

CHAMBER LINK

JUNE 2024



Business After Hours
McCready Interiors/Norwalk the Furniture Idea

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Workforce Challenges: Opportunities for Mid Ohio Clint Knight

Director of Workforce Development



As business owners and employers, you are all too familiar with the challenges of finding and retaining talent. In the last few years, it has felt like the deck was completely stacked against companies. As a country, we were already facing the challenge of an aging workforce and high numbers of retirements. In the midst of that, we experienced a pandemic - a complete and unwelcomed reboot. As we resurfaced from COVID, record numbers were applying for unemployment.

Now here we are, several years out from that experience - we're still facing the challenge of an aging workforce. This is evident in industries across the country where we are losing seasoned talent in occupations like education, nursing, truck drivers, and industrial machining. However, this year new unemployment applications in Richland County have dropped from 100 per week in January to less than 40 per week in May.

So where do we go from here?

We're seeing a lot of innovation across the region in the form of technology, process change, upskilling of employees, and a variety of retention efforts. Businesses are becoming more efficient out of necessity. The inability to fill open positions has taught companies that there are ways to operate in a leaner fashion. More importantly, employers have found more effective ways to keep and invest in the employees that they have.

An important part of this effort is the annual public Job Fair, hosted for nearly 10 years by the Richland Area Chamber & Economic Development in partnership with the Area 10 Workforce Development Board and Ohio Means Jobs Richland County. The Job Fair has been essential for connecting employers with job seekers, adapting over the years to maximize value for both parties.

Attention should also be given to the evolving efforts in education. Our region has strong Career Centers, and they're currently busting at the seams. Traditional classrooms are integrating curriculum that ties to local industry, driven by the Teach Bootcamps. The Ohio High School Tech Internship program drives early relationships between employers and students who are looking for highly technical careers.

I could go on and on about the events that are happening in our region to build a skilled and engaged workforce. There is a silver lining. It's been a challenging 5 years in the workforce - but by working together, we're making a difference. As an economic community, we are building new partnerships - across county lines and in the classrooms. We're building the talent of tomorrow and more effectively engaging the talent in our workplaces. It's a great time to do business in Mid Ohio, and there are many opportunities for your business to get involved and benefit.

Reach out to me, and let's do this together!



BUSINESS AFTER HOURS

JUNE 27, 2024 | 5-7 PM
SHELBY-MANSFIELD KOA
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The Gorman-Rupp Company

The Gorman-Rupp Company was founded in 1933 during the worst depression in U.S. history. It was during this year that J.C. Gorman and H.E. Rupp, two entrepreneurs from Mansfield, Ohio, pooled \$1,500 – along with other considerable talents and fortitude – and began making pumps in a barn on the outskirts of town.

In an industry that lacked a clear market leader, Gorman and Rupp saw an opportunity to excel, establishing their new company upon a mission statement that dictated it would “enter a field of pumping service only when able to provide superior products with better performance.”

The company, which began with a handshake on a sidewalk in downtown Mansfield, now stands as a leader in its field and boasts a history of innovation, improvement and quality that continue to set standards for the industry.

Still headquartered in Mansfield, that original barn has grown to over one million square feet of manufacturing and warehousing in the U.S., Canada, Europe and Africa. Gorman-Rupp manufactures over 3,000 different pump models. Around the world, Gorman-Rupp is chosen as the superior pumping solution in the water, wastewater, industrial, construction, mining, petroleum, aircraft refueling, OEM, government and agricultural markets. It goes to prove that there is no limit on what dedicated men and women can accomplish when they put their heads – and their hands – together.

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Grand Opening

MAY MEMORABLE MOMENTS



DISCOVER RICHLAND



WOMEN'S LEADERSHIP CONNECTION
Duanna Patton



BAH MCCREADY INTERIORS/NORWALK THE FURNITURE IDEA



ADULT JOB FAIR

Check out these MEMBER EXCLUSIVE methods to PROMOTE your business at a low cost!

Email Blast Advertising



Your message goes out to over 2,700 employees of Chamber member businesses. The open rate averages 30% and they are typically sent on Tuesdays and Thursdays. Because of demand, we limit each member to one email blast per quarter and availability is first come, first serve - please reserve your date well in advance. Reporting of your open rate is available!

Email Blast pricing:

\$175 per email blast (non-profit rate is \$150)

Newsletter Advertising



This popular publication is emailed to over 2,400 employees at Chamber member businesses. We publish two versions, the PDF and the flip-page version which links to your website. The newsletter is also placed on our website. Save 10% if purchasing 6 ads or receive 2 free ads if purchasing 12!

Newsletter ad pricing per edition

Business Card Size-\$69

1/4 Page-\$109

1/2 Page-\$189

Full Page-\$240

Introducing the BrandRichland Video: A Celebration of Our Community



We are excited to announce the release of the BrandRichland video, a captivating production that showcases the vibrant life, work, and leisure opportunities in Mansfield and Richland County. This 2-minute and 22-second video is a testament to the strength and collaboration within our community and aims to foster a deeper sense of unity and pride among our residents.

A Unified Effort

The creation of this video is the result of a remarkable partnership between the City of Mansfield, Richland County Commissioners, Richland County Foundation, Destination Mansfield – Richland County, DRM Productions, and the Richland Area Chamber & Economic Development.

This collaboration began as part of the community branding effort launched by Mansfield Rising. The community brand, now known as BrandRichland, was supported by nine community partners and guided by a steering committee of 20 engaged leaders in Richland County.

Such teamwork exemplifies the cooperative spirit that makes Richland County unique and is something that other communities often strive to achieve. We are proud to highlight this shared effort as it underscores the strength and solidarity of our county.

Join the Journey

The BrandRichland video is more than just a visual presentation; it's an invitation to be part of our ongoing story. We encourage you to watch and share this video, helping to spread the word about the vibrant and dynamic community we are proud to call home. By engaging with this video, you are becoming an active participant in the narrative of Richland County.

Watch and Share the Video

The BrandRichland video is now available for viewing on our social media channels and [BrandRichland.com](https://www.brandrichland.com). We invite all residents and friends of Richland County to watch and share the video, celebrating the spirit and potential of our beloved community.

For a detailed look at the filming locations, view the [filming location map](#).

Together, let's celebrate the story of Richland County and continue to build a community we're all proud to be part of.

WATCH THE VIDEO >

Thank you to our renewing members!

BOOST & EXCEL

Ritter's Office Outfitters
Spitzer Motors of Mansfield

Interested in enhancing your member benefits?

Contact Jennifer at (419) 522-3211, or jwagner@richlandareachamber.com

BUILD & GROW

Advantage Credit Union, Inc.
Akron Children's Hospital
Barrister Title Group, LLC.
Brass Hanger Cleaners
Buffalo Wild Wings
Cole Distributing, Inc.
Cypress High School
Dairy Queen East

Dearman Moving & Storage
Discount Parts Exchange
Farmers State Bank
Mansfield Distributing Company
Mansfield Engineered Components
Mansfield Technologies
Metronome Music, Inc.
MinuteMen Ohio Comp

Richland Lumber, Inc.
Richland Sealcoating Company, Inc.
Rinehardt Law Firm
Studio 19 Salon & Spa
The Vault Wine Bar
The Waterford at Mansfield

ENGAGE & CONNECT

419 Barbershop
Absolute Assurance Restorations, LLC.
ADM Benefit Plans Agency
American Homestead Exteriors
Apple Hill Orchards
Appleseed Realty DBA Appraisal Services North Central Ohio
Benjamin Steel
Blanton's Automotive
Hales Sport Center, Inc.
Haring Realty

Heartland Design Concepts
Independent Living Center of North Central Ohio
JP Morgan Chase Bank
Mansfield Buick GMC
Marvin Memorial Library
McIntosh Reserve Condominiums
Medical Arts Internists, Inc.
Mohican Valley Title Agency, LLC.
Prima Visual Media
Primrose School of Hudson

Ralph Phillips VFW Post #291
Richland Correctional Institution
Richland County Children's Auxiliary - The New Store
Richland County Park District - Gorman Nature Center
Shrinathji Food Mart, LLC.
The Ball Agency
Towne Pharmacy
Whitcomb & Hess CPAs & Financial Advisors
Women's Care, Inc.



Renewals reflect paid dues received from 05/01/2024 through 05/31/2024



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A woman with long dark hair, wearing a brown cardigan over a yellow t-shirt and denim overalls, stands with her arms crossed in a bakery. In the background, shelves are filled with various pastries and donuts.

Big health benefits for **small businesses**



You put everything you have into your business. And we put everything into creating high-quality health insurance plans for you and your employees. We've partnered with the Richland Area Chamber & Economic Development and Council of Smaller Enterprises (COSE) to offer a unique benefit option for small businesses like yours. The COSE Benefit Plan is a multiple employer welfare arrangement (MEWA) that allows businesses of 1–50 to experience rate stability, savings and the same great health benefits that large corporations have. Bundle your health plan with our dental, vision or life plans for a fully integrated benefits package.

Contact your broker | COSEBenefitPlan.com

COSE
BENEFIT PLAN



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The LeaderRichland RCDG sector welcomed more than 1,000 7th and 8th boys to the OSU-Mansfield/NCSC campus over three days: May 16, 17, and 20.

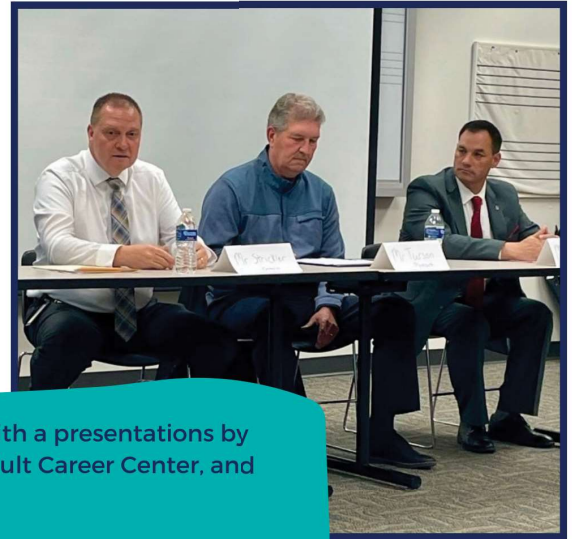
The boys attended four interactive presentations throughout their experience. Approximately 60 speakers representing Richland County companies shared their career journeys and led an activity during a 30-minute session. Speakers represented multiple industries including healthcare, manufacturing, hospitality, technology, education, and aviation.

Park National Bank, Mechanics Bank, Cleveland Financial Group-Chuck Hahn, and the Ode Family Foundation were event sponsors.





Program Day Sponsor

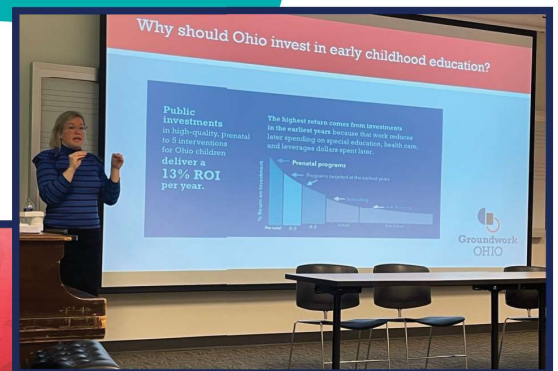


The LU Education Program day began with a presentations by Madison Comprehensive High School, Adult Career Center, and Child Care Center.

The class travel to The Ohio State University at Mansfield/North Central State College in the afternoon. A Groundwork Ohio talk highlighted the advocacy and research around high quality early childhood education.

Class members took tours of the OSU Stem Lab, Child Development Center, and NCSC Health Sciences building.

Superintendents Keith Strickler of Ontario, Michael Browning of Shelby, and Brad Turson of Plymouth, shared district developments.



Meet Our Summer Education Foundation Intern



Zetta Anderson
Summer Intern

The Chamber is pleased to welcome Zetta Anderson, our Chamber Foundation summer intern for 2024. Zetta graduated from Mansfield Senior High School in 2023, where she was actively involved in various clubs and activities, including the National Honors Society, class advisory, and varsity swimming. Her engagement in these clubs allowed her to contribute to the community in significant ways, such as tutoring at Woodland Elementary School and volunteering as a lifeguard for the Mid-Ohio Youth Mentoring Service.

Currently, Zetta is pursuing a degree in Marketing at Miami University. During her freshman year, she earned a place on the Dean's List for the Farmer School of Business. She is also a member of several organizations, including Women in Marketing and Pancakes for Parkinson's. This past spring, Zetta joined the Chi Omega Sorority, furthering her commitment to community involvement. Looking ahead, she aspires to pursue a career in marketing and potentially start and run her own business.

Join us in welcoming Zetta to the Chamber team!



TRENCHING AND EXCAVATION



Trenching and excavation are essential yet hazardous activities in various industries. To ensure the safety of workers engaged in these operations, it's crucial to adhere to stringent safety protocols outlined by the Occupational Safety and Health Administration (OSHA). This guide highlights key safety measures to mitigate risks associated with trenching and excavation work.

Protective Systems:

- Sloping: Angle trench walls away from excavation at 1.5:1 (34°) for soil stability.
- Benching: Create steps or levels in trench walls, ensuring each bench is at least 2 feet high.

Competent Person Responsibilities:

- Conduct site inspections before work begins, during, and after any hazard-increasing occurrence.
- Design structural ramps following OSHA guidelines, considering soil type and trench depth.
- Classify soil using visual and manual tests, assigning it as Type A, B, or C to determine protective measures.

Access & Egress Requirements:

- Provide safe exit methods within 25 feet of workers' locations in trenches exceeding 4 feet deep.
- Limit lateral travel to minimize exposure to trench hazards.

Other Best Practices:

- Contact utility companies for underground utility location and marking before excavation.
- Perform daily inspections to identify changes in trench conditions and protective systems.
- Monitor for hazardous atmospheres using gas detectors, especially in trenches deeper than 4 feet.

Summary:

Trenching and excavation activities are inherently risky, requiring strict adherence to safety regulations and protocols. By implementing proper protective systems, ensuring competent personnel oversight, and providing adequate access and egress, organizations can mitigate these risks effectively. Regular inspections, hazard monitoring, and comprehensive training are essential components of a robust safety program in trenching and excavation operations.

For assistance in identifying and addressing fall hazards in your workplace, please contact Andy Sawan, Risk Services Specialist at Sedgwick: andrew.sawan@sedgwick.com | 330-819-4728.

The background of the entire poster is a stylized American flag. The top-left portion features a blue field with white stars, while the rest of the image is composed of horizontal red and white stripes.

ONTARIO 4TH OF JULY FESTIVAL

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Saturday June 29th Marshall Park

What I Wish I Had Known When I Started My Career

REGISTER

Brigette Burnell has practiced law for over 20 years in both private practice at a major international law firm (working in the United States and China) and as in-house counsel for investment banking and manufacturing. For the past 10 years she has worked in Gorman-Rupp's corporate department where she serves as Executive Vice President and General Counsel. In this role she oversees all legal and human resources matters for Gorman-Rupp's family of eleven companies around the world.

- Gain insights into starting and advancing your career.
- Learn from real-world experiences in international law and corporate leadership.
- Discover strategies to enhance your work experiences.
- Uncover valuable lessons from a seasoned executive and legal expert.

Please join her as she shares "What I wish I had known when I started my career?" which will provide insights for those starting their careers, as well as those looking to enhance their work experiences.



BRIGETTE BURNELL
Executive VP & General Counsel,
Gorman-Rupp Company

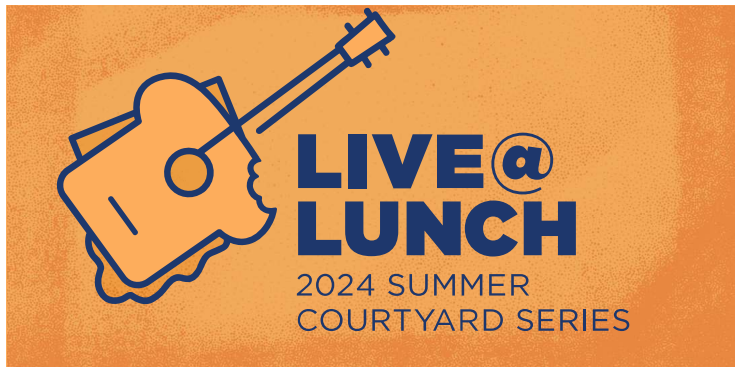


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JULY 17, 2024
11:45 am - 1:00 pm

DLX | Kobacker Room
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Mansfield, OH



JUNE SCHEDULE

LIVE PERFORMANCES | FOOD TRUCKS*
MECHANICS BANK | 2 S. MAIN STREET | MANSFIELD
ALL PERFORMANCES WILL BE HELD 11:30 A.M.-1:30 P.M.

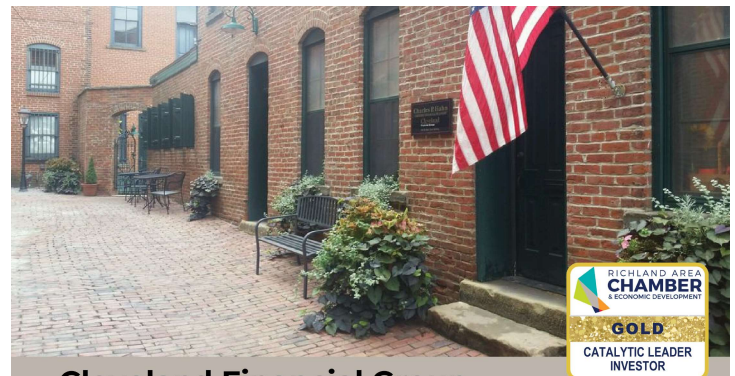
JUN 7	Josh Vanderzyden	Grunt Grub*
JUN 21	Nate Williams	Mad Meltz*

Come early or stay later and enjoy the courtyard.
Our courtyard is open every Friday over lunch.

In the event of inclement weather,
visit [MyMechanics.com/LiveatLunch](https://www.mymechanics.com/LiveatLunch) for updates.

*Food truck items available for purchase

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Cleveland Financial Group

Cleveland Financial Group is and has always been committed to promoting the continuing development and progress of Downtown Mansfield. We believe in investing where our hearts are: right at home, right in our own neighborhood. Owner and Certified Financial Planner® Chuck Hahn is a native Mansfielder and St. Pete's graduate who spent his formative years immersed in downtown culture. It has been an important mission for Chuck to help transform Downtown Mansfield and bring it back to life. Thus, Cleveland Financial Group looks to support emerging entities that fit into this picture of progress and has been instrumental in helping to launch several successful programs that highlight the incredible talent, vision, and heart that exists in Downtown Mansfield.



BWC rebate programs

The Ohio Bureau of Workers' Compensation (BWC) offers employers many different rating, bonus and rebate programs to encourage cost control, return to work, efficiency and safety. If you are interested in enrolling in a BWC program, or are already enrolled, here are some important deadline dates to remember. If you have any questions, contact our Sedgwick program manager, Paul Feck at paul.feck@sedgwick.com.

	Action Required	Public Employers	Private Employers
<u>Deductible Program</u>	<u>Application</u> deadline for re-enrolling and for new participants	Jul 31, 2024 (2025 rating year)	Jan 31, 2025 (2025 rating year)
<u>Drug Free Safety Program (DFSP)</u>	<u>Annual report</u> deadline	Sep 30, 2024 (2024 rating year)	Mar 31, 2024 (2023 rating year)
	<u>Application</u> deadline for new participants	Nov 30, 2024 (2025 rating year)	May 31, 2024 (2024 rating year)
	Online safety management self-assessment (<u>SH-26</u>) deadline and accident analysis training deadline (initial year only; new supervisors have 60 days from hire date to complete)	Jan 31, 2025 (2025 rating year)	Jul 31, 2024 (2024 rating year)
<u>EM Cap</u>	Education requirements deadline	Sep 30, 2024 (2024 rating year)	Mar 31, 2024 (2023 rating year)
<u>Group Experience Rating</u>	Application deadline for re-enrolling and for new participants	May 31, 2024 (2025 rating year)	Nov 25, 2024 (2025 rating year)
<u>Group Retrospective Rating</u>	Application deadline for re-enrolling and for new participants	Jul 31, 2024 (2025 rating year)	Jan 31, 2025 (2025 rating year)
Group Rating & Group Retrospective Rating (employers with a claim in the green period)	Deadline to complete 2 hours of BWC approved training or BWC's online accident analysis form and safety class and to report all training to Sedgwick	Dec 31, 2024 (2024 rating year)	Jun 30, 2024 (2023 rating year)
<u>Individual Retrospective Rating</u>	<u>Application</u> deadline for re-enrolling and for new participants	Jul 31, 2024 (2025 rating year)	Jan 31, 2025 (2025 rating year)
<u>One Claim Program</u>	<u>Application</u> deadline for re-enrolling and for new participants	Jul 31, 2024 (2025 rating year)	Jan 31, 2025 (2025 rating year)
	Education requirements must be completed	Sep 30, 2024 (2024 rating year)	Mar 31, 2024 (2023 rating year)
<u>Safety Council Program</u>	Attendance of 10 in-person safety council meetings must be completed	Jun 30, 2024 (2022 rating year)	Jun 30, 2024 (2023 rating year)
	Application deadline for re-enrolling and for new participants	Jul 31, 2024 (2023 rating year)	Jul 31, 2024 (2024 rating year)
<u>Transitional Work Bonus (TWB)</u>	<u>Application</u> deadline for new participants	Nov 30, 2024 (2025 rating year)	May 31, 2024 (2024 rating year)

UPCOMING CHAMBER EVENTS

Register for these events [HERE](#)
or visit our event calendar at
www.richlandareachamber.com

06/10/24 Chamber Golf Classic, Westbrook Country Club
06/13/24 Leadership Unlimited Alumni Dinner & Commencement, Kingwood, 5:30-7:30pm
06/27/24 Business After Hours, Shelby-Mansfield KOA, 5-7pm
07/17/24 Women's Leadership Connection, Brigitte Burnell, DLX, 11:45am-1:00pm
10/22/24 Savor & Sip, Mid-Ohio Conference Center, 5-7:30pm
12/10/24 Small Business of the Year Awards Celebration 2024, Kehoe Center, 11:30am-1:30pm



Locations:

150 East Fourth St. Mansfield, Ohio 44902
1650 E. Southern Ave. Bucyrus, Ohio 44820

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www.rniinc.com

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Our Mission:

"Empower people with developmental disabilities to live their best life by fostering innovative opportunities through community engagement."

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- Life Insurance (full-time positions)
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