

Ohio's Largest Black-owned Business Newspaper

FREE



January 15, 2021

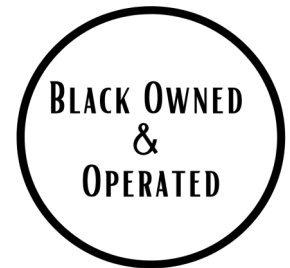
Published by The 912 Group, Ltd.

Ronda Watson Barber—Publisher/Editor-in-Chief

Volume 12—No. 1

Advocating, Informing and Promoting Small & Minority Owned Businesses since 2009

OhioMBE Celebrates



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Small Business is Good Business



OhioMBE is published on the 1st and 15th of each month and is distributed free by The 912 Group, LTD. The publisher reserves the right to edit, reject or cancel any advertisement or editorial copy at any time and will not be responsible for checking the accuracy of items submitted for publication.

Legal Stuff: The First Amendment protects several basic freedoms in the United States including freedom of religion, freedom of speech, freedom of the press, the right to assemble, and the right to petition the government. It was part of the Bill of Rights that was added to the Constitution on December 15, 1791. *The views expressed in OhioMBE and the media outlets of The 912 Group are solely those of the author and do not reflect the views/opinions of The 912 Group, the editor, publisher, our staff or our advertisers.*

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OhioMBE welcomes letters to the editor from readers. Typed letters of 350 words or less are preferred. Each letter must include name, home address and daytime phone number. Some letters may appear on our website.



The 912 Group is pleased to announce the launch of OhioContractorConnection.com. The website and mobile app is a collection of Ohio's top small businesses, resource service providers, and business news. There is a focus on construction contractors.

"A lot of people are looking to do business with Black-owned companies. The OhioContractorConnection.com is a vehicle to do that," said The 912 Group owner, Ronda Watson Barber. "I am excited to again provide access to small businesses to contracting opportunities, particularly Black owned businesses."

OhioContractorConnection.com will be available on GooglePlay soon. During the 2021 MLK Holiday Weekend, the site will be free. Small businesses are encouraged to post their listing.

OhioMBE can announce your next business event, employment notice or news item in an exclusive email blast.

We will also post it on our Facebook, Twitter, Instagram and LinkedIn Pages.

news@ohiombe.com | 912-290-2112



DO THE FIVE
Help stop coronavirus

- 1 **HANDS** Wash them often
- 2 **ELBOW** Cough into it
- 3 **FACE** Don't touch it
- 4 **FEET** Stay more than 6ft apart
- 5 **FEEL** sick? Stay home

**SUPPORT
BLACK MEDIA**

**KEEPING YOU
INFORMED**



#bidnotices

publisher's note

OhioMBE celebrates 12 years of publishing!



Happy Birthday OhioMBE. This issue marks our 12th year of publishing news, distributing contracting opportunities and promoting small businesses.

We have grown. We have learned. In 2020, we have to change and revise our business model because of the Covid-19 pandemic. We have partnered with other organizations to enhance the purchasing climate for small businesses, particularly Black-owned businesses. We have made friends. We have opponents. We are fierce unwavering advocates.

As publisher of OhioMBE, I am honored and humbled to advocate for small businesses in the Buckeye State. OhioMBE will continue to question and challenge those that receive tax dollars to be inclusive in their purchasing.

I am thankful for those who read and advertise in OhioMBE. You are appreciated.

Embarking on another year of advocacy, our goal is to promote economic development in the Black community. Black people NEED to purchase goods and services from Black businesses. Black churches need to purchase goods and services from Black businesses. Black fraternities and sororities need to purchase good and services from Black businesses. Business owned businesses need to purchases good and services from Black businesses.

I hear the critics yapping about bad service, high prices and little customer service they receive from Black owned companies. So what. First of all it isn't the standard or norm. Black owned businesses when given the opportunity can compete. As consumers, we receive ill treatment, high prices and other inconveniences from white companies and we still give them our money. For some Black business owners, this is a new gig. Give them a chance. Use your bad experience as a teachable moment.

We HAVE TO GROW BLACK COMPANIES in an effort to become more self-sufficient. We just complete a tough year. We lived through a global health pandemic, racial unrest, a presidential campaign and high unemployment. We must take the lessons

See Publisher on page 5

The Process

"Curator of a Bigger Vision Within," Mark Smith specializes in speaking from his personal experience of trials and tribulations in life. His desire to chronicle CHOICES and share the "journey," resonates at the core personally and professionally.



Mark V. Smith

His podcast "The Process," outlines trials and tribulations that we all go through, and offers insight on methods to weather the storms in life. The clever use of acronyms within his messages, offer a way for us to remember key points as we GROW FORWARD. Smith's vision statement of "Your Why is Greater Than Your Situation Which is Part of Your PROCESS," gives us the perspective that we are always GROWING!

"My Name is Cornelius Green, I was the first African American Quarterback at The Ohio State University, Rose Bowl MVP and Rose Bowl Hall Of Famer. Mark V. Smith and I go back to the 1970'S, and as former guest, Mark has a wealth of knowledge in his field of interviewing and motivation with a successful show called 'THE PROCESS.' Mark Smith's show and podcasts are NOT ONLY AN EXCELLENT CHOICE, but it will inform and EDUCATE EVERYONE ABOUT THE JOURNEY HE TOOK TO GET TO WHERE HE IS TODAY. THE PROCESS IS JUST THE BEGINNING.!!"

Join me on Saturday's @ 10:00am EST on STAR107FM.com (Columbus, Ohio) for a new episodes of "The Process III-Where Do We Go From Here." Get your daily dose of inspiration on anchor.fm/Mark-V-Smith, Spotify or Google Podcast, and listen to empowering messages that help us GROW.

Donovan X. Ramsey joins the LA Times

Columbus City Schools graduate and the face of Black Twitter, Donovan X. Ramsey will be joining the staff of the Los Angeles Times. He will be covering Black life in Los Angeles for the paper—everything from the impact of COVID and climate change on Black communities to Black Hollywood and beyond.

Donovan is a multimedia journalist



See Ramsey on page 8

BLACK ACCOUNTANT LAUNCHES MENTOR PROGRAM TO HELP SMALL BUSINESS OWNERS

Christanne Wright, the founder of [Your Wright Resource LLC](#), a Black-owned wealth management company, is proud to introduce her new Bookkeeping Mentor Program. The program is designed to help start-up and small business owners get on and stay on the right bookkeeping track! Organized books enable business owners to create accurate financial statements, make tax season far less stressful, and provide up-to-date financial information.



The program includes cloud-based access and integrated financial tools – online business bank account, bookkeeping software that is intuitive and easy to use, secure document storage (Never lose a receipt again!), and a B2B payment system.

Along with access to these tools, business owners will receive assistance with the initial onboarding process and guidance in the structuring of accounts. Two hours of personal, one-on-one training on program operations and an additional (4) 15-minute problem-solving sessions during the initial 30 days of operation. Additionally, participants will have 24/7 access to online training and instructional videos for the programs.

Once the program is customized and operational for each business, clients will have quarterly reviews and additional training to ensure their books are staying on the right track.

Christanne, who is a certified accountant and wealth manager, comments, “The nature of owning a business is to grow and reach your goals. Bookkeeping is one of the building blocks for reaching those goals, we understand that in the beginning of a start-up/small business, budgets often rule out hiring a full-time bookkeeper or accountant. Our program aims to bridge the gap between need and affordability.”

Starting your record-keeping off on the right track makes things easier to manage day to day and less complicated when you are ready to transfer your books to a professional full time.

For more information, contact them by email at info@yourwrightresource.com or make an appointment today using [this link](#).

W-9 Compliance

Every year small business owners must provide form 1099s to all contractors, attorneys, landlords, etc. by January 31. However, in order to meet this deadline, we need to get the information, including name, address and tax ID number. Therefore, the IRS created form W-9 that must be completed by the contractor and signed. These documents must be maintained by the business owner in their records for compliance purposes.

Taxpayer Relief? Is the IRS Really Helping?

The IRS says that, due to covid-19, they want to help struggling taxpayers. In fact, they say they want to make it easier for people to settle their tax debt. How? By setting up payment agreements that are more advantageous than in the past.

Streamline Installment Agreements for taxes owed under \$50,000 can be set up, if clients can pay in full, within 72 months. For any taxpayer with higher balances, there would be a need for other considerations. These would require for you to meet with a tax professional. The IRS is in dire need of funding; therefore, as a collection agency, they will do everything they can to get money. We're happy to assist you with any of your tax resolution needs.

Source: Wright On Time! Official Newsletter of Your Wright Resource, LLC



Looking for business news?

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Advertise your business HERE!

EmployOhio

City of Columbus- Department of Public Utilities
Division of Water
Engineer III Position

This full-time position within the Division of Water's Technical Support Section (TSS) will serve as a project manager for planning, design, and construction projects under the Division of Water's Capital Improvement Program (CIP). Typical duties for this position include: develop request for proposals (RFPs) and complete TSS portions of the RFP process; work with consultants to develop project scope and fee information; maintain and update project management information and project files; review and approve invoices; and confer with superiors, plant operations, and maintenance staff, consultants, contractors, and the public as needed to complete study, design, and construction projects. This position will also supervise staff, including reviewing staff work products, periodically meeting with staff to review work status, providing guidance, approving leave requests, and conducting performance appraisals. Additionally, this position will assist with various section management tasks such as capital improvement plan updates, developing SOPs and template documents, responding to outside requests for information, and updating guide specifications.

To be considered, candidates must possess a valid State of Ohio certificate as a registered Professional Engineer and three (3) years of professional engineering experience which includes some supervisory experience over professional engineers or engineering projects. Substitution(s): Possession of a valid State of Ohio certificate as a registered Professional Engineer (P.E.) and nine (9) years of practical engineering experience, which includes two (2) years of experience supervising Professional Engineers or engineering projects. Possession of a valid motor vehicle operator's license. Salary range \$81,306 – \$121,959.

If you are interested, please apply to the Civil Service Commission by applying online at <https://www.governmentjobs.com/careers/columbusoh> by 01/29/2021. You may also apply by emailing your resume to DPURecruitment@columbus.gov.

Pre-employment drug screening and BCI&I background check are required if selected.

City of Columbus is an equal opportunity employer.

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



Email us at news@ohiombe.com for details.

Publisher from page 3

learned from 2020 to develop and grow Black businesses. We have to grow Black companies as legacies for our children and grandchildren. We have to grow Black businesses so our children and community see role-models. We are more than athletes and entertainers.

Support a Black-owned business or two this month. Start a Black-owned business this month.

"Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality." - Rev. Dr. Martin Luther King, Jr.

Just my thoughts...rwb

To the litigious: The First Amendment protects several basic freedoms in the United States including freedom of religion, freedom of speech, freedom of the press, the right to assemble, and the right to petition the government. It was part of the Bill of Rights that was added to the Constitution on December 15, 1791. The U.S. Constitution applies to Black Americans as well. The views expressed in OhioMBE and the media outlets of The 912 Group are solely those of the author and do not reflect the views/opinions of The 912 Group, the editor, publisher, our staff, families, or our advertisers.

#employohio

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>



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).
- 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 in November 2019. Contact Audrea Hickman (614-645-8907 or ahickman@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 ejhudson@columbus.gov).

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

**Be Black
Buy Black
Think Black**

and everything else will take care of itself!

- Marcus Garvey



LEGAL NOTICE

OPERATION: FIX IT – SECURITY UPGRADES – CENTENNIAL HIGH SCHOOL, EASTMOOR ACADEMY HIGH SCHOOL, BRIGGS HIGH SCHOOL, JOHNSON PARK MIDDLE SCHOOL AND BUCKEYE 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, January 29, 2021 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.



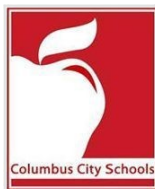
Columbus Regional Airport
COLUMBUS Authority
REGIONAL AIRPORT AUTHORITY

Rickenbacker Intermodal 24" Sanitary Sewer Extension #20037

RICKENBACKER INTERNATIONAL AIRPORT

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: www.columbusairports.diversitycompliance.com to register to do business with us and to view 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 – RESTROOM UPGRADES – WINDSOR STEM ACADEMY, COLUMBUS GIFTED ACADEMY, COLUMBUS CITY PREPARATORY SCHOOL FOR BOYS, SHERWOOD MIDDLE SCHOOL, EASTMOOR ACADEMY, AND WALNUT RIDGE HIGH SCHOOL

Sealed bids for the above-referenced project will be received by the **BOARD OF EDUCATION**, City School District of Columbus, Ohio, Office of Capital Improvements, 889 E. 17th Ave, Columbus OH 43211, until Friday, January 29, 2021 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.

bid opportunities

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



"Attention NEORS and
USEPA Certified MBE/WBE/
SBE"

Kokosing Industrial, Inc. is preparing bids for the Southerly Building Demolition 1582 project in Cleveland, Ohio which bids January 22, 2021. 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: **Photographic Documentation, Demolition, Asbestos Remediation, CIP Concrete, Rebar, Masonry, Structural Steel, Handrails and Railing, FRP Gratings, Waterproofing, Roofing, Caulking, Doors and Frames, Glazing, Painting, Signage, Fire Protection, Plumbing, HVAC, Electrical, Instrumentation and Controls, Clearing, Seeding, Asphalt Paving, Excavation and Backfill.** Bidding documents can be examined online by emailing Sonja Nichols at snichols@kokosing.biz for the link. Please have your quote Steve Ehret by 12:00 PM January 21, 2021: e-mail snichols@kokosing.biz or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."



BUILDING CRAFTS, INC.
Contractors | Engineers

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

DBE, MBE, and WBE subcontractors and suppliers for the **Fairfield WWTP Multi-Purpose Facility** in Fairfield, OH which bids on **January 25th, 2020**. Items of work to be subcontracted or supplied include, but are not limited to the following: demolition, ready-mix concrete, curing, sealing, masonry, rebar material, rebar labor, miscellaneous metals, FRP materials, thermal and moisture protection, aluminum doors, overhead doors, painting, fire extinguishers, bird control devices, plumbing, HVAC, electrical, earthwork, asphalt, turf and grasses, aggregate, utilities, process piping, process integration, handling equipment, wastewater equipment. Bidding documents can be obtained at 5350 Pleasant Avenue, Fairfield, Ohio 45014 or by calling **Ben Call** at **(859) 781-9500**. Submit quotes by 8 AM on January 25th, 2020, 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.

#bidnotices



REQUEST FOR PROPOSALS

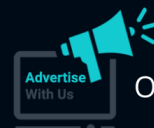
The Akron Metropolitan Housing Authority is requesting proposals to Provide Emergency Recovery Services and Related Work at Various AMHA Locations within Summit County, Ohio.

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

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 19, 2021.

Akron Metropolitan Housing Authority
Brian M. Gage
Executive Director

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ShopLegacyGifts.com

Ramsey from page 3

who writes about all things social, political, cultural, financial and whimsical. His work has been featured in outlets including Ebony, JET, Diverse, MONEY, theGrio.com and Black Enterprise, among others. The Columbus, Ohio native earned his M.S. in magazine journalism from the Columbia University Graduate School of Journalism and B.A. in psychology from Morehouse College.


He is Marjie Ramsey's son.



www.OhioContractorConnection.com

List your business for FREE during the MLK Holiday Weekend





We're Open

CITY OF COLUMBUS PLANROOM

1393 E. Broad Street - Suite 104

OHBD.org

614-645-5663 (office) 912-290-2112 (office cell)

Mondays & Wednesdays from 1 to 4 pm

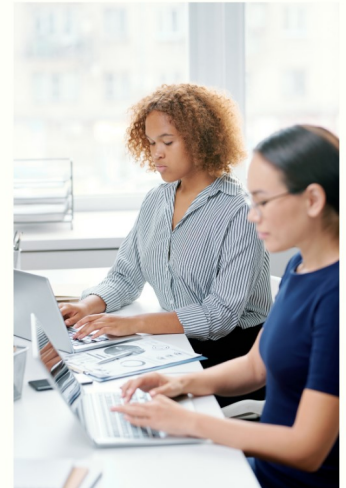
OBDC WORKSHOP

Certification 101

**Need MBE, FBE,
EDGE or LEDE
Certification?**

In this online course, we will discuss the certification process, local certifying programs and what documents to submit with you application

January 27 @ 6 pm
Virtual Training



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

FOR MORE INFORMATION
OHBD.org

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Keep up-to-date at
OhioMBE.com



Collection out our Madame VP Collection at
ShopLegacyGifts.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 you loan and bonding opportunities. The State of Ohio has loan and bonding programs specifically for certified minority owned businesses.
4. Certification can be a marketing tool for your business. You can add your certifications to your marketing materials, business cards, website, etc. Many consumers like doing business with veteran, minority or woman owned businesses.
5. Certification can be used in the private sector. Many companies don't have a certifying program but in an effort to have supplier diversity, will accept the certifications from some governmental agencies.

Attend a class and learn how to get your business certified. Visit OHBDc.eventbrite.com for the upcoming class schedule.

BoLinds Solutions Services offers a program that reduces your operations expense and increases your company's profits! Let us share with you and other small to medium businesses a unique program that allows us to negate up to 100% of your credit card processing fees! **You will SAVE!**



May we send you some information? Your email address? Phone number? Send me an email: chuck_bolinds@hotmail.com or our **216.479.0290** Cleveland office number. **Please contact us!**



Conducting Your Annual Business Review

Annual reviews are not just for employees. All small business owners should do a yearly review of their business practices to see what worked, what didn't, and what they may have missed. Last year, admittedly, was not a normal year for businesses, large and small. But still, there were lessons to be learned.

Here are three business best practices you can implement this year that can help you grow your small business.

1. Offering Customer Solutions

Notice we didn't call this section "Marketing"? There's a good reason for that. In the tumultuous year of 2020, consumers turned to their favorite businesses for the comfort of the familiar and the sense of stability. They assumed these companies would understand their needs and be there for them, providing solutions, not targeting them with overblown sales pitches.

For the past several years, customer experience became the new business buzzword. Businesses tried to outdo one another in their experiential approaches. And then everything changed.

What was important—and what worked in 2019 was no longer applicable in 2020. And businesses will likely need to adapt again in 2021. Small businesses need to be flexible. Paying attention to consumers' needs and preparing to pivot to meet them will be rewarded with positive buzz and customer loyalty.

Best Practice: Humanize Your Company

When your business shows empathy, it reveals the personal, human side of your company. A recent survey by Genesys, *Personalization & Empathy in Customer Experience*, revealed somewhat alarming news. Nearly half of the consumers surveyed said the companies they did business with didn't show enough empathy when delivering cus-

tomers service. Underscoring that, an [Iterable survey](#) showed 83% of the consumers polled said they were more likely to buy from businesses that inspire an emotional bond. Younger consumers, Gen Zers in particular, expect empathy from the companies they support.

The reality is empathy is a competitive necessity. Consumers have many choices and ultimately do business with people they know, like, and trust. So, it's key to let them know you care more about solving their challenges than about profits.

2. Making Employees Happy

Similarly, if you asked your employees a year ago what was important to them, the answers would be very different than if you asked them now. While flexibility and higher wages topped employee wish lists in the past, this year, the importance of employee benefits has risen in the ranks. According to insurance group The Hartford, the pandemic has put pressure on the American workforce in ways few could have predicted. Employees need more support than ever. If you want to retain your current workforce, you need to address their concerns about the benefits your business offers them.

Best Practice: Ask and Deliver

New research from [The Hartford](#) shows employers are currently offering the following benefits and services to reflect employees' wants:

- Employee Assistance Programs (EAP) (56%)
- Paid Time Off (52%)
- Wellness Benefits (51%)
- Behavioral/Mental Health Services (51%)
- Critical Illness Insurance (50%)
- Hospital Indemnity Insurance (48%)
- Paid Time Off for Volunteering (42%)
- Student Loan Repayment Plans (38%)
- Paid Sabbatical (38%)
- Pet Insurance (29%)

See Review on page 11

OHIO MBE

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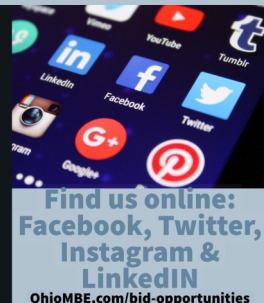


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OhioMBE.com

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LinkedIn
OhioMBE.com/bid-opportunities

BUY BLACK



*I'd rather go down in
history as one lone
Negro who dared to tell
the government that it had done a
dastardly thing than to save my skin
by taking back what I said. -
Ida B. Wells*

Ohio Diversity Network

Monday, January 18, 2021 at 9:00am

[MLK Breakfast Committee Inc- 36th Annual Birthday Breakfast](#)

Wednesday, January 20, 2021 at 5:30pm

[Funding Your Business- The Complete Loan Packaging Process](#)

Thursday, January 21, 2021 at 6:00pm

[Women "Mentor Me Too" Go-To-Group](#)

Tuesday, January 26, 2021 at 8:00am

[SBA-Preparing for Construction Season](#)

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Of course, some of the benefits employees want vary depending on their age and stage of life. If you're unsure of their needs, ask them. As you review the employee benefits, you currently offer, keep in mind that physical, mental, and financial wellness are top of mind for employees these days, so try to address those needs as well.

3. Is It Time to Change Your Legal Structure?

Chances are you haven't thought about the legal structure of your business since you first selected it. But that can be a costly mistake—and one that's easily avoided by reviewing your status with your accountant and/or attorney. Last year many small business owners faced challenges they could have avoided if they'd had a different legal structure. Access to relief funding, increased breaks, and liability protections are all reasons you should consider a structure conversion.

Best Practice: Research and Weigh Your Options

The most common form of business ownership and the easiest to start, a sole proprietorship, may seem a little too risky to maintain these days since there is no legal separation between the owner and the business. If your company cannot pay its debts or is

ever served with a lawsuit, your personal assets are at risk, including your bank accounts, any property you own, and your retirement savings. It's safer to select incorporating as either a C Corp or a Limited Liability Company (LLC), both of which are considered separate legal entities, where all activities (debts, etc.) of the business belong only to the business.

Alternately, you may have formed as a C Corp and found the compliance issues too restricting. You may want to change to an LLC which have fewer filing deadlines and better tax options. Not all states allow structure conversions, and it may be necessary to dissolve your business and form a new company with a different structure. Another option is to elect S Corp status, which allows a corporation or LLC to be taxed as a pass-through entity. You have until March 15 to file Form 2553 with the IRS to become an S Corp.

Don't Be Afraid of Change

Smart business owners are always open to change. Conducting an annual review and applying best practice management to all aspects of your business leads to positive change and future growth.

Source: www.score.org



Hosting a business event?

**Did you know you can
post it on
OhioDiversityNetwork.com?**

Email: news@ohiombe.com
for login information

*OhioDiversityNetwork.com is
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Andre Hill