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*Advocating, Informing and Promoting Small &
Minority Owned Businesses*



Celebrating 9 Years of Publishing

Interim Superintendent seeks improvement in academics and purchasing

A true champion of public education in Central Ohio for more than two decades, Dr. John D. Stanford is the Interim Superintendent of Columbus City Schools, managing the operations of Ohio's largest school district and advancing the academic achievement of its more than 51,500 students.

Dr. Stanford was appointed Interim Superintendent by the Columbus Board of Education, starting in January 2018, having served as Deputy Superintendent for more than five years and more than three years as the District's Chief Operating Officer.

During that time, Columbus City Schools has increased access to high quality pre-Kindergarten experiences, served more students with Limited English Proficiency and Special Needs than any other district in the region, eliminated the achievement gaps in 26 of our schools, provided a greater return on taxpayer investments by reducing administrative overhead, and implemented digital and physical data review systems to provide constant updates on vital student-related data measurements.

Throughout his service, Dr. Stanford has shared a desire to see the District's purchasing and contracting of services reflect a more diverse vendor pool.

"Columbus City Schools is a very inclusive and diverse school district grounded in sound Board Policies that encourage and support inclusive business practices," said Dr. Stanford. "We believe that our inclusive business practices are contributing to the larger inclusive and diverse economic market in the Central Ohio region."

The District has nearly doubled overall participation in its Local Economically Disadvantaged Enterprise (LEDE) program over the past three years. The District has also steadily increased the percentage of contracted dollars invested with LEDE-participating companies, doubling the percentage over the past four years to nearly 14%.

"There is a commitment from the Board and our leadership team to see even better numbers," Dr. Stanford added. "Our inclusive business practices start with our Office of Outreach Services



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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

Husted Declares February As "Minority-Owned Business"

COLUMBUS – Secretary of State Jon Husted has announced February as “Minority-Owned Business” Month. Throughout the month, Ohio Business Profile will feature minority-owned businesses from across the state.

In Ohio, there are more than 120,000 minority-owned businesses employing over 130,000 people.

“Entrepreneurship and small business are the backbone of our state’s economy,” Secretary Husted said. “Having a strong minority business community is essential to the future prosperity and economic growth of Ohio.”

Companies profiled this month include:

Corbus, LLC (West Carrollton, Ohio) is a global service provider of business processing and supply chain management services. As a privately owned company, they are accessible and responsive while continually adapting to meet the unique needs of each of

See Profiles on page 4

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Celebrate Black History Month

By Ronda Watson Barber
Publisher

Black History Month is a time to celebrate the world-wide contributions our ancestors have made. We stand on strong shoulders. Our fore-folks face unimaginable obstacles and they succeeded. They didn't give up or give in. Through slavery, Jim Crow, Segregation and a Civil Rights Movement, Black people have excelled in education, the arts, sports and in business. Black excellence is in our DNA. We are living out the dreams of our enslaved family. They are proud.

We still have work to do. What are you doing to further the legacy? Let's vow to diligently work to create generational wealth for our families. Let's work to economically empower our community. Support Black businesses. Create a scholarship to assist students in furthering their education. Hire and mentor students. Pass your knowledge and skills to our youth. Out of respect for our greats and grands, we should be working to make Black History every day.

NAACP Membership Drive

The Columbus Branch of the NAACP is conducting a membership drive. Please consider supporting the efforts of the country's oldest civil rights organization.

The local branch was been active in seeking diversity and inclusion in purchasing and employment from the City of Columbus, Columbus City Schools, Columbus Metropolitan Housing Authority and Franklin County.

For more information, please call 614-382-6900 or email greatercolumbusnaacp@gmail.com

Membership is POWER!

Just my thoughts...RWB

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Henry Golatt - City of Columbus Program Development Coordinator

As a veteran economic and community development practitioner, Henry has dedicated a large part of his life and career to assisting individuals and groups-- representing small businesses and communities alike--to realize and maximize their entrepreneurial dreams.



Henry's body of work has earned him regional and national accolades for implementing programs that empower existing and aspiring entrepreneurs by building physical, human, and social infrastructures, networks, and ecosystems. Included among the career awards received by Henry are the District Director's Partnership Award from the U.S. Small Business Administration (Arkansas) and the Minority Business Development Agency Regional Director's Award (Region VI).

In 2011, Tuskegee University recognized Henry's work alongside the work of other community economic development notables and awarded him with the 16th Annual Booker T. Washington Economic Development Award acknowledging Henry's vision and leadership in piloting entrepreneurship and community development programs directed at underserved communities and populations. In 2015, Henry was once again honored to be named in the inaugural class of the Delta Entrepreneurs Network -- a program of the Delta Regional Authority - as an Entrepreneurial Fellow.

Henry joins the City of Columbus as the new Small Business Coordinator/Concierge within the Economic Development Division of the Department of Development. In this role, he manages an internal team which collaborates with external partners and stakeholders to deliver specialized technical assistance and financial services to constituency groups including aspiring entrepreneurs, small businesses, and neighborhood and business associations.

Prior to joining the City of Columbus, Henry worked in higher education where he served as Director of a university-based full-service community economic development outreach center and small business assistance program. In that capacity, Henry honed his skills and demonstrated his passion for community-based development through several key projects in-

business tip

Build Your Small Business Credit: 4 Key Differences That Matter

As individuals we spend years establishing, managing and protecting our good personal credit ratings. With strong personal credit, access to favorable interest rates and terms when applying for credit and financing may be available at the stroke of a pen.

CREDIT

When you have the ability to obtain financing at the best available bank rates for items such as a new automobile, home, or investment property; you have established a strong personal credit asset.

As a business owner, having good personal credit ratings provide leverage to potentially qualify for various types of business funding. However, using personal credit alone does not enable a business owner to maximize the company's true financing potential.

When you build your small business credit; the business itself establishes its own unique credit identity with the business credit reporting agencies. With an established business credit file; banks, suppliers, vendors, retailers and other businesses will be able to assess your company's creditworthiness rather than rely on personal credit alone.

Here are the 4 key differences between small business credit and personal credit:

Credit Checks – When you apply for personal financing you provide your social security number on credit applications. This is the information a bank uses to trigger an inquiry with a consumer credit agency in order to review your personal credit report.

With business credit, your company provides an Employer Identification Number (EIN) or D-U-N-S® number on credit applications in order for banks, vendors or suppliers to check your business credit reports.

Credit Identity – As an individual you have the ability to establish only one credit identity that is tied to your social security number.

As a business you have the unique ability to create a business credit identity for each business you own. Since each business entity is assigned its own Employer Identification Number, it

See Credit on page 7

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Look for OhioMBE online!



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Profiles from page 2

their clients.

[LFL Insurance Agency LLC](#) (Dayton, Ohio) has been serving insurance needs for the Miami Valley since 2001. Their policy holders are provided with fast, courteous service and competitive pricing.

[The Old San Juan Jewelers Inc.](#) (Cleveland, Ohio) is a jewelry store whose mission is to ensure a long-lasting and genuine relationship with their customers through both quality service and merchandise.

[Too Good Eats](#) (Columbus, Ohio) is a family business dedicated to providing gourmet goodness to everyone. They partner with non-profits in the Columbus area to promote healthier eating and donate to families in need.

[Twist Cupcakery](#) (Dayton, Ohio) is a unique sweets and confections bakery that specializes in cupcakes, cakes and other treats. They use the finest ingredients and focus on the little details to ensure their customers are satisfied.

[Z Promotions](#) (Columbus, Ohio) is a strategic branding partner to companies nationwide. Their purpose is to get their clients noticed and to make them memorable through creative product branding.

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bid opportunities

To post a bid notice, call 614-522-9122 or email news@ohiombe.com



LEGAL NOTICE

OPERATION: FIX IT – ROOF UPGRADES FOR INDIAN SPRINGS ELEMENTARY 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 Friday, February 23, 2018 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.



"Attention DOT/SBA Certified MBE/WBE Companies"

Kokosing Industrial, Inc. is preparing bids for the Lima CSO Storage Tank REBID in Lima, Ohio which bids February 22, 2018. We are seeking quotes for any portion of the project listed that you are qualified to perform or provide supplies for which includes the following: Demolition, Rebar, Masonry, Dewatering, Misc. Metals, Damp-proofing, Waterproofing, Roofing, Caulking, Doors, Painting, HVAC, Electrical, Fencing, Asphalt Paving, Seeding, I & C. Bidding documents can be examined at Kokosing Industrial, Inc., 6235 Westerville Rd., Westerville, OH 43081 or by calling Sonja Nichols at 614-212-5701. Please have your quote to Chad Lampe by 12:00 PM February 21, 2018; e-mail snichols@kokosing.biz or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."



Attention NEORS Certified MBE/WBE/SBE Companies"

Kokosing Industrial, Inc. is preparing bids for the Easterly Wastewater Treatment Plant Grease Handling Improvements in Cleveland, Ohio which bids February 23, 2018. We are seeking quotes for any portion of the project listed that you are qualified to perform or provide supplies for which includes the following: Asbestos Abatement, Roofing (membrane), Overhead Doors, Painting, Plumbing, HVAC, Electrical, Trucking, and Aggregates. Bidding documents are not available to view online however they can be examined at the following locations:

- Kokosing Industrial, Inc., 6235 Westerville Rd., Westerville, OH 43081

Please have your quote to Kyle Kuhlman by 12:00 PM February 22, 2018: e-mail snichols@kokosing.biz or Fax 614-212-5711.

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Get Bid Notices Delivered to your inbox

Visit www.OhioMBE.com and add your email address to our bid notice database.



www.OhioMBE.com

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 **WEDNESDAY, MARCH 7, 2018** at which time and place all bids will be publicly opened and read aloud for:

LEAD ABATEMENT, EXTERIOR RENOVATIONS AND RELATED WORK at VARIOUS AMHA LIPH HOMES WITHIN SUMMIT COUNTY, OHIO

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

A Pre-Bid Conference will be held by the Housing Authority at the AMHA Administration Building, 100 West Cedar Street, Akron, Ohio 44307, on **TUESDAY, FEBRUARY 20, 2018 at 2:00 P.M.**

View complete bid notice at OhioMBE.com/bid-opportunities

bid opportunities

To post a bid notice, call 614-522-9122 or email news@ohiombe.com



Legal Notice

Public Notice: The Columbus and Franklin County Metro Parks (Metro Parks) is issuing a Request for Statement of Qualifications (SOQ) pursuant to Ohio Revised Code 153.65 – .73 inclusive to pre-qualify a variety of professional design

firms for projects for which the total cost is less than \$50,000.

Professional design services means services within the scope of practice of an architect or landscape architect registered under Chapter 4703 of the Ohio Revised Code or a professional engineer or surveyor registered under Chapter 4733 of the Ohio Revised Code.

As required, the firm's qualifications statements will be evaluated based on the factors listed in the Ohio Revised Code Sections 153.65.

Firms interested in submitting shall make a separate submittal for each category in which they wish to be pre-qualified. Each category for which the firm is requesting pre-qualification shall be denoted on the submittal cover(s). Firms may be pre-qualified in more than one category.

Your Statement of Qualifications must address the items detailed in the "Request for Annual Statement of Qualifications" dated January 2018 to be considered. Firms can download the "Request for Annual Statement of Qualifications", January 2018 at www.metro parks.net, About Us/Contract Bidding.

Qualifications statements will be accepted on an ongoing basis throughout the year. Metro Parks will send out an annual request for new SOQ and for updated SOQ from existing prequalified firms. It is the design firm's responsibility to keep their qualifications current by either providing an updated SOQ or by indicating that the SOQ on file is accurate.

Firms planning on working on projects scheduled for 2018 should respond to this request by February 28, 2018.

Advocate from page 3

cluding the development of a small business incubator. Under his leadership, that center rose from a local program to a national model for community economic development, particularly among Historically Black Colleges and Universities.

Henry holds a Bachelor's of Science Degree in Accounting from the University of Arkansas and is a certified small business facilitator and instructor.



The Columbus and Franklin County Metro Parks ("Metro Parks") issues this Request for Statement of Qualifications (SOQ) to establish a list of Architectural, Landscape Architectural & Engineering firms (including civil, mechanical, electrical, architectural, landscape architectural & surveying) to be used for future projects. Metro Parks may select a single

design professional or firm for any project with an estimated professional design fee of less than fifty thousand dollars (\$50,000), as provided under ORC 153.71 Administrative Rules. The Metro Parks shall determine that the selected design professional or firm is the most qualified to provide the required professional design services.

Many of these projects take place within a natural resource-based setting in which every effort is made to integrate capital improvement projects into the natural landscape, to protect sensitive areas, and to minimize impacts to high-quality natural areas and wildlife habitat.

The specific future projects may require professional architectural and engineering services for feasible studies, design and architectural / engineering contract documents, permitting, surveying, cost estimating, construction observation, and other services (including civil, mechanical, electrical, architectural & landscape architectural work). Projects will vary in scope, from large and small building construction to regional trails to the implementation of large-scale Master Plan

See complete RFQ at www.OhioMBE.com/bid-opportunities

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

When you need EDGE or MBE participants, The 912 Group and OhioMBE can help.

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5 Reasons to Hire Your Child

Credit from page 4

Nepotism—the practice of using power or influence to favor relatives—has a poor connotation. However, when it comes to your business, it may just be a great idea, especially in today’s environment. Here are 5 reasons why.



1. Talent in a tight job market. With unemployment rates at record lows, many businesses are now struggling to find the employees they need in order to grow. NFIB reported that 31% of owners had jobs they couldn’t fill. If you find yourself in this position, think about whether your child can fill an opening in your company. Depending on your child’s age and talents, the spot may be part-time, seasonal, or full-time.

If your child is young, be sure to check on state child labor laws. These laws set the minimum ages, maximum hours, coordination with school, and a ban on hazardous work. Under federal law, children younger than 16 years of age working in nonagricultural employment in a business solely owned by their parents, may work any time of day and for any number of hours. So, your 14-year old can do data entry in your home-based business. However, parents are prohibited from employing their child in manufacturing, mining, or in any other hazardous activity. You can see an overview of child labor laws at the U.S. Department of Labor.

2. Experience. Putting your child to work in your company gives him or her helpful experience in the business world. This resume-type work can help your child seek employment elsewhere after graduation if this is what they want.

If the job you need to fill requires training, why not train your own child to do it?

3. Tax-free income. Earnings up to the amount of the standard deduction for your child’s filing status (typically single) are tax free. For 2018, this means that there is no federal income tax on earnings up to \$12,000. And your business gets to deduct the wages, which must be reasonable for the work performed. Overall, this means more money within the family.

And there may be payroll tax savings for the business as well. If your business is unincorporated (a sole proprietorship, partnership, or limited liability company):

**Payments for the services of your child under age 18 are exempt from FICA taxes

**Payments for the services of your child under age 21 are exempt from FUTA taxes

See Hiring on page 8

can also establish its own individual business credit file and score.

Credit Capacity – Your personal credit worthiness is based on your ability to pay your financial obligations such as credit cards, student loans, auto loans, mortgages etc. Your personal credit capacity is impacted by many variables including but not limited to debt to income ratio, new credit, payment history, credit utilization, credit limits, and inquiries.

With small business credit; a company’s credit capacity is based on factors such as company revenues, years in business, tangible and intangible assets, credit card transactions, payment history, industry classification, credit limits, inquiries, and a host of others.

Credit Ratings – The most popular credit scoring system used for personal credit are FICO® scores. According to Fair Isaac, 90% of "top" U.S. lenders use FICO® scores.

However, with business credit there is no single uniform risk assessment model used by banks, suppliers, vendors and retailers. Instead, various risk assessment tools and scoring systems are used such as FICO® SBSS, Paydex®, Intelliscore, and the Small Business Credit Risk Score.

As you can see there are major differences between business credit and personal credit. As a business owner it’s vital to invest the time in building your small business credit. Ultimately, a strong business credit report and score will enable a company to acquire credit and financing based on its own creditworthiness with favorable rates and terms.

Source: www.sba.gov

Interim from page 1

led by Terri Wise, a highly trained and skilled team member who has worked for the district for more than a decade to provide equal opportunity and access to the District’s business prospects.”

“Through the leadership of Ms. Wise and Mr. Maurice Oldham, our Chief Operating Officer, I envision Columbus City Schools building on the existing successful programs to achieve a higher level of success.”

Over the past three years, the Business and Operations team has taken a number of steps to encourage greater participation in the LEDE program, including: eliminating the requirement that companies acquire business insurance before submitting a bid; increasing the points on a Request for Proposals (RFP) that are allotted to LEDE participation; and hosting a procurement fair for all certified LEDEs to meet with key decision makers in the District.

See Interim on page 4

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

Hiring from page 7

Wages are still subject to income tax withholding unless the child claims exemption from it. The IRS has not yet announced the rules for claiming exemption from income tax withholding for 2018, but says it's working on a revised Form W-4, which is the form used for claiming an exemption.

4. Retirement savings. No matter how young your child is, it's not too early to begin saving for retirement. As long as a child has earned income—such as wages from working for you—a contribution can be made to an IRA; there is no minimum age requirement. For 2018, the contribution limit is \$5,500, but no more than 100% of earned income. Thus if your child earns \$4,000, the contribution limit is \$4,000.

Given the long time before retirement, it may be better for your child to forego a tax deduction in a traditional IRA in favor of creating tax-free income through a Roth IRA. And, even if your child spends some or all of his or her earnings, you can make the contribution on the child's behalf (up to the earnings limit).

5. Succession planning. According to a survey a few years ago, 29% of business owners expected to exit within 5 years, and 54% within 10 years. That same survey found that 37% of business owners wanted to transfer the business to a family member. If you're contemplating retirement any time soon, or just want to be prepared to keep the business within the family in the future, then grooming the next generation now to take over down the road is

Interim from page 7

Previously, Dr. Stanford served four years as the top education advisor to Ohio Governor Ted Strickland, helping to develop and implement the Governor's annual education budget of almost \$11 billion. Dr. Stanford has taught at The Ohio State University's John Glenn School of Public Affairs; championed the leadership roles of the state's school board members at the Ohio School Boards Association; and served Columbus City Schools as Supervisor of Legislative Services and Special Assistant to the Superintendent for Board Services and Government Affairs.

For his leadership in education advocacy, Dr. Stanford earned a 2015 Ohio School Boards Association Central Region Exemplary School Em-

ployee and the 2009 Ohio University College of Education Samuel I. Hicks Executive-in-Residence awards. He's an alumnus of Leadership Columbus and serves on the Boards of the Franklin County Children's Council and Franklin County Family and Children's First Council. He's also the founding President of the 100 Black Men of Central Ohio and an inactive member of Kappa Alpha Psi Fraternity, Incorporated.

Dr. Stanford earned his Bachelor's and Master's degrees from Central Michigan University and his Juris Doctor and Doctor of Philosophy degrees from The Ohio State University. He and his wife Robin Lipscomb-Stanford are the proud parents of Nia Stanford. They attend St. Philips Episcopal Church in Columbus.

a wise decision (assuming that there's an interest on their part). Hiring your child now is the first step down this road.

Source: www.sba.gov

Ohio Diversity Network

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

Thursday, February 15, 2018 at 6:00pm

Columbus WBC: COMPUTER LITERACY: BASIC CLASS 1 – COMPUTER USAGE AND WORD PROCESSING - Columbus

Saturday, February 17, 2018 at 10:30am

Certification 101 at the WBC - Columbus

Saturday, February 17, 2018 at 12:00pm

Columbus WBC: IS YOUR CAPABILITY STATEMENT UP TO SNUFF? - Columbus

Tuesday, February 20, 2018 at 6:30pm

Columbus Library: Market Research for Entrepreneurs - Columbus

Wednesday, February 21, 2018 at 11:30am

ECDI: CERTIFIED PAYROLL FOR FEDERALLY FUNDED PROJECTS - Columbus

Wednesday, February 21, 2018 at 5:30pm

Columbus WBC: EXCEL DATABASES - Columbus

Thursday, February 22, 2018 at 12:00am

ECDI: ECDI INFORMATION SESSION - Columbus

Thursday, February 22, 2018 at 6:00pm

Columbus WBC: COMPUTER LITERACY: BASIC CLASS 2 EMAIL, WEBSITES, AND BASIC DATABASES - Columbus

Tuesday, February 27, 2018 at 6:30pm

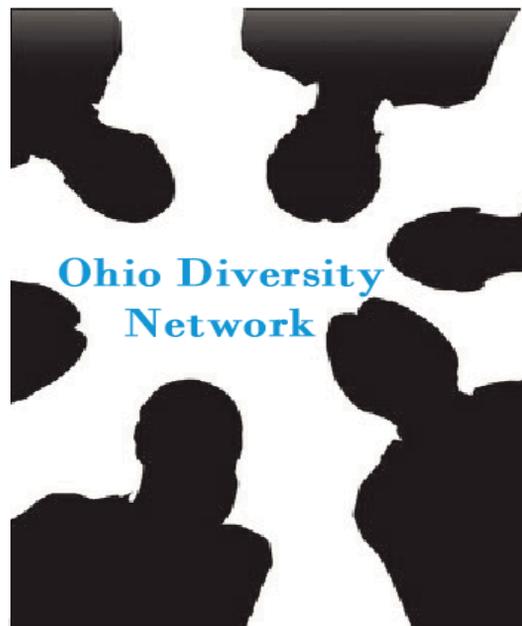
Columbus Library: Small Business Finance - Columbus

Wednesday, February 28, 2018 at 9:30am

Columbus Library – Grants for Nonprofits - Columbus

Thursday, March 1, 2018 at 9:30am

Columbus Library – Grants for Individuals - Columbus



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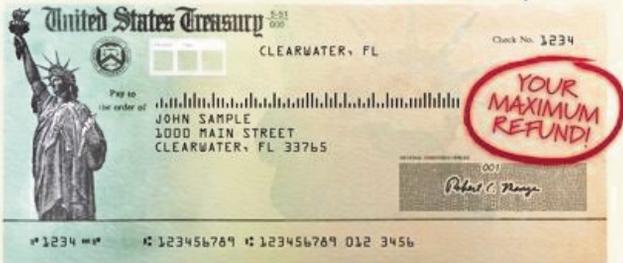
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CERTIFIED MBE & LEDE



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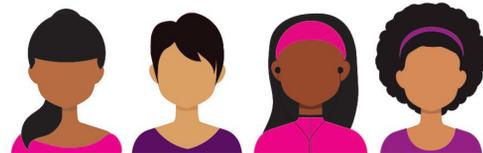
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BLACK HISTORY MONTH

In honor of Black History Month, check out these 16 inspiring quotes from civil rights icons including **Martin Luther King, Jr.**, **Frederick Douglass**, and **W.E.B. Du Bois**.

1. **“Never be limited by other people’s limited imaginations.”** — Dr. Mae Jemison, first African-American female astronaut
2. **“I refuse to accept the view that mankind is so tragically bound to the starless midnight of racism and war that the bright daybreak of peace and brotherhood can never become a reality.... I believe that unarmed truth and unconditional love will have the final word.”** —Martin Luther King, Jr.
3. **“The cost of liberty is less than the price of repression.”** — W.E.B. Du Bois
4. **“In recognizing the humanity of our fellow beings, we pay ourselves the highest tribute.”** —Thurgood Marshall, first African American U.S. Supreme Court member
5. **“Hate is too great a burden to bear. It injures the hater more than it injures the hated.”** —Coretta Scott King
6. **“Whatever we believe about ourselves and our ability comes true for us.”** —Susan L. Taylor, journalist
7. **“Defining myself, as opposed to being defined by others, is one of the most difficult challenges I face.”** —Carol Moseley-Braun, politician and lawyer
8. **“One day our descendants will think it incredible that we paid so much attention to things like the amount of melanin in our skin or the shape of our eyes or our gender instead of the unique identities of each of us as complex human beings.”** —Franklin Thomas, activist, philanthropist, and former president of the Ford Foundation
9. **“My humanity is bound up in yours, for we can only be human together.”** —Desmond Tutu
10. **“Hold fast to dreams, for if dreams die, life is a broken winged bird that cannot fly.”** —Langston Hughes
11. **“If there is no struggle, there is no progress.”** —Frederick Douglass
12. **“The time is always right to do what is right.”** —Dr. Martin Luther King, Jr.
13. **“Have a vision. Be demanding.”** —Colin Powell
14. **“Freedom is never given; it is won.”** —A. Philip Randolph, civil rights activist
15. **“Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed.”** —Booker T. Washington
16. **We all have dreams. In order to make dreams come into reality, it takes an awful lot of determination, dedication, self-discipline and effort.”** —Jesse Owens, world record-setting Olympic athlete



Tips for starting a business

1. **Do the prep work.** Find a mentor, someone you know who could guide you along your new path. If you're lacking skills in marketing or finance, sign up for a community college or certification program.
2. **Spend a lot of time talking to your future customers.** You need to really learn what their needs are and what their wants are. You're letting people know you are going to be starting a business. Conversing with them will help you learn about positioning and how to address the market.
3. **Write a business plan.** In general, a simple plan — which you'll have to submit to get financing — should be about 20 pages. Your business plan will include a summary of what your company will do, who the customers will be, why you are qualified to run it, how you'll sell your goods and services and your company's financial outlook.
4. **Line up sources of funding.** Most startups are funded with personal savings. It's advisable to set aside at least six months of fixed living expenses, though. Try not to dip into your retirement savings; you'll be subject to withdrawal penalties and income taxes and will lose the tax-deferred compounding that could serve you well in retirement.
5. **Pay attention to your accounting and taxes.** Learn to use software such as QuickBooks.



LMHS President & CEO, Rob Montagnese (left) recently honored the Medical Staff Leadership for their dedicated and conscientious service to Licking Memorial Hospital – Talya R. Greathouse, M.D., Chief of the Medical Staff.

Dr. Greathouse is a board-certified family practice physician and earned her Doctor of Medicine degree from The Ohio State University (OSU) College of Medicine in Columbus, Ohio, and has a Bachelor of Arts degree in Chemistry from OSU. The Reynoldsburg resident completed her medical training with Grant Family Practice Center, Manuel Family Practice Center, and The Doctors Office – Urgent Care, all in Columbus. She is a graduate of Columbus City Schools.

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