



Business *perspectives*

January/February 2025

...to strengthen, enhance, and protect our members through political advocacy, economic development, community promotion and member programs and services.

2025 Membership Meeting Lunch Season Passes ON SALE

Member-Exclusive Benefit Available for a Limited Time

The Roseburg Area Chamber of Commerce's 2025 membership meeting lunch schedule is set and season passes are on sale. The chamber will kick off its 2025 membership lunch series on Monday, January 13.

Attend the 2025 membership meeting lunches at a discounted rate with the purchase of a season pass and never need to make a reservation. With your season pass, you'll always have a seat at the table. Season passes for exclusively for RACC members for \$190. Season passes for 2025 may be purchased [ONLINE HERE](#).

Roseburg Area Chamber members always have the first right to purchase individual tickets for the chamber's membership meeting luncheons. Members are notified of ticket sales in "Chamber News" emails, *Business Perspectives* e-newsletter and the chamber website calendar.

Season passes are an exclusive benefit for RACC members. Membership season passes are not transferable. Individual season passes for 2025 are \$190, RACC members also have the option to purchase a full table of six for 2025 online at a discounted rate. Season passes for 2025 membership meeting lunches will only be on sale until noon on Wednesday, January 8, 2025.

Honor Outstanding Businesses & Individuals in Our Community

Nominate for First Citizens & Businesses of the Year TODAY

The Roseburg Area Chamber of Commerce is accepting nominations to recognize outstanding RACC-member businesses, first citizen honors and more for 2024. Honorees will be announced on March 20, 2025.

"Business of the Year" recognitions have three categories for small, medium and large Roseburg Area Chamber member businesses. Check out our list of [past recipients of business of the year honors](#). Criteria and additional details are included on the [Business of the Year nomination form](#). The submittal deadline for nominations is February 3, 2025.

see First Citizens, page 5

Get Your Tickets!

Monday, January 13
Membership Meeting Lunch
"Douglas County Update"
Douglas County Fairgrounds
11:45 a.m. to 1:00 p.m.

Sponsored by:



Commission Chair to Provide State of Douglas County Update at Chamber Lunch

Get Your Tickets Online Now

The Roseburg Area Chamber of Commerce's first membership meeting for 2025, on Monday, January 13, will feature an update of the state of Douglas County. Presenting this year's program will be the 2025 chair of the Douglas County Board of Commissioners, elected on January 8.

In addition to sharing county activities and accomplishments for 2024, highlighting a variety of county departments, it is anticipated that the commissioner will also discuss some of the goal, priorities, challenges and other pertinent issues for 2025 related to Douglas County government.

see Membership Lunch, page 2

2025 BOARD OF DIRECTORS

EXECUTIVE OFFICERS

Chair
Jami Seal, Lone Rock Resources

Vice Chair
Kim Tyree, Evergreen Family Medicine

Treasurer
Donna Arnold, Cardinal Services

Secretary
Debbie Fromdahl, President & CEO

Past Chair
Chelsea Buckbee, Rogue Credit Union

DIRECTORS

Keith Brooks
Douglas Electric Cooperative

Clint Chandler
Roseburg Forest Products

Preston O'Hara
FCC Commercial Furniture

Jeff Schwendener
Avista Utilities

Don Smith
Bigfoot Beverages/Pepsi-Cola Bottling

Rick Wilson
Abby's Legendary Pizza

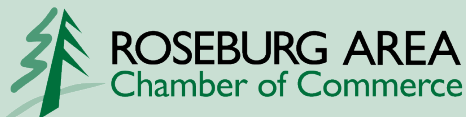
Kathy Wise
Super 8 Roseburg

CHAMBER STAFF

Debbie Fromdahl
President & CEO

Kelly Williams ext. 17
Administrative Assistant

Appointment Pending
Membership Growth/Relations ext. 23



410 SE Spruce St.
PO Box 1026
Roseburg, OR 97470
P (541) 672-2648
F (541) 673-7868

www.RoseburgChamber.com

Chamber Defines Agenda to Protect Business in 2025

At its November meeting the Roseburg Area Chamber of Commerce board of directors unanimously approved the organization's 2025-26 Public Affairs & Legislative Agenda.

This past year the chamber's defense of business was vast and varied from local issues such as supporting the city's UGB land swap to advocating for and against legislation before Congress and during Oregon's 2024 Legislative Session, to, sadly, having the chamber's *Amicus Brief* denied hearing before the US Supreme Court to the successful defeat of Measure 118 and election/re-election of all chamber-endorsed candidates. The chamber's legislative and public affairs agenda for the next two years is expansive, takes on new issues and is laser-focused on defending and protecting our local business interests.

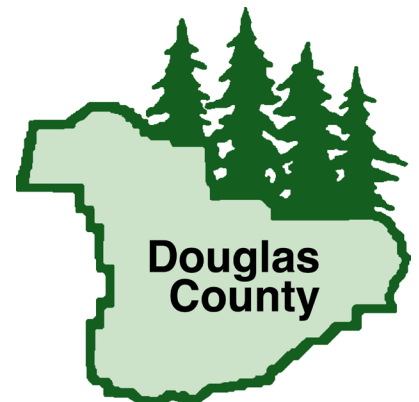
If issues arise during the 2025 Oregon Legislative Session that may adversely impact specific industries or business overall, please let us know before the matter gets to public hearing, so the chamber can take appropriate action, if needed. Please take a moment to read the chamber's [2025-26 Public Affairs & Legislative Agenda](#) online. Look for "Calls to Action" and legislative updates in your "Chamber News" emails throughout the 2025 Oregon Legislative Assembly.



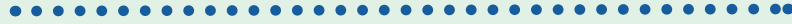
Membership Lunch *(Continued)*

The Roseburg Area Chamber of Commerce's January 8 membership meeting, generously sponsored by **Avista Utilities**, is from 11:45 a.m. to 1:00 p.m. Purchase your tickets online today on the chamber website [HERE!](#)

Individual ticket price for Roseburg Area Chamber members is \$30, or \$150 for a table of six. For non-RACC members and the general public, the cost is \$50 per person. Member season passes for 2025 are \$190 per person. The last day to purchase season passes and tickets for the January membership meeting lunch is noon on January 8.



Thank You Reinvesting Members!



Advanced Skin Center
Camp Millennium
Cascade Community Credit Union
CHI Mercy Health
Cradar Enterprises, Inc.
CSO Financial, Inc.
D.A. Davidson & Co.
Douglas County Fairgrounds
Douglas County Farmers Co-op
Energy Trust of Oregon
Evergreen Family Medicine
FCC Commercial Furniture
The Ford Family Foundation
Holiday Inn Express
Illahee Inn
KPIC TV

McDonald's Restaurant/6 KSCampbell, LLC
Randy C. Rubin, Attorney at Law, P.C.
Rising River RV Resort
River Place MHC
Roseburg Forest Products
Roseburg Glass Company
Roseburg Honda
Safe Families for Children
Southwest Oregon Workforce Investment Board
Umpqua Bank
Umpqua Community College
Umpqua Valley Ambulance Service
Umpqua Valley Tractor
Watkinson Laird Rubenstein, PC
Wicks Emmett, LLP
Gordon Wood Insurance & Financial Services

You Too Can Be a FiveStar Member

On the chamber's website, in the chamber directory, at our annual awards event and in our e-newsletters we recognize our FiveStar members. Ever wonder if you could be a FiveStar member? Well, you can!

FiveStar members are those who take their annual support of the chamber a step further than paying their membership investment, to support the sustainability and growth of their chamber. And, in support of the chamber's vision and mission to serve and protect the interests of the Douglas County business community.

The opportunity to join as a FiveStar member is offered to full-dues-paying members in good

standing at the time of their annual membership renewal.

Members only have the one opportunity each year to be part of the FiveStar membership. By the way, recognition is not the only perk. FiveStar members also receive complimentary and/or discounted tickets and passes to chamber events.

If you're interested in learning more about the benefits exclusively reserved for FiveStar members or want to find out your company's eligibility date, please call us at the chamber at 541.672.2648, ext 23 or send an email to sales@roseburgareachamber.org.

Welcome New Members

Ingram Content Group, LLC

Robin Conrad
201 Ingram Drive
Roseburg, OR 97471
(541) 679-3800
ingramcontent.com



Ingram is a nationwide distribution service provider to the book publishing industry and its customers. Books—printed ones, digital ones, in all their formats and the technology that keeps them moving across the globe—are Ingram’s passions. For more than 50 years they have been what Ingram works to perfect every day. For Ingram Content Group, “the world is reading, and it is our goal to connect as many people to the content they want in the simplest ways.”

Returning Members

BBSI

Dan Farrington
3501 Fairview Industrial, #100
Salem, OR 97302
(503) 930-5974
bbsi.com



BBSI provides locally-supported solutions for payroll, HR, workers compensation, health and retirement benefits, staffing/recruiting, technology and more. BBSI staff provides support and expertise designed to meet specific business needs. BBSI offers a suite of services, pairing customers with a local team of professionals who understand individual business goals, and then providing the support need to achieve those goals.

Roseburg Relax Inn

Andrew Fields
2164 NW Watters St
Roseburg, OR 97471
(541) 817-7843
roseburgrelaxinn.com



The Roseburg Relax Inn is a modern retreat nestled in the beautiful Umpqua Valley. A 2024 RV designed to provide travelers with all the modern comforts of home as they unwind and enjoy a peaceful backyard oasis surrounded by the natural beauty of the Pacific Northwest.

The unique vacation rental provides the perfect getaway for up to five guests; a comfortable stay for families, couples, or even solo travelers.

United Finance Co.

Kayla Vazquez Esparza
315 NE Nash Street
Roseburg, OR 97470
(541) 673-15581
unitedfinance.com



United Finance Co. offers consumer loans for autos, debt consolidation and many other borrowing needs. United Finance also purchases retail installment contracts from auto, motorcycle, and boat dealers, appliance stores, and other sources. Founded in 1922, United Finance is locally-owned with headquarters in Portland providing personal, local service at 26 branch locations throughout Oregon, Washington, Nevada and Idaho.

Got News?



Congratulations to the chamber’s own immediate past chair of the board of directors, Chelsea Buckbee.

Chelsea was recently promoted to the position of Sr. Community Outreach & FinEd Coordinator for Rogue Credit Union. In this new role, Chelsea will lead and coordinate community partner contacts and communications, coordinate marketing materials for community outreach and more.

Send Us Your Got News?

Has your business moved, changed contact information, or expanded? Are you celebrating a company anniversary or receiving an award? Added new staff? Do you have employees who have received a promotion, recognition awards, or completed a specialized training?

These are potentially newsworthy items that you can submit to the chamber’s “Got News?” section! Inclusion of “Got News” submissions in the chamber newsletter are subject to approval and availability of space.

Submit your business news via an email to assistant@roseburgareachamber.org or by fax to 541.673.7868.



Calendar

- 1/1 Happy New Year!
- 1/9 Project Leadership Workshop #4
- 1/13 January Membership Meeting
State of the County Update with Commissioner Chris Boice
11:45 a.m. to 1:00 p.m.
- 1/20 Inauguration Day
- 1/20 Martin Luther King Jr. Day
- 1/29 Lunar New Year



Calendar

No February Membership Lunch

- 2/2 Groundhog Day
- 2/3 Nomination Deadline for Business of the Year, First Citizen Recognitions
- 2/13 Project Leadership Workshop #5
- 2/14 Happy Valentine's Day
- 2/17 Presidents Day
Chamber Offices Closed

Reserve Your Company's Bold Listing in the 2025 InUmpqua

While the advertising deadline has passed for the chamber's 2025 *InUmpqua* (a digital and print business directory, community profile and visitor magazine), there's still time to reserve a **bold & highlighted** listing in the 2025 publication. The \$95 bold/highlighted listing fee will be invoiced.

To reserve your company/organization's enhanced listing [Email Us](#) by Friday, January 31, 2025. See our 2024 *InUmpqua* digital edition online. [businesses in our community!](#)

Business Perspectives Publication Deadline

Business Perspectives is an official publication of the Roseburg Area Chamber of Commerce published monthly. Chamber members are encouraged to submit items for publication.

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Copy deadline is the 10th of each month preceding the publication date. Information received after that date will be published subject to urgency and space availability.

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Roseburg Area Chamber of Commerce
P.O. Box 1026 • 410 SE Spruce, Street
Roseburg, OR 97470
Ph: 541-672-2648 • Fax: 541-673-7868

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For advertising opportunities contact
541-672-2648, ext. 23 or email
sales@roseburgareachamber.org
www.RoseburgChamber.com

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First Citizens *(Continued)*

The chamber is also accepting 2024 nominations to recognize deserving individuals with our community's highest honor, First Citizen. Download the nomination form [HERE](#). Take a look at the list of our [past First Citizen honorees](#).

Nomination forms and criteria for 2024 chamber volunteer and innovative business of the year can also be found online [HERE](#).

Nomination forms can also be found on pages 6-8 in this issue of Business Perspectives. Nomination forms and packets should be mailed to the Roseburg Area Chamber of Commerce, PO Box 1026, Roseburg OR 97470 (postmarked no later than February 3, 2025) or scanned and emailed by 5:00 p.m. on February 3, 2025.

The Roseburg Area Chamber also has title and corporate sponsorship opportunities available for the March 20 meeting of the membership and awards event. Information about the sponsorships can be found on pages 9 and 10 of this edition of *Business Perspectives* or by calling the chamber at (541) 672-2648, ext. 23.

Be sure and SAVE March 20, 2025 . . . to see first hand recognitions of incredible individuals and businesses in our community!



2024 Business of the Year Nomination Form

RECOGNIZING BUSINESS EXCELLENCE IN OUR COMMUNITY

Honorees will be announced on March 20, 2025

Small Business

RACC-member business with 25 FTE employees or less

Medium Business

RACC-member business with 26 to 75 FTE employees

Large Business

RACC-member business with 76 or more FTE employees

Nominees will demonstrate strategic goals and how they accomplished them. In addition, they will show success in company growth including sales, profitability, growth prospects, employment creation and acceptance in the market. They will illustrate their commitment to research and the development of technological advances in the company's industry sector.

Business Name _____

Business Address _____

Owner/Principal _____

E-Mail _____ Website _____ Phone Number _____

Date joined RACC _____ Number of Years in Business _____ Number of Employees _____

.....

Nominated By (if not self-nominated) _____ Company Name _____

E-Mail _____ Phone Number _____

Provide a brief statement below (or on separate sheet) why you nominated this business or are applying for this award:

Criteria: Businesses that have made a substantial contribution to the community for the last five years or longer, have employees who individually and collectively participate in the community, and the physical presence of the business adds to the economic vitality and livability of our community. **Recipient must be a RACC member for at least two years.**

(1) Briefly describe the type of product or service this business offers the community. (2) Please describe the success this business has experienced since locating in Roseburg. (3) How is this business involved with the Roseburg Area Chamber of Commerce? (4) How is this business involved in the community? (5) How does this business motivate and retain their employees? **Please attach answers on separate paper. Only fully completed applications will be accepted.**

Recognition: Honorees will be recognized at the Roseburg Area Chamber of Commerce annual awards & meeting of the membership event on March 20, 2025. The chamber will also announce the honorees in a news release, in its *Business Perspectives* newsletter, on the chamber website and via social media.

Submit nomination form & a high resolution color logo, by mail or email, by 5pm, February 3, 2025 to:
Roseburg Area Chamber of Commerce
Attn: Debbie Fromdahl, President & CEO
P.O. Box 1026, Roseburg, OR 97470
debbie@roseburgareachamber.org
(For more forms, please contact the chamber at 541-672-2648 or download from RACC website)



2024 First Citizens Nomination Form

RECOGNIZING VOLUNTEERISM IN OUR COMMUNITY

Honorees will be announced on March 20, 2025

Criteria: Outstanding volunteer activity and service over a period of years, continuing to recent years, and in more than one area of community activities. Service or contributions performed **outside** of the nominee's business, profession or vocation. Possession of a high degree of cooperation in community and civic enterprises. Demonstration of recognizable leadership by inspiration and example in community affairs.

Nominee _____

Address _____

Occupation _____

Number of Years in Current Field _____ Other Employment _____

High School Attended _____

College/University _____

Year Graduated and Degrees Earned _____

Place of Birth _____ Resident of Roseburg Since _____

Name & Phone Number of Spouse or Closest Living Relative _____

.

Individual Submitting Nomination _____

Address _____

Phone _____

Submission Guidelines: You may also attach letters of nomination support from others, newspaper or magazine clippings, or other information you believe our selection committee would find useful. Nomination forms and support material will not be returned unless prior arrangement has been made. Nominations should be typed and stapled together, then submitted in a sealed envelope.

Briefly describe the nominee's: (1) years and type of service to the community (2) civic involvement and offices held in service clubs, government commissions or committees, clubs, professional associations, churches, or other community groups (3) examples of leadership qualities and/or cooperative efforts to promote community and civic enterprises (4) other outstanding qualities (5) professional accomplishments. **Please attach answers on separate paper. Only fully completed nominations will be accepted.**

Recognition: Honorees will be recognized at RACC's annual awards & meeting of the membership event on March 20, 2025. The chamber will also announce the honorees in a news release, in its *Business Perspectives* newsletter, on the chamber website and via social media.

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(For more forms, please contact the chamber at 541-672-2648, or download from RACC website)



2024 Business Innovator Award OR 2024 RACC Volunteer of the Year Nomination Form

RECOGNIZING BUSINESS EXCELLENCE IN OUR COMMUNITY

Honorees will be announced on March 20, 2025

Business Innovator Award

Criteria: Roseburg Area Chamber of Commerce member and business person who exceeds the standard for resourcefulness and creativity in the workplace and has significantly improved the operating environment through the development and implementation of an innovative product, process, technology or service within the past five years. Nominee must be a RACC member for at least 2 years (or an employee of the member).

(1) Briefly describe the type of product or service the innovator offers the business community. (2) How has the nominee demonstrated that the use or innovation has been commercialized and is in the marketplace today? (3) How has the innovation contributed to the economic vitality of their business and/or of our business community? **Please attach answers on separate paper. Only fully completed applications will be accepted.**

Volunteer of the Year

Criteria: Roseburg Area Chamber of Commerce member who believes in the role of the chamber both personally and professionally and has volunteered his or her time, talent and energy to the betterment of the Roseburg Area Chamber of Commerce. Has served on a chamber committee, subcommittee, task force and/or board of directors and is recognized as a leader in our business community because of this service. A member who has improved the chamber or business community as a result of his or her volunteer work. Nominee must own or be employed by a chamber member and must be active in the chamber for at least 3 years.

(1) Briefly describe how the nominee has: (1) volunteered with the Roseburg Area Chamber of Commerce (2) through his or her volunteer efforts advanced chamber mission and goals and helped perpetuate growth (3) demonstrated the spirit of service by helping protect and promote Douglas County business through chamber volunteer work. **Please attach answers on separate paper. Only fully completed applications will be accepted.**

Name _____

Business Name _____

Address _____

E-Mail _____ Phone Number _____

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Nominated By (if not self nominated) _____ Company Name _____

E-Mail _____ Phone Number _____

Recognition: Honorees will be recognized at the Roseburg Area Chamber of Commerce annual awards & meeting of the membership event on March 20, 2025. The chamber will also announce the honorees in a news release, in its *Business Perspectives* newsletter, on the chamber website and via social media.

Submit nomination form & a high resolution color logo by mail or email, by 5pm, February 3, 2025 to:
Roseburg Area Chamber of Commerce
Attn: Debbie Fromdahl, President & CEO
P.O. Box 1026, Roseburg, OR 97470
debbie@roseburgareachamber.org
(For more forms, please contact the chamber at 541-672-2648, or download from RACC website)



Roseburg Area Chamber of Commerce
**Annual Awards & Meeting of the Membership
Title Sponsor Agreement**

March 20, 2025

As a **Title Sponsor**, we agree to pay the following amount as a sponsor for membership meeting, celebration of business and annual awards event on March 20, 2025. We will provide any materials necessary (i.e. logos) for sponsorship recognition and promotion of the event.

(Check one)

- \$3,000 Sponsorship Only
- \$3,300 Sponsorship and one (1) table of eight (8) at the annual dinner

Title sponsor receives:

- Corporate name associated with event
- Name and/or logo on event program
- Signage at the event
- Verbal recognition at the event

We understand we have first right of renewal for sponsorship next year. We also understand the amount of sponsorship may increase next year.

Please sign and return this agreement by 1/31/25 by mail to the Roseburg Area Chamber of Commerce, PO Box 1026, Roseburg OR 97470 or email sales@roseburgareachamber.org.

Company/Member Name

Name of Authorized Signer (please print)

Signature

Date

**President/CEO
Roseburg Area Chamber of Commerce**

Date

Sponsorship will be billed upon receipt of signed agreement.



Roseburg Area Chamber of Commerce
**Annual Awards & Meeting of the Membership
Corporate Sponsor Agreement**

March 20, 2025

As a **Corporate Sponsor**, we agree to pay the following amount as a sponsor for annual membership meeting, celebration of business and annual awards dinner on March 20, 2025. We will provide any materials necessary (i.e. logos) for sponsorship recognition and promotion of the event.

(Check one)

- \$1,700 Sponsorship Only
- \$2,000 Sponsorship and one (1) table of eight (8) at the dinner

Dinner event corporate sponsor receives:

- Corporate name associated with dinner event
- Name and/or logo on dinner event program
- Signage at the dinner event
- Verbal recognition at the dinner event

We understand we have first right of renewal for dinner corporate sponsorship next year. We also understand the amount of sponsorship may increase next year.

Please sign and return this agreement by 1/31/25 by mail to the Roseburg Area Chamber of Commerce, PO Box 1026, Roseburg, OR 97470 or email sales@roseburgareachamber.org.

Company/Member Name

Name of Authorized Signer (please print)

Signature

Date

**President/CEO
Roseburg Area Chamber of Commerce**

Date

Sponsorship will be billed upon receipt of signed agreement.

Important Update on Federal Overtime Exemption Threshold Changes

Late last year, there was a significant development regarding federal overtime exemption thresholds that may impact your business.

Background. Earlier this year, the U.S. Department of Labor (DOL) issued a final rule to increase the minimum salary required for certain employees to be exempt from federal overtime pay requirements. The plan was to raise the threshold from \$35,568 annually to \$43,888 on July 1, 2024, and further to \$58,656 on January 1, 2025.

Recent Court Decision. On November 15, a federal judge in Texas vacated the DOL's 2024 final rule, effectively blocking the planned increases. As a result, the federal minimum salary threshold for overtime exemption reverts to the previous level of \$35,568 per year.

Potential Impact on Businesses. The U.S. Chamber of Commerce along with other business associations challenged the Department of Labor's new overtime rule. Had these changes been implemented, businesses would have faced several considerations:

1. **Reclassification of Employees:** Employees earning below the new thresholds would no longer qualify for exempt status, necessitating reclassification to non-exempt status and eligibility for overtime pay.

2. **Increased Labor Costs:** The expansion of overtime eligibility could have led to higher payroll expenses due to additional overtime payments or the need to adjust salaries to maintain exempt status for certain employees.

3. **Operational Adjustments:** To manage increased labor costs, businesses might have needed to modify staffing levels, redistribute workloads, or implement stricter controls on employee work hours.

4. **Administrative Burden:** Ensuring compliance with the new regulations would have required updates to payroll systems, employee classifications, and time-tracking mechanisms, increasing administrative responsibilities.

Current Status. As previously noted, a federal judge in Texas vacated the DOL's final rule on November 15, 2024, effectively halting the planned increases. Consequently, the federal minimum salary threshold for overtime exemption remains at \$35,568 per year. On November 26, the DOL filed an appeal to the Fifth Circuit Court seeking to overturn the ruling. The incoming administration is expected to withdraw the appeal.

Recommendations for Businesses:

- **Review Compensation Structures.** Assess your current employee classifications and compensation levels to ensure compliance with existing federal and state overtime regulations.

- **Monitor Legal Developments.** Stay informed about ongoing legal proceedings, as the DOL has appealed the court's decision, and future changes may arise.

- **Consult Legal and HR Experts.** Engage with legal counsel and human resources professionals to navigate compliance complexities and to develop strategies that align with your business objectives.

The Roseburg Area Chamber will keep our membership updated on any further developments regarding this matter, through "Chamber News" emails.

Corporate Transparency Act (CTA) BLOCKED

Last week, the Roseburg Area Chamber shared information and a toolkit from the U.S. Chamber of Commerce to assist businesses with their Corporate Transparency Act filing. Yesterday, a federal court in Texas issued a nationwide injunction halting the implementation of the Corporate Transparency Act's (CTA) beneficial ownership reporting requirements. Therefore, unless and until an appellate court overrules or narrows the injunction, no businesses are obligated to comply with the reporting requirements.

According to the U.S. Chamber, the Texas court halted implementation of the CTA beneficial ownership reporting requirements, holding that the CTA is likely unconstitutional, and issued a preliminary injunction barring the government from enforcing the CTA and its reporting requirements against anyone. This is important since prior to the ruling, small businesses that met certain criteria would have had to file reports with the Department of the Treasury by January 1, 2025, or risk fines and criminal penalties. As it stands now, the preliminary relief will remain in effect until the conclusion of legal proceedings, at which point the court may enter a permanent injunction. In the meantime, the government will likely appeal the preliminary injunction.

We will keep our members updated on the status of the CTA matter. Find more information about the [Corporate Transparency Act HERE](#).

For those choosing to file, the US Chamber of Commerce has developed a step-by-step guide, free to our members to help complete the necessary reports. Download the [CTA Toolkit](#).