



Spectrum hiring 600+ jobs at retention center



Chamber President Tracey Osborne Oltjen.

Gov. Laura Kelly and Overland Park officials joined Spectrum for a ribbon-cutting ceremony to celebrate the opening of Spectrum's state-of-the-art retention center.

The \$4.94 million, 80,000 square-foot facility will house representatives who handle calls from existing customers from across a 41-state service area.

Spectrum plans to hire 655 representatives and management positions at its Overland Park location. So far, more than 140 positions have been filled, with additional hiring underway for the remaining 515 openings.

"Spectrum's decision will create more high-quality jobs in Overland Park," said Mayor Curt Skoog. "By adding hundreds of new jobs locally, Spectrum is helping

us create a strong economic foundation to retain top talent and grow business."

These full-time, growth-opportunity roles offer competitive base pay, with lucrative commissions and incentive opportunities. Representatives who reach their targets can earn more than \$55,000 annually; top performers have even higher earning potential. Spectrum also provides comprehensive health benefits, and for the past nine years, has absorbed the full annual cost increase of medical, dental and vision coverage.

(continued on page 3)

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Chamber President & CEO
[@traceylosborne](https://twitter.com/traceylosborne)



The top priority for business

MESSAGE FROM OUR PRESIDENT

For the past year one topic has dominated our conversations with businesses: the challenge of attracting, retaining and aligning talent.

If there's a day we're not talking about the workforce shortage with a business leader, then it's because it's a rare day when we're just not talking to anyone. We've heard from businesses of all sizes, from businesses employing fewer than ten, to those who employ hundreds or thousands, that the talent situation is serious.

We witness the impact throughout the community, as wage and supply chain pressures continue to increase and the labor market shrinks. We recently received the preliminary Kansas Labor Force & Unemployment Data for April. The unemployment rate statewide held steady at 2.4% from the previous month, but Johnson

County dipped further still from 2.2% to 1.7%. This means that with a labor force of 349,597, there are only 5,984 unemployed, potential job seekers.

It's not an employers' market with this shortage of workforce. You see some of the immediate impacts in cancelled flights, closed dining rooms and higher prices, but it's also evident in teams who are stressed covering hard-to-fill positions. Some of the challenges we've heard recently from local employers include:

- Insufficient numbers of qualified applicants, with single businesses consistently reporting open positions numbering in the hundreds
- "Ghosting" by applicants or new hires
- Local talent being recruited by east and west coast employers offering remote work and large salaries

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New grants for small businesses

The City of Overland Park has \$3 million allocated for a new round of grants available to local businesses impacted by the pandemic.

The three grants are:

- Impacted Industries Fund
- Small Business Rescue Fund
- Hotel Fund

Applications are open through the end of June.

For details, [click here](#).

President's Message continued . . .

- Referral fees, sign-on bonuses and substantial raises
- Lack of sufficient childcare resources
- Workplace culture more challenging to create/sustain with hybrid or remote workforces
- Identification of looming professional development gap from lack of mentorship/culture resulting from fully remote work and lack of connectivity

With these challenges come opportunities. The Chamber Board and staff team are working on initiatives to address these issues and more, collaborating with businesses, regional partners and the education community.

We'd love to hear what's happening in your business. Contact me, Beth, Kevin, or Tim to let us know your thoughts; call us at (913) 491-3600.

Spectrum continued . . .

The company also offers employees a market-leading retirement plan, with a 401(k) that matches the first 6% of employee contributions, plus a Retirement Accumulation Plan with an additional 3% company contribution, for which most employees are eligible. Spectrum employees also can receive up to \$5,250 per year in education assistance, as well as complimentary and discounted Spectrum services.

"Our inbound retention team plays a vital role in matching services to the customer's needs," said Brian Blust, Vice President of Residential Retention at the Overland Park center. "We are looking for people who are ready to build a career with our team in the Kansas City area, as we meet the growing demand from our high-value Spectrum customers."

Spectrum is hiring for these and other positions in the Kansas City area. Candidates are asked to apply online at Spectrum's careers site.

For more information, [click here](#).

Upcoming events

Wednesday Wake-up

Wednesday, June 8 – 8:00-9:00 a.m.

[Bury the Hatchet](#), 7105 West 105th Street.

Join us for networking over coffee and breakfast foods and experience one of Overland Park's most unique entertainment venues for corporate outings, team building, or just a fun night out with friends or family.

Free for Chamber members.

To register, [click here](#).



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Leadership Overland Park Graduation

Thursday, June 16 – 12:00-1:30 p.m.

DoubleTree by Hilton Kansas City-Overland Park, 10110 College Boulevard

Help us celebrate our 2022 Leadership Overland Park (LOP) class at their graduation luncheon. Community leader and Chamber Past Chairman Brad Stratton is our keynote speaker.

To register, [click here](#).



Executive Leadership Series

Wednesday, June 22 – 7:30-9:00 a.m.

DoubleTree by Hilton Kansas City-Overland Park, 10110 College Boulevard

Johnson County Manager Penny Postoak Ferguson will share her leadership path as well as lessons learned along the way during this breakfast program in our Executive Leadership Series. She has an inspiring story to tell as a female leader in a traditionally male-dominated role.

To register, [click here](#).

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Ribbon cuttings

June 28 – [Intrepid Direct Insurance](#), 5400 West 110th Street, Suite 400 – 3:30 p.m.

June 30 – [Valley Hope Association](#), 10955 Granada Lane – 3:30 p.m.

Welcome to the Chamber!

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www.Cityplacekc.com
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Healthcare Claims
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Manager
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**We encourage you to
support these
businesses that are
investing in our
community!**

Leadership class studies regionalism; health and social issues



Last month our Leadership Overland Park (LOP) class had sessions on regionalism and health and social issues.

Regionalism Day, a joint session with other Johnson County leadership programs, included a panel discussion featuring Mayor Curt Skoog and other mayors from the region. The class also heard numerous regional reports including an update on the new KCI terminal.

On Health and Social Issues Day, the class heard from numerous representatives of organizations keeping our community healthy and well and they toured [AdventHealth South Overland Park](#).

This month the class will study quality of life and have its closing session before graduating on June 16.

Thanks for reinvesting!

MAY MEMBER RENEWALS INVESTING IN COMMUNITY

40-49 Years

Humana, Inc.
Overland Park Regional Medical
Center

20-39 Years

Blue Valley Recreation
Commission
Craig Sole Designs
Johnson County Government
Kansas City Business Journal
Marge Roche and Associates
SPX Cooling Technologies

10-19 Years

BHC
Chick-fil-A 135th & 69 Highway
Fisher Phillips LLP
Oades Brothers Tire & Auto
Perspective Architecture +
Design
The University of Kansas Health
System

5-9 Years

Clarus Group
Golden Oak Lending
Hawthorne Plaza, LLC
Mazuma Credit Union
McCarthy Building Companies, Inc.
Phoenix Home Care and
Hospice
Price Brothers
The Ranch at Prairie Trace
Rouse Frets White Goss Gentile
Rhodes, P.C.
Scheels
Valley Hope Association

1-4 Years

Ascentist Plastic Surgery
Budget Blinds of Overland Park
Bury the Hatchet KC
Contract Furnishings
Fajita Pete's
Missouri Conservation Heritage
Foundation
Onspring Technologies LLC
Panera Bread
Veracity Consulting, Inc.
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McCownGordon builds collaborative partnerships

CORPORATE SPONSOR SPOTLIGHT

McCownGordon Construction is recognized as one of the region's largest construction managers serving the Midwest and South-Central regions from four offices – Kansas City, Mo.; Dallas-Fort Worth; Wichita, Ks.; and Manhattan, Ks.

The construction firm offers robust services for new construction, renovations and additions for a diverse market mix including civic, corporate, federal, healthcare, higher education, hospitality/housing, K-12 education, science and technology, retail/mixed-use, and manufacturing.

With a focus on building meaningful, collaborative partnerships and offering clients the best building experience, McCownGordon has successfully completed nearly 100 projects in Overland Park, 14 of those contracted with the City of Overland Park.

To accommodate the growth Overland Park has experienced in the past decade, a new fire station was necessary to field the increased call volume and

reduce emergency response times.

Adjacent to the Blue Valley Southwest High School campus, Overland Park Fire Station 48 will play an integral role in a new fire science program co-developed by Overland Park Fire Department and Blue Valley School District. Students gain educational benefits from the district's curriculum as well as receive hands-on learning and training experience at the fire station, allowing them to get a head start on building a future career.

Station 48 also promotes the health and wellbeing of personnel through contamination control measures, connections from indoor to outdoor and gender-neutral living quarters.

Known for being fast-paced, performance-driven and client focused, McCownGordon is 100% employee-owned, named one of the Best Places to Work by the [Kansas City Business Journal](#) for the past 17 years, and ranks as one of the Top 100 Best Medium Workplaces in 2020 by *Fortune* Magazine.

For more information, visit www.mccowngordon.com.




City Council President Paul Lyons, Beth Johnson, Overland Park Senior Vice President; and Leawood Chamber President Kevin Jeffries helped Elias Corpas and Blake Lopez-Bierwirth and their team celebrate a ribbon cutting for the [Mutual of Omaha's](#) new offices at 7015 College Boulevard. For more info: (816) 880-4614.



Promote Your Company at the Chamber Golf Tournament!
August 15
Nicklaus Golf Club at LionsGate
For details, click here.

Click below for more information




Stems
A GARDEN SOIRÉE
June 25, 2022



JOIN US AT THE OVERLAND PARK ARBORETUM & BOTANICAL GARDENS

Visit stemssoiree.org or call 913.322.6467 for all ticket and event information.

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Purchase your tickets or sponsorship package today!

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Overland Park Fire Station 48.

Q&A on partnering with other agents

GUEST COLUMN

Question:

I am an established agent with a national insurance company. I am very clear about my strengths and weaknesses. Any advice on how I can take my business to the next level, by partnering with another agent? Also, any ideas how to efficiently find the right partner?

Answer:

Congratulations on succeeding in a business where many agents don't after the first year. I can tell you are open to challenge/growth/change and appear to be quite self-aware. Both are competencies leading to success in selling

Typically, when we are working in our strengths – we receive energy from our work and are energized at the day's end. Conversely, when we are working in our weaknesses – we expend more energy than normal and are drained at the day's end.

To really move to the next level in sales, we want to be working more in our strengths rather than weaknesses each business day. What activities drain you in your current role? Be specific and non-apologetic about these activities. It just is.

Knowing this will allow you to be clear about what competencies you desire in that partnering agent. It may



Dan Stalp

be someone who loves to prospect. Or maybe they are a great problem solver, have great attention to detail, or enjoy paperwork.

From a value perspective, you may want someone who is honest, confident, generous, or abundance minded.

While you will need to split the commission with this partner agent, would you rather have 100% of nothing or 50% of something? I encourage you to pursue this and after a few months, you'll wonder why you didn't seek this partnership sooner.

Dan Stalp has 29 years of experience leading, training, and coaching high performing sales professionals and sales leaders.

For the past 16 years, he has been leading through his Kansas City [Sandler Training](#) office, which works with presidents, owners who sell, and peak performer sales professionals who are doing well and want to push through to the next levels in their career.

AdventHealth expert care in South Overland Park

CORPORATE PARTNER SPOTLIGHT

Located at 165th and 69 Highway in the Bluhawk development, [AdventHealth South Overland Park](#) is a not-for-profit, community-focused, health destination for every stage of life. The campus opened in 2017 with a 24/7 emergency department, lab, imaging services, primary care, physical therapy, and various physician specialties. In October of last year, AdventHealth South Overland Park expanded and opened an 85-bed, inpatient hospital with a new birth center, surgical services, intensive care unit, heart care and more. The hospital is honored to provide better access to whole-person care to its surrounding communities – mind, body, and spirit.

Most recently, AdventHealth South Overland Park Emergency Department received the Press Ganey Guardian of Excellence Award® for patient experience. The third consecutive year of receiving this prestigious recognition. In April 2022, the birth center celebrated the 100th baby born in its new birth center. The campus also includes the Whole Health Institute, that works alongside a conventional medical team and uses natural, non-toxic therapies to encourage the self-healing process. While the facilities are beautiful for patients, the legacy

is the compassionate care of the nurses, physicians and staff.

AdventHealth nurtures its commitment to help Johnson County residents feel whole through various partnerships including Kansas City Express, Town Center Plaza, [Blue Valley Recreation](#), [Blue Valley Education Foundation](#), Deanna Rose and the Jewish Community Center. The hospital employs 200+ residents and has a team of 100+ nurses. AdventHealth South Overland Park is excited to host Johnson County residents at its second complimentary Symphony Music Box Concert, 6:30 p.m.-7:30 p.m. on Tuesday, **June 14**, in the parking lot. All are welcome.

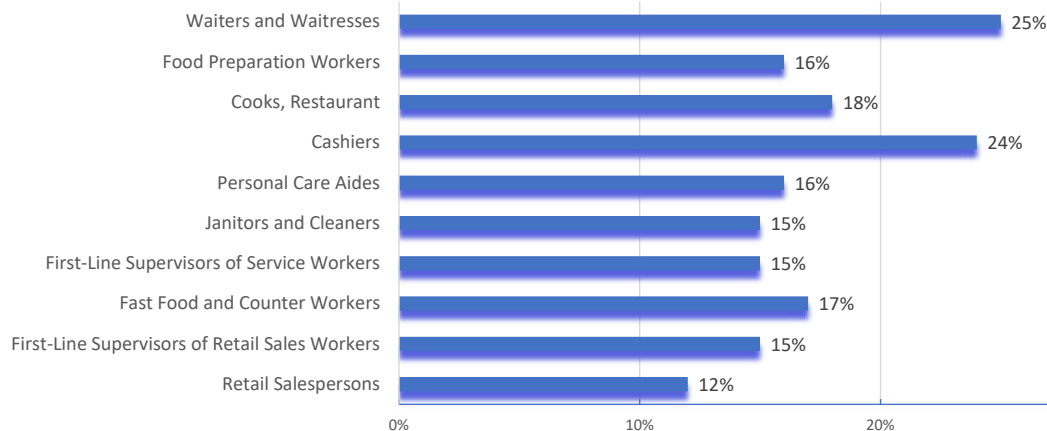
In addition to AdventHealth South Overland Park, the AdventHealth network includes AdventHealth College Boulevard, AdventHealth Shawnee Mission, AdventHealth Lenexa, three AdventHealth Centra Care urgent care locations, and physician practices located in Johnson County. AdventHealth is committed to continuing its healing mission by offering more services and convenience to meet the health and wellness needs of the community.

For more information, visit www.AdventHealthSouthOverlandPark.com.



Driving Economic Success

Nationwide Wage Increase in Job Postings (From Jan.-Apr. 2022 to Jan.-Apr. 2021)



Wages in 2021 made a substantial jump, particularly among lower-paying jobs. This trend has continued into the beginning of 2022. Prominent occupations with lower-than-average wages have been hard to fill and have seen a corresponding increase in compensation as employers attempt to fill these positions. Wages disclosed in job ads indicate double-digit percentage increases in pay for these openings including food-service jobs (food prep workers, waiters and waitresses, and cooks) as well as retail positions.

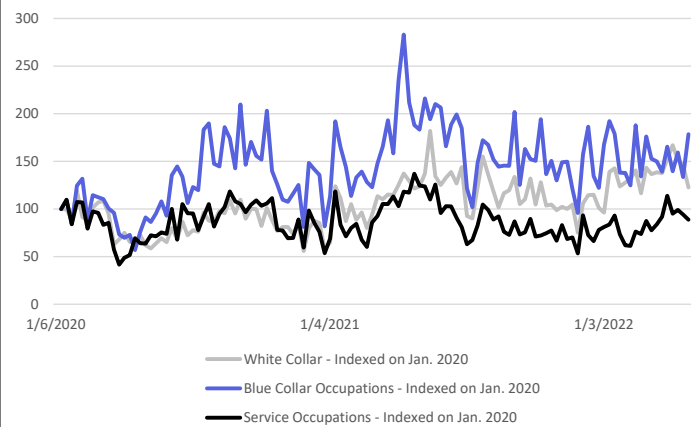
Source: JobsEQ

Unemployment

	Mar. 2022	Feb. 2022	Mar. 2021
Overland Park	2.4%	2.1%	3.0%
Johnson County	2.2%	2.1%	3.1%
Kansas City Metro MSA	3.4%	3.7%	4.2%
State of Kansas	2.4%	2.6%	3.7%

(These percentages are not seasonally adjusted)
– Kansas Labor Information Center (KLIC)
– U.S. Bureau of Labor Statistics

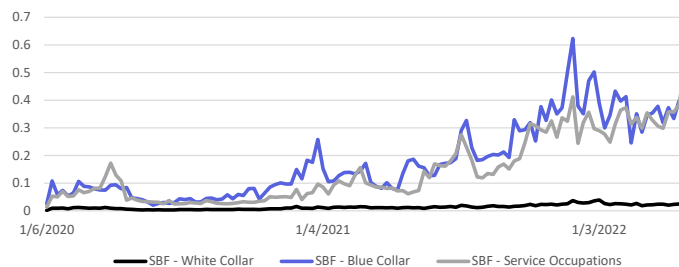
New Job Postings – Kansas City MSA



The current spike in job postings has been particularly strong for white-collar occupations. Following the initial COVID lockdowns and a decline in job postings, blue-collar jobs returned the fastest, owing in part to increasing demand for transportation and material moving jobs. Since the beginning of 2020, white-collar and service jobs appear to be finally catching up in terms of proportional growth in new job adverts. Registered nurses, software developers, and secretaries are among the white-collar positions with the highest job ad volume in early 2022.

Source: Jobs EQ

Signing Bonus Frequency Job Ads Kansas City MSA – Jan. 2020–present



The practice of awarding sign-on bonuses has increased in popularity, indicating that the labor market remains tight. In the first quarter of 2020, around 2.3 percent of all new job ads nationally specifically included a sign-on bonus. This method began to gain traction in the second half of 2020.

Source: JobsEQ

This newsletter is distributed monthly by the Overland Park Chamber of Commerce,
9001 West 110th Street, Suite 150, Overland Park, KS 66210.

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To add your name to this list each month, contact Tracey Osborne Oltjen at (913) 491-3600 or tosborne@opchamber.org.

Recent Events



City Council President Paul Lyons and the Chamber's Tim Holverson helped [Riordan Clinic](#) celebrate new renovations at its offices at 6300 West 143rd Street, Suite 205.

Riordan Clinic provides access to excellent care founded on innovative Integrative Medicine therapies and services.

For more info: (913) 745-4757.



Mayor Curt Skoog helped celebrate a new installation at [Blue Valley Educational Foundation's](#) Wellness Walk at the Wilderness Science Center, 5001 West 163rd Street Terrace. The walking paths provide learning experiences about the four ecosystems and allow visitors to combine physical health with mental health. It was funded by the Keep the Spark Alive Foundation.



City Council President Paul Lyons and Kevin Walker, Chamber Senior Vice President of Public Policy, helped Tom Salter and Mary Pinizzotto celebrate a ribbon cutting for [Quick Mobile Repair](#), 9102 Metcalf Avenue.

Quick Mobile Repair brings the nation's fastest iPhone screen repair to Overland Park. Quick Mobile Repair offers affordable service that'll have your device looking and functioning like new in as little as 15 minutes.

For more info: (913) 354-1117.



City Council President Paul Lyons and Chamber Senior Vice President Beth Johnson helped Troy Zollars and his team celebrate the grand opening of [Core Nutrition & Wellness](#), 11730 West 135th Street!

Core Nutrition Club is on a mission to share healthy options that maximize your health and wellness, energy, nutrition and vitality.

For more info: (913) 730-8004.