

Ohio's Largest Black-owned Business Newspaper



**FREE**

**December 1, 2019**

Published by The 912 Group, Ltd.

Ronda Watson Barber—Publisher/Editor-in-Chief

Volume 10—No. 20

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

# TAKE THE OHIOMBE HOLIDAY SHOPPING CHALLENGE

**Spend at least \$50 dollars  
with Black-owned  
businesses**



Media's  
responsibility  
is to  
challenge  
government

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The Holiday Shopping Season is here! Are you ready? OhioMBE has been posted a Holiday Shopping Sales Guide on our website. Articles posted include: How to sell a ton of gift cards; 50 Best Christmas Small Business ideas to Start in 2019; 23 hobbies that make money; and 30 Gift Ideas for the Small Business Owner.

Every year I issue a challenge to OhioMBE readers. Please consider spending at least \$50 with Black-owned businesses during the holiday shopping season. Take a picture at the business or of your purchase and post it on our Facebook page. Use the hashtag #shopblack2019.

If you are a Black owned business, please let us know about your steals and deals. Consider placing a business card size ad in OhioMBE. The fee is \$99 for one year. We will print, email, post, tweet and share your business to our 10,000+ subscribers.

Let's promote and support each other. Small business is good business!



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The views expressed in OhioMBE are those of the author and do not necessarily reflect the views or opinions of The 912 Group or our advertisers.

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OhioMBE welcomes letters to the editor from readers. Typed letters of 200 words or less are preferred; all might be edited. Each letter must include name, home address and daytime phone number. Some letter may appear on our website.

The 912 Group is an Ohio certified Minority Owned and EDGE business. The 912 Group is a certified FBE with the City of Columbus.

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**[OhioMBE.com](http://OhioMBE.com)**

## Why you should 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 your 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 a 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.



Attend a class at the City of Columbus Planroom, operated by OBDC and learn how.

Register at [OHBDC.eventbrite.com](http://OHBDC.eventbrite.com)

Class dates: Dec. 7.

## Answers to 5 Questions about Overtime Rules

There's no law—federal or state—that caps the number of hours a person can work (other than for minors). But if you are an employer, be sure to understand that working past 40 hours triggers overtime rules for certain employees. Some of these rules have been around for years, while others are new. Here's what you need to know for 2020 and beyond.

1. **What does overtime pay mean?** Federal overtime pay rules under the Fair Labor Standards Act (FLSA) come into play when employees who are not "exempt" (explained below) work more than 40 hours in a workweek. Once they pass this threshold, they must be paid one and one-half times their regular rate per hour ("time and a half"). For example, if a nonexempt employee's hourly rate is \$16 and he/she work 42 hours, two hours must be paid at the rate of \$24 (\$16 + \$8).

A workweek is the period fixed by an employer, but need not start on Sunday or Monday. So, any fixed and regularly recurring period of 168 hours is a workweek. There is no requirement to pay double time if the extra hours are worked on nights, weekends, or holidays.

2. **Which employees are subject to overtime pay rules?** The overtime pay rules apply only to employees who are not considered "exempt." Exemption is based on how much they're paid, how they're paid (hourly or by salary), and the type of work they do.

[Under a new final rule](#) effective on January 1, 2020, the standard salary level at which employees remain nonexempt and must receive overtime pay if they work more than 40 hours is increased to \$684 per week, up from the current \$455 per week (the equivalent of \$35,568 per year, which is up from \$23,660). Because of the increase in the salary level, the government estimates that more than 1.3 million workers are potentially eligible for overtime pay.

## 5 Tips for Businesses Getting Started on Social Media

By Noni Banks, President and CEO of The Diva Movement

The Holiday Season is a great time for businesses to connect with loyal customers, expand their customer base, and kick off the holiday season. Social media plays a large part for many small businesses in connecting with their customers, and sharing their story. Noni Banks, founder of [The Diva Movement](#), a local business focused on empowering and motivating women entrepreneurs, is offering tips for businesses getting started on social media



Noni Banks

1. **Be Authentic** For businesses starting out, it's so important to give people a flavor of who you are and what you are all about. People will get so much more invested in your business if they are familiar with you and your story. And be real – as a women run business I love to share things that are uniquely female! I find that the more “unfiltered” I can be, the more likely people are to relate and engage with my content.
2. **Aesthetic Matters.** This one may seem obvious, but in this day and age when we consume so much information online, you want your content to look as appealing as possible! From the photos you post, to the graphics you share, you should have a consistent aesthetic that feels authentic to your brand / business.
3. **Stories, Stories, Stories!** Instagram and Facebook stories are a fun and topical way to share information in a way that is quick and easy to digest – exactly how we like things these days. You can really get creative with them, too! Stories are becoming more and more popular, and as a business you have to move with the tide, not against it. Take advantage of stories and have fun with them!
4. **It Shouldn't Just be About You** While of course we post about our business and all the things that are going on at the Diva

*See Social Media on page 9*



### Support the Frank W. Watson Scholarship

Donate while you shop with Kroger. Register your shopping card at [KrogerCommunityRewards.com](#)  
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# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto: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>



ANDREW J. GINTHER, MAYOR

## 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 [eavorhees@columbus.gov](mailto:eavorhees@columbus.gov)).
- Grass Cutting and Solid Waste Removal. Contact Mike Schwab (614-645-7122 or [mfschwab@columbus.gov](mailto:mfschwab@columbus.gov)).
- Demolition and Asbestos Abatement. Contact Mike Farrenkopf (614- 679-5873 or [mlfarrenkopf@columbus.gov](mailto:mlfarrenkopf@columbus.gov)) or Seth Brehm (614-645-5659 or [swbrehm@columbus.gov](mailto:swbrehm@columbus.gov)).
- Property Maintenance and Miscellaneous Services in November 2019. Contact Audrea Hickman (614-645-8907 or [ahickman@columbus.gov](mailto:ahickman@columbus.gov)).
- Construction trades including: General Construction, Home Improvement, Electrical, HVAC, and Plumbing. Contact Tim Tilton (614- 724-3009 or [twilton@columbus.gov](mailto:twilton@columbus.gov)).
- Lead abatement. Contact Erica Hudson (614- 645-6739 or [ejhudson@columbus.gov](mailto:ejhudson@columbus.gov)).

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



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



### INVITATION FOR BIDS

Sealed bid proposals will be received by the Akron Metropolitan Housing Authority at 100 West Cedar Street, Akron, Ohio 44307 until 2:00 p.m. local time on WEDNESDAY, DECEMBER 18, 2019 at which time and place all bids will be publicly opened and read aloud for:

### FURNACE REPLACEMENT AND RELATED WORK at 861-935 NORTH JENKINS BOULEVARD, AKRON, OHIO 44306

Specifications can be purchased at SE Blueprint, Inc. located at 520 South Main Street, Suite 2411, Akron, Ohio 44311 (330) 376-1689. Please email ([akron@seblueprint.com](mailto:akron@seblueprint.com)) or call with quantity requests and notice will be provided when documents are available for pick-up.

An email link for the above mentioned specifications is available at the Subcontractors Association NEO, 637 Vernon Odom Blvd., Akron, Ohio; Akron Urban League, Minority Business Assistance Center, 440 Vernon Odom Blvd., Akron, Ohio; the Builders Exchange of Canton, 5080 Aultman Rd., North Canton, Ohio; Builders Exchange of Cleveland, 9555 Rockside Road, Suite 300, Cleveland, Ohio; and the Ohio Construction News, 7261 Engle Road, Suite 304, Cleveland, Ohio. A list of plan holders can be obtained from SE Blueprint's website @ [www.seblueprint.com](http://www.seblueprint.com)

A Pre-Bid Conference will be held by the Housing Authority at the AMHA Administration Building, 100 West Cedar Street, Akron, Ohio 44307, on THURSDAY, DECEMBER 5, 2019 at 2:00 P.M.

View complete bid notice at  
<https://ohiombe.com/archives/13533>

# #bidnotices



*The best and most beautiful things in the world cannot be seen or even touched. They must be felt with the heart. Wishing you happiness—Helen Keller*

# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto:news@ohiombe.com)



**COLUMBUS METROPOLITAN  
HOUSING AUTHORITY**  
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## REQUEST FOR QUALIFICATIONS

Architectural/Engineering  
Services

The Columbus Metropolitan Housing Authority (CMHA) is accepting qualifications from Architectural/Engineering firms (A/E) for a continuing services A/E contract for 2020-2021. The selected firm(s) will assist CMHA in all phases of design, secure zoning and other approvals, provide third party testing as required, secure necessary construction permits and prepare the necessary applications for tax credit submissions. Up to two firms may be selected. Proposal due date is Tuesday, January 7, 2020, no later than 2:00 p.m. CMHA reserves the right to withdraw this RFQ at any time. To request the RFQ package, a Notice of Intent should be emailed to Margaret Welch at [mwelch@cmhanet.com](mailto:mwelch@cmhanet.com) and Mike Wagner at [mwagner@cmhanet.com](mailto:mwagner@cmhanet.com). CMHA is looking for an aggressive schedule in selecting the A/E firm(s) and preparing the construction documents.



Attention City  
of Toledo  
MBE/WBE"

Kokosing Mosser Joint Venture are preparing bids for the Collins Park Water Treatment Plant Filter and Pipe Gallery Improvements project in Toledo, Ohio which bids December 10, 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: Video Documentation, Site Clearing, Excavation, Seeding, Rebar, Precast Concrete, Masonry, Misc. Metals, Waterproofing, Roofing, Doors and Windows, Painting, Signage, Plumbing, HVAC, Electrical, Instrumentation and Controls. Bidding documents can be examined online by emailing Sonja Nichols at [snichols@kokosing.biz](mailto:snichols@kokosing.biz) for the link. Please have your quote to Chad Lampe by 12:00 PM December 9, 2019: e-mail [snichols@kokosing.biz](mailto:snichols@kokosing.biz) or Fax 614-212-5711.

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

## INVITATION FOR BIDS

CMHA ROSEWIND RAD RENOVATIONS

The Columbus Metropolitan Housing Authority (CMHA) will receive bids from qualified contractors for the Rosewind RAD Renovations, 1400 Brooks Avenue, Columbus, Ohio. All bids will be received and publicly opened on Wednesday, January 8, 2020 at 3:00 pm, at CMHA Central Office, 880 E. 11th Avenue, Columbus, Ohio 43211, Conf. Rm. A, Attn: Mr. Mike Wagner. A pre-bid meeting is scheduled on Tuesday, December 3, 2019 at 3:00 pm, at CMHA Central Office, at the address listed above. Contract Documents may be viewed at [www.cmhanet.com/DoingBusinessWithUs/Development](http://www.cmhanet.com/DoingBusinessWithUs/Development).

Contract documents may be obtained from Cannell Graphics, 5787 Linworth Road, Columbus, Ohio, 43085; Phone: 781-9760; Fax: 781-9759, starting Wednesday, November 20, 2019, upon receipt of a refundable company check or money order for \$50.00, payable to CMHA. Bidders must agree to comply with Davis-Bacon Labor Standards of the U.S. Department of Housing & Urban Development, and Section 3 of the U.S. Department of Housing & Urban Development Act of 1968, as amended, and are asked to assist CMHA in meeting their Minority Business Enterprise goal of 20%. A 5% bid bond must be submitted with bid.

Need to post a job opening? We will email, post, tweet, share and print your information to our 10,000 online subscribers.



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## City of Columbus Planroom

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# bid opportunities

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## REQUEST FOR PROPOSALS

The Akron Metropolitan Housing Authority is requesting proposals to Provide Call Answering Services and Related Work at AMHA Locations within Summit County, Ohio. Those interested in submitting a proposal for the aforementioned work may obtain the instructions/information package by contacting SE Blueprint, 520 South Main Street, Suite 2411, Akron, Ohio 44311. (330) 376-1689 [akron@seblueprint.com](mailto:akron@seblueprint.com)

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, January 7, 2020.

Akron Metropolitan Housing Authority  
Brian M. Gage  
Executive Director



## LEGAL NOTICE

### REQUEST FOR QUALIFICATIONS FOR DESIGN-BUILD SERVICES

The Columbus City School District announces a Request for Qualifications for the following projects:

HVAC & Interior Improvement in "Design-Build Delivery Model". The

work will consist of one Design-Build contract consisting of: CCS Project No.19022 – Package No.III – Brookhaven and Dominion.

The scope of work includes, HVAC replacement, electrical and lighting upgrades, auditorium upgrades, miscellaneous interior upgrades and site improvements project. Criteria services for the project will be provided by Schooley Caldwell Associates.

An Informational meeting covering the projects will be held on Tuesday, December 10th, 2019 at 10:00 AM at the Capital Improvements Office located at 889 E. 17th Avenue, Columbus OH 43211 –Conference Room No.4.

Submittals will be evaluated pursuant to ORC Chapter 153, including relevant past work of prospective firm(s), professional and other applicable consultants, quality control, response to CCS Community Inclusion Policy (Local Economically Disadvantaged Enterprise goal is 20% participation) and location of primary firm relative to project location. More information can be found at <http://www.columbus.k12.oh.us/rfp>

Responding firms are to submit three (3) hard copies and one electronic copy (in pdf format) of their qualifications on the OFCC F110-330 Statement of Qualifications Form (most recent version can be downloaded at <http://ofcc.ohio.gov/Documents/Forms>) to Capital Improvements, Columbus City Schools, 889 E.17th Ave., Columbus OH 43211.

Part I – Contract Specific Qualifications is limited to 30 pages. Columbus City Schools community inclusion policy uses LEDE participation in place of EDGE requirements. Deadline for submissions is Monday, January 6th, 2020 by 2:00 PM.

The Board of Education reserves the right to reject any or all proposals. Prevailing wage Rates do not apply to this project. Direct questions to Steve Munger at [smunger@schooleycaldwell.com](mailto:smunger@schooleycaldwell.com).

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# #bidnotices

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Plan to join us in January for the  
**35th annual**  
**Dr. Martin Luther King, Jr.**  
**Birthday Breakfast**  
**theme: Keep Moving Forward**

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**01:20:2020**  
 Doors Open 7am | Program Begins  
 7:30am | Adjournment 10am  
 At the Greater Columbus Convention  
 Center in Exhibit Hall C

**Details to come.**  
**Be on the look out!**

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*Social Media from page 3*

Movement, our mission is to empower, motivate, and inspire, so we try and post content that does just that. Sharing interesting articles and posting inspirational quotes helps us keep things fresh and relevant. One of our goals is to help to elevate and amplify the voice of the female small business owner. One of the hashtags that I like to use is community over competition. We believe in fostering a collaborative environment.

5. **Take a Social Media Crash Course.** There are so many tools on social media platforms that are there to help you – it's really just a matter of learning what they are and how you can use them. Facebook Blueprint is one free resource that teaches you about the tools the platform offers specifically for businesses – I highly suggest taking advantage of resources like these!

**OhioMBE.com/bid-opportunities**

[www.OhioMBE.com](http://www.OhioMBE.com)

# Ohio Diversity Network

Get a weekly email from [OhioDiversityNetwork.com](http://OhioDiversityNetwork.com)  
notifying you of upcoming events. Sign up online!

Friday, December 6, 2019 at 9:30am  
[SBDC- Capital Crash Course](#)—Columbus

Friday, December 6, 2019 at 10:00am  
[Franklin County First-Step](#)—Columbus

Saturday, December 7, 2019 at 10:30am  
[OBDC- Certification Saturday](#)—Columbus

Wednesday, December 11, 2019 at 3:00pm  
[City of Columbus- Procurement Fair](#)—Columbus

Saturday, December 14, 2019 at 10:30am  
[OBDC- Business Start-Ups 123](#)—Columbus

Monday, December 16, 2019 at 5:30pm  
[OBDC- Business Start-Ups 123](#)—Columbus

Wednesday, December 18, 2019 at 11:30am  
[OBDC- Business Gift Exchange](#)—Columbus

Monday, January 20, 2020 at 7:00am  
[35th annual Dr. Martin Luther King, Jr. Birthday Breakfast](#)  
Columbus



Hosting a business event?

Did you know you can  
post it on  
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for login information

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OT from page 2

Employees who are subject to a “minimal duties test” and receive certain compensation are called highly-compensated employees (HCEs) who are exempt from overtime rules. These include executives, administrators, outside sales people, and certain computer employees. To qualify for the exemption, in addition to the minimal duties test, such employees must receive salary of at least a certain amount. Under the same final rule, the [HCE duties test](#) has not changed, but the salary level is increased starting on January 1, 2020. The salary level for HCEs is \$107,432 per year (up from the current \$100,000 level).

Employers can take into account nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10% of the standard salary level.

3. **What hours are counted?** An employer must count all hours that employees work. But this does not include meal breaks, whether paid or unpaid, if employees are relieved of duties during that period.
4. **Can overtime rules be avoided?** If an employee is nonexempt, he or she must receive overtime pay related to hours in excess of 40 for the workweek. This cannot be avoided in most cases by offering “comp time,” which would allow employees to work fewer than their required hours in another workweek to balance things out. This cannot be done!
5. **Do state rules take precedence over federal rules?** States can create their own overtime pay rules. If these rules are more protective for workers, they control over federal rules.

#### Final thought

The new federal rules do not provide for automatic increases in the dollar amounts for the standard salary level and the HRE salary level. But it indicated that it intends to update the thresholds more regularly in the future. For more information and resources, go to the DOL’s website [https://www.dol.gov/whd/overtime\\_pay.htm](https://www.dol.gov/whd/overtime_pay.htm)

Source: SBA.gov.



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**Business Start-up** 

**City of Columbus Planroom**

**Dec. 14, 2019**  
**5:30 to 7 pm**

**OHBDc.eventbrite.com**

  

THE CITY OF COLUMBUS  
ANDREW J. GINTHER, MAYOR  
DEPARTMENT OF DEVELOPMENT

THE CITY OF COLUMBUS  
ANDREW J. GINTHER, MAYOR  
OFFICE OF DIVERSITY AND INCLUSION



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Office of Diversity and Inclusion, and OhioMBE**



**2020 Contracting Opportunities, Small Business and  
Entrepreneurial Services and Procurement Fair**  
■ MBE ■ WBE ■

City Representatives will provide information on bidding requirements and contracting opportunities in the Department of Development. Attendees will also learn about all the small business and entrepreneurial programs and services that the City has to offer.

**MEETING SCHEDULE:**  
**Wednesday, December 11, 2019 3:00-5:00 PM**  
25th Avenue Training Center at 1881 E. 25th Ave. Columbus, OH 43219

Presentations	3:00 p.m. — 4:00 p.m.
Networking/Procurement Fair	4:00 p.m. — 5:00 p.m.

**2020 Contracting Opportunities Include:**

- Asbestos Assessment & Abatement ■ Critical Home Repair
- Demolition ■ Electrical ■ Graffiti Abatement ■ HVAC
- Lead Abatement ■ Mowing ■ Other Construction Trades ■ Painting
- Plumbing ■ Roofing ■ Property Maintenance ■ Solid Waste Removal