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Produced by Pepper Richardson- March 2009

**2009 Columbia Chamber of Commerce**

**Board of Directors:**

- President- Debra Rose
- Vice President- Lou Price
- Treasurer- Patty Rolko
- Secretary- Lynne Cook

Directors: Ray Gurnick, Jim Wright, Joe Desmont,  
Joe Mesko, Wayne Brassell, Violet Seidel and  
Marnie Butler

**CHAMBER MEETING & DINNER**

**Wednesday April 08, 2009**

**Columbia Hills Country Club**

16200 E. River Rd., Columbia Station  
 6:00pm- Dinner & Networking  
 6:45pm – Guest Speaker  
 7:15pm - Meeting  
 Business attire required  
 RSVP Required by 04/03/09  
 RSVP: (440) 236-9053

**2009 CHAMBER MEETINGS**

- April 08, 2009
- May 20, 2009
- July 15, 2009
- September 16, 2009
- November 18, 2009

6:00pm-Dinner & Networking  
6:45pm-Speaker  
7:15pm Meeting

Meetings held at:  
Columbia Hills Country Club  
16200 E.River Rd. (Rt 252)  
Columbia Station, Ohio

RSVP-440-236-9053  
Business Attire Required



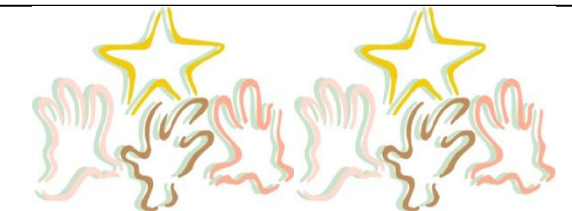
DEPARTMENT OF LABOR -UPDATES  
 Occupational Safety and Health Administration  
 29 CFR Parts 1910, 1915, 1917, 1918 and 1926  
 [Docket No. OSHA-2008-0031]  
 RIN 1218-AC42  
 Clarification of Employer Duty To Provide Personal Protective  
 Equipment and Train Each Employee

AGENCY: Occupational Safety and Health Administration (OSHA),  
 U.S. Department of Labor.  
 ACTION: Final rule.

SUMMARY: In this rulemaking, OSHA is amending its standards to add language clarifying that the personal protective equipment (PPE) and training requirements impose a compliance duty to each and every employee covered by the standards and that noncompliance may expose the employer to liability on a per-employee basis. The amendments consist of new paragraphs added to the introductory sections of the listed Parts and changes to the language of some existing respirator and training requirements. This action, which is in accord with OSHA's longstanding position, is being taken in response to recent decisions of the Occupational Safety and Health Review Commission indicating that differences in wording among the various PPE and training provisions in OSHA safety and health standards affect the Agency's ability to treat an employer's failure to provide PPE or training to each covered employee as a separate violation. The amendments add no new compliance obligations. Employers are not required to provide any new type of PPE or training, to provide PPE or training to any employee not already covered by the existing requirements, or to provide PPE or training in a different manner than that already required. The amendments simply clarify that the standards apply to each employee.

**DATES: This final rule became effective on January 12, 2009**

View complete ruling at [www.osha.gov](http://www.osha.gov)



We would like to extend our congratulations to our member, J & K Landscapes for winning first prize at the Home and Garden show. This is the third year that they have brought home the first place award in the small garden category. Great work!



As many of you may already know, ChamberMaster isc software that we have made available to all of our members. It is a wonderful tool that allows the members to login do many tasks such as :

- Edit information about their company
- Post Hot Deals
- Advertise Job Listings
- View event calendars

If you don't have your login name and password, it will be sent out as soon as we receive your 2009 membership dues.

**We would like to say thank you to our 2009 Contributing Members:**

Aikey Foundation, Forevergreen Spruce Farms, Franklin Tax & Accounting Service, PGT Construction Inc., RBK Publishing, Rural Lorain County Water Authority.

## President's Corner



By Debra Rose

This coming year will be a challenge for all our local business owners. Who would have thought that after 80 plus years, Williams Ford would have been forced to shut their doors? Other members that have not been able to survive this recession were D.R. Swifts, and Goin' Postal of Eaton Township. Like you, these businesses faced tough decisions and ever escalating business cost. The Columbia Chamber is dedicated to find ways to help our businesses reduce their business expenses. Your chamber membership allows your company the opportunity to utilize the many benefits we have to offer. We want to continue to offer new benefits that will help your business succeed. Please let us know how the Chamber can help you with workers compensation, insurance, freight cost and office supply discounts. Please give us a call or email us with your suggestion on how we can better serve your business or if there are other benefits that you would like us to investigate for you. After all, that is what we are here for. Please contact us at 440-236-9053 or email [info@columbiastation.com](mailto:info@columbiastation.com)



## Member Spotlight

PGT Construction, Inc.  
9900 York Theta Drive  
North Royalton, OH 44133



All owners want their businesses to grow. Many of us invest time and energy into planning how we will grow our businesses. The biggest problem with growing a business is neither the lack of desire or planning. It's finding and implementing the right strategies.

### **The Good I.D.E.A. Concept** *Identify Develop, Evaluate, Act.*

**Identify - Specifically what would you like to achieve?**  
Like all planning processes, this one starts with identification. Specifically you start by identifying the growth you want: *increased clients, revenue per client, sales volume* etc. Regardless of what you plan to increase, it's important to establish a clear measure for this improvement.

**Develop - When & how will you achieve these results?**  
In pursuing new growth, specific targets or milestones will help you along the way. Once you have set your long range target, develop mid-term and short-term objectives. Ensure that these interim objectives lead to the next level, en route to achieving your long-term goal.

**Evaluate - How are you progressing?**  
As you move forward, it's important to continuously evaluate your progress. Be careful not to adjust your expectations to keep them in line with results. When you are driving a motor vehicle, it's important to keep your eye on the traffic around you; likewise when implementing your growth plan, you must also keep your eye on the big picture - your direction and what's happening around you. It's also critical to include your people in the process. To ensure their continued momentum, they need your encouragement and enthusiasm.

**Act - How will you avoid paralysis by analysis?**  
Your ongoing evaluations may point out the need to take action to adjust your plans. These adjustments should not take the form of constantly tweaking your plan. Too much tweaking will limit your ability to know for sure what did or did not work. Taking action may also involve ending initiatives that do not help you achieve you the results you are seeking. Unlike natural growth, business growth is not an automatic process.

Growth is not something that happens to your business: it is something that you initiate, plan and monitor. To achieve your growth goals, you need effective growth strategies. The I.D.E.A. approach is a good way to effectively organize and manage your growth strategies.

Written by Larry Easto at Buzzle.com

## **Don't Forget- April 08, 2009 is the next General Member Meeting!** **04/08/09-SPEAKER INFORMATION:**

Lou Acosta's first encounter with print media and advertising started when he was 21 years old. His debut as a publisher for the Kingsbridge News Reporter was an eye opening experience. Now, after 30 years of writing, publishing, producing and directing; Music, Radio, Records, TV, Newspapers, Magazines and videos, he decided to settle down in one medium, print advertising. Lou knows that every business needs advertising, marketing and promotion, but he also knows that many people that go into business do so without ever graduating from college in business courses. Lou himself has dual bachelors in Business and Religion from Ashland University, Two associates' degrees in the Hospitality and Accounting fields as well as state certifications. Lou is a member of various chamber and main street organizations and sits on various boards and committees. Even though he has recently stepped down from the Vice Presidency of the Cleveland Entertainment Coalition, he has stepped up to the Lorain County CHIP Hispanic Leadership Conference Organization and The Lorain International Association's Nationality Spotlight Committee Lorain PRCC. Lou can be seen Co-Hosting on El Sol De Cleveland TV Program or doing Public Broadcast Videos. He has founded and still controls; the Blessings Magazine 7 years, the Lorain County Magazine 3 Years, The Blessings Music Fest 7th Annual (Aug 23 at Black River Landing), as well as: North Coast Latino, North Coast Happenings, North Coast Health & Medical Directory, The Home, Family & Leisure Trade Show (May 23rd Black River Landing) and the Free Small Business Network Gatherings (2nd Thursday or Friday of the month at Days Inn Amherst). The Network has classes and speakers on starting their own business, business survival and business growth. You can also view some of Lou's work in the websites he built for [www.LorainCountyMagazine.com](http://www.LorainCountyMagazine.com) or the [www.LorainPRCC.com](http://www.LorainPRCC.com). When Lou speaks about his business, he not only helps you understand it, but he also helps you understand his competitors business. Want to get some creative tips on how to promote your business? Come and hear Lou Acosta speak at the next Columbia Chambers General Meeting on April 8th 2009 - But make sure your taxes are turned in first.

## **B2B** **Business to Business Discounts**

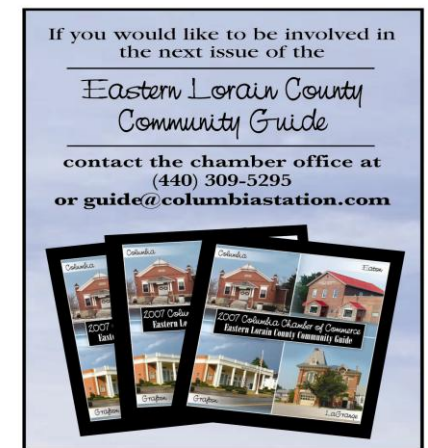
*In our constant effort to stimulate our local economy, we would like to spotlight our members that offer discounts/ percents off goods or services. Do you offer special discounts to other Columbia Chamber of Commerce Members in good standing? If so, please let us know so that we can spotlight your discounts on our website and various publications. Email your information to [info@columbiastation.com](mailto:info@columbiastation.com)*



**New Members!**

We would like to say welcome to our newest members of the Columbia Chamber of Commerce.  
Brian Kljun,  
Edward Jones Investments  
Doug Spielberg,  
Four Keys Restaurant

ADVERTISING OPPORTUNITIES IN LORAIN COUNTY'S HOTTEST PUBLICATION.



Check out the current issue of the guide at [www.columbiastation.com](http://www.columbiastation.com)  
Contact: Fay Stanfield at 419-492-2133

Or email [guide@columbiastation.com](mailto:guide@columbiastation.com) for more information on how your business can advertise in a media that people use over and over again!

**Make your advertising dollars count!**

**If you haven't sent in your 2009 Membership dues, please mail them as soon as possible. You may also bring your dues with you to the General Member Meeting. We look forward to seeing you there!**

