



Connection

VIRTUAL

Eggs & Issues

There won't be any "eggs" but there will be plenty of "issues"

Wednesday | October 14th | 8:30am

You received your ballot in the mail...now what?

Eggs & Issues offers the opportunity to educate yourself on three key ballot initiatives:

- **Proposition 113 – National Popular Vote**
- **Proposition 118 – Paid Family & Medical Leave**
- **Amendment B – Gallagher Reform**

Eggs & Issues will be held via Zoom on Wednesday, October 14th beginning at 8:30am. Cost for this event is \$20, but thanks to the generosity of Bank of Colorado and Purgatory Resort we are able to offer this event for FREE! You must register to receive your Zoom log-in.

[click here to register](#)



Mercy Regional
Medical Center



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*From the Executive Director's pen***Start From The Bottom**

Unless you've had the luxury of hibernating up in the mountains camping somewhere, you certainly can't have avoided all the election hyperbola. Are we over it? Well, not yet, but we're close.

If you think there are any problems voting here at home, I want to give a shout out to our County Clerk Tiffany Parker. She's built a solid, secure procedure for distributing and tabulating votes.

The La Plata County Clerk's office is incredibly efficient. Voting tabulation and how they do it with minimal staff and a devoted team of bipartisan election "judges" is amazing. It takes a long time (so I can only imagine the time it takes for big entities to handle it), but they are conscientious and thorough.

Ballots that come in with the "bubbles" not filled well, or some people just draw lines through things get examined. These dedicated election judges have all kinds of stories of how ballots come in. And they make sure that those oddly marked ballots can be "deciphered" and are counted. But seriously, folks, I had coloring books when I was young, and I learned how to color within the lines.

That said, it's now time to prepare to vote. If you haven't registered, make sure you do. If you don't vote you don't have a voice. You still have an opportunity to register through the county or [Here](#).

Once you're registered, please educate yourself. The reason I entitled this "Start from the bottom" is that all politics begins at home, and, of course, the bottom of the ballot is all our local and state initiatives, and regional representative elections.

We have four County Commissioner candidates running for two available seats. Understand their philosophies, their ideas for where they see us going in the future. Charly Minkler, Matt Salka, Marsha Porter-Norton, and Jack Turner all have websites that explain their perspectives

Jack Llewellyn, Chamber Director

about our county moving forward. Educate yourself.

Also, starting at the bottom of the ballot, you're going to see 11 ballot initiatives. I don't normally get into politics, but one I'd like to draw your attention to is changing the Electoral College established in the Constitution. I know, I know... I've heard the arguments, but if we don't have the Electoral College, then all our national representatives will be elected by the most populated areas – east coast and west coast. Personally, I'd like to still have a voice in our national elections. The Durango Chamber is hosting an Eggs & Issues on October 14th, 8:30 – 10 a.m. We will have invited presentations for and against on Proposition 113 (National Popular Vote), Proposition 118 (Paid Family and Medical Leave), and Amendment B (Gallagher Reform). Register [here](#).

On a more local note, you will need to vote on a Durango School District bond. I know, I know – more money for the school facilities (especially when the kids are doing a lot of home schooling, and there was a major rebuild a while back). Well this initiative is an extension of the existing bond... It's not a new tax. The kids are going to go back to their brick and mortar buildings, and we need to maintain the infrastructure. The Durango Chamber board has endorsed this bond issue.

The "Blue Book," which has all the information about candidates and ballot issues should have arrived in your mailboxes and your ballots will come in the mail (as said, Tiffany Parker has established a stellar organization for this), and you don't need to mail them back as there are secure drop boxes throughout the county.

But remember, start at the bottom. All politics is local.

**President**

Diana Murray, *ASAP Accounting & Payroll*

Board Members

Amanda Erickson, Past President, *Durango Area Association of Realtors*

Greg Behn, *Bank of Colorado*

Suzanne Phare, *Real Ideal Coaching*

Brian Lundstrom, *Sky Ute Casino Resort*

Steve Elias, *Fort Lewis College*

Bob Thom, *Kroeger's True Value*

Vaughn Morris, *Boys and Girls Club*

Chris Bettin, *City of Durango Representative*

Durango Land & Homes

Charley Kier, *Leadership La Plata Representative*

Academy Mortgage

Mitch Dye, *Diplomat Representative*

ImageNet Consulting

Dan Knapp, *YPOD Representative*

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2301 Main Avenue | Durango, CO 81301

970.247.0312 | Fax 970.385.7884

www.durangobusiness.org
chamber@durangobusiness.org

Virtual Training: Affordable Health Care Options Now Available!

Wednesday, October 7th | 12-1pm via ZOOM

Presented by Monique DiGiorgio, Southwest Health Alliance

Attend this virtual presentation to learn more about the Southwest Health Alliance, a newly formed healthcare purchasing cooperative bringing a locally-crafted health insurance plan to individuals and businesses. Starting with open enrollment on November 1st, the Southwest Health Alliance will be available as a local option for affordable, ACA-compliant health plans that include improved access to behavioral health providers, unlimited doctor visits, zero-dollar copays, and access to local healthcare practitioners. Join us for this presentation so you can find out how to “shop local” for the

Southwest Health Alliance plans and save money while accessing a locally-crafted plan put together by your own community members!

This event is FREE, but you must register to receive your zoom log in information. To register, visit www.durangobusiness.org or email chamber@durangobusiness.org.



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Virtual Lunch & Learn

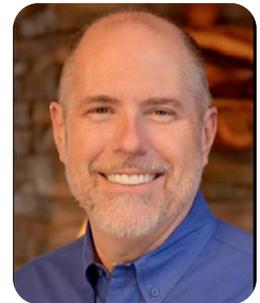
Wednesday, October 28th

12 Noon - 1 pm

The Language of Leadership

Presented by **Mark Haeussler, CEO**
Alpine Leadership

We are faced with communicating via teleconference and phone calls at an unprecedented level through the pandemic and increasing your expertise in language for action is of ultimate importance. Join Mark Haeussler, CEO of Alpine Leadership, for this highly relevant Zoom session to learn practical insights in speaking and listening.



Lunch & Learn will be held **Wednesday, October 28th, 12 -1pm**. Cost for the session is \$10, but thanks to the generosity of **Purgatory Resort** this fee is waived and we welcome you to attend for **FREE!** You must register to reserve your spot and receive your zoom invitation. Please use our convenient online registration at www.durangobusiness.org or email rita@durangobusiness.org.

[Click to Register](#)



OHANA PHYSICAL THERAPY

DURANGO, COLORADO

In Durango's Tech Center

OHANA PHYSICAL THERAPY

Andre Botha, RPT, DipMDT, Josh Horrocks, PTA and the Ohana Physical Therapy team are open for one-on-one, in person visits. Telehealth visits are also available and encouraged for our at risk patients!

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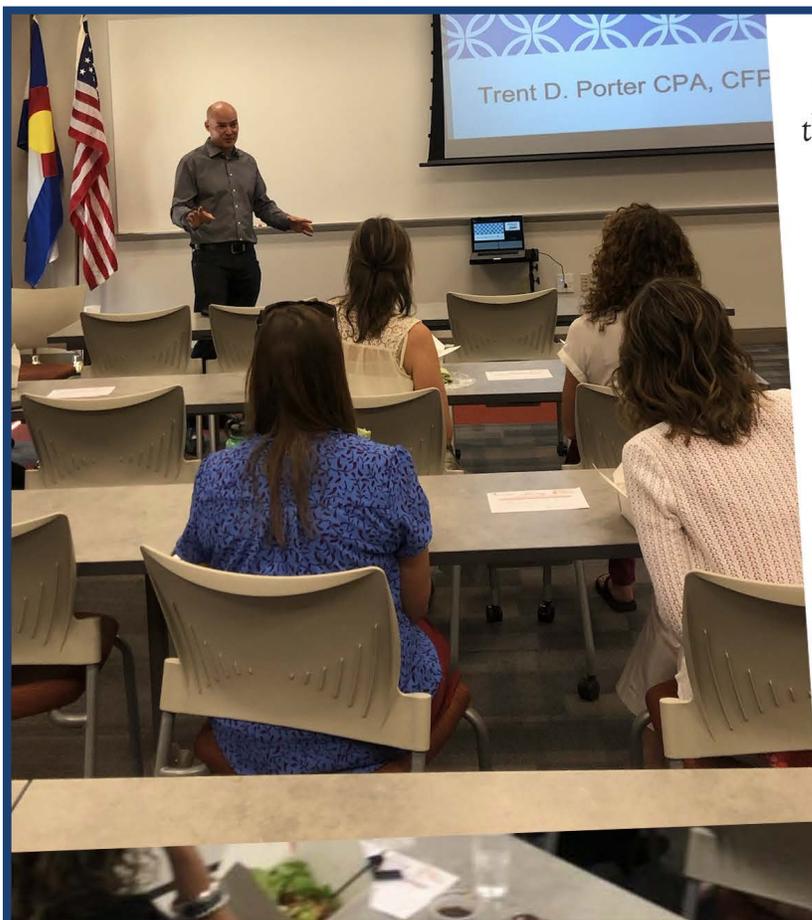
Award Nominations

DURANGO *Rocks!*

AWARD NOMINATIONS DUE DECEMBER 1ST

With COVID still lurking out there we can't say for certain how the Chamber awards ceremony is going to look in 2021, but we are planning on celebrating the successes of our local businesses and individuals in some manner. It may be virtual, it may be later in the spring, it may be in-person, but it will certainly be a well-deserved Durango Rocks celebration. So, you know what that means.... we need your nominations and we need them soon. Please click on the category and let us know who you think deserves to be recognized!

- [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](#)
- [Barbara Conrad Award \(LLP\)](#)
- [Morley Ballantine Award](#)



 **the chamber**
DURANGO CHAMBER of COMMERCE

Would you like to be a *Lunch & Learn* presenter in 2021?

The Durango Chamber of Commerce is currently seeking Chamber members who would like to be a presenter at a 2021 Lunch & Learn event. While it is uncertain if we will be hosting virtual or in-person Lunch & Learn events in 2021 you will need to be prepared for either type of presentation.

Topics must be business related and of interest to small business owners and their staff. Please submit your topic to rita@durangobusiness.org for consideration.

Virtual Trainings: JOBS, EMPLOYMENT...HOW TO?

Still time to register

The Durango Chamber of Commerce and Purgatory Resort, in partnership with Erin Dombey, PHR, Leadership Search Director with Y SCOUTS will present its third and final session on October 8th.



Session 3 | October 8th 12-1pm

How to interview? Tips for job seekers to stand out in the midst of the masses

- STAR methodology and how to set yourself up to shine in an interview
- How to maneuver through your job search in the midst of COVID
- What are the key questions you should ask in an interview
- Closing is key - if you want the job, ask for it. need to know

Make plans to join us for this very timely and informative seminars. Cost for this session is \$25, but thanks to the generosity of our sponsor Purgatory Resort the fee is waived and you can attend for FREE!

Reservations are required to receive your zoom log in information, so please use our convenient online registration at www.durangobusiness.org or call 970.247.0312.

[click to register](#)



LOOK LOCAL FIRST!

September Lunch & Learn Thank you

Thank you to Ben Sorensen, Director of Digital Sales, with BCI Media for a very informative Lunch & Learn session on Video Marketing. Ben shared some great tips on how to elevate your video marketing strategy. If you would like to learn more about the services offered by Ben and his team at BCI Media you can reach him at bsorensen@bcimedia.com.

Top Ten Reasons To Buy Locally

- ✓ Keep money in the community – it only makes sense!
- ✓ Embrace what makes us different – if we wanted to live somewhere that looked like everywhere else, we wouldn't be living here!
- ✓ Get Better Service – Buy from who you know, you'll always get better service!
- ✓ Buy What You Want – Durango has numerous businesses to choose from. We just ask that you try to buy here first!
- ✓ Create More Good Jobs – The more you buy, the more jobs created!
- ✓ Help out the Environment – shopping in our community means less gas used to travel elsewhere!
- ✓ Invest in the Community – people who live here and work here are more invested in our community
- ✓ Put Your Taxes to Good Use – sales tax creates funding for all those amenities we enjoy
- ✓ Quality of Life – need we say more
- ✓ Believe in Durango/La Plata County – What's spent in La Plata County, stays in La Plata County.

Adapt Your Marketing Strategy During the Pandemic

The coronavirus crisis has led to radical shifts in consumer attitudes and behaviors. How can you adjust your marketing strategy accordingly? For starters, you'll need to change the tone of your messaging. Feel-good content that alleviates anxiety and promotes solidarity will help your brand meet the moment. Find ways your company can help respond to the crisis, such as donating to food banks, providing free products for medical personnel, or continuing to pay employees while your doors are closed. People will

remember brands for sincere acts of good in a time of crisis. Keep your finger on the pulse by closely observing conversations on social media, community sites, and e-commerce pages, and adapt your messaging accordingly. Finally, think hard about which marketing channels you're using. For example, with the spike in digital entertainment, you may want to put more dollars toward ad-supported video streaming and mobile gaming.

This tip is adapted from "Brand Marketing Through the Coronavirus Crisis," by Art Markman

Encourage Employees to Self-Report Their COVID-19 Risk

As economies reopen, employers are striving to protect their staff from contracting and spreading COVID-19. To do so, they need to make it safe for employees to disclose any potential exposure. One approach is to implement a "random rotation" policy, which entails surveying your employees about their COVID-19 exposure and symptoms. Based on responses, a group of randomly selected employees — along with everyone who reported exposure — are then rotated out of the workplace and tested for symptoms upon their return. This "random" approach protects the anonymity

of those employees who report risk. Workers concerned that they may be sick can safely ask to temporarily isolate without having to expose their personal health information to their colleagues or managers. You can use this survey approach for insight into other sensitive information, such as mental health issues, burnout, and harassment — all of which may be exacerbated by the pandemic. With these insights in mind, you can then target support to your people who need it most.

This tip is adapted from "How to Get Employees to Report Their COVID-19 Risk," by Laura Boudreau and Sylvain Chassang

New Members

Touchstone Business Advisors

Kelly Malin
PO Box 285
Silverton, CO 81433
Business Brokerage

Wilson Structural Engineering, Inc.

Casey Wilson
48 County Road 250, Suite #3
Durango, CO 81301
Engineers

RENEWED MEMBERS

Agency Tourism Marketing

Alpine Leadership

Bighorn Consulting Engineers, Co.

Brennan Oil

Classique Builders

Dalton Ranch & Golf Club

Directory Plus

Durango Botanical Society

Four Corners OB/GYN

Four Corners Oral & Maxillofacial Surgery

Holt Sheet Metal, Inc.

Intelligent Investment Management, LLP

J. Paul & Debbie Brown

Jack's Meats. Poultry. Seafood.

NAPA Auto & Truck Parts -
Durango & Bayfield

Next Level

PHD Weight Loss, LLC

Pine Needle Mountaineering

Priority Financial Partners

Rock Solid Radio, Inc

Snowdown of Durango, Inc.

Ute Mountain Casino, Hotel & Resort



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your
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Coffee @ Home

Tuesday, Oct. 6th • 8:00 - 9:00 am

Stay Home! Grab Your Cup of Coffee! Join the ZOOM Meeting!

New, Affordable Health Care Insurance Options

presented by **Gary Keil and Nan Penz-Reuter**

with **Southwest Health Alliance**



5 Ways to Ensure You're Compliant With COVID-19 Paid Leave Laws

By ASAP Accounting & Payroll

Amid the flurry of new guidelines and other pandemic precautions, you may have missed recent federal and Colorado temporary rules that require paid leave for COVID-19 absences.

Here are 5 ways to ensure you're compliant with paid leave requirements per the federal Families First Coronavirus Act (FFCRA) and Colorado's Healthy Family and Workplaces Act (HFWA).

Effective April 1 – Dec. 31, 2020, FFCRA mandates that private and non-profit organizations with fewer than 500 employees provide 2 weeks (up to 80 hours) of paid leave for all workers who are unable to work (or telework) due to COVID-19 precautions. FFCRA provides additional paid leave by extending FMLA requirements. Employers are reimbursed dollar-for-dollar for qualifying FFCRA wages via payroll tax credits.

In July, Colorado enacted HFWA, which mandates that all employers in the state provide paid leave for COVID-19 absences through the end of the year. HFWA includes additional paid leave requirements that will be effective in 2021 and 2022.

1. Review FFCRA and HFWA resources to understand paid leave requirements.

Yes, these laws are confusing; we're still wrapping our heads around them! But, there are some great resources that summarize the key "need-to-know" info for employers:

- ASAP Help Center: Check out our webinars, overviews, and FAQs on paid leave and other employment laws
- DOL FFCRA Website: Scroll to the bottom of the page for a variety of resources, including paid leave FAQs, fact sheets, and more
- HFWA INFO#6A: 4-page summary of requirements with examples and guidelines

2. Notify employees and display applicable paid leave posters.

To satisfy notification requirements, provide your employees with copies of the following applicable posters via email and in your handbook, as well as display with the other labor law posters.

- FFCRA Employee Rights Poster (Non-Federal)
 - More language versions available; scroll down to "Posters" near bottom of page
- Colorado Paid Leave & Whistleblower Poster
 - More language versions available



3. Revise paid leave policies to align with applicable laws.

FFCRA & HFWA paid leave requirements are minimum -- you can offer a more generous policy. Compassion, flexibility and understanding are paramount in navigating these challenging times. Don't completely overhaul your employee handbook just yet – more Colorado labor laws changes are on the horizon.

4. Document, document, document.

You must document all qualifying paid leave taken under FFCRA and HFWA. Create a leave request form and track qualifying hours and wages. This is especially important if you are planning to claim FFCRA tax credit. CDLE's INFO#6A has a great summary of documentation requirements, which align with federal guidelines.

5. Notify your payroll processor and bookkeeper of FFCRA and/or HFWA qualifying wages.

Wages paid under FFCRA and/or HFWA should be tracked separately, so it's important that you communicate this information to those who are handling your payroll and books.

Join a Chamber
LEADS GROUP!

Email today to join or find out more information!

chamber@durangobusiness.org

**Want to Grow
Your Business?**



LLP MONTHLY FOCUS

Welcome to Our Newest LLP Class: Highlights From This Year's Retreat



By Stacy Reuille-Dupont

For those who have gone through LLP, many of us have fond memories of our time at the retreat. We remember arriving and wondering what we'd gotten ourselves into. Meeting new people and sharing our personal stories. Many were astonished at the speed with which new relationships were built and cultivated as deep connections. This year's retreat was no different, even in times of COVID-19.

The retreat leaders did an amazing job creating a space for some physical, in person connections and trust falls to happen, while also hosting some components virtual to keep people at a safe distances and create exposure to a virtual learning environment.

This year's class got to experience many of the same things prior classes did even with social distancing and mask wearing mandates.

Here are some highlights from this year's retreat as told by Jenn Bartlett, LLP retreat coordinator.

This year Leadership La Plata's retreat kicked off with 14 amazing new class members joining us at the Elk Point Lodge in Vallecito on Friday.

The retreat was structure a little differently from past years and class members has options to stay the night on Friday, while everyone headed home after a day of ropes course and social styles with Phil Bryson on Saturday at his ranch.

2020-2021 Class includes:

New class members are L to R: **Matt Karkut, Meryl Ramsey, Phil Bryson (Facilitator), Steve Winters, Lindsey Hansen, Aaron Streitzel, Tracy Barnes, Travis Terrell Ramos, Sean Hembree, Anna Abdo, Lisa Bloomquist Palmer, Hannah Minkler, Bethany Bernal, Leah Llana & Nancy Workman.**

Sunday concluded the retreat on Zoom, lead by our leader, Lisa Barrett, as the class reflected and laid out a leadership path forward for the year that will be worked on throughout Year 1.

Though the retreat had less social time in the evenings this year among some other changes to support a safe, healthy environment in response to the global pandemic, the class took it upon themselves from Day 1 to commit to intentional vulnerability throughout the weekend.

Already, we have seen this class take on leadership roles within their class in response to ever changing needs as we navigated through the weekend and into the first classes. We have no doubt they've connected just as strong as past classes have, post-retreat. Sharing their life line, values, comfort levels, opinions and past experiences all contributed to this.

Alumni Quote

"This retreat has truly continued its success due to the commitment of Phil Bryson and On the Edge Productions each year. Many of us have experienced the great impact of Phil to date and appreciate his service to LLP!"

Jenn Bartlett, LLP Alum Class of 2008-2009

Taylorred Tours | Cindi Taylor

By Sara Lynn Valentine

Dreaming of your next adventure? Looking for the perfect destination? Look no further! Cindi Taylor provides a personalized travel concierge service, from helping you plan a dream vacation 'taylorred' to YOUR taste - to providing support and resources in case any unforeseen bumps in the road occur during your trip.

Cindi moved to Durango 2003, continuing her career in law enforcement by working as a detective until her retirement in July 2019. "Law enforcement is stressful," Cindi says. "I dealt with the stress by traveling whenever I was able. I've always loved seeing new places and meeting new people, and sharing these experiences with friends." As her travel experiences and expertise grew, Cindi often found herself helping friends and family plan their own vacations.

Cindi grew up in St. Charles, Missouri and spent her weekends and summers on a family farm in Illinois, where they grew vegetables of all kinds, including sweet corn, and also berries. Her extended family also farmed in the area, producing dairy and pork and pretty much anything one might expect farms in the Midwest to produce. As a result, Cindi was always interested, while traveling, in learning about local agriculture practices and culinary customs. Four years ago the family made a decision to plant vineyards on some of their land. Cindi was involved in that decision and now routinely travels back to Illinois to participate in grape harvesting and wine making.

Cindi's personal interest and experience in culinary and wine adventures has translated into some unique opportunities, both domestically and internationally, for clients who are interested in trips that feature great food and great wine. But her 'mission' is broader than that - she helps clients customize trips based on their personal interests. Her goal is to help clients be comfortable while moving out of their comfort zones - by providing security while they 'stretch,' learning and growing by trying new things.

"I can do trips of all sizes," Cindi says, "for couples, groups of friends, or solo travelers who want to book into a group, which is a great way to meet people. And also for families, even multi-generational family groups, like grandparents who want to take their adult children and grandchildren on a trip."

"It's been interesting," Cindi says, "to be in a pandemic during the first year of my travel business! I've learned a lot. I've been using this time to study, to do webinars, to learn more about destinations and travel suppliers. I've

learned which hotels and tour and transportation companies would be the best fits for my clients. I'm booking domestic tours now, including working on an Islands of New England Tour that includes Providence, Martha's Vineyard, Nantucket, Plymouth, etc... 8 days 7 nights with 11 special meals, including a traditional New England experience...a seafood and lobster feast. I'll be doing a webinar all about it on Oct 13.

"I'm booking international tours for late 2021 and 22. The majority of the travel companies I work with are more flexible now than ever before. If trips are cancelled or if my clients can't go, there are flexible options. I still have four spots available for a trip all over Ireland. It will be a small group of only seventeen people. We'll have dinner and stay overnight in a castle to start, and then eat and drink our way through Ireland for the next eight days. It's all inclusive, covering meals and transportation, and tickets to all the attractions - including the Cliffs of Moher. I'll be on this trip and we'll also have a local Irish tour guide.

"I'm also offering small European river cruises that focus on wine regions in Europe, like Burgundy and Provence. You go to the vineyards and talk to the vineyard keepers. The vintners also come on board and do wine tastings. So much goes into a single bottle of wine! It's a truly immersive experience. Tour participants can also bike from each port to explore the destinations. In addition, I'm setting up a Walk, Wine and Dine in Tuscany tour. We'll stay at a Tuscan villa on a sustainable farm, where they grow all the food, have an olive grove and make all their wine. We did this group trip last October and everyone enjoyed it."

Cindi sends a lot of promotions and travel tips to her mailing list, you can sign up for it [here](#) or on her website, www.taylorredtours.com. You may reach her by phone at 970-335-8670 or email her at cindi@taylorredtours.com.

"If you are ready to see the world and immerse yourself in new experiences and cultures," Cindi says, "let's plan your next travel adventure!"

Cindi joined the Durango Chamber right before the pandemic shutdowns, so she hasn't been able to go to a live meeting yet. "I have attended lunch and learns via zoom. I look forward to meeting in person at networking events!"



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VIRTUAL TRAINING

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Monique DiGiorgio





Virtual Trainings: JOBS, EMPLOYMENT.... HOW TO? Final Session October 8th

Presented by: **Erin Dombey, PHR**
Leadership Search Director with Y SCOUTS



<p>SESSION 1 SEPTEMBER 17TH 12:00 - 1:00 pm</p>	<p>Resume Tips/Tricks & Preparing your social media for interviews</p> <ul style="list-style-type: none"> • What should you share on a resume? • How long should a resume be? • What should you include in a cover letter? • STAR methodology and how that translates to your resume and interviewing technique • Social media and how to prepare yourself
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<p>SESSION 2 SEPTEMBER 24TH 12:00 - 1:00 pm</p>	<p>Hiring Managers - What to look for on a resume/Setting up your interview to learn about the person and the impact they will bring.</p> <ul style="list-style-type: none"> • Getting to know the person behind the resume - how do do that • The value of a good interview • CCCL - what does that mean for new hires • New salary laws and “ban-the-box” laws - what do you need to know
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<p>SESSION 3 OCTOBER 8TH 12:00 - 1:00 pm</p>	<p>How to interview? Tips for job seekers to stand out in the midst of the masses</p> <ul style="list-style-type: none"> • STAR methodology and how to set yourself up to shine in an interview • How to maneuver through your job search in the midst of COVID • What are the key questions you should ask in an interview • Closing is key - if you want the job, ask for it.
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*Click to
Sign up
today!*

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Thank you to our sponsors!



PURGATORY





Mark Haeussler



The Language of Leadership

VIRTUAL LUNCH & LEARN

Wednesday, October 28th | 12 Noon



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Scholarships Available

The **Durango Chamber of Commerce** is excited to announce a partnership with **Bank of Colorado, 1st Southwest Bank, Purgatory** and **The Payroll Department** to provide scholarships to Chamber members who were impacted by the COVID-19 shut down and now are making hard financial decisions regarding business expenses. This scholarship fund will cover a minimum of six months of Chamber membership dues to members who qualify. If you would like to apply for a scholarship to assist you with your chamber membership dues, please email rita@durangobusiness.org or jack@durangobusiness.org.

