

Chamber News

March 2016



Eastern Lake County
Chamber of Commerce

General Membership Meeting

Topic: The RNC is not just a "Cleveland thing"



Bob Cahen,
The Lakeland Foundation



Amy Sabath,
Sabath Consulting



Emily Lauer
Destination Cleveland

See How Lake County is Preparing for the Republican National Convention and how you can be involved.

Our panelists are Emily Lauer, Senior Director of PR/Communications at Destination Cleveland; Bob Cahen, Executive Director of the Lakeland Foundation; and Amy Sabath, Director of Development for Sabath Consulting. Bob and Amy are also co-chairs of the Lake County 2016 Organizing Committee (along with Commissioner Kevin Malecek).

LOCATION

Hellriegel's Inn

1840 Mentor Avenue, Painesville

DATE/TIME

Friday, March 18, 2016 11:30 AM to 1 PM

COST

\$20.00 per person

48 hour cancellation policy - no shows will be billed

Eastern Lake County Chamber of Commerce 440-357-7572

Event Sponsored By



(continued on page 3)

UPCOMING Events

Breakfast Talks: Lake County Commissioners

Join us for coffee and a chance to sit and visit with our Lake County Commissioners.
Learn what's happening at the County Level in this open dialogue format.

When: Monday, March 7, 2016
8:00 am to 9:00 am

Where: Madison Village Hall
126 West Main Street, Madison

RSVP by: Friday, March 4 2016 at www.easternlakecountychamber.org or by calling 440-357-7572

Upcoming Breakfast Talks: Congressman Dave Joyce on April 2 at South Shore Controls , sponsored by AT&T

*Don't forget to send
us your news!*

2016 Board of Directors

Executive Board of Directors

President	David Komjati	KeyBank
1 st Vice President	Allen Weaver	Lake National Bank
2 nd Vice President	Ame West	West Orchards
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Board of Directors

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Linda Reed	Executive Director
Kathleen Obrenski	Office Administrator
Alice Cable	Manager Marketing/Technology
Katrina March	Membership Manager

Mission Statement:

The Eastern Lake County Chamber of Commerce exists to promote, support and guide the business and civic communities of which we serve.

Serving:	Concord Township	Madison Township
	Fairport Harbor	Madison Village
	Grand River	Perry Township
	Leroy Township	Perry Village
	Painesville City	North Perry Village
	Painesville Township	



One Victoria Place, Suite 265A
Painesville, OH 44077
(440) 357-7572
Website: www.easternlakecountychamber.org

Sponsor Profiles

(continued from page 1)



What does it take for a small business owner to get on the radar of a large company? COSE's *Mind Your Business* magazine reached out to two small businesses to get their perspective on the steps entrepreneurs can take to add more big businesses to their customer base. One solution they mentioned was to demonstrate the value your small business can provide. Getting larger partners to understand the value a small business can bring can be a game changer.

"An analogy I like to give when talking with large clients is, 'Do you file your corporate tax returns yourself?'" says Christian Silveira of OnDemand Energy Solutions. Of course, they say no. "Did you hire the cheapest CPA, or the best that provides the most value?"

Learn more about what our experts had to say on this topic by [clicking here](#).

Want more? Visit *Mind Your Business* online to [view more resources and bonus content](#)



Exciting change is in the air at Lake Erie College. Following a unanimous vote at the Board of Directors meeting on Saturday, Feb. 13, Dr. Brian D. Posler has been appointed to serve as the 12th president of Lake Erie College. Posler, who currently serves as the Provost and Dean of the College of Arts and Sciences at Baker University in Baldwin City, Kansas, will take office on or about June 15, 2016.

Posler's appointment follows the recommendation of the College's Presidential Search Committee, which conducted a national search beginning last summer and was led by Dana Dennis, chairman of the LEC Board of Directors. Posler comes to the College at a time of exciting momentum and will propel the institution to new levels of transformative education. He will be working closely with Interim President Peter Gerhart, who took office last summer, to ensure a seamless transition and a continuation of the College's positive direction.

In addition to attracting new leadership, Lake Erie College has continued to nurture and expand its various academic programs and partnerships. The College now offers a three-year Bachelor of Science degree in chemistry, allowing students to directly pursue advanced medical degrees through partnerships with the University of Findlay's School of Pharmacy, Cleveland State University's School of Nursing, and Lake Erie College of Osteopathic Medicine. LEC also now offers a 3+3 Joint Bachelor's/Law Accelerated Degree Program with Cleveland State University's Cleveland-Marshall College of Law. Internally, six seats are held in each cohort of the LEC Physician Assistant Program for qualified LEC students, and undergraduate students are able to pursue a 4+1 MBA degree with the College's Parker MBA Program. The MBA program offers concentrations in healthcare, accounting and information technology management.

For more information on Lake Erie College, visit www.lec.edu.



We hope to see you soon & often!

The following organizations have recently made an important investment in their business by joining their chamber. We thank them and hope you will consider them for all your personal and professional needs.

*Welcome to the Eastern Lake County
Chamber of Commerce!*

RESEARCH & DEVELOPMENT

Ricerca Biosciences LLC

ricerca.com

7528 Auburn Rd.
Concord, Ohio 44077
440-357-3456

About: Ricerca Biosciences is a contract research organization service with the biotech, pharmaceutical & agrochemical industries.

FINANCIAL SERVICES

Edward Jones Investments -Stacey Smaretsky

Contact: Stacy Smaretsky

edwardjones.com

7330 Little Mountain Road
Mentor, OH 44060
440-205-1537

About: As an Edward Jones financial advisor, I believe it's important to invest my time to understand what you're working towards before you invest your money.

ADVERTISING & MEDIA

Advertising Services & Media

The Lake County Women's Journal

Contact: Judee Nerren

<http://womensjournalmag.com/>

5536-D Bretton Ct.
Willoughby, OH 44094
(440) 269-1460

About: Women's magazine

CIVIC MEMBERS

Civic Member - Mary Ann Froebe

Madison, OH 44057
(440) 474-2004

About: Civic Member interested in meeting members and networking as she prepares to open in business

ENERGY CONSULTANT

EPCO Energy Planners

Contact: Eli Auerbach

energyplanners.com

P.O. Box 22348
Beachwood, Ohio 44122
216-559-4103

About: Energy Management and Consultation Firm

ASSISTED LIVING CENTERS / MEDICAL SERVICES

Nightingale Home Support & Care

Contact: Stella Nsong

nightingalehomesupport.com

89 Chester St.
Painesville, OH 44077
(440) 357-6666
(440) 357-6671 (fax)

About: Medical in home concierge services. Providing assisted living at home for older adults who choose to remain in their home rather than relocating to a long term care facility.

ADULT GROUP HOME / MEDICAL SERVICES / MEDICAL SUPPLIES

'S' Generation Center Inc.

Contact: Stella Nsong or Jill Ramunno

sgenerationcenter.com

460 Chardon Street, Painesville, OH 44077
(440) 357-6666
(440) 357-6671 (fax)

About: Adult day health & home medical supplies. Offering day time recreational care for older adults and retail of home medical



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HOW TO AVOID EMPLOYEE DISCRIMINATION CLAIMS

From a legal perspective, one of the most important things for a business to avoid are claims brought by its employees. Both federal and state law contain a myriad of laws that address the employer/employee relationship as it relates to hours worked, employee safety and discrimination. Understanding common ways that employers violate these laws can go a long way in helping a company avoid expensive and unnecessary claims from its employees.

There are some obvious steps which employers can take to help assure themselves that they are not violating the law. For example, having all employees' job descriptions periodically reviewed to make sure employees are properly classified as "exempt" or "non-exempt" for overtime purposes under the Fair Labor Standards Act is a good practice. Many claims for unpaid overtime do not result from a miscalculation of overtime hours, but, rather, from the misclassification of salaried employees as exempt. In order to avoid paying an employee overtime, not only does the employee have to be salaried, but they also have to meet the requirements of the various exemptions. If an employee does not meet the requirements of the exemption, even if they are salaried, they will still be entitled to overtime.

Hopefully, all businesses in Ohio know that it is unlawful to discriminate against employees because of their race, age, gender, religion, national origin and other protected characteristics. Policy and practices that expressly treat individuals in a protected class less favorably than other employees are going to be a clear violation of the law. Many employment claims, however, do not arise from these types of express policies or practices, but, rather, from more subtle actions that flow from certain preconceived bias's that an employer may not even be aware of.

When disciplining an employee, it is important to look not just at whether the conduct itself would, in a vacuum, justify discipline, but also whether the same standards are being uniformly applied throughout the company for all similarly situated employees. While, in a vacuum, disciplining Thomas because of his three errors may not seem unreasonable, once you realize that no other employees were disciplined for similar or worse conduct, it does not look nearly as reasonable. Moreover, if that differing treatment unconsciously arose out of bias surrounding concerns over an older employees' ability to understand new technology, it is easy for a plaintiff's attorney to connect the dots between an employee's age and their disparate treatment by the company.

This confirmation bias can appear in numerous contexts. For example, a supervisor's concern that a single mother may miss more work because of childcare obligations may make that supervisor more likely to notice every one of the single mother's absences, and not necessarily be conscious of the fact that she is not missing work anymore frequently than the other employees, whose absences he doesn't particularly monitor. The notion of confirmation bias is also prevalent in retaliation claims. Once an employee has filed a charge of discrimination either internally or with an



Richard N. Selby II brings extensive jury trial experience to Dworken & Bernstein in both state and federal court. He currently manages the Commercial Litigation Department while also playing a role in various trial related aspects of both the Class Action and Employment Departments.

agency like the EEOC, it is human nature that the employee accused of the discrimination is going to be upset by that allegation. This in turn can result in a supervisor placing an employee who made the complaint under far greater scrutiny than all of the other employees. Every little minor infraction suddenly becomes grounds for major concern in that supervisor's eyes, regardless of whether it is viewed that way with other employees. Sometimes, otherwise innocuous behavior is characterized as not acceptable. If you find yourself thinking things along the lines of "Why does that employee always come into my office to ask questions, hasn't he ever heard of email?", you need to ask yourself if that employee e-mailed you all of their questions, would you be asking, "Why is this person constantly berating me with emails, can't he just come to my office and ask me a question?" If you are already unhappy with an employee, it is easy to fall into the trap of viewing all of their conduct in a negative light, whether justified or not.

Another common mistake arises out of many supervisor's unfortunate fear of conflict. A supervisor may be extremely unhappy with an employee's legitimately declining performance. That supervisor, however, doesn't confront the employee about it, doesn't write the employee up and simply complains about the employee to the other management level employees. Eventually, the supervisor reaches his last straw and terminates the employee because of poor performance.

When the discrimination lawsuit is brought, the supervisor testifies that the employee's performance had been declining for years. The supervisor, however, has to admit this was never communicated to the employee, and that the employee was never written up. Even worse, when the plaintiff's attorney pulls out the performance reviews, the last four years reviews all show the employee met expectations, because it was far easier to write up the performance reviews giving everybody meets expectations than it was to honestly assess each employee's pros and cons.

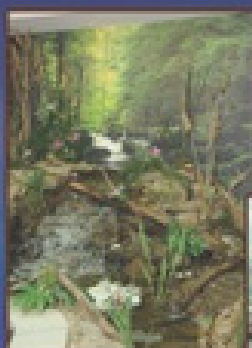
Performance reviews can be a mixed blessing. If used properly, they can both be a tool to help employees improve, and a method of documenting poor performance that can ultimately be used to support disciplinary action. If the supervisors are not going to take the reviews seriously, or put in the time to do the detailed, honest analysis that performance reviews require, they can actually be more of a hindrance to a company than a benefit. From a litigation perspective, no written performance reviews are better than performance reviews that are put together in 15 minutes each year and which result in every employee in the company meeting expectations. If you are not going to take the reviews seriously, you should not do them at all.

Discharging an employee is absolutely an area where an ounce of prevention can be worth a pound of cure. Spending a few hours with your company's attorney or human resource professional to walk through the grounds for terminating an employee can help avoid the pitfalls I have described above, can save a company a tremendous amount of money in litigation costs and settlements or verdicts.

You will want to discover any holes in your rationale for firing an employee from your own legal counsel before you undertake the termination, rather than from the employee's lawyer while being deposed. Having a disinterested person with knowledge of how these claims play out in litigation, review everything before you take any action can be extremely beneficial. This is particularly true in circumstances where the employee can pursue potential retaliation claims, such as in situations where they recently have taken FMLA leave, filed a workers compensation claim or filed some type of discrimination claim with the EEOC or OCRC.

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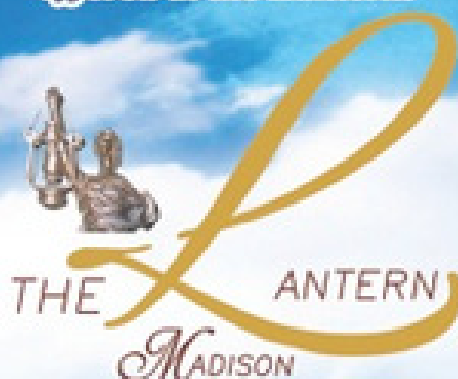
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Lake Health is truly a one-stop shop for area employers. With six locations in Willoughby, Willowick, Mentor, Concord Township, Madison and Chardon and 24-hour, 7-day-a-week care, Lake Health is the optimum resource for occupational health throughout Lake County and the surrounding areas.

Lake Health's Occupational Services offer a full range of examinations, screenings, rehabilitation services and wellness programs to meet your health care needs.



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Members NEWS

March 10th is WORLD KIDNEY DAY 2016

*Kidney disease affects many children.
Act early to prevent it!*

Many children may be at risk of kidney disease at an early age, therefore early detection and a healthy life style in children, starting at birth and continuing through to old age, to combat the increase of preventable kidney damage including acute kidney injury and chronic kidney disease is essential.

Kidney disease can affect children in various ways, ranging from treatable disorders without long-term consequences to life-threatening conditions.

Acute kidney disease is a serious condition that develops suddenly, often lasts a short time and may disappear completely once the underlying cause has been treated, but it can also have long-lasting consequences with life-long problems.

Chronic kidney disease doesn't disappear with treatment and tends to worsen over time.

Children's kidney diseases are kidney diseases for life. The majority of children with kidney disease progress to end-stage kidney diseases in adulthood.

For more information on kidney disease please contact the Kidney Foundation of Lake County at kfolake@kfohio.org. The Kidney Foundation of Lake County is the Painesville Area Chamber of Commerce Non-Profit of the year for 2015.



We get it.

Lake Health Wins Gold Healthy Ohio Healthy Worksite Award

The Ohio Department of Health and the Healthy Ohio Business Council has awarded Lake Health with the Gold Healthy Ohio Healthy Worksite Award for the second year in a row. The award recognizes Ohio employers who demonstrate a commitment to employee wellness through comprehensive worksite health promotion and wellness programs. Sixty eight Ohio employers were recognized.

Lake Health was recognized for its wellness fitness programs for team members, including Yoga, Pilates, Zumba and Tai Chi, and continuing their employee wellness program, which is a comprehensive wellness program that includes awareness, identification and recruitment of team members, peer wellness coaching, and creating a healthier workplace environment. Through this program, team members are encouraged to complete a health risk assessment with biometric screenings and participate in wellness coaching to develop wellness goals. Wellness coaching takes place over a six-month period with weekly and then monthly contact with a wellness coach.

Other wellness activities offered through the Lake Health Wellness Institute include a four-month fitness challenge; personal health profiles; nutrition counseling; stress management program; outpatient services including acupuncture, Reiki and massage therapy and annual employee health fairs.

"Through our comprehensive wellness program we have been able to tailor services to our team members needs as well as help set individual wellness goals and assist our team members in meeting their goals," said Sharon Minjares, MBA, MS, RD, LD, director of the Wellness Institute at Lake Health.



Don't forget to "Spring Forward" one hour on March 13th!

Members NEWS

Volunteers of the Month & Home & Lifestyle Expo Wrap-Up

We'd like to thank everyone who participated in, sponsored, and spread the word about the Home & Lifestyle Expo.
So- THANK YOU!

If you couldn't be there and want to see what it was like, we put together a little scrapbook at
www.storify.com/chamberalice/hlexpo .

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The News Herald

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Western Southern Life
Willoughby Eastlake Public Library
WKKY

*Leadership Lake County:

- LLC's Class of 2016 made a 9-hole putt-putt course happen.
- LLC's Junior Leadership Class of 2016 brought in voting booths and mobile Instagram to promote voting.
- LLC's alumni from the last 30 years participated in a fashion show on Saturday (to bring more people to the mall).
- Leadership Lake County's booth & putt-putt has received our 2016 Best In Show award!

Special Thank You



This month we'd also like to thank the Painesville Community Improvement Corporation.

PCIC offers different grants for economic development, and ELC is proud and grateful to be a recipient of a grant in 2016.

As ELC, our chambers have gotten married, moved in together, and changed our name. PCIC funding has helped our organization to rebrand itself as we continue to grow.

Thank you, PCIC!

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Join us for a Business After Hours!

Event is free to attend but cash bar will be available.

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Location:
Rich Lanes,
637 High Street, Fairport Harbor

Date/Time Information:
Thursday, March 24 ~ 5 - 7 pm



Wednesday, March 23, 2016

8 to 9 am
Madison Coin & Jewelry
6559 North Ridge Road
Madison, OH 44057

COFFEE CONTACTS EAST

Geneva & Eastern
LC Chambers

Free to Chamber Members

Members Only Event



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Non-Members \$10



Come and join us for a morning of coffee, light breakfast, and networking.

This a great opportunity to network! Every member gets 30 seconds to say whatever you want about your business. Members can bring business cards, literature, flyers, and door prizes to promote your business and keep the event fun.

Thursday, March 3, 2016

8 to 9 am
Great Lakes Mall in the Dillards South Concourse
Mall entrance next to Tony Sacco's
7850 Mentor Ave., Mentor

Thursday, March 17 2016

8 to 9 am
Crossroads
1083 Mentor Ave.
Painesville Township

Don't miss this March Madness! The guys are in charge!



Even with all the Health Care Reform Changes you can still get a discount through your local chamber

As a chamber member with 2-50 employees, you can get a discount on any health plan from Anthem Blue Cross and Blue Shield – including industry-leading HSAs, HRAs and HIAs.*

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FUEL is a nonprofit organization for future emerging leaders of Lake County, Ohio from the age ranges of 21-40 years old. FUEL seeks to develop, connect, empower and retain young professionals in Lake County by creating opportunities and pooling resources through member socialization and education. The organization offers the ability to meet, network, and socialize with other young professionals that live and/or work in Lake County and the opportunity to hear informative speakers from a wide variety of professions and backgrounds

BRING A GUEST: Existing FUEL members/attendees will receive a \$10 gift card (gas, iTunes, etc.) if they bring a friend or colleague who has NEVER attended a FUEL event before. One per person per event. While supplies last.

March 17th 5:30 – 7:30 p.m MOLINARI'S

All event dates, times and locations are subject to change. Check for updates on the website, LinkedIn or Facebook page prior to an event.

RSVP to events by emailing fuel.lakecounty@gmail.com and find FUEL at www.lakecountyfuel.com



LAKECOUNTYSAFETYCOUNCIL

Safety Council's March Event

Date: Friday, March 18

Time: Registration 11:15 a.m.

Meeting & Program 11:30 to 1 p.m.

Place: Holiday Inn Express Hotel & Suites LaMalfa

Cost: \$20 for LCSC Members & \$25 for Non-Members

Topic: Lake County Safety Services

Speaker(s): Larry Greene, Lake County Emergency Management Agency

RESERVATIONS: Register online at www.councilnews.org by March 14

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Mark Your Calendar



You may view all upcoming events by visiting our website at:
www.easternlakecountychamber.org

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Please join us
for our monthly meeting

Topic: **Are You a Marketing Wimp?**
(I used to be one too!)

When: **Wednesday, March 2nd**
8:15am-9:30am

Where: **Quail Hollow Resort**

(Enter through the lobby)
11080 Concord Hambden Rd.
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