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Ronda Watson Barber—Publisher/Editor-in-Chief

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Advocating, Informing and Promoting Small & Minority Owned Businesses

A yellow ribbon banner with the text "10th Anniversary" in a dark, elegant script font.

Inclusion is the key to DeWine's cabinet picks

Ohio Governor Mike DeWine's cabinet may be one of the most diverse in Ohio history. He has nominated 13 women and 5 African Americans to cabinet positions. Cabinet agency leaders are in charge of multi-million dollar budgets and thousands of state employees.

Ronald C. Todd has been named to serve as the Governor's Minority Affairs Liaison. Mr. Todd most recently served as the Minority Affairs Liaison in the Ohio Secretary of State's Office under Secretary Husted. He is the Chairman and CEO of SEEP, LLC., an Insurance Brokerage Agency and Consulting Firm. He is also the current President of the Southwest Ohio-Northern Kentucky National African American Insurance Association.

ANNETTE CHAMBERS-SMITH, Nominee for Director of the Ohio



Ronald Todd

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Murphy named
Assistant Exe.
Director at Columbus
Bar Association**

Winners announced for Ohio MLK awards

Seven Ohio individuals and organizations will be recognized for their efforts to advance nonviolent social change at the 34th annual Ohio Dr. Martin Luther King, Jr. Commemorative Celebration. The free event, sponsored by the Ohio Dr. Martin Luther King, Jr. Holiday Commission, will be held at noon Thursday, Jan. 17 at Trinity Episcopal Church, 125 E. Broad St., Columbus.



The annual event also will feature speeches from winners of the 2018 Statewide MLK Oratorical Contest held last April.

Community Building Award - Winner: Michael Douglas, Chesterland, founded Diversity Initiatives, Inc. in 1998 to help public and private organizations advance positive interaction and communication across racial, cultural, socio-economic and gender-based boundaries. He has consulted with many companies and school districts and serves as chief diversity officer for Walsh Uni-

See MLK on page 2



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versity.

Cultural Awareness Award - Winner: Toledo Buffalo Soldiers Motorcycle Club, Inc., Toledo, conducts many community service projects and workshops for local youth and presents educational presentations about the heritage and history of the Buffalo Soldiers. The motorcycle club is named for the historic African-American U.S. Army regiments nicknamed "Buffalo Soldiers" by Native Americans who encountered the service members on the battlefield. One of the most impactful programs the Toledo club is involved in is a presentation for youth explaining how to react if they are stopped by the police. They also provide mentoring and information about respecting oneself and others. Other projects include adopting a local park and raising funds to pay swimming pool fees for area children

Governor's Humanitarian Award-- Winner: Pastor Michael E. Carter, Jr., Toledo. His ministries at the Praise City Worship Centers in Toledo and Detroit where he pastors include oper-

ating a food pantry and providing free meals for youth during the summer and free food for basketball program participants. The centers hold clothing and toy give-aways. Carter also leads several small groups, including parenting classes, fatherhood classes, peer mentoring, youth mentoring and a youth leadership initiative with millennials in ministry and business. He also leads a free GED program, and provides job training and soft skills training.

Health Equity and Awareness Award-- Winner: Dr. Darrell Gray II, Columbus, is a gastroenterologist serving as an assistant professor at The Ohio State University Wexner Medical Center and The James Cancer Hospital where he also serves as the deputy director of the Center for Cancer Health Equity. At OSU he engineered the Provider and Community Engagement (PACE) Program for Health Equity in Colorectal Cancer Prevention, a comprehensive colorectal cancer awareness and screening program which has been recognized nationally by the American College of Gastroenterology and National Colorectal Cancer Roundtable. He also chairs the Health Equity Steering Committee at

See MLK on page 7

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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.

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Hashtag: [#ohiombe](https://twitter.com/ohiombe)

Ohio Department of Aging seeks nominations for statewide Senior Citizens Hall of Fame

Since its inception, more than 450 older

Ohio.gov

Ohioans have been inducted into the Ohio Senior Citizens Hall of Fame. If you know someone who belongs among those ranks, the Ohio Department of Aging wants to hear from you. The hall honors current or long-time Ohio residents age 60 and older who have made and continue to make a lasting impact on their communities, their professions or their vocations.

Visit www.aging.ohio.gov/halloffame to nominate someone you know.

"Inductees to the Ohio Senior Citizens Hall of Fame possess values we should all strive to emulate, such as dedication, creativity, kindness and compassion," said Beverley Laubert, director of the department. "Their attitudes and accomplishments keep them healthy and

engaged while also creating better lives for their neighbors and making their communities and our state stronger."

Inductees are selected from public nominations. Past inductees have included business and industry leaders, advocates, community planners, educators, scientists, health care professionals, volunteers, artists, entertainers, athletes and more. Nominees are evaluated on the scope and impact of their contributions begun or continued after age 60. Nominees must be native-born Ohioans or have been residents of the state for at least 10 years. Posthumous nominations are accepted.

Induction is held each May as the state and nation celebrate Older Americans Month. Nominations must be received by Feb. 11, 2019, to be considered for induction this year.

Learn more, access the nomination form and view past inductees at www.aging.ohio.gov/halloffame. You can request a paper nomination form by calling 614-728-0253.

publisher's note

OhioMBE Celebrates 10 years of Publishing

By Ronda Watson Barber
Publisher

Hip Hip Hurrah! OhioMBE is celebrating 10 years of publishing. It is an honor to advocate and highlight small businesses, particularly Black-owned businesses in the Buckeye state.



I'm a business owner just like my typical reader. I started OhioMBE on a whim and produced the first issue in 10 days. No business plan. No loans. I saw a couple of needs that needed to be met and jumped in the water to fulfill them. Minority businesses needed a source of news and information. Organizations needed an outlet to communicate their good-faith efforts and purchasing opportunities. The first issue of OhioMBE hit the stands on Jan. 15, 2010.

The newspaper business and publishing have always my passion. As a little kid, I produce a one-page newspaper and distributed to it, my relatives and neighbors. My love for communication continued when I founded BOLT (Black Outstanding Leading Teens) magazine a teenager. Stents at the Columbus Call & Post, Columbus Dispatch and CommunicatorNews aided in my professional development.

We have grown. We have had struggles. There are so many resources and allies that threw out the lifeline and assisted in our development while we were treading in the deep end. We feature many of those organizations and business advocates in OhioMBE. Ten years later, still no business plan. No loans. Just the desire to get it done and make it happen.

The goal of OhioMBE will always be to provide access to contracting opportunities. I believe we have been very successful. We have established a powerful voice in advocating for small businesses. From the dissemination of bid notices to the hosting monthly OhioMBE Procurement Fairs, we are actively engaged in improving the business climate for small businesses. The best is yet to come. I am so excited to celebrate our 10 years of advocacy and publishing all year long. Join me in celebrating! Small business is good business!

Just my thoughts...rwb

OhioMBE Awards Top MBE Nominee:

The Wright Behavioral Health Group

Larry James, Ph.D. — Owner

Colonel retired (Dr.) Larry C. James, Ph.D., ABPP is a nationally recognized expert in national security, defense issues, clinical psychopharmacology and Clinical Health Psychology. He is currently the President; CEO of the Wright Behavioral Health Group, LLC and a Professor at Wright State University.



Previously he served as the Associate Vice President for Military Affairs at Wright State University in Dayton, Ohio. Prior to that assignment, he served as the Dean, School of Professional Psychology, Wright State University from 2008 to 2013. He received his Ph.D. in Counseling Psychology at the University of Iowa and a Post-Doctoral Fellowship in Behavioral Medicine at Tripler Army Medical Center. He was the Chair, Department of Psychology at Walter Reed Army Medical Center and the Chair, Department of Psychology at Tripler Army Medical Center. He was awarded a Bronze Star and the Defense Superior Service Medal.

In his nearly three-decade military career. Colonel James has had many deployments. Most notably, he deployed to Abu Ghraib and Guantanamo Bay, Cuba. Colonel James distinguished himself during these deployments and is one of the nation's military officers who was credited with putting policies and procedures in place to prevent abuse. He has lectured internationally and has published eight books with several others in press and has published over 100 professional papers and conference presentations.

Product/Service: Behavioral Health Treatment, Research & Consultation

Business Accomplishments:

- provides comprehensive behavioral health services to at risk populations such as the homeless
- provides mental health services to disabled veterans
- conducts high level research

See Dr. James on page 7

Martin Luther King, Jr. Quotes



The time is always right to do what is right.

Our lives begin to end the day we become silent about things that matter.

So even though we face the difficulties of today and tomorrow, I still have a dream.

Injustice anywhere is a threat to justice everywhere.

Our scientific power has outrun our spiritual power. We have guided missiles and misguided men.

I have a dream that one day this nation will rise up and live out the true meaning of its creed; We hold these truths to be self-evident: that all men are created equal.

If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward.

Every man must decide whether he will walk in the light of creative altruism or in the darkness of destructive selfishness.

Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.

I am not interested in power for power's sake, but I'm interested in power that is moral, that is right and that is good.

A right delayed is a right denied

Whatever your life's work is, do it well. A man should do his job so well that the living, the dead, and the unborn could do it no better.

We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now.

Nothing in all the world is more dangerous than sincere ignorance and conscientious stupidity.

I want to be the white man's brother, not his brother-in-law.

There is some good in the worst of us and some evil in the best of us. When we discover this, we are less prone to hate our enemies.

If physical death is the price that I must pay to free my white brothers and sisters from a permanent death of the spirit, then nothing can be more redemptive.

Whatever career you may choose for yourself – doctor, lawyer, teacher – let me propose an avocation to be pursued along with it.

I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.

Civilization and violence are antithetical concepts.

We spend 322 000\$ for each enemy we kill in Vietnam, while we spend in the so-called "war on poverty" in America only about 53\$ for each person classified as poor.

Keep feeling the need for being first. But I want you to be the first in love. I want you to be the first in moral excellence. I want you to be the first in generosity.

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>



ADVERTISEMENT FOR BIDS

Columbus Regional Airport Authority

ACT #5 Ramp Reconstruction Phase 2-Rebid 10011A
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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.



LEGAL NOTICE

OPERATION: FIX IT – FIRE ALARM PACKAGE 4A – CENTENNIAL HIGH SCHOOL, MIFFLIN HIGH SCHOOL & WOODWARD PARK MIDDLE 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 1, 2019 at 10:00 a.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.

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4. Select your desired list



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COLUMBUS
ANDREW J. GINTHER, MAYOR

Happy 10th Anniversary
OhioMBE!!!

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).
- **Property Maintenance and Miscellaneous Services.** Contact Audrea Hickman (614-645-8907 or aehickman@columbus.gov).
- **Construction trades including: General Construction, Home Improvement, Electrical, HVAC, and Plumbing.** Contact Tim Tilton (614- 724-3009 or twilton@columbus.gov).
- **Lead Safe Columbus** has lead abatement opportunities and funding to train contractors. 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>.



**COLUMBUS METROPOLITAN
HOUSING AUTHORITY**
COMMUNITY. COMMITMENT. COLLABORATION.

The Columbus Metropolitan Housing Authority is seeking Request for Proposal (RFP) for the procurement of Professional Property Management Services (Scioto Ridge Apartments). The response deadline is Friday February 8, 2019 at 11:00AM. A pre-proposal conference is scheduled for 10:00 AM on Monday January 25, 2019 at our corporate office. Specifications may be obtained by visiting our website, www.cmhanet.com or by contacting the Purchasing Department of the Columbus Metropolitan Housing Authority at 880 E. 11th Ave, Columbus, Ohio 43211 or by calling 614-421-4434, 8:00 AM–4:00 PM, Monday – Friday.

bid opportunities

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



COLUMBUS METROPOLITAN HOUSING AUTHORITY

COMMUNITY. COMMITMENT. COLLABORATION.

Legal Notice: RFP 2018-011
Scioto Ridge Apartments
Permanent Financing

The Columbus Metropolitan Housing Authority is seeking Request for Proposal (RFP)

for the procurement of Scioto Ridge Apartments Permanent Financing. The response deadline is Wednesday February 5, 2019 at 11:00 AM. Specifications may be obtained by visiting our website, cmhanet.com or by contacting the Purchasing Department of the Columbus Metropolitan Housing Authority at 880 E. 11th Ave, Columbus, Ohio 43211 or by calling 614-421-4434, 8:00 AM-4:00 PM, Monday – Friday.



OPERATION: FIX IT – ROOF UPGRADES FOR
MOLER 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, January 18, 2019, 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.



OPERATION: FIX IT – ROOF UPGRADES FOR
AVALON 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, January 18, 2019 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
DBE/MBE/WBE Companies"

Kokosing Industrial, Inc. is preparing bids for the Jackson Pike Wastewater Treatment Plant Biosolids Land Application Improvements Project in Columbus, Ohio which bids February 13, 2019.

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: Trucking, Paving, Lawns and Grasses, Reinforcing Steel, Caulking, Painting, Plumbing, HVAC, Instrumentation & Controls, and Electrical. Bidding documents can be examined online by emailing Sonja Nichols at snichols@kokosing.biz for the link. Please have your quote to Steve Ehret by 12:00 PM February 12, 2019: e-mail sae@kokosing.biz or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."



"Attention Certified DOT/SBA/
State MBE/WBE Companies"

Kokosing Industrial, Inc. is preparing bids for the Q-178 Aurora Shores WWTP No. 29 Abandonment Project Re-Bid project in Akron, Ohio which bids January 23, 2019. 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, Misc. Metals, Waterproofing, Roofing, Caulking, Doors, Painting, Electrical, Fencing, and Seeding. Bidding documents can be examined online by emailing Sonja Nichols at snichols@kokosing.biz for the link. Please have your quote to Kyle Kuhlman by 12:00 PM January 22, 2018: e-mail ksk@kokosing.biz or Fax 614-212-5711.

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- consults with industry, schools & military
- hired 15 employees in last two years
- provided training opportunities for graduate students

Community Service Activities:

- developed and provided a Pro Bono comprehensive behavioral health program to a homeless shelter
- served on board of directors for Miami Valley Housing Opportunities for the Homeless
- served on the board of directors for the Wright-Dunbar Community Association
- served as a mentor to minority and woman high school, college & graduate students
- served as a mentor to disabled veteran college students

The Wright Behavioral Health Group, LLC has filled a major void in the delivery of behavioral health services in the Dayton metropolitan area. Dr. James and his staff have provided their expertise to a very vulnerable population and those who have been forgotten.

The Wright Behavioral Health Group has saved the lives of many veterans who are at high risk as well as many patients who have no insurance.

The company has a commitment to diversity and the training of mental health professionals who desire to work with an undeserved population. Since the company was created in 2014, it has been involved in the development and training of 25 Clinical Psychologists who are now working with an underserved population.

Contact: colonellarryjames@aol.com

Ohio is a top spot for women business owners

Ohio has been ranked as one of the best places for women to start a business, according to [FitSmallBusiness.com](https://www.fit-small-business.com)

The website ranked the Ohio No. 2 on its list of the top 10 states for female entrepreneurs.

Ohio’s high business growth density, low cost of living and lack of corporate taxes were mentioned as advantages.

The ranking was based on general business climate/opportunity, number of female-owned businesses, economic and financial health, and safety and well-being for women in each state.

OSU, assists in the implementation of Health Sciences Academies in Columbus City Schools, serves on the board of Ethiopian Tewahedo Social Services and is an ambassador for #BlackMeninMedicine.

Mental Health and Recovery Services Board of Lucas County, Toledo, is a leader of diversity and health equity in Lucas County. The board has funded educational partners and grass roots organizations, and has provided direct access for mental health and recovery services for those who are marginalized in the local community. The board has demonstrated its vision of creating a compassionate community that embraces recovery and mental wellness through enabling community organizations to provide services in underserved communities in Lucas County. The board also is committed to ensuring the voice of the disenfranchised is heard by including consumers in key areas of decision making and by developing a position for a director of health equity. The board is an instrumental part of the current conversation in Lucas County as it relates to addressing matters of inclusion, diversity and health equity.

Social Justice Award-- Winner: Vincent Edwards, Jr., Cincinnati, has made many positive contributions to the community. He works as a victim advocate for the Hamilton County Prosecutor’s Office. In his spare time, he wrote a children’s book, *One Face/One Race*, that explains to children that even though people may look different on the outside, on the inside everyone is created equal. He visits schools where he engages children while reading the book to get them to discuss these important issues.

Youth: Capturing the Vision of Dr. King Award-- Groomed for Greatness, Toledo, is a nonprofit organization serving girls ages 4 to 17. Its mission is to enhance the lives of girls through professional and personal research-based programming that equips them with the necessary skills to be leaders. Programming includes a diversity forum that exposes participating girls to other cultures while helping them to discover who they are and how they can assimilate into society and become productive citizens. The girls also are taught how to take active leadership roles and be voices against injustice and oppression in their community.

The commission is housed in the Equal Opportunity Division of the Ohio Department of Administrative Services, which provides centralized support for state agencies.

For more information about the **Ohio Dr. Martin Luther King, Jr. Holiday Commission**, visit das.ohio.gov/mlk



An Inspiring New Socio-Economic Movement is Welcoming Black Business Owners to Lock Arms with Its Growing Network

Cleveland, OH (BlackNews.com) — FollowBlackDollars is an inspiring American family owned social movement that is aimed at bringing awareness to the Black community regarding financial investments. The non-profit organization is basically aimed at building a network of Black-owned businesses and it is designed at bridging the gaps between consumers and shop owners. Moreover, the movement is also providing a key platform for small business to thrive by offering them innovative support.

“On July 21, 2018, I started [FollowBlackDollars.org](https://followblackdollars.org) to help bring awareness to the black community of where we spend our money and this idea evolved very quickly into a movement.” Nichol Jennings-Goodman, the founder of this inspiring movement for the Black Americans. “In this very short time of only a few months and with just a hand full of participants, there are over 20,000 U.S. bills bearing the FOLLOWBLACKDOLLARS red stamp worldwide and these stamps basically become coupons at participating black-owned businesses,” she added.

The founder is now welcoming every Black business owner to become a part of this growing network play their role in changing the course of history for the Black community in the United States. Nichol is a retired Cleveland Policewoman and this organization has emerged as a nationwide movement in a few months’ time and new members are joining every day.

In addition, the organization requires every new member to make ‘a commitment to excellence’ and promise to be prompt, efficient, professional and courteous, give great customer service and provide a quality product and/or service. Each new member also pledges to be a cornerstone in the Black community and help the community members grow together. Moreover, the movement is not only playing a key role in strengthening the Black business owners in America but is also teaching them on how to make their business grow and how to get a higher volume of sales by offering exceptional customer services.

“Our aim is to provide Black-owned businesses with adequate connections to improve their brands making them remarkable and our website is also ever evolving,” said Nichol, while talking about the growing network. “I believe FBD is the mortar to connect the bridges between all Black empowerment groups and the Black community,” she added. The organization follows various strategies including mentorships, workshops and consultation along with many other ways of helping its growing network of members.

For more information and to become a part of this inspiring movement for the Black community, please visit at www.followblackdollars.org

franklin county corner



Franklin County
BOARD OF COMMISSIONERS
Service. Progress. Excellence.

The story of Franklin County is the story of us. We work to ensure that our neighbors can benefit from everything that makes Franklin County such a special place to live and work.

Now we have a brand that reflects what we do and why we do it. As we look to the future, let's carry this new identity with pride, and let it serve as a reminder that we are all committed to creating the best possible outcomes for every resident, every day

Our Emblem – the rising star represents that our best days are ahead and is supported by a shape reminiscent of our courthouse and grounded in our country's founding date.

Every day, we show up to support our community.

Board of Commissioners: Marilyn Brown, President, John O'Grady & Kevin L. Boyce

For business opportunities please contact Small Emerging Business Coordinator, Marleise K. Wicker 614.525.22.93 – mkwicker@franklincountyohio.gov

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Department of Rehabilitation and Correction — Chambers-Smith is currently the General Manager of Payment Services for JPay Incorporated, A Securus Technologies Company in Miramar Florida, which works to connect friends and family with incarcerated loved ones through a variety of corrections-related services in 35 different states. She has also served as the Chief Operating Officer (COO) of the same company.

Chambers-Smith served for over two decades in the Ohio Department of Rehabilitation and Correction, most recently as Deputy Director in the Office of Administration. In that role, she managed the business organizational operations. During her time at ODRC, she worked to create a more efficient environment in the department, reducing staff resource needs by 55 percent and cutting millions in waste from the operating budget.

URSEL MCELROY—Nominee for Director of the Department of Aging. McElroy has a wealth of experience in both local and state government with specific focuses in eldercare and programs aiding those in poverty. Her career began at the Franklin County Department of Jobs and Family Services



Ursel McElroy

attorney with the Vorys, Sater, Seymour and Pease firm and the Littler Mendelson firm. She serves on the Board of Directors for the Columbus School for Girls and the YWCA of Columbus.

Kim is the founder and president of the Olive Tree Foundation for Girls, a non-profit organization that provides mentoring, enrichment programs and scholarships for young women. She received her Bachelor's degree from Columbia University and her Juris Doctorate from Fordham University School of Law.

ALISHA NELSON, Director of RecoveryOhio Nelson currently serves as the Director for Substance Use Policy Initiatives in the Ohio Attorney General's Office. Nelson co-chaired the Ohio Joint Study on Drug Use Prevention Education which developed the Drug Use Prevention Education Resource Guide, which has been shared with schools and community prevention organizations statewide. She has also served on Attorney General DeWine's Insurer Task Force to assist in the development of recommendations to help eight of Ohio's largest healthcare

See DeWine on page 14

and was also a Case Management Supervisor for the Franklin County Office on Aging. She served as the Chair of the Ohio Coalition for Adult Protective services through 2008 and worked in the Office of the Ohio Attorney General for 10 years as the Deputy Director of Education and Policy where she managed the establishment of the Ohio Elder Justice Initiative. She has also held key roles at the Ohio Department of Youth Services and the Ohio Department of Job and Family Services.

McElroy earned a Bachelor's Degree in Psychology and a Master's Degree in Public Administration, both from The Ohio State University. She resides in Columbus.

KIMBERLY HALL—Nominee for Director of the Department of Jobs and Family Services. Hall presently serves as senior vice president of administration and general counsel at Columbus State Community College. Hall joined Columbus State in 2012, and she provides executive guidance on College policy, administration and strategic initiatives. Her leadership portfolio includes supervision of the Legal Office, Human Resources Department, Equity and Compliance Office, Police Department, Facilities Management Division and the Shared Governance Office. She also serves as liaison to the Board of Trustees for the development and implementation of board policy.

Prior to joining Columbus State, Hall served as deputy chief counsel for Attorney General Mike DeWine. Kim has served as deputy chief counsel for the Ohio Department of Education and, early in her career, she practiced as a labor and employment



Whether being here means we provide volunteers, donate money, or offer other kinds of support, we listen to what you need. We're grateful for the opportunity to support local groups and events.

Being here for the people who work hard to strengthen our communities is part of who we are and our commitment to you.

PARK
NATIONAL BANK

We're here because
WE CARE

Ohio Diversity Network

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

Tuesday, January 15, 2019 at 5:30pm
Akron MBAC – Business Plan Writing—Canton

Thursday, January 17, 2019 at 12:00pm
34th Annual Ohio Dr. Martin Luther King Jr. Commemorative Celebration—Columbus

Saturday, January 19, 2019 at 1:24pm
Certification 101 at the Columbus WBC—Columbus

Monday, January 21, 2019 at 7:00am
34th Annual Martin Luther King Jr Birthday Breakfast—Columbus

Tuesday, January 22, 2019 at 5:30pm
Akron MBAC – Business Plan Writing—Canton

Wednesday, January 23, 2019 at 5:30pm
OhioSBDC: B.A.S.E. Basis of a Successful Enterprise. Start Your Business Now!—Columbus

Thursday, January 24, 2019 at 2:00pm
City of Columbus – Three Easy Steps to Doing Business with The City of Columbus—Columbus

Saturday, January 26, 2019 at 9:30am
Cleveland WBC: Edit Video on your Phone Workshop

Tuesday, January 29, 2019 at 5:30pm
Akron MBAC – Business Plan Writing—Canton

Tuesday, January 29, 2019 at 6:00pm
Columbus WBC: 7 Common Legal Mistakes Small Businesses Make—Columbus

Thursday, January 31, 2019 at 5:00pm
State of the City of Columbus—Columbus

Thursday, January 31, 2019 at 6:00pm
Columbus WBC – Smart Apps for a Smart Business—Columbus

Thursday, January 31, 2019 at 6:00pm
Ohio SBDC Small Business Tax Workshop—Columbus



Hosting a business event?

Did you know you can
post it on
OhioDiversityNetwork.com

Email: news@ohiombe.com
for login information

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Email BusinessDiversity@ColumbusAirports.com for information about the Diversity Programs at Columbus Regional Airport Authority.



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Hashtag Marketing Ideas to Grow Your Business

Hashtag marketing is a straightforward way for small businesses to reach more customers on social media. Put a pound sign in front of a key word or phrase in your post, and it will show up in search results for users interested in that topic. Tweets with hashtags get twice as much engagement (retweets, likes and comments) compared with those that don't, according to [Sprout Social](#)



But not all hashtags are equally effective. To understand which ones are likely to get noticed, it helps to learn about the two major types of hashtags — branded and community — and how you might deploy them for your business.

Branded Hashtags. A branded hashtag is a hashtag that is unique to your business. It could relate to a product, special, contest or event. For example, Coca-Cola started the #ShareACoke hashtag when it introduced cans and bottles with people's names on them. Events, such as South by Southwest, often introduce a hashtag that attendees can use if they post while they're there, like #SXSW. The branded hashtag allows people to connect to the brand as well as each other.

Your business might choose a hashtag that spotlights its most popular product or service — for instance, a boutique could create a hashtag referencing its annual sidewalk sale, or a restaurant could create a hashtag using the name of its most popular and uniquely named dish. To get a conversation going, use the hashtag on your own posts, as well as promotional materials such as business cards or ads. Remember to put it on slides whenever you're giving a presentation.

Community Hashtags. Community hashtags are hashtags that connect people around a shared interest. For example, a tutoring center might use #SATprep, while a bakery might include #chocolatelover. Community hashtags can also be used to pinpoint your location. Instead of #taxhelp, for example, use #seattletaxhelp. The more specific you can get, the better engagement you'll receive.

Identify the best community hashtags for your business by looking at hashtags used by your audience, your competitors, and leaders in your industry. Emulate the type of hashtags that touch off the most energetic conversations. It's OK to try out a few different ideas to see what gets the biggest response.



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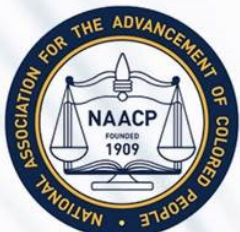


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Your social media marketing strategy should contain a mix of both branded and community hashtags — but don't overdo it. On Twitter and Facebook, the best number of hashtags per post is one, according to the marketing analytics software firm [TrackMaven](#). After that, engagement levels tend to decline. For Instagram, nine hashtags per post perform best.

Hashtag marketing can be a trial-and-error process. Get creative, measure your success and stick with the hashtags that deliver the best results.



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(Columbus Branch NAACP President Nana Watson And NAACP 2nd Vice
President Rev. John Coats, II Attend Ohio MBE Event With Officials of SBA
and ECDI.)

GENERAL JOHN C. HARRIS, JR. — Nominee for Adjutant General. Major General John Harris has served as the Assistant Adjutant General for Army since January 11, 2011. He began his military career in 1981 when he enlisted in the Ohio Army National Guard. He received a commission in 1984 through Officer Candidate School. General Harris has commanded at the platoon detachment, company, and squadron levels while serving in staff assignments at the battalion, squadron, and joint force headquarters level. Recent assignments include Chief of Staff (Joint Force Headquarters), Deputy Chief of Staff for Personnel (Joint Force Headquarters), and Commander of Task Force Lancer in Kosovo.



General John C. Harris Jr.

JACK MARCHBANKS— Nominee for Director of the Department of Transportation. Marchbanks is currently the assistant director for business and human resources at the Department of Transportation where he is responsible for the management of the department's 5,000 employees and the development of ODOT's \$3.3 billion dollar budget. Jack is responsible for the strategic direction of the agency's finance, human resources, IT, legal and communications divisions and the opportunity, diversity and inclusion programs. In addition, he has served as the department's district six deputy director twice.



Jack Marchbanks,
Ph.D

Previously, Marchbanks worked in the private sector as a Marketing Director for PRIME AE Group, a minority-owned architectural and engineering firm.



Ervan Rodgers

Ervan Rodgers, II—Ohio Chief Information Officer, Department of Administrative Services. Rodgers currently serves as the Chief Information Officer in the Ohio Attorney General's Office where he focuses on developing IT strategies to help better serve and protect Ohioans. He has experience providing IT consulting to global Fortune 100 companies and a successful track record of leading teams and leveraging technology to position companies for growth. Rodgers has hands-on experience with digitizing core business processes, e-business, developing value-added solutions, change management, and mentoring management teams. He serves on the board of directors for Ohio Geographically Referenced Information Program, an organization that encourages the creation of digital geographic data of value, HandsOn Central Ohio, a non-profit resource referral agency, Ohio Attorney General CyberOhio advisory

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insurers address the opiate epidemic. Prior to her appointment in the Attorney General's Office, Alisha worked for the Alcohol, Drug and Mental Health (ADAMH) Board of Franklin County.

OhioFBE

Celebrating Women and
Women -owned businesses



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Ronda Watson Barber —
Publisher/Editor-in-Chief

Kari E. Murphy, Esq. of Columbus (Franklin Co.) was made Assistant Executive Director and Director of Diversity at the Columbus Bar Association



Kari assumed the role on January 6, 2019, replacing Jocelyn Armstrong who now serves as District Director of Ohio's 3rd District of the U.S. House of Representatives (Congresswoman Joyce Beatty).

Kari received her bachelor's degree from The Ohio State University and graduated cum laude from Capital

University Law School. She previously served as the statewide Program Director for the Law and Leadership Institute (LLI), where she worked in all six of Ohio's major cities to captivate, inspire, and equip underserved minority youth with the skills needed for a college-bound future and professional success. Kari began her role with LLI after leaving a career in law school administration where she promoted access to legal education and the importance of diversity in both the classroom and the legal profession. Kari also brings her experience as a former judicial extern to Chief Justice Maureen O'Connor of the Supreme Court of Ohio, and as a former extern for the Ohio State Troopers Association.

Kari is an active Columbus community member. She is a former John Mercer Langston Bar Association (JMLBA) Board member where she served as Mentorship Chair. She has served as a volunteer presenter for organizations like IMPACT Community Action and Workforce Development & Career Services at the Columbus Urban League. Kari also is a dedicated mentor and has served as a career mentor for the Black Career Women's Network's Columbus Mentor Summit, as a Guest Leader for The Ohio State University's LeaderShape Institute, and currently serves as a mentor for the United Way E3 Program. She is an active member of the Columbus Bar Association (CBA), the JMLBA, the United Way's Women's Leadership Council (WLC), the Columbus Urban League Young Professionals (CULYP), and the Capital University Law School Alumni Board.

Kari's new role with the Columbus Bar Association will include



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organization-wide diversity programming and oversight of the Managing Partner's Diversity Initiative (MPDI). The MPDI is a working blueprint to help Columbus create a diverse community of lawyers through a coordinated approach to recruitment and retention. Her role will also include administering the CBA Minority Clerkship Program, a collaboration of the CBA, The Ohio State University Moritz College of Law, and Capital University Law School to provide legal experience and education for African American, Asian, Hispanic and Native American law students through summer placement at local law firms, government and corporate offices.



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