



December 15, 2017

Published by The 912 Group, Ltd.

Ronda Watson Barber—Publisher/Editor-in-Chief

Volume 8—No. 23

Small Business is Good Business

Advocating, Informing and Promoting Small & Minority Owned Businesses

The background of the lower half of the page is a gradient from dark red at the top to bright yellow at the bottom. It is decorated with white snowflakes of various sizes and several red and gold Christmas ornaments hanging from thin lines. The ornaments are arranged in two vertical columns on either side of the central text.

*Happy
Holidays*

May the
Holiday Spirit be
with you and
your family
today and
throughout the
New Year

OhioMBE

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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

Ohio MLK Holiday Commission to host celebration on Jan. 11



The 33rd annual Ohio Dr. Martin Luther King, Jr. Commemorative Celebration will be held at noon Thursday, Jan. 11 at Trinity Episcopal Church, 125 E. Broad St., Columbus.

The Ohio Dr. Martin Luther King, Jr. Holiday Commission will present awards to Ohioans for their efforts to advance nonviolent social change.

Speakers will include youth who took first place in their respective age divisions of the 2017 Statewide MLK Oratorical Contest sponsored by the Ohio MLK Holiday Commission.

The event is free and open to the public.

For additional information, visit: www.das.ohio.gov/mlk.

Ohio Seeking Companies to Hire Export Interns

The State of Ohio will reimburse 50 percent of intern wages

Are you a business interested in selling your products or services internationally? The Ohio Development Services Agency is seeking companies who are currently exporting or interested in pursuing export opportunities.

The Ohio Export Internship Program provides a unique opportunity to businesses interested in exporting by matching them with highly-motivated college students who have taken export-focused coursework. This year, 42 students from 12 different Ohio universities have been selected to participate in the program.

“Our students can help Ohio businesses market and sell their quality goods and services to the world,” said David Goodman, director of the Ohio Development Services Agency.

The Ohio Development Services Agency offers participating small to medium-sized businesses a 50 percent reimbursement for the wages of the intern.

In the six years of the program there have been 190 student-company matches, resulting in more than \$31 million in expected global sales and 35 full-time job offers to students.

The deadline for companies to apply is **March 1, 2018**. The summer internship runs from May 14 through August 10, 2018. Ohio companies can apply at www.eip.development.ohio.gov.

The program is a partnership between the Ohio Development Services Agency, The Ohio State University, Youngstown State University and Cleveland State University. To learn more about the Ohio Export Internship Program, click here: <https://www.youtube.com/watch?v=G4-1vhvwc7w>



Advocate! Resist! Unite!

By Ronda Watson Barber
OhioMBE Publisher

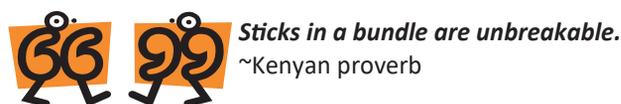
Throughout 2017, I have used the theme Advocate! Resist! for my columns. I strongly believe that collectively we are powerful. Our votes are important. Our spending power matters. United we are strong. There is a bunch of crazy going in our country and communities from the White House to the local level. Issues that impact Black businesses are not being addressed.

As 2017 comes to a close, I am hopeful you resolve to work diligently to make our Union more perfect. Frederick Douglass said, "Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them."

In 2018 we need to use our power to advocate for and that our businesses to be included in government purchasing. Taxation without participation can not continue to occur. We need to hold elected officials accountable for their actions, legislations and votes. Action is necessary and required. We can't sit on the sidelines. Advocacy is imperative. Your voice is needed. United we can make a difference. Regularly, I received accolades from elected officials and minority businesses for my leadership in assisting and speaking out on issues of importance to Black businesses. Advocating is hard work. Advocacy isn't free. I need allies and support as I fight for the inclusion of Black businesses in organizations' purchasing schemes. As you make your resolutions for 2018, please seriously consider supporting the activities and programming of OhioMBE. Advertise your business in OhioMBE and our business directory. Attend an OhioMBE Procurement Fair to make new contracting connections. Join the newly established OB-DC/OhioMBE Minority Planroom.

The end of the year brings no greater joy than the opportunity to express to you season's greetings and good wishes. May your holidays and New Year be filled with joy.

Just my thoughts...rwb



ohiombe.com

New Year - New You

It's a New Year but is it a New You? It is said: Insanity is doing the same thing over and over, and expecting different results.

This is the time of year when most people make resolutions and commitments to change.

What will you do differently this year to improve your present and future condition? How are you being represented and who is representing you? Is your voice being heard? Are your needs being addressed?

As you take time out of your busy schedule in the New Year to think about your charitable contributions, club memberships and various associations and memberships, have you thought about sowing into the on-going and tireless work of "the Oldest and the Boldest?"

The National Association for the Advancement of Colored People (NAACP) established in 1908 as a membership based, volunteer run organization. As an association we continue to tackle issues that still plague our community and to our plight as a people as we strive for advancement.

The NAACP still speaks truth to power from the boardroom to the courtroom to the classroom whenever and wherever inequality and discrimination exist. This organization is boldly on the front line standing in the gap representing our members and our people.

As we look across the rapidly changing political landscape of our country in 2018, and we see the current climate facing people of color on a national level, please know that the NAACP is here ready to take on the challenges we face.

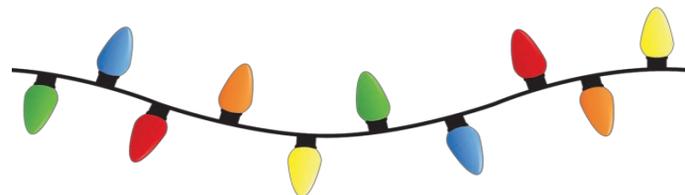
Can we count on you? There is strength in numbers. Will you join Local Chapter #3177 and make your membership count and make your voice heard?

This is a New Year, but is it a New You?

For more information on the Columbus NAACP, visit www.naacpcolumbus.org/

The Columbus Branch NAACP – Unit 3177

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bid opportunities

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OPERATION: FIX IT – FIRE ALARM PACKAGE 1B – (WEST HIGH SCHOOL/ NORTHLAND HIGH SCHOOL) & (EASTMOOR HIGH SCHOOL/WALNUT RIDGE HIGH SCHOOL)

Sealed bids for the above-referenced project will be received by the **BOARD OF EDUCATION**, City School District of Columbus, Ohio, Office of Capital Improvements, 889 E. 17th Ave, Columbus OH 43211, until Tuesday, December 19, 2017 at 2:00 p.m. More information can be found on the District's web site at <http://www.columbus.k12.oh.us/rfp>. The plans and specifications are on file with Franklin Imaging.

INVITATION FOR BIDS



Sealed bid proposals will be received by the Akron Metropolitan Housing Authority at 100 West Cedar Street, Akron, Ohio 44307 until **2:00**

p.m. local time on **TUESDAY, DECEMBER 19, 2017** at which time and place all bids will be publicly opened and read aloud for:

EXTERIOR DOOR REPLACEMENT AND RELATED WORK at MOHAWK APARTMENTS, SAFER PLAZA, AKRON, OHIO 44306

Specifications can be purchased at SE Blueprint, Inc. located at 540 South Main Street, Suite 211, Akron, Ohio 44311 (330) 376-1689. seblue@seblueprint.com

An email link for the above mentioned specifications is available at the Subcontractors Association NEO, 637 Vernon Odom Blvd., Akron, Ohio; Akron Urban League, Minority Business Assistance Center, 440 Vernon Odom Blvd., Akron, Ohio; the Builders Exchange of Canton, 5080 Aultman Rd., North Canton, Ohio; Builders Exchange of Cleveland, 9555 Rockside Road, Suite 300, Cleveland, Ohio; and the Ohio Construction News, 7261 Engle Road, Suite 304, Cleveland, Ohio. A list of plan holders can be obtained from SE Blueprint's website @ www.seblueprint.com

Looking for bid notices?
Look for OhioMBE online!



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#bidnotices



Minority Planroom

www.OHBDC.org



We elves try to stick to the four main food groups: candy, candy canes, candy corns and syrup. - Buddy the Elf

ohiombe.com

www.OhioMBE.com

Columbus City Schools Outreach Office and
Columbus City Schools Purchasing Department

has relocated to

The Facilities Building at

889 East 17th Avenue, Columbus OH 43211

The Purchasing Department can be reached at:

(614) 365-5820

(614) 365-6763 (fax)

The Outreach Services Department can be reached at:

(614) 365-8732

(614) 365-8484 (fax)

Please be aware of this very important change.



Looking for the paper copy of OhioMBE? Not only are we online, you can find OhioMBE at the following locations. OhioMBE is published on the 1st and 15th of each month.

Akron

- Akron Urban League

Canton

- Community Center
- Minority Business Association Center

Cleveland

- Cleveland Urban League

Columbus:

- Driving Park Library
- M & M Chicken
- Livingston Ave. Library
- M.L.K. Library
- Woodland Y.M.C.A.
- Woodland Christian Church
- Mayo's Printing- Bookstore
- Mt. Vernon AME Church
- A Cut Above The Rest Barber Shop
- Creole Kitchen
- Neighborhood House
- OSU Black Extension Center
- Shiloh Baptist Church
- 2nd Baptist Church
- Lincoln Café
- St. Stephen's Community Center
- Bethel AME Church
- Linden Library
- COWIC
- Columbus Board of Education
- Women's Business Center
- Increase CDC
- Mt. Hermon Baptist Church
- Corinthian Missionary Baptist Church
- Mt. Olivet Baptist Church
- Destiny Center
- Columbus Main Library

Dayton

- City of Dayton - Human Relations Commission



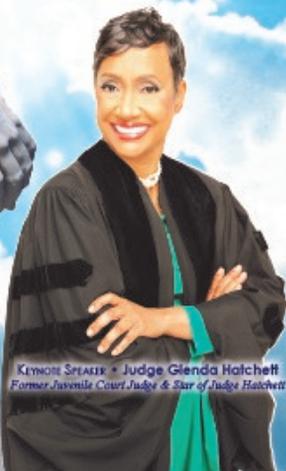
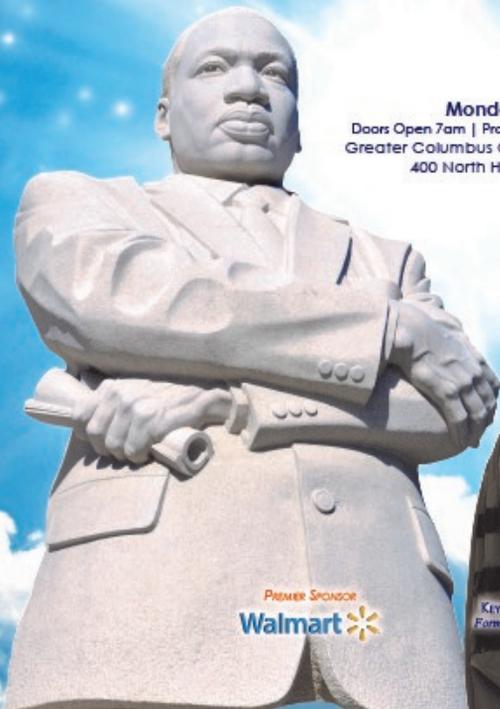
THIRTY-THIRD ANNUAL

DR. MARTIN LUTHER KING, JR. BIRTHDAY BREAKFAST

"I say to you today, my friends, that in spite of the difficulties and frustrations of the moment, I still have a dream." ~ Martin Luther King, Jr.

Monday, January 15, 2018

Doors Open 7am | Program Begins 7:30am | Adjournment 10am
Greater Columbus Convention Center in Battelle Grand
400 North High St • Columbus OH 43215



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KEYNOTE SPEAKER • Judge Glenda Hatchett
Former Juvenile Court Judge & Star of Judge Hatchett

TICKET PURCHASE DEADLINE: postmark by December 29, 2017
MLKBreakfast@yahoo.com | (614) 863-6442 | www.MLKjrBREAKFAST.com

Happy Holidays!

Buy Black

OhioMBE Certification 101 at the WBC

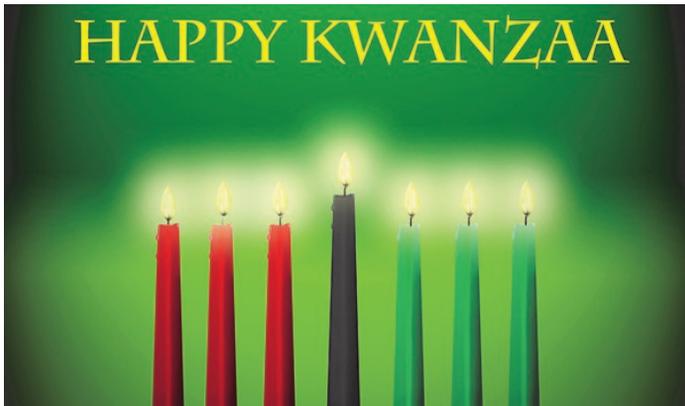
Make a resolution to get your business certified in 2018!

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.



Class dates are online at www.OhioMBE.eventbee.com



- Day 1 - Umoja: Unity. To strive for and maintain unity in the family, community, nation, and race.
- Day 2 - Kujichagulia: Self-Determination
- Day 3 - Ujima: Collective Work and Responsibility
- Day 4 - Ujamaa: Cooperative Economics
- Day 5 - Nia: Purpose
- Day 6 - Kuumba: Creativity
- Day 7 - Imani: Faith.



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The best way to spread Christmas cheer is singing loud for all to hear. - Buddy the Elf

Ohio Diversity Network

Get a weekly email from OhioDiversityNetwork.com notifying you of upcoming events. Sign up online!

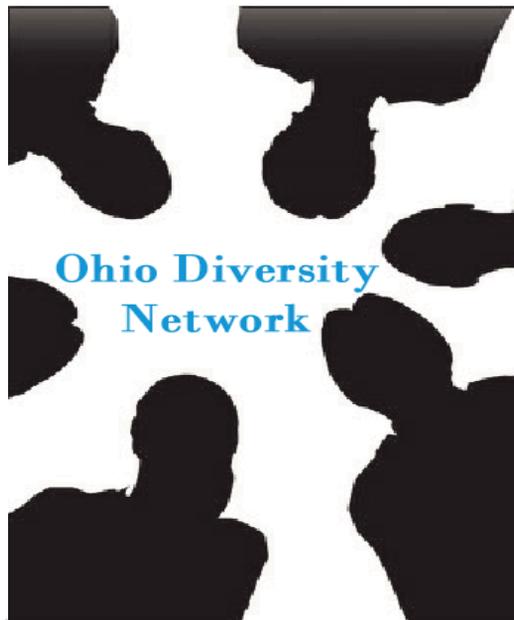
Saturday, December 16, 2017 at 12:00pm
[Ohio State University AAAS – Black Men Read Book Club](#)
-Columbus

Tuesday, December 19, 2017 at 6:00pm
[Columbus WBC – When Funding Your Dream Seems Impossible – in partnership with Kiva](#) - Columbus

Thursday, January 11, 2018 at 9:53pm
[State of Ohio: 33rd annual Ohio Dr. Martin Luther King, Jr. Commemorative Celebration](#) - Columbus

Monday, January 15, 2018 at 7:00am
[33rd Martin Luther King Jr. Birthday Breakfast](#) - Columbus

Tuesday, April 10, 2018 at 12:00am
[ODOT – Civil Rights Symposium](#) - Columbus



Hosting a business event?

Did you know you can post it on www.OhioDiversityNetwork.com

Email: news@ohiombe.com for login information

OhioDiversityNetwork.com

• *Save The Date!* •

April 10 & 11, 2018



2nd ANNUAL

• *Civil Rights* •
Transportation Symposium

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hosted by



OhioMBE can announce your next business event, employment notice or news item in an exclusive email blast.

We will also post it on our Facebook and Twitter pages.

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5 Things to Know about Year-End Bonuses

According to Bank of America's Fall 2017 Small Business Owner Report, 35% of small businesses plan to offer year-end bonuses. These bonuses are an important way to retain good employees, especially during this increasingly tight job market. The size of these bonuses varies by industry and company, as well as the way they are figured (tied to performance or a flat amount) and when they are paid to employees (this year or next). Here are 5 things to know about year-end bonuses.

1. Be fair, be clear. Unless an employee has an employment agreement spelling out any required bonus, it's within the company's discretion to give a year-end bonus. These holiday-time rewards are an expression of gratitude by the employer for a job well done. Companies want employees to be happy about receiving bonuses and not grumble that payments to some workers are unfair. Consider:

- Giving all employees the same type of bonus (e.g., a week's wages).
- Fixing bonuses to performance. Be sure that employees understand how this works.
- Paying bonuses based on longevity with the company (e.g., a dollar amount per year of employment).

2. Pay what you can afford. Not every small business is giving bonuses this year. But with profits up for many companies, it may be easier this year than in recent years to give bonuses. Because bonuses are discretionary, companies don't have to put themselves in the red just to be generous at holiday time. But with that said, don't overlook the real cost of giving. In addition to the gross amount of the bonus, don't ignore:

- Employer's payroll taxes. Depending on what the total payments to the employee for the year have been, the employer share of FICA can be 7.65% of the bonus amount (e.g., \$765 on a \$10,000 bonus).
- Employee benefits keyed to compensation (e.g., employer contributions to a company's qualified retirement plan)

3. Factor in payroll taxes. Bonuses are taxable compensation subject to income tax withholding and FICA. They're treated as supplemental wages. This means employers can:

- Lump the bonuses in with regular pay and figure withholding in the usual way
- Withhold at a flat 25% (no other rate is allowed). However, for bonuses over \$1 million (not likely in a small business), the flat withholding rate is 39.6%.

Don't forget the
OHIO MBE
Holiday
Shopping
Challenge.



Support Black
Businesses!

The rules for payroll taxes on bonuses are in IRS Publication 15

4. Withholding for the additional Medicare tax. If a year-end bonus puts taxable compensation to an employee over \$200,000, the employer must withhold for the 0.9% additional Medicare tax on earned income. This is so regardless of the employee's marital status or whether he or she will ultimately owe this tax when the income tax return for 2017 is filed.
5. Declare now, pay later? Calendar-year companies that are on the accrual method of accounting can declare year-end bonuses by December 31 and pay them later. As long as bonuses to rank-and-file employees are paid by March 15, 2018, they're deductible on the 2017 return. But bonuses to owner-employees have different rules. For S corporations, bonuses aren't deductible in most cases until actually paid (i.e., when owners have to include the bonuses in their income).
6. Conclusion. Are you a Santa or a Grinch? At this time of the year, small business owners can show appreciation and generosity to their staff in ways other than bonuses. Consider giving employees time off, closing the office, increasing compensation for the coming year, or any other tangible or intangible benefit you can offer at holiday time. A big, genuine thank you is always welcome.

Source: www.sba.gov



INCREASE CDC ANNOUNCES GRADUATES OF ENTREPRENEURIAL PROGRAM

Manning, CEO of Manning Preferred Properties, shared his ex-

INCREASE Community Development Corporation (INCREASE CDC) held its fall graduation for its Microenterprise Training Program on Thursday, November 16th at Long Street Studio in downtown Columbus. Funded in part by the City of Columbus Department of Development, Franklin County Commissioners, and the Ohio CDC Association, the Microenterprise Training Program is an 8-week intensive training program designed to teach business management to small business owners, develop their business plans and prepare them for financing. At the event, entrepreneurs received certificates of completion, funding and encouragement to continue growing their businesses.



The evening started with a brief opening by Executive Director, Deonna Barnett, explaining the important role that the community plays in building our small businesses. Also providing opening remarks was Henry Golatt, City of Columbus Small Business Coordinator, offering the City of Columbus as a resource in the growth of these businesses.

Guest speakers included the 2017 INCREASE CDC Alumnus of the Year, Gary Jones owner of Jones Select Custom Clothiers, encouraging peers to persevere. Valedictorian Etienne "Troy"

perience in the class and how it helped him to look at his business from a different perspective. Receiving financing was INCREASE CDC Alumnus Carla Stokes of HMG Consultants. Lastly, Kiva Columbus representative Lily Vail, highlighted the graduates who were fundraising on the Kiva.org micro lending platform and explained the lending process to rally the support of those in attendance.

Special recognition was given to graduate Dr. Whitney Moore of Pearl Cosmetic Dentistry & Aesthetics for the highest scoring oral presentation, Latisha Carroll of ALotBougie, LLC for the second highest written business plan score and Troy Manning for the highest scoring written business plan. A poem describing the "journey to increase" by iamRhapsodist concluded the event.

For information about this training program, visit www.increasecdc.org or call 614-383-7750.

OhioMBE Awards Business Profile: Top MBE Xtraprint Printing Services

In 1997, Art and Lynn Chuck started Xtraprint Printing Services in the garage of their Dayton residence. Through hard work and a dedication to exceptional customer service, the business grew. They were able to move into a building they purchased in 2001 in Dayton. Dayton has a long history of reputable printers as McCalls magazine and Meade paper have been among the stable companies in the area.

Today, Xtraprint is a full service off-set printer, utilizing Heidelberg, Kormon and Harris Press printer. The projects range from small brochures to 26x40-inch posters.

Xtraprint has been state-certified MBE vendor since the business began focusing especially on local and state government projects in addition to some private-sector work. Art and Lynn also have several full- and part-time employees and maintain relationships with employees ready to work in an on-call status for especially busy times. Other printers in the area also reach out to Xtraprint for assistance when they are busy. "I am grateful for our employees who help us best serve our customers," said Art. "I also like to hire minorities hoping they can learn the printing business."



Art Chuck (left) is pictured with OhioMBE Publisher Ronda Barber and 2015 Top MBE John Larkin

Both Art and Lynn are retired from the U.S. Air Force. He began his military career after college working as an aircraft mechanic and in electronic warfare before retiring as a major in 1997. Lynn's service included working in accounting and finance for the Air Force. They met and married while in the service and both retired while stationed at Wright Patterson Air Force Base.

In their free time, Art and Lynn enjoy spending time with their church activities and golfing. He also likes to jog and she enjoys bird watching. They reside in Beaver Creek.

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