



Heather Pleasants joins the CDCC staff

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www.cdcc.net

The CDCC Annual Holiday Gift Auction

The 13th Annual Holiday Gift Auction is presenting our members' finest services and products! This is the largest fundraiser for the Central Delaware Chamber of Commerce (CDCC), and we want to open the doors on Wednesday October 26, 2016 at Maple Dale Country Club (5:00pm-9:00pm) to YOU, our members and your guests to an evening of premier, unique and exclusive offerings! Join us for an evening of...

Holiday Gift Shopping
Networking
Appetizers & Cash Bar



Who is invited? All CDCC members and your guests! This is a premier member & guest event.

Why should you attend? This is a premier networking event for all in attendance; and a one-stop-shop for your holiday shopping! Not to mention it's FUN!

What does the evening bring? The Annual Holiday Gift Auction is comprised of a 2-part silent auction, live auction, our emcee for the evening - Alex Vaughan of Affinity Entertainment DE - scrumptious appetizers & a cash bar.

What kind of items are there to bid on? There will be premier gift baskets, unique experiences and gift certificates to some of your favorite stores and restaurants. Come see for yourself and check out what's new to this year's auction by visiting www.cdcc.net.

You can obtain your tickets the night of the Auction or by contacting the CDCC at (302) 734-7513. The cost is only \$10 per guest or \$15 per couple and includes food, entertainment, and 1 drink ticket.

See you on October 26th, 2016 at Maple Dale Country Club (5:00pm-9:00pm).



Military Affairs Chair Lynne Schaefer introduces Senator Tom Carper at the 2015 MilCon Breakfast.

MilCon Breakfast at Dover AFB to be held in November

The Central Delaware Chamber of Commerce Military Affairs Committee and Dover Air Force Base invite you to attend the MilCon Breakfast brought to you by Signature Sponsor Delaware Technical Community College in partnership with Discover. The breakfast will be held on Monday, November 21st from 7:30 - 9:30am at The Landings on Dover Air Force Base.

You can learn about the Dover Air Force Base's activities and construction projects that have been completed over the past decade to prepare the Base for long term viability as well as future projects being planned. You will also get an update on the many accomplishments of base personnel in the State of the Base Briefing to the community from Colonel Ethan Griffin, Commander of the 436th Airlift Wing. U. S. Senator Tom Carper, U. S. Senator Chris Coons, and Representative John Carney will also give remarks regarding U.S. military activities during the presentation.

Breakfast Sponsors are the Air Force Association - Galaxy Chapter, Becker Morgan Group, C.S. Kidner Associates, CNU Fit, LLC, Lessard Builders, Inc., and Wilmington University. Platinum Sponsors include Chesapeake Utilities Corporation, Dover Federal Credit Union, i.g. Burton & Company, and Kraft Heinz Company. Thank you for supporting



The State of the Base Briefing will be presented by Colonel Ethan C. Griffin, 436th Airlift Wing Commander.

the Military Construction Briefing.

You don't want to miss this great opportunity to show your support of the Dover Air Force Base and the wonderful military men and women there. Contact the CDCC Office at 302-734-7513 for more information or to reserve your seat today (\$22 for Chamber Members / \$27 for the Public). The deadline to register is Thursday, November 10th. We look forward to seeing you at The Landings on November 21st!

How Important is My vote?

If I have heard this question asked one time, I have heard it asked a thousand times. My normal response to this question is, how can your vote not be important?

Each candidate is elected by votes, so in my mind, every vote counts. It may sound cliché, but your vote is your opportunity to make your choice known. To select the individual that you feel is going to represent your views, beliefs, and needs. Now in full disclosure, I admit, I may have a different view



of voting that many do not. And, I also agree that my view is absolutely influenced by the amount of time I spend at legislative hall talking with legislators; but even with that aside, I still think every vote counts and every vote is important.

I certainly don't want this to sound like some political rally speech, but I do think we all sometimes need to be reminded about how privileged we

are to live in this Nation. We have rights that others have died for, and rights that in other countries are not even dreamed of.

I know on the national level most people never see their congressional delegates, but here in Delaware, we do. We can go up and talk to them at events, and they even host regular meetings so that they can hear from us, their constituents. They are ac-

cessible to us. They want to know what we need and what is important to us.

And in our State, you can see your Governor, Senator or Representative in the grocery story, in church, riding their bike, or eating in a restaurant. Talk about access, they are right there!

So, if you don't know who to vote for in this election, I hope that the interviews in this issue of the Chamber Connections can provide you with some insight into some of the candidates running for office.

Again, I don't want this to sound like some political rally speech, but I have to say, don't take any of this for granted. Don't not Vote! Your vote is important. Your vote does matter. Your right to vote is a gift - USE IT!

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I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

Heather Pleasants joins the CDCC



mount Manhattan College in NYC, as well as an AA in Acting from the American Academy of Dramatic Arts in NYC. Heather was Director of Marketing as well as Opening Spa Director for Toppers Spa Salons, and Director of Marketing for Genesis Healthcare.

Heather has served on the Board of Directors for the Chamber of Commerce for Greater Milford, ISPA Focus Group Board, and numerous committies such as: THE HEART BALL (American Heart Association), GIRLS NIGHT OUT (DBCC & CCGM), BATTLE OF THE BARTENDERS (DE HOSPICE), as well as served as Secretary for the SALT/TRIAD Committee of DE. Heather is also a member of SAG/AFTRA.

Heather's love of entertainment spills over to her Marketing/Program work: "Creativity is a great asset in Marketing & Programming- for you always have to keep your message/event fresh, innovative & entertaining! Reaching out to the community is of great importance to me- Nothing can top face-to-face interaction in Marketing & Networking- it is all about the human interaction- I believe my acting skills help with finding out and assessing what our members need for their businesses, and how to help them present themselves in the business community!"

The CDCC is pleased to announce Heather Pleasants as the New Director of Leadership Central Delaware (LCD), Marketing & Program Development at the Central Delaware Chamber of Commerce!

Heather is thrilled to join CDCC as Director of the Leadership Central Delaware Program (LCD), as well as Director of Marketing & Program Development; "It is an honor to join the CDCC- a truly exceptional Chamber, not just because it is the only 5-Star Chamber in DE, but, for its amazing team!"

Heather received her BA in Communications from Mary-

It's time for the Dover/Kent County Map!

We will again print 10,000 copies for distribution in 2017. There are only 33 ad spaces available, and all ads on the map are either 2 ¼" w x 2 ¼" H or 2 ½" H x 3" W (Based on a first-come, first-served basis).

The maps will be distributed at the Kent County Visitor Center, State Visitors Center, Dover Air Force Base, tourist attractions, real estate offices, and numerous other high traffic areas. You will also receive maps for distribution to your customers and visitors at your place of business.

CDCC Member Rate: \$295

Non-member Rate: \$400

Contact Heather today to reserve your space!

Phone: (302) 734-7513,

Fax: (302) 678-0189

Email: hpatosky@cdcc.net.

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Published monthly by the Central Delaware Chamber of Commerce, the first accredited Chamber of Commerce in Delaware. We represent the interests of the small business community. Over 800 businesses support CDCC.

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Additional mailings are available for a \$20 subscription fee. In many cases, more than one individual in a member business would like to receive information from the Chamber. By forwarding the subscription fee, the Chamber will satisfy the second class postage requirements and that individuals will be added to the mailing list.

CDCC Members receive their 5-Star pin at August's Sunset Business Mixer



Congratulations new 5-Star members!

CDCC Members Enjoyed A Night at the Races!



The Central Delaware Chamber of Commerce kicked off September with a great employee appreciation event at our 13th Annual Night at the Races at Harrington Raceway & Casino. Attendees enjoyed amazing hors d'oeuvres and beverages courtesy of Harrington Raceway & Casino, while watching the harness races and listening to live musical entertainment.

There was even a special CDCC race that took place as well as a photo opportunity with the winning horse! And the Chairman's Circle participants, Chesapeake Utilities Corp. and Lessard Builders, Inc., had the opportunity to arrive at the event an hour early for a VIP cocktail reception with the CDCC Board of Directors and Cornerstone Members and had

reserved seating for the harness racing.

A BIG THANK YOU to the Harrington Raceway & Casino staff for making this evening so enjoyable. AND because of everyone who came out for the event the CDCC was able to donate over \$1700 to benefit the Mid-Del Charitable Foundation at Harrington Raceway.

Calendar of Events

October

Thursday, 6th

Kent County Is Open For Business
8:30am-10am, Kent County Levy Court

Thursday, 6th

Leadership Central Delaware
8am-5pm,
Agriculture & Agri-Tourism Day

Tuesday, 4th

Innovative Initiative
8:30am, Faw Casson

Tuesday, 11th

CDCC Board Meeting
7:30am, Dover Downs Festival Buffet

Wednesday, 12th

Coffee Coaching
8am-9am, CDCC Board Room

Thursday, 13th

New Member Orientation
8am-9am, CDCC Board Room

Tuesday, 18th

Innovative Initiative
8:30am, Faw Casson

Tuesday, 18th

LCD Steering Committee Meeting
12 Noon, CDCC Board Room

TBD

Ambassador Committee Meeting
TBD

Wednesday, 26th

Holiday Auction, Open to Public
5pm-9pm, Maple Dale Country Club

November

Tuesday, 1st

Innovative Initiative
8:30am, Faw Casson

**DID
YOU
know...**

?

Calendar of Events

Thursday, 3rd
 Kent County is Open For Business
 8:30am-10am, Kent County Levy Court

Thursday, 3rd
 Leadership Central Delaware
 8am-5pm, Energy & Environment

Tuesday, 8th
 CDCC Board Meeting
 7:30am, Dover Downs Festival Buffet

Tuesday, 8th
 Marketing Committee Meeting
 9am, CDCC Board Room

Wednesday, 9th
 Coffee Coaching
 8am-9am, CDCC Board Room

Thursday, 10th
 New Member Orientation
 8am-9am, CDCC Board Room

Friday, 11th
 Veterans Day Office Closed

Tuesday, 15th
 Innovative Initiative
 8:30am, Faw Casson

Tuesday, 15th
 LCD Steering Committee Meeting
 12 Noon, CDCC Board Room

Wednesday, 16th
 Ambassador Meeting
 4:30pm, Living Great Medical Associates

Wednesday, 16th
 Sunset Business Mixer
 5pm-7pm, Living Great Medical Associates

Monday, 21st
 MilCon Breakfast
 7:30 am - 9:30 am, The Landings on DAFB

Thurs-Fri, 24th-25th
 Thanksgiving Holiday Office Closed

Thank You for Your Renewal!

Raymond F. Book & Associated, PA, CPA's.....	45	Ocean Marine Nav. Inc.	8
Pratt Insurance, Inc.	45	Street & Ellis, P.A.	7
Wesley College	45	MidCoast Community Bank	7
Capitol Cleaners & Launderers, Inc.	44	NCALL Research, Inc.	7
Chesapeake Utilites, Corp.	44	Weiner Benefits Group	6
Jen-Mor Florist	44	Burke Dermatology.....	6
C.F. Schwartz Motor Co., Inc.	43	Maaco Collision Repair & Auto Painting.....	6
Delmarva Power.....	42	Senior Helpers	6
Dawson Bus Service, Inc.	41	Boy Scouts of America - Del-Mar-Va Council.....	5
United Way of Delaware.....	41	Builders Integrity, Inc.	5
Dover Air Force Base	41	Bayard Pharmacy	4
David Ulp.....	38	Dover Interfaith Mission for Housing.....	4
CNC Insurance Associated, Inc.	37	Allison's Auto Body, LLC	3
State Janitorial Supply Co.	34	Delaware Dept. of Labor	
Capital Inn of Dover.....	30	- Employment and Training	3
Delmarva Cleaning & Maintenance, Inc.	30	Delaware Division of Libraries.....	3
Wilmington University	30	Wealth Management Group, LL.....	3
Westside Car Wash/Clean Car, Inc.	25	Style Encore.....	3
Luff & Associates, PA	24	Kent Construction Company, Inc.	3
Magnum Electronics, Inc.....	24	WWES Associates.....	3
Holly Hill Estates.....	22	Mary Kay Cosmetics - Tanya McDaniels	2
Lawrence A. Louie, DMD.....	22	Bright Side Roofing & Siding	2
Jefferson, Urian, Doane & Sterner, PA.....	21	Delaware Prostate Cancer Coalition	2
Hampton Inn-Dover.....	20	Red Wing Shoes	2
Comcast Spotlight.....	18	Addus Home Care	2
Goodwill Industries of DE.....	15	Carleton Carey	2
Smyrna Opera House	13	All State Insurance Co.	2
Creative Logo Apparel	11	Ferguson Enterprises	1
Delaware State Lottery.....	10	Monarcas Inc. La Hacienda	1
A Center for Mental Wellness, Inc	8	Applied Computer Tech Services.....	1
Stick It! Gymnastics.....	8		
Eden Hill Medical Center	8		

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Candidates' Interviews

U.S. Congress Scott Gesty

Do you support congressional action to overrule the Department of Labor's overtime rule effecting exempt and non-exempt workers?

I have not looked at that issue directly. I do, however, support the government getting out of the way of business labor rules. They should not be forcing anything upon our businesses. My position is to get the federal government out of the way and leave decisions at the local levels with the States, etc. This ruling just increases the cost of doing business. We will have jobs leaving the state when these types of things are mandated.



Will you support legislation reducing the federal corporate tax rate to make the United States globally competitive?

Absolutely. I support the Libertarian Party's position of no corporate tax. Without it we can create more jobs and more wealth. The idea behind the other side is that corporations will keep the money and hoard it. Businesses need quality people and they will hire more people if the government gets out of their way. I am fine with taking the rate to zero.

As a new Congressman for the State of Delaware give us your top 3 priorities?

We have to reign in the national debt which is at \$20 trillion. In 2011, we were at \$11 trillion we are now in uncharted waters with our debt. I also believe in the nation having a balanced budget – once we get that done we can reduce the departments that are not effective.

Look at foreign policy. We need to look at our policing of the world defense number. This is currently the number one item on the budget. We need to protect our nation, not the world.

Federal government needs to be out of the cannabis prohibition business. For example, other states have made marijuana legal. We could use the money to fill the gaps in our budget. States should be able to do this. The federal government needs to get out of this issue.

1. What actions will you take to fix the Affordable Health Care Act?

Repeal it immediately. Replace it with a market based system. Let people choose their own insurance on the open market. It is too heavily regulated now and that drives up price. People are seeing increase of 22 to 32 % this year. This was the first step to socialized medicine.

2. Do you support increasing the federal Minimum Wage?

No, absolutely not. I think the States should get out of the wage business too, but the federal government absolutely should not do this. I think the market should drive the wage rate not the government.

U.S. Congress Hans Reigle

Do you support congressional action to overrule the Department of Labor's overtime rule effecting exempt and non-exempt workers?

Yes, federal regulations should be passed by Congress. Salaried positions allow merit for the employee. It makes sense that as a salaried employee you get merit and benefit. Generally speaking, bureaucrats should not make law - that should be done by Congress.



Will you support legislation reducing the federal corporate tax rate to make the United States globally competitive?

Yes. Absolutely!!! When America loses a business, and 1,000 people lose their jobs, it is a far reaching affect. We lose vendors, suppliers, and ancillary businesses as a result of that business leaving. We need to get businesses back in this nation and this is how we will do it. We have one of the highest corporate taxes in the world. At the end of the day, we need more jobs to stimulate business. In my opinion, this is a no brainer. That is the reason why so many corporations move off shore, it is not labor costs, it is because of tax rates. Also, realize that when we reduce the corporate tax we will have the opportunity to pay better rates to employees.

As a new Congressman for the State of Delaware give us your top 3 priorities?

Security of our nation is certainly one at the top of the list. We need a strong military. We need to secure our borders. We need to be safe in our country and in our State. We need job growth. We have to reduce regulations, we have to reduce corporate tax rates, and we have to enhance our infrastructure that brings businesses here. We also need to get rid of wasteful spending. Government needs to be more accountable to the people of this nation. Our debt is now \$20 trillion, when I started campaigning back in 2015 it was \$17 trillion. It just keeps growing. We need to start by reducing our government expenses by 2%. I think we could do that by encouraging departments to save money. There is no efficiency being encouraged. We need to change the way we budget. Maybe the budget should be every two years not every year. We have to find a

way. The spending has to stop; that we all know.

What actions will you take to fix the Affordable Health Care Act?

I am open to any repeal and/or replacement of the Act. It was originally done to save people money instead it has doubled the cost and care has decreased. I think having interstate markets available would be a great start for our State. We also need transparency in this industry. It is so complicated we really have no idea what health care costs truly are. When we get our oil changed we know the costs. We don't know the cost for our health care it varies constantly. We need free markets in the health care industry that is the key. We simply cannot afford the current plan we have.

Do you support increasing the federal Minimum Wage?

No, I do not. My son works for minimum wage. He works at the beach. He is learning skills that will translate to a higher paying job down the road. I also think increasing minimum wage could cause companies to look at automation which means a loss of jobs. It will hurt job creation in the long run. There is a current minimum wage. We do not need to arbitrarily increase it.

Governor Senator Bonini

What is your position on increasing the Minimum Wage?

I do not believe we should increase the minimum wage. We should have one, but an increase now is a detriment to business. It is another barrier to doing business. Small businesses cannot afford it, especially not right now. I have worked for minimum wage in the past. So, I understand the purpose of a minimum wage. I just feel that right now we need to focus on ways to bring businesses into our State.



Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

No, I do not support these subsidies and there are three reasons why: we are not a right to work State; we need to improve our education system and our utility costs are already too high. We have extreme add-ons to our utility costs as it stands now. If I am elected that is something I want to change. We cannot be competitive the way our market and environment currently are in the State. We also need to increase the right to choose electric providers for both businesses and residents.

Also, do you support increasing the

amount of renewable energy generation of the providers?

No, I also do not believe that our portfolios need to increase. I actually think our numbers need to decrease. This does not mean I don't care about the environment, but our bang for the buck is not good on these types of generations yet. The prices the renewables cost just makes us less competitive to bring businesses to our State.

What is your (strategy) single biggest idea to improve business in Delaware?

Right to work – is that achievable, yes, but the chief executive has to be willing to work for it. The chief executive has to push it. Will it happen in 6 months or 12 months or 2 years? Who knows, but we have to start pushing the ball that way. I am even good if we start by creating right to work zones, there are lots of models we could adopt. Businesses will not come if we don't go right to work in some fashion

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

Yes, I am. It should be reduced to what it was when we first started. The bottom line is we have to reduce it. We are talking about lots of jobs here. I believe there are some 4,200 jobs in our casinos. We cannot keep risking those jobs. I also feel we cannot offer tax credits to some businesses and not to all. That is hypocritical. We have to be the same across the board.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

As I have already stated, Yes! I will defend peoples' right to join unions but it has to be voluntary. If we do can do this, we could be the furthest state north to do so. I believe there are 25 states that are now right to work states. Delaware needs to be one of them.

Governor John Carney

What is your position on increasing the Minimum Wage?

I supported the legislation in the Congress to take minimum wage to \$10.10. I have supported modest increases as a member of Congress. There have been initiatives to take a big jump, however, I believe in Delaware, we have usually looked at doing this moderately. We have to look at entry level jobs, we have to look at the jobs available for our students. I think



there needs to a great of discussion about tip workers, as well. I think we can increase it reasonably and responsibly. One of the biggest challenges we face in this country is the income gap that has evolved. Minimum wage increase by itself will not eliminate that issue, but with worker's development and training it would help to alleviate that gap. I believe Delaware could do this very effectively.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

Yes, I have supported this mostly at the national level especially with tax credits that make alternative energies affordable. I think this is a really good thing happening in our country. We are more plentiful now in gas and oil being produced and as a result that has driven energy prices down. Primarily natural gas development has really helped drive prices down. We are starting to see that the abundance of natural gas can make energy more affordable for our businesses, especially those in the manufacturing industry. This will again help us increase wages in the long run and help us create jobs. Having said that, we have challenges in sea rise and global warming which will affect low lying states which we are one of those. But we do not have a coordinated plan to address that yet. It is unfortunate that we created solar technology and the Chinese stole it and have basically run the United States businesses right out of business. I do think there are opportunities to make these types of generation affordable.

Also, do you support increasing the amount of renewable energy generation of the providers?

I would have to look at that. I recently had a discussion in regards to this issue. The idea was initially to have long term goals that included both stretch and achievable. There should be a mandate, but I think the goal has to be achievable and we have to do it in a way where there is recognition for the cost it takes to meet the goal. One of my initiatives as Governor will be to figure out a way to reduce our energy costs. A sense of balance must be reached.

What is your (strategy) single biggest idea to improve business in Delaware?

I don't think there can be just one thing. We often think that, but I don't think that is the reality. I think it takes a series of things, such as tax rationalizing our regulations, getting projects approved quicker, there has to be an effort to restructure coastal zone permitting, mainly in the northern part of the State, and we have to look at our under-utilized employment sites. We need to bring businesses back to these sites.

We need to be cultivating our innovation economy. I think this is how are we going to turn the negative of downsizing into a positive for the State. We need to maximize the properties existing. Here in Central Delaware, we have Dover Downs, Delaware State University and the Dover

Air Force Base. We need to make sure they can continue to be generators for the economy. We also need to keep our partnerships viable and healthy. So, I don't think there is just one thing. I think we have to work on a series of levels.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

What I would intend to do with our partners, who are agents of the state, is to develop a rate system that enables tracks to make investments and to make profit, as well as drive revenue. There is a balance that has to be struck. Sitting here I cannot quote numbers, but I do know the history of the casinos and the tax rate. I was involved in that process to remove the sunset. What I do know is that we are in this together as partners because in order for us to be successful as a State, they must be successful.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

First of all, I don't think we should be focused on this. It is a very controversial issue. I can also say that no company I have been involved with or been around has ever said that the State not being a right to work State is a factor in their decision to come here. I think there are other factors we need to work on to attract businesses. I don't think this is or should be at the top of our list. I think it is a political issue to support unions or not. I think employees have to have the right to make their own decisions. You cannot organize a union unless they have enough votes to unionize.

**Lt. Governor
LaMar Gunn**

What is your position on increasing the Minimum Wage?

I am more focused on a maximum wage. With that said, I am against increasing costs that affect small businesses. We need to be looking at ways to help small businesses. If asked today, I cannot support minimum wage.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I think this is a great big long term investment, however, I do believe that the way we do this needs to be revamped. I have met with folks from these industries and if we could decrease the overall footprint of large entities some of these subsidies could be used as a savings and also as training for potential employees. I also support nuclear power. I know this is not a popular form of generation, but it could make a huge



difference on our grid. When we increase our energy generations in whatever form we can also grow jobs.

Also, do you support increasing the amount of renewable energy generation of the providers? Yes, 100%.

What is your (strategy) single biggest idea to improve business in Delaware?

My plan is 'jobonomics'. For instance, I believe we have to look at the port of Wilmington. I have been doing research and have talked with people about creating an agreement with China to grow the jobs and grow our export power. If we expand the port of Wilmington, we will add jobs by the thousands which will in turn, provide income to the State. The bottom line is we need to have an investment financial plan. We need our small business industry to go into overdrive. As a State, we need to provide support to them and resources to help them grow.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

From a business perspective this makes sense because we are not as competitive as we should be today. We did not have a long-term plan when we got into the gaming industry and I think that is a big part of the problem. I think the State needs to look for other sources of income, not to the casinos.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

Yes.

**Jeff Cragg
Insurance Commissioner**

How would you address the increasing health care cost in Delaware?

They are out of control. They are not sustainable and we need to find a government and private sector solution. Increasing the competition is one way. A lack of competition is a Delaware problem and a Delaware issue.

What is the single biggest issue facing Delawareans as it relates to Insurance?

It is two-fold: long term structural problem and no commitment to Delaware. We do not have insurance companies that have a stake in Delaware. They have no physical presence. The cost in getting into Delaware are not the same. If you look at PA you increase your potential for growth. Just critical mass alone makes it more cost effective. One of the lowest costs of health care is right in Lancaster County, PA. The nature of



the insured group makes that happen. For example: in Delaware there is a cardiac care practice in Seaford and 90% is public pay 10% is private pay. This is due to the lack of businesses. Also take BCBS and Alico, there is a connection when they are located here. When they are not here they look at the market and have to look at the costs. We have to make an effort to get insurance companies to locate here in our State. We need to get more young people also because our Medicare side is growing as we are a large retirement State. They come in contributing then we end up paying for their most expensive care years.

What is the biggest challenge facing our carriers?

Making money. Really need to make a commitment to Delaware. Make department more user friendly. You can ask the people here now about the Department and how user friendly it is.

Describe your position on the increasing costs of worker's compensation in Delaware?

It is unacceptable. I sat on the worker's compensation committee data collection. I was appointed by Karen. In 2013 we saw one of the lowest increases. It was difficult to get rating agencies to give us the data we needed in a useful format. The state needs to do a better job of acquiring data, analyzing and interpreting it to make a case to get our costs more in line. We really need to drill down to evaluate that data. We are not aggressive enough with the rating agencies.

What do you see as the insurance commissioner's number 1 job?

To make sure the insurance market works for businesses and individuals in Delaware. Risk sharing, managing costs, providing good products, those are all parts of the package that the commissioner needs to focus on. If we do we will then attract more businesses and we can provide better products. You have to share risks to benefit everyone; you just have too! For example, I am insured with BCBS and you get put on hold and go into the cue for the returning call mix. I need to talk to them then, not when they can call back. We need better service from our carriers. We need accessibility. Better customer service does cut costs. In the end it comes back to making that personal commitment and having community involvement. You get what you inspect not what you expect in life.

**Insurance Commissioner
Trinidad Navarro,**

How would you address the increasing health care cost in Delaware?

Our costs are killing businesses and our consumers. There are many people out there paying more for health care than they pay for mortgage. In our State, we have a few monopolies on health care such as Christiana Care and Bayhealth.

When we don't have competition they can charge what they want. Maryland has legislation that restricts what hospitals can charge. There have been discussions here, but nothing has happened. No one is championing the cause. I think it has to do with the power those entities have. Christiana Care is a non-profit which means once all Bills are paid they still have over \$140M in excess. The state needs to look at those non-profit entities to see if they are fulfilling their obligations to the community. There should be a way to restrict what they charge.



What is the single biggest issue facing Delawareans as it relates to Insurance?

The sky rocketing cost of insurance. Health insurance for example, if you have Highmark your rates have probably gone up 100% over the past five years. Our car insurances is among the 4th highest in the nation. If you have good credit you pay around \$1,600 for your automobile insurance. If you have poor credit your costs could be up to \$3,600 per year, per auto. Insurance companies can use credit scores. I will outlaw that. And our Worker's Compensation Insurance is causing many to leave. The problem is as some leave, we don't have others coming.

What is the biggest challenge facing our carriers?

Our small risk poll. If you look at those on Medicare and Medicaid we have 1/2 million in the risk pool which makes it very difficult to manage. You have more people needing healthcare in that pool. If we could increase our pool we would be able to share the risk. If we could do this with other states that would cut costs immediately. Also, if we were to let customers go across state lines to buy insurance, that too would cut the rates. Our rates are significantly higher here.

Describe your position on the increasing costs of worker's compensation in Delaware?

Workers compensation rates have seen a 60% increase over the last 5 years, again more than any state in the country. The Rating Bureau recommends increases to our rates every year. You would think they are a state agency, but they are not. All who work on the board work for an insurance company. I would change that right away. We need an advocate on that board. We also need to look at how we help our businesses. Most businesses here pay the loins share of premiums early in the year, I think we should spread it out over the year. Insurance fraud with worker's compensation is something we also see, and not being truthful with what they report as businesses just makes the entire situation worse. Employers need to be truthful. They are cheating the system for example saying you have 5 in the office 2 in the field when in actuality you have 2

in the office and 5 in the field. This skews the rates being paid into the system and it gives those committing fraud an advantage over other businesses who are truthful and paying the correct amount. Question: when was the last time you heard of someone being charged with insurance fraud. We need to investigate and prosecute.

What do you see as the insurance commissioner's number 1 job?

The number one job is to advocate for the consumer. We have to stand up to the bullies. They have pushed outrageous rates on Delaware. They are using third party administrators, and they are not providing quality care that is in line with the procedures your doctor has prescribed. I have spoken with doctors and this is a big problem here. We need to even the playing field for insurers and consumers. The commissioner has the right to say no, but they have not. Some of that is due to their campaign contributions. Some are coming from insurance companies outside of the state. We need to take the money out of politics. When you have that kind of money being funneled into your campaign you cannot be objective. You cannot fulfill your obligations to the state and the consumers.

Senate 14th District Bruce Ennis

What is your position on increasing the Minimum Wage?

As you recall Senate Bill 39 did pass during the last session in the Senate. It did not make it out of the House. I did support it. My reason for supporting the Bill is due to my district being a very diverse one. I have a lot of labor and a lot of small businesses. I supported the Bill due to the fact that the last increase brought minimum wage to \$8.25. Sen. Marshall's Bill increasing it to \$15.00 an hour, I opposed that Bill. I believe we need a livable wage. The League of Local Governments came out with a good report to support a livable wage. Housing costs in our State also played a part in my decision. \$8.25 does not help individuals trying to support a family. When we look at the federal minimum wage from 1998 if they had kept up with the inflation rate that would have increased and I believe now the rate would be at about \$10.25 an hour. According to the report, for a family to have a two-bedroom apartment the two parents would together have to be making \$21.00 an hour and that is just to rent, not to own. Again, I supported the Bill that called for 50 cents an hour over the next 4 years. If an employee is not worth 50 cents a year, maybe they are not worth employing.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I definitely do. I support any type of green energy especially for solar panels. I support the subsidies.

Also, do you support increasing the amount of renewable energy generation of the providers?

I think it is high enough right now.

What is your (strategy) single biggest idea to improve business in Delaware?

In the last year or two we did make some efforts to deal with the reduction of regulations. It certainly is not sufficient and it is not complete. It is an on-going process. The State does not create jobs, we have to create the environment for businesses to do business. In the last two years, Delaware has been ranked very high among area states in job creation. I believe we are at the rate of 5.4 %

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I have been involved with Senator Bushweller in his efforts. When we started we were at 22%. We definitely need to reduce it. We either pay now or we pay later. The revenues will stop coming in at some point and the State will have to do something. We should do something now. So, I definitely support a reduction.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

As I mentioned, my district is heavy in labor with teachers, police, and construction workers. I do not support right to work. I support my constituents. A lot of manufacturing jobs are labor oriented. The past session, HB 383 was introduced and that Bill proposed that public projects could not be done without a Project Labor Agreement that is the opposite of right to work in my opinion.

Senate 14th District Carl Pace,

What is your position on increasing the Minimum Wage?

My wife and I are small business owners in Middletown. We actually own 5 businesses. I understand the importance of paying and receiving a fair wage. However, I am not in favor of an increase in the minimum wage. When the Bill was brought up this year I was there during the hearings. We listened to hours of testimony. All of it negative responses to the increase. Some talked about lay-offs; some talked about not being able to remain competitive; and some talked about bringing in automation



which means people will lose their jobs. There were people very serious about that. I firmly believe that an increase in minimum wage will cost us jobs. However, I see the other side of the fence where those in poverty think an increase in the minimum wage will help them. It will not. Their costs for goods will increase ending with them having no more money to spend than they have now. There are ways to help them better in the long term, minimum wage is not the answer.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I agree in the direction of solar panels and green energy. I like giving people alternatives. I like opportunity. I don't like the taxpayer picking up the bill. I have to look at the state budget and I have to see it as my own check book. As a Senator I have to accept responsibility for the budget. Are we going to look at the subsidies we offer? We have to. When we give subsidies it has to be to bring in businesses to create jobs. We can't just pay money for people to bring in solar panels. So, I can't say I am in favor of the way it is.

Also, do you support increasing the amount of renewable energy generation of the providers?

I don't like mandates. I believe these choices should be with those making the decision. We should not mandate. I am not overly educated on this issue. I would need to look into that more. But off the cuff, I can say, I don't like mandates.

What is your (strategy) single biggest idea to improve business in Delaware?

I have a huge portfolio for this. I see lots of things we can do to assist businesses. I see things also very specific to counties. I have two counties in my district. I cover both New Castle and Kent County. Licensers are sometimes very troublesome. For example, if you want to be a barber you need 3,000 hours on the books. Now if you are an EMT, initial responder, you have to have 172 hours. I think this shows there is a little issue with licensing. We have a lot of jobs in Delaware. For example, we have Amazon. So again, we have plenty of jobs. What we don't have are careers here in Delaware. We lost our corporations that had good careers like GM and DuPont. To get large corporations back we have to have good sensible enticements to bring them here. We also need sensible regulations. When large corporations are coming here they also need infrastructure. That is what they are looking for. Middletown, for example, has good infrastructure in place. We need to look at infrastructure to entice businesses to come. Then we need to focus on employees for these corporations. The corporations then need to know that their employees are going to be safe and have a good quality package. We have to have a quality package to offer.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Del-

aware's corporate tax rate?

They are a business just like any business. I understand they are different from mine, but they still have a business to run. Taxing them at a different rate is not necessarily fair. As a State, we also get a lot of money from them. I also think it is not a good thing for us to have all our eggs in one basket. As a State, we need to diversify our sources of income.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

Yes, I do agree. Anyone who wants to be employed should have the right to do so without fear of repercussions.

**Representative 11th District
Jeff Spiegelman****What is your position on increasing the Minimum Wage?**

I have voted against increasing the minimum wage twice. What scares me is that people will be replaced with technology. It will happen and it already is happening. The increase itself would end in jobs being



lost. Increasing pay sounds great but we are making businesses ask do I want to fire people and replace with technology, like our fast food restaurants; they can fire three employees for every touch screen they bring in. And for those who cannot go that route like Fifer's the increase is \$100,000 a year which makes them completely uncompetitive in their market place. We have to think about what we are doing. We are putting Delaware at an economic disadvantage and we are eliminating jobs. Technology is here, it can and will replace workers. We do not need to speed that up by increasing minimum wage.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

A couple years ago under the federal government stimulus package, that was good for them and good for the environment, but at some point the question becomes where is the balance. We need to be careful because this is a budgetary issue. There is interest by some of my constituents to get solar panels to help them defer their energy costs, but I have to say, I am not certain of the true costs involved. It is good in theory, but I think we have to be very careful.

Also, do you support increasing the amount of renewable energy generation of the providers?

Yes if it is done in a smart way. There is a good way and bad way to do this. Forcing Delaware residents to pay the bill, not a

good way of doing it. Delaware residents paying for gas turbine, not good way of doing this. If someone can show me that a wind farm in the Delaware Bay will not interfere with commerce in the bay, like the fish hatchery and will pay for itself by making its own energy; that would be the good way of doing it then. To do it when it is not beneficial and cost effective it not the right thing to do. If you want to create a system where companies can apply and qualify that works, if you do not do it that way, I don't think we should do it.

What is your (strategy) single biggest idea to improve business in Delaware?

Regulatory reform! I was so very happy recently when the Executive Branch agreed to work with the General Assembly to implement a measure to determine how much new bills will actually cost businesses. We are light years behind other states in regard to costs of regulations. Now there has to be a cost analysis. That was a terrific step for us to take. For example, the various storm water regulations being proposed, we had no idea of the costs involved. It was completely unknown. Now there are people looking at it differently, they are looking at the cost involved with implementing the regulation. As we get better at this it forces the legislators, and the Executive Branch to be more responsive. I think in time you will see not as much interference. I was one of the lead sponsors to scale back regulations. I firmly believe we need to find a balance that is good for the businesses and good for the residents and communities.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

If we are going to treat the casinos as a business that would be great, but then my concern is there could be additional casinos. If we start to treat them as a business we have to go all the way down that road. However, if we keep the casinos as partners and significantly reduce the states' share, I am absolutely in favor of that.

Again, we need to look at the regulatory side of this issue too. The licensing for the table games is more money than the table games bring in, so if we change the regulation we would be allowing the casinos to invest more into their businesses. The state is the bad partner here, not the casinos. What I don't want to see happen is for us to avoid addressing this issue and get ourselves into the same situation we had many years ago with DuPont. We let it go way to long and then we were scrambled for a fix. We need to avoid that with the casinos. The casinos are saying they are at crisis level. We need to fix it now!

1. Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

I am in the middle when it comes to right to work. I am not gung ho, but I am also not ignorant of the economic benefits of it. I would be in favor of a right to work zone Bill that would allow municipalities to have

the right to make that decision. This way it puts the decision at the local level. I do think it certainly could generate more jobs. The drawbacks I find, in a lot of instances, the unions are the only thing protecting some employees. I have a union heavy district, so I hear that from my constituents. I see the points on both sides. I will also say, I don't like people being told they have to join to be employed. I don't like things being mandated to people.

**Representative 29th District
Janice Gallagher,****What is your position on increasing the Minimum Wage?**

I am opposed to increasing minimum wage for several reasons. One, every little increase has a ripple effect, other things must increase to accommodate that. Small businesses are struggling as it is each and every day. They are trying to survive. This increase would be an undue burden. I think we need more businesses that is what I want to see. We need to support businesses and I think increasing the minimum wage would be detrimental to their success.



1. Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I do have an issue with government subsidizing anything. Perhaps there could be an incentive to encourage people and corporations to use these types of energy. We need to find some middle ground. It should not fall to the government to subsidize because the costs ultimately end up at the consumer's feet.

Also, do you support increasing the amount of renewable energy generation of the providers?

No I am not in favor of mandates. Those are expensive sources of energy and once again those costs get passed along to each and every household who uses that company. Things just keep going up and up. Incomes do not match the cost increases that are happening every day.

What is your (strategy) single biggest idea to improve business in Delaware?

Lower regulations. To me all of these issues are intertwined. Crime has to be dealt with, regulations reduced, permit processes have to be easier than they are right now. They are difficult to get and difficult to apply for. Let's provide more help and get more businesses in our State.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

The casinos are in need of assistance in respect to lowering their taxes. We need

to do this over time to allow them to still provide their services. I am not an expert and I certainly need to delve into this issue a little more, but they are a business and we need to be helping them all.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

Yes, I think so. It makes it easier for employers to operate.

**Representative 29th District
Trey Paradee****What is your position on increasing the Minimum Wage?**

As you know I supported the legislation to increase minimum wage, however, that did not pass. This Bill would have incrementally increased it over the next three years. I am still in favor of it. Delaware's unemployment rate is less than 5%. We don't have an unemployment issue, our issue is good paying jobs. Our pay is too low. People are making poverty wages and then we subsidize them. We should be looking at policies that help to raise everyone up. I do not support the \$15.00 increase - that is too high. I do think the increases should be incremental. I come from a small business background and I understand what a dramatic increase would have on some of the businesses, especially in the agricultural community. But we have to look at the facts. Walmart went to a \$10.00 minimum wage to increase over the next few years. McDonald's, they are at \$10.00. We are in a situation where the market has moved passed our current minimum wage.

**Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?**

It depends. We currently have programs in the state through DNREC to provide sustainable Delaware utilities. I think those are good currently. Anything we can do to expand our portfolio of energy is a good thing for Delmarva. We have to face it, our electric rates are high so if we can diversify that would help lower our rates and it would help us grow business.

Also, do you support increasing the amount of renewable energy generation of the providers?

I don't think we need to change the current standards. They were developed a few years back, but we live in a different world than we did 6 to 8 years ago we have new technologies available now to us that have eliminated some of the bad things we did such as fracking. We now have better technologies. That has created a situation where natural gas is the cheapest it has been in years, and it is so much more available. Also look at Calpine. Calpine

is good for Dover. At the end of the day it comes down to the more competition we can bring, the more beneficial it will be for businesses and consumers.

What is your (strategy) single biggest idea to improve business in Delaware?

For me this sort of goes back to encouraging more development of electricity production. When companies are looking to move they look at labor and power, those are the primary costs they take into consideration. So, I think we need to encourage more energy sources on our peninsula. We also need to increase our investment into our infrastructure. That is where government can play the biggest role and have the most impact. By investing in our infrastructure we also create short term, good paying jobs. Having these things in place will attract businesses to Delaware. Amazon is a perfect example of that. What brought them here was that the infrastructure was in place for them. We all know we have good tax rates which helps us attract businesses, but I really believe that investing in our infrastructure is going to be the real bang for our dollar. However, part of our infrastructure is our schools, and we have to keep supporting them. When I look at Delaware Technical Community College I see what they have done in the area of increasing their training opportunities, and that too will help us grow businesses.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I think our casinos are at a serious disadvantage to say the very least. I do think we have to go back to pre-2009 tax rates. I always explain to people that this is not a bailout. Reducing their tax rate is the right thing to do. For instance, Dover Downs is a publically traded company which means their books are open for the world to see. For the recent quarter, they eked out a minor profit. They have continually lost money. This is not a sustainable model. I have folks in my district where both people in the household work at Dover Downs. You also have the horseman and the farmers growing the grains for the horseman that you have to take into consideration in this model. It is a very sensitive issue, I know, but I have seen the impact the current tax rate has had on the people in my district. This issue drives me nuts. It is a very upsetting issue to say the least.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

Let's be honest, this is a tactic to undo unions. I have a lot of state employees, policeman, teachers, guards, etc., and they are all union. I do not support right to work. Right to work only benefits certain people. Right to work is purely about reducing wages. We need to be talking about ways to put more money in peoples' pockets. We have very few union businesses here in Central Delaware. We should not be looking at ways to lower wages or attract lower paying jobs. I want to see employ-

ers employing people for 40 hours or more, paying well, and providing good benefits. And, the reality is that businesses have taken a hit on benefits, especially health care, and especially for small businesses.

**Representative 31st District
Jean Dowding**

What is your position on increasing the Minimum Wage?

As a small business owner, and as a person I believe that we small businesses are the ones that hire the majority of the people. When we start telling entrepreneurs what they have to pay their employees we are getting in the way of business. Business owners have to have the right to make those decisions. For instance, I am going to increase the pay rate for those who stay with me through the years. That is what you do as a business owner. When you are raising the minimum wage you are telling the business owner they are increasing their gross and that is not the case. We do not need the government running our business. We need the free enterprise system to work. Most business owners are paying more than minimum wage just to stay competitive. This year there were a number of businesses that went to legislative hall to testify in the hearings. They listened and we need to continue to listen to the businesses.



Do you support individual or corporate subsidies for the use of solar panels and/or wind generation

No, once we are using tax payer dollars to do this, we are not using them the correct way.

Also, do you support increasing the amount of renewable energy generation of the providers?

At this point, every time I hear increase it bothers me. I really don't know a lot about this issue. But it sounds like government is dictating to the businesses. Which ends up just driving businesses away. The answer is not to just keep going back to the businesses.

What is your (strategy) single biggest idea to improve business in Delaware?

One of the most import things that we need to do, is stop doing the things that hurt business. We need to find ways to reward businesses. Let's not take tax payer dollars to prop up the government. The reason I am running is that there is no voice for the small business community. We need to have a healthy environment for businesses to do business. The big issue is fiscal responsibility. The government is a business it needs to be run like one. We cannot continue to mismanage the fund of the state. We all know we need more jobs and in order to have them we have to create a favorable environment for businesses to operate. We also need to focus our education on trades.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I am definitely in favor of reducing the current tax. Once again we are putting a dollar burden on a specific industry. If we keep going they will leave this state and go to another one and we will again lose jobs.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

This is another reason that we cannot get corporations to come here. Yes, we should be a right to work state. We need businesses.

**Representative 32nd District
Patty Foltz**

1. What is your position on increasing the Minimum Wage?

I am not in favor of increasing the minimum wage. That hurts business because it makes the cost of doing business even more. The more business costs increase the more they have to pass on to the consumers. I believe it also takes away that bottom rung of the ladder to success.



Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I believe that if we allow some time to go by the development of the technology will happen as part of the free market. I worry about us developing technology on the backs of tax payers and businesses.

Also, do you support increasing the amount of renewable energy generation of the providers?

I believe we need to take care of the environment, but we also need to look at the cost of those mandates. The economy is in an extremely fragile state. We need to be very careful what we are doing to the businesses and consumers.

What is your (strategy) single biggest idea to improve business in Delaware?

To start, I think we have to keep taxes low. I think we need to look at every opportunity to do that. I also know that there are other things we need to do. We need to look at the regulations. Every time they want to change a regulation it has to be looked at. I see the parents who come into my classroom, and I can see their need to keep costs low. Some of them are working two jobs. We also need to make sure we have a highly trained work force. This is one of the big reasons I am running. I have taught for 36 years, from 1st grade to

8th grade, and I see the need for a stronger and better trained work force.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I have just started looking into this issue. I have just started researching. What I do know is that Dover Downs is a huge employer in our community and they make a big difference in the lives of people here. I have seen other taxes changing, but I have not seen it happen to them. Again, I admit that I need to research this issue more to give you a better direct answer.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

This is a very interesting issue after being a union member. I support your right to work. I support your right to choose rather or not you want to participate in the union. I believe our constitution protects our rights.

**Representative 33rd District
Charles Postles**

What is your position on increasing the Minimum Wage?

No I do not support this. I like the market to function; and if there is a demand and it takes higher wages to get employees, businesses will pay for it. The market has to determine the wage. Minimum wage puts an artificial floor in place which does not help anyone be it the business, person or industry.



Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

No, I looked at solar a few years ago for my farm and the only way it would work is with the subsidies. I felt it was best to wait until it becomes financially viable. I understand renewable sources are required, but I don't think that is necessarily a good thing when you put the cost with it.

Also, do you support increasing the amount of renewable energy generation of the providers?

No, I don't. I would like to see it encouraged, but the market place needs to function.

1. What is your (strategy) single biggest idea to improve business in Delaware?

One of the key things is to reduce regulations. Regulations are a burden on existing businesses and hinder attracting new businesses. We should be a right to work state also. To improve the state, it all comes down to money. If the economy is strong

and jobs are being generated then we are doing our jobs which is to create a good place to do business. When it is easier to get welfare benefits than it is to get a building permit something is wrong with our system. The more regulations, the more government growth you need and have, and in my opinion that is not a good idea.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I am not as clear on this issue. I don't like the term bailout. That is not accurate and it is unfair. I do think that I would be in favor of reducing, but I do think they need to be higher than the corporate tax. There is a social cost associated with that activity so their taxes should be higher to cover that social cost and need.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

I would like to see it - at a minimum create zones and reduce the influence of prevailing wage on State contracts. Ultimately I would like to see it opened up completely as a right to work state.

Karen Williams
Representative 33rd District

What is your position on increasing the Minimum Wage?

I think the minimum wage should be increased gradually to allow businesses to make accommodations. The reason I think it should be increased is because we have people working full time and living at the poverty level. They need the extra spending money.



Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

I don't know that I have a position on this issue. I know alternative energy sources are important. But before I make a decision, I would need to research. I will not just say something to say something. I do think individuals deserve the right to have access to the alternative sources. Again, I need to do more research on this topic before I can have a real stand.

Also, do you support increasing the amount of renewable energy generation of the providers?

Again, I'm coming from a position of knowing very little about this particular issue. I think it is good to have sources available. I think the providers should be able to increase their amount if they see customers using it or needing it.

1. What is your (strategy) single biggest idea to improve business in Delaware?

2. Education of our youth. If you educate

our students to have good problem solving skills and good reasoning abilities they can work through just about any issue facing them or the business they work for. Our students need to be other than just good test takers. If we teach them other skills they can then go to college and become wonderful employees and wonderful business owners in our community. We also need to look at the regulations we have in place so that those wanting to open a small business can do it without so many regulations and without so much cost. There is a great deal of red tape out there. We definitely need to cut some of that red tape.

3. Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

I don't think it should be nearly as high as it is. I don't know that it should be as low as the corporate tax rate but we definitely need to look at it. At one time we were the only game in town. Now the competition has changed that picture. The horseman should also be involved in this issue. We definitely need to make adjustments, I am not sure by how much, but I do agree it must be reduced.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

No, I am a union member as a teacher in the high school. I know what benefit that brings. I am a supporter of that. I have seen both sides of the issue. I have seen some who do not pay the entire fee but they pay part of it, so they get benefits and representation from the union. They pay what is called the "fair share".

Dave Henderson
Representative 34th District

1. What is your position on increasing the Minimum Wage?

I don't like the \$15.00. I have worked all my life. At the age of 11 years old I was a newspaper delivery boy. I am a military veteran and a retired trooper. I worked for \$1.25 an hour in the beginning of what I would consider my real work experience, and I remember when I got a nickel raise that was a big deal for me. I have concern with how much is really earned when you give someone a raise of that amount. My understanding is that folks working for minimum wage are not necessarily saving but they are spending. To jump from the current rate to \$15.00 is a big concern. For those people working a salary job, some of them are not even making that when you look at their hours worked. I think raising the minimum wage to that degree would throw everything out of kilter. I do think you need to look at the cost of living increases. My district is a small business with small operations and



farmers. If we increase the minimum wage to \$15 these businesses will have to cut employees.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

Yes. Not a second thought on that. We need to have good clean energy. I also like letting individuals make their own decision. While on the school board (10 years of service), the McIlvaine School put in the geo-thermal system and I think it was a good thing. Sooner or later our oil will run out. We need alternatives.

Also, do you support increasing the amount of renewable energy generation of the providers?

What would bother me the most about that is that I know this slams Delmarva power, however, I believe they would be able to find a way to raise their rates to pay for these types of things. I am for the idea, but cautious about how it will be paid for. Companies supplying energy have to make a profit. I understand that too.

What is your (strategy) single biggest idea to improve business in Delaware?

I say cutting the red tape of the government. When you work with people you have to listen to what issues they are having. The red tape we have now is blocking businesses. I would not vote to add more, I would vote to remove some. You have to be really specific with me when you want a business to do something. Too many people justify their jobs by making more regulations. Again my district is a small business district.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

Actually it is more like 53% when you add the horseman's portion in the mix. I don't like the idea that the split is that way. Dover Downs is a business and they have to make a profit too. With no profit jobs are cut. So yes, I am absolutely for reducing the tax.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

The problem with that question is the difference within the 3 counties in our state. I worked for a union when I was a trooper and with the school unions on the school board. There are two different issues with unions. One that stops jobs or takes them away. For example, we have 19 school districts and many people live in a certain area due to the school that they like. I have found that the unions have fashioned themselves according to the district they represent. I support that type of union. I am not for the type of union that tries to push another out. I also don't like any organization that tries to limit someone's ability to find a job. I don't want to see anyone lose jobs either. Unions have a place in

some instances.

Representative
34th District
Lyndon Yearick

What is your position on increasing the Minimum Wage?



I am in favor of creating higher paid work for more work value; which means I am not in favor of increasing the minimum wage. When I look at a business like Fifer Orchards, which is in my district and are in the agriculture business, they would be hurt tremendously by an increased minimum wage because they have to compete in this market for employees and if the minimum wage increases they have to follow it which will result in them having less people. An increase in minimum wage is supposed to provide access to people more vulnerable, but what we really need to do is to look for and provide better job opportunities. We need to add value to our employment opportunities.

Do you support individual or corporate subsidies for the use of solar panels and/or wind generation?

No, I think we have to let the market drive the costs and the need. Look at what Bloom Energy did. It has increased costs

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for people for a long time. In my opinion, that was a huge debacle. I can say our current energy costs are making us less competitive to businesses looking to relocate or those looking to expand.

Also, do you support increasing the amount of renewable energy generation of the providers?

No, I do not. I don't like any type of mandates, and I see this as mandates in essence. Government needs to stay out of this.

What is your (strategy) single biggest idea to improve business in Delaware?

We need to manage the government's budget – that is our job – that is our primary responsibility. We also have to make it easier for businesses to do business here. We need to provide support to businesses and we need to get out of their way.

Are you in favor of reducing the casino's tax rate from the current 43.5% to something closer to 8.7%, which is Delaware's corporate tax rate?

Yes, I am in favor of us walking it back over time to get us back to the rate it was in 2008. I actually have sponsored a Bill to do that. I understand we cannot do anything drastic, but you have to start somewhere. I have also worked with Senator Bushweller to work toward this goal.

Every state surrounding Delaware is a "right to work state". Do you agree that Delaware should be a "right to work state"?

Yes, I am a huge advocate of letting our private businesses have that ability. We are at a disadvantage currently. There are states around us such as Ohio who have private sector right to work. I do not see this as a non-union Bill. I see this as a way to give us an advantage. For example in our food innovation/agricultural industry I would support right to work zones here in Kent County. At the end of the day we have to be more competitive.

Kent County Levy Court Commissioner Allan Angel

What is the single biggest issue facing Kent County?

Economic development I think is the biggest, and by economic development I mean making sure we keep the businesses that are here and of course we need to be attracting new businesses.



What is the biggest challenge regard-

ing economic development in KC?

Depends on who you are talking to; for example, if they are a perspective person coming to the area they always ask about the services available. Our electric costs are also an issue for people. There are other services not here as well, such as places to go and entertainment. Let me say it this way, we do not have a lot to offer our young people in the county. We also do not have a lot to offer the young Airman coming to DAFB. Now, once the sports complex opens that will help us in that regard.

Do you anticipate an increase in taxes, and if yes, would you support that?

I do not at this time. Now the State can change the playing field at any time. But, as of right now, I do not see anything coming our way.

Do you believe KC should change their comprehensive land plan to allow for more mixed use and additional business zonings to further growth and development?

Yes, there is too much red tape and that is one of our problems. When you are a business that wants to go into a building that was already used by a business, you have to go through all these steps to start, it is just too stringent. We have to be more open to business.

What is your primary concern for the future of KC? What do you see as the solution?

Red tape is definitely one in my opinion. I want us to be able to attract new businesses. I would like to see us fast track businesses coming to the county. More businesses coming in equals more housing and more jobs. We also have DAFB and we are not using that resource to its full potential. We have so much knowledge that we are not tapping into. Communication is the first step. We need to talk the talk and walk the walk. The old "Doverites" are no longer here. We need to step up. We have lost our continuity of growth. We have such a vast array of people here. We don't utilize the strengths our residents have. We have to reach out to the community to get people involved.

What is your number one project you will be supporting in KC during your term as commissioner?

The Sports Complex. I got a call from a gentleman in Philadelphia who wants to bring professional soccer to Delaware. That could be huge for us and for our Sports Complex. Brings an entire new spin to the Sports Complex. There is such potential with this project. This could bring more jobs and more housing. Getting to know my constituents is also very important to me. I have met about half of my folks since the redistricting. I fight for my people. Always have, always will.

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Welcome LCD Class Of 2017! A Treat Of A Retreat!

A truly wonderful time was had by all at the Annual LCD Class of 2016-2017 Opening Retreat at the Atlantic Sands Hotel & Conference Center in Rehoboth Beach, DE! The Leadership Central Delaware Class is comprised of professionals from various Industries in Kent County/Central Delaware: Healthcare; Non-Profit; Utilities; Media; Hospitality/Tourism; Retail; Education; Government; and Military. All of these individuals come together for a year of leadership training that will encompass learning about not only leadership skills and what makes a great leader-but also, about what makes Central Delaware unique and special!

The two-day Opening Retreat included team building exercises, mini seminars and presentations from leadership professionals, plus a couple of very unique activities.

At the end of the Retreat the LCD Class of 2016-2017 chose a Community Impact Project which they will work on during the course of their program that benefits a local non-profit organization that is a



member of the CDCC. This year's Class chose a project with NCALL that includes a community clean up and the construction and creation of mural for Dover.

The program certainly continues long after the two-day retreat! During the next nine- months LCD

attendees will learn about the various economic drivers in county such as: Agriculture & Agri-Tourism; Education; Tourism; Media/Communications; Government/Politics; Public Safety/Criminal Justice; Health & Human Services; Economic Development; and Energy/Environment

in Central Delaware.

One thing is for certain. Those who have just entered the program will leave it with a new set of resources and with a new network system that will follow them through both their personal and professional lives. Let the journey begin. . .

LCD Class Of 2017

436th DAFB.....Mr. Jason Barnshaw
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 512th DAFB..... Mr. George Kale
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 Dover International Speedway..... Mr. Allen Clark
 Faw Casson Mr. Keith Kahn
 Harrington Raceway & Casino Mr. Jesse Keleher
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New Member Spotlight

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The most compelling reason to use green cleaners is to keep potent toxins out of your home. It is a way to keep you and your family safe. That's why Family First should be your solution to all of your cleaning and janitorial needs. We have gone to great lengths to ensure that our cleaning solutions are effective, safe, and green.

Family First is a family and veteran owned professional janitorial contractor that provides residential and commercial services for the community and state. We are fully licensed, insured and bonded to offer superior eco-friendly cleaning services. Quality is our primary objective, and that's why we use eco-friendly products. Quality and family are paramount to us which is the cornerstone for the start of this business. We believe in giving back to the community through mentorship and being sensitive to the community needs.

We are a company that offers the family feeling to our customer engagement, as we offer eco-friendly cleaning at the same cost of using conventional cleaning products.

Based in Smyrna, DE. Family First is the company that will provide you with a flawless cleaning service that will meet your demands. Our reasonable rates and the quality of services make us the best choice for you. Every business wants to provide a clean, healthy work environment for its employees as well as a welcoming atmosphere for customers, clients, and visitors. Our janitorial services offer just that!

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Title: Style Consultant

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Hours: 9 am – 5pm

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Website: www.mymagnoliaandvine.com/LJ

Email: LJ@mymagnoliaandvine.com

Lisa Raines began her journey with Magnolia and Vine on January 31, 2016. Conceived in 2015, this versatile company has taken the accessories market by storm, due in no small part to their affordable, changeable, and central product line.

Products include customizable and interchangeable snap jewelry. The brand is rounded out by a generous handful of other accessories as well, such as handbags, sunglasses, and hair accessories.

"I visualize our brand expanding in the future!" Lisa expressed. "Our unique snap design attaches to bracelets, necklaces, key chains and more!" A brand new Fall/Winter

Collection they've added is called Beaucoup, which is the first no snap product line.

Lisa values her CDCC membership, especially because of the networking opportunities it allows.

Magnolia and Vine is blooming with opportunities. Gather your friends for a fun and rewarding event that you could host in the comfort of your own home! You will love the ever-changing collection of high quality interchangeable items, which are absolutely perfect for gifts! Give Lisa a call today for more information about Magnolia and Vine.



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New Member Spotlight



Shawna Kirlin proudly representing Myers Realty, is ecstatic to announce their new location at 1056 S. State Street in Dover 302-674-4255. With years of experience helping buyers, sellers and renters she is a one stop shop for all of your real estate needs. As a mother herself, no one understands the importance of family and creating the perfect place to create your memories. By understanding the local dynamics and trends, she can guide you in the right direction and negotiate on your behalf. If investments are your forte, Shawna can work under tight deadlines and give realistic profit margins. Her determination and tenacity to create a satisfying transaction will make her a staple in the community for years to come. With her involvement in several networking

organizations, she can refer a professional for just about any issue you may come across. Also, if you are interested in the career field, she would love to mentor you in real estate and help you build a business of your own. You can reach her at 302-399-0155 call/text or email at shawnakirlin85@gmail.com.

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