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Advocating, Informing and Promoting Small & Minority Owned Businesses

City of Columbus renames North High Street in honor of Rosa Parks

U.S. Congresswoman Joyce Beatty (OH-03), Columbus Mayor Andrew Ginther, the Central Ohio Transit Authority (COTA), and The Ohio State University celebrated Civil Rights icon Rosa Parks, renaming a portion of North High Street in her honor, at a ceremonial event Monday morning.

During the ceremony, North High Street, between Gay and Broad Streets, was bestowed with the honorary name “Rosa Parks Way.” For 15 years, Congresswoman Beatty, COTA, and The Ohio State University have hosted a statewide commemoration to the “Mother of the Modern Civil Rights Movement” Rosa Parks. Monday’s ceremony furthers that commitment and coincides with the observance of Black History Month.

“Rosa Parks forever changed the world, and her actions on that historic December day is a touchstone moment for me and so many Americans,” Beatty said. “That is why, over 14 years ago, I wrote, advocated, and won unanimous support for a bill to designate December 1st as ‘Rosa Parks Day’ in Ohio. Since then, the annual statewide tribute has grown in size and scope thanks to the amazing work of longtime supporters COTA and The Ohio State University. I am

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House Dems introduce Working Families First tax incentive

Say push would help working people get ahead, save for future

COLUMBUS — House Democratic Leader Emilia Strong Sykes (D-Akron) joined state Reps. Mike Skindell (D-Lakewood) and Erica Crawley (D-Columbus) yesterday to discuss the Working Families First tax incentive, an initiative that would reform Ohio’s Earned Income Tax Credit (EITC) to let more working families across the state keep more of the money they earn.

The discussion from Democrats comes as the Ohio Republicans consider increasing the gas tax by more than \$2 billion in the state’s transportation budget. Some GOP leaders have called for more income tax cuts that primarily benefit the wealthy to offset the any gas tax increases.



House Democratic Leader Emilia Strong Sykes said the Working Families First credit was an important conversation to have at this point in the budget process.

“Working people and families in our state – people who have done everything right – are now being asked to do even more, to give

See Tax on page 8

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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 business. The 912 Group is a certified FBE with the City of Columbus.

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Ohio Veterans Hall of Fame Now Seeking Applications

The Ohio Veterans Hall of Fame is accepting nominations to recognize those who served in the U.S. Armed Forces and continue to contribute to our communities, state and nation through exceptional acts of volunteerism, advocacy, professional distinction, public service or philanthropy.



To be considered, the veteran must meet the following criteria:

- Be a past or current Ohio resident
 - Have received an honorable discharge
 - Be of good moral character
- This Hall of Fame sets the standard for recognizing Ohio's veterans for accomplishments beyond their military service. In addition, it is a fitting way to say "thank you for your service to our nation and thank you for your continued service to our communities." Chances are you know a veteran who deserves to be inducted into the Ohio Veterans Hall of Fame. You are encouraged to nominate that deserving veteran today.

Nomination deadline is June 1, 2019. Guidelines, a sample nomination and more information are available at the [Department of Veterans Services website](#).

Ohio Teacher of the Year Nominations

Due April 5

Since its inception in 1964, the Ohio Teacher of the Year program annually identifies exceptional teachers statewide celebrating their effective work in and outside the classroom. The mission of the program is to provide opportunities for professional learning to exemplary teachers as leaders and advocates for public education.

Selected teachers move through two levels of recognition: (1) the State Board District Teacher of the Year as a regional recognition and (2) the Ohio Teacher of the Year as the state-level recognition.

The Ohio Teacher of the Year program is a two

-year opportunity:

- Year 1 – Recognition, Celebration and Professional Development
- Year 2 – Service to Ohio as a Teacher Fellow at the Department

Who's Eligible?

A candidate for the Ohio Teacher of the Year (OTY) is eligible to apply as a licensed Ohio educator with a minimum of five years of teaching experience currently employed in a state-approved public school (pre-kindergarten through grade twelve), community school or career center working directly with students a minimum of 50% of their con-

Continued on page 6

SBA's Emerging Leaders Program Helps Entrepreneurs Accelerate Growth

COLUMBUS – The U.S. Small Business Administration is seeking applicants for its 2019 Emerging Leaders executive-level training program, which will be offered in both Columbus and Cincinnati. This hands-on version of an MBA focuses on small, poised-for-growth companies with potential for

job creation. Interested small business owners can learn more regarding eligibility, how to apply and class schedules at the SBA's Emerging Leaders website: www.interise.org/sbaemergingleaders.

During the course of seven months, participants are given the opportunity to work with experienced mentors, attend specialized workshops and develop connections with their peers, city leaders and

the financial community. The program incorporates a curriculum that is research-based and nationally scalable, enabling participating businesses to engage in focused development and expansion strategies.

"The Emerging Leaders class had very practical application for my business," said Barbara Smith, owner of Journey Steel

See SBA on page 7

WHY ISN'T
COLUMBUS
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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

franklin county corner



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Building Futures is a new program designed to help low-income Franklin County residents pursue careers in the skilled construction trades including electrical work, iron work, carpentry, painting, plumbing and more (*complete list below*). An apprenticeship is the traditional process for training and educating a worker as a skilled craftsperson. Apprentices complete on-the-job training and education in the classroom and enjoy good wages and benefits, including health insurance and vision and dental coverage.

The 12-week **Building Futures** “pre-apprenticeship” program provides you with the skills and trade-specific instruction to enter an apprenticeship. The program lays the foundation you need to build your career in the skilled trades. The first four weeks of the program focus on “soft skills” training, including interpersonal skills, math remediation and financial literacy, followed by several weeks of “hard skills” training, including safety certification and trade-specific instruction, all while receiving a weekly stipend.

Building Futures also connects you with other supportive services offered by Franklin County by pairing you with a case manager who is there to help address barriers like transportation, housing, child care and more. At the end of the program, you will complete an entrance assessment to progress directly into a paid apprenticeship in a skilled construction trade.

See Construction on page 11

Get Bid Notices Delivered to your inbox

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2. Click on the Advertise link
3. Add your email address
4. Select your desired list



In addition to The Ohio State University, Monday's ceremonial renaming event included representatives from the Columbus Chapter of the NAACP, as well as many Columbus officials.

Ohio's annual Rosa Park tribute has engaged thousands of children and community leaders across the state to celebrate Mrs. Parks' legacy and example. The next statewide celebration – the 15th anniversary – will be held in December.

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>



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

subcontractors and suppliers for the Little Miami WWTP Preliminary Treatment Improvements Project in Cincinnati, OH which bids on March 22, 2019. Items of work to be subcontracted or supplied include, but are not limited to the following: demolition, concrete repair, saw cutting/coring, concrete paving, seeding and mulching, reinforcing steel supply/erection, concrete, block and brick masonry, precast roof planks, roofing, caulking and sealants, miscellaneous metals, overhead doors, doors and windows, painting, instrumentation & controls, process piping, plumbing, 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 8 AM on March 22nd, 2019, by email to estimating@buildingcrafts.com or by fax at (859) 781-9505. All bids should include a completed Form 6100-3 DBE Subcontractor Performance Form.



DEPARTMENT OF DEVELOPMENT

The Department of Development has contracting opportunities in the below areas. Please reach out for more information and bidding requirements.

- Graffiti Removal and Arborist Services. Contact Eric Voorhees (614-645-7934 or eavoorhees@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 mifarrenkopf@columbus.gov) or Seth Brehm (614-645-5659 or swhbrehm@columbus.gov).
- Property Maintenance and Miscellaneous Services in November 2019. 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 abatement. Contact Erica Hudson (614-645-6739 or ejudson@columbus.gov).

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

The logo for the Columbus Regional Airport Authority, featuring a stylized globe icon composed of blue, green, and orange segments, followed by the words "COLUMBUS" in large blue letters with a star, and "REGIONAL AIRPORT AUTHORITY" in smaller blue letters below it.

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Looking for Bid Notices

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bid opportunities

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



Kokosing Industrial, Inc. is preparing bids for the Long Term Control Plan – Phase I WPCC Enhancement project in Marion, Ohio which bids March 18, 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: **Pre-Construction/Progress Photos, Testing Services – Concrete, Compaction, Site Clearing, Erosion Control, Street Sweeping, Trucking/Hauling, Dewatering, Concrete Sawing/Coring, Paving, Concrete curbs, gutters, sidewalks and driveways, Chain Link Fencing/Gates, Seeding, Landscaping and Plantings, Reinforcing Steel, Shotcrete, Concrete Repairs/Restoration, Masonry, Masonry Stone Restoration and Cleaning, Damproofing, Built-up Bituminous Roofing, Flashing & Sheet-metal, Roofing Specialties, Unit Skylights, Joint fillers, sealants & caulking, Doors & Windows, Painting, Non-invasive pipe relining, Plumbing, HVAC, Electrical, Instrumentation and Controls.** Bidding documents can be examined online by emailing Sonja Nichols at snichols@kokosing.biz for the link. Please have your quote to Zach Keller by 12:00 PM March 15, 2019: e-mail snichols@kokosing.biz or Fax 614-212-5711.

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Review Your Workplace Safety Policies

The law and good business practices require employers to provide a workplace that's free from safety and health hazards that are known (or should be known). The failure to do so can mean lost productivity and employee dissatisfaction as well as costly lawsuits and government penalties. How do your workplace safety policies measure up?

Protective gear. Certain jobs require protective clothing and equipment to ensure the safety of workers. This gear may be goggles, steel-tipped work boots, or other items, depending on the nature of the job. OSHA has guidance on hazards and solutions.

Employers are required to provide and pay for these items.

Sexual harassment. Federal law doesn't require you to provide any training to your staff about recognizing and reporting sexual harassment and abuse. Nonetheless, it is highly advisable that you provide such training to protect employees and avoid liability for your company. What's more, your insurance company may require you to have a sexual harassment policy and do training.

Recently, California greatly expanded its mandatory sexual harassment prevention training. Until now, such training was limited to supervisors and was only imposed on employers with 50 or more employees. Starting in 2020 it applies to employers with 5 or more employees and extends mandatory training to all employees.

Health concerns. You should advise employees about health issues that can impact your business. For example, during the flu season, OSHA advises you reduce all workers' exposure to the flu virus by reminding employees to get flu shots and using good sense to protect the health of co-workers. For example, encourage employees who are feeling ill to use their sick days rather than come to work and infect others.

OSHA offers guidance on various health concerns for workers. For example, there is information about monitoring workers at

risk of summertime heat-related illnesses.

Domestic violence. Unfortunately, domestic violence can spill into the workplace. SHRM reports* that 65% of employers don't have a plan to support victimized employees and provide workplace safety for them. Cornell Law School* has a domestic violence and workplace model policy that you can review and adapt for your purposes.

Practice drills for onsite threats. Fire drills aren't just for school students. Your business should conduct on a regular basis practice drills to anticipate various emergency situations (e.g., fires, an onsite shooter).

Also, consider offering training for CPR to employees. Be sure to have an automatic external defibrillator (AED) on site and have employees trained on how to use it. The American Red Cross* and various other organizations offer free or low-cost training.

Communicating with your staff. Safety may require you to immediately contact employees to inform them of situations and give instructions for what they should do next. You can reach out to them using various channels (e.g., text messages, voice messages, email). You can automate push notifications with software designed for this purpose.

Reporting to the government. OSHA tracks incidents of workplace accident, illness, and death. This means that employers must keep records and report these incidents .

Under a final rule designed to protect worker privacy, the Department of Labor eliminated the requirement that employers with 250 or more employees submit certain reports electronically. However, OSHA Form 300A, Summary of Work-Related Injuries and Illnesses, must still be filed electronically.

Final thought. It makes good business sense to be proactive in protecting your employees from harm to the extent possible. Review your workplace policies now.

Source: sba.gov

Teacher from page 2

tracted time; who has not been a previous regional or state OTOY honoree and, who is planning to continue in an active teaching status.

Ohio Teacher of the Year candidates have the respect and admiration of their colleagues and:

1. Are experts in their fields who guide students of all backgrounds and abilities to achieve excellence;
2. Collaborate with colleagues, students, and families to create a school culture of respect and success;
3. Deliberately connect the classroom and key stakeholders

to foster a strong community;

4. Demonstrate leadership and innovation in and outside the classroom that embodies lifelong learning; and
5. Express themselves in an engaging and articulate way.

How do I nominate a teacher?

February 4 – April 5, 2019:

The online application is here: <http://bit.ly/2tJXfbu>

School administrators, colleagues, community members, parents or students may submit a nomination for an outstanding teacher.

5 Ways to Separate Your Personal and Business Finances

As a business owner, establishing a distinct separation between your personal finances and your business finances is pivotal for protecting your own assets and credit. This above all things should be a top priority for managing money the right way.

An incorporated business is treated as a separate legal entity and it must be treated as such. For starters, separation between personal and business finances should be on the top of the list. Doing so will prevent the co-mingling of funds, accounts, and assets which protects the integrity of the corporate veil.

Here are five ways to separate your personal and business finances.

Open a small business bank account – To keep personal funds and business funds completely separate you must have two different bank accounts. On personal checking account and the other a small business checking account. This sets you up for clean and accurate bookkeeping so when tax time rolls around it will make it easy for your accountant.

Apply for a DUNS Number - A DUNS number is the most widely used identifying number for businesses in the United States. It enables you to build a business credit identity for your company completely separate from your individual credit profile.

Create a corporate presence online – A company web site and dedicated email address is expected in today's business environment. Your business should have its own dedicated IP address separate from your own personal web sites.

SBA from page 2

and 2018 Emerging Leaders graduate. "Not only did it give me time to focus on my business and create a strategic growth plan with attainable goals, it also provided me with a valuable network that I can utilize to help achieve those goals."

Since its inception in 2008, the SBA's Emerging Leaders Initiative has trained more than 5,000 small business owners, creating over 6,500 jobs, generating over \$300 million in new financing, and securing over \$3.16 billion in government contracts.

For additional information, visit <http://www.sba.gov/emergingleaders>. Those interested in applying for the Columbus Emerging Leaders program should contact Shannon Feucht, Economic Development Specialist, at Shannon.Feucht@sba.gov. For the Cincinnati Emerging Leaders program, contact Nicole Pickard, Economic Development Specialist, at Nicole.Pickard@sba.gov.

Set up utility accounts in the company's name – The utility services you pay to operate your business should be established in your company's name. This includes business phone lines, cell phone services, internet service, cable services, etc. These service accounts are the expenses your business pays on a monthly basis so it's important to handle them accordingly.

Apply for credit in the company's name – When applying for credit with a supplier or vendor be sure to submit your company information on the credit application. With trade credit; suppliers, vendors and retailers will extend financing terms ranging from net 10 to net 60 days. This will enable your business to establish credit history plus buy products and services on credit while deferring payment for 10-60 days.

Acquire a business credit card – The primary tool for separating personal and business charges is with a business credit card. Business credit cards allow you to track your business expenses, control spending and build your business credit. Some cards even offer special rewards and perks.

Whether you're planning to start a business or own an existing business, these are just some of the ways business and personal finances are kept separate.

Failing to separate your personal and business finances leads to an accounting nightmare for your bookkeeper. In order to protect your personal assets, it's critical to separate your business expenses, accounts, and finances from you personally, or you risk forfeiting the legal protections that entity structures offer.

Source: sba.gov

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Tax from page 1

even more," said Sykes. "Ohio has to get out of the business of funding vacations for millionaires and billionaires, and into the business of funding our future by building a strong economy that works for everyone. That means creating good jobs and letting people and families have the tools they need for a better life and brighter future in Ohio."

The Working Families First tax incentive would reform Ohio's 2013 EITC law by removing the income cap and making the credit refundable for taxpayers, which could put hundreds of dollars on average back in the pockets of working Ohioans each year, money Skindell and Crawley say could go toward paying the bills, putting gas in the tank or saving for college.

"Working Families First gives hardworking people a fighting chance to get ahead and start saving for the future," said Rep. Skindell. "These commonsense reforms put money back in the pockets of those who need it by increasing opportunity for those negatively impacted by the state's tax shifting in recent years."

Ohio's current EITC remains capped and nonrefundable, meaning thousands of working families cannot realize the full income from their earnings.

"For too long, working families have had to tighten their belts while politicians in Columbus prioritized tax handouts for millionaires and billionaires. Working Families First flips the script, finally giving hardworking families a fair shake," said Rep. Crawley. "This plan will not only benefit Ohio workers, it will also promote economic growth and job creation as Ohioans spend more at local businesses."

The Working Families First incentive would align Ohio's EITC program more closely those in other states.

"Currently, 95% of the lowest income Ohioans don't benefit from the state EITC", Kalitha Williams project director of Policy Matters Ohio. "Now is the time to reform the credit and implement a proven strategy to help working families, reduce poverty, address tax fairness and boost local economies."

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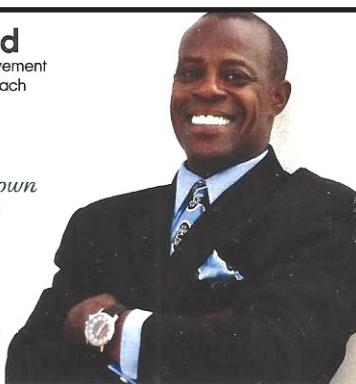
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Ohio Diversity Network

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Thursday, March 7, 2019 at 7:30am

[COMTO Networking Breakfast – Meet Dr. Jack Marchbanks, new director of ODOT](#)

Columbus

Saturday, March 16, 2019 at 10:30am

[Certification 101 at the Columbus WBC](#)

Columbus

Wednesday, March 20, 2019 at 4:30pm

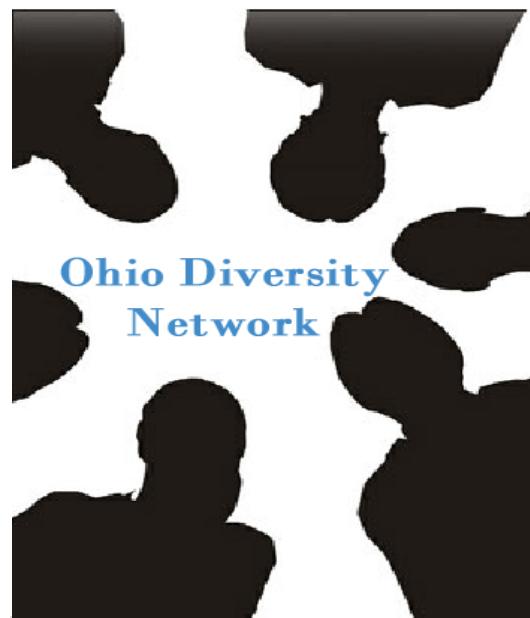
[OhioMBE Networking Reception](#)

Columbus

Thursday, March 21, 2019 at 1:00pm

[OhioMBE Procurement Fair](#)

Columbus



**Ohio Diversity
Network**

Meet
Ohio Department
of Transportation
Director,
Jack
Marchbanks, Ph.D.,
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Join the Conference of Minority Transportation Officials (COMTO) for an exclusive opportunity to meet **Jack Marchbanks, Ph.D., Director, Ohio Department of Transportation (ODOT)**. This Networking Breakfast is being held on Thursday, March 7, 2019, from 7:30am – 9:00am at the Marriott Hotel at the Columbus Regional Airport. 1375 N Cassady Ave, Columbus, OH 43219



We hope to see you there!

Register at <http://bit.ly/2Ueedue>

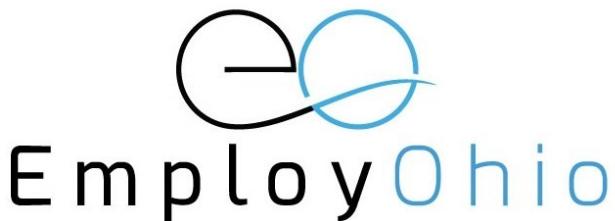
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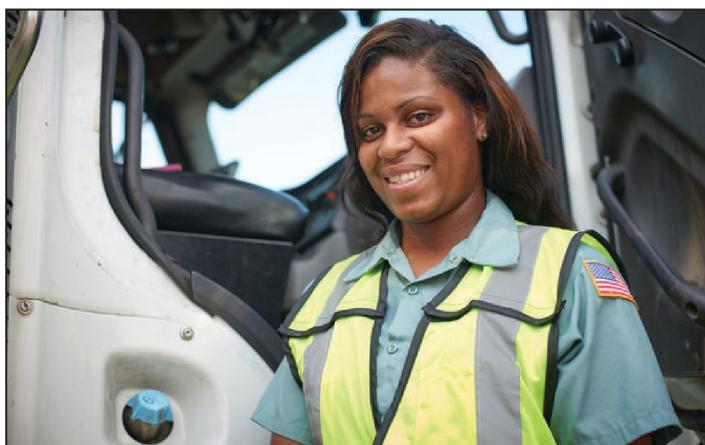
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THINK GREEN:

Building Futures was developed in partnership with the Columbus/Central Ohio Building and Construction Trades Council, Franklin County Department Of Jobs and Family Services, The Franklin County Board of Commissioners and administered by IMPACT Community Action.

Trade Unions Offering Apprenticeships:

Boilermaker	Electric	Painting
Bricklayer	Elevator Installer/ Repair	Pipefitter
Carpentry	Flooring	Plumbing
Concrete	Heavy Equipment Operator	Roofer
Construction	HVAC	Sheet Metal Worker
Dry Wall	Iron Work	Welding

Building Futures Class III graduation was held on February 27th at 1:30 p.m. - IBEW HALL, 949 Goodale Blvd and 11 graduates were honored during the program.

If you have additional questions, you can call 614-371-9492 or email lbass@impactca.org, Leland Bass, Employer Relations Manager, IMPACT Community Action, Office: 614-453-1618 - Cell: 614-371-9492

For information regarding Franklin County's Small & Emerging Business program, contact *Marleise K. Wicker*, Small Emerging Business Coordinator
373 S High Street, 26th Floor, Columbus, Ohio 43215
p. 614.525.2293 f. 614.525.5999
mkwicker@franklincountyohio.gov

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OhioFBE

Celebrating Women-owned businesses



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Ronda Watson Barber —
Publisher/Editor-in-Chief

OhioMBE Awards Top FBE: Sandie Lange

Product/Service: Graphic Design, Wayfinding, Brand Experience

Swath Design is a WOSB owned by Sandie & Greg Lange ~ 27 years strong. We are design that moves people®. Swath has been providing exceptional creative, effective, and strategic design solutions to build awareness and provide a consistent, positive, and engaging experience and have an understanding of disciplines such as environmental graphic design, wayfinding, architecture & interior design, theming, identity design, interactive media, and marketing & print communications-our design gives the brand a true sense of place.

Aside from our employees mentoring students/volunteering weekly at an area school, Oyler, Swath Design supports the region's unique arts offering and assist with creating an excitement in the growth of Cincinnati Landmark Productions. We support the community in which we work and play by volunteering our services for over 15 years (over \$20,000/year in pro-bono services) to the Cincinnati Landmark Productions. We are proud to have been part of their growth over the years

and continue our support by providing design services as each new season comes to the stage. Swath Design adopted the Cincinnati Landmark Productions as our cause when we heard of Tim Perrino's dream and vision to open a west side theatre, the Covedale Theatre. We assisted with the conceptual and space design and continue to design playbills and posters for each show. When a new theatre, the Warsaw Federal Incline Theater, was discussed, we stepped up to develop a signage system and brand the space to reflect the history of the Incline District. We continue today designing playbills and posters for every show and are excited to support the Cincinnati Arts movement.

Swath Design is a small business that has weathered many storms and is standing strong today. We support the community in which we live and work. Although we are small, 6 employees total, we have created amazing environments locally, nationally, and internationally in large complex markets such as healthcare, higher education, museums, amusement parks, and retail; making the environment a positive and engaging experience for the visitor so that they will want to come back over and over again!

Contact Sandie at sandie@swathdesign.com



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