



2016 OHIO SHRM EMPLOYMENT LAW + LEGISLATIVE CONFERENCE

MAY 18, 2016

SHERATON, DOWNTOWN COLUMBUS, OH



Session Descriptions and Speaker Bios

Legislative Reception with all 132 members of the Ohio General Assembly

Keynote Speaker – Speaker of the House – Rep. Cliff Rosenberger

The morning legislative reception for all conference attendees is designed to help conference attendees feel comfortable meeting and talking with their elected member of the Ohio House and Senate in a small group setting. All 99 members of the Ohio House and 33 members of the Ohio Senate will be invited for group discussions with SHRM members advocating on HR issues.

This event will provide participants with the opportunity to put their advocacy hats on in a group setting. Participants will be scheduled to meet with their House and Senate member at this event to discuss two main issues, but also respond to other questions that may arise during the meeting. This is a unique opportunity to visit with senators and representatives and their staff. Ohio SHRM will provide participants with a unique chance to let your state legislators know, in person, how pending workplace legislation affects you as an HR professional. In doing so, you build relationships with legislators and their staff and help them make informed decisions when deciding whether or not to change existing state law affecting your workplace. Appointments are scheduled by Ohio SHRM volunteers in advance and the morning sessions will familiarize you with current legislative issues as well as teach you how to conduct an Ohio statehouse visit.



Keynote Speaker - Speaker of the House – Cliff Rosenberger

State Representative Cliff Rosenberger is currently serving his third term in the Ohio House of Representatives. He represents the 91st House District, which includes Clinton, Highland and Pike counties, and parts of Ross County. For the 131st General Assembly, he was voted to serve as Speaker of the House by his fellow representatives.

Speaker Rosenberger is an Air Force veteran, formerly assigned to the 113th fighter wing of the Air National Guard, which he enlisted in shortly after graduating from Clinton Massie High School. Though originally stationed in Springfield, Ohio, with the 178th Fighter Wing, he transferred to the 113th Fighter Wing of the District of Columbia after accepting a position with the

White House in February 2007. Speaker Rosenberger was awarded the Major General Charles Dick Award for Legislative Excellence for his strong support of the Ohio National Guard while serving in the Ohio House. He has also served as the national political events coordinator for Governor Mitt Romney's presidential campaign, and Special Assistant to the U.S. Secretary of Interior, Dirk Kempthorne.

Speaker Rosenberger has a long tradition of civic accomplishments with leaders of his hometown, Clarksville. Speaker Rosenberger helped establish a village planning commission for Clarksville, and he also led a movement to establish a Clinton County Veterans' Memorial in Wilmington, Ohio. He also served as the representative for the village to the Clinton County Republican Central Committee from 2004 until 2010.

Speaker Rosenberger continues to be active in the Clarksville community where he resides.

Workplace Application:

Learn how to be an effective HR advocate to affect public policy affecting your company. This learning experience includes the importance of advocating for or against an issue that may positively or negatively affect your workplace and benefit or increase your company's cost of compliance.

Learning objectives:

- 1) Help attendees become familiar with speaking about important HR issues,
- 2) Help attendees become comfortable educating legislators on HR issues, and
- 3) Building relationships with legislative leaders on issues affecting the HR profession.

Top 5 Public Policy Issues Affecting HR in Ohio



Tony Fiore,
Director, Government Affairs, Ohio State Council of SHRM and
Of Counsel, Kegler, Brown, Hill + Ritter, LPA (Columbus, OH)

The typical day of a human resources professional involves making numerous employment decisions and trying to keep up with changes in local, state and federal laws and regulations. During this session participants will learn about the top 5 public policy issues affecting the HR profession in Ohio. The program will also touch on how you, as an HR professional, can have a voice with the legislative and executive branches of government regarding laws that affect you and your company. We will review the good, the bad and the ugly issues facing you as an HR professional in Ohio. If you have ever been frustrated with the cost of compliance with a local, state or federal law or regulation, you should attend this presentation. Educating and advocating proposed changes to the law may seem like a daunting undertaking, but this presentation will give you the knowledge, confidence and tools to effectively do it with ease. Office holders need HR professionals to help them understand how newly proposed laws would affect their business, for better or worse. I offer two important ideas to remember. First, you are the expert! Second, remember a quote by Thomas Jefferson, “America is not governed by a majority, but by a majority of those who participate.”

Workplace Application: Learn how to be an effective HR advocate to affect public policy affecting your company. This learning experience includes the importance of advocating against an issue that may negatively affect your workplace and increase your company’s cost of compliance or for an issue that will have a positive impact on your company.

Learning objectives:

- 1) Learning about state HR issues that will either positively or negatively affect Ohio businesses,
- 2) Developing effective relationships with hometown legislators in the Ohio House of Representatives and Ohio Senate as well as members of the Governor’s Cabinet, and
- 3) Understanding how HR professionals can influence public policy.

Tony Fiore - Biography

Tony Fiore, Of Counsel
Kegler, Brown, Hill & Ritter, LPA
Director, Government Affairs, Ohio SHRM State Council

Fiore is a demonstrated advocate with exceptional knowledge of local, state and federal laws and of national and international legal and business regulations. He joined KBHR in 2011.

Government Affairs

Companies and trade associations need strong advocates when trying to comply with existing local, state or federal laws. Fiore has been helping companies and associations of all sizes for the past 14

years with thoughtful counsel on the practical, political and legal issues. Such companies range from small "mom-and-pop" shops to national trade associations and international corporations. Tony began building such relationships as a member of the Ohio Chamber of Commerce's Governmental Affairs team for more than a decade before joining Kegler Brown.

He has an intimate knowledge of relevant issues regarding labor and employment areas of local, state and federal law and has developed legislation with Ohio's General Assembly, state agency representatives, businesses, legal counsel, congressional members, labor organizations and many other entities. His experience is strengthened by his extensive relationships with local and state chambers, the U.S. Chamber of Commerce and the Society for Human Resource Management (SHRM). He has also been an advocate for businesses by breaking down barriers to doing business with government and stopping legislation that would have made the state a less friendly place to operate a business.

In addition, Fiore manages the firm's 50 state lobbying compliance practice area. This practice provides government affairs counsel and compliance services to companies advocating for prudent reforms to administrative and legislative changes across the U.S. with state, Washington D.C., or regionally based lobbyists.

Labor + Employee Relations + Workers' Compensation

Fiore is a recognized leader among businesses and both state and national trade associations. His career is marked by his leadership in bringing about significant reforms to Ohio and other states' unemployment programs, as well as Ohio's civil justice system. He developed and coordinated the Ohio Chamber's advocacy for the most comprehensive reforms to Ohio's Fair Employment Practices Act since its creation. Fiore works closely with human resource management professionals throughout Ohio and in Washington, D.C., through his service as the government affairs director on the Ohio State Council of SHRM. In addition, Fiore managed the Ohio Chamber's efforts on legislative, administrative and legal reforms to Ohio's Workers' Compensation system. He previously served as executive vice president for the largest Third Party Administrator Association (TPA) in Ohio from 2009-2011. Fiore currently counsels companies on best practices within the workplace, risk management strategies for state-funded and self-insured entities, as well as legislative and administrative changes that impact a company's bottom line.

Global Business

Fiore has worked with local companies importing goods from foreign countries, foreign governments seeking business development and foreign direct investment opportunities in Ohio, and entities seeking to do business abroad. He possesses a strong interest in helping companies expand their product and service offerings into the global marketplace. He has also worked with businesses in several industries to identify the regulatory burdens of doing business outside the U.S.

Ohio's War on Opioid Abuse - Impact on Ohio Workplaces and Families

Keynote Address: Ohio Attorney General Mike DeWine

Ohio Attorney General Mike DeWine will discuss: (1) what the current state of opioid abuse is in Ohio, (2) what his office and the state is doing to address this problem, (3) what impact opioid abuse is having on the workplace, and (4) what HR professionals can do to help.

Ohio Attorney General Mike DeWine - Biography

As Attorney General, Mike DeWine's top priority is protecting Ohio's families.

To better protect our kids, Attorney General DeWine created a special Crimes Against Children Unit to help identify, arrest, and convict sexual predators. He has also increased training opportunities for law enforcement and educators to help improve school safety, as well as human trafficking, child abuse, missing children, bullying, and the needs of foster youth.



Attorney General DeWine is working to rebuild Ohio's neighborhoods, investing \$75 million from the national mortgage settlement to help demolish abandoned and blighted properties. He has also made commitments to support anti-gun violence programs and community groups that are working to repair our hardest-hit communities.

On his first day in office, Attorney General DeWine joined in the federal lawsuit challenging the constitutionality of Obamacare. In addition he is working hard to make sure his office provides cutting-edge criminal investigation and law enforcement training services, is rooting out public corruption, and helping to create a legal climate in Ohio that encourages business to invest in the state and create jobs. DeWine has also devoted resources to fighting Ohio's prescription

drug abuse and heroin problems, increased the number of criminal prosecutions in consumer fraud cases, and dramatically decreased the turn-around time for testing of DNA evidence.

Attorney General DeWine has a long and distinguished career in public service focusing on protecting Ohio children and families. DeWine served as Greene County Prosecuting Attorney, in the Ohio State Senate, in the United States House of Representatives, as Ohio Lieutenant Governor, and in the United States Senate.

Mike DeWine grew up in Yellow Springs, Ohio, and married his high school sweetheart, Frances Struewing, while both were students at Miami University. The DeWines, who have resided in Cedarville Township since Mike graduated from law school, are the parents of eight children and the grandparents of 22 grandchildren.

Learning objectives:

- 1) Hearing directly from the Ohio Attorney General on issues his office is working on that affect HR,
- 2) Hear about future policies that the AG's office will be advocating for that may impact HR policy, and
- 3) Provide a forum for HR professionals to ask questions of the AG regarding HR issues.

The Future of Healthcare: Impact on Ohio's Workplaces

Barbara R. Sears – House Majority Floor Leader and Healthcare Insurance Expert



State Representative Barbara Sears is currently serving in her fourth term. She represents the 47th House District, which includes parts of Lucas and Fulton counties. For the 130th General Assembly, she was elected by her colleagues to serve as Majority Floor Leader for the Ohio House of Representatives. She will continue serving in that capacity for the 131st General Assembly.

Prior to joining the Ohio House, Representative Sears served from 1998 to 2008 on the Sylvania City Council – serving the last four years as president of the council and chair of the finance committee. She was also active with the Toledo Metropolitan Area Council of Governments, a regional council of governments from northwest Ohio and southeast Michigan, most recently serving as chair of the council. Prior to her appointment in 2008, she completed her six-year term on the Swan Creek Retirement Village, a part of the Ohio Presbyterian Retirement System. Representative Sears was active in the quality assurance committee and was chair of the adviser board. Sears is employed at Ashley Insurance, a firm specializing in employee benefits and financial planning. Sears is a member of the Sylvania Chamber of commerce, the Northwest Ohio Association of Health Underwriters and HIMSS (Healthcare Information Management and Systems Society) and is past President of the Toledo – Independent Insurance Agents and Insurance Women of Toledo.

Representative Sears has received more than two dozen legislators of the year awards and numerous accolades. During the 130th General Assembly, she was awarded the Ohio Counseling Association Legislator of the Year (2014), the National Association of Health Underwriters Spirit of Independence Award (2014), the Ohio Provider Resource Association Lifetime Achievement Award (2014), the Ohio Association for County Behavioral Health Authorities Legislator of the Year Award (2014), the Public Children's Service Association Organization Legislator of the Year Award (2013), the Ohio Cast Metal Speaker's Award (2013) and the UCT Advocacy Award for those with Developmental Disabilities (2013).

During the 129th General Assembly, Representative Sears was awarded the Governor's Council of People with Disabilities Legislator of the Year Award (2012), Ohio Area Office of Aging Legislator of the Year Award (2012), Leading Age of Ohio Public Service Award (2012), Healthcare Information Management System Societies (HIMSS) Legislator of the Year Award (2012), Best Friends Society Recognition for Dedication to Dog Advocacy (2012), Ohio Coalition of Dog Advocates Recognition for Dedication to Due Process for Dog Owners (2012), Companion Lobby Day Award for Commitment to Companion Animals (2012), The Ohio Council Legislative Award for Support and Advocacy of Behavioral Health (2011), the Ohio Children's Hospital Association - Certificate of Appreciation for Ensuring Quality Care (2011), VOICES For Ohio Children - Champion of Children's Health Award (2011), Ohio Podiatric Medical Association - Legislator of the Year Award (2011), Ohio Council for Home Care & Hospice Hero Award (2011), The American Conservative Union - Defender of Liberty Award (2011) and the Sunshine Communities – Resolution of Appreciation for dedication to the Developmentally Disabled (2011).

During the 128th General Assembly, she was awarded the NFIB (National Federation of Independent Business) Guardian of Small Business Award (2010), OCHCH (Ohio Council for Home Care and Hospice) – Hero Award (2010) and the United Conservative of Ohio- Watchdog of the Treasury Award (2010), and during the 127th General Assembly she was awarded the Ohio Association of Medical Equipment – Legislator of the Year (2008).

Representative Sears lives in Monclova Township and has two adult sons, Hunter and Ben.

Learning objectives:

- 1) Learn about current healthcare issues that affect HR,
- 2) Hear about future state and federal healthcare policies that may impact HR policy, and
- 3) Provide a forum for HR professionals to ask questions of the House Majority Floor Leader regarding healthcare and other HR issues.

Political Roundtable – High Stakes for the 2016 Presidential Election



Greg Beswick, ODP
Executive Director



Jo Ingles, Ohio Public
Radio+ TV



Matt Borges
Chairman
Ohio Republican Party

Every four years all eyes focus on Ohio during the race for the highest elected office in our great nation – The President of the United States of America. Since 1860, when Abraham Lincoln was elected, no Republican has won the presidency without Ohio in his column. Ohio has always been a reliable barometer in reflecting preferences in presidential elections. From 1904 through 2000, the presidential candidate who carried Ohio won the presidency 23 of 25 times. A lot is at stake for both Republican and Democratic candidates in 2016. Come hear political leaders in both parties discuss national and state political races and what impact the 2016 election can have for both parties in the future.

Jo Ingles, [JOURNALIST/PRODUCER](#)

Biography

Jo Ingles is a professional journalist who covers politics and Ohio government for the Ohio Public Radio and Television for the Ohio Public Radio and Television Statehouse News Bureau. She reports on issues of importance to Ohioans including education, legislation, politics, and life and death issues such as capital punishment. After working for more than a decade at WOSU-AM, Jo was hired by the Ohio Public Radio/TV News Bureau in 1999. Her work has been featured on national networks such as National Public Radio, Marketplace, the Great Lakes Radio Consortium and the BBC. She is often a guest on radio talk shows heard on Ohio's public radio stations. In addition, she's a regular guest on WOSU-TV's "Columbus On the Record" and was a regular panelist on ONN's "Capitol Square." Jo also writes for respected publications such as Columbus Monthly and the Reuters News Service. She has won many awards for her work across all of those platforms. She is currently the president of the Ohio Radio and TV Correspondent's Association, a board member for the Ohio Legislative Correspondent's Association and President Elect for the Ohio Associated Press Broadcasters. Jo also works as the Media Adviser for the Ohio Wesleyan University Transcript newspaper and OWU radio.

Matt Borges

Biography

Chairman Borges brings more than 20 years of political experience to the Ohio Republican Party. In addition to being a veteran participant and advisor to many successful political campaigns at the local, state, federal and national levels, he has built a strong political network throughout Ohio and the United States. He is a graduate of the Ohio State University.

Chairman Borges served as Executive Director for the Kasich-Taylor New Day Inaugural Committee and managed Dave Yost's successful 2010 campaign for Ohio Auditor of State. Previously he served as Chief of Staff and Campaign Manager for Treasurer of State Joseph Deters. He was also a lead representative for Senator John McCain and Sarah Palin's Presidential bid in 2008, and worked with the office of the Vice President, Dick Cheney, where he acted as Lead Advance Representative from 2001 to 2007. Additionally, he ran the successful 2010 primary bid for Bob Gibbs for Congress and served as a local Ward Committeeman from 1992 to 2010.

Borges was elected Chairman of the Ohio Republican Party in April 2013, and was sworn-in on May 31, 2013. He resides in Bexley with his wife Kate, their daughter Lucy, and sons Drew and Spencer.

GREG BESWICK

Biography

Greg Beswick is a native of Columbus, Ohio, and a graduate of The Ohio State University. As an undergraduate, he studied abroad at Oxford University and spent a semester interning in our nation's capital as a John Glenn Fellow.

Right out of college, Greg ran campaigns in Missouri and Ohio, helping to elect Democrats across the state, including the first African-American mayor of Toledo, Ohio. In 2004, he worked as an organizer in that year's presidential election and then joined the Service Employees International Union as a Political and Legislative Director, working on issues involving charity care.

In 2006, Greg managed the successful race for Ohio Attorney General and joined the Attorney General's office as the Director of Policy and Legislative Affairs. In this position, he led the efforts to become the first state to pass the Adam Walsh Act, curtail illegal gambling in the state and protect Ohio's kids by passing legislation enabling the use of the Rapback background check and notification system.

After leaving the AG's office, Greg received his M.B.A. from Ohio Dominican University and founded Buckeye Strategy Group, which provided issue advocacy, grassroots organizing and campaign consulting services.

In 2012, Greg jumped back into electoral politics to run U.S. Rep. Joyce Beatty's successful primary and general campaigns, working with the then-freshman congresswoman to gain a seat on the House Financial Services Committee and serving as her District Chief of Staff and Communications Director.

In late 2014, Greg engineered efforts to elect David Pepper as the new chairman of the Ohio Democratic Party, and he currently serves as the state party's executive director.

Greg is married to Vicki (Lapka) Beswick, and last November, Greg and Vicki welcomed their first child, Ethan, into their family.

Learning objectives:

1. Learn about how national and state political races are heating up across Ohio;
2. Hear directly from both Republican and Democratic party leaders; and
3. Gain a better understanding about HR issues in the legislature and on the ballot.

Attending a House or Senate Session

All members of the House and Senate must be U.S. citizens and reside in the districts from which they are elected. Both are open to the public.

Ohio Speaker of the House, Rep. Cliff Rosenberger (House Session)

Any member of the House may introduce legislation for consideration. Each piece of legislation is referred to a committee for discussion and debate. After legislation has been favorably recommended by a House committee it is scheduled for a House floor vote before moving onto the Senate for further debate and consideration. The House Session



is the meeting where all state representatives assemble to cast votes on bills, resolutions, and executive appointments. By law, the House Speaker calls the House to order on the first Monday of January for each new General Assembly. A new General Assembly is established every two years. The 131st General Assembly runs from Jan. 1, 2015 through December 31, 2016. After the first meeting, the House meets at the direction of the House Speaker until all official business is concluded. The House Speaker is given the authority to set session days and times. Dates for session are established every six months and the House typically meets three days a week: Tuesdays at 11:00 a.m., Wednesdays at 1:30 p.m., and Thursdays at 11:00 a.m. At the end of each two year session of the General Assembly, the House adjourns sine die. Sine die is Latin for "without day"; that is, without a future meeting date.

Ohio Senate President Keith Faber (Senate Session)

Any member of the Senate may introduce legislation for consideration. Each piece of legislation is referred to a committee for discussion and debate. After legislation has been favorably recommended by a Senate committee it is scheduled for a Senate floor vote before moving onto the House for further debate and consideration. The Senate Session is the meeting where all senators assemble to cast votes on bills, resolutions, and executive appointments. By law, the Senate President calls the Senate to order on the first Monday of January for each new General Assembly. A new General Assembly is established every two years. After the first meeting, the Senate meets at the direction of the Senate President until all official business is concluded. The Senate President is given the authority to set session days and times. Dates for session are established every six months and the Senate typically meets three days a week: Tuesdays at 1:30 p.m., Wednesdays at 1:30 p.m., and Thursdays at 11:00 a.m. At the end of each two year session of the



General Assembly, the Senate adjourns sine die. Sine die is Latin for "without day"; that is, without a future meeting date. If House passed legislation has not been changed in the Senate and is again favorably recommended by a committee and receives a majority of votes on the Senate floor then the legislation is sent to the Governor for his signature.

Workplace Application: Learn how the Ohio House of Representatives and Ohio Senate change state laws during the House or Senate Session. This is an opportunity for all attendees to better understand the legislative process by participating in a House or Senate Session. This session offers the live, in person experience of the timeless School House Rock video, "I'm Just a Bill". Attendees will be recognized in both Chambers publicly by the leaders of the House and Senate.

Learning objectives:

- 1) Help attendees become familiar with the legislative process,
- 2) Help attendees become understand legislative sessions where state laws are changed that may impact HR issues, and
- 3) Share such experiences with other HR professionals around Ohio to produce additional HR advocates.

Transforming Ohio's Workforce

Ryan D. Burgess
Director, Governor's Office of Workforce Transformation



The Office of Workforce Transformation's mission is to grow Ohio's economy by developing a skilled workforce, promoting effective training programs, and connecting Ohio employers with qualified workers. The office has prioritized its work with three strategic goals and a fourth priority that ensures we are measuring our progress:

- Identify Businesses most urgent job needs
- Connect business + individuals
- Align training to business needs
- Evaluate results

Ryan Burgess was appointed Director of the Governor's Office of Workforce Transformation by Governor John R. Kasich in November, 2015. The Office of Workforce Transformation is committed to identifying the needs of business, connecting businesses and workers, and aligning training to meet the needs of businesses. Burgess leads initiatives to improve the effectiveness, efficiency and accountability of Ohio's workforce programs. Before his role as Director, he was the Assistant Director of the Ohio Development Services Agency where he oversaw the day-to-day operations of the agency in its mission to provide transparency and accountability when taxpayer resources are used for economic and community development. Burgess joined the Ohio Development Services Agency after 20 years at Fifth Third Bank. During his tenure, he held numerous executive leadership positions within the corporate banking and investment advisors divisions. During that time, Burgess was also appointed to the Ohio Banking Commission by Governor Kasich. His commitment to community service includes service on a number

of non-profit boards. A native of Findlay, Ohio, he is a 1993 graduate of The College of Wooster. Ryan lives in suburban Columbus with his wife and daughter.

Mark Birnbrich, Project Manager
Ohio Department of Job and Family Services (ODJFS)
And Governor's Office of Workforce Transformation

MARK BIRNBRICH manages multiple projects for the Ohio Department of Job and Family Services' Office of Workforce Development and the Governor's Office of Workforce Transformation. Most notable among these is OhioMeansJobs.com, the state's premier resume, job posting, and career exploration and planning site developed in partnership with Monster.com. Birnbrich spearheaded this innovative public-private partnership, the first of its kind in the nation. The site is an invaluable resource for businesses and individuals in Ohio. He oversaw the launching of a mobile phone application for the site, an OhioMeansVeteranJobs section, an OhioMeansAccessibility section for job seekers with disabilities, a Business Support Center, and a K-12 section for students. He also worked with the Ohio Department of Higher Education to launch OhioMeansInternships.com for students and employers.

Birnbrich oversaw the transformation of OhioMeansJobs.com into a virtual career development center, where both businesses and individuals can access a variety of services. Individuals can take advantage of a resume builder and rater, use a budget calculator to estimate the salary needed to support their desired lifestyle, take assessments to identify occupations of interest, and learn which occupations are considered "in-demand" in Ohio. Birnbrich worked with the Governor's Office of Workforce Transformation to develop a forecasting tool for businesses to communicate their future workforce needs, to identify in-demand jobs.

During Birnbrich's 28-plus-year career with the state, he has helped guide numerous critical projects. He started in Medicaid overseeing an overhaul of the reimbursement methodology used to pay nursing homes. Later, he guided the implementation of Ohio's first statewide child support system. This involved converting 88 county systems and more than a million records into one system with collections of more than \$1 billion annually.

Birnbrich was chief information officer of the Ohio Department of Human Services when it merged with the Ohio Bureau of Employment Services to become ODJFS. He oversaw all IT operations during the merger, an annual budget of approximately \$500 million and more than 1,000 employees.

Birnbrich has a bachelor's degree in operations management from The Ohio State University.

Learning objectives:

- 1) Learn about resources available to HR professionals to find qualified candidates for employment;
- 2) Better understand the states workforce development goals and future direction; and
- 3) Provide a forum for HR professionals to provide feedback directly to the highest workforce development professional in the Governor's cabinet.

What's Next for Ohio's Workers' Compensation System: How to Control Costs

James R. Blazer II

**Regional Business Development Manager,
Ohio Bureau of Workers' Compensation**



This session highlights trends in employer premiums for state-funded employers as well as Destination: Excellence, a portfolio of seven BWC programs designed to reward employers for keeping their workplace safe and getting injured workers healthy and back to work sooner. The presenter will give an overview of the programs, and then delve deeper into the specifics of each program. He explains each program, why you should participate, the size of the incentive and the requirements of the program. Participants hear the experiences of employers who successfully implemented the programs. They can ask the BWC expert questions about the programs.

In July 2012, BWC hired Jim as its regional business development manager for central and southeastern Ohio. He functions as an ambassador for Acting Administrator/CEO Sarah Morrison. His background of more than 25 years in the insurance industry enables him to provide a unique perspective to BWC. His sales and marketing experience has provided a private sector approach to the agency as it undergoes changes to better fit the needs of Ohio's businesses and injured workers.

The Department of Strategic Direction helps connect employers with appropriate BWC staff members as they reach out to stakeholders across the state while focusing on hard-to-reach employers and difficult situations. In addition, they develop tools for use during field consultations and offer training to help hone the skills of BWC staff. The group also collaborates with the communications department in creating consistent marketing materials.

This last summer, (June 2015) Governor Kasich appointed Jim to "*The Executive Order of the Ohio Commodores*". Becoming a Commodore, is the state's most distinguished honor given to an individual for recognition of their business accomplishment, acumen, and leadership in furthering the State of Ohio and its citizens.

Jim was the founder and owner of Blazer and Associates Inc., an insurance agency specializing in employee benefits to employers and associations. The agency celebrated its 23rd anniversary in 2012. Many associations endorsed Blazer and Associates Inc. to provide employee benefits for their members. Through these, Jim served on many boards, committees and political action groups.

In spring 2010, Jim was elected to a three-year term as Commissioner of District 3 on the Clintonville Area Commission in Columbus. He served as treasurer of the Commission. Jim also is a founding member of the Clintonville Rotary. He attended the Ohio State University, where he majored in cinematography and film production. Most recently, Jim has completed his Camo Belt as well as his Green Belt designation in Lean Six Sigma training.

Jim lives in Clintonville with his wife and three sons.

Learning Objectives:

1. Overview of trends in employer premium rates and upcoming changes;
2. Explain the workplace safety, injured worker care and savings programs that BWC offers within its Destination: Excellence portfolio; and
3. Describe why you should enroll, how to enroll and how to earn incentives.