Every day you and your employees are exposed to Cyber Security threats. Your personal and company data is at risk with every sales and customer transaction, email communication, and software update you run. You are the first line of defense against cyber attacks. Don't be a victim.

Chester County’s District Attorney, Tom Hogan and Christian Marrone, formerly of The Department of Homeland Security headline the days discussion.

Join these experts plus two panels of Corporate, Legal, HR, and Academic Professionals to offer you the best practices on the fight against Cyber Attackers.

Wednesday, June 22, 2016
8:00-8:30 Registration and Continental Breakfast
8:30-11:30 Conference with 2 Panel Discussions
West Chester University Alumni & Foundation Center

Tickets are now available

$50 members
$90 non-members

Please contact Paige Michael for sponsorship opportunities.
## June Events

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**Wednesday, June 15**  
CCCBI Summer Series: Let’s Do Lunch  
*Chester County Chamber of Business & Industry*  
8:00 am - 9:30 am  
Register Here

**Wednesday, June 22**  
Cyber Security Conference  
*WCU Alumni & Foundation Center*  
8:00 am - 11:30 am  
Register Here

**Tuesday, June 28**  
Department of Labor Overtime Breakfast Briefing  
*Bentley Systems*  
8:00 am - 10:00 am  
Register Here

## July Events

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**Wednesday, July 13**  
Annual Summer BBQ Bash  
*Chester County Chamber of Business & Industry*  
Register Here

**Wednesday, July 20**  
CCCBI Summer Series: Let’s Do Lunch  
*Chester County Chamber of Business & Industry*  
Register Here
On Thursday evening, June 2, CCCBI hosted our 2016 Women Influencing Business Dinner at Whitford Country Club in Exton. This year’s dinner drew almost 200 local business professionals, all coming to honor our 2016 Female Business Leader of the Year, Kristen LaDow, M&T Bank. The spectacular turnout spoke volumes to her impact in the Chester County business community.

Ashley McEvoy, Company Group Chairman, Johnson & Johnson Vision Care and Johnson & Johnson Diabetes Solutions delivered this year’s keynote address. Ashley captivated the audience discussing her own work life balance and how women in business today can overcome barriers for women in business tomorrow. We extend our greatest thanks to our sponsors and all members who made this event great!
The goal with every rehab is to complete it as quickly as possible while keeping it on budget and not compromising quality. Each project is different depending on the scope and magnitude of the project but with each project, you need a timeline for the order of completing each aspect of the rehab. Careful planning is required to avoid overlapping contractors or doing work out of sequence causing more work later. The goal is to have as many things as possible going at once that don’t affect each other.

The second most popular saying in real estate, right behind “Location, location, location” is, “You make your money when you buy, not when you sell.” Finding the right house to flip is essential. For most flippers, that means a house that is structurally sound and just needs some cosmetic updates.

Can you still flip houses in high end areas and make money? Well that depends on your level of risk tolerance, experience, knowledge, time, and cash.

Wherever possible you should never go into a property purchase blind, particularly if you are aiming to fix a home up. Always have a good idea of what needs to be done so that you can budget accordingly and plan the work out properly. Try to have a house inspector look over the property and have they highlight any issues that could hold up the work or lead to you losing money in the investment. There’s an initial cost involved in this, but you will be thankful if they reveal issues that leads to a property getting scratched off your list.

A very positive development expanded the “sweet spot” of the fix & flip market. With home sales over $200K now representing over 60% of the resale market, fix & flip investors are successfully moving up the price scale. It is safe to say that investors are now aggressively pursuing basic rehabs up to $300K and beyond as sales over $300 represent nearly 30% of the resale market.

People who invest in rehabs over $300K and beyond market segment should do so carefully. While you can’t predict price with any certainty, indicators on pricing will stay the same or drop slightly in the fall. If this is accurate, then more care must be taken when purchasing a property to be rehabbed over the next few months—any price deterioration will have a negative impact on the investor’s profit margin.

Get in touch with Joe Scorese
GET GOLF READY!
Join us for a five-week golf league at Radley Run Country Club!

Session dates:
Tuesday, July 12
Tuesday, July 19
Tuesday, July 26
Tuesday, August 2
Tuesday, August 9

$200 FOR 5-WEEK LEAGUE
$175 FOR REGISTERED EMERGING LEADERS

5:30 PM - 6:30 PM
LIMITED EQUIPMENT AVAILABLE

This program is designed to help you learn everything you need to know to play golf. Joel Aptaker, PGA Professional, will guide you through the basics, as well as help you put your golf skills into action on the course. Whether you’re a first-time golfer or a seasoned professional, this 5-week program is a great way to get golf ready this summer.

CONTACT PAIGE AT PAIGE@CCCBI.ORG OR VISIT CCCBI.ORG TO REGISTER.
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Send Email

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View Website
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Thomas Schray
(610) 344-0730
View Website
Send Email

Alois Digital
Alex Collevecchio
(610) 212-6300
View Website
Send Email
DOL Overtime Ruling Breakfast Briefing

Employment laws are changing and you need to know exactly what’s going on.

What are the new FLSA White Collar Overtime Exemption updates? How will they affect you or your business? Our experts will give you up-to-date information on the recently passed laws and tactics to cope with these changes.

Join us at Bentley Systems on Tuesday, June 28 as we host this must attend information session.

Industry professionals to lead the discussion:

- **Attorneys**
- **Human Resources**
- **Insurance Professionals**

8:00 am - 10:00 am
Bentley Systems, Inc.
685 Stockton Drive
Exton, PA 19341

$25 member rate
$35 non-member rate

Register Here

Sponsorship Opportunities are available.

Contact Paige Michael to learn more.

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Rip Roarin Productions is a full service creative production company located in West Chester, PA. Rip Roarin Productions is a film production, video marketing, and digital branding company providing tailor made services according to your specifications.

Specializing in Video Marketing, Commercials, Corporate Videos, and Media Content. Our staff can produce anything from concept to delivery. We collaborate on the development, pre-production, production, post production (editing, color grading, sound, music, animation, motion graphics, and much more..) No project is too big or too small to create a marketing Buzz for your product, service or company. We are here to help people accomplish their goals!
Summer is in full swing, and what better way to enjoy a beautiful summer evening than a BBQ on the courtyard at the Chester County Chamber.

The Chamber invites you to join us at one of our most well attended and relaxing events, the Annual Summer BBQ Bash.

This event is open to all members, so bring your employees as a thank you for their hard work this year!

We also use this event to take the time to thank the many volunteers who make the Chamber what it is. If you participate on a Chamber Committee, we would love for you to be our guest! Call the Chamber for your complimentary ticket.

Wednesday, July 13, 2016
5:30 pm- 7:30 pm
CCCBI Headquarters
***Free for active CCCBI Volunteers***
$20 for Chamber members
$40 for future members

This is our Business After Hours networking event for the month of July.

Thank you to our Sponsors

Register now!
Save the Date

The 2016 Golf Classic & Dinner
Tuesday, August 16, 2016

CCCBI's Annual Golf Classic at Applebrook Golf Club is a prestigious event where you will enjoy the opportunity to golf with a select number of our area's top business leaders. The event provides an excellent and substantial opportunity for members to entertain prospective and existing clients in a healthy business environment while contributing to the growth of business in our region. The tournament is open to every level of golfer and offers an invigorating day of business networking, socializing and sporting fun. The day ends with cocktails, award presentations and a surf-and-turf dinner with an exquisite view. Purchase a ticket to golf or just for dinner & drinks!

The 2016 Annual Dinner
Thursday, November 10, 2016

The Annual Dinner takes place each year on the breathtaking grounds of Longwood Gardens. The event draws together business and community leaders to celebrate the Chamber's successes of the past year, looks ahead at the future plans of the organization and recognizes the change of leadership at the Board of Directors. At this event the Chamber also honors an Executive of the Year and a Citizen of the Year.

For more information on these events, contact Paige Michael.
As some of you know, and for those of you who don’t, a year and a half ago our daughter, Kendall Kemm, had a stroke, the result of a ruptured Arteriovenous Malformation (AVM) in her brain that we did not know she had. We also learned she has three aneurysms. We had never heard of an AVM before this and we’ve since learn, many other people haven’t either. In short, AVMs are a tangled cluster of unnecessary blood vessels that don’t have capillaries, so often times they bleed and the results can be catastrophic. We were fortunate in that Kendall was able to recover from her stroke and undergo treatment.

Not only are AVMs rare, it’s even more rare that they show in kids and Kendall’s is also larger than most. It took a lot of time, research and the right recommendation, but we finally found a doctor who would treat her at Stanford University. Dr. Chang and his team have embraced Kendall and this challenge from day one.

Last March and again in July, Kendall had radiation treatment. Her AVM is inoperable, so this is our only hope. The radiation caused some brain swelling and has left her with some left-sided deficits, but her spirits remain high and we all remain optimistic. She plays softball, even though she only has the use of one hand, and she loves yoga. Kendall is also blessed with amazing friends, coaches and teachers who support her.

We received good news from the doctor on Friday that her recent scans showed a 50% reduction in size. We are thrilled with the progress, but she still has a long way to go. Kendall remains at risk for a stroke until her AVM is gone and it’s still uncertain whether we can completely obliterate it, but that’s obviously our ultimate goal.

In the meantime, at Kendall’s request to help other’s with AVMs, we started a foundation called Kendall’s Crusade. We are having our first event on July 16th at the Valley Forge Casino in King of Prussia, PA. Comedian Craig Shoemaker is coming in from LA to entertain us all. If you live in the area and would like to join us, we’d love to have you. If you don’t live in the area and you feel so inclined as to support Kendall’s efforts to raise money for research and to help other’s with AVMs, we are donations, as well. Attached you will find the flier for our event and more details can be found at www.kendallscrusade.org.

If you hung with me through this piece and learned a little something about AVMs in the process, thank you. Awareness is also part of our mission. Thank you for Awareness is also part of our mission. Thank you for your support.

Leslie and her family reside in Berwyn, PA.
“What’s for dinner? I’m starving!” “What are you in the mood for? Should we have Italian, Mexican, Burgers, or Chicken tonight?” “Ugh, I don’t like this, what else do we have for dinner?”

So many of us take for granted that there will be food on the table and enough options in the house to satisfy picky eaters and any particular craving that we may have at the time. Many don't even give it a second thought as to where our next meal is coming from. And yet, the United States Department of Agriculture (USDA) estimates 15.3 million children under the age of 18 are in households where they are unable to consistently access nutritious food necessary for a healthy life. Approximately 94% of those children participate in National School Lunch programs so they are at least getting one nutritious meal a day. Some also participate in School Breakfast Programs. For some of them, it will be their only meals of the day.

That can be of some comfort to parents during the school year, but not during the summer months. We typically don’t think about food drives during the Spring and Summer months and yet the need, especially where children are concerned, is often greater during their time away from school. Summer fun is synonymous with cookouts, picnics and barbeque's, and yet, families struggling to put a meal on the table every day can only dream about the things so many of us take for granted. Children should be enjoying their summer but instead they are going hungry.

Fiorenza's Food For Friends (F4) is on a mission to end hunger in every household by helping to feed families and help children reach their physical, mental and academic potential. There are so many ways people can help that will add up to making a big difference. Please consider having a food drive this summer to help end hunger. Contact F4 and we will help you set up a food drive in your business or community with a partnership to a local non-profit that feeds the hungry.

F4 is an unpaid broker who helps facilitate food drives by establishing relationships between donors and recipient organizations in the hopes that an on-going relationship can evolve. Our sole purpose is to eradicate world hunger by connecting sources of food to recipients in need. We believe we can do this with the help of the community.

Please visit our website: http://www.f4service.org/
Facebook page: facebook.com/f4service
Brenda Russell at Brussell@f4service.org, 610-955-7090, with specific questions.

DOL: Impact of Changes to Fair Labor Standards Act (FLSA)
Overview of Fair Labor Standards Act (FLSA)

The Department of Labor (DOL) created the Fair Labor Standards Act to establish guidelines for minimum wage, overtime pay, record-keeping, and youth employment standards which affect employees in the private sector and in the federal, state, and local governments. The FLSA was established on June 25, 1938, signed into law by President Franklin D. Roosevelt.

The following provisions are a result of this act and will serve as background for the article:
- **FLSA Minimum Wage**: As of July 24, 2009, the federal minimum wage was set at $7.25. This is the federal standard, however many states also have minimum wage laws. When these state laws are different than the federal rate, the employee is entitled to the higher minimum wage rate.
- **FLSA Overtime**: Employees must receive overtime pay if they are covered nonexempt for working over 40 hours per workweek. This rate they must receive is not less than one and one-half times the regular rate of pay. As long as employees are 16 years or older, there is no limit on the number of hours that employees can work.
- **Hours Worked**: This refers to the hours worked including all the time during which an employee is required to be on the employer’s premises, on duty, or at a designated workplace.
- **Record-keeping**: It is the job of employers to display an official poster outlining the requirements of the FLSA. It is also their responsibility to keep employee time and pay records.
- **Child Labor**: The role of the Child Labor laws are to protect the educational opportunities of minors and prohibit their employment in jobs and under conditions detrimental to their health or well-being.

Background on the DOL’s Pending Changes to the FLSA Overtime Rules

The FLSA requires almost all employers to pay the majority of their employees at least the federal minimum wage for each hour worked as well as paying overtime for hours worked in excess of 40 hours in a workweek. Under the FLSA, there are certain exemptions from the overtime and minimum wage requirements for certain employees in the following categories: working in administrative, professional, executive, highly compensated, outside sales, and computer professional jobs. In order to qualify as an exempt employee, (although most employees are not considered ‘exempt’), these employees must satisfy three tests:
- **Salary-Level Test**: Employers must pay employees a minimum salary requirement in order to qualify for the executive, administrative, and professional employee exemptions.
- **Salary-Basis Test**: Employees must receive a predetermined amount of compensation for each pay period, distributed on a weekly or less frequent basis.
- **Duties Test**: The employee’s primary duties must align with specific criteria.

Changes to the FLSA: Salary Increase

For employees that meet the administrative, professional (includes salaried computer professionals), and executive exemptions, they must be paid a minimum weekly salary of $913. This is an increase of $458. Additionally, the DOL rule raised the salary threshold for the highly compensated employee exemption from $100,000 per year to the 90th percentile of earnings for full-time salaried employees, around $134,004. The key takeaway is to review the classifications of your employees to ensure you are categorizing and in turn compensating them according to the new DOL FSLA standards which will take affect December 1, 2016.

For further reading about the DOL FSLA Regulation, please refer to the References below or contact Summit Group Retirement Planners, Inc. Representative: 267-433-1050 or dfiorezza@sgretirementplanners.com. Summit Group Retirement Planners, Inc. specializes on collaborating with employers on the design, installation, and ongoing servicing needs of their retirement programs.

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References:
ADP - Eye on Washington Legislative Update (May 18, 2016)
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