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Featured Workshop



Sustaining Profit and Position in a Changing Economy

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Greetings!

Welcome to Encouraging Business, a quarterly electronic news bulletin developed by the Department of Economic Development. As the Department identifies useful information, we transmit that information to the business community via this bulletin. Please e-mail us at info@ecalvert.com to let us know what is on your mind and how we might assist you and your business enterprise.

5 Tips on How to Recruit Workers in a Tough Labor Market



- Get referrals from employees. Consider giving bonuses to employees whose referrals are hired.
- Ask your suppliers. They can recommend good salespeople who have called on them or competent technical people who have serviced their equipment.
- Approach retirees and other good people who have worked for you before.
- Post an ad on the Internet. Some small business owners experience success in recruiting through employment sites such as [CareerBuilder](#), [Monster Board](#) and [Maryland Workforce Exchange](#).
- Consider unconventional sources. People with disabilities often make excellent employees. One business owner turned to non-violent first offenders, who were not sent to prison, but had graduated from a Marine-style boot camp program instead.

Brought to you by SCORE "Counselors to America's Small Business."

Workshop: Sustaining Profit and Position in a Changing Economy

Many business owners are looking for creative ways to overcome the challenges they are experiencing as a result of today's volatile market. The Calvert County Department of Economic Development and the Small Business Development Center (SBDC) are co-sponsoring a workshop entitled "Sustaining Profit and Position in a Changing Economy" on October 23, 2008, 8-10 a.m., at Holiday Inn Express in Prince Frederick.



Join us for a discussion on recapturing market share when discretionary income is dwindling; revitalizing sales and service techniques to keep business viable; reexamining business priorities; and best practices relative to changing consumption patterns.

[Program \(PTAP\)](#)

[Maryland Technology
Development Corporation
\(TEDCO\)](#)

[Patuxent Business Park](#)

[Calvert County Tourism
Information](#)



About CCDED

The Department of Economic Development provides a number of services and resources to support the growth and development of County businesses. Free business services include:

- online commercial real estate listings
- confidential in-house counseling
- online employment classifieds
- marketing assistance
- an ombudsman program
- training and educational seminars

The County offers an Incentive Loan Fund and Economic Development Loan Fund for well-qualified businesses and produces a number of publications including quarterly business newsletters, an annual Calendar of Events and Visitors Guide and the annual State of the Economy.

The workshop is FREE. To register, contact the SBDC main office at 301-934-7583.

The Maryland Minority Research & Development Initiative (MMRDI)

The Maryland Technology Development Corporation (TEDCO) recently announced the establishment of the Maryland Minority Research and Development Initiative (MMRDI).



The goal of this initiative is to help prepare minority- and women-owned businesses applying for early-stage research and development federal grants. Specifically, it will help minority entrepreneurs successfully compete for the highly selective Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) federal grant awards. MMRDI will provide qualified companies with targeted training and business assistance, pre-submission proposal reviews, and access to the equipment and expertise of the University of Maryland College Park and federal laboratories within the state.

Companies eligible for the MMRDI must be minority- or women-owned, American, for-profit enterprises interested in or actively conducting research on the problems relevant to the research solicitations issued by federal agencies participating in the SBIR/STTR program. Companies must be based in Maryland and have fewer than 500 employees.

The Maryland Technology Development Corporation (TEDCO), an independent entity, was established by the Maryland General Assembly in 1998 to facilitate the creation of businesses and foster their growth in all regions of the State. TEDCO's role is to be Maryland's leading source of funding for seed capital and entrepreneurial business assistance for technology transfer and development programs. TEDCO connects emerging technology companies with federal laboratories, research universities, business incubators and specialized technical assistance.

For more information on TEDCO and its programs and resources, visit www.MarylandTEDCO.org.

Calvert County Seeks Events for the 2009 Calendar of Events



WELCOME

The Calvert County Department of Economic Development is compiling information for the **2009 Calvert County Calendar of Events** using an online process.

To ensure inclusion in the printed brochure, events must be entered online by September 26. Events entered by September 26 will be considered for inclusion in the 2009 printed Calendar of Events. All events entered after September 26 will be considered for inclusion online at www.ecalvert.com. The online entry system allows organizations to update online listings throughout the year with the latest information.

Community groups, civic organizations, churches, visitor sites, cultural and

Additionally, the County's business retention program serves as a resource for local business owners to help them grow and succeed.

For information on the Calvert County, Maryland, Department of Economic Development and services available to assist County businesses, call 410.535.4583, 800.331.9771 or 301.855.1880; send an e-mail to info@ecalvert.com or visit our Web site at www.ecalvert.com.

arts societies, or other associations producing an event in Calvert County, Md., are encouraged to submit 2009 events for inclusion in the printed and online versions, free of charge. Every effort is made to include complete descriptions. However, due to space limitations, the Department of Economic Development reserves the right to edit and/or omit events.

Events may be entered at www.ecalvert.com by following instructions provided via PDF file at <http://www.ecalvert.com/content/tourism/calendarofevents/instructions.asp> at the bottom of the page.

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