

THE 411 JobsOhio

The JobsOhio Newsletter

EDITION: FEB. 2020

As we reflect on 2019 and welcome 2020, we want this year's newsletters to be even more impactful and meaningful to our team. This platform has been created for us to continue to share content that matters to you and for your voice to reach the rest of the organization, so please continue to share any feedback, exciting news and updates, support for your coworkers and additional content suggestions for future newsletters.

We are looking forward to more charitable giving initiatives, engagement opportunities and team-oriented events in 2020!

—Your HR team

HR Update

Paycom — New HRIS!

Thank you for your participation and patience during this transition to our new HRIS, Paycom. We are excited about the additional features of the system and hope you are as well! We welcome any feedback you are able to provide at any time, so please do not hesitate to share.

JobsOhio Spotlight!



Congratulations, Tyler Yaple!

Tyler was married on November 16, 2019 in Mount Sterling, Ohio, among 150 of his closest family and friends. Tyler and Alyssa spent their honeymoon on the Galápagos Islands of Ecuador and enjoyed exploring the island wildlife, relaxing on the beach and said they were fortunate to have Thanksgiving dinner in Quito, Ecuador, with Alyssa's distant relatives.

"We are excited to start our married lives by enjoying the holiday season together in our new home and hanging out with our dog-son Arnold."

—Alyssa and Tyler Yaple



A note from our president and CIO

Welcome to 2020 – what an incredible start to the year as we implement changes to our organization, assign new roles to team members, and even a new 401K plan. I'm excited to continue rolling out the JO2.0 strategies across the state as we continue to socialize them with partners and stakeholders.

With so much activity and change, I am truly, very impressed to see the level of service you all provide to our clients, partners and each other (and to me) on a day-to-day basis—THANK YOU! Ohio is lucky to have you doing this work.

As always, I encourage you to see your manager or you are welcome to contact me directly ANYTIME if you have additional questions about the strategy or organizational changes or about anything else that is on your mind. This is an important and transformational time for us ... The ride is just getting started and I'm proud to be on this journey with all of you.

JP

Holiday Charitable Giving Initiative

This holiday season, the JobsOhio Charity Giving Committee partnered with Lifecare Alliance to Adopt-A-Family. We were introduced to Cindy Fleming, her three children and adorable pup, Tig, to make their holiday season this year a little brighter. Cindy has been battling cancer and the financial and emotional tolls that come along with it. JobsOhio was able to raise over \$5,800 to show support for Cindy and her family during this difficult journey.

Thank you to all of the JobsOhio team members that participated — your contributions and dedication to shopping for wish list items, wrapping gifts and delivering gifts to the Fleming family made the initiative possible this holiday season. Cindy has continually followed up with her gratitude for our team and wishes everyone a happy new year.

More about Cindy's story:

<https://www.10tv.com/article/immuno-oncology-approaches-offer-new-options-some-metastatic-breast-cancer-patients-2019-oct>

WELD Recognition

Joey Sutton-Chase was recently recognized by WELD as Volunteer of the Year for her demonstration of servant leadership and commitment to volunteering at over half of the WELD events this year.

Claudia Herrington was also recently recognized as one of WELD's 2020 Women WELDing the Way. This recognition identifies those who support leadership development of other women; who are high impact leaders in their organization; and who give time, talent and resources to their community.

Congratulations, Joey and Claudia!

A special thank you to Emily Gillis, Claudia Herrington and Diana Rife for coordinating, and Julie Battles for facilitating the latest internal Women for Economic Development and Leadership Development (WELD) panel. This impactful panel included coaching representatives from Integrated Leadership Systems (ILS), who discussed and advised on topics of mentorship and conflict management to a gathering of JobsOhio associates.



Pictured left to right: Kevin Watson, Stuart Moynihan, Tyler Lash



Latest Internal WELD Event

Baby News

Rounding out the year of babies! The latest updates from the newest additions to JobsOhio families



Avery Zhang

"She is doing well — a quiet baby that drinks a lot of milk every day. Now she is above 12 oz. and cannot wait to meet JobsOhio."

—Tao Zhang and family



Benson Schuenke

"We had a lot of fun over the holidays — he was very interested in all the Christmas lights! He doesn't like to sit still and is trying very hard to crawl!"

—Hattie Schuenke and family

Team Spotlight:

An update from the JobsOhio Beverage System (JOBS) Team

Team members: Lorraine Terry, Lisa Akey, Mark Davidson, Brian Hoyt, Mark Ishmael, Ken Robinson, Rachelle McDonough and accounting team support from Brian Faust, Julie Battles, Todd Bunce, Andrew Dietzel, and Mike Tricarichi

Ohio Liquor is a partnership between the Ohio Division of Liquor Control (division) and JobsOhio Beverage System (JOBS). JOBS owns the spirituous liquor product (intoxicating liquor containing more than 21% alcohol by volume) in Ohio for retail and wholesale sales. The division manages retail and wholesale operations for the sale of spirituous liquor in Ohio. Ohio Liquor locations are private businesses, which own and operate retail outlets and sell spirituous liquor products on consignment. Profits from spirituous liquor provide dedicated funding for JobsOhio's economic development efforts.

By the Numbers

To better understand how the funding is collected and distributed, consider one of the most common-sized bottles of spirituous liquor that is sold at an agency. The average price of a 750 ml bottle in FY19 was \$21.81. From that sale, 71%, or \$15.49, goes to JOBS to operate the liquor enterprise throughout Ohio. This includes, for example, the cost of purchasing the spirituous liquor and operating two distribution centers. From each sale, 12%, or \$2.62, goes to the state of Ohio general fund and the remaining 17%, \$3.70, is transferred to JobsOhio to fulfill its purpose of creating jobs and improving the economic well-being for Ohioans.

In FY19, liquor profits granted to JobsOhio was \$350 million. These funds went toward operating expenses, JobsOhio network funding, marketing efforts and set-aside funds for future use. After these obligations, more than \$112 million remained and was made available for economic development programs.

The Impact of Spirituous Liquor Sales to Local Businesses

There are two categories of sales for Ohio Liquor locations: retail and wholesale. Retail sales occur when consumers visit a store and purchase individual items to be consumed someplace else, like home. Wholesale purchases are done by restaurants, bars, event centers and other businesses that have a permit to sell individual servings of spirituous liquors that are consumed on their premises. These businesses are often referred to as on-premise or on-prem. In late 2019, the division reported that there were 13,707 active permit holders.

In FY19, 15,056,135 bottles of spirituous liquor were sold to wholesale customers in Ohio resulting in sales of \$341,160,613. These sales make up 26.7% of Ohio Liquor's total of \$1,276,662,123.

According to the National Restaurant Association and the Ohio Restaurant Association, the estimated 2018 total sales in Ohio's restaurants was \$24.2 billion. Their research also shows that there are more than 585,000 restaurant and food service jobs in Ohio. The associations predict that by 2029, this number will grow by 9.1%.

Comparing FY18 to FY19, the year-over-year wholesale sales increased by 6.9%, and there are no signs of this trend slowing down, so it is important to keep pace with the growth of the bar and restaurant industry. Looking ahead to 2020, JOBS and the division are modernizing the process for wholesale customers to create, submit and fulfill their orders online. The new system aims to reduce loss, increase sales responsibly and support businesses in a way that is more in line with other suppliers' best practices. The JOBS team looks forward to reporting the results of this project in the coming year.



Ohio has seen major success with its newly implemented private-barrel program, with customers lining up to purchase exclusive whiskeys and other spirits (Red Bank Wine & Spirits in Cincinnati pictured).



Glass City Beverage in Toledo, Ohio. In all, there are 479 liquor agency stores in Ohio

Team Spotlight: An Update from the Government Affairs Team

Team members: Glenda Bumgarner, Tyler Yaple, and Phil Greenberg



JobsOhio, DDC and Ohio military community leaders teamed up to host a roundtable for state legislators focusing on military and federal government investment and advocacy. Federal instillations are critical to the Dayton region's economy.



J.P. joined the Ohio Legislative Black Caucus to celebrate the exciting partnership between JobsOhio, ELITE USA and the Stark County Minority Business Association. This is one example of collaboration that will continue as we strive to make sure that all Ohioans have the opportunity to thrive.



State legislators visited the liquor bailment facility in Groveport to learn about the amazing work being done by Lorraine and the JOBS team. Our partners in the legislature were very impressed by all the progress being made with the enterprise and appreciated learning more about how it supports economic growth in Ohio!



State Rep. Adam Holmes, JobsOhio, APEG, local partners and businesses from eastern Ohio got together in Zanesville to discuss opportunities for improved collaboration and engagement.

Get to know the newest additions to JobsOhio! (Each team member that started the previous quarter chose from a list of 10 questions)



Rachelle McDonough

Sr. Stakeholder Relations Manager, JOBS

What are you currently watching on Netflix or which book are you currently reading?

I'm starting the third season of The Marvelous Mrs. Maisel.

Have you ever met anyone famous? If so, who and how?

I've actually met/spied quite a few famous people — some more famous than others. Rita Wilson (sat next to her on a plane and she offered me a job working as Tom Hanks' personal assistant), Jody Foster (I was a valet at the Academy Awards and opened her car door — she asked me to fix her zipper), Tony Danza (also sat next to him on a plane). Celebrity sightings (on the streets of NYC) include Dustin Hoffman, Eva Longoria, Christina Ricci, Rachel Ray, Lance Bass, Julianne Moore, Katie Holmes, John Legend, Chrissy Teigen, Sarah Jessica Parker and the real housewives from Beverly Hills. I LOVE a good celebrity sighting!

What's the worst job you've ever had and what did you learn from it?

I sold meat for a butcher. I sat in a meat locker and called people ALL DAY trying to get them to buy a freezer full of meat. I had to wear a winter coat to work in the middle of summer. I learned to look for a better summer job.



Charlie Rowell

Director, North American Business Development

Have you ever met anyone famous? If so, who and how?

My most significant brush with fame was on my second date with my wife. We went to Morton's Steakhouse in Chicago. On a whim, I mentioned beforehand that we might see someone famous. We ended up sitting next to Michael Jordan, Horace Grant and Scottie Pippen.

What is something that you recently saw that made you smile?

When I came back to Illinois for Thanksgiving, I saw my mom's smile when she walked into my house and that made me smile.

What would you be doing if you were not at your current job?

I would be traveling the country buying and selling antiques and unique items. I don't go out looking for anything in particular, but where I have been very successful has been in purchasing vintage toys, sports memorabilia, watches and pens. I would consider myself the American Picker.



Brian Hoyt

Stakeholder Relations Manager, JOBS

What's one song or artist you are embarrassed to admit you like?

Anything on Yacht Rock Radio. And I not embarrassed (although my family is). Who doesn't love a little Boz Scaggs, Christopher Cross, Steely Dan or Michael McDonald?!

Have you ever met anyone famous? If so, who and how?

During a Navy Fleet: New York City, I served as the Navy's public affairs liaison with 20th Century Fox. We premiered the movie X-Men 3 aboard one of the ships for the crew as it sailed to New York. The next day, I led the team who hosted some of the movie's stars aboard the ship. Our guests included Halle Berry, Hugh Jackman and Kelsey Grammer. Thankfully, they were all very nice and gracious with their time meeting every Sailor and Marine on board!

What's the worst job you've ever had and what did you learn from it?

One summer I worked as a photographer at the Columbus Zoo and Wyandot Lake (now called Zoombezi Bay). I was one of those annoying people who would stop guests at the entrance, ask them to pose for a picture and then try to sell them their photo in a keepsake souvenir as they were leaving. We would spend all day in the hot sun on our feet approaching hundreds of strangers while being turned down or even worse, yelled at by many of the guests. It taught me how to approach anyone with confidence and how to shake off rejection of a sale or a proposal.

Get to know the newest additions to JobsOhio! (Each team member that started the previous quarter chose from a list of 10 questions)



Mark Davidson

Facilities Manager, JOBS

What's something you saw recently that made you smile?

My yorkies wanted to go for a raft ride in December.

What would you be doing if you weren't at your current job?

Working on boat canvas.

What's the worst job you've ever had and what did you learn from it?

Working in a freezer at -5 degrees. I learned I want to work somewhere warm.



Victoria Boczkowski

Marketing Manager, Events

What are you currently watching on Netflix or which book are you currently reading?

Books — Talking to Strangers by Malcolm Gladwell and Little Fires Everywhere by Celeste Ng. And someone just gifted to me The Subtle Art of Not Giving a F*ck. Self-help books aren't usually on my list. And it was given to me because they think I care too much. Has anyone else read this?

TV — I like a wide variety of shows, and favorite Netflix shows are usually reruns of The Office or Parks and Rec. But we record and watch a lot of old movies from Turner Classic — especially this time of year.

What's one song or artist you are embarrassed to admit you like? My whole Spotify catalogue is filled with potential embarrassment. The marketing team has already heard some evidence of this. The 80's R&B playlists for sure can get embarrassing.

Have you ever met anyone famous? If so, who and how?

Yes! I've met many, A-list through D-list, while working for the American Library Association. Most of my good stories are more, hmm, happy hour appropriate. But the first famous person I met was Eddie Vedder. We stood next to each other at a concert. I gave him a stick of Wrigley Gum.



Lindy Hall

Account Manager, Client Talent Delivery

What are you currently watching on Netflix or which book are you currently reading?

Watching: I am about halfway through The Romanoff's on Amazon Prime — it's really good! Reading: Just finished Where'd You Go Bernadette by Maria Semple and next up is A Little Life by Hanya Yanagihara.

What's one song or artist you are embarrassed to admit you like? Post Malone. And I don't like him ... I kinda love him.

Have you ever met anyone famous? If so, who and how? Drew Carey! It was my best friend in middle school's uncle, so we went out to California to visit and see some shows being filmed!



Hayley Bomar

Account Manager, Client Talent Delivery

What am I currently watching on Netflix? Frasier. It is SO funny ... although I will say, if King of Queens was an option, I would definitely be watching that!

Something I saw recently that made me smile?

My two dogs, Frank and Chico. They make me smile ALL the time. I laugh because it never fails that they are excited to see me — even when I am only gone for five minutes!

Worst job I have ever had and what did I learn

I have been very lucky — I've never really had a "bad" job. I worked at a drive-thru, Greek Express, for six years and I have to list it as the worst because I smelled like gyros, every day, for six years. So I guess I learned that I don't want to smell like a gyro anymore! All jokes aside, however, I did learn a ton there. Some of the soft skills I acquired while working in the food service/ bar industry have helped me a lot both in my professional and personal life.