proud of our employees for coming together and supporting such a great cause," said Steve Dignan, Nickle Electrical president/CEO. "This is Nickle's third consecutive year raising money for the veterans in our community and we hope to continue for many years to come."

Nickle matched, dollar for dollar, what each employee contributed. Since beginning the campaign three years ago, the company and its employees have donated a total of \$13,870. The Friends of Delaware Veterans returns 100 percent of their proceeds to prescreened, honorably discharged Delaware veterans and their families in verified financial emergencies.

## Cover & Rossiter's Roseman Elected President of CSC Incorporators Toastmasters Club

Cover & Rossiter's Luci Roseman was recently elected President of her local Toastmasters International club, CSC Incorporators Toastmasters Club. Joining Toastmasters International as part of her professional development plan has added tremendous value to her

career at Cover & Rossiter, where she is currently a supervisor in the tax department. "I've taken on more of a leadership role with our newest staff members and have developed and presented various classes," Roseman said. "I'm constantly asking for feedback to continue to improve my communication and leadership skills," she added.

**COVER & ROSSITER**  
CERTIFIED PUBLIC ACCOUNTANTS & ADVISORS

Besides her professional development, Roseman has also seen the positive benefits Toastmasters has had in her personal life. An avid horseback rider in her spare time, she sees parallels between her hobby and her involvement with Toastmasters. "I think that Toastmasters and horseback riding feed off of each other," she said. "Whether you're in front of an audience or on top of a horse, it's important to hide any butterflies you may have, otherwise they'll sense that nervousness." In terms of leadership, just as with people, "It's important to establish trust in order for the horse to let you lead them."

## New Behavioral Health Unit in Wilmington Hospital provides state-of-the-art care



To improve the experience of our patients and provide optimal care, Christiana Care Health System has replaced its inpatient Behavioral Health Unit at Wilmington Hospital with a new, expanded facility that provides state-of-the-art medical and behavioral health care.

The 21,000-square-foot unit— more than double the size of the old space— is outfitted in warm, complementary earth tones. There are natural wood touches and plenty of natural light. All the rooms in the unit are comfortable and residential in nature.

The new Behavioral Health Unit is in space formerly occupied by surgical operating rooms that moved to the Carol A. Ammon South Tower. The vacant area allowed Christiana Care to renovate without the need to close the unit temporarily.



# Newsbites

## Morris Nichols Ranked in Twenty-Four Practice Areas in U.S. News - Best Lawyers "Best Law Firms" 2019

Morris, Nichols, Arsht & Tunnell LLP has been recognized in twenty-four practice areas in the 2019 edition of U.S. News - Best Lawyers "Best Law Firms."

Once again, the firm was selected for inclusion in the national category for "Litigation – Mergers & Acquisitions" and a variety of Delaware business law areas (listed below). The rankings are based on a combination of client feedback, survey responses, and peer review.

**MORRIS  
NICHOLS  
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TUNNELL**

The results complement the recent recognition of 33 Morris Nichols attorneys selected for inclusion in The Best Lawyers in America® 2019 edition.

## WW&D Welcomes Three New Professional Staff

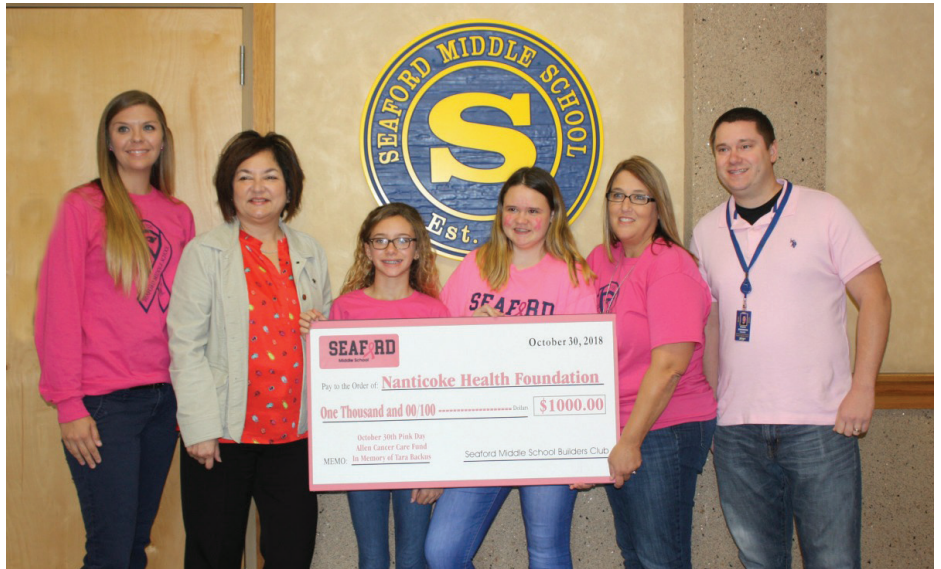
Wheeler Wolfenden and Dwares, CPAs is pleased to welcome Melissa Navarro, CPA, Erica Poore, and Jessica Heger to its audit and tax practices.

Melissa Navarro, CPA has joined the firm as a manager. Navarro has 14 years of experience in public accounting. In addition, she held an executive-level finance role for eight years with a private company. She earned a Bachelor of Science degree in Accounting from the University of Delaware.

Erica Poore has been hired as a senior accountant. Poore has five



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## Seaford Middle School Builders Club stands against cancer raising funds for the Allen Cancer Center at Nanticoke

The Seaford Middle School Builders Club, sponsored by the Seaford Kiwanis, which includes over 50 students in six, seven and eight grade work on projects throughout the year that focus on helping the community. With October being cancer awareness month, the students in an effort to take a stand against cancer designed and sold pink t-shirts that the entire school wore on Tuesday, October 30. The students sold 156 t-shirts and collected \$1000 to benefit the Allen Cancer Center at Nanticoke Memorial Hospital in memory of Tara Backus. Mrs. Backus was a math teacher that taught at the Seaford Middle School and Central Elementary who had just recently lost the battle against cancer, but her memory will live on.

Builders Club is an international student-led organization sponsored by the Kiwanis International and is the largest service organization for middle school and junior high students, with more than 45,000 members worldwide. Members learn to work together and develop servant-leaders skills as they serve their school and community.

years of public accounting experience. She earned a Bachelor of Science and Master of Science degrees in Accounting from Wilmington University.

Jessica Heger has joined the firm as a staff accountant. Heger has three years of experience in public accounting. She earned a Bachelor of Science degree in Accounting from Goldey-Beacom College. Heger is pursuing a Master of Science degree in Accounting from the same institution.

## Nanticoke first on Delmarva for new robotic technology for knee replacements

Nanticoke Health Services is the first hospital in Delaware and on the Delmarva Peninsula to offer Stryker's robotic-arm assisted knee replacement surgery with its new Mako System. This latest advancement in joint replacement surgery transforms the way total and partial knee replacements are performed.

Total knee replacements in the U.S. are expected to increase 673 percent by 2030(1). Stryker's advanced robotic technology enables trained orthopedic surgeons to have a more predictable surgical experience and increased accuracy.

During surgery, the orthopedic surgeon validates the personalized plan and makes any necessary adjustments while guiding the robotic-arm.

The Mako Total Knee application is a knee replacement treatment option designed to relieve the pain caused by joint degeneration due to osteoarthritis. Through CT-based 3D modeling of bone anatomy, surgeons can use the Mako System to create personalized surgical plans and identify the implant size,

orientation and alignment unique for each patient. "The Mako

System allows me to virtually modify the surgical plan during surgery and helps in executing bone resections or adjustments needed. This improves the accuracy of the procedure and allows for a more successful joint replacement," said Dr. Doran.

## The Buccini/Pollin Group Participates in Annual Day of Service in Honor of Late Associate and Friend, Sean Locke

Wilmington-based developer Buccini/Pollin Group, Inc. (BPG), held a Day of Service on October 26, 2018 in which over 200 associates took the entire day to volunteer. The associates selected from 11 local organizations to serve, including Ronald McDonald House, Ministry of Caring, Neighborhood House, Reed's Refuge, St. Patrick's



## "Giant" leaders recognized by Nanticoke Health Services

On Thursday, November 15, 2018, Nanticoke Health Foundations paid tribute to healthcare leaders in the Western Sussex County community. The Nanticoke Health Services Tributes for Healthcare Leadership awards individuals or organizations who have made significant contributions to the provision and improvement of healthcare in the communities of Western Sussex County.

The 14th annual Nanticoke Health Services Tributes for Healthcare Leadership dinner saluted this year's honorees – Founders Award recipient, Janet K. Hubbard and Lynda A. Messick; Charles C. Allen Jr. Leadership in Philanthropy Award recipient, Karl and Nancy Brown; and Physician Hall of Fame inductee, Dr. Jose L. Barrioncal.

Center, Walnut St. Y, Delaware Humane Association, Rockford Park, Downtown Visions, Brandywine Counseling and Brandywine Zoo. The Pennsylvania based team volunteered at Cradles to Crayons. This year's Day of Service was even more meaningful, as the event was dedicated in honor of Sean Locke, a friend and fellow associate who sadly passed away earlier this year. Sean represented what service and community are all about, as he was always willing to provide a helping hand and go above and beyond in his daily duties.

The team dove right into responsibilities at the various locations. From kitchen prep and serving meals at the Ministry

of Caring, to sorting donations at St. Patrick's Center, to even putting their construction and maintenance expertise to good use by painting and building a gazebo at The Delaware Humane Association, the team was able to make an impact at all of the various locations.

## Benchmark Litigation Reports Richards Layton Attorneys Are "Truly Experts in Their Field"

Sixteen Richards, Layton & Finger attorneys have been recognized in the 2019 edition of Benchmark Litigation, more lawyers than from any other



Delaware firm. In addition to the individual attorney rankings, Richards Layton received Benchmark's top firm ranking.

The Richards Layton attorneys listed in Benchmark Litigation and their rankings are: Brock Czeschin, Future Star; Catherine Dearlove, Local Litigation Star; Raymond DiCamillo, Local Litigation Star; Kelly Farnan, 40 & Under Hot List; Kevin Gallagher, 40 & Under Hot List; John Hendershot, Local Litigation Star; Rudolf Koch, 40 & Under Hot List; Future Star; Jeffrey Moyer, Local Litigation Star; Srinivas Raju, Local Litigation Star; Blake Rohrbacher, Local Litigation Star; Chad Shandler, Future Star; Robert Stearn Jr., Local Litigation Star; Gregory Varallo, Local Litigation Star; William Wade, Local Litigation Star; Robert Whetzel, Local Litigation Star; Gregory Williams, Local Litigation Star.

Richards Layton's outstanding litigation team has been involved in many of the landmark cases defining Delaware law and has successfully handled some of the most complex disputes to arise in our state. Our attorneys are not only authorities on Delaware law; we have deep, practical insight into the procedures of the state and federal courts, and have earned the respect of Delaware's chancellors, justices, and judges.

## Delaware's Limen House Honors Christiana Care Health System President and CEO Dr. Janice Nevin for Exceptional Efforts to Combat Addiction

For leading Christiana Care Health System in a comprehensive approach to preventing addiction and supporting recovery, Janice E. Nevin, M.D., MPH, Christiana Care Health System president and CEO, was recognized with the Amethyst Ball Humanitarian Award from

Limen House on Nov. 10 at Greenville Country Club in Wilmington, Del.

Established in 1969 and located in Wilmington, the Limen House is a sober living residence for people recovering from alcoholism and drug dependency.

Central to Christiana Care's comprehensive approach to preventing and treating addiction is Project Engage, a novel early intervention program. Project Engage embeds engagement specialists – specially trained peers in recovery – in the hospital to reach substance-addicted patients when they most need help, providing a pathway to treatment. Some of those engagement specialists are Limen House alumni, and the Limen House treats patients who come in through Project Engage.



Janice E. Nevin

## Benchmark Litigation Ranks Morris Nichols in 2019 Guide

Benchmark Litigation has released its annual legal directory focusing exclusively on the litigation and disputes market. The 2019 edition again ranks Morris, Nichols, Arsht & Tunnell LLP in the top "Highly Recommended" band for Delaware law firms.

Nine Morris Nichols attorneys were ranked as leading Delaware litigators and future stars. Their practices focus on Chancery disputes, intellectual property cases, and bankruptcy matters. Partner Jack Blumenfeld earned special recognition as a National U.S. litigation star.

Jon E. Abramczyk; Jack B. Blumenfeld; Robert J. Dehney; William

M. Lafferty; D. McKinley "Mac" Measley; Kenneth J. Nachbar; Ryan D. Stottmann; David J. Teklits; Susan Wood Waesco.

## Christiana Care honored for "Meritorious" Surgical Outcomes among Sickest Patients

The American College of Surgeons (ACS) has recognized Christiana Care Health System for surgical excellence in caring for its sickest patients and named it one of 66 hospitals in the top 10 percent of outcomes after surgery.

Christiana Care has earned "meritorious" recognition in both categories, meaning patients who undergo surgery in a Christiana Care facility are less likely than average to experience surgical complications or death. The program tracks the following seven complications within 30 days of surgery: Cardiac events (heart failure and myocardial infarction); Renal failure; Surgical site infection; Pneumonia; Unplanned intubation; Urinary tract infection; Ventilator use exceeding 48 hours.

For the seventh year in a row, Christiana Care has not only seen above-average outcomes; it also earned a place in the top 10 percent of hospitals. That means Christiana Care patients are much less likely to see their health derailed by life-changing complications after surgery.

## Construction Associations Honor Wohlsen Projects

The Delaware Chapter of Associated Builders and Contractors (ABC) and the Delaware Contractors Association (DCA) presented Wohlsen Construction with three awards for two recently completed projects.

Datwyler's new pharmaceutical manu-

facturing facility, also known as Project Eagle, received both an Excellence in Construction award from ABC Delaware, as well as a Construction Excellence Award from DCA.

This design/build project was completed with project architect, Becker Morgan Group, and spans 223,000 square feet. Located in Middletown, DE, the new facility is the Swiss-based firm's third location in the United States and includes an office, lab, and process facility with custom process equipment developed and manufactured specifically for the plant. The layout incorporates Good and Lean Manufacturing practices and features.

Also winning an Excellence in Construction award from ABC Delaware is the Delaware Military Academy's Anthony N. Fusco Sr. Athletic Center. Designed by Michael McCoy Architects, the new, 26,363-square-foot facility is the first monolithic dome structure in the state of Delaware. The facility consists of the dome with an exterior wing and houses both athletic and academic spaces, including a basketball arena, weight room, locker rooms, classrooms, and science labs.

## Launch of DART Transit App

The Delaware Transit Corporation (DTC) is excited to announce the launch of the DART Transit App. The free app provides access to real-time bus information, DART Pass mobile payment option, along with trip planning and several other features. The app can be downloaded for free by searching "DART Transit" at the Apple or Google Play stores.

John Sisson, DTC CEO said, "With winter approaching and the chance of inclement weather, it's the perfect time



to launch DART's mobile app, delivering



## Nemours Honors Inspirational Donors for Impactful Generosity

Nemours Fund for Children's Health held their annual donor reception in November and announced the 2018 recipients of the Inspiration Awards. Honorees were: Josh and Mandy Titter of Heart of Hope – The Caralynn Titter Foundation, Jim Viner of HSC Building and Construction Managers, and Reagan and Payton Garnsey of Buckets of Love. These awards are given to donors — individual, foundation, or corporate — based on generosity and commitment to the community.

Heart of Hope has donated a total of \$100,000 to fund the construction of a special family space in the Cardiac Department. Named in memory of their daughter, Cara, families now have a private, respectful place to process information, grieve, and sometimes celebrate.

HSC Building and Construction Managers (HSC) has supported Nemours' signature events increasing their commitment since 2010. To date, they have given Nemours \$133,000 to support patients in many areas of the hospital. Most recently, HSC funds have benefited the Neuroscience and Autism Programs, cerebral palsy, and cardiac care and research. President and CEO, Jim Viner, accepted the award on behalf of HSC for the company's continuous commitment in support for the children and families at Nemours.

Buckets of Love, founded by sisters Reagan and Payton, has donated \$9,000 in age-specific toys to Nemours/Alfred I. duPont Hospital for Children and Nemours satellite locations throughout the Delaware Valley. The young philanthropist honorees credit the support of family, friends and the local community that help them bring smiles to the faces of children "one bucket at a time."

convenience right at your fingertips. DART riders can get real-time bus information, receive Rider Alerts, and pay their fare conveniently from their phone. This new app is a great example of our ongoing efforts to improve the customer experience."

## WRC Hires New Managing Director After Comprehensive Search

Wilmington Renaissance Corporation's (WRC) Board of Directors has selected and hired Renata B.



# Newsbites

Kowalczyk as the organization's new managing director. Ms. Kowalczyk will begin her new role effective immediately.

With over 20 years of experience in the business sector in New York City, the greater Seattle area and in Wilmington, Ms. Kowalczyk will bring her skills to the nonprofit sector by leading WRC, an organization with a 25-year history in innovating new ideas and solutions to revitalize Downtown Wilmington.

"I am very excited to take on this new role," said Ms. Kowalczyk. "I believe that with my passion for creating thriving communities, experience in strategic planning and partnership building, I can help usher in another quarter-century of dynamic projects and Big Ideas for Wilmington Renaissance Corporation. I'm ready to get started."

## Delaware College Scholars elects Cover & Rossiter's Peter S. Kennedy, CPA to its board

Delaware College Scholars (DCS) recently welcomed Peter S. Kennedy, CPA to its Board of Directors.

A director at Cover & Rossiter, Mr. Kennedy heads up the organization's audit practice, where he has the opportunity to work with many of the region's nonprofit institutions.

In addition to his role with Delaware College Scholars, Mr. Kennedy serves on the Financial Accounting Standards Board's Not-For-Profit Financial Statement Project Resource Group, which is a national group of 20 individuals recognized for their not-for-profit accounting expertise. Mr. Kennedy also serves as a member of the Christiana Care Health System Finance Committee, the Delaware Community Foundation Audit Committee, the Delaware State Employee Benefit Plans Management Board Governance Committee and



## DCAD presents first Distinguished Alumni Award to 2007 photography grad

Ann-Marie VanTassell, a professional photographer who owns and operates her own business in the Washington, D.C., area, has received the 2018 Delaware College of Distinguished Alumni Award, the first-ever such honor given by DCAD to one of its graduates.

VanTassell completed an associate of fine arts degree in photography at DCAD in 2007 and was selected to deliver the graduating student address at commencement. In addition to being a leader among DCAD's photo majors, she had been one of the select students chosen to present at the annual DCAD Art History Symposium and earned the top overall grade-point average in her class. She later earned a bachelor of fine arts degree in photojournalism at the Corcoran College of Art + Design.

EastSide Charter School's Citizen's Budget Oversight Committee.

## DuPont Country Club and AJGA agree to three-year partnership

In 2019, DuPont Country Club will host the American Junior Golf Association in Wilmington, Delaware.

Located in the rolling hills of the historic Brandywine Valley, DuPont Country Club is one of the

premier venues for championship-caliber golf. DuPont Country Club offers three golf courses, including the recently renovated DuPont Course, which will host the AJGA, and was named the "best private course in upstate Delaware."

Since reopening in 2005 after restoration by Lester George, the DuPont Course has hosted the Delaware State Championship along with U.S. Open and U.S. Amateur qualifying. As part of the partnership, DuPont Country Club



will host a yearly AJGA Open event beginning in 2019 and continuing through 2021. DuPont Country Club last hosted an AJGA event in 2003. Next year's event, the Imperial Headwear Junior Championship, will take place Aug. 5 – 8, 2019. The Imperial Headwear Junior Championship is the first AJGA event to take place in the state of Delaware since 2014.

## Brandywine Valley SPCA Finds Homes for 1181 Pets at Mega Adoption Event

The Brandywine Valley SPCA announced today that the weekend's Mega Adoption Event resulted in 1181 adoptions. The event held at the Delaware State Fairgrounds brought in families from across the tri-state area who adopted a total of 716 dogs and 465 cats.

This is the fifth Mega Adoption Event held by the BVSPCA, and it had the highest number of adoptions of any of the Mega events so far. Adopted animals ranged from puppies and kittens to seniors and long-time shelter residents, including one senior dog that had been at the shelter for 358 days. Just one dog and 11 cats remained at the end of the event. The BVSPCA holds this event twice a year, one in June and one in December, and this is the fourth in a row to place more than 1000 animals.

The BVSPCA hosts the event and brings all of the animals from its four adoption locations, with the exception of a few that might find the event venue overwhelming. In addition, eight shelter partners participated in this weekend's event, including Animal Rescue League of Berks County, BARCS (Baltimore Animal Rescue & Care Center), Crossing Paths Animal Rescue, Currituck County Animal Shelter, Delaware Humane Association (DHA), Faithful Friends,

Northeastern North Carolina SPCA, and St. Hubert's Animal Welfare Center.

## 12 Richards Layton Lawyers Admitted to the Delaware Bar

Richards, Layton & Finger is pleased to announce that 12 associates of the

firm have been admitted to the Delaware bar. The lawyers were admitted to practice in the State of Delaware by the Delaware Supreme Court in a ceremony today in Dover.

"Today represents the culmination of years of hard work and dedication, and we congratulate these talented young



## Delaware Police Chiefs' Foundation Awards Scholarships to Delaware Tech Students

For 11 years, the Delaware Police Chiefs' Foundation has awarded scholarships to Criminal Justice students from Delaware Tech. For the past four years, these scholarships have gone to students in the Law Enforcement Option (LEO) program. These students conduct research on a law enforcement topic that changes yearly to compete for the scholarship. This year's topic was: How do police departments in the United States shift the negative public perception to a positive light showcasing the great work everyday law enforcement officers perform throughout the County?

This year, five scholarships were awarded: 1st place - \$1,250, 2nd place - \$750 and third place - \$500 awards. Students were invited to the Delaware Police Chiefs' Council luncheon and meeting held at Dover Downs on December 11, where they had the opportunity to network with a number of police chiefs and state legislators from Delaware.

The Foundation is a non-profit organization whose mission is to increase public awareness, involvement and support for the activities of Delaware Police Chiefs' Council. This year's student winners were: Derrick Brooks; Connor Watkins; Aaron Sarkissian; Dan Grimes; Noah Friedkin.





## Homewood Suites Wilmington Celebrates Topping Out Ceremony Adding 120 Extended Stay Suites to the Riverfront

The Buccini/Pollin Group (BPG), PM Hotel Group and BPGS Construction are pleased to announce the topping out of Homewood Suites Wilmington, a 120 room extended stay suite hotel located at 820 S. Justison Street occurred on November 26th at 3 PM. Speakers included Governor John Carney, Mayor Michael S. Purzycki, Megan McGlinchey, Executive Director of Riverfront Wilmington Development Corporation, City Council President Hanifa Shabazz, Robert Buccini, Co-President of TheBuccini/Pollin Group and Michael Hare, Executive Vice President of The Buccini/Pollin Group.

Guests were invited to sign the last piece of structural steel, followed by speeches from officials and the beam was raised to the top of the six-story structure. Expected completion of the Homewood Suites by Hilton Hotel is September 2019. Known for their upscale atmosphere and spacious one & two-bedroom suites with a full kitchens & fridge, Homewood Suites Wilmington will offer free, hot breakfast daily, along with complimentary evening socials. The latest advancement on the thriving Christiana Riverfront, Homewood Suites Wilmington will take advantage of the convenient location near the new bridge under construction to connect the Riverfront with the Southbridge neighborhood.

The hotel's prime location directly on the Christina Riverwalk, offers guests close proximity to numerous

restaurants, The Chase Center, businesses, an IMAX movie theatre and the downtown city business district. The first-floor common level will feature amenities including a pantry gift shop, fitness center and meeting room.

Upon completion, the hotel will be managed by PM Hotel Group, an award-winning hotel management company currently overseeing more than 10,000 rooms throughout the United States.

lawyers on their outstanding achievement," said Greg Varallo, president of Richards Layton. "We look forward to the contributions I know they'll make to our firm, our clients, and our community."

The new Richards Layton associates and the law schools from which they graduated are: Danny Ho, Cornell Law School; Lucas Whited, University of Iowa College Law; Sarah Silveira, Antonin Scalia Law School George Mason University; Megan Woodward, Vanderbilt University Law School; Ryan Salem, Pennsylvania State University School of Law; Nicole Henry, University of Virginia School of Law; Ryan Konstanzer, University of Notre Dame Law School; Emily Letcher, George Washington University School of Law; Megan O'Connor, Georgetown University Law Center; Tyre Tindall, University of California Berkeley School of Law; Matthew Ady, Emory University School of Law; Madeleine Jolles, University of Pennsylvania School of Law.

## Mike Herman and R&R Commercial Real Estate

R & R Commercial Real Estate is proud to announce the addition of Mike Herman to the staff of its growing business. Mike's expertise will add additional depth to the talented team at R&R in Property and Facilities Management.

Mike brings with him over a quarter century of experience in Corporate Real Estate Facilities and Property Management with a robust history supporting commercial clients including Boeing, McGraw-Hill, Rohm & Haas and McKesson. Mike also brings with him expertise gained working for the largest corporate real estate management companies in the world including Trammell Crow, C B Richard Ellis, and Jones Lang LaSalle.

Of the many customer-facing services in R&R's portfolio, we are now pleased to offer Mike and his expertise to analyze your building(s) or portfolio. This no-cost review allows us to evaluate opportunities for service improvement, cost savings and enhance customer relationships.

## **Wheeler Wolfenden and Dwares, CPAs Passes Seventh Consecutive Peer Review**

Wheeler Wolfenden and Dwares, CPAs (WW&D) is pleased to announce that, for the seventh consecutive time, it has successfully completed a rigorous peer review of its accounting and audit practice. WW&D received the best possible rating – pass with no letter of comment – as the firm has earned for all of its peer reviews. The peer review team determined that WW&D complies with the stringent quality control standards set by the American Institute of Certified Public Accountants (AICPA) and the Public Company Accounting Oversight Board (PCAOB).

“Given our firm’s niche in auditing investment companies and broker-dealers under PCAOB standards, our peer review was required to be administered by the AICPA’s National Peer Review Committee as opposed to the Pennsylvania Institute of Certified Public Accountants,” says Dave Wolfenden, managing director of Wheeler Wolfenden and Dwares, CPAs.

## **The Safety Culture at Bancroft is Brought to the National Spotlight**

Bancroft was awarded one of 13 total America’s Safest Companies 2018 Awards by EHS Today Magazine, which exemplifies how the safest companies

are also the most productive and ultimately, the most successful.

To be considered one of America’s Safest Companies, organizations must demonstrate: support from leadership and management for EHS (Environmental Health and Safety) efforts; employee involvement in the EHS process; innovative solutions to safety challenges; injury and illness rates lower than the average for their industry; comprehensive training programs; evidence that prevention of incidents is the cornerstone of the safety process; good communication about the value of safety; a way to substantiate the benefits of the safety process.

## **Cross Talks Continues Expansion of Networking Groups in Delaware and Pennsylvania**

Cross Talks, a think tank and networking professional development organization for entrepreneurs with a biblical perspective, is continuing its expansion efforts with the announcement of the launch of a new Cross Talks group in Newark, Delaware, just eleven months after the successful launch of the company. Cross Talks chief operating officer Brooke Miles, will be the facilitator of the newest Delaware Cross Talks group.

According to Soraya (Morgan) Gutman, Cross Talks chief executive officer and president, “Because of the positive response to our Cross Talks networking professional development concept, we have successfully launched a network of Cross Talks groups in both Delaware and Pennsylvania in response to the increasing interest by business owners in a practical bible-based approach to running a successful business. I’m thrilled that our Cross Talks chief operating officer Brooke Miles,

who is the founder and president of her own training firm, Delaware ShoutOut, based in Newark, agreed to facilitate this newest Delaware group.”

## **Catholic Charities receives donation from Food Lion Feeds Charitable Foundation**

Catholic Charities, Inc., has received \$2,000 from the Food Lion Feeds Charitable Foundation just in time to help feed local residents. Catholic Charities will use the gift to support its Food Assistance program throughout Delaware and the Eastern Shore of Maryland.

Catholic Charities operates two food assistance programs: a food cooperative for income qualified clients that provides a monthly distribution of food staples as well as nutritional information and education on shopping and cooking on a budget, and emergency pantries that provide 3 days of food for those in crisis. The food cooperatives are located in New Castle, Kent, and Sussex Counties, Delaware and Somerset County, Maryland. The emergency pantries are located in Sussex County, at Casa San Francisco in Milton, Delaware and in Somerset County, at Seton Center, in Princess Anne, Maryland.

## **Morris Nichols Elects Jennifer Ying to Partnership**

Morris, Nichols, Arsht & Tunnell LLP is pleased to announce that intellectual property litigator Jennifer Ying has been elected to the partnership, effective January 1, 2019.

“We are delighted to have Jen become a partner of the firm and congratulate her on this important career accomplishment,” said Andrew M. Johnston, chair of the Morris Nichols executive committee.



# Newsbites

Jennifer focuses her practice on patent, trademark, and trade secret disputes in federal and state court. Her experience encompasses all aspects of litigation from outset to trial and through appeal, and she has represented clients in various appellate courts across the country. In addition to her litigation practice, she also serves on the Merit Selection Panel for the U.S. District Court for the District of Delaware.

## Connolly Gallagher Elects Aaron Shapiro to Partner

Connolly Gallagher LLP is pleased to announce that Aaron M. Shapiro has become a partner effective January 1, 2019. "Aaron previously served as the Labor Relations and Employment Practices Administrator for the state of Delaware and since joining the firm in 2017 he has worked hard to build a respectable labor law offering that we proudly provide to our valued clients," said Arthur G. ("Chip") Connolly, III, Managing Partner of Connolly Gallagher LLP.

Aaron M. Shapiro is a member of the firm's Labor & employment group. His practice focuses labor relations, collective bargaining, administrative law matters, and government relations. Aaron is a 1995 cum laude graduate of Widener University School of Law. He is admitted to practice in both Delaware and Pennsylvania.

## Lovett Advisors Wealth Management Celebrates 10 Year Anniversary by Giving Back

Ten years ago the launch of Lovett Advisors, LLC in Wilmington Delaware created a new type of wealth management firm- one that caters to the needs of clients and offers a full menu of

wealth management services.

Kim Lovett, CFP® recognized her clients' needs for a more comprehensive level of service, so ten years ago she decided to start her own independent registered investment advisory firm (also known as a RIA.) With over 20 years of experience in the financial services industry, she determined that the RIA structure provided an opportunity to meet the ever-changing investment needs of her clients. The RIA structure allows her the freedom to work with the money managers she trusts and respects. In addition, it enables her to provide her clients with the level of service they have grown to expect and deliver an investment solution that will ensure each and every decision will only be made to benefit her clients.

## Delaware Imaging Nnetwork announces new partnership with the Delaware Breast Cancer Aalition, Inc.

Delaware Imaging Network (DIN), the local leader in providing high-quality, outpatient diagnostic imaging services throughout New Castle County, has established a partnership with the Delaware Breast Cancer Coalition, Inc. (DBCC).

The partnership was formed to provide breast screenings and mammograms to medically underserved populations, including low income, un- or under-insured individuals and other marginalized communities.

The new partnership seeks to accomplish the following goals: increased

access and participation in routine health screenings among those eligible in underserved neighborhoods in Delaware; improved overall health literacy and health behaviors (changes in diet, exercise and screening) related to breast cancer prevention; reduced percentage of late-stage diagnosis of breast cancer; better outcomes for women and men diagnosed with breast cancer.

## The Guide, published by Sussex Printing Corp, Celebrates 60 Years

Sussex Printing Corp, publishers of The Guide, The Maryland Guide and theguide.com, an icon of Delmarva, is celebrating its 60th anniversary. The Guide started in 1959 as a small flyer and has grown with its market area, readers and advertisers to a weekly publication and digital media source. It includes a variety of advertising including classified ads as well as real estate, help wanted, automotive, auctions, special events and more. The Guide is delivered to approximately 1800 businesses across the Delmarva region every Wednesday and Thursday, where it is free to pick up by our readers.

We are pleased to have dedicated employees on our staff. Of our company's 59 employees, three have over 35 years, five have over 20 years and twenty have over 10 years of employment with us.

We are committed to serving our community. We are proud of our past and are looking forward to serving Delmarva for another 60 years and beyond.

## Potter Anderson Announces New Partners, Counsel

Potter Anderson & Corroon LLP announced that, effective January 1, 2019, Tyler J. Leavengood and Michael



P. Maxwell have been elected partners of the firm, and R. Stephen McNeill and Alan R. Silverstein have been promoted to counsel.

## 76ers Fieldhouse Announces 2019 Calendar and Open Registrations

Wilmington-based sports management company of the 76ers Fieldhouse BPG|SPORTS is pleased to announce the 76ers Fieldhouse has a full schedule with something for everyone in 2019. Programming and registrations are now open for youth and adult sports on [www.76ersfieldhouse.com](http://www.76ersfieldhouse.com).

In addition to the major event schedule, the BPG|SPORTS team is most excited about the diverse programming offered within the facility throughout the year. Trevor Cooney, Director of Courts for the 76ers Fieldhouse is excited to offer a variety of sports to Wilmington's youth.

Current offerings on top of the major events and Blue Coats games include camps, clinics and player development programs, individual training, coach development and tournaments. Tenants of the facility include TITUS Sports Academy and Nemours Alfred I. duPont Hospital for Children physical therapy programs. Through teaming up with over eight local non-profits, some of the camps and clinics will be complimentary, offering everyone the chance to experience the elite environment.

## Stevens & Lee names litigation department co-chairs

Stevens & Lee has named E. Thomas Henefer, Stacey A. Scrivani and William P. Thornton as litigation department co-chairs.

For more than 25 years, E. Thomas Henefer has dedicated his practice to



## Cross Talks Awarded \$5K Grant from the Penn State Brandywine Boost Program

The Penn State Brandywine Boost, a program of the Invent Penn State initiative, has selected Delaware State Chamber Member, Soraya (Morgan) Gutman, founder of Cross Talks, as a Boost Program Client for the 2018–2019 academic year. The Brandywine Boost program is under the direction of Dr. Margaret Bacheler, Ed.D., director of continuing education at Penn State Brandywine. Cross Talks was selected from applications submitted by small business owners and entrepreneurs for consideration. Bacheler presented the \$5000 grant to Soraya (Morgan) Gutman, CEO and president of Cross Talks on December 7 at the office of the Delaware State Chamber of Commerce.

“One goal of the Brandywine Boost program is to match campus strengths and available services to the specific needs of entrepreneurs and small business owners,” notes Bacheler. “Cross Talks has been selected as a Brandywine Boost Client and had the opportunity to apply for a microgrant of up to \$5,000 to grow the business.” Brandywine Boost is designed to give selected clients direct assistance and ideas for improving their small business, while also including a wider audience of business professionals in our workshops and outreach. The selected clients may receive grants of up to \$5,000 to support their technology, marketing, accounting, and/or other related needs.

achieving the best results for clients in a wide array of general commercial and complex litigation matters with a particular focus on ERISA disputes and clients in the life and disability insurance, finan-

cial services, and health care industries.

Along with her role as Co-Chair of Stevens & Lee's litigation group, Stacey A. Scrivani leads the litigation practice in the firm's Wilmington, Delaware office.



# Newsbites

She is an experienced commercial litigator who focuses her practice on representing private and public companies, including financial institutions, and their officers and directors in lawsuits with shareholders in the Delaware Chancery Court, Pennsylvania and New Jersey state courts, and in federal court.

In addition to his role as Co-Chair of the firm's litigation group, William P. Thornton, Jr. chairs the firm's securities litigation practice and represents broker-dealers, banks, trust companies, RIAs and life insurance companies nationwide concerning claims related to the purchase and sale of securities and life insurance products. He routinely represents financial services' firms, public and private companies, and individuals in all manner of SEC, FINRA and state securities commission investigations and enforcement actions.

## Whiteford Expands Sports Law Practice with Addition of Ricky Lefft

Whiteford Taylor & Preston announced today that Joseph R. "Ricky" Lefft has joined the firm. A leading sports law attorney, Mr. Lefft has over 30 years of experience advising professional athletes, coaches and athletic administrators on their professional and personal business matters. His clients have included Coaches Tubby Smith, Frank Haith, Bobby Lutz, Rod Barnes, Kevin Ollie, Cy Alexander, Todd Bozeman, Audra Smith, Natasha Adair, Kia Damon-Olson, Joe Taylor, John Hendrick and Buddy Pough; athletic administrators such as Danny Morrison, Damon Evans, Arthur Johnson, and Gerald Harrison, Jr.; and professional athletes in the National Football League including Richard Seymour, Robert Porcher, Albert Haynesworth, John Abraham, Dre' Bly and Kevin Burnett, among others.

Mr. Lefft has extensive experience negotiating and enforcing coaches' and athletic administrator's employment agreements with universities, colleges and professional teams, as well as with commercial transactions associated with coaches' and players' marketing and advertising endeavors. He represents coaches and athletes on NCAA compliance and disciplinary matters and advises educational institutions on negotiation of product and apparel deals, as well as on Title IX sexual harassment issues and employment agreements.

## Easterseals Receives \$1,000 from Del-One Foundation

Easterseals of Delaware & Maryland's Eastern Shore announced that it has received \$1,000 from Del-One Foundation for the 2019 Walk With Me Delmarva event. Del-One is the first Gold Sponsor for next year's event.

"Easterseals is pleased to receive an early gift in the form of its first gold sponsorship for next year's Walk With Me event thanks to the Del-One Foundation," Easterseals President/CEO, Kenan Sklenar, says. "We appreciate the partnership and support from the Del-One Foundation."

Easterseals Delaware & Maryland's Eastern Shore "Walk With Me & 5K Fun Run Delmarva" event unites hundreds of Easterseals families and supporters in lower Delaware and along Maryland's Eastern Shore to raise funds for Easterseals services in order to impact the lives of local individuals and families living with disabilities. The



seventh annual Walk will be held on Sunday, October 13, 2019, at 3 p.m. at Baywood Greens, 32267, Clubhouse Way, Long Neck, DE.

## Blue Coats acquire Terrence Drisdorn and Nate Hickman

The Delaware Blue Coats, the NBA G League affiliate of the Philadelphia 76ers, announced today that the team has acquired Terrence Drisdorn and Nate Hickman from the available player pool. Additionally, Cory Jefferson has been released from his G League contract in order to pursue an international opportunity.



Drisdorn is a 6-foot-5 guard who appeared in five games for the Memphis Hustle this season after spending last season in Japan with the Hiroshima Dragonflies. Drisdorn's NBA G League experience also includes two seasons (2015-17) with the Santa Cruz Warriors. In 69 career games with Santa Cruz, he averaged 5.8 points, 3.4 rebounds and 1.3 assists in 17.8 minutes per game.

Hickman is a 6-foot-4 guard who played his college basketball at Columbia University. As a senior for the Lions last season, he averaged 8.7 points, 3.1 rebounds and 1.4 assists in 27.2 minutes per game. Hickman started all 27 games in each of his junior and senior seasons at Columbia.

Jefferson appeared in 22 games with 17 starts for the Blue Coats this season. He averaged 9.2 points and 5.0 rebounds in 24.0 minutes per game. The Blue Coats retain Jefferson's returning rights per the terms of the team's Oct. 16 three-team trade with the Texas Legends and Agua Caliente Clippers.

## **Independence Blue Cross teams up with The Precisionists, Inc. to support employment of individuals with autism**

Independence Blue Cross (Independence), the leading health insurance organization in southeastern Pennsylvania, recently began collaborating with The Precisionists (TPI), a Wilmington, Del.-based organization focused on employment for adults with disabilities. The pilot program, which launched August 2018, uses the talents of a team of autistic adults from TPI's workforce to tackle critical business needs within Independence's Human Resources department.

Individuals taking part in the pilot program were identified, assessed, trained and employed by TPI. For the last four months, they have been carrying out project-based work, including scanning and uploading documents to make the information readily available in electronic format. All work is performed at The Precisionists' Innovation & Technology Center in Wilmington, Delaware.

"The Precisionists have created a forward-thinking employment model based on excellence, innovation, and empowerment – three values that guide our work at Independence," said Daniel J. Hilferty, CEO of Independence Blue Cross. "We are proud to team-up with TPI to offer a supportive, welcoming work environment for the people in the program, many whose talents have traditionally been underutilized in the workplace."

## **Whiteford Adds Eminent Corporate and Real Estate Practices in Richmond**

Whiteford Taylor & Preston today announced continued expansion in

Richmond with the addition of a highly regarded group of corporate and real estate attorneys, including partners Katja H. Hill and John C. Selbach, and associates Jonathan Jones and Nicole K. Scott. Together, they bring significant experience in corporate law, real estate finance, mergers and acquisitions, bankruptcy and creditors' rights, and corporate financial issues.

"We are extremely pleased to welcome this distinguished group of Richmond attorneys," said Managing Partner Martin Fletcher. "Their experience representing highly successful middle market clients offers tremendous synergies for our practices throughout the Mid-Atlantic."

## **Michele Schiavoni New President Tilton Mansion Preservation Society**

The Tilton Mansion Preservation Society voted on its second Board President, Michele A. Schiavoni, APR, M.S. Michele succeeds Edward Zabielski. Mr. Zabielski held the position of Board President since 2014, when the Tilton Mansion Preservation Society first received its 501(c)3 status.

Ms. Schiavoni is a veteran of the Delaware Non-Profit community having been Chair of the Delaware Alliance for Nonprofit Advancement (DANA) from 2012 – 2018, incoming Board member of the Brandywine Association of Fundraising Professionals, Board Chair of the James H. Gilliam Award Committee - American



*Michele A. Schiavoni*

Heart Association from 2009 – 2012, Past-President of both the Delaware Chapters of the American Marketing Association and Public Relations Society of America, and has held board positions with the Delaware State Arts Council and YMCA of Delaware.

## **Wheeler Wolfenden and Dwares, CPAs Promotes Kathy Corcoran to Director**

Wheeler Wolfenden and Dwares, CPAs is proud to announce the promotion of Kathy Corcoran, CPA from Principal to Director of the firm. Kathy's tax expertise and enthusiasm for working with clients has led her to advance through the ranks at the firm.

Kathy joined the firm in 2001, after graduating from the University of Delaware with a bachelor of science degree in Accounting. She specializes in tax, accounting and auditing, forensic accounting and litigation support. Kathy's clients include high net worth individuals, businesses, nonprofit organizations and professional services firms.

"Kathy's professional knowledge and ability to communicate complex tax issues in an easy-to-understand manner have helped her build long-term client relationships," says Dave Wolfenden, managing director of Wheeler Wolfenden and Dwares, CPAs.

## **BLS CPAs Announces Firm Promotions & Certifications**

It is with great pleasure that Belfint, Lyons & Shuman, P.A. (BLS), a certified public accounting and consulting firm with offices in Delaware and Pennsylvania, announces the following well-earned promotions and certification: Christina K. Bell, CPA has been promoted to principal as of January 1, 2019; Tracy M. Lyons has been promot-



ed to Administrative Services Manager; Michael H. Abernathy, CPA has been promoted to Senior Accountant; and Emily V. Schmidt, CPA, CFE successfully earned her Certified Fraud Examiner (CFE) certification.

## Nanticoke Health Services Explores Affiliation with Peninsula Regional Health System

Nanticoke Health Services (Nanticoke), based in Seaford, has announced that after an in-depth, 18-month search process, it has chosen to affiliate with Peninsula Regional Health System (PRHS). The affiliation will work to continue the delivery of quality care and enhance medical services for the residents of Sussex County.

The first step will be to sign a letter of intent between the two organizations. It enables the organizations to begin formal due diligence discussions and formulate a definitive agreement for affiliation. Together the two organizations will work to continually improve quality, expand access to services, enhance patient experience and support the overall community health and wellness for our patients across Delmarva.

## Solenis and BASF Complete Merger of Paper and Water Chemicals Businesses

Following the approval of all relevant authorities, BASF and Solenis have completed the previously announced merger of BASF's wet-end Paper and Water Chemicals business with Solenis. With pro forma sales of approximately U.S. \$3 billion, the combined company will operate under the Solenis brand and is positioned to provide expanded

chemical offerings and cost-effective solutions for customers in pulp, paper, oil and gas, chemical processing, mining, biorefining, power, municipal and other industrial markets.

BASF will own 49 percent of the combined company and 51 percent is collectively owned by Solenis management and funds managed by Clayton, Dubilier & Rice (CD&R). The new Solenis has approximately 5,200 employees, with increased sales, service and production capabilities across the globe.

The merger includes the Paper and Water assets of BASF's Performance Chemicals unit, including production sites in Bradford and Grimsby, UK; Suffolk, Virginia, USA; Altamira, Mexico; Ankleshwar, India; and Kwinana, Australia and related assets including intellectual property. BASF's paper coating chemical business is not part of the transaction.

## Chesapeake Utilities Corporation Announces Grant Levels for 2019 Energy Bill Assistance

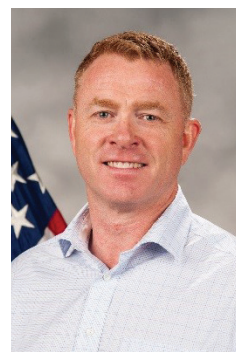
Chesapeake Utilities Corporation (NYSE: CPK), announced today the availability of grants through its SHARING program, a nonprofit organization that provides funds to the Company's natural gas and propane gas customers living on the Delmarva Peninsula who need financial assistance to pay their gas bills or to repair their gas appliances. Annual grants for as much as \$1,000 are available to customers who meet the specific requirements including a new grant for individuals who have been impacted by the government shutdown.

Throughout the year, Chesapeake Utilities' Customer Care employees have been actively raising funds

through various fundraising events and donor drives which have helped to raise over \$15,000. In addition, Chesapeake Utilities Corporation donated \$20,000 to the program to assist customers in 2019. Aside from financial assistance, the Company also partnered with First State Community Action and the National Council on Agricultural Life & Labor Research Fund, Inc. to educate customers on energy efficiency and budgeting tips.

## Healy selected as Dover AFB Honorary Commander

Mr. Sean Healy was among 40 community leaders inducted as an "honorary" commander at Dover Air Force Base, Del., on October 20, 2018. During the first orientation on November 27, 2018, the group learned the basics of being an honorary commander and the structure and function of the wing staff agencies at Dover AFB.



*Sean Healy*

The U.S. Air Force Honorary Commander program immerses community leaders in Air Force culture: its missions, customs and traditions. The program at Dover Air Force Base presents an opportunity for community leaders to learn about Team Dover's daily operations and share their experiences with the Airmen stationed at Dover AFB, and conversely, for commanders and their units to interact with the Delaware community. The Dover AFB Honorary Commander program began in 1992.

# UPCOMING EVENTS

## March

19

Legislative Brunch  
& Manufacturing Conference  
9:00 a.m. - 12:30 p.m.  
Delaware Technical Community College



28

Networking Breakfast  
7:30 - 9:30 a.m.  
American Red Cross  
Delmarva Chapter

## April

3



**TASTE**  
of Delaware

8<sup>th</sup> Annual Taste of Delaware  
4:00 - 7:00 p.m.  
Russell Senate Building, Kennedy Caucus Room  
Washington, D.C.

15

Meet the New Members  
8:30 - 10:30 a.m.  
DSCC 1st Floor Board Room

18

DNREC Update with Secretary Garvin  
11:30 a.m. - 1:00 p.m.  
Tidewater Utilities

23

Networking Breakfast  
7:30 - 9:30 a.m.  
CyberCrunch



## May

9

Small Business Day  
in Dover  
10:00 a.m. - 2:00 p.m.  
Fraizer's Restaurant



**Superstars in Education**  
RECOGNIZING EXCELLENCE IN EDUCATION

13

Superstars in Education  
4:45 - 7:00 p.m.  
Wilmington University

22

Networking  
Breakfast  
7:30 - 9:30 a.m.  
CSC

VISIT [WWW.DSCC.COM](http://WWW.DSCC.COM)



In case you missed it...

# #IOYMI

...popular Chamber topics on social media

Our 182nd Annual Dinner is less than a week away! Who's riding the bus from [#Lewes](#)? Who are we picking up in [#Dover](#)? If you're traveling from those areas, don't forget to save your seat on the free roundtrip bus: <https://bit.ly/2zWO62J> [#netde](#) [#debiz](#)

## RIDE THE BUS WITH US!

We are offering complimentary round-trip rides on Delaware Express to the 182nd Annual Dinner.\*

Includes happy hour on the ride up and live streaming of the College Football Playoff National Championship!

Pick-ups/drop-offs in Lewes & Dover.

**\*Must be pre-registered to attend the 182nd Annual Dinner.**



Reserve your seat now!

Congratulations to Joshua & Cynthia Martin, this year's [#MarvelCup](#) winners! <https://bit.ly/2sf7x2r> ... [#182AnnualDinner](#) [#netde](#) [#leadership](#) [#inspiration](#)



The Delaware State Chamber is pleased to announce new Board of Directors and Board of Governors members: <https://bit.ly/2sgTDGs> [#netde](#) [#leadership](#)

We hope you'll kick off the [#NewYear](#) with us at the 182nd Annual Dinner! Join us and nearly 1,000 of our favorite Delawareans for [#networking](#), dinner and keynote speaker Mark Vergnano of [@chemours](#): <https://bit.ly/2zWO62J> [#netde](#) [#debiz](#) [#chemours](#)



Don't be late to the [#182AnnualDinner](#)! We've got a great program with [@chemours](#) planned for you this evening, plus the announcement of this year's Marvel Cup winner! [#netde](#) [#debiz](#)

Do you have a passion for the health care industry or education? Work with leaders in the [#healthcare](#) industry and [#education](#) at [@delawaretech](#)'s 1st Annual Health Care Industry Council Meeting! [@RodeIDE](#) Check out the event here: <https://bit.ly/2Sx0opt> [#leadership](#) [#community](#)

Are you registered for the 182nd Annual Dinner? Don't miss the state's largest [#networking](#) event, featuring [@Chemours](#) President & CEO Mark Vergnano: <https://bit.ly/2zWO62J> [#netde](#) [#debiz](#)



Celebrate the [@MonsterMile](#)'s 50 years of [#NASCAR](#) racing in a luxury suite for up to 40 people! With the [#Dover50](#) VIP Program, treat your guests to catered meals, premium parking and bonuses like garage tours and pacer car rides! Learn more: <https://bit.ly/2EnodMJ>

182nd Annual Dinner photos!  
Photos by Dick Dubroff / Final Focus Photography.



Chamber [#MemberNews](#): The Guide, published by Sussex Printing Corp, Celebrates 60 Years ... <https://bit.ly/2AHnq6y> [#netde](#) [#community](#)



Having a great time [#networking](#) at this morning's breakfast, hosted by University of Delaware Professional & Continuing Studies! Check them out to [#learn](#) all about the programs they offer To help make [#Delaware](#) a smarter place to live and work. Thanks to sponsor PCS, LLC. [#netde](#) [#education](#)

Rev. Layman shares the Sunday [@BreakfstMission](#) story at today's [#networking](#) breakfast. [#community](#) [#nonprofit](#)



Join the Chamber conversation!



DelawareStateChamber



Delaware State Chamber of Commerce



@DEStateChamber



# Delaware State Chamber of Commerce

## SMALL STATE. BIG BENEFITS.

To learn more about member benefits and how to activate them, visit the Member Benefits section of [www.dscc.com/whythechamber](http://www.dscc.com/whythechamber).

**UPS Shipping Discounts:** Save up to 34% on a broad portfolio of shipping services. DSCC members can receive these discounts even if you already have a UPS account.



**UD Online MBA Scholarship:** Through an Affiliate Partnership with the Lerner College of Business & Economics, Chamber members will receive a 10% discount off of their tuition for the University of Delaware Online MBA Degree Program.



**Prescription Drug Discount Card:** The Delaware Drug Card will provide savings of up to 75% on prescription drugs at more than 50,000 pharmacy locations across the country. The

Delaware Drug Card has no restrictions to membership, income or age, and you are not required to fill out an application.

**Member-to-Member Discount Directory:** State Chamber members offer substantial savings on products and services to fellow members.

**Notary Service:** Notary Public services are available to Chamber members free of charge.

**Certificate of Origin Documents:** Certificate of Origin documents are \$20 for Chamber members (\$100 for non-members).

### Delmarva Broadcasting

**Company:** 15% in bonus air-time on commercial orders placed by new advertisers on any Delmarva Broadcasting radio station.



DELMARVA BROADCASTING COMPANY

**Dental and Vision Plan:** Dominion Dental Services provides dental and vision benefits on a group and individual basis with competitive, member-exclusive rates.



**Constant Contact Email Marketing Service:** State Chamber members are eligible to receive discounts on their Constant Contact account subscriptions.

**Continuing Education Certificate Discounts:** The University of Delaware offers a 10% discount to State Chamber members when they choose to sign up for continuing education certificate programs.

**LegalShield:** All Delaware State Chamber members and member companies now have the opportunity to access affordable legal services. LegalShield is one of the nation's leading providers of legal safeguards for individuals, families, small businesses and employee groups.



Some information about member benefits may require signing into your member portal. If you need assistance accessing your account, please email [info@dscc.com](mailto:info@dscc.com) or contact your membership representative.


**DELaware STATE CHAMBER OF COMMERCE**

2019 - 2020

# LEGISLATIVE ROSTER

150<sup>TH</sup> GENERAL ASSEMBLY

**\$35** ORDER: [www.dscc.com/roster](http://www.dscc.com/roster)

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# CHAMBER Committees

State Chamber members play a visible, active role in the business community by serving on committees. If you would like to get involved, contact the committee's Chamber representative.

## **Delaware Young Professionals Network**

The Delaware Young Professionals Network was formed to encourage young professionals, aged 21 to 40, in Delaware to get involved in the Chamber, develop relationships with peers, colleagues and mentors, and encourage personal growth through professional development opportunities.

**Contact Kelly Basile at (302) 576-6564 or [kbasile@dsc.com](mailto:kbasile@dsc.com).**



[facebook.com/DSCCDYPN](https://www.facebook.com/DSCCDYPN)

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## **Ambassador Committee**

The Ambassador Committee is a specially chosen group of volunteers that assists in increasing membership and retention, and acts as a liaison between the State Chamber staff and the membership at large.

**Contact Chuck James at (302) 576-6562 or [cjames@dsc.com](mailto:cjames@dsc.com).**

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## **Economic Development Committee**

The Economic Development Committee promotes policies and regulations that facilitate the expansion of existing companies, and advocates for practices that expand the tax base and create higher-income employment opportunities. The committee will also act as a key resource for businesses that are considering locating in Delaware by partnering with the Delaware Prosperity Partnership, County and City Economic Development Offices and local chambers, to promote innovative strategies that foster a business climate that attracts new and cutting-edge companies to Delaware.

## **Employer Advocacy and Education Committee**

The Employer Advocacy and Education Committee discusses and evaluates human resource and personnel issues, advises Chamber leadership on the impact of proposed legislative and regulatory measures, and educates the membership about regulatory requirements affecting their bottom line.

## **Environmental Committee**

The Environmental Committee works closely with the Department of Natural Resources and Environmental Control (DNREC) and is involved in the review and shaping of environmental legislation and regulation.

## **Healthcare Committee**

Members of the Health Care Committee discuss key health care issues facing Delaware businesses and provide feedback to the Chamber legislative team to assist in formulating policy.

## **Infrastructure and Transportation Committee**

The Infrastructure and Transportation Committee monitors issues, policies, and trends affecting Delaware's infrastructure and transportation systems, as well as advises the Chamber's Board of Directors on related policy issues.

## **Joint Military Affairs Committee**

The Joint Military Affairs Committee aims to build efforts to support the hiring of military veterans, and to support the local branches of the military on other relevant issues. Its goals include building business relationships to support the military community, and to create jobs for reserve components and veterans.

## **Small Business Alliance**

The Small Business Alliance serves Delaware businesses of fewer than 150 employees by coordinating with the Chamber at-large in legislative advocacy. The SBA and DSCC work to ensure the business climate in Delaware is conducive to the support of new and existing small businesses in a dynamic economy, safeguarding their long-term competitiveness and the retention of private-sector jobs.

## **Tax Committee**

The Tax Committee reviews tax legislation, and lobbies for the reduction of personal and business taxes in Delaware.

**Contact James DeChene at (302) 576-6560 or [jdechene@dsc.com](mailto:jdechene@dsc.com).**



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# CALL THE CHAMBER

The State Chamber of Commerce staff works for you, serving our member companies and organizations statewide. This State Chamber staff directory lists phone numbers and email addresses, as well as individual areas of responsibility. If you need business assistance or information, please don't hesitate to call.



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DELAWARE STATE CHAMBER OF COMMERCE

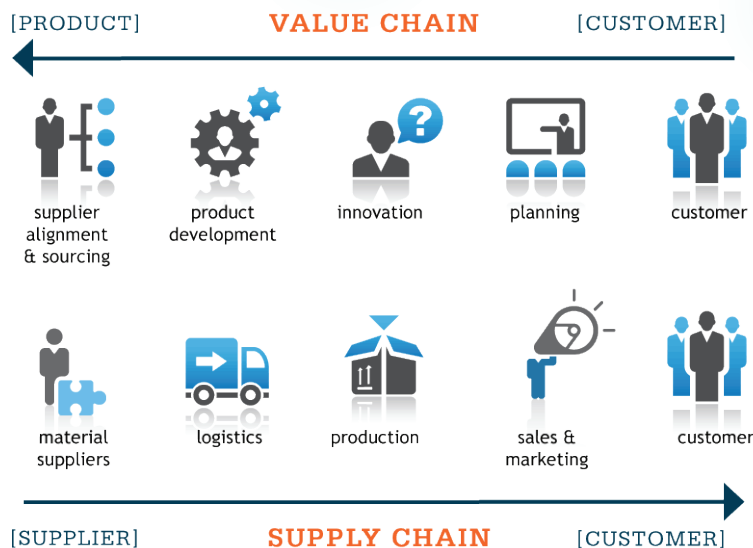
1201 N. Orange Street, P.O. Box 671  
Wilmington, DE 19899-0671  
(302) 655-7221  
www.dsc.com  
facebook.com/delawarestatechamber  
twitter: @Destatechamber

The mission of the Delaware State Chamber of Commerce is to promote an economic climate that strengthens the competitiveness of Delaware businesses and benefits citizens of the state. The Chamber will provide services members want; it will serve and be recognized as the primary resource on matters affecting companies of all sizes; and it will be the leading advocate for business with government in Delaware.

## WHAT ARE YOUR SUPPLY CHAIN WEAKNESSES?

Risk is everywhere. It doesn't sleep. It often shows up uninvited and at the most inopportune time. Manufacturers most trusted resource, the NIST-Manufacturing Extension Partnership, provides a step-by-step roadmap to help manufacturers **address risk, increase visibility and create supply chains that function at optimum capacity.**

We'll show you how to apply constraint theory concepts that address risk, and account for total cost of ownership, so you may make informed sourcing decisions that increase the flow of products from suppliers to customers, using a value system model.



To learn more about  
Supply Chain Optimization,  
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or call 302.283.3131.



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