



AVON CHAMBER OF COMMERCE



AVONCHAMBER.ORG

NOVEMBER 2005

CALENDAR

LETTER FROM THE DIRECTOR:

I would first like to wish everyone a wonderful Thanksgiving. We all have many things to be thankful for, just look around our community. Enjoy the upcoming week with family and friends and remember to give thanks for those fighting for our freedom.

Just a reminder, the new maps are now available in our office. Feel free to stop by and pick one up. The first map is free, but if additional maps are needed, there will be a nominal

charge to help cover printing costs.

As I mentioned at our last lunch meeting, volunteers are needed to go to D'Illerville, Mississippi to help serve Thanksgiving dinner for those affected by Hurricane Katrina. Accommodations have been made for 40 volunteers. I believe as of 11/12/05 they had 20 signed up to go. If you have an interest, please contact Bev here at the office.

The Heritage Festival group is having its annual Christ-

mas tree lighting ceremony on December 3rd from 5:00-7:00 pm at the Avon Town Hall. Santa will be there along with Choirs from our local schools and refreshments for everyone.

Finally, a reminder of our Christmas business after hours at Prestwick Country Club on December 8th from 5:00-7:00 pm. Come by and celebrate the Holiday season with beverages and hors d'oeuvres.

- *November 22
11:30 PM
Monthly Meeting @ Prestwick*
- *December 8
5:00-7:00
Christmas Party @ Prestwick*

INSIDE THIS ISSUE

PARKS AND TRAILS UPDATE FROM THE TOWN OF AVON

The Avon Town Hall Park Dam and Trail Improvements are complete. Residents can now enjoy 1.5 miles of paved trails in the 70 acre park. The trail will be open throughout the winter.

The Town is finishing designs for a construction of a paved trail from Town Hall Park to the Library as part of a \$664,000 federal trail grant. The Town is also beginning design work for a trail along the west side of White Lick Creek from Washington Township Park to County Road 100 South.

The Town will be constructing a park shelter, restrooms and additional parking at the Town Hall Park adjacent to the Playground by the Town Hall. Construction

will begin this spring.

The Town constructed \$44,000 in sidewalk improvements and will continue to work on linking neighborhoods with new sidewalks.

The Town will be applying for additional federal trail grants to construct additional trails.

The Greater Avon Recreation Committee has been established by youth recreation advocates in Avon. They have identified a need for a youth recreation sports complex of at least 80 acres to meet the growing needs of the Avon Community. They are working on identifying potential sites for a complex and will work with vari-

ous organizations to finance the purchase and construction of a facility.

DID YOU KNOW?

- *Parks increase property values.*
- *Parks promote active living.*
- *Parks attract businesses and citizens.*
- *Parks are a measure of community wealth.*
- *Parks preserve open space for wildlife.*
- *Walking regularly can add three years to your life.*

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Pre-employ.com & MyBackgroundCheck.com

By Lance Frederiksen,

If you have any doubt this is the Information Age, the answer is only a few keystrokes away.

These days, the Internet allows employers to check out employees, applicants to research companies, and everyone to investigate their own cyber histories to see what others are saying about them.

For both big and small businesses, the impact is omnipresent and, sometimes, overwhelming.

Not surprisingly, the sheer volume of data available has made certain aspects of commerce both easier and more complicated – altering the way America does business.

The process of hiring, for instance, has changed dramatically during the past five years and is in the process of undergoing another significant twist.

Presently, employers have a variety of relatively quick and inexpensive options to conduct criminal, credit, previous employment, and educational investigations. They can learn more about potential workers than at any time in the past, and they can use this information to make hiring decisions that help reduce employee theft and help avoid damaged reputations as well as costly and time-consuming lawsuits.

Recent surveys show that more than 95 percent of business owners recognize the need for thoroughly screening potential workers. However, while the percentage continues to grow, currently only a quarter of businesses actually allocate the resources to do so.

Robert Mather, founder and owner of Web-based background screening companies Pre-employ.com and MyBackgroundCheck.com, has seen requests for applicant investigations skyrocket in recent years, as employers, volunteer organizations, landlords, and educational institutions decide that the cost of workplace violence, sexual harassment, and employee theft outweighs the expense of pre-employment screen-

ing.

“Basic background checks reveal that approximately 10 percent of job applicants have criminal convictions within the past seven years,” Mather said, “and it’s a fact that more than half of those people will re-offend. “Furthermore, employers must be extremely vigilant when it comes to certain categories of offenders, such as rapists and child molesters. Not only is the recidivism rate extremely high for those criminals, but employers who fail to adequately investigate such applicants, especially those who will work with the young, elderly, or disabled, are increasingly susceptible to expensive lawsuits.”

As Daniel Haskins, general counsel and executive vice president for Pre-employ.com, explained, “Courts have ruled that employers have a general duty to investigate the background of workers who will interface with the public, or who could have a foreseeable opportunity to commit a violent crime against someone in the course of their employment.”

“Furthermore, employers lose almost four out of every five negligent hiring cases, with the average jury plaintiff award being in excess of \$1.6 million,” Haskins said. “Damages are awarded because of the employer’s negligence and failure to perform a reasonable search into the employee’s background prior to hiring.”

Recent cases reinforcing this message, include:

- A \$550,000 judgment against a telecommunications company after one of its drivers was involved in a traffic accident. The jury learned the company never saw the employee’s driving record, which included five tickets within 18 months.
- A \$26.5 million award against a medical company after one of its workers murdered a patient. The court ruled the business “should have known of the employee’s unfitness” and was liable because it didn’t conduct a background search.
- A \$4 million award against a company after one of its employees

raped a woman. The worker’s job application indicated no criminal convictions, but the business failed to confirm that information.

Despite the gravity of failing to conduct background investigations, many small employers still maintain they cannot afford either the time or money associated with screening potential workers.

As a result, more and more are starting to follow a new hiring model pioneered by MyBackgroundCheck.com and being used in the health care industry for persons working with or planning to work with patients in facilities overseen by the Joint Commission on Accreditation of Healthcare Organizations. This calls for the job applicant, rather than the employer, to order and pay for a background screening.

The innovative process allows applicants or potential renters the first opportunity to view their results and check for any identify theft issues or disputed information. They cannot, however, by themselves, alter the report in any way.

Applicants then get a certificate with an access code that allows an unlimited number of employers and landlords to view the findings 24/7 over a secure Web site.

Job-seekers benefit by standing out from the crowd and showing initiative. Employers benefit by saving both time and money.

“The MyBackgroundCheck.com process is extremely useful to small business owners who have neither the time nor the expertise to conduct background checks within the ever-changing boundaries of the law,” Mather said. “I can envision a day when it’s standard operating procedure for applicants to enhance their resumes with a basic background check.”



REGIONAL BUSINESS INITIATIVE

The Regional Business Initiative is a newly formed group that I am really excited about. The group's main focus is on regional matters. As you know, Indianapolis has grown to the point that it needs to be promoted as a central Indiana region. We in Hendricks County have done such a wonderful job in making the County attractive to those from outside the State, that we should now promote it as such.

That sentiment holds true for the other eight surrounding counties. The Chambers of Commerce in the nine counties surrounding Indianapolis as well as the Indianapolis Chamber make up the group.

We are putting together a list of two or three of the most pressing issues for the region. We then will take these issues to our state representatives, congressman etc. to see if we can make

change. It is our thought process to use the clout of the Chambers and local business community to help resolve some of these pressing needs. I will continue to keep you abreast of our actions as we move forward.



Avon Chamber of Commerce Christmas Party

December 8

5:00 PM- 7:00 PM

Prestwick Country Club

**Bring a non-member guest and
you will both be registered to win
a prize!**

**Please RSVP if you are bringing a
non-member guest.**

Hendricks County Business Leader

The Hendricks County Business Leader made its debut in September and has been well received by Hendricks County.

The publication is currently be mailed to Hendricks County business at no charge and is available on our website.

The Avon Chamber of Commerce has helped Rick

Meyers by providing a distribution point, keeping Rick informed of grand openings and providing him with editorial leads. Now we are even helping him by having advertising information available from our office. If you are interested in placing an ad in this publication please call the chamber office at 272-4333.

If you have a story that you

think would be interesting for the Hendricks County Business Leader please contact Rick Meyers at 317-557-1111.

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WELCOME NEW MEMBERS

S & K Menswear

Anthony Greer
317-273-8556

Edward Jones

John Ruggels
317-718-7563

Midwest Pain Institute

Markus Niederwanger,
M.D.
317-272-3880

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