

OHIO MATTERS

Ohio Chamber of Commerce
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As the state's leading business advocate and resource, the Ohio Chamber of Commerce aggressively champions free enterprise, economic competitiveness and growth **for the benefit of all Ohioans.**



Welcome to the New, Digital Ohio Matters

In an effort to be more conscious of our environmental footprint and fiscal responsibility to our members, we've decided to transition our Ohio Matters magazine to an all-online digital version.

You'll still be able to access all the past Ohio Matters magazines on our website at OhioChamber.com.

WHAT THE CHIPS ACT MEANS FOR OHIO BUSINESSES

Rick Carfagna
Senior Vice President
Ohio Chamber of Commerce

On January 21 of this year business and political leaders from across the state gathered at the Midland Theatre in Newark for Intel's momentous announcement to invest \$20 billion towards constructing two semiconductor plants in New Albany. The facilities would employ 3,000 workers making, on average, \$135,000 annually. While that initial January announcement was largely credited to state budget efforts to apply Ohio's Job Creation Tax Credit to "mega projects", it was noted that with additional federal aid the Intel site could grow to eight factories at a total private investment of \$100 billion.

That day has arrived. On August 9, 2022, President Joe Biden signed into law the Creating Helpful Incentives for the Production of Semiconductors (CHIPS) for America Act. The CHIPS Act provides \$52.7 billion for semiconductor research, development, and manufacturing in the United States. Of these funds, \$39 billion will be dedicated towards manufacturing incentives, including \$2 billion for the legacy chips used in automobiles and defense systems, \$13.2 billion in research and development and workforce development, and \$500 million to provide for international information communications technology security and semiconductor supply chain activities. Finally, the CHIPS Act provides a 25% tax credit for capital expenses associated with making semiconductors and related equipment.

The swift passage of the CHIPS Act will bolster

American manufacturing, create thousands of American jobs and help re-establish America's position as a leader in next-generation innovation. At present, the United States produces only 12% of the world's semiconductors, a decline from 37% in 1990. As we have seen throughout the pandemic, global supply lines have been easily disrupted, and semiconductor shortages can have potentially serious effects on our economy.

Beyond Intel, several other chipmakers such as Taiwan Semiconductor Manufacturing Corporation (TSMC), currently the world's largest contract manufacturer of semiconductors, and GlobalWafers, a Taiwanese company, have also expressed interest in onshoring their production capabilities to the United States. Both companies are now expected to make commitments to U.S.-based operations due to the CHIPS Act.

Among those present in the White House Rose Garden for the August 9 bill signing was Steve Stivers, the Ohio Chamber's President and CEO. As a recently retired Congressman, Stivers played an integral role in delivering the CHIPS Act across the finish line. Upon the expiration of his

revolving door restrictions, Stivers immediately organized two trips to Washington D.C. to lobby former colleagues. On both occasions, Stivers convened numerous meetings with Ohio's House and Senate delegations, House Leadership, and all involved committee chairs, members, and staff.



In the end, the solidarity of Ohio's delegation was strong and bipartisan. In all, 12 of Ohio's 16 members of the U.S. House of Representatives on both sides of the political aisle voted for the CHIPS Act, as well as both Senators Rob Portman and Sherrod Brown.

Passing the CHIPS Act frees up Ohio's leaders to now turn towards other pressing but related matters, including how best to provide for a vibrant workforce to serve not just Intel but its 140 suppliers across the state. Intel has already unveiled its Ohio Semiconductor Education and Research Program, a \$100 million endeavor to develop semiconductor education and workforce

programs with more than 80 colleges and universities.

With private industry doing its part to invest in technology workforce, the time is now for state policymakers to complement that effort. As of 2020, only 50% of all

public high schools in Ohio taught a foundation course in Computer Science. Our state also ranks 33rd out of 50 states in the percentage of college degrees produced that are Computer Science. Simply put, we are not adequately equipping Ohio's students with the skills sets necessary for the challenges of the modern world. We must increase K-12 access to non-traditional subjects, such as information technologies and software coding, to prepare our next generation for the jobs that have yet to be invented.

Already, there are ambitious organized efforts underway by business and education leaders to promote more Computer Science offerings and the Ohio Chamber stands ready to advocate for these initiatives in the coming year. The Chamber also supports efforts to reform immigration, such as raising the cap on H-1B visas to allow foreign professionals to fill available technology job needs. As Ohio and the rest of the United States develop its own farm team of technology workers, importing overseas talent in the short-term extends the American Dream to immigrants while solving our critical technology workforce needs.

The Ohio Chamber of Commerce remains ever vigilant and ready to tackle the next frontier of challenges for Ohio's business community. If the CHIPS Act has demonstrated anything, it's that when people of goodwill shed their partisan interests and collaborate for a common goal, we can achieve historic wins for our state.

NATIONAL ASSOCIATION OF STATE CHAMBER AWARDS

Ohio Chamber President and CEO Steve Stivers recently attended the National Association of State Chambers Annual Meeting, along with several other members of the Chamber staff. The event provided the Ohio Chamber team the opportunity to speak with leaders from across the country to learn more about some of the innovative projects and initiatives being undertaken at Chambers from across the United States. Everyone brought home great ideas and insights gleaned from the other Chambers.

We were also pleased to return home from the conference with awards. We are proud to report that the Ohio Chamber is the fastest growing chamber in the country. Our awards included:

- Greatest Growth in Membership Dues (1ST place),
- Greatest Growth in New Member Numbers (1ST place),
- Greatest Growth in Total Income (2ND place) and
- Greatest Growth in Non-Dues Revenue (2ND place).



We are excited about the continued expansion here at the Ohio Chamber. This growth gives us the resources to better serve our members, hire additional staff and offer new programs and services to our members. As we continue to grow in the years to come, these resources are necessary to help make Ohio one of the largest economies in the world.



OHIO CHAMBER EVENTS

UPCOMING

Estate Planning

October 6, 2022 - Outerbelt Brewery

In conjunction with the Fairfield County Bar Association, the Ohio Chamber is hosting an estate planning seminar. The goal of the seminar will be to empower attorneys who are counseling business owners on best practices for tax and financial planning. CLE, CPE, SHRM and HRCI credits will be available at this event.

Ohio's Energy Supply Chain: Present & Future

*October 27, 2022
Ohio Statehouse Atrium*

The Ohio Chamber of Commerce will be holding an energy event focusing on "Ohio's Energy Supply Chain: Present & Future". During the event we will hear from several panels focused on Ohio's business energy production to how technology is shaping the future of energy.

Impact Ohio Post-General Election Conference

*November 10, 2022
Columbus Convention Center*

The Impact Ohio Post General Conference offers the first post-election opportunity to hear directly from those who will shape Ohio's policy and political agenda for the upcoming biennium.

Healthcare Transformation Summit

*November 30, 2022
Sheraton at Capitol Square*

The summit will bring together stakeholders across the healthcare industry to discuss current challenges, successes and innovations for tomorrow that will transform healthcare services to create a system that is less costly and produces better outcomes for Ohioans.

DIVERSITY, EQUITY & INCLUSION



The Ohio Chamber hosted its first ever Diversity, Equity, and Inclusion Summit on Wednesday September 14, 2022. Attendees gathered for an incredible day focused on important topics surrounding diversity, equity, and inclusion in the workplace, strategic impact of an equitable supply chain, DEI in today's hybrid workplace, and DEI and the aging workforce population. We brought in a powerhouse group of panelists and keynote speakers to discuss the important issues and topics surrounding best DEI practices and their insight was invaluable.

Our afternoon kicked off with opening keynote from Stephanie Smith who is the Chief Inclusion and Diversity Officer at Fifth Third Bank. Stephanie talked about the benefits of making sure your business is inclusive and inspired our audience with her passion and knowledge.

Following Stephanie, we had a panel discussion on the best practices to produce an inclusive culture in the workplace.

Special thanks to our breakout sessions leaders: board member, Rita McNeil Danish from Taft Law, Simon Tam with Deloitte, and Kim Shumate from The Ohio State University.

To close out our summit, we had a great keynote from Diana Starks the Senior Vice President and Chief Diversity, Equity, and Inclusion Officer from Federal Reserve Bank of Cleveland. Diana talked about her experiences as a DEI innovator and left our audience with a call to action to continue blazing a trail to integrate DEI practices into their businesses.

We want to give a big thank you to our presenting sponsor Fifth Third Bank. We would also like to thank our gold sponsor WGU Ohio and our silver sponsors Cardinal Health, Care Source, Mivie Certification, and Taft Law. Without our sponsors and partners, this successful event would not have been possible. We are already looking forward to another incredible Ohio Chamber DEI summit in 2023.

AWS OHIO WORKFORCE SUMMIT RECAP

On July 21 in partnership with Amazon Web Services (AWS), we hosted our inaugural Ohio Workforce Summit at the Fawcett Center at The Ohio State University. Throughout the day attendees had the opportunity to learn more regarding the technical and innovative benefits available for Ohio's workforce by participating in a series of collaborative conversations led by state government policymakers, career and technical vocation advocates and key members of the Ohio business community. All who attended worked alongside our public and private leaders to create policy solutions to benefit all of Ohio's workforce with the goal of making Ohio the definitive leader in innovative and responsive workforce policy.

The Ohio Workforce Summit was a success due to the energy and collaboration of leaders who agreed to play a part in the program. Special thanks to Lydia Mihalik, Director of the Ohio Department of Development for her keynote address; and to Dr. K.L. Allen, Chancellor of WGU Ohio; Randy Gardner, Chancellor of the Ohio Department of Higher Education; Jon Cross, State Representative of Ohio's 83rd House District and Emily Fabiano, Founder of Workmorphis for the insightful panel discussion regarding TechCred and other resources for Ohio's business community. We are grateful for the strong support of our Ohio Chamber members for this event, particularly our program sponsors, WGU Ohio, Windstream Communications, Sedgwick, and of course our friends at Amazon Web Services.



LADD, A CINCINNATI-BASED NON-PROFIT, DISRUPTS THE TECH-ENABLED SUPPORT MARKET WITH THEIR NEW 'SMART LIVING' SYSTEM.



LADD, founded in 1975, is a Cincinnati based non-profit that supports adults with developmental disabilities to live, work and connect. With nearly 200 employees and a \$12M operating budget, LADD is one of the largest community integrated housing providers in Ohio.

Smart Living, founded by LADD, is a new, innovative and more affordable way of delivering critical supports to adults with developmental disabilities living in the community. The system utilizes a multitude of integrated technology solutions including wearables for when someone leaves a home, a customized dashboard and app that integrates multiple users' data, and a lean and nimble geographic based staffing model, allowing for in-person intervention within minutes. Combined, these components have the ability to disrupt the current service model and provide a new way of supporting people with developmental disabilities in our community.

Susan Brownknight, CEO of LADD says, "Originally, we believed there were others tackling the trifecta of challenges: tech-enabled supports for a growing population (1 in 41 boys is now born on the autism spectrum), staffing shortages and affordability. But after a year of searching, we quickly discovered that a comprehensive solution did not exist." While remote supports are widely available, LADD sought to build a system that could be controlled by a provider-not a third party call center--was customizable to the person receiving services (intervention, as needed, not a one-size fits all) and anticipatory of needs (utilize data to prevent problems before they happen).

The vision of Smart Living is inspired by basic business principals—what if a provider agency could provide in-person staff only when needed

and keep people safe in their daily tasks with technology? Instead of someone with a seizure disorder requiring 18 hour staffing, year round in case a seizure takes place, could we provide wearables that notify the provider of a potential seizure and intervene virtually? Now, the provider is looking at a five minute customized intervention, vs. countless hours of staffing. Tech-enabled supports are only part of the system however. Lean, geographic based team are also available able to provide specialized intervention that only a skilled and trained person can provide. In-person staff are also available when there is no viable tech solution.

But, does the system work and is it possible to create customized interventions? Xavier University's Occupational Therapy program set out to answer this question in a three-year longitudinal study. The findings were clear: Smart Living produces better outcomes for people at a lower cost. "This has really been a labor of love," says Ms. Brownknight. "We set out to use our resources better so we could reach more people in need, but to know that we are actually creating a better service with less staff at a lower rate is extremely exciting and humbling. There are thousands of people in need across the state of Ohio who still cannot access services. LADD is trying to do its part to reach those people and give them hope that they can live in the community."

LADD's Smart Living technology has already expanded to 44 sites, and the goal by end of 2022 is to have 100 people supported by Smart Living technology, with plans to scale across the State of Ohio.

Learn more or take a virtual tour of a LADD Smart Living home and see Xavier's research at <https://laddinc.org/program/smart-living/>

COLUMBUS WILDLIFE MEDIA COMPANY SHINES A GLOBAL SPOTLIGHT ON THE NATURAL WORLD



A visionary media production company in Columbus, Ohio, is making a global impact with a sharp focus on the natural world.

[Brave Wilderness](#) operates a growing media empire that includes cable TV shows and an Emmy Award winning [YouTube channel](#) with more than 20 million subscribers. The company fills an important role in raising awareness about the natural world through animal and adventure-based entertainment that is enjoyed by audiences of all ages.

Whether it's a shoot in a remote Costa Rican rainforest or an encounter with nature closer to home, getting up close and personal with a menagerie of wildlife is a hallmark of the Brave Wilderness brand. The company's staff of 17 employees is led by The Ohio State University grads Coyote Peterson and Mark Vins. The talented ensemble is made up of filmmakers, wildlife experts, graphic designers, social media specialists, and a growing merchandise team. With Coyote and Mark hosting a variety of onscreen adventures, their teams crisscross the globe to share fascination and appreciation for wildlife and the great outdoors.

The video content often includes close encounters with an array of wildlife both harmless and potentially harmful, including bullet ants, sea turtles and black mamba snakes to educate and inform audiences about the critical role all wildlife plays in the natural world.

And while these videos focus on nature, behind the scenes, technology plays an instrumental role in helping this small and growing business expand its digital footprint and streamline daily operations to increase efficiency and drive revenue.

Brave Wilderness uses Verizon's 5G network and smartphone devices to streamline daily communications and workplace operations. With numerous production teams traveling globally, Verizon's network and smartphone devices gives the company access to both 4G and 5G networks internationally where they can connect anywhere on the go and continue to produce state-of-the-art wildlife conservation content for an audience of over 30-million across all platforms.

Verizon's network has been essential in emergency situations as well, whether it be helping coordinate evacuations of production teams during global tsunamis or quickly being able to touch base with the team on an international scale within minutes.

In addition to exploring today's most mysterious locations, Brave Wilderness is spearheading a major effort to save the critically endangered black rhinoceros in South Africa called Save the Horns. In a collaboration with celebrity survivalist [Bear Grylls](#), Coyote Peterson and the Brave Wilderness team are working with the [Global Conservation Force](#) and [Kariega Game Reserve](#) to build out perimeter fencing on rewilded habitat offer anti-poaching protections to a breeding population of black rhinos, along with other native animal species in the Eastern Cape of South Africa.

No matter what comes next for Brave Wilderness, the team remains committed to inspiring the next generation of wildlife enthusiasts who can lead the charge in conserving our planet's amazing biodiversity.

OHIO CHAMBER PAC MAKES 2022 GENERAL ELECTION ENDORSEMENTS

Kevin Shimp,
General Counsel
Ohio Chamber of Commerce

OHIO
CHAMBER of
COMMERCE

PAC
Political Action Committee

Every election cycle, the Ohio Chamber of Commerce Political Action Committee (PAC) endorses candidates for the Ohio House and Ohio Senate. Through the endorsement, the Ohio Chamber PAC seeks to highlight candidates for office who can be counted on by the business community to represent their interests at the Ohio Statehouse. The Ohio Chamber PAC will also endorse candidates to the Ohio Supreme Court and statewide elected offices including governor.

Recently, the Ohio Chamber of Commerce PAC released its General Election endorsements for 2022. To receive the Ohio Chamber of Commerce PAC endorsement, candidates had to complete the Ohio Chamber of Commerce PAC Candidate survey, and new candidates had to screen with the Ohio Chamber of Commerce PAC Board. Incumbents also had to complete the Candidate survey, but instead of a candidate interview, the incumbents' Ohio Chamber Voting Records were used in our decision making. Below is the list of Ohio Chamber of Commerce PAC endorsements for the 2022 General Election:

Endorsed candidates for Statewide Office include:

- Governor: Mike DeWine
- Lt. Gov: Jon Husted
- Attorney General: Dave Yost
- Auditor of State: Keith Faber
- Treasurer of State: Robert Sprague
- Secretary of State: Frank LaRose

Endorsed candidates for Ohio Senate include:

- Senator Rob McColley (R) *Senate District 1*
- Michele Reynolds (R) *Senate District 3*
- Senator Steve Wilson (R) *Senate District 7*
- Senator Nathan Manning (R) *Senate District 13*

- Senator Hearcel Craig (D) *Senate District 15 (Assistant Minority Whip)*
- Representative Shane Wilkin (R) *Senate District 17*
- Senator Andrew Brenner (R) *Senate District 19*
- Senator Nickie Antonio (D) *Senate District 23 (Assistant Minority Leader)*
- Senator Kristina Roegner (R) *Senate District 27*
- Senator Kirk Schuring (R) *Senate District 29 (Majority Floor Leader)*
- Al Landis (R) *Senate District 31*
- Senator Michael Rulli (R) *Senate District 33*

Endorsed candidates for Ohio House include:

- Representative Dontavius Jarrells (D) *House District 1*
- Jill Rudler (R) *House District 4*
- Representative Adam Miller (D) *House District 6*
- Representative Allison Russo (D) *House District 7 (Minority Leader)*
- Dave Dobos (R) *House District 10*
- Omar Tarazi (R) *House District 11*
- Representative Brian Stewart (R) *House District 12*
- Representative Bride Rose Sweeney (D) *House District 16*
- Representative Dan Troy (D) *House District 23*
- Chris Monzel (R) *House District 28*
- Representative Cindy Abrams (R) *House District 29 (Assistant Majority Whip)*
- Representative Bill Seitz (R) *House District 30 (Majority Floor Leader)*
- Representative Bill Roemer (R) *House District 31*
- Representative Bob Young (R) *House District 32*
- Steve Demetriou (R) *House District 35*
- Representative Andrea White (R) *House District 36*
- Representative Phil Plummer (R) *House District 39*
- Representative Derek Merrin (R) *House District 42*
- Representative Scott Oelslager (R) *House District 48*

- Representative Thomas West (D) *House District 49*
- Representative Gayle Manning (R) *House District 51*
- Representative Joe Miller (D) *House District 53*
- Adam Mathews (R) *House District 56*
- Representative Jean Schmidt (R) *House District 62*
- Nick Santucci (R) *House District 64*
- Representative Sharon Ray (R) *House District 66*
- Representative Kevin Miller (R) *House District 69*
- Representative Brian Lampton (R) *House District 70*
- Representative Haraz Ghanbari (R) *House District 75*
- Representative Susan Manchester (R) *House District 78*
- Representative Jim Hoops (R) *House District 81*
- Roy Klopfenstein (R) *House District 82*
- Representative Jon Cross (R) *House District 83*
- Representative Tracy Richardson (R) *House District 86*
- Senator Bob Peterson (R) *House District 91*
- Representative Brian Baldridge (R) *House District 90*
- Representative Mark Johnson (R) *House District 92*
- Representative Ron Ferguson (R) *House District 96*
- Representative Darrell Kick (R) *House District 98*

The fifty state lawmakers endorsed by the Ohio Chamber PAC are true legislative champions for issues impacting Ohio's business community. These endorsed candidates introduced legislation or budget amendments that have saved businesses more than a billion dollars. They have also helped us reduce the number of regulations in Ohio that we know negatively impact Ohio employers, they have helped modernize Ohio's workers' compensation and overtime laws to reflect the new work from home reality, and helped assure young Ohioans leave high school empowered with knowledge on personal finances.

When you go to the ballot on November 8th, you can vote for an Ohio Chamber PAC endorsed candidate with confidence and know they are a partner of the Ohio Chamber and your business.

AFFORDABLE HOUSING: A WORKFORCE ISSUE

SENATOR NICKIE ANTONIO, DISTRICT 23

It is time we think about affordable housing as what it is: a workforce issue.

Of course, housing touches all aspects of a person's life, from their health outcomes to their emotional wellbeing, food security, education and beyond. If a worker is experiencing homelessness or has an unstable living situation, going to work every day is difficult – if not impossible. In light of the Covid-19 pandemic, where we saw mass evictions and unprecedented economic instability, access to affordable housing has never been more crucial.

However, it is few and far between in Ohio. According to the Coalition on Homelessness and Housing in Ohio (COHHIO), only 25% of eligible Ohio households receive the housing assistance they need. This comes during a time of drastically rising rent prices, when the cost of a two-bedroom apartment in our state has increased 12.6% over the past year, pushing more and more people into apartments they can't afford.

We must also call this what it is: a crisis.

The impact this has on our economy is palpable. As rents rise and families have less disposable income, economic growth slows. Research shows that the lack of affordable housing costs the American economy about \$2 trillion annually in lower wages and productivity. Children who grow up with housing instability also have poorer educational and employment outcomes. Housing is key to ensuring workers can get up every day, go to work and be productive.

So, what is the solution?

Ohio could create a low-income housing tax credit program, incentivizing developers to build new affordable housing or rehabilitate existing housing. Not only would this increase access to affordable housing, but it would also create jobs and bolster economic growth in our state. More than 20 other states have a similar program.

Another option is to increase funding for the Ohio Housing Trust Fund (OHTF). The Ohio Housing Trust fund is the main source of state funding for affordable housing programs. However, the fund receives money primarily through county recorder fees, which have dropped over the years as county recorders switch to digital and online systems. Increasing these fees would lead to a more stable revenue stream for the Housing Trust Fund, which leverages private, local and federal dollars as well. In fact, COHHIO estimates that every dollar from the OHTF creates \$9.55 in economic activity in our state.

The last potential solution is to utilize Ohio's American Rescue Plan funding to make a substantial investment into affordable housing. COHHIO and over 230 companies and organizations have signed on to the proposal, which calls for an investment of State Fiscal Recovery Funds to build permanent supportive housing, affordable rental units, and repair/rehabilitate existing housing for seniors and Ohioans with disabilities. While these dollars would go a long way in solving the crisis, it is not a permanent solution; continued support is also needed.

Whatever path we take, the truth is inescapable: Ohio needs more affordable housing to maintain our safety and prosperity. We will help keep our state a great place to work, live, and raise a healthy family.



SENATOR NICKIE ANTONIO DISTRICT 23

State Senator Nickie J. Antonio (D-Lakewood) is honored to be serving in the Ohio Senate, representing District 23, and in leadership as the Assistant Minority Leader. Antonio, who was elected to the Senate in 2018, previously spent eight years in the Ohio House of Representatives, where she served District 13 and was also a member of leadership. Antonio has served as a Lakewood City Councilmember, Executive Director of an outpatient drug and alcohol treatment program for women, Adjunct Professor and as a teacher for children with special needs.

Antonio serves as Highest Ranking Member on the Senate Health, Transportation, and Joint Medicaid Oversight Committees. She also serves on the Finance; Ways and Means; Workforce and Higher Education; Rules and Reference; and Joint Legislative Ethics Committees. Additionally, she is a

member of the Ohio House Democratic Women's Caucus, previously as chair, and is the State Director for the National Women Legislators' Lobby.

She has been a dedicated champion of workers' rights, high-quality education, local governments, equal rights for women and the LGBT community, health care for all and fighting the opioid crisis. Antonio has received numerous Awards for outstanding legislative leadership including the Cleveland State University Distinguished Alumni of the Year Award from the Maxine Levin College of Urban Affairs, and the 2019 ACAR J. Howard Battle Equal Opportunity in Housing Award from the Akron/Cleveland Association of Realtors. A full list of Senator Antonio's awards can be found [here](#).

Antonio is also recognized as a leader who reaches across the aisle to get things done. As a result, she championed Ohio's historic adoption open records law (S.B. 23/H.B. 61) and step therapy reform law (S.B. 265/H.B. 72). Last General Assembly, Antonio passed legislation to abolish the shackling of pregnant inmates (S.B. 18/H.B. 1) and to require pharmacist education for dispensing life-saving naloxone (S.B. 59/H.B. 341). During her tenure in the Ohio legislature, Antonio has introduced the Ohio Fairness Act, which would provide civil rights protections for members of the LGBTQ community. She continues to work to remedy and end Ohio's use of the death penalty, as well as on an array of other bills focused on improving the lives of all Ohioans. Antonio continues to be an established expert in health policy in the General Assembly.

The first in her family to graduate from college, she holds both an MPA and a B.S. Ed. from Cleveland State University, and she was named a CSU Distinguished Alumni in 2013. She is also an alumnus and Bohnett Fellow of the Kennedy School Harvard Leadership Program (2011) and has been the recipient of numerous awards as legislator of the year from various organizations during her tenure.

Her daughters, Ariel and Stacey, have made Antonio and her wife, Jean Kosmac, very proud as the girls engage in their adult life journeys.

Antonio has made a number of historical firsts in the Ohio General Assembly. In 2010, she became the first member of the LGBTQ community ever elected to the Ohio House of Representatives in the 208-year history of the Ohio General Assembly. She was also the first LGBTQ member to hold a leadership position, when she was elected Minority Whip in the 131st General Assembly. In 2018, she became the first woman ever to hold the Senate District 23 seat and the first member of the LGBTQ community ever elected to the Ohio Senate. She continues historic firsts with her Senate leadership position, of Minority Whip, then Assistant Minority Leader in 2021.

RECOVERY IS WITHIN REACH

Ohio Department of Commerce launches first-of-its-kind campaign to help families navigate the financial impacts of opioid addiction and locate treatment resources

■ **Paul Werth Associates**



About Recovery Within Reach

Opioid use disorder takes a toll on Ohioans' health and relationships, we know. But it also takes a toll on their finances. Families experiencing addiction spend an average of \$15,272 more on health care each year than families that are not experiencing addiction. And a person's ability to access treatment is often linked to their family's ability to pay for it.

That is why the Ohio Department of Commerce's Division of Securities in August launched its [Recovery Within Reach](#) campaign. The campaign is designed to connect families across Ohio with nearby treatment options, through a new treatment locator map. It also includes resources for financial advisers to help families navigate the costs of treatment and training for financial advisers so they can identify warning signs that addiction might be affecting a client or someone in their client's family.

The Division of Securities launched the campaign after conducting a survey of Ohio financial advisers earlier this year. The survey found that families spent an estimated \$35,000 or more supporting a person with substance use disorder.

The survey also found that financial advisers likely underestimate the number of clients affected by opioid use disorder, possibly because families still face stigma in talking about addiction. Financial advisers believe that just 1% of their clients are affected by addiction. Just 56.5% of financial advisers in Ohio reported receiving direct communication from clients dealing with opioid misuse.

"Opioid use disorder is a disease, and like many diseases, it needs treatment," said Sherry Maxfield, director of the [Ohio Department of Commerce](#). "Our goal is to empower trusted financial advisers

to be another line of defense for Ohioans, because cost should never be a barrier to treatment."

Ohio is still in the middle of an opioid crisis. One in 13 Ohioans are living with addiction, based on data from the Substance Abuse and Mental Health Services Administration (SAMHSA.) In 2020, the most recent year for which data is available from the Ohio Department of Health, more than 5,000 Ohioans died from unintentional overdose. Ohio has the fourth-highest drug overdose death rate in the U.S.

This campaign, which focuses on lowering the financial obstacles to treatment and reducing the financial effects of addiction, is one more tool in Ohio's toolkit to help Ohioans overcome opioid use disorder. It is among the first of its kind in the nation.

How businesses play a role

Identifying opioid use disorder is one of the first steps to connecting a person with treatment. Financial advisers and businesses can play a role by understanding the signs that addiction might be affecting their clients or employees, and by learning how best to discuss those signs and support a person or their family through treatment.

Resources for financial advisers are available online at the Recovery Within Reach website, <https://recoverywithinreach.ohio.gov>

Although created for financial advisers, these resources are available to any business that wants more guidance on the subject.

Training modules for financial advisers are under development as part of this campaign and will be available soon. All licensed financial advisers in Ohio will be eligible to participate in Recovery Within Reach trainings.

Families might have access to financial advisers as part of their employee benefit packages, or through their employers. Business owners can and should

support employees who are dealing with addiction and can ensure employees know what financial advising benefits are available to them.

"There is no easy answer to Ohio's opioid crisis, but we all can play a role in helping families access care," said Steve Stivers, president and CEO of the Ohio Chamber of Commerce. "This program will help the business community, which includes financial advisers, be part of the solution."

The Department of Commerce, which oversees or administers approximately 800 programs, serves as the licensing or regulatory arm of a range of business sectors. The department has been leveraging technology and outreach opportunities to support Ohioans and Ohio business, and the Recovery Within Reach treatment map, training modules and campaign are all pieces of that effort.

Data on the financial effects of addiction

Extensive research went into the Recovery Within Reach campaign. The Department of Commerce surveyed financial advisers across the state and found that families living with opioid use disorder often don't understand the financial costs of treatment programs or how to find financial support. Among the survey's findings:

- Financial advisers may not know when their clients are financially suffering from addiction; only 56.5% received direct communication from clients impacted by opioid misuse/addiction.
- Financial advisers believe just 1% of their clients have had finances affected by opioid addiction, even though we know 1 in 13 Ohioans live with substance use disorder.
- Only 10% of advisers report ever completing a training program to help clients impacted by opioid use disorder; however, 74% would consider participating in opioid-related training.
- The median financial impact of opioid mis-

use/addiction was estimated to be approximately \$35,000 per client per year.

A comprehensive campaign

Recovery Within Reach is designed to create pathways for the business and financial communities to help address Ohio's opioid crisis, as well as to utilize technology to help Ohioans affected by opioid use disorder.

A key piece of the campaign is a new [treatment locator](#), which allows families to find nearby treatment facilities with a variety of payment options to make recovery more accessible.

The integrated campaign also includes a new [public service announcement](#) that will be on television stations throughout Ohio, as well as radio and digital ads and a website with resources for financial advisers, community partners and the public. Training and collateral for financial advisers are being developed to help them start what could be difficult conversations with clients and advise them on next steps.

The awareness campaign aligns with the work of [RecoveryOhio](#) to provide holistic care for people in recovery and their families, and to help make treatment available for all Ohioans. The RecoveryOhio Advisory Council released an initial report in 2019 with recommendations for the state of Ohio to address mental health and substance use disorders across the state. This campaign directly correlates to recommendation No. 54 in the RecoveryOhio initial report, which addresses continued support for families impacted by substance use disorders.

Learn more

To learn more about the campaign, visit [RecoveryWithinReach.Ohio.gov](#).

For more information about the Ohio Department of Commerce, visit [Com.Ohio.gov](#).

OHIO SUPREME COURT ELECTION PREVIEW

Kevin Shimp
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With Election Day nearly upon us, Ohioans will soon be going to the polls to select a new United States Senator, new members of Congress, and Ohio's slate of statewide elected officials will be seeking re-election. These high profile races have been garnering media attention and have been the focus of cable news shows. But perhaps no races will be more significant than the Ohio Supreme Court.

On the ballot on November 8th, are three seats to the court including the position of Chief Justice. Each one of these races are critical to the ideological balance of Ohio's highest court since three pro-business justices are pitted against opponents who will seek to turn the court into a legislative body.

Justices Sharon Kennedy, Pat Fischer, and Pat DeWine have been endorsed by the Ohio Chamber of Commerce because throughout their terms they have followed the constitution rather than imposing their personal political views in court opinions – a temptation their opponents have not avoided.

Without any of these three justices on the court, Ohio is likely to return to the era of judicial activism that was last witnessed nearly 20 years ago. During that era, these Ohio Supreme Court opinions hurt all industries in Ohio and they favored political interests that aligned with the personal beliefs of the activist justices.

Justices who act in that manner might have forgotten about the separation of powers doctrine we all learned about in civics class because rather than simply interrupting the law as it is written, they seek to enact new laws which is a power that can only be exercised by the legislature.

Ohio does not need the Ohio Supreme Court and the Ohio General Assembly duking it out for relevancy and supremacy. What Ohio needs is a Supreme Court that fulfills its constitutional obligation to apply the law as written by the legislature regardless of what result may occur because of it.

Justices Kennedy, Fischer, and DeWine have shown they will do just that.

Furthermore, these three justices have signaled their support for Issue One. Issue One is an important Constitutional amendment that assures the safety of your community is a factor when setting a criminal defendant's bail amount. The enactment of this amendment makes Ohioans safer because it can help stop people charged with murder and other violent crimes from being sent back into the community while they await trial.

Unfortunately, this amendment would not be necessary but for a decision from the Ohio Supreme Court released earlier this year that was joined by Justice Jennifer Brunner, who is challenging Justice Kennedy for the spot of Chief Justice. That decision forbids a trial judge from considering the safety of the public when it sets the financial conditions of bail and as a result has led to more violent criminal defendants being let out of jail as they await a trial.

Thankfully, Justice Kennedy along with Justices Fischer and DeWine objected to that decision and in doing so, tried to make Ohio communities safer.

On November 8th, vote Justices Sharon Kennedy, Pat Fischer, and Pat DeWine for the Ohio Supreme Court.

STRENGTH IN NUMBERS AS MORE BUSINESSES SEEK EDUCATIONAL PARTNERSHIPS



University of CINCINNATI

All employers, whether they're a large or small company, non-profit or government agency, need to attract and retain the best people. Some of them rely on in-house teams to accomplish this objective, where the Human Resources and Organizational and Development staffs craft benefits and programs geared to improving the employee experience.

Other organizations must turn elsewhere for leading strategies on talent acquisition and professional development because their staff is small, or they don't know what's new and effective in training and education.

This "we don't know what's working today" gap reveals an opportunity that can be filled by business associations seeking innovative ways to bring value to their members. Employers' need for human capital is especially critical today, as businesses across every industry and sector navigate the "Big Quit." Unfortunately, this churn of employees arriving, and exiting is the new, unsettling norm.

Meeting Employees' Needs with Education

An employee education program can be effective in attracting and retaining people. According to talent management platform [ClearCompany](#), 74% of workers say a lack of developmental opportunities prevents them from reaching their full potential. Personalization matters, too, as most employees (91%) want training to be relevant to what they want and need.

The U.S. Chamber of Commerce Foundation [weighed in on this topic](#), as well, saying, "Companies will compete on how well they are able to find, source, develop, advance and retain talent. Learners and workers will compete on skills and credentials and the ability to be agile in a dynamic labor market and economy. Communities, too, will compete on their ability to attract, develop, and retain a competitive workforce that will drive economic growth, opportunity, and prosperity."

The takeaway from these compelling statistics and opinions? Now is the time to invest in cutting-edge programs and tools that train and support employees so they feel rewarded and can be retained.

Capitalize on a Missed Opportunity

Are you responsible for member acquisition and retention at your national or local association? Or are you working in an HR or training function? If you spend even part of your time focused on education and development, here's one of the newest benefits to explore: an [employee-centric business partnership](#) with an accredited university like the University of Cincinnati

Online offers. We help organizations throughout the nation by offering businesses better benefits for their employees-through continuing education.

Here's what [our program](#), which introduces tuition scholarships to your member or employee benefits package, includes:

- Tuition scholarships you can offer employees and their qualified family members in your employee benefits package
- More than 100 online programs where your employees will learn critical skills that aid professional and organizational development
- UC Online's Student Success Coordinators who provide direct support to employees, starting when they first enroll through graduation
- Benefits you can offer employees and their families at no cost to you

Explore what's new in employee benefits: [partnering with a university on professional development](#).

Programs Designed with Workplace Needs in Mind

[UC's programs](#) accredited educational programs include certificates (e.g., in business foundations, corporate taxation or behavioral analysis), associate degrees (e.g., in business management, IT or supply chain management), bachelor's degrees (e.g., in communication, accounting or technical/applied studies) and master's programs (e.g., in business administration, marketing or analytics). We even offer doctoral degrees for nursing professionals.

With our programs being fully online, your employees can live and work anywhere and not have to worry about traveling to and from UC for certain classes. Here's another aspect of our programs student enjoy: They can attend UC on full- or part-time, choosing a schedule that meshes with their work and personal lives.

Getting Started with This Program is Easy

UC Online's diverse mix of online education can help your staff develop new or enhance existing skills. Your employees will become stronger contributors, managers, and leaders within the organization — and likely be happier and engaged at work, too.

With our [business partnership program](#) being easy to set up at your association or company, this employee perk is one you don't have to delay starting until the beginning of your benefits year. You can add the program and announce it to employees at any time.

If you're ready to unlock the power of UC Online's high-quality, 100% online professional development for your employees and their family members, contact us today to [learn more](#).

BREAST CANCER AWARENESS

Michele Adams, MBA, BSN, CCM
Health Engagement Nurse
United Healthcare



Breast Cancer Awareness.

But why is it so important? Did you know that every 2 minutes a woman is diagnosed with breast cancer in the U.S. and about 40,000 women will die from breast cancer in the U.S. this year? The lesser-known fact is that 1 out of every 100 diagnosed breast cancers are

in men. A routine preventative mammogram is covered by your insurance at 100%. The goal is following recommended screening guidelines that will increase your odds of early detection and optimal clinical outcomes

Preventive Mammograms are a non-invasive way to detect breast cancer and are recommended yearly for all women 40 and up, but you can be screened earlier if risk and/or symptoms indicate.

Please be aware not all mammograms are created equal. The standard screening option is a 2D mammogram. The newer 3D screening option is starting to be available in most areas. When scheduling, it is worth asking about the availability of 3D screening for your next mammogram. There is no extra out-of-pocket cost for this higher resolution and could result in a clearer picture and earlier detection.

Some wonder if mammograms are safe due to radiation exposure. Mammograms only involve a tiny amount of radiation. Even less than an X-ray. The dose is low enough that the benefits of regular screenings outweigh any potential radiation-related issues. Of course, talk with your doctor if you have concerns or questions.

Who is at higher risk? Anyone that has several family members with breast and ovarian cancer and/or the BRCA 1 or 2 mutations. If you are in this category, talk to your primary care doctor about your family's medical history

The common warning signs of breast cancer include:

- New lump in the breast or underarm (armpit)
- Thickening or swelling of part of the breast
- Irritation or dimpling of breast skin
- Redness or flaky skin in the nipple area or the breast
- Pulling in of the nipple or pain in the nipple area

- Nipple discharge other than breast milk, including blood
- Any change in the size or the shape of the breast
- Pain in any area of the breast

If you have any of these signs or symptoms, be sure to see your doctor right away for an evaluation.

How do I prevent breast cancer? There is no sure way to prevent cancer, but there are things you can do that might lower your risk. This includes minimizing risk factors you can control. Some proactive ways to lower your risk include controlling your weight, regular physical activity, limiting alcohol and not smoking. To learn more about lowering your risk for cancer, check out the American Cancer Society's website at www.cancer.org.

Members of the Ohio Chamber Health Benefit Program, administered by UnitedHealthcare, have a value-added benefit of accessing your Health Engagement Nurse, Michele Adams. Please contact me with any questions about this or other health topics.

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Why early detection is the key:

Stephanie Cosby had her first mammogram at age 40. She had been a nurse for 10 years and used to work in a breast cancer screening program, so she knew how important it is to get a mammogram screening at age 40 and every year after. After additional testing, Stephanie was diagnosed with breast cancer. Stephanie felt healthier than she'd ever felt in her life. The lump could not be felt, the cancer was early stage and she had no signs and symptoms. Her cancer journey included surgery and reconstruction. Two weeks after her own diagnosis, Stephanie's mother was diagnosed with Late Stage Breast Cancer. Her mother has since died due to this diagnosis.

Stephanie relays, "Since I experienced breast cancer from both ends of the spectrum (my own early diagnosis and my mother's late one), I feel like I can tell women "don't wait!" My outcome was the result of very early detection. My mom's outcome was the result of very late detection. I have seen the face of breast cancer close up, at its worst. Being afraid of a mammogram is natural; but if caught early, breast cancer is a curable cancer! I'm not a breast cancer survivor. I'm not "surviving." I'm LIVING! In honor of my mom, I now live every day to the max."

[Read her full story here.](#)

COLUMBUS BUSINESS FIRST C-SUITE AWARDS

WE'RE HONORED TO HAVE NOT ONLY OUR CEO, STEVE STIVERS RECOGNIZED BY COLUMBUS BUSINESS FIRST AS AN ADMIRER CEO, BUT ALSO 12 C-SUITE EXECUTIVES FROM 11 OF OUR MEMBER COMPANIES.



GREG GUY, CEO, **AIR FORCE ONE**

MIKE KAUFMANN, CEO, **CARDINAL HEALTH**

OLA SNOW, CHIEF HR OFFICER, **CARDINAL HEALTH**

NEIL MORTINE, PRESIDENT & CEO, **FAHLGREN MORTINE**

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KARA TROTT, FOUNDER & BOARD CHAIR, **QUANTUM HEALTH**

GEORGE LIMBERT, PRESIDENT, **RED ROOF**

MATT BONAKDARPOUR, CTO, **ROOT INSURANCE**

CONGRATULATIONS TO ALL RECIPIENTS!



**Thanks for
reading**

**For more happenings at the Chamber go to
[OhioChamber.com](https://www.OhioChamber.com)**