

## SALEM UPDATE

### NEWS OF THE SALEM AREA CHAMBER OF COMMERCE



Oct.  
2016

#### IMPORTANT MEETINGS & EVENT DATES

##### IN OCTOBER:

##### Saturday, October 8, 2016

Quakerfest  
10:00 a.m. to 4:00 p.m.  
Downtown Salem

##### Tuesday, October 11, 2016

Twelve Days of Christmas Cmte. Mtg.  
8:30 a.m. @ Chamber

##### Wednesday, October 12, 2106

Charter Government Forum  
7:00 p.m. @ Salem Community Center

##### Friday, October 14, 2016

Louisville Bus Trip Departure  
8:00 a.m. @ Timberlanes Parking Lot

##### Wednesday, October 19, 2016

Business After Hours  
Community Hospice  
2341 E. State St. (Giant Eagle Plaza)  
4:00 p.m. to 6:00 p.m.

##### Friday, October 21, 2016

Safety Council Meeting  
Noon @ Salem Community Center

##### Monday, October 24, 2016

Christmas Parade Committee Mtg.  
6:00 p.m. @ Chamber

##### Wednesday, October 26, 2016

Business Expo  
8:00 a.m. to 11:00 a.m. @  
Boneshaker's Banquet Center at the  
Timberlanes Complex

##### Thursday, October 27, 2016

Executive Committee Mtg.  
8:30 a.m. @ Chamber

##### Monday, October 31, 2016

Salem City Trick or Treat  
5:30 p.m. to 7:00 p.m.

## Charter Government Issue on Ballot

The Legislative Affairs Committee and the Salem Chamber Board of Directors have unanimously agreed to support the Charter initiative that will appear on the ballot on November 8, 2016.

#### SALEM'S FUTURE IS NOW ..... VOTE "YES" TO BEGIN THE CHARTER PROCESS

- The First Step...This is Just the Beginning..."Shall We Have a Charter?" We are starting the process to investigate Charter Government.
- The ballot language will read: "Shall a commission be chosen to frame a Charter for the governance of the City of Salem?" We are NOT passing a Charter...We are looking into just beginning the possibility of changing the way our city government operates and does its job.

#### A QUICK LESSON...WHAT IS THE DIFFERENCE?

- A Statutory form of government is the default form under Ohio law. Under a Charter Government, a city's voters decide on their form of governance. Some cities choose to have a strong Mayor and Council as the representative bodies; (like Youngstown). Other cities decide to have City Council choose a City Manager who operates the day to day operations within the city; (like Columbiana).
- Usually a City Manager has an educational background of public administration, and he (or she) hires the fiscal officer, law director and other managerial positions. They then report to the City Manager and the Manager then reports to City Council. A City Manager form of government would be similar to how Ohio school districts are managed in Ohio communities. The Board of Education is elected by the voters and the Board selects a professional to manage the school district and negotiate union contracts, etc.

#### WHO IS BEHIND THIS INITIATIVE?

- The Democratic Party and the Republican Party, plus many of the current elected officials (including our own Mayor John Berlin) in Salem city government are in favor of EXPLORING a Charter form of government. This has never been true in the past.
- Both political parties have stated it is getting harder and harder to find qualified candidates to run for the 11 elected positions in Salem government.

A Forum to learn more about the Charter Government initiative will be held on **Wednesday, October 12th, 2016 at 7:00 p.m. at the Salem Community Center.** (See attached flyer.)



**Join The Fun!**  
**Quakerfest 2016**

Fingers are crossed for great weather as we get ready to celebrate our community at the 2016 **Quakerfest** to be held this **Saturday, October 8th, from 10:00 a.m. to 4:00 p.m. in beautiful downtown Salem.** Come and enjoy this community wide fall festival featuring a variety of fun family activities, displays, and vendors from many area businesses, organizations and churches. There is something for everyone, including a scarecrow contest, pumpkins, petting zoo, kids activities, entertainment, and much more! (See attached.) Stop by and see the Chamber's Information Tent at the front entrance of McCulloch Park. Don't miss out on the fun. C'mon out and show your support for our downtown.



**Chamber**  
**Ambassador News**

In celebration of the grand opening of their new restaurant and newly renovated banquet center .....

**Boneshakers at the Timberlanes Complex** held a red ribbon cutting and champagne reception on September 20th. **Brooke and Brandy Pidgeon**, the owners of **Boneshakers**, quietly opened the restaurant on July 15th. The beautifully renovated restaurant offers a full menu and seats 125 guests. The bar was also updated with several televisions and booths to seat 75 guests. The banquet facility features updated, state of the art audio/video ability for meetings, and can seat up to 350 guests.

**Boneshakers** is located at 544 East Pershing. Stop by and check out this wonderful restaurant if you have not already done so. Congratulations and best wishes to **Brooke and Brandy** and the staff at **Boneshakers!**

Many thanks to **Jerry Smith** and the staff at **Sherwin Williams** for hosting a delightful Business After Hours on September the 13th. Attendees enjoyed a wonderful evening of networking, as well as enjoying a great buffet of delicious appetizers from **Mike's Penn Grille**. We thank them for their warm hospitality! For all of your painting and wallpaper needs, visit **Jerry Smith** and his helpful staff at **Sherwin Williams**, located at 530 East State St.

Join us on **October 19th** from **4:00 p.m. to 6:00 p.m.** for the next Business After Hours event as we help **Community Hospice (2341 East State Street-Giant Eagle Plaza)**, celebrate their 30th anniversary! (See insert.) We hope you will stop by to congratulate them and take part in the festivities.



**BWC Update**

Please join us on **Friday, October 21st at Noon at the Salem Community Center** as the **Salem Area Safety Council** welcomes **Christine Williams**, Regional Business Manager of the Ohio BWC Youngstown Service Office. Christine will give a BWC update, as well as information on Ohio's extraterritorial jurisdiction. Reservations are required and can be made by contacting the Chamber office no later than Tuesday, October 18th. **\*\* ALL Salem Area Chamber of Commerce members are invited to attend these meetings.**

Reservations are still being accepted for the NE Ohio Safety Expo that will be held on **Friday, October 14th** at the Trumbull County Career & Technical Center, Warren, Ohio. Conference price is \$30 and includes a continental breakfast and a box lunch. Sessions will be available for attendees to earn one external training credit. (See attached.)



**2016 Breakfast & Business Expo**

Mark your calendars and plan on attending the **Salem Area Chamber of Commerce Business Expo & Breakfast**. The event will be held on **Wednesday, October 26th at the Boneshakers Banquet Center at the Timberlanes Complex**.

The breakfast buffet and open networking will begin at **9:00 a.m.** Our Business Connection guest speaker, **Joe Belinsky, Business Advisor, Ohio Small Business Development Center**, will begin his session at **10:15 a.m.**

The cost is **\$20** for Chamber members, **\$25** for non Chamber members and guests. **Pre-registration is required and can be made by contacting the Salem Chamber @ [tpeppel@salemohiochamber.org](mailto:tpeppel@salemohiochamber.org) or call 330-337-3473.** (See insert.)

This is a great opportunity to visit the various vendors of area businesses and agencies, as well as network with fellow Chamber members and guests.

*"Coming together is a beginning, keeping together is progress, and working together is success!" ~ Henry Ford*

**WELCOME NEW CHAMBER MEMBER!**

Thank you to this month's new member who is joining our other members as they keep **"PACE"**! **We are committed to Promote, Advocate, Connect, and Educate for our Chamber investors:**

**CRYSTAL LUCAS - YOUNG LIVING ESSENTIAL OILS**

8262 Depot Rd, Salem, Ohio 44460

330-831-9118

## A Great Evening of Fun & Food

Celebrating its 20th year, the **Taste in Salem** event was held on **September 27th** at **Boneshakers Banquet Center** at the **Timberlanes Complex**. Sponsored by the Salem Area Chamber of Commerce, the event helps to benefit the local agencies of the **United Way Services of Northern Columbiana County**.



A special thank you to all of this year's participants: **Auburn Skilled Nursing**, Bob Evans, **Boneshakers**, **Dunkin' Donuts**, Italo's, Jalisco's, **Lib's Market**, Linda's Homecooking Catering, Myrddin Winery, **Patty's Cookies & More**, **Salem Giant Eagle**, **Salem Regional Medical Center**, The Vineyards at Pine Lake, and Tim Hortons. The 2016 winners by category include: Restaurants - Best Presentation and Best Overall: The Vineyards at Pine Lake, Best Savory and People's Choice: **Boneshakers**, Best Sweet: **Lib's Market**. Deli/Other Category: Best Presentation: **Salem Giant Eagle**, Best Overall, Best Savory and the People's Choice: Myrddin Winery, and Best Sweet: **Patty's Cookies & More**.

Many thanks to all of the businesses, organizations and individuals who donated or helped with the **Taste in Salem**: Event Co-Chairmen: **Jim Wenderoth**, **Susan Frenger**, and **George W.S. Hays, A.I.D., American Red Cross**. Boy Scouts, Camp Fire, Catholic Charities, Columbiana Meals on Wheels, Family & Community Services, **Family Recovery Center**, **Girl Scouts of NE Ohio**, **Habitat for Humanity**, **Home Care Advantage**, Making Kids Count, Quota Club, **Salem Area Visiting Nurse**, **Salem Memorial Building**, **Salvation Army-Salem Corps.**, Salvation Army NCC Service Units, **ComDoc**, **Copeland Oaks/Crandall Medical Ctr.**, Countryside Creations, **Das Dutch Village Inn**, **Gordon Bros. Water**, **Huntington**, Mountaineer Casino & Resort, Myrddin Winery, Pittsburgh Cultural Trust, **Salem Community Center**, **Salem Community Theatre**, **The Salem News**, **Salem Twin Cinema**, **Salem Walmart**, **The UPS Store**, **Troll's Jewelry**, Youngstown Symphony, **Andy Estock**, **Audrey Null**, **Betty Brothers**, **David Mollenkopf**, **Eloise Traina**, Employees of Consumers National Bank and **Family Recovery Center**, **Janet Keene**, **Julie Needs**, **Kyle Cranmer**, **Lauren Arnold**, **Mary Walker**, **Matt Butts**, **Nancy McCoy**, **Nate Mullen**, **Ned Jones**, **Salem High School Interact**, **Sara Snaps**, **Scott Jones**, **Tammy Peppel**, **Peter Null**, **Wavelene Arnold**, **Tony Maroni**, and **Will Stolicny**.



Please Do Not Forget to "Like" Us  
& Follow the Salem Chamber on Facebook!



Seen in the photo is SBC member **Robin Falk** with the co-owners of **Salem Tire Service**, **Jim Stockton** (middle) and **Kyle Cranmer**. The award is given to a business who exemplifies outstanding curb appeal.



## "Planting Pride - City Wide"

The Salem Beautification Committee recently presented the "Business of the Month" award to Salem Chamber member **Salem Tire Service** located at 2300 East

State Street. Pictured left is SBC member **Robin Falk** presenting **Hobie Butcher** (with his King Charles Spaniel, Dory) with the "Blue Ribbon Digs" award for his beautifully landscaped residence at 326 Morgan Court. **Hobie's** business, **Masonry Materials Plus** which is located in Youngstown, is also a member of the Salem Chamber.

Congratulations to both **Salem Tire Service** and **Hobie Butcher** for "Planting Pride - City Wide!"

The Salem Beautification Committee again this year presented businesses throughout Salem with the **2016 Sunflower Award**. The qualifications to receive a Sunflower Award were: Clean windows, neatly maintained entryways and sidewalks, & aesthetically pleasing façade. Congratulations to all businesses for helping to keep our city beautiful!

We appreciate the Salem Beautification Committee for all of their hard work preparing the downtown for **Quakerfest** by decorating the light poles with beautiful cornstalks and scarecrows. Great job ladies!

The Salem Beautification Committee for all of their hard work preparing the downtown for **Quakerfest** by decorating the light poles with beautiful cornstalks and scarecrows. Great job ladies!



No! That is not a misprint! Christmas is right around the corner and the Salem Chamber is beginning to make plans for their popular **Twelve Days of Christmas Raffle**. Drawings will be held daily in the month of December with twelve days of great gifts leading up to the grand prize! **The Chamber is currently seeking donations for our raffle**. This is a great advertising opportunity for your business. If you are interested in donating a prize, please contact Tammy of the Chamber. Watch for more details that

Attorneys and Counselors at Law

**Williams & Associates**  
C. Bruce Williams JD Co., LPA

Highland Corner  
1376 East State Street  
Salem, Ohio 44460

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**Essex of Salem I**

Tony Maroni, LNHA  
*Administrator*

2511 Bentley Drive - Salem, Ohio 44460  
Cell: 330-420-8753  
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56-admin@atriumlivingcenters.com



Phone (330) 337-8713

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P.O. BOX 1171  
SALEM, OHIO 44460

**Salem Area Chamber of Commerce 2016 Officers**

<b>President:</b>	Scott Jones	330-337-8754	SPJH20@aol.com
<b>1st Vice President:</b>	David Mollenkopf	330-332-1586	crabbsalem@sbcglobal.net
<b>2nd Vice President:</b>	Tony Maroni	330-337-9503	56-admin@atriumlivingcenters.com
<b>Treasurer:</b>	Julie Needs	330-332-1548	jneeds@homesavings.com
<b>Past President:</b>	M. Susan Frenger	330-332-1203	susan.visitingangels@ymail.com

**Salem Area Chamber of Commerce 2016 Board of Directors**



# Gold Sponsors



**CONSUMERS**  
National Bank

## Silver Sponsors

*Adamson Veterinary Services*  
*Copeland Oaks/Crandall Medical Center*  
*Farmers National Bank*  
*Salem Regional Medical Center*  
*Salem Twin Cinema*  
*Visiting Angels*

## Christmas Sponsor

*Smilewright Family Dental*

## Bronze Sponsors

*Brookdale Salem*  
*Byler, Wolfe, Lutsch, Kampfer CPAs, Inc.*  
*Community Hospice*  
*D.T. Moore & Company*  
*Harrington, Hoppe & Mitchell, Ltd.*  
*The Home Savings & Loan Company*  
*Kent State University at Salem*  
*Morris Financial Group*  
*Salem Computer Center*  
*Sanor Insurance Agency, Inc.*  
*Schroedel, Scullin & Bestic, CPAs*  
*Sherwin-Williams*  
*Summit Federal Credit Union*



# **Salem Quakerfest** **Saturday, October 8th**

## All Day Activities from 10:00 a.m. to 4:00 p.m.

- \* Petting zoo, pony rides, Disney display, Sons of Union Veterans display at the Salem Historical Society at 239 South Lundy Ave.
- \* Pumpkin Patch, Boy Scouts Troop 6, former Grand Theater lot on East State Street
- \* Storytime, cider and candy apples, Amanda's Candy Cottage at 435 East State Street
- \* Children's activities at Burchfield Homestead Museum at 867 East Fourth Street

## Other Activities:

- \* 10:00 a.m. to 1:00 p.m. - Sidewalk Drawing at Daydreamer's Art Studio at 127 Penn Avenue
- \* 10:00 a.m. to 2:00 p.m. - Smucker House Garden Guild porch sale at 271 South Broadway featuring apple foods, wreaths, crafts and jewelry
- \* 10:00 a.m. to 2:00 p.m. - Salem Preservation Society building tour at the Smucker House on South Broadway
- \* 10:00 a.m. to 3:00 p.m. - Quaker Kid Crawl - A promotional activity for children & families to visit participating locations - Beginning at Chamber tent
- \* 10:30 a.m. & 3:00 p.m. - Salem Historical Society Disney programs (Dale Shaffer Museum & Library on S. Lundy)
- \* 11:00 a.m. - Scarecrow Contest Set-Up in front of the Salem Public Library and Salem Memorial Building
- \* 11:00 a.m. to 1:00 p.m. - Roaming balloon artist, caricature artist (next to Lib's Market) and SAM the Safety Squirrel (Chamber Tent)
- \* 11:00 a.m. to 1:00 p.m. - Temporary tattoos in front of Troll's Jewelry at 581 East State Street and at State Street Tattoo
- \* 11:00 a.m. to 2:00 p.m. - Children's games and activities and music sponsored by 1st United Methodist Church and Emmanuel Lutheran Church on South Broadway by City Hall
- \* 11:00 a.m. to 2:00 p.m. - Music at McCulloch Park sponsored by the Downtown Salem Partnership featuring: Ron Grey, Reveler, Forests, and Whiskey Pilot
- \* 8:30 p.m. & 10:30 p.m. - Salem Historical Society trolley ghost tours, \$15 with pre-registration (330-205-3923)



# Your City



## **Salem Charter Government Forum**

<b><u>WHEN:</u></b>	<b>WEDNESDAY, OCTOBER 12, 2016</b>
<b><u>TIME:</u></b>	<b>7:00 P.M.</b>
<b><u>WHERE:</u></b>	<b>SALEM COMMUNITY CENTER 1098 NORTH ELLSWORTH AVE., SALEM</b>
<b><u>GUEST SPEAKER:</u></b>	<b>DR. LARRY KELLER, ASSOCIATE PROFESSOR EMERITUS PUBLIC ADMINISTRATION PROGRAM, LEVIN COLLEGE OF URBAN AFFAIRS AT CLEVELAND STATE UNIVERSITY</b>

**This FREE SESSION WILL GIVE CITIZENS THE OPPORTUNITY TO  
LEARN MORE ABOUT CHARTER GOVERNMENT. A QUESTION AND  
ANSWER PERIOD WILL BE GIVEN AFTER THE PROGRAM.**

***\*Sponsored by the Legislative Affairs Committee  
of the Salem Area Chamber of Commerce***



**Let's Celebrate!  
30 Years!**

**The Chamber Ambassadors of the  
Salem Area Chamber of Commerce  
Invite You and Your Guests  
to the Anniverdary Business After Hours  
Hosted By:**

*Community*  
**HOSPICE**  
Peace • Hope • Compassion

**2341 East State Street  
(Giant Eagle Plaza)  
Salem, Ohio**

**Wednesday, October 19, 2016  
4:00 to 6:00 p.m.**

**\*Network with Fellow Chamber Members  
\*Enjoy Delicious Appetizers**

*Happy Anniversary*



*Your Non-Profit Hospice Serving  
the Community Since 1986!*

## **Community Hospice Named a 2016 Hospice Honors Recipient!**

**HOSPICE**  
**HONORS**

Community Hospice has been named a 2016 Hospice Honors recipient by Deyta Analytics, a division of HEALTHCAREfirst, the leading provider of Web-based home health and hospice software, outsourced billing and coding services, and advanced analytics. Award recipients were identified by evaluating hospices' performance on a set of 24 quality indicator measures. Hospice Honors is a prestigious program that recognizes hospices providing the highest level of quality as measured from the caregiver's point of view.

"Hospice Honors is a landmark compilation of hospices that provide the best patient and caregiver experiences," said Bobby Robertson, President and CEO of HEALTHCAREfirst. "I am extremely proud of Community Hospice for achieving this highest of honors and I congratulate them on their success."



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area to be awarded!**

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For more information please  
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call us at 1-800-947-7284!



# Business Expo

Wednesday, October 26, 2016

Boneshakers Banquet Center  
at the Timberlanes Complex

544 East Pershing, Salem, Ohio 44460

- 8:00 to 9:00 a.m. - Vendor Setup
- 9:00 to 10:00 a.m. - Breakfast Buffet & Open Networking
- 10:15 a.m. - Business Connection Speaker - Joe Belinsky, Business Advisor, Ohio Small Business Development Center \* Pre-Registration Required  
Attendance Fee - \$20 for Chamber Members  
\$25 for Potential Chamber Members and Guests
- 11:00 a.m. - Conclusion

**Tables for Display are LIMITED**  
**Chamber Member Rate: \$50**  
**Non-Chamber Member Rate: \$100**  
**Includes One 8 Ft. Table, 2 Chairs, & Breakfast**

To reserve a vendor table or register for the breakfast, please contact the Salem Area Chamber of Commerce @ 330-337-3473 or @ [tlpeppel@salemohiochamber.org](mailto:tlpeppel@salemohiochamber.org)



Friday, Oct. 14, 2016

# NE Ohio Safety Expo

## Conference goal

The 2016 Safety Expo is an annual event proudly presented by BWC's Youngstown Service Office and Trumbull Career & Technical Center. The goal is to provide you with valuable and effective information regarding your safety and health programs. This year's Expo offers 40 quality educational sessions to learn how to decrease accident frequency and severity, return to work strategies, A.L.I.C.E. training, drugs in the workplace, and many more to select from. All business types will find educational sessions that provide you with tools and information to take back to your business.

## Trumbull Career & Technical Center

528 Educational Highway  
Warren, OH 44483

## Registration

Educational sessions have a limited amount of seats, so please register and pre-pay by Friday Oct. 7, 2016. On-site registration is welcome for an additional \$10 but we cannot guarantee there will be space available in all the sessions. The registration form is located below along with a complete list of educational sessions. Please complete it and send it to us using one of the methods listed below:

Mail: TCTC, Adult Education  
528 Educational Highway, Warren, OH 44483  
Website: [www.tctchome.com](http://www.tctchome.com)  
Phone: 330-847-0503 ext 1600  
Fax: 330-847-1177

## Conference times

Registration 7 to 8 a.m. Enjoy the continental breakfast and visit the exhibitors

Educational sessions run from 8 a.m. to 3:30 p.m.

Lunch runs from 11:30 to 12:30 p.m.

## Conference price

Attendees: \$30 which includes a continental breakfast and a box lunch

Exhibitors: \$150 which includes an exhibit table, a continental breakfast and a box lunch for two people. Spaces are limited.

## Educational credits

- HRCI and SHRM certification credits are pending
- Safety council members may earn one external credit in the BWC's Safety Council Rebate Program. Stop by the BWC booth located in the Expo Center to get your certificate. Maximum – one external training certificate per company.
- Attending half-day OCOSH session marked \* earns a ½ loss prevention activity credit for the BWC's Industry-Specific Safety Program (ISSP).
- Attending all-day OCOSH Session marked \*\* earns a 1 loss prevention activity credit for the BWC's ISSP.
- Sessions marked ^ qualify for two-hour group rating safety training credit.

## Registration (part 1) Use one registration form per attendee; make copies for additional attendees.

Attendee's first name: \_\_\_\_\_ Last name: \_\_\_\_\_

Last four digits of Social Security number: \_\_\_\_\_

Email: \_\_\_\_\_

Company name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, ZIP code: \_\_\_\_\_

### Payment method

- Check (Make payable to TCTC Adult Education)
- Purchase order # \_\_\_\_\_
- Credit card
- Visa  MasterCard  Discover

Card number: \_\_\_\_\_

Expiration date: \_\_\_\_\_

Print name on card: \_\_\_\_\_

Signature on card: \_\_\_\_\_

### Fee

- Attendee: \$30

## Educational sessions (registration part 2)

All of the educational sessions are listed below by the time of day. Please mark the sessions you wish to attend and return this completed section with the registration on the previous page. Most of the educational sessions are 60 minutes in length, however there are several sessions that are more than one track and we are also offering four OCOOSH classes. Two are half-day and the other two are full-day sessions.

### For more information:

For general questions on educational sessions or exhibitors contact David Costantino at 330-301-5825 or email at [david.c.3@bwc.state.oh.us](mailto:david.c.3@bwc.state.oh.us)

For registration or payment contact Mary Kay Papas at 330-847-0503 or email at [MaryKay.Papas@tctchome.com](mailto:MaryKay.Papas@tctchome.com)

## Course listing

(Select one per time-slot.)

One-hour sessions  
Start time 8 a.m.

○ **Are Your New Hires Fit for Duty or Your Next Workers' Compensation Claim? and Transitional Work Options**

*Dianne Lindsay/Cheryl Altizer, Comp One MCO*

Learn the essential steps to ensure the potential new hire's abilities match the physical demands of the targeted job. Alternatives for accommodating light or modified duty will be discussed, to avoid a lost time workers' compensation claim.

○ **Pt. 1: Responding to an Active Killer - ALICE Training** <sup>^</sup>

*Bob Thompson & Chris Moffitt, Training Specifics Inc.*

This is part one of a three-part program designed to increase your chances of surviving an active shooter or violent intruder.

○ **Return-to-Work Strategies - Part 1** <sup>^</sup>

*Christine Nickloes, The Matrix Company*

Part 1: Employers of all sizes need to pay attention to safety and the cost of workplace accidents to workers as well as to the employer's bottom line. While accident prevention is the best way to reduce overall injury costs, an effective workplace return-to-work (RTW) program is the best way to manage cost and improve recovery after an injury has occurred. There is only a 50 percent chance that an injured employee will return to work after a six-month absence; this decline to a 25 percent chance following a one-year absence and is further reduced to a 1 percent chance after a two-year absence.

○ **Engaging Millennials in Safety** <sup>^</sup>

*Nicholas Coia, Ohio BWC*

The millennial generation has a different approach to communications, learning and retention of information than other generations. To help protect these workers we need to address how best to train, educate and re-enforce safety principles for them. During the presentation we will look at training examples and how to effectively incorporate the principles into your safety program.

○ **Operator Safety: The How's and Why of an Effective Forklift Training Program** <sup>^</sup>

*Chuck McConnell, Tow Lift*

Participants will learn what it takes to comply with OSHA's Powered Industrial Truck Standard (1910.178) and practical information for developing a complete in-house training session. This course will cover how to implement effective training techniques.

○ **Human Trafficking**

*Lt. Marvin Hill, Ohio State Patrol*

Learn how human trafficking is one of the fastest growing criminal enterprises worldwide. Each year an estimated 1,078 Ohio children become victims and 3,016 more are at-risk.

One-hour sessions  
Start time 9:15 a.m.

○ **Effectiveness of BWC's SafetyGrant\$ Program** <sup>^</sup>

*Brenda Smith, Ohio BWC*

Learn how to apply for a SIG. With the safety intervention grant, private and public employers are eligible for a 3-to-1 matching grant, up to a maximum grant award of \$40,000 for each eligibility cycle. This means BWC gives \$3 for every \$1 the employer contributes.

○ **Pt. 2: Responding to an Active Killer - ALICE Training** <sup>^</sup>

*Bob Thompson & Chris Moffitt, Training Specifics Inc.*

This is part two of a three part program designed to increase your chances of surviving an active shooter or violent intruder.

○ **OSHA Update** <sup>^</sup>

*Howie Eberts/Julie Weis, OSHA - Cleveland*

Describe what you should know about OSHA for 2016 and beyond—regulatory changes, frequently cited standards, how fines and citations are handled, increased OSHA inspections, and specific industry changes.

○ **Return-to-Work/Transitional Work Bonus Panel Discussion - Part 2** <sup>^</sup>

*Christine Nickloes, The Matrix Company*

Part 2: Employers of all sizes need to pay attention to safety and the cost of workplace accidents to workers as well as to the employer's bottom line. While accident prevention is the best way to reduce overall injury costs, an effective workplace return-to-work (RTW) program is the best way to manage cost and improve recovery after an injury has occurred. There is only a 50 percent chance that an injured employee will return to work after a six-month absence; this decline to a 25 percent chance following a one-year absence and is further reduced to a 1 percent chance after a two-year absence.

○ **Building a Safety Culture** <sup>^</sup>

*Kevin Whitaker, Ascent Safety Solutions*

Developing strong safety cultures have the single greatest impact on incident reduction of any process. It is for this single reason that developing these cultures should be top priority for all managers and supervisors.

○ **Overhead Crane Operation & Rigging** <sup>^</sup>

*Alan Stein / Chuck Karcher, Crane Training USA*

With the changing nature of overhead crane safety regulations, the need for compliant training has never been greater. Do you know what is required?

(Select one per time-slot.)

One-hour sessions  
Start time 10:30 a.m.

○ **Crisis Management, Effective Communication Amid a Crisis**

*Thomas Fladung, Hennes Communication*

Your reputation is your greatest uninsured asset. Learn the basics of effective communications amid a crisis, how to work with conventional media and social media and how to survive the court of public opinion with your good reputation intact – or even enhanced.

○ **Pt. 3: Responding to an Active Killer - ALICE Training** <sup>^</sup>

*Bob Thompson & Chris Moffitt, Training Specifics*

This is part three of a three-part program designed to increase your chances of surviving an active shooter or violent intruder.

○ **Return-to-Work/Transitional Work Bonus Policy Development - Part 3** <sup>^</sup>

*Pam Dunsath/Tina Elliott, The Matrix Company*

Part 3: Employers of all sizes need to pay attention to safety and the cost of workplace accidents to workers as well as to the employer's bottom line. While accident prevention is the best way to reduce overall injury costs, an effective workplace return-to-work (RTW) program is the best way to manage cost and improve recovery after an injury has occurred. There is only a 50 percent chance that an injured employee will return to work after a six-month absence; this decline to a 25 percent chance following a one-year absence and is further reduced to a 1 percent chance after a two-year absence.

○ **Strategies for Success at an Industrial Commission Hearing**

*Steven P. Dlott, Meyers, Roman, Friedberg & Lewis*

Did you know that most Industrial Commission (IC) hearings take place in a small hearing room with a few people present? Learn how hearings are much different than you might see in a common courtroom. They are informal, quasi-judicial, and less intimidating, while still providing sufficient opportunity for injured workers and employers to present their positions on the claims under review.

○ **Legalization of Medical Marijuana and the Impact on your Workplace** <sup>^</sup>

*Dyann McDowell, Training Marbles, Inc.*

Employers are asking many questions regarding the recent legalization of medical marijuana in Ohio. You will learn what the impact will be to your business and have an opportunity to ask questions.

○ **Fire Extinguisher Basics & Demo** <sup>^</sup>

*Nick Zamiska, Bad Day Training & Consulting, LLC*

Fires can start at any moment and proper training in the use of fire extinguishers can keep you and your employees safe from harm. Session includes live (outside) demo with our instructors!

Lunch and exhibit visit time  
11:30 am to 12:30 pm

## Course listing (Select one per time-slot.)

One-hour sessions  
Start time 12:30 p.m.

○ **Traveling outside Ohio? Learn about BWC's Other States Coverage offering**  
*Kendra DePaul, Ohio BWC*

Did you know that every time you send an employee out of Ohio, you may be creating a coverage gap? The presenter will review what is covered under Ohio's workers' compensation system when employees leave the State of Ohio. The presentation will also explain what Ohio does not cover, and provide information on options available to address potential coverage gaps.

○ **NFPA-70E Arc Flash Safety<sup>^</sup>**  
*Nathan Massie, Enertech Electrical*

Compliance with National Fire Protection Association (NFPA) 70E is a multi-step process. The presenter provides best practices for reducing arc flash hazards and makes you aware of any holes in your current policy.

○ **Part 1: Workplace Drug Addiction<sup>^</sup>**  
*Steven P. Dlott, Meyers, Roman, Friedberg & Lewis*

Part 1: Learn how using drugs impairs decision-making abilities and physically impairs people. This is a deadly concoction when on the job. In fact, 10-20 percent of American workers who die at work test positive when tested for drugs or alcohol. A study by OSHA states that the most dangerous occupations, such as mining and construction, also have the highest rates of drug use by their employees.

○ **Drug Interdiction / K-9 Use in Business<sup>^</sup>**  
*Don Schismenos, Polaris Safety Solutions*

You will learn how and see these certified K-9s narcotic detector dogs work around people in companies, inside hospitals and schools.

○ **Risk Management for Public Employers**  
*Cathy Jones, Mahoning County*

Learn how in government, the level and types of risk vary among agencies, as well as within agency divisions. Regardless of the agency's mission, each agency faces risks. These risks must be identified and managed to protect the state's employees, resources, citizens and reputation.

○ **OSHA Recordkeeping**  
*Brian Zachetti, Ohio BWC*

This session will examine OSHA Recordkeeping forms, general recording criteria and specific situations that must be recorded on OSHA Injury & Illness documents. Primary focus of the lecture will be determination of recordability to ensure accurate are maintained.

○ **A Unified Response: First Responder/ Private Industry Collaboration<sup>^</sup>**  
*Nick Zamiska, Bad Day Training & Consulting, LLC*

This informative session covers a variety of common emergencies in the workplace and analyzes case studies where public and private sector collaboration was essential to the successful mitigation of an incident.

One-hour sessions  
Start time 1:45 p.m.

○ **Lockout/Tagout<sup>^</sup>**  
*Brian Zachetti, Ohio BWC*

This session will examine the requirements of 1910.147 Standard for Control of Hazardous Energy as well as how an effective Lockout/Tagout Program can implemented in the workplace

○ **Hazardous Location Protection Methods for Electrical Circuits<sup>^</sup>**  
*Greg Stansky, Pepperl+Fuchs, Inc*

Learn how hazardous locations are classified and what are the appropriate electrical protection methods for safe operation, defining hazardous locations such as, protection methods for electrical equipment in hazardous locations, intrinsic safety, purge/pressurization systems and explosion proof.

○ **Part 2: Workplace Drug Addiction<sup>^</sup>**  
*Steven P. Dlott, Meyers, Roman, Friedberg & Lewis*

Part 2: Learn how using drugs impairs decision-making abilities and physically impairs people. This is a deadly concoction when on the job. In fact, 10-20 percent of American workers who die at work test positive when tested for drugs or alcohol. A study by OSHA states that the most dangerous occupations, such as mining and construction, also have the highest rates of drug use by their employees.

○ **Worksite Wellness: Engaging employees of every generation<sup>^</sup>**  
*Jerry Lynch, Central Wellness*

Wellness is all around us. From healthier choices on menus, yoga studios on every block and employee wellness programs at work, we are surrounded. The question is, how do we get everyone on board? This presentation will discuss the different generations and how they perceive wellness, as well as how to engage each generation in a worksite wellness program

○ **Gangs in the Workplace<sup>^</sup>**  
*Don Schismenos, Polaris Safety Solutions*

The presenter will discuss the negative impact that gangs and threat groups could have on your business.

○ **Financial Wellness<sup>^</sup>**  
*Earline Stiltner, Primerica*

Part 1: One in 4 employees are in serious financial distress and 80 percent of them spend 12-20 work hours / month worrying about their finances. This costs your company an estimated \$7,000 per employee a year due to lack of production. Will also review the new D.O.L Rulings. The Financial Wellness Workshop enhances employer/employee relationships, helps with employee retention and loyalty and develops a bridge between management and employees.

One-hour sessions  
Start time 3:00 p.m.

○ **Emergency Stop Circuits: What You Think You Know Could Kill You<sup>^</sup>**  
*Victor E. Noviski, Crescent Electrical Supply Company*

Emergency stop circuits have been a vital component of all machinery safety systems for the past 50 years. The performance of these circuits have steadily improved with new technology. A high probability exists these vital safety systems have not been adequately updated in your facility, are not up to current code, and are putting your people at risk. Learn the current best practices for emergency stop circuits and how to identify if your systems are compliant with current code.

○ **Worksite Wellness: A pathway to a happier and healthier workplace with an emphasis on ROI<sup>^</sup>**  
*Jerry Lynch, Central Wellness*

Health-care costs are on the rise with seemingly no end in sight. This presentation focuses on the ways companies can reduce those costs. Learn concepts such as how wellness programs elicit positive return on investment, the basic steps in the implementation of a wellness program within the workplace and the short and long-term benefits that wellness programs produce.

○ **OSHA Recordkeeping<sup>^</sup>**  
*Brian Zachetti, Ohio BWC*

This session will examine OSHA Recordkeeping forms, general recording criteria and specific situations that must be recorded on OSHA Injury & Illness documents. Primary focus of the lecture will be determination of recordability to ensure accurate are maintained.

○ **Construction, Fall Protection-General Overview<sup>^</sup>**  
*David Loughner, Ohio BWC*

Employers must set up the workplace to prevent employees from falling off of overhead platforms, elevated work stations or into holes in the floor and walls. OSHA requires that fall protection be provided at elevations of four feet in general industry workplaces and six feet in the construction industry. In addition, OSHA requires that fall protection be provided when working over dangerous equipment and machinery, regardless of the fall distance.

○ **Strategies to Minimize the Impact an Injury Has on Your Company<sup>^</sup>**  
*Lorrie Goodnight/Bernadette Campbell, Ohio BWC*

This session covers what to do before and after an injury occurs to minimize the impact the injury has on your organization. Employers can implement effective risk-management strategies and cost control practices to minimize the financial impact of the claim while ensuring the injured worker receives appropriate care with the goal of returning to work.

○ **Financial Wellness<sup>^</sup>**  
*Earline Stiltner, Primerica*

Part 2: One in 4 employees are in serious financial distress and 80 percent of them spend 12-20 work hours / month worrying about their finances. This costs your company an estimated \$7,000 per employee a year due to lack of production. Will also review the new D.O.L Rulings. The Financial Wellness Workshop enhances employer/employee relationships, helps with employee retention and loyalty and develops a bridge between management and employees.

Half day sessions  
Start time 8 a.m.

○ **Accident Analysis - Half Day Workshop<sup>\*</sup>**  
*David Loughner, Ohio BWC*

Attendees will learn basic information and tools for establishing and improving your accident analysis program, causal factors of accidents and action steps for analyzing accidents.

Half day sessions  
Start time 12:30 p.m.

○ **Emergency Preparedness Planning - Half day Workshop<sup>\*</sup>**  
*Colleen Bolha, Ohio BWC*

Attendees will learn how to prepare for workplace emergencies, basic compliance requirements, available resources and how to develop and maintain an effective program.

All day sessions  
Start time 8 am

○ **Controlling Workers' Compensation Costs<sup>\*\*</sup>**  
*Christine Williams/Tom Kelly, Ohio BWC*

Attendees will learn the basic understanding of how the BWC determines rates and the costs that drive them, how claim costs impact your rates, rating plan options and how to control costs. There is also an overview of the importance of a safety culture.

○ **Safety for the Non-Safety Professional<sup>\*\*</sup>**  
*Sarah Ghezzi - CSP, Ohio BWC*

Attendees will learn about Federal OSHA including citations and penalty structure, principles for developing a proactive safety and health program, State of Ohio safety requirements, and OSHA compliance for major safety programs (general industry and construction) including written program requirements, training and identification and control of physical safety hazards.

# Salem Area Resource Fair

MONDAY OCTOBER 10th from 3:00 - 5:00 pm

SALEM MEMORIAL BUILDING  
785 E STATE STREET, SALEM, OH

Hosted by:

Care4Me Home Health

Community Hospice

Myers Family Insurance



**STOP BY AND LEARN MORE ABOUT HEALTHCARE AND OTHER  
COMMUNITY RESOURCES AVAILABLE IN THE AREA!**

*Stop in and sign up for free door prizes!!*



**For Immediate Release**  
September 22, 2016

**Contact:** Stephanie.Gostomski at (614) 466-6619  
[Stephanie.Gostomski@development.ohio.gov](mailto:Stephanie.Gostomski@development.ohio.gov)

## **Workforce Training Funds Available**

Thousands of Ohio employees have received training to advance their career through the Ohio Incumbent Workforce Training Voucher Program, and now that number will increase because round five is rapidly approaching.

“It’s important that Ohio’s workforce keeps current,” said David Goodman, director of the Ohio Development Services Agency. “This training ensures employees stay ahead of the game, keeping Ohio competitive.”

Training in the following high-demand fields is eligible: Advanced Manufacturing, Aerospace and Aviation, Automotive Manufacturing, Automotive Technicians, BioHealth, Corporate Headquarters, Energy, Financial Services, Food Processing, Information Technology and Services, Polymers and Chemicals, Logistics, or Research and Development. Training opportunities include, but are not limited to, operational skills training, certification processes and equipment training. Training can occur at the employer’s facility, the provider’s training facility or at a third-party site.

The Ohio Development Services Agency reimburses the employer for up to 50 percent of the eligible training costs, up to \$4,000 per employee, after 1) the employer pays the full cost of the training, and 2) the employee successfully completes the training. The maximum amount an employer may qualify for in a Fiscal Year is \$75,000. The company must be in operation for at least 12 months in Ohio to participate.

Eligible businesses can begin the online application process on September 26, 2016 and will have three weeks to gather the necessary information to complete their application. The online applications will be accepted on a first-come, first-served basis and can be submitted beginning at 10:00 a.m. on October 14, 2016.

For more information about the Ohio Incumbent Workforce Training Voucher Program visit [http://development.ohio.gov/bs/bs\\_wtvp.htm](http://development.ohio.gov/bs/bs_wtvp.htm).

###

## Ohio Incumbent Workforce Training Voucher Program

### Guidelines FY'17

**The Ohio Incumbent Workforce Training Voucher Program (“Voucher Program”)** is an employer-driven program designed to provide direct financial assistance to train workers and improve the economic competitiveness of Ohio’s employers. The Voucher Program is designed to offset a portion, **via reimbursement**, of the employer’s costs to improve the skills of its incumbent workforce. The Voucher Program will provide **reimbursement** to eligible employers for specific training costs accrued during the course of training. Eligible employers must demonstrate that by receiving funding assistance through the Voucher Program their business will not only obtain a skilled workforce, but will also improve their company processes and competitiveness.

#### **Program Eligibility:**

To be eligible for financial assistance, the following requirements must be met by both the employer and employee.

**EMPLOYER ELIGIBILITY** – an eligible employer must operate as a for-profit entity in a state-designated targeted industry, with a facility located in Ohio that has been in continuous operation for the 12 months immediately prior to the application submittal. The company’s NAICS code ([www.naics.com](http://www.naics.com)) will determine eligibility as to the targeted industry. A listing of eligible NAICS codes can be found on our website.

Targeted industries are:

- Advanced Manufacturing
- Aerospace and Aviation
- Automotive (Automotive Technicians)
- Automotive (Manufacturing)
- BioHealth
- Corporate Headquarters
- Energy
- Financial Services
- Food Processing
- Information Technology and Services
- Logistics
- Polymers and Chemicals
- Research and Development

Each Applicant will be eligible for up to \$4,000 in reimbursement per each eligible employee per Fiscal Year and up to \$75,000 in total assistance per Fiscal Year. The Voucher Agreement and any Supplements to the Voucher Agreement issued to an employer during the Fiscal Year, aggregated throughout all of its state of Ohio locations, will be included in this calculation. **Please note that only one application per Applicant will be accepted per program year. If an employer has multiple sites or Affiliated Entities, those sites and Affiliated Entities must work together to submit one application.** An application may include multiple employees and multiple training courses.

Companies that received Voucher Program assistance in FY'15 (based upon FEIN) who utilized 33% or less of their award amount will not be eligible for assistance in FY'17. The same standard will be applied to future Voucher Program funding years (i.e. if funds are not utilized in FY16, that company will not be eligible for Voucher Program assistance in FY18, and so on and so forth).

An Applicant, including its Affiliated Entities may only submit one application. The Applicant and Affiliated Entities will be responsible for selecting the entity that will apply and manage the project. The application should not include training for any entity that is not eligible for FY'17 funding.

Eligible training for Corporate Headquarter will be for the **corporate headquarters staff only** (employees that support the operation by providing information technology, human resource, or accounting services).

**EMPLOYEE ELIGIBILITY** – an eligible employee is someone who is directly employed by the Applicant at a facility located within Ohio and meets all of the following requirements:

- Employed in any of the following business functions: production, back office operations, information technology, logistics, research and development or as an automotive technician;
- Earning an hourly wage of at least 150 percent of the federal minimum wage (\$10.88 as of January 1, 2012) plus benefits;
- An Ohio resident;
- At least 18 years of age; and
- Working at least 25 hours per week.

Note: an employee who is employed in a retail/service function is not eligible for the Voucher Program.

### **Eligible Training**

Training opportunities that expand and improve an employee's workforce skills and develop his or her opportunities for growth or promotion within the company are eligible for the Voucher Program. The training provider is to be selected independently by the employer and/or employee (with employer approval) and may be a public, private or in-house trainer.

While the effective date of the agreement will be January 1, 2017, any costs incurred or monies expended by the Applicant on the Project prior to final approval and the execution of the written Agreement, is done at the Applicant's own risk. Applicant's decision to go forward does not obligate the state of Ohio to provide state assistance that has not received all required approvals, or has not been memorialized in a written agreement between the applicant and the state of Ohio.

Training must be completed by December 31, 2017.

Trainings may be conducted at the employer's facility, at the training provider's facility, online or at a third-party site. Eligible training will be technical in nature, will relate to the employee's current position or future advancement within the company, and must be required by the company. Training activities **may include**:

- Training for improved process efficiency (e.g. ISO-9000, Six Sigma or Lean Manufacturing);
- Training from a national, regional or state trade association that offers an independently certified training curriculum and testing;
- Training that leads to an industry recognized certificate/credential;
- Training provided in conjunction with the purchase of a new piece of equipment; and
- Training to maintain an industry recognized credential;

Ineligible training activities include (but are not limited to):

- Conference fees;
- Curriculum Development and/or Prep Time;
- General Equivalency Diploma (GED);
- **HR Certification**
- **ICD-10**
- Laws, Regulations, and Taxes – Training related to compliance regulations, federal/state taxation laws, international laws, US labor laws, etc;
- On-Line Resource Libraries or any other resource in which an individual can choose from a number of courses over a period of time;
- Membership Fees;
- **Microsoft Office courses (this includes Outlook, Word, Excel, PowerPoint, One Note, Access, and Publisher);**
- Safety Training – Mandated or regulatory safety training is not eligible. Mandated or regulatory safety training includes but is not limited to blood borne pathogens, control of hazardous materials, lockout/tagout, emergency action plan, emergency response, hazard communications, hearing

conservation, safe electrical workplace, all OSHA, and stand-alone safety (including first aid, cardiopulmonary resuscitation (CPR), emergency medical technician (EMT), etc);

- **Seminars/Workshops/Webinars;** and
- Tuition Reimbursement.
- Soft Skills (**please note that this list is not all inclusive**):

- |                                       |  |  |
|---------------------------------------|--|--|
| ▪ Adapting to Change                  | ▪ Facilitation   | ▪ Motivation   |
| ▪ Anger Management                    | ▪ Foreign Culture and Customs                                    | ▪ Myers Briggs   |
| ▪ Assessments                         | ▪ Forums   | ▪ Navigating Difficult Conversations                         |
| ▪ Bankruptcy Laws                     | ▪ Fraud Detection/Prevention                                     | ▪ Negotiation Skills   |
| ▪ Basic Math                          | ▪ GED Prep Courses   | ▪ Notary Public  |
| ▪ Branding                            | ▪ Generational Divide  | ▪ Optimizing Your Work/Life Balance                          |
| ▪ Business Policies and Procedures    | ▪ Habits of Success People                                       | ▪ Orientation/On Boarding                                    |
| ▪ Business Writing                    | ▪ HR Training (i.e., diversity, ethics, sexual harassment, etc.) | ▪ Organizational Behavior                                    |
| ▪ Coaching/Mentoring                  | ▪ Informational Meetings   | ▪ Personal Management/Health                                 |
| ▪ Communication Skills                | ▪ Interpersonal Communication                                    | ▪ Presentation Skills  |
| ▪ Conducting Effective Meetings       | ▪ Interpersonal Skills Development                               | ▪ Public Speaking  |
| ▪ Constructive Feedback and Criticism | ▪ Interviewing Techniques  | ▪ Reading  |
| ▪ Conflict Resolution                 | ▪ Languages  | ▪ Safety   |
| ▪ Creative & Innovative Ideas         | ▪ Leadership Courses   | ▪ Sales  |
| ▪ Creative Thinking                   | ▪ Legal Contracts  | ▪ Strategic Planning   |
| ▪ Customer Service                    | ▪ Legal Purchasing   | ▪ Stress   |
| ▪ Decision Making                     | ▪ Listening Skills   | ▪ Summits  |
| ▪ Drug and Alcohol Education          | ▪ Literature   | ▪ Teamwork/Team Building                                     |
| ▪ Drug Testing                        | ▪ Marketing  | ▪ Telephone Skills   |
| ▪ Effective Listening                 | ▪ Mentoring/Coaching   | ▪ Time Management  |
| ▪ E-mail Skills                       | ▪ Monthly Meetings   | ▪ Train the Trainer (How to become a more effective trainer) |
| ▪ Employee Relations                  |  | ▪ Workplace Politics   |
| ▪ Emotional Intelligence              |  |  |
| ▪ English as a Second Language        |  |  |

- Required/Regulatory Training – Training that is required by any other public agency or department is not eligible. These trainings may include but are not limited to EPA, Hazardous Waste, FDA, Workers Comp, OSHA, etc.;
- Training that is already being reimbursed by another State or Federal training program (e.g. Ohio Workforce Guarantee, National Emergency Grant, etc.);
- Training that leads to professional license (i.e., doctors, lawyers, accountants, etc.);
- Training to maintain a professional license;
- Travel costs;
- CDL training and testing; and
- Wages of trainees while being trained.

### **Eligible Training Costs**

The Applicant may request reimbursement for up to 50 percent of the Applicant's cost to train an employee (up to \$4,000) and may be used for any of the following purposes:

- Instructor costs;
- Instructional materials.
  - Please note that these costs must be prorated per employee and will be capped at 25 percent of the cost of training per employee per training. Must be requested and approved in the application to be eligible.

### **Available Funding**

This Voucher Program is operated as a reimbursable program. The Ohio Development Services Agency will reimburse the Applicant for up to 50 percent of the cost of the training (up to \$4,000), after 1) the Applicant pays the full cost of the training, and 2) the employee successfully completes the training. Payment of the cost of the training by Applicant must come from private sources and cannot include any previously acquired public funds.

The invoice for reimbursement may only be submitted after an employee has successfully completed the approved training. The Applicant shall submit invoices no more than once during each quarter of the grant period unless it is the final invoice.

Funding approvals for this Voucher Program will be on a first-come, first-served basis. Once the training funds are completely committed, the Ohio Development Services Agency will hold subsequent applications in a "queue," in the event that additional program funds become available.

The Ohio Development Services Agency reserves the right to hold any pending applications due to the Applicant or its Affiliated Entities being delinquent or non-compliant under any other agreement with the Ohio DSA, or has any outstanding tax or EPA liabilities with the State of Ohio.

### **Additional Information**

Additional program information, including post-approval documents and processes, can be found at the following website: [http://development.ohio.gov/bs/bs\\_wtvp.htm](http://development.ohio.gov/bs/bs_wtvp.htm).

Capitalized terms not otherwise defined in these Voucher Program Guidelines shall have the meaning given to them in the Ohio Incumbent Workforce Training Voucher Program Definitions FY'17.