

Ohio Matters

An Official Publication of *The Ohio Chamber of Commerce*

GET INFORMED. 1

Find a problem, solve it

Legislative reception

Lima/Allen County Chamber recognized

SHARE SUCCESS. 4

OSHA has arrived — with camera and clipboard

How to report unclaimed funds

New Ohio Chamber board members

ResultsOHIO pays for results

OhioMeansJobs.com

Walters named new chamber chair

STAY CONNECTED. 6

Member spotlights

New members

Employee spotlights

Educating Ohio employers

FIND A PROBLEM, SOLVE IT

Daymond John, “The People’s Shark” from ABC’s hit show *Shark Tank*, was the keynote speaker at the 126th Ohio Chamber Annual Meeting. In a fireside chat setting, former Chairman of the Ohio Chamber Board of Directors Linda Hondros asked John questions about becoming an entrepreneur, being on *Shark Tank* and sharing his business expertise to those just starting out.

John says that growing up in Hollis, Queens, New York, the successful people who looked like him were either in sports or the music industry.

“I couldn’t sing, couldn’t rap, couldn’t dance, couldn’t produce, but I saw the need for a specific uniform for those in the music industry,” he says.

The problem he saw was that no clothing designers were supporting young rappers, so he started the clothing company FUBU.

“I felt that there was a customer that had a problem, and I needed to solve it,” he says.

He had tried other business ventures before, fixing up old cars at 17 and selling them, but only doing it for the money. He planned to be a millionaire at 21 but ended up working at Red Lobster at 18.

“I know now if you try things strictly for the money, you are going to end up in the wrong place or spending it immediately because you think that’s your reward,” he says.

When he founded FUBU, he did so because he had a passion for solving a problem for his customer. Establishing his own clothing line didn’t come easy, though. He opened it in 1989 but had closed it three times



by 1992 because he ran out of capital. However, the losses weren’t large enough to deter him.

“Many small businesses fail because of overfunding; they start off with a big loan, and when they fail, they can’t recover,” he says. “When I was ready to scale back up, I had made my mistakes. I knew my customer, I knew what I was weak at, I knew my assets, liabilities, inventory — everything. My failure was necessary.”

His success led him to become a mentor and consultant for others — including the Kardashian sisters — which led him to *Shark Tank*.

“I had gotten to a place in my life where I wanted to dedicate my time to educating entrepreneurs as to what they would find out there,” he says.

MENTORING ENTREPRENEURS

John says, yes, the “Sharks” really are investing their own money in companies. He has between 60 and 70 businesses he has invested in from *Shark Tank*, including Bombas socks, MVMNT watches and Bubba’s-Q boneless ribs in Avon, Ohio. The show receives about 40,000 applications for each series; the producers see 1,000, the Sharks see 200 and 100 make it on the show. Each pitch can be hours long, edited down to a few minutes, and there are no second takes.

He says he is drawn to companies with a cause or story.

“Twenty years ago, it wasn’t big to have a company story,” he says. “Customers today want to help, they want to know your story. I want to invest in a company that has a history of giving.”

That company story is now told through social media channels, which John calls a free, online focus group. He says various social media platforms address different audiences.

“If you are on LinkedIn, you need to speak like you are wearing a business suit,” he says. “Facebook is a family barbeque. Twitter is like you are hanging out in the streets. And if you are on Instagram, you are the funny

kid hanging out in the park. You have to converse appropriately with your audience.”

He also has a warning to those using social media: Review what you are posting.

“Companies are now doing background checks and checking people’s social media like a credit report,” he says, adding that employers can search job candidates’ social media posts for certain words or actions, and a job can hinge on what the jobseeker has posted.

And to employers, he advises asking this question of potential hires.

“Ask how they describe themselves in two to five words,” he says, giving the examples of Nike’s “Just do it” and White Castle’s “What you crave.” The description of himself in two to five words? “I’m on a quest.”

After the one-on-one, John heard pitches from three companies selected from 11 nominated by local chambers or Ohio Chamber members. The companies nominated were:

- Backroom Coffee Roasters, nominated by the Westerville Area Chamber of Commerce

Continued on page 3

*You want to hear
from top-name speakers.*

*WE HOST NATIONALLY
RECOGNIZED EVENTS.
WE'RE ALL FOR OHIO.*

A special thank you to all of our sponsors,
nominated companies and attendees for helping us
make the 126th Annual Meeting & Legislative Reception
such a huge success!

Thank You Sponsors

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FIND A PROBLEM, SOLVE IT

Continued from page 1



- Banzo Foods, nominated by the Erie County Economic Development Corp.
- citizenAID North America, nominated by the Hilliard Area Chamber of Commerce
- CleanTurn, nominated by an Ohio Chamber member
- EmpowerBus, nominated by the Columbus Chamber of Commerce
- Flipside VR LLC, nominated by the Eastern Lake County Chamber of Commerce
- Lake Innovative Products, nominated by the Eastern Lake County Chamber
- Magic Mirror, nominated by the Gallia County Chamber of Commerce
- Rare Active, nominated by The Entrepreneurs Center, partner of Dayton Area Chamber
- Signature Look Boutique, nominated by the Ottawa Area Chamber of Commerce
- The Nest Coworking, nominated by the Westerville Area Chamber of Commerce



and interior demolition services using workers who deserve a second chance. Lake Innovative Products has created a “fuel-loc-box” to securely and safely store gasoline and propane. Rare Active created a functional and fashionable “jacket for your legs,” otherwise known as active wear pants that can be put on without taking off your shoes.

After hearing the pitches and providing individualized feedback, John said that all of the companies solved a problem, exactly what businesses do to succeed.

For more information on Daymond John’s Shark Guide, text SHARKGUIDE to 44222. 🐋

CleanTurn, Lake Innovative Products and Rare Active were selected to present. Columbus-based CleanTurn revitalizes commercial and residential spaces through professional cleaning

PICTURES FROM OUR LEGISLATIVE RECEPTION



LIMA/ALLEN COUNTY CHAMBER OF COMMERCE RECOGNIZED FOR ADVOCACY EFFORTS

During our 2019 Ohio Chamber Annual Meeting, the Ohio Chamber’s Chamber Action Alliance (CAA) awarded the Lima/Allen County Chamber of Commerce the 2019 Leadership in Grassroots Excellence Award for its extraordinary efforts and commitment to advocating on behalf of Ohio businesses. The Lima/Allen County Chamber was recognized for its continuous efforts in informing its membership on key issues impacting Ohio’s business climate through direct advocacy to legislators, dynamic programming on issues that are important to the business community and actively participating in Ohio Chamber Action Alliance priority initiatives.

The CAA is the statewide grassroots advocacy coalition of Ohio chambers of commerce coordinated by the Ohio Chamber. The CAA determines statewide policy issues facing the business community, educates and empowers pro-business advocates to take action and champions a business-friendly climate throughout the state of Ohio. Every year, the CAA selects one local chamber that exemplifies the purpose of the CAA and awards the Leadership in Grassroots Excellence Award.

This past year, the Lima/Allen County Chamber helped educate its members on State Issue 1, the flawed proposal to amend Ohio’s Constitution to reduce penalties for crimes of obtaining, possessing and using illegal drugs. It also promoted Get Out the Vote campaigns, took positions on business-related bills and shared legislative information with its members through email and social media.



“We have always been able to rely on the Lima/Allen County Chamber to educate its members on the actions impacting businesses at the Statehouse,” says the Ohio Chamber’s Director of Political and Grassroots Programs Anthony Lagunzad. “The Lima/Allen County Chamber is a leader in Ohio in issue advocacy and is well deserving of this recognition.”

Sen. Matt Huffman and State Rep. Bob Cupp presented commendations to honor the Lima/Allen County Chamber. 🐋

OSHA HAS ARRIVED – WITH A CAMERA AND CLIPBOARD

It's a normal Friday morning. About 9 a.m. you are notified that a visitor has arrived in HR. It is an OSHA inspector. What do you do if an OSHA inspector shows up to your workplace? Here are some tips to be prepared.

Be aware that despite the appearance of an "employer-friendly" administration, OSHA has continued to issue significant penalties to employers throughout Ohio since the end of 2017. Most recently, OSHA issued over \$1 million in penalties to a metal heat treatment plant in northwest Ohio.

OSHA HAS A RIGHT TO INSPECT YOUR WORKPLACE

It is highly unlikely that you will ever have advance notice of an OSHA inspection. Technically, OSHA cannot enter private premises for inspection purposes unless it first obtains the employer's consent or a valid warrant authorizing the inspection. Most inspections are based upon an employer's consent and, if you believe it is best for OSHA to obtain a warrant prior to entering your workplace, it is recommended you seek legal counsel to assist you in that request.

Prior to OSHA showing up, you should have a plan as to what happens when OSHA arrives. It is important to have your team in place and for everyone to know their roles. Pick a team that includes members of management from HR, operations, safety, maintenance and other departments. Have a back-up person in case someone is out. Determine if the company wishes to have an employee representative available to participate in the inspection (if nonunion).

Once the team is in place, make sure that each member has specific roles to perform during the inspection, e.g., one person takes pictures, one person takes notes, one person takes samples, etc.

REMEMBER THE BASIS OF OSHA'S INSPECTION ABILITIES

- Always request the OSHA compliance officer's credentials.
- Always escort the compliance officer into a conference room away from the work site for the opening conference.
- Always ask for the specific reasons for the inspection.
- Although you cannot ask for the identity of the employee who filed a complaint with OSHA, you should be shown the complaint with the name of the complainant redacted.

THE OPENING CONFERENCE

- The inspection is an evidence-gathering expedition.
- The compliance officer should explain the purpose of the inspection — imminent danger, a complaint, a fatality, an amputation, a hospitalization, or to conduct a programmed health or safety inspection.
- The compliance officer should explain the scope of the inspection — private employee interviews, physical inspection of the workplace and records, environmental testing, and video and still pictures.
- If a union represents employees, the compliance officer will request that a union representative be brought in to fulfill the role of the employee representative; otherwise, the compliance officer will interview employees generally.
- Make sure the compliance officer has all PPE necessary and is informed of any hazards.
- Identify trade secrets to the compliance officer and ensure he or she has proper clearance to enter restricted areas.



- The compliance officer will make document requests at this time and throughout the course of the inspection. Often, requests for documents and files will be made even after the inspection but prior to the issuance of citations.

THE INSPECTION

- Always accompany the compliance officer and ask questions.
- Always accompany the compliance officer equipped with a camera and/or video camera to take still pictures or video side-by-side with the inspector.
- If the compliance officer collects samples, such as soil, air, or other materials, collect your own samples, too.
- Never agree with a statement of violation by the compliance officer.
- Train management, including supervisors, that when OSHA is inspecting, it is there to gather evidence for violations, not consult the company to improve safety.

- Take extensive notes.
- Sit in on the compliance officer's interviews with management personnel.

THE CLOSING CONFERENCE

- Always have a closing conference to find out what the compliance officer expects in the citations.
- However, what the compliance officer says in the closing conference is not binding.
- Take extensive notes.

CITATIONS

- You have 15 working days from the date of receipt to contest citations.
- You are offered the opportunity to have an informal conference with the OSHA area director. This is not a requirement. It is unlikely that OSHA would be willing to withdraw citations at an informal conference; more often than not, these are used to obtain a penalty reduction or payment plan. It is recommended that you seek legal counsel if you intend to contest the citations.

Following these tips will help ensure that you do not get off track when OSHA suddenly arrives at your workplace. However, if an inspection occurs due to a fatality, hospitalization and/or amputation, it is highly recommended that you seek legal counsel to assist you throughout the inspection process. Inspections as a result of those incidents will more than likely lead to citations against the company with significant monetary penalties and may involve the company providing a root cause analysis for the incident.

OSHA penalties continue to increase year after year, and all companies should be aware that OSHA penalties are not an insurable risk. 🚩

HOW TO REPORT UNCLAIMED FUNDS

Submitted by the Ohio Department of Commerce, Division of Unclaimed Funds

The Ohio Department of Commerce, Division of Unclaimed Funds, reunites Ohioans with their hard-earned money, and businesses play a vital role in completing this important duty. Simply put, the more unclaimed funds reported to the division, the more funds the division can return to citizens.

Those funds can include a bank account, an uncashed check or undelivered stock certificates, and the division connects holders of funds to those who rightfully own them. For further information on Ohio reporting requirement laws, refer to <http://codes.ohio.gov/orc/Search/169.01>. The goal of the division in 2019 is to collect and return more unclaimed funds than in previous years through increased outreach to businesses around the state and by educating consumers on how to claim their funds.

Many individuals are unaware they have missing funds because some businesses do not report the funds to the division. This is why the division wants to increase awareness to

business owners of how imperative they are in the process. Imagine holding on to a \$5,000 check, and the recipient was unaware. Now think about the impact a business owner could have on an individual's life once the division reconnects that person with the check.

Reporting unclaimed funds is not tedious, and the division has excellent support service staff willing and wanting to guide business owners through the simple steps to return funds to the state. If a business does not have funds to submit, it simply must check a box on a Negative Report, which can be easily accessed on the division's website, www.com.oh.gov/unfd. The division takes pride in every claim processed, and staff strive to make a positive impact on the lives of hard-working Ohioans.

If you as business owners have questions regarding the process of submitting unclaimed funds, contact the division at (614) 466-4433 or unfdclaims@com.state.oh.us. 🚩

NEW MEMBERS ELECTED TO OHIO CHAMBER OF COMMERCE BOARD OF DIRECTORS

As with all associations, the quality and commitment of the volunteer leadership are critical to its success, and we all appreciate the willingness of these individuals to serve. Each year, we elect new members to our board of directors. Below is the list that was voted on at our May 8 Annual Meeting. Board members serve three-year terms and are eligible for re-election after their initial term.

NORTHWEST

Lois Rosenberry, Children's Discovery Center, Maumee
Karma Thomson, Marathon Petroleum Co. LP, Findlay

NORTHEAST

Christopher Pherson*, Heritage Thermal Services, East Liverpool
Jeffrey Walters, CBIZ Accounting & Tax Advisory Services, Akron

SOUTHWEST

Robert Baxter, Mercy Health, Lima
Rex Elsass, The Strategy Group for Media, Delaware

SOUTHEAST

Charles Sulerzyski, Peoples Bancorp Inc., Marietta
Joe Watson, Petland Inc., Chillicothe

CENTRAL

Jan Bans, AT&T, Columbus
Thomas Zaino, Zaino Hall & Farrin LLC, Columbus

AT-LARGE

Johnni Beckel, OhioHealth, Columbus
Jason Birney*, Penn National Gaming Inc.

COLUMBUS

Candice Carlyon*, FedEx Custom Critical, Inc., Uniontown
Everett Gallagher, Abercrombie & Fitch, Columbus
Brian Hicks, Hicks Partners, Columbus
Linda Hondros, Hondros Family of Companies, Westerville
AJ Miller*, UnitedHealthcare of Ohio, Dublin
Donnie Moore*, Gulfport Energy, St. Clairsville
Eric Roegner*, Amcor Rigid Plastics, Columbus
Robert Wentz, C.P.A.*, Wyandot Inc., Marion

**Denotes a new board member.*

By Ohio Treasurer Robert Sprague

PAYING FOR RESULTS

Ohio is at a crossroads. We've made great progress over the last several years in tackling some of our biggest challenges, but it's clear there's much more work to do. Our state continues to be ground zero for issues like infant mortality and addiction. Jobs are going unfilled by applicants who can't pass drug tests, holding back Ohio's economy. Even worse, lives are being lost and it's costing Ohioans billions of dollars across a multitude of services, including health care, schools, jails, businesses and more.

So why am I, the state treasurer, talking about these issues? Because I believe the treasurer's office is well-positioned to assist stakeholders and policymakers in addressing these challenges head on.

Too often, when we see a problem like addiction tearing apart our communities, policymakers rush into conference rooms in Columbus and work out one-size-fits-all government solutions aimed at fixing the issue. But rarely does this work. Instead, taxpayer dollars are spent on more failing programs that place Ohio even further away from identifying real solutions to very real problems.

Columbus cannot and should not quarterback these solutions. It has to be done at the local level, by the people on the ground. Policymakers in Columbus instead should focus their efforts on producing results rather than providing services.

It's time for us to turn to a new financial tool that uses the expertise of Ohio's private and philanthropic sectors. In March, I partnered with Sen. Steve Wilson and Rep. Don Manning to introduce legislation to create the innovative new ResultsOHIO fund. The fund will support "pay for success" initiatives that ensure Ohio's taxpayer dollars are only spent on programs and initiatives that have proven to be effective. Here's how it works.

GETTING RESULTS

A persistent social or public health challenge, such as heroin addiction, is identified by lawmakers. A private sector entity steps forward with its proposal to tackle the problem. The private entity and the state of Ohio then develop agreed-upon metrics that — at the initiative's conclusion — will be used to determine if the initiative has succeeded in producing positive results, like reducing overdoses and improving treatment options.

If the initiative has, in fact, met or surpassed the predetermined metrics, the ResultsOHIO fund will reimburse the private sector partner for all costs associated with the administration of the project. But if the metrics are not met, the private entity absorbs all costs, and not a single taxpayer dollar is spent.

Through the ResultsOHIO model, any public policy challenge that has a measurable outcome of success may be addressed. ResultsOHIO does not create any new debt, it is not a new form of public assistance, and it stops putting hard-earned tax dollars behind failed government-run programs.

This approach is fairly new, but the time is right for Ohio to be on the cutting edge. Through ResultsOHIO, we can create a smarter government and end the cycle of bankrolling failed programs. Now is the time to only pay for programs that work; our state's future is depending on it. 📌

ResultsOHIO does not create any new debt, it is not a new form of public assistance, and it stops putting hard-earned tax dollars behind failed government-run programs.

OHIOMEANSJOBS.COM

Enhanced employer tools available

The first of several planned enhancements to OhioMeansJobs.com went live on April 12, making it easier for employers to post jobs and manage candidate searches. Employers can now:

- Save and repost job openings with just a few clicks
- Access a library of pre-written job descriptions
- Easily edit and format their job descriptions
- Set up automatic questions to screen applicants
- View metrics of their searches and posts via a new dashboard feature

"Other job boards charge for these services, but at OhioMeansJobs.com they are free," says Kimberly Hall, director of the Ohio Department of Job and Family Services, which manages the website. "These are just the first of many website enhancements set to roll out over the next year that will make it easier for Ohio's employers to identify individuals with the skills they need to be successful."

Also as of April 12, employers will need to register an account to post jobs. In the past, they had to register to search resumes but not to post open positions. Registration takes just a few minutes and requires only a state and federal tax ID number. Jobs already posted on the site will remain posted until they expire (typically, 90 days). This change is expected to reduce the number of "scam" job postings.

At any given time, OhioMeansJobs.com lists millions of resumes with advanced filtering tools that allow employers to quickly narrow down many resumes to the most promising ones. Last year, the website had nearly 3 million unique visitors, and employers used it to conduct more than 300,000 resume searches.

Employers can use the website to:

- Post job opportunities
- Easily save resumes of potential candidates
- Find career fairs, workshops and other events in their area
- Research wage trends, economic indicators and demographic data
- Learn about employee training, tax incentives and other state and federal programs that can help their business grow

- Learn about hiring and/or making accommodations for employees with disabilities
- Designate themselves a military-friendly employer and find skilled veteran candidates for jobs
- Request one-on-one help posting jobs and screening resumes, through the website's Business Support Center

The Ohio Department of Job and Family Services operates OhioMeansJobs.com in partnership with Monster.com, and all services for both employers and individuals are free.

Employers can also visit their local OhioMeansJobs centers for one-on-one assistance. The centers can help with all of the following and more.

- Organizing a job fair or mass recruitment
- Performing skill assessments and prescreening candidates
- Establishing an apprenticeship or internship program
- Connecting with educators and job training programs
- Applying for training programs, hiring incentives and tax credits
- Using on-site conference rooms and computer labs for interviews and assessments

For more information, employers can call (888) 385-2588, email employerassistance@jfs.ohio.gov or contact their OhioMeansJobs center directly. To find the nearest OhioMeansJobs center, visit jfs.ohio.gov/ county, or click on the "OhioMeansJobs Centers" icon at OhioMeansJobs.com.

For individuals, a OhioMeansJobs.com mobile phone application allows them to apply for jobs 24/7, sign up for alerts and search more than 100,000 job openings at any given time. OhioMeansJobs.com also has a resume builder and rater, a budget calculator, free online assessments, trainings, and GED and college entrance practice tests, and special sections for veterans, college students, younger students, unemployment claimants, workers with disabilities and restored citizens. 📌



WALTERS NEW CHAIRMAN OF THE OHIO CHAMBER OF COMMERCE BOARD OF DIRECTORS

Jeff Walters has been installed as the new chairman of the Ohio Chamber of Commerce Board of Directors.

Walters will serve a two-year term as the chairman of the 68-member board.

Walters has been involved in the Ohio Chamber since the 1980s, when he first attended a meeting of the Ohio Small Business Council (OSBC), a committee of the Ohio Chamber, and was asked to become a member of that group representing businesses in the Canton area. In 2000, he was asked to serve as the OSBC chair, which led to a seat on the Ohio Chamber's Board of Directors. His service on the board also includes leadership roles of executive committee member,

treasurer, nominating committee chair and chairman-elect.

"I've enjoyed having an influence on the issues and pieces of legislation that the chamber has been involved with," Walters says. "Having a voice in these matters is where it begins, and I really want to continue the success the chamber has achieved for the last 125 years."

Walters serves as a managing director in the Northeast Ohio offices of CBIZ MHM LLC, one of the nation's leading providers of accounting, tax and business advisory services. His practice includes providing tax, consulting, merger and acquisition, succession planning and other business advisory services to closely held businesses. He has assisted numerous companies in seeking investment capital, tax incentives and

financing alternatives. Walters has over 35 years of experience in working with entrepreneurial businesses, including startup, developmental stage and growth companies.

Besides being involved in the Ohio Chamber, Walters has taken leadership roles in a number of business and charitable organizations and is active in promoting taxation and business issues through advocacy roles in organizations such as the Greater Akron Chamber and Greater Cleveland Partnership. He serves on the College of Business Advancement Council for the University of Akron and the board of directors for organizations including the Greater Akron Chamber and Stark State College.

"Jeff's leadership roles here at the Ohio Chamber have prepared him well to take over as our chairman,"

says the Ohio Chamber's President and CEO Andrew E. Doehrel. "His understanding of business issues, combined with his advocacy work, will be of great benefit to our organization and the members that we serve."

Walters received both his bachelor of science degree in accounting and his master's degree in taxation from the University of Akron and his Juris Doctor from the University of Akron School of Law. He is a member of the Ohio Society of CPAs, Institute of Management Accountants, American Institute of CPAs, Ohio State Bar Association and Akron Bar Association.

The Ohio Chamber of Commerce is a champion for Ohio businesses so that our state enjoys economic growth and prosperity. With over 8,000 members, we have been Ohio's premier business advocate since 1893. 📌

MEMBER SPOTLIGHTS



BOEHRINGER INGELHEIM

Boehringer Ingelheim is one of the world's 20 leading pharmaceutical companies. Since its founding in 1885 by Albert Boehringer in Ingelheim, Germany, the family-owned company has been committed to researching, developing, manufacturing and marketing novel treatments for human and veterinary medicine, as well as biopharmaceutical contract manufacturing. Today it operates globally, with 145 affiliates and more than 47,000 employees.

All of Boehringer Ingelheim's efforts are focused on improving patients' lives. It succeeds by understanding patients' needs and meeting them with innovative medicines and best-in-class engagements, programs and services. As part of research and development activities for innovative drugs, the company focuses primarily on the therapeutic areas of cardiovascular disease, respiratory diseases, diseases of the central nervous system, metabolic diseases, virological diseases and oncology.

Its animal health organization is the second-largest in the U.S., with a portfolio that includes some of the most highly regarded and broadly used vaccines, parasite-control products and pharmaceuticals to help protect pets and livestock.

The company is on a mission to improve lives around the world, and the Boehringer Ingelheim Cares Foundation provides financial contributions to nonprofits that fill unmet needs of patients, families and communities. The foundation also provides medicines to patients across the U.S. and around the world.

Having a presence in Ohio, Boehringer Ingelheim is excited to be part of the Ohio Chamber of Commerce and support the chamber's advocacy for businesses within the community. Learn more about the company at <https://www.boehringer-ingelheim.com/>.

GREY MIDWEST

Creative is in the DNA of one of the Ohio Chamber's newest members, Grey Midwest. This Cincinnati-based digital agency is part of the Grey family, a global advertising and marketing agency founded in 1917. Grey operates in over 90 countries and seven cities in North America; Grey Midwest is the only Grey office in Ohio.

Grey joined the Ohio Chamber in March. It has always considered itself a leader in Cincinnati and wants to expand its ability to affect, influence and help to drive Ohio's creative and innovation presence on a larger stage.

"We believe we have a lot to teach but also a lot to learn from Ohio's leaders," says Executive Director, Client Acquisition Jason Brandt. "Grey Midwest's Famously Effective commerce and performance marketing team continues to grow and evolve ahead of the pace of our industry. We want to help make Cincinnati a creative destination while continuing to build its reputation and capability as a technology and innovative force. We believe the Ohio Chamber will provide us with the

GREY Midwest

access and forum to help us continue to partner with the Cincinnati creative and tech community."

Grey got its start in retail advertising, a foundational building block of the agency. Over the years, it has worked with innovators and leaders in that category and is a recognized leader in the digital/mobile space. It continues to innovate to meet the needs of how platforms and devices fit into people's lives.

The company's social capabilities also continue to grow. Among its most successful integrated end-to-end efforts was a rapid response center for Coca-Cola that delivered full-service, real-time social marketing across Facebook, Twitter Instagram, YouTube, Snapchat, Pinterest and localized media to best work within the right digital channels.

These capabilities have helped Grey Midwest create incredible relationships with its client partners, which include Conagra, Essilor, McCormick, Mars, P&G and Royal Canin. To view its work, visit <https://www.grey.com/midwest>.

PENN NATIONAL GAMING



Penn National Gaming Inc. is a respected leader in the gaming and racing industries. While gaming is a relatively new industry in Ohio, Penn National Gaming strives to be a valued business partner and ethical role model within the business community.

Since being founded in 1994, it has grown from its headquarters in Wyomissing, Pennsylvania, to facilitating 40 properties across 18 states — including four in Ohio with 2,434 team members — with an additional corporate presence at its Las Vegas Service Centers. The properties include casinos, racinos and racetracks.

Its Ohio presence led it to membership with the Ohio Chamber of Commerce.

"It was crucial to us to ensure we were a member of the business community to share knowledge of our business and gather support, as well," says Jason Birney, vice president and general manager of Hollywood Casino Columbus.

Birney says the company is excited to network and support the Ohio Chamber's efforts toward business advocacy.

Visit <https://www.pngaming.com> or <https://www.linkedin.com/company/pennnationalgaming/>.

NEW MEMBERS

We welcome new members to the Ohio Chamber of Commerce! These companies joined the Ohio Chamber between Feb. 22 and May 7. We look forward working with all of these companies that are #AllforOhio!

1Tree Inc., West Chester
330 Dustless Blasting LLC, Wadsworth
80 Acres Urban Agricultural LLC, Cincinnati
Accudoc Inc., Batesville
Adisys Corp., Bellevue
Adkins Disposal Service LLC, Newark
Aerial Brothers Communication Construction, Cincinnati
Allied High Tech Products Inc., Rancho Dominguez, CA
Altamira Technologies Corp., McLean, VA
Amcor Rigid Plastics, Ann Arbor, MI
Amireh Western LLC, Toledo
Anderson Smile Center Reddy Inc., Cincinnati
Antenen Robotics LLC, West Chester
Applied Sciences Inc., Cedarville
Architectural Door Systems LLC, Cincinnati
Arrowhead Outdoor Services LLC, Wooster
Ashland Chiropractic Center Inc., Mansfield
Aspire P16 Collaborative, Springfield
Astelier Fine Homes LLC, Beavercreek
Austin Master Services LLC, Pottstown, PA
Avalon Park LLC, Columbus
Beechmont Dental Dr. Patel Inc., Cincinnati
Beer Transport LLC, Mansfield
Belmont Solids Control LLC, Lisbon
Bev & Troy's Corner Market LLC, Springfield
Blakely Electric, Warren

Blueline Classics LLC, North Royalton
Bluestream Professional Services LLC, Fairbault, MN
Brannon Contracting & Maintenance Services LLC, Duncan Falls
Brian Bachman Electric Inc., Cleves
Broadview Group International LLC, Brookpark
Building Blocks Therapy LLC, University Heights
Burford's Tree LLC, Willow Grove, PA
Cam Group USA Inc., Hilliard
Capital City Periodontics and Oral Implantology, Columbus
Capitol Advocates, Columbus
Certified Pressure Testing LLC, Houston, TX
Challenge Unlimited Inc., Alton, IL
Chasteen Aviation Inc., Portsmouth
Chestnut Oak Construction LLC, Heath
Cheyann Builders, Fremont
Christian Assembly Church, Richmond Heights
CIB LLC, Columbus
Civic Inc., Cincinnati
Cleveland Crating Inc., Cleveland
Cleveland Industrial Group Inc., Cleveland
Clough Pike Veterinary Clinic Inc., Batavia
Collaborant Group Ltd, Garfield Heights
Columbus Corporate Wellness LLC, Columbus
Combined Worksites | A CHUBB Company, North Canton

Compel Fitness Management, LLC, Seven Hills
Consumer Choice Marketing LLC, Toledo
Cooper Smith, Toledo
Cornerstone Plumbing and Remodeling LLC, Salem
Crete Fashions for Men, New Philadelphia
Crossroads Group, Richfield
Crowe's Cabinets Inc., Poland
Dayton Family Practice Inc., St. Clairsville
Deep End Properties LLC, Columbus
Denali Protective Service Inc., Howard
Dennis Seaman Co. LPA, Cleveland
DiFranco Contractors Inc., Chardon
Dillons Outdoor Solutions Inc., Carroll
Dills Fire & Safety Equipment Co. Inc., Ravenswood, WV
DLH Therapy Services Inc., Conneaut
Edgell -Groover Hardware Inc., Gahanna
Euphoria Vapor, Middleburg Heights
Eustis Cable Enterprises Ltd, Brookfield, VT
Ever Rank Plastic Inc., Massillon
Eyc Usa Inc., Braintree, MA
Fielitz Corp., Archbold
First Baptist Church, Findlay
Fitz Girls LLC, Norwalk
Fuller Drywall LLC, Crestline
Gallardo Family Animal Hospital, Milford
Generations Behavioral Health Youngstown, Youngstown

Gentle Caring Dentistry of Fremont Ohio, Ann Arbor, MI
Georgetown Condominium, Akron
Gibson Technical Services Inc., Canton
Goldwires Gardens LLC, Cincinnati
Grey Group, Cincinnati
Gursaran S. Shoker, W. College Corner, IN
H And S Excavating LLC, Urbana
Hamilton Christian Center, Hamilton
Haynes Enterprises Inc., Alvarado, TX
Helping Appalachian Rural Peoples, Caldwell
Hill Forklift Repair LLC, Bryan
Home & Family Concierge LLC, Sunbury
Hyde Park Center for Older Adults, Cincinnati
International Conveyor & Rubber LLC, Blairsville, PA
Jared Sack Lawn Care Inc., Jefferson
JC Doughgirls Ltd., Napoleon
JCC2 Inc., Willowick
Jeff Johnson & Co. LLC, Columbus
JMC Logistics LLC, Trenton
John A. Amburgey, Ada
John's Auto Repair, Marietta
JWW & Sons Transport LLC, Newark
K.E.S. Industrial Services LLC, Canal Winchester
Kamoh Enterprises Inc., Dayton
Kip Larcomb, Bexley
Koalacj LLC, Columbus

EMPLOYEE SPOTLIGHTS

TONY LONG

Tony Long is the Ohio Chamber's new director of tax and economic policy. He previously worked for Honda in the Law Division and the Ohio Department of Taxation in the Legal Division. He and his wife, Shannon, have three children, Mackenzie, Sophia and Andrew. He earned his bachelor's degree in philosophy at Mount Union College and got his juris doctorate degree from Toledo Law.



1. **Do you have pets?** Two dogs, rescue beagle and a Lab
2. **Where did you grow up?** North of Cincinnati in Monroe
3. **What do you do when you are not working?** Cook, listen to live music and play soccer
4. **What is your favorite quote?** "Be yourself; everyone else is already taken." - Oscar Wilde
5. **If you could have dinner with two people, living or dead, who would they be?** Joan of Arc and John Coltrane
6. **What has been the most significant change in society during your lifetime?** The development of the internet and the new communication tools developed from the internet
7. **Where is your favorite place to dine out?** Scali Ristorante in Reynoldsburg
8. **Where is your favorite place to vacation?** Germany
9. **Do you have a secret family recipe?** Gumbo

JUSTIN BARNES

Our new executive director for the Ohio Chamber's Research Foundation is Justin Barnes. Previously, he worked as federal liaison for the Office of Gov. John Kasich and spent six years on Capitol Hill with Rep. Steve Stivers in roles involving policy and procedure. He has eight siblings — three stepbrothers and four stepsisters. He graduated from The Ohio State University with a degree in political science.



1. **Do you have pets?** A chocolate lab puppy named Chester
2. **Where did you grow up?** Northwest Ohio and in the Lansing, Michigan, area
3. **What is your favorite part of your current job?** The camaraderie and the welcoming spirit from everyone has made me feel very fortunate to be part of such a great team.
4. **What do you do when you are not working?** Cook, relax at home with family and friends (and the pup), exercise and enjoy my hobbies when I can, including finding new ways to spoil a good walk on a golf course.
5. **Who is your hero?** My parents. Both have demonstrated and instilled in me that dedication and a strong work ethic can lead to success.
6. **What has been the most significant change in society during your lifetime?** Methods of interpersonal communication – from landlines and faxes to email and instant messaging to social media and cellphones
7. **Where is your favorite place to dine out?** I love a good Italian meal, but my guilty pleasure is Raising Cane's.
8. **Where is your favorite place to vacation?** Anywhere – I love to travel. A major highlight was my trip to Dublin, London and Belgium in 2012.
9. **What is one thing most people don't know about you.** I enjoy photography and love finding interesting subjects to snap photos of when I travel.

ANTHONY LAGUNZAD

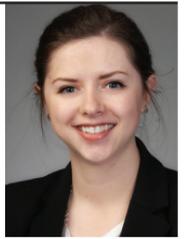
Our new director, political and grassroots programs is Anthony Lagunzad, who started at the Ohio Chamber April 1. He and his wife, Emma, live in Worthington. He graduated from The Ohio State University with a degree in public affairs through the John Glenn College of Public Affairs. Before coming to the Ohio Chamber, he was the public affairs specialist for a North American HVAC distribution trade association. Here's more about him.



1. **Do you have pets?** A Dachshund/Mini Pinscher mix named Apollo
2. **Where did you grow up?** Cleveland, born and raised
3. **What is your favorite quote?** "You miss 100 percent of the shots you don't take." -Wayne Gretsky, Michael Scott
4. **If you could have dinner with two people, living or dead, who would they be?** Jesus and Muhammad, at the same table
5. **If we asked your family and close friends to describe you in one word, what do you think they would say?** They would say stubborn, but I'm not.
6. **Where is your favorite place to dine out?** Any hibachi Japanese restaurant, but especially if they have egg yolk sauce.
7. **Where is your favorite place to vacation?** While my wife would say anywhere with a beach, my pick is Hocking Hills right here in Ohio. It's also where she said yes.
8. **Do you have a secret family recipe?** Yes, it's a true family recipe called Aunt Stella's Noodles. The ingredients make no sense — it includes flat noodles, cottage cheese and Frosted Flakes..

LILLIAN VAN WYNGAARDEN

Lillian van Wyngaarden has been hired as communications coordinator at the Ohio Chamber of Commerce. A recent journalism and media communications graduate from Otterbein University, her title at the Ohio Chamber is communications coordinator.



1. **Do you have pets?** My orange cat named Toby
2. **Where did you grow up?** Lima, Ohio
3. **What is your favorite part of your current job?** The atmosphere and friendly work environment. It's great coming in and already feeling comfortable and ready to take on anything.
4. **What do you do when you are not working?** I love writing. I also love reading anything I can get my hands on, so I'm always open for book recommendations. I also enjoy watercolor painting, running, exploring the city and going to concerts.
5. **What is your favorite quote?** "Everything is beautiful when you look at it with love. If you can enjoy the presence of a cat, a bird, a flower ... what can I say, all the world will be yours." – From the documentary Kedi.
6. **If you could have dinner with two people — living or dead — who would they be?** Malala Yousafzai and Sylvia Plath
7. **Where is your favorite place to dine out?** Mikey's Late Night Slice.
8. **Where is your favorite place to vacation?** Anywhere and everywhere. I like going where I've never been before. Some of my favorites include Japan and Scotland.
9. **Do you have a secret family recipe?** Poffertjes, Dutch mini pancakes

Kricket Audiology LLC, Cincinnati
 Kurux Vapes, Canton
 Lake County Free Med Clinic Inc., Painesville
 Lawson Endeavors Inc., Powell
 Lemarcel Robinson DDS Inc., Piqua
 Lewco Inc., Sandusky
 Liberty Mutual Insurance, Fairfield
 Life Point Church Ministries Inc., Portsmouth
 Light Coders LLC, Dayton
 Lilliart LLC, Monroe
 Live Healthy Appalachia, Athens
 Lofa Health Services Inc., Reynoldsburg
 Manbevers Construction LLC, Lockbourne
 Marine Survey Group Inc., Houston, TX
 Martin J. Doria, Mason
 Mary Ellen Pfeil, Dayton
 Masterpiece Painting Co. Inc., Warren
 Max'M Vape LLC, West Chester
 Meyer Food Group LLC, Loveland, CO
 Moler Mobile Estate Inc., Mount Orab
 Montgomery Machine & Fabrication Inc., Jackson
 Moore Industrial Maintenance and Construction, Guilford, IN
 Motion Picture Association of America, Washington D.C.
 Naser Co., Cincinnati
 National Strategic Corp., Wickliffe
 Nature's Way Bird Products LLC, Chagrin Falls
 N-Ovation Technology Group, Dayton
 Ohio Valley Running Company LLC, Athens

Ohio Valley Vapor Station, Saint Clairsville
 Oles & Associates LLC, Columbus
 Online Your Biz, Columbus
 Optimum Care Corp., Blacklick
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 Paul F. Vanek Jr. M.D. Inc., Mentor
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 Quick Mow Inc., Millersburg
 Quimc LLC, Kent
 R.F. Chapman Co., Portsmouth
 Radial South, Johns Creek, GA
 Raka Corp., Toledo
 Rands Mechanical LLC, Cardington
 Realzyme LLC, Springboro
 Reynoldsburg Vapor Station, Reynoldsburg
 Rhodes Automotive Inc., Wickliffe
 Richard B. And Rhonda M. Thompson Foundation, Kinsman

Righter Plumbing Inc., Pataskala
 Rigz Towing Recovery LLC, Millersburg
 Robert & Edward Walker, Painesville
 Robinson Automotive LLC, Elyria
 Ross County YMCA, Chillicothe
 Rpg Management LLC, Pomeroy
 RTH Strategic Planning and Consulting LLC, Columbus
 Ruhe Sales LLC, Leipsic
 Ryan Kamp & Anna Kamp, Bexley
 S & M Services Plus Inc., Huntington, WV
 Salvati Builders, Crestline
 Samuel G Wittekind, Cincinnati
 Sanritsu America Inc., Beavercreek Twp.
 SBA Network Services Inc., Kingsport, TN
 Schroeder Law LLC, Columbus Grove
 Scientific Specialties Inc., Lodi
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 Shank Farm Service, Wayne
 Shoreline Development Co., Port Clinton
 Siemers LLC, Cincinnati
 Sierra Giant Scale LLC, Brunswick
 Simplified Living LLC, Lexington
 Solid Rock Excavating & Poured Walls Inc., Wickliffe
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 Stephen Arthur Brown, Wilmington
 Stephen Ezell, Brunswick
 Stryker Steel Tube LLC, Wauseon

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 White Construction Inc., Clinton, IN
 Wickliffe Market Inc., East Cleveland
 Wings of Change Therapy Inc., Hartville



A DOSE OF REALITY FOR EMPLOYERS: CONTINUING TO EDUCATE OHIO'S EMPLOYERS

In March 2018, in partnership with Ohio Chamber members Working Partners® and Anthem Blue Cross and Blue Shield, we launched the employer opioid toolkit, A Dose of Reality for Employers. Since then, the free online toolkit has received national attention as businesses from Ohio and other states continue to use it.

The opioid toolkit is on our website at www.ohiochamber.com, then click on the Opioid Toolkit picture on the front page, or access it using the dropdown menu. This page is the second-most visited page on our website. The toolkit is made up of five interactive modules, each from 13 to 15 minutes in length. Users can watch the modules all at once, or as they have time. The modules also include support documents such as drug testing check lists, sample employee policies and how to develop an Employee Assistance Program.

Our program caught the attention of the Indiana Chamber of Commerce and the U.S. Chamber of Commerce Foundation. The Indiana Chamber is launching its employer toolkit soon,

and it is based off of the information included in ours. We are more than happy to share this information with other state chambers as they are experiencing the same crisis we are. The U.S. Chamber Foundation launched its Sharing Solutions (sharingsolutions.us) website in February, and our toolkit is the featured training program for employers.

This summer, along with Working Partners®, we are working with local chambers and the safety councils they sponsor to present a free one-hour educational program, The Employer's Role in Preventing & Responding to the Harmful use of Opioid & Other Drugs. Local chambers interested in hosting this program for their members can contact Julie Wagner Feasel at (614) 228-4201, or jfeasel@ohiochamber.com, to schedule a date. The course has been approved for one hour of SHRM and HRCI credit.

On July 16 we are partnering with the U.S. Chamber of Commerce Foundation to host an opioid summit at our headquarters. This morning event will feature state and national

speakers discussing the opioid crisis as it relates to employers. This is a **free** educational event open to all of our members. Registration information will be available in June, so watch your email and our website for more information.

Finally, to let business owners throughout the state know about our toolkit, we are advertising on several business newspaper websites. The interactive ad links back to our opioid toolkit on our website. We encourage members to share our toolkit, as well. We built A Dose of Reality for Employers for all employers to use, so please help us get the word out.

Again, I would like to thank our partners Anthem Blue Cross and Blue Shield for helping provide the funding, and Working Partners®, which provides the educational expertise. The work being done in Ohio to combat the opioid crisis will certainly benefit all Ohioans. 🇺🇸

Andrew E. Deebel

EDITORIAL POLICY

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POSTMASTER

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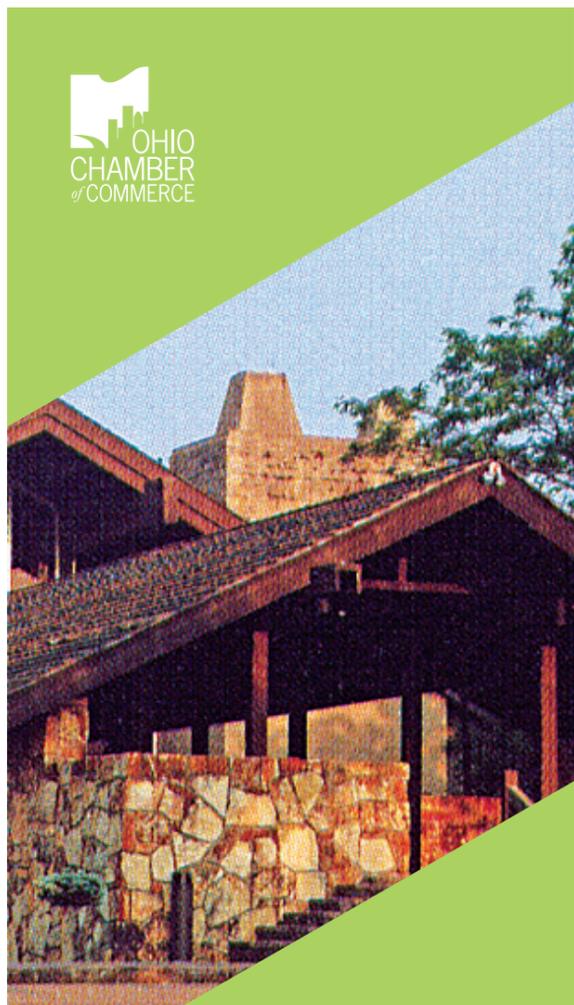
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SAVE THE DATE:

SEPT. 4-6, 2019

POLICY CONFERENCE AT SALT FORK

Mark your calendars and plan on attending this biennial event.
More information will be available this summer.

#ALLFOROHIO