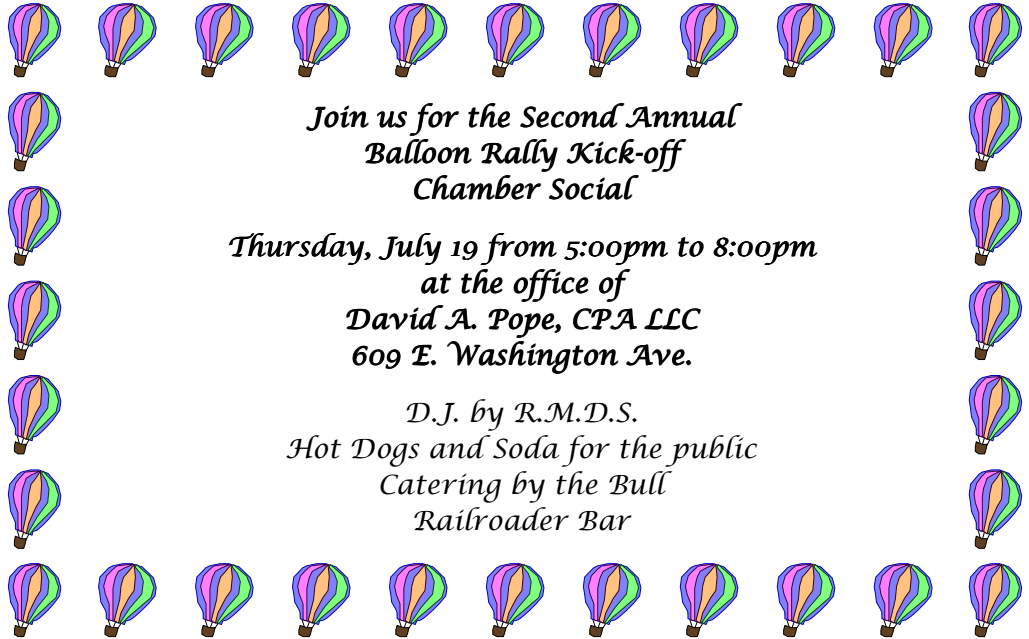


# Your Chamber AT WORK

JULY 2007

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**Join us for the Second Annual  
Balloon Rally Kick-off  
Chamber Social**

**Thursday, July 19 from 5:00pm to 8:00pm  
at the office of  
David A. Pope, CPA LLC  
609 E. Washington Ave.**

*D.J. by R.M.D.S.  
Hot Dogs and Soda for the public  
Catering by the Bull  
Railroader Bar*

**Attention  
Employers...**

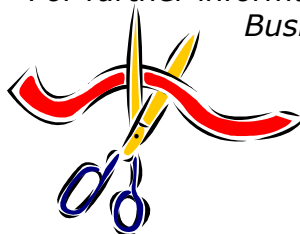
Title 1 of the ADA limits an employer's ability to ask questions related to disability and conduct medical examinations at three stages, including: pre-offer, post offer and during employment.

To find out more turn to page 5.

**Riverton Memorial Hospital Expansion Groundbreaking and  
Medical Office Building Grand Opening**

*Please mark your calendars for Tuesday, July 17 at 5 P.M. for a long awaited day for Riverton Memorial. 10,000 square feet of the facility will undergo renovations while a 4500 square foot addition will expand the surgery, radiology and emergency room departments. We will assemble at 1035 Rose Lane, the address of the new Medical Office Building, for shovels to move some dirt and scissors to cut red velvet ribbon. This is a Chamber sponsored event. Media will be present. Everyone is invited to partake in the celebration.*

*For further information, please contact Rebecca Smith, Director of Business Development, at 857-5241.*



**Hope to see you there!**



## FROM THE DIRECTOR'S DESK

This is a terrific time of year. The music, festivals, Pow-Wows, and more, provide endless entertainment and a great way to gather friends and family while enjoying our community. The Chamber works in tandem with local organizations to promote these events and other tourism opportunities in Riverton. We have seen visitation increase annually and hope to continue this trend. The Visitor Center is also now open on Saturdays from 9:00-12:00 and we encourage you to stop in and say hello, or send visitors to pick up information about the local area and all of Wyoming.

This has also been a time of change and growth for several of our members. Strathmore Minerals moved to a new location, Grahams Gluten-Free Food expanded their store, and Meadowlark Books is moving onto Main Street into a larger facility. It is exciting to watch our business community thrive and grow.

This month I also extend many thanks to Wal-Mart and Rocky Mountain Power. Wal-Mart contributed \$650 to allow our office to purchase new software and Rocky Mountain Power granted the Chamber \$1,000 towards upgrading our telephone system. Along with a previous grant for \$2,000 from EnCana for new hardware the Chamber is going to be able to better serve our members, visitors, and the community-at-large.

To complete our technology upgrade we are still seeking funding of \$1,500 but will be moving forward with the project and hope to have a new phone system in place in the next four to six weeks.

I hope you all have a wonderful July and are able to get outside to enjoy all the activities Riverton has to offer.



*Pictured Left: Betty Merritt, the Community Involvement Coordinator for Wal-Mart, presented the donation to Executive Director Anya Petersen-Frey*

**Special Notice...** The 2007 General Assembly passed legislation which will increase the state minimum wage from **\$5.15 an hour to \$5.85** and hour, effective July 24, 2007



## WELCOME BACK - NEW MEMBER!

# ARTISTRYWEB

Gallery - Design - Hosting - Advertising

[www.artistryweb.com](http://www.artistryweb.com)

Chuck White - Owner ArtistryWeb P.O. Box 1129 Riverton, Wyoming 82501	phone (307) 857-1700 toll-free (888) 674-2789 fax (866) 415-1027 email <a href="mailto:sales@artistryweb.com">sales@artistryweb.com</a>
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ArtistryWeb provides expert computer services at an affordable flat rate and free advice. All of their computer services are backed by a 60 day no hassle follow up call after the work is complete.

# ARTISTRYWEB

**Gallery Space Available**

Membership as low as \$12.47 per month

ArtistryWeb Gallery provides affordable Website Hosting solutions to local and national artists who have been searching for a way to establish a digital presence on the Internet.

**2007 CHAMBER BOARD & STAFF**

Officers

Jay Frank, Acoustic Visions, Inc.  
*President*

Scott Schoening, Wind River Gallery  
and Framing  
*Vice President*

Travis Koehn, Reddon & Assoc.  
*Treasurer*

Directors

- Sheryl Carpenter, Bear Paw Custom Embroidery
- John Detimore, Dinwoody Construction
- Burl Gies, Workforce Center
- Karla Kariker, KTRZ
- Jamey Kirkland, Davis Funeral Home
- Sandy Luers, City Council
- (to be filled) , Student Representative
- Doug Maulik, Hoffman Electric
- Victoria Menor, Victoria's School of Dance
- Olivia Prince, Wind River Realty
- Burnett Whiteplume, Northern Arapahoe Tribe
- Kim Wilbert, Sweetwater Garden Co.

Chamber Staff

Anya Petersen-Frey  
Executive Director  
director@rivertonchamber.org

Robin Stoilkov  
Membership & Marketing Assoc.  
robin@rivertonchamber.org

Lorraine Armstrong  
Office Manager  
lorraine@rivertonchamber.org

Clarissa Callahan

Kathy Wilson

**Welcome New Chamber Staff!**

Our student intern this year is Clarissa Callahan. She recently graduated from Riverton High School. She is planning on attending Central Wyoming College to pursue an education in Counseling Addictions. Clarissa plans to obtain her doctoral degree. We are happy to have her with us this summer and wish her the best in the future!

# Ribbon Cutting



*Be sure to stop in and check out their new clothing line!*

# at Maurices!

**CHAMBER STATS**

JUNE	FROM JUNE 06' TO	
	JUNE 07'	
24	Vacation Packets	265
27	Relocation Packets	768
120	Welcome Bags	3,328
76,982	Website Visits	842,054

## FREE TELECONFERENCE

### Power Hour: Challenges & Solutions for Women Business Owners

Join small business coach, Dr. Sabrina Schleicher, in this Power Hour teleconference for women business owners. **Bring the current challenges you are facing in your business.** Connect with other women in a similar situation. Hear others share their challenges and how they have handled situations you are facing. Work together to brainstorm effective solutions. **Leave the call feeling empowered, energized and ready to work more effectively to experience the success you desire.**

**WHEN:** Tuesday, July 10<sup>th</sup> from 9:00-10:00 am

**WHERE:** Teleconference (participate from your home or office!)

**FEE:** \$0, but space is limited so register now!

**To Register:** Go to [www.tapthepotential.com/register1.html](http://www.tapthepotential.com/register1.html)

Email [Sabrina@tapthepotential.com](mailto:Sabrina@tapthepotential.com)

Call: 856-4662

**SPECIAL BONUS:** Participants will receive a list of resources designed especially for the unique needs of women business owners. Attendees also will **receive an additional bonus to be announced during the teleseminar.** You won't want to miss it!!

## LEADERSHIP FREMONT COUNTY—unlocking the potential of Fremont County

The Leadership Fremont County program was founded in 2003 by a joint steering committee comprised of representatives from the Riverton Chamber of Commerce, Lander Chamber of Commerce, Wind River Reservation, Dubois Community Project, City of Riverton, City of Lander, NOLS and Central Wyoming College. The purpose of the program is to introduce and orient established and prospective leaders to the great community of Fremont County, identify individuals who have displayed a strong tendency toward civic involvement, and assist them in developing their potential to become community leaders.

Leadership Fremont County is a series of nine sessions (one retreat and eight full-day sessions) over a 9 month period covering such areas as leadership skills, decision-making, strategic planning & coalition-building. Important topics that will be explored include area history, economic development, socio-economic factors, tourism & marketing, education, and tribal history and relations.

Interested? Leadership Fremont County is now accepting applications for the 2007-2008 class which begins in August. The cost is \$350 for the program and employers often sponsor an employee. A limited number of scholarships are also available and continuing education credits, and possibly college credits, are also available upon graduation.



Since its inception the program has graduated over 40 new Fremont County leaders. These leaders are now challenging themselves by serving their employers and our community in active community-building efforts. You too can be a part of this dedicated, dynamic, and successful group of citizens.

*Pictured Left: Class of 06-07 participants enjoying the last LFC session on history in Dubois.*

## ATTENTION EMPLOYERS...CONTINUED FROM COVER

### Before an Offer of Employment is Made

The ADA limits the kinds of medical information that an employer can seek from a job applicant. An employer may not require a job applicant to take a medical examination or ask about a person's disability before making a job offer. However, the employer can ask an applicant questions about his/her ability to perform job-related functions, as long as the questions are not phrased in terms of disability.

**Example:** An employer may not ask the following questions:

- whether or to what extent a person has an intellectual disability;
- whether the applicant has ever filed for worker's compensation;
- whether the applicant takes medication;
- whether the applicant has been hospitalized in an institution; or
- whether the applicant is receiving psychiatric treatment.

**Example:** An employer may ask the following questions if they relate to performance of the job:

- whether the applicant lift a 45 pound load;
- whether the applicant can put files in alphabetical order; and
- whether the applicant can place items in numerical order.

If an applicant voluntarily tells an employer that he/she has an intellectual disability or if the disability is otherwise obvious, an employer may only ask questions regarding the need for a reasonable accommodation and/or what kind of accommodation may be needed.

At the pre-offer stage, an employer is prohibited from asking a third party (such as job coach, family member, or social worker attending an interview with an applicant who has an intellectual disability) any questions that he/she would not be permitted to ask the applicant directly.

### After an Offer of Employment is Made

Once the employer has made the job offer, the employer may ask questions about the applicant's health (including questions about the applicant's disability) and may ask for or require a medical examination, as long as all applicants are treated the same, i.e. all applicants are asked the same questions and are required to take the same examination.

### Keeping Medical Information Confidential

An employer must keep all medical information separate from general personnel files, and treat it as a separate, confidential medical record.

#### May an employer ever disclose the fact that someone has an intellectual disability?

Yes, in limited circumstances. The ADA's confidentiality requirements also include limited exceptions. An employer may disclose the fact that someone has an intellectual disability:

- to supervisors and managers where necessary to provide a reasonable accommodation or to meet an employee's work restrictions;
- to first aid and safety personnel if an employee would need emergency treatment or require some other assistance in the event of an emergency;
- to individuals investigating compliance with the ADA and similar state and local laws; and
- where required for worker's compensation or insurance purposes, for example, to process a claim.

#### May an employer tell employees who ask why a particular employee is receiving what seems like "special treatment" that the employee is receiving a reasonable accommodation?

No. Telling co-workers that an employee is receiving a reasonable accommodation amounts to a disclosure of the employee's disability. Rather than disclosing that the employee is receiving a reasonable accommodation, the employer should focus on the importance of maintaining employee privacy. Employers may be able to avoid many of these kinds of questions by giving all employees training on the requirements of EEO (Equal Employment Opportunity) laws, including the ADA.

For more information on this please contact Lindsey Anderson, Lander & Riverton Business Leadership Network, 213 W. Main St. Suite C, Riverton, WY 82501, (307) 856-3033 or [LR-BLN@vcn.com](mailto:LR-BLN@vcn.com)

# Thank You!

*We always appreciate our renewing members!  
Here are the renewals for 5-15-07 through 6-15-07*

1838 Rendezvous  
AAA Discount Auto Glass  
Allstate Home Mortgage  
Atlantic City Federal Credit Union  
Axthelm, Paul A DDS  
Bach's Storage Center  
Badger, Inc.  
Bailey Tire & Auto Service  
Betty Stick  
Bills, Brent  
Blue Cross/Blue Shield of Wyoming  
Blue Juniper Gallery  
Breadboard  
C. Starks Refrigeration  
Chopping Motors Lease  
Community Entry Services  
Custom Printing  
Edward Jones Investment/M. Zirbel  
Farmers Union Insurance  
First Interstate Bank  
Fremont Beverages  
Fremont County Good Samaritan  
Fremont County School District  
Fremont Glass, Inc.  
Fremont Movers  
Fremont Therapy Group  
Gary Brodrick Superstore

Golden Buffalo Fine Jewelry  
Habitat for Humanity  
Hertz Rent A Car  
High Plains Power, Inc.  
Hoffman Electric  
Intermountain Electric Service,  
Ins.  
James Gores and Associate, P.C.  
K-Mart Discount Store  
Lasting Impressions  
Lathrop Equipment  
Linton's Big R  
Lost Legends  
Major, Wayne  
MBE Painting  
MetLife Insurance  
Napa Auto Parts Store  
Nelson Insurance  
Out Sportin'  
Plains Floor and Window Covering  
Precision Out door Power &  
Sharpening  
Quinn & Co.  
Radio Shack/Hammer Electronics  
Reddon & Associates, CPA's PC  
Riveron Chrysler/Dodge/Jeep  
Riverton Country Club

Riverton Jaycees  
Riverton Ready Mix  
Riverton RV Sales & Service  
Riverton Senior Citizen's  
Center  
Riverton Sheet Metal Works  
Riverton Vision Center  
Sertoma Foundation  
Service Plumbing & Heating  
State Farm Insurance  
Sweetwater Garden  
Teton Distributors  
Tweed's Wholesale  
Wal-Mart  
Watt, Harmon  
Western Supply & Rainbow  
Chaps  
Wild West PowerSports  
Wind River Casino  
Wind River Realty  
Wyoming Dinosaur Center  
Wyoming National Bank  
Wyoming Title Services  
Wyoming.com

## FEATURED CARD OF THE MONTH



Since 1991 Hi Mountain Jerky and Seasonings has been making award winning recipes to share with our customers. We are a family owned business with the goal of providing the most delicious, easy to use products, with our own Western flare. From our table to yours, thank you.

--The Hummels

# MEMBER Q&A

## Darrolyn Crews

**Company:**

Wyoming National Bank

**Position:**

Human Resource Manager

**Time in Riverton:**

Over 30 Years

**Organization Affiliations:**

Girl Scouts (Lifetime), Soroptimists,  
Concerts in the Park

**Interests:**

Reading, Sewing, Travel and  
New Ideas

**Explain what you believe is the biggest benefit to being a Chamber member:**

“The Chamber is the venue for meeting the business world in the community.

It’s one of the best ways to network with other entrepreneurs and professionals in Riverton. Networking helps increase optimism and empathy with each other. There is great value in sharing knowledge and being an ambassador to our community.”

**If there was one thing you would encourage people to do to grow their business or career what would it be and why?**

“To have a successful business, grow your employees and their customer service skills. It’s not enough for your employees to know your product, they also need to know how to connect with your customers. I would like to see the Riverton Chamber provide affordable relevant customer service training for all Chamber members.”

**Favorite advice:**

“You can have everything in life you want, if you just help enough other people get what they want.” -Zig Ziglar

## What's Happening?

**Daylight Donuts & Ice Cream Shop**

July Ice Cream Flavor of the Month is

Honey & Sunflower Seeds

50 cents off - come check it out



These members have moved! Here are their new locations:

A & B Systems, 4690 Airport Road, Ste 111

Meadowlark Books, 406 E Main

Strathmore Minerals, 2420 Watt Circle



Grahams Gluten Free Foods has Expanded, stop in and see their selection at 414 E Main!

## DON'T TELL US YOU GOT NOTHIN' TO DO!

- June 27– July 1 1838 Mountain Man Rendezvous
- July 1-15 CWC Art Guild Show
- July 2 Hot Notes Cool Nites in the Park
- July 5 Indian Powwow in the Park
- July 7 Craft Fair at the Holiday Inn
- July 8 7th Annual Riverton National Art Show
- July 11 Friends of the Library Book Sale
- July 12-13 Riverton Rendezvous Rodeo
- July 12 Indian Powwow in the Park
- July 14 Rendezvous Day in the Park
- July 16 Rendezvous Western Night in the Park
- July 16-Aug 19 CWC Changing Landscapes Exhibit
- July 19 Indian Powwow in the Park
- July 19 Chamber Social hosted by David A Pope, CPA LLC, 609 E Washington Ave
- July 20 Rendezvous Friday Night Cruise
- July 20 Balloon Glow Downtown Riverton
- July 21 Rendezvous Rocky Mountain Car and Bike Show
- July 21-22 Rendezvous Balloon Rally
- July 21 Hookah Bowl in the Park
- July 26 Indian Powwow in the Park
- July 28-Aug 4 Fremont County Fair

*See insert for more details and events!*

# The President's Circle

KEEP YOUR FUTURE ON THE RIGHT TRACK

SCHEDULE A FREE PORTFOLIO REVIEW TODAY

Member-SIPC



**Edward Jones**  
MAKING SENSE OF INVESTING



**Wind River**  
CASINO

OPEN **24** HOURS  
[www.windrivercasino.com](http://www.windrivercasino.com)

Where the  
**WINNERS**  
PLAY!

*Thank You to Home Source Realty for hosting a GREAT Social! Tiffany and Sam Hartpence enjoyed food catered by the Bull. Ice Cream from Daylight Donuts and Ice Cream Shop was a delight!*



*Getting things done, behind the scenes*



**RIVERTON**

**CHAMBER OF COMMERCE**

213 West Main, Ste C, Riverton, WY 82501

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