WINTER 2016

ELEPORT

Misunderstood Millennials
The myths, the facts . . . the future

OUR NAME IS THE MILLENNIALS

Election Dissection: What's Next?

MOVERS & SHAKERS:
IAN HEDGES
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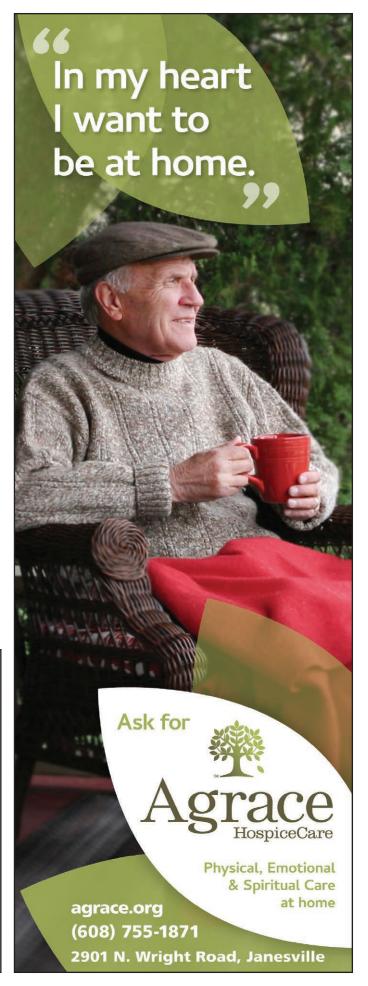
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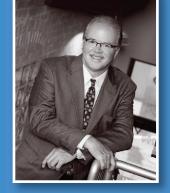
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JOHN BECKORD - PRESIDENT, FORWARD JANESVILLE

Consider becoming one of 65,000 resident scouts

I recently parked on the upper level of the City parking ramp on North Parker Drive. Walking to the staircase by the elevator, I observed a remarkable, nasty, super-sized spider web. I don't know much about how long it takes spiders to create a superweb like this but my guess is this didn't appear overnight. What I do know is many people won't even go near a web like this.

More to the theme of this column, most people would see it and wonder how our City maintenance personnel could miss something as imposing and impressive as this colossal cobweb. I pulled out my smart phone and snapped a photo of the web. A quick search of the City of Janesville's website did not lead me to a contact for who might be responsible for maintenance of the parking ramp, so I decided to send the picture directly to City Manager Mark Frietag and inquire about who within the City is responsible for maintenance of the parking ramp.

After I sent the email I started to second guess what I had done. Would Mark roll his eyes when he opened my email and think to himself, "I'm trying to run a \$111 million enterprise called the City of Janesville and Beckord wants me to take care of a cobweb?" I can only imagine the volume and variety of requests and complaints that Mark Frietag receives on a daily basis.

In less than an hour, I received a reply from Mark. He thanked me for alerting him to the problem and indicated he would have the appropriate department take care of it. He added that having a picture attached was very helpful to understanding just how big the problem was. But then he added a thought that helped me understand how committed he is to improving the community. He wrote, "We need 65,000 residents to be scouts who let us know when something is wrong, when something is not properly maintained or in need of some attention."

At this point you might be thinking I just burned through three minutes of your life writing about a cobweb. But the real underlying topic here is taking pride in your community. Every time we pick up litter or volunteer for a community clean-up day we are showing our pride. Every time we challenge impulsively negative people who bash the community online we are showing our pride. And now City Manager Mark Frietag would like all of us to show our pride by becoming scouts for the City.

It's a little thing. But 65,000 little things add up to something meaningful. If you see something that you want to bring to the attention of City staff, send a photo and a note to freitag@ci.janesville.wi.us or go to the City's service request webpage at www.ci.janesville.wi.us/servicerequest.



thank you ROCK COUNTY



Our team, from left to right: Al Herbst, NMLS: 1045612; Dawn Enerson, NMLS: 764469; Tammy Long; Diane Rue, NMLS: 272170; Loren Fellows, NMLS: 454210; Jason Bothun, NMLS: 764475; Wendy Bumgarner, NMLS: 1518614; Suzanne Viken, NMLS: 764471.

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WORKING FOR YOU The Forward Janesville Quarter in Review



Byron Franz, FBI Special Agent, presented an informational session titled "Protecting Wisconsin Business Against the Cyber Threat" to the Forward Janesville member representatives.



Forward Janesville partnered with Bill Drury Seminars to offer two educational training sessions to their member businesses. Over 50 attended the "Passion for Service" seminars.



New members of Forward Janesville will now be mentioned during the WCLO Rock County Business Report. Tune in to hear 'Who's New with FJI'!



Endorsed the School District of Milton's Operating and Capital referendums, which appeared on the November election ballot. We supported these referendums because quality educational infrastructure is vital to our region's economic development profile.



The November Business After Five included a partnership between the Greater Beloit Chamber of Commerce and Forward Janesville as they welcomed both of the member business groups to one networking event. Host, Blackhawk Technical College, invited the attendees to view their new renovated Health Sciences building.



Forward Janesville helped helped celebrate the opening of Wisconsin's first Diverging Diamond Interchange at the Highway 11/Avalon Road Interchange on I-39/90.



The Rock Regional Business Expo keeps getting bigger & better... 2016 was no exception! Plenty of conversations, great business booths, educational seminars and fantastic samples were offered to the hundreds of people who walked the Expo floor on October 20th. One foot inside the busy expo hall and you would agree – business is thriving in the Janesville area!



"Wrecked the Deck" at an event co-hosted by the City and the Downtown Development Alliance to celebrate the removal of the parking deck on the Rock River in downtown Janesville.



Forward Janesville partnered with the Leadership Development Academy and the Greater Beloit Chamber of Commerce to host the largest "Nothing But Net" Speed Networking event! Over 50 individuals spent 60 minutes brushing up on their elevator speech and collecting business cards as they began building relationships!



Met with members of Governor Walker's staff about Forward Janesville's priorities in the upcoming state budget, including state transportation funding, state revenue sharing, and our "Vision Wisconsin" idea. For more information, see the Government Relations tab on the Forward Janesville website.



Rolled out a redesigned ForwardJanesville.com, with a major assist from the talented designers at Foremost Media. Our new site offers new features and benefits that will enhance business profiles and allow for greater visibility. Check it out!



Participated in the Town Square Work Team's discussions about selecting materials, railings, lighting and accents for the replacement of the Milwaukee Street bridge in 2018.



Participated in the Leadership Development Academy Economic Development Day, where FJI staff and other economic development professionals taught 28 future community leaders what it takes to attract jobs and investment to Rock County.

Questions or comments? As always, please feel free to contact John Beckord at 608-757-3160 anytime.



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Millennial

noun

- 1. a person reaching young adulthood around the year 2000
- 2. individual born between 1982 and 2004

MILLENNIALS

It's already a well-worn trope: millennials are entitled, lazy and difficult to manage. They show up late and leave early. They abhor hard work. They are always on their phones—most likely snapchatting the day away. They expect to be promoted immediately.

But is this unflattering stereotype even close to the truth? Or is it a convenient way for the non-millennial set to pigeon-hole a new class of worker—and society—that is increasingly unwilling to accept the status quo?

In April of this year, a Harvard Business Review article by Bruce N. Pfau posited that millennials want the same things the rest of us do at work: fulfillment, recognition and a sense of purpose. Pfau said that though pat descriptions of millennials are convenient and seem to ring true, there is little empirical evidence to back up these claims. Every generation brings with it a fresh approach and, of course, inevitable backlash. Beatniks, Boomers, Gen X-ers ... it's almost a given that the older generation will take some issue with the younger generation, despite evidence to the contrary.

In fact, a study by George Washington University and the Department of Defense that analyzed more than 20 studies about generational differences concluded that "meaningful differences among generations probably do not exist in the workplace." So what is the real issue? Is any changing of the guard inherently destabilizing? In his article, Pfau cites a study by IBM's Institute for Business Value that found that 25% of millennials surveyed want to make a positive impact on their organizations. The same could have been said of Gen Xers (21%) and Baby Boomers (23%) during their emergence onto the scene. There may be nothing new at all about millennials except that their behavior is as normal and predicable as any generational or business cycle.

Others recent studies also actively contradict the accepted millennial stereotype. A 2016 report concluded that millennials may actually be the true workaholics. The study, by Project: Time Off and GfK, found that millennials are more likely to define themselves as proud "work martyrs." Work martyrs work more hours and use less vacation time than their peers. About 43% of millennials surveyed fell into this category as compared to 29% of overall respondents. The "always-on" culture may, in fact, be having a bigger impact on millennials than anyone else—and not in a necessarily positive way.

So if millennials aren't really slackers for whom work is secondary, how do we explain the pervasive perception? Some might argue the millennial stereotype really says more about those promoting it than the reality. Maybe we are all chaffing against inflexible schedules and too many work hours that leaves time for little else. Perhaps all the articles and case studies about "how to make work attractive to millennials" is

really about making work attractive to everyone. We all want purposeful work. We all want to feel appreciated and valued. And, of course, we all want ample time to spend with our families and friends. It's just human nature.

In other words, the complaints millennials have about restrictive work places have less to do with their age than with the world at large. We are all living in a tech-savvy world that can easily support greater work flexibility. It doesn't make sense for the old rules to apply. Age 25 or 60, we have the tools to redesign the way we work ... but job design in many sectors has not yet caught up with the potential freedoms technology promises.

Maybe, as Pfau briefly suggests, we use "generational" differences to absolve ourselves of control. After all, it's far easier to attribute workplace dissatisfaction to something outside our control than it is to spend time and resources learning how we can better serve employees and, then, implement potentially radical change. Are we taking the easy way out? At what cost? If we are to believe the research, it seems the best way to work with millennials (and ensure they are working for you) may be to:

- DESIGN A PURPOSEFUL WORKPLACE. Help employees understand how and why they are a part of something bigger than themselves. Humans are social. We want to contribute. We feel better when we have a mission and when our work is focused on improving something in our society. Define what your business does for others. Share it often. Engage employees in this mission of service.
- HELP EMPLOYEES DEVELOP. Most humans have an innate need
 to learn and grow, whether or not that is explicitly expressed.
 Investing in employee growth can take many forms. Research
 suggests efforts should be more about long-term career
 development than one-off training to reap real rewards.
- FIGURE OUT WHAT ENCOURAGES RETENTION, while keeping in mind that millennials are no different than any other young employee group. Employees under age 35 are naturally more inclined to move on to new work experiences more quickly. However, the figures so far indicate, if anything, that millennials are even slightly under the average turnover as compared to prior generations.
- START WITH LEADERS. Leadership sets the tone: good, bad or indifferent. The latest versions of the annual Millennial Study by Deloitte found that respondents place less value on visible, wellnetworked and technically skilled leaders in favor of strategic thinkers, inspirational, personable and visionary leaders.

From the Desk of ...

H



Kerri Harold

Best quality

My sense of humorit allows me to connect with most people.

What I love about my work

I work with amazing people & I love our products.

Best piece of advice

Sleep on it.

Favorite thing to do when not working

Volunteer - do it with your Kids, they'll do it for life

If I ruled the world, everyone would...

be Kind & compassionate to each other.



Occupation

Marketing Specialist Impact Confections

Worst habit

Staying up late!

One thing I would change about my work I fill out a lot of forms.

Worst piece of advice " It's just a job." you should love something about where you spend yot hours a week.

Favorite place in the world and why

Prague - after a special trip there with my sisters.

Number one on my bucket list

Climb the Zugspitze (German Alps) again!





AMBASSADOR PROFILE

Josh Mummery

Sales Supervisor, MercyCare Health Plans

What is your job/title outside of FJI? I am the Sales Supervisor for MercyCare Health Plans. I lead a super dedicated team in selling small/large group plans, individual plans, and Medicare Supplement plans, as well as managing our existing customer base.

When did you start as a Goodwill Ambassador? I started wearing the red in December 2015.

What Ambassador leadership positions have you held? I try to attend as many Chamber functions that my schedule permits. Things such as ribbon cuttings, BA5's, lunches, dinners and other networking events.

What is your favorite Forward Janesville event and why? The Business After Five events. It gives me an opportunity to learn more about a member business and to network with the many wonderful people in this community!

Why is being a Goodwill Ambassador important to you?

Now that I have a beautiful wife and adorable nine-month-old daughter, giving back and helping to grow the community I live in is really important to me.

Why did you get involved? I got involved to meet and network with business leaders in the Janesville community, promote MercyCare Health Plans and Mercyhealth and help grow our local business community.

What or who inspired you to get involved? MercyCare Health Plans and Mercyhealth have always been a very strong partner in economic development in the communities it serves. They only had great things to say about Forward Janesville and how important it is to be a part of the community you work and live in.

What have you have learned from a fellow Ambassador or business member that impacted you, personally or professionally? I have learned to take advantage of every networking opportunity that you can. You never know who you will do business with in the future. Building relationships and trust can go a long way.

What was your most interesting or hilarious Ambassador experience? I don't have any hilarious stories yet, but hopefully, I will have some in the future!

What is your favorite Forward Janesville event and why?

My favorite event is the Rock Regional Business Expo every October. You get to network with over 75 different businesses and it is an incredibly fun environment.

What advice would you give to a new Ambassador joining the program? Get involved as much as you can. Everyone I have met has been amazing.

Why is red your new, favorite color? :) I am a redhead and my daughter is a redhead, so red is a great color!

Do you have a favorite quote or saying? My favorite quote of all time was said by Jim "Jimmy V" Valvano, a former American college basketball player, coach and broadcaster. He said, "Don't give up, don't ever give up!" during his inspirational 1993 ESPY Awards speech on cancer research.

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Five Minutes with Mitch Benson

Forward Janesville Board Chair

A life-long champion of Janesville and Wisconsin

I am proud to have been born and raised in Janesville. I graduated from Craig High School in 1975 and received a Bachelor of Science degree from UW-Whitewater in 1979. I was involved in athletics at the high school and college level and married my college sweetheart Jill Heffron in 1980. Jill and I have two fantastic daughters, both graduates of Craig High School and UW-Madison.

I began working for Gilman Engineering in 1984 and was fortunate to have a number of leadership roles during my 25 years with the company. Gilman Engineering custom-built automated assembly equipment, primarily for the automotive industry. Unfortunately, it closed in 2008 and was moved by its owners (ThyssenKrupp) to Detroit. This transition brought me to Prent Corporation, where I currently serve as the Senior Vice President of Manufacturing Services. Prent makes custom plastic thermoformer packaging, mainly for the medical industry. It is an extraordinary company and I am very proud to have been there eight years now. Our 50th anniversary is next year and I can't wait to showcase all of the remodeling we have completed.

Making a difference together through Forward Janesville

Prent Corporation was my pathway to Forward Janesville. I currently serve as the Chair of the Board of Directors and am fortunate to work with a group of amazing individuals. As vice chair last year, I had the pleasure of working with JoLynn Burden and many Forward Janesville team members to coordinate our annual dinner at GOEX's new facility with guests Mitt Romney and Paul Ryan. It was a proud moment for Janesville—WOW, what a night we had!

Today, you see the potential for new energy in downtown Janesville as our city embarks upon ARISE, a Revitalization Strategy that invites fresh new development to better serve our community. Several key stakeholders are already investing in our downtown and we applaud their courage, foresight and willingness to embrace change! We are also very fortunate to have expanding companies in our community like Shine, Prent Corporation, GOEX, Dollar General, Grainger and Imperial (just to mention a few).

Going forward, technology will drive many of our businesses. The Janesville-Beloit area scored first among small cities for its high-tech growth between 2009 and 2014 and third for wage growth from 2012 to 2013.

In the last five years, Janesville and Beloit have hired more than 400 new, high-tech jobs, propelling our growth and national rankings.

Family means everything

Our oldest, Stephanie, and her husband, Nick, live in Fitchburg, WI. They both work for UW-Madison. Stephanie is in marketing for the Center for Healthy Minds, a lab focused on neuroscience and well-being across the lifespan. Nick is in marketing at Campus and Visitor Relations and is completing a Master's Program in User Experience Design. Stephanie has been a Big Sister through Big Brothers Big Sisters for more than five years and fosters dogs through Last Paw Rescue.

Our daughter Kristy recently graduated from the Medical College of Wisconsin and has begun her residency in Internal Medicine at UW-Madison. Like me, Kristy was also very involved in athletics at Craig, including basketball, soccer and tennis. Her husband Abe works for Arndt Farms Inc. and owns Arndt Angus with his brother. They were married last September and live on his family's farm south of Janesville on Read Road. We have not quite gotten into the habit of saying "Dr. Arndt" for the daughter I nicknamed "Kritter" back in grade school!

Focus on what's most important

My work has been enormously fulfilling, but you can't forget to make time for the people who matter most. My family and I enjoy time in the outdoors, and our family vacations have taken us to over 20 of the national parks. We recently visited the five national parks in southern Utah, hiking 76 miles in seven days over some incredible landscapes. Zion, Bryce and the Arches were our favorites.

In short, I'm very proud to call Janesville home. Jill and I feel extremely fortunate to have had the opportunity to raise our family in such a caring community.



Witchell Benson





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HOW DID

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Although it would be hard to pinpoint one thing that steered me toward a career in public health, when I was 21, I spent six months in Chile doing HIV/AIDS research and fell in love with grassroots work in community health.



I worked for the Director of the Health Department in D.C., Dr. Saul Levin. No matter how busy he was, he took time to share important lessons with me about management, leadership and the nitty, gritty of medicine. He taught me about leading with humility.



Both of my parents devoted their life to public service. My mom was the Chief Deputy Attorney General of West Virginia, who secured a huge tobacco settlement in West Virginia and then went on to sue

pharmaceutical industries for fueling the opioid epidemic in West Virginia. She then directed the settlement money towards setting up day treatment programs to help those affected. My father is a legal aid attorney who has spent more than 45 years fighting for equal access to education, individuals with disabilities and juveniles in the criminal justice system. He was always humble—in fact, I had to read in the local W.V. newspaper paper that he had saved more than 1,300 homes of low-income individuals from foreclosure.

IAN HEDGES

{EDUCATION}

International Relations and Public Health Beloit College

WORK EXPERIENCE

2015 - PRESENT

Executive Director HealthNet of Rock County, Inc.

2014-2015

Associate Director for HIV Psychiatry Division of Education, American Psychiatric Association

2013-2014

Special Assistant to the CEO & Medical Director American Psychiatric Association

2012-2013

Healthy People Coordinator D.C. Department of Health

2011-2012

Founder Beloit Public Health Initiative

2009-2012

Department Assistant Beloit College English Department

When I am not working, you can often find me at a music festival or concert. I attend about eight every years. It's definitely my biggest expense! I'm also a huge foodie. It's what I miss most about D.C.—the food scene there just exploded before I left for Wisconsin.



I grew up in West Virginia and I love getting outdoors—hiking, canoeing, kayaking. I miss the mountains; it's one of the reasons you'll find me at Devil's Lake so often.

I had not really considered coming back to Wisconsin, but when a friend told me about the position at HealthNet, it definitely caught my interest. When I interviewed, I honestly did not think I got the job! I am so proud of what the Board of Directors and HealthNet staff have accomplished. I am in love with my job!



The photo of Alan Alda is from my first Annual Meeting as a staff member at the American Psychiatric Association. He spoke at the annual meeting because he has

a family member with mental illness and candidly shared his experience watching someone navigate an illness that is so misunderstood.

I appreciate Forward Janesville for many reasons. It is a great platform to share our mission and be a thought leader when it comes to health care issues and helping the underserved. Also, I am not the greatest at approaching new people, so Forward Janesville's networking events are the perfect way for me to start a conversation about our work and meet more people in the community.

LIFE LESSONS



Every single accomplishment of my career is the result of teamwork. Nothing is ever done alone. It's always thanks to a team that is willing to work hard and take that extra step to make something great. That's been true throughout my career and most definitely is the case with HealthNet. We have a remarkable team who wants to set goals and then exceed them.



Fostering change is the most important skill you can master. Those who serve have to change along with the population they are serving. It drives our new programming at HealthNet. Offering comprehensive, onsite dental care and mental health programming within the clinic helps us meet our patients' needs in the modern healthcare landscape. It all starts and ends with the patients.



Self-care is important. There was a time in D.C. when I was working 11 or 12 hours a day, including weekends, and traveling for long periods of time. The opportunity was great and I was so thankful for that time, but when I stepped away, I learned I could still be a success while taking a break. It's important to remember that and to take care of yourself.



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JoLynn Burden - Director of Events & Membership Development

Regional Collaboration

30 miles. That is the distance between three of our area's strongest business and community organizations. Just 30 miles and an interstate under major construction lies between the Greater Beloit Chamber of Commerce, Forward Janesville and the Milton Area Chamber of Commerce.

Each chamber office focuses their efforts on projects and initiatives that make their local business community stronger. They promote and advocate for their member's successes, for business and economic growth and the increase in quality of life in their respected communities.

As each Chamber of Commerce works independently, we also understand that together we are all a part of a greater whole. Collaborating together makes each of us stronger and in essence, more powerful. We understand that each of us represents southern Wisconsin business, Rock County business, large business and small business. Many area businesses are members in multiple chambers as they find added value in diverse networking opportunities, regional referrals and specialized workforce development initiatives.

Beloit, Janesville and Milton chamber offices are proud to have identified ways that partnerships and collaborative efforts make sense. Some initiatives have included:

- Partnering Business After Fives Businesses who are members of multiple chambers may inquire about hosting a partnering BA5. These events have a wider marketing reach, typically have higher attendance and provide unique networking opportunities for business representatives who are only a member of one chamber group.
- Government Relations Issues Yearly, Forward
 Janesville offers a look inside the State Capitol by hosting
 Rock County Day in Madison. This event is open to all
 businesses who are eager to advocate for issues that affect
 their community and business. FJI also coordinates an



Area chamber offices meet periodically to share ideas and opportunities for collaboration. Aimee Thurner, Interim Executive Director / Greater Beloit Chamber of Commerce • JoLynn Burden, Director of Events and Membership Development / Forward Janesville • Dani Stivarious, Executive Director / Milton Area Chamber of Commerce

annual trip to Washington, D.C. for a chance to visit Capitol Hill armed with agenda items that are impactful to their business. Forward Janesville has a dedicated VP of Government Relations who has shared his governmental expertise with the neighboring chambers who have limited staff.

- Volunteer Groups Milton recently mirrored the Ambassador model used by both Janesville and Beloit as an opportunity to increase their chamber advocacy in the community and opportunity to connect each business with a chamber liaison. The three Ambassador groups have hosted combined meetings and social opportunities as a way to build relationships and learn about projects that each volunteer group is championing.
- Economic Development / Workforce Projects Rock County 5.0, Inspire Rock County, the Rock County Development Alliance and Jobs in Rock County.com are initiatives that encompass a broader spectrum of participants, businesses and supporters.
- Events Chambers do what they can to support their neighboring chamber events as a way to experience or learn how different events are managed, as well as to continue to build regional relationships. From annual dinners to the business expo, you will find representatives from your neighboring chamber in attendance!

Collaboration affords chambers the opportunity to continue to be learning, evolving organizations. The communities of Beloit, Janesville and Milton are uniquely different though and each chamber office sets their mission and goals to meet the needs of their represented business community. Each chamber provides their valued member base the opportunity for involvement, leadership and empowerment through being the resource for local business information, services, educational training programs, networking, workforce development and exposure through marketing opportunities.

Your chamber partner is working to ensure the continued health and prosperity of business and industry in your community. A membership with your local chamber of commerce is an investment in your business AND your community. Get active, get involved and be a chamber business partner!

FJI AWARDS LUNCHEON

Forward Janesville is pleased to host their 16th Annual Awards Luncheon by recognizing and honoring community businesses, organizations and individual members that have made a positive impact in the Janesville community.

THURSDAY, JANUARY 26TH, 2017

Hosted at the Pontiac Convention Center from 11 am-1:30 pm 2809 N Pontiac Dr, Janesville, WI 53545

Emcee: Tim Bremel, Operations Manager WCLOAM-1230

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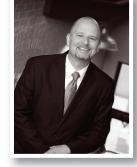
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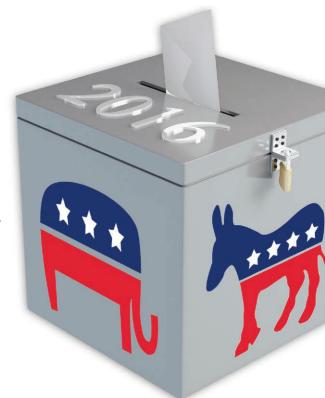
The Problem with Predictions

Like a sportswriter jumping his or her deadline and writing a story before the game is over, I started to write this article weeks before Election Day. As a political scientist and a campaign junkie, I thought I had a pretty good idea of how this was going to go. Man was I ever wrong. So here I am re-writing the article, as the underdog came back and scored seven (10? 100?) runs in the bottom of the ninth inning to win the game and shock the world. That's essentially what Donald Trump did on November 8.

So like many of you, I'm trying to figure out what it all means. This election consumed every fiber of my being for the last year. I breathlessly followed every twist and turn of this dystopian circus, and I have some thoughts to share. Boy do I ever.

- There will be collegiate political science classes dedicated exclusively to the study of this election. The rise of Donald Trump defied every law of how this stuff is supposed to work. He withstood revelations that would have stopped any other candidate dead in his or her tracks—and he did it over and over again.
- Mr. Trump also rewrote a lot of the conventional wisdom about how political campaigns are supposed to be run. Instead of focusing solely on traditional 'get out the vote' (GOTV) efforts, he energized his base through rallies and social media. I'm a campaign purist, and I didn't think this strategy would work. But if this election taught me one thing, it's that I should abandon some of my political preconceptions. After all, did that 8:30 pm GOTV phone call (or calls) make you more likely to vote on Election Day? Or did it just annoy you? Lots of old school campaign traditions phone banks, door to door campaigning, TV commercials during the six o'clock news-may be falling out of favor.
- About 35-40% of the electorate were vehemently opposed to Hillary Clinton from day one, which is a tough road to hoe for any candidate. Most of this baked-in opposition came from her 25 years in the public eye, but that's not

- what ultimately did her in. Hillary Clinton lost this election because she could never convince voters that she was trustworthy. This depressed Democratic voter enthusiasm, and she didn't get the turnout she needed to win. Meanwhile, Trump's base was energized and enthusiastic and they voted
- I'm very, very glad that I'm not a journalist. The nearly unanimous failure of the mainstream media to even acknowledge the possibility of a Trump victory will lead to permanent changes in the way that we talk—and are talked to—about elections.
- A lot of people have moaned about polling failures, but now that the dust has settled, what's clear is that pollsters failed to accurately poll one side: Trump supporters. Pollsters correctly predicted Secretary Clinton's level of support: her polling averages were in the 47-48% range going into Election Day, and that's about what she got. However, Trump's polling averages were around 43% but he also ended up with about 47% of the popular vote. Many will speculate about why this wasbut. It looks like claims of a 'silent,' under-polled Trump majority were accurate after all.
- Politics is a game of inches. In a polarized nation like ours, a swing of one or two percent in the popular vote can change everything. To wit: In a matter of a few short hours, the world went from speculating about the death of the modern Republican Party to taking about the Democrats' impending time in the wilderness. Election night was an abysmal night for Democrats, and their shock was compounded by its unexpectedness. I watched this election as closely as anyone, and I'm here to tell you that no mainstream journalist or media outlet even came close to predicting this Republican wave. Heck, I don't



even think Donald Trump thought he was going to win this election, given some of his actions and statements on Election Day.

• Finally, I'm so, so very glad that it's over. This election reminded me of a thrilling experience from a former life: once upon a time, I was able to drive an honest-to-goodness race car around an actual NASCAR track in Richmond, VA. It was equal parts exhilarating and terrifying. As I was turning my allotment of laps, several thoughts kept running through my head: 'this is so amazingly entertaining! I can't wait for it to be over! Please get me out of this thing!' This is exactly how I felt about the 2016 election.

So back to "what it all means." At the state level, Republicans rode Trump's coattails to their largest legislative majorities in generations. In the Assembly, the Republicans increased their edge to 64-35, and they will hold a 20-13 edge in the State Senate. Wisconsin Manufacturers and Commerce (WMC), the state's chamber of commerce, is encouraging legislative leaders to adopt a bold agenda

headlined by aggressive tax reform: repealing the top income tax bracket of 7.65%; repealing property taxes paid by businesses on equipment; repealing the Alternative Minimum Tax; etc.

State leaders will also need to figure out what to do about the state's looming \$1 billion transportation funding shortfall, which is an issue that Forward Janesville is knee deep in. This issue will lead to major infighting among Republicans. Assembly Speaker Robin Vos has repeatedly signaled a desire to pass a state budget that permanently addresses this issue, which puts him at odds with the Governor, who vehemently opposes any transportation tax and fee hikes without offsets elsewhere in the state budget.

Republicans will also rule the roost in Washington in the new year, and we will see what they choose to accomplish when Congress convenes. Obamacare--in it's current form--is probably toast on day one. Comprehensive tax reform and major changes in trade policy are also on the table. Congress is very unlikely to ratify the Trans-Pacific Partnership (TPP), and major changes to NAFTA could be on the

way. Not to mention the Supreme Court vacancy, which should be a good test of how effective Senate Democrats will be in blocking Trump's agenda. The first 100 days of the Trump presidency will be reminiscent of Newt Gingrich's 1994 "Contract with America," when Republicans passed a number of sweeping reforms after taking control of Congress after 40 years of Democratic rule. We will get right in the middle of it all during our 2017 trip to Washington, D.C., which is open to Forward Janesville members. Stay tuned for more information about the trip.

This bruising campaign turned a lot of people off. I see a lot of anger and fear in the world right now, but this great nation has withstood far worse than an unpleasant presidential campaign. Love him or hate him, President-elect Trump deserves our support. Pulling against him now is akin to hoping that the bus that we're all riding on will plunge off of a cliff. I have no idea how the Trump Presidency will go, but I wish him the best. Buckle up, because I'm certain it will be a heck of a ride.



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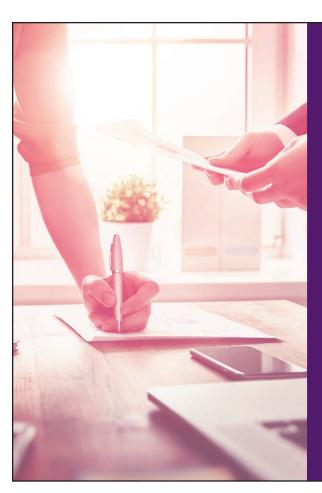
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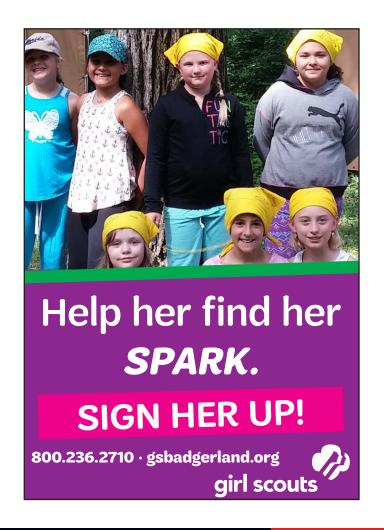
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Heidi Rossiter, owner of ModBloom, accepting her Best Booth Award from Forward Janesville Chair, Mitch Benson, at the 2016 Rock Regional Expo on October 20th.





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Calendar of Events

All meetings are held at FJI, unless otherwise noted.

JANUARY 2017

- 18 Goodwill Ambassador Meeting, 7:30 am, hosted at the Bodacious Shops of Block 42 (2nd floor), 119 N. Main St.
- 19 Business After Five, 5-7 pm, hosted by the Janesville Athletic Club, 1301 Black Bridge Road
- 19 Board of Directors, 7:30 am, Forward Janesville board room
- 26 16th Annual Awards Luncheon, 11 am, sponsored by RSM US, LLP and hosted at the Pontiac Convention Center, 2809 N. Pontiac Drive, event, details & updates available at www.forwardjanesville.com.

FEBRUARY 2017

- "Nothing But Net," Speed Networking Series,12-1 pm, host, time and location TBD
- 15 Goodwill Ambassador Meeting, 7:30 am, Ramada Inn, 3900 Milton Avenue
- 16 Business After Five, 5-7 pm, hosted by the Janesville Area Convention and Visitors Bureau, location TBD

- 16 **Board of Directors**, 7:30 am, Forward Janesville board room
- 24 Forward Janesville Learning Series with Dr. Moses Altsech, sponsored by Blackhawk Community Credit Union, 9 am, 14 S. Jackson St. (2nd floor conference room). Reservations required.

MARCH 2017

- 9 Business After Five, 5-7 pm, hosted by Parker High School in partnership with the Janesville School Disctrict and Blackhawk Community Credit Union; 3125 Mineral Point Avenue
- 15 Goodwill Ambassador Meeting, 7:30 am, host TBD
- 16 Board of Directors, 7:30 am, Forward Janesville board room



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- ✓ Change in mental status/behavior
- ✓ Chest or abdominal pain
- Difficulty seeing
- ✓ Head injury, convulsion
- ✓ Large hives with shortness of breath
- ✔ Painful urination with fever or back pain
- ✓ Severe allergic reactions
- ✓ Severe bleeding, multiple injuries
- Severe pain of any kind
- Severe shortness of breath, difficulty breathing
- ✔ Vomiting blood

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- Cut needing stitching, puncture wound
- ✓ Ear pain
- ✓ Headache, fever
- ✓ Minor allergic reactions
- Minor eye irritation
- Minor neck or back pain
- ✓ Minor or small burn
- ✓ Nausea, vomiting, diarrhea, constipation
- ✓ Sinus trouble, runny nose, sore/strep throat, cough
- ✓ Skin rash, itch or sunburn
- ✓ Sprain, pulled muscle
- Suture removal, wound check

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Mercyhealth East*

3524 E. Milwaukee St. 756-8484 Monday-Friday, 8 am-8 pm Saturday-Sunday, 9 am-5 pm

Mercyhealth South

849 Kellogg Ave. 755-7960 Monday-Friday, 8 am-5 pm Saturday, 8 am-noon

Mercyhealth North*

3400 Deerfield Dr. 314-3605 Monday-Friday, 7 am-9 pm Saturday, Sunday, holidays, 9 am-9 pm

Mercyhealth Mall*

IOIO N. Washington St. 74I-3800 Saturday-Sunday, 7 am-7 pm

Mercyhealth Beloit urgent care location:

Mercy Beloit Urgent Care

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