

## Flourescent Lighting Mandate

A reminder that The U.S. Department of Energy's fluorescent lighting mandate is now in force, and magnetic ballasts most commonly used for the operation of T12 lamps are no longer being produced for commercial and industrial applications. Also, many T12 lamps will be phased out of production starting July 2012. [For additional information regarding the specifics and impact of the change, visit the Chamber website.](#)

## Morning Business Advice

Monthly small business events planned by the Small Business Committee. Registration is at 7:15 a.m. Cost is \$7.00 for Chamber members in advance or \$10.00 at the door and \$15.00 for non-members. Advance registration is accepted until noon the day prior to the event.

**When:** [Thursday, November 11](#)

**Where:** FVTC DJ Bordini Center, 5 Systems Dr., Appleton  
Dan Koszalinski, CPA, CMA, of Schenck S.C. will speak about "Successful Financial Strategies to Improve Your Bottom Line." Koszalinski will cover the difference between leasing or buying equipment and vehicles. He'll explain when to hire a new employee or utilize a temp agency, and how to analyze the true cost of employees. He will explain the difference between cash flow and profit. The event is sponsored by [Epiphany Law, LLC.](#)

Business Connections -- 5:00 to 7:00 p.m.

A monthly, informal, after-hours event sponsored by a Chamber member. Bring your business cards and mingle! Cost for Chamber members is \$2.00 if registered and paid in advance or \$4.00 at the door. Non-member cost to attend is \$20.00.

**November**

**When:** [Tuesday, November 16](#)

**Where:** Outer Edge Stage, 303 N. Oneida St., Appleton

**December**

**When:** [Wednesday, December 15](#)

**Where:** St. Elizabeth Hospital, 1506 S. Oneida St, Appleton

### Breakfast Networking -- 7:30 to 9:30 a.m.

Members have the opportunity to meet at the Chamber office and give a two-minute talk about their company and distribute materials if they choose. A maximum of 30 people may attend. Individuals from Chamber member firms can sign up for as many dates as they would like. The cost to attend is \$2.00 per person which includes a continental breakfast. All meetings are held at the Fox Cities Chamber office, 125 N. Superior Street, Appleton. Click on the date below to register.

[Thursday, November 18](#) -- last one for 2010

### Co-Sponsored Events

**Common Pitfalls of HR Management**

**When:** Tuesday, November 30, 7:30 to 9:30 a.m.

**Where:** Fox Cities Chamber of Commerce, 125 N. Superior St., Appleton

Did you know that if you have employees you must comply with at least 15 Federal Labor Laws, in addition to Wisconsin Labor Laws? Whether it is the FLSA, HIPPA, Equal Pay Act, ERISA, USERRA, etc., you are expected to know all of these laws and be in compliance with them.

Mary Felton, President of HR Business Partners, LLC will address these laws and other related issues during this seminar. **Cost:** \$35.00 for members; \$45.00 for non-members

**Successful Cash Flow Management Strategies and Break-even Analysis Seminar**

**When:** [Friday, November 12, 8:30 to 11:00 a.m.](#)

**Where:** Fox Cities Chamber of Commerce, 125 N. Superior St., Appleton

Tony Busch of Priora Cash Flow Management LLC will demonstrate: cash flow conversion cycle

how cash is managed to improve the performance of the business cash flow between the income statement and the balance sheet effectively managing a working capital line of credit from the bank break-even terminology and how it benefits volume, pricing and profits

**Cost:** \$25.00 for Chamber members and \$35.00 for non-members.

Save the Date

Economic Outlook Breakfast -- Wednesday, February 2, 2011  
Small Business of the Year Award Luncheon -- Wednesday, June 8, 2011

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