



Healthcare & Insurance
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Gideon Owen Wine Co. a catalyst for development



Gideon Owen Wine Company's Catawba Island winery

Quintin and Donna Smith purchased the former Mon Ami establishment on Catawba Island in June of 2019. Their decision to purchase the business stemmed from their love for the historic building, cellars, and the beautiful surrounding property. According to the owners, they also had concerns that another buyer would choose to commercially develop the surrounding property, which in their opinion would destroy the historical nature of the land.

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Backyard Products invests \$3M in expansion

Backyard Products, a designer, manufacturer and installer of backyard wood structures, is investing \$3 million to expand its current 200,000 square foot manufacturing plant in Monroe, Michigan by 60,000 square feet and create 15-20 new jobs. The investment offers additional warehousing and storage along with new manufacturing technology for product and logistical efficiencies.

The expansion will provide a new state-of-the-art manufacturing equipment and product prototype area, and, according to the company, it is also planning \$1-2 million in equipment upgrades to improve efficiency and safety in the workplace.

The project broke ground in October 2020
 (...continued on page 2)



Construction taking place at Backyard Products' facility in Monroe

Ardagh purchases \$13.5M Huron plant



Ardagh Group's Huron facility

Ardagh Group has completed the \$13.5 million purchase of a 340,000 square foot facility in Huron, the former IAC facility, and will convert it into a manufacturing plant producing beverage cans and ends. The company is adding an additional 300,000 square feet to the facility, will begin production in late 2021, and is expected to generate approximately 200 new local jobs.

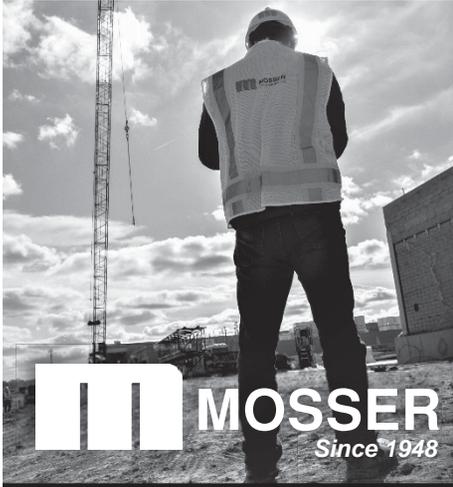
"This is one of numerous capacity expansion efforts we are initiating as consumers and customers increasingly recognize the environmental advantages of beverage cans. Our products deliver high recycle and content rates, of
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Backyard Products

...Continued from page 1

and has an estimated completion of spring. Davison Building and Development out of Monroe is the general contractor for the project.

“We are proud of our company’s Michigan presence and origins starting back in the ‘70s. Since then, we have expanded in many other backyard-related categories and we see tremendous growth opportunities both organically and through continued acquisitions,” said Thomas van der Meulen, CEO, Backyard Products.

“We’re excited at the prospect of creating 15-20 new jobs and also very appreciative of the continued support from the Monroe community and assistance from the Monroe County Business Development Corporation,” said Dan Dalach, executive vice president of human resources, Backyard Products.

For over 45 years Backyard Products has sold sheds, playsets, accessory dwelling units (ADUs), and outdoor living structures through direct channels and major retailer partners like Lowe’s, Costco, and Home Depot. The company’s key brands include Heartland Sheds, Gorilla Playsets, Handy Home Products, Swing-N-Slide, Studio Shed, and Lawn Master.

Currently, Backyard Products has a total of 500 employees between its corporate office in Ann Arbor and four divisional headquarters in Monroe; Atlanta; Boulder, Col-

orado; and Dallas, plus 33 branch offices that provide installation services for its products across the country.

According to Dave Davis, marketing manager, Backyard Products, the company has strong growth demand in outdoor products and renewed home improvement focus.

“We continue to diversify our product offerings by adding companies. Acquisitions over the last 10 years have bolstered our roster of lifestyle products under the Backyard umbrella,” explained Davis.

The company also recently relocated its corporate office to Ann Arbor. The new corporate office occupies the top two floors of a newly constructed, six-story building located at 317 South Main Street in the heart of downtown Ann Arbor. Previously, Backyard was headquartered alongside its manufacturing facility in Monroe, where its manufacturing and operations will remain.

According to Backyard, by moving corporate offices to Ann Arbor, it positions the company to retain and attract top talent in business-critical leadership and support roles.



Backyard Products designs, manufactures, and installs backyard wood structures

“Upgrading office environment and location amenities for our current corporate employees and new hires was essential as our company continues to grow and evolve,” said Dalach.

The new office will accommodate marketing, sales, product development, IT, finance, and executive leadership teams. Both floors feature an open office environment for plenty of collaboration space and an outdoor covered patio that overlooks downtown.

“It really doesn’t get any better than this in Ann Arbor. The location alone is fantastic,” commented van der Meulen. “This move represents another significant milestone for our fast-growing company. The new space better accommodates our growing team and enables us to hire additional talent to support our aggressive growth plans.”

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Gideon Owen

...Continued from page 1

After purchasing the facility and property, they decided to rebrand the Mon Ami Historic Restaurant and Winery into Gideon Owen Wine Company. Gideon Owen Wine Company will be composed of several branded operations – Tirage Wine Bar and French Market, The Chalet Restaurant, and the Gideon Owen Winery.

“We never anticipated ever buying this winery. We got there June 12th and we don’t have any real restaurant experience. I was always in manufacturing and figured that we did pretty good and we’d figure it out. What we found was there were people who had come for a long time to this place and they



hadn’t been satisfied as customers. So we made a tough choice to change the name,” said Quintin.

The couple has set a few goals:

1. Establish the first commercial vineyard with wine production on Catawba Island in over 100 years, thereby taking Catawba Island back to its roots as one of the world’s great wine growing regions.

“The Erie Islands has a cooler climate and less humidity. It was America’s original Napa Valley,” said Quintin.

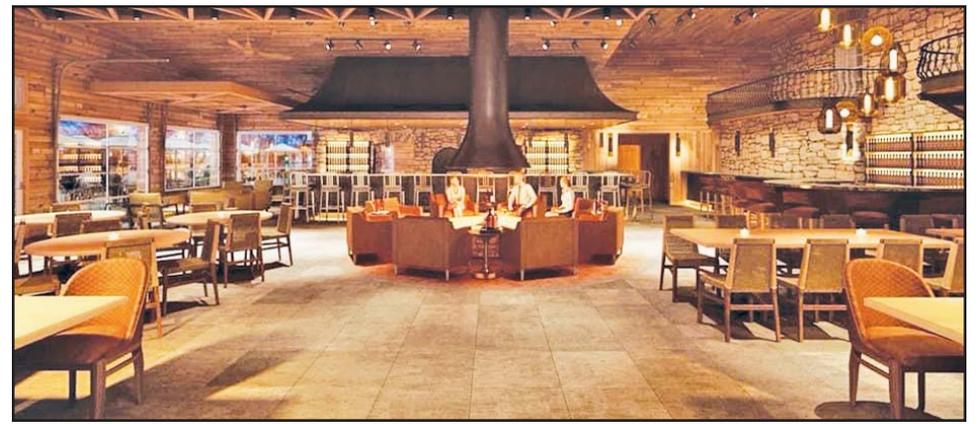
2. Expose and showcase one of America’s lost artifacts once again to the public – the European-inspired vaulted wine cellars. These wine cellars are second to none in the entire country, and our ancestors deserve recognition for their work, according to the couple.

3. Create a campus environment where the local community and guests can immerse themselves in Catawba Island’s history and its agricultural beauty.

4. Help preserve Catawba Island’s agricultural green space.

“It was always our intention to create our own wine label called Gideon Owen in honor of the founder of Catawba Island’s second winery. We were drawn to this historic name over 10 years ago, but only recently discovered that we own the center 10 acres of Gideon’s original 30-acre vineyard and homestead. We sense more than a simple coincidence here,” said Quintin.

According to Quintin, the couple has



sought out and discovered many of the historical truths of the facility.

“An interesting fact is that the original group of fruit growers who banded together to create this national treasure named the entity ‘Catawba Island’s Wine Company.’ In other words, they had the wisdom to view their magnificent creation as the community’s wine company, not just theirs. It is this knowledge that has guided our efforts to restore the facility and grounds into something which will be a point of pride for the community,” said Quintin.

The company recently renovated the Chalet Restaurant, and according to Quintin, brought it back closer to what it was originally.

“It needed a facelift, if you will, because it was turned into something that wasn’t so functionally great, so we made a change. It’s a 70,000 square foot facility, and I can’t really put into words how amazing it is,” said Quintin.

Quintin also noted that the company expects to produce 4,000-6,000 cases of wine

each year.

“We’ve planted 10,000 grapes, but it was a horrible experience in a drought last year. I think we probably had 20% death rate – but we’ll know in the spring,” said Quintin. “But the future is left to our collective imagination. We are building something that brings community – community enrichment is kind of our goal.

According to Quintin, everybody hates a business model that’s seasonal, so the plan is to extend the season. Twin Oast, which the Smiths own, had igloos this past winter, and was popular and got some business in the offseason. With the pavilion the company is building, it plans to have a French Market in the summertime, and extend the winter season with a Holiday Market, festivals, and events, among other ideas.

“We are confident in our vision but, as with all journeys, hardships will be found along the way. We will need help and support from our community and guests, and we invite all of you to come see our roots. This is the story of a second chance,” concluded Quintin.

Peernovation – Moving from Me to We



Matt Lauth

One of the most effective, if not the most effective way, for leaders to grow is through peer advisory groups. I recently sat down with peer advisory group expert Leo Bottary, author of *The Power of Peers* and *Peernovation*, to discuss how these groups work and why they are so effective.

What caused you to become interested and focused on peer advisory groups?

It began during my time in graduate school at Seton Hall University, where I was part of a cohort with classmates who were mid-to-senior level executives. Our professors recognized the intellectual capital in the room, and they taught us how to access it. If you ask anyone from that program, they will tell you that we learned as much from one another as we did from the faculty and the assigned material.

Years later, I joined Vistage as head of corporate communication (2010-2016). In 2012, I led a brand refresh for the or-

ganization and interviewed dozens of CEOs to find out what resources they depend upon to learn, grow, and bring new thinking to their companies. During our conversations, they would tell me they read books, hire coaches/consultants, go to events/conferences, and attend executive development programs. No one was mentioning peer advisory groups.

Being a peer advisory group member and having observed dozens of group meetings, I know how incredibly effective they are. After completing the brand refresh, I was determined to tell the world about how and why they work so well. My desire to do so served as the impetus for my first book (with Leon Shapiro), *The Power of Peers: How the Company You Keep Drives Leadership, Growth & Success* – a global study of peer advisory groups for CEOs and business leaders. Today, I conduct workshops for peer advisory groups and cross-functional company teams. In October 2020, I released my third book, *Peernovation: What Peer Advisory Groups Can Teach Us About Building High-Performing Teams*.

Where did the term Peernovation come from?

It was part of a headline I wrote for a blog post in 2012. I explained how peer advisory groups inspire innovation, combining the words *peer* (people like me) and *innovation* (creativity realized). *Peernovation* occurs when a carefully selected group of people, with a common purpose, shared values, and diverse perspectives, work together to grow and create something larger than themselves.

In your book, you mention the Five Factors of a peer advisory group. Can you share a little about each of the

factors?

Great groups and teams have what I call a robust Learning-Achieving Cycle. Social learning theory tells us we learn better when we learn together. That being the case, group and team members who engage in collaborative learning not only help each other understand new concepts more deeply, they provide one another the courage and encouragement to apply what they learn. As they achieve positive results, it’s a cycle they want to repeat, and it serves as the engine that drives any productive group or team. So if the Learning-Achieving Cycle is the engine, the Five Factors are the fuel. The Five Factors include: 1) Having the right people in the room who share a clarity of purpose. These people also enjoy 2) psychological safety, are committed to being 3) highly productive, have a sense of 4) personal responsibility/accountability to their fellow members, and 5) are guided by a servant leader.

What is the key point you want CEOs and leaders to take from your book *Peernovation*?

Peer influence has been a powerful and pervasive force for as long as we can remember, yet we barely give it a second thought. Imagine if you were more selective, strategic, and structured about how you engage the people who surround you.

In this rapidly changing, complex world, there is no need to go it alone. Besides all the other resources you access to learn and grow, explore joining a peer advisory group. You’ll discover what the axiom “Who you surround yourself with matters” is all about.

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Leo Bottary will be presenting to Vistage CEO and Key Executive groups in April and May. If you’d like to attend as a guest to one of these workshops, email me at Matt.Lauth@VistageChair.com.

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Ohio ranks first in Governor's Cup 2020

Ohio hits number one for new economic development in projects per capita for the second consecutive year

Site Selection, a corporate real estate economic development magazine, ranked Ohio number one in its Governor's Cup 2020 state economic and business attraction rankings for bringing more new corporate facility projects per capita than any other state in the nation. Ohio also ranked number two among the nation for total projects overall.

"Ohio continues to attract new corporate facilities and businesses to invest here," said Ohio Governor Mike DeWine. "In Ohio, we have a strong business community that will work alongside new companies who are looking to invest and utilize our skilled workforce."

The State stayed at number one for projects per capita based on *Site Selection* criteria, which measures new business projects with significant impact, including headquarters, manufacturing plants, R&D operations, logistics sites, and others. Governor DeWine, Lieutenant Governor Jon Husted, and JobsOhio, as well as State and local economic development and community partners across Ohio, were responsible for bringing many of those projects to the state.

"We are number one for a reason, and that reason is we strive to have the best business and workforce friendly environment in the

Midwest," Husted said. "Even in the midst of a pandemic, businesses knew they could count on Ohio as a great place to invest, now and for the future."

The Governor's Cup 2020 rankings also place many of Ohio's metropolitans and smaller cities and villages at the top of the nation in attracting new businesses and in-

vestments. Cincinnati, Cleveland-Elyria, and Columbus placed in the top 10 of projects per capita with populations over one million.

Toledo tied as number one for total projects among areas with populations between 200,000 and one million. Additionally, Dayton-Kettering ranked as number five and Akron tied for number 10 in the same category.

"Ohio's number one ranking for the second consecutive year and the lofty stand-

ing of many of our communities speak to the value proposition of this state," said J.P. Nauseef, JobsOhio president and CEO.

"Thanks to outstanding leadership, close collaboration, and creativity at the State, regional, and local level, Ohio once again stood out as a top destination where both businesses and families can succeed and grow."

The State's smaller markets are also drawing big business opportunities, as Ohio's micropolitans – defined as one or more adjacent counties that contain an urban core with 10,000 to 50,000 people – earned 25 spots in the Top 100 Micropolitans. *Site Selection* named Findlay the number one overall micropolitan for the seventh year in a row, with Tiffin, Fremont, and Wooster placing in the top 10 list of top project-producing micropolitans.

Site Selection has awarded the Governor's Cup annually since 1988, based on new and expanded corporate facilities as tracked by the proprietary Conway Projects Database. *Site Selection's* yearly analyses are regarded by corporate real estate analysts as "the industry scoreboard."



Construction in progress at North Star BlueScope Steel's mill in Delta

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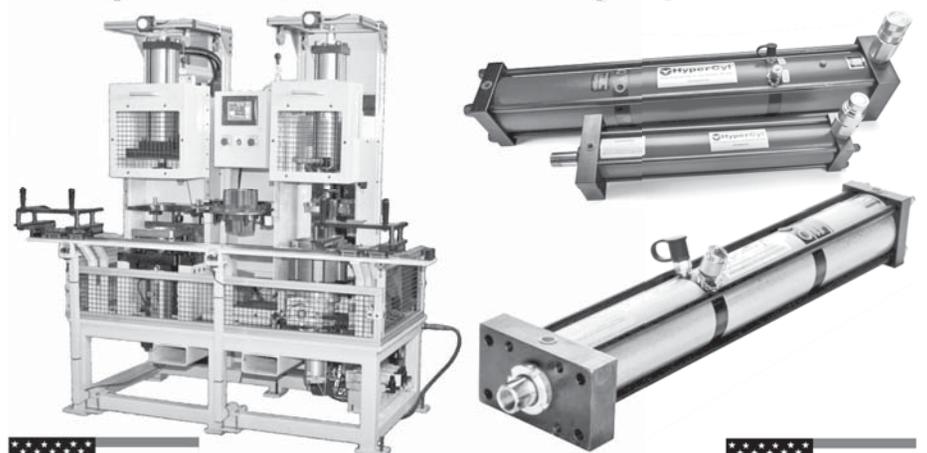
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We have worked to identify financial advisors in our area with the highest levels of assets under management (AUM*). At this current stage, financial advisors are included from a geographical area with a radius of

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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Miami Industrial Trucks celebrates 65 years in business

Miami Industrial Trucks, Inc (MIT) – started with only six employees in a 4,000 square foot facility in Moraine, Ohio – has reached a milestone of 65 years in operation. Since its incorporation, MIT has been a value-added material handling distributor – selling, renting, and servicing cost effective, high-quality material handling products and systems to solve problems for all types of business, according to the company. Today, it has over 170 employees and four locations in Toledo, Findlay, Dayton, and Troy.



Miami Industrial Trucks' Toledo location

Mark Jones, president / CEO of the company commented, “We are proud of our accomplishments over the last 65 years. Our sustained existence has occurred with some very important ingredients – quality people, good products, vision, and dedication to be-

yond world-class service. While our journey has been a successful one, it has taken the dedication and commitment of all our

employees to achieve this landmark. Miami Industrial Trucks appreciates the support of its employees, their families, our suppli-

ers, and our loyal customer base for making this possible.”

MIT is the authorized forklift dealer for Caterpillar, Mitsubishi, and Jungheinrich in 32 counties in Ohio, Indiana, and Michigan. According to the company, MIT is recognized as one of the premier forklift dealers of its size in North America, having been awarded the Caterpillar, Jungheinrich and Mitsubishi “Dealer of the Excellence” honor in 2021 and 2020. This was the 27th time in 28 years that MIT has been recognized as one of the premier material handling dealers in the United States.

Premier Bank provides financial literacy resources

Premier Bank is working with Banzai, a national financial literacy program, to make its online, remote-friendly curriculum available to students in 20 schools in Defiance and surrounding counties completely free.

“Banzai is a web-based financial literacy program. Kids get their own accounts, and they work through assignments that are based on real life,” Morgan Vandagriff, co-founder of Banzai, said. “But because Premier Bank is sponsoring it, local schools get it for free. More than ever, it’s important that kids develop sound financial skills to pre-

pare them for the real world, and Premier Bank realizes that and they’re doing something about it.”

Banzai is an interactive, online program supplemented by printed workbooks and aligns with State curriculum requirements for personal finance education. The course work can be completed on any internet-enabled computer or mobile device, and teachers are able to monitor student progress remotely. It has become the largest program of its kind, servicing more than 60,000 teachers nationwide, noted officials.

Premier Bank has offered time, money, industry experience, and a variety of bank resources to help local schools teach personal finance in the classroom. Students using the program are exposed to real-life scenarios where they learn to pay bills and balance a budget – but it’s not always easy, noted officials. Students must learn to manage unexpected expenses such as parking tickets, interest charges, and overdraft fees. The educational program also introduces students to auto loans, bank statements, entertainment costs, savings, and more.

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OAQDA approves \$150M to support solar, clean air projects

Bond financing support includes \$70M for new Van Wert County solar facility

During the early-March Ohio Air Quality Development Authority (OAQDA) board meeting, the Authority approved three projects under the Clean Air Improvement Program (CAIP), including, for the first time, a utility-scale solar project in Van Wert County. In addition, the Authority approved financing to support a large recycling and air quality project for Cargill Incorporated as part of its facility expansion along with an ener-

gy efficiency hotel retrofit for The Hospitality Group. OAQDA supports clean air improvements statewide by providing financial support through its bond financing and related tax benefits.

“These are significant projects for the State of Ohio and represent the diversity in the types of air quality improvements benefiting from our support as we worked diligently over the past year to increase accountability and make

our programs more accessible,” said Christina O’Keeffe, the executive director of OAQDA. “The Authority remains committed to helping businesses in Ohio achieve their corporate sustainability goals while supporting healthier communities, cleaner air, and job growth, which demonstrates the mutually inclusive benefits to the environment and the economy.”

Details of the approved March projects

are below:

Aurora Solar LLC (Van Wert County) – The Authority approved up to \$70 million in bond financing to assist Aurora Solar, LLC, a subsidiary of Avangrid Renewables LLC, with the installation of a large solar electric system in Union Township. The 46 megawatt (MW) renewable solar energy generation facility will be developed on 400 acres of leased agricultural land. The project consists of 146,300 solar modules and is estimated to produce 103,526,064 kilowatts per hour (kWh) of power per year. The project will promote the reduction of emissions of air contaminants through the generation of clean, solar energy and will provide local revenue to communities. Aurora Solar has received support from Van Wert County, Union Township, and the Crestview Local School District.

Cargill Incorporated (Shelby County) – The Authority approved up to \$75 million in bond financing to process and recycle soybean waste as part of Cargill’s expansion project in Sidney to increase its soybean production. Cargill is an international provider of food, agricultural, financial, and industrial products, operating in 70 countries worldwide. The company is investing \$235 million into the plant expansion, which is estimated to create 12 new jobs and retain nearly 300 existing positions. The financing will support

(...continued on page 17)

Dana acquires Pi Innovo LLC

Dana Incorporated has acquired Pi Innovo LLC a company focused on embedded software solutions and electronic control units to support the light vehicle, commercial vehicle, and off-highway markets. Dana previously held a non-controlling interest.

Headquartered near Detroit, the acquisition of Pi Innovo enables Dana to increase its in-house electrodynamic capabilities and electrification product portfolio by adding a strong library of turnkey electric vehicle application software, vehicle level controllers, and auxiliary controllers, noted officials.

“The extremely talented and experienced

Pi Innovo team have provided exceptional modular software and controls solutions for original equipment manufacturers for more than 25 years,” said James Kamsickas, Dana chairman and CEO. “Integrating Pi Innovo with Dana’s leading e-Propulsion software capabilities will further enhance our ability to provide value for our customers as they continue to accelerate their electric vehicle portfolio development.”

The software and controls expertise of Pi Innovo builds on Dana’s capabilities in designing, engineering, and delivering complete vehicle integration for e-Propulsion systems, further positioning the company in

vehicle electrification, noted officials.

According to Dana, the company designs and manufactures highly-efficient propulsion and energy-management solutions for all mobility markets across the globe. The company’s conventional and clean energy solutions support nearly every vehicle manufacturer with drive and motion systems; electrodynamic technologies, including software and controls; and thermal, sealing, and digital solutions.

Based in Maumee, the company reported sales of \$7.1 billion in 2020 with 38,000 associates in 33 countries across six continents.

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Quenched & Tempered secures financing for taproom completion

Craft brewery to open 3,000 sf facility in downtown Toledo; received funding from Port Authority

Quenched & Tempered Brewing Co., a craft brewery committed to brewing beer with quality ingredients, has secured financing to complete its taproom in downtown Toledo at 1210 Jackson Street. According to the brewery, the 3,000 square foot taproom will be a clean and welcoming hangout where people can sample and experience its variety of beers and seasonal offerings.

With its brewing production on the outskirts of Grand Rapids, Ohio, Quenched & Tempered applied for and received funding from the Microenterprise Development Initiative through the Toledo-Lucas County Port Authority (TLCPA) along with the City of Toledo's Enterprise Development Loan Program. The funding will allow for Quenched & Tempered to complete a brick-and-mortar presence in a growing, exciting, and popular area of downtown Toledo.

"We are beyond excited to finish construc-

tion on our taproom," stated Alex Drozdowicz, Quenched & Tempered co-founder and brewmaster. "We are grateful for the opportunities both of these funding initiatives have provided our small business."

According to Drozdowicz, the loan was a combined effort by the City of Toledo economic development department through one of its professionals, Steven Powell, and TLCPA. Craig Teamer, manager of finance and special projects, TLCPA, also partnered with the Economic and Community Development Institute (ECDI) and its relationships manager, Jetari Veal.

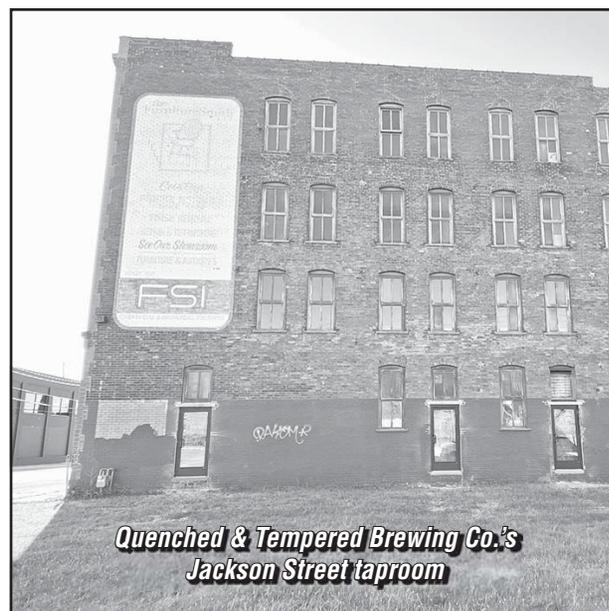
Drozdowicz noted that the TLCPA financing was used for the taproom renovations and the financing was essential, as the company has experienced delays due to the COVID-19 pandemic.

"We are nearing completion on a full renovation of the taproom building – owned and overseen by Craig Mossing with Mossing Studios

– putting in a bar, cold room, walls, bathrooms, plumbing, electrical, HVAC, and we have renovated a private rental space on the second floor," explained Drozdowicz. "The City of Toledo was very helpful, and we are so thankful for their support, especially during a time when financial relief programs are quickly being thrown together, and everyone is doing their best to expedite new processes."

According to the brewery, the taproom will offer a full line up of Quenched & Tempered craft beers, and the private, rentable room on the second floor of the historical building will be ideal for parties and events. At first, there will be no kitchen, but food trucks will be onsite until a kitchen opens at a later date. The taproom is slated to open in the second quarter of 2021, as long as the COVID-19 pandemic doesn't delay the project further.

According to Drozdowicz, who is also a welder / welding inspector / welding instructor / blacksmith, he had been brewing as a hobby for a few years, and then decided to start a nanobrewery out of his barn in 2016. There are four other



Quenched & Tempered Brewing Co.'s Jackson Street taproom



co-owners who have brought different skills together in this venture – two are friends Drozdowicz worked with at past jobs, one is his brother, and another a lifelong friend. The co-owners

...CONTINUED ON PAGE 12

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Report: Pandemic impacts advisors and financial professionals

As the COVID-19 pandemic persists, the impact has been felt by advisors and financial professionals – even the most successful. In 2020, only 57% of successful advisors and financial professionals expected the profitability of their practice to increase in the next 12 months, compared to 81% in 2019 – a decline of 24 percentage points. Moreover, these top performers cited the pandemic as the number one concern to the success of their practice over the next 12 months (33%).

To confront these concerns, successful advisors and financial professionals are proactively looking ahead by focusing on strategies to protect their clients, practices and profitability, and position their firms for future growth. These are among the latest findings revealed by Nationwide's sixth annual *Advisor Authority* study, powered by the Nationwide Retirement Institute® and conducted online by The Harris Poll, reflecting the responses of more than 2,500 advisors, financial professionals, and individual investors. The study defines successful advisors as those who earn a personal annual income of \$500,000 or more from their advisory business, or individually manage a total assets under management (AUM) of \$250 million or more.

"Year over year, *Advisor Authority* has looked at the traits of the most successful advisors and financial professionals to under-

stand what sets them apart from the competition. But what stands out in 2020 is that the pandemic was an outsized challenge for advisors and financial professionals at every level, even the most successful," said Craig Hawley, head of Nationwide's annuity distribution. "There is one thing that comes through crystal clear: it is more important than ever to adapt your practice and adopt the CEO mindset of successful advisors and financial professionals in order to manage today's complex dynamics and position your firm for future profitability."

Not immune to the pandemic's impact

Advisors' practices are not immune to the business impact of COVID-19. Just as expectations for profitability have declined dramatically for the most successful advisors and financial professionals in 2020, only 52% of all other advisors and financial professionals expected the profitability of their practice to increase in the next 12 months, compared to 74% in the 2019 study – a decline of 22 percentage points.

Asked what macro factor most concerned them when thinking about the success of their practice, the most successful cohort and all others agree that the COVID-19 pandemic (33% and 35%, respectively) outpaced all other factors by a wide margin, with market volatility a very distant second (both 15%).

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SBA extends deferment period until 2022

The US Small Business Administration (SBA) has extended deferment periods for all disaster loans, including the COVID-19 Economic Injury Disaster Loan (EIDL) program, until 2022.

- All SBA disaster loans made in calendar year 2020, including COVID-19 EIDL, will have a first payment due date extended from 12-months to 24-months from the date of the note

- All SBA disaster loans made in calendar year 2021, including COVID-19 EIDL, will have a first payment due date extended from 12-months to 18-months from the

date of the note

Existing SBA disaster loans approved prior to 2020 in regular servicing status as of March 1, 2020, received an automatic deferment of principal and interest payments through December 31, 2020. This initial deferment period was subsequently extended through March 31, 2021. An additional 12-month deferment of principal and interest payments will be automatically granted to these borrowers. Borrowers will resume their regular payment schedule with the payment immediately preceding March 31, 2022, unless the borrower voluntarily con-

tinues to make payments while on deferment. It is important to note that the interest will continue to accrue on the outstanding balance of the loan throughout the duration of the deferment, noted officials.

“Small businesses, private non-profits, and agricultural enterprises – including those self-employed individuals, contractors, and gig workers – continue to navigate a very difficult economic environment due to the continued impacts of the coronavirus COVID-19 pandemic, as well as historic severe winter storms in 2020,” then acting SBA administrator Tami Perriello said.

“The COVID-19 EIDL program has assisted over 3.7 million small businesses, including non-profit organizations, sole proprietors, and independent contractors, from a wide array of industries and business sectors through this challenging time,” continued Perriello.

According to officials, SBA continues to strive to make available all previously approved coronavirus pandemic stimulus funding and administer the new targeted programs related to provisions in the 2020

Economic Aid to Hard-Hit Small Businesses, Nonprofits, and Venues Act (the Economic Aid Act) as quickly as possible.

“The American people and the nation’s small business owners need our tireless effort and dedication to get this essential funding to those in great need,” said SBA senior advisor Michael Roth.

COVID-19 EIDL loans are offered at affordable terms, with a 3.75% interest rate for small businesses and 2.75% interest rate for non-profit organizations, a 30-year maturity. Interest continues to accrue during the deferment period and borrowers may make full or partial payments if they choose.

According to the agency, SBA reached a milestone in mid-February 2021 in the success of the COVID-19 EIDL program, by approving over \$200 billion in emergency funding in low-interest loans, providing working capital funds to small businesses, non-profits, and agricultural businesses to survive the severe impacts of this catastrophic and historic period. SBA continues to approve over \$500 million each week for the COVID-19 EIDL program.



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Taproom

...CONTINUED FROM PAGE 11

built a separate brewing room in the barn with a fermentation closet where they brewed on a small Blichmann one-barrel system. They sold the kegs to local bars and restaurants around Toledo. Once they had some experience, confidence, and the beer had started to make a name for itself, they decided to expand their brewing facility and open a taproom.

“The name Quenched & Tempered is a play on words referencing quenched and tempered steel where strength comes from being both hardened and ductile. It felt like a suitable name, because while the words apply to beer drinking, the group of people involved in the inception of this brewery are tradesmen. We united not just under our shared love of craft beer, but a vision of being freed to run our own kind of business on a platform where we can take our craft to the highest quality,” said Drozdowicz.

“Being tradesmen, we value how small changes in fundamental scientific processes affect the completed product. We set out to make quality beer using real ingredients and careful attention to detailed processes, but we also stepped out on an audacious belief that a local business rooted in connection with its community and forging authentic relationships is just what is needed in this age, and therefore will thrive,” he explained.

Drozdowicz explained that the company has tried to manage its growth in a way that has kept its overhead costs down.

“It is an understatement to say that now is a tough time to be opening a bar / restaurant. One thing that sets us apart is that our brewing facility and taproom are separate. The brewing facility has room for growth, which allows us to brew at a higher capacity than many other small breweries. The hope is that as we grow, we may be able to open satellite taproom locations and spread out our reach a little while remaining part of the small business community

that we love and believe in. We are really passionate about small business, and are committed to the local communities we serve,” he explained.

So far, Quenched & Tempered has been entirely owner-operated, but it recently posted a position to hire a taproom manager.

“Once we have that position covered, we will be working with our new manager to hire a team of servers. We also self-distribute our cans and kegs, and will eventually need to hire some people to help with sales and deliveries. I hope to have five full-time employees by the end of 2021, and at least as many part-time employees,” said Drozdowicz.

Drozdowicz also noted that each of the five co-owners have invested at different levels – financial and otherwise – in getting the project off the ground.

“We really began on just that internal investment. Once we were producing on a small scale, a handful of private investors came in who believed in what we were doing and took the risk on us before we had much to show for ourselves. This is a group we can’t speak highly enough about. They’ve become part of the family surrounding this business, and they’ve gone above and beyond to support and promote us. We still have some final expenses to complete our expansion, and we are talking with a handful of potential new investors,” said Drozdowicz.

When speaking of advice for businesses that are considering financing, Drozdowicz noted to start early, be organized with paperwork so that it is always accessible at a moment’s notice, expect delays, and then at least double expectations for delays.

“Over the last year, one thing that has stood out to us is how impacted local small businesses have been by all the shutdowns, regulations, and employees struggling with illness. Everyone has their own unique story, and the generalizations we come up with don’t tell the truth of it. At Quenched & Tempered, we have had a mixed bag of struggles and blessings. And we are so thankful to still be here – moving forward,” Drozdowicz concluded.

Healthcare & Insurance



\$8.5M Hampton Manor of Bedford nearing completion

The Hampton Manor of Bedford – a new \$8.5 million, 60,000 square foot, single-story, 76-bed facility – will offer assisted, independent, and memory care. According to Shahid Imran, managing director / CEO, Hampton Manor of Bedford, the project began construction in September 2019 and is expected to be complete in April. The Delventhal Company is serving as the construction manager and Seidell Architects, based in Gaylord, Michigan, is the architect.



Aerial view of construction underway at the Hampton Manor of Bedford

According to Imran, there will be 22 rooms for memory care and 57 in assisted living. The facility also features a movie theater, a hair and nail salon, an activity room, a library, a sunroom, a spa, free Wi-Fi, paid utilities, a complete surveillance system, and courtyards. The building also features an automated lights system that turns on when it senses motion as a way save and efficiently consume energy.

“The community will be more driven to provide the best for their seniors with

the help of our premier senior assisted living and memory care. People will be worry-free knowing their family members are provided with quality care, personalized services, and resort style living. On top of the apartments, Hampton Manor will be providing 24-hour care staff to meet the needs

of their residents,” said Imran. “Care needs can vary from something as simple as making your loved one a sandwich when they want a snack, to being available for more care-intensive processes such as showering and dressing. We saw a need in this area for premier, consistent care for the elderly com-

munity of Bedford / Lambertville. Caring for the elderly does not have to be just about medical care, it should be about treating our loved ones in a way that spoils them and offering them the quality of life that they need and deserve.”

According to Imran, the building is highly-customized to seniors’ needs.

“It is, therefore, a one-story building designed to have easy access to all the common areas. We do not believe in having our seniors live in a multiple story building given their struggles in mobility. One-story buildings also are the most easy to evacuate during emergencies,” Imran explained.

According to Imran, every resident has unique needs, and at Hampton Manor, it begins with a customized assessment to determine which support services are best for each resident.

“We make sure that the level of support and care is precisely tailored and appropriate.”

(...continued on page 14)



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Hampton Manor

...Continued from page 13

ate for each individual. Keeping in mind that the cost of senior assisted living services is often a major concern, we strive to provide the best possible care and support available while ensuring residents only pay for the services they really need and use," said Imran.

At Hampton Manor, residents get the daily support they need while remaining as independent as possible. When assistance is needed or required, its certified staff provides it – no matter what it is or when it is needed, according to Imran.

"From basic activities of daily living

such as bathing, dressing, or housekeeping to medication management, we are here for our residents providing care, comfort, and support," said Imran.

The services provided include basic services, staffing services, and personalized services.

Basic services include: three daily well-balanced meals prepared fresh; menu choices; snacks available anytime; monthly wellness reviews; daily room service and trash removal; planned activities and entertainment; suite maintenance service; weekly housekeeping and linen services; and holiday activities and family socials.

Staffing services include: trained and caring staff available 24 hours; visiting nurse; on-staff nurse; visiting speech therapist; visiting physical therapist; visiting occupational therapist; visiting podiatrist; on-site homecare; and doctor on call.

Personalized services include: medication management; showering and bathing assistance; dressing and grooming assistance; clothing selection assistance; personal laundry service; additional personal care; incontinence management; walker and wheelchair transfer assistance; reminding and socialization encouragement; escorting assistance; room service; behavioral monitoring; respite and short-term care stays; in-house podiatry and audiology care; Hospice offered; parking area; courtyard; arts and crafts; daily activities; and free cable TV.



The Bedford community will feature amenities similar to those of the Hampton Manor of Dundee, pictured above

In total, the new facility will create 40-45 full- and part-time jobs.

"The facility will provide a safe, enjoy-

able, and luxurious lifestyle for our seniors nestled within the Bedford community,"

concluded Imran.

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Welltower and ProMedica set strategic transactions to enhance partnership

ProMedica and Welltower recently made two transactions to strengthen and expand their existing partnership while maintaining a focus on patient care and clinical outcomes. The transactions serve to enhance the quality of the Welltower / ProMedica joint venture (JV) portfolio and position it for continued growth going forward.

First, according to officials, the JV will divest a 25 property portfolio of non-strategic skilled nursing facilities for \$265 million. The properties, which were acquired through the formation of the Welltower / ProMedica partnership in 2018, are in eight states and have an average age of 41 years.

numerous amenities. Reimbursements are received primarily from Medicare and commercial insurance providers. The PowerBack facilities are intended to enhance ProMedica's post-acute capabilities by enabling the health system to further strengthen its ability to work with referral sources and provide the care needed by patients and their families in these markets. The facilities will be rebranded as ProMedica Senior Care, as part of the successful launch of that brand in October 2020.

"ProMedica has the unique opportunity to improve its senior care portfolio through these two important transactions," said Ran-



ProMedica's headquarters in downtown Toledo



Welltower's headquarters on Dorr Street in Toledo

Second, nine PowerBack rehabilitation facilities, operated by Genesis HealthCare, will be contributed into Welltower's JV with ProMedica and master leased to ProMedica. The properties are mostly purpose-built state-of-the-art rehabilitation facilities, with

dy Oostra, ProMedica president and CEO. "The transactions are a testament to the strong partnership we have formed with Welltower and our shared focus on innovation and quality patient care. Moreover, the transactions announced with Welltower fol-

low other recently announced partnerships that collectively allow ProMedica to strengthen its position in strategic markets. Most importantly, we will be able to expand the high-quality care our communities have come to expect from us. Additionally, we look forward to welcoming the highly-capable and talented staff that will be joining the ProMedica family."

"We are delighted to expand our partnership with ProMedica and enhance the quality and growth profile of our joint venture through these transactions," said Shankh Mitra, Welltower CEO. "We shared lofty aspirations with ProMedica at the outset of our re-

lationship and are pleased to announce that our expectations have been exceeded. Our strategic partnership fueled ProMedica's acquisition of HCR ManorCare, which allowed ProMedica to become one of the largest not-for-profit health systems in the country and achieve nearly \$100 million of integration-related synergies since that acquisition closed in 2018. The changing healthcare environment requires innovative partnerships, such as the one established between ProMedica and Welltower. We are looking forward to the opportunities these transactions will generate as we continue to demonstrate how we're challenging the traditional care models."

Survey: People with heart symptoms avoid care during COVID-19

A Cleveland Clinic survey finds that just 52% of Americans reached out to a doctor or sought medical care after experiencing a concerning health issue during the COVID-19 outbreak. When it comes to patients with heart disease, that number increased to 63%.

According to the survey, many turned to the internet or friends and family for informal medical guidance, instead of a healthcare provider, even though 32% of Americans – and 53% of heart disease patients – reported feeling at least one troubling symptom during the pandemic like increased blood pressure, dizziness, shortness of breath or increased blood sugar levels.

The survey also found that concerns over contracting the virus are preventing people – especially heart disease patients – from seeing the doctor. Around 85% of Americans say they are concerned about contracting COVID-19 when seeking treatment for health issues at a doctor's office. Another alarming finding: one in three heart disease patients have put off taking their heart medications during COVID-19, with the top reason being that they are worried about going to the doctor during the pandemic.

"The concerning trend we saw in this

year's survey is that the very people who should not be avoiding the doctor during a pandemic are doing just that," said Samir Kapadia, M.D., chairman of cardiovascular medicine at Cleveland Clinic. "Ignoring symptoms of heart disease or not maintaining regular health checks like blood pressure or cholesterol screenings can lead to serious health consequences, especially if you have pre-existing conditions. Hospitals, including Cleveland Clinic, are taking every precaution to keep patients safe while at the doctor's office."

The survey found that half of Americans (52%) and even more heart disease patients (65%) have put off health screenings or check-ups because of the pandemic. The most common appointments being put off include dental screenings, annual physicals, and blood pressure and cholesterol checks.

Weight gain and stress also rose to the top of the survey as a result of the pandemic, as 42% of Americans and about half (47%) of heart disease patients have gained weight during the pandemic. Among Americans who gained weight, 25% gained more than 20 pounds. Three-quarters (76%) of Americans (...continued on page 16)

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Heart

...Continued from page 15

report feeling more stressed because of COVID-19 – yet only about half (55%) know that stress can have a substantial impact on their heart health.

Additional survey findings show that many Americans have misconceptions about how COVID-19 impacts heart health:

- 61% of Americans are unaware that heart disease puts you more at risk for contracting a severe case of COVID-19 and 69% are unaware that hypertension adds increased risk as well

- 33% of Americans incorrectly believe you're only at risk of long-term heart health effects from COVID-19 if you already have a pre-existing heart condition

- 25% incorrectly believe COVID-19 only affects your lungs, not your heart.

Not all of the survey results were negative. Some Americans have adopted new healthy habits during COVID-19, including taking vitamins or supplements (35%), exercising more (32%), and eating a healthier diet (30%)

The survey was conducted as part of Cleveland Clinic Heart, Vascular and Thoracic Institute's "Love Your Heart" consumer education campaign in celebration of American Heart Month.

Mercy College PA program approved

Mercy College of Ohio's Master of physician assistant studies program has received approval from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) to launch its first class in May of 2021. Physician assistant (PA) program admission is highly competitive and Mercy's program will accept 20 students in its first class.

Susan Wajert, PhD, president of Mercy College, said, "I'm happy to announce that physician assistant will be our third graduate program. I am grateful to the Mercy College community who has worked diligently, especially Dawn LaBarbera, PhD, PA-C, the founding director, who has led this effort for the last two years."

Physician assistants are medical professionals who diagnose illness, develop and manage treatment plans, prescribe medications, and often serve as a patient's principal healthcare provider. The new program is 118 credit hours and will be offered at Mercy College in Toledo with preceptored clinical experiences at Mercy Health and oth-

er healthcare facilities throughout the United States. The seven-semester program will prepare students to sit for the physician assistant national certification examination.



Mercy College of Ohio

"The COVID-19 pandemic has further emphasized the need for expertly trained clinicians that care for our communities," said Bob Baxter, president, Mercy Health – Toledo. "A new physician assistant program is not only exciting for the Mercy College team and its prospective students but for our entire community."

Mercy College's PA program also provides an undergraduate Pre-PA direct en-

try admission that provides academically talented freshmen the opportunity for direct entry admission into the PA program after successful completion of the Mercy College Pre-PA biology major.

The ARC-PA has granted accreditation-provisional status to the Mercy College of Ohio Master of physician assistant studies sponsored by Mercy College of Ohio.

Accreditation-Provisional is an accreditation status granted when the plans and resource allocation, if fully implemented as planned, of a pro-

posed program that has not yet enrolled students appear to demonstrate the program's ability to meet the ARC-PA Standards or when a program holding Accreditation-Provisional status appears to demonstrate continued progress in complying with the Standards as it prepares for the graduation of the first class (cohort) of students.

Accreditation-Provisional does not ensure any subsequent accreditation status. It is limited to no more than five years from matriculation of the first class.

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Area Personnel Staffing Companies

Listed Alphabetically

	# Regional Locations	Local/ National Owned	Founded	Top Local Officer	Services Offered	Top Placed Disciplines	Certifications*
Accountemps / Robert Half 2210 Levis Commons Blvd - Perrysburg	3	National	1948	Jill Turksi, Branch Manager	Temporary & Permanent Placement Services	Accounting & Finance	—
Adecco 3450 W Central Ave, Ste 101 - Toledo	2	National	1996	Corrie Goldman, Branch Manager	Temporary; Long-Term Contract; On-Site Staffing Solutions; Temp-Hire / Direct-Hire; Professional Recruiting	Light Industrial; Warehouse; Administrative / Clerical; Merchandising	—
Advance Staffing Solutions 5800 Monroe St, Bldg F - Sylvania	4	Local	1990	Stacey Bigelow, CSP, TSC, President	Traditional Temporary Staffing; Temp-Hire; Long-Term Staffing; On-Site Workforce Solutions; Executive Search	Industrial; Manufacturing Warehouse; Skilled Trades; Office & Administrative	CSP; TSC; Professional in HR (aPHR, PHR); Women Owned Business (WBENC)
AgHires 7276 Jackman Rd - Temperance, MI	1	Local	2014	Lori Culler, Owner	Full Service Recruiting; Customizable Hiring Solutions; HR Services for Agriculture Industry	Agriculture & Food Processing	—
AMRI Companies Multiple Area Locations	4	Local	1996	Patty Saunders	Creative Recruiting & Staffing & Solutions; HR Partners & Consulting Services	Service Industry; Warehousing; Logistics; Manufacturing; Administrative	—
BHR Company 1205 Louisiana Ave #761 - Perrysburg	1	National	2008	John Bringman, President / Technology Recruiter	Permanent & Contractual Information Technology Staffing Services	Information Technology	CPC
Cardinal Staffing Services 1688 Woodlands Dr - Maumee	10	Local	1994	Joan Fought, President	Full Service; Temp to Hire; Long Term; Clerical; Light Industrial; On-Site Mgt; Direct Hire; Sourcing & Recruiting	Clerical; General Labor; Machine Operators; Forklift Drivers; Assembly Positions	Women Owned Business; WBENC; ASA; CSP
Career Staffing LLC (Div. of Career Integration) 5755 Park Center Ct - Toledo	3	Local	2004	Chad Haley, CEO Career Integration; Dee Zavala, Pres, Career Staffing	Total Employment Solutions; Industry & Admin; Bldg Maint; Janitorial; Exec Recruit; Staffing; Payrolling	Sourcing & Recruit; Staffing; Payroll; Exec Recruit; Employment Solutions; Clerical	BWC
Clark Schaefer Hackett 3166 N Republic Blvd - Toledo	1**	National	1938	Jim Haubrock, Shareholder in Charge	Workforce Development; Executive Search & Recruiting HR Strategy	Executive & Middle Management Roles, All Disciplines	SHRM-SCP Certified Professionals†
The Doepker Group 27457 Holiday Ln - Perrysburg	1	Local	1997	Jeff Doepker	Direct; Contract to Direct; & Contract Placement of Engineering & Operations Mgt Professionals	Engineering (All Categories); Industrial Technicians; Senior / Executive Mgt Professionals; IT	—
Express Employment Professionals 5350 Airport Hwy, Ste 104 - Toledo	5	Local‡	1996	Jeff Lemke, Owner	Temp; Evaluation Hire; Direct Hire; Exec Search; Contract Staffing; On-Site Services; HR Services	Industrial; Skilled Trades; Office; Accounting / Finance; Engineering / Manufacturing	ASA; BBB
Impact Employment Solutions 136 N Huron St - Toledo	17	Local	2004	Gina McQuade, Regional VP Great Lakes Region	Light Industrial; Clerical; Technical; Medical Direct Hire	Skilled Labor; Long-Term Contract; Technical; Clerical; Engineering	ASA; OSSA; SIA; TSIL
ITS, Integrated Talent Strategies 7060 Spring Meadows Dr W - Holland	1	Local	1984	Tim Kalucki, President	Contract; Temporary; Contract to Direct; Permanent Placement	Engineering; IT; Accounting / Finance; HR, Skilled Labor	—
Job 1 USA – Glass Centre 701 Jefferson Ave - Toledo	7	Local	1951	Bruce Rumpf, CEO; Stacie Moss, VP Staffing Services	Total Employment Solutions; Hiring Events; On-Location Mgt; Direct Hire; Exec Recruit; Staffing; Employee Incentive Program Mgt	Industrial; Clerical; Security; Janitorial; Veteran Candidate Placement	ISO 9001:2001; Veteran Owned Business

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Ardagh

ten driving the effectiveness of municipal recycling systems due to the inherent value of aluminum. And with ideal filling, distribution, and retail display economics, beverage cans enable customers to further build their business,” said Jennifer Cumbee, vice president, government affairs NA and corporate communications, Ardagh Metal – Beverage North America.

The Ardagh Huron plant will initially consist of three can production lines, together with ends capacity. The facility will produce beverage cans in multiple sizes for a variety of categories, including sparkling water, soft drinks, teas, and alcoholic beverages. Output from the Huron plant is secured by long-term customer agreements.

“We will be producing the aluminum beverage containers used to package beverages for the recognizable brands we see on local

retail shelves every day. We will begin customer deliveries by the end of this year,” said Cumbee.

Claude Marbach, CEO, Ardagh Metal – Beverage North America, said, “This project forms part of Ardagh’s \$1.8 billion 2021-2024 business growth investment program and is being undertaken to meet fast-growing demand as consumers increasingly recognize the environmental and quality advantages of beverage cans. Our products deliver high recycle and content rates, which support customer sustainability targets and contribute to a circular economy. And with ideal filling, distribution, and retail display economics, beverage cans help build businesses as well. This latest expansion is indicative of Ardagh’s consistent commitment to supporting customer growth.”

(...continued on page 22)

...Continued from page 1

OAQDA

the facilities and equipment needed to process soybeans as well as the development of a solid waste disposal facility to turn waste byproducts into cattle feed, which would otherwise be sent to a landfill. The solid waste reduction is estimated at 1.6 million tons per year. The project also will reduce air emissions, including volatile organic compounds and soybean particles that will be recycled through the feed process. Cargill has received local support from the City of Sidney, Shelby County, and Sidney Local Schools.

The Hospitality Group, Worthington Portfolio (Franklin County) – The Authority

approved up to \$1.9 million to The Hospitality Group, a full-service hotel management company, for the renovation of the Courtyard by Marriott Hotel at 7411 Vantage Drive in Worthington. The project includes updates to the roof including a membrane and reflective shingles, as well as building envelope improvements. In addition, the company will replace several HVAC units, install an HVAC control system, replace outdated laundry equipment, and upgrade lighting fixtures and other electronics. The project will reduce air emissions and support significant energy savings of more than 25% annually.

...Continued from page 10



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“Our company has worked with Express for several years across multiple states and they routinely exceed our expectations. They are friendly, informative and provide qualified candidates in a timely manner. They are truly the benchmark in the industry.”



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Area Personnel Staffing Companies

...continued from page 17

	# Regional Locations	Local/ National Owned	Founded	Top Local Officer	Services Offered	Top Placed Disciplines	Certifications*
Kelly Services 4204 W Sylvania Ave, Ste 102 - Toledo	1	Global	1946	Robert Hall, District Manager	Direct Hire; On-Site Mgt; Payroll Services; Temp-to-Hire for all Industries	IT; Engineering; Light Industrial; Administrative; Scientific	MMBDC; SCQI Award; MSVP Excellence Award for Diversity; Intel PQS Award
Manpower Inc. of Toledo 6642 Centers Dr - Holland	8	Local§	1953	Stacy Hammer, President	Direct Hire; Temp to Hire; Temp; On-Site Models, Seasonal; RPO Projects, Statement of Work	Skilled Trade; Engineering; IT; Office (Entry to Exec); CSR; Accounting / Finance; Lt Industrial; Hospitality	ISO-9002; ASA; BBB; BWC; CPC; CSP; SIA
OfficeTeam / Robert Half 2210 Levis Commons Blvd - Perrysburg	3	National	1948	Jill Turski, Branch Manager	Temporary & Permanent Placement Services	Accounting & Finance; IT; Administrative	—
Phoenix Services Inc 5800 Monroe St, D5 - Sylvania	4	Local	1988	Anne Schwertfeger, CEO	Executive Search & Placement Staffing Services; PEO Services	Light Industrial; Administrative; Accounting; Customer Service	—
Renhill / Healthcare on Demand 2650 N Reynolds Rd - Toledo	4	Local	2019	Barrie Howell, President & CEO	Full Service Staffing Solutions; Direct Hire; Temp to Hire; Temp	MA; CNA; LPN; STNA; Allied Health	WBENC; Woman Owned Business; ASA; CTS
Renhill / HR on Demand 2650 N Reynolds Rd - Toledo	4	Local	1970	Barrie Howell, President & CEO	Full Service Staffing Solutions; Direct Hire; Temp to Hire; Temp; On-Site Mgt	Industrial; Manufacturing; Skilled Trades; Administrative / HR; Hospitality; Accounting	WBENC; Woman Owned Business; ASA; CTS
Renhill Group 2650 N Reynolds Rd - Toledo	2	Local	1998	Barrie Howell, President & CEO	Customized Substitute Staffing & Recruiting to School Districts, ESCs & Charter Schools throughout Ohio	Teachers; Educational Aides; Food Service; Administrative / Clerical; Custodial	WBENC; Woman Owned Business; ASA; CTS
Supplemental Staffing 5333 Southwyck Blvd - Toledo	3	Local	1978	Malcolm & Peggy Richards	Temporary / Project; Temp to Hire; Direct Hire; Payroll & Contract Services	Light Industrial; Skilled / Technical; Engineering; Clerical & Professional	ISO 9001:2000; WBENC; Woman Owned Business
Time Staffing 27457 Holiday Ln, Ste E - Perrysburg	8j	Local	1992	Jeffrey Doepker, President	Temporary; Direct; Pro; RPO; Employee Leasing	Light Industrial; Administrative; Warehousing; Manufacturing; Office Clerical	ASA; BBB; BWC; CSP; OSSA; SIA; WRC

Published 04-21; List includes only those Area Personnel Staffing Companies that responded by deadline; * ASA = American Staffing Association; BWC = Ohio Bureau of Workers Compensation; CPC = Certified Personnel Consultant; CSP = Certified Staffing Professionals; MMBDC = Michigan Minority Business Development Council; OSSA = Ohio Staffing & Search Association; RHIA = Registered Health Information Administrator; SIA = Staffing Ind. Analysts; TSIL = Temporary Services Insurance, Ltd.; WBENC = Women's Business Enterprise National Council; WRC = Worker's Risk Compensation Certification; ** = 8 Offices Nationally; † = Society for HR Management - Senior Certified Professional; ‡ = Locally Owned / National Affiliate; § = Locally Owned / Global Presence; j = and 3 Recruiting Offices



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NEWS in BRIEF

Bolt Express

Bolt Express has promoted two members to its senior management team.

Jorge Cazares has been promoted to vice president, operations for Mexico cross border services. According to the company, Cazares, with over 20 years of expedite transportation experience, played a critical role in developing a best-in-class, cross border management program at Bolt Express. Cazares also developed a partner carrier network aligned with Bolt's standards for safety, service, and integrity to provide its customers with door-to-door visibility and control of all cross-border shipment activity.

Sam Burton has been with Bolt Express for eight years and has been promoted to vice president, technology. Burton has helped drive and support growth at Bolt by managing the design, implementation, security, and monitoring of all technology used to support and enable its 24/7 operations. According to the company, the preparedness and overall capabilities of Bolt Express were on display in 2020 as it was able to quickly transition to operate as a remote workforce while en-

suring uninterrupted service and support for customers and drivers.

Genacross Lutheran Services Foundation

Michael A. George, CFRE, has been appointed executive director of the Genacross Lutheran Services Foundation.

As a member of Genacross' senior leadership team, George will be responsible for leading and strengthening a comprehensive fundraising program in support of the organization's mission and goals.

Most recently, George served as vice president for philanthropic services and advancement at the Greater Toledo Community Foundation (GTCF), where he led the fundraising department and was a member of the executive leadership team. Prior to his work with GTCF, he was director of development and annual fund at Lourdes University.

George is a graduate of Miami (Ohio) University with a Bachelor's degree in political science and public administration. He obtained his certified fund raising executive (CFRE) designation in 2016. The CFRE certification program is an internationally recognized course of study for fundraisers dedicated to setting professional standards in philanthropy, noted officials.

In addition, he is past president of the Association of Fundraising Professionals (AFP) northwest Ohio chapter and is a member of the Toledo Estate Planning Council (TEPC)



Michael George

and the Society of Financial Services Professionals (SFSP).

Croghan Colonial Bank

Steve "Chip" VanDette has been named Croghan Colonial Bank's new senior vice president / chief lending officer.

VanDette has over 20 years of banking experience in north central Ohio, most of which has been working with business clients in all aspects of commercial banking. VanDette is an alumni of Norwalk St. Paul high school; he holds a Bachelor of science degree from Bowling Green State University (BGSU); and an MBA from the University of Phoenix.

In addition, the bank welcomed John J. Kreuz, senior vice president / commercial lending officer, to its Maumee office. Kreuz has over 30 years of banking experience, with the past 12 years focused on business banking relationships. His past banking experience includes retail and mortgage lending, credit quality management, and commercial lending. His area of expertise includes commercial banking, Small Business Administration (SBA) financing, and business acquisition financing.

Kreuz received a Bachelor of business administration degree from The University of



Steve "Chip" VanDette



John Kreuz

Toledo (UToledo) and an MBA from Heidelberg University.

Reichle Klein Group

Reichle Klein Group recently recognized the work of one of its commercial real estate agents, Lynette Reichle, SIOR, by naming her the title of senior vice president in acknowledgment of her sustained high-level performance.

Lynette Reichle has earned real estate licenses in Ohio and Michigan.

Marathon Petroleum Corporation

Brian C. Davis has joined Marathon Petroleum Corporation (MPC) as executive vice president and chief commercial officer. In this role, Davis will be responsible for leading all commercial business activities across MPC's integrated value chain and will report to president and chief executive officer Michael J. Hennigan.

Prior to joining MPC, Davis spent 32 years with Royal Dutch Shell in roles spanning the full oil and gas value chain, including a number of global and regional senior leadership positions in which he was responsible for driving transformation and growth. As global vice president, energy solutions from 2016 to 2020 and group vice president, corporate strategy from 2014 to 2016, he played a key role in shaping Shell's new energy strategy and developing its low carbon energy business.

He began his career as a chemical engi-
(...continued on page 20)



Lynette Reichle

Amazon Air operation begins at Toledo Express

The Toledo-Lucas County Port Authority (TLCPA) welcomed a new Amazon Air gateway at Eugene F. Kranz Toledo Express Airport (TOL). Amazon Air's Toledo gateway is anticipated to create more than 50 new jobs and will service daily flights, supporting fast, free shipping for Amazon customers in Ohio and throughout the region.

"In 2020, the Port Authority established six strategic pillars for continuing to improve and enhance operations at the airport," said Thomas J. Winston, president and CEO of TLCPA. "The re-establishment of air cargo operations was one of these strategies and we are pleased to announce that we have partnered with Amazon Air to launch a new cargo gateway at Eugene F. Kranz Toledo Express Airport."



Amazon Air's newest gateway will include an on-site area to sort packages bound for their next destination and will be managed by an Amazon logistics partner, Pinnacle Logistics.

Pinnacle Logistics will utilize the Port Authority's 65,000 square foot building at Two Air Cargo Parkway for the sorting and handling of Amazon Air's cargo. According to officials, the Port Authority has been working diligently over the past several months to prepare the facility and the surrounding area for this new air cargo operation. Completed renovations include the installation of 20 new LED high mast ramp lights, resurfacing, and LED light installation of the building's parking lot, reconfiguring gates and fencing, and constructing additional truck docks.



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NEWS in BRIEF

...Continued from page 19

neer in operational and engineering roles at Shell's Clyde refinery in Australia and has also worked in Asia, Europe, the Middle East, North America, and South America.

Davis holds a Bachelor's degree in chemical engineering from the University of Sydney.

Miami Industrial Trucks, Inc.



Stu Thorp

Stu Thorp has joined Miami Industrial Trucks, Inc. (MIT) as an account manager for its Toledo market. Thorp brings over 10 years of material handling experience servicing the greater Toledo area.

Miami Industrial Trucks, Inc. is a value-added material handling distributor – selling, renting, and servicing material handling products and systems to solve problems for a range of businesses. The company is an authorized forklift dealer for Caterpillar, Mitsubishi, and Jungheinrich in 35 counties in Ohio, Indiana, and Michigan. MIT has been recognized as the Mitsubishi Caterpillar Forklifts of America (MCFA) dealer of excellence; Hawker Batteries dealer of excel-

lence; Honda's new supplier award; and Battery Watering Technologies' distributor of excellence award.

The Cocoon

The recipient of the Bowling Green Chamber of Commerce's investor grant for the fourth quarter of 2020 is The Cocoon.



Pictured from left- Kathy Mull, executive director, The Cocoon; Brooke Harrison, Bowling Green Manor and Chamber of Commerce board president; Mary Hinkelman, executive director, Bowling Green Chamber of Commerce

Kathy Mull, executive director of The Cocoon, applied for the investor grant in hopes of using the money to purchase a new laptop for one of its new advocacy positions. The Cocoon received grant money from Americorps to hire a full-time housing advocate for one year, with the possibility of contract renewal, who will work with survivors in all programs to secure permanent housing and act as a liaison between survivors, The Cocoon, and housing providers. The purchase of a laptop will ensure uninterrupted services for survivors in the community, especially during the current pandemic.

The quarterly investor grants are avail-

able to all investors in good standing at the Chamber, with the application is available online for ease of submission. The quarterly investor grant provides a Chamber investor up to \$1,000 that is earmarked for employee training programs, towards the purchase of business-related equipment, or applied towards the offset of a Bowling Green State University (BGSU) / Owens student internship. The deadline for the first quarter grant submission is March 31.

Dana Incorporated

Byron Foster has joined Dana Incorporated as senior vice president and chief commercial, marketing, and communica-

tions officer.

Foster has responsibility for leading and supporting all of Dana's commercial opportunities globally, along with oversight responsibilities for marketing and communications.

According to Dana, Foster is a veteran of the mobility industry, serving for more than two decades in senior executive roles at Johnson Controls, Inc., and Adient plc.

Foster earned a Bachelor of business administration degree from the University of Michigan (UM) and a Master of business management degree from Northwestern University.

NAI Harmon completes 605,000 sf facility sale

Mark Baringer, senior investment advisor and commercial REALTOR® of NAI Harmon Group, completed the sale of two warehouses located at Napoleon Logistics Park in Napoleon. Baringer worked with both the seller and buyer to create a transaction that was beneficial to both parties, including a seller leaseback.

"This property had interest from all across the country because of the size and quality of the asset. The demand was strong due to growth in e-commerce, logistical needs in the region, and strength in the economy. The buyer first looked at

the property before the COVID-19 lockdown and negotiations started in the fall of 2020. The property was under contract for several months due to the COVID-19 restrictions," said Baringer.

The logistics park is located off a primary trucking route between Toledo and Fort Wayne.

Baringer also commented, "The buyer was originally interested in the 410,000 square foot main building and an additional 195,000 square foot building was added to the transaction, totaling 605,000 square feet on 30 acres."

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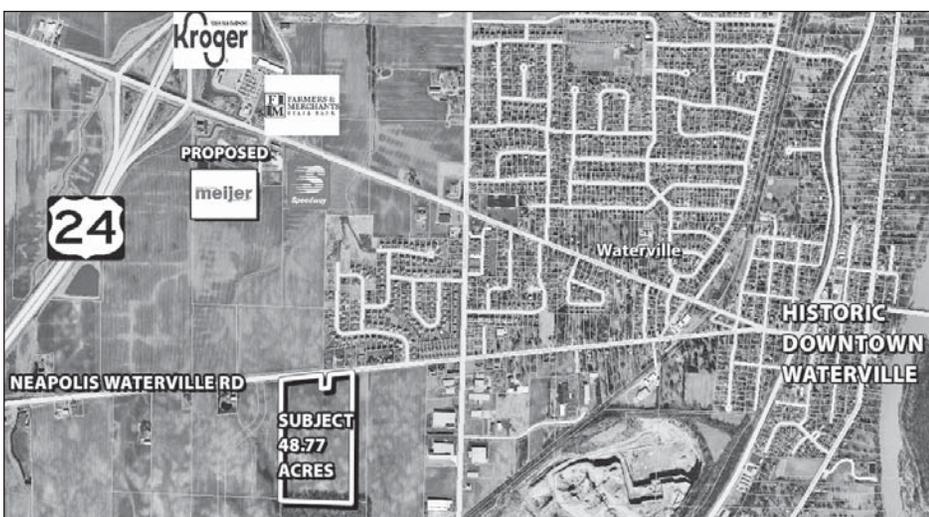
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Ardagh

...Continued from page 17



Cape May Brewing Co. beverages in Ardagh cans

The company has invested in its operations across the company, including at its existing Fremont, Ohio plant, as it increases production capacity to address the increasing demand for beverage cans. Ardagh's customers include leading brands across a range of beverage categories that include soft drinks, sparkling waters, energy drinks, beers, teas, and other alcoholic beverages, with distribution reach nationwide.

"Ardagh's growth is principally due to the infinitely recyclable beverage cans we produce. Beverage cans answer the call for consumers seeking more environmentally-friendly packaging as cans provide high recycle and content rates. Metal cans also deliver the highest value per ton in recycling streams, often serving as the funding mechanism for local recycling organizations. And beverage cans are a perfect model of a circular economy, with recycled cans returning to store shelves in its original form within a few months," explained Cumbee.

When asked about what sets Ardagh apart from others in the industry, Cumbee explained, "We believe we have the best team in the consumer packaging industry – bringing to life every day our core values of trust, teamwork,

and excellence. We are aligned and focused on exceeding customer expectations across products, services, and innovation – uniquely positioned to help our customers build their brands and bottom lines.

Huron mayor Sam Artino said, "Ardagh's presence in the Huron community will be a win economically and we look forward to working with them."

Huron city manager, Matt Lasko, added, "Huron is excited to welcome Ardagh to the Huron. The community was devastated with the closure of the facility and loss of jobs when IAC, former owner of the facility, decided to cease operations in the fall of 2020. However, Ardagh's purchase and planned reinvestment will ensure this facility is repositioned quickly and will further bring hundreds of skilled jobs back to the local economy. We are confident that Ardagh will find Huron a terrific place to invest and do business and we look forward to building a strong relationship with them over the years to come."

Ardagh operates 56 metal and glass production facilities in 12 countries, employing more than 16,000 people with sales of \$7 billion. Locally, aside from Fremont and Huron, the company also operates a facility in Whitehouse.



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UNDER CONSTRUCTION

A LOOK AT CONSTRUCTION PROJECTS IN OUR REGION



Lexus of Toledo

Lathrop is the general contractor for renovation and additions to Lexus of Toledo at the corner of Central Avenue and King Road. The project, which includes over 1,800 square feet of modified space overall, includes upgrades to the exterior façade of the main showroom along with interior renovations. There are also two minor additions to the building: the expansion of the overall size of the main showroom and the expansion of the service area for the preparation of vehicles for the wash bay.

Library Square

Randles Company LLC is the construction manager on the \$1.8 million Library Square project nearing completion in downtown Toledo. The project, put together by Crane Development Ltd., included restoring four blighted, three-story buildings on Madison Avenue across from the Toledo Lucas County Library Main Branch and converting them into 10 apartments and four commercial storefronts.

Bowling Green State University

The Collaborative is providing services on site improvements to a memorial for veterans for Bowling Green State University (BGSU).

Toledo School for the Arts

Thomas Porter Architects is working with the Toledo School for the Arts on "The Next Big Thing: Historic Renovation & Urban Addition", which involves a 5,000 square foot addition and 25,000 square renovation of its current facility on Adams Street near downtown Toledo.

ams Street near downtown Toledo.

City of Rossford

Rossi & Associates, LLC is providing services on renovations to the Mark G. Zuchowski Safety, Planning, and Zoning Annex for the City of Rossford.

State of Ohio

DGL Consulting Engineers, LLC is providing services on paving work at Camp Perry in Port Clinton for the State of Ohio.

University of Toledo

The Collaborative is providing services on renovation work at the Bowman-Oddy Laboratories for the University of Toledo (UToledo).

City of Port Clinton

DGL Consulting Engineers, LLC is providing services to the City of Port Clinton, which involves support for the Safe Routes to School initiative aimed at constructing a sidewalk along Fremont Road on the west side of the city.

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

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