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CYPN partnered with Five Rivers Conservation Trust to host a Saturday hike and trail clean up for Earth Day.

Photo credit: Liza Poinier/
Five Rivers Conservation Trust.

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**CYPN + MYP
Networking**

Wednesday, June 21
5:30-7 p.m.

Block Party Social, Hooksett
Complimentary event

You're invited to Block Party Social with Concord Young Professionals Network (CYPN) and Manchester Young Professionals (MYP)! Meet fellow YPs while sparking some friendly competition. Block Party Social features a state of the art, multi-story laser tag arena, a challenging ropes course and zipline experience, the latest arcade games, climbing walls, and more. Learn more and sign up at concordnhchamber.com.



Data revealed on New Hampshire's young workforce

It seems like almost every local business is hiring right now. New Hampshire is experiencing a 2.4% unemployment rate, which means that workers are hard to come by, and attracting young people to the state has become more important than ever. We can guess what factors may induce young professionals to move to New Hampshire, but a recent survey adds clear insight to this issue, bringing to light key factors that are influencing our young workforce's choices to stay or leave the state—decisions that will impact New Hampshire's economy for decades to come.

In January 2023, Stay Work Play New Hampshire collected survey data from Granite State residents aged 20 through 40. This data was compared to a similar survey completed in 2017; the combined results highlight our state's greatest assets, and point out factors that are negatively affecting the vitality of our local workforce. "There's a lot to learn from these survey results," said Chamber President, Tim Sink. "This is an opportunity to make informed choices on the state's priorities, turn around some negative trends, and show young professionals what a gem New Hampshire really is." Stay Work Play New Hampshire is a nonprofit organization that works to attract and retain more young people in the Granite State.

"What we found is a bit of a peak and valley effect when it comes to how young people feel about the quality of life in New Hampshire, and it all depends on where one is in the 20-40 age span," said Stay Work Play Executive Director, Will Stewart. "Those in their early 20s, who are in school or in their first jobs, and have likely spent their childhoods in New Hampshire have a positive opinion of the state, especially when it comes to staying and playing. But satisfaction begins to decline in the mid 20s to early 30s, when young people get their second and third jobs and begin to build their careers and when they want to earn a sufficient salary to start a family, buy a house, etc. Those in this age group look around and find that being able to have the quality of life they want is very challenging here in NH.

In their mid to late 30s, however, satisfaction with life in New Hampshire rebounds as young people become more established in their careers and families and have a stronger focus on areas where New Hampshire excels, things like outdoor recreation and the environment, good schools, and lower crime," continued Stewart.

The survey data clearly shows New Hampshire's greatest assets—recreation, safety, outdoors, and the environment—and indicates that satisfaction in these areas is growing stronger. "You just can't buy the outstanding natural resources that New Hampshire proudly advertises," said Sink. New Hampshire's proximity to the ocean and White Mountains, along with praise of the state's safety and primary education schools is highlighted on choosenh.com, a website managed by the New Hampshire Division of Economic Development, that encourages families to move to the state. According to Population Reference Bureau (PBR), New Hampshire's median age of first marriage has substantially increased over the past few years, and birth rates have dropped at a comparable rate. These statistics are similar to the rest of the U.S. but New Hampshire stands out in one unique way; converse to trends in the country overall, our state has seen an increase in the percentage of adults living alone over the past few years. This means (*Continued on page 3*)

"It's easy to find outdoor recreation in the state, but very difficult for young individuals to create social networks."



CYPN Ambassadors Kayla Grimm and Shannon Ketcham help make new CYPN event attendees feel welcome.



WELCOME new members!

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eocenvironmental.com

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figaromusicstudios.com

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Concord, NH 03301
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lithermans.beer

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newstarpropertiesnh.com

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(978) 857-6807
nazydjs@gmail.com
nazydjs.com

Business After Hours at NHTI-Concord's Community College

Tuesday, June 13 from 5:30-7 p.m.
31 College Drive, Concord
\$7 members in advance / \$10 members at the door



Join the Chamber at the NHTI-Concord's Community College Student Center for an evening of networking. See how NHTI's degree and certificate programs are developing a talent base of skilled individuals ready for local employment, and learn how to train your current employees better! This event is co-hosted by Comparion Insurance; you'll meet the NHTI and Comparion teams while networking with friends and colleagues, and enjoying delicious hors d'oeuvres and drinks. Be sure to bring business cards to enter the door prize drawings and to hand out to new clients and customers. Learn more and register at my.concordnhchamber.com/event-calendar.

Orr & Reno Legal Breakfast Series: OSHA is knocking—are you prepared?

Orr&Reno

Tuesday, June 20 from 8-9 a.m. • Complimentary event
Orr & Reno, PA, 45 South Main Street, 4th floor or join on Zoom

Join us for light breakfast and coffee at the Orr & Reno, PA offices or attend this presentation on Zoom. James Laboe, one of the most seasoned OSHA lawyers in the northeast, will teach you how to successfully manage an OSHA inspection. Learn how to reduce your exposure to OSHA citations as well as downstream liability (e.g. third party lawsuits, criminal exposure, repeat citations, undermine competitive bidding process, etc.) at this event. This event includes a Q&A session. Learn more and register at my.concordnhchamber.com/event-calendar.

Business Before Hours at Breezeline

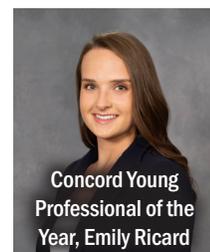


Tuesday, June 27 from 7:30-9 a.m.
41 North Main Street, Concord
\$5 members in advance / \$10 members at the door

Join the Chamber at Breezeline's Concord office for a morning networking event. Breezeline is one of the nation's largest cable and internet operators, and is actively connecting the Greater Concord region to a lightning-fast Fiber-to-the-Home (FTTH) network. Get to know the Breezeline team, and learn more about how these new symmetrical internet speeds can make your virtual meetings, access to remote work, and day-to-day office tasks a breeze. Enjoy a delicious light breakfast and coffee from The Works Café, while meeting fellow business leaders at this lively networking event. Learn more and register at my.concordnhchamber.com/event-calendar.

Congratulations to our Pinnacle Award recipients who were honored on June 1

Special thanks to Eastern Bank, Eversource Energy, Sanel NAPA and Business NH Magazine

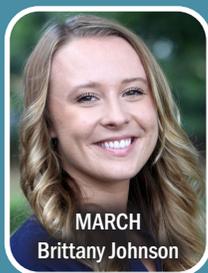




JANUARY
Meredith Farrell
Goldstein



FEBRUARY
Moriah Billups



MARCH
Brittany Johnson



APRIL
Fisto Ndayishimiye



MAY
Andrew D'Amour

Catch up on the 2023 Young Professionals of the Month

Each month, CYPN recommends a young professional that strives in their industry and gives back to the community. These features are published in the Concord Insider. You can nominate a young professional online at concordnhchamber.com/cypn.

Data revealed on New Hampshire's young workforce

(Continued from page 1) that resources related to building community have become more valuable. “This survey tells us that recreation, safety, outdoors, and the environment can make an impact on a young family’s choice to move or stay in New Hampshire. But there are additional factors that may have more meaning for the wide range of individuals represented in our workforce,” said Chamber Vice President, Bryanna Marceau—a former member of the Governor’s Millennial Advisory Council and member of New Hampshire Union Leader’s 2020 class of 40 Under 40.

For quality-of-life traits that relate strongly to community-building, New Hampshire has suffered. 82% of respondents believe that our state is worse or about the same as other places to live for its social life. The survey showed that other factors such as retail/restaurants, diversity, culture, nightlife, and community in general have declined since 2017. This is clearly stated in one survey response, “This state is scenic, but aside from that... it lacks culture and diversity, [and] is boring.” The survey data includes word clouds that visually depict the frequency of specific words used in respondents’ answers to open-ended questions. For the question asking individuals to explain their reasons for staying in New Hampshire, the word “family” stands out clearly above all others; this strong social motivator may serve well to keep people in New Hampshire, but cannot do much to encourage new individuals without family or social ties to move to or stay in the state. For those who are not living with family or a spouse, that 82% social life dissatisfaction rate jumps to 89%.

In the word cloud depicting reasons to leave New Hampshire, many words made the top of the list, including things we cannot change—“weather,” “cold” and “winter”—along with other factors that give us a glimpse into the mindset of young people in this state. “Opportunity,” “taxes,” “housing,” “job,” “diversity,” “conservative,” and “politics” were also extremely prominent. Stay Work Play has honed in on some of these issues in their non-partisan advocacy efforts that address housing affordability, childcare, student debt, outdoor recreation, and diversity, equity, and inclusion. These priorities for young people will be a part of ongoing conversations at the Greater Concord Chamber of Commerce forums, and are likely to be key issues in New Hampshire legislative sessions for years to come.

One way we can support young people in our state is to connect them to New Hampshire’s great assets and resources that already exist, particularly social resources. It’s easy to find outdoor recreation in the state, but very difficult for young individuals to create social networks. “Encourage your colleagues to attend an event with CYPN,” said Marceau. Young professional groups are scattered across the state, and Concord Young Professionals Network (CYPN) is the hub for Concord. “We’ve collected so many stories over the years about how CYPN has helped individuals find jobs, apartments, roommates, and permanent friends in the area,” continued Marceau. CYPN typically attracts 50-90 attendees at their monthly networking events, which is a healthy number, but does not nearly reflect the number of young individuals who live and work in Greater Concord. There’s work to be done to spread the word about these social events, and groups across the state are teaming up to tackle the issue.

This recent survey presents an opportunity for us to listen to young Granite Staters, and work to make our communities more accessible and welcoming—both through tangible changes such as building new housing units, and through fostering a dynamic and inclusive business climate that encourages unique restaurants to be built, supports our arts and cultural organizations, and invites young people to participate in leadership roles and join our social communities. “I love this state,” wrote a survey respondent. “It’s my home,” wrote another. New Hampshire can be an incredible place to build a life, and our efforts to foster a young thriving workforce will sustain this beauty for years to come.

THANK YOU for renewing your memberships!

- 603 Birch Realty, LLC
- Arnie's Place
- Ascentria Care Alliance
- Capital Appraisal Associates, Inc.
- Casella Resource Solutions
- Cheney's Apple House Furniture
- Christ the King Parish
- Concord Hospital Occupational & Employee Health
- Concord Self Storage
- Ensio Resources, Inc.
- Fleming Garage Door Co.
- Friends of the Concord-Lake Sunapee Rail Trail
- Get Fit NH
- Ingram's Landscaping & Construction, LLC
- Lakes Region Airport Shuttle Service, LLC
- Law Offices of John M. Cunningham, PLLC
- Loon Mountain Resort
- Mainstay Technologies, LLC
- Mariner Wealth Advisors
- MicroDAQ, LLC
- Movement Mortgage, Felicia Saucier
- NMLS# 1806717
- Natural Wellness Corner
- New England Employee Benefits Company (NEEBCo)
- New Futures
- New Hampshire Employment Security
- New Hampshire Motor Speedway
- New Hampshire Soccer Association
- Pompanoosuc Mills
- Rath, Young and Pignatelli, PC
- Reliable Coatings
- Ridgelight Studio
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- Servpro of Concord
- The Crisp Law Firm, PLLC
- The New England Holiday Light Co.
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- Unitil
- Weed Family Automotive Inc.



Colby Hill Inn

Explore our tourism blog visitconcord-nh.com

Read recent posts about local breweries, Italian food, Concord's favorite parks, and special blogs featuring Endicott Furniture Company and Colby Hill Inn. Discover the best of food, shopping, events and activities in the Capital Region.



35th Annual Funds for Education Golf Tournament

Wednesday, August 2 at 8 a.m. • Beaver Meadow Golf Course, Concord
Team foursome \$600 / Single player \$150



Join us on the course for a day of networking, food, fun and contests to support the Business Grants for Teachers initiative and Capital Area Student Leadership (CASL) program. Golf tournament registration includes cart, breakfast, lunch, two beverage tickets and putting contest, four hole-in-one contests, closest to the trap, and longest and straightest drive contests at this scramble tournament. There will also be two

optional paid contests: Air Cannon Hole and Vegas Hole.

Reserve your spot today, as this tournament sells out every year! If you would like to register as an individual or a double, please call the Chamber at (603) 224-2508 or email events@concordnhchamber.com. We would be happy to take your registration and place you on a great team. Learn more and register at my.concordnhchamber.com/event-calendar.

Business Grants for Teachers

Supporting students and educators in Greater Concord

Each year, the Chamber awards grants to local teachers who have developed innovative programs in Capital Region schools. We're currently accepting applications for the 2023-2024 school year; teachers must apply by Friday, September 15. These grants allow local students to delve into unique projects, learn new skills and pursue subjects that are not included in standard curriculum or supported by the school system's annual budget. These programs typically focus on connecting local students to workforce opportunities and fostering the development of practical skills that will be used when students begin their careers.

In 2022-2023, these grants funded projects focused on science, art, and career development. At Broken Ground School, Karen McCormack created a STEAM-based Maker Station in the art room that encouraged students to explore engineering, science, technology, art, and math-related projects in a self-directed learning environment. Jessamyn Rockwell at Concord High School established a career development and opportunities wall. This area features resume templates, scripts for contacting businesses to inquire about employment, job application tips and tricks, information on training opportunities and college courses that can fit into a high school schedule, and a job board with local opportunities. Second Start's Transitional Employment and Training (TET) Program received funds to continue efforts that connect at-risk students with paid employment opportunities that allow participants to explore different career paths, develop skills, and gain valuable workforce experience.

Learn more at concordnhchamber.com/business-grants-for-teachers and support this initiative at the Funds for Education Golf Tournament!

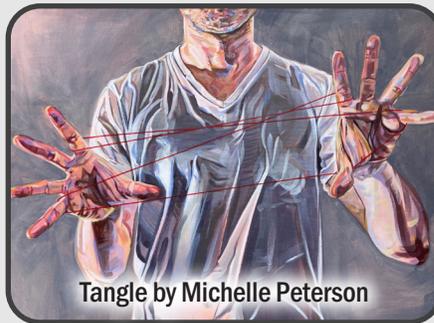
Explore the arts with us in June

Visit our gallery

Michelle Peterson's exhibit "Threads and Where They Lead" will continue through June in our gallery at 49 South Main Street, Suite 104, Concord.

Market Days

This outdoor festival hosted by Intown Concord takes place June 22-24! Make sure you stop by our booth at the event, where local artist Ahmed Gazelle will be selling his pottery. This booth is presented by our Creative Concord Committee.



Tangle by Michelle Peterson

In May, we hosted a roundtable meeting with Congresswoman Annie Kuster, Executive Councilor Cinde Warmington, and several industry leaders from across New England who discussed expanded access to broadband in New Hampshire.



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BUSINESS FOCUS: Charging order protections

A MAJOR LLC BENEFIT THAT CORPORATIONS LACK

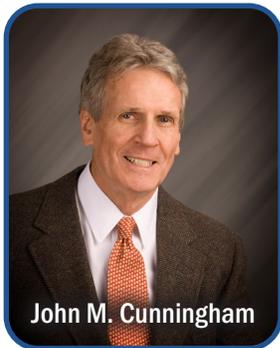
By John Cunningham, Law Offices of John M. Cunningham, PLLC

Almost all new businesses in New Hampshire for at least the past 25 years have been formed as LLCs, and today there are almost 80,000 New Hampshire LLCs and only 18,000 corporations. Most New Hampshire businesspeople who have formed their businesses as LLCs have done so because LLC law is far simpler and less burdensome than corporate law and because LLCs provide their members with strong liability shields against third parties who make claims against them.

However, there is another set of statutory benefits that LLCs provide to their members that, even to LLC lawyers and accountants, are far less known than liability shields, but which, for most of these members, are likely to be even more important than these shields. These additional statutory benefits are called “charging order protections.” Section 126 of the New Hampshire LLC Act provides in effect that if you are an LLC member and if, because of an automobile accident, unexpected medical expenses or otherwise, you incur a debt you can’t pay, your creditor may be able to get a court order requiring your LLC to pay the creditor all distributions of profits that the LLC would otherwise pay to you; but the creditor can’t get an order requiring you to transfer to the creditor your membership in your LLC.

Charging order protections can be valuable for virtually any LLC member, but they are especially important for the many members of New Hampshire LLCs for whom their LLC membership is their most valuable asset.

It is true that charging order protections are also provided by New Hampshire general partnerships and limited partnerships, but these entities are not normally good entities for New Hampshire business owners. And charging order protections aren’t



John M. Cunningham

provided at all by New Hampshire corporations.

Two final points for readers who want to understand charging order protections:

Single-member LLCs vs. multi-member LLCs.

Charging order protections are generally effective against LLC member-

debtors who own single-member LLCs only if judge-ordered distributions of LLC profits to their creditors are likely to pay off members’ debts reasonably quickly. This is often not the case for members of single-member LLCs who owe unpaid debts to creditors. All by itself, this drawback of single-member, which does not apply to multi-member LLCs, is often a good reason for businesspeople to form their LLCs as multi-member LLCs or to restructure their single-member LLCs as multi-member LLCs. A member’s spouse or partner will often be a good second LLC member. In addition, the liability shields of multi-member LLCs are likely to be stronger than those of single-member LLCs, and the operating agreements of multi-member LLCs, if properly drafted, can provide LLC members with protections against the Self-Employment Tax that are unavailable to members of single-member LLCs.

The New Hampshire Interest and Dividends Tax. If you are using a New Hampshire corporation to conduct your business, the unavailability of charging order protections to corporate shareholders may be a good reason all by itself to convert your corporation to an LLC. But another strong reason to make this conversion is that corporations cannot protect their New Hampshire shareholders from the five-percent New Hampshire Interest and Dividends Tax on distributions of corporate profits to them. By contrast, LLC members can avoid this tax if their operating agreements are properly drafted.



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If you convert your corporation to an LLC, consider making it a multi-member LLC.

John Cunningham is a Concord, NH lawyer whose practice is focused on LLC law and tax, on LLC formations and restructuring, and on New Hampshire contract law. He is of counsel to McLane Middleton, P.A.

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BUSINESS FOCUS: Enjoy tax-free income during retirement with Roth IRAs and Roth Conversions

By Diane J. DeStefano CFP®, CTFA and Karen Crump, Senior Portfolio Manager, Ledyard Financial Advisors

Every dollar can matter when you're retired. A Traditional IRA is the most common retirement planning vehicle; however, another option is a Roth IRA. Roth IRAs are a retirement planning tool where contributions are made after tax dollars have been subtracted, making your withdrawals during retirement tax-free. Roth IRAs are not subject to required minimum distributions, so if you don't need the money every year, you can let your Roth IRA continue to grow, tax-free.

When opening your Roth IRA, it is important to be aware of the five-year clock. What is a five-year clock? The five-year clock is when you make your first contribution to open your Roth IRA. The clock begins ticking on the first day of the tax year, even if your first contribution is not made until August. This is important because when you're ready to spend some of your Roth IRA, certain conditions must be met to avoid being taxed. The owner must be 59 ½ years of age *and* the Roth IRA must have been open for at least 5 years (i.e. the five-year clock).

Many employer-sponsored retirement plans are now providing a Roth 401(k) option. Your Roth 401(k) plan and your personal Roth IRA do not share

the same five-year clock. It is recommended that if you are participating in an employer sponsored Roth 401(k) plan, and if you qualify, you should establish an individual Roth IRA.

We recommend you consider rolling over your Roth 401(k) into your individual Roth IRA upon retirement. Caution!

The five-year holding period associated with the Roth IRA overrides your Roth 401(k) holding period. This could make a difference if you are entering retirement and have not met the two conditions of being 59 ½ years of age and have not satisfied the five-year clock.

Do you like the idea of having more tax-free income in retirement? You may want to consider a Roth conversion.

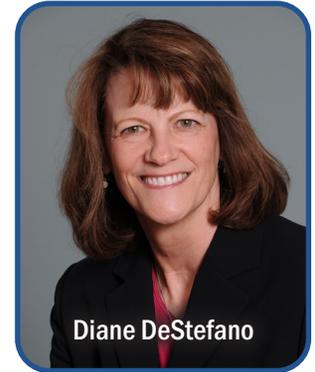
If approaching retirement and you have most of your retirement assets in a Traditional IRA, every distribution will be considered taxable income. A Roth conversion might be the right option for you.

When making a Roth conversion, monies from a Traditional IRA are transferred into a Roth IRA. This transfer is considered a taxable event. It is recommended that you pay the tax on this income from other post-tax accounts, for example, personal savings.

Another benefit of a Roth conversion came via the Secure Act 2.0. Beneficiaries who inherit a Traditional IRA account from a parent (under most circumstances) are required to withdraw the entire Traditional IRA within a 10-year timeframe. This could create an undue tax burden on the beneficiary and send a good portion of the Traditional IRA to the government in tax payments. This is not the case for the Roth IRA. When a Roth IRA is inherited from a parent, there is the 10-year distribution requirement, but every dollar distributed to the beneficiary is tax-free!



Karen Crump



Diane DeStefano

Lastly, and most importantly, for those retirees taking Social Security, taking distributions from a Traditional IRA will create more taxable income. This additional taxable income may cause an increase in the Medicare surtax charges on your Medicare Part B and D premiums. This is another great reason to consider a Roth IRA!

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BUSINESS FOCUS: When safety and quality are critical, take a cue from safety-sensitive industries

By Zachary R. Reed, CSP, CHST, Health & Safety Manager, Nobis Group®



Zachary R. Reed

Human Performance Tools

Do you remember playing “telephone” when you were younger? One person whispers a secret phrase to the next player. This is repeated until the last player hears the message. Finally, they exclaim the message aloud and, invariably, it’s revealed the message has been horribly confused! How could the simple act of repeating a phrase get so badly muddled?

While reliable for entertaining children, when the stakes are higher, clear communication and reducing human error is serious business. It’s easy to imagine scenarios where human error could lead to disaster—nuclear, manufacturing, railroad, and military applications to name a few. The US Department of Energy (DOE) claims that human error causes about 80% of adverse events. In occupational safety, human errors can seem elusive and hard to control, but can result in injury and other losses just as reliably as causes that are easier to see. Given that 80% of incidents may be from human error, couldn’t we all use some simple tools to reduce error?

Human Performance Tools (HPT) are a group of error reduction systems and behaviors that are used in the aforementioned industries and can be employed by anyone to reduce the rate of human error and help critical outcomes succeed. In this article, we will look at three simple tools that you can use to improve your organization’s critical endeavors.

1. Pre-Job Briefings

Taking time to write a plan and discuss it with your team is an impactful way to reduce human error. This crucial first step is often skipped—leading to dangerous or costly mistakes. Conduct pre-job briefings to ensure that all involved understand the task at hand and their role, and that assets are staged and ready to go, improving safety

and efficiency outcomes, and your organization’s bottom line.

Consistently conducting pre-job briefings prevents complacency, improves efficiency, and combats assumptions. For good reason, pre-job briefings are a focus of HPT in safety-sensitive environments. As the adage goes, “those who fail to plan, should plan to fail”.

2. Three-Way Communication

Remember our game of telephone? Three-way communication is the opposite! It uses three steps to communicate a message between a sender and receiver, minimizing error or misinterpretation. It is useful face-to-face but excels in telecommunications where fidelity and body language are diminished. The three steps are:

1. Sender states message clearly to Receiver.
2. Receiver repeats message back to Sender in their own words to demonstrate understanding.
3. Sender confirms or denies Receiver has comprehended using phonetically distinct phrases, e.g. “Yes, that is correct” and “No, that is wrong” to prevent confusion.

Three-way communication is an effective way to prevent misunderstandings that cause errors in verbal communication.

3. The NATO Phonetic Alphabet

When using telecommunications, it is common for phonetically similar letters to be confused. Created in 1956, the NATO Phonetic Alphabet, a universal standard for letter naming, eliminates errors via distinct names for each letter, e.g., the similar-sounding “B”, “C”, and “V” become the phonetically distinct “Bravo”, “Charlie” and “Victor” eliminating potential confusion.

Memorizing the NATO alphabet and using it when communicating letter names makes communications more

accurate by reducing letter name confusion. Using accepted standards versus improvising is important in HPT.

Over and Out

They may seem facile but these and other tools work. For operations where there is no room for error, or to simply to take a bite out of 80% of your organization’s errors, consider using Human Performance Tools to reduce mistakes.

Zach is a Certified Safety Professional® and is responsible for implementing Nobis’ health and safety program, conducting inspections, ensuring compliance with health and safety standards, and preparing and reviewing health and safety related documents.

Nobis Group® is a cohesive team of over 75 professionals with expertise in engineering and science. As active participants in the communities where we live and work, Nobis Group® is committed to creating safer, healthier, and more viable environments.



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Greg Zini, *Ambassadors*

Staff

Timothy G. Sink, CCE, *President*

Bryanna Marceau, IOM, *Vice President of Operations and Programs*

Emily Marsh, *Creative Director*

Gabriel Szczepanik, *Manager of Membership Services*

Carolyn O'Brien, *Visitor Center Manager*

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Meeting Calendar

June

Pinnacle Awards Luncheon
Jun 1 (Thu) 11:30 am
Grappone Conference Center

Chamber Connections
Jun 1 (Thu) 4 pm

Capital Arts Fest Committee
Jun 6 (Tue) 8:30 am
Zoom and Chamber Office

LGC Steering Committee
Jun 7 (Wed) 8 am Zoom

Executive Committee
Jun 7 (Wed) 8 am Zoom

Ambassadors Meeting
Jun 7 (Wed) 4 pm

Chamber Connections
Jun 8 (Thu) 4 pm

Business After Hours at NHTI-Concord's Community College
Jun 13 (Tue) 5:30 pm

Board of Directors
Jun 15 (Thurs) 8:00 am
Pats Peak

Concord Young Professionals Network (CYPN) and MYP Networking
Jun 21 (Wed) 5:30 pm
Block Party Social, Hooksett

Leadership Greater Concord (LGC) Graduation
Jun 23 (Fri) 11:30 am

Business Before Hours
Jun 27 (Tue) 7:30 am
Breezeline

CYPN Steering Committee
Jun 28 (Wed) 9 am Zoom

July

Business After Hours
Jul 11 (Tue) 5:30 pm
Granite Ledges of Concord

Executive Committee
Jul 19 (Wed) 8 am Zoom

Concord Young Professionals Network (CYPN) Networking
Jul 19 (Wed) 5:30 p.m.
TBD

CYPN Steering Committee
Jul 26 (Wed) 9 am

Register for events at my.concordnhchamber.com/event-calendar.



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Travel to Italy in September 2023

The Chamber is offering a special travel deal to members and the public! Visit Rome, Florence, Pisa, Venice, Milan and more on September 16-24, 2023. This once-in-a-lifetime adventure is priced at \$3,399. The 9-day deluxe tour package includes roundtrip airfare and tax, 4 and 5-star hotel accommodations, breakfast and lunch, deluxe bus tickets, fluent English-speaking tour guides, and entrance fees to attractions. Learn more at concordnhchamber.com/travel. If you're interested in this amazing opportunity, all travel forms must be completed by June 15 and emailed to tsink@concordnhchamber.com.

Contact Us

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info@concordnhchamber.com

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