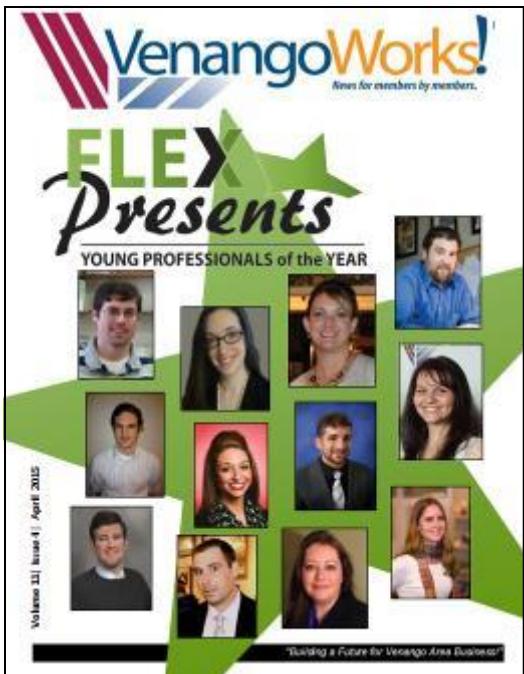


# FLEX Your Ideas

**FYI**

brought to you by the **future leaders & entrepreneurs exchange**



Twelve nominees will be recognized this year at the Fifth Annual FLEX Presents celebration on Friday April 10th at the Oil City Library.

Each of the nominees were identified by the community as young professionals who are recognized as leaders, entrepreneurs and advocates for the sustainability of the Venango Area through civic engagement, leadership development and networking.

Community members are encouraged to attend FLEX Presents and join us in celebrating our regions up and coming leaders.

Online event registration is available at  
[www.venangochamber.org/catalog/event-registration.html](http://www.venangochamber.org/catalog/event-registration.html)

## Special Thanks to our Major Sponsors

Northwest Savings Bank

Vince Witherup

Take Pride in Oil City

**FLEX Presents**  
 YOUNG PROFESSIONALS OF THE YEAR

You are cordially invited to attend the Fifth Annual celebration of FLEX Presents...  
 An Award Gala recognizing the accomplishments of young professionals in Venango County.  
 The library will be transformed for this one night, you will not want to miss it!

**Friday, April 10, 2015**

The Oil City Library | Main Level | 2 Central Ave, Oil City  
 7:00 pm | Dessert Bar Reception & Cocktail Hour  
 8:00 pm | Award Presentations

\$15 per person | Cocktail attire suggested

Reservations available online at [www.venangochamber.org/catalog](http://www.venangochamber.org/catalog)  
 or by calling the Venango Area Chamber of Commerce at 814.676.8521

## 8 Ways to Spot a Truly Exceptional Employee (Are You?)

Great employees are reliable, dependable, proactive, diligent, great leaders, and great followers. They possess a wide range of easily defined -- but hard to find -- qualities.

A few hit the next level. Some employees are truly exceptional, possessing qualities that may not appear on performance appraisals but nonetheless make a major impact on performance.

### 1. They're a little different...

The very best employees are often somewhat offbeat: quirky, irreverent, even delighted to be unusual. While they might seem slightly odd, it's in a really good way: unusual personalities shake things up, make work more fun, and transform a plain-vanilla group into a team with flair and flavor.

People who aren't afraid to be different naturally stretch boundaries and challenge the status quo (and who doesn't need that?) And they often come up with the best ideas.

### 2. ... But they know when to dial it back.

Exceptional employees know when to play and when to be serious; when to be irreverent and when to conform; when to challenge and when to back off.

It's a tough balance to strike, but a rare few walk that fine line with seeming ease.

### 3. They don't care about job descriptions.

The smaller the company, the more important it is that employees can think on their feet, adapt quickly to shifting priorities, and do whatever it takes, regardless of role or position, to get things done.

When a key customer's project is in jeopardy, exceptional employees know without being told there is a problem and jump in without being asked -- even if it's not their job. Especially if it's not their job.

### 4. They publicly praise...

Recognition from a boss feels good. Recognition from a peer feels awesome, especially when you look up to that person. Exceptional employees recognize the contributions of others, especially in group settings where the impact of their words is even greater.

**ServiceMaster by Bell, Inc.**  
Professional Cleaning &  
Restoration Services for  
Your Home and Business

"How can we help you today?"  
814-764-3232 smbybell@gmail.com

www.bridgebuilderscommunityfoundations.com  
206 Seneca Street  
Oil City, PA 16301  
P: 814.677.8637  
F: 814.677.3404

Connecting Donors to Philanthropy Since 1975

**CAN'T MISS DEALS**

\$25 OFF Any Android™ Device

Expires December 31, 2015

Find your nearest location at [verizonwireless.net](http://verizonwireless.net)

Offer valid at participating locations. Not valid for 2015-2016 iPhone models. Limit one offer per device. Must be 18 years old or older to purchase. Offer valid at participating locations. Not valid for 2015-2016 iPhone models. Limit one offer per device. Must be 18 years old or older to purchase. © 2015 Verizon Wireless. All rights reserved. The Verizon logo and "verizon" are trademarks of Verizon Communications Inc. and its affiliated companies. All other marks contained herein are the property of their respective owners.

### 5. ... And they privately complain.

We all want employees to bring issues forward, but some problems are best handled in private. Great employees often get more latitude to bring up controversial subjects in a group setting because their performance allows greater freedom. (While all employees should be treated fairly, every employee doesn't have to be treated equally. There's a big difference.)

Exceptional employees come to their boss before or after a meeting to discuss a sensitive issue, knowing that bringing it up in a group setting could set off a firestorm.

### 6. They speak when others won't.

An employee once asked me a question about potential layoffs during a meeting. After the meeting I said, "Why did you ask about that? You already know what's going on."

He said, "I know what's going on, but a lot of other people don't and they were afraid to ask. I thought it would help if they heard the answer from you."

Exceptional employees have an innate feel for the issues and concerns of those around them, and step up to ask questions or raise important issues when others hesitate.

### 7. They like to prove other people wrong.

Self-motivation often springs from a desire to show that the doubters were wrong. The kid without a college degree, or the technician who was told she doesn't have leadership potential,



**Jacob Hickman** is a name you may have noticed recently as he is a newly appointed board member of the Venango Area Chamber of Commerce as well as a Manager at Hickman Lumber Co. in Emlenton, PA.

Hickman is proud Penn Stater. He attended PSU Dubois and Main Campus to study History. After college, Jacob went in to the construction industry spending much of his time on the road. Living in a hotel room wears on one, and Jacob made the decision after a year and a half to return home to work in the family business.

Upon returning home, it was not straight to the top for Hickman. Much like many in the small business world, Jacob has learned his business not by observing, but by actually working his way up through. He prides himself in the work he has done to earn his current position in the company. "I started at stacking boards like everyone else and slowly I've learned how to do just about everything there."

Jacob looks up to his father and grandfather in the business world. All three Hickmans are graduates of the National Hardwood Lumber Association (NHLA). Jacob's grandfather was the first Hickman to graduate in the 1956 as part of the school's 15th class. Denny, Jacob's father, is a 1980 graduate and a member of the school's 73rd class. Jacob graduated from the NHLA's program in 2009 as a member of the 159th class.

When not busy at Hickman Lumber Co, Jacob enjoys spending time outdoors whether it is on the golf course, playing softball, hunting, fishing, or hiking with his dog. He also enjoys traveling to visit friends and take in some sporting events. More recently, Jacob has also enjoyed camping and going to various concerts.

or the teacher who wants to change careers but is told he doesn't have the skills -- they often possess a burning desire to prove the naysayers wrong.

Education, intelligence, talent, and skill are important, but drive is critical. Exceptional employees are driven by something deeper and more personal than just the desire to do a good job (or even by their rate of pay.)

### 8. They're always tinkering.

Some people are never satisfied (I mean that in a good way) and are constantly working on something: adjusting a timeline, refining a process, tweaking a workflow....

Good employees follow processes. Exceptional employees follow processes but also work to make those processes even better, not only because they are expected to,, but because they just can't help it.

(That's also true for employees in leadership roles: good bosses care about how things are done. The best bosses care about how things can be done *differently*.)

Why? That's just how they're made. And we love them for it.

To view article online: [https://www.linkedin.com/pulse/8-ways-spot-truly-exceptional-employee-you-jeff-haden?midToken=AQEqJtMARl6u1Q&trk=eml-b2\\_content\\_ecosystem\\_digest-recommended\\_articles-186-null&fromEmail=fromEmail&ut=2rxMYzwygQSCE1](https://www.linkedin.com/pulse/8-ways-spot-truly-exceptional-employee-you-jeff-haden?midToken=AQEqJtMARl6u1Q&trk=eml-b2_content_ecosystem_digest-recommended_articles-186-null&fromEmail=fromEmail&ut=2rxMYzwygQSCE1)



**Layered Mats Discount!**  
(with the purchase of a custom frame)  
*The more you layer,  
the more you save!*  
Offer ends April 30th  
Franklin, PA 814-437-9509



**Dr. Kate Eckert**  
drkeckert@gmail.com  
www.chirodrkate.com  
1047 Allegheny Avenue  
Oil City, PA 16301  
P: 814.657.1854  
F: 814.676.6200

**The Best of Both Worlds**



**URBAN**  
Insurance Agency  
[www.urban-ins.com](http://www.urban-ins.com)

814-677-4095



**SENECA**  
INSURANCE SERVICES  
[www.senecainsuranceandnotary.com](http://www.senecainsuranceandnotary.com)

814-677-6071

**Proud Partner of Team Rossbacher**

7137 US 322 • Cranberry, PA

## "Adopt-A-Block" Program Begins

The Oil City Main Street Program's Safe, Clean & Green Committee is launching its "Adopt-A-Block" cleanup program for 2015. The program encourages local businesses, organizations, churches and other groups to help keep downtown Oil City streets looking neat, clean and attractive to visitors and residents alike. Groups can choose an area to adopt, register with Oil City Public Works, and then agree to carry out 4 – 6 cleanups during the season (April through November). Groups must provide their own gloves, trash bags, brooms, rakes, etc. and do basic light cleanup such as: picking up litter, sweeping up cigarette butts or other debris, pulling or cutting weeds, raking leaves or other general cleanup work needed along sidewalks, curbs, gutters, planted areas and parking lots in the adopted area. The group may leave filled trash bags in plain sight and contact Public Works to arrange for the bags to be picked up. The program is very similar to Oil City's Annual Wash Day, this year, but Adopt-A-Block encourages year-round cleaning.

"We had nine groups participate in 2014," stated Kathy Bailey, Main Street Manager. "We're hoping that even more step forward this year to help keep our downtown looking clean and neat. You can schedule your own cleanups for an evening, weekend or whatever works best for your group. Wear your organization's t-shirts, take some photos and make it fun!" Interested groups may contact Kathy Bailey in the Main Street Office at 677-3152 ext. 101 or [kbailey@oilregion.org](mailto:kbailey@oilregion.org) for an informational flyer which includes a map of the Main Street District and list of downtown streets and areas. Groups may register their block or area of choice by calling the Oil City Public Works Department at 678-3022.

### **2014 Oil Region Career Fair**

**Wednesday, April 8, 2015 from 10:00 a.m. to 4:00 p.m.**

**Cranberry Mall, 6945 US 322, Cranberry PA**



**For additional information call Pennsylvania CareerLink Oil Region at 678-5078**

#### **OUR MISSION**

FLEX represents the needs and interests of Young Professionals by positioning ourselves as leaders, entrepreneurs and advocates for the sustainability of the Venango Area through civic engagement, leadership development and networking.

#### **Where you'll find FLEX in November:**

**FLEX First Friday Lunch** - Next scheduled lunch will be held in May

**Monthly FLEX Meeting** - April 8 @ 5:30 pm, Oil City Library

**Chamber events** - Check out the Chamber's Calendar of Events at  
[www.venangochamber.org](http://www.venangochamber.org)



**Text FLEX to 42828 to be added to our email list**

**email: [flex@venangochamber.org](mailto:flex@venangochamber.org)**