



GLENCOE

Pride, Possibilities and Progress

NEW BUSINESS HANDBOOK

A RESOURCE FOR DOING BUSINESS IN GLENCOE

PROVIDED BY
THE CITY OF GLENCOE
& THE GLENCOE AREA CHAMBER OF COMMERCE

www.glencoechamber.com



WELCOME!

Experience the Glencoe Advantage!



Glencoe is a growing community of nearly 6,000 people. Located just forty-five minutes west of Minneapolis and Saint Paul, Glencoe offers residents a diverse business community, excellent schools, regional health care system, extensive park system, and of course, great people.



Whether considering expansion or relocation, we invite you to discover the potential benefits of operating your business in the Glencoe area.



To receive further information or assistance, please contact us with your request details by calling (320) 864-3650.

Sincerely,

Dan Ehrke, President

Glencoe Area Chamber of Commerce



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TRANSPORTATION

Positioned centrally between the metropolitan areas of the Twin Cities, Mankato, Saint Cloud and Willmar, Glencoe's location allows for easy access to important markets. The community's proximity to key transportation networks makes Glencoe an ideal location to conduct business.

U.S. HIGHWAY 212

This four lane highway runs east to west through Glencoe providing access to the Minneapolis-Saint Paul metro area and to communities in western Minnesota. The highway has undergone numerous improvements, including the four lane expansion project from Eden Prairie to Chaska, resulting in a shorter drive time to the Twin Cities area.

STATE TRUNK HIGHWAY 22

This two lane highway runs south to north through Glencoe providing access communities in central and south-central Minnesota.

RAILROADS TWIN CITIES & WESTERN RAILROAD

TC&W is a regional railroad that thrives on giving their customers an edge in today's transportation environment. TC&W operates 229 miles of track between the Twin Cities and Milbank, South Dakota. TC&W interchanges with BNSF Railway; Canadian Pacific Railway; Union Pacific; and the Canadian National Railway. Glencoe is the operating hub for all TC&W trains.

AIR TRAVEL

The Glencoe Airport is located off of County Road 1, one mile south of US Hwy 212. The airport features a 3,300 ft. long paved runway averaging twenty-eight flights a day. Fuel is available by calling (320) 864-6073.



The Gutter Helmet Team

“Grages Enterprises installs rain gutters and Gutter Helmet, a cover installed to keep debris out of rain gutters so they stay free-flowing. Our business has been located in Glencoe, MN since 2001 with our primary markets being the Twin Cities, Saint Cloud, and Brainerd metro areas. Being based in Glencoe offers the benefits of being centrally located along key transportation corridors allowing us to access our customers in a timely fashion. The newly expanded Highway 212 provides us a quick and direct link into the Twin Cities metro area, which is where we do about 85% of our business. Lastly, I have to say that the best keep secret about Glencoe is that the employees that come out of this area have a very good work ethic, which has been a key part of our overall success.”

- Lannie Grages of Grages Enterprises Inc, DBA Gutter Helmet of Minnesota and GenGo Gutters

COMMUNITY INFRASTRUCTURE

Glencoe has dependable, state-of-the-art infrastructure, including its industrial park, wastewater treatment plant, water department and electric system.

INDUSTRIAL PARK

The City of Glencoe's Industrial Park is located along US Hwy 212 and includes approximately fifteen acres of developable land offering convenient access to rail, highway and the Twin Cities Metro area. Lots are as low as \$0.75 per square foot with no assessments to qualified business. The park provides access to US Highway 212 with available railroad service with Twin Cities & Western Railroad. Lots are ready to build, complete with grading and utilities.

WATER

The City of Glencoe operates a utility for serving portable water to the residents of Glencoe. The department's role is to provide a safe, reliable and sustainable water resource to their customers. Glencoe uses a "zeolite" softening process, which produces 173 million gallons of potable water yearly.

WASTEWATER TREATMENT PLANT

The City of Glencoe operates a utility for treating sewage for Glencoe residents. The department's role is to provide a safe, reliable and sustainable sewage treatment, while managing the plant's effluent to the Buffalo Creek. Glencoe's treatment plant can treat 1.6 million gallons per day and has an Inflow & Infiltration program to reduce clear water in its collection system.

ELECTRICAL

The Glencoe Light and Power Commission has been serving Glencoe and surrounding areas with reliable electric service for over seventy years. Their system is capable of generating the community's entire electric load using their own generation in emergency situations. Glencoe receives over twenty-five percent of its power from several renewable energy sources, which include wind power and methane gas used as a fuel to produce electric energy.

“Glencoe’s industrial park offered my business an opportunity to expand its operation by building a new warehouse and distribution center that benefits from the park’s convenient access along US Highway 212. The fact that the community offered affordable land prices also solidified my decision to construct the new facility in Glencoe. The technical assistance and service provided by the City of Glencoe made the entire process very efficient.”

Gary Prehn, Pioneer Seeds Dealer



Ground-Breaking for Pioneer Seed



Starkey Staff at Work

“People make this company,”

Lin Whiteman, Human Resources Manager
Starkey Labs of Glencoe

Citing the dedication of Glencoe area staff who have served an average of eighteen years of service to Starkey Labs, the company is known internationally for its success in manufacturing and repair of hearing aids as well as its humanitarian efforts.

WORKFORCE

The ability to attract and retain skilled and talented employees is essential to all successful businesses. Glencoe offers a skilled workforce that exemplifies Minnesota’s reputation as one of the hardest-working states in the nation. With employers reporting high productivity and low turn over, the quality of the workforce is an important reason to operate your business in Glencoe. For current labor force statistics, please contact Dan Ehrke, Glencoe’s Business Development Specialist at (320) 864-3650.

EDUCATED

Glencoe’s proximity to the Twin Cities, Mankato, and Saint Cloud metropolitan areas provide local businesses the opportunity to recruit an educated workforce from the surrounding public and private colleges. In addition, Ridgewater College, located fifteen miles from Glencoe, provides customized training services designed to meet the training needs of individual businesses and industries in the our area.

DEPENDABLE

Area business leaders appreciate the strong work ethic of their employees. The area’s labor force is committed, team-oriented, and reliable.

SKILLED

In 2008, McLeod County had the second highest percentage of manufacturing employment in the state, at thirty-eight percent (7,021 out of 18,451 total jobs). This specialization provides local manufacturing companies a talented pool of skilled workers for meeting their employment needs.

A LOOK AT THE NUMBERS

The average weekly wage of Glencoe area employees is \$627 (average for state is \$822), while the median household income is just over \$46,000. Glencoe’s population is projected to grow thirty-two percent from 2006-2035 to approximately 7,600 residents. Glencoe is a net labor importer with 2,087 people commuting to Glencoe for work compared to 1,412 people leaving Glencoe for work.

HOUSING

Glencoe boasts a home ownership rate of nearly seventy-seven percent. The average home price in McLeod County is \$153,452 versus the state average of \$201,000. The community offers a wide range of housing options from custom built to entry-level properties.

SINGLE FAMILY DEVELOPMENTS

Glencoe offers several new housing developments with affordable lot prices to accommodate new home construction.

MULTIFAMILY UNITS

A range of multifamily housing options is available, including new town homes, condominiums, and apartments.

INDEPENDENT & ASSISTED LIVING

Glencoe is fortunate to have multiple independent and assisted senior living facilities that offer a high quality standard of care and services for area residents.



The following real estate companies are available to assist prospective residents with their housing needs.

Coldwell Banker Burnet, Fred Werth – (320) 864-7653

Priority 1-Metrowest Realty, Brian O'Donnell – (320) 864-4877

RE/MAX Homes Team Jenkins, Tim & Michaelee Jenkins – (320) 864-6870



Home in Glenview Estates

“With the community’s small town charm, proximity to the metro area and projected growth, Glencoe has been the idea location for Glenview Estates. The community’s extensive parks system, public golf course, regional health care campus and successful schools are just a few of the amenities that separate Glencoe from other communities in the region. As business owners, we are excited to be part of Glencoe’s long term future.”

- Ryan Voss & Bruce Bergmann, Owners
Glenview Estates

QUALITY OF LIFE

Glencoe offers a high quality of life for local residents. This has proven to be an asset for local companies in their efforts to recruit and retain quality employees.



GRHS Medical Care

HEALTH CARE

Residents benefit from a state-of-the-art regional health care campus provided by Glencoe Regional Health Services (GRHS) that includes a community hospital, nursing home, independent senior housing complex, and medical clinics in Glencoe, Lester Prairie and Stewart. For more information about GRHS, please visit their web site at:

www.grhsonline.org.

SCHOOLS

The Glencoe School District includes successful public and private schools serving the communities of Glencoe, Plato, Silver Lake, and New Auburn.

Glencoe Silver Lake Public School District • (320) 864-2690

Glencoe Silver Lake Public Schools proudly represents the communities of Biscay, Glencoe, New Auburn, Plato, and Silver Lake. The district offers a wide range of academic, co-curricular, extra-curricular, social, recreational, and community programs to 1,600 students in grades PreK-12. For more information about GSL and what it has to offer, please visit their web site at www.gsl.k12.mn.us.

First Lutheran School • (320) 864-5522

First Lutheran School is a parochial pre-K through grade eight Lutheran school owned and operated by First Lutheran Church in Glencoe. First Lutheran offers students an opportunity to learn in an environment that nurtures spiritual and academic growth. For more information about First Lutheran School, please visit their web site at www.firstglencoe.com.

St. Pius Catholic School • (320) 864-5162

The St. Pius X Catholic School provides a solid foundation in academics infused with the Catholic Faith. The school provides an emphasis on discipline, respect, and student responsibility while encouraging an environment that is geared toward learning. For more information about St. Pius Catholic School, please contact the school's principal at (320) 864-3214.

COMMUNITY AMENITIES

Residents enjoy an exceptional parks and trails system, which includes the town's Oak Leaf Park. This park features an outdoor aquatic center, wildlife sanctuary, ball fields, playground, volleyball courts and walking trails. The town also offers a Public Library and community room used for senior activities and by local non-profits for a meeting location.



Gert & Erma's Coffee Shop

“The people who live in this community make owning a business very rewarding! As a coffee shop, we see many people repeatedly and I have to say that the loyalty from our customers has been priceless!”

- Sharon Hoes, Owner
Gert & Erma's Coffee Shop

COMMUNITY DEMOGRAPHICS

POPULATION

2000 Population	5,453
Number of families	1,446
2035 population projection (percent change from 2000)	7,600 (39.3%)

POPULATION BY AGE

Population under 18 years (percent of population)	1,521 (27.89%)
Population 18 years and over (percent of population)	3,932 (72.11%)
Population 65 years and over (percent of population)	945 (17.33%)
Median age	35.5

INCOME

1999 Median household income	\$46,723
1999 Median family income	\$55,496

HOUSING

Number of housing units	2,103
Number of owner-occupied housing units (percent of total housing units)	1,628 (77.4%)
Number of renter-occupied housing units (percent of total housing units)	475 (22.6%)
Median housing value	\$93,200
Median contract rent	\$433

BUSINESSES AT HOME IN GLENCOE

Glencoe is home to many successful manufacturing, retail, service and health care businesses. We hope that the stories listed below will help to illustrate the advantages of conducting business in Glencoe.

MILLER MANUFACTURING RELOCATES TO GLENCOE

In June of 2005, Miller Manufacturing purchased the former Nordic Track property in Glencoe performing extensive renovations to the 285,000 square foot facility. In the fall of that year, the company began the process of consolidating three of five operating locations into the new facility. This included a distribution center from Eagan, a metal operation from Dassel and a rubber operation from Amery, WI. By the fall of 2007, all manufacturing and distribution functions were located in Glencoe.



Miller Manufacturing

From Glencoe, Miller Manufacturing produces and distributes products for the Farm, Ranch and Pet industry under the brand names of Little Giant®, Pet Lodge®, and Hot-Shot® to farm stores and animal health distributors throughout North America, and many countries around the world. The company offers a broad range of high quality farm-tough products designed for everyday use in caring for animals. Whether it's feeding and watering livestock and poultry, general stall maintenance or dog and small animal care Miller has the best selection of products.

Miller employs more than 130 full time workers, with about 116 located in Glencoe. Of that number, more than half have been hired in Glencoe since relocation to the community. "We have been pleased by the welcome and support we have received from the City of Glencoe, the Glencoe Chamber, and the community at large; we look forward to contributing to the continued growth and success of the area," said Plant Manager, Robert Bros.

GRAND MEADOWS ASSISTED LIVING FACILITY

Since 1976, D.W. Jones, Inc. has developed and acquired 652 units in fifteen various communities throughout the state of Minnesota with a development and acquisition cost of almost forty million dollars. These projects have varied from market-rate townhomes, market rate cooperative, low income affordable housing, to our newest senior endeavor. The principals of D.W. Jones Inc. are very enthusiastic about their newest project in Glencoe – Grand Meadows.



Grand Rapids Sister Facility

Grand Meadows is a sixty-five unit independent living, assisted living and enhanced service facility located in the NE section of Glencoe that answers the housing needs identified by Glencoe residents. The facility offers the opportunity for 100% accessible units for the growing elderly population. Grand Meadows has forty-four assisted living units, eleven enhanced service units focused on memory support, and ten independent/congregate care living units for adults fifty-five and over.

“In the many visits the principals of D.W. Jones, Inc. have had with city and community leaders, their support and assistance has been instrumental in bringing this quality “assisted living plus” development to Glencoe. With the encouragement and cooperation of the Council and City Officials, construction on Grand Meadows is scheduled to be completed in August 2009. We look forward to continue working with the City of Glencoe to provide affordable elderly housing options,” said Skip Duchesneau, President of D.W. Jones, Inc.

GLENCOE REGIONAL HEALTH SERVICES GROWS WITH THE COMMUNITY

For more than sixty years, Glencoe Regional Health Services has called the community of Glencoe home. During those sixty years, medical technology and services have changed significantly. But what hasn't changed is GRHS' unwavering commitment to provide quality, convenience and personal care to the patients it serves.

Over the past six years, GRHS has invested over \$35 million in facility and technology upgrades to better serve its patients in the region. Examples of these updates include the construction of a new, state-of-the-art Glencoe Medical Clinic building and private birthing suites in the Best Beginnings Birthing Center in 2002, completion of a new, diagnostic imaging suite in 2007 featuring digital technology and a new, “multi-slice” CT scanner, and newly remodeled private hospital rooms in 2007.



GRHS Clinic

In addition to modernizing its facilities and technology, GRHS has recruited several new physicians over the past five years to provide patients with convenient scheduling options and better access to care. Currently, GRHS employs more than 500 individuals, including eighteen physicians and two physician assistants.

“We are proud to be a part of the Glencoe community,” said Jon Braband, GRHS President and CEO. “We are committed to this region and as health care continues to grow and change, so will we.”

GLENCOE COBORN’S GROCERY STORE

Coborn’s is a traditional grocery store offering many goods and services under one roof, including gas, pharmacy, service meat, deli, and bakery. Coborn’s came to Glencoe in August of 2000 by taking over the Town and Country grocery store. The company saw the opportunity to expand into a growing community with a lot of upside. Over the next few years, the store outgrew its building and the decision was made to build new. The new site was discovered with the assistance of the City of Glencoe. With an expansion of almost double the size and the addition of new departments and product lines, the new facility was opened in June of ’06.



Coborn’s Grocery Store

Coborn’s Store Manager Jon VanDamme says, “Since we have been here, we have found Glencoe to be a treasure of a community. The work force has been very good – hard working, dependable, and adaptable. The shoppers have proved loyal and have adjusted to our formats of doing business. The community is still growing, and many efforts are being made to better itself.”

Coborn’s employs over 140 people including both part time and full time. Coborn’s employees take pride in being active in the Glencoe community.

Glencoe is a destination for the surrounding communities. Shoppers from a twenty mile radius are the norm for Coborn’s. To be prepared for the potential growth of the community, Coborn’s left room on the new property for expansion and future development. Coborn’s plans to be a part of the Glencoe community well into the future!

TWIN CITIES & WESTERN RAILROAD: 2008 RAILWAY AGE'S SHORTLINE OF THE YEAR



TC & W Train Along the Glencoe Industrial Park

Glencoe, Minnesota is the headquarters and hub center for the Twin Cities and Western Railroad (TC&W). Since the beginning of TC&W in 1991, the company has enjoyed a rich and fulfilling relationship with the City of Glencoe. TC&W has a strong working relationship with Glencoe's business community allowing local businesses to reap the benefits of having TC&W as a freight provider within the city.

The TC&W is an innovative railroad, operating over 229 miles of track, which thrives on giving our customers an edge in today transportation environment. Flexibility is one of the major advantages that TC&W offers by having the ability to connect with multiple large (Class I) railroads including the BNSF Railway, Canadian National, Canadian Pacific, and the Union Pacific. The innovation was recognized in 2008 as the Twin Cities & Western Railroad Company was named as Railway Age's Shortline of the Year.

Railroads represent the most efficient and cost-effective form of transportation in America, saving consumers billions of dollars each year. Rail transportation also saves energy and reducing pollution. On average a railroad is 3 to 4 times more fuel efficient than truck. Because greenhouse gas emissions are directly related to fuel consumption, moving freight by rail instead of truck reduces greenhouse emissions by two-thirds or more.

TC&W consists of seventy-seven staff members with diversified backgrounds and many possessing previous railroad experience. Our employees are eager to provide exceptional customer service and are committed to operating safely and efficiently in the ever demanding transportation environment. We look forward to working with new and existing businesses to expand our services allowing us to meet their transportation needs.

—BUSINESS RESOURCES & SUPPORT—



Home Solutions of Glencoe

“As a member of the Glencoe Area Chamber of Commerce, I have had the opportunity to observe and participate in the community’s efforts to build a strong business community. These opportunities have provided networking and leadership possibilities that have allowed my business to build relationships with my customers and other business owners. The pro-business stance among community leaders brings value to my business and great promise for those considering Glencoe as a place to do business.”

- Charlie Guerrero, Owner and CEO

Home Solutions of Glencoe & Norwood/Young America

CITY OF GLENCOE AND CHAMBER OF COMMERCE

The City of Glencoe and the Glencoe Area Chamber of Commerce are committed to fostering growth for new and existing businesses. Plain and simple, we are committed to seeing your business succeed. Further information on available commercial properties, business assistance programs and possible tax incentives can be obtained by contacting Dan Ehrke, Glencoe’s Business Development Specialist at (320) 864-3650.

LOCAL FINANCING

Glencoe is able to assist businesses with their relocation or on-site expansion needs through a combination of local, regional and statewide resources. This process starts with private financing. The City of Glencoe is fortunate to have three community-based financial institutions that are available to work with local businesses to address their commercial lending needs.

[First Minnesota Bank](http://www.firstmnbank.com) – www.firstmnbank.com • (320) 864-3161

[MidCountry Bank](http://www.midcountrybank.com) – www.midcountrybank.com • (320) 864-5541

[Security Bank & Trust Company](http://www.security-banks.com) – www.security-banks.com • (320) 864-3171

—BUSINESS RESOURCES & SUPPORT—

MINNESOTA COMMUNITY CAPITAL FUND

As a member of the Minnesota Community Capital Fund (MCCF), Glencoe is also in the position to offer important gap financing to secure a wide range of business lending opportunities. MCCF is a statewide revolving loan fund that makes use of under utilized local Revolving Loan Fund (RLF) capital. By pooling local RLF dollars, the Fund proves participants with greater lending flexibility, the capability of offering much larger loans than would otherwise be possible, and professional fund management services. The City of Glencoe has contributed \$25,000 to the MCCF and, consequently, is able to leverage up to ten times that amount (\$250,000) for local economic development projects.

TAX INCENTIVES

Glencoe's City Council is experienced with tax increment financing and tax abatement as a community and economic development tool. Incentives are evaluated based on the business' impact to the local community.

BUSINESS PROMOTION

Once relocated to the community, businesses can utilize the Glencoe Area Chamber of Commerce to promote their products and services. This is done through an aggressive marketing campaign designed to promote its members and the larger business community.

- Online Marketing – Chamber web site features complete business listings through a searchable database
- Community Newsletter – Quarterly publication, mailed directly to approximately 2,800 residents and businesses, features business news and other promotional campaigns



Glencoe Business Expo

- Business Spotlights – Quarterly insert included in the local utility billings featuring fifteen different business in each publication
- Business Expo - annual trade show features over sixty local businesses drawing approximately 2,500 visitors
- Think Local First - Campaign encouraging local residents to support local business by thinking locally for their products and services

—BUSINESS RESOURCES & SUPPORT—

MINNESOTA DEPARTMENT OF EMPLOYMENT & ECONOMIC DEVELOPMENT

The Minnesota Department of Employment and Economic Development (DEED) is the state's principal economic development agency, with programs promoting business recruitment, expansion, and retention; workforce development; international trade; and community development. For information on the programs listed below can be found by visiting www.positivelyminnesota.org or by contacting Dan Ehrke, Glencoe's Business Development Specialist, at (320) 864-3650.

MINNESOTA INVESTMENT FUND

For businesses acquiring "fixed assets" (such as equipment, buildings, and land) and adding new workers as a result. This program provides companies below-market financing. Virtually all types of businesses are eligible, excluding retail enterprises.

SMALL BUSINESS DEVELOPMENT LOAN PROGRAM

For established manufacturers with fixed asset expansion costs in excess of \$1 million and adding a substantial number of new jobs. Through industrial development bonds, the Agricultural and Economic Development Board can support a loan at below market interest rates.

REDEVELOPMENT GRANT PROGRAM

The grant program provides assistance in redeveloping commercial, industrial and residential sites to assist development authorities with up to 50 percent of the costs for redeveloping blighted industrial, residential, or commercial sites.

SMALL BUSINESS ASSISTANCE OFFICE

The SBA Office, part of the Minnesota Department of Employment and Economic Development, serves as point of first and continuing contact for individuals and firms with questions about the start-up, operation or expansion of a business in Minnesota.

JOB OPPORTUNITY BUILDING ZONES (JOBZ)

Local and state exemptions for businesses locating in designated zones throughout Greater Minnesota through December 31, 2015. The City of Glencoe has worked with DEED to qualify two companies, Jungclaus Implement and Miller Manufacturing, for the State's JOBZ tax incentive program. The program has allowed these businesses to expand their operations, meeting their long term needs.



JOBZ Company Jungclaus Implement

—BUSINESS RESOURCES & SUPPORT—

SOUTHWEST INITIATIVE FOUNDATION

The mission of the Southwest Initiative Foundation is to be a catalyst, facilitating opportunities for economic and social growth by developing and challenging leaders to build on the region's assets. For more than 20 years, the Southwest Initiative Foundation has supported regional business growth by providing gap financing for new and expanding businesses. Further information on the foundation's loan and other business assistance programs can be found by visiting www.swifoundation.org or by contacting Dan Ehrke, Glencoe's Business Development Specialist, at (320) 864-3650.

REVOLVING LOAN PROGRAM

For-profit businesses operating within the 18-county SWIF service area may be eligible for the Revolving Loan Program. Eligible



SWIF Representative and Client

projects must create or retain jobs that provide a livable wage with benefits, generate new wealth for the region and diversify the economy of southwest Minnesota. Loan funds may be used for machinery and equipment, inventory, working capital and real estate. The maximum loan amount is \$200,000.

RENEWABLE ENERGY LOAN PROGRAM

Eligible business ventures may include energy production businesses, secondary businesses that support the renewable energy industry, energy usage conversion projects or new and emerging technologies. Loan funds may be used for up-front development costs, land, building or building improvements, machinery and

equipment, inventory and working capital. The loan amount must not exceed 25 percent of a project, up to a maximum of \$500,000. The exception is energy conversion projects, which may qualify for up to 100 percent financing with bank participation in other aspects of the business.

ENTREPRENEURSHIP RESOURCE NETWORK

The Southwest Initiative Foundation (SWIF) is committed to supporting the region's entrepreneurs. One of the key goals of the Entrepreneurship Initiative is to create a coordinated regional network of resources to support existing and emerging business owners. The program includes training and educational opportunities for small business owners on an ongoing basis.

—BUSINESS RESOURCES & SUPPORT—

MID-MINNESOTA DEVELOPMENT COMMISSION

The Mid-Minnesota Development Commission serves the Counties of Kandiyohi, McLeod, Meeker and Renville. Part of the organization's mission is to foster economic development opportunities for the communities that they serve. This involves administering a revolving loan program for individual loans up to \$100,000 that can be used for real estate, equipment and working capital. Further information on the commission's loan program can be found by visiting www.mmrdc.org or by contacting Dan Ehrke, Glencoe's Business Development Specialist, at (320) 864-3650.

RIDGEWATER COLLEGE – CENTER FOR CUSTOMIZED EDUCATION

The Center for Customized and Continuing Education focuses on building long-term relationships with businesses and individuals. A trained specialist will help in assessing needs and designing a program to meet your objectives with a budget and timeframe. Further information on programs available through Ridgewater College can be found by visiting www.ridgewater.edu or by contacting Dan Ehrke, Glencoe's Business Development Specialist, at (320) 864-3650.

A partnership with Ridgewater Customized Training provides local business access to:

- Customized courses and workshops designed to meet organizations' specific needs for achieving performance improvement and accomplishing strategic plan objectives
- Proven, effective delivery systems and instructional methods
- Quality educational experiences with efficient pricing structures
- Broader access to college courses, programs, and workshops

Further information on the available customized education opportunities can be found by contacting the Hutchinson Campus at 320-234-8538.



A Ridgewater Customized Training Session



www.glencoechamber.com