



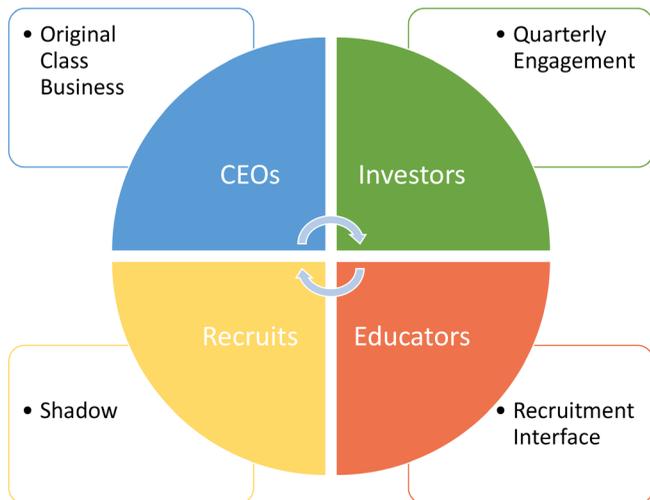
HILLSBORO CHAMBER OF COMMERCE



MONTGOMERY **CEO** Annual Report 2016-2017

The Montgomery CEO Program builds confidence and skills in our hardworking and trustworthy youth to empower them to create sustainable economic development and social prosperity in Montgomery County.

2016-2017 Montgomery CEO Annual Report



Letter from Chair

2016-2017 – To Make the Best Better, Montgomery CEO Chairman, Heather Hampton+Knodle

It feels like we've traveled the world since our first year of CEO! Our second year of programming has been focused on process improvement. It's the 4-H approach, "To Make the Best Better." The four areas we have focused on are arranged by the groups of people that comprise the Montgomery CEO team.

CEOs

The board has informed our incoming class that their Class Business will be unique – not a sequel of something a previous class has done. We have

made subtle changes in things like "scoring" performance of each student. The CEO experience itself is either pass or fail, but we had to develop other scoring mechanisms to meet the schools' needs for calculating class rank. The incoming class is already aware they will work in 3 different teams to develop business plans to be presented at a public Shark Tank this coming fall. We're also leading off the fall semester with a day of team-building and softskill development to help the students "gel" together.

INVESTORS

It's doubtful we can improve upon our Investors and Friends. They are rock solid. Please accept our gratitude for your willingness to be "sharks," to host tours, to speak to the class, to mentor the CEOs and to offer suggestions. Your CEO Board of Directors has committed to visiting with you on a quarterly basis throughout the year. Nothing heavy. Just a brief conversation to touch base on your reflections and suggestions and to encourage you and your employees and/or partners to participate in CEO events.

EDUCATORS

We are fortunate to have Doug Hoster, Principal of Litchfield High School; Marchelle Kassebaum, Regional Office of Education 3; Rachele McDowell, Principal of Nokomis High School; David Powell, Superintendent of Hillsboro School District; and Taryn Markezich, Guidance Counselor of Lincolnwood High School serving on the Montgomery CEO Board. They are passionate about offering opportunities for all students. And their commitment to the students as well as the teamwork within each district leads into our work with Recruits.

RECRUITS

We are fortunate the counselors and administrators in each district have been so open to having existing CEOs and business people visit prospective students over lunch or during specified periods as well as allowing prospects to shadow the CEO program for a day as they consider applying. Each school was visited at least two times by our existing CEOs and Facilitator. Another key to recruiting success is our Investors and Friends speaking with prospective students directly AND speaking with their employees about this opportunity so they can in turn promote the idea to students.

There are always more things to improve and definitely more thanks to go around – especially to our board members, to Jeff Eickhoff who keeps the books and processes invoices for the program and to the entire Montgomery County Economic Development Corporation for making CEO a priority.

We all share the pride of accomplishment to date and the opportunities to make the best better going forward.

Thank you!

Heather Hampton+Knodle,
Chair





Facilitator's 2016-2017 Report

CEO, class of 2017, included 13 students: 4 Litchfield High School students, 4 Lincolnwood High School students, 4 Nokomis High School students, and 1 Hillsboro High School student. Weekly team members visited local businesses, listened to professional speakers, and wrote a journal to reflect on “what” each business did and who it served, “why” the business was successful through specific business practices and strategies, and “how” the team members would use insights from the tour or speaker to apply toward their startup businesses.

This year's CEO team experienced 46 tours, 26 speakers, more than 85 visitors, and met more than 150 business professionals. A few new strategies included returning speakers from large tours to inform the team in detail about specific business principles that were difficult to address in the tour. There was also more involvement from the team members who participated as the year progressed in selecting and scheduling tours related to their personal businesses.

This year's class business was Brushville 2.0. The team did not meet their lofty goals of 1000 ticket sales and 800 in attendance. They sold 612 tickets and hosted 425 in attendance. The class business profited \$7000. The team was disappointed in the results but following a SWOT analysis with Aumann Auction's they learned about their own weaknesses and outside threats that challenged their success to meet their goals. Kurt Aumann said it well, “last year's class business was more financially successful but this year's class business taught you more” because you were faced with your shortcomings. “You will be better for it.” The concert was well received as Brushville offered a brilliant light show and a variety of music. A special thanks to Litchfield High School for hosting the concert this year.

The team utilized their lessons related to the class business and prepared more effectively for their personal businesses and trade show this year. The team's personal businesses collectively grossed more than \$11,000 including initial spring sales (April), sales at the trade show (May 2) and sales through the end of the program (May 17).

Next year, ideally, we will be able to find or develop a user-friendly accounting process for personal businesses without the cost of expensive accounting software. Refining the schedule will include advanced notice for one-on-one time with mentors and specialized business days with bankers, accountants, and specialists. Speakers and business tours will also be invited to consider specific business principles that directly impact the CEO team's personal businesses.

Thank you to all our board members, Investors and Friends, school administrators, and business professionals who continue to invest in CEO to grow our business community, our community interactions, and create young entrepreneurs. With your support, we will continue to build on past experiences and innovate for the future.



***Dr. Ryan Follis,
Instructor***



Group Business: Brushville 2.0

This year, after much deliberation, the CEO's decided to host Brushville 2.0. The 2015-2016 class had a very successful Brushville Concert Event and this year's class wanted to not only duplicate the success, but make it bigger and better! Initially the CEO's believed they could nearly double the prior year's profits. In the end, the CEO students did not meet their goals, but they did learn valuable business lessons from this experience as shown in their Journal Entry insights below.

Never in my life have I experienced such a team building exercise like running a concert. I believe that our group dynamic was excellent once we realized we needed to come together to pull off this concert. Leading up-to the event, we had a lot of individualism within our teams, but when the time came to make the concert run smoothly I think we all worked really well together. With this experience under our belts, we will all be able to work on anything that comes our way. - Alaina Kerske

This past weekend we finally hosted our Brushville concert. Ticket sales did not go nearly as well as we had hoped. Overall, our revenue was less than what we expected but it was still a pretty good turnout. We tried to outdo last year's class in revenue but we missed that mark by two thousand dollars and had 200 less people. The low number of attendees really hurt the concert, the sales, the integrity of class and how investors/sponsors see us as a class. [What I learned from the process.] I outperformed my own expectations and I feel that that is exactly what this program is about. I found myself talking to complete strangers with nothing but utter confidence. Talking on the phone was stressful to me but now I don't even bat an eye when someone wants me to make a call. - Ryan Archibald

Even though the concert was fun for those who attended, it still fell short of my expectations...and sadly, it fell short of our investors and sponsors expectations. We simply didn't bring in enough people to effectively advertise and promote our sponsors like we promised. I can't speak for the class, but I learned from this experience and will apply the knowledge it has given me to my personal business and life. - McKinzi Warnisher

Note: (The CEO's use a portion of the income generated from the class business to financially "seed" their individual businesses.)



"In my opinion, the CEO program is probably one of the greatest opportunities that students can take advantage of in their high school career. Not only does it teach entrepreneurial skills, but opens students up to successful people in their own communities. I know that I benefitted greatly from mentoring as a young business owner – in fact I still do from some of those same people! The CEO program encourages free thinking and networking that will make the students successful no matter what career path they may choose. It's an invaluable program!!!"

Kurt Aumann, CAI
Aumann Auctions, Inc.



2016-2017 Montgomery CEO Class Members

Ryan Archibald: Nokomis High School

As a football and basketball player, Ryan understands dedication, hard work and the meaning of “team”. The class business was an opportunity for the CEO’s to work together and create a profitable event. Learning to recognize his own strengths and weaknesses was an important part of the process as he learned how to work with his CEO “team.”

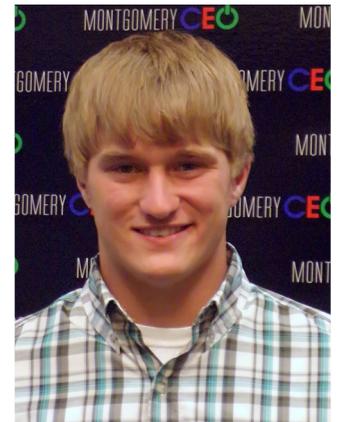
When it came time to start his individual business, Ryan knew that he wanted to start a business that would allow him to be more involved with his family farm. As a cattle producer, he knew the quality of beef that he produced was cheaper if bought direct from the processor in bulk. Ryan created a successful business, **Archibald Farms**, selling quarters or halves of harvested cattle in Montgomery County, saving customers substantial money while retaining quality.

Journal entry: January 6, 2017 - On Monday, Dave Rahe came to speak to us about his recently opened business, RPM Soils LLC. He had some helpful advice that applied to all business. He explained that networking is one of the best ways for a business to get their name out to customers. Simply bringing business up in any regular conversation is enough to start the spark. It is free marketing, so why not take advantage of the opportunity?

Alex Bradburn: Litchfield High School

“The first day of CEO on Monday went smoothly, and I actually learned a lot,” said Alex. As the class progressed, Alex continued to absorb all of the information taught in CEO. His initial business plan (a design and print screening service for both t-shirts and skate boards) changed as he learned more about initial overhead costs, the time commitment necessary for production and the potential customer base. Although his plan was good, Alex realized that it would be more practical and profitable to start a VHS digitizing service, **Capture & Convert Video Editing**. His service provides customers a safe and personalized way to secure memories stored on VHS for future viewing and reminiscing by converting them into a digital format. In Alex’s free time, he still enjoys competing in skate boarding competitions...and may someday still start a business creating his own skateboard print designs!

Journal entry: January 6, 2017 - The first week back from a vacation is usually quite stressful, but that wasn't the case this week. Instead, it was an unusually refreshing week mostly due to the alumni visits. Last year's CEO's were friendly and gave us useful information for both our class business and personal businesses. One important stand out for the class business that the former CEO's stressed is that we always need to have our tickets on us. Over the course of just the rest of this week, I have found this simple piece of information to be helpful in selling more tickets.



2016-2017 Montgomery CEO Class Members

Josiah Follis: Nokomis High School



“CEO was very interesting to me last year, and the opportunity to own and operate my own business, as well as make very important connections with business professionals, intrigued me to take the class,” stated Joe at the beginning of the year. Throughout high school, Joe participated in soccer, basketball, yearbook and National Honor Society...but CEO is what gave him the opportunity to live a dream of owning his own business! **Joe’s Snow Shaved Ice**, “The Best SnowCo from Noko,” opened on April 8, during the Nokomis Artwalk and was a HUGE hit! His permanent location is in downtown Nokomis on 206 West State Street, Nokomis.

Journal entry: September 23, 2016 - Wednesday we met at Hillsboro National Bank and discussed our personality tests. We learned about an analogy called D.O.P.E. (Dove, Owl, Peacock, and Eagle.) The conformists, or people who try to avoid conflict, are the doves. The observers, people who conduct a lot of planning and research before making any decisions, are the owls. The extraverts, people who enjoy the attention, are the peacocks. Finally, the dominants, the people who lead and take charge of almost any situation, are the eagles. Each type has its advantages and disadvantages. I was predominantly extraversion closely seconded with dominance. The biggest lesson learned from this exercise is that the best way to conduct a business is to have people of each personality type to get the full benefits from every person and each type of personality.

Alaina Kerske: Lincolnwood High School

Alaina had a full high school career, which included softball, drama club, student council...and CEO! “I knew CEO was something I wanted to be a part of when I heard that students were exposed to real world scenarios and were given opportunities that a normal school day wouldn’t offer. When I started CEO, I knew I wanted to provide a service to help people because that is what I’m most passionate about,” said Alaina. Alaina’s personal business provides a service that delivers groceries to people who don’t have the time or energy to do it themselves. As a resident of rural Farmersville, Alaina understood the hassle of making a long trip to the grocery store. To rid others of the stress I have started a grocery delivery service called **Grocery Girl**. Her slogan says it all, “If you need groceries, then I’m your girl!”



Journal entry: March 30, 2017 - On Wednesday we toured Hiller Sheet Metal with Denny Hiller and his son-in-law Robbie Shipman. Hiller Sheet Metal has been in operation since 1939 and I think that is possible because of how well they adapted. After World War II they started to provide indoor heating to houses around the area. Then in the mid-60s they added air conditioning. By adding these, they were able to expand their customer base and, in turn, more revenue streams. Having a quality product is another key to their success. They make sure everything is made to the best of their ability and all of the heating and cooling units they sell must be reliable. I don’t have a product that I’m selling but I can make sure that my service is the highest quality experience around.

Christian Meyer: Lincolnwood High School

Christian became interested in CEO because the class is focused on inductive learning experiences and provides opportunities for real world experiences. Throughout his high school years, he has participated in a variety of activities, including Drama Club and Boy Scouts but he was still shocked to realize how much CEO changed the way he acted around others. “It has improved my interpersonal skills dramatically because now I am not afraid to carry on a conversation with a stranger,” said Christian. Christian focused on his own love of games and comics when creating his business, **New Life Games**, which offers affordable comic books, board games, accessories, and a fun gaming environment.



Journal entry: September 9, 2016 - Friday was very influential. Marcus Lemonis, a successful entrepreneur, clued us into the top 10 rules of success. The rule that stood out the most to me was #4, which talked about treating your employees well. The happier your employees are, the happier your customers become. In turn your business runs more smoothly. (I need to remember to smile everyday no matter the circumstances.) Also, little things matter. I need to remember this when my businesses grows and I hire employees.

2016-2017 Montgomery CEO Class Members

Christian Mizera: Lincolnwood High School

“I was drawn to this class because I have a job in small business and small businesses in America have a great effect on our economy” said Christian. Christian has been involved in drama club, choir, soccer, scholastic bowl, Fellowship of Christian Athletes, Boy Scouts of America, and served as Secretary for his graduating class throughout his high school career. Even with his extra circulars, he was still searching for an interactive, exciting experience that is not provided in traditional education. Through CEO, he was able to start his business, **Bubble Warz**, which combines sumo wrestling, bumper cars, soccer and pure mayhem. It’s the perfect business for someone who wants to share joy and laughter, while making money!

Journal entry: January 27, 2017 - On Wednesday we toured Paris Frozen Foods in Hillsboro. Allen Hopper told us about the history of the plant and the importance of conforming ones business to meet the needs of the community as we toured the facility. He explained that there was a stretch when the meat processing aspect of the business was declining. To cope with this decline they started to sell ice to supplement income. This was crucial to the success of business and without this addition; the company would have had to close like many of the surrounding meat processing plants. The company has continued to stay ahead of the trend by having unique products, like some of their special seasonings, readily available for their customers.



Ellie Niemann: Litchfield High School

Ellie has been an active member of the Student Council, FFA, National Honors Society, Interact and Pep Club. Ellie said, “I’ve always known that a firm handshake and a smile was important; however, I was shocked just how many professionals listed it as a principal asset.” Ellie’s personal business, **El Photography**, is very dependent on those first impressions when she meets with new or potential clients. Ellie wants to make her clients feel comfortable and trusting as she captures incredible memories to savor forever.

Journal entry: August 16, 2016 - Guest speaker: Heather Hampton+Knodle

- Love what you do - long hours and rewards are not immediate
- Persevere - always get back up
- Input vs income - know input costs, including time
- Labor- employee’s availability, skill level, reliability matter
- Be prepared to say yes to opportunities
- Say thank you and send thank you notes
- People matter - get to know people on their terms, appreciate unique qualities.
 - Do not use people
 - Help other people as much as you help yourself
- Show up and contribute - be aware of opportunities, make the effort, ask questions, take on tasks if appropriate



Savannah Ralston: Nokomis High School

Savannah has been a member of the Color Guard and the Marching Band throughout high school AND, for two years, Savannah has been running her own photography business, **Savannah Smiles**. Her interest in CEO was based on the ability to expand her personal business through the opportunities CEO provides. The professional etiquette/interaction has positively influenced her engagement with clients and helped improve her service.

Journal entry: September 30, 2016 - Neimann Farms was by far my favorite tour with Kevin and Tracy Neimann. I asked my first question during this tour! I remembered being taught about terracing and conserving soil, but the Neimann’s made it much more clear. I always thought farmers made a ton of money, but after this tour, I realized that after you break even, there isn’t much more to be made. I don’t think I could handle a career doing so much that relies on the weather. The fact that one rain or strong wind could ruin the entire crop gives me anxiety without even being a farmer.



2016-2017 Montgomery CEO Class Members

Alia Stewart: Litchfield High School



“Tom Franzen spoke about business and insurance and said that business is ALL about risks. Nothing moves a business without risk,” said Alia. Alia’s initial business plan was to buy used items and refurbish them to make something unique with a new purpose. She started weighing the risk associated with this business concept and tried to make small modifications to reduce her risk. Eventually she realized that no matter how much she tweaked her original idea, it just would not work. Alia settled on producing handmade bath products and candles for her business, **Lather + Wick**, which ended up having much less risk and greater reward. Throughout Alia’s senior year she served as choir president and as a member of the scholastic bowl team ...when she wasn’t busy making bath products!

Journal Entry: January 27, 2017 - Tucker Aumann, of Got Tucker, gave the team some excellent recommendations for running our personal businesses. He introduced us to the 80/20 Rule. One can either spend 80 minutes making 20% of their income, or they can spend 20 minutes making 80% of their income. This is something I think all team members are going to attempt to achieve. His last, and most important, tip was that we always write everything down.

Chase Vieweg: Hillsboro High School



“I was interested in this class because I felt that it would give me a good idea of how business worked and would present me a challenge outside of a regular classroom setting,” said Chase. As he would later learn, challenges came in many different forms. Chase had a hard time moving out of his comfort zone when talking to potential clients. As someone who has played football, wrestled, and ran track, Chase knew he had to face his obstacles head on. He worked on becoming more comfortable talking to people he didn’t know. His new found talent was put into practice during the trade show where he successfully sold out of farm fresh eggs from his business, **World ViewEggs**.

Journal Entry: October 14, 2016 - On Wednesday we toured Hayes Abrasives Inc. David Hayes was very welcoming and knowledgeable about business. He explained what his product was, how it was different from his competitors, and its uses in the world of manufacturing. He also explained how to grow your customer base and become the best at your craft. The most interesting part of his tour was when he explained that his products are made using only the highest quality, natural rubber. David hires the best men to create his product, which is why he has become so successful in his field.

McKinzi Warnisher: Nokomis High School



As captain of the cheerleading squad, President of National Honor Society, Senior Class President and member of the Nokomis GAPP Exchange, McKinzi knows the importance of responsibility. Though CEO, McKinzi honed these skills to become a truly valuable and dependable adult both personally and professionally. Through her business, **Warnisher Farms**, McKinzi practiced these skills daily as her as she raised happy, healthy, homegrown cow/calf pairs.

Journal Entry: May 5, 2017 - Tours, speakers, the class business, and Dr. Follis have shaped me into the young entrepreneur I am today. The four teaching tools I listed above made it possible for me to go from a kid to a young adult within this program. Before CEO, shaking hands and navigating a professional conversation was awkward. Now it is common practice. The tours taught me that people who are able to fix the “bigger” problems, become the most valued in business. The speakers taught me that a successful business doesn’t come without sacrifice. My experience with the class business taught me that everyone has something they are good at. Dr. Follis explains that being honest and treating people right will get me far in life.

2016-2017 Montgomery CEO Class Members

Aaron Webb: Lincolnwood High School

“CEO helps me think and behave like a professional. I enjoy high school but I also enjoy how CEO has helped me start my future today,” said Aaron Webb, owner of **Gamer’s Games**. Through CEO Aaron learned how to understand credit, working capital, marketing strategies and how to start his business. Currently Aaron is buying/selling used video games and hosting game tournaments to build capital so that he can eventually purchase equipment to build his own games and apps. Throughout high school Aaron was doing more than dreaming about creating video games, he also was involved in soccer, choir, band and drama club.

Journal Entry: March 3, 2017 - Notes from speaker Dan Coltfelter, native of Hillsboro. What do you want to be when you are 35? You’ve picked a profession/Career/Business but how will you get to that point?

- *Get experience (Work with tradesmen in your chosen field, Work for free to get experience)*
 - *Recruiters want to know what you have done from start to finish*
 - *Look at many resume examples, not just one. – What are your missing pieces?*
- *Stay in balance, Stay healthy to keep your life good*
- *Track your accounting religiously. Keep money from business and personal life separate.*
- *Running a business or having job is not always fun, but you want to be able to look forward to Monday mornings*
- *Live every day to the fullest, challenge yourself.*
- *Successful people tend to change career paths about every 10 years. So what do you want to be when you are 45?*



Josh Webster: Litchfield High School

When talking with family and friends, Josh is always told that he has a great work ethic and works diligently to finish what he has started. CEO gave him an opportunity to create a business putting the crucial life and business skills learned in class into practical use. Josh cleans corners; he doesn’t cut them with his business, **Swept Away Cleaning Service**. “I take great pride in my attention to detail to meet your expectations. Not only am I going to ensure you have a clean home or business by hiring my services, but I am also going to give you precious time back to do what is important to you,” said Josh.

Journal Entry: October 31, 2016 - Friday we went to Nokomis Gift & Garden for a tour with the Spears. It was surprising to hear how they started with just a minivan delivering flowers to local customers. Now they have worked their way up to eight greenhouses full of flowers for wholesale and retail. They advised us to start small and put feelers out to potential customers before we decide to grow our business too big.



"I encourage every Montgomery County Business to support the Montgomery County CEO Program as an investor. The program is transformative, not just for the high school kids participating, but for businesses throughout the county that participate.

For the students it is transformative as they learn to be creative, innovate and build a business.

For Investors it gives them the opportunity share knowledge, expose students to what entrepreneurship is all about and to give back. Who knows, you may gain a future leader for your own business!

Our future will be well founded, as our kids grow an entrepreneurial spirit, and stay here to live, grow and prosper."

John M Galer, owner of *The Journal News*



CEO business Partner Investors are the heart of CEO. Their annual investment of \$1,000 provides the necessary resources for current year teach salary and other expenses while ensuring the sustainability of the CEO class for future students. Business Partner Investor Commitments of time and energy are also critical to the success of CEO. Thank you to those businesses and individuals who have supported Montgomery CEO!

CEO Class Business Partner Investors * contributions received by July 1, 2017

- All Precision Manufacturing
- Ameriprise Financial
- Aumann Auctions
- Bank and Trust Company
- Betzold Farms
- Borgic Pork Partners, Ltd.
- Brandt Consolidated
- Computations
- Country Financial-Nate Clementz, Jim Beeler
- Doctors Barbara and Robert Mulch
- Dr. Patricia Whitworth
- Dynegy
- Farmers Grain Litchfield ~ Fillmore
- Farmers Mutual Insurance Co. - Nokomis
- Financial Services of America
- First Community Bank of Hillsboro
- First National Bank of Litchfield
- First National Bank of Nokomis
- First National Bank of Raymond
- Foresight Energy Services LLC
- German Seed & Chemical
- GetTucker
- Hayes Abrasives
- Hillsboro Area Hospital
- Hillsboro Chamber of Commerce
- Hurst-Rosche Engineers
- Kerber, Eck and Braeckel LLP
- Knodle, Ltd.
- Litchfield National Bank
- Litchfield Rotary
- MJM Electric Cooperative, Inc.
- MLH Futures
- Montgomery CEO Class of 2016
- Montgomery County Board**
- Montgomery County Economic Development Corporation**
- Montgomery County Farm Bureau
- Montgomery County Realty
- National Bank - Hillsboro
- Niemann Grain Farms, Inc.
- Nokomis Savings Bank
- Patton and Company PC
- Pioneer Dealer – Steve Janssen
- Precise Specialties Corporation
- Security National Bank
- St. Francis Hospital
- Stiehl-Dawson Funeral Home
- Sullivan Drugs
- The Journal News
- Vogel Plumbing, Inc.
- Weitekamp Electric
- Westside Cinema
- White and Associates
- Worksaver
- Wright Automotive

** Indicates Investor & Partner

Friends of CEO

- Hillsboro Rotary
- Hillsboro Sertoma Service Organization
- McDonough-Whitlow PC
- Paris Frozen Foods, Inc.
- Thomas and Karen Franzen & Co.

Business Visits & Class Speakers

All Precisions Manufacturing (Jeff Howell)
Attorney at Law (Mike Glenn)
Aumann Auctions (Kurt Aumann)
Bank and Trust (Dan Fleming & John Martin)
Betzhold Farms (Bruce Betzhold)
Borgic Pork Partners, Ltd. (Phil Borgic)
Carter Printing (Roy Carter)
CEO Alumni (Abigail Ruppert)
Country Financial (Nathan Clementz)
Dallas and Company (Andy Dallas)
Deep Silver Volition (David Cubberly)
Edward Jones (Ed Delaney)
Entrepreneur and Effingham CEO Mentor (John Perles)
Enterpriseworks Incubator (Cynthia Faullin)
Farmer's Grain (Spencer Jansen)
Financial Programmer (Dan Clotfelter)
Financial Services of America (Bill Bailey)
First Baptist Church (Pastor Ryan Follis)
First Baptist Church (Kenzie Cunningham)
Fleming and Tawfall CPA (Brenda Masters-Stout)
First National Bank Raymond (Patty Clarke)
Fusion Fitness & Aquatics (Jessica Chappalear)
GetTucker (Tucker Aumann)
Goldsmith Farms (Brett Goldsmith)
Hayes Abrasives (David Hayes)
Higher Level Hiring (Jessica Vickery)
Hiller Sheet Metal (Denny Hiller)
Hurst-Rosche (Scott Hunt)
The Journal News (John Galer)
Kingdom Auto (Dan King)
Knodle, Ltd. (Heather Hampton+Knodle)
Krannert Art Center (Cheryl Snyder)
Litchfield Cinema (Steve Dougherty)
Litchfield City Hall (Mayor Steve Dougherty)
Mac's Fire and Safety (Russ Cambell)
M&M Services (Elaine Frerichs)
Montgomery County Clerk (Sandy Leitheiser)
Montgomery County Health Department (Cindy Howard)
Montgomery County Realty (Brandi Lentz)
Montgomery County Recycling (Ben Bishop)
Motor Power Sports (Randy and Brenda Stretch)
Multi-Excavating Services (Matt Cole)



Nana's Warm and Cozies (Lucaas Secrist)
National Bank (Misty Borrowman)
Niemann Farms (Kevin and Tracy Niemann)
Nokomis Gift and Garden (Tom and Lola Spears)
Nokomis Savings Bank (Tim Hoehn)
Paris Frozen Foods (Allan Hopper)
Patton and Co. (Linda Patton)
Payne Tire and Auto (Ryan Payne)
Pioneer Seed Company (Tony Herman)
Pizza Man (Matt Raffety)
Sales Specialist (Dave Imler)
Schutt Distributor (Clint Lemons)
Security National Bank (Jim Miller and Rob Williams)
Sheller Insurance (Tom Franzen)
Soil Right Consulting (David Rahe)
Sporting Tickets Resale (Kyle Gardner)
Stiehl-Dawson Funeral Home (Marty Dawson)
Sullivan Pharmacy, Mayor of Hillsboro (Brian Sullivan)
Trendz Hair Salon (Andrea Ruppert)
West End, Raymond (Donna Waggahoff)
Whiskey Rivers Dry Goods (Michelle Turner)
WSMI (Terry Todt)

2016-2017 Class Mentors

Kurt Aumann (Aumann Auctions)
Tucker Aumann (Get Tucker)
Bill Bailey (Financial Services of America)
Valerie Belusko (Montgomery County Economic Development)
Phill Borgic (Borgic Pork Partners, Ltd.)
Patty Clark (First National Bank of Raymond)
Brett Goldsmith (Goldsmith Farms)
Heather Hampton+Knodle (Knodle, Ltd.)
Dave Imler
Merle Imler (Computations)
Holly Lemons (Circuit Clerk, Montgomery County)
Kevin Neimann (First National Bank of Litchfield)
Randy O'Keefe (Dynergy)
Ed Heck (First National Bank of Nokomis)
Michelle Osborne (Schutt Manufacturing)



From left to right are Josh Webster, Christian Mizera, Heather Hampton+Knodle, Josiah Follis and Dr. Ryan Follis.

Thank you to *The Journal News*, a constant supporter of CEO, for this picture.

Student Support and Awards

Friends of CEO made Awards possible.

Most Deserving CEO

This award is voted on by the class and based on a CEO's abilities, contribution in the class business and potential for being in business five years from now. Josh Webster was voted "Most Deserving CEO" by his peers and received a \$500 cash award.

Entrepreneurial Spirit Award

CEOs had the option of applying for this award. They completed an application that included their business plan and a statement on how they would use the funds toward their businesses. They also completed an interview. Josiah Follis of Joe's Snow Shaved Ice and Christian Mizera of Bubble Warz each received a \$1,000 cash award.







End of the year tours in Champaign, IL

The CEO team, and several of the upcoming CEO's, had a special end of the year tour thanks to Montgomery CEO Board Chair, Heather Hampton+Knodle.

Volition, a leader in video gaming production, helped the CEO's understand the technology and financial realities of this industry. For example, Volition employs 220 employees on a revenue stream that produces 1-2 video games every few years. With such a small window for error teams stay on the same page through several real-time communication boards and calls together numerous "stand up meetings." Stand up meetings keep the meetings short because everyone remains standing while at the same time keeping staff focused on the issues at hand.

Andy Dallas, owner of Dallas and Co., sells costumes, party games and more. Andy discussed the growth of his business which started in a small 6x8 foot space and has grown to 15,000 square foot retail store. Andy outlined the rigorous discipline required to become a renowned magician as well as the financial success of his one-of-a-kind party and gifts store.

Cheryl Snyder, Director for the Krannert Center, gave CEO a tour of Krannert Center of the Performing Arts. The team learned the resourcefulness the Center uses through collaborative relationships with sponsors, the University of Illinois and it's loyal customers.

The final tour was presented by Cynthia Faullin, Assistant Director for Operations of EnterpriseWorks Business Incubator located in the Research Park at the University of Illinois. During the tour, the team viewed a prototype for a new cast that would heal broken bones. The U of I students who designed the cast hope to get it to market as early as this Fall 2017. Their initial product line offers an affordable and more versatile option for doctors to cast patients with broken bones. The cast is light, moldable in minutes, is waterproof and has lattice design with open pours throughout to allow patients access to scratch an itch.



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