

8:00-8:30	Registration - Coffee /Pastries The Grand		
8:45-9:30	Welcome from the Chamber Key Note Speaker: Saïd Eastman, CEO Jobs in the US.com		
9:45-11:15	Developing a Marketing Plan Cary Weston, Sutherland Weston Learn the basic elements of a cost effective, successful marketing strategy to fit your business	Business Succession Planning Rob Brown, Business Ownership Solutions Transition planning for the inevitable "change of hands" of a business, including family businesses, cooperatives and employee owned options.	Access to Capital for Small Business David Spooner/Josh Nadeau NMDC Identify financial sources for your existing or start up business, including public and private financing opportunities.
11:30-12:30	Lunch and Panel Discussion		
12:45-2:15	Workplace Culture David Pease, Bangor Savings Bank Elements of a strong workplace for attracting and retaining employees.	Workplace Impacts of Marijuana Legislation Gretchen L. Jones, Eaton Peabody Attorneys Current status of the Maine Law and guidance for professionals, businesses and insurers.	Top 10 Employment HR Mistakes Anne Marie Storey, Rudman Winchell Attorneys What you need to know about personnel files, disciplinary actions, termination, hiring, interviews etc.
2:30 - 3:45	From Hobby to Business James Macomber, Maine Stream Finance How to take your hobby or passion to the next step.	Health Insurance options for Small Business Cynthia Murphy, CEI With open enrollment beginning 11/1 this timely workshop will give you the basics of health insurance for your business	Workplace Accommodations Anne Marie Storey, Rudman Winchell Attorneys Requirements for disability, religious and other workplace accommodations and how to comply with the law.
4:00 - 4:15	Closing Notes/Door Prizes Networking		