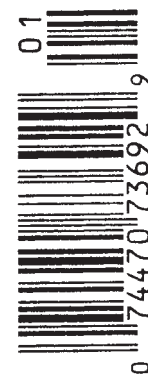




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Dorel Home investing \$3M at Ameriwood Tiffin facility
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20 UNDER 40
 25 YEARS
 SINCE 1996

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Logoplaste investing \$35M in Lima
Company to construct 100,000 sf facility for plastic injection molding



Walls are going up on the new Logoplaste facility in Lima's Gateway Industrial Park

Logoplaste, headquartered in Portugal, is planning to construct a 100,000 square foot facility for plastic injection molding of food grade containers, located in Lima's Gateway Industrial Park. The new \$35 million project will add at least 50 new jobs at the Allen County site.

"Proximity to a recognized regional plastics cluster, a skilled workforce and business friendly partners made the decision easy," said Rui Abelho, chief commercial officer, Logoplaste USA.

Logoplaste, with more than 2,300 employees (...continued on page 2)

TLCPA set for \$5.5M mobile harbor crane

The Toledo-Lucas County Port Authority (TLC-PA) and Midwest Terminals, the operator of the general cargo facility (Facility 1), are planning to invest \$5.5 million on a mobile harbor crane.

Facility 1, according to Joseph Cappel, professional port manager (PPM®) and vice president of business development at TLCPA, offers over 110 acres of outdoor storage and over 600,000 square feet of indoor storage within Foreign Trade Zone #8. There is on-dock class 1 rail access with dedicated terminal switch engines, truck scales, and heavy haul routes from the facility into Michigan. The facility has over 4,100 linear feet of dock with full seaway draft accommodating the largest freighters operating (...continued on page 4)



The Port of Toledo

FCP places \$1.6M in Fremont operations
Company to add at least nine new jobs and purchase new equipment



First Choice Packaging's facility located in Fremont

First Choice Packaging (FCP), a Fremont-based first-tier custom packaging solutions manufacturer that provides complete custom thermoform packaging and turnkey contract packaging services, is planning to create at least nine new jobs and invest approximately \$1.6 million into its 1501 West State Street facility in Fremont.

The company plans to purchase a new automated thermoformer, install a new roof, and make infrastructure improvements to its 290,000 square foot building to (...continued on page 20)

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Logoplaste

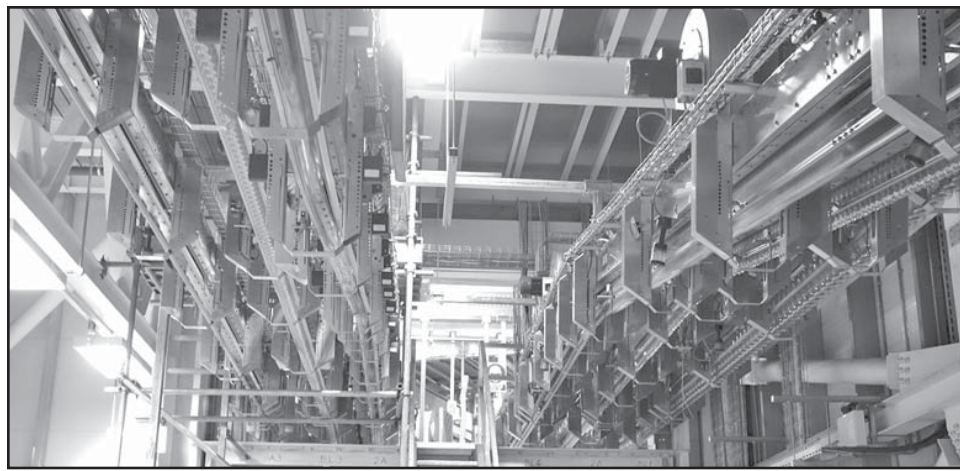
...Continued from page 1

worldwide, is recognized as a leading global designer and manufacturer of value-added rigid plastic packaging solutions to a range of blue-chip clients. The company has 64 plants across 16 countries, including its North American headquarters outside Chicago.

Competition across the Midwest was fierce for this new plant, according to Abelho. He said the northwest Ohio site rose above other locations because of its amenable business climate and a location providing easy access to market.

Cushman & Wakefield's vice chairman Britt Casey, Jason Lake, and Shannon O'Hare led site selection efforts for Logoplaste with the help of Mark Dlott and Wade Elliot of Apex Commercial Group out of Dayton. Allen Economic Development Group (AEDG) served as a facilitator in bringing the necessary partners to the table.

"Attracting a new company into the region takes a team effort," said Dave Stratton, AEDG president / CEO. "One of the roles of Allen Economic Development Group is to unite leaders from all facets of the project



Logoplaste, based in Portugal and with its North American headquarters located outside of Chicago, designs and manufactures value-added rigid plastic packaging solutions for a range of blue-chip clients

— Township, City, school district, OhioMeansJobs, and Regional Growth Partnership — to bring the best opportunity to the company. We are excited that we have a home for Logoplaste in our Gateway Industrial Park. This international company will be a terrific complement to the manufacturing environment in Allen County."

Other key partners in the local process included Allen County and its OhioMeansJobs office, the Port Authority of Allen County, the

City of Lima, Perry Township, and the Perry Local School District.

"We see our location along I-75 and near US 30 as key factors when a company is making a site decision. We also have an experienced manufacturing workforce and training facilities to upskill talent for specific needs. Our availability of utilities is another asset for our current companies and those that are looking in the region," added Stratton.

The Regional Growth Partnership (RGP)

worked closely with JobsOhio in managing the incentive process, which procured a grant through JobsOhio for new machinery and equipment.

"Logoplaste's new manufacturing facility will bring 50 jobs and more international investment to Ohio," said J.P. Nauseef, JobsOhio president and CEO. "This investment demonstrates Logoplaste's confidence in Lima's workers, who will play an essential role in growing the company and Ohio's economy."

Logoplaste has already begun construction. The general contractor for the project is Cincinnati-based Turnbull-Wahlert Construction, and the architect is Jim Kaiser with northern Kentucky-based PCA Architecture. According to Stratton, the concrete walls are currently being erected, machinery will begin to arrive in January, and the company will take possession of the facility in March.

"Lima has a great diversity of industry that includes several Fortune 500 and international companies. We are excited to add Portugal-based Logoplaste to our manufacturing mix. This project has an ideal home in our Gateway Industrial Park and it will bring quality jobs to our region," said Stratton.

Further information on employment opportunities will come in the near future, noted officials.

Cornerstone Consulting acquires Interim HR Consulting

Cornerstone Consulting Organization (CCO), a business and manufacturing operations consulting firm, has acquired Chicago-based Interim HR Consulting. According

to the firm, the investment is key to CCO's strategy to expand its existing staffing solutions to deliver talent at all levels of a client organization and will also benefit CCO's



From left to right: Cornerstone Consulting Organization partners Scott Wawrzyniak, president and managing partner; Chris Ostrander, chairman and chief commercial officer; and Bill Currence, president and managing partner

private equity clients who manage manufacturing assets in their portfolios.

"CCO is helping manufacturers to emerge from the significant economic disruption of the past six months, and what we've seen is a primary need to get the right people in the right roles to return their operations to profitability," said CCO partner Chris Ostrander. "Adding Interim HR to the CCO family will expand our staffing solutions for shifting times and help clients find the best human capital possible to sustain the improvements we implement with them — a true one plus one equals three partnership."

According to the firm, uniting CCO and Interim HR will bring together two complementary leadership teams that share a commitment to delivering rapid results and going above-and-beyond to provide best-in-class service and support to clients.

Interim HR will be a subsidiary of parent company CCO and operate under a new name, Premier Staffing Solution. The firm will be based at new corporate offices set to open soon in Toledo.

Interim HR will also continue doing business as Interim HR in Chicago due to its reputation among core clients. Founded in 2004, Interim HR is a nationally recognized staffing, recruiting, and executive search

firm providing staffing solutions for companies of all sizes and geographies, including multiple Fortune 500 companies in various industries.

"The combination of CCO and Interim HR will add significant incremental value to our clients," stated Daniel Keller, founder of Interim HR. "Our differentiated search process allows us to move at speeds faster than other staffing companies. This will enrich our respective customers' experience by bringing the talent they need at all levels of their organizations, while providing clients with an operational partner to drive profitable, sustainable, long-term results."

Cornerstone Consulting Organization, LLC is a business operations, execution-oriented consulting firm specializing in a range of strategic business management services. Established in 2015, Cornerstone's consulting team brings organizations individualized, results-oriented solutions, noted the firm, and helps companies quickly identify and accelerate operational improvements that lead to more profitable and sustainable business performance. The firm does this, according to officials, through a proprietary approach called "The Cornerstone Way," which allows it to quickly restore stability, velocity, and profitability.

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Business

TLCPA

...Continued from page 1

on the Great Lakes / St. Lawrence Seaway System. There are two Liebherr 280 Mobile Harbor Cranes and a Mantsinen RB 200 Material Handler, along with other heavy industrial equipment operating at the facility transferring cargo between vessel or barge, rail, and truck in any combination. The facility is an approved and listed location on the London Metal Exchange for the storage and handling of various metals and also handles a wide variety of cargo including stone, steel, aluminum, petroleum coke, fertilizer, sugar, and project cargo such as wind-mill components, pipeline, gensets, and automotive presses.

“The Toledo-Lucas County Port Authority and the operator of the general cargo facility, Midwest Terminals, have been partnering on the modernization of Toledo’s port facilities for nearly 20 years. In 2010, the Port Authority and Midwest Terminals acquired two Liebherr LHM 280 mobile harbor cranes to replace two antiquated World War II cranes that were still in operation at the general cargo facility. The World War II cranes predated even the Big and Little Lucas cranes that were acquired in the 1960s. The mobile harbor cranes are very efficient in fuel consumption and are mounted on rubber tires allowing them to operate anywhere within the 110-acre terminal,” said Cappel.

“The mobile harbor cranes have safety features and other attributes that make them more efficient than older model cranes, however even our ‘new’ 2010 model cranes are

now already 10 years old. In the capital investment plan, it was a priority to ensure that the Port of Toledo continued to have modern and reliable heavy lift capability to ensure that a wide variety of cargo can continue to be handled. When the Ohio Department of Transportation (ODOT) launched the Maritime Assistance Program for seaports in Ohio, we felt



that applying for funding to assist with the procurement of a new mobile harbor crane with heavier lift capability than any of the existing cranes was a great opportunity. The Ohio Department of Transportation agreed that the mobile harbor crane project was worthy of investment under the program and also provided grant funding to leverage a federal grant received through the US Maritime Administration’s Port Infrastructure Program to reconstruct the dock wall and construct a liquid transload facility at the general cargo dock. Federal and State funding will combine for a \$25.5M investment in port modernization,” said Cappel.

According to Cappel, TLCPA has always taken pride in being a leader among seaports

operating on the Great Lakes / St. Lawrence Seaway System. The Port of Toledo is not only one of the largest land mass ports in the system, but also one of the most cargo diverse ports.

“Toledo’s seaport terminals handle a wide variety of cargo of all shapes and sizes coming from and going to ports around the world.

Having heavy lift crane capability allows the Port of Toledo to leverage our centralized location and multimodal accessibility by providing equipment that can handle nearly any type of cargo. Mobile harbor cranes are like Swiss Army knives – they have various attachments for handling bulk, break bulk, project cargo and crates and are a versatile piece of equipment utilized by progressive ports around the world,” said Cappel.

Cappel noted that TLCPA put specs together for the mobile harbor crane that would give it capability to handle heavy lifts up to 150 tons but also to handle general cargo, bulk material, and cargo in containers. The crane will come with a warranty and include installation and operator training, and the specs also

listed attachments for the crane such as a grab for pig iron, a clamshell for bulk material, an electromagnet for metals, and a spreader bar for handling super sacks (one metric ton bags of bulk material).

The acquisition of a new heavy lift mobile harbor crane will preserve existing jobs and will also create jobs within the Port of Toledo, noted Cappel. A recent economic impact analysis indicated that the Port supports over 7,000 jobs in the community.

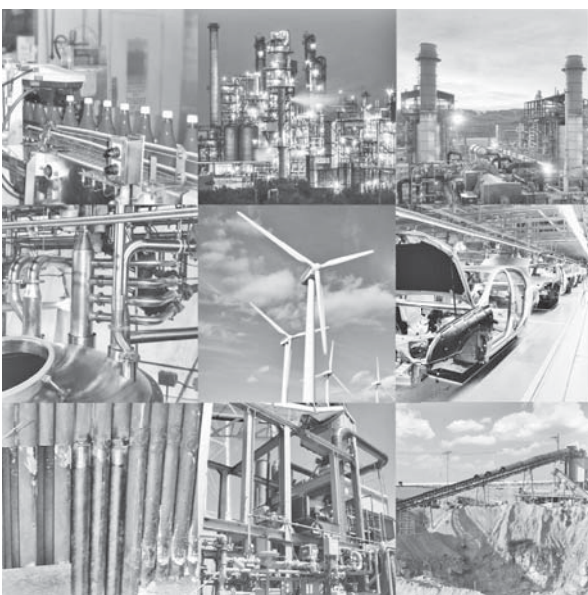
“With modern equipment, the Port of Toledo can remain competitive when bidding for projects that may be considering utilizing other maritime gateways such as an East Coast port or a port facility in the Gulf of Mexico. Larger cranes mean that cargo can be handled more quickly which is important to shippers who value efficiency,” explained Cappel. “When ships are idle, they are not producing revenue for their owners. So the faster they can be loaded or unloaded at a port, the greater the likelihood that they will return with additional cargo opportunities in the future. With greater heavy lift capacity, the capabilities of our Toledo terminal will also improve, and the Port can attract additional cargo that could not be previously accommodated ultimately resulting in additional direct and indirect jobs.”

At this time, TLCPA has not yet entered into a contract with any of the mobile harbor crane vendors. Manufacturers of mobile harbor cranes include Liebherr, Gemma, and Gotwald. According to Cappel, the grant agreement requires TLCPA to enter into a contract with a crane manufacturer by the end of 2020 and allows one year for the manufacturer to deliver, erect, and make the crane operable.

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						24 RAC	24 RN	24 LPN	24 ERS	T	S	P	PALU
Fairlawn Retirement Community 407 E Lutz Rd · ARCHBOLD	284	1964 / 2013	Fairlawn	IL, AL, MC, STR, LTC / Non-Profit	65/82	Y	Y	Y	Y	Y	—	Y	Y
Trilogy- The Willows at Bellevue 101 Auxiliary Dr · BELLEVUE	99	2008	Trilogy Health Services, LLC	I, AL, SNF, MC, IL, LTC / For Profit	N/A / 82	Y	—	Y	Y	Y	—	Y	Y
Bowling Green Manor 1021 W Poe Rd · BOWLING GREEN	98	1976 / 2019	HCF Management, Inc. / Brooke Harrison, LNHA	SNF / For Profit	18 / 75	Y	Y	Y	Y	Y	Y	Y	—
Wood Haven Health Care 965 E Gypsy Lane Rd · BOWLING GREEN	93	1971 / 2017	Wood Co. Bd. of Commissioners / Jeff Orłowski, LNHA	SNF / Non-Profit	18 / 82	Y	Y	Y	Y	Y	—	Y	29/93
Primrose Retirement Communities 8580 Twp Rd 237 · FINDLAY	80	2007	Primrose Retirement Communities / April Mangett, Exec Dir	I, AL / For Profit	55 / 85	Y	—	Y	Y	Y	—	Y	Y
Elmwood Assisted Living & Skilled Nursing of Fremont 1545 Fangboner Rd · FREMONT	127	1998 / 2014	Kathy Hunt, LNHA, CEO	AL, SNF, MC / For Profit	i.n.a. / 82	Y	Y	Y	Y	Y	—	Y	Y
Trilogy- Valley View Health Campus 1247 N River Rd · FREMONT	60	2005 / 2018	Trilogy Health Services, LLC	AL, SNF / For Profit	N/A / 79	Y	Y	Y	Y	Y	—	—	Y
Trilogy- Genoa Retirement Village 300 Cherry St · GENOA	164	2006	Trilogy Health Services, LLC	AL, SNF / For Profit	N/A / 82	Y	Y	Y	Y	Y	—	—	Y
Genacross Lutheran Services- Wolf Creek Campus 2001 Perrysburg-Holland Rd · HOLLAND	279	1997 / 2010	Genacross Lutheran Services / Martin Jan, Exec Dir	IL, AL, SNF, Rehab, LTC / Non-Profit	N/A / IL: 62; AL: 87	Y	Y	Y	Y	Y	Y	Y	Y
Otterbein Marblehead SeniorLife Community 9400 N Shore Blvd · LAKESIDE-MARBLEHEAD	109	1995 / 2018	Otterbein SeniorLife / Jen Lenthe, LNHA, Exec Dir	I, AL, SNF / Non-Profit	55 / 85	Y	Y	Y	Y	Y	Y	Y	Y
Trilogy- The Meadows of Leipsic 901 E Main St · LEIPSIK	132	2006	Trilogy Health Services, LLC	I, AL, SNF / For Profit	N/A / 79	Y	Y	Y	Y	Y	—	Y	Y
Genacross Lutheran Services- Napoleon Campus 1036 S Perry St · NAPOLEON	147	1985-2001 / 2017	Genacross Lutheran Services / Jessica Kirkendall, Exec. Dir.	IL, AL, SNF, Rehab, LTC / Non-Profit	N/A / 86	Y	Y	Y	Y	Y	—	Y	Y
Trilogy- Briar Hill Health Campus 600 Sterling Dr · NORTH BALTIMORE	104	2007 / 2018	Trilogy Health Services, LLC	AL, ALMW, STR, LTR; SNF, MC / For Profit	N/A / 79	Y	Y	Y	Y	Y	—	—	Y
Otterbein Pemberville SeniorLife Community 20311 Pemberville Rd · PEMBERVILLE	184	1981 / 1995	Otterbein SeniorLife / Denice Day, Exec Dir	I, AL, SNF / Non-Profit	55 / 85	Y	Y	Y	Y	Y	—	Y	Y

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						N:P	S:P Day	S:PN	#SU	#PU	OSP	NPO	T	S		
Fairlawn 407 E Lutz Rd - ARCHBOLD	Y/Y	1964	Nancy Beck, LNH / Dr. Keith Lehman	Rehab/ PT / OT / ST	Rehab to Home, Wound Care	1:12	1:5	1:5	—	23	Y	Y	Y	—		
Wood Haven Health Care 1965 E Gypsy Lane Rd - BOWLING GREEN	Y/Y	1971 / 2017	Jeff Orlovski, Admin / Dr. Thomas Wojciechowski	PT / OT / ST	Rehab to Home, Ortho, Respite, Tube Feeding, Wounds	1:15	1:6	1:8	32	29	—	Y	Y	—		
Bowling Green Manor 1021 W Poe Rd - BOWLING GREEN	Y/Y	1976 / 2019	Brooke Harrison, Administrator / Dr. Thomas Wojciechowski	Rehab / PT, OT, ST	Wound, TPN, Peritoneal Dialysis, IV, Trach Respite	1:25	1:8	1:8	43	12	—	Y	Y	—		
Heritage Corner Health Care Campus 1069 Klotz Rd - BOWLING GREEN	Y/N	2012	Debmar Inc., Owners / Curtis Woodward, LNHA / Dr. Jeffery Noftz	Rehab, CMC / PT, OT, SLP, Warm Water	IV, Wound, Ortho, Post-Surgery, CHF, IV, Stroke	1:13	1:5	1:5	1	13	Y	Y	Y	—		
Elmwood Assisted Living & Skilled Nursing of Fremont 1545 Fangboner Rd - FREMONT	Y/Y	2014	Kathy Hunt, LNHA & CEO / Amanda Luhning, LNHA / Dr. Mary Wonderly	Rehab / PT, OT, ST, Warm Water Aquatic	Rehab to Home, Post-Surgery Ortho, IV, Wound Mgmt	1:30	1:4	1:2	0	30	—	Y	—	—		
Genacross Lutheran Services- Wolf Creek Campus 2001 Perrysburg-Holland Rd - HOLLAND	Y/Y	1997 / 2010	Genacross Lutheran Services / Martin Jan, Exec Dir / Dr. Anu Garg	Rehab, MC / PT, OT, ST, RT	Wound, Pulmonary, IV, Trach, Stroke, Ortho	1:22	2:11	2:11	9	20	Y	Y	Y	Y0		
Otterbein Monclova 5069 Otterbein Way - MONCLOVA	Y/Y	2007	Otterbein Senior Lifestyle Choices / — / Dr. Irshad Hasan	Rehab, CMC / PT, OT, ST, PRN RT	Wound, PRN RT	1:25	1:5	1:10	—	50	Y	Y	Y	—		
Genacross Lutheran Services- Napoleon Campus 1036 S Perry St - NAPOLEON	Y/Y	1985 / 2017	Genacross Lutheran Services / Jessica Kirkendall, Exec Dir / Dr. Melissa Pifer	Rehab, MC / PT, OT, ST	Wound Care, IV, TPN, Pulmonary, Stroke	1:20	1:10	1:15	26	28	—	—	Y	—		
Complete Care at Holiday Park 27511 Holiday Ln, Ste 105 - PERRYSBURG	Y/Y	2000	Andrew Miller, Owner / Head Physical Therapist	Rehab / PT	Aqua Therapy, Spinal Decompression, Back/Neck, Ortho	—	—	—	—	—	—	—	—	—		
Heartland of Perrysburg 10540 Fremont Pike - PERRYSBURG	Y/Y	i.n.a.	ProMedica Senior Care	Rehab, LTC / PT, ST	Pulmonary, Resp, Ortho, Cardiac, Stroke, Oncology, Post-Acute, MedBridge Unit-Complex Medical, Post-Surgery, Wound Care, FT PT, OT & SP	—	—	—	—	—	Y	Y	—	—		
Otterbein Perrysburg 3529 Rivers Edge Dr - PERRYSBURG	Y/Y	2007	Otterbein Senior Lifestyle Choices / Lisa Chalk, LNHA, Guide / Dr. Cletus Iwuagwu	Rehab, CMC / PT, OT, ST, PRN RT	Wound, PRN RT	1:25	1:5	1:10	—	50	Y	Y	Y	—		
The Manor at Perrysburg 250 Manor Dr - PERRYSBURG	Y/Y	1995 / 2012	Abigail George, LNHA / Dr. Thomas Wojciechowski & Dr. Steven Sokolowski	Rehab, MC / PT, OT, ST	Complex, Rehab, Wound, Post-Surgery, Ortho, Resp	1:18	1:10	1:20	55	15	Y	Y	Y0	—		
Kingston Rehabilitation of Perrysburg 345 E Boundary - PERRYSBURG	Y/N	2013	Kingston HealthCare Co. / Ashley Brough, LNHA, RD (Admin) / Dr. Stacey Hasan, PMR	Rehab, CMC / PT, OT, ST, Rec, Outpatient, PRN RT	Wound, Resp, Stroke, Cardiac, Aqua, VitalStim	—	—	—	2	60	Y	Y	Y	—		
St. Clare Commons 12469 Five Point Rd - PERRYSBURG	Y/Y	2013	N/A / Daniel A. Welt, MD	Rehab, MC, CMC / PT, OT, ST	Pulmonology, Pain Mgmt, Wound Care	1:21	1:10	1:11	6	84	—	—	Y	—		
Heartland at ProMedica Flower Hospital Campus 5360 Harroun Rd - SYLVANIA	Y/Y	2015	ProMedica Senior Care	Rehab, LTC / PT	Wound, Pain, Ortho, Cardiac, Stroke, Oncology, Post-Acute, MedBridge Unit-Complex Medical, Post-Surgery, Wound Care, FT PT, OT & ST	—	—	—	—	—	Y	Y	—	—		
Lakes of Sylvania 5351 Mitchaw Rd - SYLVANIA	Y/Y	2016	Trilogy Health Services / Jeff Barror, LNHA / Dr. Tatiana Masyk, MD	Rehab/ PT, OT, ST	Cardiac, Parkinson, Post Surgery, Wounds, Almost Home, IV, Stroke, Pulmonary, Lymphedema	—	—	—	12	38	Y	Y	Y	—		
Kingston Care Center of Sylvania 4121 King Rd - SYLVANIA	Y/Y	2004 / 2016, 2018	Kingston Healthcare Co / Ben Perkins / Dr. Sean Rae	Rehab, CMC / PT, OT, ST, RT	Wound, IV, Aquatic, Bio Dex, BERTEC Balance, Enteral + Naso-Gastic, Stroke, Delay, Music, Lymphedema	—	—	—	27	73	Y	Y	Y	—		
ProMedica Goerlich Care Center 5320 Harroun Rd - SYLVANIA	Y/Y	1994 / —	ProMedica Senior Care	Rehab, OT, PT, ST	Dementia, Memory Impairment, Rehab, FT PT, Adult Hourly Care Services	—	—	—	—	—	—	—	—	—		
Sunset Village 9640 Sylvania Metamora Rd - SYLVANIA	Y/Y	2001 / 2017	Sunset Village / Christine Blackmore, LNHA / Dr. Joseph Peyton	Rehab / PT, OT, ST, Aquatic	Cardiac, Parkinsons, Post Surgery, Wounds, Aquatic, Rehab to Home, Enteral & Nasal Gastric, Pain Mgmt (<450#), Bariatrics, IV	1:15	1:8	1:15	0	50	—	—	Y	—		
Complete Care at Holiday Park 3130 Central Park West, Ste C - TOLEDO	Y/Y	2007	Andrew Miller, Owner / Head Physical Therapist	Rehab / PT	Aquatic, Spinal Decompression, Back & Neck, Ortho	—	—	—	—	—	—	—	—	—		
Genacross Lutheran Services- Toledo Campus 131 N Wheeling St - TOLEDO	Y/Y	1953 / 2012, 2017	Genacross Lutheran Services / Cathleen Voyles-Baden, Exec Dir / Dr. Ganesh Merugu	Rehab, MC / PT, OT, ST	Wound, CHF Program, Pulmonary, IV, Trach, Stroke, Ortho	1:15	1:8	1:10	9	67	Y	Y	Y	Y0		

Published 11-20; List includes only those SNF / Rehabilitation facilities that responded by deadline; i.n.a. = information not available; * Community Class Abbreviations: MC = Memory Care, CMC = Complex Memory Care, PT = Physical Therapy, OC Occupational Therapy; ** Therapy Services Abbreviations: PT=Physical Therapy, OT=Occupational Therapy, ST= Speech Therapy, RT=Respiratory Therapy, PRN=As Needed, ORTHO=Orthopedics; † N:P = Nurse: Patient Ratio, S:P Day = Staff: Patient ratio Day, S:P N = Staff: Patient ratio Night, #SU = # of Shared Units, #PU = # of Private Units, OSP = On-Site Physician, NPO = Nurse Practitioner on Staff, T = Transportation, S = Smoking; † Restrictions apply; check with community for details

Senior Living Communities

...continued from page 5

	# Living Units / Beds	Year Built / Updated	Owner / Administrator	Community Class* / Type	Age Minimum / Average	Services Include†										
						24 RAC	24 RN	24 LPN	24 ERS	T	S	P	PALU			
The Waterford at Levis Commons 7100 S Wilkinson Way - PERRYSBURG	146	2009 / 2014	Capital Senior Living / Heather Barnhiser Exec Dir	I, AL / For Profit	IL: 62 / 85; AL: NA / 85	Y	—	Y	Y	Y	—	Y	Y			
Louisiana House 129 Dr. McAuley's Ct - PERRYSBURG	132	1980 / Continuous	Jill Schumacher, Admin	IL / Non-Profit	62 / i.n.a.	—	—	—	—	—	—	Y0	—			
Perrysburg Commons Retirement Community 10542 Fremont Pike - PERRYSBURG	113	1977 / Continuous	ProMedica Senior Care	Ind / Non-Profit	N/A / 85	Y	—	Y	Y	Y	Y0	Y	—			
Kingston Residence of Perrysburg 333 E Boundary St - PERRYSBURG	89	1997 / 2018	Kingston HealthCare / Karen Burnard, Exec Dir	AL, MC, SNF / For Profit	N/A / 85	Y	Y	Y	Y	Y	—	Y	Y			
Kingston Residence of Sylvania 4125 King Rd - SYLVANIA	149	2001 / 2015 / 2018	Kingston HealthCare Co. / Dawn Ferguson, Exec Dir	AL, MC / For Profit	N/A / 87	Y	Y	Y	Y	Y	—	Y	Y			
Oakleaf Village 4220 N Holland-Sylvania Rd - SYLVANIA	145	1987 / 2013	Wallick / Diane Doneghy, Exec Dir	I, MC, AL / For Profit	62 / 82	Y	—	Y	Y	Y	Y	Y	Y			

...continued on page 7

Senior Living Communities

...continued from page 6

	# Living Units / Beds	Year Built / Updated	Owner / Administrator	Community Class* / Type	Age Minimum / Average	Services Include†							
						24 RAC	24 RN	24 LPN	24 ERS	T	S	P	PALU
The Lakes of Sylvania 5350 Mitchaw Rd - SYLVANIA	132	2016	Trilogy Health Services, LLC	I, AL, SNF / For Profit	N/A / N/A	Y	Y	Y	Y	Y	—	—	Y
Sunset Village 9640 Sylvania-Metamora Rd - SYLVANIA	116	2001 / 2014	Christine Blackmore, Admin	AL, SNF, MC / Not for Profit	65 / 85	Y	Y	Y	Y	Y	—	Y	Y
Mayberry Village 8160 Sunset Ln - SYLVANIA	90	2004	Centennial Crossings, LLC	I / For Profit	55 / N/A	—	—	—	—	—	—	Y	—
The Grove at Oakleaf Village 4220 N Holland-Sylvania Rd - SYLVANIA	48	2015	Wallick / Danielle Ballesteros, Program Director	AL, MC / For Profit	N/A / i.n.a.	Y	—	Y	Y	Y	—	Y	Y
Fieldstone Villas at Sunset Village 6641 W Sylvania Ave - SYLVANIA	12	2015	Heather McGannon, Senior Villa Advisor	I / Non-Profit	65 / N/A	—	—	—	Y	Y	—	Y	Y
Elmwood Assisted Living At The Shawhan 54 S Washington St - TIFFIN	66	1904 / 1999 / 2016	Kathy Hunt, LNHA, CEO, Owner	AL, MC / For Profit	N/A / 87	Y	—	Y	Y	Y	Y	Y	Y
Ohio Living Swan Creek 5916 Cresthaven Ln - TOLEDO	232	1992 / Ongoing	Ohio Living / Ann Roller, Exec Dir	I, AL, SNF, MC / Non-Profit	55 / 87	Y	Y	Y	Y	Y	—	Y	Y
Senior Star at West Park Place 3501 Executive Pkwy - TOLEDO	205	1984, 1987 / 1997, 2015	Senior Star Management Co. / Kirsten Pickle, Exec Dir	I / For Profit	55 / N/A	Y	—	Y	—	Y	—	Y	—
Genesis Village 2429 S Reynolds Rd - TOLEDO	161	2013 / 2015	James L. Oedy, President / Co-Owner	IL / For Profit	55 / 77	Y	—	—	Y	Y	Y	Y	Y
The Waterford I & II 4855 Angola Rd - TOLEDO	154	2001 / 2006	The NRP Group	I, AL / For Profit	65 / 87	—	—	—	—	—	Y	Y	—
Genacross Lutheran Services -Toledo Campus 131 N Wheeling St - TOLEDO	125	1953 / 1963-2012	Genacross Lutheran Services / Cathleen Voyles-Baden, Exec Dir	AL, SNF, Rehab, LTC / Non-Profit	N/A / 80	Y	—	Y	Y	Y	Y	Y	Y
Sunset House 4020 Indian Rd - TOLEDO	105	1928 / 2015	Judith Bishop-Pierce, COO, Interim Administrator	AL / MC, SNF / Non-Profit	65 / 80	Y	Y	Y	Y	Y	—	Y	Y
The Woodlands at Sunset House 4030 Indian Rd - TOLEDO	65	2001 / 2014	Janet Sulewski, Exec Dir	I / Non-Profit	65 / 80	Y	—	—	Y	Y	—	Y	Y

Published 11-20; List includes only those Retirement Communities that responded by deadline; i.n.a. = information not available; * AL = Assisted Living, I = Independent; SNF = Skilled Nursing Facility, MC = Memory Care;

† 24RAC = 24 Hr. Resident Assistance Coverage; 24RN = 24 Hr. RN; 24LPN = 24 Hr. LPN; 24ERS = 24 Hr. Emergency Response Service; T = Transportation; S = Smoking; P = Pets; PALU = Private AL Units; IL = Independent living; LTC = Long term care; ALMW = Assisted living Medicaid Waiver; STR = Short Term Rehab; LTR = Long Term Rehab; † Restrictions apply; check with community for details

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BUSINESS PERFORMANCE ADVISOR

Do You Know the Answers to These Cybersecurity Questions?

By Christian Salzmann
Clark Schaefer Consulting

The average cost of a data breach is \$3.86 million (2020 IBM study). The average time it takes to identify and contain a breach is 280 days. That's a huge chunk of time devoted to damage control for what is most often a preventable crisis.

Cybersecurity is an important part of every company's operating plan—a well-protected network starts at the top. Here are five key questions that your company's leadership cannot afford to ignore. Do you know the answers?

1. Is your executive leadership informed about the company's cyber risks?

Cybersecurity is about managing risk. Early response actions can limit or even prevent possible damage. Accordingly, timely reporting to leadership should be built in to the strategic framework for manag-

ing the enterprise. The CEO, Chief Information Officer, business leaders, continuity planners, system operators, general counsel and public affairs should be part of the chain of communications.

2. What is our exposure to cyber risk, the potential impact of a breach and our plan for addressing both?

Identifying critical assets and associated impacts from cyber threats is critical to understanding your specific risk exposure, whether financial, competitive, reputational or regulatory. Risk assessments can help you identify and prioritize specific protective measures, allocate resources and develop policies and strategies to mitigate cyber risks to an acceptable level.

3. How does our cybersecurity program apply industry standards and best practices?

Compliance requirements help to establish a good cybersecurity base-

line to address known vulnerabilities, but do not adequately address new and dynamic threats, or address sophisticated adversaries. Using a risk-based approach to apply cybersecurity standards and practices allows for more comprehensive and cost-effective management of cyber risks than compliance activities alone.

4. How many cyber incidents is normal for us? At what point is executive leadership informed?

Executive engagement in defining the risk strategy and levels of acceptable cyber risk enables close alignment with the business needs of the organization. Regular communication between leaders and those held accountable for managing cyber risks provides awareness of current threats, security gaps and

associated business impact. Analyzing, aggregating and integrating risk data from various sources and participating in threat information sharing with partners helps organizations identify and respond to incidents quickly and ensure protective efforts are commensurate with risk.

5. How comprehensive is our cyber incident response plan? How often is it tested?

Even a well-defended organization will experience a cyber incident at some point. When network defenses are penetrated, the leadership group should be prepared with a Plan B. Documented cyber incident response plans that are exercised regularly help to enable timely response and minimize impacts.

Stay safe out there, everyone.

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See Christian's article in this issue: *Do You Know the Answers to These Cybersecurity Questions?*

Directions Credit Union passes \$1B-asset mark



Brian Epstein, chief experience officer

“We’re proud to report that Directions recently surpassed the \$1 billion-assets threshold with more than 100,000 members,” said Barry Shaner, president / CEO of Directions Credit Union. Over 67 years, Directions has grown to become one of the largest credit unions in the state of Ohio and has adopted a new organizational structure which addresses the increase in size and complexity.

According to Directions, the new structure provides strategic focus around the member experience and enhances cross-functional alignment and collaboration with the formation of a chief experience officer (CXO) and membership experience division. Brian Epstein has been added as the newly created CXO.

Directions created the CXO role to lead the organization’s efforts to further integrate and improve member experience and brand

awareness. “As Directions grows and evolves, Brian and his team will ensure that service delivery, no matter what avenue, fulfills our purpose of providing solutions to help our members and communities live better,” said Shaner.

As CXO, Epstein is responsible for leading Directions’ continuous focus on the member experience, including service, products, technology, and new innovative member life-cycle solutions.

Epstein, according to Directions, has a unique combination of multi-disciplinary skills in branding, operational efficiencies, and organizational development as well as a dynamic cross-industry background including financial institutions, the arts, healthcare, and technology. He has led many organizations during his long-standing career, including as president and CEO for Stat3PH, Inc.; as principal for Waverly Strategies, LLC; and as a board president of the Boys & Girls Clubs of Toledo.

Epstein holds a Bachelor’s degree in economics and management from Albion College and a Master’s degree in human behavior and leadership development from Plymouth State College.

In addition, John Ustaszewski has also joined the Directions team as chief financial officer (CFO). As Directions’ new CFO, Ustaszewski will also play a pivotal role to enhance cross-functional alignment and collaboration in the organization. He joins Directions after a 25-year career – most recently serving as senior vice president of finance and operations

at Central Federal Corporation and CFBank. Additionally, Ustaszewski has directed organizations in many key financial areas, including as chief financial officer for DCB Financial Corp and Delaware Country Bank; as senior vice president and risk manager for Corporate One; and as assistant vice president and controller for Corporate One.

“John has extensive experience in leading cross-functional, multi-dimensional teams over the course of his career. This success has well-positioned him to lead Directions’ short- and long-term organizational goals in the coming years,” said Shaner.



John Ustaszewski, chief financial officer

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Integrating Business Continuity and Pandemic Planning

The COVID-19 pandemic has challenged businesses in ways that were previously unimaginable. As a result, Pandemic plans are no longer a luxury.

Developing a formal pandemic plan will guide your organization through the stages of an extended pandemic event to help ensure continued business success. Formal pandemic plans should be considered essential to any organization’s risk management efforts.

Integrating Business Continuity and pandemic plans will result in an exponential benefit and competitive advantage to any organization.



Michael Casey

Vice President,
Senior Client Executive
Market Leader
567.803.0103
mcasey@oswaldcompanies.com

A formal pandemic plan will:

- Be required by customers and lending institutions as a condition of doing business
- Help ensure an organization’s long-term sustainability
- Increase employee and customer confidence
- Be required or strongly recommended by insurance underwriters/carriers

Pandemics are very different from other types of disasters. However, there are existing BCP components that can be leveraged to expedite the pandemic planning process. These include:

- Flexible, yet predetermined recovery strategies based on senior leadership approved business needs and priorities
- Onsite and remote work priorities
- Department/functional level recovery procedures

- Incident Management Plan (IMP) structure: Team leaders, defined roles and responsibilities, as well as streamlined and efficient information sharing.

Pandemic plan elements can enhance existing BCPs and increase organizational resiliency with:

- Enhanced remote work capabilities and testing
- Validation and/or revision of business priorities and strategies
- Development of emergency policies and procedures

Oswald has decades of risk management and pandemic planning experience and is available to assist companies in the development of a documented pandemic plan. We help to develop:

- Short- and long-term business priorities and strategies for each pandemic stage
- Emergency policies and procedures

- Work process reviews and modifications to limit the spread of disease in the workplace
- Clear plan activation criteria based on current and expected conditions
- Employee training
- Organizational decision-making process and protocols
- Event management and communication plans
- Vendor and supplier preparedness

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In addition to helping our clients navigate compliance issues and communication strategies around COVID-19, we are committed to monitoring the impact on our clients’ demographics, utilization, trends, and claims. Visit OswaldCompanies.com to contact us and connect with our COVID-19 Resource Center.

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Paul Martin & Sons uses financing to construct new facility

Farmers & Merchants and the Port Authority provided funding needed for size and function of operations

M&S Ag Solutions, more commonly known by its trade name Paul Martin & Sons, secured a Small Business Administration (SBA) 504 loan, working with its lenders Farmers & Merchants State Bank and the Toledo-Lucas County Port Authority (TLCPA), to construct a new facility at 755 American Road in Napoleon

According to Doug Martin, managing member, Paul Martin & Sons, the financing was necessary to build the facility the company needed in size and function.

"The terms offered by the SBA 504 loan guaranteed us a very low fixed rate for 40% of the principal. We also are locked in on a very low rate of the SBA portion of the loan for a term of 20 years. Another benefit of the 504 loan is that we only needed to invest 10% of our own capital into the project. All this combined gave us the benefit of keeping more cash in our business working for us," said Martin.

According to Martin, Paul Martin & Sons officially began operations in 1988 when his dad, Paul Martin, started selling new farm equipment from a Texas company called the Tye Company.

"Tye was an innovative company in the agricultural equipment industry, helping to pioneer a new style of seeding called 'no-till.' My dad initially grew his business selling and renting equipment strictly from the Tye Company. At the time, my brother and I were eight and 10 years old, respectively, and we would help dad in the business, thus the name Paul Martin & Sons, and my mom would answer the phone. It was the definition of a family business and the business was the biggest part of our everyday lives," said Martin.

"I left the Napoleon area after high school, attended college, graduated from The University of Toledo, and met my wife there and found a job in the city. After the company I worked for in Toledo declared bankruptcy in 2006, I returned home to the family business. From the time I came home, the business really started to grow. We began diversifying what we offered in equipment sales and service. We had our first \$1 million year around 2008. We ended up hiring my cousin and future partner in 2011, Ted Stover," Martin continued.

"Where I had skills in management, sales, and marketing, Ted is a master mechanic and fabricator. Ted helped our business to be a 'full-service dealership' by providing skilled repairs and maintenance to our customers. In 2015, Ted and I purchased Paul Martin & Sons from my dad with the newly formed company, M&S Ag Solutions, LLC. Then, in 2018 Ted and I purchased the business assets of another farm equipment dealership. This dealership specialized in application equipment such as sprayers, and this purchase grew our business in an entirely new sector of farm equipment.

"Today, we sell multiple highly recog-

nized farm and trailer equipment brands. Our service area has expanded to approximately a 100-mile radius from Napoleon and we have shipped equipment across the US and Canada. We have even sent sold machinery to Russia on a couple of occasions. We still do business as Paul Martin & Sons today, recognizing the value of the customer base built by my dad over many years of doing business the right way," said Martin.

Martin went on to explain that the company is a single-store dealership, but deals in a high volume of large-sized inventory. "Large facilities and a lot of real estate is the norm for our type of business. We bought the first tract of ground at our new Napoleon location in 2008 right after the banking crisis of that year. It was a case of being in the right place at the right time and taking advantage of a good deal to secure our future. While the general economy was in a recession, the farm economy was beginning a boom period not seen since the 1970s. In addition, US Route 24 was beginning to grow as well, going from two lanes to four lanes," explained Martin. "With the help of this boom, the need for expanded facilities began several years ago. The



increase of exposure we were going to get also made the decision to move easier."

According to Martin, there are approximately 25,000 vehicles that pass the new building every single day. Around the time the company purchased the new real estate, it reached a point in the business that it could cash flow larger facilities.

"We waited and stayed patient until the time when we could cash flow a facility that would service our business for many future years. Now because of this patience and a lot of hard work, we

...CONTINUED ON PAGE 11

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Martin & Sons

...CONTINUED FROM PAGE 10

have a 10,000-plus square foot state-of-the-art facility and 22 acres of land to grow on," said Martin.

The business is divided into three divisions – sales, service, and parts, and the company employs 11 full-time employees and two part-time.

Martin explained that the business has continued to grow, and the company has positioned itself as a direct competitor to mainline dealerships while staying an independent family business.

"Where larger farm equipment dealerships live in a world of influence from mainline manufacturers and forced conglomeration, we have the advantage of staying independent. We take care of our customers on an individual basis – custom fitting solutions to their needs," said Martin. "And when there is a concern or issue, we take care of our customers outside of a rigorous company policy that does not take into account protecting a long-term relationship. As mentioned,

in 2008 we broke the \$1 million mark in sales – and since that time, we have grown annual sales several times over."

Martin gave credit to the primary lender, Farmers & Merchants State Bank; Mike Schnitkey, the business banker; and the banking team, noting that they have been instrumental in the company's growth. The company also used Farmers & Merchants for one other piece of financing, which was used for additional ground purchased after construction.

"Laurie Cantrell with the Port Authority has also been a great asset to us in securing our SBA loan. There were a lot of questions that F&M Bank and Paul Martin & Sons had prior to applying for SBA financing, and Laurie has been with us every step of the way. And we are fortunate to have a bank such as F&M in our small town. They are experienced SBA lenders, which is not common in a small town such as Napoleon," said Martin.

Martin noted that developing relationships with local organizations such as the Port Authority, your banker, your accountant, and your legal advisor is crucial before growing your business with financing, as well as hiring and working with

people that care about you and your business and want you to succeed – noting to do it locally if possible, so that when you have questions or problems, the help you need is never far away.

"I would also advise other small businesses to practice patience when looking to upgrade facilities and/or equipment. The cash outlay on a project such as ours was huge. By staying patient, we were able to save a large sum of our own capital and we were able to build a bigger building – better suited to serve our customers. Long-term goals for your business are extremely important as well, and a business should be using financing responsibly to facilitate not only immediate business needs, but long-term ones as well," said Martin. "An example is the purchase of extra ground we made around the time we started our building. We had 11 acres of ground at the time when we started building. We then purchased an additional 11 acres next to the original land, and that investment insured we would have plenty of space for our business – no matter where things took us in the future. And in a business such as ours, where you need room for large inventory items, space is very important," said Martin.



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Harbor names new president and CEO

Donna Jablonski has been appointed as the president / CEO of Harbor, Inc., a mental health and substance use treatment provider in Ohio.

Jablonski has been serving as interim president / CEO since July and prior to that served as chief operating officer at Harbor. Jablonski has over 30 years of experience in healthcare.

“I am honored and excited to be named president / CEO of Harbor. It is a privilege to be

part of an organization that delivers high quality and much needed mental health and substance use services to patients and the community. We play an integral role in improving the societies in which we operate. I look forward to continuing to lead the agency into the future and upholding our mission and vision,” said Jablonski.

Jablonski is a long-time resident of the Toledo area and held executive leadership positions at Mercy/Catholic Health Partners Health System from 1997 through 2013 and then joined Central



Donna Jablonski, president and CEO, Harbor

Florida Health Alliance, a three-hospital system in Leesburg, Florida, from 2013-2017.

Jablonski received her Bachelor of education degree in adult learning from The University of Toledo (UToledo), and her Bachelor of science in business administration and master of business administration from Heidelberg College.

She has been recognized with an array of awards for her ability to produce results through innovative solutions and leadership style. Her knowledge and leadership continues to develop in a first-in-class strong, stable, and

progressive integrated behavioral health organization.

Harbor treats over 23,000 patients each year and has 20 locations across Lucas, Wood, Defiance, and Hamilton Counties in Ohio. Services include counseling, psychiatry services, substance use disorder assessment and treatment, developmental and behavioral pediatrics, and vocational and telehealth services. Harbor’s mission is to improve the health and well-being of individuals and families by providing the highest quality compassionate care possible, according to the organization.




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New equipment provides northwest Ohio engineering firm strong return

TTL Associates expands its geotechnical and environmental business

TTL Associates, an engineering, environmental, and testing company, has purchased new drilling equipment to support the expansion of its geotechnical and environmental drilling business.

The Toledo-based company acquired a

state-of-the-art drill rig for \$390,000, which the company described as more powerful and mobile. The purchase will support the creation of nine positions.

“The new drill rig increases our capabilities due to its substantial power with a compact footprint,” said Tom Uhler, CEO, TTL Associates. “The use of this rig will ensure that the soil and rock samples we extract from beneath the ground surface are representative of the underground strata we encounter.”

Describing the equipment as being able to traverse steep, wet, and vegetated topography, Uhler said the drill rig has been designed from the ground up to provide the ideal combination of all-terrain mobility and drilling performance. It allows TTL to work on development sites that are inaccessible to any of the company’s existing drill rigs. TTL Associates is only the third company in the US to obtain this equipment, he added.

The equipment purchase was supported through a newly created JobsOhio Inclusion Grant, which provides financial support for eligible projects in designated distressed communities and/or for businesses owned by underrepresented populations across the

state, noted officials.

“Along with the Regional Growth Partnership (RGP), we welcome the opportunity to partner with TTL Associates as it invests in a new state-of-the-art drill rig to support its growth,” said J.P. Nauseef, JobsOhio president and CEO. “TTL Associates’ new investment brings the latest technology and nine new jobs to this expanding environmental services company in Toledo.”

According to Uhler, the increased power of the new equipment allows for deeper drilling with larger augers and provides the added capability to core rock. In addition, it delivers the added ability to perform due diligence services faster and reach areas previously inaccessible. Both new and expanding businesses will benefit, Uhler said.

Established in 1927 as Toledo Testing Laboratory, TTL Associates, Inc. has grown to be a full-service environmental, geotechnical engineering, industrial hygiene, materials testing, and drilling firm. TTL serves local, regional, and federal clients across the country from its headquarters in Toledo, and branch offices located in Cleveland; Denver; Washington, DC; and Plymouth, Michigan.



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WEALTH MANAGEMENT

Leading Financial Advisors is a resource being provided to Toledo Business Journal and Development News readers.

We have worked to identify financial advisors in our area with the highest levels of assets under management (AUM*). At this current stage, financial advisors are included from a geographical area with a radius of

approximately 35 miles around Toledo. We are interested in expanding this geography with time.

Information from public records filings, third party industry sources, and area financial advisory firms has been used in this effort.

We are continuing to learn about registered financial advisors that may qualify for inclusion who have high levels of assets under management. We seek information from area professionals that will assist these efforts.

* AUM is reached by investment advisory assets or brokerage assets or both combined, confirmed through individual advisors and firm representatives.

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Attention Ohio Businesses

Its time to review your records and file your annual report of unclaimed funds for 2020!

Due Date
Non-Life
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Nov. 1, 2020

Reports can be filed electronically or mailed to the Ohio Business Gateway

Not holding any unclaimed funds? We encourage all NONE reports to be filed through Ohio Business Gateway

If you have concerns about meeting the deadline, you may request an automatic extension by visiting <https://apps2.com.ohio.gov/unfd/extension/>

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Dorel Home investing \$3M at Ameriwood Tiffin plant

Company to add 87 jobs in Seneca County; approved for New Jobs Program tax credit

The Tiffin City Council approved a resolution to provide the City's New Jobs Program tax credit to Dorel Home, a segment of Dorel Industries Inc., for the planned expansion at the Ameriwood Home facility in Tiffin, which includes 87 new employees and a \$3.27 million investment over the next 4 years. Final approval for the project is contingent upon the receipt of State and local incentives. The company currently employs 218 people in Seneca County.

Norman Braunstein, president and CEO for Dorel Home, said, "We are excited to announce that we will be expanding in our facility in Tiffin. Tiffin has been an important partner in Dorel's business model and will continue to rely on it as the company grows."

Dorel's investment in Tiffin includes \$2.57 million in new machinery and equipment and \$700,000 in updates to the facility, noted company officials.

Tiffin Mayor Aaron Montz commented, "I am proud that Tiffin was chosen as the location for this expansion and hope that the company will continue to invest in Tiffin for many years to come. In light of these difficult times, I'm excited that we are able to share the good news with our citizens that we continue to be a

community that is growing."

Tiffin-Seneca Economic Partnership (TSEP) and Regional Growth Partnership



Dorel Home was approved for Tiffin's New Jobs Program tax credit

(RGP) in northwest Ohio worked with Dorel Home and consultant MarksNelson to bring this project to Ohio, noted officials. Local incentives include the City of Tiffin's New Jobs Program, which provides a maximum credit of up to 50% of new personal income

taxes collected from the qualifying new jobs for up to five years, and OhioMeansJobs-Seneca County is offering up to \$387,000 in

with RGP, the Tiffin-Seneca Economic Partnership, and the [Ohio] Development Services Agency to bring Dorel's expansion and 87 new jobs to northwest Ohio," said J.P. Nauseef, JobsOhio president and CEO. "Dorel's expansion at its ready-to-assemble furniture plant will update its equipment and bring more opportunity to Tiffin as Ohio continues to grow its economy."

Dorel Industries Inc. is a global organization, operating three distinct businesses in juvenile products, bicycles, and home products. Dorel's strength, according to the company, lies in the diversity, innovation, and quality of its products. Dorel Juvenile's branded products include global brands Maxi-Cosi, Quinny, and Tiny Love, complemented by regional brands such as Safety 1st, Bébé Confort, Cosco, and Infanti. Dorel Sports brands include Cannondale, Schwinn, GT, Mongoose, Caloi, and IronHorse. According to the company, Dorel Home, with its comprehensive e-commerce platform, markets a wide assortment of domestically produced and imported furniture. Dorel has annual sales of \$2.6 billion and employs approximately 8,900 people in facilities located in 25 countries worldwide.

potential workforce development grants.

At the State level, RGP secured a Jobs Creation Tax Credit, Training Grant, and Economic Development Grant through JobsOhio.

"We are grateful for the collaboration

BWC board approves \$1.5B for Ohio employers

The Ohio Bureau of Workers' Compensation (BWC) board of directors recently approved Ohio Governor Mike DeWine's proposal to send Ohio employers up to \$1.5 billion in dividends to ease the impact of COVID-19 on Ohio's economy and business community.

According to officials, BWC began sending checks to up to 200,000 private and public employers in its system in late October after first applying the dividend to any unpaid balances. The dividend follows a similar dividend in April, where

the average check size was \$8,500.

"Thank you to the BWC board of directors for approving a second round of dividends for Ohio employers," said DeWine. "The pandemic continues to impact businesses across Ohio, and we hope that this next round of dividends provides financial relief."

According to officials, the dividend equals 100% of the premium employers paid in policy year 2019. As in prior years, the dividend is possible because of strong investment returns on

employer premiums, a declining number of claims each year, and prudent fiscal management.

"We're grateful our strong fiscal position allows us to assist our business community during these unprecedented times," said BWC administrator / CEO Stephanie McCloud. "However, this means in all likelihood we will not issue a dividend in 2021."

Of BWC's \$1.54 billion dividend in April, \$1.35 billion went to private employers and \$184 million went to local

government taxing districts, such as Counties, Cities, Townships, and school districts.

BWC provides workers' compensation insurance to 249,000 private and public employers in Ohio. Despite COVID-19's impact, the agency's investment returns remain strong, noted officials. BWC earned \$279 million in returns in August and had a net position (assets minus liabilities) of \$12.7 billion as of August 31. BWC is funded by employer premiums.

Hoffbauer Demolition & Dumpster Rental expands

Hoffbauer Demolition & Dumpster Rental, a new rural Seneca County business, has invested more than \$200,000 in the expansion of its business. As a fully-insured demolition contractor, the company offers demolition labor and now offers 12-, 20-, 30-, and 40-yard dumpster rental.

Born and raised in Seneca County, Travis Hoffbauer, owner of the McCutchenville-based business, has a background in construction, mechanics, and barn reclamation. Hoffbauer had been working in Nashville to clean up tornado damage when he put together a plan for the new business.

"We wanted to invest in our community, and thought that opening our business would also help provide a valuable option for



residents needing these services locally," said Hoffbauer.

Hoffbauer plans to eventually expand the business with a "drop-off trash service" and asbestos removal. For now, the company is focusing on building close customer relationships and getting the word out about their business.

Seneca County board of commissioners president Mike Kerschner said, "I am glad to see young people investing in Seneca County and opening businesses during these difficult times. Congratulations to Travis and Ashley."

Hoffbauer Demolition & Dumpster Rental, a member of the Seneca Regional Chamber of Commerce and Visitor Services, is open 8:00 am - 5:00 pm.



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**A message from Lisa Smith,
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Keith Degnan



Team Effler



Tami Emans



Julie Fisher



Donna Friesner



Martin F. Gallagher



John Hilyard



Ronald J. Jurgenson



Scott Keller



David Kerscher, CCIM



Mark Kruse



Stephanie A. Kuhlman



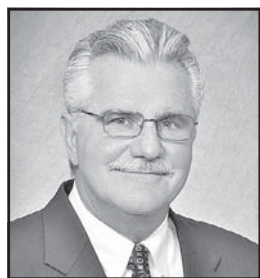
Steven R. Lennex



Joseph D. Mathias



Jill Perry



Walter "Tony" Plath



Richard T. Prokup



Harlan E. Reichle



Joe Rigali



Daryl Smith



Heather Smith LaPoint



Lance Tyo



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Award of Excellence – \$5 Million in Sales



Award of Distinction – \$2.5 Million in Sales

Emily Bailey	Jennifer Beavers	Jayne Bialecki	Katrina Birr	Jeff Bockrath
Molly J Branyan	Lisa Brondes	Bev Bundy	Nicholas Byrne	Eddie J Campos
Dawn M Carpenter	Kelly Ann Creech	Rodney R Culler	Danielle Dale	Angela Decker
Dave Dempsey	Zachary Dilworth	Stacey Erard	Scott Estep	Brenda Faine
Mary Jo Fischer	Jenna Fitch	Annette Foster	Kristie Fox	Jennie Frazier
Alexander C Friesner	James Geyer	Gina M Graf	Andy Grier	Gina Gueli
Cynthia Gustwiller	Cody Henderson	Elisabeth Huard	Michelle Hudson	Julie Iler
Griffin T Jones	Veronica Juba	Debbie Lin Katich	Christine Keller	Jeff Kessler
Brenda Kilburn	Karen Kinder	Misty King	James C Koehler II	Douglas M Kwiatkowski
Amanda Latscha	Charlie Leichty	Stacy Lillard	Jim Loss	Jane P Lumbrezer
Jerry W Malek	Monica Metzger	John Meyers	Judith Miller	Ryan M Miller
Terry L Miller	Cindy Morlock	Holly Mougie	Sam Murphy	Brent Neff
Andrew J Newlove	Nicholas Novinsky	Jennifer Nowakowski	Paula F Nowicki	Tamela Oberdick
Shad Ortman	Marie Pendleton	Kay Rasmus	Joan Rauh	Jennifer Rayoum
Lynette M Reichle	Denise Reinhart	Khrista Rice-Jones	Angela Rose	Marcia Rubini
Rabha Saie	Fadi F Sbehi	Joyce Seiler	Gavin Shank	Jeanne Shankster
Pam Shumaker	Lynn Marie Sopher	Kathy Sprott	Chelsea Steinman	Pamela S Strassner
Chelsea Straub	Christina Switzer	Michael Tester	Katrina Trombley	Timothy Turnbull
Melissa L Utterback	Lisa Van Dootingh	Regina Vent	Carolyn Vliet-Hogan	Kam Warner
Charlotte Winckowski	Alexis Wingate	Cynthia Yonker	Christian E Zaciewski	Crystal Zattau
Sharon Zeinert	Adam Zettel	Brian Zientek	Sarah Zmarzly	

Award of Achievement – \$1 Million in Sales

Michael A Abernathy	Gail Abood	Arslan Adil	Kirk Aiello	Ann M Albert	Nicholas Amlin	Joann E Amos	Cheryl Andres
Patty Atkins	Emily Bailey	DeAnn R Baker	Jason Baker	Donna A Baldwin	Loren Banks Kendrick	Beth Ann Beck	Thomas Beehner
Chuck Bell	Andy Berkhoudt	Christopher Binkowski	James Blankenship	Darrell Blausey	Tracy Boice	Zach Boling	Becky Bollin
Kimberly Boos	Derek Booth	Ronald Bradshaw III	Chad Brandeberry	Nancy Brown	Stefani Burkholder	Robert Calhoon	Tiffany A Cantu
Kelly Cody	Mary Ann Coleman	W William Conklin	Julia Connell	Dave Cooley	Andrea Creamer	Julia D'Arcangelo	Deon Davis
Monica Davis	Daniel J DiSalle Jr	Traci Dobbelaere	Julie Dominique	Sarna Dorf	Julie A Duncan	Dawn Dupler	Randy Duvall
Eric Eberly	Lori Eitnrear	Kim M Ellis	Sara Erskine	Teresa Felske	Christopher Finkbeiner	Doug Finney	Terry A Floro
Brianne Francis	Lillian M Frayer	Darla Fry	David Garcia	Lorie Gater	Lauren Gedman	Bonnie Mariucci Gentile	Arlene Gerig
Judy Geyer	Jennifer Gibbons	Melissa Glaze	Jayma Gobrogge	Stephanie Goebel	Laura Gomoll	Judy Gorun	Steven Green
D'Ann Gregory	Christina Griffith	Bruce Guilford	Kelly Haase	Deborah K Hafner	Katherine Hannum	Stephanie Harp	Andrew J Headley
Wanda Henry	Mark Hepfinger	Suzanne Herron	Virginia Higgins	Janet Hines	Addison Hollands	Christopher Honisko	William Hormann Jr
Tari Howard	Amy Hurst	Heidi Jenkins	Ben Jewett	Connie A Johns	Jennifer Johnson	Yvonne Johnson	Susan Joynor
Tom Kabat	Dee Keating	Harold L Keiser III	Ryan Kelly	Aaron Kent	Penny Kice	Eddie Knight	Wei Yen Koan
Ann M Kohntopp	J.J. Kosmider	Katie Lynn Kwiatkowski	Colleen LaChapelle	David E Lahmers Sr	Helen Lambert	Amy Langenderfer	Betty J Lazzaro
Kim Leeper	Cheri Lehnertz	Anna Marie Liebert	Chirley Lima Mulford	Amy DeeAnn Linville	Tara Loar	Deborah Longenecker	Allison Luce
Rob Ludeman	Jo Lyman	Hailey Lynch	Jacob Madden	Holli Majoros	Grace Mangas	Lorena Martinez	Melinda McGrail
Tamara Meeks	Gary A Micsko	Patrick Miller	Anne Murray	Christine Nelms	Virginia Neuenschwander	Larry Neyhart	Molly Noble
Carol Osborne	Nicole Ossifin	Shawna Overman	John E Owczarzak	Brad Plocek	Dominique Poelnitz	Michelle Poeppelmeier	Rick Popiolek
Angela Powell	Douglas P Prigge	Jill Prigge	Veronica Ramos	Ashley Redner	Anne Reinhart	Mark Remeis	Tara Rittner
Sean Rizor	John Paul Robinson	Jeffrey A Roesti	David Rogers	Judy M Rohlf	Shannon Roof	Dawn Rose-Sohnly	Sandy Rowland
Jackie Rowland Traver	Kathy A Russell	Kathleen A Ryan	Michael Sarantou	Peter Schaal	Judy Scheinbach	Thomas G Schetter	Emily Ruth Schifferly
Angela Schliesser	Deborah Schoen-Gedert	Cynthia M Schraw	Stephen Schroeder	Karen Seeliger	Deb Shaffer	Colleen Shanahan	Peter S Shawaker
Russell Sheerin	Jackie Shibley	Alysa Sidle	Eric Sidle	James H Simons	Larry Sito	Linda Sloan-Potts	Deborah L Slowinski
John E Sluhan	Ivan Smith	Jill Smith	Lisa Smith	Vicki Solly	Justin Spann	Cindi S Sprague	Mary Staple
Robin Steinmetz	Amy Marie Stewart	Dustin Stoller	Judy L Stone	Dan Stuckey	Jenna Stuckey	Diane Sturt	Sherry Sullivan
David Sun	Kimberly S Surovchak	Mary Jo Swartz	Samuel Switzer	Kevin Szymczak	Jennifer M Tarkington	Kelly Taylor	Richard L Tesnow
Susan L Thomas	Steve Thomson	Katie Timbrook	James Toon	Karen Toon	Stephen Toon	Timothy Tyra	Bill Van Wormer
Carol Venia-Stokes	Tracy G Vincent	Lial Volsch	Tim Westhoven	Roy J Whitehead	Emory Whittington III	Shirley Williams	Marlin Winchester
Jordan Windnagle	Stephen B Winters	Jeremy Wolf	Christie Wolf	Nikki Wolfe	Anissa L Yoder	Linda Zaidan	Gregory Zielinski

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Congratulations to all the 2020 President's Sales Club Members!

FCP

...Continued from page 1

accommodate the new equipment. According to Paul Tomick, chairman and owner at FCP, the acquisition of its new thermoforming line is valued at over \$1 million and the infrastructure improvements at approximately \$600,000.

“The new thermoformer will add capacity, increase efficiencies and reduce costs by as much as 40% in some instances” said Tomick. “This will allow us to expand into new markets, particularly the food and possibly medical markets with some additional investment.”

According to Tomick, JB Roofing will be used for the roofing improvements, Kiefel is providing the equipment, and Root Electrical will provide its services as well.

“This project will reduce downtime and increase efficiencies as the equipment is much more automated than our older lines. The project also allows us to enter the food packaging arena by allowing us to obtain our BRC certification,” said Tomick.

Established in 1985, First Choice



First Choice Packaging provides complete custom thermoform packaging and turnkey contract packaging services

Packaging is a custom packaging solutions manufacturer that provides complete custom thermoform packaging. It serves a range of customers in consumer, commercial, and industrial packaging applications including food, pharmaceutical, medical, transportation, and more. The company’s

customers include Fortune 500 and 1000 companies scattered throughout the country, noted Tomick.

“Operating in Sandusky County and Fremont provides FCP with access to over 50% of the US market within 48 hours allowing us to serve our customers with

shorter lead times and therefore making us more competitive” Tomick said.

“I want to thank First Choice Packaging for its commitment to Fremont and express how excited I am for their growth in our community” stated City of Fremont Mayor Danny Sanchez. “I know Bob Gross, economic development director for the City of Fremont and Beth Hannam, executive director of Sandusky County Economic Development Corporation put in a lot of time and effort working with local manufacturers helping them to meet their needs. Any time local companies make an investment that creates new jobs it is a good for the community.”

Hannam echoed the Mayor, adding “The Sandusky County Economic Development Corporation is pleased to see First Choice Packaging grow and invest in Sandusky County and wishes them nothing but success in their operations in Fremont.”

The company currently employs over 120 people at the Fremont facility. When speaking of the company’s success, Tomick noted that FCP’s dedication to customer service, a great team effort to satisfy the customer’s needs in a timely fashion, and longevity of its company and team is a driving factor.



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<p>10677 Fremont Pike Perrysburg</p> <p>UNIT C 1,330 SF</p> <p>Lease Rate: \$3,325/Month (NNN) Available: 1,330 SF</p> <ul style="list-style-type: none"> Former walk-in urgent care Move-in ready/landlord can renovate Excellent visibility Near Kroger, Panera and Chipotle 33,917 vehicles per day on Fremont Pike 	<p>721 Conant Street Maumee</p> <p>Lease Rate: \$1,975/Month (MG) Available: 1,185 SF</p> <ul style="list-style-type: none"> Highly visible freestanding building Between Anthony Wayne Trail and Illinois Ave Renovated in 2011 24,822 vehicles per day on Conant Street
<p>Greg Sullivan 419.466.1404 c · gsullivan@rkcommercial.com</p> <p>Reichle Klein Group Commercial Property Brokers, Managers & Investment Advisors</p>	

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Community leaders honored at awards program

This year marks the 25th annual 20 Under 40 Leadership Awards Recognition Program. The 2020 program brings the number of distinguished 20 Under 40 award recipients to 500. The 20 Under 40 program focuses on individuals who are making exceptional contributions to the community and/or have distinguished themselves in their careers. It is intended that the program will assist in motivating young leaders in the area. The awards program was done as a virtual event due to the COVID-19 pandemic. Chrys Peterson, a former news anchor for WTOL-TV11 who is a communications consultant and continues to be a significant community advocate, was the master of ceremonies for the awards event.

The list of past and present 20 Under 40

award recipients is a virtual who's who of current and future community leaders. To become an award recipient, many candidates have been nominated two to three or more times in as many years. Nominations for the 20 Under 40 awards come from all segments of the community.

An outside panel of judges is selected annually, generally consisting of CEOs, officials, and community leaders. This year's judges include: Tyran Boyd, managing director, Boyd & Associates Consulting, LLC;



Chrys Peterson, former WTOL-TV11 news anchor and current 20 Under 40 master of ceremonies

George Brymer, chief creative officer, The Creative Block; Whitney Rofkar, vice president, public relations, Thread Marketing Group; Anne Roman, vice president, communications and public affairs, Cooper Tire & Rubber Company; Jan Skunda, retired partner, FLS Marketing; Suzanne G. Sobel-Poage, founder, president, chairman, chief executive officer, Sylvania Graphics, Incorporated; and Mark Urrutia, general agent, Catholic Order of Foresters.

The event is sponsored by Eastman & Smith, Ltd; Fifth

Third Bank; Plante Moran; The Andersons; The University of Toledo; and Dana Incorporated. Leadership Toledo is the community partner and Toledo Business Journal is the media partner. The Creative Block and UlrichPinciotti are serving as the creative partners. Buckeye Broadband / BCAN is the broadcast sponsor for 2020. Community supporters include EPIC Toledo, Imagination Station, The Toledo Repertoire Theatre, Toledo Alliance for the Performing Arts, Toledo Lucas County Public Library, Toledo Museum of Art, Toledo Opera, Toledo Zoo, and Valentine Theatre. Sponsors have worked over the past several months to organize the event.

Following are profiles of this year's 20 Under 40 award recipients.

Congratulations to **CSH's Amr Elaskary** and all of the nominees of the NW Ohio 20 Under 40 Leadership Award!

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Congratulations





Kaitlyn L. Brummel, Attorney Jared J. Lefevre, Attorney Lindsey K. Self, Law Clerk

The attorneys of Eastman & Smith Ltd. congratulate Kaitlyn Brummel, Jared Lefevre and Lindsey Self on their nomination for the 20 Under 40 leadership award.

Thank you, and all nominees, for your contributions to your profession and our community.

Established in Toledo in 1844, the attorneys of Eastman & Smith Ltd. are committed to making Toledo a great place to live. We are proud sponsors of the 20 Under 40 leadership program and encourage our attorneys and staff to make a difference in the communities we serve throughout Ohio and Michigan.

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Erin Baker
Toledo Lucas County Public Library

Erin Baker
Toledo Lucas County
Public Library

Erin Baker is the organizational learning coordinator for the Toledo Lucas County Public Library (TLCPL), where she leads a system-wide model of servant leadership to create an impact in the community.

Baker is a graduate of Northwestern University and went to graduate school at Notre Dame. She previously served as the Kent branch library manager, where she led a cultural shift reflected in Kent C.A.R.E.S. – offering



Benjamin Batey
Bowling Green State University

community access, resources, and enrichment in a safe space. As a result, there was greater engagement overall with over 20 newly developed community partnerships along with an average 30% increase in program attendance, meeting room usage, door counts, and collection check outs

Baker now serves the community as the City of Toledo Human Relations Commission chair; on the Maumee Valley Habitat for Humanity Women Build Committee; on the Girls Scouts of Western Ohio Women of Distinction Committee; on the Penta Career Center Advisory Board; among other leadership positions



Priscilla Bersee
Castle Hill Associates

and recognitions.

Benjamin Batey
Bowling Green State University

Benjamin Batey is the chief health officer for Bowling Green State University (BGSU), a cabinet level position under the university's president.

Batey earned his undergrad degree at Mercy College of Ohio, and went to graduate school at BGSU and The University of Toledo (UToledo). Previous to his recent appointment to BGSU, he served for six years as the Wood County health commissioner. During that time,



Shannon Bova
Sunshine Communities

the health department achieved national accreditation and became a regional and statewide leader in public health.

Upon completion of his Master's of public health (MPH), Batey was named the UToledo College of Medicine 2010 Outstanding Student for the MPH program. He has served his community on the board of the Wood County Committee on Aging for over eight years; as a statewide representative on the board of the Association of Ohio Health Commissioners; and as a board member for the Ohio Association of Community Health Centers; among others.

(...continued on page 23)

sg

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· Sarah Sobel-Poage ·
Vice President, COO
2017 Recipient

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Dr. Phillip "Flapp" Cockrell
The University of Toledo

Priscilla Bersee
Castle Hill Associates

Priscilla Bersee is the founder of Castle Hill Associates, which has channeled over \$1 million of federal spending into the northwest Ohio economy in the environmental firm's short tenure. As a service-disabled veteran-owned and woman-owned small business owner, she brings federal funds into the local economy through her environmental contracting business, emphasizing the importance of hiring local and using small businesses.

Bersee has served our nation and our community for the last 21 years. An honorably retired US Army veteran, Bersee served as an enlisted non-commissioned officer (NCO) on two CONUS active duty mobilizations for Operation Enduring Freedom and Operation Iraqi Freedom as an observer / controller / trainer at Fort Drum, New York and Fort Knox, Kentucky.

Bersee serves the community as a 20-year member of the American Legion; offers expertise to support veterans, active service members, non-profits, and small businesses; as a three-year Junior Achievement instructor; a patient and family centered care volunteer; and an E-advisor for the University of Michigan Health System, where her late son was treated in 2013; and more.

Shannon Bova
Sunshine Communities

Shannon Bova is the vice president of donor relations for Sunshine Communities, leading a donor relations team in 2019 that raised nearly \$2 million – the largest annual fund raised in the organization's 70-year history. In addition, she created the Sunshine Circle and Sunshine's Annual Giving Society.

After having her son eight years ago, who was born with significant heart and lung disease and also suffers from developmental disabilities, she founded the non-profit Mended Little Hearts (MLH) of Northwest Ohio. She is currently working with Project ADAM to create heart-safe designated schools in Toledo by assisting them in establishing emergency plans in the event that a sudden cardiac arrest takes place in school.

Bova is the president-elect and a board



Sheri Copanic
Welltower

member for the Downtown Toledo Kiwanis Club and is also a mayor-appointed member of the Toledo-Lucas County Committee on Disabilities and sits on the information committee, which works to make Toledo and the surrounding communities a more inclusive environment for all people with disabilities.

Bova earned her undergrad degree from Bowling Green State University (BGSU).

Dr. Phillip "Flapp" Cockrell
The University of Toledo

Dr. Phillip "Flapp" Cockrell is the



Erin Crandall
Dana Incorporated

vice president for student affairs and vice provost of The University of Toledo (UToledo).

He was promoted to vice provost in 2019 to strengthen and enhance co-curricular initiatives and has since co-lead a crowdfunding campaign that raised over \$131,000 in emergency funding to support students affected by the COVID-19 pandemic. He also expanded student affairs services to the University's Health Sciences Campus to aid in graduate and professional student success, among other notable achievements.

Cockrell earned his undergrad degree from Mississippi University for

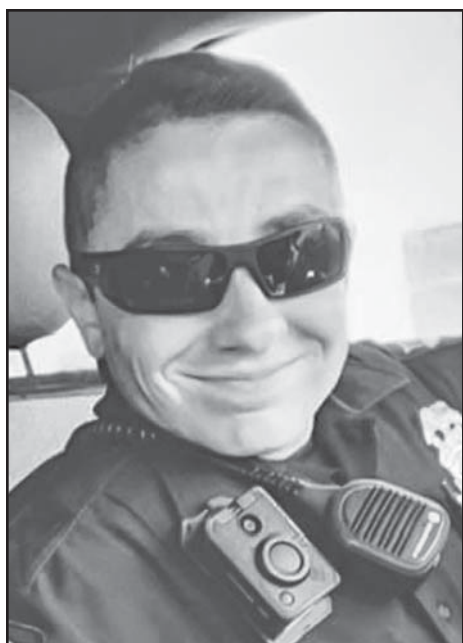


Trevor Deeter
Deet's BBQ

Women (MUW) and went to graduate school at Florida International University (Master's) and Jackson State University (PhD).

Cockrell is a Gold Life Member of Phi Beta Sigma (PBS) Fraternity, Inc., where he most recently served as the Great Lakes region – director of education. Within the Toledo chapter, Cockrell served as secretary and chairperson for the Toledo March of Dimes Walk. Currently, he serves on the MUW Alumni Association Mentoring and PBS alumni boards, where he serves as fundraising chairperson.

(...continued on page 24)



Anthony Dia
Toledo Police Department



Timothy Effler
Ohio Attorney General's Office



Brandon Fields
Inside the 5 Brewing Company



Brittany Ford
Welcome TLC & Vibrant Ohio

Sheri Copanic
Welltower

Sheri Copanic, AVP, compliance, and risk management, Welltower, oversees compliance and risk management at Welltower, which includes global regulatory compliance, enterprise risk management, insurance placement, and claims management. Her leadership projects at Welltower include the creation of a regulated captive insurance entity, helping create the Welltower's women's network, and more.

Copanic earned her undergrad and graduate degrees at Baldwin-Wallace

College. She recently finished a term as chair of Women's Initiative of United Way, which during her time as chair, obtained 50% match funding from the State of Ohio and rolled out Dolly Parton's Imagination Library (DPIL) to all of Lucas and Wood Counties.

Copanic also serves the community as a member of the United Way campaign cabinet; a United Way leadership donor; a volunteer for the Ronald McDonald House of Northwest Ohio; and a steering committee member for the Marathon Classic Women's Summit.

Erin Crandall
Dana Incorporated

Erin Crandall works as a controller for Dana Incorporated, managing approximately \$1 billion in yearly sales for one of the company's largest US facilities. While serving major global customers, Crandall is responsible for providing strategic financial leadership and guidance that aligns with the overall enterprise strategy of Dana.

Crandall graduated from Mount Union University with a Bachelor's degree in accounting, and after beginning her professional career she went

on to earn an MBA from Bowling Green State University (BGSU). Crandall is a strong advocate of women in automotive, finance, and technology, and had the honor of being a recipient of Deloitte's Women to Watch in business and finance in 2016.

Crandall serves the community as a member of the National Lutheran Schools Accreditation Steering committee. She has also served as executive committee chair for the Symphony of Trees, a full-year fundraising board that helps to provide financial support and increased awareness to The Center

(...continued on page 25)

CONGRATULATIONS



DYLAN ORWIG
for being a candidate
for the 2020
20 Under 40 Awards!

Dylan is a valuable member of the Lathrop Team, he has led the construction of several complex projects and consistently displays our core value of commitment to our community with his service to local non-profit organizations. In addition, he assists with our recruiting process and helps guide our Leadership classes through their development. Dylan and his wife Kate, are proud residents of Toledo where they are happily raising their two children.

Good Luck, Dylan!
We are cheering for you!

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*Congratulations,
Michael Hoelter
and Katie Huss!*

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Halim Clinic



Katherine Hunt Thomas
The Ability Center of Greater Toledo



Dr. Raghav Khanna
The University of Toledo



Roger Kuns
Kuns Northcoast Security

for Child and Family Advocacy, Northwest CASA, and the Henry County Hospital children's program.

Trevor Deeter
Deet's BBQ

Trevor Deeter is the owner of Deet's BBQ, in which he conceptualized and opened five fast-casual restaurants, two food trucks, and a full-service catering business, all beginning in 2010. He also created #GrubsForScrubs which fed 9,100-plus frontline workers throughout the height of the COVID-19 pandemic, all via community donations. Deeter also

kept his entire staff of 80 on during the pandemic to ensure everyone had income and was gainfully employed.

Deeter attended Central Michigan University for a fine arts graphic design degree. He has been recognized for Deet's BBQ with numerous articles by the *Toledo Blade*, stories by 13abc, WTOL, and the *Maumee Mirror*.

Deeter is proud of the way his business handled this COVID-19 pandemic and how Deet's was able to help the community through #GrubsForScrubs. Deeter aspires to provide food that makes people happy and also to provide a safe and exciting workplace for

his team.

Anthony Dia (Posthumous)
Toledo Police Department

Anthony Dia was a field operations officer for the Toledo Police Department (TPD) where he was assigned to the Central District 8:00 pm – 4:00 am shift. On July 4, at about 12:30 am, Dia was shot and killed after responding to a disturbance at the Home Depot store on West Alexis Road. He had served just under two years with TPD and was to receive an exceptional performance report for his involvement in a felony arrest the week

before his death.

Dia graduated from Owens Community College and started his career in law enforcement with Mercy Police. In July 2018, he was appointed to the Toledo Police Department.

Dia has brought the Toledo community together during very trying times. As members of the community learn of his life – his devotion to his family, to his Islamic and Arabic heritage, and to serving and protecting the community – they are motivated to live better. Dia has left an imprint on the hearts of his family and friends as well as countless others in

(...continued on page 26)

CONGRATULATIONS

We would like to Congratulate our very own **Kevin Mikolajczyk** and all the 2020 nominees for the **20 under 40 Leadership Award.**

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Manager, Cardiology
ProMedica Monroe
Regional Hospital

Meyling Ruiz

Specialist
Central Billing Office
ProMedica Senior Care

Malcolm Cunningham

Manager, Ebeid Promise
Ebeid Institute

Jason Tank, MD

ProMedica Physicians
Orthopaedics
Trauma and Adult
Reconstruction

Kelly Danicke

Operations Manager
ProMedica Physicians

Valerie Thompson

Environmental Designer
ProMedica Marketing
and Communications

Sierra Farmer

Behavioral Therapist
ProMedica Employee
Assistance Program

Amanda Thorne, RN

Supervisor,
Emergency Center
ProMedica Toledo Hospital

Anthony Goodwin

Director, Ebeid Promise
Ebeid Institute

Dana Vore

Office Manager
ProMedica Hospice

Andrew (Andy) Hageman

Director, Finance
ProMedica Defiance Regional
Hospital

Heather Wahl, MD, FACOG

Gynecology
ProMedica Pelvic Health

Corey Leber

Associate Vice President,
Patient Care Administration
ProMedica Toledo Hospital

Katie Ward

Associate Vice President
Clinical Integration
and Analytics

Marla Matel, MD

ProMedica Toledo Hospital

Kathryn Williams, MD

Pulmonary & Sleep Medicine
ProMedica Physicians
Pulmonary | Sleep

Elizabeth (Liz) Michalak

Vice President, Operations
and Governance
ProMedica Toledo, Ebeid
Children's and Wildwood
Orthopaedic & Spine Hospitals



Liz Michalek
ProMedica



Donovan Nichols
The University of Toledo

the Toledo community, across the country, and across the world.

He married his wife, Jayme, in 2012 and together they have two sons, Younes and Maytham Dia. His last words over the air were, "Tell my family I love them."

Timothy Effler

Ohio Attorney General's Office

Timothy Effler is the Assistant Attorney General (AAG) serving with the Consumer Protection Section of the Ohio Attorney General's office. As an AAG, Effler works to protect Ohio's consumers and businesses by ensuring a safe and strong marketplace through the enforcement of consumer laws.

Effler earned his undergrad degree at Bowling Green State University (BGSU) and went to graduate school at The University of Toledo (UToledo) College of Law. He began his career working as a public defender in Lucas County, and in 2016, became the managing attorney of the Juvenile Public Defender Division. In 2019, he was elected president of Lucas County Bar Association, and was also elected to the board of directors of the Toledo Bar Association.

Effler has spent his entire career focused on community growth and community service. For over a decade, he worked with the Lucas County Juvenile Court and the executive committee to develop and institute programs designed to provide education and reduce recidivism in younger individuals. As the managing public defender in Juvenile Court, he trained new attorneys and worked to develop legal training programs for both attorneys and community members.

Brandon Fields

Inside the 5 Brewing Company

Brandon Fields is the owner / brewer for Inside the 5 Brewing Company. In two years Inside the 5 has gone from 20 employees to over 50, and soon close to double that with a new location opening in Perrysburg. Inside the 5 was also *Toledo City Paper's* "Best New Bar" in 2018 and "Best Hometown Bar" in 2019, as well as the Burger Bash People's Choice Champion in 2018 and 2019.

Fields was a four-year starting punter

for the Michigan State Spartans and was drafted by the Miami Dolphins in 2007, playing eight years as the starting punter. While playing professional football, Fields obtained his MBA from University of Miami Florida Business School.

Fields serves his community as the founder of the Brandon and Katie Fields Youth Fitness Fund; currently on the Athletic Advisory Committee at Lourdes University; and as a volunteer for numerous organizations such as the Miami Dolphins Foundation; The Broward Health Foundation; Jason Taylor Foundation; Prom to Remember; Make-A-Wish Foundation; and Garth Brooks Teammates for Kids, to name a few.

Brittany Ford

Welcome TLC & Vibrant Ohio

Brittany Ford is a program analyst with Lucas County Department of Planning and Development. In 2013, she launched the local immigrant inclusion initiative, Welcome Toledo-Lucas County (TLC). In her work with Welcome TLC, she has been featured in local and national media outlets and publications.

Ford has led projects including Lucas County's achievement as a Certified Welcoming community. She was also lead for Lucas County receiving a national Gateway for Growth Challenge Grant, and just this year, was instrumental in coordinating language access, interpretation, and translations for the Coronavirus response of the Lucas County Emergency Operations Center and Toledo-Lucas County Health Department.

Ford is a graduate of Eastern Michigan University with a Bachelor's of arts and a graduate of Teachers College at Columbia University with a Master of arts. She has spent time serving in community leadership positions on boards and committees, and has held two City of Toledo Mayoral appointments.

Dr. Nasser Hajar

Halim Clinic

Dr. Nasser Hajar is a cofounder and current president of the Halim Clinic. He has helped create a large team of volunteers to operate the first free medical (...continued on page 27)

The 20 Under 40 leadership awards program spotlights young, dynamic leaders who excel in community involvement and professional experience.

Congratulations to all of this year's candidates for their exceptional contributions and distinguishing achievements!



promedica.org |



John Pezzino
Hylant

and dental clinic registered in Ohio, and was able to fundraise \$37,000 this year and \$51,000 in supplies over the past two years. He has served over 500 uninsured or underinsured patients in medical and dental needs in Lucas County.

At the national level, Dr. Hajar serves on the American College of Gastroenterology Diversity, Equity, and Inclusion Committee, as well as actively serving on the endoscopic co-management committee at ProMedica, where the goal is to organize, ensure safety, and efficiently perform endoscopic and surgical procedures in ProMedica's healthcare facilities.

Dr. Hajar has also served on the



Daniel Sanchez
City of Fremont

executive board of Majid Saad Foundation (local mosque in Sylvania) for three consecutive years; is one of the founders of Toledo Muslim Doctors Initiative; and during his most recent trip to Tamale, Ghana, dug wells for clean and drinking water and supported Ghanaian local schools and orphans.

Katherine Hunt Thomas
The Ability Center of Greater Toledo

Katherine Hunt Thomas works as the disability rights attorney and director of advocacy for The Ability Center

of Greater Toledo. Having a sister with Down syndrome, she grew up challenging others' perceptions of disability, and her leadership made The Ability Center's advocacy program a national award winner. She expanded The Ability Center's impact by creating an ADA coordinator network; annual ADA seminars; and received a Community Partnership award.

Hunt Thomas graduated magna cum laude from Xavier University and then served in the Jesuit Volunteer Corps. She then graduated from The University of Toledo (UToledo) College of law in 2009, cum laude and received highest honors in her disability law class. She then completed an Americorps Equal Justice Works Fellowship at ABLE before beginning her current role.

Hunt Thomas serves on multiple boards and committees leading a variety of efforts to benefit the community, including: co-chair of the Advocacy and Public Policy Committee for the Toledo Lucas County Commission on Disabilities; the TARTA board of directors; the DD Council Housing Taskforce; the Aging and Disability Transportation Coalition; the Toledo Bar Association; and the Ohio State Bar Association, among other achievements.

Dr. Raghav Khanna
The University of Toledo

Raghav Khanna, PhD, is an assistant professor in the electrical engineering and computer science department at The

University of Toledo (UToledo). In this role, he serves undergraduate and graduate students as an instructor, and research adviser. He is also the director of energy engineering at UToledo.

Dr. Khanna also conducts research in the area of efficient green energy. He has received numerous federally sponsored research grants related to energy, intended to facilitate proliferation of renewable sources such as solar and wind power. He has acquired over \$1.5 million in research money for UToledo, from the US Department of Energy, US Department of Defense, and NASA.

He disseminates his research in peer-reviewed high impact journal publications, and has also been recognized with a range of awards in Toledo.

Dr. Khanna participates in several community service activities, including as a Sylvania STEM Center volunteer; in the professional Toledo chapter of IEEE; and as a Big Brothers mentor; to name a few.

Roger Kuns
Kuns Northcoast Security

Roger Kuns is the president of Kuns Northcoast Security (KNCS), which in 10 years grew from two employees to 12 with offices in Fremont and Perrysburg. During COVID-19, KNCS introduced a thermal detection device to over 350 different locations including schools, hospitals, manufacturing, and governmental facilities.

(...continued on page 28)



ERIC KINOR
GLOBAL ELECTRICAL/PROCESS CONTROL STRATEGY LEAD
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Congratulations to Claire Morrow



on her 20 Under 40 Leadership Award Nomination

and to all the 2020 nominees and recipients

nworealtors.com



20 Under 40

...Continued from page 27

Kuns attended The University of Toledo (UToledo) and achieved a business degree, but upon graduation, was commissioned a 2nd Lieutenant in the Marines and went on to spend seven years as an officer, deploying all over the world in support of Operation Enduring Freedom and Operation Iraqi Freedom and receiving a range of recognitions. After the Marine Corps, Kuns purchased KNCS.

Kuns serves the community in a variety of ways, including as the 2019-2020 Fremont Rotary Club president; a 2020

Fremont Fireworks committee member and major donor; a 2017 to present Fremont Blues, Brews, and Brats festival committee member; and from 2016 to present Students Renewing Interest and Value of Education (STRIVE) mentor; among others.

Liz Michalak
ProMedica

Liz Michalak is the associate vice president of operations for ProMedica Toledo Hospital & Russell J. Ebeid Children's Hospital and the ProMedica governance office. She oversees the day-to-day operations of ProMedica's largest hospital campus, which serves over 500,000 patients a year and is staffed by more than 4,500

dedicated health professionals. In addition, Michalak oversees the operations of ProMedica's 25 boards, committees, and councils and works with the system's 300-plus community trustees.

Michalak earned her Bachelor's of science from The Ohio State University (OSU) and her Master's of healthcare administration at the University of Minnesota. She is also a 2016 graduate of Leadership Toledo; a 2016 graduate of the Toledo Regional Chamber of Commerce Leadership Academy; and a 2016 graduate of the EPIC Board Member Accelerator Series.

Michalak is active in the Toledo community and is currently the vice chair for the EPIC Toledo advisory committee and a member of the Leukemia Lymphoma Society of Northern Ohio leadership committee. She previously served on a number of other boards and committees in the area as well.

Donovan Nichols
The University of Toledo

Donovan Nichols is the assistant dean for student involvement and leadership at The University of Toledo (UToledo), where he oversees an office with a \$1.8 million budget and 21 staff; supports students in planning hundreds of events for 100,000-plus attendees; and also co-founded UToledo's Blue Crew secret spirit organization.

He has twice graduated from UToledo in undergrad and graduate school, and is now working on his third degree. Nichols has been recognized with a Campus Labs national Rising Star Award in 2018; was

appointed to selective national advisory committee for the creation of an organization and event management software now used by 700-plus campuses; and earned the UToledo Excellence in Assessment Award in 2017; among others.

Nichols has served the community in a number of ways, including the National Association for Campus Activities; the international co-coordinator and USA national coordinator for Pay it Forward Day; and a campus and community collaboration leader for AmeriCorps*VISTA, to name a few.

John Pezzino
Hylant

John Pezzino works as the client service executive for Hylant, where his role with the commercial insurance team allows him to work at a strategic level with business clients while also leading / mentoring the rising stars on its service team and engaging with the community in a meaningful way.

Pezzino earned his undergraduate degree in business administration from Northwood University in West Palm Beach, Florida before returning to the area and earning his MBA in strategy and general management from Bowling Green State University (BGSU). He is also a Leadership Toledo graduate, a certified insurance consultant (CIC) with designation from The Institutes, and a board member Accelerator Series graduate with Aly Sterling Philanthropy / EPIC Toledo, among other achievements.

Pezzino serves the community as a mentor / instructor for Junior Achievement; part of the leadership for EPIC Toledo; as a previous board member and membership committee for Sylvania YMCA / JCC; as a previous advisory board member for the BGSU Insurance and Risk Management Institute; and as a board member for the Regional Growth Partnership (RGP), among a range of other positions.

Daniel Sanchez
City of Fremont

Daniel Sanchez is the Mayor of the City of Fremont – the youngest Mayor elected in the City's history, at age 32 and the only current male Hispanic Mayor in Ohio. In 2019, he was re-elected to a second term as Mayor, with 78% of the votes with three candidates.

Sanchez graduated from Tiffin University and currently is a criminal justice instructor at Vanguard Sentinel Career & Technology Center. He previously served as the chief probation officer for the City of Fremont; a regional probation officer trainer for the Supreme Court of Ohio; and was a graduate from the Ohio Peace Officer Training Academy.

Sanchez has done a lot for the community, serving on the Sandusky County Community Corrections board; previously serving on the Fremont City Schools board of education and on the drug / alcohol Mental Health & Recovery Services board; as a NAACP member; by helping create and start-up La Voz de la Comunidad (The Voice of the Community) and the Sandusky County Young Professionals Group; among other notable achievements.



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Mosser Project Engineer

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JOHN PEZZINO, Client Service Executive

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20 UNDER
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SINCE 1996

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1997

Jonathan A. Augustine
Susan G. Botek
Chris Cooper, CFP
John H. Fullen
Stuart J. Goldberg
Johnnie Hannah
Patrick J. Kenney
Marilyn Kocevar
Jon M. Levine
Elizabeth R. Marsh

John H. McDermott
Richard A. Mitchell
Susan E. Morgan
Tamara A. Norris
Chrys Peterson
Kristine Pilliod Hoffman
Mary Kay Sanford
Maggie Thurber
Michael J. Todak
Frederick Treuhaft

1998

Kevin Brennan
Lisa Canales-Flores
David L. Crane
Gerald A. Danes
Greg Filbeck
Donald V. Gillett
Eric L. Hillenbrand
Adele M. Jasion
Philip J. Johnson
Kathryn S. Hoops

Randall L. Kelley
Jeffrey S. Langenderfer
Michael P. McAlear
Gary L. Norris
Martha E. Peshoff
John C. Randolph
Anne L. Roman
Marcia Latta
Nancy E. Wilson
James A. Zaleski

1996

Joel S. Beren
Michael R. Billian
John D. Birmingham
Gretchen DeBacker
Alexander H. Due
Michael A. Grandillo
Michael K. Hart
Pamela Howell-Beach
Jeannie Y. Hylant
Larry A. Kaczala

Daniel M. Klein
Laurie B. Kruszynski
Sara J. Moynihan
Cliff Oberlin
Michael J. Pollauf
Timothy J. Poure
Harlan E. Reichle, Jr.
Daniel N. Steinberg
Patricia A. Wise
Gene A. Zmuda

1999

Lisa J. Anderson
William L. Bostleman
Matthew B. Coleman
David M. Colter
Lori Dixon
Elizabeth Emmert
Derick L. Gant
Rose Glenn
Crystal R. Harris
Jeffrey M. Henning

Veronica Hobbs
Jeanette M. Hrovatich
Timothy Kuhlman, Esq.
Kevin Lent
David J. Rectenwald
Theresa Rueb
Kevin Sauder
Barbara Sears
Dirk VanHeyst
Tim Yerrick

2000

Kelly Andres
Carl Bass
Korleen Bialecki
Holly Bristoll
Richard Brunner
Julie Champa
Emily Cooper
David DiManna
Sheryl Favorite
P. Roberto Garcia

Beth Giller
Tom Herman
Andrew Klumb
Joe Metzger
Barbara Petee
Eric Renzhofer
Brad Rieger
Jan Ruma
Sean Savage
Christopher Seiple

2003

Leslie Adams
Dr. Bart Anderson
John Bookmyer
Cynthia Bozik
Jeffrey Cole
Paul Croy
Angelita Cruz Bridges
Karen Driggs
Mario Duncan
Barbara Gill

Ellen Grachek
Shawn Kerger
Barbara Kopp Miller
Rebecca Liebes
Fadi Nahhas
Arturo Polizzi
Paulette Raczkowski
Cathy Sheets, CPA
Chad Turner
Amy Whitehead

2001

James T. Adsit
Gregory R. Allen
Kevin W. Bailey
Phillip D. Cervantes
Barbara F. Gessel
Dawn C. Hall
Pamela Hershberger
Paulette Huber
Lori Johnston
Debra Mauk

Abbey Mortemore
Charles Norman
John D. Reynolds, Jr.
Sandra L. Seiple
Clare K. Smith
Angela M. Tennaro
Robert Torres
Nick P. Ulrich
Mark A. Urrutia
Kara S. Yokum

2004

Jerry Biederman
Kristen Cajka
Sheri Caldwell
Mark Davis
David Dobrzykowski
Brian Epstein
William Garbe
Eric Heintschel
Andrew Hill
Rita Mansour

Sean McConnell
Shelly McCoy
David Nuss
Deborah Ortiz
Julie Payeff
Chris Redfern
Merwin Siu
David Thompson
Scott Ulmer
Mark Wagoner

2002

Sandy Adam
Kendall A. Barbour-Gigax
Paul W. Favorite
Cheryl Hardy
Timothy P. Hart
Kimberly Heesch
Joseph D. Napoli
Julia Faulkner Pechlivanos
Lisa A. Poncsak
Yvonne Ramos

Kenneth R. Robinson III
Stephen A. Rothschild
Robert J. Savage
Kimberly A. Starr
Aly Sterling
Christy Contardi Stone
David W. Thiemann
Tim White
Michael D. Wilkins
Lane D. Williamson

2005

Jody Alexander
Vallie Bowman-English
Janet Galecki
Wendy Gramza
Gregory Guzman
James Jackson
Christopher Kozak
David Lemon
Michael Marsh
Leasa Maxx

Michael Miller
Scott Newsom
James Nusbaum
Susan Payden
Cheryl Rothschild
Robert Schoonmaker
Shital Shah
Tamara Sparks
Todd Tibbits
James Vassar

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<p>2006</p> <p>Jenifer A. Belt Pamela Cantu Martin L. Dansack Cory M. Dippold David Eddy Ian S. Fenberg Marc D. Folk John Gibney Andrea M. Gurscik Rachel Hepner</p>	<p>Laura C. Juarez Wade Kapszukiewicz Matthew Kripke David J. Munger James G. O'Brien Tommy Pipatjarasgit Leandra M. Stratton Christine Swanson Lamont C. Thurston H.T. Williams</p>	<p>2013</p> <p>Jameel Burkett Katie Bush, RN Nicholas Cherry Tawny Cowen-Zanders Josh Flores Tony Geftos Adam Greeslade David Mann Tim Mayle Ryan Rowley</p>	<p>Jennifer Sorgenfrei Katie Spenthoff Matthew Sutter Nathan Syrek Ryan Szeplia Stephen Taylor George Thomas Brian Treece Brandon Tucker Suzanne Weller</p>
<p>2007</p> <p>Louito C. Edje, MD Brad Evans James K. Gee Michael L. Hanf Stephen D. Hartman Lisa G. Hawker Thomas J. Hurley Joel Jerger Jill Kegler Ben Konop</p>	<p>Deidre A. Liedel Anita Lopez Kim Partin Steven Riddle Lars Ringger Michael L. Rochelle Randall Schlievert, MD James P. Silk, Jr. Tim Speweik Jason Wiencek</p>	<p>2014</p> <p>Chris Denman Crystal Ellerbrock Candice Harrison Daniel Hurlbert, J.D. Treva Jeffries Sara Martino Lindsay McKibben Brian S. Merkle Kristen Mollenkopf Angie Morelock</p>	<p>Lindsay Navarre Zachary Ottenstein Sarah Ottney Ashley Schade Jeff Starnier Dana Syrek Craig Teamer Emilie Voss Christina Williams Matt Yarder</p>
<p>2008</p> <p>David Bodner Kristian Brown Steve Cavanaugh Condessa Croninger Andy Dale Craig D. Findley Carla Firestone Nowak Matthew Gilroy Nina Grant John C. Jones</p>	<p>Robert T. Monard Denise A. Mueller Jonathon Nicholson Brian Niedzwiecki David M. Oppenlander Tanya N. Pipatjarasgit Michael Temple Angie Weid Mechelle Zarou Jeffrey S. Ziviski</p>	<p>2015</p> <p>Carrie Alexander Elizabeth Baldwin Tyran Boyd Jeffery Bucher Jason Conklin Haraz Ghanbari Darren Kohne Douglas Mallette Katie Maskey Lindsay Myers</p>	<p>Jose Rosales Christi Rotterdam Rev. Eric Schild Steven Schroeder Rebecca Shope John Skeldon Sarah Skow Emily Stevers Alicia Wagner Jessica Williams</p>
<p>2009</p> <p>Jennifer Alford Laurie J. Avery Chad R. Baker Denise L. Blissard Matt Boehm Chadwick R. Bringman Aneel L. Chablani Angela M. Crosby Beth Doane Myron C. Duhart</p>	<p>Kimberlie K. England Isabel C. Escobar Andrea Kramer Fetterman Amanda Geletka Mark D. Greenblatt Thomas E. Hopkins Justin Moor Nora Murray Lori Powe Carrie Serber</p>	<p>2016</p> <p>Ryan Bunch Brandi Carson Adam Davenport Brittany Gibbons Roy Hutcheison Ebonie Jackson Getro Jean-Claude Nicole Khoury Nicholas Komvies Cheryl Lampkowski-Sowle</p>	<p>Will Lucas Joel Marcovitch Holly Matthews Joseph Okos Patrick Sadowski Laura Schetter Toni Schindler Ben Snyder Steve Swaggerty Ryan Thompson</p>
<p>2010</p> <p>Linsey Ansberg Jamie Beier Grant Michelle Boose Robert Davis Sarah Dobrzykowski Jeff Green Dr. Jamison Grime Jennifer Hildebrand Jason Hill Kolleen Kirk Rill</p>	<p>Laura Kline Edward McNeal Aileen Meyer Corey Miracle Paul Nungester Kyle Overmyer Geoffrey Rapp Erik Stearns Kimberly Thomas Beth Wilson</p>	<p>2017</p> <p>Lamar Anderson Erika Contreras Luke Harman Sara Hegarty Jeremy Holloway Richard Jackson Prakash Karamchandani Monica Leppelmeier Adam Levine Eugene Lin</p>	<p>Christina Muryn Erica Parish Brook Reddish Whitney Rofkar Cami Roth Szirotnyak Tyler Shuff Kendra Smith Sarah Sobel-Poage Zak Vassar Katie Yarder</p>
<p>2011</p> <p>Sashem Brey Marc Cannon Fisher Scott Chaudoir Megan Coyle Stamos Lynn Detterman Brian Dolsey Adam Fineske Alex Gerken Kendra German Natalie Jackson</p>	<p>Andrew Maher Megan Meyer Foos Frederick Schnoor Jennifer Scroggs Melissa Shay Dan Smeltzer Cheryl Swisher Jim Walrod Tamara Williams Jeremy Zeisloft</p>	<p>2018</p> <p>Matt Bell Megan Casiere Michael Craig Kate Decker Brady Fineske Jordan Garza Bruce Gradkowski Lisa Hanasono Alexis Hayman-Staples Rob Krain</p>	<p>Angela Lucas Sam Melden Aaron Montz Joshua Murnen Jodi Rucker Kate Sommerfeld Kevan Toney Josh Wagy Britney Ward Dave Zenk</p>
<p>2012</p> <p>Brittany Barhite Michael Clements Romules Durant Chase Francis Alison Frye Jon Gathman Isaac Lee Patrice McClellan Dan McQuilen Lydia Mihalik</p>	<p>Eugenio Mollo, Jr. Melissa Noe Renee Palacios Sarah Pawlicki Katherine Rofkar Lorin Sonneberg Carrie Sponseller Blake Underwood Laurie Watson Jeffrey Williams</p>	<p>2019</p> <p>Stephen Bates Greg Braylock, Jr. Danny Brown-Martinez Josh Cooper Sarah Crisp Erin Curley Zobaida Falah Ashley Futrell Rachel Gagnon Natalie Lanese</p>	<p>Molly Luetke Ryan Mack Jennifer McCary Ambrea Mikolajczyk Katherine Moline Kevin Mullan Scott Noonan Sarah Sisser Adam Smidi Gaven Smith</p>

20 UNDER
40

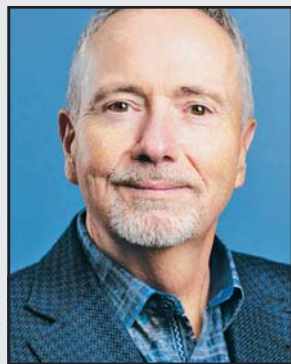
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**George
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**Whitney
Rofkar**
VP, Public Relations,
Thread Marketing Group
2017 Recipient



**Anne
Roman**
VP, Communications &
Public Affairs,
Cooper Tire & Rubber Company



**Jan
Skunda**
Retired Partner,
FLS Marketing



**Suzanne G.
Sobel-Poage**
Founder, President, Chairman
Chief Executive Officer
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**Mark
Urrutia**
General Agent,
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2001 Recipient

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- Toledo Lucas County Public Library
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Anspach Law moves to new downtown Toledo location

Anspach Law moved to its new headquarters within the historic building at 25 South Huron Street in downtown Toledo in late September. Michael Anspach, a partner in the firm along with his father, Bob Anspach, purchased the 120 year-old building in August. Anspach Law occupies the main level of the two-story, 11,123 square foot building.

According to the firm, the new space is open and airy with exposed brick walls and is surrounded by other local businesses including coffee shops, restaurants, and stores. The location gives the firm the connection it sought – to downtown Toledo and the people.

“I knew that we needed to grow new roots for the firm to continue to expand and thrive,” Michael Anspach said. “There’s a sense of community at



Interior of Anspach Law's new downtown Toledo office

this new location and that’s what we want to be part of – to get to know our neighbors on a much deeper level!”

The firm, founded by Bob Anspach in 1986, predominantly focused on civil litigation in the early days. However, over the last 35 years, the firm has expanded in its expertise and attorneys and now includes offices in other locations and a department focused on estate planning, taxation, and corporate law. The firm’s Toledo office has 25 staff members, including 12 attorneys.

“I am immensely proud of our team and what they do each and every day. This is not just a job for us, it is our calling,” Bob Anspach said. “Our clients and the firm are a collaborative team marked by open communication, trust, and honesty.”

Puritas extends reach to Middle East and northern Africa

Toledo-based Puritas Remote Sensing Ltd. recently named Wissam El Khatib as the company’s vice president of business development in the MENA (Middle East/North Africa) region. Based in Beirut, Lebanon with operations in Manama, Bahrain, El Khatib will oversee contracts, projects, and relationships for Puritas Remote Sensing in that part of the world.

“I’m always on the lookout for good people who can represent Puritas around the world. But Wissam brings so much more to the company than just pursuing contracts, so I decided to make him part of our management team,” said Puritas president and CEO Jim Harpen. “He’s worked – and continues to work – in the water quality and agriculture sectors, particularly

in the Persian Gulf region. Agriculture and water quality are our two core competencies, and Wissam is really smart. Sometimes really smart is more desirable than really experienced. Wissam has both the brains and the experience.”

Harpen noted that a global launch is the way to go.

“Right now we rely on raw data from two satellite constellations: the American Landsats and the European Space Agency’s Sentinel 2A and 2B, both continually scanning the earth’s surface on polar orbits,” said Harpen. “Using both of those constellations, we have global coverage on a near-daily basis. We can produce data for Zambian center-pivot agricultural

operations, or lakes in Lebanon as easily as we can check out phosphorus concentrations in western Lake Erie – our back yard.

“There are countries around the world that need the data that only we can provide. Their waters are poisoned and their farm fields are unproductive. So we decided to keep moving forward and build our global team despite the handicaps caused by the pandemic,” continued Harpen. “To not launch our services on a global basis would be the very definition of a missed opportunity. And it would be denying regions of the world the data they need right now.”

Additionally, Harpen pointed out, the global water quality monitoring market size is projected to reach

\$2.9 billion by 2026. The global agricultural market, growing rapidly as developing countries seek self-sustainability as their populations swell, is nearly incalculable, he noted.

“If we get only a tiny fraction of 1% of either of those markets, the financial rewards will be huge,” said Harpen.

Beside the newly added MENA region, Puritas Remote Sensing has representatives in Sao Paulo, Brazil, covering all of South America; Belgrade, Serbia, covering all of Europe; and Lusaka, Zambia, serving all of sub-Saharan Africa, and Port Moresby, Papua New Guinea. A representative in Australia will soon be chosen, noted Harpen.

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UNDER CONSTRUCTION

A LOOK AT CONSTRUCTION PROJECTS IN OUR REGION



Rendering of Spa Catawba's new facility (above) and the project's groundbreaking



Spa Catawba

Janotta & Herner is the general contractor on the new Spa Catawba located at 140 South Bridge Road in Lakeside Marblehead. The \$1.4 million, 5,800 square foot facility, financed by GenoaBank, will include a spa and wellness center and will incorporate an inviting coastal theme throughout, according to the owners.

The spa will consist of four treatment rooms, a couples' suite, and a lash and brow room. The spa will also feature a waiting / relaxation lounge where snacks and complimentary beverages – including a featured juice from Catawba Juice Company – will be available.

The wellness center will focus on non-invasive methods to help treat the

whole body. Phase one of the wellness center includes float tanks, infrared saunas, a whole body photobiomodulation pod, and a classroom, which will be used for various offerings including Yoga, Nia, and Pilates.

Completion is scheduled for May.

Schuetz Container Systems

Lathrop is providing design/build services on Schuetz Container Systems' 100,000 square foot production expansion in Perrysburg. This project consists of two expansions to the existing plastics manufacturing facility – inclusive of production, warehouse, and new office space – as well as 31,000 square feet of new parking for deliveries. **Poggemeyer Design Group** is serving as the project's architect / engineer.

Mennel Milling Company

Clouse Construction Corp. recently completed construction on a 62,000 square foot, \$3.8 million, pre-engineered steel building, which will serve as a warehouse for Mennel Milling Company in Caledonia, Ohio. The project architect was **William Hotz and JDRM Engineering, Inc.**; **Van Horn, Hoover & Associates, Inc.**; and **CES, LLC** provided engineering services. Primary contractors included **Frankart Electric, Vulcan Fire Protection, and Bowers Heating & Cooling, Inc.**

monies and a full walk-out basement for receptions and gatherings. The venue is expected to open next year.

Bowling Green State University

Technicon Design Group is providing services on work at Olscamp Hall and the Perry Field House for Bowling Green State University (BGSU).

City of Rossford

The Mannik & Smith Group, Inc. is providing services on a multi-use path near Rossford Elementary School for the City of Rossford.

Little Creek Barn

Charles Construction Services is the design/build general contractor for Little Creek Barn, a new wedding venue located in Forest, Ohio, between Toledo, Columbus, and Cincinnati. The 14,000 square foot space features an upper floor for meetings and wedding cere-

Sand Beach Conservancy District

BEC Associates is providing services on a project involving channel dredging along with trucking and disposition of materials to a fill area for the Sand Beach Conservancy District in Oak Harbor.

For information on submitting your company's major projects to Under Construction, email ahintz@toledobiz.com.

Deadline is the 10th of the month preceding publication. All projects received by deadline will be considered.

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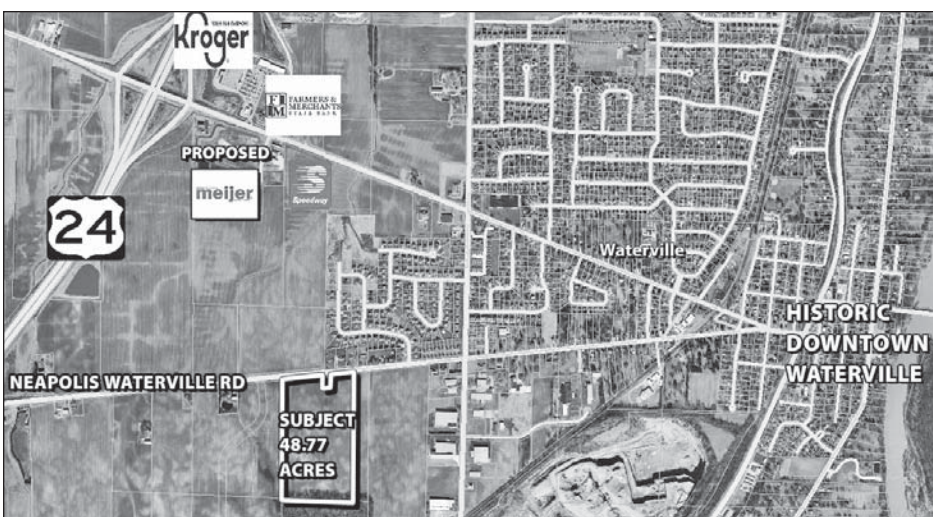
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