



Reaching Out to Make a Difference

One of the biggest goals of the Department of Economic Inclusion (DEI) is to reach as many minority-owned and women-owned companies in Hamilton County as possible to get them certified and into the pipeline for possible contracts with the City. What DEI is finding out, is that once those certified MBEs and WBEs are in the system, other prime companies are looking for them, too.



A good example is Messer Construction which held an open dialog & information session with MBEs and WBEs interested in participating in the Cincinnati Music Hall Renovation project. The July 12th meeting allowed the Project Team, 1stTier, and 2ndTier Subcontractors to discuss issues

and concerns when it comes to meeting inclusion goals and gave new companies a chance to make introductions in hopes of getting in on the project.

On the same day, Greater Cincinnati Water Works (GCWW) held a Pre-Submission meeting on its current Professional Consulting Services RFQ. This meeting allowed GCWW to provide information on the Request for Qualifications that was sent out to potential vendors and discuss its commitment to reach out to SBE/MBE/MWBE/WBE companies.



Any minority-owned or woman-owned company looking to be

certified by the City of Cincinnati can begin the process by going to <http://www.cincinnati-oh.gov/inclusion/> and clicking on Registration & Certification.

Prevailing Wage

The Department of Economic Inclusion invited construction companies, construction union groups and department heads to attend a Prevailing Wage Seminar on July 18, 2016.

The half day seminar, held at the Wastewater Administration/Conference Center Building, centered on changes and updates pertaining to state and federal prevailing wage laws. Jackie Clark from the State of Ohio Department of Commerce and Nikolai Bogomolov from the USDOL Wage and Hour Division were the guest speakers.

This class was made possible thanks to the hard work of DEI Deputy Director, Edgar DeVeyra.



DEI Business Training Center Classes to Begin

It's time to mark your calendar for DEI's upcoming Business Training Center classes. The classes are designed to help businesses of every size become more marketable so they can compete for contracts with the City as well as other companies.

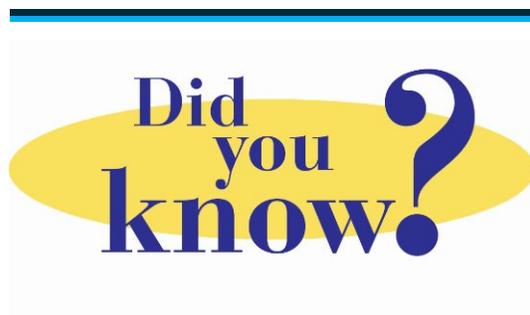
The monthly classes will include topics ranging from how to do business with the City to finding out how to how to successfully bid on projects. There will also be opportunities to network and gather great information from people who are willing to share what they know with you.

Tuition for the semester is \$25.00 can be paid at the door. All classes will be held at Centennial Plaza 2, 805 Central Ave., 2nd Floor, Room B. from 6:00 to 8:00 p.m. Dates and class titles are as follows:

- September 13, 2016 - How to do Business with the City of Cincinnati
- October 11, 2016 - Certification and the New Inclusion Program
- November 15, 2016 - Let's Meet the Primes
- December 13, 2016 - Making the Sale and Success Coaching

For more information and registration go to the DEI website at

<http://www.cincinnati-oh.gov/inclusion/>



There are currently:

- 87 certified MBE businesses
- 45 WBE certified businesses
- 44 MWBE certified businesses

Since January 1, 2016, the City has approved for award to MBEs and WBEs:



Lexington Bluegrass Area Minority Business Expo

DEI Director Thomas B. Corey says in order for businesses to grow they have to think regionally. That was the message Corey, along with representatives from the Kroger Co.

- **\$8.7 Million** on contracts subject to the mandatory requirements of the MBE and WBE program.
- **\$11.9 Million** additional on special economic development projects not otherwise subject to the program requirements.

and Cintas delivered during a panel discussion at the Lexington Bluegrass Area Minority Business Expo. The Expo, held at the Lexington Convention Center, included workshops, a luncheon and a Business Opportunity Exchange. The event drew more than 600 attendees from Kentucky, Ohio, Tennessee and Indiana.

Christeria Hilton and the Royal Maids

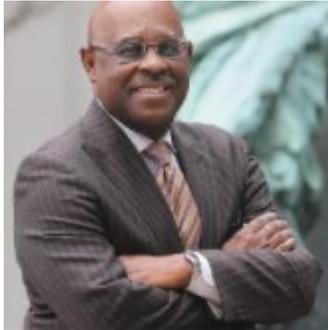
Congratulations to Christeria Hilton, whose business, the Royal Maids, was featured as the business of the week in the Cincinnati Herald. The Royal Maids is a certified MBE and SBE with the City of Cincinnati and has additional certifications under the City's new Emerging Local Business Enterprise (ELBE) and Small Local Business Enterprise (SLBE) programs.



During her interview with the Herald, Hilton told the paper that getting MBE certified has shown an immediate return on her investment, having received opportunities to bid on projects with Turner Construction and Messer Construction. Hilton told the paper, “MBE certifications opened up the doors to construction companies and increased my opportunities for growth within the

janitorial industry.”

Hilton’s goal is to grow her company into one of the largest janitorial companies in the nation.



Director's Corner

Thomas Corey

Department of Economic Inclusion

Joint Ventures

Savvy business owners looking to grow capacity and increase profitability should consider joint ventures. Joint ventures are often associated with large companies. However, under the right circumstances joint ventures can work just as well for small businesses. Instead of missing out on a great business opportunity due to lack of resources, consider collaborating with another business that can offer the needed resources and in the process create a temporary partnership that is beneficial to both parties.

What is a joint venture?

A joint venture is a strategic alliance between two or more parties, usually businesses, to undertake a specific project. Typically, joint ventures are for a limited period of time and for a single business transaction or project. A joint venture is similar to a partnership, except that a partnership usually involves a long-term on-going business relationship. A joint venture on the other hand dissolves once the project is complete.

How do you create a joint venture?

There are two ways to create a joint venture. One way is for two or more

businesses to agree to collaborate on a project, but do not set up a separate entity or pool their profits and losses. For example, one party allows the other to market its product through the other's distribution chain. Another way is to create a separate entity to complete the project. In this option both parties have an ownership interest in the new business. No matter which option is chosen, it is imperative to have a clear legal agreement setting out how the joint venture will work. Some key features of a joint venture agreement include:

- The business objectives of the joint venture
- Each party's contribution to the venture, e.g. cash, property, employees
- How profits and losses will be shared
- Dispute mechanism between parties, e.g., arbitration
- Duration of joint venture and termination procedures

What are the advantages of a joint venture?

Businesses enter into a joint venture in order to pool resources, minimize risks and increase competitive advantages in the marketplace. A successful joint venture can help both firms grow capacity and increase profitability faster.

Some additional advantages of forming a joint venture include:

- Access to greater resources, including additional financing, specialized staff and technology
- Access to new business opportunities
- Shared exposure to risks
- Access to new geographic markets or gain new technological know how

Success in a joint venture depends on how well the partners know each other's strengths and weaknesses. Performing a SWOT (strengths, weaknesses, opportunities, and threats) analysis can help identify areas of compatibility.

What are the risks of a joint venture?

Like everything else there are some risks associated with joint ventures. For

instance, problems are likely to arise if management styles are so dissimilar that co-operation between the parties is difficult. An unequal distribution of work and resources can also lead to conflicts among the parties. They can result in an unsuccessful execution of the joint venture agreement. For a joint venture to be successful, both parties must have a clear understanding of the objective of the venture, and an understanding of each partner's responsibilities and accountabilities in the venture.

Building a strong relationship with the right business partner can lead to growth, profitability, and additional market share.



Ask the Insurance Man

E. Wayne Sloan

Commercial/Business Liability Specialist

Fostering A Healthier, Safer Workplace

Stressed employees can become unhealthy employees, and unhealthy employees can mean higher health care costs, absences from work and at times a generally less safe workplace. That's why businesses are implementing wellness programs.

- **Why Have A Wellness Program:** Employers sponsor wellness programs as a means to promote better health and higher morale among employees, with the hope that helping employees to embrace a culture of health will lead to higher productivity with lower health-related costs. Employers need to understand that a small percentage of high-utilization employees in health plans may drive much of the cost.
- **Training is Key to Creating a Healthy and Safe Workplace:** Healthy because your clients can offer training on everything from

preventing unhealthy workplace conflict to time management that will help reduce stress and tension. Safe because your clients can conduct training on everything from active shooter preparation to Occupational Safety and Health Administration (OSHA) compliance. An advantageous side effect of training is that clients tend to stay longer.

- **Employee Assistance Programs:** Employee Assistance Programs (EAP) provide a wide range of stress-busting solutions, such as counseling, financial resources, work/like advice and legal resources. Employers implement EAPs to accomplish a variety of goals, such as:
 - Direct employees to the best source of aid and high-quality service providers.
 - Limit health insurance costs through early intervention.
 - Reduce workers' compensation claims by encouraging easy access to assistance.
 - Decrease employee turnover.
 - Offer an alternative to terminating valuable employees.
 - Provide employees with support and demonstrate that a company is a caring employer.

The benefits of workplace stress management solutions are clear: A) Employers can have lower premiums and workers' comp claims. B) Employers can have higher employee retention rate C) Employers will appeal to better candidates because the benefits package is thoughtful and competitive
Your broker can help clients create safe and healthy workplaces to reduce these costs and increase client retention as well as boost morale and employee productivity.

Wayne Sloan, Commercial/Business Liability Specialist
www.lifeplanpartners.com

(This piece is submitted by a certified firm and DEI has not independently verified the information contained therein. DEI advises individuals to seek the counsel of their attorneys and tax professionals before taking any action)



Copyright © 2016 City of Cincinnati, All rights reserved.

We're sending this message to you because you subscribed on the City's website or signed up on a paper form at a city-sponsored meeting.

Our mailing address is:

City of Cincinnati
801 Plum St.
Cincinnati, OH 45202

[Add us to your address book](#)

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)