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ON THE COVER



Autumn Powers, Brandon Foster, Doug Foster and Cindi Foster at Burt's Termite & Pest Control
 Photographed by Carla Clark



ON THE MOVE

■ **Diane Bohman**, president of Elwood Staffing, was again selected by Staffing Industry Analysts (SIA) for its Global Power 150 - Women in Staffing list. The annual list recognizes women for their outstanding efforts and achievements in elevating the workforce solutions ecosystem. She was also profiled in SIA's 2020 Global Power 150 list of forward-thinking female leaders.

Bohman holds the honor of being Elwood's first female and non-family member president. In her role, Bohman has expanded the company's sales force and enhanced its onboarding experience and development plan. She also implemented a go-to-market service promise built on making applicants feel they are Elwood's No. 1 priority. Bohman is a member of the American Staffing Association and the Margaret Mary Health Foundation board, and she is a Court Appointed Special Advocates (CASA) volunteer.



KELLY BACKMEYER

■ **Kelly Backmeyer**, Director of Big Brothers Big Sisters at Foundation for Youth, was awarded the Youth Work Supervisor of the Year Award from the Indiana Youth Services Association. The award recognizes a supervisor who leads their staff members, encourages growth and development of youth workers and develops innovative programs to meet the needs of young individuals.

■ **Dr. James Callaghan** has been named senior vice president and chief operating officer for Franciscan Alliance, effective Jan. 1.

He has served as president and chief executive officer for Franciscan Health Central Indiana Division since July 2015. In that role, he oversaw operations at hospitals in Indianapolis, Mooresville and Carmel.

Throughout the past seven years, Callaghan has led and been involved in initiatives such as the establishment of Franciscan Health Orthopedic Hospital Carmel, Franciscan Health at Stones Crossing, Franciscan CityWay complexes in Downtown Indianapolis, and the renovation of the Center for Women & Children and completion of Franciscan Hospice House on the Indianapolis campus.

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ON THE MOVE

■ **John Pence** has joined Ice Miller’s Public Affairs Group as director of public affairs.

Pence will assist current and future clients with issue monitoring, advocacy and engagement at the federal level while collaborating across the firm to support clients’ policy and legal goals and needs. As the founder and CEO of Pence Strategy Group, Pence has been a strategic partner with Ice Miller since 2021.

■ Financial Advisor **Heath**

Johnson of Edward Jones Investments in Columbus, Ind. received the Certified Financial Planner (TM) or CFP® certification, granted by the Certified Financial Planner Board of Standards (CFP Board).

Becoming a CFP® professional expands a financial advisor’s knowledge base in financial management, tax-sensitive investment strategies, retirement savings, insurance planning, education planning and estate considerations.

In addition to the education and

examination components of certification, Heath also has committed to abiding by the CFP® Board’s Code of Ethics and Standards of Conduct.

■ **Randy Scheidt**, CCIM, MAI, of Scheidt Commercial Realty, LLC, has received the 2023 Distinguished Service Award from the National Association of Realtors.

Scheidt was honored for more than two decades of service as Federal Political Coordinator for the association.

— **Staff Reports**

AROUND THE WATER COOLER

Kelley Direct Online MBA Program honored

The Kelley Direct Online MBA program at the Indiana University Kelley School of Business is No. 1 in rankings from Poets & Quants, a leading news site about business education.

Poets & Quants’ rankings have become increasingly competitive as the number of business schools offering an online MBA grows, and Kelley Direct is the only business school program to land in the top five every year since the ranking launched six years ago. That consistent record of quality was

also highlighted in Poets & Quants’ decision to name Kelley Direct the MBA Program of the Year in 2021.

Furniture Collective acquires Old Hickory

Anderson-based Hickory Furniture Collective has acquired Old Hickory Furniture Co. in Shelbyville and now claims to be the largest maker of hickory furniture in the world.

Old Hickory Furniture Co., which was founded in 1892, joins Hickory Furniture Collective’s other three brands: Hickory Furniture Designs, Flat Rock Furniture and Rocky Top Furniture. Old Hickory’s President,

Bob Morrison will remain with the company in his position following the acquisition.

Old Hickory specializes in handcrafted, rustic furniture built with hickory saplings and other sustainable materials.

LINDAL Group GmbH acquires equity stake

Global aerosol dispensing experts, LINDAL Group GmbH has acquired an equity stake in biotechnology company B4Plastics, a Belgium-based start-up developing novel bio polymeric materials.

B4Plastics is a Polymer Architecture

company, catalyzing the introduction of novel biomaterials, and growing them from niche to bulk applications. The company designs and scales the materials to give the best balance between function, ecology, and cost, and has a strong vision on how to bridge the gap between lab-based research and commercial implementation. B4Plastics has received numerous awards for its achievements, including the prestigious Food Planet Prize in 2021. It was also one of the few start-ups selected to receive funding from the European Innovation Council (EIC).

LINDAL Group is a worldwide leader in the design, manufacture and sale of valves, actuators and spray caps used in aerosol products. The Hamburg, Germany-based company, with a manufacturing facility in Columbus, has more than 60 years of experience with innovative dispensing solutions for the cosmetics, household, pharmaceuticals, food and technical industries. The company is represented by subsidiaries and licensees in more than 15 countries throughout Europe, Asia and The Americas.

CRH recognized for service to infant, maternal health

Columbus Regional Health was recently recognized by the Indiana Hospital Association (IHA), Gov. Eric J. Holcomb and State Health Commissioner Dr. Kris Box, for its service to infant and maternal health as part of the annual INspire Hospital of Distinction recognition program.

CRH earned the recognition by implementing best practices in key areas, including infant safe sleep, breastfeeding, tobacco prevention and cessation, perinatal substance abuse, obstetric hemorrhage and maternal hypertension.

Weichert adds firm to franchise network

Weichert Real Estate Affiliates, Inc. has added Columbus-based brokerage, Weichert, Realtors - Home Group, to its franchise network.

Weichert, Realtors - Home Group is owned and operated by business partners Greg Simo and Kerri Bennett, who have over 30 years of combined experience in the real estate industry. Simo and Bennett also run

a property management company, Home Real Estate Services, which has been in operation for 12 years.

Crew Carwash receives award

Crew Carwash has been honored with a Glassdoor Employees' Choice Award, recognizing the Best Places to Work in 2023.

Unlike other workplace awards, the Glassdoor Employees' Choice Award, now in its 15th year, is based solely on the input of employees who voluntarily provide anonymous feedback by completing a company review about their job, work environment and employer on Glassdoor, the worldwide leader on insights about jobs and companies.

"We know this award doesn't happen without having amazing team members who are living our company values every day. This award represents the belief our team has in our vision of being the role model in the service industry and our commitment to fostering a workplace of excellence." said Bill Dahm, Crew Carwash CEO.

— Staff Reports

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BURT'S TERMITE & PEST CONTROL, INC.

BURT'S TERMITE & PEST CONTROL



Autumn Powers,
Brandon Foster,
Doug Foster and
Cindi Foster.

BUZZING WITH BUSINESS

Business takes
off when Foster
family goes all in

STORY BY TOM JEKEL
PHOTOS BY CARLA CLARK

Doug Foster never intended to get into the bug business. But during his first lecture class at Purdue University, Foster learned from his professor that the outlook for jobs and good pay in his anticipated field of forestry in the mid-1970s was not especially bright.

“What am I going to do?” Foster thought to himself, sharing his dilemma with a Columbus friend who was also attending Purdue.

During that conversation, Foster, a Columbus East graduate, learned about a related college major that piqued his interest — entomology, the study of insects. So, Foster sat in on some entomology classes at Purdue and realized he “really liked it.”

With forestry and pest control programs both in the School of Agriculture, Foster's change of majors became an easy transition.

During the summers of 1977 and 1978, the college student got hands-on experience in entomology from Columbus businessman Dave Burt, who had launched Burt's Termite & Pest Control in 1973. Foster's professional future was beginning to take shape.

The year 1980 was a momentous one for Foster. He moved to Chicago for his first post-graduate job in urban entomology and married the woman who would become his business partner.

After two years, Doug and Cindi Foster relocated to Greenwood, where he worked for Arab Pest Control. Three years after that, they were contacted by Dave Burt, who had decided he wanted to sell his Columbus company. Five years into their

marriage, the Fosters became mom-and-pop business operators of a pest-control company.

With just one employee besides themselves, the Fosters initially ran Burt's Termite & Pest Control out of their home, as their predecessor had done.

"I was pretty happy with that," Doug Foster said.

But with a developing knowledge of the pest business and a commitment to provide exceptional service to their customers in the Columbus area, it didn't take long for Burt's to need bigger quarters.

The first move was to a small commercial area on Lafayette Avenue in 1989. In 2013, the Fosters moved to their current location, a 9,000-square-foot building in an industrial area on the north side of Columbus.

By the time Doug and Cindi set up shop at 805 Depot Street, something else had also



Doug Foster

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Brandon Foster is shown ground rodding to treat for termites at a job site.

changed. Their mom-and-pop operation had become a full-fledged family business with their two adult children also established in full-time roles.

“Once the kids showed some interest, the business took off,” Doug Foster said. “We were all in.”

Such a commitment has allowed each of the family members to focus on certain aspects of the business.

Doug, who serves as president of Burt’s Termite & Pest Control, is involved in staff training and quality control. He also works in the field as a technician and performs termite inspections. Son, Brandon has become service manager, and also works in the field as a technician.

Cindi, who serves as vice president, shares the role of office manager with daughter, Autumn Powers. Cindi assists customers, pays bills and makes sure the office runs smoothly. Autumn is responsible for data entry, service schedules and writing proposals.

When contemplating the dynamics of being part of a family business, Doug Foster turns to classic literature to demonstrate the upsides and downsides.

“It’s the best of times. It’s the worst of times,” Foster said, referring to the opening lines of “A Tale of Two Cities” by Charles Dickens.

“If something goes bad, you take it personally,” he said. “When things are going good, you take pride in doing things together.”

Although they try to separate work and home life, members of family businesses tend to discuss work even on their days off, Cindi Foster said.

And when the adult children join a family business, your parents also become your employer.

“Distinctions can get a little blurry,” Autumn said.

Her 18-year-old son, Nolan Sandlin, a freshman studying computer science at Purdue, has helped out the past three summers, becoming a third-generation participant in the family business.

In 1985, Doug and Cindi had just three employees, including



Autumn Powers and her father Doug Foster discuss work in her office at Burt's Termite & Pest Control in Columbus.

themselves. They have since added 10 more as the business footprint grew.

With 7,000 to 8,000 customers, Burt's fleet of 14 trucks now take technicians into eight contiguous counties and Indianapolis.

Some of those trips are to provide pest-control protection to 34 Subway and Five Guys restaurants in Indiana, owned by George and Stella Estep, operators of Columbus-based Estep & Company.

"They service all of our Indiana stores," said George Estep, whose company has had a business relationship with the Fosters since 1990.

The Esteps operate 58 restaurants in all, when adding in their Kentucky and Florida properties.

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Left: Denny Ramsey drills concrete at a job-site so he can treat termites. Right: Ramsey and Brandon Foster show their equipment on a work truck.

“Being in the restaurant business, it’s a blessing to have a relationship with Burt’s and Doug and Cindi. They’re an exceptional company. They care about how they serve their customers. This comes from knowing them for 32 years. They are tremendous people.”

George Estep

“Being in the restaurant business, it’s a blessing to have a relationship with Burt’s and Doug and Cindi. They’re an exceptional company. They care about how they serve their customers. This comes from knowing them for 32 years,” George Estep said. “They are tremendous people.”

Burt’s Termite & Pest Control provides treatment for a variety of pests including ants, bed bugs, fleas, mosquitoes, roaches, rodents, spiders, stinging insects, termites and ticks — for residential or commercial customers.

Emphasis changes as seasons change.

Each spring, newly hatched insects arrive. That’s also when termites begin to come out of the ground. By late summer,

crickets and ants have begun searching for moisture indoors. And in the fall, mice and other pests are seeking shelter indoors as outdoor temperatures drop.

“They come out twice a year and do the inside and outside of our house. We absolutely have no trouble with bugs,” said Barb Garton, a west-side resident who, served on the Ivy Tech Community College Columbus region board of trustees for 24 years, including three terms as chairwoman, and spent four terms as president of Mill Race Center.

Her husband, Bob, served in the Indiana Senate for 36 years, including 26 as the senate’s president pro tempore.

“We’ve had them from the beginning,” Barb Garton



of Burt's Termite & Pest Control said, which will mark its 50th anniversary in March.

"We just think they're super," she said. "They go upstairs, downstairs, in the closets, under the beds."

And the treatments they use "don't hurt our pets," Garton said, increasing their peace of mind.

Nationally, termites alone do \$5 billion worth of damage each year, Doug Foster said.

Termites feed on wood and drywall, damaging the floor structure and walls of a building, Brandon Foster said.

Although termites primarily feed on wood, brick homes — which have wood main beams and floor joists — are still vulnerable to damage, he said.

"Many people call termites

the silent destroyers because you don't even know they're there," Doug Foster said.

While the Fosters' business focus is heavily weighted on helping protect their customers' assets, the family also works to improve the broader community through philanthropic giving that benefits more than 10 local charities.

"Kids are at the forefront of what we do," Cindi said.

"I wanted to thank all of our employees over the years and especially our current team members that have contributed to our success and longevity," Doug Foster said.

"Also I'm indebted to Burt's founder, Dave Burt, for having the courage to start the business and him taking a chance on me to carry it on."

Burt's Termite & Pest Control

Services: Treatment for a variety of pests including ants, bed bugs, fleas, mosquitoes, roaches, rodents, spiders, stinging insects, termites and ticks.

Service area: Bartholomew County and each of its surrounding counties, as well as Indianapolis.

History: Founded by Dave Burt in 1973; purchased by Doug and Cindi Foster in 1985; marking the 50th anniversary of business in March.

Address: 805 Depot Street, Columbus

Number of employees: 13

Number of customers: 7,000 to 8,000

Phone: 812-372-3212

Email: info@burtspestcontrol.com

Website: burtspestcontrol.com

Business hours: 8 a.m. to 4:30 p.m. Monday through Friday.

Family-operated business: Owners Doug Foster, 65, and Cindi Foster, 62, Columbus natives who have lived in Hope since 2018; their two children — daughter, Autumn Powers, 40; and son, Brandon Foster, 37, both of Columbus — also work for the company.

Education, training: Doug Foster earned a Bachelor of Science degree in urban entomology from Purdue University in 1979; Cindi Foster earned a Bachelor of Education degree from Indiana University in 2000 and a Master of Education degree from IU in 2004; Autumn Powers earned a Bachelor of Science degree in psychology from Purdue in 2004 and is a registered technician; Brandon Foster holds an Indiana Pesticide Application license and is a registered technician.

Professional affiliations:

Indiana Pest Management Association, National Pest Management Association and Quality Pro



David Bush with his dog Amara.

LOOKING AHEAD TO spring cleaning

There's more to glass than meets the eye

STORY BY SUZANNE KANEHL \\ PHOTOS BY ALI KIEL

W

With springtime on the horizon, it might be a good idea to think about what types of spring cleaning might be in order at home. Gutters need to be cleaned out, window and door screens might need a makeover and your air conditioning unit might need a tune up.

However, one aspect of a spring home inspection that should not be ignored is the glass in your home. This includes windows, shower doors, storm door windows, glass railings, custom mirrors and picture frame glass are also on the menu.

David Bush, President and Co-Owner of Kenny Glass Inc., believes that all homeowners need to remember to inspect and evaluate the condition of the glass fixtures of the home. Maybe just a little cleaning will do the trick to spruce things up, but sometimes replacements or upgrades are a better way to go.

“Our staff is trained and experienced to handle large and small commercial glass and aluminum installations as well as to provide emergency services,” Bush said.



David Bush and Lonnie Fischer

The primary location of Kenny Glass Inc. is at 5240 N. U.S. Highway 31 in Columbus, and they have been in business since 1997. However, there is another business location in Seymour.

“Our Seymour location is at 107 S. Park Street, and we have had that location since 2015.” Bush said.

Kenny Glass Inc. services numerous communities in Indiana. The main service areas are far reaching and vary throughout south central Indiana, including Johnson County, Greenwood, Bloomington and Nashville, Seymour, Columbus and the Southside of Indianapolis.

Not only has Kenny Glass Inc. provided roughly 75 years of top-notch professional, customer-oriented glass services, both in commercial and residential settings, but their scope of business offers a wide range of custom-services that are aimed at meeting each client’s individual wants and needs.

Kenny Glass Inc. provides a wide range of trained, qualified craftsmen, including glaziers, experienced glass installers, a professional project management staff, as well as company support staff. The company’s goal is to ensure that each customer receives the best quality service, regardless of the size or complexity of their desired project.

“We will see your project through from start to finish and deliver results held to the highest standards, providing you with a long lasting product that adds beauty, function and value to your property,” Bush said.

The Kenny Glass Inc. stockroom is full of a wide array of industry-leading products, including basic safety and decorative glass options. Sometimes, replacing the existing glass is a more cost-effective method of repair, and this also allows the customer to get a professional, customized and finished renovation project. However, whether

it’s a renovation or a project starting from the ground up, all of these projects come at a more affordable, wallet-friendly price.

Kenny Glass Inc. is a full-service glass shop that offers both commercial and residential services. Not only do Bush and his crew work with windows in both new construction and renovations, they handle a lot more.

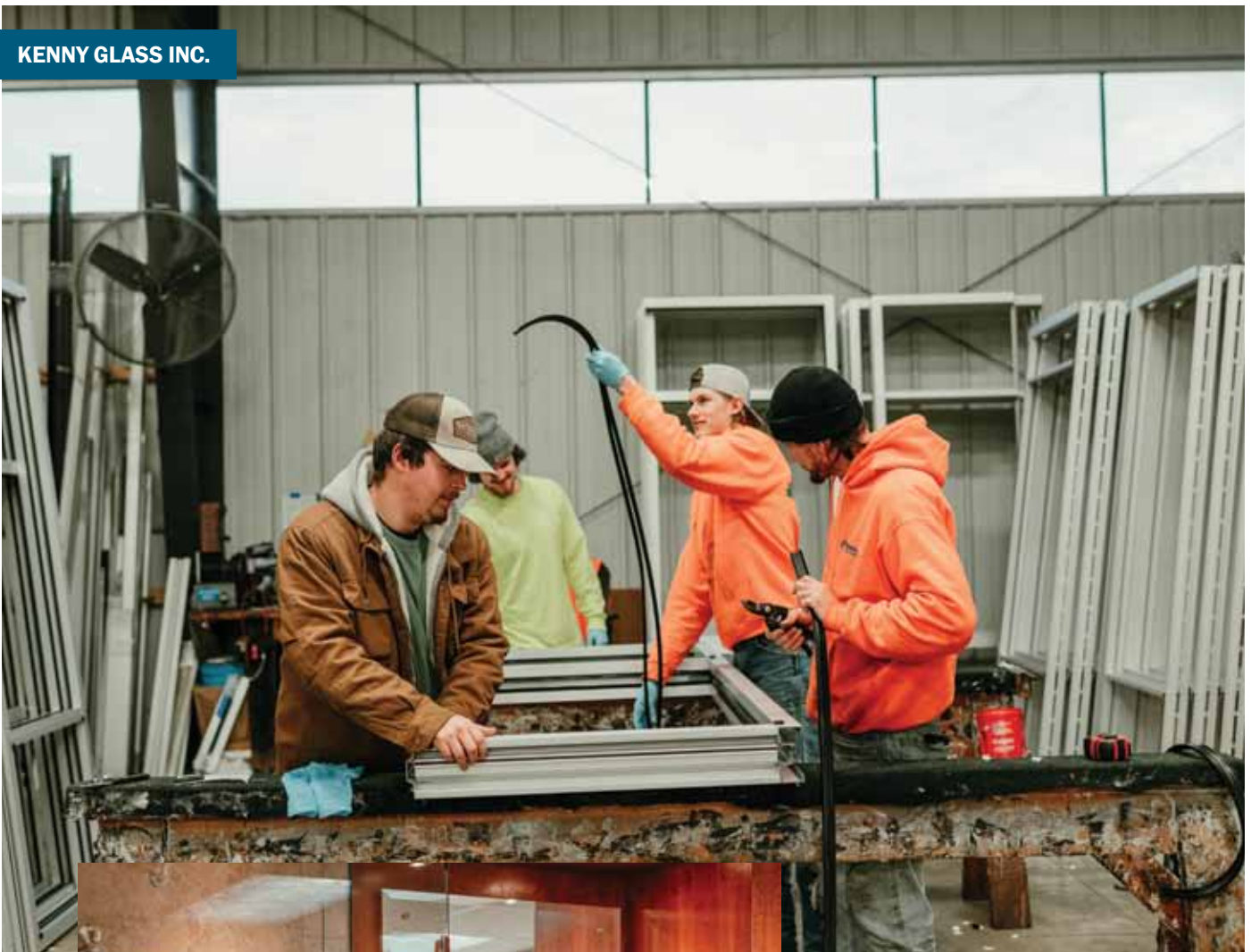
“On the commercial side, we install storefront and curtain walls in buildings, large and small, on projects ranging in size from \$1,000 to \$1 million plus,” Bush said.

Bush recognizes the importance of having good quality glass for any project. “If your window glass is compromised in any way, broken or fogged, it can cause them to be less energy efficient,” Bush said. “In most cases, just the glass can be replaced.”

However, in this case, age matters. “Although, if you have windows that are



Eric Humes looks through glass in the stockroom.



From left, Logan Shepherd, Will Trotter, John Bragg and Craig Pruett.



older, replacing them is the best way to ensure the best energy savings,” ush said.

Bush always suggests to look at all of the glass in your home, as improvements could be made to increase the appearance and the value of your home.

“A good way to shake off the winter blues is to replace your dingy shower curtain(s) with a sleek sliding glass shower door,” Bush suggested. “These can be retrofitted onto existing showers or tubs and is a great way to brighten up the first thing you do every morning.”

Kenny Glass Inc. offers its expertise in other areas, as well. “We also do screens and storm window repairs,” Bush said.

The cold, unpredictable Indiana winters can take its toll. “Often the winter weather has aged your screens to the

point they are dingy and dirty or, maybe, your pet has torn a hole in them. If so, be sure to get them fixed so you are ready to let in that fresh spring air," he said.

Bush and his team know how important good service and quality workmanship are to their customers. After being in business since June of 1945, satisfying each individual customer's needs is the company's middle name.

"We have a one-year workmanship warranty for products installed by us," he said. "Other warranties vary, depending on the manufacturer and the type of material ordered."

Loyalty to their customers does not stop there. "Currently we employ 65

talented and committed folks, and we consider them our extended family."

But what keeps customers coming back when a need arises?

"Seems simple, but the biggest thing that makes us stand out as a contractor is that we do what we say we are going to do," Bush said. "We keep our commitments. Period."

"In fact, this is the reason why our mantra is 'Promises Kept Since 1945,'" he added. "You may see other companies make that claim, but we work hard every day to live that out in our products and all services offered."

Above all, for Bush and his team of experts, customer satisfaction, professionalism and superior craftsmanship are the company's priorities.

Kenny Glass Inc.

LOCATION: 5240 U.S. 31 North, Columbus, 812-372-8834

LOCATION: 107 S. Park St., Seymour, 812-522-2726

WEBSITE: kennyglass.com



SEYMOUR DECORATING CENTER



Shawn Riley

A SEAMLESS TRANSITION

STORY BY BARNEY QUICK
PHOTOS BY TONY VASQUEZ

New owners of Seymour Decorating Center continue the trend



Seymour Decorating Center is well into its new era with new owners Shawn Riley and Brett Ferry, but those familiar with the business will note that the transition has been seamless. Riley and Ferry have added some product lines and remodeled the entire center, but other than that, they're building on what previous owner, Brian Jones, had been developing for decades. The visual impact of the center, upon entering

from Chestnut Street, is enough to ignite the imagination of anyone interested in enhancing an interior space. Kiosks and displays for choosing color schemes and materials for paints, blinds and flooring abound. A large table that Riley calls the design center is the focal point of the space. Once a customer has developed an idea of what his or her project is going to entail, it's where consultations occur.

SEYMOUR DECORATING CENTER



The business has its roots in a store called Seymour Paint and Wallpaper, which was started in 1935. Bob Jones got involved in management in 1959, and bought it in 1974. His son, Brian eventually took it over and sold it to Riley and Ferry in 2020.

Jones stayed on in an advisory capacity for six months, which Riley said that was important to facilitating a smooth transition.

The two new owners retained the services of two employees who decided to stay. Connie Gerth has been a Seymour Decorating Center consultant for 35 years is one. “She’s amazing,” said Riley. “Everybody in town knows her.” The other, Rick Henzie, manages the blind department and gets involved in consulting, as well. He installs all the blinds himself and makes home calls almost daily.

Flooring installation is subcontracted.

Southwind Closet Systems is a product line that Riley and Ferry have added since taking the helm. The systems come in various styles, but generally include hanging space, drawers, a shoe rack and shelves. The center is the only Southwind dealer in Seymour.

Dalton, Georgia-based Southwind Building Products, started with a focus

on carpets and expanded into flooring generally. The closet systems are a recent development.

“They’re really well made,” said Riley. “I really like them.”

They also added Cutting Edge Countertops. That resulted from a visit from a sales representative. The countertops come in a considerable variety of materials and hues.

Riley and Ferry are Columbus natives. Prior to embarking on this entrepreneurial venture, Riley worked for Rose & Walker, a construction supply company. There’s been a learning curve, but Riley sees it as a natural development from the knowledge base he acquired there.

“At Rose & Walker, we were concerned with everything from the ground up,” he noted. “Here, it’s everything from the drywall in.”

Riley recently moved to Seymour, to a home a few blocks away from the center. His 2-year-old son likes to visit frequently, which Riley takes as a sign of a budding interest in interior decorating.

The center’s customer base encompasses most of southeast Indiana. Riley said that longtime customers are an important part of the mix.

“For marketing, we do a little bit of

radio and we have a Facebook presence,” said Riley. “We also sponsor youth athletics, such as football and cross-country.”

Young Marines

A form of community involvement dear to Riley’s heart is hosting the local chapter of the Young Marines program. Participants meet every Saturday morning on the upper floor of the center.

It’s a youth-development organization started in Waterbury, Connecticut in 1959. Its mission is to encourage a healthy, drug-free lifestyle. Activities include studying the Marine Corps’ history, rank structure and customs, contributing color guards to local events and participating in summer adventures and challenges.

Riley is a Marine veteran and says his “entire family has been involved forever.” As far as strategic planning goes, Riley said that the times call for a steady hand.

“It’s a crazy market out there,” he said. “You don’t want to grow too fast.”

What is the biggest difference between his experiences as an employee and an entrepreneur?

“You don’t leave this here at closing time. There are so many things to consider and take care of. It’s a bigger part of your life.”



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