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for 104 Years*

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## 5-PART MARKETING SERIES

Want to do a better job marketing your business but don't really know where to start? The Durango Chamber of Commerce has partnered with several local marketing experts to bring you a 5-Part Marketing Series designed specifically to help small businesses improve their marketing strategy.

Classes will begin **October 2nd and continue through November 6th** and you can pick and choose the topics that are of interest to you or sign up for all five sessions and save!

Classes will be held **8:30 - 10:00 am at the Durango Public Library.**

Cost: \$35 per session for Chamber Members or sign up for all five for only \$150. Non-Members \$50 per session.

**OCTOBER 2<sup>ND</sup>**  
8:30 - 10:00 am

**Developing and Telling Your Brand Story**  
Nancy Brockman, Chimera Communications

**OCTOBER 9<sup>TH</sup>**  
8:30 - 10:00 am

**A Guide to Video Marketing**  
Ben Sorensen, BCI Media

**OCTOBER 16<sup>TH</sup>**  
8:30 - 10:00 am

**Social Media: What's Hot and What's Not**  
Jessika Buell, Marketing Concepts Squared

**OCTOBER 30<sup>TH</sup>**  
8:30 - 10:00 am

**Social Media: Beyond the Post**  
Ashley Muckway, Fort Lewis College

**NOVEMBER 6<sup>TH</sup>**  
8:30 - 10:00 am

**Where to Spend Your Advertising Dollars**  
Panel of Media Experts including Comcast Spotlight, Durango Herald, FASTSIGNS of Durango and Four Corners Broadcasting.

*Sign up  
for all  
5 sessions  
or pick and  
choose.*  
[Click to Register](#)

Reservations are required, so please use our convenient online registration at [www.durangobusiness.org](http://www.durangobusiness.org) or call 970-247-0312. No shows and cancellations after September 30th will be invoiced.

**When do you think Durango will have its first snowfall?**

[click to answer](#)

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# NEWS & EVENTS

*From the Executive Director's pen . . .*



## Time to Plan for 2020 Marketing

Jack Llewellyn, Chamber Director

Where on earth did the year go? We are now entering the 4th Quarter, and we're all beginning our budget planning for 2020. You might not realize the Durango Chamber of Commerce offers numerous options to help market your business for the New Year.

Think of the Chamber as an ancillary business marketing machine. We often have to clarify that we're not just an entity in "name" only (and we're well aware that people sometimes have pre-conceived notions of what a chamber does or can do). Take another look at your Chamber and select from our proverbial cornucopia of membership levels and opportunities that can help meet your business objectives. I often say, "Google can't do that."

The Chamber offers tiered Enhanced Membership Levels. These are a step above the membership benefit levels with which you might be familiar. As always, we want to provide value for your membership dollar.

In example, Enhanced Membership levels, coupled with our new Chamber building on North Main, offer opportunities for co-working space and use of the fully-equipped board room. This is great for small businesses that sometimes need professional meeting space, but don't actually have the space at their location.

Direct marketing opportunities include publication in our weekly Business Facts – an online newsletter distributed to 1,500, with typically a 35% open and click-through rate. Plus we offer banner web ads on the Chamber website, with over 100,000 annual page views we can reach qualified, targeted customers.

One of my favorite additions to our roster of marketing amenities is Data Mining. The businesses that have taken advantage of the service have secured enough new customers/clients to more than pay for their Chamber membership several

times over. We have access to local and national data for businesses and consumers.

Your Chamber board and staff also stay actively involved with a variety of entities to be in a position to advocate for, provide information to and support our local businesses. The latest endeavor is the budding Creative District, which you will undoubtedly be hearing more about in coming months. Being designated as a Creative District opens up a variety of funding opportunities that leads to new and exciting marketing opportunities for our town and our businesses. Stay tuned on that one.

And as a last note, the 4th Quarter is also when your Chamber starts planning our "Academy Awards" – Durango Rocks! And we NEED YOUR nominations. Our nominating committee is diligent in reviewing all nominations (I do not have a vote in selecting the recipients). This is completely a Chamber-member driven endeavor, so who do you know – an individual or business that deserves to receive kudos and be honored (and be noticed)?

Many times, those who win the awards aren't "the names" or folks widely known, but they are indeed businesses and individuals that you "should" know. Being a recipient of a Durango Rocks! award is one more way your Chamber helps support our local businesses and economy. Go to [www.durangobusiness.org](http://www.durangobusiness.org) to view the categories and nominate a deserving candidate. And while you're there, check out the many, many more benefits offered to you as a member of the Durango Chamber of Commerce.

### President

Amanda Erickson, *Durango Area Association of Realtors*

### Board Members

Charles Spence, Past President, *Maynes Bradford Shipp's Sheftel*

Greg Behn, *Bank of Colorado*

Suzanne Phare, *Real Ideal Coaching*

Brian Lundstrom, *Sky Ute Casino Resort*

Steve Elias, *Fort Lewis College*

Diana Murray, *ASAP Accounting*

Bob Thom, *Kroeger's True Value*

Chris Bettin, City of Durango Representative

*Durango Land & Homes*

Charley Kier, Leadership La Plata Representative

*Academy Mortgage*

Brad Cook, Diplomat Representative

*Academy Mortgage*

Cory Kahn, YPOD Representative

*ImageNet Consulting*

## 2019

### CHAMBER BOARD OF DIRECTORS & STAFF

### Staff

Jack Llewellyn, Executive Director

Rita Simon, Chamber Manager

Peggy McCulloch, Office Assistant

Jennifer Dickens, Communications Coordinator

2301 Main Avenue | Durango, CO 81301

970-247-0312 | Fax 970-385-7884

[www.durangobusiness.org](http://www.durangobusiness.org)  
[chamber@durangobusiness.org](mailto:chamber@durangobusiness.org)

# NEWS & EVENTS

Join us at 7:45am on **Tuesday, Oct. 1st** for another Great Casual Networking Event!

*Topic:* **Back Pain, Good Posture and Exercises.**

**Robert Wallach**  
La Plata Physical Medicine

And enjoy a FREE cup of **Coffee!**

Hosted by Carver Brewing Co.




Breakfast available (dutch treat) Reservations are required, please click to register or call 247.0312.

click to register




## Check Out this weeks **BLOG:**

### How Spray Paint Can Transform Your Retail Store From Drab to Fab

Looking to give your retail space a fresh new vibe? Want to freshen up your decor - without breaking the bank?

*Click for more*

**OCTOBER**  
*Business After Hours*  
**THURSDAY**  
**OCTOBER 17<sup>TH</sup>**  
**5-7 pm**  
**STRATER HOTEL**  
699 Main Avenue  
**\$10 Chamber Members & Guests**

### Lunch & Learn Thank You

Thank you to Laura Ritz with The Durango Wordsmith for a great, not to mention **SOLD OUT**, Lunch & Learn presentation on September 25th. Laura did a great job educating everyone on how to write content that will help you attract customers and boost your SEO. If you would like to learn more about The Durango Wordsmith give Laura a call at 970-403-2881 or visit [www.thedurangowordsmith.com](http://www.thedurangowordsmith.com).

OCTOBER

- OCT 1st** Coffee@Carver's
- OCT 2nd** 5-Part Marketing Series
- OCT 3rd** Diplomat Meeting
- OCT 8th** YPOD Lunches with Leaders
- OCT 9th** 5-Part Marketing Series
- OCT 9th** LLP Steering Committee
- OCT 16th** 5-Part Marketing Series
- OCT 16th** Lunch & Learn
- OCT 17th** LLP Curriculum
- OCT 17th** Business After Hours
- OCT 30th** 5-Part Marketing Series
- OCT 31st** Happy Halloween!

- 7:45 am** Carver Brewing Co.
- 8:30 am** Durango Public Library
- 5:15 pm** Chamber of Commerce Offices
- 11:30 am** Ore House
- 8:30 am** Durango Public Library
- 5:00 pm** Wells Group
- 8:30 am** Durango Public Library
- 12 Noon** TBK Bank
- 4:30 pm** LPEA
- 5:00 pm** Strater Hotel
- 8:30 am** Durango Public Library
- 
- 



## NEWS &amp; EVENTS

# DURANGO ROCKS

## THURSDAY | 01.16.20

### IT'S TIME TO NOMINATE!

The deadline to submit nominations for the **Durango Rocks Awards** Event is **Monday, November 11th**. If you know a business or individual who is doing exemplary things for their employees, community etc., this is your chance to have them recognized at the Chamber's premier awards event.

**Durango Rocks!** will take place on **Thursday, January 16, 2020** beginning at 5:30pm at the Community Concert Hall at Fort Lewis College. Tickets will go on sale mid-November.

Nominating is easy! Just click on the categories to the right, fill out the form and click submit! The more information you share about your nominee, the easier it is for the selection committee to make their decisions – so please be thorough in your descriptions.

For more information please email [rita@durangobusiness.org](mailto:rita@durangobusiness.org).

- [Business of the Year](#)
- [Small Business of the Year](#)
- [Entrepreneur of the Year](#)
- [Non-Profit of the Year](#)
- [Citizen of the Year Award](#)
- [Volunteer of the Year Award](#)
- [Young Professional of the Year Award \(YPOD\)](#)
- [Barbara Conrad Award \(LLP\)](#)
- [Morley Ballantine Award](#)

# CHAMBER VIDEO NEEDS YOU!

LOOKING FOR SPONSORS  
FOR OUR ANNUAL CHAMBER VIDEO

Each year the Durango Chamber produces a fun video showcasing **ALL THAT IS DURANGO** and that video is premiered at our Durango Rocks! Awards Event in front of more than 400 attendees!

If you would like to be part of this fun project and have your business/team featured in the video – The Chamber is currently looking for sponsors to support this video project!

For more information please call or email Rita Simon,  
[rita@durangobusiness.org](mailto:rita@durangobusiness.org) or 970-828-1032.



## NEWS &amp; EVENTS



# October Lunch & Learn

Wednesday, October 16, 2019 | 12 Noon

TBK BANK (259 W. 9th Street)

## Reasonable Work Accommodations for People with Disabilities

**Martha Mason, Executive Director, SW Center for Independence**

For employers of people with disabilities – 20% of their workforce is likely to have disabilities, whether they represent themselves as disabled or not.

In this Lunch & Learn presentation discussion will include:

- How to ask for an accommodation
- How to respond to a request for an accommodation
- Legal issues
- How to define “reasonable”
- What should be in an accommodation policy
- Types of accommodations

The cost is only \$13 for Chamber Members and \$20 for non-members and includes a delicious lunch catered by **HOT TOMATOES CATERING**. RESERVATIONS ARE REQUIRED, so please use our convenient on line registration at [www.durangobusiness.org](http://www.durangobusiness.org) or call **970.247.0312**.

*No-shows & cancellations after October 11th will be invoiced.*

Sponsored by **TBK BANK**



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## NEWS &amp; EVENTS

## Leadership La Plata Welcomes New Class

Written by Stacy Reuille-Dupont, PhD, LAC, PFT

As autumn sets in, it is a time of gathering. Gathering with friends for harvest feasts, gathering to celebrate hard work and outward energy of summer fun we've had, and gathering to refocus on ourselves, our routines, and our goals as the year begins to wind down. In the land of LLP, that means the new Leadership La Plata Class Retreat kicked off the new group of LLP leaders.

For many LLP Alum, we met that weekend with both excitement and trepidation. The excitement of starting something new, the trepidation of WHAT?!?!? did I get myself into expletives after looking at the agenda, requests for car pooling with people we do not know, and being asked to climb and then stand on top of a free standing tree pole in the middle of a meadow where we are miles from the nearest medical facility.

We were asked to trust. Trust our facilitators and all they kept raving about, trust new class members we've never met to "catch us" in a variety of ways, and most of all trust ourselves to show up authentic and vulnerable. Not an easy feat for a group of people often rewarded for impressive bios and accomplishments, instead of the true identify of just being a human.

Below are a few quotes from this year's class as they began the process of unfolding personal identities to become true leaders - leaders with, not only skills, but empathy. Leaders with impressive abilities to accomplish, but also ability to connect, build relationships that create community, and deepen what it means to be part of something larger than ourselves.

And ... it all starts on top a tree pole, in the middle of a field, with a group of semi-strangers patiently waiting until we are ready to jump.

#### Alum Retreat Memory Quote:

Lisa Barrett 2015-2016 "most exceptional class" member:

*"For me, the LLP retreat was life changing. I pushed myself beyond what I thought I was capable of, I made 16 new friends, and shared some very emotional life experiences with my fellow classmates. It was epic!"*



#### 2019-2020 Class includes:

New class members are **Jennifer Buckner** (Conservation Legacy), **Will Burgess** (ICA), **Kevin Burns** (Elevation Builders), **Jen Colomb** (La Plata Electric Association), **Michael French** (Mountain Studies Institute), **Erin Hyder** (Mountain Capital Partners), **Justin Meek**, **Charles Minkler**, **Stephanie Orris** (Worldpay), **Johnnie Schmidbauer** (Durango School District 9-R), **Josh Schmidt** (Upper Pine Fire Department), **Erin Skyles** (Animas High School), **Suzanne Serianni** (Three Springs), **Nora Stafford** (Retired), **Laura Warner** (San Juan Basin Health Department), and **Heidi Zink** (Southwest Midwives).

#### Special thanks to the following:

**Retreat Committee:** Jenn Bartlett, Eric Nyquist, Jason Armstrong, Matt Payne, Jamie Wienk

**Programming:** Phil Bryson and Kerri Siggins

**Friday Dinner:** Jack Llewellyn and Mary Monroe

**Saturday Breakfast:** Indiana Reed

**Saturday Lunch:** Tim Kroes, Kathleen Costello, Mark Lambert

**Sunday Breakfast:** Kelsea Ferrato, Janet Mosher, Kevin

Dehlinger, James Brost

**Venue:** Lark Kokesh and Elk Point Lodge

**Alumni Panel:** Charley Kier, Natambu Obleton, Mark Mastalski, Holly Landgren

**Feature Sponsor:** Bank of Colorado **Retreat Donations:** Lark Kokesh and Elk Point Lodge (venue)

And Steamworks & Star Liquors



## RIBBON CUTTINGS

### Southwest Eye Consultants

The Durango Diplomats were on hand for a Ribbon Cutting ceremony at Southwest Eye Consultants on Friday, September 20th. Celebrating the addition of two new doctors; Grant M. Gebhard, MD and Reynell H. Smith, DO, who are joining Moss J. Fenberg, MD and Sara J. Haug, MD, PhD providing specialized medical and surgical eye care. Southwest Eye Consultants is the regions only research center offering clinical trials in sight saving therapeutic treatments. Dr. Fenberg, his associates and their twenty two employees are proud to provide world class eye care to the Four Corners region. If you would like to find out more about the services offered at Southwest Eye Consultants

visit [www.swretinaconsultants.com](http://www.swretinaconsultants.com) or give them a call at 970-828-2200 or stop by their offices located at 270 E. 8th Avenue, Suite N-101.



## ABSOLUTE PHYSICAL THERAPY & WELLNESS

We offer individualized patient care and personalized treatment plans. Our therapists combine hands-on techniques with home exercise programs for each patient. Let us help you get back to your life!

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- Manual Therapy
- Women's Health and Pelvic Floor Rehab
- Orthotics
- Pre and Post Operative Care
- Sports Injuries



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Phone 970-764-4094 Fax 970-749-4029  
[www.absoluteptwell.com](http://www.absoluteptwell.com)

## PHOTO GALLERY

**Business After Hours Thank You**

Thank you to everyone who attended the September 19th Member Appreciation Party. What a great night to show our appreciation of all of our Chamber members. Special thanks to our partner and sponsor Alpine Bank. Kudos to Steamworks Brewing Co. and Bird's for providing some delicious food and great beer selection. Of course no event happens without some heavy lifting courtesy of the Durango Diplomats!



## NEW MEMBERS

### 4 Corners POS

Shawn White  
450 Camino Del Rio, #208  
Durango, CO 81301  
(970) 426-4450  
<http://www.4cornerspos.com>  
Point of Sale Service Provider

### AMCAT Roofing

Steve Nickel  
484 Turner Dr, Bldg D, STE 200  
Durango, CO 81303  
(954) 605-3254  
[www.amcatroofing.com](http://www.amcatroofing.com)  
Construction/Construction Related

### Axiom Cycling Studio

Julia Cifuni  
225 E 8th Ave, STE B  
Durango, CO 81301  
(970) 764-4944  
<https://axiomcyclingstudio.com>  
Fitness Club/Personal Training

### Comcast Spotlight

Ashley Dickson  
679 E 2nd Ave  
Durango, CO 81301  
(970) 880-2933  
Advertising/Marketing Agencies/Direct  
Mail

### Edward Jones / Courtney Hancock

Courtney Hancock  
100 Jenkins Ranch Rd, STE G  
Durango, CO 81301  
(970) 779-8191  
Financial Services/Planning

### Tailwind Nutrition

Julie Dirschl  
10 Town Plaza # 186  
Durango, CO 81301  
(970) 618-5649  
<https://www.tailwindnutrition.com>  
Health Food Nutrition

### Tico Time River Resort

Jenny Holmes  
20 Road 2050  
Aztec, NM 87410  
(970) 903-0681  
<https://www.fourcornersrvresort.com>  
Campgrounds/RV Parks

### Timber Age Systems Inc

Kyle Hanson  
PO Box 4494  
Durango, CO 81302  
(970) 725-6400  
Building Solutions



*Buck says ...*

**Buy Durango!**

## RENEWED MEMBERS

Absolute Physical Therapy & Wellness

Adela Floral

Alpine Leadership

Backcountry Experience

BPX Durango, Inc

Brickhouse Adventures Depot

Buck's Livery, Inc.

CJ's Diner

Classique Builders

Cold Stone Creamery

Conundrum Escape Rooms

Dalton Ranch & Golf Club

Designs By RVB, LLC

Durango Antique Market

Durango Car Care

Durango Earlybird Toastmasters

Durango Food Bank

Durango Harley-Davidson

Durango Nursery & Supply Inc.

Durango Olive Oil and Spice

Durango Premier Vacation Rentals

Four Corners HealthCare/ Junction Creek Rehab

Four Corners OB/GYN

Holt Sheet Metal, Inc.

Intelligent Investment Management, LLP

Jack's Meats. Poultry. Seafood.

Just Click Printing

Kennebec Wealth Management

La Plata Gifts DoubleTree/Airport

Next Level

Old Hundred Gold Mine Tour

Pet Haus

Priority Financial Partners

Real Ideal Coaching

Red Mountain Cabins Motel & RV Park & Jeep Rentals

Rochester Hotel

SERVPRO of A.L.M.S.

SGM

Short Elliott Hendrickson Inc. (SEH®)

Snowdown of Durango, Inc.

Southwest Midwives

Specialty Incentives

Target Rental

Ted's Rental & Sales, Inc.

The Colorado Health Foundation

Twin Buttes of Durango

Verde Brand Communications

## BUSINESS CONNECTION

### Atlas Specific, Dr. Timothy Dugas and Dr. Danielle Donarski

written by Sara Lynn (Kuntz) Valentine

Dr. Timothy Dugas had never been to Durango when a friend called his attention to a social media post. The post was seeking a qualified Chiropractor to cover patient care for Atlas Specific in Durango during the 2017 Christmas holidays. Tim, who is one of only 1,200 Chiropractors worldwide trained for this highly specialized niche of Chiropractic work, spent that holiday season filling in at Atlas Specific. He was such a good fit that then owner, Dr. Clay Sullwold, suggested Tim buy the practice. “But the timing wasn’t right just then,” Tim says.

Later, back home in Denver, Tim and his partner, Dr. Danielle Donarski (also an Upper Cervical Chiropractor), started talking about what they wanted their perfect lives to look like in the future. They went out for a cup of coffee and decided to each write down some priorities for the future. ‘Small town,’ ‘in the mountains’ and ‘working together’ turned up on both lists, along with the expressed desire to ‘be part of a community, taking care of a community and giving back to a community’.

“What we wrote down sounded a lot like Durango,” Tim says. Things happened fast from there. Tim called Dr. Clay and within months Tim and Danielle were packing up to move from Denver to Durango. They took over Atlas Specific on September 1, 2018. “We feel that we were energetically drawn here,” Tim says. “We may have chosen Durango, but we also believe Durango chose us.”

“Our mission at Atlas is to change as many lives as possible,” Tim says. “There’s a great quote from Dr. BJ Palmer, one of the docs that helped to develop Chiropractic care. ‘You never know how far-reaching something you think, say or do today will affect the lives of millions tomorrow.’ That is our vision. At the end of the day, what we do empowers individuals with chronic and debilitating neurological issues who have not found relief elsewhere. We are driven to help people get well and stay well naturally.

Tim and Danielle offer the only Upper Cervical Specific Chiropractic care in the entire Four Corners. They address subluxation (misalignment of spinal vertebra) by focusing on the atlas, the uppermost cervical vertebra that supports the skull. When the atlas is out of alignment, communication between the brainstem and nervous system is disrupted, negatively affecting sleep, digestion, blood pressure, heart

rate, body temperature, balance, etc..

By using state of the art techniques (digital infra-red technology, for example, that reveals how well the brain stem and nerve system are functioning), they

can effectively determine whether or not an adjustment is necessary. “The goal is to NOT adjust,” Tim says, “because the longer you hold your adjustment, the faster you can heal from the inside out.”

By combining the best strategies of both Upper Cervical and more traditional full spine Chiropractic care, Tim and Danielle can more precisely address the actual causes of problems, rather than the symptoms. In addition to targeted Chiropractic adjustments, Tim and Danielle integrate holistic approaches to whole health that proactively address the influences that emotions, nutrition, chemicals and toxins can have on our health. Danielle is also certified in the Webster technique, a specific Chiropractic analysis and adjustment to reduce the effects of pelvic imbalance, especially in pregnancy.

“Everyone in Durango is so active and health conscious and focused on taking care of themselves in a natural way ... they want to keep living life to the fullest,” Tim says. “We see patients from infants to infinity. We have clients who drive two to three hours just to see us. We’re covering a lot of bases. We live and practice in Durango but our vision is much bigger. We want to take care of people from all over the world.

“We are enjoying Durango! We have two dogs and love to explore different hiking trails with them. Being part of the Chamber has been one of the best things we’ve done. We can’t go to every single event, but we do go to Coffee at Carvers and Business After Hours, which we hosted recently. I’m part of a Chamber networking ‘leads’ group that has allowed me to connect with more people in the community. We’ve met a lot of fabulous people through the Chamber!”

Learn more at [www.atlastspecific.com](http://www.atlastspecific.com). Call Atlas Specific at 970-259-6803. Check them out on [Facebook](#), [Instagram](#) and [Youtube](#).





*Chamber to offer Marketing Series:*

## **5-part Marketing Series Beginning October 2nd**

**Location: Durango Public Library**

The Durango Chamber of Commerce has partnered with several local marketing experts to bring you a **5-Part Marketing Series** designed specifically to help local businesses improve their marketing strategy. Classes will begin October 2nd and continue through November 6th. You can pick and choose the topics that are of interest to you or sign up for all **five sessions and save!**



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8:30 - 10:00 am

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Nancy Brockman, Chimera Communications

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Ashley Muckway, Fort Lewis College

**NOVEMBER 6<sup>TH</sup>**

8:30 - 10:00 am

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Panel of Media Experts including Comcast Spotlight, Durango Herald, FASTSIGNS of Durango and Four Corners Broadcasting.

*Sign up  
for all  
5 sessions  
or pick and  
choose.*

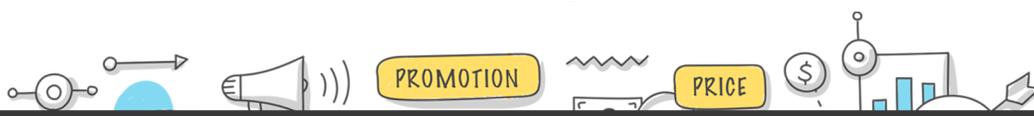
*Click to Register*

**Chamber member pricing - \$35 per session or \$150 for all 5 Sessions!**

**Non Member pricing - \$50 per session**

*Register today using our convenient online registration at [www.durangobusiness.org](http://www.durangobusiness.org)  
or give us a call at 970.247.0312.*

*No shows and cancellations after September 30th will be invoiced.*



BID ON A TINY HOME BUILT BY BAYFIELD TNT STUDENTS



# TINY HOME Auction

Join the HBASC and the Bayfield High School Trades 'N Training class at 2180 Lighting and Design for an auction you won't soon forget. This impressive tiny home built by our TNT students will be auctioned to the highest bidder. Proceeds will turn Trades 'N Training into a fully self-sustained program offered in Bayfield and Durango High Schools. This program helps close the skilled workforce gap by training and certifying our youth before they head out into the world. Help support our youth and the future of our industry!



SUPPORT YOUTH LEARNING BUILDING TRADES

## Don't miss your chance to bid on this tiny home!

October 4th, 2019  
Reception at 5:30  
Auction at 6:30

2180 Lighting & Design  
2180 Main Ave.  
Durango, CO 81301



theChamber

DURANGO CHAMBER of COMMERCE

TBK  BANK



# REASONABLE WORK ACCOMMODATIONS FOR PEOPLE WITH DISABILITIES

Presented by **MARTHA MASON**,  
Executive Director,  Southwest Center for Independence

**Southwest Center for Independence**

For employers of people with disabilities – 20% of their workforce is likely to have disabilities, whether they represent themselves as disabled or not.

In this Lunch & Learn presentation discussion will include:

- How to ask for an accommodation
- How to respond to a request for an accommodation
- Legal issues
- How to define “reasonable”
- What should be in an accommodation policy
- Types of accommodations

## OCTOBER LUNCH & LEARN

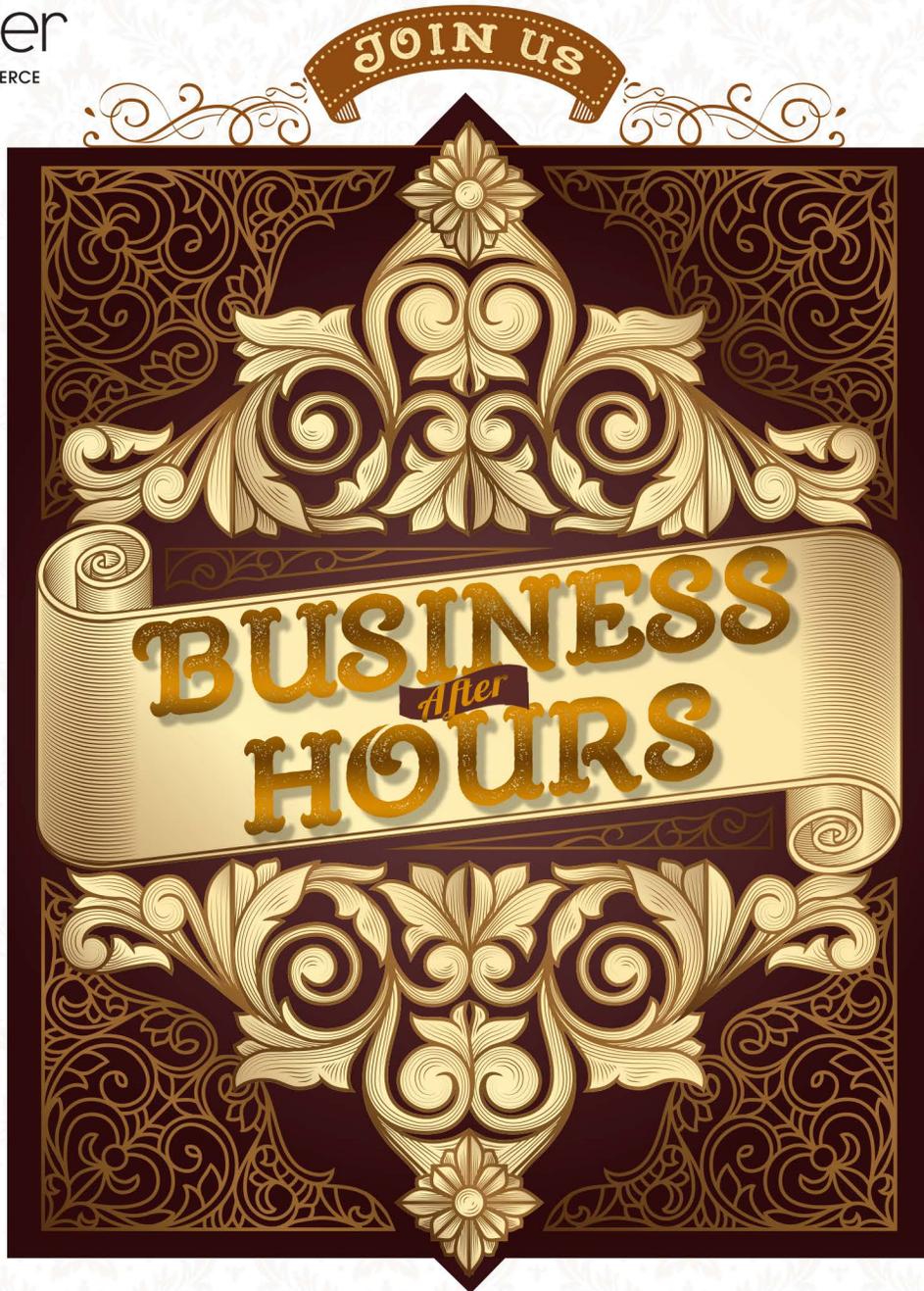
**October 16th • 12 Noon**  
**TBK Bank (259 W. 9th)**  
**\$13 Chamber Members**  
**\$20 Non-Members**  
includes a delicious lunch catered by  
**HOT TOMATOES**

**RESERVATIONS ARE REQUIRED**,  
so please register at  
**[www.durangobusiness.org](http://www.durangobusiness.org)**  
or **970.247.0312**

No shows & cancellations after October 11<sup>th</sup> will be invoiced.  
Please use street parking and reserve parking lot for bank customers.

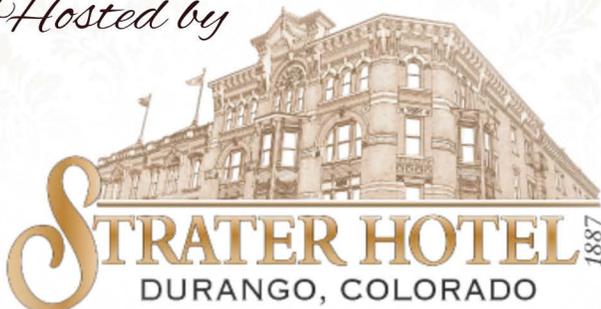
*Click to Register*





**THURSDAY | OCTOBER 17<sup>TH</sup> | 5-7<sup>PM</sup>**

*Hosted by*



*699 Main Avenue*

*Come enjoy an evening of networking  
& fun at the Strater Hotel!*

*Fabulous Door Prizes!!*

*Beer! Wine! Awesome Food!*

*\$10 Chamber Members & Guest*

A large orange pumpkin is the central focus, surrounded by various autumn leaves in shades of yellow, orange, and red. Several black bat silhouettes are scattered across the yellow background. The overall theme is Halloween and autumn.

# DOWNTOWN DURANGO CHILDREN'S HALLOWEEN

# TRICK OR TREAT

*with our*

# DOWNTOWN MERCHANTS

# OCTOBER 31 FROM 4-6PM

*Come downtown & join the fun!*



the chamber  
DURANGO CHAMBER of COMMERCE

