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Advocating, Informing and Promoting Small & Minority Owned Businesses



Celebrating 9 Years of Publishing

Sykes files Civil Rights Complaint for Racial Profiling at Statehouse Security Screenings

COLUMBUS— State Rep. Emilia Sykes (D-Akron) said she was disappointed by Ohio Department of Public Safety Director John Born’s unwillingness during a recent meeting to acknowledge his State Highway Patrol Troopers and contracted security agents acted inappropriately by singling out her and other Black Women at security checkpoints at the Ohio Statehouse in the past two years. Sykes has filed a civil rights complaint with the Ohio Civil Rights Commission against the Ohio State Highway Patrol.



See Sykes on page 8

“I’m disappointed in Director Born. I had hoped he would address the issues of discrimination and profiling in a direct and sincere manner. Instead, he stuck to talking points about an “objective” security policy for his department that in truth is highly subjective and targets African-American lawmakers like myself for discriminatory stops and searches,” Sykes said.

“You are a light. You are the light. Never let anyone—any person or any force— dampen, dim or diminish your light. Study the path of others to make your way easier and more abundant.”
- Congressman John Lewis

“The people must know before they can act, and there is no educator to compare with the press.”
- Ida B. Wells

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Help Congresswoman Beatty Win the 2018 Social Media Competition

Congress woman Joyce Beatty is participating in a three-week social media competition against her Congress colleagues to add the most social media followers by July 17, 2018. Beatty invites residents, friends, and community partners of the Third Congressional District of Ohio to connect with her to show the rest of the country why we are the best of the best when it comes to connecting on social media!



So, here’s your chance to connect with her. Be sure to “like” me on Facebook, “follow” me on Twitter and [Instagram](#) and “subscribe” to my YouTube channel.

Last year, her Office finished among the top 8 Congressional offices. You can connect with Rep.

See Beatty on page 8

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Ronda Watson Barber,
Editor-in-Chief & President
www.OhioMBE.com
rbarber@ohiombe.com

P.O. Box 533
Granville, OH 43023
614-522-9122
news@ohiombe.com

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.

Twitter: ohioambe
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Hashtag: #ohioambe

IRS working on a new Form 1040 for 2019 tax season

As part of a larger effort to help taxpayers, the Internal Revenue Service plans to streamline the Form 1040 into a shorter, simpler form for the 2019 tax season.

The new 1040 – about half the size of the current version -- would replace the current Form 1040 as well as the Form 1040A and the Form 1040EZ. The IRS circulated a copy of the new form and will work with the tax community to finalize the streamlined Form 1040 over the summer.

This new approach will simplify the 1040 so that all 150 million taxpayers can use the same form. The new form consolidates the three versions of the 1040 into one simple form. At the same time, the IRS will still obtain the information from each taxpayer needed to determine their tax liability or refund.

The new Form 1040 uses a “building block” approach, in which the tax return is reduced to a simple form. That form can be supplemented with additional schedules if needed. Taxpayers with straightforward tax situations

See 1040 on page 8

Ohio Business Gateway is revamped

A modernized version of the Ohio Business Gateway is scheduled to go live Monday, July 2 at 7 a.m.

The modernization project will transform the current Gateway into a more user-friendly, reliable and secure portal that provides Ohio businesses with online access to business-related services provided by the state. Some of the benefits will include a modern appearance, enhanced security, pre-populated information to reduce transaction time, greater help services and more reliable service during high-traffic periods.

DAS Chief Information Officer Stu Davis said the agency has held considerable outreach efforts in recent weeks, using email, phone calls and regular mail to contact businesses.



Visit us online: www.OhioFBE.com

Rep. Sykes announces summer district office hours

State Rep. Emilia Sykes (D-Akron) will host district office hours throughout the months of June, July, and August at various Akron Public Library branch locations.

“I’m looking forward to meeting with constituents in person and speaking one-on-one about any concerns or questions they might have,” said Rep. Sykes. “Everyone is welcome, and no issue is too big or too small to discuss when it comes to government policy that directly affects each and every taxpayer. I hope people will take advantage of these office hours even if they simply stop by to say hello.”

All meetings will be from **5:30 p.m. to 7:30 p.m.** at the following locations:

July 9th: Main Branch, 60 South High Street, Akron, OH 44326

July 16th: Odom Boulevard, 600 Vernon Odom Boulevard, Akron, OH 44307

July 23rd: Highland Square, 807 W. Market St. Akron, OH 44303

This is an excellent opportunity for local residents and business leaders to meet and share their ideas, comments, questions and concerns with Rep. Sykes regarding all things relating to Ohio state government. These events are free and open to the public, and no appointment is necessary. There will be no formal presentation provided.

publisher's note

Support the OhioMBE Legal Fund

By Ronda Watson Barber
Publisher

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

As a small business advocate, I have assisted many companies to develop and grow their businesses. I have been a strong voice in demanding that Black and women-owned businesses get their share of government contracts. As a result of my advocacy, a former Columbus City Schools employee is suing me. Please assist me and OhioMBE by donating to the OhioMBE legal fund. A GoFundMe account has been established at: <https://www.gofundme.com/ohiombe-legal-fund>

I believe in the 1st Amendment. I have the Constitutional Right to have an opinion and most importantly the right to express it.

I humbly and respectfully ask you to donate to the OhioMBE Legal Fund. Any contribution will be greatly appreciated. Many thanks to the five initial donors. They restored my faith in advocating and fighting for what is right.

Just my thoughts...rwb

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



Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do. - Pele



Save the Date



October 25, 2018

Sponsored by:

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www.OBDC.org

www.OhioMBE.com

bid opportunities

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

kokosing
INDUSTRIAL



Kokosing Industrial, Inc. is preparing bids for the Construction of a New Biological Nutrient Reduction System in Akron, Ohio which bids July 13, 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: Construction Photos, Masonry, Waterproofing, Building Insulation, EPDM Roofing, Sealants and Caulking, Doors, Windows and Glazing, Overhead Doors, Acoustical Panel Ceilings, Sheet Carpeting, Paintings and Coatings, Signage, Plumbing, HVAC, Electrical, Dewatering, Paving, Chainlink Fence and Gates, Seeding, Hourly Trucking, and Instrumentation and Controls. Bidding documents can be examined at Kokosing Industrial, Inc., 6235 Westerville Rd., Westerville, OH 43081 or by emailing Sonja Nichols at snichols@kokosing.biz. Please have your quote to Zach Keller by 12:00 PM July 12, 2018: e-mail snichols@kokosing.biz or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."

WELTY
BUILDING COMPANY LTD.

INVITATION TO BID

We would be pleased to receive your proposal for the following project.

PROJECT: Cap City Aloft Hotel

Bid Event D

ARCHITECT: OHM Architects

BID DUE: Bid due date has been extended to Friday, July 6 at noon

ESTIMATOR: Patricia Koch

PROJECT OVERVIEW: Project consists of new from the ground up construction of an Aloft Hotel. The building will be approximately 106,000sf. The building will be Structural Metal Framing on a podium. This project may include, but is not limited to the following trades: Concrete, Masonry, Structural Steel, Structural Metal Framing, Carpentry, Millwork, Casework, Doors, Frames, & Hardware, Drywall, Ceilings, Flooring, Paint/Wallcovering, Toilet Specialties, Sprinklers, Plumbing, HVAC, Electric, Fire Alarm.

Contact Patricia Koch with any questions, at (234) 678-1126 or pkoch@thinkwelty.com

Special Considerations: Project is Taxable

Diversity & Inclusion: Welty embraces the importance of a diverse, open and inclusive work environment and has adopted equal opportunity as a core business practice. We support and comply with all applicable laws regarding disadvantage business enterprise (DBE) participation in our projects. We disseminate as widely as possible information about our projects so that DBEs are better prepared to submit qualified bids to partner with us in serving the needs of our customers. We expect that all companies that participate with us will believe in and adhere to the same principles of equal opportunity, diversity and inclusion.

Plans can be viewed via Smartbid Net or Welty's FTP Site: <https://www.dropbox.com/sh/7vkceez1ttncmp7/AAD3sj3CH39UK3Hi9UxVRopVa?dl=0>

WHY ISN'T
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ONE OF YOUR CUSTOMERS?

Are you a WBE, MBE or DBE? Then we want to work with you. **The City of Columbus Office of Diversity and Inclusion** can help register your business with the city.

Visit our website or call **(614) 645-2203** for more information.

columbus.gov/odi

View bid notices online at
www.OhioMBE.com/bid-opportunities

bid opportunities

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



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>



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

DEPARTMENT OF DEVELOPMENT

- **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
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The Columbus Regional Airport Authority values diversity and inclusion and the impact small and minority-owned firms

have on the Central Ohio economy. The Columbus Regional Airport Authority invites you to access the following link: <https://columbusairports.com/doing-business-with-us/solicitation-opportunities> to sign-up for RSS feeds to automatically receive notifications of new bid opportunities and results. Email BusinessDiversity@ColumbusAirports.com for questions about the Diversity Programs at Columbus Regional Airport Authority.



Building Crafts, Inc., an equal opportunity employer, is soliciting bids from certified DBE, MBE, and WBE subcontractors

and suppliers for the Mill Creek WWTP Service Water (NPW) Reliability and Service Upgrades in Cincinnati, OH which bids on July 23, 2018. Items of work to be subcontracted or supplied include, but are not limited to the following: demolition, saw cutting/coring, asphalt paving, auger pressure-grouted displacement piles, crack repair, reinforcing steel supply/erection, concrete, masonry, miscellaneous metals, roofing, aluminum entrances, joint sealants, painting, instrumentation & controls, plumbing, process piping, HVAC, and electrical. Bidding documents can be examined at Building Crafts, Inc., 2 Rosewood Dr., Wilder, KY 41076 or by calling Brad Miller at (859) 781-9500 to make arrangements to view documents electronically. Submit quotes by 9 AM on July 23, 2018 by email to estimating@buildingcrafts.com or fax at (859) 781-9505. All bids should include a completed Form 6100-3 DBE Subcontractor Performance Form.

Get Bid Notices Delivered to your inbox

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



bid opportunities

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



Walsh Construction encourages bids from all qualified subcontractors/suppliers including WBE/MBE, SBE firms for the – **NEORSD Southerly WWTP-**

Second Stage Settling Improvements until 12:00 PM EST, on Tuesday, July 24, 2018

DESCRIPTION OF PROJECT: In general, the work shall consist of furnishing all labor, materials, equipment, and incidentals for construction of the following work: Site improvements, groundwater dewatering, flow control and metering modifications, rehabilitation of final settling tanks, replacement of sludge collection equipment and pumping systems, blower replacement, air compressor replacement, mixing and chemical equipment, valve replacement and rehabilitation, piping modifications, sump pumps, architectural building recladding, HVAC and plumbing system replacement and appurtenant electrical and instrumentation equipment to provide complete and operational systems. Refer to the Contract Documents and the Summary of Work Specification Section 01 11 00.

Drawings, Specifications and Bid Forms and subsequent addenda will be available for download from a project-specific NEORSD Sharefile site. Prospective bidders will be required to register to obtain a Sharefile account to access these documents. The NEORSD will post the link to the Sharefile site on the NEORSD's Bids website (www.neorsd.org/bids). Prospective bidders are strongly encouraged to frequently monitor the Bids website for project updates and addenda.

Work scopes include: demo, concrete, cast in place, masonry, misc. metals, misc. carpentry, FRP fabrications, door and frames, glazing, OH coiling doors, painting, signage, plumbing, HVAC, electrical, earthwork, I & C.

If you have any questions regarding this project please contact Firas Joseph at 313-456-6528 or fjoseph@walshgroup.com

Walsh is an Equal Opportunity Employer, Minority/Female/Disabled/Veteran.



Columbus City Schools announces a Request for Qualifications for the following project:

Planning Services for the Consolidation of Academic Support, Administrative Office, and Operations Space: Architectural/Engineering/Space Planning/Cost Estimating Services to develop a detailed

plan for the consolidation of district academic support, administrative office, and operations space. A detailed Request for Qualifications is available on the district's website at www.columbus.k12.oh.us/rfp.

An informational meeting to review the scope of services will be held on **Tuesday, June 26, 2018 at 3:30 pm at Columbus City Schools, 889 E. 17th Ave., Columbus, OH 43211.**

Submittals will be evaluated pursuant to ORC 153.65-691 based on the following criteria: professional qualifications of key members of design team, relevant past work of prospective firms, other applicable consultants, quality control procedures, response to CCS Community Inclusion Policy (Local Economically Disadvantaged Enterprise goal is 20% participation), and location of primary firm relative to project locations. Fees will be negotiated. The district reserves the right to reject any and all statements of qualifications and to waive any informality, irregularity, or failure to conform to the instructions contained in this public announcement. Questions regarding this RFQ should be directed to Alex Trevino, Director of Capital Improvements at atrevino3260@columbus.k12.oh.us Firms are not to contact any other district employee related to this announcement.

Responding firms are to submit three (3) paper copies and (1) electronic copy in PDF format of Parts I and II of the OFCC F110 -330 Statement of Qualifications form (most recent version). Part I is limited to 25 pages. EDGE requirements do not apply to this RFQ. Address submittals to Capital Improvements, Columbus City Schools, 889 E. 17th Ave., Columbus, OH 43211. Deadline for submissions is Tuesday, July 10, 2018 at 4:00 PM.



If you have no critics you'll likely have no success. - Malcom X

Advertise in OhioMBE & OhioFBE
We reach Ohio's small businesses

#bidnotices

bid opportunities

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



Walsh Construction encourages bids from all qualified subcontractors/suppliers including DBE/WBE/MBE firms for the –

Collins Park WTP Ozone Treatment Facilities

until 12:00 PM EST, on Tuesday, July 10, 2018

DESCRIPTION OF PROJECT: The Work to be performed under this contract generally consists of construction of new ozone treatment facilities at the existing City of Toledo Collins Park WTP as an advanced treatment for oxidation and removal of algal toxins encountered in the raw water pumped from the plant's Lake Erie intake. The new ozone facilities will have a treatment capacity of 160 million gallons per day (mgd).

Note: Bidding documents must be purchased from the City of Toledo, please contact Amy Betts at 419-245-1695. The price of the CD is fully refundable upon return. If you wish to review the documents you may make arrangements to come into our office. Please contact Firas Joseph at 313-456-6528 or fjoseph@walshgroup.com.

Work scopes include: Erosion Control, Paving, Trucking, Fencing, Seeding and Landscaping, Concrete Repair, Reinforcing Steel, Precast Concrete Hollow-Core Planks, Masonry, Waterproofing, Roofing, Caulking, Overhead Doors, Windows, Glass and Storefront, Painting and Coatings, Instrumentation and Controls, Ozone and Oxygen System Cleaning, Plumbing, HVAC, Electrical, and Pipe Insulation.

If you have any questions regarding this project please contact Firas Joseph at 313-456-6528 or fjoseph@walshgroup.com

Walsh is an Equal Opportunity Employer, Minority/Female/Disabled/Veteran.

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.

Place your legal ad or bid notice in OhioMBE and our other media outlets.

**news@ohiombe.com
614-522-9122**



REQUEST FOR PROPOSALS

The Akron Metropolitan Housing Authority is requesting proposals for Janitorial Services and Related Work at the AMHA Administration Building, 100 West Cedar Street, Akron, Ohio 44307.

Those interested in submitting a proposal may obtain the instructions/information package by contacting SE Blueprint, 540 South Main Street, Suite 211, Akron, Ohio 44311. (330) 376-1689 seblue@seblueprint.com

A pre-proposal conference will be held at the AMHA Administration Building, 100 West Cedar Street, Akron, Ohio 44307 on Tuesday, July 10, 2018 at 2:00 p.m. and again on Thursday, July 12, 2018 at 2:00 p.m.

All proposals, to be considered, must be submitted in accordance with the requirements of the RFP and received by AMHA no later than 4:00 p.m. (local time) on Tuesday, July 24, 2018.

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

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We have a collection of bid notices, upcoming events, business tips and small business resources.

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1040 from page 2

would only need to file this new 1040 with no additional schedules.

Since more than nine out of 10 taxpayers use software or a tax preparer, the IRS will be working with the tax community to prepare for the streamlined Form 1040. This will also help ensure a smooth transition for people familiar with software products and the interview process used to prepare tax returns.

Taxpayers who file on paper would use this new streamlined Form 1040 and supplement it with any needed schedules.

Beatty from page 1

Beatty at:

- [Facebook \(@RepJoyceBeatty\)](#)
- [Twitter \(@RepBeatty\)](#)
- [Instagram \(repbeatty\)](#)
- [YouTube](#)

OhioDiversityNetwork.com

Sykes from page 1

Sykes said she pushed for and Born reluctantly agreed to launch two separate investigations into incidents dating back to 2016, but only after she questioned him repeatedly without getting any answers about bias within the OSHP.

“I explained to Director Born repeatedly that I followed the proper established “objective” procedure and showed my badge each time I tried to go through security, and when I questioned why my badge was not being recognized I was told “I looked too young to be a legislator.’ I also explained other people of color had been stopped for unacceptable reasons. Age, gender, skin color? Those are subjective, not objective, criteria,” Sykes said.

For more than two years, State Troopers and contracted security agents have allowed white male legislators to pass unquestioned through security checkpoints at the Ohio Statehouse and the Vern Riffe Center for the Arts while stopping and searching Black lawmakers although they followed procedures and showed identification badges.

Sykes is hoping the civil rights complaint can be resolved through mediation, though that would require agreement by the entities she filed against — the Department of Public Safety (State Highway Patrol), Department of Administrative Services, the Capitol Square Review and Advisory Board and the Ohio House.

Mediation typically takes 45 days to complete. A full investigation into illegal discrimination, on average, takes 10 months.

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Ohio Diversity Network

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

Monday, July 9, 2018 at 7:00pm -
[Columbus Branch NAACP – General Membership Meeting](#) - Columbus

Saturday, July 14, 2018 at 2:00pm -
[The Cultural Wall Music Festival](#) - Columbus

Saturday, July 14, 2018 at 2:00pm
[The Cultural Wall Music Festival](#) - Columbus

Sunday, July 15, 2018 at 2:00pm
[The Cultural Wall Music Festival](#) - Columbus

Thursday, July 19, 2018 at 1:00pm
[OhioMBE Procurement Fair](#) - Columbus

Saturday, July 21, 2018 at 10:30am
[Certification 101 at the WBC](#) - Columbus

Tuesday, August 7, 2018 at 8:30am
[ODOT Professional Matchmaker](#) - Columbus



Hosting a business event?

Did you know you can
post it on
OhioDiversityNetwork.com

Email: news@ohiombe.com
for login information

*OhioDiversityNetwork.com is
sponsored by:*

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

OFFICE OF DIVERSITY
AND INCLUSION

PROFESSIONAL SERVICES STATEWIDE MATCHMAKER EVENT

August 7th 8:30 - 12:30 pm
Xenos Christian Fellowship Center
1390 Community Park Dr.
Columbus, OH 43229

The Ohio Department of Transportation and the American Council of Engineering Companies are pleased to announce a statewide Matchmaking Event to help connect prime consultant companies with DBE / sub consultant companies. The companies will interact one-on-one. Prime consultants will explain the services they are seeking and DBE / sub consultants will describe the services they offer.

Please be prepared to offer brief, succinct remarks (10 minutes max) and to speak with multiple companies

Sub consultants should bring copies of their capability statement with NAICS code(s)

For more information please contact:
Lynn Stevens-740-833-8042 or lynnette.stevens@dot.ohio.gov

<https://odotacecprofessionalservicesmatchmaker2018.eventbrite.com>



**GOT
YOUR
TICKET?**

**Tickets are going fast for the July 19
OhioMBE Procurement Fair, hosted by the
City of Columbus Office of Diversity &
Inclusion**

**Meet one-on-one to promote your
product/service**

Register at www.OhioMBE.eventbee.com

Check our social media sites for updates

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

Columbus - July 21

Can Employee Perks Help You Attract and Keep Workers for Your Small Business?

Did you know that four out of five employees are more interested in benefits or perks than a pay raise? With such an increase in demand, incorporating perks into a small business should be a consideration for employers.

What are Employee Perks?

Employee perks are [privileges](#) granted to employees in addition to their salaries and benefits, which typically have little-to-no cash value. Some of these perks include:

- Flexible hours
- More vacation time
- Work-from-home options
- Student loan assistance
- Paid maternity/paternity leave
- Free gym membership
- Complimentary snacks
- Weekly free outings

Perks and job satisfaction

Overall, employee perks led to higher job satisfaction.

- 88 percent of employees said they would take flexible hours into consideration when job searching
- 80% would consider more vacation time and [working from home](#)
- 48% would prioritize student loan assistance
- 42% welcomed the idea of parental leave

When it comes to taking their next professional position, prospective employees like these freebies:

- Gym memberships: 39%
- Snacks: 32%
- Weekly outings: 24%

Benefits

Perks also provided employees a better work-life balance.

- 53% percent of employees said that they have a better quality of life
- 49% said they felt more valued
- 44% experienced improved mental and physical health

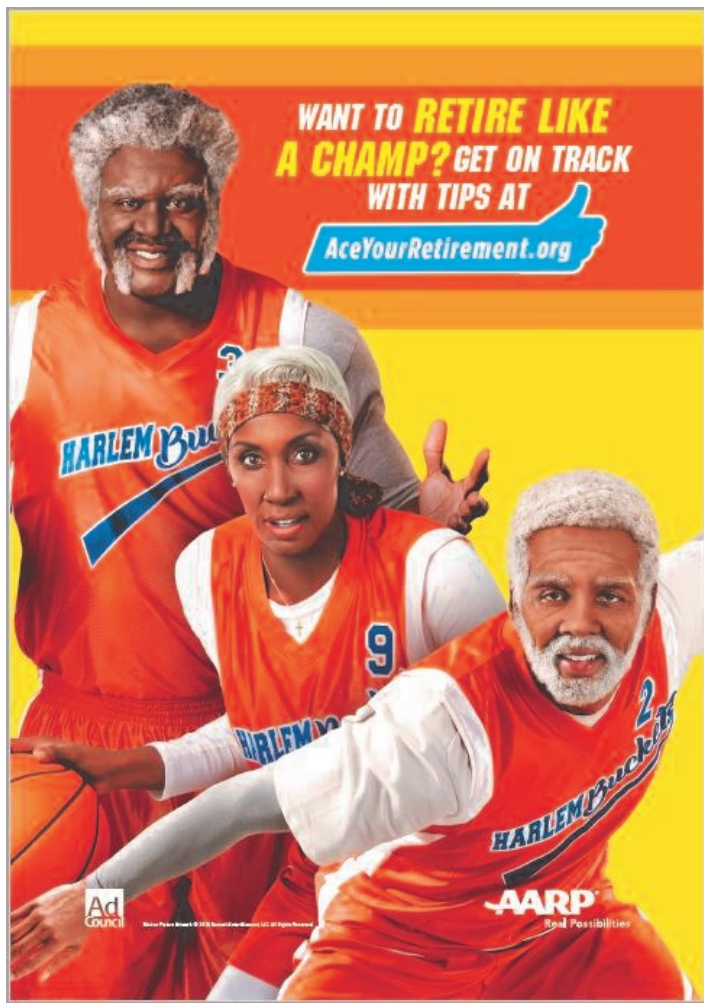
An increase in employee happiness and satisfaction results in more focused, engaged and productive employees.

What are Businesses Doing Now?

As more research is done on the benefits of employee perks and life satisfaction, an increased number of employers are implementing them into their businesses.

Currently, the most common perks employers offer include:

- Flexible hours: 32%



- Professional development: 28%
- Fitness/health perks: 19%
- Food/Snacks: 19%
- Working from home: 14%

Although many employers are incorporating more perks into their job offerings to attract and retain workers for their small businesses, *42% of full-time employees still don't receive any perks at all.*

Adding employee perks into the overall business model provides excellent benefits for both employees and employers. Employees are able to stay happy and productive in their roles while businesses get higher team engagement without having to break the bank.

If you want to stand out as a small business and attract and retain the best employees, think about implementing one or two of these perks. You can always start small, and add more as you start seeing a positive response from your team.

Source: www.score.org



Waste Management is Now Hiring in Columbus, Ohio

Competitive Pay, Great Benefits!

careers.wm.com | Text WASTE to 51893 or call 877-220-5627 for More Information
Equal Opportunity Employer: Minority/Female/Disability/Veteran



THINK GREEN®



Experienced Masons & Laborers Needed

Weekly pay

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Driver's license and reliable
transportation required

HH&M Construction
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Columbus, OH
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- OhioMBE Procurement Fair - July 19
- Certification 101 at the WBC - July 21

OhioMBE.eventbee.com