

# DELAWARE BUSINESS

May/June 2019 \$3.00



**A PIECE OF  
HISTORY:**  
Hockessin Colored  
School #107

# Bebe Coker

John H. Taylor Jr. Education  
Leadership Award Winner

**PLUS:**

Superstars in Education Winners

Guide to Legal, Government Affairs  
and Incorporating Services

Guide to Wellness and Health



A PUBLICATION OF THE  
DELAWARE STATE CHAMBER OF COMMERCE

M&T



*Bebe Coker peruses an exhibit at the Delaware Historical Society and recounts her role in the desegregation of schools. Read her story on page 42. Photo by Nick Wallace Photography*

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Bebe Coker, longtime community activist, poses in the Old Town Hall building of the Delaware Historical Society. PHOTO BY NICK WALLACE PHOTOGRAPHY

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# Message from the President



Michael J. Quaranta

Every year our education affiliate, The Partnership, Inc. celebrates an individual that made his or her mark in Delaware education circles, and more importantly, touched the lives of countless individuals with the contributions they made. This year is no exception as we award the prestigious John H. Taylor Jr. Education Leadership Award for

2019 to Beatrice “Bebe” Coker. Ms. Coker has been a community activist in Delaware for over 50 years. She was appointed by former Governor Pierre S. du Pont to join the Citizens Alliance for Public Education to help ensure the peaceful desegregation of schools. She is a graduate of Morgan State University and has worked in social services, public and community relations, and diversity training. In addition to her community service and commitment to improving Delaware’s education system, Ms. Coker is a playwright, poet, and lyricist. Please join me in congratulating Ms. Coker for all that she has done.

We are grateful for the numerous Superstars in Education submissions we received this year. All were impressive and selecting winners is always a difficult task. Our Superstars this year include the Latino Family Literacy Project at Blades Elementary School, BARK Builders leadership program at Springer Middle School, and the “Book Bling” program at Woodbridge Early Childhood Education Center. See their stories beginning page 29. Congratulations to all!

Finally, never underestimate the impact you have as a participant in Delaware Principal for a Day. Shadowing principals, visiting teachers in their classrooms, and talking with kids of all ages, is a rewarding experience and worth every moment. Schools are open to hear from business leaders like you as they fine tune or emphasize elements of their instruction to better prepare the leaders, entrepreneurs and employees of tomorrow. I hope you will sponsor and attend future Superstars in Education events and participate in Principal for a Day during October, too. These are great ways to give back and witness all the terrific people out there doing very amazing things.

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## LEGISLATIVE PRIORITY

# For the Good of the Business Community

BY JAMES DECHENE

RECENTLY I SPOKE with an elected official who expressed surprise that the State Chamber would take a position related to criminal justice reform, specifically a bill impacting how expungements could be granted for a variety of offenses. The official wondered why the business community would weigh in, or even why they would express concerns over the legislation. As originally drafted, the bill treated many minor and major offenses somewhat similarly in their eligibility for expungement. I raised the point that there are types of crimes that have a largely different impact on an employer (think embezzlement vs offensive touching). After I explained that while some employers have flexibility in their hiring practices, for many employers, especially those who work with vulnerable populations (think child care facilities and home health aides), having the full background of an applicant is imperative to the ongoing success of that business.

The Chamber supports changes to help provide ex-offenders with more opportunities for employment, but care must be taken to protect both the employer, employee and consumer. The conversation made me realize that for many there exists a disconnect on how much of public policy impacts the business community. This is just one issue we weigh in on, and where it's helpful for businesses to provide feedback on their policies to legislators.

Issues like tax reform, healthcare, and infrastructure investment all are top line part and parcel topics that chambers frequently weigh in on, and advocate for. The State Chamber of Commerce is no different in that we can be found making comments on legislation at committee meetings, or grabbing the ear of a legislator to discuss, for example, how infrastructure investment generally is a good way to direct public funds, and how that investment pays off dividends in the future.

More nebulous, but equally important, are issues more esoteric in how they impact businesses. Issues like workforce development, primary and secondary education options, opportunities and impacts, and labor law and which interactions between employers and employees are governed. Additionally, the aforementioned piece of legislation regarding expungements, criminal justice reform and

how changes to how arrest records and convictions are handled, are issues on which the Chamber will make comment.

In fact, this is one of the reasons why the 14 chambers of commerce from around the state have joined together to form the Association of Chambers. It's a way to highlight the importance of these issues to businesses, and elected officials, throughout Delaware, but to also help employers stay informed on policy issues and decisions that will impact them.

For example, take the fact that nationally 22% of those working in manufacturing currently will retire within 10 years. Literally millions

of jobs will need to be filled in just this sector alone, and planning needs to start now to ensure the US stays competitive and grows in the future. Proportionately, those numbers hold true for Delaware jobs as well, and is one reason why the Association of Chambers is advocating for further Pathways to Prosperity curriculum development to align with future jobs needs. The Delaware Manufacturing Association recognized this a number of years ago and helped develop an advanced manufacturing curriculum that prepares students for the jobs of today and tomorrow. The chambers of commerce community wants to help do something similar with future curriculum development.

The litany of policy priorities proposed and debated in the General Assembly is wide and varied. From efforts on criminal justice reform to banning plastic bags, from changes to the education system to funding broadband investment in Kent and Sussex counties, and from changes to bidding and work requirements on public works projects to efforts surrounding the legalization of marijuana, all have a direct impact on business in Delaware. Part of the education process involves Chamber members talking to their elected officials to explain what their business does and how decisions made in Dover will have an impact.

This is where the Chamber can help. We have started a program to assist companies who want to bring elected officials into their business to have a conversation, to give a tour and to start to build a relationship showing the value add they bring to Delaware. For more information, contact me at [jdechene@dsc.com](mailto:jdechene@dsc.com).



PNC

# Member news & Notes



## NONPROFIT SPOTLIGHT: **Delaware Zoological Society** BY MICHAEL ALLEN

» The Delaware Zoological Society is the nonprofit partner organization that supports the educational, financial and managerial backbone of Delaware's only zoo, the Brandywine Zoo, in tandem with the State of Delaware. When you become a member of the Brandywine Zoo, you are joining the Delaware Zoological Society.

The Society's mission with the Brandywine Zoo is to provide a comprehensive program of conservation, education and recreation to the residents of the State of Delaware and the Brandywine Valley.

Visiting the Brandywine Zoo is a cherished childhood memory for many locals. The 114-year tradition is ongoing

as new generations discover animals from around the world and become inspired to care and learn about a bigger world and their role in it.

Appreciation and respect for animals and acting to conserve wild habitats are top-tier learning objectives of the Delaware Zoological Society's education

*continued*

# Member news & Notes

and conservation programs. We produce onsite learning programs and special events year around, support group field trips to the zoo, and send our Traveling Zoo van and education staff to schools, libraries and children's hospitals to engage with children who are unable to visit.

About 50,000 people a year visit the Brandywine Zoo and take part in educational and social programs for all ages, and about 15,000 children each year experience the Travelling Zoo program.

In addition to managing membership, marketing, business operations, and fundraising, the Delaware Zoological Society contributes to the physical improvements to the zoo. As plans unfold, most of the current zoo exhibits will be replaced with new habitats better suited to the animals, and the zoo's size and climate. For 2019, an animal contact area and various new breeds of goats will be added. In 2020, a new Madagascar exhibit is planned, featuring several species of lemurs and radiated tortoises.

The Delaware Zoological Society supports field conservation locally, nationally, and internationally. The Zoo has pioneered the award-winning American Kestrel Monitoring Program in Delaware and the expanded the Urban Wildlife Institute to Delaware. The Society also supports global wildlife conservation initiatives, such as, the release of captive-born Andean Condors in Colombia, Red Panda Network, Kaminando and Paso Pacifico. Read about all these programs on our website or become a member and receive updates to these and many other activities in our ZoNews member publication.



Financial support for the Delaware Zoological Society is tax-deductible and comes from various sources: Memberships, on-site earned revenue, our planned giving society, the Eagle Legacy Circle, grants, fundraising events, and corporate sponsorships. Two annual fundraising events at the Brandywine Zoo have become must-do traditions in Wilmington: The Parrot Party (July) and Brew at the Zoo (September). We invite Chamber businesses to sponsor and promote themselves at these events and others throughout the year, such as the Boo at the Zoo, Member Party and Family Fun Nights. For more information about donations and sponsorship opportunities, you can call 302-571-7788 x 206 or email [development@brandywinezoo.org](mailto:development@brandywinezoo.org).

We encourage you to become involved and support your Delaware Zoological Society and Brandywine Zoo.

## Gene Editing BREAKING CANCER'S CODE

» The Gene Editing Institute at Christiana Care is an international leader in research using the CRISPR gene editing tool. The institute is the first of its kind in the nation embedded in a community cancer center—the Helen F. Graham Cancer Center & Research Institute.

“At Christiana Care, we approach gene editing from a patient-first perspective,” said Eric Kmiec, Ph.D., director of the Gene Editing Institute. “Gene editing with CRISPR could literally wipe out certain diseases, and it could make cancer treatments quicker, easier and with fewer side-effects.”

CRISPR stands for “clustered regularly interspaced short palindromic repeats.” It is a defense mechanism



CONTRIBUTED BY CHRISTIANA CARE HEALTH SYSTEM

found in bacteria that allows the bacteria to recognize and slice up the DNA of invading viruses. Scientists have learned how to manipulate this mechanism so that it can be programmed to find and remove a specific sequence of DNA code and replace it with a different sequence.

The Gene Editing Institute's breakthrough research using a new "cell-free" CRISPR technology was the first CRISPR tool capable of making multiple edits to DNA samples "in vitro," which means in a test tube or petri dish. It could allow researchers to take fragments of DNA extracted from human cells, put them into a test tube, and quickly and precisely engineer multiple changes to the genetic code. The results were published in the prestigious CRISPR Journal last year. Today, it continues to be one of the most popular articles in the publication.

The advance could have immediate value as a diagnostic tool, replicating the exact genetic mutations found in the tumors of individual cancer patients. Mutations that cause cancer to spread can differ from patient to patient, and being able to quickly identify the correct mutation affecting an individual can allow clinicians to implement a more targeted treatment strategy.

The Gene Editing Institute is working with the Israeli-based biotech firm NovellusDx on a commercial application of the tool to improve patient treatment.

"We are building the tools of tomorrow as we provide leading-edge care for our



*Researcher Brett Sansbury, Ph.D., and Eric Kmiec, Ph.D., director of the Gene Editing Institute, hold vials of CRISPR RNA and the CPF1 enzyme. The CRISPR/CPF1 gene-editing tool allows researchers to take fragments of DNA extracted from human cells, put them into a test tube and quickly and precisely engineer multiple changes to the genetic code.*

patients today," said Janice E. Nevin, M.D., MPH, Christiana Care president and CEO. "By forming partnerships with leading biomedical firms around the world, we are laying the groundwork for a vibrant, job-producing innovation corridor in Delaware and the region."

In another first, the Gene Editing Institute is developing a clinical trial using CRISPR gene editing technology to make chemotherapy more effective for patients with lung cancer.

Based on his reputation as a pioneer in the field, Dr. Kmiec was selected by organizers of the 2019 Bio International

Convention, held in Philadelphia June 3-6, to lead a panel discussion on gene editing. His panel will focus on engaging venture capitalists investing in gene editing companies and helping them to understand the facts behind the hype, how human gene editing will affect our lives, who will benefit from this amazing technological development and how to make it accessible and affordable for underserved populations.

Learn more about the Gene Editing Institute at <https://research.christianacare.org/geneeditinginstitute>, and follow on Twitter at @GeneEditingDE.

# Member news & Notes



*Educators at a Wallops Flight Facility Focus Day.*

## NONPROFIT SPOTLIGHT: **DASEF**

» Exploring the ocean depths.  
» Unearthing prehistoric fossils.  
Operating an advanced flight simulator. These are just a few of the activities available to students through DASEF (also known as the Delaware AeroSpace Education Foundation). DASEF is an innovative and progressive nonprofit with the vision and resources to connect the science and technology of earth and space with Delaware youth, educators and their community

DASEF, headquartered in Smyrna, Delaware, was established in 1990 with

aims to improve the quality of life through advocacy of education, the environment and strengthening the work force. Over 30 years, DASEF has impacted the lives of over 585,000 Delawareans. This organization focuses heavily on Science, Technology, Engineering and Mathematics (STEM) education, and leveraging this knowledge to create a more talented and capable workforce, as well as lending to economic development opportunities. Teaching and learning STEM also creates an understanding of the world around us in order to better

utilize and protect the resources it provides.

Recognizing a steadily growing population in Kent County early on, along with an increasing demand for educational STEM programs, they opened its Environmental Outpost in 2007, an educational complex located on 40 acres in Kent County. It is at this facility that students and their families are introduced to many STEM concepts and applications as related to our environment and our universe. From planetarium field trips and outreach for schools, to full-



*Left: A young cadet using the Advanced Flight Simulator. Right: Teens from Delaware State University visit DASEF for a day of rocket building and launching, telescope construction and viewing the night sky!*

day academies learning about space architecture, physics, and rocketry, to overnight programs where students can design a robotic vehicle and conduct in-flight experiments via a Mars simulation, K-12 students can participate in a wide range of immersive STEM experiences.

In addition to creating a skilled workforce to keep Delaware competitive in various sectors, day visitors and overnight stays all contribute to local businesses, hotels and restaurants. To continue serving its community through educational opportunities and bringing business to the area, DASEF is currently building its Innovation Technology Exploration Center (ITEC), with projected annual attendance at 30,000 visitors. Its location on Route 1 makes it easily accessible to local and out-of-state guests alike. Between ITEC and the Outpost, DASEF's campus will feature nature paths, Charles Park's Studio sculpture, a planetary walk and the Galaxy Garden – the third of its kind in the world, making it a unique destination and attraction. As a “green” facility, ITEC will showcase how environmentally friendly future buildings can be achieved with public-private partnering.

For more than 30 years, DASEF has helped educate hundreds of thousands of people - many of them children - how to be better stewards of our planet through STEM education,” said U.S. Senator Tom Carper. “We are building a talented, educated workforce here in Delaware and DASEF is an important component to that mission.

DASEF lives its mission every day,

with emphasis on an appreciation and understanding of the natural world and beyond, and the integration of human ingenuity with the ecosystems of the Earth. You can learn more about their efforts, and how to help, in developing a STEM-expert workforce, attracting visitors to the area and creating a sustainable future for our state at [www.dasef.org](http://www.dasef.org).



## MAKING A POSITIVE IMPACT

### DASEF student testimonial

“I went to DASEF academies for two years as a student and loved it. I decided I wanted to share that happiness with others so signed up to work as a pilot at the academy. Through DASEF, I have made multiple friends and many fond memories. I know how to problem solve better, I know how to work with kids better, and I know how to teach. I was accepted into my high school's National Honor Society, which I couldn't have done without Dr. Wright's determination to help others.”

— Amanda Beyer, Mount Pleasant High School

## Delaware Prosperity Partnership

BUILDING A BETTER FUTURE FOR ALL DELAWAREANS, ONE JOB AT A TIME

» Since its creation in August of 2017, Delaware Prosperity Partnership has recruited a core staff led by President & CEO Kurt Foreman and now the statewide economic development team is laser-focused on building a brighter future for Delawareans. The four pillars of DPP's mission include growing and retaining businesses, supporting Delaware's innovation ecosystem and developing resources to support the talent needs of employers in Delaware. Based on research completed by TIP Strategies, a nationally recognized firm specializing in economic development, Delaware's core business sectors include Food and Agriculture, Business and Financial Services, Manufacturing and Logistics, Science and Technology and Education and Healthcare. "Delaware's enviable location, business-friendly culture and affordable cost of living make it an ideal place for many businesses, millennials and families and we are proactively working with companies and start-ups eager to grow in Delaware. "We are encouraged by the progress we

are making in collaboration with partners statewide. Collaborating is essential to success."

Here's a snap shot of some recent successes.

### Food: JustFoodForDogs

A California-based company JustFoodForDogs (JFFD) is opening a pet food kitchen in Delaware. As their name says, the breakthrough company creates fresh, whole-food for pets. They opened their first dog kitchen eight years ago in California and fast forward to today, JustFoodForDogs has grown exponentially with more than 70 retail locations as well as a robust online sales business.

"JustFoodForDogs continues on a rapid growth trajectory as more pet parents choose fresh, nutritious, whole-food over kibble," said Carey Tischler, CEO of JustFoodForDogs. "Our expansion across the country requires an East Coast facility to support the demand of our customers and we are thrilled with everything Delaware has to offer. We are thankful for the collaboration from the Delaware Prosperity Partnership for making it so attractive to do business here."

JFFD is investing \$2M in a 21,000-square-foot kitchen in New



Castle County and plans to employ up to 50 people with an estimated payroll of \$2.24M. The first Delaware kitchen is expected to produce 30,000 pounds of food daily to be distributed direct-to-consumer via online sales and JFFD pantries throughout the United States.

### Science & Technology: Wilmington PharmaTech

Wilmington PharmaTech, a Contract Research/Manufacturing Organization with locations in Newark, Delaware and Suzhou Jiangsu, China, is expanding. They plan to hire up to 139 employees almost tripling their current workforce as well as invest \$18M in a new research and manufacturing facility at their 2309 Sunset Lake Road location. "The DPP team worked closely with Wilmington PharmaTech's team to understand their growth plans, assess their readiness and then facilitate engagement with the Division of Small Business to develop an offer for Strategic Fund grant support," said Kurt Foreman, DPP President and CEO.

Dr. Ke Li, director of operations at



PharmaTech, said that DPP’s support was “pivotal” to the process. “They really communicated with the state and guided us through the whole process,” he said. “As a small company, our experience dealing with the state government was limited.”



**Business & Financial Services:  
Marlette Funding, LLC.**

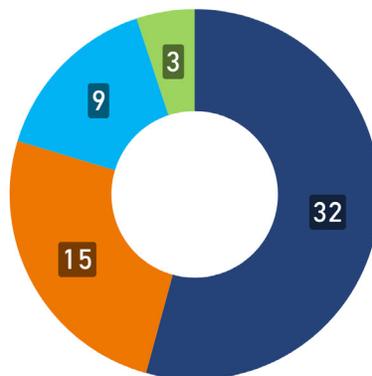
Marlette Funding, LLC, a leader in the FinTech sector, is adding jobs in Delaware. Marlette Funding, LLC, utilizes the consumer-lending platform Best Egg, which offers an award-winning online personal loan platform. They plan to create 232 new full-time jobs and make a \$7.5M capital investment in New Castle County.

“Delaware has been a great state to grow our business, we expect to grow and provide additional economic benefits that will contribute to the overall economic development efforts of the first state,” said Jeffrey Meiler, CEO of Marlette Funding, LLC.

The Delaware Prosperity Partnership is actively working to attract, grow and retain businesses. As of March 31, 2019, this was the pipeline of active projects:

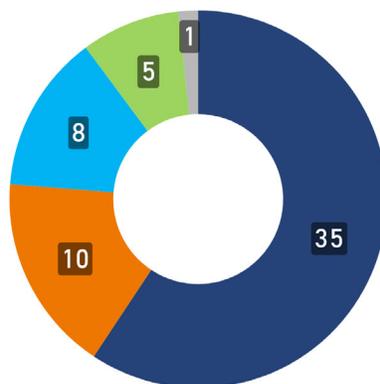
- 59 active projects
- 3,677 potential new jobs
- 1,336 potential retained jobs
- \$180M potential capital investment

DPP ACTIVE PROJECTS: SECTOR



- Manufacturing & Logistics
- Science & Technology
- Business & Financial Services
- Food & Agriculture

MARKET PRESENCE



- New to Market
- Expansion & Retention
- Expansion
- Start-up
- Retention

Source: Delaware Prosperity Partnership  
Data as of: **March 31, 2019**

## Choose Central Delaware Update

» The Kent Economic Partnership under the leadership of Linda Parkowski has exciting ventures underway! The organization is on a mission to get businesses to Choose Central Delaware.

A new website will be launched, this website offers businesses seeking to come to Central Delaware all the resources they need to make their decision and transition a smooth one. The new site is streamlined and offers information pertaining to Central Delaware and why a business should Choose Central Delaware. The complete rebuild comes with identified shovel ready sites.

Kent Economic Partnership is also deploying the Business Retention and Expansion Program. This program will give existing companies already located in Central Delaware the opportunity to inform the KEP their present and future needs to succeed. The goal is to help all businesses in Central Delaware.

Marketing Central Delaware is very important to the Kent Economic Partnership and has placed ads in selected publications. Choose Central Delaware attended trade shows.

Putting Central Delaware on the map is one of the missions of the KEP, now trading as Choose Central Delaware.



## Update from Delaware Division of Small Business



» The Division of Small Business has launched several initiatives to help small business owners, including a robust, new website, a series of match-making events and marketing Delaware's 25 Opportunity Zones.

On March 12, the Division, in conjunction with New Castle County, the New Castle County Chamber of Commerce, NCCCC Emerging Enterprise Center and YWCA Delaware, held the first in a series of match-making sessions, called Make Me a Match.

Make Me a Match brings together small business owners and purchasing managers from large Delaware companies.

Each event focuses on large companies in a particular industry. The March 12 meeting highlighted the construction field and attracted more than 40 small businesses.

Future events will be held quarterly and will focus on industries such as financial services and biotechnology.

The Division also recently launched its new website, [www.delbiz.com](http://www.delbiz.com).

The website incorporates features developed after receiving feedback from small business owners, including

a statewide calendar of small business-related events and contact information for each of the Division's Regional Business Managers. The RBMs each work one-on-one with people looking to start or expand businesses.

One of the most useful features of the site is the Business Resource Connection, an interactive portal that sorts 300 programs offered by more than 80 organizations in Delaware to find small business owners programs that would be most useful to them, from getting help writing a business plan to finding new sources of access to capital.

"The Business Resource Connection is a direct result of feedback we received from talking with Delaware's small business community," said Damian DeStefano, Director of the Division of Small Business. "Small business owners told us their lives would be easier with a place to go to find the help they needed for specific issues when they needed it. This tool will simplify that search and improve business outcomes."

The Division's website is also the place to learn about the advantages of investing in

one of Delaware's 25 Qualified Opportunity Zones, part of a federal program that offers tax savings for investing in economically distressed Census areas.

Many of the Opportunity Zones are located in areas where additional incentives are available. Twenty contain former Brownfield sites. Eleven are located in Downtown Development Districts which offer rebates on qualified expenses related to real estate construction and renovations.

The Division of Small Business is a champion for Delaware's hardworking small business owners, who are such a key part of the state's economy.

Make use of all the Division of Small Business has to offer by:

- Signing up for an upcoming Make Me a Match event (free to attend)
- Submitting your organization's event to the online calendar.
- Contacting a Regional Business Manager to schedule a one-on-one meeting.

Delaware is a great place to run a small business and the Division of Small Business is working to make it even better.

# Catching up with Sussex County

BY WILLIAM PFAFF

»» When it comes right down to it, it's all about jobs. Today's economic recovery approach must be more innovative than ever. And in every state and country, competition is fierce not only to create more places to work, but to retain existing jobs and create an environment that helps grow local businesses as well.

The good news locally is that we've shaped a number of initiatives supported by Sussex County Council to give our county a shot in the arm. And they are enabling results! Take for instance the low-interest loan program my office, Sussex County Economic Development, launched in spring 2018.

The county's public-private partnership with Discover Bank, the National Development Council and the Small Business Administration invested \$4 million in the ExciteSussex Loan Program to provide low interest, long-term loans, aimed at businesses that have at least 10 employees and have been in business for at least two years.

To create new interest in these areas, Sussex County identified three Economic Development Zones ripe for redevelopment and expansion. In addition to the new Economic Development Zones, Delaware has chosen 25 Opportunity Zones, five of which are in central and western Sussex County. Delaware's Opportunity Zone tracts, recently designated by the U.S.

Department of Treasury include areas in Georgetown, Laurel and three in Seaford.

These Opportunity Zone designations will assist ongoing community development efforts and encourage additional private investment. As a result, qualified investors in the zones will become eligible for federal tax incentives. As growth moves westward from the coastal areas, these new incentives help make central and

The second company to set up shop in the park will supply flooring materials.

Benefitting Sussex County in 2019 is our new economic development tool, a digital research software program providing geographically specific market information to empower entrepreneurs in their decision-making processes. The new program will be incorporated into the ExciteSussex website in May 2019 and will be free of charge to use, thanks

to the county's investment.

Also, in July 2019, we will introduce a new program called "economic gardening." This program, national in scope, will be the first of its kind in Delaware. Developed by economic development experts Chris Gibbons, National Center Economic Gardening, economic gardening focuses on second-stage

western Sussex the new frontier.

But we're not stopping there. We're pleased to announce that two (with negotiations underway on a third) lots have been leased out of 12 available in the county's newly-developed Delaware Coastal Business Park (see center fold-out section) located in Georgetown. Today, Atlantis Industries – which manufactures plastic injection molding – is up and running with 35 full time workers in a 40,000-foot building. Also, in 2018, DGS Properties LLC, operating as Creative Floors South, Inc., leased a 2.24-acre parcel at the Business Park.

companies that are ready to scale up. Employing strategic information, we will help companies overcome obstacles and identify pathways to growth. Five existing companies located in Sussex County will be chosen to participate in this program.

Whether you're a business owner, a resident, or perhaps interested in being a part of one of the fastest growing counties in America. Visit our website today [www.ExciteSussex.com](http://www.ExciteSussex.com), or call our office (302-855-7770) to see how we can help you. Let's do business...in Sussex County!





## Ignore Sustainability at Your Own Risk BY MELANIE GEORGE SMITH

» You might be tempted to skip this article, thinking it has nothing to do with you or your business, but I promise you that it does. Sustainability can no longer be ignored. It is relevant to every business, whether you are a manufacturing company, a financial services organization, a large nonprofit or anything in between. Failure to understand what it is and begin to take steps toward sustainability in your organization will lead to significant competitive disadvantages and you will ultimately lose business as investors, customers, and the best talent flock to your sustainable competitors.

### So, what is global sustainability?

Sustainability is a strategy that considers an entity's impact on ESG factors - environment, society and governance. The environmental aspect addresses how companies perform as stewards of the natural environment in

the communities where they operate and in those of their suppliers. We all impact the environment on a daily basis while differing as to our material environmental impacts, risks, and liabilities. A manufacturing plant that uses a lot of water and discharges a lot of waste has one type of environmental impact while a retail clothing company has another and a financial institution has yet another.

Social criteria examine how companies manage their relationships with their employees as well as those in their supply chain. This includes, for example, ensuring that they are not purchasing supplies made with child or human trafficked labor. It means ensuring that the organization has diversity throughout its operations. Is your employee better off for working for you? Social criteria also further examine the impact on the local community in which the company operates. Does the company benefit the community by providing fairly paid

jobs, helping develop the local education system, or providing good training for its employees? Is the community better off for your operations there?

Governance boils down to integrity. It is how a company deals with its leadership, executive pay, audits, internal controls, and shareholder rights. Is the board of directors committed to not harming the environment? To diversity? Does it tie the compensation of its leadership to improving the company's impact on the environment, or diversity, or any other sustainability factors? Does the organization have a social purpose that is integrated into the fabric of its mission, vision, and business strategies?

Big business has already figured out the importance and value of sustainability. Of the world's 250 largest businesses, 92% report on sustainability measures. Eighty-six percent of the S&P 500 companies report on sustainability. This is up from 20% five years prior in 2011.

## Top 10 Sustainable Risks and Opportunities for Business

### Environment

1. Energy
2. Sustainable buildings and real estate, including strong resilience plans for climate-change related disasters like floods, hurricanes, droughts, or fires.
3. Water usage and waste production

### Social (People and Community)

4. Diversity in the organization
5. Strong culture of engagement with and giving back to the local community both financially and through volunteerism
6. Strong health and wellness programs for employees
7. Supply chain labor not child or trafficked

### Governance

8. Company has a social purpose, mission, and core values focused on long-term sustainability
9. Board-level commitment to sustainability
10. Integrated reporting of its sustainability and financial performance data

### What's in it for you?

Sustainability in business is more than wanting to make the world a better place. It actually makes business-sense to do so. Three stakeholder groups are driving the push for more sustainability: investors, employees, and consumers.

Investors look to sustainability performance as a sign of strong management and governance, and long-term thinking. There are dozens of stock exchanges worldwide dedicated to sustainable companies. Globally, there are now over \$22 trillion of assets being professionally managed under responsible investment strategies, an increase of 25 percent since 2014. Sustainable investing is an investment approach that considers environmental, social and governance factors in portfolio selection and management.

As for employees, millennials want to work for a company that has sustainability policies in a job that is fulfilling. Eight in ten millennials think the private sector has a very important role to play in achieving global sustainability. And, by 2025, 75% of the workforce will be millennials. This is six years away. Companies that want to attract and retain top talent would be wise to commit to sustainability or they risk losing out on the best and brightest employees.

Consumers are also driving the push for more sustainability in the purchases they make. A 2017 study showed that 87% of consumers will purchase a product if the company advocated for an issue they cared about, and 75% would refuse to purchase a product if the company represented an issue the consumer opposed. In fact, over 50% of the study participants had boycotted a company within the preceding year for bad business practices.

Smaller and mid-sized companies engaged in B2B supply chain sales with larger companies are starting to be required by those larger companies to adopt sustainable practices in order to continue doing business. It will only be a matter of time before these larger companies start asking their service providers (lawyers, accountants, marketing companies, etc.) to commit to sustainability in order to continue to serve the company.

A commitment to sustainability will not only attract investment, top talent and sales, but it will also naturally cut costs, as organizations seek ways to be more efficient, both in processes as well as utilities including water and energy. Some may protest and say that it costs more to be environmentally friendly. The issue is not whether there are upfront costs to becoming more efficient. There might be. The challenge is to identify which upfront investments in process and product efficiency will pay off in the long run. The challenge is to invest in innovation that has the potential to solve world problems while providing a new product or service to the marketplace, the sales of which will more than recoup the cost of investment.

Sustainability, in the end, is as much a business strategy for long-term prosperity as it is a strategy that will also make the world better.



**Melanie George Smith** is founder and president of Sustainable World Strategies, which drives business prosperity through strategic sustainability, community relations, and business development. She is an attorney and recently retired from 16 years of service as a Delaware State Representative and nearly 20 years as an attorney and pro bono coordinator at Richards, Layton & Finger.

## Bank of America names five Student Leaders for 2019

»» Congratulations to Dennis Chu, a Newark resident and junior at The Charter School of Wilmington; Jalen Johnston, a Newark resident and junior at Early College High School @ Delaware State University; Hannah Kim, a Newark resident and senior at Newark Charter Junior/Senior High School; Jacqueline Means, a Wilmington resident and junior at Delaware Military Academy; and Rishi Subbaraya, a



Hockessin resident and junior at Archmere Academy.

These five community-minded high school students have been chosen as Bank of America's 2019 Student Leaders, a signature philanthropic program that offers a paid summer nonprofit internship and participation in a week-long national leadership

summit, with 200 other Student Leaders across the country, in Washington, D.C.

They will spend the summer building their workforce and leadership skills by interning with SummerCollab, which partners with local organizations to provide exceptional summer learning programs for low-income youth throughout Delaware.

## Committed to Community

»» As one of Delaware's largest employers, JPMorgan Chase and its 11,000 employees are dedicated to making the communities where we live and work better through action and awareness.

JPMorgan Chase & Co. recently funded the release of Wilmington's Racial Wealth Divide City Profile in order to better understand how racial economic inequality is affecting the city. The event brought together local leaders, thought partners and community members to learn about the research and discuss key themes through a data presentation, a moderated panel discussion and a fireside chat with former and current elected officials.

Next steps include opportunities for local organizations of color to access



*JPMorgan Chase held an event on March 20, Advancing Economic Opportunities in Wilmington: Racial Wealth Divide Wilmington Report Launch. Pictured from left to right: Sarah Bainton Kahn, JPMorgan Chase; former Wilmington Mayor James Baker; Tony Allen, Provost, Delaware State University; former Wilmington Treasurer Henry Supinski; and JPMorgan Chase's Don Mell, Delaware Market Executive Director Hub Strategy; Tom Horne, Delaware Market President; Michelle Henry; and Courtney Hodapp.*

resources to assist them as they serve our community. The first cohort of nonprofits include Christina Cultural Arts Center, Delaware Center for Homeless Veterans, Delaware Community

Reinvestment Action Council, Inc., First State Community Loan Fund, Kingswood Community Center, Metropolitan Wilmington Urban League and The Latin American Community Center.



# THE FUTURE IS NOW: BUILDING THE PIPELINE FOR ENGAGEMENT

## SPRING LEGISLATIVE BRUNCH

HOSTED BY:



DELAWARE STATE CHAMBER OF COMMERCE &  
DELAWARE MANUFACTURING ASSOCIATION

*“Our efforts to create and develop a skilled workforce in our state are more important than ever.” — Governor John Carney, keynote remarks*

THE STATE CHAMBER and its affiliate the Delaware Manufacturing Association hosted its annual Spring Legislative Conference & Manufacturing Brunch on March 19, 2019. Manufacturing companies and related industries showcased their products and services and more than 250 business leaders and elected officials came together to network and discuss manufacturing, employee engagement and economic development.

Delaware Technical Community College hosted the event at their Terry Campus, with opening remarks from president Dr. Mark Brainard and DMA co-chairs Paul Morris, DEMEP, and Bryan Horsey, Bloom Energy.

Our morning keynote speaker, Kristin Giffin, is the Vice President and General Manager of the Services and Support Division at Agilent Technologies. Her morning presentation focused on employee engagement and development, lending to the State Chamber’s support of strong workforce development efforts to keep Delaware relevant and competitive.

Ms. Giffin’s key factors to strong employee engagement included demonstrated appreciation, competitive benefits and pay, effective communication and sharing of information, available coaching, development opportunities, a positive environment, and expectations that are clearly

defined and understood. She pointed out that benefits don’t always have to be monetary or healthcare related, but shared Agilent’s community service program which gives employees up to 40 paid hours per year to participate in volunteer activities. She also stressed that each employee is different and, therefore, will have different career goals and needs in order to accomplish them.

When sharing her own career experience, she said, “A lot of finding my purpose and my passion has been around taking risks, trying new things, moving around and discovering my passion through that journey. My own career path has not been a linear one. It’s important to understand that your own journey in leadership is going to be different than everyone else’s.”



Event attendees network with exhibitor, Sigma Data Systems.

# Legislative Brunch



*Dr. Mark Brainard, Delaware Technical Community College; Mike Quaranta, Delaware State Chamber of Commerce; Kristin Giffin, Agilent Technologies; and Delaware Manufacturing co-chairs Paul Morris, DEMEP, and Bryan Horsey, Bloom Energy.*



*Governor Carney gave afternoon remarks at the event, updating guests on his office's progress and initiatives.*

In the afternoon, Governor John Carney shared updates from his office, covering aspects of the budget and the State's collective work to manage excess revenue effectively and wisely, and the State's approach to the permitting process, which was emphasized by outside site selectors as being too extensive to be competitive with other states. He applauded the Departments of Transportation and Natural Resources for their current progress in addressing this issue.

Governor Carney encouraged ongoing efforts to build Delaware's workforce, "There are 5,000 [Delaware] students participating in Pathways to Prosperity programs, who are more likely to go into the workforce. Our future and current success as a state depends on how well we prepare our students."

U.S. Representative Lisa Blunt Rochester provided updates on her committees' work and said, "I want you to have hope and continue to have hope in our country and our future... I wanted to share that there is a lot of bipartisanship in addressing issues [important to Delaware] like infrastructure, prescription drugs and criminal justice reform.

Senator Chris Coons closed our event celebrating manufacturing, "If you're in manufacturing today, you're using a very wide range of skills and we need a new generation of young people coming in who have the skills, strength, flexibility and ability to work as part of teams, that make us competitive with the rest of the world."



*Above: Senator Coons shares his thoughts on Delaware's manufacturing community. Right: Congresswoman Lisa Blunt Rochester, Byran Horsey, Bloom Energy, Representative Mike Smith and Representative Mike Ramone, at the Manufacturing Brunch.*



## Q&A with Kristin Giffin

**Can you tell our members a little bit about your career path – what experiences brought you're here, and your experience within Agilent?**

I was a college hire into HP in 1990 which is now Agilent Technologies. I was hired in as a Manufacturing Engineer working in production. It was a great place to start my career as I met and worked with almost every function. Manufacturing is the ultimate team environment, so I really enjoyed that and the challenges that came with it. I've since held roles in R&D, technical support, global management, compliance, strategic planning, business quality and operations. I now run the Services and Support Division for ACG. As you can tell, I moved around a lot within the company, which is a testament to Agilent's development focused culture and the support and mentoring I have had working here over the years.

**From your comments during our event, we learned that your work passion revolves around employee engagement and development. Can you tell us a little more about that?**

I have been very fortunate to have excellent managers and mentors in this area over the years. My focus for my team is connecting the right people with the right assignments – ones where they benefit and the company benefits. I also think it is important to allow people to move and change jobs to develop.

**What is Agilent's approach to employee development and retention?**

We focus on employee development and training, and a culture with core values of trust, respect and teamwork. What we think sets us apart is our purpose as a company to improve the quality of life through our products and solutions, as well as our

company culture and employee environment. I mentioned during the event that it all starts from the top, and our company focuses on employee engagement and environment.

**Is there a program Agilent has in this area that has resulted in positive feedback from employees?**

We look at our benefits annually and something we implemented last year was our Volunteer Time Off program where each employee gets 40 hours per year to volunteer, whether it's a few hours per month or a week off. This is something that is very meaningful for employees and unique.

**Overall, what are your thoughts on Delaware's ability to attract and retain a strong workforce?**

We have great success hiring from University of Delaware and DTCC, and we have a talented workforce in the state. But I think we need to continue developing broad scientific and mathematical skills and focusing on developing a diverse workforce. We know diversity of thought leads to the best business results.



*Kristin Giffin of Agilent Technologies spoke about employee development and engagement during the morning session of the event.*

# Legislative Brunch

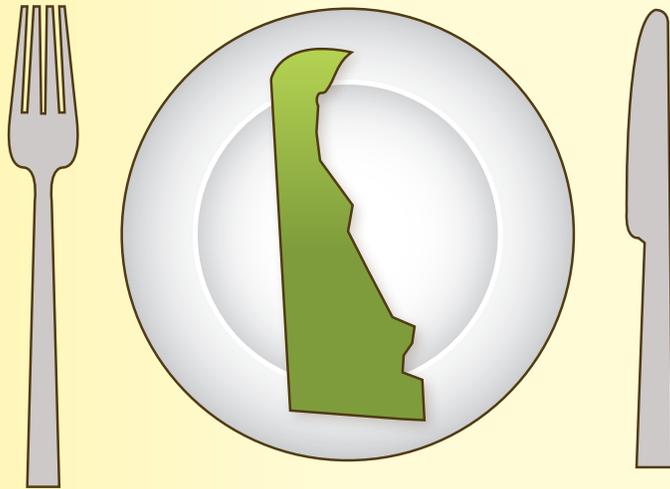


Member MDavis exhibited at the event and was able to talk about its contributions to Delaware's manufacturing industry.



Left to right, Noah Olson and Kurt Foreman of the Delaware Prosperity Partnership, and Jack London of Seedco Delaware networking at the event.

# MFG Brunch



# TASTE

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## of Delaware



Our 8th Annual Taste of Delaware, dubbed Delaware's Party on the Hill, was rescheduled from December 5, 2018 to April 3, 2019. We didn't let the change of plans slow us down and featured over 20 vendors showcasing Delaware's best food, beverage and hospitality. More than 600 guests joined us and honorary event host Senator Chris Coons in the Russell Senate Building for another fun and appetite-satisfying evening in Washington, D.C.



# TASTE of Delaware



Members of Delaware's Lenape Tribe visited D.C. from Kent County to see what Taste of Delaware was all about.



University & Whist Club shared a delicious crab appetizer.



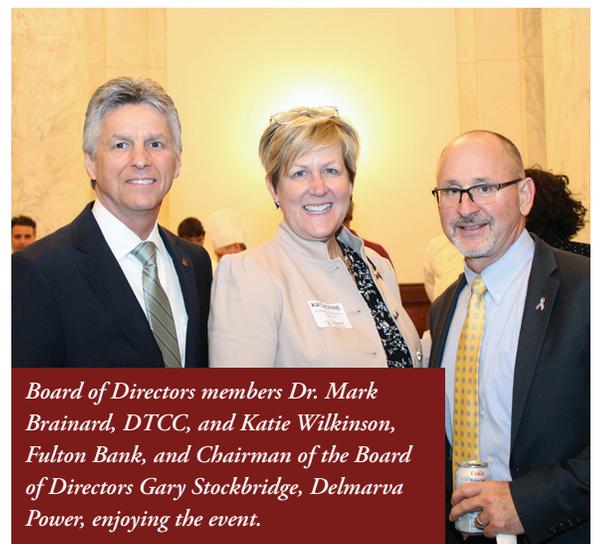
Waggies by Maggies had treats for guests to take home to their four-legged fur friends who weren't able to join us.



New and old event-goers are what make the atmosphere at Taste of Delaware so fun.



Senator Coons with the Homegrown family, one of our favorite places on Main Street, Newark.



Board of Directors members Dr. Mark Brainard, DTCC, and Katie Wilkinson, Fulton Bank, and Chairman of the Board of Directors Gary Stockbridge, Delmarva Power, enjoying the event.



*Networking at the Taste of Delaware is easy when you have 600 friends around.*



*What can be better than tons of food and lots of people gathered on Capitol Hill?*



*Staff and friends of Senator Coons' office.*



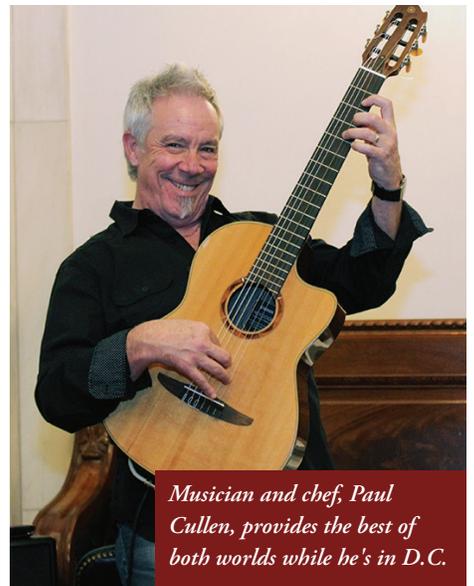
## Sweet Dreams are made of Cheese

The Culinary program at DelCastle Technical High School stole the show with their grilled cheese recipe. They were nice enough to share it with us, so we could share with you!

### INGREDIENTS:

- |                     |                 |
|---------------------|-----------------|
| Country white bread | Gruyere cheese  |
| Clarified butter    | Munster cheese  |
| Caramelized onions  | Minced rosemary |
| Cracked pepper      |                 |

Brush butter on two pieces of bread. Place butter side down on griddle. Place one slice of Munster on one side and a slice Gruyere on the other. Spread an even layer of onions, then sprinkle with minced rosemary and cracked pepper. Fold halves together. Place a weight on top for 1 minute or until golden brown, flip and repeat. Enjoy!



*Musician and chef, Paul Cullen, provides the best of both worlds while he's in D.C.*

# WELCOME

## New Members



### **1440 FILM CO.**

[www.1440filmco.com](http://www.1440filmco.com)

**(302) 656-1638**

**3 East Christiana Place  
Newark, DE 19702**

1440 Film Co. is a full service video production company located in Wilmington Delaware that specializes in commercial, documentary, and branded content. There are 1,440 minutes in each day. Our intention is to make each one count, on screen and off.

### **CHIPOTLE MEXICAN GRILLE**

[www.chipotle.com](http://www.chipotle.com)

**(302) 731-3037**

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Newark, DE 19713**

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### **CINNAIRE**

[www.cinnaire.com](http://www.cinnaire.com)

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Cinnaire is guided by an unwavering belief that all people deserve the opportunities provided by living in healthy communities. Since 1993, the organization has invested \$4.2 billion toward that goal, resulting in more than \$7.3 billion in community impact. A non-profit Community Development Financial Institution (CDFI) certified by the U.S. Department of

Treasury, Cinnair has supported 717 housing developments and 3.3 million square feet of commercial space, provided 101,000 affordable apartment homes and created or retained more than 65,000 jobs.

### **DELAWARE FOUNDERS INITIATIVE, INC.**

[www.defoundersinitiative.com](http://www.defoundersinitiative.com)

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**P.O. Box 4287**

**Wilmington, DE 19807**

Educate, mentor, and find funding for startup & early stage entrepreneurs.

### **ELITE LASTER & SKIN CARE CENTER**

[www.elitelaserandskincarecenter.com](http://www.elitelaserandskincarecenter.com)

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### **FIRST STATE ELEVATOR**

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The mission of First State Elevator is to become the regional leader in elevator repair, modernization, installation and consultation. We believe our commitment to

superior service will get us there, so everything we do has been engineered to minimize the inconvenience inoperable elevators create for our clients and the employees, residents, patients and students that depend on them.

### **FOX SCHOOL OF BUSINESS – TEMPLE REAL ESTATE**

[www.fox.temple.edu](http://www.fox.temple.edu)

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### **GEAR/STATE OF DELAWARE**

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**Wilmington, DE 19899**

Ajit Mathew George sees a future where state or federal inmates from Delaware will have farming jobs — and futures as entrepreneurs — waiting for them when they're released. All within the Wilmington city limits. Second Chances Farm was formed to hire and offer turnkey entrepreneurial opportunities to men and women returning from prison. He plans to open "vertical farms" inside abandoned warehouses and empty office space close to where these former prisoners live.

**TOWLES ELECTRIC**

[www.towleselectric.com](http://www.towleselectric.com)

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**P.O. Box 1012**

**Dover, DE 19037**

At Towles Electric Inc, We can meet a wide variety of your electri-



*Nonprofit member Preston's March for Energy celebrated the opening of their new office in Wilmington in March.*

cal needs including residential, commercial, farm, and industrial. Since 1978 we have been providing fast friendly & reliable service and quality workmanship to Delaware and surrounding areas. We will work around your business needs and hours and offer 24 hour Emergency Electrical Service.

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**(610) 930-3154**

**2240 Butler Pike**

**Plymouth Meeting, PA 19462**

We're strong for our customers and communities. Wells Fargo & Company (NYSE: WFC) is a diversified, community based financial services company with \$1.9 trillion in assets. Wells

Fargo's vision is to satisfy our customers' financial needs and help them succeed financially. Founded in 1852 and headquartered in San Francisco, Wells Fargo provides bank-

ing, investment and mortgage products and services, as well as consumer and commercial finance.

*\*new members as of March 31, 2019*

## SSB save date



Our February networking breakfast brought us to Diamond Chiropractic in Wilmington.



We welcomed Delaware's Commander in Chief, Governor Carney at the State of the Guard event in February.



Joe Purzycki shared his leadership story at the Chamber Leadership Breakfast in March and autographed copies of his book, *Mr. Townsend and the Polish Prince*.



The Spring Legislative Brunch & Manufacturing Conference was held at Delaware Technical Community College's Terry Campus in Dover.



The 8th Annual Taste of Delaware was rescheduled from December to April 3. The event, held on Capitol Hill, saw more than 600 attendees.



Bank of America



# Superstars in Education

The Delaware State Chamber of Commerce and its affiliate, The Partnership, Inc., are pleased to announce the 2019 Superstars in Education award winners

THIS YEAR MARKS THE 27TH YEAR that we celebrate educators and their programs and students, recognizing them for their innovative thinking and passion in building a brighter future for Delaware.

The 23 members our Selection Committee, led by Chair Ralph Kuebler and Dr. Linda Poole, met over the course of three months to choose our winners. The rigorous process included reading and grading applications, meeting to discuss the merits of each application and finally, making site visits to get a firsthand look at the finalists in action. Our selection committee returned full of excitement and fun stories from the site visits. This year we are proud to recognize three programs from around the state as our 2019 Superstars in Education award winners. These dedicated educators are creative and passionate about their programs. The students are engaged and eager to be lifelong learners, sharing meaningful and impressive testimonials about the impact these special programs have made on their lives.

Superstars in Education is charged with recognizing outstand-

ing educational programs and individual achievements. This event highlights excellence in science teaching, integrated classroom technology and school-to-career partnerships. It also serves the business community and its investment in the future. A strong workforce is imperative to economic development in the state. A skilled and educated workforce draws businesses to our state and encourages existing businesses to expand right here in Delaware. Whether college bound, preparing for a trade job or working in the manufacturing world, students need to be equipped with the knowledge and skills to be productive employees and citizens. Today's students are tomorrow's workforce.

The Partnership, Inc. is the 501(c)(3) education affiliate of the Delaware State Chamber of Commerce. It was created to promote charitable and educational activities by developing and fostering programs that encourage private sector involvement in workforce development and education. Superstars in Education and Delaware Principal for a Day are the organization's flagship programs.

## **SUPERSTARS IN EDUCATION AWARDS CEREMONY**

**Monday, May 13, 2019**

**4:45 - 7:00 p.m.**

**Wilmington University**

## MANY THANKS TO SUPERSTAR, RALPH KUEBLER!

WHEN IT COMES TO educational programming, there aren't many better suited to the task than Ralph Kuebler, chair of the Superstars in Education committee. Originally serving as MBNA's representative on the committee, Ralph joined in 1993 and has acted as chair for the last 18 years. Despite retiring 14 years ago, he continues to provide counsel and support to not only Superstars in Education, but various other nonprofit community endeavors.

During his time at MBNA, Ralph was tasked with leading the company's education foundation, and implemented educational grants program for Delaware teachers and a college scholarship and internship program for graduating high school seniors. The MBNA teacher grant program aided hundreds of Delaware educators each year and the college scholarship program assisted over 200 Delaware residents attending Delaware colleges and universities, leading them to become Delaware-based employees. A special education grant program was later developed under his leadership to fund programs for special needs students in grades K-12.

These programs were so successful and unique, Congressman Mike Castle asked Ralph to present these programs in Washington, D.C. before Congress so that other corporations would be encouraged to establish their own programs in support of education. Though he bid MBNA farewell some time ago, Ralph continued his role of education advocate, serving on many organizations' boards and committees, including, but not limited to, the Red Clay School District Education Foundation, Delaware Division of the Arts, New Castle County Castle Vocational School District, the University of Delaware and Public Allies Delaware.

Ralph believes that great educators need to be recognized for their hard work and that The Partnership, Inc. and Superstars in Education program serve that need well. He cites his own experience with excellent teachers and significant professional mentors as inspiration to continue his role in celebrating Delaware's outstanding educators, whose creativity and innovation are propelling students into the workforce.



*"Over the past twenty plus years, my participation in the Superstars in Education has been one of the most rewarding volunteer activities I have ever been engaged in. I have been consistently amazed at the high quality of education that takes place at all levels of Delaware Schools throughout the state. I thank the Delaware State Chamber for making this program*

*one of their priorities as a way to recognize many hard working teachers and administrators who, on a daily basis, do their very best to improve the quality of education being delivered in their buildings, and the efforts they make to teach, encourage, motivate, and prepare their students for the challenges they will face in tomorrow's workplace.*

*Cheryl Corn, Linda Poole, Peggy Strine, Rob Rescigno, and all the other outstanding individuals who serve on the Selection Committee have been a real delight to work with and I cannot thank them all enough for their dedication and professionalism in selecting the Superstar finalists each year. I will miss the school visits and companionship of the committee members the most and wish them well in the years going forward."*

### 2019 Superstars in Education Selection Committee

<b>Linda Poole</b> Co-chair Educationally Speaking, LLC	<b>Vicki Gehrt</b> New Castle County Vocational Technical School District	<b>Pat Smith</b> Holmes Smith Consulting
<b>Kim Allen</b> A Friend of the Family, Inc.	<b>Lora Johnson</b>	<b>Beverly Stewart</b> Back to Basics Learning Dynamics
<b>Eric Bentley</b> Microsoft Store at Christiana Mall	<b>Ralph Kuebler</b>	<b>Peggy Strine</b> Community Development Consultant
<b>Mary Liz Biddle</b> PNC Bank	<b>Michael Marinelli</b> Archmere Academy	<b>Carol Vukelich</b> University of Delaware
<b>Jen Boyett</b> Comcast	<b>Kendall Massett</b> Delaware Charter Schools Network	<b>Vicky Yatzus</b> Independence School
<b>Rachel Wiggins</b> Chan	<b>Connie Montaña</b> Bank of America	<b>Carolyn Zogby</b> Ursuline Academy, retired
<b>Nick Christine</b> Microsoft Store at Christiana Mall	<b>Meg Rafalli</b> M&T Bank	
<b>Donna Covington</b> Delaware State University	<b>Rob Rescigno</b> Wilmington University	
	<b>P.J. Simon</b>	

## Meet The Partnership, Inc. Board of Directors 2019



**Katherine K. Wilkinson, Chair,**  
Fulton Bank. N.A.



**Michael Quaranta**  
President, Delaware  
State Chamber of  
Commerce



**Mary Liz Biddle**  
PNC Bank



**Rick Deadwyler**  
Corteva Agriscience



**Dr. Victoria C. Gehrt**  
New Castle County  
Vocational Technical  
School District



**Dr. Paul A. Herdman**  
Rodel Foundation of  
Delaware



**Lora Johnson**  
Wilmington  
University



**Ralph A. Kuebler**  
MBNA America  
Bank, Retired



**Chris Manning**  
Nemours Children's  
Health System



**Linda Poole**  
Educationally  
Speaking, LLC



**Rob Rescigno**  
Wilmington  
University



**Bettina Riveros**  
Christiana Care  
Health System



**P.J. Simon**



**Peggy Strine**  
Community  
Development  
Consultant



**Carolyn Zogby**  
Ursuline Academy  
(retired)



**Joseph L. Yacyshyn**  
M&T Bank

## 2019 Winners

### LATINO FAMILY LITERACY PROJECT (LFLP)

#### Blades Elementary School, Seaford School District

The Latino Family Literacy Project (LFLP) supports culturally responsive teaching practices and additive bilingualism by developing family reading routines. It builds community and cultural exchange among Latino families and bridges connections between home and school by focusing on family reading routines. Bilingual texts are shared weekly with families through a lending library system. Educators work with families to create a shared family experience during which both parents and children learn English vocabulary together.

### BARK BUILDERS

#### Springer Middle School, Brandywine School District

The BARK Builders program was created to develop critical leadership skills among middle school students already exhibiting an interest in leadership, like those in student government, student ambassadors, and other leadership clubs. The student applicants are selected based on those who demonstrate academic achievement, the ability to work with others, a positive attitude, and the ability to become a spokesperson for their peers. B.A.R.K is an acronym for: Best effort, Academic achievement, Responsible actions, and Kind gestures.

### WIZARDS OF WORDS: "BOOK BLING" PROGRAM

#### Woodbridge Early Childhood Education Center, Woodbridge School District

Woodbridge ECEC's WOW (Wizards of Words) Team developed the "Book Bling" program to encourage reading both in and out of school. Students earn charms that they can wear on a necklace at school. For every 10 books/chapters read, a ticket is completed and can then be redeemed for a charm. Book Bling tickets are verified by the student's ability to verbally summarize or answer questions about what they have read.

THANK YOU TO OUR GENEROUS SPONSORS:



Leadership:



Gold:



Silver:



Bronze:



Patron:



Friend:



\*As of 4/19/18

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## Teleduction

Delmarva



# Springer Middle is Leading the Way

**BARK Builders program helps emerging leaders shine** BY CLAIRE ARMANN

**STRONG LEADERS** are hard to come by. At Springer Middle School (SMS) from the Brandywine School District, students are encouraged to practice leadership skills and expand on what it really means to be a leader through the BARK Builder program.

The BARK Builders program guides students who have shown potential to be great leaders through student government or student ambassador program. Being a BARK Builder allows unique opportunities and practical experiences to hone those special skills that all good leaders inherit.

BARK stands for Best effort, Academic achievement, Responsible actions and Kind gestures, all values that align with the principles of

SMS. Created 10 years ago, the program has proven to be influential, effective, and well received by both students and parents.

The BARK Builders program has many committees dedicated to implementing the core values of SMS, such as peer tutoring, peer mediation, posters, spirit week and fundraising. Through the tutoring program, during the 2017-2018 3rd marking period, 100% of students passed ELA, with 73% earning a C or above and 100% passed math with 87% earning a C or above. Peer mediation is a particularly special program that allows BARK Builders to act as moderators for disagreements among fellow students. Administrators rely on these students in

Del State Univ.

## Superstars in Education



certain situations, as having a fellow student mediate an argument can be more effective than a teacher.

The program also works on creating anti-bullying strategies, influencing positive behavior in and out of the classroom, academic support for other students and community service projects. At the end of the day, these students act as role models for their peers by positively influencing the school environment and creating lasting impressions on their community.

This application-based program only accepts 40-50 seventh and eighth grade students each year out of 100 applicants. After submitting an application, which includes a student essay and teacher recommendation, accepted students attend two summer sessions to prepare them for the upcoming year. The summer sessions include training for the various committees and community service projects. This is an opportunity for students to show administrators their dedication to the program and begin their path to being excellent student leaders.

Throughout the year BARK Builders are required to complete community service and serve on a committee. Service projects range from car washes to donating and delivering food and gifts to disadvantaged families in their school during the holidays.

The program's popularity is due to the impact these students make on each other and the parents. A BARK Builder who has been a part of the program for two years said, "Being part of BARK Builders, gives me a sense of accomplishment by performing community service and being a voice for other students." Parents of students in the program are incredibly supportive. Over the years, parents will have more than one student go through the program because they are so impressed by the outcome. The program is effective in its execution and continues to grow in its scope of community service activities and committees each year. The support the program has is vital to its success.

By allowing students to put their leadership skills to practice, they are learning life long lessons on the impact that they can have on those around them. ■



# Turning Books into Bling

Woodbridge students choose charms to  
showcase reading **BY KELLY BASILE**

“THE MORE THAT YOU READ, the more things you will know. The more that you learn, the more places you’ll go.” – Dr. Seuss.

When you enter the halls of Woodbridge Early Childhood Education Center (WECEC) in Greenwood, you will see hundreds of students proudly displaying colorful charms on necklaces around their necks. You will see all sorts of charms like guitars, stars and dinosaurs. But more importantly, you will see these children are inspired to read.

This is what WECEC aims to do every day with its students. “We wanted to find a way to get the students excited about reading,” says WECEC principal Kim Mitchell.

Studies show that the best way to increase fluency and develop vocabulary is to read. When the school’s original literacy program wasn’t quite serving the students effectively anymore, the Wizards of Words (WOW) team of teachers came together to design and implement a more creative,

# Superstars in Education

cost-effective way to both expose children to more books and encourage at-home reading.

The result was the Book Bling program, which incentivizes students in kindergarten through second grade to read more by rewarding a ticket when every 10 chapters or books are completed. The tickets are then turned in on Book Bling Day every Monday morning at the school's library in exchange for charms. Redeemed tickets are also saved for drawings of special prizes at several reading assemblies throughout the year.

To generate the students' excitement around the program, WECEC holds a Book Bling Kick-off Assembly at the beginning of each school year. At the assembly, reading is celebrated by having student athletes and cheerleaders from Woodbridge High School serve as role models and share their favorite books with the students. The cheerleaders also perform reading-related cheers. This is where the school charm goals are set for the year, and 2019 has the largest goal yet of awarding 3,000 charms schoolwide.

Assistant principal Dane Sears says, "There's nothing like it out there. And a defining moment for knowing the true impact of the program, was when the Greenwood Library called us."

The community library approached WECEC and proposed pairing their new summer reading program with Book Bling because they had so many kids asking about charms when visiting the library. The partnership is set up so that students anywhere in Sussex County who attend WECEC can register for the summer reading program and earn charms. The Greenwood librarian then comes to the kick-off assembly at the beginning of the school year and



recognizes summer reading participants with special charms.

"This community tie-in piece is very important aspect of the program," says Mitchell.

The Book Bling was implemented with several other schoolwide initiatives that the WOW team believed would encourage reading throughout the school. Other initiatives include "Idiom and Words of the Week" morning announcements, "Currently Reading Posters" hung by teachers outside their rooms, "Flashlight Fridays" to encourage tracking with their finger while reading and "Dr. Seuss Read Across America Week."

Mitchell reflects, "It's fun to see the kids come out of the library each Monday morning showing off their new football or glow in the dark charm. They're so proud!" ■

Del Tech



# Building a Bilingual Bridge to Community

Learning Literacy program brings school and family together **BY DENÉE CRUMRINE**

AT BLADES ELEMENTARY SCHOOL, you will find a diverse population, with nearly 30 percent of students considered English Language Learners (ELL). While this makes for a culturally rich environment, it also means a language barrier that makes for unique challenges in both learning and teaching.

Educators at Blades Elementary realized that gaining communication proficiency, as well as academic proficiency in a new language, was a

daunting task. “In Delaware, the English language learner (ELL) subgroup consistently falls behind other students in academic achievement,” said Lyndsey Gerstle, English Language Learning teacher at Blades Elementary. She shared in their program application that research shows only 18 percent of ELLs demonstrate proficiency of the common core state standards; a 37 percent gap between the performance of all students and those who have been identified as ELLs; and that ELLs gradu-

# Superstars in Education

ate at a rate 15 percent lower than the state's average.<sup>1</sup>

To address these learning gaps, Blades Elementary used principles of culturally responsible teaching, a technique aimed at improving the performance of ethnically and racially diverse students,<sup>2</sup> to create the Latino Family Literacy Project (LFLP). LFLP focuses on three components: literacy, connections, and community. The program runs for ten weeks each spring, staffed by ELL teachers, reading specialists, Spanish immersion teachers, instructional paraeducators and paras and school administrators.

Families are provided bilingual materials each week through a lending library system. Educators then work with each family to teach reading strategies that can be replicated at home. Family activities, such as scrapbooking, making family trees and letter writing, are implemented to help instill lessons. This shared experience helps both parents and K-2 students learn English together as a family, without neglecting their native language and culture. Relationship building among families and educators each week and the sessions close with a community meal.

LFLP also incorporates additive bilingualism, the dual use and teaching of languages, and connects school to home. This results in a strong community that encourages cultural awareness and acceptance, as well as the desired outcomes in learning. After four years, ELLs began outperforming other subgroups on district common assessments and the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) assessment saw improvements directly related to LFLP, with ELL students meeting bench-



mark end-of-year scores at an increase of nearly 20 percent. The 2017-2018 Annual ACCESS Test showed that approximately 74 percent of ELL students met or exceeded target scores determined by the state.

Beyond numbers, however, LFLP has created an environment in which all students, regardless of language or culture can thrive. ELL student attendance has increased, and educators have sought out professional development opportunities to better serve the ELL population. Moreover, trust and communication have been built between ELL families and the school, leading to all participants' bilingual success. ■

<sup>1</sup> As measured by the English language arts Smarter Balanced assessment

<sup>2</sup> Gay, G. (2013). Teaching To and Through Cultural Diversity. *Curriculum Inquiry*, 43(1), 48-70. doi:10.1111/curi.12002

Corteva

Neumann

DE Dept Edu



# Ahead *of the* Curve

2019 John H. Taylor Jr. Education Leadership

Award Winner, Bebe Coker BY MATT AMIS

AS A MOTHER, sister, artist, advocate, agitator, mentor and a leader—Beatrice “Bebe” Coker made her mark on Delaware.

A longtime advocate for quality public education, the arts, and diversity, Coker is this year’s recipient of the John H. Taylor Jr. Education Leadership award for providing sustained leadership in advancing Delaware education and making our community a better place to live and work. The honor was handed out by Chamber affiliate, The Partnership, Inc. at May’s Superstars in Education Reception & Awards Ceremony.

The Jacksonville-born Coker—the granddaughter of one of the nation’s first black lawyers—attended segregated schools in Duvall County, Florida before moving to Wilmington in the 1960s.

Throughout the turbulent 60s, Coker worked with the state’s social services division and along with many others, she fought and won the right to change unfair segregated housing laws and gained equal-access public accommodations.

In the decades that followed, she worked peacefully to dismantle school segregation, which persisted in Delaware for 12 years following the Brown v. Board of Education verdict in 1954. She was appointed by former Governor Pierre S. du Pont to join the Citizens Alliance for Public Education to help ensure the peaceful desegregation of schools.

A trailblazer in championing diversity and cultural appreciation, she was also ahead of the curve when it came to vocational education, and the positive impact it can make on African American families. She served on the school board of the fledgling New Castle County Vocational-Technical School District for 12 years, and she

helped pioneer Jobs for Delaware Graduates, an initiative under former Gov. du Pont that gained national accolades.

“From her civil rights activism to her leadership in education, Bebe is a true champion of excellence and equity. Like John Taylor, she is someone I rely on to tell me the way it is, the unvarnished truth,” said Paul Herdman, president and CEO of Rodel, and education advocacy nonprofit.

“As an advocate, she helped open doors to children all across the county. She has led efforts to support literacy in everyone from our babies to our men returning from prison. To this day, she is working with educators and policymakers to elevate the teaching profession. In every role, she brings a fierce commitment to speaking the truth and building our community.”

Now retired, she has also served co-director of the Delaware Black Heritage Educational Theater Group, an organization that collaborates with literacy programs all over the city and county for African American youth, and as chair of the Stagehands of Christina Cultural Arts Center in Wilmington.

She’s collaborated with arts and community groups ranging from the NAACP, the Wilmington Opera House Restoration Project, the Wilmington Black Theater Ensemble, the Black Heritage Theater and Education Group, the Metro Wilmington Urban League, and many more.

“Bebe Coker is the truth,” says longtime friend Raye Jones Avery, director of the Christina Cultural Arts Center. “If you can’t handle the truth you might not want to engage in discourse with Miss Bebe.

“Telling stories of the resilience of African Americans is one of her greatest passions—but the arts and equal access to effective education are key to her mission.” ■

DuPont SSE ad

Final Focus

Recognizing the need to foster working relationships between business leaders and educators, The Partnership, Inc. created the Delaware Principal for a Day program to provide the business community an opportunity to spend the day in a Delaware school, carrying out the daily responsibilities of a principal.

# DELAWARE Principal FOR A DAY

In 2018, 114 schools statewide hosted 122 visits with business leaders and elected officials.

## APPOQUINIMINK SCHOOL DISTRICT

**Appoquinimink High School**  
Keisha Brinkley, Principal  
Stewart Wiggins, Medi-Weightloss

**Bunker Hill Elementary School**  
Dr. Edmond Gurdo, Principal  
Jeremy Allwein, L&W Insurance

**Meredith (Everett) Middle School**  
Nick Hoover, Principal  
Andrew DiSabatino, EDiS Company

**Middletown High School**  
Dr. Matthew Donovan, Principal  
Ken Simpler, State Treasurer (2014-2018)

**Silver Lake Elementary School**  
Christy Boyd, Principal  
Chris McCone, EDiS Company

## BRANDYWINE SCHOOL DISTRICT

**Brandywine High School**  
Keith Rolph, Principal  
Dennis Rochford, Maritime Exchange for the DE River & Bay

**Bush (Charles W.) Early Education Center**  
Kristina Viar, Principal  
Laurie Jacobs, Rodel

**Carrcroft Elementary School**  
Mark Overly, Principal  
Allison Kerwin, M&T Bank

**Claymont Elementary School**  
Tamara Grimes-Stewart, Principal  
Ronald Logue, Wilmington Trust

**Concord High School**  
Yolanda McKinney, Principal  
Deborah Hamilton, Hamilton Goodman Partners

**P.S. duPont (Pierre S.) Middle School**  
Delethia McIntire, Principal  
Karen Hartley-Nagle, NCC Council President

**Forwood Elementary**  
Michael McDermott, Principal  
Carolyn Zogby, The Partnership, Inc. Board Member

**Hanby Elementary School**  
Veronica Wilkie, Principal  
Martha Gilman, Gilman Development Company

**Lancashire Elementary School**  
Lavina Jones-Davis, Principal  
Diane Sparks, Wilmington Trust

**Lombardy Elementary School**  
Linda Jarman, Principal  
Yvette O'Donnell, M&T Bank

**Maple Lane Elementary School**  
Yulonda Murray, Principal  
Doug Azar, Christiana Care Health System

**Mount Pleasant Elementary School**  
Matthew Auerbach, Principal  
Greer Firestone, Heart in the Game



## BRANDYWINE SCHOOL DISTRICT

**Mount Pleasant High School**  
Curi Calderon-Lacy, Principal  
Ken Simpler, State Treasurer (2014-2018)

**Talley Middle School**  
Mark Mayer, Principal  
Lori DiBattista, M&T Bank

**Springer Middle School**  
Tracy Todd Woodson, Ed.D., Principal  
Barry Crozier, Belfint, Lyons & Shuman, CPAs (retired)

## CAESAR RODNEY SCHOOL DISTRICT

**Brown (W. Reily) Elementary School**  
Susan Frampton, Principal  
Katrica Miller, M&T Bank

**Postlethwait (F. Niel) Middle School**  
Dr. Kristina Failing, Principal  
Mike Landry, M&T Bank

**Caesar Rodney High School**  
Sherry Kijowski, Principal  
Greg Ballance, Diamond Technologies

**Star Hill Elementary School**  
Nicole Kurz-McDowell, Principal  
Jean Toman, ABC Delaware

**Frear (Allen) Elementary School**  
Julie Lavender, Principal  
Randy Kunkle, M&T Bank

**Stokes (Nellie Hughes) Elementary School**  
Darisa Everett, Principal  
Jamie Clark, Nemours Children's Health System

## CAPE HENLOPEN SCHOOL DISTRICT

**Beacon Middle School**  
David M. Frederick, Principal  
Mark Loukides, Beebe Healthcare

**Milton Elementary School**  
Beth Conaway, Principal  
Jerry Esposito, Espo Enterprises, LLC

**Cape Henlopen High School**  
Nikki Miller, Principal  
Mark Stellini, Assurance Media

**Rehoboth Elementary School**  
Amanda Archambault, Principal  
Lisa Truitt, Wilmington Trust

**H.O. Brittingham Elementary School**  
Ned Gladfelter, Principal  
Shadette Brittingham, Beebe Healthcare

**Shields (Richard A.) Elementary School**  
Kim Corbidge, Principal  
Jeffrey Fried, Beebe Healthcare

**Love Creek Elementary School**  
Lisa Morris, Principal  
Chris Moody, Delaware Technical Community College

**Sussex Consortium**  
Vivian J. Bush, Ph. D., Principal  
Melanie Oliver, M&T Bank

**Mariner Middle School**  
Fred Best, Principal  
Michele Seiler, Beebe Healthcare



Mark Stellini from Assurance Media at Cape Henlopen High School in Lewes

**9** school visits by  
elected officials and  
statewide dignitaries  
in 2019



Katie Wilkinson from Fulton Bank at Dover High School

**M&T Bank**  
21 participants statewide!

### CAPITAL SCHOOL DISTRICT

#### Central Middle School

Shan Green, Principal  
Bill Osborne  
Tyrone Jones, United Way of Delaware

#### Dover High School

Courtney Voshell, Principal  
Katie Wilkinson, Fulton Bank

#### Fairview Elementary School

Melissa White, Principal  
Tina Bradbury, Downtown Dover Partnership

#### Hartly Elementary School

Tammy Augustus, Principal  
Pat Smith, Holmes Smith Consulting Services  
Jim Wilson, Wilmington University

#### William Henry Middle School

Charles Sheppard, Principal  
Michael Spencer, Delaware Council on Gambling Problems, Inc.



### CHRISTINA SCHOOL DISTRICT

#### Bancroft Elementary School

Dolores Kingery, Principal  
Fred Sears

#### Glasgow High School

Harold (Butch) Ingram, Principal  
Mike Quaranta, Delaware State Chamber of Commerce

#### Jones (Albert H.) Elementary School

Shevena Cale, Principal  
Brooke Schultz, Newark Post

#### Keene (William B.) Elementary School

Mariellen Taraboletti, Principal  
Tahnaya Peeples, M&T Bank

#### Kirk (George V.) Middle School

Norman Kennedy, Principal  
Kathy Janvier, Delaware Technical Community College

#### Newark High School

Aaron Selekmán, Principal  
Major General Carol Timmons, Delaware National Guard  
Eric Bentley, Microsoft Store at Christiana Mall

#### Sarah Pyle Academy

Kristina MacBury, Principal  
Pete Booker, SmartDrive Foundation / DE Safety Council

#### Shue-Medill Middle School

Michele Savage, Principal  
Chris Manning, Nemours Children's Health System

#### Stubbs (Frederick Douglass) Elementary School

Jeffers E. Brown, Principal  
Rep. Paul Baumbach, DE House of Representatives

#### Christina Early Education Center (CEEC)

Becky Ryan, Principal  
Nikole Papas, Recovery Centers of America  
Jamee Boone, United Way of Delaware



## COLONIAL SCHOOL DISTRICT

### Downie (Carrie) Elementary School

Douglas Timm, Principal  
Paul Herdman, Rodel

### Colonial Early Education Program

Katrina Daniels, Principal  
Debbie Bracy, Joe's Crab Shack

### Eisenberg (Harry O.) Elementary School

David Distler, Principal  
Madeleine Bayard, Rodel

### William Penn High School

Brian M. Erskine, Ed.D., Principal  
Bryan Horsey, Bloom Energy  
Nick Christine, Microsoft Store at Christiana Mall

### Pleasantville Elementary School

Jennifer Alexander, Principal  
Alan Rogers, Kuehne Company

### George Read Middle School

Nick Wolfe, Principal  
Lora Johnson, Delaware Technical Community College

### Wilbur (Kathleen H.) Elementary School

Elizabeth Howell, Principal  
Trinidad Navarro, Insurance Commissioner

### Wilmington Manor Elementary School

Lindsay DiEmidio, Principal  
Nicole Pender, Nemours Childrens' Health System

## DELMAR SCHOOL DISTRICT

### Delmar High School

Michael Bleile, Principal  
Brian DiSabatino, EDiS Company

## POLYTECH SCHOOL DISTRICT

### Polytech High School

Dr. Ryan Fuller, Principal  
Richard DiSabatino, EDiS Company

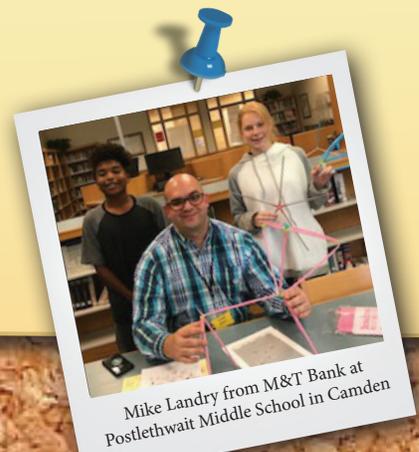
## INDIAN RIVER SCHOOL DISTRICT

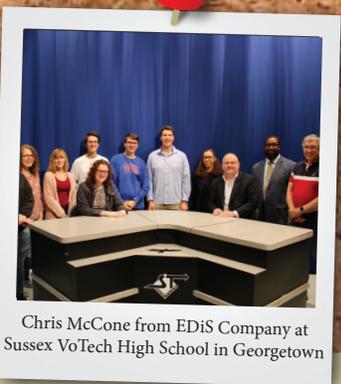
### Georgetown Kindergarten Center

Janet Hickman, Principal  
Stuart Comstock-Gay, Delaware Community Foundation

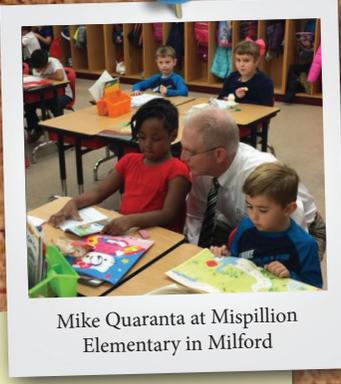
### Long Neck Elementary School

Clara Conn, Principal  
Vicky Pachuta, M&T Bank





Chris McCone from EDiS Company at Sussex VoTech High School in Georgetown



Mike Quaranta at Mispillion Elementary in Milford

### LAKE FOREST SCHOOL DISTRICT

**Lake Forest East Elementary School**  
Douglas Brown, Principal  
Annie Norman, DE Div. of Libraries



# #DEPFAD

### MILFORD SCHOOL DISTRICT

**Banneker (Benjamin) Elementary School**  
Dr. Bobbie Jo Kilgore, Principal  
Kyle Caldwell, M&T Bank

**Milford Central Academy**  
Gary Zoll, Principal  
Scott Welch, Mohawk Electrical Systems

**Milford High School**  
Shawn Snyder, Principal  
Jo Schmeiser, Chamber of Commerce for Greater Milford

### NCC VOCATIONAL TECHNICAL SCHOOL DISTRICT

**Delcastle Technical High School**  
Clifton Hayes, Ed.D., Principal  
Kevin Lucas, EDiS Company

**Hodgson (Paul M.) Vocational Technical High School**  
Gerald Lamey, Ed.D., Principal  
Melanie Augustin, Zip Code Wilmington

### LAUREL SCHOOL DISTRICT

**Laurel Middle School**  
Dr. Lisa King, Principal  
Mike Quaranta, DE State Chamber of Commerce

**Laurel High School**  
Dr. Stephanie Smith, Principal  
Chandlee Kuhn, DE Technical Community College

**North Laurel Early Learning Academy**  
David Hudson, Principal  
Mary Susan Jones, Microtel Inn & Suites

**North Laurel Elementary School**  
Brandon Snyder, Principal  
Alison Travers, DE Academy of School Leaders

**Mispillion Elementary School**  
Teresa Wallace, Principal  
Mike Quaranta, DE State Chamber of Commerce

**Ross (Lulu M.) Elementary School**  
Cynthia McKenzie, Principal  
Stephanie Tatman, Dolce Bakery & Coffee

**Howard High School of Technology**  
Colleen Conaty, Principal  
Chip Rossi, Bank of America

**St. Georges Technical High School**  
Shanta Reynolds, Principal  
Nick Chirstine, Microsoft Store at Christiana Mall



## RED CLAY CONSOLIDATED SCHOOL DISTRICT

### **Baltz (Austin D.) Elementary School**

Amy P. O'Neill, Principal  
Judy Taibi, Sandler Training

### **Cab Calloway School of the Arts**

Julie A. Rumschlag, Dean  
Liz Brown, Be Well Life Coaching

### **Charter School of Wilmington**

Dr. Samuel Paoli, President  
Nick Hoeschell, HFS Advisers

### **Conrad Schools of Science**

Mark Pruitt, Principal  
Timothy Houseal, Young Conaway

### **Cooke (William F.) Jr. Elementary**

Linda Ennis, Principal  
Mary Liz Biddle, PNC Bank

### **duPont (Alexis I.) High School**

Kevin Palladinetti, Principal  
Andrew Levin, M&T Bank

### **du Pont (Alexis I.) Middle School**

Susan Huffman, Principal  
Pam Lucas, Lau Associates

### **du Pont (H.B.) Middle School**

Jay Bastianelli, Principal  
Ralph Kuebler, The Partnership, Inc. Board Member

### **Forest Oak Elementary School**

Erin NeCastro, Principal  
Ashley Sabo, Red Clay School Board

### **Heritage Elementary School**

Alice Conlin, Acting Principal  
Mark Hutton, M&T Bank  
Rep. Kim Williams, DE House of Representatives

### **Highlands Elementary School**

Barbara Land, Principal  
Mike Freda, EDiS Company

### **Linden Hill Elementary School**

Melissa Brady, Principal  
Domenica Personti, Recovery Centers of America

### **Marbrook Elementary School**

Melissa Phillips, Principal  
Nick Lambrow, M&T Bank  
Bill Farrell, Wilmington Trust

### **McKean (Thomas) High School**

Brian Mattix, Principal  
Michael Smith, University of Delaware

### **Mote (Anna P.) Elementary School**

Anthony Gray-Bolden, Principal  
Neil Kirschling, Rodel

### **North Star Elementary School**

Dr. Karin Jakubowski, Principal  
Joe Yacyshyn, M&T Bank

### **Richardson Park Elementary School**

Jason Martin, Principal  
Jeff Moran, Discover Card

### **Richardson Park Learning Center**

Gail Mackenzie, Principal  
Rachel Chan, Rodel

### **Richey Elementary School**

Stephanie Armstrong, Principal  
Grace Stockley, FidelityTrade, Inc.

### **Shortlidge (Evan G.) Academy**

Maribeth Courtney, Principal  
Lester Ashton, Winner Volkswagon

### **Skyline Middle School**

Frank Rumford, Principal  
Ashley Sabo, Red Clay School Board

### **Warner Elementary School**

Dr. Chrishaun Fitzgerald, Principal  
Bettina Tweardy Riveros, Christiana Care Health System

## SUSSEX TECHNICAL SCHOOL DISTRICT

### **Sussex Technical High School**

John L. Demby, Ed.D., Principal  
Chris McCone, EDiS Company

## PRIVATE SCHOOL

### **Serviam Girls Academy**

Altina Herbert, Principal  
Cynthia Pritchard, Philanthropy Delaware



# #DEPFAD



## SMRYNA SCHOOL DISTRICT

### Clayton Elementary School

Katie Wood, Principal  
Kevin Sheahan, Nemours Children's Health System

### North Smyrna Elementary School

Stephanie Smeltzer, Principal  
John Moore, United Way of DE

### Clayton Intermediate School

David Paltrineri, Principal  
Ajawavi Ajavon, DAB Mediation Consultant

### Smyrna High School

Stacy Cook, Principal  
Danielle Craig, Delaware Technical Community College

## SEAFORD SCHOOL DISTRICT

### Seaford Middle School

James Cave Principal  
Jvonne Oliver, M&T Bank

## WOODBIDGE SCHOOL DISTRICT

### Woodbridge Middle School

Tina Morroni, Principal  
Larry Rohlfling, Fulton Bank

### Seaford High School

Jason Cameron, Principal  
Mark Brainard, Delaware Technical Community College

### Woodbridge High School

Kent Chase, Principal  
Ryan Venderlic, Junior Achievement of Delaware

### West Seaford Elementary School

Laura Schneider, Principal  
Michelle Taylor, United Way of DE  
Juan Flores, Invista

### Phillis Wheatley Elementary School

Lynn Brown, Principal  
Claudette Satchell, M&T Bank

## CHARTER SCHOOLS

### First State Military Academy

Patrick Gallucci, Commandant  
Roxane Ferguson, Middletown Area Chamber of Commerce

## PAROCHIAL SCHOOLS

### Padua Academy

Cindy Mann, Head of School  
Sharon Kurfuerst, Christiana Care Health System

### Early College High School at Delaware State University

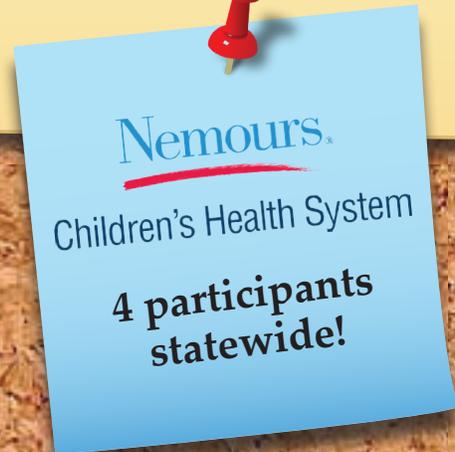
Dr. Evelyn A. Edney, School Leader  
Robert Rescigno, Wilmington University

### Saint Edmond's Academy

Dr. Patricia Scott, Principal  
Chris Nichols, M&T Bank

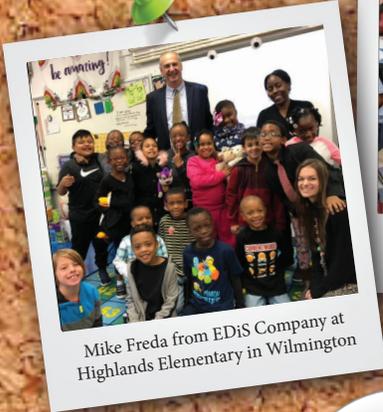


Roxane Ferguson of Middletown Area Chamber at First State Military Academy





**4 visits in  
Cape Henlopen  
School District!**



Mike Freda from EDiS Company at  
Highlands Elementary in Wilmington



Representative Paul Baumbach at  
Stubbs Elementary in Wilmington

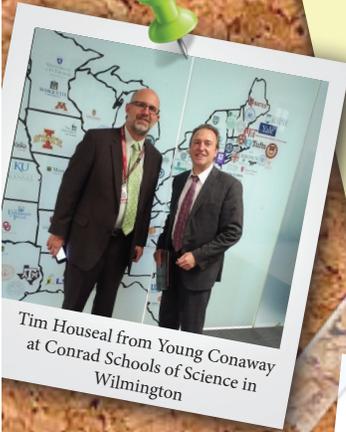
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statewide!**



**8 visits  
statewide!**



Tim Houseal from Young Conaway  
at Conrad Schools of Science in  
Wilmington

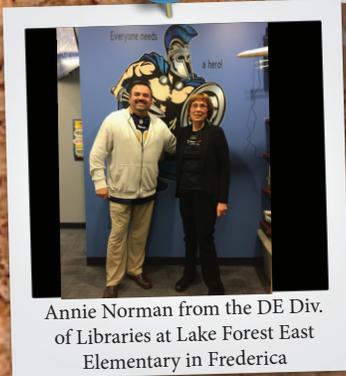
ADMISSION  
No. 11241989

**SAVE THE DATE!**

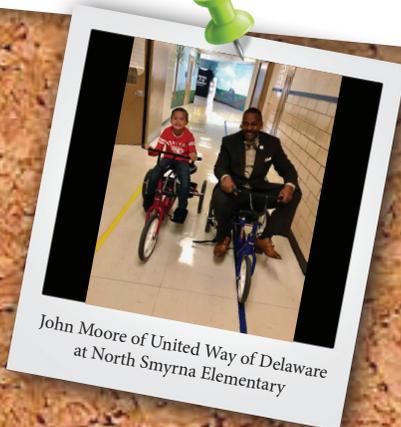
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**October 21 - 25, 2019**

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Annie Norman from the DE Div.  
of Libraries at Lake Forest East  
Elementary in Frederica



John Moore of United Way of Delaware  
at North Smyrna Elementary



# THE TAX BENEFITS OF INVESTING IN DELAWARE'S OPPORTUNITY ZONES

BY JOHN H. NEWCOMER, JR.

AS PART OF the Tax Cuts and Jobs Act passed at the end of 2017, Congress provided new tax benefits for investments in designated Opportunity Zones. While the specifics of the new law are still being ironed out, through enactment of further regulations, the Opportunity Zone program is worth a further look for investors seeking preferential tax treatment for capital gains.

Opportunity Zones, covering parts of all 50 states, the District of Columbia and five U.S. territories, are designed to spur economic development by providing tax benefits for investors. Governor John Carney selected 25 census tracts across Delaware as Opportunity Zones in April 2018. The designated Opportunity Zones are intended to spur additional private sector investment in economically-distressed properties across the state. Under the Act, prospective investors are incentivized to sell appreciated property and to reinvest the gains into qualified Opportunity Zone projects. The incentives consist of tax deferral on prior gains invested in a Qualified Opportunity Fund (QOF), as well as a potential step up in basis for the QOF investment.

Unlike the typical capital gain deferral available with a Section 1031

exchange, investors can now shield gains on a much broader class of investments, including not only real estate, but also sales of stocks and bonds, as well as partnership and LLC interests. There are three potential tax benefits of investing in an Opportunity Zone:

- a deferral of paying tax on any prior gain invested in a QOF until the earlier of the date the QOF is sold or exchanged, or December 31, 2026;
- a percentage reduction in the deferred gain, depending on how long the investment is held: a 10% reduction for QOF investments held longer than five years;
- and a 15% reduction for QOF investments held for more than seven years; and with a QOF investment held for at least 10 years, an investor will pay no tax on the appreciated value of the investment in the QOF.

These new tax savings, coupled with the lack of other tax-deferral options for classes of investments outside of the real estate arena, provide incentives to investors seeking either to diversify their portfolios, or shield appreciation of investments from immediate capital gain taxation.

# Guide to Legal, Government Affairs, and Incorporating Services

So, how can investors take advantage of these new tax savings? First, it is necessary to invest in a QOF. A QOF is an investment vehicle that is set up as either a partnership or a corporation for investing in eligible property located within a designated Opportunity Zone. Two or more partners or shareholders are required. A limited liability company can be used as a QOF, so long as it elects to be treated as either a partnership or a corporation for federal income tax purposes. There is no approval or action required by the IRS. Instead, the QOF self-certifies by filing Form 8996, which is attached to the entity's federal income tax return.

Ninety percent of a QOF's assets must be invested in Qualified Opportunity Zone Property, with this percentage tested in each tax year.

Meeting this required percentage is critical, because failing to meet it will result in the loss of the tax deferral, as well as the imposition of a penalty.

For property to qualify as Qualified Opportunity Zone Property, it must be acquired after December 31, 2017 from an unrelated person and either: (1) the first use of the property is in the Opportunity Zone, or (2) there must be a "substantial improvement" of the property. In addition to real estate (land) itself, Qualified Opportunity Zone Property can include tangible property and buildings owned by and used in a trade or business of the QOF. Qualified Opportunity Zone Property may also include the stock or partnership interest in a Qualified Opportunity Zone Business (QOZB), if the stock or partnership interest is acquired after December 31, 2017. A

qualified business is a business entity based in an Opportunity Zone with "substantially all" of its tangible business property qualifying as eligible property using the same rules and limitations discussed above regarding a Fund's direct ownership of Qualified Opportunity Zone Property.

Property is "substantially improved" by a QOF (or a QOZB) if during any 30-month period after the property is acquired, additions to the tax basis of the property are made that equal or exceed the adjusted basis of the property at the time of acquisition. Based on proposed regulations, where land and a building are acquired together, the 100% addition to basis requirement applies only to the cost of the building, and not the cost of the land.

Excluded from the benefits of Opportunity Zone investments are certain "sin" business, such as private or commercial golf courses, country clubs, massage parlors, hot tub facilities, suntan facilities, gambling establishments (including race tracks), or liquor stores. Although not specifically set forth in the Act, it is likely that regulations will prohibit leasing Qualified Opportunity Zone Properties such businesses, as well.

A map showing the location of Opportunity Zones within the State of Delaware, as well as additional information on the benefits of investing in Delaware, can be found here: <https://business.delaware.gov/opportunity-zones/>

If you have questions about investing in Opportunity Zones within Delaware, contact John Newcomer, who heads the Morris James LLP Real Estate Group. ■

**Morris James**<sub>LLP</sub>

Potter Anderson



# DELAWARE'S WORKPLACE FRAUD ACT:

Consistent With Or In Conflict With Federal Law?

BY KEVIN FASIC, ESQ.

AS A PREAMBLE, the reader should be aware of on-going efforts to amend the Workplace Fraud Act (19 Del.C. Chapter 35). Various stakeholders (including the State Chamber) are involved, which will hopefully result in a statute that comports with federal law and eases the burden on the business owner.

## Delaware's Statute

A decade ago the General Assembly passed the Workplace Fraud Act, currently limited to the "construction services industry", purporting to regulate the use of independent contractors. In brief, an "employer-

employee relationship" is presumed unless the employer can convince the Department of Labor that the individual(s) in question are "exempt person(s)" or "independent contractor(s)". The employer is presumed to be using employees and must prove otherwise (query whether guilt until innocence is proven is truly the principle we wish to employ?). It should be noted here that the term "employee" is defined to include "any person or entity directly hired by, or directly permitted to work by an employer." An entity may now be classified as an employee under state law.

The definition of "independent contractor" is narrow and rigid, with only three factors considered. To satisfy the definition the employer must

# Guide to Legal, Government Affairs, and Incorporating Services

prove that the individual: (a) performs work free from the employer's control and direction; (b) is customarily engaged in an independently established trade, occupation, profession, or business; and (c) performs work which is outside of the usual course of business of the employer for whom the work is performed. These factors are rigidly enforced, with a heavy emphasis on the employer's "control" over the independent contractor. This highly restrictive set of factors no longer comports with the analysis of independent contractors under federal law.

## Cover & Rossiter

## Chamber Chase

### The NLRB Analysis

For decades the National Labor Relations Board utilized a ten-factor common-law test for independent contractors under the Restatement (Second) of Agency § 220 (1958):

- (a) The extent of control which, by the agreement, the master may exercise over the details of the work.
- (b) Whether or not the one employed is engaged in a distinct occupation or business.
- (c) The kind of occupation, with reference to whether, in the locality, the work is usually done under the direction of the employer or by a specialist without supervision.
- (d) The skill required in the particular occupation.
- (e) Whether the employer or the workman supplies the instrumentalities, tools, and the place of work for the person doing the work.
- (f) The length of time for which the person is employed.
- (g) The method of payment, whether by the time or by the job.
- (h) Whether or not the work is part of the regular business of the employer.
- (i) Whether or not the parties believe they are creating the relation of master and servant.
- (j) Whether the principal is or is not in business.

Inherent in this analysis was a focus on the entrepreneurial opportunity of the independent contractor: their opportunity for significant economic gain coupled with a significant risk of loss. In 2014 this long-standing precedent was undercut by a radical ruling that shifted the focus away from entrepreneurial opportunity towards an overemphasis on the significance of the "right to control" factors (similar to those utilized in the Workplace Fraud statute).

In late January 2019 the NLRB issued a decision (SuperShuttle DFW, Inc.) hearkening back to the entrepreneurial focus. De-emphasizing the control factor analysis, the NLRB explained that while large corporations might be able to set the terms of engagement in dealings with individuals, this does not necessarily lead to the conclusion that the individual is an employee. In future independent contractor analyses the NLRB must evaluate the overall effect of the common-law factors set forth above on the putative contractor's independence to pursue economic gain. SuperShuttle DFW, Inc., 2019 NLRB LEXIS 15; 367 NLRB No. 75. The entrepreneurial focus is once again preeminent.

### Conclusion

The analysis conducted by the Department of Labor under the Workplace Fraud Act is narrow, constrained to control factors, and focused on three of the ten factors considered by the NLRB. In light of the change in federal jurisprudence Delaware should seek to make the Workplace Fraud Act more akin to the NLRB approach. Regardless of the ability of the "employer" to exert control, does the "employee/contractor" enjoy the ability to weigh economic gain against risk? Is the analysis truly independent in nature, or will it continue to be focused on narrow and restrictive factors already abandoned by the NLRB? Stay tuned. ■

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# Delaware's Public Benefit Corporation compared to the tax-exempt Non-Profit Company

BY RICK BELL, FOUNDER AND CHAIRMAN  
HARVARD BUSINESS SERVICES, INC.

MANY PEOPLE CALL OUR OFFICE with the question, “What is the difference Between A Not-For-Profit Corporation and a “Public Benefit Corporation?”

Both require the company to devote some measure of its resources on a stated mission contributing to the public good. But that’s about where the similarity ends. In this short article I will only be able to describe some of the major differences. For a more detailed evaluation of your own situation, I recommend you consult an attorney familiar with Delaware Entity law.

First, let’s take the Not-For-Profit, or Non-Profit corporation. (The Delaware Division of Corporations refers to this as the “Exempt” company.) This type of entity was for many years the ONLY entity that was

specifically designed for dedication to a public benefit.

Typically, this type of company has a Board of Directors, but NO Stockholders. The members of the Board of Directors are sometimes called Trustees, especially for educational companies such as colleges and universities. Typically, when one member of the board steps away, the remaining board members elect a new Director in a Directors’ meeting.

This type of company may also have Officers such as President, Secretary, Treasurer and/or other titles charged with day-to-day operation. They may be paid employees, but they cannot own any of the company.

The company is not owned by any of the individuals who start it or develop it or invest in it. There is no authorized “stock”.

# Guide to Legal, Government Affairs, and Incorporating Services

Exempt companies devote substantially all of their resources to fulfill a mission that is stated in their Certificate of Incorporation. They are required to file a Federal tax form IRS 990 each year, but they typically pay no federal income tax.

On the other hand, the recently created Delaware “Public Benefit Corporation” (PBC) is a Delaware General Corporation, with Stockholders, Directors and Officers, and with profits, dividends, taxes and ownership for the stockholders.

Typically, a Delaware General Corporation has three tiers of power: the shareholders, the Directors and the Officers. The Stockholders elect the members of the Board of Directors, who generally elect and hire the officers. When there is a vacancy on the board of Directors the shareholders elect a replacement at a shareholders meeting.

The default purpose of a Delaware General Corporation is to maximize the value of the stock in the company. Charitable efforts are permissible but not required.

To become a Delaware PBC a Delaware General Corporation must amend its Certificate of Incorporation with a clause stating that the company desires to be designated as a PBC and describes the public benefit that the company will dedicate a portion of its resources to. The Delaware Secretary of State must approve the PBC. Periodic reports on the efforts to fulfill the public benefit are required but are not required to be released to the public.



A Delaware General Corporation does not file an IRS 990 form but does file Federal tax reports and schedules as required of a for-profit stock corporation. It reports its profit and pays tax on the profit and then may distribute dividends to the shareholders in their pro-rata share. ■

*The author of this article is not a lawyer and harvard business services, inc. Is not a law firm. The article above is not intended as legal advice and should not be taken as legal advice. This short article is strictly to mention some interesting aspects of delaware's corporation laws. We recommend that you consult with a lawyer before formulating a strategy which will be suitable for your specific case.*

Saul Ewing

# Young Conawy



## Growth at Bayhealth

AS CENTRAL AND SOUTHERN DELAWARE'S largest healthcare system, Bayhealth is comprised of Bayhealth Hospital, Kent Campus and Bayhealth Hospital, Sussex Campus, the freestanding Emergency Department in Smyrna as well as numerous satellite facilities and employed physician practices encompassing a variety of specialties. Bayhealth is a technologically advanced not-for-profit healthcare system with more than 3,700 employees and a medical staff of more than 400 physicians. Bayhealth is an affiliate of Penn Medicine for Heart and Vascular, Cancer and Orthopaedics. In Fiscal Year 2018, Bayhealth recorded 96,858 emergency department visits, 18,963 patients admitted to beds, 2,303 births, and provided \$62.3 million in unreimbursed care to patients.

In February 2019, Bayhealth opened the Bayhealth Hospital and Outpatient Center, Sussex Campus. The new campus is located just off Route 1 along Wilkins Road and Cedar Creek Road in Sussex County. The new location allows for easy access for patients and visitors.

The 440,000-square-foot campus is a \$314 million reinvestment into southern Delaware. Bayhealth Hospital, Sussex Campus boasts 128 all-private patient rooms. The patient rooms were designed with input from Bayhealth physicians, employees and community members. All 128 patient

rooms are standardized based upon specialty, aiding staff to provide safe and timely care to patients. The rooms also improve the patient experience by creating a quiet environment where family members can comfortably stay in support of their loved one. Additionally, the design maximizes the time medical staff and employees can spend with each patient.

The new hospital also has six operating rooms, one interventional suite, and 30 Emergency Department treatment bays. The expanded emergency center and improved operations will increase our ability to bring lifesaving care to patients quickly. The hospital also boasts a 40-bed inpatient rehabilitation unit that was recently recognized by The Commission on Accreditation of Rehabilitation Facilities for providing the highest quality care, value and optimal outcomes for patients.

The Bayhealth Outpatient Center, Sussex Campus contains a 20,000-square-foot Cancer Center, a specialty clinic with physician offices, as well as outpatient therapies, laboratory, and testing. The hospital and outpatient center are situated on 169 acres of land, leaving plenty of room for future growth.

Sussex Campus Partners, LLC, a partnership of Bayhealth and Anchor Health Properties, is developing an 85,000-square-foot, three-story medical

Highmark

# Guide to Wellness and Health



office building located on the site of the Bayhealth Sussex Campus across from the Bayhealth Hospital and Outpatient Center, Sussex Campus. Slated to open in 2020, tenants of the building include Nemours duPont Pediatrics and Nemours Senior Care leasing approximately 40,000-square-feet on the first floor.

Within the Nemours space are proposed pediatric primary and specialty care services, including neurology, endocrinology, allergy, orthopedics, physical and speech therapy, ENT, as well as radiology. Senior Care services include optical and dental. Bayhealth and private physician office space, including women's services, family practice, and

various specialists comprise the upper two floors.

Bayhealth also offers an array of outpatient services throughout Sussex County including outpatient centers in Harrington, Milford, and Milton. For urgent care, Bayhealth Walk In Medical Care is located in Milford. Bayhealth also operates high school wellness centers throughout Kent and Sussex County including Milford, Woodbridge, Lake Forest, Polytech.

In July 2018, Bayhealth entered into an agreement to purchase 18 acres of land along Route 9 at the intersection of Hudson Road in Sussex County. As more services are available on an outpatient basis, this property will allow Bayhealth to expand access to care, improve convenience and add choices for the rapidly growing population of consumers seeking high-quality health care in Sussex County.

In March 2019, Bayhealth announced it started the process to launch residency teaching programs for doctors who have recently graduated from medical school – called Graduate Medical Education (GME). The announcement is an exciting one for the community and health system, as this residency training program will assist in bringing more doctors to the area, enhance the culture of learning at Bayhealth, and foster improvements to patient care and the patient experience. A draft assessment and full implementation plan was developed and outlines a proposed start date of July 2021 for family medicine and internal medicine programs, with general surgery and emergency medicine to follow in subsequent years. The programs will be offered at both Bayhealth campuses.

Visit [BayhealthSussex.org](http://BayhealthSussex.org) for more information about the Bayhealth Sussex Campus. ■

1/8 page house ad

## Beebe Hospital

# Wellness in the Workplace



HEALTH AND WELLNESS will always be an important concept to the average American, but whether they act upon these feelings is the dilemma that is plaguing the nation. Many Americans work beyond the standard 9-5 work hours, even if that is just checking work emails or responding to co-workers. In recent years, the traditional 9-5 job has become a thing of the past and according to CareerBuilder, almost three in five American workers believe it is becoming obsolete in today's world. Working long hours and staying sedentary all day long at a desk can be taxing to the average employee's health. For reasons like this, more wellness in the workplace initiatives need to be implemented even if it is just doing yoga as a team outside the office for a half hour once a week or participating in a 5k as a group. Truthfully, most people consider other aspects of their lives more important and urgent than their health. Whether it is taking care of a family, having a social life, or just wanting to relax after a long day of work sometimes individuals sacrifice their own well being for more instant gratification.

There are other factors that need to be considered besides an individual's health that is at stake when there are no wellness plans offered to workers. Health care initiatives are important because multiple people are bound to benefit from it. The employee and the employer should both be invested

in good health. If you think of health like a ladder, both legs have to be strong to accomplish the task. They both have stake in the success of a wellness initiative. The employee is healthier and spends less time at the doctor. Studies have shown that an employee's moral will increase when participating in a wellness initiative in the workplace because he or she will get time to spend with their co-workers outside of the office and create new bonds, but also do it while performing an activity. The health of their employee's affects the employer because health care costs will decrease and employees will be more productive during the workday instead of feeling sluggish. Both parties are set to gain from employing wellness programs in their office. Companies like Corrigan Sports Enterprises are getting ahead of this trend and have created a Corporate Wellness Program for companies who simply do not have the time to create their own. They have different corporations register their employees as a group to participate in any of the races they offer. It is something fun the whole office can do together. Corrigan Sports Enterprises created a corporate wellness program because as a sports endurance company, they wanted to push members of the community to get active and have fun doing it. There need to be more wellness in the workplace initiatives that encourage employees to get out and be active. Your health is important, start giving it the attention it deserves. ■

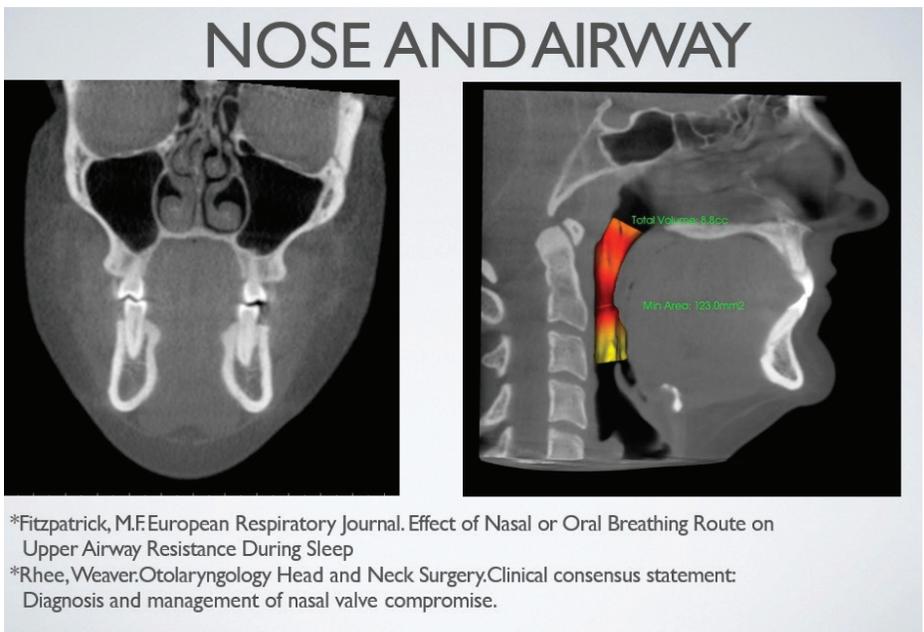
# Nanticoke

# How Your Dentist Can Help you Sleep Better

AIRWAY ISSUES including Sleep Apnea were historically very hard to identify and diagnose. Thanks to new technology, there has been rapid advancement in the dental industry through examination and imaging that make the clinical signs and symptoms very easy to identify. Did you know that dentists can and should play a key role in the integrative care of patients with sleep related breathing disorders? More and more of them are educating themselves on how to screen and identify serious medical conditions as well as airway issues that lead to poor sleep habits and deteriorating health. Dentists and dental hygienists are the only healthcare providers that get a chance to spend one hour with their patients twice a year, not to mention working directly in the airway! This creates an opportunity to educate patients on the importance of airway development, good quality sleep and proper breathing.

Sleep apnea, mouth breathing, and Temporomandibular Joint Disorder (TMD/TMJ) are part of an inter-related web of cause and effect that governs our ability to eat, speak, and breathe. When an individual does not get enough quality sleep, they put themselves at risk for a multitude of potentially serious illnesses. Heart attack, hypertension, heart disease, stroke, and diabetes are just a few of the potential dangers. Everyone knows what it feels like to not get enough sleep at night. The scary thing is that insufficient sleep has been linked to motor vehicle and work-related accidents, as well as medical errors. In the long-term, poor sleep habits are linked to chronic diseases, increased mortality and overall reduced quality of life.

The most crucial aspect while screening patients is ensuring that the process is explained prior to the examination. This process includes an extensive medical history evaluation, a sleep questionnaire known as an Epworth Sleepiness Scale, as well as a comprehensive oral examination. A few of the oral signs that a Dentist will see correlating to sleep breathing disorders are; scalloped tongue, crowded teeth, large tonsils, narrowed dental arches, and wear on the teeth from grinding at night. The American Sleep Apnea Association (ASAA) states “up to 80 percent of moderate and severe obstructive sleep apnea cases are undiagnosed”. Therefore, more den-



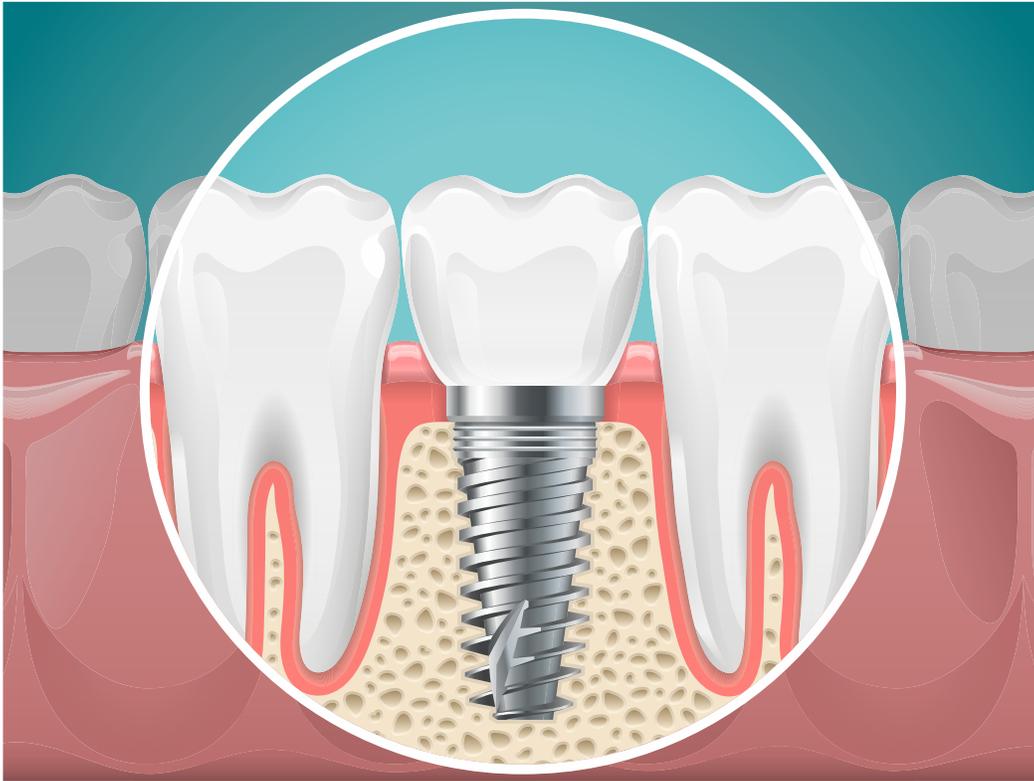
tal providers find themselves in an opportune position to identify the signs and recommend further evaluation.

Advancements in CBCT and digital X-Ray technology specifically has bridged the gap between Dental and Medical Providers. Utilizing this technology Doctors can do an analysis viewing the airway volume, TMJ, and nasal complex. These 3-D scans and images have drastically increased the communication between these two professions and patients are seeing life changing results. The medical and dental communities previously operated within their own respective fields and patients were falling through the cracks and not being treated. The future consists of a multidisciplinary approach between dentists and medical providers to work hand in hand to ensure patients are receiving the care that they deserve and help ensure that their quality of life and overall health is restored. ■



**Ryan P. Robinson, DDS**  
Diplomate, American Board of  
Craniofacial Dental Sleep Medicine

## Saint Francis



# Dental Implants Help Those with Tooth Loss Regain Quality of Life

DESPITE IMPROVEMENTS in dental care, millions of Americans suffer from tooth loss – mostly due to tooth decay, gingivitis (gum disease), or injury. For many years, the only treatment options available were bridges and dentures. Today, however, dental implants are available.

What is a Dental Implant?

A dental implant is a popular option for tooth restoration and considered a reconstructive dentistry service. It is an artificial tooth root surgically implanted into the upper or lower jawbone. The implant is made of titanium, which will fuse with the jawbone, providing stability. After the implant has been placed, it serves as the base for the crown, bridge or dentures.

Anyone missing teeth is a candidate for dental implants. Dental implants can accomplish the replacement of a single tooth, multiple teeth, or an entire dental arch. They can increase chewing comfort by providing retentive anchors for full or partial dentures and eliminate the use of denture adhesives. When used as the base for implant-supported dentures, this method helps prevent bone loss, preserves facial appearance, and provides solid protection against the slipping and chattering of regular dentures. Implant supported dentures eliminate the pain experienced from ill-fitting dentures and the need for adhesives. They prevent the embarrassment

due to ill-fitted dentures falling out while speaking or eating. Implant-supported dentures can help restore a patient's ability to bite and chew naturally, improve speech and improve overall self-confidence.

Technology has advanced to the point where dental implants are commonly used to improve not only one's physical wellbeing, but also the quality of life.

The dentist utilizes implant teeth that look, feel and function in a manner that allows the patient to forget they have dental implants. Others will not know you have implants unless you tell them.

The entire dental implant process, from evaluation to completion, generally occurs over six to eight months. During this time, most patients experience little, if any, disruption in their normal business and social activities.

Dental implants have opened the door to the future in dentistry and oral rehabilitation. Patients who have had to compromise their appearance, chewing functionality, and nutritional intake due to complete or partial loss of teeth, can now be restored back to normal appearance and function. Many patients rediscover the excitement of an active lifestyle shared with family and friends through a renewed confidence to eat, speak, laugh and enjoy life. ■

## Act Retirement

# Bayhealth

# Newsbites

## James Elliott Named Delaware New Century Transfer Pathway Scholar and to All-USA Academic Team

James Elliott, a student at Delaware Technical Community College, has received two of the nation's top scholarships recognizing outstanding academic achievement among college students.

Elliott is one of 20 students to be named to the All-USA Academic Team and will receive a \$5,000 scholarship. The All-USA program is widely recognized as the most prestigious academic honor for students attending associate degree-granting institutions. All-USA Academic Team members were selected for their outstanding intellectual achievement, leadership, and community and campus engagement.

Elliott has a unique story and has overcome many odds on his path to success. At the age of 19, while a student at Delaware Tech, he was convicted of a felony and sentenced to prison. During his incarceration, Elliott realized the importance of education and completed a correspondence course. After his release, he returned to Delaware Tech where he is studying Human Services and using his experience to connect with and help others.

The All-USA Academic Team is sponsored by Follett Higher Education Group, with additional support provided by Phi Theta Kappa and the American Association of Community Colleges (AACCC).



## Nanticoke names Director of Wound Care Services and welcomes new Medical Staff Member

Nanticoke Health Services is proud to announce that Barbara Truitt, BA, RN, WCC, CLT, CWOCN, has been named Director of Wound Care Services. In this position, Ms. Truitt will oversee the day-to-day operations of Nanticoke's Wound Care and Hyperbaric Center and inpatient wound and ostomy care.

Nanticoke Memorial Hospital is pleased to welcome Shubha Kollampare, MD, to its active medical staff. Dr. Kollampare

specializes in Internal Medicine and Rheumatology and is accepting new patients

at the Arthritis & Osteoporosis Center located at 1350 Middleford Road, Suite 502 in Seaford.



## Navient names winner of Solutions Navigator Award

Navient, a leading asset management and business processing services company, honored Lori Ellis with the company's Solutions Navigator Award. Ellis, a process engineer, was recognized for spearheading innovative tools to support the company's continuing journey of customer communications improvement.

The quarterly award recognizes one employee who demonstrates one or more of Navient's core values: customer-centricity, proactivity, leadership, stability, integrity and innovation.

Ellis played a key role in piloting a new application for customer service specialists to provide customers with more complex

**NAVIENT** student loan questions clear

and customized information about their specific accounts. The application also enhances the delivery, tracking and archiving of customized letters to customers.

"Lori's knowledge, leadership and innovation were critical in streamlining a manual process and helping to improve our customer communications," said Kim Albert, senior director and Ellis's nominator, Navient.

This past December, Ellis celebrated 15 years with Navient. When asked what key skills helped her be successful at work, Ellis placed an emphasis on communication and team work.

"Communication and collaboration are essential," said Ellis. "Being able to gather and distribute information and work with multiple teams toward a common goal, is so important."

## World Trade Center Delaware adds 3-Person "Dream Team" to Increase Services to Members and Partners

The World Trade Center Delaware (WTC Delaware) has added a "dream team" of multi-talented Wilmington consultants to its staff: Dinette Rivera; Dana Dobson; L. J. Nick Callazzo III,

"Our mission is to grow trade. Each of these professionals brings years of talent and expertise to assist companies and individuals in Delaware and in the surrounding region, to our partners, and to officials in the Legislature and state agencies through business consulting and generating awareness of the wide range of services WTC Delaware offers," says Carla Sydney Stone, president of WTC Delaware. "Additionally, this 'dream team'

# Newsbites

will focus on growing our membership and designing a new member program that will help them immediately to explore new international business opportunities.”



## \$150K grant will expand breast cancer genetic testing at Christiana Care’s Helen F. Graham Cancer Center & Research Institute

The Familial Cancer Risk Assessment Program at Christiana Care Health System’s Helen F. Graham Cancer Center & Research Institute has received a \$150,000 grant from the Association of Community Cancer Centers (ACCC) in

partnership with Pfizer Global Medical Grants to expand genetic counseling and testing for women diagnosed with three subtypes of breast cancer labeled as early onset, triple negative and HER2 negative metastatic breast cancers.

The Graham Cancer Center was selected for grant funding as part of a national initiative to improve the quality of breast cancer care for women. Projects awarded grants seek to address barriers to counseling and BRCA testing for women in order to extend best practices to much larger patient populations, including underserved minorities. Results could also shed light on how changes in testing practices impact treatment decision-making.

The Familial Risk Assessment staff at the Graham Cancer Center will focus on increasing education to health care providers and increasing identification and refer-

als for BRCA testing, leveraging existing statewide family cancer risk registry data and the relationships they have established as part of a community cancer center. This includes important partnerships with Beebe Healthcare, The Tunnell Cancer Center and Nanticoke Cancer Center.

Additional partners on the project include Christiana Care Community Outreach, the Christiana Care Breast Center, The Tumor Registry, the Breast Cancer Research Program and the Breast Cancer Research Community Advisory Board.

## Elliott Greenleaf, P.C. announced as Winner of 13th Annual Turnaround Awards

The M&A Advisor announced the winners of the 13th Annual Turnaround Awards on Thursday, December 20th. Elliott Greenleaf, P.C. was named a winner for the Healthcare/Life Sciences Deal of the Year (Under \$500 million) for the firm’s role as co-counsel to the Committee of Unsecured Creditors in Orexigen Therapeutics, Inc. The awards will be presented at a Black Tie Gala on Thursday, March 28 at The Colony Hotel, Palm Beach, FL.

Elliott Greenleaf, P.C. is a law firm with five offices located in Pennsylvania and Delaware, has a national commercial litigation and insolvency practice that effectively and economically adds value to its clients. Elliott Greenleaf, P.C. offers a variety of legal and business solutions, to corporations, entrepreneurs, labor unions, non-profits, and governmental and educational entities.

## Nemours Foundation Names Robert G. Riney Chairman of the Board

The Nemours Children’s Health System Board of Directors today announced the election of Robert G. Riney as its chair,

## Nonprofit founded by Harvey, Hanna, & Associates, Inc. President, Delaware KIDS Fund, Donates \$1,000 to Cape Henlopen Food Basket

The nonprofit organization founded by Thomas J. Hanna (President, Harvey, Hanna & Associates, Inc.), Delaware KIDS Fund recently visited the Cape Henlopen Food Basket to present a gift of \$1,000 for the 2019 winter season.

The Cape Henlopen Food Basket provides food support to more than 2,160 households and 6,313 individuals each month (2,006 of which are children). The gift was timed to help Cape Henlopen Food Basket prepare for higher food demand during the winter months.

The Delaware KIDS Fund has proudly donated over \$10,000 to the Cape Henlopen Food Basket since 2008.



*Pictured (left to right): Ryan Kennedy (Delaware KIDS Fund Executive Director/ Harvey, Hanna & Associates, VP - Marketing) Jon Devoll (Cape Henlopen Food Basket) and Andrew DiFonzo (Delaware KIDS Fund volunteer / Hyatt Place Dewey Beach, General Manager)*

effective immediately. Riney has served on the Nemours Foundation Board since 2006. He succeeds Brian Anderson who has been a Nemours board member for 13 years, serving as chair for the last three years.

Bob Riney has served as chief operating officer of Henry Ford Health System since 2003. He was appointed president of healthcare operations and chief operating officer in 2017. He oversees all hospital and service operations for the six-hospital health system consisting of more than 60 clinical locations, 30,000 employees and annual revenues of \$6 billion. In addition, Bob is responsible for Corporate Information Technology, Corporate Facilities & Security, International Strategies, and the System Chief Nursing Office.

## Christiana Care Health System Named One of Healthgrades 2019 America's 100 Best Hospitals

Christiana Care Health System has achieved the Healthgrades 2019 America's 100 Best Hospitals Award™. The distinction places Christiana Care in the top 2 percent of more than 4,500 hospitals assessed nationwide for its consistent, year-over-year superior clinical performance as measured by Healthgrades, the leading online resource for comprehensive information about physicians and hospitals. Christiana Care has received the America's 100 Best Hospitals Award for three years in a row (2017-2019).

From 2015 through 2017, patients treated in hospitals achieving the America's 100 Best Hospitals Award had, on average, a 25.2 percent lower risk of dying

than if they were treated in hospitals that did not receive the award, as measured across 19 rated conditions and procedures for which mortality is the outcome.\*

Christiana Care also received the following distinctions for 2019: Healthgrades America's 100 Best Hospitals for Orthopaedic Surgery™ (2014-2019); Healthgrades America's 100 Best Hospitals for Joint Replacement™ (2016-2019); Healthgrades America's 100 Best Hospitals for Spine Surgery™ (2014-2019); Healthgrades America's 100 Best Hospitals for Pulmonary Care™ (2016-2019); Healthgrades America's 100 Best Hospitals for Gastrointestinal Care™ (2012-2019); Healthgrades America's 100 Best Hospitals for General Surgery™ (2012-2019); Neurosciences Excellence Award™ (2016-2019); Cranial Neurosurgery Excellence Award™ (2016-2019); Stroke Care Excellence Award™ (2016-2019) and Critical Care Excellence Award™ (2015-2019).

## Cover & Rossiter Announces Promotions

Cover & Rossiter, one of Delaware's first and most respected CPA and advisory

firms, is pleased to announce the promotions of Luci Roseman to Manager in the Tax Department and Tina Truby to Senior Staff Accountant.

Since joining the firm in 2011, Roseman has used her keen attention to detail and problem solving ability to help clients navigate the ever-changing tax laws. In addition, she has taken on a leadership role in staff training and is involved in the firm's recruiting. Roseman is a member of the AICPA, Delaware Society of CPAs, and Wilmington Tax Group. She is also actively involved with Toastmasters International and is a member and officer of a local club, CSC Incorporators Toastmasters International, where she currently serves as Club President.



## Autism Delaware announces new associate executive director

Janet Berry has joined the leadership team of Autism Delaware as associate executive director. She assumes the role previously held by Brian Hall, who was

## WSFS Foundation Awards \$425,000 to Fund Education and Workforce Training Programs for Youth

The WSFS Foundation, the philanthropic arm of WSFS Financial Corporation (Nasdaq: WSFS) and its primary subsidiary, WSFS Bank, has awarded a total of \$425,000 to three community programs and organizations that are achieving academic, economic and positive life outcomes for youth in Wilmington, Del. Vernita Dorsey, WSFS' Senior Vice President and Director of Community Strategy, and Theresa Hasson, Vice President and WSFS' Director of Community Reinvestment, joined nonprofit community partners from The Teen Warehouse, the Delaware Restaurant Association Educational Foundation and Year Up Wilmington at WSFS Bank's headquarters in Wilmington where the WSFS Foundation grants were presented. The grants included \$375,000 to The Teen Warehouse; \$25,000 to the Delaware ProStart Program; \$25,000 to Year Up Wilmington.



# Newsbites

promoted to executive director of the agency in August 2018.

Berry manages the administrative work necessary to develop and implement the business, regulatory, and financial affairs of Autism Delaware, a leading statewide provider of support services for individuals and families affected by autism spectrum disorder.

In addition, she directs strategic communications and fundraising initiatives.



*Janet Berry*

Berry's extensive background in providing leadership to human services agencies will serve her well at Autism Delaware. In the past she has served as interim executive director at People's Place II, a multi-service nonprofit organization in Milford, Delaware; executive director at BlindSight Delaware, previously known as the Delaware Association for the Blind; and vice president of membership, program & properties, and volunteerism at the Girl Scouts of the Chesapeake Bay Council, Inc.

## Wohlsen Adds to Delaware Valley Team

Wohlsen Construction Company is pleased to announce the addition of two new construction professionals to the Delaware Valley team: John Quagliariello, PE, as project executive and Arthur Snellbaker as superintendent.



*John Quagliariello*



*Arthur Snellbaker*

## Sonitrol Security of Delaware Team Member Receives National Award

Steve Fox, Regional Manager, Sonitrol Security of Delaware Valley, has been recognized with a national Sonitrol Security Sales Warrior Award. He was ranked #4 in the top 10.

Steve and his wife Amy will be rewarded with a trip to Puerto Los Cabos Mexico.

According to Joe Allen, Vice-President/Owner, "Steve Fox is a valuable member of the Sonitrol Security team. Not only does he succeed in sales and service, he is an inspiration to everyone in the company. We are proud that he is being recognized nationally for his efforts."

Sonitrol Security of Delaware Valley provides a single source of integrated, state-of-the-art security solutions for intrusion, video, access and fire, all backed with professional monitoring by experienced, trained personnel. The ability to VERIFY an alarm event in real time gives us unrivaled credibility with local law enforcement. The company enjoys the best apprehension rate in the industry and the fewest dispatches for false alarms. Over 179,521 successful apprehensions have been recorded since 1977 and counting.



## Richards, Layton & Finger President Greg Varallo Elected a Fellow of the American College of Trial Lawyers

Greg Varallo, president of Richards, Layton & Finger, has been elected as a fellow of the American College of Trial Lawyers. The American College of Trial Lawyers is recognized as the preeminent organization of trial lawyers in North America. Fellowship in the college is by invitation only, offered to exceptional lawyers who have demonstrated the very

highest standards of trial advocacy, ethical conduct, integrity, professionalism, and collegiality.

An accomplished litigator, Greg focuses his practice on corporate and business litigation, as well as arbitration, corporate governance, and corporate transactions. He has litigated numerous complex business disputes in the Delaware courts, and has appeared on behalf of his clients in state and federal courts throughout the United States. Greg is the author or co-author of



*Greg Varallo*

numerous articles and treatises, and has taught classes at NYU School of Law, the University of Pennsylvania Law School, and Harvard Law School.

## Prominent Virginia Business Attorney Joins Whiteford in Richmond

Whiteford Taylor & Preston today announced that Grant S. Grayson has joined the firm in Richmond. Widely recognized as one of the leading business lawyers in the Commonwealth, Mr. Grayson joins the firm as senior counsel.

Mr. Grayson is experienced in corporate law, real estate finance, and mergers and acquisitions, among other areas. His clients include manufacturing and distribution companies, service companies, real estate owners and developers, as well as equity funds which purchase, finance and develop commercial and residential real estate. Other Whiteford lawyers in Richmond with whom he has long experience include Vern Inge, John Selbach, Katja Hill and Stephen Faraci.

Mr. Inge, Managing Partner of the Richmond office, said, "It is a privilege to have someone of Grant's reputation join us. We are a young office, yet through growth of this caliber we are positioning ourselves to serve our clients on their most complex and challenging matters."

## Nanticoke Immediate Care Welcomes Edda DiDonato, APRN

The Nanticoke Physician Network is proud to welcome Edda DiDonato, APRN, to its Nanticoke Immediate Care staff.

Ms. DiDonato received her Bachelor of Science in Nursing from the Inter American University of Puerto Rico, and her Master of Science in Nursing with specialty in Family Nurse Practice from Wilmington University. She is a certi-

fied Family Nurse Practitioner (FNP) and has several years of prior professional experience as a Critical Care Nurse in the Intensive Care Unit at Kent General Hospital. She is a member of the American Academy of Nurse Practitioners and is fluent in Spanish.



*Edda DiDonato*

## Chesapeake Utilities Corporation Announces Executive Appointments

Chesapeake Utilities Corporation (NYSE: CPK), announced today several recent promotions and new officer appointments.

Beth W. Cooper has been promoted to Executive Vice President, Chief Financial Officer and Assistant Corporate Secretary of Chesapeake Utilities Corporation. James F. Moriarty has been promoted to Executive Vice President, General Counsel, Corporate Secretary and Chief



Policy and Risk Officer of Chesapeake Utilities Corporation. Kevin J. Webber has been promoted to President of Florida Public Utilities Company and Senior Vice President of Chesapeake Utilities Corporation. Cheryl M. Martin has been promoted to Vice President of Regulatory Affairs for Chesapeake Utilities Corporation. Michael D. Cassel has been promoted to Assistant Vice President of FPU. Buddy Shelley has been promoted to Assistant Vice President of Electric Operations for FPU. Barry D. Kennedy has been promoted to Assistant Vice President of Natural Gas Operations for FPU.

## Easterseals President/CEO Becomes ACHE Fellow

Easterseals Delaware & Maryland's Eastern Shore's President/CEO, Kenan J. Sklenar, recently became a Fellow of the American College of Healthcare Executives (FACHE), the nation's leading professional society for healthcare leaders. By doing so, Sklenar is among only 9,100 healthcare leaders who have earned this distinction. To earn the FACHE credential, candidates must meet academic requirements and experiential criteria, earn continuing education credits, demonstrate

## Cover & Rossiter Leaders Elected to Local Boards

Cover & Rossiter is excited to announce that Marie Holliday was recently elected to the Delaware State Chamber of Commerce's Board of Governors and Peter Kennedy was elected to the Delaware College Scholars (DCS) board.

Mrs. Holliday is the Managing Director of the firm, a role she has held since December 2015. Since joining the firm in 1997, Holliday's area of expertise has been in Tax. She applies a holistic approach with her clients, focusing on the various stages of growth in one's life or business to come up with tax planning strategies that influence long-term financial stability.

Mr. Kennedy is a Director at Cover & Rossiter and heads the Audit practice. Since joining the firm in 1999, he has developed an expertise in not-for-profit accounting, auditing and tax issues and is privileged to work with many of the region's leading not-for-profit institutions.

# Newsbites

professional and community involvement, and pass a comprehensive examination.

Fellow status represents achievement of the highest standard of professional development. Sklenar of Easterseals is privileged to bear the FACHE credential, which signifies board certification in



healthcare management as an ACHE Fellow.

## Delaware Blue Coats Acquire A.J. Davis

The Delaware Blue Coats, the NBA G League affiliate of the Philadelphia 76ers, announced today that the team has acquired A.J. Davis off waivers. In a related move, the team has waived Terrence Drisdorn.

Davis (6-9, 215 lbs) most recently played for the Brisbane Bullets in the Australian National Basketball League (NBL). The left-handed Davis saw action in 12 games as the Bullets advanced to the semifinals of the 2019 NBL Finals Series. Prior to joining Brisbane, Davis signed with Z Mobile Prishtina of the

Basketball Federation of Kosovo (FBK) in September, appearing in 19 games that included the FIBA Euro Cup and Basketball Champions League Qualifying. He averaged 21.0 points and 7.0 rebounds in 29.7 minutes per game over two Champions League games.

The 23-year-old Davis played his final three seasons of college basketball at the University of Central Florida after transferring from Tennessee. As a redshirt senior for UCF last season, Davis averaged 12.2 points, 7.6 rebounds and 2.2 assists in 33.0 minutes per game en route to being named honorable mention All-American Athletic Conference. After the season, Davis participated in the 2018 Portsmouth Invitational Tournament, where he averaged 10.7 points, 5.0 rebounds and 1.7 assists in 24.3 minutes per game. Davis is the son of former NBA All-Star Antonio Davis.

## Vandemark & Lynch Announce 2019 Engineer of the Year, Alan Steinle

VanDemark & Lynch, Inc. is pleased to announce that Alan G. Steinle, P.E.,

F.ASCE, was named the 2019 Engineer of the Year by the Delaware Engineering Society at its annual Engineers Week Banquet, held on February 21, 2019. The Delaware Engineering Society presented this prestigious honor to recognize Mr. Steinle's advancement of the engineering profession, his involvement with many national and local engineering societies, and his role in helping to develop and update national building codes and standard engineering and architectural contract specifications.



*Alan Steinle*

Alan's love of engineering and construction continues today, and he enjoys teaching and mentoring young engineers to help them develop their skills and talents. He is especially proud to see them achieve their professional engineering registration, and be able to add the prestigious "P.E." after their name.

## Litigation Attorneys Kirsten A. Zeberkiewicz and Erin E. Larson Join Morris James LLP

Morris James is pleased to announce Kirsten A. Zeberkiewicz has joined the firm's Corporate and Commercial Litigation group and Erin E. Larson has joined its Intellectual Property Litigation practice. "The addition of these new attorneys reflects Morris James' ongoing commitment to developing and advancing lawyers who have achieved the highest levels of professional accomplishment," said Keith Donovan, Managing Partner of Morris James LLP.

Kirsten A. Zeberkiewicz focuses her practice on litigation involving corporations and alternative entities formed under Delaware law. She handles corporate governance and complex commercial litigation matters involving fiduciary duty

## With \$1 Million Gift to Riverside Area Revitalization, Christiana Care Makes an Impact on Community Health

As Wilmington's Riverside community embarks on an extraordinary revitalization effort, Christiana Care Health System is making an impact on health with a \$1 million gift to REACH Riverside Development Corporation that will support community health and youth development programs.

Riverside, in the northeast corner of Wilmington, is one of the city's oldest and most underserved neighborhoods. Christiana Care's gift adds to the landmark community redevelopment initiative, announced in November, which includes government, private and nonprofit investment and robust community engagement.

Christiana Care's gift will fund community health and wellness outreach and education, facilities and resources for teen programs and activities, and support for seniors and children in this multigenerational neighborhood. The gift also will fund transportation so that neighbors have easy access to meet their health and social service needs, and programs to support economic mobility through workforce development and financial health programs.

claims, contract disputes, M&A challenges, and summary proceedings in the Delaware Court of Chancery and the Delaware Supreme Court.

Erin E. Larson focuses her practice on patent litigation and counseling clients in all aspects of practice in the U.S. District Court for the District of Delaware. She is currently working on numerous ANDA and patent litigation cases, spanning a wide range of technologies. Erin is a First Lieutenant in the U.S. Army Reserves, where she coordinates personnel services. Erin earned her J.D. from the University of North Carolina School of Law where she served as Editor-in-Chief of the North Carolina Journal of Law & Technology. She holds a B.S. in Chemistry from Villanova University.

## Navient Foundation supports local technology training program, Tech Impact's ITWorks

Young adults in Wilmington have an opportunity to gain skills in technology that will help them succeed in a competitive workforce, thanks to Tech Impact's ITWorks. Navient Foundation, the company-sponsored philanthropic fund, donated \$2,500 to support the ITWorks' efforts to increase access to education, technical training and employment opportunities.

The grant has helped provide 18 young adults with an opportunity to launch their careers in technology. Jordan from Wilmington, who completed the program last year, secured a full-time position as a configuration technician prior to graduation.

ITWorks is a 16-week technology training program that provides young adults who experience barriers to affordable education and gainful employment free IT training. Students can earn a professional certification in IT and an intern-

## Melanie George Smith Announces Launch of Sustainable World Strategies

Former Delaware State Representative, Melanie George Smith, has announced the official launch of her company, Sustainable World Strategies (SWS). The new management consulting firm focuses on helping organizations thrive by inspiring and empowering them to embrace social purpose. SWS works with clients to create the systems, processes, and strategies they need to achieve their goals through a commitment to sustainability.

In launching Sustainable World Strategies, Smith hopes to inspire and emphasize to others that there doesn't have to be a trade-off between doing well in business and doing good for the world.

"We no longer have to choose between making a profit and saving the world," explains Smith. "In fact, saving the world is turning out to be quite profitable. The world has evolved, and one of the most positive steps is the snowballing force of global sustainability."

ship working with leading corporations and nonprofits.

Since the technology program's launch in 2011, ITWorks has served more than 498 students, including 184 in Delaware. So far, more than 350 graduates of the program have secured jobs.

## Bancroft Construction and Bancroft Homes Announce They Have Remerged

Bancroft Construction Company and Bancroft Homes, Inc. have announced that their two previously separate companies have remerged as of January 1, 2019, and Bancroft Homes, Inc. (Bancroft Homes) and Bancroft Construction Company (Bancroft Construction) are now operating as affiliated companies. This combination has created a full-service commercial construction management and residential construction entity, serving the Mid-Atlantic region.

This reignition of collaboration between the two companies will provide endless benefits to our clients and partners. The ability to leverage our combined resources to deliver the utmost in customer care and expand to further geographic regions and new partners is boundless.

## Mackarevich, of Arthur Hall Insurance, Among a Select Group to Be Named a Cyber COPE Insurance Certification Designee by Chubb and Carnegie Mellon University

Daniel P. Mackarevich of Arthur Hall Insurance in West Chester, PA and Hockessin, DE has been awarded the Chubb Cyber COPE Insurance CertificationSM (CCIC) designation from Chubb and Carnegie Mellon University's (CMU) Heinz College of Information Systems and Public Policy.

Mr. Mackarevich is among a group of insurance professionals this year to complete the seven-month certification program, which educates the participants about industry best practices in cyber security risk management, governance, and operations. Created by Chubb and CMU's Heinz College in 2018, the CCIC program is the first of its kind for agents and



*Daniel Mackarevich*

# Newsbites

brokers. Major topics covered included cyber security foundations, cyber risk and resilience management, effective incident response, cyber law and regulation, and developing custom insurance solutions.

## Easterseals Appoints Chief Operating Officer

Easterseals Delaware & Maryland's Eastern Shore recently appointed Pamela Reuther as the Chief Operating Officer. Reuther has been working for Easterseals for 25 years.

"I am so fortunate to be working with a team of people who truly care about children and adults with disabilities and whose mission is to make a difference in the lives of the people we serve," Reuther said. "This incredible team of people is changing lives every day."

Reuther started as a physical therapist assistant at Easterseals 25 years ago. She completed her Bachelor's and Master's degrees to become a physical therapist in 1998. By 2004, she became the Director of Outpatient Rehabilitation Therapy. In 2008, she was named Vice President of Programs, overseeing Therapy Services and Senior Services.

## Delaware Blue Coats to Host Pro Wrestling Extravaganza In Season's Final Home Stand

The Delaware Blue Coats announced today details for the team's final regular season home stand, including Faith & Family Night on Friday, March 22 and Pro Wrestling Extravaganza on Saturday, March 23 at 76ers Fieldhouse.

The Pro Wrestling Extravaganza is set for Saturday night when the Blue Coats host the Maine Red Claws at 7:00 p.m. Doors open at 6:00 p.m. and the event will include appearances from WWE Hall of Famers Bushwacker Luke, Brutus



## Project SEARCH Nanticoke Helps Young Adults with Disabilities Find Jobs And Independence

Project SEARCH is a high school transition program that is working to change the current employment culture for young adults with disabilities in Sussex County. Project SEARCH is a world-renowned one-year high school transition program for young adults ages 18 to 21 in which the participants are fully immersed in the workplace.

The interns at Project SEARCH are held to extremely high expectations from day one. After a short week-long period of orientation, the interns interview for and begin working in their respective departments. The departments that currently participate as training sites are materials management, food service, environmental services, biomed, medical records, patient transport, and facility services. In the morning, they begin with one hour of instruction that covers topics relating to independent living (see website for details). After this hour, the interns proceed to work a full day in their department. Each intern completes three 10 to 12-week internships in order to diversify their skill set. Teamed up with a department mentor and a skills trainer, the interns learn valuable skills from navigating public transportation, to learning how to professionally communicate with customers and colleagues. This model of full workplace immersion alongside hospital staff ensures that the interns learn what it means to hold a job long term.

"The Barber" Beefcake and Greg "The Hammer" Valentine, who will be available to fans for complimentary autographs and photos on the main concourse from 6:00-7:00 p.m. In addition, the theme night will include a postgame wrestling match featuring stars from Right Coast

Pro Wrestling.

This season's Faith & Family Night at 76ers Fieldhouse on Friday night sees the Blue Coats matching up with the Long Island Nets at 7:00 p.m. Doors open at 6:00 p.m. and the night includes an in-game sermon and testimony by local

pastor Joel Shorey, as well as a post-game gospel concert featuring George Downing. There will also be a postgame teddy bear toss to benefit the Kind to Kids Foundation, and all fans will be able to participate in postgame free throws on the 76ers Fieldhouse court.

On the court, 76ers two-way contract player Shake Milton is averaging 27.4 points per game in eight games since returning from injury. Jared Brownridge leads the NBA G League in 3-point field goals made with 183 triples for the Blue Coats, while Delaware big man Norvel Pelle leads the league with 2.97 blocks per game.



## Comcast Makes Emmy Award-Winning X1 Platform Available to Businesses Nationwide

Comcast Business today announced the company's award-winning X1 video platform is now available to the millions of bars, restaurants, hotels, gyms and other businesses across Comcast's footprint. X1 for Business includes easier search and navigation, voice control and a picture-in-picture, sports content companion called the X1 Sports App that includes team and players profiles, statistics and real-time, game-specific data.

The launch of X1 for Business arrives just in time for the NCAA Basketball Tournament, one of the most profitable times of the year for sports bars and

restaurants when fans want to watch multiple games at once and be among friends and co-workers. According to the American Gaming Association, 70 million college basketball brackets are filled out annually and last year, first-round coverage averaged 8.6 million television viewers, up from 8.2 million in 2017.

X1 for Business is now available to businesses across Comcast's footprint. Customers from across industries will begin upgrading their service to enhance experiences such as: in-room, voice-controlled TV watching in hotels; real-time sports stats and content at workout stations in gyms; and intuitive, easy-to-navigate channel options while at the office.

Comcast won an Emmy Award for Technology and Engineering – the award specifically honors the work of the technology teams that develop the Xfinity X1 Voice Remote and the innovative software platform that powers it. And the company won the prestigious Red Dot Design Award, which each year recognizes products from around the world that exemplify “outstanding design.”

## Festival at the Fort Returns to Delaware

Visit Wilmington's historic riverfront and celebrate spring! Festival at the Fort will once again host family activities on the Christina River and Colonial life in the Delaware Valley on the revitalized 7th Street Peninsula on Sunday, April 28 from 12-4 PM. Now in its second year since being rebranded from SpringFest, Festival at the Fort will take place at the Kalmar Nyckel Shipyard and Copeland Maritime Center, Fort Christina Park, and Old Swedes Historical Site. Offering tours

of the Kalmar Nyckel, The Tall Ship of Delaware, and other historic sites, children's games, food trucks, live music, and historical reenactments, the annual



event offers something for everyone!

Experience the rich heritage of Wilmington Colonial-era cultures of the Lenni Lenape, Swedes, Dutch, Finns,

## Nanticoke Named One of The Nation's 100 Top Hospitals By IBM Watson Health

Nanticoke Memorial Hospital has been named one of the nation's 100 Top Hospitals by IBM Watson Health™. Using clinical, operational and patient satisfaction data, this list recognizes the top-performing hospitals in the United States.

Since 1993, the Watson Health 100 Top Hospitals® study has been a much sought-after recognition by hospitals nationally. Acknowledged to be the 'gold-standard' for hospital performance, Watson Health—formerly, Truven Health—uses independent and objective research to analyze hospital and health system performance in 10 clinical and operational areas. The areas include important indicators such as mortality, complications, infection, readmission, finances, and patient satisfaction. Overall, Nanticoke was ranked in the 98.6th percentile among other hospitals. Nanticoke's overall performance placed it as one of only 20 hospitals with less than 100 beds included on this year's list.

“This is an amazing honor,” adds Steve Rose, “and we want all of our community to know of the great work that is happening here at Nanticoke and will continue to happen.”

and English, learn about life in the early colony, and visit exhibitors to learn first-hand how colonists created their new lives. Additionally, tour Kalmar Nyckel and Old Swedes colonial site, take a ride on the River Taxi, enjoy children's games and collect "trading cards" from your favorite reenactors.

Vendors and food trucks will be located at all Festival at the Fort sites with a shuttle bus providing transportation to the locations. General admission to the event is free, with some activities and food available for a fee. The annual event is presented as collaboration between New Sweden Centre, Old Swedes Foundation, Kalmar Nyckel Foundation, the Delaware Swedish Colonial Society, the New Sweden Alliance, and the Riverfront Development Corporation of Delaware.

## The Counting House Restaurant and Pub Holds Fundraiser for Pathways To Success

A recent fundraiser was held at The Counting House Restaurant and Pub for Pathways to Success. The Counting House has a different way of holding fundraisers. They ask for the nonprofit's staff and volunteers to serve customers with all tips going back to the nonprofit plus they give 10% of the sales from 5:00 pm to 9:00 pm to the organizations.

Pathways to Success staff and volunteers that assisted at the fundraiser included Dan Acker, Kat Angus, Fay Blake, Jacques Bowe, Bill Collick, Josie Cicerale, Keda Dorisca, Megan Edwards, Dana Ferrari, Jinni Forcucci, Morgan Fabber, Sarah Gilmour, Trina Mears, Valerie Onley, Domineque Scott, Darren Tatum-Poole, Kevin Thomas and Georgetown Mayor Bill West.



## Bayhealth to Launch Residency Programs in 2021

Bayhealth is pleased to announce that it has begun the process to launch residency teaching programs for doctors who have recently graduated from medical school – called Graduate Medical Education (GME). The announcement is an exciting one for the community and health system, as this residency training program will assist in bringing more doctors to the area, enhance the culture of learning at Bayhealth, and foster improvements to patient care and the patient experience.

"Residency programs create the opportunity to provide more physicians to serve the community. Once the physicians have completed their residencies, there is a higher chance they will stay in the community where they trained, resulting in greater physician retention," said Bayhealth President and CEO Terry Murphy, FACHE. "Developing the next generation of physicians to serve our communities is a priority for Bayhealth."

In an effort to broaden medical education offerings, Bayhealth is also partnering with area medical schools to host medical students for a portion of their Undergraduate Medical Education (UME) clinical rotations. Upon graduating medical school, these students may later apply for one of Bayhealth's residency programs.

*Above, from left to right: Bayhealth Senior Vice President, Chief Medical Officer and GME Designated Institutional Official Gary Siegelman, MD; Bayhealth Surgeon and GME Chair Assar Rafter, MD, FACS, FASCRS; Bayhealth President and CEO Terry Murphy, FACHE; Primary Care Physician, UME Committee Chair, and GME Committee Member Joseph F. Ruback, III, DO, FAAFP; Philadelphia College of Osteopathic Medicine President and CEO Jay Feldstein, DO.*

SSB Apply

## Saint Francis Healthcare Selected to Provide EMS Services for the Dover Area

Saint Francis Healthcare, operator of the only hospital-affiliated ambulance service in Delaware, has signed a contract with the City of Dover to provide EMS services to the area, effective April 1.

Saint Francis staff will serve Dover and the Greater Dover area, collaborating with the city's fire and police department first responders as well as Advanced Life Support paramedics. The new contract also includes Basic Life Support ambulance units, which operate 24 hours a day, seven days a week. Each ambulance is equipped with two Emergency Medical Technicians. In addition, 12-hour power units will run every day of the week during high-need times.

The Saint Francis Health EMS contract also brings new jobs to the area. Twenty EMTs, four shift supervisors, and one manager have been hired. "These employees began specialized training last month at a 4-week EMS Academy, prepar-



ing them for the job," says Chief M. Scott Bundek, who is leading the training program. "We are proud to serve this expanded area together in collaboration with local First Responders."

DE Div Small Bus

# CHAMBER CALENDAR

**MAY**

17



7<sup>th</sup> Annual DYPN Golf Outing

2:00 – 7:00 p.m.  
Deerfield • Newark, DE

22



Networking Breakfast

7:30 – 9:00 a.m.  
CSC • Wilmington, DE

**JUNE**

6



End-of-Session Legislative Brunch

10:00 a.m. – 12:30 p.m.  
Dover Downs Hotel  
Dover, DE

12



Networking Breakfast

7:30 – 9:00 a.m.  
Delaware Humane Association  
Wilmington, DE

**JULY**

16



Meet the New Members

8:30 – 10:30 a.m.  
DSCC 1st Floor Board Room  
Wilmington, DE

18



Networking Breakfast

7:30 – 9:00 a.m.  
Assurance Media  
Wilmington, DE

24



MARVIN S. GILMAN  
**SUPERSTARS  
IN BUSINESS**

Superstars in Business Application Workshop

8:30 – 9:30 a.m.  
DSCC 1st Floor Board Room  
Wilmington, DE

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# 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.



**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).

**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.

### 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.



Santora

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.

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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

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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.

DEMEP

Nickle Electric