

# Chamber CHATTER



**MECHANICSBURG**  
CHAMBER OF COMMERCE  
*The Strength of One. The Power of Many.™*

11.27.24

6 West Strawberry Avenue, Mechanicsburg, PA 17055 (717) 796-0811 [www.mechanicsburgchamber.org](http://www.mechanicsburgchamber.org)

## In This Issue:

Celebrate Small Business Saturday .....	3
You're Invited to a Ribbon Cutting .....	4
Save the Date - Chamber Annual Dinner .....	7

**News, Events & more!**

## CHAMBER EVENTS

*Watch for Weekly Updates!!*

### *November*

**29 - Annual Community Tree Lighting** - corner of Market and Main Streets, on the square, in Downtown Mechanicsburg. 5:15 - 6:30pm

### *December*

**3 - Ribbon Cutting - Thrift on Purpose**, 5218 E Trindle Rd, Mechanicsburg. 11:30am

**6 - Ribbon Cutting - ModWash**, 127 Kim Acres Dr, Mechanicsburg. 11:30am

**10 - Business Women's Networking Luncheon - The Bridges at Bent Creek**, 2100 Bent Creek Blvd, Mechanicsburg. 11:30am - 1:00pm. FREE member event.

RSVP to [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org)

For a full calendar of chamber and member events, visit [www.mechanicsburgchamber.org/events](http://www.mechanicsburgchamber.org/events)

## Mechanicsburg Chamber Will Hold Election for Board of Directors at January Meeting

**Apply Now**

If you are interested in serving on the Board of Directors for the Mechanicsburg Chamber of Commerce, [click here](#) to review job description, nomination policies, procedures and application.

**We are accepting applications!**

## Thank You For Renewing Your Membership!

Azizkhan Internal Medicine Assoc  
Courtyard by Marriott  
H & H Sales Associates  
Homewood Suites - Harrisburg West

Moffitt-Smith, Inc - Furniture Repair  
Penn Harris Hotel  
Silver Spring Personal Care Home  
YWCA Carlisle & Cumberland County

Mechanicsburg's Annual Community



# TREE LIGHTING

Friday, November 29 | 5:15 PM

 **DOWNTOWN – CORNER OF MARKET & MAIN STREETS**

*Music | Caroling | Hot Cocoa*

Music and caroling led by Kirk Wise starts at 5:15 PM  
- with the lighting of the tree at 5:30 PM.

## *Post-Ceremony Festivities*

- Visit with Santa @ Buhrig's Gathering Place
- "A Seussical Christmas" and model railroad exhibit @ Mechanicsburg Museum Association Freight Station

Visit our downtown merchants for Black Friday shopping and Small Business Saturday!

 **FREE PUBLIC & ON STREET PARKING:**

## *Event Sponsors*

Borough of Mechanicsburg  
PNC Bank  
Buhrig's Gathering Place  
Boy Scout Troop 195  
Mechanicsburg First Church of God  
Avon - Melissa Hiler  
The Horstmann Family  
Mechanicsburg Volunteer Fire Department  
Mayor Jack and Linda Ritter  
Kirk Wise - Jazz Me Band





Once again, the Mechanicsburg Chamber of Commerce is proud to join the business community of the area in participating as a drop off point for Toys For Tots. If you would like to donate a new, unwrapped toy (or wrapping paper, batteries, tape, etc.), there is a collection box at the office or you may bring your item(s) to any Chamber event.

## TOYS FOR TOTS



**U.S. MARINE CORPS RESERVE**

Other local locations participating include:

- A&B Automotive
- AAA
- American Legion Post 109
- Benecard PBF
- Best Line Equipment
- Callery Dental Care
- Classic Rock Design Center
- East Main Dental
- Fusion Financial Group - Thrivent
- GEICO
- Hot Frog Print Media
- Lower Allen Township
- Mechanicsburg Kung Fu Center
- Mechanicsburg Mystery Bookshop
- Orrstown Bank - Baden Powell Road office
- Orrstown Bank - Market Street, Camp Hill office
- Pivot Physical Therapy
- Premier Martial Arts
- Ritters True Value Hardware
- State Farm Insurance - Denise Dombach
- Trindle Bowl
- University of Pittsburgh School of Social Work
- West Shore Chamber of Commerce
- Wolf Brewing Company
- Zimmerman's Automotive Tire Pros

## Celebrating Small Business Saturday

November 30 marks the 15th annual Small Business Saturday, a nationwide initiative supporting local businesses.

Last month, the U.S. Chamber Foundation partnered with American Express to launch the Small Business Hurricane Recovery Grant Program with an initial \$5 million in funding available for 1,000 businesses impacted by Hurricanes Helene and Milton.

What's new: On Small Business Saturday, American Express will donate \$1 for every purchase made with an American Express Card at a qualifying U.S. small business to support a second round of grants, with applications opening in mid-December.

Why it matters: Hurricanes Helene and Milton left many small businesses struggling to stay open. As communities grapple with the growing number of billion-dollar disasters, partnerships like this one are critical in helping build resilience.



**LET'S  
CELEBRATE  
SMALL  
BUSINESS  
SATURDAY®**

**save the date: Nov 30**

# Seeking HOSTS for 2025 EVENTS

- Business Women's Networking Luncheon
  - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business, service and more...

For more information - on HOSTING AN EVENT  
contact the Chamber office at 717-796-0811 or email - [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org).

---

*You're Invited...*



Please join the Mechanicsburg Chamber of Commerce  
as we celebrate the expansion of one of our members with a  
Ribbon Cutting.

You are welcome to come see the power of community  
at their new store.

**Tuesday, December 3rd**  
**Thrift on Purpose**  
5218 East Trindle Road  
Mechanicsburg, 17050  
Ribbon Cutting at – 11:30 am

# Business Women's Networking Luncheon

Tuesday, December 10  
11:30am - 1:00pm



The Bridges at Bent Creek welcomes the Business Women's Networking Luncheon for December.

A visit to The Bridges at Bent Creek at the holidays, a beautiful time to capture the community of what Bridges Senior Living provides.

Introduce yourself and your business to familiar faces and hopefully some new ones, too. Come network with local business women and enjoy a light lunch.

Don't forget to bring your business cards to MIX & MINGLE.

**The Bridges at Bent Creek**  
**2100 Bent Creek Blvd**  
**Mechanicsburg**

The Mechanicsburg Chamber of Commerce is collecting new, unused toys for **Toys for Tots**. Please consider making a contribution and bringing one along. Gift wrap, tape, batteries, and similar holiday products are also welcome.

Reservations required.

RSVP to [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org)

# SAVE THE DATE



## *Chamber Annual Meeting*

**January 15, 2025  
6:00 - 9:00 p.m.**

Mark your calendar to attend the  
Annual Dinner & General Membership Meeting

Due to numerous requests, we are moving away from  
a buffet meal to a table served meal.

Our dinner and presentation will take place at the  
Penn Harris Hotel and Convention Center Harrisburg  
Trademark Collection by Wyndham.

We are also pleased to announce our  
keynote speaker in the very near future. Stay tuned.

*Watch for more information and  
details on registration... coming soon...*

*Sponsorships available!*

# JAZZ ME BAND

KIRK WISE UPCOMING  
SOLO, DUO & BAND  
PUBLIC DATES

Wed. 11/27 – Hemauer Brewing,  
Mechanicsburg...Kirk solo 7 – 9

Fri. 11/29 – Christmas Tree Lighting  
Mechanicsburg ..5 PM

Sat. 11/30 – Small Business Saturday @  
Sage Lane, Dillsburg...Kirk solo 10-Noon

Sat. 11/30 – Small Business Saturday  
Downtown New Cumberland...Kirk solo 2-4

Tue. 12/3 – Greystone Brew House@  
Range End , Dillsburg...Kirk solo 6-9

Fri. 12/6- UPMC Event...Kirk solo 6-9

Sat. 12/7 – Reid’s Wine & Cider House,  
Gettysburg...Kirk Duo 7-10

Tue. 12/10 – Greystone Brew House@  
Range End , Dillsburg...Kirk solo 6-9

Thur. 12/12 – Food Truck Rally,  
New Cumberland ...Kirk solo 5-8

For complete up-to-date  
schedule, information,  
and photos go to  
[www.jazzmeband.com](http://www.jazzmeband.com)

**Bookings:** call Kirk at 717-979-0341 or  
E-mail [wisemotors@aol.com](mailto:wisemotors@aol.com)

**Tour sponsors:**  
FARNHAM INSURANCE,  
MEMBERS 1st F. C. U.,  
CLASSIC DRY CLEANERS, STUDIO D &  
LANDON WISE PHOTOGRAPHY



## THE FOUNDATION FOR ENHANCING COMMUNITIES

### “Give Where you Live” in this Season of Giving

Thanksgiving is the beginning of the holiday season, but it also marks the start of the Season of Giving – a time when folks evaluate their financial support of local nonprofits and make charitable donations based on their goals and priorities. The Foundation for Enhancing Communities (TFEC) is celebrating the Season of Giving with \$30,000 in matching gifts.

Starting December 3rd, all gifts to TFEC’s five regional funds – the Dillsburg Area Community Fund, the Franklin County Community Fund, the Lebanon County Community Fund, the Mechanicsburg Area Community Fund and the Perry County Community Fund – as well as the John Warden Fund for The Future, which covers Cumberland, Dauphin, Franklin, Lebanon, Perry, and Northern York Counties - will be matched up to \$5,000. The Season of Giving match runs through December 31, 2024.

“Gifts from the community are at the cornerstone of everything we do,” says Jennifer J. Doyle, TFEC President & CEO. “Gifts made to our regional funds and the Fund for the Future will be matched up to \$5,000, helping us to support nonprofits that serve our neighbors in need.”

Donations to these funds are pooled with contributions from other caring donors, creating a growing endowment that provides both immediate and long-term grants. Local volunteer committees determine how these grants are distributed, ensuring they meet the specific needs of our communities.

To learn more about TFEC’s Season of Giving, please visit [www.tfec.org/season-of-giving](http://www.tfec.org/season-of-giving).





GALBRAITH team member and former Field Operations Manager, Chris Schaffer has taken over as President of Galbraith Commercial & Industrial Construction.

Focusing on innovation and forging into the future, Chris joined GALBRAITH in December of 2021 and has skillfully continued growing the company for the past few years.

Moving into the President's seat, Chris intends to focus on high-quality commercial and industrial construction in pre-engineered metal buildings, cold storage, data centers, and other highly technical construction industries.

Keep an eye out to see how GALBRAITH continues steady growth under Chris's expert care. We're excited to see where 2025 takes us!

GALBRAITH Commercial and Industrial Construction  
229 Petersburg Road  
Carlisle, PA 17013  
(717) 776-6337  
[gp-inc.com](http://gp-inc.com)

---



## **MID PENN BANK HIRES ROBERT OPFERMAN AS DIRECTOR OF BSA/AML/OFAC**

Mid Penn Bank (the "Bank"), a wholly-owned subsidiary of Mid Penn Bancorp, Inc. ("Mid Penn") (NASDAQ: MPB), is pleased to announce that Robert Opferman, CFE, CAMS, has been hired as senior vice president and director of BSA/AML/OFAC.

Opferman joins the bank with extensive experience, having most recently served as director of risk at City of Boston Credit Union. Prior to that, Opferman held the role of director of fraud and BSA at Republic Bank for 14 years, where he developed a strong background in fraud prevention and enterprise risk management. With more than 25 years of collective experience in financial services, Opferman has established a reputation for excellence in risk management, specializing in BSA compliance, AML compliance and white-collate crime investigations.

Opferman has a Bachelor of Arts in criminal justice with a minor in sociology from LaSalle University. He is both a Certified Fraud Examiner (CFE) and Certified Anti-Money Laundering Specialist (CAMS). Prior to his career in the financial services industry, Opferman graduated with distinction as a class honor from the Pennsylvania Municipal Police Academy.



# Designer Purse Sale November 29 9AM-5PM

Are you looking for a new purse?



**Kate Spade, Michael Kors, Dooney Bourke  
Coach & MORE!!!!**

*Chamber Chatter* is published on-line every Thursday.

We encourage member businesses to send us information on sales, promotions, news and events. It is a great way to promote your business or organization.

*Chamber Chatter* advertisements will remain for up to 4 weeks, or as space permits.

If you have something to share, please submit it by Wednesday at noon to  
[info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org).

**\*\*Chamber Chatter advertising is a FREE member benefit.\*\***



We are hosting a...

FOOD AND TOY  
DRIVE

*Join us in helping the  
community!*  
**Canned and dry goods encouraged!**  
**Toys must be unwrapped!**



**KINGDOM  
CUSTOM DECKS**  
**(717)-585-0724**

Located at:

6 State Road, Suite 112,  
Mechanicsburg, PA 17050



November 20th - December 20th

---

## **Big Brothers Big Sisters of South-Central PA Big & Little from York, PA to perform alongside fellow Bigs and Littles in 2024 Macy's Thanksgiving Day Parade®**

Antoine "AJ" Shoff and Siddhesh "Sidd" Pawar from Big Brothers Big Sisters of South-Central PA, have been selected to perform in the 98th Macy's Thanksgiving Day Parade® on Thursday, November 28. In celebration of a multi-year partnership, AJ and Sidd will join the Parade to the call of "Let's Have a Parade," the iconic phrase that has signaled the start of every Macy's Thanksgiving Day Parade since 1924.

As BBBS makes a return appearance in this year's Parade, members from BBBS of South-Central PA will perform on Macy's Winter Wonderland in Central Park float. For this year's Parade, Macy's invited 20 Bigs and Littles – selected from an extensive talent search – to join Macy's colleagues and Sebastián Yatra as they take center stage and travel through New York City on Thanksgiving morning to spread joy and cheer to live spectators and viewers nationwide.



VENDORS NEEDED

# HOLIDAY SHOPPE

DECEMBER 1, 2024;  
FROM 2PM-4PM

*The Woods at Cedar Run*

824 Lisburn Road, Camp Hill PA 17011  
Annually, The Woods at Cedar Run hosts a Holiday Shoppe where our residents can shop for Christmas gifts for their loved ones from the comfort of their own home. We are currently seeking vendors who would be interested in displaying and selling their goods. There is no cost or entry fee to be a vendor. Simply RSVP by November 25th to secure your spot!

FOR MORE INFO CONTACT

Kimberly Alford, Community  
Relations Director  
717.660.1055  
[kalford@integracare.com](mailto:kalford@integracare.com)



# GRIEF SUPPORT GROUP

## Grief and Bereavement Support Group

1st Monday of each month

6:00 PM - 7:15 PM

Legend at Silver Creek  
425 Lambs Gap Road  
Mechanicsburg, PA

Join us for a FREE monthly support group, open to anyone who has experienced grief and loss.

*Grief is the natural emotional response to the loss of someone close, such as a family member, friend, or pet. It can also occur as a result of a serious illness, divorce, or other significant loss.*

This open group provides a safe space for community members to connect, share their experiences, learn new coping skills, and support one another. Everyone is welcome to join.

Brought to you by:

**Musselman**  
Funeral Home & Cremation Services Inc.  
Est. 1895  
Supervisor: Cliff D. Forester, Sr.

**LEGEND**  
PERSONAL CARE • MEMORY CARE  
at Silver Creek



**VIRTUAL**

**PAYROLL & BUSINESS**

*Seminar*



**You're Invited!**

## **Annual Payroll & Business Seminar**

Please join us on Thursday, December 5, 2024, for our Annual Payroll & Business Seminar. This virtual event promises to provide valuable insights on key topics, including updates on payroll, AI in the workplace, DOL regulations, payroll fraud, and much more!

**[CLICK HERE FOR MORE INFORMATION AND TO RSVP](#)**



**TURKEY  
DONATIONS  
NEEDED!**

## **HELP!! 2,000 turkeys needed for families in need!**

New Hope Ministries, a social service agency which feeds the hungry and helps people achieve stability in their lives, is asking for help from the community to provide low-income families with turkeys for Thanksgiving dinner this year. At the time of this news release, 2,000 turkeys are still needed.

Community organizations (such as churches, businesses, and civic groups) are already lined-up to provide non-perishable food for the Thanksgiving dinner baskets, which are distributed to families beginning November 21 at each of New Hope's nine locations. Turkeys are usually obtained as separate donations from the community and through purchases at local wholesale and retail outlets. The goal is to give every family a turkey for Thanksgiving dinner.

Donations of fresh or frozen turkeys are the highest need right now, and can be dropped-off at any New Hope location through November 20th. Volunteer opportunities to help distribute Thanksgiving dinner baskets to families are also available.

For more information, please visit our website at [www.nhm-pa.org](http://www.nhm-pa.org).



SPREAD  
KIND  
NESS

# FOOD DRIVE

Support local **Blessing Boxes** and **Little Free Pantry** with your food donation! For the months of October and November, we ask that you collect nonperishable foods at your home or office. These Blessing Boxes provide barrier-free access to food any time.

**Drop off** items to First United Methodist Church Mechanicsburg (135 W. Simpson Street, 717-766-4611) or if you need it picked up, contact Lori Hoffnagle at [l\\_hoffnagle@yahoo.com](mailto:l_hoffnagle@yahoo.com). Donations will be distributed to all three locations.



## **Most needed items**

- Canned Vegetables
- Canned Meat (tuna, chicken)
- Small Cereal Boxes
- Pasta and Pasta Sauce
- Peanut Butter and Jelly

**UNEXPIRED &  
NONPERISHABLE FOOD ONLY**

Blessing Boxes located at Trinity Lutheran Church (132 E. Main), Turning Point Church (near Finkenbinder Park) and Little Free Pantry at First UM Church, Mechanicsburg

Questions, contact Lori Hoffnagle at [l\\_hoffnagle@yahoo.com](mailto:l_hoffnagle@yahoo.com)



HOST A WATCH  
PARTY AT YOUR  
LOCATION!  
Livestream Event



# THE TIDE

## End of Year Celebration

Celebrate God's work around the world in 2024!

WEDNESDAY  
DECEMBER 11 2024  
7 PM EASTERN

Take a virtual trip around the world with Director Don Shenk and hear directly from some of The Tide 'Boots on the Ground' partners in various countries.



[thetide.org/events](https://thetide.org/events)



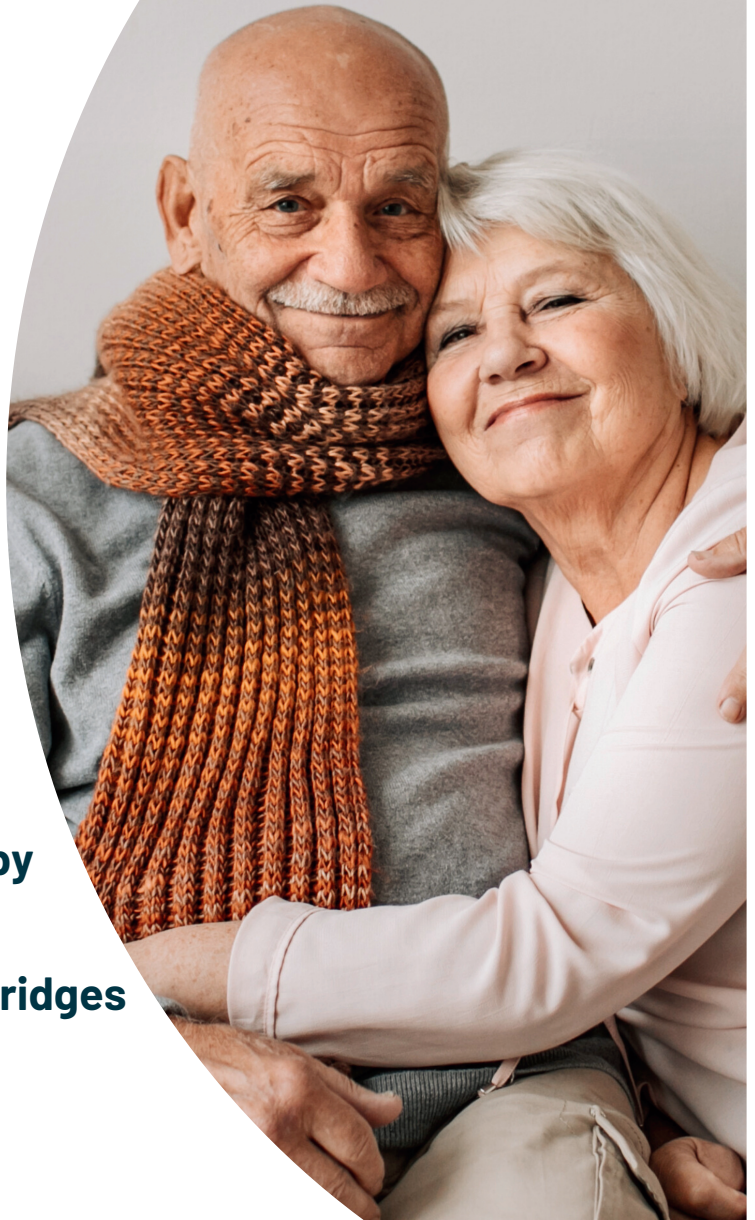
**SPECIAL OFFER FOR OUR MECHANICSBURG NEIGHBORS**

# MOVING MADE EASY

WITH OUR EXCLUSIVE PARTNERSHIP



The *Bridges*  
at Bent Creek  
PERSONAL CARE • MEMORY CARE



## COMPLIMENTARY SERVICES

- ✓ Move Management by PA Move Managers
- ✓ Full-Service Moving by Spirit Movers
- ✓ Expert Apartment Setup by PA Move Managers
- ✓ Details managed by The Bridges
- ☎ Call to Get Started Today!  
(717) 620-0350

📍 2100 Bent Creek Blvd, Mechanicsburg, PA 17050

🌐 [BridgesAtBentCreek.com](https://BridgesAtBentCreek.com)



CANNOT COMBINE WITH ANY OTHER OFFER. RESTRICTIONS MAY APPLY.  
LOCAL MOVES ONLY. MOVE IN BY 12/31/24.

# VOLUNTEER TO HELP WORKING FAMILIES AND INDIVIDUALS

Fall 2024

Help provide free tax preparation to low- and moderate-income families through United Way of the Capital Region's Money in Your Pocket (MIYP) program. You'll help ensure working families in our community claim all available tax credits while saving them the cost of high tax preparation fees and refund anticipation loan interest rates.

- **No previous experience necessary** - returns are prepared with easy-to-use computer software.
- **Learn a valuable skill** - volunteers receive IRS tax training and certification, which can help volunteers in both their personal and professional lives.
- **Make a big impact** - you can help a family receive thousands of dollars in Earned Income Credits and Child Tax Credits, which are the nation's largest anti-poverty programs.
- **Flexible enough for any schedule** - volunteer days, nights or weekends at one of 17 tax prep sites within our footprint of Cumberland, Dauphin and Perry counties. Most volunteers work one day a week during tax season (late January through mid-April). Some remote opportunities will be available.
- **Other ways to volunteer** - you can also serve as a greeter, screener, local tax preparer or translator at one of our tax sites. These positions do not require any tax preparing.



## MIYP HIGHLIGHTS since 2003...

- 73,562 federal returns filed
- \$78.7 million returned to our community
- \$23,000 – average annual income for clients receiving service
- \$14.7 million saved in tax preparation fees (based on average cost of \$159 per return)
- 17 sites in Dauphin, Cumberland and Perry counties
- 1 site through a partnership in Mifflin and Juniata counties

### For More Information

Contact Heidi Neuhaus at [hneuhaus@uwcr.org](mailto:hneuhaus@uwcr.org) or call 717.724.4055.



## VOLUNTEER INFORMATION SESSIONS

The following sessions will be held virtually:

- Thursday, October 3  
noon - 1 p.m.
- Tuesday, October 8  
6-7 p.m.
- Wednesday, October 16  
6-7 p.m.
- Tuesday, October 22  
6-7 p.m.
- Wednesday, October 30  
6-7 p.m.
- Thursday, November 7  
noon - 1 p.m.
- Tuesday, November 12  
6-7 p.m.
- Monday, November 18  
6-7 p.m.
- Wednesday, November 20  
noon - 1 p.m.
- Tuesday, November 26  
6-7 p.m.

The following session will be held in person:

- Tuesday, November 19: 6-7 p.m.  
Tri County Community Action, 1514 Derry Street, Harrisburg

Sign up online at: [bit.ly/miyp-info-sessions](https://bit.ly/miyp-info-sessions)

Questions? Contact Heidi Neuhaus at [hneuhaus@uwcr.org](mailto:hneuhaus@uwcr.org) or call 717.724.4055.

## COALITION PARTNERS

- United Way of the Capital Region - Lead Agency
- Belco Community Credit Union
- Bosler Memorial Library
- Central Pennsylvania Food Bank
- Citizens Bank
- Code For America/Get Your Refund
- Dickinson College
- Employment Skills Center
- First Christian Church of Lemoyne
- Market Square Presbyterian Church
- Messiah University
- Middletown Public Library
- Midwest Food Bank
- Mifflin-Juniata Human Services
- New Hope Ministries, Inc.
- Penn National Insurance
- Penn State Dickinson School of Law
- Perry County Literacy Council
- PNC
- The Professional & Educational Empowerment Center
- Shippensburg University
- Tri County Community Action
- Truist Foundation
- United Way of Carlisle and Cumberland County
- U.S. Department of Treasury, Internal Revenue Service
- Widener University Commonwealth Law School



# UPMC

## LIFE CHANGING MEDICINE

### UPMC to Host Virtual seminar

#### Comprehensive Guide to Chronic Kidney Disease and Transplant Options

Gain a better understanding of chronic kidney disease from the UPMC Transplant Services team, including who is eligible for a kidney transplant and the differences between kidney donation from living and deceased donors.

- o Virtual
- o Wed., Dec. 11, 6:30 p.m.
- o To register, visit [UPMC.com/VirtualEvents](https://UPMC.com/VirtualEvents) or call 717-231-8900.



# The Tide<sup>®</sup>

## Your Soles ~ Their Souls Shoe Drive Fundraiser



[thetide.org/shoes](http://thetide.org/shoes)



## SEEKING 2025 COLLECTION SITES

**IMPACT** • Literacy Classes in India  
• Microbusiness in Developing Countries

Contact The Tide office at  
717-264-7288 or  
[events@thetide.org](mailto:events@thetide.org)  
to place a community collection box at your church or business location.

**SPONSORED BY:**   
Storage Solutions  
717-377-3994  
[getcubesstorage.com](http://getcubesstorage.com)

Special thanks to  
Cubes of  
Chambersburg for  
their sponsorship!

- ✓ Insulated & Secure
- ✓ Lights & Electric

- Starting at \$139/month  
- Unit sizes up to 20'



## Department of Labor (DOL) Overtime Exemption Rule Thrown Out

We're writing to inform you of a significant development regarding the Department of Labor's (DOL) 2024 Final Rule on exempt employee salary thresholds. On November 15, 2024, a federal court in Texas ruled that the DOL exceeded its authority with the rule increasing the minimum salary for exempt employees. As a result, the changes that took effect on July 1, 2024, are no longer valid. The additional increase that was scheduled for January 1, 2025, and the automatic three-year increases have also been nullified.

### Key Details

- **Minimum Salary Requirements:** The minimum salary threshold for most executive, administrative, and professional (EAP) employees reverts to \$684 per week (\$35,568 annually), instead of the \$844 per week (\$43,888 annually) under the now-vacated rule.
- **Highly Compensated Employees:** The minimum remains at \$107,432 annually rather than increasing to \$132,964.

### Next Steps for Employers

1. Employers may roll back salary adjustments made to comply with the July 1 increase and halt any plans for the January 1 update. However, retroactive pay reductions or changes in employee classification are not permitted.
2. Communicate any salary or classification changes to affected employees in advance, adhering to applicable state and local notice requirements.
3. Consider potential morale impacts and ensure transparency about the reasons for any changes to avoid misunderstandings.

If you have any questions or would like to discuss the impact of these changes on your business, please do not hesitate to contact us.

930 Century Dr, #104  
Mechanicsburg, PA 17055  
717-697-2900  
[www.troutcpa.com](http://www.troutcpa.com)