

THE COMPETITIVE EDGE

Official Publication of the New River Valley Competitiveness Center
A Small Business Incubator

Wayne L. Carpenter, Incubator Manager

December 2005 - January 2006

From the Manager's Desk:

The past several issues have been focused on activities of the Competitiveness Center with a few updates on existing tenants and introducing new tenants. The next several issues will return to highlighting selected tenants. It is a difficult job to choose which ones to start with because many of our tenants are in the midst of some exciting growth. However, **Safe Water, Inc.** is in the spotlight this edition not only because of their success, but also because they provide a valuable service, and are good citizens of our community.

Safe Water, Inc.

Safe Water, Inc. is a Virginia State certified laboratory that provides water analysis and research. They provide bacteriological testing services for both drinking and wastewater. Services are offered to residents, homeowners, and public waterworks owners. Future plans are for continued growth and the addition of services such as research and monitoring of drinking water and wastewater.

The company began in September 2004 when J. S. Mirlohi and his sisters Susan and Soheilla incorporated. **Safe Water** occupies a 150 square foot space in the Center's maintenance building that they have converted into the certified lab. They also have an office in the Center where J.S. operates the business. Sample kits can be picked up in the Center's East Lobby or will be mailed to customers if requested. Once a sample is returned, testing is done and results reported within a day or two. **Safe Water** is committed to customer service and benefitting the community as reflected in the mission statement:

The mission of SWI is to provide the community with high quality scientific services at minimum possible cost. Customer satisfaction is our number one priority. We expect profits, but only from work that satisfies customer needs and benefits humanity.



Earlier this year **Safe Water** assisted two Blacksburg Middle School students with their science fair project. Hillary Fenrich and Leah Fitchett did their study on water quality and **Safe Water** did the analysis of the water samples and provided information on the reason water testing is important for all of us. The students were appreciative of the help **Safe Water** provided as attested by a nice thank you letter and certificate from the school. This is just one example of extending their mission to the community.

For information or to order a testing kit please contact Safe Water at 540-633-6739 or email safewater@nrvc.org.

Tenants Approved for Occupancy

The following businesses have been approved for occupancy in the Center:

ServiceMaster Janitorial Service – Adam Thompson opened this franchise in September 2005 to provide janitorial service to businesses throughout Southwest Virginia. They have leased a storage space beginning October 1, 2005. They intend to have an office by the first of 2006 and have first refusal on a 125 square foot space.

Affordable Cab Company – Randy Bayne began this new cab service after he attended the Partners for Self Sufficiency job readiness class. He focuses on late night and weekend service and transportation for social service clients. They moved in November 1 and occupy the office space in the utility building that is 128 square feet.

Tenants Gather for Holiday Fellowship

On Tuesday, November 22, the Center sponsored a potluck lunch for all tenants and their employees. There were approximately 60 people in attendance with plenty of food and desserts. A special thanks goes to Yolanda Hunter, Small Business Development Specialist, who was the organizer behind the scenes. Also, appreciation goes to Barry Duncan, Aspen Investment Advisers, LLC, Bobby Payne and Sam Gregory, Ground Vibrations, Inc. for deep frying three turkeys on site. We cannot name everyone for their special contributions, but not only did everyone participate with many delicious foods, many also helped with clean-up.



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The management and staff at the Competitiveness Center want to take this opportunity to wish you all a great Holiday Season and the best for the coming New Year.

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February - March 2006

From the Manager's Desk:

Like many others, at the beginning of a new year, I like to reflect on the past year and judge it compared to other years and the expectations I had a year ago. Overall, I have to declare that 2005 was a good year for the Competitiveness Center. The occupancy rate in the incubator increased from 65% to 75%. More importantly, 25 new jobs were created by our incubator tenants. These jobs were the result of the creation of six new businesses and the expansion of six existing businesses.

The following became tenants last year:

Eastern Piano Studio, Inc. - Mike Agee is the owner of this business that offers recreational opportunities for students centered around classical music. He is developing after school programs for middle school and elementary students that include study time for homework and introduction to music and/or musical instruments. He continues to offer piano lessons and other musical programs through local recreation departments.

Ground Vibration Consultants, Inc. - This business surveys structures for pre-mining operations for coal mine operators primarily in Southern West Virginia and Eastern Kentucky. Data collected documents structural conditions in the event the owner may file a claim after mine blasting. In addition other consulting services are offered to mining companies. Bobby Payne owns GVC.

Mobile Medical Diagnostic Services of New River Valley, LLC - This business has two mobile x-ray units that take x-rays and develop them wherever a patient is located. In addition, the mobile units have the capability to transmit the film digitally to radiologists for remote reading and reporting to the physician who ordered the procedure. They provide this service throughout the New River and Roanoke Valleys.

Partners for Self-Sufficiency - This group is a collaborative effort of the five Departments of Social Services in the New River Valley. They provide a service to the local communities by assisting in the development of skills and attitudes for individuals that have been unable to gain employment through regular processes. The program is called "Job Readiness" and is offered in conjunction with New River Community College. The College provides the instructor through their Workforce Development Office.

Safe Water, Inc. - This business is owned by two sisters and a brother, Susan, Soheila, and Jay Mirlohi. It provides testing for bacteria in water supplies throughout the New River Valley. The business was started when a previous lab in the Valley was closed after being bought by a Roanoke lab. The lab is certified by the State Health Department and, therefore, can be used to meet local testing requirements for residential and business locations.

trenia b. and company - Trenia Bell operated this business from her home for several years, but needed more room because of successful growth planning. Trenia originally joined the Center in a 650 square foot space, but she soon moved to a 2,000 square foot space. Her company makes high-end soft goods such as draperies, slipcovers and bedspreads. Although most of the work is performed for interior designers, Trenia also provides some services directly to customers.

ServiceMaster Janitorial Service - Adam Thompson opened this franchise in September 2005 to provide janitorial service to businesses throughout Southwest Virginia. They currently lease storage space and will have an office by the beginning of 2006 and also have first refusal on a 125 square foot space.

The following tenants expanded their presence in the Center:

Austin-Morgan & Associates, Inc. - This trucking company specializes in full load transport throughout the eastern United States. It is owned by Randy Kinder and currently operates three trucks with plans for further expansion. Austin-Morgan joined the Center in December 2004 in a single office and has since hired a dispatcher and added an office.

Debra Chase, AXA Advisors – Debra offers her clients insurance and investment products. In 2005 she moved into her own office space after sharing office space with Barry Duncan, a financial advisor in the incubator.

Lurleen M. Collins Accounting Services - Lurleen specializes in providing bookkeeping and accounting services to small businesses. She has expanded her operations and added one employee. She recently moved from two offices to a four-office suite.

Luxine, Inc. - Luxine continues to increase production and sales. Six new employees were added in the production area and one in management this past year. They also added an office space for their engineer and expanded from one and a half bays to two full bays for production.

Wessex, Inc. - Wessex operated a lab in one-half of a manufacturing bay. During the year they added an office for their technicians and increased to a full bay for lab and production work.

Regional Emergency Medical Services, Inc. (REMSI) - REMSI provides emergency medical services for Pulaski County. They have added a Deputy Director to their staff and now rent one additional office.

We are proud of our tenants because the success that we enjoy is a result of their hard work and continued dedication to excellence. Many other successful businesses reside in the incubator. We are thankful for all our great tenants and look forward to celebrating their continued success in the months to come. For more information on the Competitiveness Center, our tenants, and our programs, please contact me (see below) or visit our website: www.nrvdc.org/nrvcc.html.

In January, we added two new tenants.

Hall and Sons Developers, Inc. - Moved into a small office with expectations of needing more space. The developers are currently removing timber from a lot across from the Center in preparation for the start of construction of a new restaurant. In addition, they have plans for other commercial projects in the future.

The Original Tailgate Party Rug (OTPR) - Entered the Center in the formative stages. They will complete their business organization, then design and develop a product for sports aficionados. They expect to have their product on the market within three months.

We are showing space to a regional organization and have proposals being considered by two other potential tenants. Looking forward, we expect 2006 to be even better than 2005.



In the midst of a strategic planning session are the owners of the OTPR: (left to right) Benny Keister, Bob Harman, Harriet Anderson, and Celi Harman.

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April - May 2006

From the Manager's Desk:

I have been around a long time (more years than I care to admit, anyway) and I have always been astonished how people never stop learning. Recently, I was assisting in an interview process for the Western Virginia Workforce Development Board in Roanoke. We spoke with a man who had been laid off after twenty years of employment. He shared his experiences of navigating unemployment insurance and searching for a new job. To my surprise, he was enthusiastic about the opportunity he had to learn about himself and seek employment that suited his personality, interests and abilities. He often inquired of potential employers how a job might be beneficial for him. In the meantime, he had also started a home enterprise—making and selling specialty chocolates.

I learned two things as a result of this interaction. First, people who are willing to learn about themselves often find some amazing things. This man, a former manager in a business setting, discovered that he wanted to make a career change. Secondly, I learned that in each of us lies an entrepreneurial spirit. Many hobbies and interests can be made into viable businesses.

The staff at the Virginia Employment Commission were instrumental in helping this man to transition between careers. The main program he credited with helping him uncover new interests was the Re-employment Services Orientation (RSO) program. This class is offered through the Radford office for qualifying workers. Classes are held here at the Competitiveness Center. This service is immensely valuable for those facing an unexpected employment transition.

Of particular interest to me, as the Small Business Incubator Manager, was this man's interest in becoming an entrepreneur. Most of us have ideas that could become thriving businesses if given the chance. There are twenty people with businesses located in our incubator that found the motivation to start such businesses. There are many things that act as the catalyst to move something from just a good idea to an actual small business. Sometimes it is something that could be seen as negative, like being laid off. But entrepreneurs are people who turn challenges into opportunities.

As the incubator manager, I love working with people who are optimistic and working hard to make their ideas succeed. And I enjoy getting to play a role in the success of these small businesses. My hat is off to you, our tenants, as you continue to grow and succeed!

Tenant Updates

Trenia B. & Company - Congratulations to Trenia Bell, owner of Trenia B. & Company. She recently traveled to the International Window Coverings Expo in Tampa, Florida. There were over 250 exhibitors with 3,000 products and services and 8,000 attendees. Trenia was the presenter at a session on "Fabulous Fabrics" that discussed fabric names, fabric content, and best use treatment styles. She has over twenty-five years experience in the business of design, construction, and installation of soft custom furnishings. Before starting Trenia B. & Company, Trenia worked in corporate and private interior design. In addition to all of these accomplishments, she is a published author and adjunct university instructor. For more information please contact Trenia at 540-633-6752 or treniabell@aol.com.

Austin-Morgan and Associates, Inc. - Randy Kinder, owner of Austin-Morgan and Associates, continues to expand business opportunities in the trucking industry. Five months ago Austin-Morgan took a major step forward by opening their own dispatch and billing service, freeing them from depending on a single source broker for loads. In mid-March Austin-Morgan began offering dispatch and billing services to owner operators of trucks with trailers. This move is a strategic step to continue to grow the business he started and to offer high quality service to truck owners in order to help them maximize the return on their investment in equipment. Austin-Morgan is looking for good drivers and owner operators. For more information contact Randy at 540-633-6741 or rkinder@nrvc.org.

OTGPR - The Original Tail Gate Party Rug has announced that Harriett Anderson will serve as their Business Manager. The primary owners are Bob Harman, Benny Keister, and Harriett Anderson. This business just started three months ago and in that short time has put organization requirements in place. On the business side they have met the requirements to be a licensed user of Virginia Tech trademarked logos. They expect to release their first product as early as April. Good luck to OTGPR in their first release and the many that will follow. For more information contact Harriett at 540-633-6755 or otgpr@nrvc.org.

Hall and Sons Developers, Inc. - Hall and Sons Developers moved into the Center in January, occupying a small office. Since then they have expanded into an adjoining office and added two employees. Hall and Sons are developing approximately 23 acres in the Pulaski County Technology Park. Their first construction is a custom restaurant complete with a micro brewery. The land has been cleared and construction could start within the month. The restaurant will feature an American cuisine with its own brands of popular beers brewed on site. The restaurant is situated on a bluff overlooking the New River and will provide customers both dining room and outside dining options. Although the construction may take as long as eighteen months it will be worth the wait. For information call 540-633-6772 or email hallandsons@nrvc.org.

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Yolanda Y. Hunter, Incubator Manager

June - July 2006

From the Manager's Desk:

First and foremost, as I begin this manager's letter, I want to recognize Wayne Carpenter for his hard work and dedication to the New River Valley business community. After seven years of service to the New River Valley Competitiveness Center, Wayne retired as the Incubator Manager.

Under Wayne's leadership, the Incubator has grown from a mere idea to a dwelling place that houses a mix of small businesses and now has a ninety-five percent (95%) occupancy rate. Wayne has been a strong voice for the Center and we are gratified by his commitment and interest in, and assistance to, the incubator program. Wayne, we wish you much success in all your new endeavors!

Welcome New Tenants

The New River Valley Competitiveness Center Business Incubator Welcomes:

- **Owen McKinnie** – Ivy League Mortgage
- **Joe Coyle and Stan Crigger** – Virginia Department of Emergency Management
- **Jeff Greenough** – Photographer

Tenant Highlight

Virginia Department of Emergency Management Regional Coordinators

The Virginia Department of Emergency Management (VDEM) works with local government, state and federal agencies and voluntary organizations to provide resources and expertise in four major areas: Preparedness, Response, Recovery and Mitigation. When citizens face an emergency situation, they call 911. When local governments need assistance in responding to a crisis, they call VDEM.

The Regional Coordinators are the eyes and ears of the state Emergency Operations Center (VEOC) and VDEM senior staff, offering an unparalleled opportunity to forge strong relationships that will enhance their ability to effectively partner with Virginia localities in times of crisis. During normal operations, these field coordinators will maintain a continuing dialogue between localities and VDEM central office staff to ensure that state and federal programs support and enhance development of comprehensive local emergency management capabilities. In addition, they coordinate emergency preparedness and response activities at the regional level with state agencies. They will also help to synchronize target and threat assessments, state planning, federal funding and incident management activities between state agencies and localities.



Stan Crigger and Joe Coyle

When major emergencies or disasters affect communities, the regional coordinators provide critical coordination of information and state resources to those communities in order to alleviate problems and to promote a return to normalcy. Their vehicles are equipped with communications equipment that allows them to quickly provide real-time information from the field to the VEOC. They are able to photograph impacts from emergencies with GPS cameras and e-mail the photos from their vehicle to the VEOC, where they can be added to a layer in GIS, giving the VEOC a quick, accurate assessment of the impact.

The Virginia Department of Emergency Management Regional Coordinators, Joe Coyle and Stan Crigger, joined us on May 1st and are located in Suite 333. They can be reached respectively at (540) 831-4075 and (540) 831-4076.

Tenant Update

Metal Guard, Inc., closely associated with Wessex Inc., is the applicator of their Emisshield® Products to metal parts. The company has recently occupied a 4000 square foot bay and is located in bay #311. Metal Guard's capabilities include metal cleaning and finishing, spraying of Emisshield® Products and other coatings, and sintering of metal parts up to five feet in length to temperatures over 1500F. Metal Guard will serve not only Emisshield® customers but eventually others in the New River Valley with metal cleaning needs. Metal Guard will be fully operational by mid June of 2006.

The **Original Tailgate Party Rug** rolls out its first tailgate rug for Virginia Tech. The Hokie carpet was a hit at the 2006 Pulaski County Chamber of Commerce Business Expo. The Virginia Tech rugs have been selling locally and online at a steady pace since arriving in early April. At present, a Virginia Tech doormat and other colleges and universities Tailgate Party Rugs are in development, as licensing is granted. Rugs for racing fans, country music concert goers, and promotional products for companies are also in the works.

Since locating its headquarters in the New River Valley Competitiveness Center in late December, 2005, the Original Tailgate Party Rug has been on the move. Recently, the company has been joined by Cyndi Keister, website and VT rug designer. Her husband, Bo Keister, will join the operation in early June. The company has been a good community partner as well, donating VT rugs for the Pulaski BB & T March of Dimes raffle and the Fine Arts Center New River Valley Casino Night auction. VT party rugs were also given to the recent Pulaski County Relay for Life fund-raiser and a silent auction for CHIP of the Roanoke Valley. The Original Tailgate Party Rug moved from its early Suite 164 to their present location, Suite 178 in the NRVCC. For more information contact Harriet at (540) 633-6755 or otgpr@nrfdc.org.



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August - September 2006

From the Manager's Desk:

Join us! We believe the Competitiveness Center is the small business incubator to help start-up companies and entrepreneurs survive and grow during the start-up period. Under one roof, we provide various size offices or office suites, warehousing and manufacturing space, common loading docks, shared board/training meeting space, access to equipment, and flexible leases. We are here to assist tenants in preparing business plans, securing financing, business counseling and hands-on management.

New businesses have strength in specific areas and a great deal of passion, but lack basic experience in running a business. The Center strives to give new courageous companies structure, credibility, access to knowledge, infrastructure (copiers, fax machines, and telephone systems) and networks that are necessary for businesses to strengthen their very core.

The ultimate good of our economy is served by developing viable new businesses. Incubator tenants are expected to graduate from the incubator within a reasonable time frame to allow others to use the service. But while you are here as a tenant of the Competitiveness Center, we are committed to helping you grow your business.

Incubator Support



Visit from the Virginia Department of Business Assistance (DBA) - Richmond
William Vehrs, Virginia Business Information Center; visited the Competitiveness Center on June 8, 2006 to discuss the challenges of small business incubators and to discover what additional assistance DBA could provide. While touring the facility, Mr. Vehrs had the opportunity to speak with several of the incubator tenants (trenia b and company and Ground Vibrations), concluding that financing and locating reasonable commercial real estate are a main concern for small businesses seeking to expand.

The Department of Business Assistance mission is to promote economic growth by helping Virginia businesses prosper. This program ensures that businesses not only find Virginia an excellent place to locate, but also an ideal place to grow and make additional investments.

If you have business related questions that require immediate response, you are encouraged to contact the Virginia Business Information Center. The Information Center's professional counselors offer a wealth of information on getting started, incentives, financing, workforce training, and other resources available to help businesses prosper. Contact: **Virginia Business Information Center at 804-371-0438, toll-free at 1-866-248-8814** or via email at VBIC@dba.virginia.gov.

Vendor/Tenant Appreciation

Nathan Chamberlin has provided Information System Technology support to the Competitiveness Center since May 2006. Nathan is more than a vendor, he is also an employee of Woodworks Restoration & Remodeling Inc.

Nathan has provided networking and computer support services to the Competitiveness Center and individual tenant companies (Lurleen Collins, Austin-Morgan & Associates, and the NRV Planning District Commission). We appreciate Nathan for always going the extra mile to help us.

Also, many thanks to Ed Dixon, owner of Woodworks for his above and beyond assistance and support of the New River Valley Competitiveness Center.

Tenant Highlight

“FROM ONE WORLD TO ANOTHER”

Randy Bayne Brings Affordable Cab to the Center. Randy Bayne was a welfare recipient for approximately thirty-five years. He believed, “Once you’re in you can’t get out, no matter hard you try; pinned down by a pressure”. The Welfare to Work Law signed by President Bill Clinton was the best thing that ever happened to the welfare program, says Bayne.

Randy is a living testament that it’s possible to get off the welfare system. By enrolling in the Temporary Assistance for Needy Families program (TANF), Randy took advantage of the twenty-four month program working long hours on any available job, believing he could be all he WORKED to be. After five years in the TANF program, Randy realizes no one gives you anything. By starting his small business and working very hard is proof that one can become self-sufficient.

Affordable Cab moved its existing operation into the Competitiveness Center on June 1, 2006, taking advantage of the technical assistance program offered by the Incubator. New to small business ownership, Randy has a vision to grow small business while helping others become self sufficient. On July 17th the company signed a contract with Logisticscare, broker for the Medicare Program for Region II - the New River Valley and beyond which could create seventeen new jobs. Presently, Affordable Cab services can be found in the New River Valley, excluding Radford City. We are excited to have Affordable Cab and look forward to supporting Randy as he journeys to success. For further information or for cab services, please call Randy at (540) 392-4721 or 392-4720 or visit the web at www.affordablecabco.com.



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October - November 2006

From the Manager's Desk:

While trying to find valuable resources available for small businesses, I ran across a wonderful website I want to share with you, our business incubator tenants and local entrepreneurs. Most of us are aware of our local area Chambers of Commerce, but how many of us know about the U.S Chamber of Commerce Small Business Center at <http://www.uschamber.com/sb/> that offers a small business toolkit which helps businesses find answers needed to run their operations. The U.S. Chamber of Commerce toolkit offers information on the following Small Business Topics:

Employer: Finding and keeping good employees is one of the toughest and most important tasks of a small business owner. This Chamber site is here to aid your business.

Finance: Develop and maintain sound financial plans through the use of the Financial Planning Toolkit.

Government Contracting: Use this toolkit to help understand how to get into the procurement process, and how to succeed when the government is your customer.

Hiring: Finding and keeping good employees is one of the toughest and most important tasks of a small business owner.

Insurance: The Insurance Toolkit can help you understand and manage your options, whether it's property insurance, liability coverage, or a health policy for your employees.

Office Management: Use the information in this toolkit to help manage your staff, facility, equipment and other assets your business needs to be reliable, secure, and run efficiently.

Sales and Marketing: Marketing can make or break a business. If you're trying to get customers in the door, letting them know about all the wonderful goods and services you provide is vital. This site has tips and techniques that can help your business find and keep the best customers.

Security: Chamber partnered with Microsoft and Visa to bring businesses free technology resources to get tips, tricks, and how-to information companies can use right away to help protect their computers, data, and business. Businesses can find best practices for handling credit and debit card transactions.

Startup: If you're starting a business and your feeling overwhelmed, the Chamber can help you manage the process and get your great idea off the ground. The toolkit can provide information, advice, and resources.

Tax: An online Tax Center is set up to help businesses cut through the paperwork, maximize returns, and file faster because the Chamber realizes how important how every dollar makes a difference to you.

Trade: Thinking of exporting or expanding into new markets? It's a great time to get started! Ninety-six percent of the world's consumers live outside of the U.S. and free trade agreements are opening new markets for U.S. businesses everyday.

Tenant Updates

ASPEN INVESTMENT ADVISERS, LLC-CONTINUES TO EXPAND

Aspen Investment Advisers, LLC continues to expand in the New River Valley and beyond. They currently have offices and Investment Advisers in Pulaski, Radford, Martinsville and Richmond.

After October 1, 2006, Aspen Investment Advisers, LLC will add a 5th location, 1999 South Main Street, Suite 500B Colony Park, Blacksburg, VA 24060. All other locations will continue to be maintained. Barry Duncan, owner, will be the original staffer at the Blacksburg Location.

The company has had a very blessed history, opening its business doors 2 years ago with one employee in one location. Since then, others from AXA Equitable, LLC have happily joined the firm. They are continually seeking individuals whose primary



Barry Duncan

objective is to assist people reach their financial dreams.

Aspen Investment Advisers LLC is one of the areas fastest growing independent financial planning firms. They are a client-centered organization, without ties to any Proprietary Mutual Fund or Insurance Company. Because of their independent status, they are not pressured to push any specific fund or insurance company product. This allows them to shop for the most advantageous combination of financial products and services to implement your financial strategy.

Aspen Investment Advisers, LLC's main numbers are 443-3655 and 633-6771 or visit www.aspenadvisers.com on the web.

IVY LEAGUE MORTGAGE - operated by Owen McKinnie. Ivy League Mortgage has built a strong reputation as an outstanding mortgage-banking firm serving the lending needs of real estate professionals, builders and individual homebuyers.

They are a full service mortgage banker with an experienced staff offering expertise in every area of mortgage lending...from purchase to refinance to construction lending. They have access to a full range of mortgage sources and all of their lending specialists are dedicated to finding the right loan - with the best rates, terms and costs - to meet their clients' unique needs. But that's just the beginning of their service. Throughout the lending process they provide regular loan updates and progress reports so clients always know the status of their loan. They also offer a special Mortgage Manager service for those considering refinancing their mortgage.

As a division of American Home Bank they are fully licensed in each state, giving their clients additional loan options unique to their situation. For further information about Ivy League Mortgage contact Owen McKinnie at 267-3434 or stop by Suite 315.

JEFF GREENOUGH PHOTOGRAPHER - Jeff is a nationally recognized photographer whose work has been published in *Elegant Bride*, *In Style Weddings*, *The Knot Florida*, *The Breakers Traditions Magazine*, and many others. Jeff travels throughout the U.S. catering to discerning clients who will settle for quality and service second to none. He is known for fashionable imagery, unbelievable subtleness, and attention to detail and emotion. For further information, please contact Jeff at (252) 207-9485 or visit jeffgreenough.com.

Upcoming Events

Automatic Data Processing (ADP) Small Business Services – October 12th at 10:30 a.m., Competitiveness Center's Training Room. Free presentation on how ADP can help insulate the small business owner from taxes, tax laws, and tax penalties incurred by small businesses as well as save time and money on the payroll and tax filing process. For further information contact Jennifer Lamanca at (540) 989-2753.

Newbern Fall Festival – 2-Day Arts & Crafts Festival, October 14th & 15th. Enjoy Square Dancing, Craft Demo's, Gospel Singing, Walking Tour, Apple Butter Making, Silent Auction and more.....

Fall Competitiveness Center Clean-up Day – October 28, 2006; VA TECH Service Learning Program is partnering with the Competitiveness Center.



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