**EXPLORATION AND PRODUCTION, OIL AND GAS PUBLIC POLICY**

**2020 Utica Midstream**

Learn what you need to know about the present and the future of Utica oil and gas exploration at the Utica Midstream, a production of the Canton Regional Chamber of Commerce in partnership with Shale Directories, an oil and gas business development company.

Since 2012, shale oil and gas industry experts have come to Canton at our invitation to make presentations about the latest developments in Utica upstream, midstream and downstream. These speakers have attracted a diverse business audience from throughout Ohio, western Pennsylvania and northwest West Virginia. Audience members have networked with speakers and each other and frequently have discovered their Utica business opportunities.

**Speakers include:**
- Colette Breshears, Product Manager, Genscape
- Jason Stechschulte, Business Development Manager, MPLX
- Sam Schupbach, Vice President, Processing G&F, MPLX
- Mike Tritt, President, Lane Power & Energy Solutions
- Jackie Steward, Director of External Affairs, Encino Energy
- Tony Barbera, Co-Owner, BarbcO, Inc.
- Labor Panel Discussion, Bob Wilds, Bryan Abel and Paul McCormack
- Charles Zelek, Special Advisor for Fossil Energy, Department of Energy
- Aaron Fleming, Director Crude Commercial, Enlink
- Robert Worstall, Deputy Chief, Ohio Department of Natural Resources

Utica Midstream will provide valuable information about exploration and production, oil and gas public policy, midstream development, ethane cracker plants, sustainable jobs in manufacturing, and much more!

The Canton Regional Chamber of Commerce is proud to be the only chamber of commerce in Ohio that consistently offers these highly informative oil and gas education programs that businesses in Utica Shale country need to understand because it will transform Ohio’s economy for decades to come. Join us on March 19 by registering today at www.uticacapital.com or www.uticasummit.com. For questions or sponsor information, call Chris Gumpp at 330.458.2055.

**Thursday, March 19**
Barrette Center at Walsh University
7:30 am - 3:10 pm (Registration opens at 7:30)
Cost: $425/person
Register at UticaCapital.com

**SPONSORS TO DATE:**

**CONTENTS**

ystark! Twenty under 40! Nominations | AultCare QuickConnect Luncheon | Business Excellence Awards | Business After Hours | Golf Classic Save The Date | Education Update
SCORE | NETWORK | Queen & Royal Ambassadors Pageant | Leadership Signature Program | Young Professional Profile | ystark! Pub Tour | Safety Council Luncheon
Safety Council Crime Prevention Breakfast | Safety Council CEO/Senior Management Breakfast | March Calendar | New Members | BizBitz | M.Conley Spotlight Company - Taggart's
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For more information, please contact PrimeTime Health Plan at 1-800-577-5084 or TTY users can call 1-800-617-7446, Monday-Friday from 8:00 a.m. to 8:00 p.m. (October 1 – March 31, we are available 7 days a week from 8:00 a.m. to 8:00 p.m.). PrimeTime Health Plan is an HMO-POS plan with a Medicare contract. Enrollment in PrimeTime Health Plan depends on contract renewal. Our plan does not discriminate based on race, color, national origin, sex, age, or disability in its health programs or activities. English: ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-800-577-5084 (TTY 1-800-617-7446). Español (Spanish): ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-577-5084 (TTY 1-800-617-7446). 繁體中文 (Chinese): 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-800-577-5084 (TTY 1-800-617-7446).
Twenty Under 40!

Nominate the Most-Talented, Driven Young Professionals in Stark County!

Ystark! is currently seeking nominees for the 13th ANNUAL TWENTY UNDER 40! These awards recognize 20 incredible young leaders who are actively making a positive impact in the county across various sectors of the business, civic, government, arts, education and non-profit communities.

Nominees are selected based on career acumen, community service and trusteeship, and personal and professional achievements. The Twenty under 40! selection committee is comprised of diverse business and community leaders representing a range of industry sectors from around Stark County.

Eligible young professionals are between 21 and 40 years old, who work in all career industries, and live or work in Stark County. Full eligibility information is available at https://www.cantonchamber.org/twenty-under-40

Online submissions due by 11:59 p.m. on March 6, 2020; no exceptions. Winners of the 2020 award will be toasted at the 13th Annual Twenty Under 40! Gala this summer – stay tuned for more details coming soon.

Nominate a Young Professional Today at www.ystark.org!

Celebrating 90 Years!

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Join us for the AultCare QuickConnect Networking Luncheon on March 18 with Attorney Corey Minor Smith.

Corey will discuss how to:
1. Transform problems into Power
2. Perform self-assessment
3. Claim your authority
4. Be: relatable, approachable, of service
5. Level up!

Attorney Corey Minor Smith is one of the nation’s foremost experts on mental health and professional development. She is also a leading social justice advocate in local communities and across the nation. Smith produces radio roundtable conversations discussing ways to reduce the stigma associated with mental illness. Smith has served as a keynote speaker at numerous national and international gatherings.

Corey is a licensed attorney who has been directly involved in the mental health care industry for over 20 years. She has been featured on panels, tv, radio, podcasts and Sirius XM advocating for treatment and services in addition to using #Driven as a resource for family and friends that have a loved one living with severe mental illness. Corey has also written articles discussing the issue.

Corey served as a Canton City Council at Large member after receiving the most votes out of six candidates. She is the first African American to ever be elected to a city-wide position in Canton, OH. As a city council member, Corey focused on advocating for community development block grant funds to be used to address mental health issues and enhancing community awareness about services and resources available in the community. Whether she is speaking at the lectern, holding forth in court, or conversing in dialogue in community centers across the country, Attorney Corey Minor Smith is one of the most dynamic speakers, thinkers and activists in the nation today.

Wednesday, March 18
11:30 am – 1:00 pm
(Registration begins at 11:00 am)
La Pizzaria
3656 Dressler Rd. NW, Canton 44718
$18/members, $25/non-members
Register by March 16 at www.CantonChamber.org

Entrée of the month: Small Cheese Pizza with a Side Salad

AultCare QuickConnect attendees can obtain business leads through enjoyable networking activities, hear a compelling speaker, meet new business contacts and enjoy a delicious meal. Plus, when you bring a door prize valued at $15 or more, you’ll receive 30 seconds at the microphone to promote your business.

-----------------------------------------------

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Business Excellence Awards:

Save the Date for May 5

The Business Excellence Awards celebrate businesses that have distinguished themselves by being a significant presence in and/or providing substantial benefit to the citizens and economy of Stark County.

Winners of the Business Excellence Awards will be announced soon. They will be honored on Tuesday, May 5, 2020, at Kent State University at Stark Conference Center, beginning with a social hour at 5:45 PM and dinner at 6:30 PM, followed by the awards presentation. Tickets are $65 each, and tables of ten or twelve are available. Register online at www.CantonChamber.org.

The ninth annual Business Excellence Scholarship Award, presented by Beese Fulmer, will also be presented at the event. The scholarship will be awarded to a local student who writes the winning essay.

If interested in sponsorship opportunities, please contact Chris Gump, Director of Community Events and Sponsorships, via e-mail at chrisg@cantonchamber.org or by phone at (330) 458.2055.

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SPONSORS TO DATE:
Join the Canton Regional Chamber of Commerce and ystark! for Business After Hours at Bender’s Tavern on March 25. Enjoy networking, a cash bar, door prizes, and complimentary hors d’oeuvres.

All Business After Hours events in 2020 are presented by Apple Growth Partners. Apple Growth Partners is an award-winning accounting and business advisory firm with more than 75 years of helping grow local businesses. With offices in Cleveland, Akron, Canton, and Kent, AGP offers a full range of services, including audit and assurance, tax planning and compliance, business valuation, litigation consulting, employee stock ownership plans, and transaction advisory services. Conveniently located in Belden Village next to Omni and Panera, AGP’s Canton office is staffed with experienced professionals, ready to help grow local businesses. To learn more, visit www.applegrowth.com.

Wednesday, March 25
5:00-7:00 pm
Bender’s Tavern
137 Court Ave SW
Canton, OH 44702
Free! Register at CantonChamber.org

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Specializing in workers’ compensation medical management, AultComp MCO’s mission is to deliver high-quality services to our business partners. As we strive to exceed customer expectations, we will continually manage our resources cost-effectively, and maintain trust and integrity in all our partnerships.

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Technology is used in EVERY industry. From construction to healthcare and everything in-between. As business owners it is at times difficult to re-train an existing workforce to keep pace with new technology. Re-training requires time, money and the provider for the training.

TechCred is a program offered by the State of Ohio to help your business build a stronger workforce with the skills needed in a tech-infused economy. The TechCred program offers funding for your workforce to obtain relevant training in a wide array of technology-based industry recognized certifications and credentials. There are hundreds of credentials that are available for funding according to the Ohio TechCred website.

Employers of all sizes and all industries are acceptable with the caveat that only one application will be accepted per company. Ohio employers may apply for credentialing of both current and/or prospective employees if the participants are W2 employees.

Reimbursement up to $2,000/credential per employee is available with up to $30,000 in maximum funding per employer per funding round. Eligible providers of credentialing include universities, community colleges, technical centers and private training providers all of which you can find in the Stark County Community.

The second round of funding closed January 31 and future rounds of funding will be open soon. Planning for an informational session for our local employers about this program is in the works. In the meantime, check out the TechCred website at https://techcred.ohio.gov/wps/portal/gov/techcred/about or google “TechCred Ohio” to review the potential funding assistance program to upskill your workforce. And remember, we have great colleges and universities in our region that can provide many, if not all, of the skills needed in your technology-based workforce.

By Barbara Hammontree Bennett, PS, PS, LEED-AP
Director of Education Initiatives
Never Cut Spending in These Six Areas

The main priority for any business is to gain and maximize profits. The success of a business, regardless of industry or products and services being offered, entails a lot of research, hard work and discipline.

But it’s not easy for small businesses to turn a profit. According to a study by Small Business Trends, less than half of small businesses are profitable, and only 30% break even. As an entrepreneur, it can be tempting to start cutting costs wherever possible.

There are some easy and simple ways to get your bills down, like making sure that there are no leaking water pipes, switching off the lights at the end of the day, and utilizing reusable materials as much as possible.

There’s nothing wrong with trying to save money, but if you’re not careful, this could negatively impact your business operations.

Keep in mind that cost reduction can put the quality of your products and services at risk. Here are six crucial areas where you should never cut spending:

1. DATA SECURITY AND PRIVACY

If you’re handling and maintaining a database of customers’ personal details, like credit card information, you cannot afford to be complacent when it comes to data protection. Remember, cyberattacks can happen at any time, and you don’t want to fall into the trap of believing small businesses are safe from data breaches.

In fact, cyberattacks on small businesses are on the rise. A report found that 21% of small businesses experienced a data breach within the last two years, which is up from 17% from the year before.

A single data breach will not only cost you tens of thousands of dollars, but it can also permanently damage your business reputation. To minimize the risk of a cyberattack, implement data security measures to keep your sensitive information protected. This includes investing in cyber liability insurance, which covers expenses of claims associated with data breaches, such as legal fees from lawsuits.

2. HUMAN RESOURCES

Your workforce is what keeps your business going, making human resources one of the most crucial aspects of the company. HR takes on a wide range of responsibilities—from making sure that people are qualified for a job to resolving conflicts within the organization—to ensure smooth operations day by day. If you want to keep your employees happy and motivated, avoid cutting the budget of your HR department.

3. ACCOUNTING

Another area where you should never cut spending is accounting. Accounting involves keeping track of revenue and expenses, creating financial statements, and payroll. Money management is essential in any business. You’ll have a better picture of where the business is going and what areas need improvement if you have an effective accounting team.

As a small business owner, don’t try to handle this all on your own. After all, mistakes in your bookkeeping could lead to incorrect information on your tax returns, and the last thing you want is to face a penalty or audit from the IRS.

4. LEGAL RESOURCES

Small business owners should never cut spending on legal resources. Having a lawyer you can depend on will protect your business assets, especially during challenging times. With a solid legal counsel, you can delegate necessary tasks, like establishing and maintaining a corporate structure and governance, giving you peace of mind and enabling you to focus on growing your business.

While legal services can be expensive, keep in mind that many insurance policies, like general liability, can cover expenses associated with a lawsuit such as finding an attorney and legal settlements.

5. CUSTOMER SERVICE

There’s no question about it: customers who have a positive experience are likely to remain loyal buyers while those who have a negative experience are likely to turn to a competitor.

In fact, one survey found that a shopper is four more times more likely to go elsewhere if they experience a customer service-related issue. And, it’s in your best interest to retain as many customers as possible since it will cost you up to seven times more to attract new clients. Therefore it will help your business’ bottom line in the long run if you invest in creating the best customer experience possible.

6. MARKETING STRATEGIES

A vital part of any successful business is marketing, it’s a necessary strategy you need to invest in to attract new customers and keep your existing clients. After all, how can someone buy your product or service if they don’t know about it?

Most people find relevant products and services through search engines, and in order for your business to stand out from the crowd, you should invest in paid marketing initiatives, as organic strategies alone might not cut it. For example, 67% of all clicks in search engine results come from the first five listings. With Google receiving over 63,000 searches per second, it can be hard for a small business to reach those coveted top five positions. But, by placing an ad in a search engine, you’re guaranteed to be at the top of the page.

Therefore, if you want your business to get noticed don’t cut your marketing budget here. It will be worth it in the long run, one report found that businesses typically make $2 for every $1 they spend in AdWords.

THE KEY TAKEAWAY

Keeping costs down is essential to maximizing revenue and sticking to your business budget, but it doesn’t mean that you should cut spending wherever you can. Remember, cutting back on all your spending might save you in the short term, but could cause damage in the long run. The key is to be mindful of the different areas of your business where you can cut expenses without sacrificing growth and quality.

by Emily Lazration
Content Marketing Specialist, CoverWallet

For free business mentoring advice, contact SCORE at www.CantonSCORE.org or 330.244.3280. We are located at 6000 Frank Ave NW, Canton, OH 44720
The Canton Regional Chamber of Commerce is excited to announce the headliners for the 2020 Canton Blues Fest!

**CHANGES FOR 2020:** Due to the construction of Centennial Plaza, the festival will relocate to the Eric Snow YMCA Parking Lot, located between 3rd & 4th St. NW and McKinley Ave. and DeWalt Ave. in downtown Canton. Headliners will take the stage nightly at 8:30 PM on Friday, June 5, and Saturday, June 6.

Secondly, the McKinley Grand is closed for renovation, so we have moved our hotel headquarters to the Holiday Inn Belden Village (4520 Everhard Rd NW, Canton, OH 44718). They will be honoring a special event room rate for Canton Blues Fest attendees. When making a room reservation, mention the Canton Blues Fest to receive a discounted rate.

Opening acts Heather Newman and Annika Chambers will take the stage at 6:30 p.m. on Friday and Saturday, respectively. The jam-packed lineup features 18 unique blues acts on two stages, with live music running daily from noon to 10:00 p.m. Visit Facebook.com/CantonBluesFestival for event details.

**FRIDAY HEADLINER - SUGARAY RAYFORD**

“Sugaray” Rayford is an American Soul blues singer and songwriter. He has released Six albums to date and was awarded “BMA Soul Blues Artist of the Year” in 2019. Sugaray Rayford was nominated for a Grammy Award for his critically acclaimed album, Somebody Save Me, which was released this past March on Forty Below Records.

It marks the latest in a series of honors awarded Rayford during the past year alone, including nods for “Soul Blues Male Artist of the Year” at the 40th Blues Music Awards, a pair of 2019 Muddy Awards for “Best Performance” and “Best Recording,” and a win for Blues Blast’s “Best Blues Band.”

The accolades also follow a stream of critical kudos. Downbeat called Rayford a performer with “a soul-blues voice that has an emotional strength.” Albumism raved “A sound that's undeniably fresh and inspired. Living Blues hailed him as “a soul singer who brilliantly weaves blues, jazz and gospel inflections into his soaring songs.” Blues Music Magazine agreed, describing Somebody Save Me as “an outstanding showcase of Sugaray Rayford's great talent.”

**FRIDAY OPENER - HEATHER NEWMAN**

Heather Newman has been breathing fire ever since her 2017 debut and the release of her album, “Burn Me Alive” through Vizztone Label Group. With the win of two 2018 Blues Blast Music Awards for the “Best New Artist Debut” and the “Sean Costello Rising Star Award” as well as her 2019 Blues Music Award nomination for “Best Emerging Artist” adding wood to the fire flaring in their path, there is little to stop this ragingly powerful roots band.

The band released their second album Rise From the Flames through Vizztone in the summer of 2019, where you can hear the strong leading melodies on guitar, piano, and organ, Heather’s steady grooving bass lines lock in with deep rooted beats. This group produces a one of a kind medley of various styles such as soul, funk, blues, and rock, with a killer original set. Heather’s ever flowing, sultry, emotional vocals makes every show exciting and unique, keeping her loving fans coming back for more.

**SATURDAY HEADLINER - LIL’ ED & THE BLUES IMPERIALS**

In Chicago, a city overflowing with unrivaled blues talent, world-renowned Lil’ Ed & The Blues Imperials have been standing tall for almost 30 years. The band’s big sound, fueled by Lil’ Ed’s gloriously rollicking slide work and deep blues string bending, along with his rough-edged, soulful vocals, is as real and hard-hitting as Chicago blues gets.

The Chicago Sun-Times says, “Lil’ Ed & The Blues Imperials are the hottest purveyors of bottleneck boogie to come out of Chicago since Hound Dog Taylor.”
Lil’ Ed Williams comes to the blues naturally. His uncle, Chicago slide guitar king and master songwriter J.B. Hutto, taught him how to feel, not just play the blues. Nine albums and thousands of performances later, Lil’ Ed is now universally hailed as a giant of the genre. Lil’ Ed and The Blues Imperials—bassist (and Ed’s half-brother) James “Pookie” Young, guitarist Mike Garrett and drummer Kelly Littleton—have remained together for nearly 30 years (an extraordinary feat for any group), the band fueling Ed’s songs with their rock-solid, road-tested, telepathic musicianship.

The Big Sound Of Lil’ Ed & The Blues Imperials is the musically electrifying, emotionally intense and downright fun new album from the band Guitar Player calls “a snarling boogie-blues machine… they blow down the walls.” The CD features Lil’ Ed’s incendiary playing and playful, passionate singing, with the ragged-but-right Blues Imperials cooking like mad alongside him. Produced by Williams and Alligator president Bruce Iglauer, it is a tour-de-force of authentic, deeply rooted Chicago blues.

They have played the Chicago Blues Festival multiple times, and have appeared at The New Orleans Jazz & Heritage Festival, Portland’s Waterfront Blues Festival, The Tampa Bay Blues Festival, The San Diego Blues Festival, The Pennsylvania Blues Festival and dozens of other festivals around the country. Satisfying worldwide demand, they have performed at festivals in Canada, Great Britain, France, Spain, Sweden, Denmark, Poland, Japan, Australia, India, Turkey and Panama.

SATURDAY OPENER - ANNIKA CHAMBERS
2019 Blues Music Award for Soul Blues Female Artist of the Year gives us Kiss My Sass, her third studio album. The recording takes you on a journey that spotlights Annika’s exceptionally dynamic and powerful voice, a crack band that smokes through the entire record and the tight uptown arrangements by Producers Larry Fulcher, Richard Cagle and Tony Braunagel. This Sass and Soul project also features duets with Ruthie Foster and Canadian Paul DesLauriers and pays honors to Texas blues women Angela Strehli and Carolyn Wonderland.

Chambers, like so many powerful vocal artists, can trace her love of music back to early childhood. “I grew up singing in the church,” she says. Not that she had to tell us. Citing the gospel influences of Yolanda Adams, Shirley Caesar, Dottie Peoples and Whitney Houston, you can’t help but feel the Spirit moving through the entire room when Annika throws herself into the heart of a song.

It was during her two tours of duty in the US Army that Chambers realized the gift she had. “One of my colonels heard me singing, and he said, ‘Why don’t you sing the Anthem for one of our ceremonies?’” She was an immediate hit and became their first choice for all their music events, joining the gospel choir and even winning the talent show on her base. From there, Chambers became part of a touring band making the rounds through Kosovo and Iraq, providing a welcome lift for the troops’ morale. She also planned special events, concerts, dances and karaoke nights, always doing her part to infuse the good time music into their lives.

A full-time music career can keep a person busy and yet Annika Chambers always finds time to give back to her community. Chambers has a deep passion for supporting and inspiring the next generation of musicians.

For sponsorship information, please call Chris Gumpp at (330) 458-2055.
Harness your sales prowess and cultivate relationships with 100 NEW CONTACTS

FREE contact follow-up list for all attendees!

Friday, March 20
Courtyard by Marriott
4375 Metro Cir NW
North Canton Ohio 44720

8:00 am - Registration
8:30 am - Noon - Networking
Cost: $35 for members, $60 for non-members
$15 surcharge for walkup registrations.
Full breakfast included.

Tabletop exhibits are available for $35.
Contact Molly Romig at (330) 833-4400 or mollyr@cantonchamber.org; space is limited!

Register by Mar. 18 at www.cantonchamber.org or contact Monique Thompson at moniquet@cantonchamber.org or (330) 458-2070.

Event is non-refundable. No-shows will be billed.
The Pro Football Hall of Fame and the annual Enshrinement Festival including Enshrinement Week Powered by Johnson Controls will be celebrating 57 years of excellence in 2020, with the first event being the Queen & Royal Ambassadors Pageant on Thursday, May 7.

The age criteria for contestants is that on or before July 1, 2020, candidates must be a minimum of 17 years old, but not older than 22 years of age. Additionally, candidates must reside and, if employed, work within a 30-mile radius of Stark County.

Applications and tickets are available at the Canton Regional Chamber of Commerce, Enshrinement Festival department, 222 Market Ave. N., in downtown Canton, weekdays from 8:30 a.m. to 5 p.m. beginning Monday, Feb. 10. In addition, applications will be available on-line at www.ProFootballHOFEF.com. The deadline to submit the application and a $70 fee is Monday, March 23, by 5 p.m.

The Queen & Royal Ambassadors Pageant on Thursday, May 7 will begin at 7 p.m. at The Canton Palace Theatre. All seats are reserved at $22 each, and tickets can be purchased at the Canton Regional Chamber, and online at www.ProFootballHOFEF.com/Queen Pageant.

At the conclusion of the Pageant, a Queen and five Royal Ambassadors will have been selected on the basis of personality, poise, beauty, communication skills, academic achievement and service to community and will almost immediately begin their tenure as goodwill ambassadors and role models throughout the community.

For more information regarding applications, tickets or sponsorship opportunities, contact Kathy Lindenberger at (330) 458-2056 or visit the Enshrinement Festival Web site at www.ProFootballHOFEF.com.

2019 Queen Emma Kirkbride

Baker, Dublikar, Beck, Wiley & Mathews
Attorneys at Law

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Telecopier: (330) 499-6423

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Who should apply for the Signature Program?
The Signature Program is ideal for business and community leaders who are ready to take their careers and community involvement to the next level.

How does it work?
Each year, a limited number of participants are selected through an application & interview process. Our goal is a diverse class: professionally, geographically and culturally.

What is the time commitment?
The program covers 10 months, beginning with a 2 & 1/2 day opening retreat. Monthly day-long sessions cover a range of topics. On-site visits and optional opportunities take about a half day per month.

Tuition cost
Tuition is $2,950 including meals, lodging, and materials. Tuition assistance is available for non-profit or small business participants.

Your Signature experience includes opportunities to:
• Find your personal leadership style and learn how to make it work for you
• Take a whirlwind tour of Stark County, exploring the cultural, economic, and historic features of our community
• Experience on-site tours and small-group interactions with CEO’s
• Go on a cruiser ride with police or sheriff’s department, jail tour, & lunch with judges in their chambers
• Attend a seminar on board governance, have a chance to be matched with a non-profit for board service
• Take part in a poverty simulation, share a meal at a local nutrition center, tour a homeless shelter
• Discuss local issues with political and civic leaders, learn what it takes to run for office or join a commission
• Meet with school superintendents, tour alternative and traditional schools with principals, hear from school board members
• And many more experiences to expand your knowledge and awareness

Applications are open now through April 17 for the program that begins in September.

Wednesday, March 18, 2020
Registration: 1:30 to 2:00 p.m.
Seminar: 2:00 to 4:30 p.m.

Kent State University
at Stark Conference Center
6000 Frank Ave. NW, Canton, OH 44720

Business Reception Follows

Register online at:
BMSA.COM

Presented by the attorneys of Black McCuskey.

Topics:
Legislative Update: FSLA, OSHA & More
Interplay of FMLA, ADAAA and Workers’ Compensation
What’s New With the NLRB and Social Media Policies
Gender Identity
A Doctor’s Perspective
When Subjective Complaints Don’t Fit the Objective Findings
Non-Compete and Employment Agreements
Bureau of Workers’ Compensation:
How to Tame Your Workers’ Compensation Premiums

CANTON 330.456.8341 | NEW PHILADELPHIA 330.364.6553 | TOLEDO 419.897.7962 | BMSA.COM
Get to know the young professionals who will shape the future of Canton/Stark County! Each month, we’ll introduce you to a YP who is living or working, but most importantly, thriving in Stark County!

Name: Kelly Sutton
Occupation/Title/Place of work: Founder Find Your Strong
Age: 37

Why are you interested in Stark County’s Young Professionals initiative?
I love young professionals setting the bar high for each other and encouraging one another to strive for big goals and never be afraid!

What would you share to encourage other people to join?
Joining ystark is a great way to meet other young professionals and network!

Did you grow up in Stark? If so, where? If not, where did you move from and why?
No I grew up in Marietta but I moved to Canton in 2010 because my husband grew up here.

Why do you stay in Stark County, from both a personal and professional point of view?
Stark country has so much to offer and the schools are great for my children. It’s a wonderful place to raise them with opportunities to experience so many things! Professionally, Canton is a growing market and great place with opportunity to build a business!

What do you like MOST about Stark County?
It’s small but mighty! Everyone takes pride in living here! Many people stay here or come back to raise their children!

What would you change about Stark County if you could?
More larger corporations for more jobs

What do you see as valuable opportunities for YPs in Stark County when it comes to career opportunities, cultural access, leadership or community involvement opportunities?
YPs have the opportunity to change the way we think about building businesses and we have the ability to introduce a different shift in the way businesses are run!

What would attract more YPs to Stark County?
More modern and trending environments such as living spaces, entertainment options, etc.

What do you do in the evenings or on the weekends for fun in Stark County or NE Ohio?
I love to be outside, enjoying the local restaurants, going to concerts, watching local sports teams or anything with friends and family!

Could you see yourself spending your lifetime in Stark County and if not, what would cause you to leave?
Yes until my children are older! I would love to retire someplace warm but still be able to commute back to Ohio to see family!

Kelly Sutton

WorkPlayStay is sponsored by:
2020 PUB TOUR
DOWNTOWN CANTON

Get decked out in your favorite St. Patty’s Day gear and join us for a tour of some of the best spots in Downtown Canton! Enjoy drink specials, complimentary appetizers, St. Patrick’s Day flair, and more, exclusively provided for Pub Tour partygoers!

Tickets $10 ... but purchase them soon because the price will go up $5 after March 1!

STOP 1: Angry Avocado - 4:30 p.m.
STOP 2: Conestoga Grill - 5:30 p.m.
STOP 3: Cork & Canvas on 3rd - 6:30 p.m.
STOP 4: 410 Martini - 7:30 p.m.

Parking: All street & meter parking is FREE after 4pm downtown. Bliss Parking Deck at 300 Cleveland Ave NW is $5.

Buy tickets online at www.ystark.org
Join us for the Safety Council luncheon on Thursday, March 19 featuring Michael J. Bogdan, Esq., Certified Specialist in Labor & Employment Law by the Ohio State Bar Association.

Most employers are familiar with federal employment legislation such as the Americans with Disabilities Act of 1990 (ADA) and the Family and Medical Leave Act of 1993 (FMLA), as well as Ohio’s Workers’ Compensation laws. These laws required Ohio employers to revise their employment practices substantially over the years as the courts have interpreted an employer’s obligations under each statute. What employers may not be familiar with, however, is the overlap between ADA and FMLA that require an employer to adopt an integrated approach to achieve compliance with both statutes. Learn how to satisfy the “monster” at the March Safety Council luncheon.

Thursday, March 19
11:30 am-1:00 pm
Alex D. Krassas Event Center
Cost: $17 per person
RSVP by March 17
Register at www.CantonChamber.org

CRIME PREVENTION BREAKFAST

Join us as we honor the Canton City Police Officer of the Year, Stark County Deputy of the Year and Community Police Officer of the Year.

In addition, the Crime Prevention Citizen of the Year will be presented with an award. This award goes to a citizen who goes beyond the call of duty in preventing a crime or provides the police department with information that leads to an arrest and conviction of a criminal offender.

The Crime Prevention Breakfast is a special opportunity to show our appreciation for the hard work and dedication by Stark County law enforcement agencies.

You can support and honor these individuals, by purchasing tickets for the breakfast, either for yourself, or for distribution to the various law enforcement agencies. Your donation helps honor these officers and allows officers from Stark County law enforcement agencies to receive a complimentary breakfast.

Tuesday, March 24
8 a.m. to 9:30 a.m.
Skyland Pines Banquet Center
Cost: $15 per person
RSVP by March 22
Register at www.CantonChamber.org

CEO/SENIOR MANAGEMENT BREAKFAST

Join us for the 2020 CEO / Senior Management Breakfast featuring Keith Bennett, P.E., P.S. the Stark County Engineer. He’ll discuss the tools and methods the Engineer’s office uses to maintain and improve safety for the traveling public. From guardrail to roundabouts, Bennett will address the tools they use (or don’t use) to address safety issues on Stark County highways. He will cite recent and planned projects completed or in development by his office to improve safety. Bennett will also discuss internal procedures and policies they use to protect their workers and the public in work zones.

Tuesday, March 31
7:30 a.m. to 9:30 a.m.
Alex D. Krassas Event Center
Cost: $20 per person
RSVP by March 29
Register at www.CantonChamber.org
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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</table>
| 4     | Chamber D.C. Fly-In [www.greaterakronchamber.org](http://www.greaterakronchamber.org)  
The Canton Regional and Greater Akron Chamber of Commerce invite members to the Chamber D.C. Fly-In. Attendees will participate in a wide range of activities with members of northeast Ohio's congressional delegation, federal agencies, D.C. insiders and other key federal staff.  
**Wednesday, March 4**  
9:00 am  
Cost varies |
| 18    | AultCare QuickConnect Luncheon [www.cantonchamber.org](http://www.cantonchamber.org)  
Meet Corey Minor Smith, local attorney and author of #Driven. She will discuss how to transform problems into power; perform self-assessment; claim your authority; be relatable, approachable, of service; and how to level up!  
**Wednesday, March 18**  
11:30 am-1:00 pm  
La Pizzaria  
$18/members, $25/non-members |
| 19    | Utica Midstream [www.cantonchamber.org](http://www.cantonchamber.org)  
Join us at our annual Midstream event where speakers will discuss exploration and production and oil and gas public policy. Learn what's new in the energy business, build your network of business contacts and find your opportunity.  
**Thursday, March 19**  
7:30 am – 3:10 pm  
Barrette Center at Walsh University  
$425 per person |
| 19    | Stark County Safety Council Luncheon [www.cantonchamber.org](http://www.cantonchamber.org)  
Join us for the Safety Council luncheon on Thursday, March 19 featuring Michael J. Bogdan, Esq., Certified Specialist in Labor & Employment Law by the Ohio State Bar Association.  
**Thursday, March 19**  
11:30 am – 1:00 pm  
Alex D. Krassas Event Center  
$17 per person |
| 20    | NETWORK 2020 [www.cantonchamber.org](http://www.cantonchamber.org)  
Join 80-100 business professionals for a fast paced networking event. Seated at tables of eight, each participant has 120 seconds to talk about their business/cause. Bring your best elevator pitch, plus 100 business cards or promo items.  
**Friday, March 20**  
8:00 am – Noon  
Courtyard by Marriott  
Cost: $35 for members, $60 for non-members |
| 24    | Stark County Safety Council Crime Prevention Breakfast [www.cantonchamber.org](http://www.cantonchamber.org)  
Join us as we honor the Canton City Police Officer of the Year, Stark County Deputy of the Year and Community Police Officer of the Year.  
**Tuesday, March 24**  
8:00 – 9:30 am  
Skyland Pines  
Banquet Center  
$15 per person |
| 25    | Business After Hours [www.cantonchamber.org](http://www.cantonchamber.org)  
Join the Canton Regional Chamber and ystark! for a joint Business After Hours at Bender's Tavern. You’ll enjoy an evening of delectable snacks, networking and a cash bar. This event is free, but advanced reservations are required.  
**Wednesday, March 25**  
5:00 – 7:00 pm  
Bender's Tavern  
Free! |
| 31    | Stark County Safety Council CEO/Senior Management Breakfast [www.cantonchamber.org](http://www.cantonchamber.org)  
Join us for the 2020 CEO / Senior Management Breakfast featuring Keith Bennett, P.E., P.S. the Stark County Engineer. He’ll discuss the tools and methods the Engineer’s office uses to maintain and improve safety for the traveling public.  
**Tuesday, March 31**  
7:30 – 9:30 am  
Alex D. Krassas Event Center  
$20 per person |
**NEW MEMBERS**

**WELCOME** to our newest members, who joined Canton Regional Chamber of Commerce in January. We encourage you to patronize their businesses. If you know of other businesses that would benefit from Chamber membership, please contact the Membership Department at (330) 458-2051.

<table>
<thead>
<tr>
<th>Name</th>
<th>Business</th>
<th>Address</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIM RE Coaching and Mentoring</td>
<td>(BUSINESS CONSULTING)</td>
<td>Ahmed Hawari</td>
<td>PO Box 653</td>
</tr>
<tr>
<td>Apex Communications Network</td>
<td>(COMMUNICATIONS)</td>
<td>Jan Almasy</td>
<td>309 Court Ave NW</td>
</tr>
<tr>
<td>Archer Sign Corporation</td>
<td>(SIGNS)</td>
<td>Jerry Archer</td>
<td>1917 Henry Ave SW</td>
</tr>
<tr>
<td>Bing Bong Tec</td>
<td>(CELLULAR EQUIPMENT &amp; SUPPLIES)</td>
<td>Nate Bartow</td>
<td>300 Montabella Place NW</td>
</tr>
<tr>
<td>Bixler &amp; Moore Co., LPA</td>
<td>(ATTORNEYS)</td>
<td>Timothy J. Moore, Esq.</td>
<td>318 E. Main Street</td>
</tr>
<tr>
<td>Brennan, Manna, &amp; Diamond LLC</td>
<td>(ATTORNEYS)</td>
<td>Alex J. McCallion</td>
<td>4518 Fulton Road</td>
</tr>
<tr>
<td>Colliers International/Akron</td>
<td>(REAL ESTATE - COMMERCIAL SERVICES)</td>
<td>Cori Voltz</td>
<td>150 N. Miller Rd.</td>
</tr>
<tr>
<td>Coming Together Stark County</td>
<td>(TRAINING SERVICES - DIVERSITY)</td>
<td>Jim Molnar</td>
<td>408 9th St SW, Ste 215</td>
</tr>
<tr>
<td>FASTSIGNS - Massillon/Canton</td>
<td>(SIGNS)</td>
<td>Patrick Daugherty</td>
<td>2417 West Tuscarawas St.</td>
</tr>
<tr>
<td>Fish Window Cleaning</td>
<td>(WINDOW CLEANING - COMMERCIAL &amp; DOMESTIC)</td>
<td>Mark S Eisenzimmer</td>
<td>PO Box 167</td>
</tr>
<tr>
<td>Fox Auto Salvage &amp; Parts Inc.</td>
<td>(AUTO SALVAGE)</td>
<td>Jeremy Fox</td>
<td>7140 Alliance Rd. NW</td>
</tr>
<tr>
<td>FranSource International, Inc.</td>
<td>(FRANCHISE DEVELOPMENT)</td>
<td>Steve Vandegrift</td>
<td>1101 Portage St NW</td>
</tr>
<tr>
<td>Giordano's Italian Restaurant</td>
<td>(RESTAURANTS)</td>
<td>Mike Tepe</td>
<td>4370 Belden Village St. NW</td>
</tr>
<tr>
<td>Hall of Fame Fitness Center</td>
<td>(FITNESS CLUBS)</td>
<td>Jim Thomas</td>
<td>2700 Roberts Ave NW</td>
</tr>
<tr>
<td>Hanna Commercial Real Estate</td>
<td>(REAL ESTATE)</td>
<td>John Lubinski</td>
<td>PO Box 1611</td>
</tr>
<tr>
<td>Hukill Tile LLC</td>
<td>(FLOOR COVERING - RETAIL)</td>
<td>Jeff Hukill</td>
<td>525 Main St. N.</td>
</tr>
<tr>
<td>J Babe Stearn Community Center</td>
<td>(NON PROFIT ORGANIZATION)</td>
<td>David Miday</td>
<td>2628 13th Street SW</td>
</tr>
<tr>
<td>Kenstar Services, LLC</td>
<td>(REFUSE REMOVAL)</td>
<td>Jason Lee</td>
<td>4744 Dover Zoorad Rd. NE</td>
</tr>
<tr>
<td>NEO Computer Solutions</td>
<td>(COMPUTERS - SERVICE &amp; REPAIR)</td>
<td>Corey Riddle</td>
<td>3710 State St. NW</td>
</tr>
<tr>
<td>New Horizon Financial Group</td>
<td>(FINANCIAL SERVICES)</td>
<td>Robert Foutty</td>
<td>5876 Fulton Dr.</td>
</tr>
<tr>
<td>No Limits Transportation</td>
<td>(TRUCKING)</td>
<td>Joshua Walling</td>
<td>5982 Fable Road</td>
</tr>
<tr>
<td>NSME Akron/Canton</td>
<td>(ASSOCIATIONS - SALES &amp; MARKETING)</td>
<td>Sharon Reed</td>
<td>2430 40th St NE</td>
</tr>
<tr>
<td>Renewal by Andersen</td>
<td>(WINDOWS - DOORS - REPLACEMENT)</td>
<td>Stephanie Mailoux</td>
<td>17450 Engle Lake Dr. Middleburg Heights, OH 44130</td>
</tr>
<tr>
<td>RMS Media</td>
<td>(DIGITAL MARKETING)</td>
<td>Kori Jenkins</td>
<td>PO Box 613</td>
</tr>
<tr>
<td>Schneider Computer Technologies, LLC</td>
<td>(IT - INFORMATION TECHNOLOGY)</td>
<td>Julie Schneider</td>
<td>505 Wooster Avenue</td>
</tr>
<tr>
<td>Top Value Car &amp; Truck Service</td>
<td>(AUTO &amp; TRUCK REPAIR &amp; MAINTENANCE)</td>
<td>Gary Shepherd</td>
<td>3317 Whipple Ave NW</td>
</tr>
</tbody>
</table>
Barbco, Inc. Co-Owner and CEO, Anthony R. Barbera was granted U.S. Patent #10526846 entitled as the "Material Exhaust Connection For Horizontal Bore" on January 7, 2020. This is another proud moment in this East Canton, Ohio manufacturer’s storied 30-year history of driving the trenchless technology, horizontal boring, and underground manufacturing industries forward with world class capital equipment and cutting-edge technology. In layman’s terms, this patent makes Barbco boring machines more efficient and more environmentally friendly as it allows for greatly improved handling the spoils from the boring operation.

Bond Exterminating is celebrating 34 years of service for Stark, Summit, Portage and Medina counties. February 10th, 1986 is when Nancy Sampson opened Bond Exterminating. Full service pest control for residential and commercial. You told me to send you something to post.

Seifert Technologies, Inc. is excited to announce the opening of our new Cleveland Division, expanding our footprint in Northeast Ohio. This expansion better positions us to serve clients in the entire NEO region. Our new office, located in Independence, OH, is just nine miles from downtown Cleveland.

“Seifert Technologies is proud of our long-standing presence in Northeast Ohio, and we are pleased to further our commitment to the Cleveland area with the addition of our new office,” Tim Seifert, President of Seifert Technologies, Inc.

Kayla Proctor and Kevin Stillwell join WRL Advertising as social media and sales interns respectively and are excited to contribute assistance in search engine optimization (SEO), social media content and sales to the company's existing client projects.

Stillwell is joining WRL as a junior account executive. He recently graduated from Youngstown State University in December 2019 with a degree in Business Administration with a concentration in Marketing. "I love the team, the growth opportunities and the competitiveness here at WRL," Stillwell said.

Have business news you’d like to share via Biz Bitz? Send your news release to Collyn Floyd, director of marketing, at collynf@cantonchamber.org.

AultWorks Occupational Medicine specializes in treating work-related injuries and illnesses. We are certified by the Ohio Bureau of Workers’ Compensation.

Our services include:
- Injury Care
- Drug and Alcohol Screenings
- DOT and Pre-placement Physicals
- Pre-placement Physicals
- Random Management Programs
- Mobile Medical Unit

www.aultman.org/aultworks
1-844-285-9675

At your location or ours, we’ve got you covered.


The Ohio Small Business Development Center at Kent State University is sponsoring an information session for individuals interested in starting a small business or those who are in the early stages of business formation. The information session will be held on Monday, April 6, from 9 to 11 a.m., at the Kent State University at Stark Conference Center, 6000 Frank Avenue NW in Jackson Township.

The Small Business Orientation will provide a general overview of issues related to starting a business, such as business planning, determining market demand, financing options and available community resources. After attending the program, participants may contact the Small Business Development Center to schedule an appointment with a business counselor for a one-on-one consultation.

There is a $10 fee per person for program materials. Registration and payment of the information session must be made online at www.cantonsbdc.org.

Within one decade, Gervasi Vineyard has evolved from a family dream to a well-known destination for wine lovers, foodies, and couples seeking a romantic escape.

On March 16th the winery resort celebrates its 10th anniversary and the tremendous growth across the 55-acre estate. In the beginning, Gervasi was a small restaurant and winery housed in a restored barn, which has now grown to a large tourism destination featuring over 14 buildings.

As you drive through the arched entrance, there is a sense that you are entering the countryside of old world Tuscany. Part of the allure of Gervasi Vineyard is the story of how it came to be a true destination in Canton, Ohio. The winery resort is unique in its style of classic Italian charm and was created to be "Tuscan by design" based on the family’s Italian heritage. The Swaldo Family built Gervasi Vineyard as a legacy in the making for the Canton community.

“Seifert Technologies is proud of our long-standing presence in Northeast Ohio, and we are pleased to further our commitment to the Cleveland area with the addition of our new office,” Tim Seifert, President of Seifert Technologies, Inc.
The summer of 1975 was hot. Ernie Schott had moved to Canton and bought his first house just off Fulton, on 16th Street in 1971. On steamy summer nights he and wife Patti walked their young kids three blocks to Taggart’s for an ice cream. Ernie liked it so much that 25 years later he bought the whole store.

After 23 years as a manufacturing Plant Manager, Ernie Schott lost his job when a multi-national behemoth bought the plant he managed. Ernie went on to a second successful career, purchasing Canton’s famed Taggart’s ice cream parlor in 1998 from Don and Mary Montgomery of Carrollton.

When Ernie took over, the store was already over 72 years old and starting to show its age. Half the windows were boarded up due to vandalism concerns that proved unfounded. Ernie enlisted the help of local developer, Steve Coon, to renovate the store, replacing boards with windows, repairing tiles and giving the place a good scrubbing. Long-time employees knew how to run the business, but cast a wary eye on the new owner who insisted on scrubbing floors himself. His sister’s high school memories of working at Taggart’s sent him to the basement to find the recipe for Olive Nut Sandwiches and other old-time Taggart’s favorites. Soon they were again added to the menu.

With his family’s help, especially son-in-law Doug Mullaly, Ernie figured out a way to run an early 20th Century business in a 21st Century fashion. Finances, payroll and inventory control were computerized. But, some things have remained much as they were in 1926 when Dr. Taggart built a storefront onto the side of his 13th St. duplex and started selling ice-cream on one side with a bicycle shop on the other. His son, Joe, took over in 1926, built an archway between the two stores and changed the name from Stewart’s to Taggart’s.

Today, high school kids still man the counters, the Bittner is still a big hit, rich ice cream is made in the back and the wooden booths are all original. The biggest crossroads Ernie faced when he decided to ban smoking, long before it became a legal necessity. Despite dire warnings from their many customers, business actually jumped 10%!

In 2006 they were invited to open a second Taggart’s in a building owned by the Magnolia Historical Society. It turned out to be a great move as the community embraced them as tightly as they loved it back.

As Ernie and his family settled into a comfortable routine and business kept growing, attorney and loyal customer, John Werren kept poking Ernie to buy Kennedy’s Barbecue, another downtown Canton institution. Ernie kept saying no, but when Jack Kennedy passed away, his wife had a hard time keeping the restaurant afloat. Ernie bought it for the appraised value. He and his son-in-laws spent the first weekend cleaning and preparing to reopen. By Monday they were ready. Kennedy’s business grew 30% in their first year and they haven’t looked back since.

Finally, in 2016, it came time for Ernie to step back and take a little more time for himself. Mindy and Doug Mullaly, involved since the beginning of his Taggart’s adventure, became majority owners. They were only the sixth in Taggart’s 90+ year history and third in Kennedy’s long business life.

Ernie remembers when old Joe Taggart called from Florida to congratulate him on buying his former store. Before they hung up, Joe offered one hint: “Keep using 14% butterfat, it’s what gives the ice cream its creamy flavor.” Father and daughter, Ernie Schott and Mindy Mullaly have stayed true to the roots of two of Canton’s iconic restaurants while turning them into a modern business success story. It appears good food in a clean, simple environment never goes out of style.

Go to www.neobrightestlights.com to learn about the other nominees!
Accepting most major insurances including AultCare & AultCare’s PrimeTime Health Plan.