



FREE

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Ronda Watson Barber—Publisher/Editor-in-Chief

Small Business is Good Business!

Advocating, Informing and Promoting Small & Minority Owned Businesses

# JPS Print is ready to help brand your business

JPS PRINT is a commercial printing and marketing solutions company located in

# JPS PRINT

Columbus, Ohio. For almost a decade JPS has successfully served a growing number of businesses and organizations across the country. Constantly improving products and services, JPS is now in a position to increase productivity and finishing above and beyond industry standards. JPS is committed to serving its customers effectively and in a more-timely manner.

## Our Brief Story....

Our company was launched in 2006 as a small home based print broker by visionary leaders and entrepreneurs, Zari Carmona and Alpha Tongor. We moved into our first storefront on the East Side of Columbus, OH in 2007. Without financing to purchase commercial printing equipment, we outsourced 100% of our projects for print and fulfillment. With hard work, persistence and great customer service, we continue to grow the business and develop our brand. Currently, our customers range from the everyday entrepreneurs, to small, medium and corporate size businesses. We recently moved to a bigger facility and invested thousands of dollars in print and finishing equipment. We now have the capability of printing and fulfilling all our projects on site. We are relentless and innovative, therefore we will continue to work hard to meet the needs of our customers.

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Indoor and Outdoor Signs and Banners, Presentation Graphics, Photo Enlargements,

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OhioMBE welcomes letters to the editor from readers. Typed letters of 200 words or less are preferred; all might be edited. Each letter must include name, home address and daytime phone number. Some letter may appear on our website.

The 912 Group is an Ohio certified Minority Owned and EDGE business. The 912 Group is a certified FBE with the City of Columbus.

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# government briefs

## 100 Ohio Businesses Join Network Focusing on Value of Hiring People with Disabilities

*A Record Number of Ohio Businesses Commit to Strengthen Employment Opportunities*

(COLUMBUS, OH) – One hundred businesses are now members of the Ohio Business Leadership Network a peer-to-peer business organization that provides employers with information and resources about how best to recruit, select, train and retain a workforce that includes individuals with disabilities.

“Hiring individuals who have disabilities brings a wealth of benefits to a company,” said Kevin Miller, director for Opportunities for Ohioans with Disabilities, the state agency responsible for providing services to Ohioans with disabilities to achieve quality employment and independence. “Myths, fears and misunderstanding too often are the barriers to hiring people with disabilities. The Ohio Business Leadership Network and its members take down these barriers by being progressive in their approaches to looking at the abilities of people and to this relatively untapped workforce resource/labor market.”

There are more than 1.5 million individuals with a disability in Ohio. More than 800,000 of these Ohioans are of working-age (between 16 and 64). The most recently published Vocational

*See 100 Businesses on page 10*

## Senate version of Reece’s bipartisan cosmetology signed into law

*Cincinnati lawmaker says measure cuts red tape, gives small businesses freedom to grow and hire*



The governor recently signed into law Senate Bill 213, companion legislation to State Reps. Alicia Reece (D-Cincinnati) and Kristina Roegner’s (R-Hudson) bipartisan bill, HB 227, to reform cosmetology licensing in the state. In addition to making it easier for owner-operators to run their own salons, the bill adds human trafficking awareness as a continuing education requirement and makes it easier for practitioners of braiding, threading and shampooing to find work in salons.

*See Cosmetology on page 10*

# MICA is teaching young adults construction skills



Tarrell Mock is making a difference in his neighborhood and in the Central Ohio construction industry. The general contractor is using his time and skills to train young people in the various construction trades.

“I want to give our children the opportunities and skills to succeed,” said Mock. “They can make a very good honest days living in the construction trades.”

Mock is the founder of MICA, Minority and Independent Construction Alliance. MICA’s training course provides students with an opportunity to explore the many different areas in construction that relate to home maintenance and commercial repair. Students develop advanced problem-solving skills as they relate to home repair and essential life skills that will help make them self-reliant in maintaining or updating a residential structure. Students will also learn hands on by performing many different home repair procedures and techniques including: plumbing, electrical, flooring, framing, windows and doors.

Another 10 week training class as well as weekend courses will begin in July. If you are interested, please contact Tarrell Mock at 614-817-1150 or via email [mockcolumbus@aol.com](mailto:mockcolumbus@aol.com)



Tarrell Mock, founder of MICA, instructs students in making plumbing repairs.



**L**etters to the editor are welcome and will be considered for publication or posting online. The preferred method is to text within an email. Please include contact information including letter writer’s city and state. The letter must be fewer than 300 words. No more than four signatures per letter.

We edit and/or trim letters as little as possible, but we reserve the right to do so as necessary.

Send to [news@ohiombe.com](mailto:news@ohiombe.com)

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# business directory



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*Print from page 1*

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### Our Contacts

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Marvin Gaye

# business directory

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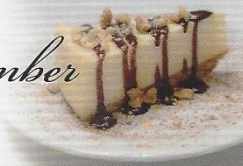
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# business tips

## 5 Ways to Establish Credit for Your Business

A creditworthy business is defined as a company that is considered suitable to receive credit because of a positive history of paying money back. For business owners it's essential to not only maintain a favorable personal credit rating; it's equally important in building and maintaining a strong business credit rating as well. "Just as your personal credit has a big impact on your financial health, your business credit can help you get competitive business loan rates and terms from potential suppliers," says Marc Kirshbaum, president of Experian's Business Information Solutions group.

Credit ratings play an important role in our everyday lives. It impacts how much credit or funding we will receive, the rate of interest we'll pay and what the terms of repayment will be. When it comes to owning a business, a creditworthy company takes on a whole new meaning. To be considered suitable to obtain credit, a company needs to show that it can properly manage its financial obligations by having positive business credit scores. Jeff Stibel, CEO of Dun & Bradstreet Credibility Corp. says, "Today, it takes a very proactive approach to building a strong credit score for your business."

Lenders, businesses, suppliers and vendors use business credit reports as a risk assessment tool when determining whether or not to extend credit to a business and at what terms. A business without a rating or business credit file may find it difficult to obtain credit. So what can a business owner do to start establishing credit in the company's name?

Here are five ways to establish credit for your business:

**Take advantage of trade credit** – Trade credit is the credit extended to your company by suppliers who let you buy now and pay later. Trade credit is given for a short period of time usually 30, 60 or 90 days. It's a great way to start the process of building credit in your company's name.

**Obtain a business credit card** – Business credit cards are an invaluable tool for business owners to add to their financial tool box. Statistics show that over 65% of small businesses use credit cards on a frequent basis. The use of a revolving line of credit is paramount to showing that your company can handle various forms of financing.

**Use a business fleet fuel card** – If you use your car for business on a regular basis why not consider a business fleet fuel card. Fleet fuel cards are mainly used for gasoline and diesel fuel at gas stations. Some fuel cards can also be used to pay for auto maintenance and expenses.

**Open a secured business line of credit** – To help build or rebuild your company's credit many lenders and banks are now offering secured financing solutions. Whether your goal is to

## Tips for Building an LGBT-Inclusive Workplace

Every June, we celebrate LGBT Pride month. As a small business owner, you can show your support by implementing these best practices for an LGBT-inclusive work environment. Creating a safe space for LGBT employees and customers can make your business more appealing to a diverse group of employees and a growing market of consumers.



**The Business Case for Equality.** The pace of acceptance of the LGBT community has been driven in no small measure by the business community. While commonly identified with large corporations, small businesses have also participated in making equality part of their business model. Fostering an inclusive and friendly business environment is a way to hire and retain employees, as well as help you break into corporate supply

*See LGBT on page 9*

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supplement cash flow, cover unforeseen business expenses, or expand your business this may be a great option to jumpstart the credit building process.

**Use your business data to obtain funding** – Certain lending platforms allow you to link your business's online services such as ebay™, PayPal™, Amazon® and business bank accounts to qualify for a line of credit immediately. Although this type of credit provides your company with ongoing access to funds the repayment terms are much shorter than a revolving line of credit; typically six to twelve months.

Remember; pay all your bills and invoices in a timely manner. Although each business credit reporting agency collects and receives its data differently, the trade references your company establishes can be used on future credit applications.

By establishing a creditworthy company, a business is building a powerful financial asset that taps into the power of business credit. The fact is creditworthy businesses have a much greater credit capacity compared to a business owner that relies on personal credit alone.

Source: [www.sba.gov](http://www.sba.gov)

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#### MINIMUM QUALIFICATIONS

High school diploma or equivalent. Associates degree preferred. A minimum of one year customer service/clerical experience required, but at least two years preferred. Must possess a valid Ohio driver's license and be insurable under AMHA's policies.

"This is a Section 3 Covered Position and we encourage HUD Recipients to apply"

#### TO APPLY

Internal applicants respond by completing an internal form (AMHA-364) to the Human Resources Department by 4:30 p.m., June 8, 2016. External applicants submit resume or job application to AMHA, Human Resources Department, 100 W. Cedar St., Akron, OH 44307; e-mail in WordPerfect, Microsoft Word, or Microsoft Works format to [personnel@akronhousing.org](mailto:personnel@akronhousing.org), or apply in person Monday through Friday from 9:00 a.m. to 3:00 p.m.

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## REQUEST FOR PROPOSALS



Proposals will be received for the following by Tammy Zents [attzents@akronhousing.org](mailto:attzents@akronhousing.org) no

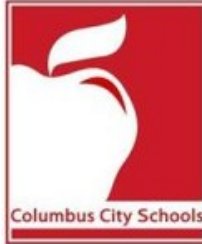
later than 4:00 p.m. on Friday, June 24, 2016.

Request for Proposals (RFP) for a **Payroll/HRIS System Provider for the Akron Metropolitan Housing Authority (AMHA)** for a period of three years with successive optional one-year renewals.

Those interested in submitting a proposal for the aforementioned service may obtain the information package (RFP No. 2016-PR01) by contacting the AMHA Finance Department at 330-376-9118 or via email at [tzents@akronhousing.org](mailto:tzents@akronhousing.org).

Written questions regarding this RFP will be accepted no later than 1:00 p.m. Monday, June 6, 2016. Send written questions to Tammy Zents via e-mail at [tzents@akronhousing.org](mailto:tzents@akronhousing.org).

Akron Metropolitan Housing Authority  
Anthony W. O'Leary  
Executive Director



Columbus City Schools is seeking a Professional Services Insurance Broker / Agent. Interested vendors will find a Request for Qualifications on our web site at <http://www.columbus.k12.oh.us/rfp>.



## NOTICE TO VENDORS

Columbus City Schools is seeking vendors to provide Elementary Prepackaged Pizza for the Food Service Production Center. Quotes will be received from May 30, 2016 through June 20, 2016 and will close by 12:00 noon at the Food Service Production Center, located on 450 E. Fulton Street, Columbus, Ohio 43215. More information can be found on the District's web site at <http://www.columbus.k12.oh.us> under the vendor services link.

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chains. Furthermore, by projecting an inclusive business model, small businesses have the opportunity to sell to the LGBT community, which has an estimated \$830 billion in buying power.\*

**Learn the Full Spectrum.** So where do you begin? The first step is to get familiar with sexual orientation and gender identity definitions to fully understand the spectrum. Simply using the correct terms can go a long way toward making employees and customers feel like management is sensitive to the LGBT community.

**Offer Equal Benefits.** Your employee benefits package is crucial to your organization’s culture, improving job satisfaction, and employee morale. Review your benefits package to ensure that LGBT employees are covered equally. Some health insurance providers leave out or exclude benefits that are imperative to LGBT employees (such as transgender-inclusive health insurance benefits). The first step is to talk to your benefits provider or broker about LGBT-friendly plans.

The Department of Health and Human Services created a web page that explains the impact of the Affordable Care Act on the LGBT community.

**Update Your Policies and Live by Them.** Does your business have a non-discrimination or equal opportunity policy? Generally, these policies are provided in an employee handbook or code of conduct. The vast majority of Fortune 500 companies include sexual orientation and gender identity within their equal opportunity statements.

Training is an important tool for businesses to encourage workplace equality. Providing up-to-date sensitivity training to make employees aware of LGBT issues can reinforce your non-discrimination policy as well any anti-harassment policies. For more resources, the HRC has a library to help businesses interested in workplace equality.

**Support the Community.** Public engagement is a way to demonstrate to the public that your business has LGBT-inclusive policies and best practices. Philanthropy, sponsoring LGBT events, and support of legal equality will show the community and employees your commitment – as well as present an opportunity to build a relationship with new customers.

**Stay Up-to-date.** Legal issues are rapidly evolving, so check with your attorney to evaluate the legal landscape in your area. For example, many states do not protect sexual orientation or gender identity in employment. An overview of your state laws can be found in the State Equality Index.

**For More Information.** For a more in-depth review of how to make your workplace LGBT-inclusive, watch this webinar <http://bit.ly/1URVXPo> presented by the SBA and the Human Rights Campaign (HRC).

## Ohio Certification Center:

# Why you should get your business certified?

There are several reasons why you should get your business certified:

1. Some entities have purchasing goals. Only certified businesses can participate.
2. Certification adds legitimacy to your business. You have gone through a process that has determined that your business is owned and controlled by a minority, woman or disadvantaged business.
3. Certification can afford you loan and bonding opportunities. The State of Ohio has loan and bonding programs specifically for certified minority owned businesses.
4. Certification can be a marketing tool for your business. You can add your certifications to your marketing materials, business cards, website, etc. Many consumers like doing business with veteran, minority or woman owned businesses.
5. Certification can be used in the private sector. Many companies don’t have a certifying program but in an effort to have supplier diversity, will accept the certifications from some governmental agencies.



Attend a class and learn how to get your business certified. Visit [www.OhioMBE.eventbee.com](http://www.OhioMBE.eventbee.com) for the upcoming class schedule. For more information on certification, call 614.522.9122 or attend a certification class.

## Upcoming Class Dates:

### Webinars:

- June 22, June 29, or July 13

### Classes:

- June 25 or July 9

Register at [www.OhioMBE.eventbee.com](http://www.OhioMBE.eventbee.com)

Rehabilitation Comprehensive Statewide Needs Assessment estimated that more than 100,000 of working age Ohioans with disabilities are seeking employment.

“We are proud to achieve this milestone that makes Ohio one of the largest and most active affiliates of the Business Leadership Network in the country because it means more Ohio businesses have access to resources to help enhance hiring and retaining a workforce that includes people with disabilities,” said Mitch Morgan, president of the Ohio Business Leadership Network and assistant vice president, diversity and inclusion strategy manager for Fifth Third Bank.

Through the Ohio Business Leadership Network, members have access to the following:

- Learning best business practices from Ohio companies that have successfully employed people with disabilities and benefited from a diverse workforce representative of Ohio’s largest minority group;
- Employer-focused training provided at no charge at employer worksites through webinars;
- Federal contractors can receive assistance with meeting section 503 requirements and connections to qualified candidates with disabilities;
- Connections to the U.S. Business Leadership Network, a national association of experienced employers;
- Quarterly meetings for business contacts;
- Networking opportunities;
- Consultation opportunities with peers;
- Hiring resources such as the newly released Employer Toolkit for Hiring People with Disabilities: <http://bit.ly/1Psc6cE>

Membership in the Ohio Business Leadership Network is free. Businesses interested in becoming members can find information at: [www.ohiobl.org](http://www.ohiobl.org). Ohio is an affiliate of the U.S. Business Leadership Network which represents 51 chapters and more than 5,000 employers across the U.S.. In 2014, the Ohio was awarded outstanding Affiliate of the Year for its work to help businesses hire more workers with disabilities.

For more information contact: Beth Gianforcaro, (614) 438-1467, [beth.gianforcaro@ood.ohio.gov](mailto:beth.gianforcaro@ood.ohio.gov)

**Find us online:**  
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“This bipartisan, common-sense measure will make it more efficient and practical to train, become licensed, and operate as a cosmetologist, one of the oldest professions in the African American community,” said Reece. “By modernizing outdated laws and cutting red tape, we are empowering small businesses across the state to grow, hire more workers and contribute to their local economies.”

The comprehensive reform bill, which seeks to professionalize and strengthen the cosmetology industry, also enables licensed high-school students to continue practicing cosmetology until they graduate.

The law will go into effect 90 days after the governor’s signing.

## **Need to meet your EDGE/MBE or Good Faith Contracting Efforts?**

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Thursday, June 16, 2016 at 1:00pm  
OhioMBE Procurement Fair sponsored by Columbus City Schools

Saturday, June 18, 2016 at 11:30am  
OhioMBE – Certification 101

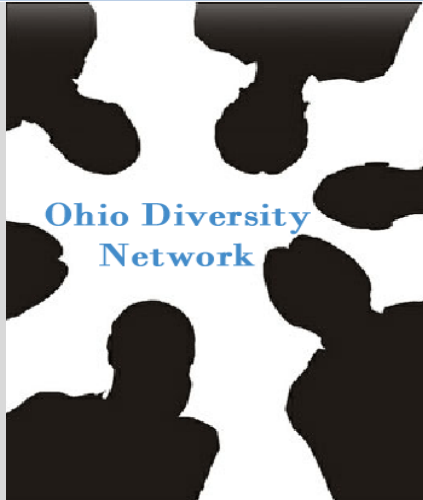
Wednesday, June 22, 2016 at 2:00pm  
OhioMBE Certification 101 – webinar

Wednesday, June 29, 2016 at 2:00pm  
OhioMBE Certification 101 – webinar

Saturday, July 9, 2016 at 11:30am  
OhioMBE – Certification 101

Monday, July 11, 2016 at 7:00pm  
NAACP General Membership Meeting

Wednesday, July 13, 2016 at 2:00pm  
OhioMBE Certification 101 – webinar



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# Looking for New Customers?

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The goal of the OhioMBE Procurement Fair is to engage minority businesses and small businesses with contracting opportunities.



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