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Advocating, Informing and Promoting Small & Minority Owned Businesses

Celebrating 9 Years of Publishing

Columbus Women's Business Center Welcomes New Director - Ramona Mills



Ramona Mills is an entrepreneur in practice and at heart, lending versatility, motivation, and strategic vision in her work. Ramona joined ECDI's Women's Business Center with over 20 years' experience in leadership, project management, marketing, and communications; providing a comprehensive skill set that translates into observable business impacts. Balancing both strategic and tactical approaches, Ramona has become a trusted thought-partner as well as producer of tangible outcomes across non-profit, government, and corporate sectors.

An avid traveler for both business and lifestyle, Ramona provides the open-mindedness and perspective valuable in organizations today.

This has been observed through facilitation and

participation in roundtables with former U.S. Vice President, Joe Biden, Secretary of Health and Human Services (HHS), Sylvia Mathews Burwell, Secretary of Transportation, Anthony Foxx, or hosting press conferences with former U.S. Secretary of HHS, Kathleen Sebelius, and Health Resources and Services Administration (HRSA), Dr. Mary Wakefield – all with the aim of advancing the public health agenda in support of her roles within community health. Having worked

See Mills on page 2

5 Challenges for Family-Owned Businesses

SCORE found that of the 28.8 million small businesses in the U.S., 19% are family-owned businesses (any business in which two or more family members operate the company and the majority control lies within the family). These

businesses employ 60% of the U.S. workforce and generate 64% of America's gross domestic product (GDP). Yet these businesses face unique challenges. Here are five to consider, and what to do about them:

Setting compensation and benefits - Keeping things in the family can be a good thing, but paying the owner's

child for doing little work, no work, or bad work can create poor morale among staff members who aren't relatives. If the business employs both relatives and non-relatives, it is important that salary and benefits be set according to the position and not according to the relationship.

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"Success isn't just about what you accomplish in your life; it's about what you inspire others to do"

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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

Winners named at statewide MLK oratorical contest

COLUMBUS (April 27, 2018) — Ohio students inspired by the lessons and legacy of Dr. Martin Luther King, Jr. presented original speeches on his teachings during the 19th Annual Statewide MLK Oratorical Contest held today in Columbus.

Twenty-nine regional contest winners from grades kindergarten through 12 spoke before judges and others at the King Arts Complex.

Speakers were judged on performance, originality and composition.

“The passion for justice eloquently voiced by these young Ohio voices teaches us that the timeless words and legacy of Dr. Martin Luther King, Jr. still ring true today, 50 years after his passing. Dr. King would be proud to see and hear his dream of nonviolent change echoed by the words of these students,” said Rev. Joel L. King, vice chair of the Ohio Dr. Martin Luther King, Jr. Holiday Commission, sponsor of the contest, and a first cousin to Dr. King.

The following speakers placed in the top of their respective divisions:

- **Senior Division (grades nine through 12)** First place – Quinica Garrett, 17, 11th-grade, St. Martin DePorres High School, Cleveland. Runners-up – Demeshia Darmond, 16, 11th grade, St. Martin DePorres High School, Cleveland; and Bre’Anna Walker, 16, 10th-grade, Columbus Alternative

High School, Columbus.

- **Junior Division (grades six through eight)** First place – Mackenzie Lewis, 11, sixth-grade, St. Catharine School, Columbus. Runners-up – Alexis Cunningham, 12, seventh-grade, Columbus Academy, Westerville; and Amaira Cochran, 12, sixth-grade, Charity Adams Earley Girls Academy, Dayton.
- **Intermediate Division (grades three through five)**– Adonia Balqis, 9, fourth-grade, Clinton Elementary School, Columbus; Runners-up – Nathan Edwards, 10, fifth-grade, Emmanuel Christian Academy, Akron; and Elena Earley, 9, fourth-grade, Clinton Elementary School, Columbus.
- **Primary Division (grades kindergarten through two)** First place – Jackson Edwards, 7, second-grade, Emmanuel Christian Academy, Akron. Runners-up – Kaia Pax Lee, 8, second-grade, Clinton Elementary School, Columbus; and Xavier Earley, 6, kindergarten, Clinton Elementary School, Columbus.

First-place finishers are invited to speak at the 2019 Ohio Dr. Martin Luther King, Jr. Commemorative Celebration on Jan. 17, 2019, in downtown Columbus.

The celebration also is sponsored by the Ohio Dr. Martin Luther King, Jr. Holiday Commission. The commission is housed in the Equal Opportunity Division of the Ohio Department of Administrative Services.


Mills from page 1

with a small business for 8 years, Ramona has had the opportunity to expand into many roles, maintaining a consistent focus on strategic aims.

With rounded personal and professional perspective, Ramona prioritizes purposeful business interaction and subscribes to “authenticity in the workplace”; often noting that efficiency, profitability, and sustainability are fueled by the relationships and collaboration that support goal execution.

In her spare time, Ramona enjoys reading, listening to various genres of music, physical fitness, pleasing her palate, creating memorable experiences, empowering open minds, and living life to the fullest.

Favorite Quote: “All that we are is a result of all that we have thought. The mind is everything, what we think, we become” ~ Buddha

 **All of life is peaks and valleys. Don't let the peaks get too high and the valleys too low.**—John Wooden

OhioMBE Certification 101 at the WBC

Create new business opportunities. 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.



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

Letters 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

 **"The more you praise and celebrate your life, the more there is in life to celebrate."** —Oprah Winfrey

Save the Date

OhioMBE Awards

2018

October 25, 2018

Sponsored by:
The City of Columbus, Wesbanco Bank, Waste Management and The Columbus Zoo



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

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It may appear in an upcoming issue of OhioFBE or OhioMBE.

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Business Terms You Should Know:

- **brand** – A name, term, sign, symbol, design, or a combination of all used to uniquely identify a producer's goods and services and differentiate them from competitors.
- **bundling** – The practice of marketing two or more product or service items in a single package with one price.

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bid opportunities

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Columbus City Schools issues solicitations on a regular basis for goods & services related to food, construction, technology, curriculum, & transportation. Interested vendors should periodically check our website at <http://www.columbus.k12.oh.us/rfp>



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The Columbus Regional Airport Authority invites you to visit ColumbusAirports.com to sign-up for RSS feeds to automatically receive notifications of new bid opportunities and results



LEGAL NOTICE

OPERATION: FIX IT – WATER PIPING REPLACEMENT FOR BRIGGS 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 Wednesday, May 9, 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.

**Get Bid Notices
Delivered to your inbox**

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



#bidnotices



ANDREW J. GINTHER, MAYOR
DEPARTMENT OF DEVELOPMENT

The Department of Development is looking for diverse vendors and contractors who are licensed with the City of Columbus working in the following areas:

- **Graffiti Removal.** Contact Eric Voorhees (614-645-7934 or eavorhees@columbus.gov).
- **Grass Cutting and Solid Waste Removal.** Contact Mike Schwab (614- 645-7122 or mfschwab@columbus.gov).
- **Demolition and Asbestos Abatement.** Contact Mike Farrenkopf (614- 679-5873 or mlfarrenkopf@columbus.gov) or Seth Brehm (614-645-5659 or swhbrehm@columbus.gov).
- **Mowing, Property Maintenance, and Miscellaneous Services.** Contact Audrea Hickman (614-645-8907 or aehickman@columbus.gov).
- **Construction trades including: General Construction, Home Improvement, Electrical, HVAC, Plumbing, and Lead Abatement.** Contact Tim Tilton (614- 724-3009 or twilton@columbus.gov).
- **Lead Safe Columbus has funding to train contractors for the Lead Abatement and Renovation, Repair and Painting (RRP) Program.** Contact Erica Hudson (614- 645-6739 or ejhudson@columbus.gov).

To register for notifications on upcoming bid opportunities, please visit <http://vendors.columbus.gov/sites/public>.



Minority Planroom
OHBC.org



"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style." —Maya Angelou

bid opportunities

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



MID-OHIO REGIONAL PLANNING
COMMISSION – REQUEST FOR
QUOTES

DATE OF ISSUE: April 20, 2018
DEADLINE: May 7, 2018

BACKGROUND:

The Central Ohio Commuter Challenge is a collaboration between MORPC and its transportation partners to help raise awareness about sustainable transportation options in Central Ohio. The challenge is open to all commuters traveling within MORPC's 15-county region. At its heart, the Challenge is a behavior change mechanism that incentivizes individuals to try a new mode of sustainable public transportation instead of traveling alone.

SCOPE OF SERVICES:

MORPC and its transit partners are seeing a quote for a media campaign to help increase awareness and participation in our 2018 Central Ohio commuter challenges. The challenge will be held July 16 through July 27 and advertisement will begin on Monday, July 2, 2018. In being consistent with the 2017 challenge, we request our existing 30-second video and digital ads be incorporated into the media plan.

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

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participants, The 912 Group and
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more information.

columbus.gov/odi

Suggestion: Analyze the work that each person is doing and fix compensation accordingly, without regard to family relations. Make it clear to all that there is a level playing field for rewards for good work.

Company culture - The values of the owner’s family often become the values of the business. One research report*Download Adobe Reader to read this link content suggests that “clan culture” is prevalent in family businesses where loyalty and traditions are highly valued. This type of culture can make it difficult for outsiders to remain and thrive.

Suggestions: Communicate the company’s values to all employees (related and non-related). Review these values to stay relevant in the marketplace so that non-relatives don’t feel excluded from what’s going on.

Separate business from pleasure - Small businesses are often like family, with co-workers caring about each other. But when that family is actually family because of relationships by blood or marriage, special problems can arise. It can be challenging to make business decisions and operate without bringing personal feelings into the mix.

Suggestion: Because the family continues to get together at the dinner table and on holidays and events, it is essential to

keep business problems in the workplace. Make it clear from the start that family members will be held to the same standards as non-relatives (e.g., being timely, working efficiently) and will suffer the same consequences for bad performance (e.g., reprimands, termination).

Generational problems - When there are different generations within the family participating in the business, this can be a wonderful thing. Having younger generations in the business brings in new ideas. For example, the idea of implementing the latest technologies may be spurred by younger family members.

But there can be problems, too. A parent who starts a business may view it as his or her baby and may be resistant to having their actual children make changes in how things are done. Younger family members may feel frustrated in being held back from moving forward.

Suggestion: Each generation has something to offer to the other. Practice “active listening” where you not only hear the words but also listen to the message. Mindtools* lists five techniques for learning to be an active listener.

Succession planning - SCORE also reported that only 30% of family-owned businesses survive from the first to the second generation, and only 12% from the second to the third generation. Yet 47% of owners expecting to retire in the next five years do not have a successor.

Suggestions: As the current owner of the

business, decide what you want to do with it when you retire or what happens when you die. You aren’t legally obligated to pass it on to your children. And they may or may not want it; they may have other interests that they prefer to pursue.

If the business is to remain in the family, be sure that the younger generation is prepared to take over. Involve them now in the management of your operations and inform them about financial matters so they can be ready for their future responsibilities.

Your business is a valuable asset, so also address death tax matters. Fortunately, the federal estate tax exemption is now substantial (\$11.18 million for someone dying in 2018, and essentially double that amount if married). However, a number of states have death taxes, and some of these do not align with the federal exemption amount. For example, in Massachusetts and Oregon, the estate tax exemption amount for 2018 is only \$1 million. This means you need to be prepared for the payment of state death taxes in a way that won’t cripple the business. Work with an estate planning attorney who can advise on measures to minimize estate tax problems.

Conclusion - Princess Diana said “family is the most important thing in the world.” When you mix family and business, you have challenges you need to address.

Source: www.sba.gov



Make new connections at the May 17 OhioMBE Procurement Fair, hosted by the Franklin County Commissioners

Meet with: Columbus City Schools, ODOT, Franklin County, Medical Mutual Insurance and others.

Register TODAY at www.OhioMBE.eventbee.com

Organizations confirm attendance on a regular basis, check our social media sites for updates.

Ohio Diversity Network

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

Tuesday, April 17, 2018 at 5:30pm

OhioMBE: A Conversation with SBA Administrator Rob Scott -
Columbus

Tuesday, April 17, 2018 at 6:00pm

Columbus WBC – BUILD-A-BRAND: CLASS 2: DESIGN - Columbus

Tuesday, April 17, 2018 at 6:30pm

Columbus Library: Market Research for Entrepreneurs - Columbus

Wednesday, April 18, 2018 at 11:30am

ECDI: CAPITAL FOR CONSTRUCTION: ACCURATELY ESTIMATING FOR A PROFITABLE JOB - Columbus

Thursday, April 19, 2018 at 1:00pm

OhioMBE Procurement Fair - Cleveland

Saturday, April 21, 2018 at 10:30 am

Certification 101 at the WBC - Columbus

Saturday, April 21, 2018 at 6:00pm

Impact Gala - Columbus

Tuesday, April 24, 2018 at 6:30pm

Columbus Library: Reaching Your Customers: Turning Research into Strategy - Columbus

Wednesday, April 25, 2018 at 9:30am

Columbus Library – Grants for Nonprofits - Columbus

Thursday, April 26, 2018 at 9:30am

Columbus Library – Grants for Individuals - Columbus

Monday, May 7, 2018 at 6:30pm

Columbus Library: Grants for Nonprofits - Columbus

Tuesday, May 8, 2018 at 6:30pm

Columbus Library – Starting a Small Business - Columbus

Wednesday, May 9, 2018 at 6:30pm

Columbus Library – Grants for Individuals - Columbus

Monday, May 14, 2018 at 7:00pm

Columbus Branch NAACP – General Membership Meeting
Columbus



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