



GREATER TOLEDO BOOK OF LISTS 2020
page 1B

Wausau Supply opening West Unity facility

Company planning to construct 75,000-100,000 sf building in 2021



Wausau Supply is currently leasing a 30,000 square foot building in West Unity

Wausau Supply Co. is expanding its established service area by opening a distribution facility in West Unity in Williams County. Scheduled to open this fall, the facility will house Wausau's proprietary brands – Diamond Kote Building Products and Waudena Entrance Systems – along with a selection of products from top manufacturers in the industry, noted officials.

According to Charlie Herwig, president of Wausau Supply Co., the company is currently leasing a 30,000 square foot building, which will employ 10 associates. The

(...continued on page 2)

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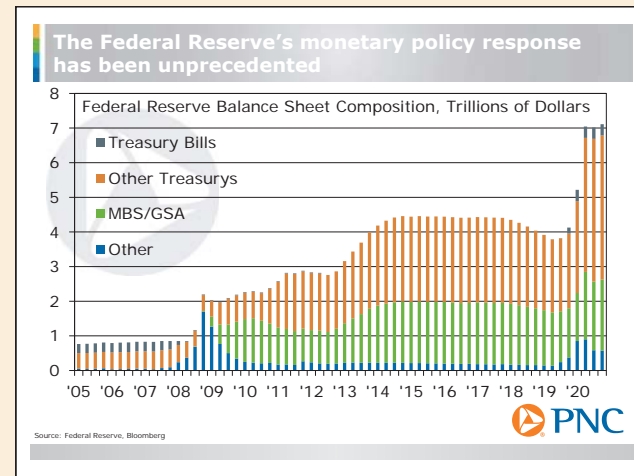
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Economy forecast to rebound in 2021

Two area financial institutions hosted large virtual sessions in mid-November for customer groups in order to provide them access to economic outlooks for the coming year.

Nelson Shaffer, Toledo city president, Citizens National Bank, hosted a virtual session with Robert Morgan, ProBank Austin. Bill McDonnell, PNC regional president, hosted an event with national economist Bill Adams, a PNC vice president and senior international economist and Andrew Schuler, CFA, a PNC senior vice president. Adams addressed a number of issues that were focused on the economic impact of the pandemic. "We are in an unprecedented period... the country has experienced unemployment worse than the Great Recession of 2008-2009," Adams stated at the start of his presentation. However, he explained that the current recession will not last as long as the downturn in 2008-2009 and that

(...continued on page 5)



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TH Plastics to locate in Tiffin spec building



TH Plastics will be located in the Eagle Rock Business Park in Tiffin

TH Plastics, Inc., a custom plastic injection molding company that supplies the automotive and appliance industries, is planning to locate a production plant at the Tiffin Spec Building at 680 Tyber Road – located in the Eagle Rock Business Park.

The facility will be expanded to 112,000 square feet of manufacturing and warehouse space to support the appliance industry in Ohio. TH Plastics has two other facilities in the area – one in Findlay, which opened in 2010, and one in Bowling Green, which opened in 2013 – that manufacture and assemble products for a variety of customers in the Midwest.

(...continued on page 11)

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Wausau Supply

...Continued from page 1

location will serve all of Ohio and the Pittsburgh area.

In 2021, the company expects to hire at least 19 people through a \$4.6 million investment as it will be looking to build a new and much larger operations facility.

“The \$4.6 million investment is to build a new facility between 75,000 and 100,000 square feet. The new warehouse will still be in the general area of West unity,” said Herwig.

Herwig highlighted the region’s logistics assets – particularly the comprehensive transportation and highway network – as a critical factor in its decision to locate its first facility in northwest Ohio.

“We chose West Unity for its proximity to our production facilities while still being able to service as far as Pittsburgh,” said Herwig. “It provides an easy gateway to Ohio, yet it’s close to our other facilities.”

“Northwest Ohio has long been recognized as a leading location for businesses looking to move product because of its advanced transportation system,” said Dean Monske, president and CEO of the Regional Growth Partnership (RGP). “Over the past several years, JobsOhio has worked hard in building a favorable and highly competitive business climate, which has helped in attracting outstanding companies such as Wausau Supply.”

The Williams County Economic

Development Corporation (WEDCO) also played an important role in bringing this project to West Unity, noted officials.



Wausau Supply is planning to construct a 75,000-100,000 square foot building in 2021

“We are excited to become part of the West Unity community and work closely with the great team of people behind the economic growth in the area,” said Herwig. “We look forward to serving the Ohio

Valley market with our best-in-class siding, entrance system, world-class distribution, and customer service. We are here to partner with the great laborers of the area and provide the highest quality exterior building products.”

Herwig noted that building in West Unity will not only contribute to the com-

building its foundation on providing next-day deliveries to its network of dedicated retailers. Today, according to the company, it is also proud to be the parent company of Diamond Kote Building Products, Waudena, and Taylor Entrance Systems, which strive to provide innovative door and siding solutions that add value throughout the supply chain.

“Wausau Supply services retailers. However, we work to support the industry’s contractors by providing detailed product training, hosting contractor events, on-job-site training, and more,” said Herwig.

In total, Wausau Supply provides customers products that include: connectors / fasteners; deck / rail / fencing; doors and windows; engineered wood; foundation systems; locksets / hardware; roofing; sealants / adhesives; shutters; siding; siding accessories; soffit / accessories; stone / brick / masonry; trim / molding; ventilation products; wall / ceiling; and literature / samples.

Diamond Kote Building Products provides customers pre-finished engineered wood siding systems, including: siding, trim systems, starters, soffit / fascia, Rigid-Mount, pro-post wrap, fastening, sealant, weather-proof packaging, touch-up, and spacer clips.

Waudena provides customers premium entrance systems and Taylor Entrance Systems provides quality steel and fiberglass exterior doors.

The company has 17 locations across the United States, and the new location in West Unity in Williams County will be its 18th.

munity via property taxes, but it will also generate approximately \$1 million in added payroll.

Wausau Supply Co., a 100% employee-owned company, was established in 1947,

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GenoaBank opens new Operations Center

GenoaBank, a locally owned, independent, community bank, has opened a new Operations Center, located at 622 Main Street in Genoa.

Bank employees previously located in separate buildings will now benefit from the collaborative work atmosphere, shared

allow the bank the opportunity for continued growth to serve the current and future needs of our customers.

“The Operations Center stands as a symbol of our mission to preserve and grow GenoaBank for generations to come,” GenoaBank chairman, president, and CEO Mar-

The Operations Center building provides the perfect opportunity for expansion as the operations staff has grown to support the nine GenoaBank branch offices, noted bank officials.

Over the past decade, the bank’s assets and loans have doubled in size. The bank’s high rate of growth, combined with the advances in technology within the financial services industry, resulted in expanding the corporate campus with the new operations center.

“Our highest priority continues to be in providing excellent customer service and

financial products at competitive rates,” Sutter said. “Giving our employees the resources they need to help our customers achieve their financial goals is an important part of our plan for success as a bank.”

Sutter noted, “There is a training room that will afford all the different departments the opportunity to convene and be able to share ideas and training, positioning ourselves for the future growth. On behalf of the board of directors and myself, we are excited for this opportunity.”

The employees should be in place by the end of December.



GenoaBank's Operations Center located at 622 Main Street in Genoa

resources, advanced technology, and greater operational efficiencies that the 7,000 square foot facility will provide, noted the bank. The space will serve as a home to support departments including loan administration, card services, operations, and the bank’s growing online and mobile banking division. The new Operations Center will

tin P. Sutter said. “We are confident the new workspace will have a positive impact on our ability to collaborate more efficiently across many bank functions, while providing premium office space for our employees. There is genuine excitement about our new facility and, more importantly, even greater excitement about GenoaBank’s future.”



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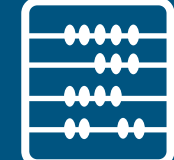
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SBA achieves historic small business lending for FY 2020

Agency provided nearly 9 million loans worth \$750B; stabilized the small business sector

The US Small Business Administration (SBA) revealed its fiscal year (FY) 2020 summary loan data of the financial assistance provided through traditional loan program lending as well as aid provided via the CARES Act. Loans guaranteed through traditional SBA lending programs exceeded \$28 billion; however, enactment of the CARES Act dramatically increased loan volume guaranteed by the agency: In FY20, the Paycheck Protection Program (PPP) provided an additional 5.2 million loans worth more than \$525 billion; the agency's Economic Injury Disaster Loan (EIDL) program added another 3.6 million small business loans valued at \$191 billion, as well as an additional 5.7 million EIDL Advances worth \$20 billion.

"In response to the unprecedented challenges faced by small businesses this year, the [SBA] provided more than three-quarters of a trillion dollars in financial assistance to support impacted small businesses. SBA lending data further reflects the extraordinary commitment [SBA] has made to supporting entrepreneurs in underserved communities," SBA administrator Jovita Carranza said.

Highlights from the PPP include:

- 27% of the PPP loan dollars were made in low-and moderate-income communities which is in proportion to the percentage of population in these areas

- More than \$133 billion, or 25%, of PPP loans were approved for small businesses in historically underutilized business zones (HUBZones)

- Over \$80 billion, or 15%, of total PPP dollars were approved to small businesses in rural communities

Carranza further noted, "In addition to the tremendous amount of aid provided by the CARES Act via the PPP and EIDL loan programs, our regular loan programs showed solid year-over-year improvement, especially within our 504 and Microloan programs."

"SBA's small but dedicated team of professionals punched far above its weight this year, building on last year's lending numbers for traditional loans, while administering the largest and most consequential disaster response effort in modern history – all while overcoming unprecedented workforce disruptions," added Carranza.

In FY 2020, SBA's flagship 7(a) loan program made approximately 42,000 7(a) loans totaling \$22.55 billion. The 504 loan program had another year of increased performance, with more than 7,000 loans made for a total dollar amount of more than \$5.8 billion. The Microloan program, which specifically helps businesses in underserved communities, achieved a second straight record year performance with nearly \$85 million dollars going to over 5,800 small businesses – with 34% of Microloans made in FY 2020

going to Black-owned small businesses.

Lending to underserved populations posted another strong year. Lenders reported that minority business owners received \$7.5 billion in combined 7(a) and 504 lending, or 27% percent of the SBA's loan portfolio. Further reported data shows SBA's 7(a) lending to women-owned businesses was nearly \$2.7 billion in FY 2020, while lending from the 504 loan program to women-owned businesses was over \$522 million. Additionally, loans to veterans totaled nearly \$835 million for the 7(a) and 504 programs.

"Our 504 and Microloan programs noticeably increased from last year: the 504 program grew 17.5% while the Microloan program had another record year with a 4.3% increase in small business lending. Both loans are designed to create jobs and grow small businesses in communities across the country. SBA continues to create and expand opportunities for America's entrepreneurs," said associate administrator for SBA's office of capital access William Manger.

"It was a historic year for the SBA's disaster program, as we approved and disbursed more than three times as many funds for the COVID-19 EIDL program (\$211 billion) as we have for all disasters combined in the agency's 67-year history (\$67 billion)," said associate administrator for SBA's office of disaster assistance James Rivera. "This was also the first time in SBA history that the

Agency had the statutory authority to declare a pandemic and make disaster loans. SBA took swift action to work with governors, and within a matter of days, the agency issued disaster declarations to all 50 states, five territories, and the District of Columbia."

Also, of note was the SBA's office of investment and innovation which licensed 26 Small Business Investment Companies (SBICs) with \$ 2.1 billion in private capital during FY 2020. This was a 44 % increase in the number of new licensees and a 72% increase in private capital from new licensees compared to FY 2019. The improvement was due in large degree to eliminating procedural delays and unnecessary (duplicative) clearances, according to officials. The combined private capital and SBA backed funds now totals \$32 billion, the highest in the history of the SBIC Debenture program. One additional highlight of the SBIC program's success was the awarding of the first license in nearly two decades to a majority-minority owned and minority operated SBIC in Puerto Rico.

"2020 marked a significant improvement in our execution capabilities as compared to 2019. Our pipeline of applicants looks strong and we anticipate continued success in supporting America's small businesses in this time of difficulty," stated associate administrator for SBA's office of investment and innovation Donald DeFosset III.

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Economy

...Continued from page 1

the recovery will be faster and steeper.

2021 forecast

Adams noted that the economy in 2021 will be significantly impacted by the success of getting the pandemic under control. He forecasts that 2020 will end with a GDP decline of 3.7%. This will be reversed in 2021 as we will have 4% growth versus results in 2020. He forecasts that the unemployment rate will decline to 6.4% by the end of 2021. Adams further explained, "We forecast for nonresidential fixed investment to increase a modest 0.3% next year after falling 8.1% this year ... We forecast for real exports to rise 6.8 percent next year after falling 18.2% this year. We forecast for real government expenditures to fall 1.5% next year after increasing 1.8% this year."

Fed response

Adams explained that while the pandemic impact on the economy was unprecedented, so also was the response from the Federal Reserve Board as they "pulled out all the stops." The Fed drastically increased its balance sheet going from less than \$4 trillion to over \$7 trillion in a very short period. The Fed bought Treasury bonds and increased the liquidity in the economy and sent interest rates close to zero. The Fed launched liquidity facilities only useable during a time of emergency that were critical for getting the country through the initial crisis. These actions stabilized financial markets and US businesses during this period.

In addition to unprecedented monetary

policy, there was also unprecedented fiscal policy that put money into the economy. There was over \$3 trillion through the CARES Act that included PPP loans to businesses as well as emergency funding through FEMA. As a result, in the early part of the pandemic, family

has declined to 6.9% in October. While many industries have participated in this recovery; there are still significant pockets of the economy that are struggling- including the hospitality industry involving hotels, restaurants and bars, catering, and other business-

a level that we have not seen since 2006. Optimism among homebuilders is at a very high level and activity appears to only be limited by the industry's ability to build.

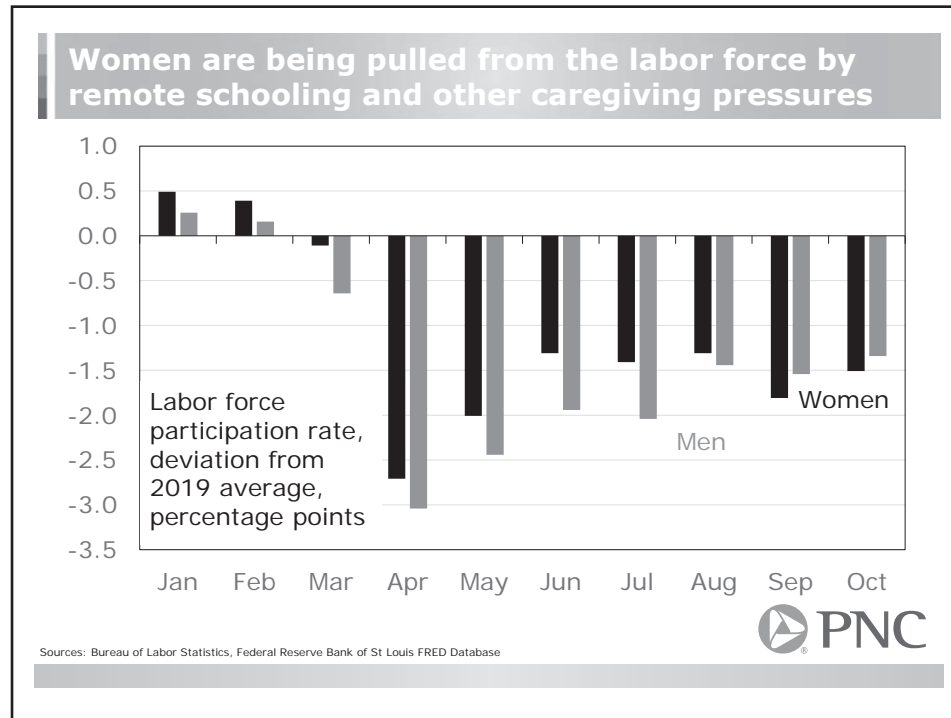
He discuss an approaching issue in the multifamily sector involving a large number of renters unable to pay their landlords. The current moratorium on rent payments will expire by the end of the year, potentially placing many families in jeopardy. Will the Trump Administration or Congress address this issue?

Disparities

Adams shared that there are a number of disparities that have occurred during this period of economic recovery. Racial disparities have widened as unemployment rates are significantly higher for minority segments of the population. He also discussed the disparity that women are facing. As a result of remote learning and caregiving pressures, many women have left the workforce in order to assist school-aged children with distance learning and care for family members impacted by the pandemic. Adams advised that there could be a long-term impact to the economy if large numbers of women are not able to return to the work place.

Personal Consumption

In his presentation, ProBank Austin's Robert Morgan began with a focus on personal consumption that drives over two thirds of GDP. He explained that it is made up of purchases of goods and, separately, purchases of services. In Q2 2020 at the start of the pandemic, the purchase of goods declined only 1.7% while the purchase of services declined 14%. By Q3 2020, the purchase of goods actually increased by 6.9% while services declined (...continued on page 10)



incomes actually rose as there were increased dollars provided through unemployment compensation and such actions as \$1,200 stimulus payments.

Economic recovery

There has been a broad economic recovery following the start of the pandemic. The unemployment rate, close to 15% in April,

es. Struggling sectors also include travel and transportation as the airline industry has been especially impacted. There are many other service industries negatively impacted as consumers have held back on spending.

Adams addressed the housing industry that has been one of the fastest sectors to expand. He explained that housing starts have reached

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To an eye doctor, 20/20 translates into perfect vision, the ability to focus equally well on what's close at hand and what's far away. As a year, however, 2020 has meant anything but certainty and precise vision. Now is the time to start making defensive moves and preparing for future unpredictability.

Here are four steps the defensive organization can begin working on today.

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insurance company will give you access to best-in-class credit resources and act as your credit department, saving you time and giving you top-notch resources. This will also let you know which opportunities are worth extending credit to and which ones are too risky for your tolerance.

2. Include Cyber Protection

Paycheck Protection Program (PPP) loans are part of the federal CARES Act and have provided many companies with a lifeline and helped avoid business interruption. To provide transparency, the government has made the recipients of these loans and the amounts secured open to the public. This gives cyber criminals information they need to take advantage of companies fighting to stay open. To avoid this, put a policy in place to ensure there is a callback provision on any electronic orders to move bank account numbers or transfer money. In addition,

ensure you have a cyber policy which covers "social engineering" among other common attacks. Make sure a cyber expert puts your policy together.

3. Put a Pre-Renewal Game Plan in Place Now

Many factors continue to have an impact as insurance markets begin to harden. This will undoubtedly result in higher rates and terms that are less favorable for insurance buyers. Your pre-renewal strategy meeting and annual meetings with your underwriters need to plan for the hard market and position you as a best-in-class risk. You want to ensure there are no surprises as you forecast.

4. Reconsider 2020 Payroll and Revenue Projections

To have an immediate impact on cash flow—look to your insurance policy. At the beginning of the year, many companies estimate their

payroll and revenue based on projections which have likely changed since renewal. If your broker has not called to see if you have over-forecasted, be sure to call them. Re-estimating your anticipated payroll and revenue can realize savings now when you need it most.

While 2020 has been a year for the history books, successful entrepreneurs build their business by adding value and solving complex problems.

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

This article originally appeared on www.finishandcoating.com



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CONSTRUCTION REPORT

Amazon completes two NW Ohio projects

Company's Rossford fulfillment center and Toledo delivery station to create over 1,000 jobs

Amazon has completed construction of its two northwest Ohio projects – a 640,000 square foot fulfillment center in Rossford and a 145,600 square foot delivery station in

Toledo. Both projects finished construction in November and will together create over 1,000 jobs in the area.

According to Andre Woodson, public

Some of the companies that provided services on Amazon's Rossford Fulfillment Center include:

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The front entrance of Amazon's new fulfillment center in Rossford

relations, Amazon, the Amazon Toledo delivery station is where customer packages are sorted and loaded onto vehicles for delivery and the Amazon Rossford fulfillment center is where employees work alongside Amazon's

innovative robotics technology to pick, pack, and ship small items to customers such as books, electronics, and toys – both of which help deliveries and logistics.

(...continued on page 7)



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Aerial view of Amazon's Rossford fulfillment center

Amazon

...Continued from page 6

“Our growth in northwest Ohio is the result of customer demand, an outstanding workforce, strong local support, and a robust public infrastructure,” said Woodson.

Rossford fulfillment center

The fulfillment center in Rossford – which began construction in May 2019 – is located on Crossroads Parkway and is officially open for business. Employees at the state-of-the-art site play integral roles within Amazon’s customer fulfillment operations – everything from receiving inventory, picking, and shipping customer orders – and supporting network logistics by working alongside Amazon robotics, noted officials.

Ford & Associates Architects, Inc. of Columbus was the architect for the project and Ryan Companies, headquartered in Minneapolis, served as the general contractor. The developer, Duke Realty Corporation, initiated the large project through its affiliated entity Duke Construction Limited Partnership. A number of important issues impacting the project’s construction were successfully addressed before ground was ever broken, *Toledo Business Journal* previously reported.

In mid-December 2018, the Rossford Planning Commission, in its preliminary review session, unanimously approved a proposed site plan and two variances from the City’s zoning code. One of the variances involved approval to exceed the building code’s height requirements of 35 feet. Significant for the project, the Planning Commission gave
(...continued on page 8)

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Amazon

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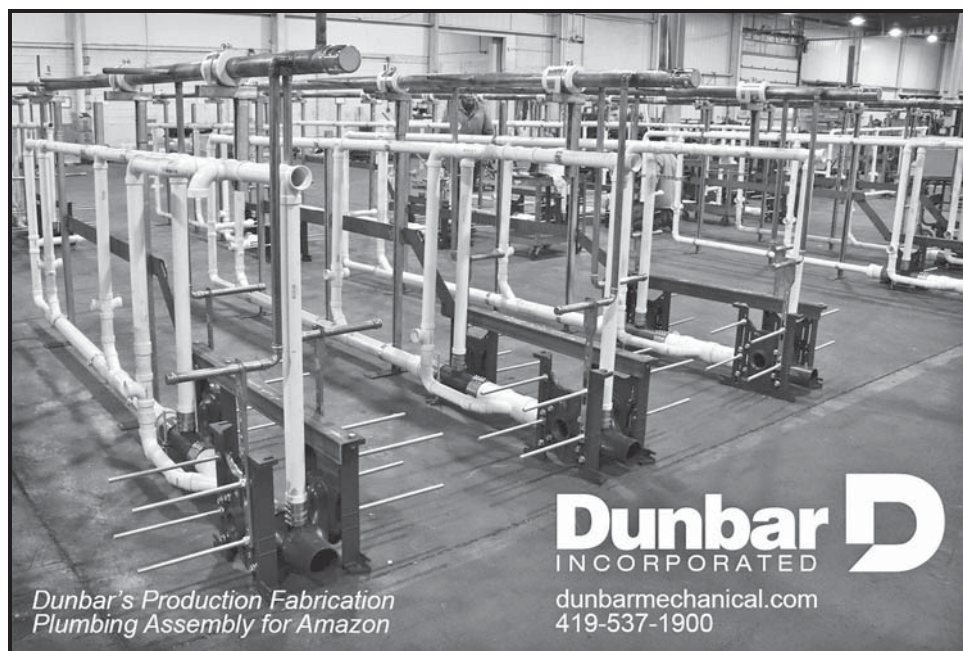
preliminary approval to the developer's request for the variance to permit the building to be constructed up to a height of 85 feet.

Prior to the start of construction and important to the project, the Wood County Port Authority approved a tax abatement incentive for the large facility and extended an offer to Duke Realty. The Port Authority abatement would enable Duke Realty to save 5.75% on the cost of building materials for the facility's construction as a result of avoiding most of the sales tax on purchased building materials that would normally be incurred. For

example, if \$50 million of building materials were purchased, a savings of close to \$2.9 million would result.

In late May 2019, the Rossford Planning Commission unanimously approved the final site plan for development of a large logistics facility able to service 300 delivery trailers. The plan included parking spaces for 1,809 cars, including 39 ADA handicap spaces.

On June 10, 2019, the Rossford Schools board of education unanimously approved an Enterprise Abatement agreement with FC Toledo OH Landlord, LLC (a foreign limited liability company put in place for the Duke Realty facility) as part of the large logistics project. At the time, the school system indicated that a property valuation for the constructed project would need to be completed to



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Some of the companies that provided services on Amazon's Toledo Delivery Station include:

- Smith Paving & Excavating, Inc.
- Nordmann Roofing Company, Inc.
- Rivereast Custom Cabinets, Inc.
- Positive Trades Group, LLC
- Interstate Commercial Glass & Door
- Accent Drapery Co, Inc.
- Gerken Paving, Inc.
- Thomarios, Inc.
- Rudolph Libbe Inc.
- Commercial Flooring of Toledo, LLC
- Lake Erie Electric of Toledo, Inc.
- Miller Brothers Construction, Inc.
- GEM Inc.
- ALD Precast Corp
- Valley Interior Systems, Inc.
- Deitering Landscaping, Inc.
- Coyle Construction Services

finalize the financials, but Rossford Schools would receive a minimum of \$580,000 each year for the next 15 years. Depending on the final property valuation, this minimum figure of \$8.7 million over the 15-year period could be higher.

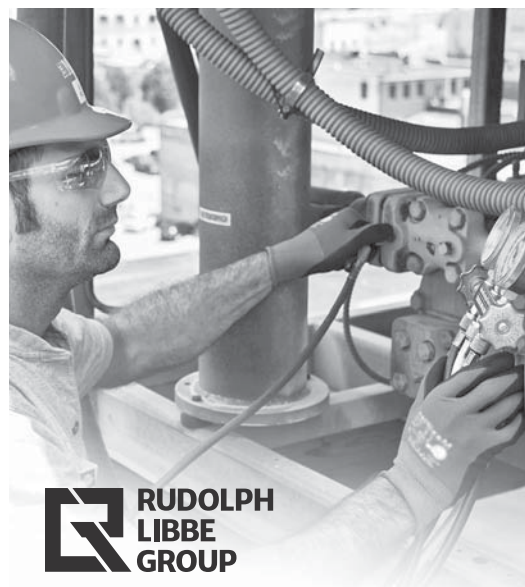
To celebrate the opening, leaders at the new fulfillment center surprised Rossford Schools with a \$25,000 STEM donation. The funding will support the school's STEM education programs for grades K-12 in classrooms uniquely designed as maker spaces through hands on activities specializing in digital learning, coding, and robotics to prepare students for a 21st century workforce.

"We are thrilled to receive Amazon's generous donation that will be used to support our STEM programming for students," said

Rossford Schools' STEM teacher Maria Pratt. "One of the core skills we focus on in STEM is basic block coding and robotics. Our students are growing up in a digital era, and basic programming skills is an essential literacy for this next generation."

Companies that provided services to this project include: Romanoff Electric; Dunbar Mechanical; GEM Inc.; Miller Brothers Construction; Garcia Surveyors; The Shelly Company; Newcomer Concrete Services; VM Systems Inc; Midwest Contracting Inc; Tri-State Industrial Floors Inc; Fred Christen & Sons; Green Sweep Inc; Hoover & Wells Inc; Park-Ellis ServiceMaster Cleaning Co Inc; Continental Secret Service Bureau Inc; The Mannik & Smith Group, Inc.; Bowser

(...continued on page 9)



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Amazon

...Continued from page 8

Morner; and Tetra Tech.

Toledo delivery station

The delivery station in Toledo – which began construction in June – is located on the site of the former Southwyck Shopping Center, now called Hawthorne Hills. This facility will create 10 full-time jobs and 110 part-time jobs.

Progressive Architecture Engineering, PC and FCL Builders provided services for the project.

“This is a huge win for Toledo and for this area of our city, which has been clamoring for years for a much-needed redevelopment on this site that has sat empty for too long,” Toledo Mayor Wade Kapszukiewicz said. “This is another step – a huge step – toward the revitalization of this entire area and the Reynolds Road corridor. I am very excited to welcome Amazon to our community and thank them for investing in Toledo.”

According to officials, Hawthorne Hills was one of the largest available pad-ready development sites in Toledo. The Kapszukiewicz Administration proactively worked for two years to attract a logistics and distribution user to the site. In July 2019, Toledo rezoned the property from Regional Commercial – Sign Overlay (CR-SO) to Limited Industrial (IL) to align the property’s zoning with what was being marketed for the site. By proactively rezoning the property, the City saved Amazon up to 120 business days of entitlements process.



Initial construction of Amazon’s Toledo delivery station

“This development is exactly what south Toledo needs to kick-start the prosperity here on the site that many of us still know as Southwyck,” said Toledo City Council president Matt Cherry. “We have welcomed other businesses back to this area, including Rahe & Co. CPAs and APS Medical Billing, which saw the great potential of investing in this part of Toledo. Now, it is our great pleasure to welcome Amazon to this site.”

“The site’s size, easy access to I-80/90 and I-475, and proximity to customers and an accessible workforce lends itself well to being a logistics operation,” said Brandon Sehlhorst, a commissioner of economic development for the City of Toledo. “There is precedent for this use in the Reynolds Road corridor, including Estes Trucking located down the street from this site, the J.B. Hunt (...continued on page 10)



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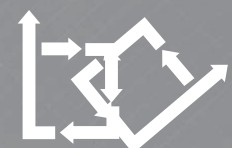
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Amazon

...Continued from page 9

Transport Services operation at the former FedEx facility on Reynolds Road, Williams Distributing in the former Toys-R-Us store across the street from this site, and the UPS major distribution center on the other side of the Ohio Turnpike in Maumee.”

Companies that provided services to this project include: Smith Paving & Excavating, Inc.; Rivereast Custom Cabinets, Inc.; Interstate Commercial Glass & Door; Gerken Paving, Inc.; Rudolph Libbe Inc.; Lake Erie Electric of Toledo, Inc.; GEM Inc.; Valley Interior Systems, Inc.; Coyle Construction Services; Nordmann Roofing Company, Inc.; Positive Trades Group, LLC; Accent Drapery Co, Inc.; Thomarios, Inc. Commercial Flooring of Toledo, LLC; Miller Brothers Construction, Inc.; ALD Precast Corp; and Deitering Landscaping, Inc.

Amazon in Ohio

On top of Amazon's \$15 minimum wage, the company offers all full-time employees comprehensive benefits including full medical, vision, and dental insurance as well as 401(k) with a 50% match starting on day one. The company also offers up to 20 weeks of maternal and parental paid leave and innovative benefits such as Leave Share and Ramp Back, which give new parents flexibility with their growing families. In addition, Amazon has pledged to invest over \$700 million to provide upskilling training for 100,000 US employees for in demand jobs. According to the company, programs



The current site of Amazon's Toledo delivery station

will help Amazonians from all backgrounds access training to move into highly skilled roles across the company's corporate offices, tech hubs, fulfillment centers, retail stores, and transportation network, or pursue career paths outside of Amazon

“Amazon is a great place to work with highly competitive pay, benefits from day one, and training programs for in-demand jobs,” said Amazon Rossford site leader Daniel Fox. “It's an exciting day as we officially open our doors at our new fulfillment center in Wood County.”

“Amazon's presence in Ohio reaches beyond the jobs provided within the four walls of its facilities. Since 2010, Amazon has created more than 23,000 jobs in Ohio and invested more than \$5.9 billion across the state, including infrastructure – 10 fulfillment and

sortation centers, six delivery stations, 12 Whole Foods Market locations, four Amazon Hub Locker+ locations, one air hub, and one wind farm – and through compensation,” added Woodson. “These investments have contributed an additional \$5.4 billion to the Ohio economy and have helped create 22,600 indirect jobs on top of Amazon's direct hires – from jobs in construction and logistics to professional services. In addition, more than 46,500 independent authors and small and medium businesses in Ohio are selling to customers in Amazon's store, creating thousands of additional jobs across the state.”

Amazon, according to the company, prioritizes the safety and health of its employees and has invested millions of dollars to provide a safe workplace. Across its operations, Amazon has invested more than \$4

billion from June to April on COVID-19 related safety measures. This includes spending more than \$800 million dollars in the first half of this year on safety measures like temperature checks, masks, enhanced cleaning, gloves, and sanitation stations, to name a few. In these unprecedented times, according to Amazon, it remains committed to the health and safety of the employees, partners, and customers it serves.

Economy

...Continued from page 5

7.2%. Morgan explained, “When you shut down the economy, the services sector gets hit.”

Morgan shared that consumer savings rate increased 25.7% in Q2 2020 and 15.8% in Q3. The average for the period 2010-2019 was 7.5%. This resulted from consumers paying off loans, putting money in the bank, and significantly reducing personal spending. He forecasts that the savings rate will stay above 10% for an extended time until consumers believe that economic problems have been resolved. He explained that as long as consumer confidence is low and the savings rate remains high, personal consumption and economic growth will continue to lag.

Capital Spending

Morgan also discussed capital spending comprised of spending on structures for businesses, equipment purchases by companies, and residential home purchases. Both spending by businesses for equipment and spending by consumers on homes recovered in Q3 2020. However, spending for business structures declined by 15.2% during this period.

Shutdowns in the economy during 2020 disrupted supply chains and manufacturing operations and companies put major capital investments on hold. However, as business activity increased in Q3 2020, capacity utilizations rose and Morgan forecasts that 2021 will see capital expenditures increasing.

Morgan is also optimistic about economic recovery in 2021 as he sees the unemployment rate continuing to drop and GDP growth returning to healthier levels. He does emphasize that successful implementation of coronavirus vaccinations will play a critical role in returning the economy to health.

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TH Plastics

...Continued from page 1

Construction is scheduled to be completed in summer 2021 and production will begin shortly after. TH Plastics was founded in 1974 by Ted Haas in Mendon, Michigan, which is the site of the company's headquarters and first manufacturing plant.

Tiffin-Seneca Economic Partnership (TSEP), the Regional Growth Partnership (RGP), and JobsOhio worked closely with TH Plastics to secure the project, which will receive Roadwork Development (629) assistance from the Ohio Development Services Agency (ODSA) and Ohio Department of Transportation (ODOT) Jobs and Commerce funds. Local incentives include the City of Tiffin's New Jobs Program, property tax exemption through a pre-existing Community Reinvestment Area (CRA), and OhioMeansJobs-Seneca County is offering up to \$330,000 in potential workforce development grants. These incentives are contingent upon approval of Tiffin City Council.

The spec building was constructed in 2018 by Clouse Construction in coordination with Tiffin-Seneca Economic Partnership (TSEP), then Seneca Industrial and Economic Development Corp. (SIEDC), on an 11.3-acre site that had been owned by the City of Tiffin. Previous speculative industrial building initiatives by SIEDC / TSEP include the building that now houses MBDS located at 981 Tyber Road and built in 2006, and the Quick Tab II facility located at 241 Heritage Drive and built in 1994.

"I am excited to be able to welcome TH Plastics to Tiffin and Seneca County," said Tiffin Mayor Aaron Montz. "Even in the face of this pandemic, Tiffin continues to be a city that companies are coming to and growing in, and I could not be more proud to represent this resilient community."

According to the company, it supplies plastics products to a variety of markets. Appliance, automotive, industrial, and consumer products comprise 95% of its diversified busi-



One of TH Plastics' employees

ness, and each industry has a unique set of procedures and requirements for product development. According to the company, it has been able to incorporate each one to continuously service its wide customer base.

TH Plastics has the ability to meet the manufacturing requirements of virtually any industry, noted the company, as it is 100% committed to serving its customers in these industries through its continued investment in technology and in the expansion of capabilities.

The following is a range of applications utilized in the production of the company's

products – two shot molding; over molding; in mold labeling (IML); PVC molding; polypro molding; laser engraving; pad printing; vibratory welding; sonic welding; glass assembly; in mold decorating (IMD); chrome plating; sonic welding; hot plate welding; and RJG injection molding.

According to the company, its facilities in Mendon, Bowling Green, and Findlay have a variety of part design, injection molding, and finishing capabilities, including:



- Complete design capabilities
- In mold labeling experts (IML)
- Dedicated program and project management
- Horizontal and vertical injection molding machines (50 – 1100 ton)
- Insert molding
- Scientific molding (utilizing cavity pressure for process control)
- Mold making
- Laser etching and part marking
- Sonic, heat stake, rotational, and linear vibratory welding
- Assembly (simple to complex)

- Custom labeling and packaging
- Pad printing
- Hot stamping
- Experience with running multiple colors in multiple part configurations

TH Plastics, according to the company, is committed to improving the environment both inside and outside of its facilities, with recycling programs in place and environmentally friendly suggestions incorporated regularly.

According to the company, working with customers to eliminate waste is a high priority and it has had great success in transportation, packaging, and resin selection – in some cases using recycled material can provide a green solution for the customer to help keep their products more environmentally friendly as well as saving money, noted the company.

The company also notes that it continuously invests in technology to ensure product quality while remaining competitive in a global market. Six axis robots for product removal and automated assembly equipment provide for consistent processes without incurring significant costs.

Scientific molding has also been adopted as a standard for today's highly technical products and engineering grade resins, noted the company, with detecting cavity pressure being cited as the most effective method of monitoring the process, allowing data driven decisions to be made on a daily basis.

According to the company, its enterprise software was developed for injection molding facilities and provides complete system integration. Customer service and delivery performance enhances TH Plastics' flexibility to meet any fluctuations in customer orders.

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Workforce UPDATE

DECEMBER 2020



Lucas County
Wood County



Top 10 Corporations Hiring

1. Mercy Health
2. FedEx
3. ProMedica
4. Amazon
5. The Dollar General
6. HCR ManorCare
7. University of Toledo
8. Lowe's
9. Walmart
10. Blanchard Valley Health System

Top 5 Corporate Occupations

1. Heavy & Tractor-Trailer Truck Drivers
2. Registered Nurses
3. Laborers and Freight, Stock and Material Movers, Hand
4. First-Line Supervisors of Retail Sales Workers
5. Retail Salespersons

Top 10 Manufacturers Hiring

1. First Solar
2. Midway Products Group
3. Pepsi
4. Whirlpool
5. Continental Structural Plastics
6. O-I Corporation
7. Owens Corning
8. Old Castle
9. Hearthside Food Solutions
10. Magna International

Top 5 Open Manufacturing Occupations

1. Heavy & Tractor-Trailer Truck Drivers
2. Production Workers, All Other
3. First-Line Supervisors of Production & Operating Workers
4. Industrial Engineers
5. Maintenance and Repair Workers, General

Source: CEB Talent Neuron Analytics 11/13/2020

3RD QUARTER INTERNSHIP REPORT: NORTHWEST OHIO

TOP FIVE COMPANIES ADVERTISING INTERNSHIPS

1. First Solar
2. Menards
3. Marathon Petroleum Corporation
4. Walgreens
5. University of Toledo

TOP FIVE INTERNSHIP POSITIONS ADVERTISED

1. Pharmacists
2. Market Research
3. Mechanical Engineers
4. Sales Reps / Industrial Engineers
5. Managers

Source: Conference Board (<http://ohiolmi.com/asp/omj/hw.htm>)

Total workforce lowest in 10 years, 3rd highest unemployment rate

Unemployment in Northwest Ohio averaged 8.1% for the 3rd quarter of 2020. It was 4.2% for the same period in 2019. This is the third-highest 3rd quarter unemployment percentage in 10 years. The 3rd quarter average unemployment was 8.8% for the nation and 8.8% for Ohio in 2020.

The average total available workforce for Northwest Ohio - which includes all employed and unemployed people - was 605,900 for the 3rd quarter of 2020. This was the lowest number in 10 years. There were 556,533 people employed in the 3rd quarter, which is also the lowest number of people employed in the region in 10 years.

As of September 13, 2020, 25,971 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupations in demand were Heavy

Truck Drivers, General Labor, Registered Nurses, and First Line Retail Sales Supervisors. These four occupations represented 32% of all jobs posted in Northwest Ohio. There were 1,190 RN jobs posted in September. Transportation-related positions were in first place among all advertised openings. There were 4,881 Heavy Truck positions posted.

Of all jobs posted in September of 2020, approximately 52% required a high school education, 25.8% required a two-year degree, and 21.8% required a four-year degree or more. The total number of internships advertised was 428. This was an increase of 24 ads from the 3rd quarter last year. Sixty-three percent of the internships wanted a bachelor's degree or more.

The number one certification sought was

a CDL driver's license. The second was a class-A driver's license, and third was a driver's license. Three of the top 10 non-manufacturing corporations hiring were in healthcare. The top five occupations in the manufacturing area were HD Truck Drivers, Production Workers, First Line Supervisors, Industrial Engineers, and Maintenance / Repair / General Workers.

The Gross Regional Product for the region was up \$8.23 billion at \$61.30 billion compared to 2010. The State of Ohio was up \$69.29 billion at \$647.75 billion from 2010. The region's share of this amount was up 0.13% from 2010.

The Regional Growth Partnership and JobsOhio, Owens Community College, NORED, Penta County JVS, and Lucas and Wood County OhioMeansJobs offer this quarterly snapshot of the economic status in Northwest Ohio. This data tracks the vitality of our regional economies as well as offers insights into workforce development trends and issues.

Northwest Ohio on Growth Track



Jim Robey,
Upjohn Institute,
Director of Regional
and Economic Planning

As a partner of the Toledo Regional Growth Partnership, the Upjohn Institute provides regular economic outlooks to the RGP and its partners. During this time of the year, we are often asked to share our thoughts on the upcoming year - but

there's no crystal ball clear enough to forecast the outlook for 2021. Due to much uncertainty in the near term, including the shape of the recovery curve and administrative decisions due to increasing virus levels in Ohio and nationally, we are looking at recovery in the long run. And our latest estimates suggest that the region is on track to surpass pre-pandemic growth projections.

In January of this year, we were in the longest business cycle in modern economic history - including 18 months of contraction and 127 months of expansion. The unemployment rate (U-3) for the 17 counties in the RGP footprint

was 4.8%, on track with Ohio as a whole, and slightly higher than the national rate at 3.8%. The labor force (employed + unemployed) totaled 612,923 workers and the labor force participation rate was 62.9%, about the same as the state and the nation.

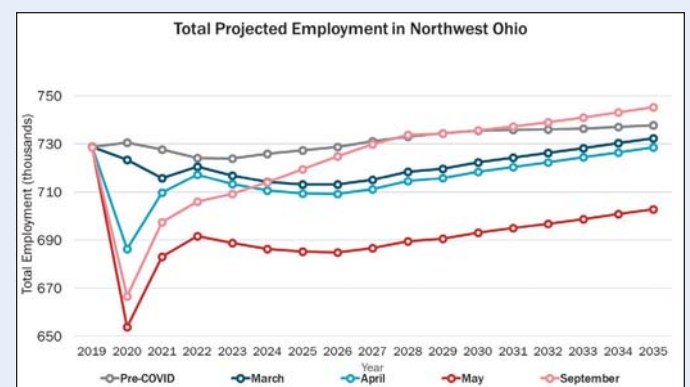
Enter the pandemic recession. By April, the unemployment rate for the region sat at 20.9%, and the labor force had declined slightly to 611,560 workers. What's the difference? The number unemployed had gone from 29,274 in February to 127,570 in April.

By September (the most recently available data from the Bureau of Labor Statistics), the labor force in the

region had shrunk to 601,446. The number unemployed, however, was down to 44,735 and the unemployment rate was 7.4%, lower than both Ohio and the nation. And whereas in April there were 483,990 people working in the region, by September

that number had grown to 556,711 - just over 95% of the number (583,649) working in the region in February.

The Upjohn Institute uses a forecasting model from Regional Economic Models, Inc (www.REMI.com) to estimate long-term economic outlooks. In the graph, we demonstrate that in a pre-pandemic economy the region was forecast to see some ebb and flow in employment, but generally lean toward growth. Impacts from the virus escalated in March, April, and May and the picture for the region became increasingly grim. Alternatively, September estimates suggest that while employment may be down in the region compared to the pre-pandemic forecast, the regional economy returns to full employment in 2026 and 2027, then exceeds the pre-pandemic forecast in the out years.



Addition by Subtraction



Tim R. Mayle
Director,
Findlay-Hancock
County Economic
Development

“Your unemployment rate is one of the lowest in the State, why would we invest in Findlay?” I get the question all the time. I quickly point out over the past 10 years our total employment has increased 16.6%. The fact companies continue to establish new facilities or expand existing sites in Findlay demonstrates

we have the ability to absorb increased employment.

Workforce in NW Ohio cannot be measured by political boundaries. Every day hundreds of thousands of people drive to and from work crossing municipal and county lines. Our solution to grow workforce capacity includes the attraction of

talent, residential construction, seamless education, encouragement of M&E investment leading to fewer jobs, and immediate placement of unemployed residents.

Our focus on residential development in 2018 and 2019 has resulted in several wins including townhomes (92 units), workforce housing (80 units), senior housing (40 units), downtown living (40 units) and single family (200 units). Much like industrial development, residential development requires proper zoning, annexation agreements, revenue sharing agreements, infrastructure, and incentives.

“The fastest way to increase your workforce is to increase the population.”

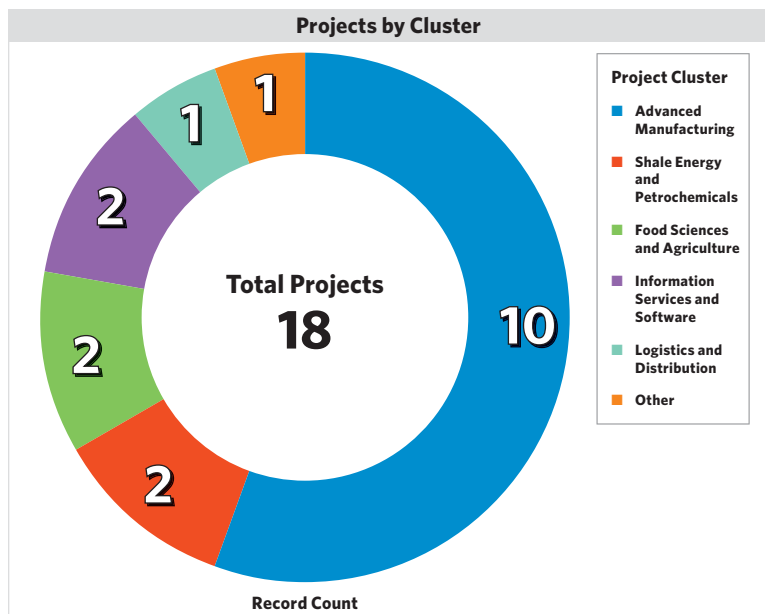
“Our turnover rate is so high and we cannot find people, what should we do?” I received this question in the summer of 2019. To complicate the matter, the company’s overseas HQ would not allocate additional money for wages or M&E. Fast-forward 18 months. Result: A healthy large Tier 1 Honda supplier who did not have a workforce issue to begin with. My office hired Cornerstone Consulting to determine what the workforce issue was. The determination: A fundamental gap in strategic thinking, lack of sufficient technical resources to build and maintain superior performance, low morale and high frustration void of institutional 5S discipline, and no Toyota Production Model culture resulting in operational issues and high turnover. Cornerstone demonstrated an immediate return on investment for capital expenditures and a much-improved operation, which allowed for the elimination of the shift with the highest turnover. Finally our office works closely with Hancock Means Jobs in a very non-traditional way. Individuals on unemployment

are introduced to Economic Development through a letter delivered from the Director of JFS. I invite the individuals to visit a dedicated website and share the following; name, email, most recent industry, preferred industry, and pay expectation. Our partnership is identifying individuals desiring to reenter the workforce. Our employers then receive this information and the hiring process begins. When someone loses their job they have a lot on their plate. Our goal is to make returning to the workforce as easy and immediate as possible.

Workforce is a numbers game and sometimes it is addition by subtraction.

For additional information on Findlay economic development opportunities contact Tim R. Mayle, tmayle@findlayhancockED.com, 419.788.0490 Mobile, 419.422.3313 Ext. 115.

JOB SOHIO INVESTMENT - 3RD QUARTER 2020



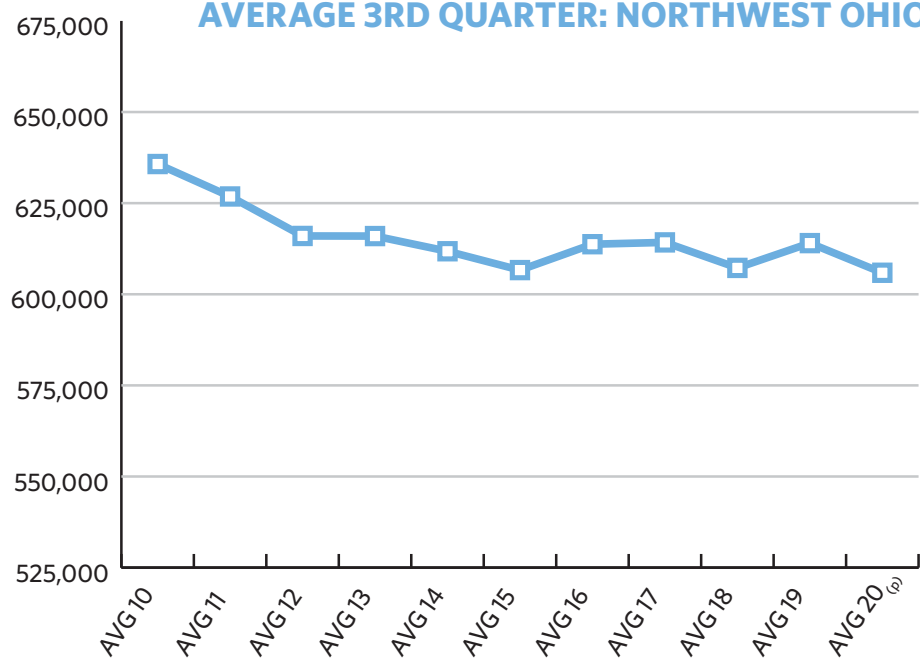
1,072 Jobs Created

1,203 Jobs Retained

\$128,674,763 Capital Investment

TOTAL AVAILABLE WORKFORCE

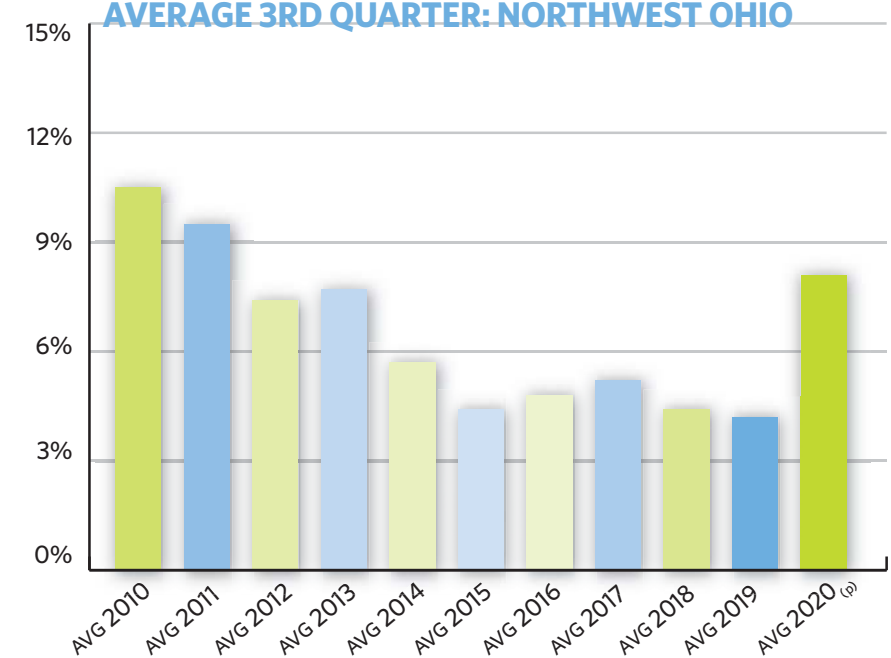
AVERAGE 3RD QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 3RD QUARTER: NORTHWEST OHIO



Source: OhioLMI

NEWS in BRIEF

Velocity

Anthony Nguyen has been named chief information officer / chief information security officer of Velocity, a Holland-based managed services company. In this role, Nguyen will lead the global efforts on cybersecurity by obtaining industry certifications such as HITRUST that will enable Velocity's expansion into other markets.

Nguyen joins Velocity with over 15 years of executive leadership experience in information technology (IT), security, and operations having worked at several multi-billion-dollar global companies specializing in retail, manufacturing, distribution and logistics, big data, marketing, and e-commerce. Before joining Velocity, he served as the senior director of global infrastructure engineering and operations at Ashley Furniture. Prior to Ashley, he served as executive director of infrastructure engineering – global shared services at Catalina Marketing.

Nguyen, according to the company, has a proven track record of developing strategies to improve infrastructure operations,

leading large complex projects to completion, and building solutions for new capabilities within a global IT organization. Additionally, he has implemented multiple data centers globally that comply with PCI, HIPAA, and GDPR. Nguyen obtained his BS in information systems from Catawba College and received his MBA from Montreat College.

Firelands Forward

Alex Jones has been selected as Firelands Forward's new director after an extensive interview process. The Fire-



Alex Jones

lands Forward advisory board selected Jones due to his ties to the Firelands area and his passion to see the region thrive.

Firelands Forward is a group dedicated to retaining, attracting, and developing talent in Erie and Huron Counties, which underwent an extensive strategic planning process in 2019 to identify immediate and future workforce needs and envision possible solutions.

Jones comes to Firelands Forward after more than two years working as Sandusky City Schools, parent involvement and community engagement specialist. Prior to that, he served as a public relations liaison for the Ohio Auditor of State.

As director, he will be the ambassador for the Firelands Forward initiative as it begins operation, working closely with stakeholders in the business, academic, civic, and philanthropic communities to

advance the mission of the group, noted the organization.

Rehmann

Tara Bollinger has been hired as a principal in the Toledo office of Rehmann, a fully integrated financial services and advisory firm.



Tara Bollinger

In her new role, Bollinger will assist clients in understanding and predicting complex cash flow matters, financial analysis, cost accounting projects, and provide income and tax planning services for individuals, corporations,

and partnerships.

Bollinger began her public accounting career in 2005, with a focus on tax compliance, planning, and strategy. Over the span of her career, Bollinger gained experience in cost analysis and more, earning several designations, including certified public accountant (CPA), certified management accountant (CMA), and chartered global management accountant (CGMA).

A Bowling Green State University (BGSU) graduate, Bollinger holds a Bachelor's degree in business administration in accounting, human resource management, purchasing, and supply chain management. She is also on the ICMA Global Board of regents and has presented on ethics and cost accounting at several Institute of Management Accountants (ICMA) national conferences and has taught cost accounting CPE seminars with the Ohio

Society of CPAs and Michigan Association of CPAs.

Bollinger has twice been nominated by referral sources, clients, and co-workers for the 20 Under 40 Leadership Award in 2019 and 2020. The award program focuses on individuals who have made exceptional contributions to the community and/or have distinguished themselves in their respective careers.

Bellevue Recovery And Support Services

Jeff Geary has been named Bellevue Recovery And Support Services' (B.R.A.S.S.) newest board member and treasurer. Geary, a commercial loan officer with First National Bank of Bellevue, joins the B.R.A.S.S. board with a history of serving on non-profit boards in the Sandusky County area.



Jeff Geary

B.R.A.S.S. was created as a local resource for residents of the greater Bellevue area seeking information and resources about substance use treatment and recovery services, noted officials. Services provided by B.R.A.S.S. are free, and the organization is operated primarily by the director of operations, Phillip Johnson, the board of directors, and its many volunteers. B.R.A.S.S. is a 501(c)(3) charitable organization funded through grants and donations, paid in part by United Way of Sandusky County, Sandusky County Communities Foundation, and from the Mental Health and Recovery Services boards of Seneca, Sandusky, and Wyandot Counties.

GEM Inc.

GEM Inc., a Rudolph Libbe Group company, has been honored with seven "Zero Injury Safety Awards" from the National Maintenance Agreements Policy Committee (NMAPC).

GEM Inc. associates received:

- Three Bronze Star awards for their work at Nutrien's Lima nitrogen plant site maintenance; BP Products North America, Inc. Toledo Refinery; and the First Solar PGT-2 facility in Lake Township.
 - Four Certificates of Merit for their work at North Star BlueScope Steel in Delta, Ohio; Fiat Chrysler Automotive Toledo assembly plant; Cleveland-Cliffs Inc. Toledo hot briquetted iron (HBI) Project; and
- (...continued on page 19)



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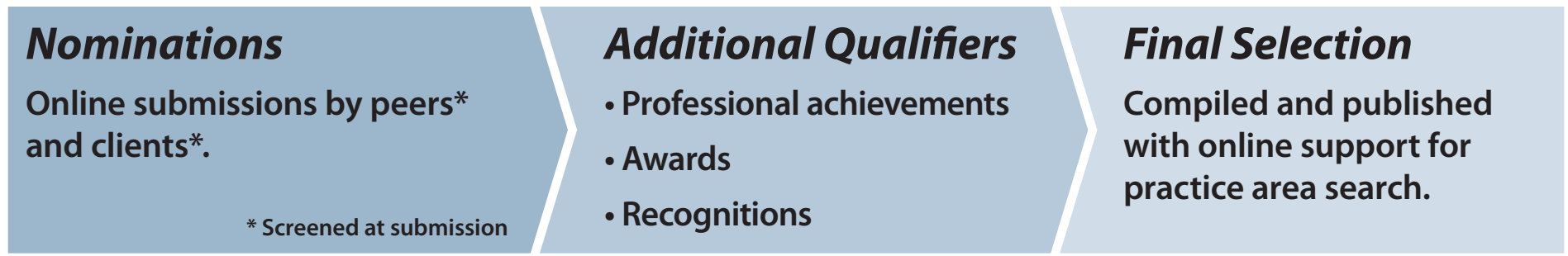


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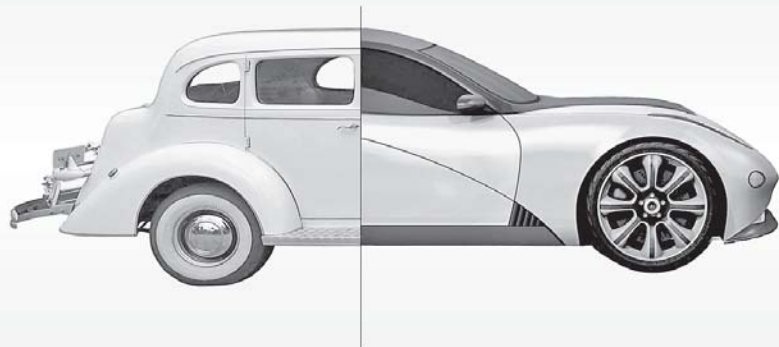


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NEWS in BRIEF

...Continued from page 14

ArcelorMittal Cleveland Works.

The NMAPC administers the National Maintenance Agreements, a series of collective bargaining agreements utilized by more than 2,000 industrial contractor companies which employ members of 14 building trades' international unions, noted officials.

Greater Toledo Community Foundation

Ken Elkins has been named the chief operations officer and vice president-special projects of the Greater Toledo Community Foundation (GTCF), and will assume this new role on December 7.

Elkins previously served as regional executive director of Big Green in Detroit. Prior to his position with Big Green, Elkins held the position of chief operating officer of Winning Futures, a nationally recognized expert in empowering high school students to succeed.

The chief operations officer at GTCF is a newly-created position that reports to the president and supervises the vice

president of philanthropic services and advancement, vice president of community investments, director of marketing and communications, and the director of The Center for Non-profit Resources. This executive is charged with meeting goals and contributing to the overall growth of GTCF; to oversee the day-to-day operations for the organization; and overseeing special initiatives or projects on behalf of GTCF.

Lourdes University

Randy Rothenbuhler has been named as Lourdes University's new vice president of finance / chief financial officer. In this cabinet level role, Rothenbuhler will focus on managing ongoing financial performance and developing strategies for the university's overall health and vision for the future. The position supervises the finance personnel, facilities, and oversees all contracts with vendors and partners.



Randy
Rothenbuhler

Rothenbuhler comes to Lourdes from Walt Churchill's Market where he served as CFO and vice president of finance and human resources. Prior to his role with Churchill's, he spent nearly two decades at the administrative level in the commercial banking industry.

Rothenbuhler is a member of the Toledo Regional Chamber of Commerce, the Eastwood board of education in Wood County, and the Rotary Club of Toledo. A former

Village of Pemberville Council member, he also served eight years on the Wood County Alcohol, Drug Addiction, and Mental Health Services board.

Rothenbuhler is a graduate of Bowling Green State University (BGSU), where he earned a Bachelor's and Executive Master of organization development.

Toledo Area

Regional Transit Authority

Charles Odingbe has been selected as Toledo Area Regional Transit Authority's (TARTA) first chief operating officer. Odingbe was selected from a national search to fill a new key position as TARTA continues to rebuild its organizational leadership team to better meet the region's transportation needs.

In his role as COO, Odingbe will lead the management of TARTA's transit operations including the fixed route bus system and Toledo Area Regional Paratransit Service (TARPS), which provide services in seven communities in Lucas and Wood Counties.

Odingbe, who began his transit career as a bus operator, possesses over 30 years of public transportation industry experience. Most recently, Odingbe was the general manager of the Greensboro Transit Authority (GTA), where a major focus was upgrading GTA's aging fleet to ensure productive and safe service for the community. His other leadership roles include working with transit systems in Texas, Florida, Georgia, Rhode Island, Ohio, and Washington. Throughout his career, Odingbe has focused on developing viable, innovative, and cost-effective solutions so that transit

systems can better meet the opportunities and objectives of their communities.

Over the years, Odingbe has been active in a variety of professional and community organizations including the American Public Transportation Association, Boy Scouts of America, Conference of Minority Transportation Officials (COMTO), Ohio Public Transit Association, Ohio Transit Risk Pool, and United Way.

Odingbe holds a Bachelor of arts degree in business management from Concordia University in Portland, Oregon and an MBA from George Fox University in Newberry, Oregon.

Civil & Environmental Consultants, Inc.

Fernando Camargo, project manager, has joined the civil engineering practice of Civil & Environmental Consultants, Inc.'s (CEC) Toledo office.

Camargo brings 14 years of waste management and site development consulting experience to CEC. He will be assisting the company's public and private clients with waste management projects, including landfill design, permitting, construction management, and operations and compliance support. He will also expand CEC's site development capabilities and will assist clients with residential, industrial, and commercial development projects.

(...continued on page 22)



Fernando
Camargo

ProMedica Congratulates Our

20 UNDER 40 LEADERSHIP RECOGNITION AWARDEES!



Nasser Hajar, MD

Gastroenterologist
ProMedica Physicians
Digestive Healthcare

Dr. Hajar migrated to the U.S. in 2008, completed his residency in Internal Medicine and became board certified in Internal Medicine and Gastroenterology. He joined ProMedica in 2014 and is an Assistant Professor in The University of Toledo Gastroenterology fellowship program.

Dr. Hajar is also co-founder and president of Halim Clinic, established in 2017. The clinic includes a large team of volunteer doctors who provide free medical and dental services to uninsured patients. To date, more than 500 patients have received care.



Elizabeth (Liz) Michalak

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

Liz oversees the day-to-day operations of ProMedica's largest hospital campus as well as the operations of ProMedica's 25 boards, committees and councils. Liz works with more than 300 community trustees who serve ProMedica. She joined ProMedica in 2014.

Liz earned her Bachelor's degree from The Ohio State University and a Masters of Healthcare Administration from the University of Minnesota.

The **20 Under 40** leadership awards program spotlights young, dynamic leaders who excel in community involvement and professional experience. Congratulations to all of this year's awardees for their exceptional contributions and distinguishing achievements!

Focus on the Future event held in Monroe

The Monroe County Business Development Corporation (BDC) and the Monroe County Community College (MCCC) hosted an annual event in mid-November, Focus On the Future.

This year's event began with an MCCC update by Dr. Kojo Quartey, MCCC president. Lynette Dowler, MCCC board chair, then introduced the College Supporter of the Year Award to Gary Vajcner who gifted the institution with \$1.1 million in memory of his late wife, Patricia, representing the single largest gift from an individual in the college's 55-year history.

The BDC then hosted a development



The Monroe County Business Development Corporation team. From left to right: Tim Lake, president and CEO; Luann Hogberg, communications and operations manager; and Matthew Vanisacker, vice president, business development

discussion panel led by Matt Vanisacker, BDC vice president of business development. One of the panelists, Mike Larsen of Insite Real Estate in Chicago, discussed the redevelopment of the former Nike Missile Base location, which is being repurposed as an automotive parts distribution hub for Ford Motor Co.

The event's keynote speaker, Jim Hume, principal of Phire Group in Ann Arbor, began his presentation talking about the work that was done by his firm and a large number of community volunteers to develop a new branding initiative and campaign for Monroe County ... Michigan's Cornerstone.

Whirlpool reaches 100M dishwasher units built in Findlay

Whirlpool Corporation announced its Findlay operation has reached a new milestone by assembling the 100 millionth dishwasher unit at the plant. For over 50 years, the Findlay plant has been producing dishwashers for several Whirlpool Corporation brands, including Whirlpool, KitchenAid, and Maytag brands.

"This is an astonishing achievement and a reflection of the resilience of the Findlay plant

employees, despite the challenges 2020 has brought," said plant lead Kristin Day. "I am incredibly proud of the determination and dedication that this team continues to show.



Whirlpool Corporation's operations in Findlay

They have worked tirelessly throughout the pandemic, and this milestone is a representation of the work they have put into creating

quality products that improve the lives of millions of people every day."

The Findlay plant commemorated this

achievement with a small celebration, which included employees signing dishwasher front panels to leave their legacy in Findlay. This event followed COVID-19 guidelines to prioritize the health and safety of the employees.

Whirlpool Corporation is a leading kitchen and laundry appliance company, with approximately \$20 billion in annual sales, 77,000 employees, and 59 manufacturing and technology research centers in 2019. The company markets Whirlpool, KitchenAid, Maytag, Consul, Brastemp, Amana, Bauknecht, JennAir, Indesit, and other major brand names in nearly every country throughout the world.

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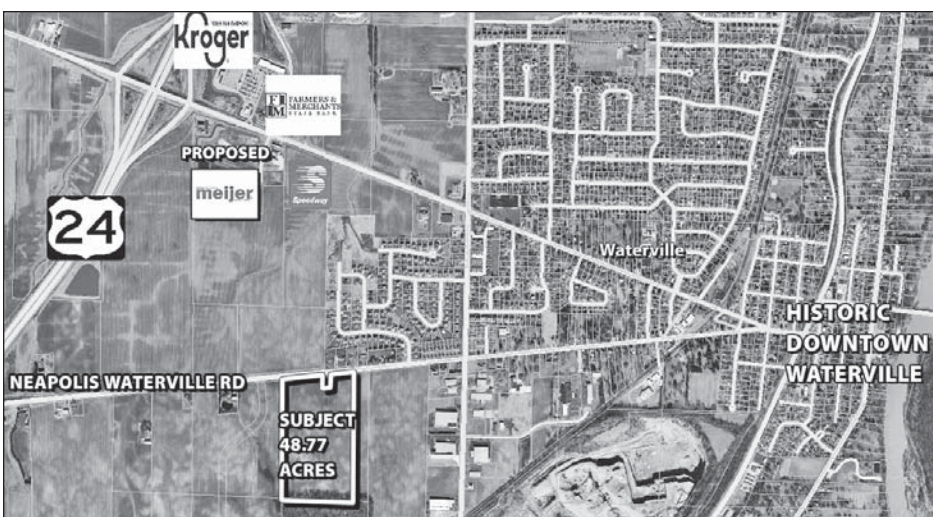
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NEWS in BRIEF

...Continued from page 19

A registered professional engineer (PE) in Ohio and West Virginia, he is a member of the American Society of Civil Engineers and serves as vice president of the Toledo section, as well as Toledo Section delegate to the Ohio Council.

Blanchard-Strabler Funeral Home

Blanchard-Strabler Funeral Home has made the move to a new location in Toledo. Formerly located on West Sylvania Avenue, the Blanchard-Strabler team now bases its operations out of the historic white colonial on the corner of Tremainsville Road, just 3.5 miles away from the previous location.

While the service and care of the funeral home staff remains the same, the families of Toledo will enjoy the benefits of Blanchard-Strabler's upgraded facility, noted officials. These benefits include a spacious chapel and welcoming center that allows for greater capacity at services, elegantly crafted architecture, and an easy-to-find location with ample parking.

Area businesses form partnership for health of senior living communities

Extending the life of personal protective equipment (PPE) in a time of shortages is a major concern for nursing homes throughout the country, according to Cristal Vincent, CEO of Fairlawn Haven in Archbold. She has followed the lead of major medical centers in purchasing an ultraviolet-C light (UV-C) to extend the usable life of N95 masks in her facility.

Fairlawn Haven, in partnership with two other non-profit Christian affiliated facilities in Ohio, worked with local manufacturer, Daavlin Corp. of Bryan to find an affordable option for the purchase of equipment needed to extend the use of N95 masks for staff at each care facility.

Recent increases in COVID throughout Fulton County and Ohio led Fairlawn to require staff members to wear N95 masks throughout the facility. According to Vincent, "Fairlawn has been blessed that no residents have tested positive for COVID over the last seven months. However, we recently had three current staff members – who were exposed to COVID outside of Fairlawn – test positive. That resulted in our switch from surgical masks to N95 masks for over 150 staff members each day."

Studies have shown that ultraviolet-C energy can inactivate coronaviruses including the severe acute respiratory syndrome coronavirus known to cause COVID-19. Scientists at the Henry Ford Health System in Detroit used a Daavlin research unit to establish protocols

mask is allotted five disinfection cycles. "Although the best option would be a new mask each day, currently there is not enough inventory in the country to support that option. With N95 masks in high demand and many times unavailable, this method for allowing the reusability of N95 masks is a life-saver," according to Vincent.

Last March, Fairlawn established a quarantine unit at the nursing home. This unit is used for all newly admitted residents for 14 days to ensure that they do not have COVID-19 before moving to the main Care Center. In the quarantine unit all staff members utilize full personal protective equipment including N95 masks at all times. Throughout the rest of the Care Center staff utilize surgical masks when there is no current outbreak.

"It has been a long seven months for residents, families, and staff and unfortunately the end is not yet in sight," stated Vincent. "Fairlawn is thankful for the important work Daavlin has done to assist us in maintaining safety for our staff and residents. The staff members of every nursing home in the region are working tirelessly to protect and serve residents that need our care."



David Swanson, CEO, Daavlin Corp. and Cristal Vincent, CEO, Fairlawn, review specifications of Ultraviolet-C Light used to disinfect N95 masks for medical staff

for the disinfection of N95 masks for reuse. The unit being used at Fairlawn is a tabletop model that can disinfect multiple masks at one time.

Fairlawn has implemented a plan where, at the end of each shift, staff members return masks marked with their name for disinfection. Per Fairlawn's mask disinfection protocol, each

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Lot 4—1.38 Acres 10127 Airport Hwy, just east of Eber Rd. Springfield Twp. Taxes \$364.78 Year

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<p>10677 Fremont Pike Perrysburg</p> <p>UNIT C 1,330 SF</p> <p>Lease Rate: \$3,325/Month (NNN) Available: 1,330 SF</p> <ul style="list-style-type: none"> Former walk-in urgent care Move-in ready/landlord can renovate Excellent visibility Near Kroger, Panera and Chipotle 33,917 vehicles per day on Fremont Pike 	<p>721 Conant Street Maumee</p> <p>Lease Rate: \$1,975/Month (MG) Available: 1,185 SF</p> <ul style="list-style-type: none"> Highly visible freestanding building Between Anthony Wayne Trail and Illinois Ave Renovated in 2011 24,822 vehicles per day on Conant Street
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UNDER CONSTRUCTION

A LOOK AT CONSTRUCTION PROJECTS IN OUR REGION



Ohio Department of Transportation

DGL Consulting Engineers LLC was the project manager on two new roundabouts on US 20A in Swanton Township at the intersections of Whitehouse-Spencer Road and SR 295.

The location of the both roundabouts were balanced against impacts to residential properties and CAT 2 and CAT 3 wetlands. A ditch near the Waterville-Swanton roundabout was also enclosed in a 432' 8x5 culvert to avoid significant relocation.

The new roundabouts, along with an existing one nearby, are meant to improve safety in the area. According to DGL, this will be especially important when an interchange is constructed approximately six miles to the east at I-475 and US 20A in 2022, which will significantly change traffic patterns on US 20A.

Vernon Nagel, Inc. of Napoleon, Ohio was the primary contractor on the estimated \$2.1 million project.

ProMedica

Lathrop is providing construction management services on ProMedica's new 10,265 square foot standalone Emergency Department in Maumee, which will include medical imaging, exam rooms, procedure rooms, and labs. According to officials, the facility is designed to support the Maumee area's growing need for emergency healthcare.

E4H Architecture is the architect and DGL is the civil engineer.

Rowmark

Clouse Construction Corp recently completed a \$4.5 million, 60,000 square foot, pre-engineered steel building for Rowmark in Findlay. RCM Architects served as architect on the project and MDA Engineering; Van Horn, Hoover & Associates, Inc.; and Jezerinac Geers Structural Engineering provided engineering services.

Sandusky County Park District

Thomas Porter Architects is providing services on renovations to the River Cliff Park Lodge offices for the Sandusky County Park District.

Wood County

Engage Studio Architects, LLC in Oregon, Ohio is providing services on an Association Pavilion in Perrysburg Heights for Wood County.

Bellevue Family Dentistry

Janotta & Herner served as design/build general contractor on a recently completed 8,000 square foot medical professional building on US 20 in Bellevue. Recently, Bellevue Family Dentistry moved into half the facility, which contains six finished operatories for the practice and room for expansion. According

to Dr. Nathan Prueter, owner of Bellevue Family Dentistry, the new office will enable the practice to provide a high level of care in a facility with updated technology, ample parking, and handicap accessibility.

CBRE is seeking to secure additional medical professional tenants for the remainder of the building.

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

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Six Personal Considerations Before Selling a Business

PRESENTED BY: ALEX GERKEN,
City President, Senior Commercial Banker

Business decisions are often intertwined with the impact they'll have on the family, and business owners must understand the dynamics and value drivers of both—as well as how they overlap. It's a strategic benefit to have a team of professionals who understand the valuation aspect of selling a business, in addition to having wealth expertise, during all stages of your business sale. This is especially true if you can find a team that can tailor its recommendations based on your goals and needs.

There are several personal and professional questions you may consider prior to selling your business, including:

1. What do you need from the sale?

Many business owners intend to fund retirement from the sale of their business, and they're accustomed to cash flow from their day-to-day business activities. It may, therefore, be important to think about what after-tax proceeds are necessary to support your future needs.

A key variable for this analysis is understanding what your business is worth. An M&A advisor who understands the market and your industry may be best suited to help understand your valuation along with helping to evaluate strategic alternatives for the business. A third-party valuation specialist (many accounting firms have these groups) may also provide a market valuation, and these types of reports are often used for wealth planning purposes ahead of a formal sale process.

2. How does the sale fit into your estate plan?

Tax and estate planning can be important topics to think through, and wealth transfer strategies may provide opportunities to save on both income and estate taxes.

Transferring ownership interest to family members, trusts or other entities before the sale may help you take advantage of allowable valuation discounts and can reduce transfer taxes later. Transfers such as these are commonly weighed against future needs

and often considered nine to twelve months before any sale of the business, if not two to three years prior.

"In my experience, the most successful transitions occur when the planning starts, long before the owner has any serious intention of leaving the business," says Troy Farmer, Regional Director, Wealth Planning at Fifth Third Bank. "Early strategic planning that coordinates both income tax planning as well as estate transfer tax planning can increase the eventual value of a business while minimizing tax impacts. It can help ensure that the owner can sell to their preferred buyers. And it can help them achieve their financial goals after the sale."

3. What are your charitable intentions?

If you have charitable intent, strategic charitable giving can provide additional opportunities for tax savings. For instance, a charitable tax deduction in the same year that you sell your business may help offset the gains you incur.

Depending on the type of business entity and the individual's tax and cash flow circumstances, business owners might consider donating shares of the business to a charity, donating cash from the sales of the business, establishing a charitable trust that provides a lifetime income stream, or creating a donor advised fund or a private foundation that can be used to distribute charitable contributions in the future.

4. What does the sale mean for you and your family?

As a business owner, you may have devoted your life to the business—growing it into a successful organization. Are you ready for what will be a major change? Have you determined what the sale will mean for children who may have been involved or planned to be involved in the business? Will an increase in wealth affect the family's values and governance? How does the business owner educate their descendants on handling wealth? You may consider how your dynamic may change and grow from the event.

5. Is your business handling any of your personal affairs?

Owners may have business expenses that were handled through the business, but that serve both business and personal purposes. Consider, for instance, a vehicle purchase. Once you sell the business, those expenses will fall to you again and the personal assistance will end—and these factors should be a part of the financial modeling for the sale.

"Evaluating desired cash flow post-sale will provide an estimate of the assets the business owner will need to achieve his or her goals and the amount of proceeds needed from the sale," says Farmer. "That cash flow should account for personal expenses previously paid by the business as well as future expenses such as travel, a vacation home, to account for the owner's desired lifestyle in retirement."

Some business write-offs will become personal expenses. If your wealth is significant, you may want to consider a family office or other assistance with financial affairs.

6. Will you start another business?

What will your life look like after the dust has settled from this business sale? Are you headed into retirement, or will you put the proceeds into your next venture? What will you do with your time? Some options include devoting your time to travel, or becoming an angel investor to help the future generation of entrepreneurs start their own enterprises.

Creating an action plan can help you mentally make the transition from your current endeavor to the next stage.

As you're considering these essential points, it's important to have the right professionals in the early stages. That may include investment bankers, lawyers and accountants. To assemble your core team, consider looking for financial institutions that can serve as a strategic fit and bring to the table a variety of professionals who can help you determine what's best for you, your family and your business from both a business operation and a wealth planning standpoint. Now is a great time to evaluate your options for your business and your wealth planning needs.

Fifth Third Bank can assist you with the future planning for your business and beyond by putting you in contact with team members qualified to support your specific needs. ■



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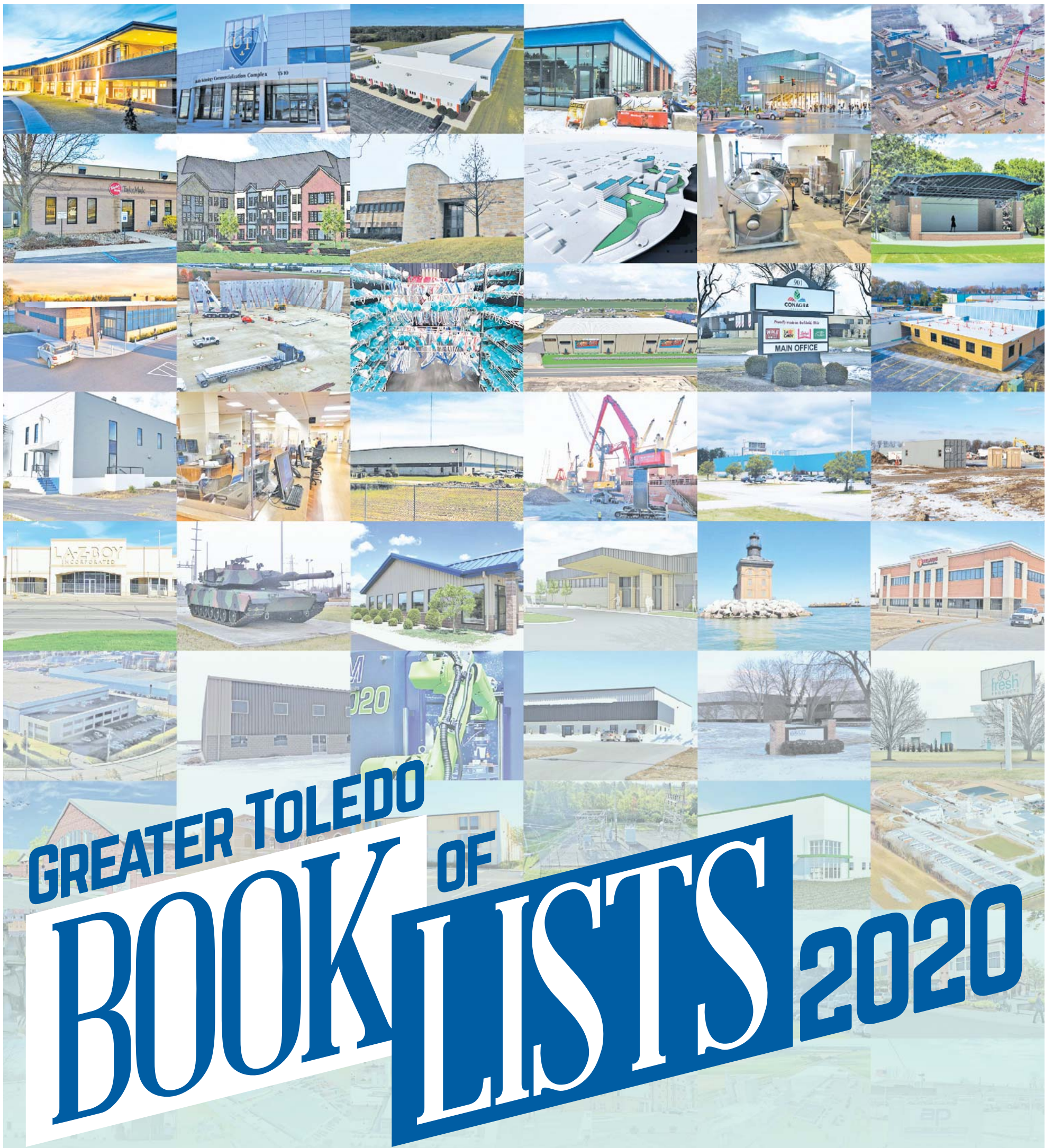
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Bohl Equipment Co. 534 W Laskey Rd · Toledo	80+	1950	Bob Bohl	Forklifts; Industrial & Street Legal Vehicles; Warehouse Equipment	Sales; Service; Rentals; Parts & Fleet Services
Miami Industrial Trucks, Inc. 10406 Geiser Rd · Holland	67	1992	Michael Wechta	Caterpillar, Mitsubishi & Jungheinrich Forklifts; Hawker Industrial Batteries & Chargers; Nilfisk Advance Industrial Cleaning Equip; Dock & Door Equip: Serco, Dynaco High Speed, TKO, Clopay & Albany	Full-Service Leasing Programs/Long-Term Rental; Short-Term Rental; Parts; Fleet Management Services; Forklifts; Aerial Equip; Industrial Cleaning Equip; Personnel Carries
Crown Lift Trucks Maumee	62	1987	David Welber	Crown Lift Trucks; Douglas, Crown, Enersys; Deka Industrial Batteries; Interlake Mecalux Racking; Kelley Dock & Door Equipment; AWall Modular Offices; Cushman Personnel Carriers	Industrial Material Handling Equipment Repair; Complete Installation of Material Handling Storage Solutions; Full Design Team for Storage / Ergonomic Solutions Including CAD Layout
Bohl Crane Inc. – Bohl Machine 534 W Laskey Rd · Toledo	60+	1924	Doug Bohl	Cranes; Monorails; Ergonomic Lift Assists; Conveyors; Automated Handling; Machining	Manufacturing; Sales; Service; Parts; Installations; Inspections
Towlift Inc. 2860 Crane Way · Northwood	45	1965	Bill St. John	Forklift Sales, Parts; Service; Rentals; Training; Fleet Management	New, Used & Rental Forklift Sales; Warehouse Racking; Authorized Dealer for CAT Lift Trucks; Hoist; Kalmar, and Trackmobile Rail Car Movers
Forklifts of Toledo 140 N Byrne Rd · Toledo	30	1968	Joe Pavlovic	Forklift Sales, Parts; Service; Rentals; Training; Fleet Management	New, Used & Rental Forklifts; Authorized Distributor for Linde, Clark & Sellick Lift Trucks
Tiger Material Handling, Inc. 465 Main St · Clay Center	30	1973	Mike Pietrowski	Manufacturer of Structural Steel Mezzanines, Stairs, Ladders & Handrail Systems; SteelKing Stocking Pallet Rack Dealer; Material Handling Conveyors & Systems	Conveyors; Loading Dock; Work Station Crane; Racking Sales Installation & Maintenance; Mezzanine Manufacturer; Shelving Sales / Installation / Service
Triad Technologies, LLC 426 W Dussel Dr · Maumee	30	2002	Doug Wissman	Parker Hannifin; Enerpac	Industrial Distribution; Engineered Systems; Service & Repair
Wilson Barrett Battery Power Systems 2840 Innovative Dr · Northwood	20	1983	Craig Gaudreau	Industrial batteries & Chargers: Sales & Service	New Industrial Batteries; Reconditioned Industrial Batteries; Industrial Chargers; Battery Watering Accessories
Taylor Material Handling & Conveyor 2910 Glanzman Rd · Toledo	10	1979	Robert Knapik	Conveyor Systems; Packaging Equip; Gobel Ergonomic Work Cells; Southworth Lift / Positioning Equip; Dorner Automation Systems & Industrial Safety Products	Engineering; Standard / Custom Material Handling Equipment; Conveying Equipment; System Integration; Steel Fabrication & Installation
JML Services 3401 Crissey Rd · Monclova	7	1986	Tim Geis	Ashland Conveyor; Cogan Mezzanines; Panel-Built Modular Buildings; Vestil Loading Docks; Bulldog Rack; PTR Balers & Compactors	Rack & Shelving Systems; Installation of Material Handling Equip; Repair System Design & Layout; Ergonomic Workstations; Custom Fabrications; Balers & Compactors
Andersen Material Handling 5272 Tractor Rd · Toledo	i.n.a.	1960	Joe Stein	Raymond & Komatsu Forklifts; Remstar Vertical Storage Units; Warehouse & Material Handling Products	Forklift Operator & Safety Training; Equipment Service; Fleet Management; Parts; Shop; Sales & Service; Material Handling Systems
Interlink Technologies PO Box 970 · Perrysburg	i.n.a.	1986	Jessie Miller	Warehouse Management Software Solutions (WMS)	Barcode Scanners / Terminals; Barcode Printers


Published 10-20 List includes only those Industrial Equipment Firms that responded by deadline; i.n.a. = information not available

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Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	# of Sites / Apps Designed	Services Offered				Additional Services Offered
					Web Design / Web Maintenance	Mobile Design / Web / Mobile Apps	Security / Encryption / Database Design	Branding / Marketing / IT Services	
Hanson Inc. <i>hansoninc.com</i>	55	1991	Steve Hanson	100s	Y	Y	Y	Y	Intranet Design & Strategic Planning; Video Production; Event Staging
Communica <i>communica.world</i>	48	1988	Jeff Kimble	100s	Y	Y	Y	Y	Integrated Full-Service Agency; Brand Development; Research; Creative & Media Service; PR; Complete Digital Capabilities; Funnel Mgmt; Marketing Automation
Hart <i>hartinc.com</i>	45	1965	Mike Hart	100s	Y	Y	Y	Y	Social & Content Marketing; SEM/SEO; Data Analytics; Digital Media Planning & Buying; e-Commerce; Inbound Marketing; Video Production; Brand Planning; Integrated Communications Campaign Strategy & Creative Dev
Concentrek Group <i>concentrekgroup.com</i>	25	2002	Kent Sackman	100s	Y	Y	Y	Y	Integrated Digital Marketing & Comm; Website & App Dev; Video Production; SEO; Digital Ads; Social & Content Marketing; Branding; Strategic Planning
Thread Marketing Group <i>threadgroup.com</i>	24	1986	Joe Sharp	100s	Y	Y	—	Y	Inbound Marketing; Branding; Social Media; PR; Digital Advertising; HubSpot CRM; eCommerce & Hosting; Amazon Selling
Clark Schaefer Hackett <i>cscoa.com</i>	22	1938	Glenn Plunkett	500+	Y	Y	Y	Y	Custom Software Dev; Process Automation; Control System Engineering; Power BI Dashboards; Dedicated IT Team Services; Web Portals; Inventory Mgmt; Cybersecurity
Thrive Internet Marketing <i>thriveim.com</i>	22	1994	Ian Hartten	5,000	Y	Y	Y	Y	Full Service Digital Agency; Social Media; Visibility Audits; Digital Marketing; SEM; SEO; E-Commerce; Hosting
Whitelabel <i>Whitelabelco.com</i>	22	2013	Josh Cooper	100s	Y	Y	Y	Y	UX / UI; Machine Learning; XR; AR; VR; Blockchain Development; Web Development; App Development
Webcasters <i>webcasters.com</i>	16	1995	Jim Vandenberg	400+	Y	Y	Y	Y	Website Design; SEO; E-Commerce; Google Adwords; Hosting; Video Production; Social Media; E-Book Production; Email Marketing; Reputation & Review Mgmt; Market Research
Modern Data <i>moderndata.com</i>	15	1998	Jeff Boersma	100s	Y	Y	Y	Y	Managed Services; Cloud Solutions; Hosting
TOAST.net <i>toast.net</i>	14	1996	Kevin David	1,000s	—	Y	—	—	ISP; Website Hosting & Design; Business Email & Managed Security
AVATAR <i>avatarsyndicate.com</i>	12	1997	Andrew Newby	500+ Apps 50+	Y	Y	Y	Y	eCommerce & ERP Integration; Digital Marketing Support; Online Catalog Creation
Stephenson + Taylor <i>splust.com</i>	10	1981	Mark Minniear	100+	Y	Y	Y	—	Marketing Communications Agency; Brand Development; Design Services; Advertising; Product Promotion
Interactive Design Solutions <i>interactivedesignsolutions.com</i>	7	2010	Chris Kapelski	450+	Y	Y	—	Y	SEO; Online & Content Marketing; Marketing Consultation; Secure Website Hosting

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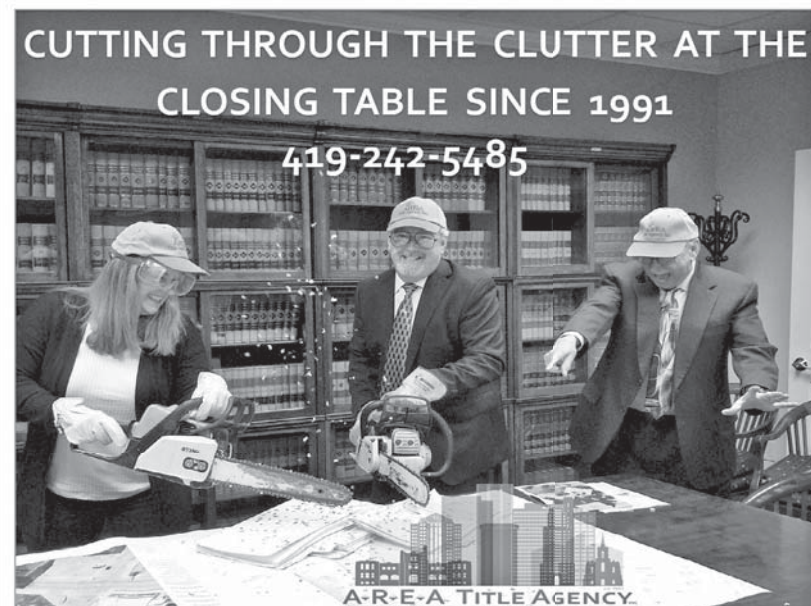


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Area General Contractors

Listed by Number of Local Employees

	# of Employees	Founded Locally	Top Local Officers	Key Areas of Specialization	Projects Started or Completed in 2020 / 2021
Rudolph Libbe Inc. of the Rudolph Libbe Group 6494 Latcha Rd Walbridge	450	1955	Timothy A. Alter, President	Real Estate Services; General Contracting; Design/Build; Construction Management; Special Accounts (Projects Under \$1M); Facility Management	Ohio CAT / Peterbilt Sales / Service Buildings, Perrysburg (Size: 160,000 SF; Completion: Late 2020); Hylant Building 8th & 9th Floor Renovations, Toledo (Size: 22,000 SF; Completion: Sept 2020)
IPS 146 Dixie Hwy Rossford	350	1985	Kevin Gray	Site Work & Utilities; Concrete Foundations; Slab on Grade; Equip Pits/Foundations; Site Concrete; Pavement; Resteel & Steel Erection; Pre-Engineered, Conventional, Masonry & Precast Concrete Buildings	JM Milan, Ohio-Winder Building Addition (Size: 10,000 SF; Cost: \$4M; Start: Mar 2020; Completion: June 2020); Protec-Leipsic, Ohio-CGL Packaging Line (Size: 1,500 CY; Cost:\$3.5M; Start: Aug 2020)
Mosser Construction, Inc. 122 S Wilson Ave Fremont	306	1948	Brian R. Geffe, President / CEO	General Contracting; Construction Management; Design/Build; Commercial; Industrial; Healthcare; Educational; Worship Facilities; Water & Wastewater Treatment; Highway / Bridges; Public Facilities	University of Toledo / Ohio State Highway Patrol Public Safety Center (Size: 18,537 SF; Mosser's Contract: \$5,044,800; Start: Oct 2019; Completion: Nov 2020); Fremont Ross High School (Size: 200,000 SF; Total Cost: \$52,253,165; Mosser's Contract: \$13,002,041; Start: Feb 2020; Completion: Dec 2021)
Janotta & Herner 309 Monroe St Monroeville	166	1962	ESOP	Design/Build General Contractor; Servicing Commercial, Industrial, Healthcare, Hospitality, Community, Automotive & Financial Industries	Surgery Center of North Central Ohio, Norwalk (Size: 12,500 SF; Cost: \$5M; Start: Sept 2019; Completion: Sept 2020); Firelands Federal Credit Union HQ, Bellevue (Size: 20,000 SF; Cost: \$4.7M; Start: Spring 2019; Completion: Feb 2020)
The Spieker Company 2541 Tracy Rd Northwood	155	1977	Aaron White, President	General Contractor; Design/Build Contractor	LMHA Collingwood Green Phase III, 55-Unit Townhouse Family Development Project, Rough-Finish Carpentry Package (Size: 112,000 SF; Cost: \$1.2M; Completion: Dec 2019); BGSU Business Administration Building School of Nursing Renovations (Size: 40,000 SF; Cost: \$2M; Completion: July 2021)
A.A. Boos & Sons, Inc. 2015 Pickle Rd Oregon	150	1946	Robert Boos, CEO	Commercial; Industrial; Facility Maintenance; Institutional; Petrochem	Hickman Hospital General Trades; Ability Center New Dog Training Facility; Mercy Health – St. Charles Hospital New Urology / Cysto Clinic; Ohio Department of Transportation, Northwood Outpost Salt Storage
The Lathrop Company 28 N St Clair St, Ste 200 Toledo	150	1895	Thomas J. Manahan Jr., Chairman & CEO	Construction Management; Design/Build; General Contracting	Schuetz Container Systems, Production Expansion (Start 2020); Lucas County SeaGate Centre Ballroom Addition (Start 2020)
ACI Const. Co., Inc. (Alvada) 1700 Fostoria Ave, Ste 800 Findlay	125	1969	Richard C. Kirk, Pres; Mark Faeth, VP Operations & Estimating	General Contractor; Construction Manager; Design/Build Contractor; Self-Perform Site Work, Concrete, Rough Carpentry, Masonry; Nucor Pre-Engineered Metal Building Dealer	50 North Additions & Renovations (Size: 30,656 SF; Cost: \$6.2M; Start: Mar 2020; Completion: May 2021); Vanguard Sentinel Addition & Renovations (Size: 4,910 SF; Cost: \$1.5M; Start: May 2020, Completion: Dec 2020)
Gilbane Building Company 1 S St Clair St Toledo	120	1957	Brett Meyer, Vice President	Construction Management; Design/Build; General Contracting; Program Management; Higher Education; K-12; Commercial; Healthcare	Fremont City Schools District, New High School and Elementary Schools (Size: 425,462 SF; Cost: \$98M; Start: Apr 2019; Completion: Sept 2021); Wyandot Memorial Hospital Additions & Renovations (Size: 18,000 SF; Cost: \$11.6M; Start: Oct 2019; Completion: Nov 2020)
Clouse Construction Corp. 4382 W Township Rd 90 New Riegel	86	1975	Lenny Clouse, Pres; Brian Clouse, VP; Lynn Clouse, Secretary / Treasurer	Design/Build; General Contractor; Construction Management; Industrial; Commercial; Healthcare; Agriculture; Education; Worship; Food Grade	Kalmbach Feeds Warehouse Expansion (Size: 42,500 SF; Cost: \$1.8M; Start: Feb 2020; Completion: Oct 2020); Mennel-Martel Warehouse (Size: 62,000 SF; Cost: \$3.8M; Start: Sept 2019; Completion: Aug 2020)

...continued on page 5



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Area General Contractors


...continued from page 4

	# of Employees	Founded Locally	Top Local Officers	Key Areas of Specialization	Projects Started or Completed in 2020 / 2021
The Douglas Company 1716 Perrysburg Holland Rd Holland	61	1976	Peter Douglas	Senior Living; Multi-Family Housing	Harper's Station of Gainesville, Gainesville, VA (Size: 113,989 SF; Cost: \$43.5 M; Completion: Jan 2022); Airy Hills at North Bend Crossing, Cincinnati, (Size: 74,790 SF; Cost: \$17.6M; Completion: Apr 2021)
The McNerney Companies One Maritime Plaza, 3rd Floor Toledo	50	1900	John McNerney	Commercial Construction; Design/Build; Office Furniture & Design; Real Estate Development	i.n.a.
Charles Construction Services, Inc. 811 E Bigelow Ave Findlay	48	1983	Joshua E. Huffman, VP Operations	General Contracting; Construction Management	Hearthside Foods; Little Creek Barn; GVS Filtration
The Delventhal Company 3796 Rockland Cir Millbury	40	2002	Jess Saylor, Jr., President	Commercial & Industrial General Contractor; Concrete; Rough & Finish Carpentry; Selective Demolition	Hampton Manor of Bedford, New Assisted Living Facility (Size: 61,784 SF; Cost: \$8.5M; Start: Mar 2020; Completion: Jan 2021); Northwest Ohio Psychiatric Hospital Visitation Addition (Size: 2,686 SF; Cost: \$923,000; Start: Apr 2020; Completion: Oct 2020)
Miller Diversified Construction Co. 1656 Henthorne Dr, Ste 100 Maumee	36	1920	Kurt J. Miller	Construction Management	Jim White Honda; Villas at Lakes of Monclova
Mel Lanzer Company 2266 Scott St Napoleon	26	1950	Lyndsey Lucas, President	General Contracting & Design/Build for New Construction, Additions, Renovations, Metal Buildings & Retail Remodels	Saints Peter & Paul School, Classroom & Gym Addition, Ottawa, OH (Size: 25,123 SF; Cost: \$4M+; Start: Aug 2020; Completion: July 2021); Wood County Board of DD Additions and Renovations (Size: 12,817 SF addition and 5,775 SF renovation; Cost: \$2,335,300; Start: July 2020; Completion: Apr 2021)
Rupp/Rosebrock, Inc. 7464 County Road 424 Liberty Center	25	1989	Justin Groll, President / Owner	General Contracting & Construction Management	i.n.a.
Program Solutions Group, LLC 1718 Indian Wood Cir, Ste D Maumee	7	2004	Wayne Burrer	Design/Build; Construction Management; Owner Representation	Dana – Sustainable Mobility Center; Maumee (Size: 54,780 SF; Start: Dec 2020; Completion: Apr 2021); Washington Local Schools (Owner Rep) Toledo, OH & Washington Township (Size: (Shoreland Elementary) 82,500 SF; (Wernert/Jackman Elementary) 89,000 SF; Start: Mar 2021; Completion: Aug 2022)
Logan Creek Construction Company 4209 Corduroy Rd Oregon	6	1999	James A. Howell, III	Build to Suit; Warehouse / Distribution; National Builder	i.n.a.

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Area Metalworking Companies

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	Primary Services Offered	Types of Metalworking Services Provided	Certifications
Wauseon Machine and Manufacturing, Inc. 995 Enterprise Ave - Wauseon	195	1983	i.n.a.	OEM; Job Shop CNC Machining; Wire & Plunge EDM; Surface Grinding; ID / OD Grinding & Fabrication Services	Toolmaking; Precision CNC Machining; CNC Contract Machining; Stock Tooling Program; Tooling Dev; Custom Machinery & Fixture Design & Build	ISO 9001:2015
APT Manufacturing Solutions 801 Industrial Dr, PO Box 88 - Hicksville	145	1996	Anthony Nighswander	Robotic Automation; CNC Production Machining; Welding & Fabrication	CNC Production Machining; Welding & Fabrication	ISO 9001:2008; FANUC Authorized Integrator
Lomar Machine & Tool Co. 135 Main St - Horton, MI	125	1976	Ron Geisman	OEM; Fabricator; Machining	CNC Laser Cutting; CNC Metal Forming; Welding; Powder Coating; Liquid Painting	ISO 9001:2015
Swanton Welding & Machining Co. Inc. 407 Broadway St - Swanton	120	1956	Norm E. Zeiter	Steel Fabrication	Welding; Machining; Rolling; Bending; Beam Line; Engineering	E1-1; Various Other Specialty Welding Certifications
Miller Precision Mfg. Ind. Inc. 131 Progressive Dr - Ottoville	85	1988	Jim Miller	Precision Machining	Turning; Drilling; Tapping; Milling; Boring; Fabrication	ISO 9001:2008
Lefere Forge 665 Hupp Ave - Jackson, MI	70	1929	Pete Lefere	Closed Die Steel Hot Forgings 5 Pounds to 160 Pounds	Forgings; Gears; Hubs; Spindles; Valves; Wheels	BS EN ISO 9001:2008
The Yarder Manufacturing Company 722 Phillips Ave - Toledo	68	1930	Richard Yarder	Sheet Metal Fabrication; Laser Cutting; Forming; Welding; CNC Punching; Finishing; Painting	Sheet Metal Fabrication; Laser Cutting; Forming; Welding; CNC Punching; Finishing; Painting	—
Century Die Company, LLC 215 N Stone St - Fremont	67	1946	Tim Myers, GM	Mold Fabrication; Ancillary Tooling & Fixtures; Contract Machining	Mold Repair Services; Turning w/ Live Tooling; Surface Grinding; CNC Milling up to 5-Axis; Water Jet; Welding	
Toth Industries, Inc. 5102 Enterprise Blvd - Toledo	65	1955	Richard Toth	Production Contract Machining	CNC; Production Contract Machining	ISO 9001:2015
Absolute Machine Tools 7420 Industrial Pkwy - Lorain	55		Klaus Miller	Importer/Distributor of CNC Machine Tools	Importer/Distributor of CNC Machine Tools	
Findlay Machine & Tool, Inc. 2000 Industrial Dr - Findlay	50	1940	Rex Reimer	Custom Machined Parts	Custom Machined Parts	ISO 9001:2015
American Broach & Machine Company 535 S Mansfield St - Ypsilanti, MI	49	1918	Mike Casto	Manufacture Broach Tools & Broach Machines	CNC	QS 9000 / TE Supplement

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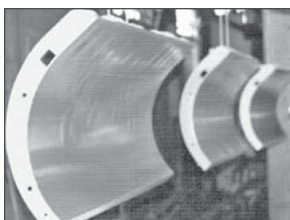
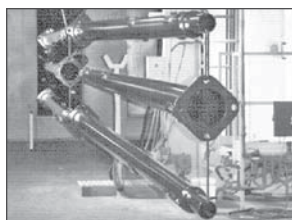
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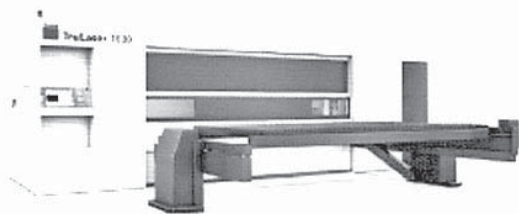
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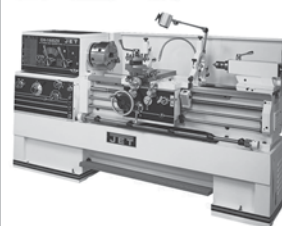
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Area Metalworking Companies

...continued from page 6

	# Local Employees	Founded Locally	Top Local Officer	Primary Services Offered	Types of Metalworking Services Provided	Certifications
Maumee Valley Fabricators, Inc 4801 Bennett Rd · Toledo	48	1978	Patrick Copeland	Tanks, Stacks, Plate & Tube Weldments in Mild Steel, Stainless & Aluminum	Custom Fabrication (Rolling, Forming & Welding); CNC Machining	AWS D1.1 Certified Welders & Journeyman Machinists
Pioneer Industrial Systems, LLC 16442 US Hwy 20 · Alvordton	40	1998	Todd Hendricks	Design, Build & Service Industrial Automation & Robotic Systems	Design, Build & Service Industrial Automation & Robotic Systems; Performed Maintenance; Upgrades; Installation & Programming Support	FANUC Integrator; Strategic Market Specialist
Progress TAC 619 S Church St · Clyde	35	1968	Andrew Kingsborough	Engineered Design & Build of Custom Automation & Systems Integrator	CNC Machining; Welding; Fabrication; Light Tight Laser Enclosures	Six Sigma; Safety Laser
Unique Tool and Mfg. Co., Inc. 100 Reed Dr · Temperance, MI	31	1963	Daniel Althaus	Manufacture Sheet Metal Stampings	Manufacture Sheet Metal Stampings	ISO 9001:2015
Andersons Fab Shop 415 Illinois Ave · Maumee	30	1947	Rex Reimer	Custom Stainless, Aluminum & Steel Fabrication; Conveyors & Specialty Material Handling Equipment; Railroad Car Parts & Repairs; Engineering	Custom Stainless, Aluminum & Steel Fabrications; Blasting & Painting; General Fabrication	AWS Certified Welders
Machine Tool Design & Fab, LLC 1401 Sandusky St · Fostoria	27	1976	Chris Eastman	Design & Fabrication of Custom Machinery & Machine Components	Design & Build Custom Machinery; Fabrication, Milling & Turning of Steel, Stainless Steel, Aluminum & Plastics; Waterjet Cutting of All Materials	Denso Robotics Certified Seller
Custom Machine, Inc. 3315 W Twp Rd 158 · Tiffin	26	1979	David W. Hammer	Job Shop	CNC Milling & Turning; EDM; Grinding; Fabrication; Inspection Fixtures	ISO 9001:2015, BBB Accredited
Architectural & Industrial Metal Finishing Co., LLC 1091 Sunnyside Rd · Vermilion	25	2003	Chris Morris	Powder Coating & Laser Cutting	Powder Coating & Laser Cutting	ISO 9001:2015
Project Designed & Built, Inc. 5949 American Rd E · Toledo	22	1998	Kenneth Martin	Custom Automation & Material Handling Equipment Manufacturer; Robot Integration; Custom Machinery; Inspection; Safety Enhancements; Etc.	CNC	
QC American / High Gear Tools 575 S Mansfield · Ypsilanti, MI	18	2007	Fran Mao	Metal Cutting Tools; Broaches; Hob; Sharper & Shaver Cutters	Cutting Tools	—
Bohl Machine 1104 Custer Dr · Toledo	15	2013	Doug Bohl	Custom Material Handling Equipment; Engineering; Fabrication; Machining; Installation; Service	Custom Material Handling Equipment; Engineering; Fabrication; Machining; Installation; Service	AWS D14.1 Welders
Rapid Machine Inc. 610 N State St · Pioneer	15	1978	Jim Spangler, President / Owner	Manufacturing: CNC Machining; Machining & Tooling;	Turning; Milling; Grinding; Welding; Fabrication Complete CNC Job Shop	—
Latanick Equipment 720 River Rd · Huron	14	1973	Richard Poorman	Metal Fabrications; Custom Machinery; Machined Parts	Metal Fabrications; Custom Machinery; Machined Parts; On-Site Welding; 3D Printing,	Many Welding Certifications
Salenbien Welding Service, Inc. 460 Roosevelt St · Dundee, MI	12	1972	George J. Salenbien, Jr.	Custom Steel Fabrication of Steel, Aluminum & Stainless	Shearing; Forming; CNC Burning; Rolling; Machining & Welding; Powder Coating	—
Builders Steel Services 4057 N Detroit Ave · Toledo	11	1992	Stephen Greer	Steel Fabrication; Welding; Shear & Forming; Cut to Length; Punch & Drill	Cutting, Drilling, Fabricating Steel; We Deal Mainly w/Beams, Tube, Sheet, Pipe & Merchant Bars Such as Angle & UM Plate	AWS D1.1 Certified; BBB Member
NM Hansen Machine & Tool Co. 4015 Dewey St · Toledo	10	1908	Roger Burditt	Aerospace Igniter Bodies	CNC Milling; CNC Turning	ICMfgE. CEng.
Seeger Metals & Plastics, Inc. 1315 E Manhattan Blvd · Toledo	10	1881	Bruce Seeger	Distributor of Non-Ferrous Metals & Mechanical Plastics	Band Sawing; Plate Sawing; Shearing	—
Taylor Material Handling & Conveyor 2910 Glanzman Rd · Toledo	10	1979	Bob Knapik	Engineering; Standard/Custom Material Handling Equipment; Conveying Equipment; System Integration; Steel Fabrication & Installation	Steel Fabrication & Installation; Conveyor Systems; Gorbil Ergonomic Work Cells; Southworth Lift/Positioning Equipment	—
Figley Stamping Company 401 Agnes St · Defiance	6	1952	Chris Slee	Metal Stampings	Furniture; Electrical; Industrial & Consumer Metal Stampings	ISO 9001:2008
Superior Bar Products, Inc. 1710 Spruce St · Defiance	6	1988	Mark Crandall	Precision/CNC Machining	CNC Machining; Screw Machine; Products; Automatic sawing; Secondary Operations; General Machining; 50 parts to 5 million	ISO 9001:2015
Butz Welding & Fabricating Ltd 1542 Champlain St · Toledo	3	1947	Reggie Butz	Custom Fabricated Metal Products; Welding & Fabricating Steel, Aluminum, Stainless	Welding; Forming; Punching; Milling; Drilling; Sawing; Plasma Cutting	—

Published 04-20; List includes only those Metalworking that responded by deadline; i.n.a. = information not available

Area Copy Machine Dealers

Listed Alphabetically

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					Consulting Services	Used & Refurbished Copiers	Network Solutions	Network Faxing Solutions	Doc Mgt Solutions	Scanning Utilities	Electronic Filing & Storage
Canon Solutions America, Inc. Maumee · csa.canon.com	11	2008	Todd A Peterson	Enterprise, Production, & Large Format Printing Solutions; Supported by Professional Service Offering	Y	Y	Y	Y	Y	Y	Y
Copeco, Inc Maumee · copeco.com	10	1971	Shawn Sanders	Sharp; HP	Y	Y	Y	Y	Y	Y	Y
Lake Business Products Maumee · lakebusinessproducts.com	200^	1960	Terri Cain	Canon & HP	Y	Y	Y	Y	Y	Y	Y
MT Business Technologies Holland · mtbt.com	i.n.a.	1918	Chuck Rounds	Xerox	Y	Y	Y	Y	Y	Y	Y
OBM Holland · ohiobusinessmachines.com	12	2002	i.n.a.	Cannon Wide Format; FP Mailing; Star2Star VoIP Phone Systems	Y	Y	Y	Y*	Y	—	—
PERRY Pro TECH Perrysburg · perryprotech.com	41	1965	John J. Rees	Konica Minolta; Ricoh; HP; Intec Specialty Printers; Duplo Folding & Off Line Finishing Equipment; MBM Folders & Cutters	Y	Y	Y	Y	Y	Y	Y
Solutions for Documents Perrysburg · solutionsfordocuments.com	5	2004	Marvin Hamons	Xerox	Y	Y	Y	Y	Y	Y	Y

Published 10-20; List includes only those Copy Machine Vendors that responded by deadline; i.n.a. = information not available; * = GoldFax; ^ = Includes personnel outside of NWO

Area Machining & Tooling Firms

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	Services Available*					Primary Services Offered	Certifications
				M	I	P/S	R	CNC		
Wauseon Machine and Manufacturing, Inc. 995 Enterprise Ave - Wauseon	195	1983	i.n.a.	—	—	—	—	Y	OEM; Job Shop CNC Machining; Wire & Plunge EDM; Surface Grinding; ID / OD Grinding & Fabrication Services	ISO 9001:2015
Lomar Machine and Tool Company 135 Main St - Horton, MI	135	1976	Ronald Geisman	—	—	—	—	Y	Designer & Manufacturer of Machines & Tooling	ISO 9001:2015
Fischer Tool & Die Corp 7155 Industrial Rd - Temperance, MI	100	1987	i.n.a.	Y	Y	—	Y	Y	Contract Machining & High Pressure Die Cast Dies	ISO 9001:2015
APT Manufacturing Solutions 801 Industrial Dr - Hicksville	90	1996	Anthony Nighswander	—	Y	Y	Y	Y	Custom & Production Tooling; Automated Robotic Equipment; Industry Education Robotic Equipment	ISO 9001:2015; FANUC Authorized Systems Integrator; Rockwell Automation - RIA Certified
Miller Precision Mfg Ind, Inc. PO Box 489 - 131 Progressive Dr - Ottoville	85	1988	Jim Miller	—	—	—	—	Y	Job Shop; Precision Machining; Turning; Drilling; Tapping; Milling; Boring; Fabrication	ISO 9001:2008
Swanton Welding & Machining Co. 407 Broadway St - Swanton	75	1956	Norm E. Zeiter	—	—	—	—	Y	Custom Fabrication; Heavy Fabrication; Structural Steel; Commercial Truck Bed Manufacturing & Installation; Fabrication; Welding; Blasting; Painting; Laser Cutting; Detailing	AWS D1.1; D1.6; D1.5; D1.2; SMAW; GTAW; GMAW; FCAW
Lefere Forge & Machine Company 665 Hupp Ave - Jackson, MI	70	1929	Pete Lefere	—	—	—	—	—	Closed Die Steel Forgings 5 Pounds – 160 Pounds	BS EN ISO 9001:2008
The Yarder Manufacturing Company 722 Phillips Ave - Toledo	68	1930	Richard Yarder	—	—	—	Y	Y	Sheet Metal Fabrication; Laser Cutting; Forming; Welding; CNC Punching; Finishing; Painting	—
Century Die Company, LLC 215 N Stone St - Fremont	67	1946	Tim Myers, GM	Y	—	—	Y	Y	Extrusion Blow & Thermoform Molds; Mold Repair & Refurbishment; Automation Fixtures; Contract Machining; Ancillary Tooling	CNC-2, 3, 4, & 5-Axis; Grinding; Turning w/ Live Tooling; Custom Tooling; Water Jet; Welding
Toth Industries, Inc 5102 Enterprise Blvd - Toledo	65	1955	Richard Toth	—	—	—	—	Y	Production Contract Machining	ISO 9001:2015
Absolute Machine Tools 7420 Industrial Pkwy - Lorain	55	1988	Klaus Miller, VP of Sales	Y	Y	Y	Y	Y	Importer/Distributor of CNC Machine Tools	—
Findlay Machine & Tool, Inc. 2000 Industrial Dr - Findlay	50	1940	Rex Reimer	Y	Y	Y	Y	Y	Custom Machined Parts	ISO 9001:2015
American Broach & Machine Co. 535 Mansfield St - Ypsilanti, MI	49	1918	Mike Casto	Y	Y	Y	Y	Y	Broach Machines; Broach Tools; CNC Turning Centers; CNC Lathes; Gear Grinders	—
Maumee Valley Fabricators, Inc 4801 Bennett Rd - Toledo	48	1978	Patrick Copeland	Y	—	—	Y	Y	Custom Fabrication (Rolling, Forming & Welding); CNC Machining	AWS D1.1 Certified Welders & Journeyman Machinists
Buckeye Machine 610 East Lima St - Forest	40	1974	D. Ray Marshall	Y	Y	Y	Y	Y	Specialized Design & Build of Automated Equipment	—
Pioneer Industrial Systems, LLC 16442 US Hwy 20 - Alvordton	40	1998	Todd Hendricks	Y	Y	—	Y	—	Design, Build & Service Industrial Automation & Robotic Systems; Performed Maintenance; Upgrades; Installation & Programming Support	FANUC Integrator; Strategic Market Specialist
Crum Manufacturing, Inc. 1265 Waterville-Monclova Rd - Waterville	38	1984	Doug Waldie; Debbie Waldie	Y	Y	Y	Y	Y	OEM Custom Machinery & Robotic Integration; Quality Check Gauges; Tube & Pipe Bending & End Forming; Formed Hose Tooling; Complete Engineering & Fabrication Services	ISO 9001:2008
Unique Tool and Mfg. Co., Inc. 100 Reed Dr - Temperance, MI	31	1963	Daniel Althaus	—	—	Y	—	Y	Sheet Metal Stampings	ISO 9001:2015
Andersons Fab Shop 415 Illinois Ave - Maumee	30	1974	Rex Reimer	Y	Y	Y	Y	—	Custom Stainless, Aluminum & Steel Fabrication; Conveyors & Specialty Material Handling Equipment; Railroad Car Parts & Repairs; Engineering Services	AWS Certified Welders
Machine Tool Design & Fab LLC. 1401 Sandusky St - Fostoria	30	1978	Christopher Eastman	Y	Y	Y	Y	Y	Custom Machinery Design/Build; Custom Machining & Fabrication; Production Equipment Modifications & Repairs	—
Custom Machine, Inc. 3315 W Twp Rd 158 - Tiffin	26	1979	David W. Hammer	—	—	—	Y	Y	Job Shop	ISO 9001:2015; BBB Accredited
Architectural & Industrial Metal Finishing Company, LLC 1091 Sunnyside Rd - Vermilion	25	2003	Christopher Morris	—	—	Y	—	—	Powder Coating & Laser Cutting	ISO 9001:2015
Frazier Machine & Production, Inc. 26489 Southpoint Rd - Perrysburg	22	1971	Jeffrey B. Frazier	—	—	—	—	—	CNC Milling & Turning	ISO 9001:2015
Projects Designed & Built, Inc. 5949 American Rd E - Toledo	22	1998	Kenneth Martin	Y	Y	Y	Y	Y	Custom Automation & Material Handling Equipment Manufacturer; Robot Integration; Custom Machinery; Inspection; Safety Enhancements; Etc.	—
Latanick Equipment, Inc. 720 River Rd - Huron	20	1973	Richard D. Poorman	Y	Y	Y	Y	Y	Design & Build Custom Machinery; Fabricating Shop & Machine Shop; Engineering	Many Welding Certifications
RTD Manufacturing 1150 South Elm St - Jackson, MI	20	1984	Bryant Ramsey	—	—	—	Y	Y	Emergency Repair of Machined Parts, Production Parts, Prototype Parts	ISO 9001:2008; AWS D1.1, QSL-03 TACOM; Class 5 Security w/ The Dept of Navy
QC American / High Gear Tools 575 S Mansfield - Ypsilanti, MI	18	2007	Fran Mao	—	—	—	—	—	Metal Cutting Tools; Broaches; Hob; Sharper & Shaver Cutters	—
Bohl Machine 1104 Custer Dr - Toledo	15	2013	Doug Bohl	Y	Y	Y	Y	Y	Custom Material Handling Equipment; Engineering; Fabrication; Machining; Installation; Service	AWS D14.1 Welders
Rapid Machine Inc. 610 N State St - Pioneer	15	1978	Jim Spangler, President / Owner	—	—	—	—	Y	Manufacturing: CNC Machining; Machining & Tooling: Turning, Milling, Grinding, Welding, Fabrication; Complete CNC Job Shop	—
The Fabrication Shop 1395 Buckley St - Fostoria	15	1975	William Cronauer	—	—	Y	Y	Y	Metal Fabrication; Machining; Small Machinery Assembly	—
Salenbien Welding Service, Inc. 460 Roosevelt St - Dundee, MI	12	1972	George J. Salenbien, Jr.	—	—	—	—	Y	Custom Steel Fabrication; Aluminum & Stainless Shearing; Shearing; Forming; CNC Burning; Rolling; Machining & Welding; Powder Coating	—

Area Machining & Tooling Firms

...continued from page 8

	# Local Employees	Founded Locally	Top Local Officer	Services Available*					Primary Services Offered	Certifications
				M	I	P/S	R	CNC		
Builders Steel Services 4057 N Detroit Ave - Toledo	11	1992	Stephen Greer	—	—	—	—	—	Cutting, Drilling, Fabricating Steel; Beams, Tube, Sheet, Pipe & Merchant Bars e.g. Angle & UM Plate	AWS D1.1 Certified; BBB Member
NM Hansen Machine & Tool 4015 Dewey St - Toledo	10	1907	Roger Burditt	Y	—	Y	Y	Y	Aerospace Igniter Bodies	ICMfgE. CEng.
Walker Tool & Machine Co 7700 Ponderosa Rd - Perrysburg	10	1950	Tarry Beard	Y	Y	Y	Y	Y	Machine Shop / Job Shop	—
Superior Bar Products, Inc. 1710 Spruce St - Defiance	6	1988	Mark Crandall	—	—	—	Y	Y	CNC Machining; Screw Machine Products; Automatic Sawing; Secondary Operations; General Machining; 50 Parts To 5 Million	ISO 9001:2015
SOWA Tool & Machine Co. Ltd 416 Dussel Dr - Maumee	4	1998	Ryan Esposito, COO	—	—	—	—	—	Wholesale Distributor of Industrial Tools (Machine Tools, Machine Tool Accessories, Precision Tools)	Asimeto Precision Tools Certified by Their ISO 17025
Butz Welding & Fabricating Ltd. 1542 Champlain St - Toledo	3	1947	Reggie Butz	—	Y	Y	Y	—	Custom Fabricated Metal Products; Welding & Fabricating Steel, Aluminum, Stainless	—

Published 02-20; List includes only those Machining & Tooling Firms that responded by deadline; i.n.a. = information not available; *M = Maintenance; I = Installation; P/S = Parts / Services; R = Repairs; CNC = CNC Machining



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Area Commercial Banks

Listed Alphabetically

	No. of Local Branches	Year Established	Parent / Holding Company	Total Assets (Regionally) <small>(As of 12.31.19)</small>	Total Loans (Regionally) <small>(As of 12.31.19)</small>	Total Loans (Regionally) <small>(As of 12.31.18)</small>	Top Local Officer
Citizens Bank 3410 Secor Rd, Ste 510 - Toledo	17	1828	Citizens Financial Group	i.n.a.	i.n.a.	i.n.a.	Ralph Della Ratta, Ohio State President
Citizens National Bank, Toledo Office 3130 Executive Pkwy - Toledo	3	1920	Citizens Bancshares	\$867M	\$709M	\$692M	Nelson Shaffer, Toledo Market President
Civista Bank 185 SE Catawba Rd - Port Clinton	1	1884	Civista Bancshares, Inc.	\$2.3B	\$1.7B	\$1.5B	Dennis G. Shaffer, CEO / President
Croghan Colonial Bank 323 Croghan St - Fremont	17*	1888	Croghan Bancshares, Inc.	\$819M	\$632M	\$608.3M	Kirby Holman, Commercial Loan Officer
Farmers & Merchants State Bank 307 N Defiance St - Archbold	20	1897	Farmers & Merchants Bancorp	\$1.6B	\$1.2B	\$839.5M	Lars Eller, President / CEO
Fifth Third Bank 550 N Summit St - Toledo	37	1858	Fifth Third Bancorp	\$760M	\$2.1B	i.n.a.	Bob LaClair, Regional President, Northwestern Ohio Region



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First Merchants Bank** 10 Washington St - Monroe, MI	20	1892	First Merchants Corp.	\$730M	\$695M	N/A	Thomas Myers, Regional President
Genoa Bank 801 Main St - Genoa	9	1902	GenBanc, Inc.	\$406M	\$303M	\$276M	Martin P. Sutter, Chairman, President / CEO / Chairman

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Area Commercial Banks

...continued from page 10

	No. of Local Branches	Year Established	Parent / Holding Company	Total Assets (Regionally) <small>(As of 12.31.19)</small>	Total Loans (Regionally) <small>(As of 12.31.19)</small>	Total Loans (Regionally) <small>(As of 12.31.18)</small>	Top Local Officer
The Henry County Bank 122 E Washington St - Napoleon	7	1936	Comunibanc Corp.	\$286M	\$131.8M	\$123.6M	William L. Wendt, President / CEO
Huntington Bank 519 Madison Ave - Toledo	56	1866	Huntington Bancshares, Inc.	i.n.a.	i.n.a.	i.n.a.	Sharon Speyer, Regional President
KeyBank 300 Madison Ave - Toledo	60	1868	KeyCorp	i.n.a.	i.n.a.	i.n.a.	James A. Hoffman, President
The Marblehead Bank 709 W Main St - Marblehead	3	1907	Marblehead Bancorp	\$50M	\$19.5M	i.n.a.	William M. Tuttamore, President / CEO & Director
The Old Fort Banking Company 33 E Market St - Tiffin	10	1916	Gillmor Financial Services, Inc.	\$710M	\$460.7M	\$648M	Michael C. Spragg, President & CEO
PNC Bank 405 Madison Ave - Toledo	i.n.a.	1845	PNC Financial Services	i.n.a.	i.n.a.	i.n.a.	Bill McDonnell, Regional President
Premier Bank† 601 Clinton St - Defiance	24	1920	Premier Financial Corp.	\$3.4B	\$2.8B	\$2.45B	Joel Jerger, EVP, Market President
Sherwood State Bank 105 N Harrison St - Sherwood	4	1945	Sherwood Bancorporation	\$73.4M	\$53.9M	\$48.1M	Mickey C. Schwarzbeke, President / CEO
Signature Bank, N.A. 4607 W Sylvania Ave - Toledo	1	2002	Signature Bancorp Inc.	\$987M	\$793M	\$777M	Richard J. Brunner, Chairman & CEO
State Bank 401 Clinton St - Defiance	18	1902	SB Financial Group, Inc.	\$1.0B	\$825.5M	\$771.3M	John Kendzel, Regional President
Sutton Bank 1 South Main St - Attica	9*	1878	Sutton Bancshares, Inc.	\$643M	\$285M	\$279M	J. Anthony Gorrell, CEO
U.S. Bank, N.A. 400 W State St - Fremont	13	1863	U.S. Bancorp	i.n.a.	i.n.a.	i.n.a.	David A. Shelton, VP Commercial Banking Division
The Union Bank Company 105 S Progressive Dr - Columbus Grove	17	1904	United Bancshares, Inc.	i.n.a.	i.n.a.	\$569.3M	Susan Jojnaki, Regional Branch Manager
Waterford Bank, N.A. 3900 N McCord Rd - Toledo	4	2007	Waterford Bancorp, Inc.	\$773M	\$632M	\$595M	Michael R. Miller, Chairman & CEO

Published 07-20; List includes organizations that responded by deadline; i.n.a. = information not available; N/A = Not Applicable; * = 1 Loan Production Office; ** First Merchants Bank purchased Monroe Bank & Trust in 2019; † = Formerly First Federal Bank

Area Mental Health Services Providers

Listed by Provider Name

	# of Area Locations	Non-Profit / For Profit	Top Local Officer / Title	Services Provided									
				Diagnostic Assessment	Workman's Comp	EAP	Medication Mgt	Individual Therapy	Group Therapy	Medicated Assistance Treatment	Case Mgmt	Inpatient	Outpatient
Harbor Toledo	10	Non-Profit	John Sheehan, President / CEO	Y	—	Y	Y	Y	Y	Y	Y	—	Y
Lutheran Social Services of NW Ohio Toledo	9	Non-Profit	Terri Rodriguez, CEO	—	—	Y	—	Y	—	—	—	—	—
Midwest Detox and Recovery Center Maumee	3	For Profit	Matt Bell, CEO	Y	—	—	Y	Y	Y	Y	Y	Y	Y
New Concepts Toledo	2	Non-Profit	Janice Edwards, MBA, Executive Director	Y	Y	—	Y	Y	Y	Y	Y	—	Y
Pathways Counseling Center, Inc. Ottawa	1	Non-Profit	Donna Konst, Executive Director	Y	—	Y	—	Y	Y	Y	Y	—	Y
A Renewed Mind Toledo	11	Non-Profit	Matthew D. Rizzo, CEO & President	Y	—	Y*	Y	Y	Y	Y	Y	Y	Y
Safe Haven Behavioral Health Services Toledo	1	Non-Profit	Denise Kidder, MA, LPCC-S, CEO / Exec Director	Y	—	—	—	Y	Y	—	Y	—	Y
Stresscare Behavioral Health, Inc. Toledo	1	For Profit	Glenn I. Swimmer, Ph.D, President	Y	Y	Y	—	Y	Y	—	—	—	Y
Zepf Center Toledo	14	Non-Profit	Den Flores, CEO	Y	—	—	Y	Y	Y	Y	Y	Y**	Y

Published 03-20; List includes only those Mental Health Services Providers that respond by deadline. * = Launching in 2020; ** = for withdrawal management

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Area Accountants

Listed by Number of Local Employees

	# Local Employees	Year Founded	Top Local Officer	Services Provided	Industry Specialties
Gilmore Jason Mahler, LTD 1785 Indian Wood Cir - Maumee 551 Lake Cascades Pkwy - Findlay	123	1996	Kevin M. Gilmore, CPA, CVA Managing Partner	Assurance; Business Advisory; Healthcare Management; Risk Advisory; Tax; Business Valuation; Outsourced Accounting	Manufacturing & Distribution; Healthcare & Dental; Construction; Real Estate; Utilities; Private Equity
William Vaughan Company 145 Chesterfield - Maumee 348 E Riverview Ave - Napoleon	85	1959	Aaron D. Swiggum, CPA, PFS, CFE, Managing Partner	Assurance & Accounting; Tax Planning & Preparation; Business Valuation, Succession Planning; M&A; Wealth Management; Technology Consulting; Cloud Outsourcing Accounting	Manufacturing & Distribution; Construction; Healthcare & Dental; Professional Services; Restaurant; Hospitality; Transportation & Logistics
Rehmann 7124 W Central Ave - Toledo	70	1941	Mark Walla, CPA, CGMA, MT, Office Managing Principal	Advisory & Tax; Assurance; Business Consulting; Wealth Management; Comprehensive Technology; Accounting & Human Resource Solutions	Manufacturing; Construction; Government; Healthcare; Real Estate; Mergers & Acquisitions; Not-for-Profit; Financial Services; Private Equity
Shultz Huber & Associates, Inc. 101 Clinton St, Ste 2000 - Defiance	60	1969	Tyson Stuckey, CPA, Managing Partner	Accounting; Auditing; Tax Planning & Preparation; Estate Planning; Business Valuation; Payroll Processing & HR Consulting; Tech Consulting	Construction; Farming; Telecommunications; Manufacturing; Medical; Non-Profit; Service; Utilities
PwC 406 Washington St, Ste 200 - Toledo	55	1890	Scott Schueller, Office Managing & Assurance Partner	Audit; Assurance Service; Accounting Advisory; Transaction Advisory; Valuation	Industrial; Automotive; Manufacturing; Healthcare; Real Estate; Consumer Products; Retail; Energy; Automotive
Plante & Moran, PLLC 3434 Granite Cir - Toledo	50	1924	Kristin Hunt, Office Managing Partner	Audit; Tax; Consulting; Wealth Management	Manufacturing & Distribution; Private Equity; Franchise; Food & Beverage; Real Estate & Construction; Financial Institutions; Healthcare; Not-for-Profit
EY- Ernst & Young, LLP One SeaGate, Ste 2510 - Toledo	48	1918	Jonathan Mick, Office Managing Partner	Assurance Service; Accounting Advisory; Risk Advisory; Tax; Tax Compliance; Tax Consulting; Transaction Advisory	Industrial; Consumer Products; Construction; Real Estate; Healthcare; Public Sector; Automotive
Payne Nickles & Company 257 Benedict Ave, Bldg D - Norwalk 422 W Market St - Sandusky	40	1980	Michael K. Miller, Jr., CPA, CVA Managing Partner	Tax Prep; Bus. Advisory; Audit; Estate & Succession Planning; Valuation; Litigation; Forensic Acctng; Receivership & Fraud Support; Fiduciary Estate & Trust Svcs; Client Acctng Svcs	Agribusiness; Manufacturing; Restaurants & Hospitality; Construction; Non-Profit
GBQ Partners LLC 5580 Monroe St - Sylvania	35	1953	Bret Clark, Managing Director	Tax; Assurance; Forensic & Dispute Advisory; Information Technology; Transaction Advisory; Valuation & Financial Opinions	Manufacturing & Distribution; Construction; Transportation & Logistics; Non-Profit; Real Estate; Service; Restaurant; Software & Tech; Government
Clark Schaefer Hackett 3166 N Republic Blvd - Toledo	30	1938	James G. Haubrock, CPA, CGMA, Shareholder in Charge	Audit & Tax; Outsourced Accounting Support; Executive Recruiting & HR Strategy; Data & Business Optimization; Operations & Process Improvement & Technology Solutions	Employee Benefits; Mfg & Distribution; Construction & Real Estate, Non-Profit, Financial Institutions, Dealerships & Franchises; Healthcare
CliftonLarsonAllen, LLP One Seagate, Ste 2650 - Toledo	30	1956	Todd Deindoerfer, CPA, Managing Principal	Assurance; Tax; Consulting; Outsourcing; Wealth Management	Private Sector; Public Sector; Health Care; Financial Institution; Professional Services; Affordable/HUD Housing; Craft Breweries; Franchisors; Insurance
Mosley, Pfundt, Glick, & O'Brien, Inc. 6455 Wheatstone Ct - Maumee	28	2008	Larry D. Mosley, CPA, President	Tax Planning & Preparation; Bookkeeping & Accounting Services; Business Valuations; Litigation Support	Construction; Manufacturing; Valuations for Litigation Support Small Business

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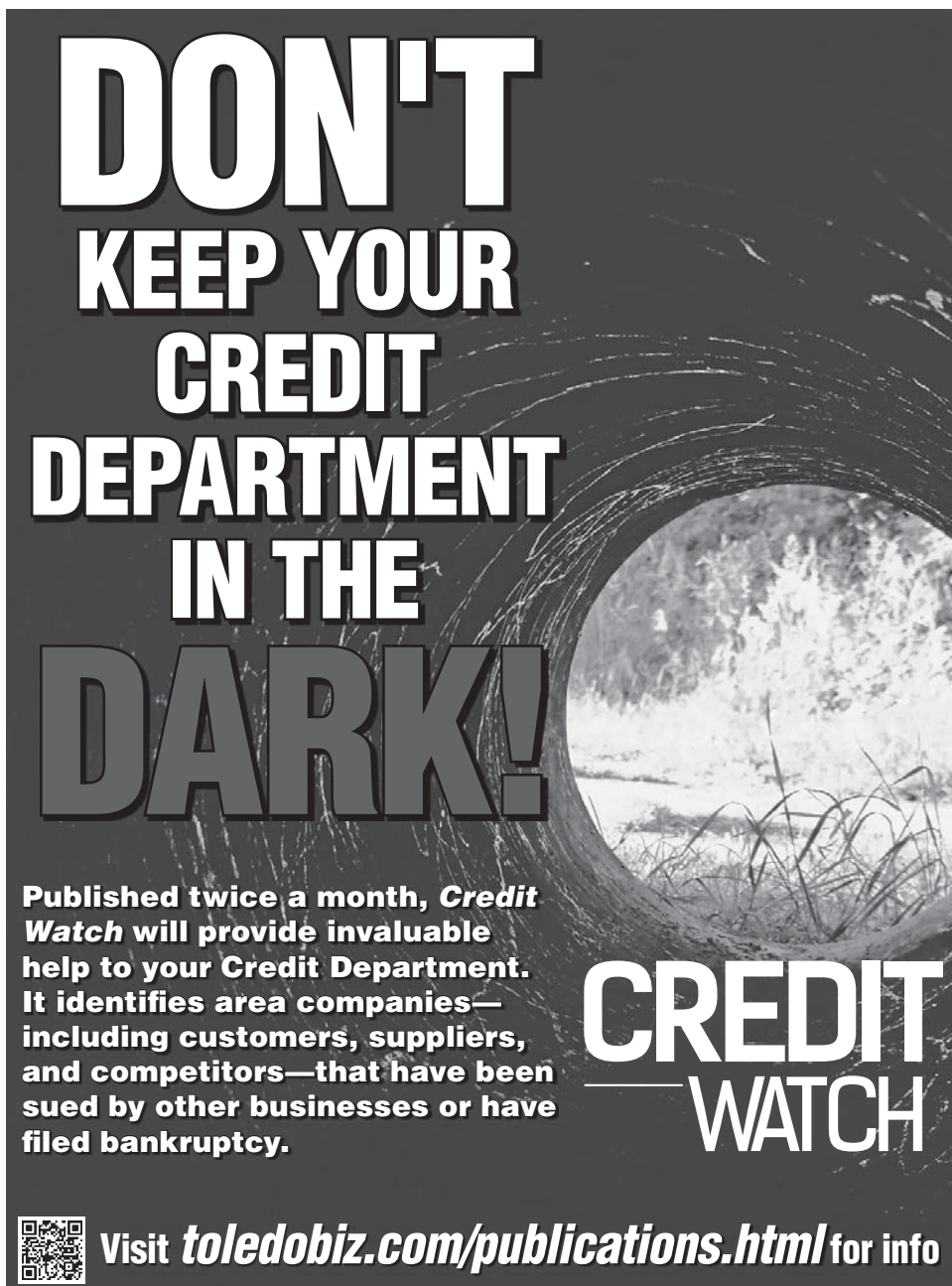
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Area Accountants

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	# Local Employees	Year Founded	Top Local Officer	Services Provided	Industry Specialties
Mira + Kolena, Ltd. 4841 Monroe St #350 - Toledo	25	1996	Thomas E. Kolena, CPA, ABV, CFF, Managing Member	Tax Prep & Consulting; Audit & Accounting; Consulting Services including Tax Planning, Valuation, Forensic Accounting; CFO Services; QuickBooks Assistance; Litigation Support	Manufacturing; Distribution; Service; Retail; Construction; Medical; Non-Profit; Employee Benefit Plans
Knueven Schroeder & Co 1035 N Main St - Findlay	17	1984	N/A	Audit, Review, & Compiled or Presented Financial Statements for Business, Non-Profits or Qualified Plans; Bookkeeping, Payroll Preparation & All Business or Personal Tax Preparation	i.n.a.
Buckenmeyer & King, CPAs 3306 Executive Pkwy, Ste 200 - Toledo	12	1927	Constance D. Zouhary, CPA, Executive Vice President	Reviews; Compilation; Audits; Individual & Bus. Taxes; Business Valuations; Merger & Acquisitions; Succession & Estate Planning; Debt & Financial Consulting	Small to Medium Businesses; Various Industries including Trucking, Wholesale, Propane, Non-Profit
Padgett Business Services 135 Chesterfield Lane, Ste 205 - Maumee	11	1981	Tom Friedel, CPA, Owner	Accounting; Financial Reporting; Full Service Payroll Processing; Business & Personal Income Tax Prep; Tax Planning & Resolution; Bookkeeping; Business Advice	Small to Medium sized; Owner-Operated; Business in the Service & Retail Industries; Individuals; Sole Proprietors; Contractors; 1099 Recipients
Toledocpas.com 1811 N Reynolds Rd, Ste 201 - Toledo	11	1990	Tom Baird, CPA, President	Accounting; Business & Personal Tax Preparation & Planning; Full Service Payroll Processing; QuickBooks ProAdvisor Consulting & Training; QuickBooks Online Accounting & Training	Hospitality; Medical; Investment Real Estate
VZN Group, LLC 5900 Renaissance Pl - Toledo	11	1980	Linda A. Velandra, Managing Member	Accounting; Review & Compilation Services; Business Valuations; Consulting; Individual, Business, Trust & Estate Tax Preparation & Planning	Professional Services; Small to Medium Business; Construction; Trucking; Farming
Rayner, Foos, Kruse & Irwin, CPA's 6465 Wheatstone Ct, Bldg B - Maumee	10	1993	Sam Rayner, President	Full Service Accounting Firm; Tax; Accounting & Auditing; Consulting; Valuations; Mergers & Acquisitions; Bookkeeping	Construction; Employee Benefit Plan Audits; Business Valuations
Alexander & Associates 3150 N Republic Blvd, Ste 7 - Toledo	9	1950	Lynn Dickey, CPA, President	Accounting; Bookkeeping; Payroll; Tax Services; Compilations	Small Businesses; Individuals
Bock, Korsnack & Hinds, Inc. 1607 Holland Rd - Maumee	9	1969	Robert Korsnack, Partner	Review; Compilation; Accounting; Business & Individual Tax; Payroll; QuickBooks Pro Advisor	Manufacturing; Real Estate; Distribution
Aschliman & Co, CPA's 201 Ditto St - Archbold	8	1980	Bob Aschliman, CPA, President	Accounting; Review & Compilations; Individual & Business Tax Planning & Prep; Payroll Processing; Succession Planning; QuickBooks ProAdvisor; Business Advisors	Agribusiness & Farming; Manufacturing; Construction; Trucking; Distributors; Small to Medium Sized Businesses
Knapp & Associates, LLC 216 South St - Waterville	8	2009	Darlene R. Knapp, CPA, Member/CPA	Professional Accounting & Tax Services; Bookkeeping; Budgeting; Tax Planning & Projections; Tax Return Prep; Resolve Tax Notices; Tax Research; Cash Flow Mgmt; IRS Presentation	Construction Trades; Restaurants; Professional Services
Luderman & Konst, Inc. 317 Jefferson Ave - Defiance	8	1977	James Rensi, CPA, President	Compilation & Review; Individual & Business Income Tax Consulting, Planning & Preparation; Payroll Processing; QuickBooks Consulting; General Business Consultation	Agriculture; Small Manufacturers; QuickBooks; Restaurant & Retail
Advanced Accounting Tax & Financial Services, LLC. 8336 Monroe Rd, Ste 101 - Lambertville	7	1996	Shayn Stewart, President	Strategic Proactive Tax Planning; Full Service Accounting; Tax Preparation & Compliance; Concierge CFO Services; Tax Resolution	Real Estate Investors; Cryptocurrency; Businesses Under \$5 M of Revenue
Tessera Associates PC 3237 W Sylvania Ave, Ste 200 - Toledo	3	2002	Ted Meiers Sr., CPA, EA; Ted Meiers, Jr., EA	Accounting; Bookkeeping; Payroll; Business & Personal Tax Planning & Preparation; Representation Before Taxing Authorities	Serving Small to Medium-Size Businesses (up to \$15M Annual Revenues); Non-Profits

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Area Electrical Contractors

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	Company's Key Area of Specialization	Types of Electrical Products or Services Or Markets Provided
GEM, Inc. 6842 Commodore Dr - Walbridge	1,010	1982	Mike Arnold	Power Distribution; Site Utilities; Substations; Instrumentation & Controls; Generators; UPS systems	Commercial & Heavy Industrial Electrical And Cabling Design / Teledata Systems Installation; Infrared Scanning; Solar Array Electrical & Ongoing Maintenance
RMF Nooter, Inc. Mechanical & Electrical Industrial Contracting 915 Matzinger Rd - Toledo	1,000±	1947	Jake Josias	Mechanical & Electrical Industrial Contracting; Instrumentation & Controls; Material Handling Equipment; Heavy Lifting; Rigging; Machine Setting; Welding; Constructability	Instrumentation & Controls; Substations / MCCs; Cable Replacement & Install; Troubleshooting & Analysis; Power; Process
IPS 146 Dixie Hwy - Rossford	500±	1985	Kevin Gray, CEO; Jeremiah Johnson, Pres	Petrochemical; Automotive; Industrial Metal; Food & Packaging; Manufacturing (Including Glass & Aggregates); Alternative Energy Power	Electrical Project Management; LV/MV/HV Electrical Installations; Process & Controls; Primary & Secondary Transformers; Co-Generation Systems; Grounding Systems
Transtar Electric, Security & Technologies 767 Warehouse Rd - Toledo	110	1978	Dan Bollin	Commercial; Industrial; Residential Voice; Data; Video	We Provide All Electrical & Low Voltage Services
US Utility Contractor Co 3592 Genoa Rd - Perrysburg	100±	1989	Kathryn Chlebowski	Solar Installation; Electrical Power Distribution & Transmission; Duct Bank Installation; Rail Transit Signal Installation; Traffic Signal Installation; Substation Testing	Locations in Perrysburg, Cleveland and Columbus, OH & Boswell, PA; Highway / Parking Lot Lighting; Telephone, Fiber Splicing; Utility Pole Line Installation & Repairs
Northwest Electrical Contracting Inc 3149 Centennial Rd - Sylvania	70	1984	Jody McCollum	Electrical, Fire Alarm & Technologies Contractor	Electrical, Fire Alarm & Technologies Contractor
Great Lakes Electrical Contracting, Inc. 440 Arco Dr - Toledo	45	1997	Gregory Krzyston	Manufacturing; Restaurants; Offices; Warehouses; Retail; Medical	Parking Lot Lighting; LED Upgrade Lighting; Security & Exit Lighting; Generators; Design Build/Remodel; 24/7 Emergency Service
The Hoffman & Harpst Co, Inc. 624 E Woodruff Ave - Toledo	25	1892	John A. Gould	Air Conditioning; Heating; Sheet Metal; Mechanical; Refrigeration; Electrical Service & Repairs	Air Compressors; Dryers; Filtration Products; Backflow Testing & Installation; Chiller Repair & Install; Cooling; Electrical Service & Repairs; AC; Boiler Repair & Install
Axis Engineering Group, LLC 708 W Boundary St - Perrysburg	12	1998	Sean Thomas	Automation Systems Programming, Manufacturing Intelligence, Project Management	Electrical Engineering Design; Industrial Electronic Repair; Industrial Network Assessment, Maintenance & Support; Panel Design & Build; Programming
FME Industrial 8110 State Route 108 - Wauseon	10	1889	Scott Mirtes	Electrical & Mechanical	Your Engineering Source for Full Service Mechanical and Electrical; Ohio Electrical and HVAC Lic #38011
A.T. Emmett LLC 2028 E State Rd - Port Clinton	5	1941	William Bauer, Pres / Project Manager	Commercial / Industrial / Residential Electrical Contracting; Home Standby Generator Installation	New Construction; Remodel; Service Upgrades; Lighting Control; Fiber Optics; High Voltage
Design Engineers & Consulting Associates, Inc. 415 Conant St - Maumee	i.n.a.	1994	Robert Brannan	Engineering; Mechanical; Electrical; Plumbing	Commercial; Retail; Educational; Industrial; Institutional; Healthcare; Religious; Government
Turner Electrical Services, Inc. 8530 W Central Ave - Sylvania	i.n.a.	2000	Chad Turner	Designed Electrical Services - Projects	Electrical Commissioning; Testing & Maintenance; 24 Hour Emergency Response

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How to Protect Your Business Against an Unforeseeable Future

To an eye doctor, 20/20 translates into perfect vision, the ability to focus equally well on what's close at hand and what's far away. As a year, however, 2020 has meant anything but certainty and precise vision. Now is the time to start making defensive moves and preparing for future unpredictability.

Here are four steps the defensive organization can begin working on today.

1. Consider Hiring a Credit Insurance Company

With bankruptcies rising and more predicted ahead, it has never been more important to diversify your client base. Utilizing a credit

insurance company will give you access to best-in-class credit resources and act as your credit department, saving you time and giving you top-notch resources. This will also let you know which opportunities are worth extending credit to and which ones are too risky for your tolerance.

2. Include Cyber Protection

Paycheck Protection Program (PPP) loans are part of the federal CARES Act and have provided many companies with a lifeline and helped avoid business interruption. To provide transparency, the government has made the recipients of these loans and the amounts secured open to the public. This gives cyber criminals information they need to take advantage of companies fighting to stay open. To avoid this, put a policy in place to ensure there is a callback provision on any electronic orders to move bank account numbers or transfer money. In addition,

ensure you have a cyber policy which covers "social engineering" among other common attacks. Make sure a cyber expert puts your policy together.

3. Put a Pre-Renewal Game Plan in Place Now

Many factors continue to have an impact as insurance markets begin to harden. This will undoubtedly result in higher rates and terms that are less favorable for insurance buyers. Your pre-renewal strategy meeting and annual meetings with your underwriters need to plan for the hard market and position you as a best-in-class risk. You want to ensure there are no surprises as you forecast.

4. Reconsider 2020 Payroll and Revenue Projections

To have an immediate impact on cash flow—look to your insurance policy. At the beginning of the year, many companies estimate their

payroll and revenue based on projections which have likely changed since renewal. If your broker has not called to see if you have over-forecasted, be sure to call them. Re-estimating your anticipated payroll and revenue can realize savings now when you need it most.

While 2020 has been a year for the history books, successful entrepreneurs build their business by adding value and solving complex problems.

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

This article originally appeared on www.finishandcoating.com



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Area Business Insurance Brokerages: Property & Casualty

Listed by Brokerage Name

	# of Licensed Agents*	Year Founded	Top Local Officer/Title	Types of Insurance Offered	Companies Represented	Other Services Offered
American Casualty Insurance 6060 Renaissance Pl, Ste I - Toledo	5	1984	Diane M. Light, President	P&C; Life; Health	Auto-Owners; Grange; State Auto; Hanover; Progressive	—
Anderson/ Miller Insurance 4149 N Holland-Sylvania Rd, Bldg 1, Ste 3 - Toledo	4	1982	Kathy White, President	P&C; Business; Life	Grange; Auto-Owners; Progressive; Others	—
Beck Insurance Agency, Inc. 120 N Defiance St - Archbold	8	1948	Joseph Beck, Vice President	Home; Auto; Business; Farm; Flood; Life; Public Entities; Long Term Care; Trucking; Senior Products	Auto-Owners; Acuity; Celina; Pekin; Liberty Mutual; ASI; Safeco; Progressive; Ohio Plan; Ohio School Plan; Others	—
Brown & Brown of Ohio, LLC 360 Three Meadows Dr - Perrysburg	18	1975	Ben Goff, Executive VP	All Commercial Lines & All Personal Lines	CNA; Berkshire Hathaway; Frankenmuth; Grange; Liberty Mutual; Philadelphia; Chubb Ins.; Progressive; Hartford; Travelers; UFG Ins.; USLI; Nationwide; Others	Employee Benefits
First Insurance Group 5520 Monroe St, Ste A - Sylvania	24	1946	John Payak, Executive Vice President / Agent	Property & Casualty; Employee Benefits	Auto-Owners; Central Mutual; Chubb; Cincinnati; Grange Mutual; Liberty Mutual; Progressive; RT Specialty; Motorist Mutual; Travelers; West Bend Mutual; Westfield	HR Consulting; Individual & Medicare Sales; Risk Management
Frost Insurance Agency 620 Scott St - Napoleon	6	1945	Jeff Boulton, Pres / Partner; Chris Peper, VP / Partner; Other Partners**	Business & Commercial; Farm; Home; Auto; Watercraft; Renters	Cincinnati; Westfield; Auto-Owners; Nationwide; Hastings Mutual; Indium; Hagerty; Foremost; Progressive; Buckeye State Mutual; State Auto; Others	Individual Life; Group Benefits; Group Life; Group Health
Fuller & Sons Insurance Agency 5660 Southwyck Blvd - Toledo	4	1982	Brian Fuller, CIC	Home; Auto; Umbrella; Life; Flood; Business; Bonds	Auto-Owners; Progressive; Liberty Mutual; Grange; Celina; American Modern; Foremost; Burns & Wilcox; Safeco; Hagerty	—
Great Lakes Insurance Partners Inc. 5215 Monroe St, Ste 2 - Toledo	8	2004	Andrew Gallegos, President	All Lines of P&C; Personal; Commercial; Transportation; Pizza Franchisers	Grange; Hanover; Travelers; Hartford; Merchants; Acuity; RLI; West Bend Mutual; Others	All Types of Bonding Services
Hitchings Insurance 717 N Main St - Findlay	7	1968	Lee Hitchings, Managing Partner; Ryan Pessell, Managing Partner	Home; Auto; Renters; Commercial; Umbrella Liability; Long Term Care; Life; Agribusiness; Farm, Crop; Health; Dental; Vision	Westfield; Ohio Mutual; Central; Med Mutual; Molina; Dearborn National; Safeco; Anthem; Aetna; VSP; Gleaner; Humana; Paramount; Renaissance & Superior Dental	Individual & Group Health Benefits
Huntington Insurance, Inc. 519 Madison Ave - Toledo	23	1898	Stacey Dunbar, VP Regional Sales Director	Risk Management; P&C; Employee Benefits; Life; Personal Lines	Most Insurance Carriers	Loss Mitigation; Claims Support; Advanced Life Planning
Hylant - Corporate Headquarters 811 Madison Ave - Toledo	26	1935	Michael M. Hylant, CEO	All Lines of Ins Coverages: Risk Mgmt; Large & Small Commercial; Personal Ins; Employee Benefits	Most Insurance Carriers	Small Commercial; Professional Liability; Healthcare
Lauber Insurance Group Inc 108 N Defiance St - Archbold	4	1980	Brad L. Rupp, President / Owner	Auto; Home; Business; Life	Most Insurance Carriers Including Erie Insurance	Insuring Apartment Complexes & Condos
Martin & Lark Insurance Agency Inc. 1265 N Dixie Hwy - Rossford	7	1936	Rick Reichow, President	Auto; Home; Life; Business; Bid; Performance Bonds, Probate Bonds; Recreation	Auto-Owners; FCCI Surety; Foremost; Frankenmuth; Grange; Philadelphia; Progressive; Travelers; Others	—

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Area Business Insurance Brokerages

...continued from page 15

	# of Licensed Agents*	Year Founded	Top Local Officer/Title	Types of Insurance Offered	Companies Represented	Other Services Offered
McClure Insurance Group 1302 Conant St, Ste A - Maumee	11	1998	Matt McClure, President	Business; Home; Auto; Life; Financial	Multiple Carriers	Professional Liability, Surety Bonds
Modene Insurance Agency, Inc. 27457 Holiday Ln, Ste M - Perrysburg	4	1994	Dave Modene, President	Auto; Home; Business; Life	Erie; Grange; Auto-Owners; Progressive	—
Oswald Companies 5671 N Main St, Ste 202 - Sylvania	10	1893	Michael Casey, Vice President	P&C	Multiple Carriers	Employee Benefits; Retirement Planning Services; Specialty Life
Roth Insurance Agency, Inc. 2425 S Detroit Ave - Maumee	8	1961	R. Jay Roth, President	P&C; Life	Grange; Auto-Owners; Erie; Progressive; Liberty Mutual	—
Savage-McVicker Insurance, Inc. 4331 Keystone Dr, Ste C - Maumee	23	1957	Scott E. McVicker, President/CEO	Personal & Business Insurance; Bonding; Workers Compensation	Multiple Carriers	Risk Management; Loss Control Services
UIS Insurance & Investments 51 S Washington St - Tiffin	105	1924	Mitch Felton, Chairman, President, Agent	Commercial: Personal; Life; Group Benefits	Allied; Central; Cincinnati; CNA; EMC; FCCI; Frankenmuth; Grange; Hastings; Liberty Mutual; Ohio Mutual; State Auto; Travelers; UFG; Westfield; Med Mutual; Anthem	Financial Services
USI Insurance Services One SeaGate, Ste 1800 - Toledo	30	1922†	Kevin P. Brennan, President; Mike Wong, Practice Leader	Large Commercial P&C; Employee Benefits 50+ Employees; Personal Risk; Surety; Small Commercial	Most Insurance Carriers	Retirement Planning; Risk Management

Published 02-20; List includes only those Property & Casualty Insurance Brokerage Companies that respond by deadline. * Serving Northwest OH and Southeast MI; ** Partners: Cameron Caryer, Eric Weber, Rachel Moll, Kristi Sizemore; † USI Insurance Services acquired the former Brooks in 2016

Area Engineering Firms

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officers	Types of Engineering Services	Types of Markets Served
The Mannik & Smith Group, Inc. 1800 Indian Wood Cir - Maumee	350 (120 Local FTE)	1955	Richard Bertz, PE, PS	Civil/Structural; Engineering; Environmental Consulting; Geotechnical Engineering; Surveying; Construction Engineering/Inspection/Materials Testing	Industrial/Energy; Commercial/Retail; Healthcare/Education; Public Works/Infrastructure; Urban Revitalization & Waste Management
SSOE Group 1001 Madison Ave - Toledo	330	1948	Vince DiPofi, CEO	Mechanical; Electrical; Civil, Chemical & Structural	Manufacturing/Process; Power & Energy; Healthcare & Education
Matrix Technologies, Inc. 1760 Indian Wood Cir - Maumee	192	1980	David Blaida	Control & Information Systems; Manufacturing Execution Systems; Facilities; Process Design; Electrical & Instrumental; Engineer Procure Construct	Food & Beverage; Chemical; Pharmaceutical; Manufacturing; Metals; Glass; Oil & Gas
Poggemeyer Design Group, Inc. 1168 N Main St - Bowling Green	180	1968	Jack A. Jones, P.E., Chairman/Sr. Managing Principal	Civil; Electrical; Environmental; Mechanical; Structural; Transportation	Municipal; Private; Commercial; Industrial
Middough Inc. 6135 Trust Dr, Ste 102 - Holland	150	1995	Daniel P. Lowry	Process; Mechanical; Electrical; Instrumentation & Controls; Civil & Structural	Refining; Chemical; Oil & Gas; Manufacturing; Metals; Energy
TTL Associates, Inc. 1915 N 12th St - Toledo	110	1927	Thomas R. Uhler, P.E., CEO; Robert S. Ruse, Ph.S., P.E., Pres; Timothy G. Pedro, VP; Curt E. Rure, VP	Geotechnical Eng; Materials Testing/Inspection; Enviro & Ind Hygiene Consult; Ohio EDGE Firm; Verified Service Disabled Veteran Owned Small Business	Commercial; Education; Energy; Healthcare; Federal/Local Gov't; Industrial; Retail; Transportation; Energy
the jdi group, Inc. 360 W Dussel Dr - Maumee	79	2002	Timothy E. Fry, AIA	Mechanical (Facilities); Mechanical (Process); Electrical; Structural; Civil; Chemical	Refining; Chemical; Food; Manufacturing; Automotive; Commercial
Young & Ulrich Engineering, Inc. 1745 Indian Wood Cir, Ste 125 - Maumee	79	2013	Daniel N. Young	Structural Engineering; Mechanical Engineering; Structural Detailing; Mechanical Detailing; Construction Management; Surveying	Residential; Commercial; Industrial; Automotive; Production Facilities
IET, Inc. 3539 Glendale Ave - Toledo	60	1989	Timothy Stansfield	Industrial Engineering & Consulting	Manufacturing; Industrial; Commercial; Governmental; Healthcare; Food Services
Sponseller Group, Inc. 1600 Timberwolf Dr - Holland	60	1973	Keith A. Sponseller	Structural Engineering; Mechanical Engineering; Process Piping; Electrical Controls	Automotive; Steel Processing; Food Industries; Electric Utilities; Appliance
Autotec Solutions 6155 Brent Dr - Toledo	50	1972	Tom Ballay	Mechanical Engineering; Electrical Engineering; Robotic Integration; Robotic Programming; Automation	Rigid Plastics; Flexible Packaging; Converting & Roll Handling
Jones and Henry Engineers, Ltd. 3103 Executive Pkwy, Ste 300 - Toledo	50	1926	Bradley F. Lowery P.E., President	Wastewater Treatment & Collection; Water Treatment, Distribution, Storage & Supply; Storm Water Studies & Design; Rate Studies & Funding Assistance	Government; Water & Sewer Districts; Industry
JDRM Engineering, Inc. 5604 N Main St, Ste 200 - Sylvania	48	1995	Roger DeBelly, President	Mechanical; Electrical; Plumbing; Telecommunications; Fire Protection; Arc Flash	Healthcare; Industrial; Commercial; Schools; Churches; Offices
DGL Consulting Engineers, LLC 3455 Briarfield Blvd, Ste E - Maumee	40	1926	Laurie L. Adams P.E., PTOE, PTP	Transportation; Traffic/Safety; Facility/Site Development; Survey/Right of Way; Construction Administration/Observation	Transportation; Intermodal; Industrial/Manufacturing; Commercial; Institutional; Parks & Recreation
Bowser-Morner, Inc 1419 Miami St - Toledo	35	1968	Richard Allen P.E., President	Geotechnical; Environmental; Subsurface Drilling; Construction Materials Testing & Observation; Ohio Code Special Inspections	Healthcare; Educational; Municipal & Institutional; Road & Bridge; Commercial & Industrial
Bullard Company 7080 Schnipke Dr - Ottawa Lake, MI	30	1981	Valerie Bullard	Loading and Unloading Equipment	Storage Terminal; Rail; Truck; Industrial; Oil & Gas; Chemical
Hull & Associates, Inc. 219 S Erie St - Toledo	30	1980	John H. Hull	Energy; Environmental; Infrastructure; Surveying; Transportation Infrastructure; Environmental Compliance	Waste Management; Environmental; Brownfields; Shale Oil & Gas; Alternative Energy
Feller, Finch & Associates, Inc. 1683 Woodlands Dr - Maumee	20	1984	Gregory N. Feller, P.E., President	General Civil Engineering; Land Surveying; Land Development Planning & Design; Public Works; Drainage & Flood Control; Transportation	Municipalities; Counties; Land Developers; Private Citizens; Contractors; Schools
MDA Engineering, Inc. 1415 Holland Rd - Maumee	20	1976	Kevin P. Lafferty, P.E., President	Engineering Services for Mechanical, Electrical, Fire Protection & Plumbing	Commercial; Municipal; Educational; Industrial; Research & Development and Healthcare Facilities
Civil & Environmental Consultants, Inc. 4841 Monroe St, Ste 103 - Toledo	18	2011	Thomas R. Covrett, CPG, VP & Local Office Lead	Civil/Site Development; Geotechnical; Environmental; Watershed Planning; Waste Management; Survey	Public Sector; Solid Waste; Power; Real Estate; Manufacturing; Natural Gas; Mining
Stantec Consulting Services Inc 4540 Heatherdowns Blvd - Toledo	14	2000	Adam Hoff	Water & Wastewater Engineering; Transportation Infrastructure Engineering; Environmental Services; Land Planning & Funding	Water; Roadways; Commercial; Community Development

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Area Engineering Firms

...continued from page 16

	# Local Employees	Founded Locally	Top Local Officers	Types of Engineering Services	Types of Markets Served
Design Engineers & Consulting Associates, Inc. 415 Conant St - Maumee	12	1994	Robert Brannan, President; Martin Braun, Vice President	Engineering; Mechanical; Electrical; Plumbing	Commercial; Retail; Educational; Industrial; Institutional; Healthcare; Religious; Government
Bergmann Architects, Engineers, Planners Various Locations	10	2017	Stephen M. Way, PE, Principal MW Region & Mike Gramza, PE, Ohio Infrastructure Practice Leader	Civil/Site; Construction; Electrical/Mechanical/Plumbing; Rail; Structural; Transportation	Research & Mfg; Retail & Food; Warehousing & Dist; Transport; Waterways; Comm Dev; Corp Office; Civic & Education
Buehrer Group Architecture & Engineering, Inc. 314 Conant St - Maumee	i.n.a.	2001	Kent Buehrer, President	Architectural; Electrical; Mechanical; Structural; Interior Design	Commercial; Educational; Governmental; Healthcare; Industrial; Retail; Religious

Published 01-20; List includes only those Engineering Firms that responded by deadline; i.n.a. = information not available

Area Mechanical Contractors

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	Company's Key Area of Specialization	Types of Mechanical Products or Services Or Markets Provided
GEM, Inc. 6842 Commodore Dr - Walbridge	1,000±	1982	Steve Johnson, President, GEM Inc.	Mechanical; Electrical; Structural Steel; Boilers / Vessels; Millwright	Commercial & Process Piping; Mechanical Insulation; In-House Fabrication Shop & 3-D Laser Scanning; HVAC / Plumbing
RMF Nooter, Inc. Mechanical & Electrical Industrial Contracting 915 Matzinger Rd - Toledo	1,000±	1947	Don Majchrowski, Sr VP & General Manager	Industrial Mechanical & Electrical; Fabrication; Boiler & Vessels; Millwright	Process Piping, Mechanical Construction & Install, Rigging / Heavy Lifting, Machine Setting / Moving, Fabrication
IPS - Industrial Power Systems 146 Dixie Hwy - Rossford	350±	1985	Kevin Gray, CEO; Jeremiah Johnson, Pres	Process Piping, Fabrication, Equipment Setting / Alignment, Structural Steel, HVAC	Specialty Welding, Fabrication, HVACR Service, Insulation, 3D Scanning and Modeling
Dunbar Mechanical Inc 2806 N Reynolds Rd - Toledo	315±	1936	Erik Dunbar, President	Automotive; Chemical; Food; Processing; Healthcare; Steel	HVAC; Machinery Moving / Rigging / Conveyor; Mechanical Systems Maintenance and Emergency Repair; Piping / Plumbing; Structural Steel
Matrix Technologies, Inc. 1760 Indian Wood Cir - Maumee	300±	1980	Dave Blaida, PE	Food & Bev; Oil; Gas & Chem; Pharma; Discrete Manufacturing; Consumer Packaged Goods; Metals; Mining & Aggregates	Industrial Automation Systems; Manufacturing Intelligence / MES; Process & Facility Engineering; Engineer, Procure & Construct (EPC) Services for Turnkey Execution of Large Capital Projects
Wadsworth Solutions 1500 Michael Owens Way - Perrysburg	75	1944	Britt Wadsworth, Owner	Education; Health Care; Commercial; Industrial; Government	HVAC Service; Temperature Controls; HVAC Applied Equipment; Design/Build Projects; Data Center Solutions

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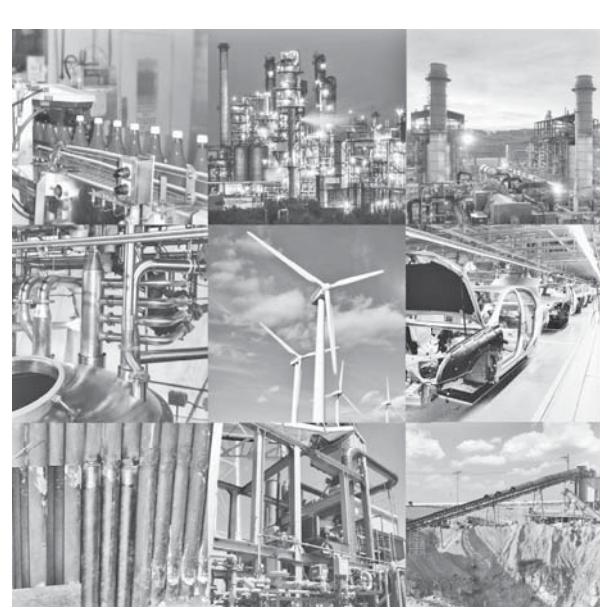
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Area Mechanical Contractors

...continued from page 17

	# Local Employees	Founded Locally	Top Local Officer	Company's Key Area of Specialization	Types of Mechanical Products or Services Or Markets Provided
Dimech Services, Inc. 5505 Enterprise Blvd - Toledo	55	1980	Ron Sheahan	Plumbing Services; HVACR Services; Construction Services; Preventive Maintenance	Plumbing Services; HVACR Services; Construction Services & Preventive Maintenance; Energy Management; Pipe Fabrication; Medical Gas Piping
Warner Mechanical 1609 Dickinson Street - Fremont	45	1939	Trent Bloomfield, CEO	Commercial; Industrial; Education; Government; Medical	Mechanical Piping; Plumbing Piping; Plan & Spec Projects; Design Build / Design Assist Projects; CAD Detailing / BIM 3D Modeling
Noron, Inc. 5465 Enterprise Blvd - Toledo	26	1981	Kevin Boeke	HVAC Maintenance, HVAC Service, HVAC Replacements / Upgrades, Design/Build, Sheet Metal	HVAC Maintenance, HVAC Service, HVAC Replacements / Upgrades, Design/Build, Sheet Metal
The Hoffman & Harpst Co, Inc. 624 E Woodruff Ave - Toledo	25	1892	John A. Gould	Air Conditioning; Heating; Sheet Metal; Mechanical; Refrigeration; Electrical Service & Repairs	Air Compressors; Dryers; Filtration Products; Backflow Testing & Installation; Chiller Repair & Installation; Cooling; Electrical Service & Repairs; AC; Boiler Repair & Installation; Control Systems
Complete Refrigeration LLC 9970 Old Airport Hwy - Monclova	19	2007	Cole Schetter, President	Refrigeration; HVAC; Ice Machines; Walk-In Cooler / Freezer; Boilers & Chillers	Service Repairs; Installation; Preventive Maintenance; Back Flow Testing
FME Industrial 8110 State Route 108 - Wauseon	10	1889	Scott Mirtes	Electrical & Mechanical	Your Engineering Source for Full Service Mechanical and Electrical; Ohio Electrical and HVAC Lic#38011
Design Engineers & Consulting Associates, Inc. 415 Conant St - Maumee	0	1994	Robert Brannan	Engineering; Mechanical; Electrical; Plumbing	Commercial; Retail; Educational; Industrial; Institutional; Healthcare; Religious; Government

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Area Training & Apprenticeship Programs

Listed by Name of Program

Contact/Instructor's Name	Courses Taught	Accreditations	Training Program Information	Terms and Conditions of Apprenticeship Training Program
Boilermakers No. 85 Apprenticeship Training Center Glenwood Rd - Rossford Paul McGrew; Ron Hammond	Welding Processes Training & Certifications; Safety Training; Rigging; Exchanger Assembly; Oxy-Acetylene Burning; Air Carbon Arc Gouging; Online Training	Bonafide Apprentices Training Program Through the Department of Labor	4-Year Apprenticeship with Performance-Based Online Testing; Journeyman Status	Minimum 6,000 Hours of On the Job Training; Complete a Minimum of 150 Hours per Year of Classroom Instruction; Boilermakers Work Under an Exclusive Referral System
Cement Masons JATC NWO Const Ed Ctr - Hill Ave - Toledo Colleen Thornton	Required Course Curriculum & On the Job Training	US Dept of Labor Reg; Ohio Reg; US Dept of Vet Affairs; Owens CC Credit	3-Year Apprenticeship for Cement Masons; Receive Journeyman Status After Completion of Program	3,000 Hours of On the Job Training & 432 Hours of Classroom & Shop Training For Cement Masons

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Area Training & Apprenticeship Programs

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Contact/ Instructor's Name	Courses Taught	Accreditations	Training Program Information	Terms and Conditions of Apprenticeship Training Program
Ohio Carpenters JATC Bass Pro Blvd - Rossford	Virgil M. Ball, Jr Commercial Construction; Residential Carpentry; Floor Covering; Millwright / Pile Driver	TRI-C Cuyahoga CC; Credit Awarded	4-Year Training Program Involving Classroom & On the Job Training	Attend Class Once Every 3 Months; Accumulate 650 Work Hrs Every 6 Months; 640 Class Hrs Over 4 Years; 5,200 Work Hrs Over 4 Years
Piping Industry Training Center Caple Blvd - Northwood	Chris Weaver; Building & Pipe Trades Apprenticeship; Mechanical Equipment Services / HVAC Apprenticeship	UA Certifications; EPA Courses; Arc Flash Training; Green & Sustainable Energy Certifications	5-Year Program of Training; Journeyman Status	8,500 On the Job Work Hours; Attend Classroom Yearly Between September & May; Evening Classes
Safety Council of NW Ohio Rinker Pointe Ct - Northwood	Dennis McMickens; Robert Momany OSHA Courses; Safety Courses; First Aid & CPR; Adult & Juvenile Remedial & Defensive Driving, HAZWOPER	Charter Member of the American Association of Safety Council (AASC)	Safety & Health Classes; Consulting Services; First Aid & CPR; Defensive / Remedial Driving Classes	—
Toledo Area Bricklayers JATC NWO Const Ed Ctr - Hill Ave - Toledo	Colleen Thornton Required Course Curriculum & On the Job Training	US Dept of Labor Reg; Ohio Reg; US Dept of Vet Affairs; Owens CC Credit	4-Year Apprenticeship; Receive Journeyman Status After Completion of Program	Required to Complete 4,800 Hours of On the Job Training & 432 of Classroom & Shop Training
Toledo Area Insulators JATC NWO Const Ed Ctr - Hill Ave - Toledo	Colleen Thornton Required Course Curriculum & On the Job Training	US Dept of Labor Reg; Ohio Reg; US Dept of Vet Affairs; Owens CC Credit	5-Year Apprenticeship; Receive Journeyman Status After Completion of Program	Required to Complete 8,000 Hours of On the Job Training & 720 Hours of Classroom & Shop Training
Toledo Area Ironworkers JATC Atlantic Ave - Toledo	Phil Gluza, Apprenticeship Coordinator OSHA / MSHA Safety; Tower Rescue; Welding; Erection; Trade Math; Crane Rigging; Post Tensioning; Fence; Others	AWS Accredited; Nantel & EPRI Approved; IACP; ODOT Approved Weld; MDOT Cert.	4-Year Training Program Involving 5,600 Hrs On the Job Training & 865 Hrs Classroom	Adhere to Ironworkers Standard of Excellence.
Toledo Area Plasterers JATC NWO Const Ed Ctr - Hill Ave - Toledo	Colleen Thornton Required Course Curriculum & On the Job Training	US Dept of Labor Reg; Ohio Reg; US Dept of Vet Affairs; Owens CC Credit	4-Year Apprenticeship for Plasterers; Receive Journeyman Status After Completion of Program	4,000 hours of On the Job Training & 576 Hours of Classroom & Shop Training For Plasterers
Toledo Area Roofers JATC NWO Const Ed Ctr - Hill Ave - Toledo	Colleen Thornton Required Course Curriculum & On the Job Training	US Dept of Labor Reg; Ohio Reg; US Dept of Vet Affairs; Owens CC Credit	4-Year Apprenticeship; Receive Tradesperson Status After Completion of Program	Required to Complete 4,000 Hours of On the Job Training & 432 Hours of Classroom & Shop Training
Toledo Area Sheet Metal JATC - Local #33 Crossroads Pkwy - Rossford	Dan Kline Sheet Metal, Welding, NEMI, OSHA, Com., Res. & Indus. Layout, Trade Math, Siding & Decking, Rigging, Safety Training	US Dept of Labor; Ohio Apprenticeship Council; Int'l Training Inst.; American Welding Soc.; IPAF	Classroom Inst & Job Training Involving Metal Fab & Install on Construction Projects, Indus Equip & HVAC Systems	5-Year Apprenticeship Program; Further Details on Terms & Conditions Can Be Found in JATC Book of Standards
Toledo Electrical JATC Lime City Rd - Rossford	Nathan Eaton; Peter Meyer 3 Programs: Inside/Commercial (5 Years); Residential (4 Years); Telecommunications (3 Years)	US Dept of Labor; Ohio Apprenticeship Council; NW State CC	Cooperative Labor-Mgt Educ Program & A Grant Funded Apprenticeship In Electrical Construction	Interviewing Candidate's Scholastic Achievements & Work Experience Results are Statistically Recorded & Ranked
Toledo Public Schools - Career Technology Department 3301 Upton Avenue - Toledo	Thomas A. Dimitrew, Sr Dir, Career Technology Education Agriculture; Aviation Maintenance; Advanced Manufacturing; Auto & Diesel Tech; Business & Admin Services; Construction; Engineering/CAD; Medical Tech; Visual Design & Printing; More	Adobe Certified Expert; Automotive Service Excellence (ASE); CIFT Food Industry Associate; CompTIA A+; FAA Airframe & Powerplant; MOS Specialist; STNA; More	Career & Technical Education Taught to the Area's Young Adult Workforce; Customizable Programs Across 12 Career Fields & 30 Program Areas	Intern Placements Configured to Meet the Needs of Industry Available Across All Career Fields

Published 10-20; List includes only those Area Training & Apprenticeship Programs that responded by deadline

Area Architectural Firms

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officers	Key Areas of Specialization	Top Projects Awarded 2019/2020
SSOE Group 1001 Madison Ave - Toledo	322	1948	Vince DiPofi, PE, President & CEO	Architecture; Engineering; Construction Management	Gilmore Jason Mahler (GJM) Corporate Office Renovation, Maumee, Ohio (Size: 24,500 sf); Henry Ford Health System OR and Cath Lab Relocation and Expansion, Clinton Township, MI (Size: 5,800 sf)
Poggemeyer Design Group, Inc. 1168 N Main St - Bowling Green	95	1968	Scott P. Schroeder, P.E., Managing Principal	Institutional; Municipal; Commercial; Manufacturing; Industrial Processing; Logistics; Agricultural Facilities	Cleveland Cliffs HBI Support Buildings (Size: 16 Buildings); US CoExcell Pharmaceutical Container Manufacturing Facility (Size: 80,000 sf)
the jdi group, Inc. 360 W Dussel Dr - Maumee	80+	2002	Timothy E. Fry, AIA	Food Processing & Facility Design; Manufacturing Facility Design; Petro-Chem Process & Facility Design; Controls & Automation; Automotive Facility Design; Office, Retail & Higher Education	Clean Production Facility (\$10M Construction); Various Petro-Chem Projects (Approx \$100M Construction); Various Food Processing Projects; Lucas County Community Based Correctional Facility Renovation / Addition
The Collaborative One SeaGate, Park Level 118 - Toledo	45	1973	Ray Micham, AIA; Michael DiNardo, AIA; Michael Muse, AIA; Phil Enderle, ASLA; Keith Rousseau, AIA; Dave Serra	Architecture; Interior Design; Landscape Architecture; Planning	Miami University, Ogden Residence Hall & Bell Tower Dining Renovation; Vanguard-Sentinel Career & Technology Center Addition & Renovation
Buehrer Group Architecture & Engineering, Inc. 314 Conant St - Maumee	17	2001	Kent Buehrer	Architectural; Electrical; Mechanical; Structural; Interior Design	Toledo Lucas County Public Library, New Mott Branch Library; The Toledo Zoo Museum of Natural History Redevelopment
Encompass Engineers and Architects, Inc. 407 West Main Cross St - Findlay	15	2001	Michael E. Kiser, President	Power Engineering; Electrical Engineering; Civil & Structural Engineering; Architecture; Mechanical Engineering	Findlay Brewing; Gaslight Building
Munger Munger + Associates Architects Inc. 225 N Michigan Ave - Toledo	15	1927	Hal P. Munger, FAIA; David J. Munger, AIA	Architecture	Health Science Education & Innovation Building, Rhodes State College (Size: 50,000 sf); Elementary Schools, Fremont City / OFCC (Size: 58,000 sf ea)
Duket Architects Planners 830 N Summit St - Toledo	10	1971	Michael Duket, AIA	Civic; Education; Commercial; Institutional; Residential; Historic	i.n.a.
Thomas Porter Architects, Inc. 8 N St Clair St - Toledo	10	2009	Andy Knopp; Julie Apt; Andrew Hofbauer	Architecture; Planning; Interior Design; Historic Preservation; K-12 Academic; Mixed Use Commercial	The Gateway at Lowertown (Toledo, OH) Historic Preservation / Commercial Renovation (Size: 65,000 sf); Library Square (Toledo, OH) Urban Revitalization / Mixed-Use Renovation (Size: 12,000 sf)
Architecture By Design, Ltd. 5622 Mayberry Square - Sylvania	8	1992	Dwight N. Gilliland	Business / Office; Bars / Restaurants; Retail; Higher Education; Industrial; Faith-Based (Churches / Synagogues / Mosques / Temples)	Urban Air (Size: 66,000 sf)

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Area Architectural Firms

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	# Local Employees	Founded Locally	Top Local Officers	Key Areas of Specialization	Top Projects Awarded 2019/ 2020
Bergmann 3234 Executive Pkwy, Ste 111 - Toledo	5	2017	Rick Chelotti, PE, Sr VP & Midwest Region Director (Lansing); Stephen M. Way, PE, Principal Midwest Region (Toledo)	Civic & Education; Commercial Development; Offices & Corporate Facilities; Research, Manufacturing & Process; Retail & Food; Warehousing & Distribution	i.n.a.
MacPherson Architects Inc / ZMA 617 Adams St - Toledo	5	2004	Kate MacPherson, AIA	Academic; Commercial; Residential; Civic; Libraries; Manufacturing	LaPlante RE Headquarters; Swan Creek Residences; The Social - Defiance
Poulos + Schmid Design Group, Inc. 1717 E Perkins Ave - Sandusky	5	1983	Greg L. Schmid	Healthcare; Educational; Religious; Commercial; Government & Residential	Castaway Bay Resort -- Cedar Point, Sandusky, OH; Medina Cardiac, Thoracic and Endovascular Offices, Medina, OH
Rossi Associates, LLC 1821 Spencer St - Toledo	5	1960	Scot A. Rossi, AIA	Commercial; Aviation; Religious; Housing; Dining / Entertainment	Hanson Inc. (Tower on the River) (Size: 16,000 sf); ProMedica Federal Credit Union, 245 N Summit St (Size: 6,443 sf)
Stough & Stough Architects 6377 River Crossings, Ste 1 - Sylvania	5	1984	Craig A. Stough	Educational; Government; Commercial; Religious; Sports Facility	i.n.a.

Published 03-20; List includes only those Architectural Firms that responded by deadline; i.n.a. = information not available

Area Credit Unions

Listed by Deposits Total

Due to coronavirus impact, only those Credit Unions able to respond by deadline are included

	# of Locations*	Founded	Charter Type	Top Local Officer	Deposits Total <small>(As of 12-31-19)</small>	Total Assets <small>(As of 12-31-19)</small>	Total Loans <small>(As of 12-31-19)</small>	# Of Local Members*	Membership Requirements
Superior Credit Union 2422 S Holland Sylvania Rd - Maumee	13	1954	State	Joe Laudick, VP, Northern Region	\$871,030,370	\$1,034,414,927	\$661,305,272	60,000	Live/Work/Worship/Attends school in Allen, Auglaize, Brown, Butler, Clermont, Defiance, Hamilton, Hancock, Hardin, Henry, Logan, Lucas, Marion, Mercer, Paulding, Putnam, Seneca, Shelby, Union, Van Wert, Wood, & Wyandot Counties
Directions Credit Union 200 N St Clair St - Toledo	14	1953	State	Barry A. Shaner, President / CEO	\$793,069,328	\$891,610,788	\$719,044,125	61,119	Live/Work/Worship/School/Volunteer in Crawford, Wood, Fulton, Lucas, Ashland, Huron, Knox, Richland, Wayne, Tuscarawas, OH & Monroe & Lenawee MI Counties
Sun Federal Credit Union 1627 Holland Rd - Maumee	7	1950	Multi SEG	Brian Hughes, President / CEO	\$472,293,802	\$472,293,802	\$354,166,487	21,500	Employees, retirees, members & students of one of our sponsor groups at sunfederalcu.org/sponsorgroups
Firelands Federal Credit Union PO Box 8005 - Bellevue	5	1957	Community	Brett Montague, President / CEO	\$266,038,537	\$298,044,053	\$224,295,974	32,898	Reside/Work/Worship/School, or Businesses & Other Legal Entities in Erie, Huron, & Crawford Co Including Some Areas of Sandusky & Seneca Counties
Cornerstone Community Financial Credit Union 28543 Oregon Rd - Perrysburg	1	1951	State	Kris Buchman	\$236,000,000	\$292,000,000	\$259,000,000	5,500	Live/Work/Do Business/Worship in Wood or Lucas County
Glass City Federal Credit Union 1340 Arrowhead Dr - Maumee	5	1947	Federal	Mark Slates, President / CEO	\$196,473,969	\$229,515,328	\$169,200,101	28,468	Live/Work/Worship/Attend School in Lucas, Wood, Fulton, Ottawa Counties
Impact Credit Union 1455 W McPherson Hwy - Clyde	6	1937	Community	Scott Hicks, CEO	\$131,831,560	\$146,844,263	\$100,814,442	15,626	Live/Work/Worship/School in Sandusky, Seneca, Hancock or Wood Counties, Family Affiliation
University of Toledo Federal Credit Union 5248 Hill Ave - Toledo	3	1964	Federal	Steve Wagner, President / CEO	\$66,730,847	\$76,034,815	\$31,104,767	6,603	Any Faculty, Staff, Physician, Resident, Student, or Member of the UT Alumni Ass. & Their Immediate Family are Eligible to Join
Bay Area Credit Union 4202 Navarre Ave - Oregon	1	1934	State	Jennifer Tober, President / CEO	\$57,030,240	\$66,095,849	\$42,094,648	5,707	Live/Work/Worship/Attend School in Lucas, Ottawa, Sandusky or Wood Counties
Champion Credit Union, Inc. 4140 W Laskey Rd - Toledo	3	1942	State	Steven M. Grindle, President / CEO	\$46,404,243	\$54,050,569	\$24,099,168	6,339	Employees & Family of Champion Spark Plug/Postal Service (Toledo Area), Multiple Select Groups/the Community (Lucas County); Groups Share Common Bond of Employment, Association, Community/Family Affiliation
Midwest Community Federal Credit Union 08770 SR 66 - Defiance	4	1954	Federal	Josh Koenig, CEO	i.n.a.	\$177,000,000	\$105,000,000	14,000	Live/Work/Worship/School in Defiance, Henry, Fulton, Paulding, Williams, or the Northern 2/3 of Putnam Counties

Published 05-20; List includes only those Area Credit Unions that responded by deadline; i.n.a. = information not available; * Toledo Area Locations

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Area Warehouse Services

Listed by Total Space

	# of Local Employees	Founded Locally	Top Local Officer	Total Space Available	Total Space	Type of Services Provided	Type of Products Handled
NAI Harmon Group & Spartan Logistics 4427 Talmadge Rd, Ste A - Toledo	45	1995	Ed Harmon	150,000 SF	13,000,000 SF	Warehouse Services; Transportation Services; Warehouse Management Systems; Commercial Construction Services; Commercial Real Estate Brokerage	All Commercial Real Estate Transactions; Property Management; Construction; Distribution; Logistics
Ohio Logistics 1800 Industrial Dr - Findlay	400+	1988	Chuck Bills	Built to Suit	5,575,000 SF	Public/Contract Warehousing & Distribution; Fulfillment; Freight Management; FTZ; Transportation; Rail Car	Auto Components; Whitegoods; Food & Beverage Containers; Plastics; Food
Keller Warehousing & Co-Packing 24862 Elliott Rd - Defiance	300	1978	Bryan Keller	400,000±	2,500,000 SF	Warehousing; Distribution; Vendor Managed Inventory; Transportation; Cross Docking; Secondary Packaging	Food & Beverage; Consumer Products
Keller Warehousing & Co-Packing P314 County Road 12 - Napoleon	70	2011	Bryan Keller	610,000 SF	2,500,000 SF	Warehousing; Distribution; Vendor Managed Inventory; Transportation; Cross Docking; Secondary Packaging	Food & Beverage; Consumer Product Goods
Global Distribution Center, LLC 29180 Glenwood - Perrysburg	45	2004	Tony Marks	200,000 – 400,000 High Bay	800,000 SF	Over 20 Acres of Lot Storage; Warehousing; Packaging; Inventory Management; Transportation Brokerage; 2 Lots That Will Hold Up to 200 Semi-Trailers Each; Can Provide Offices & a Shop	Automotive; Pallets; Beverage & Food; Glass; Raw Materials; Just in Time Services
Spader Freight Services, Inc. 1134 E McPherson Hwy - Clyde	150	1987	i.n.a.	225,000 SF	550,000 SF	Contract Routes; Regional Routes; Brokerage; Warehouse & Distribution; Truck & Trailer Repair	All Trailers are 53 ft Dry Vans; Haul Everything Except HazMat; Specialize in Food Grade & Automotive
Industrial Warehousing of Toledo 422 W Sylvania Ave - Toledo	15	1980	John Day	i.n.a.	200,000 SF	Overseas Container Processing; Logistics Management; Freight; Value-Added Services (Prices, Labeling); Inventory Management	General Commodities; Plastic; Glassware; Records Storage; Automotive; Food Products
Trump Industrial Properties LLC 1769 E Broadway - Toledo	i.n.a.	1978	Scott Yoder	50,000± (Varies)	200,000 SF	Heavy Off Loading & Loading; Up to 200,000 lbs; Light & Heavy Transportation; Freight Management; 1 Mile from I-80 & I-75; Close to Crossroads of America	Light & Heavy Machinery; Containers and Oversea Container Packaging
Airport Industrial Park and Moon Enterprises, Inc 701 S Eber Rd - Monclova	5	1985	Mark Moon	20,000 SF	100,000 SF	Warehousing; Use of Heavy Fork Trucks; Individual Owner-Operator Semi Parking	Semi Parking; Warehousing; Truck Repair; Machinery Sales
Lee Storage Company 3100 N Summit St - Toledo	5	1894	Ed Lee, IV	12,000 SF	80,000 SF	Storage; Fulfillment; Distribution; Cross-Docking; Load Transfers	Anything Palletized; Super Sacks; Gaylords; Paper Products; Heavy Machinery
AOA Products, LLC 3618 King Rd, Unit D - Toledo	17	2007	Olivia Albright	43,000 SF	50,000 SF	FDA Food; Cosmetics; Medical Contract Packaging; Assembly, Kitting & Packaging; Warehousing; Fulfillment	Liquids; Food; Consumer Products; Bulk Products
Willmar International Inc 1929 Potter Rd - North Baltimore	12	1999	Bill Martin	37,500 SF	37,500 SF	International Logistics; US Customs Clearance; Warehousing; Transloading & Domestic Logistics	Steel; Aluminum; Brass (Pipe, Bar, Plate, Coils); Agriculture Products
Nagle Toledo, Inc. 4520 Moline-Martin Rd - Walbridge	70	1984	Edwin J. Nagle, III	12,000 SF	16,000 SF	Warehouse Space or Storage Space Between Shipments (Temperature Controlled); Freight Work; Restocking; Palletizing; Cross Docking	Perishable Items; High Quality Items; Products That Are Pre-Tagged, Pre-Ticketed & Ready For Sale; Promotional Items

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Area Commercial Roofing Contractors

Listed by Number of Local Employees

	# Local Employees	Founded Locally	Top Local Officer	Roofing Services Offered*						Additional Services
				MET	EPDM	MB	BUR	PVC	RES	
Advanced Roofing Services, Inc. 205 W Sophia St - Maumee	60	1999	Brian Ostrowski	Y	Y	Y	Y	Y	—	Green Roof; Roof Replacement; Roof Restoration; Preventative Maintenance; Inspections; Emergency Repairs; Planning & Budgeting; Custom Metal Fabrications; General Building; Boom Truck Rental
JB Tecta America 1480 South CR 594 - Tiffin	60	1970	Rylee Miller	Y	Y	Y	Y	Y	—	Thermoplastics; EPDM, Coating; BUR; Metal Panels; Steep, Low Slope & Green Roofs; JB Preventive and Restore
Overhead Inc. 340 New Towne Sq Dr - Toledo	52	1943	Michael Huss	Y	Y	Y	Y	Y	Y	Overhead Roofing & Sheet Metal; Overhead Door of Toledo; Fireside Hearth & Home; Architect Choice Windows & Doors
C.R.M., INC 7040 State Route 101 N - Clyde	35	1966	Debra Snyder	Y	Y	Y	Y	Y	—	Yearly Maintenance Programs; Siding, Skylights, Gutters, Downspouts, Etc.
Wolfe Roofing 6568 State Route 795 - Walbridge	35	1974	David Wolfe	Y	Y	Y	Y	Y	—	Union Labor Force; New Construction; Reroofing; Insurance Work; 24 Hour Repairs; Roof Evaluations; Custom Maintenance Programs to Suit Any Level of Need
Damschroder Roofing LLC 2228 Hayes Ave - Fremont	30	1976	Dana Howell	Y	Y	Y	Y	Y	—	Roof Repair & Maintenance; Annual / Biannual Inspections; Budget Planning; Roof Replacements
Holt Roofing Company, Inc. 3947 Funston St - Toledo	20	1947	Jack Holt	Y	Y	Y	Y	Y	Y	Gutters
Manchester Roofing, Inc. 5050 Bennett Rd - Toledo	17	1983	Alix Kozak	Y	Y	Y	Y	Y	—	24 Hour Emergency Repair; Crane Rental; Snow Removal
T-J Roofing & Sheet Metal LLC 150 Reed Dr - Temperance, MI	15	1983	Mark Johnson	Y	Y	Y	—	Y	Y	Roof Tear-Offs; Decking Replacement; New Construction; Gutters & Sheet Metal Work; Repairs
Pinnacle Roofing 27100 Oakmead Dr, Ste 149 - Perrysburg	5	2008	Cletus Phoenix	—	Y	Y	Y	—	Y	Gutters
Integrity Roofing and Construction 2852 South Ave - Toledo	i.n.a.	2000	Adam Becker	Y	Y	—	—	Y	Y	Siding; Windows; Gutters; Remodeling; Additions
Nordmann Roofing 1722 Starr Ave - Toledo	i.n.a.	1931	Rob MacKinnon	Y	Y	Y	Y	Y	—	Copper, Slate & Tile Roofing; 24 Hour Repair Services

Published 08/20; List includes only those Roofing Contractors that responded by deadline; i.n.a. = information not available; * MET = Metal; EPDM = Rubber; MB = Modified Bitumen; BUR = Built Up Roofing; PVC = Plastic; RES = Residential Roofing

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