Greetings!

October was National Women’s Small Business Month. In honor of this, we celebrated where we are today and reflected on how far we’ve come as women in business and entrepreneurship. This year, 2018, is the 30-year anniversary of HR 5050: Women’s Business Ownership Act of 1988, aimed at aiding the success of women business owners. This Act recognized how women could change the entrepreneurial landscape and allowed women, for the very first time, to take out business loans in their own name, without requiring a male relative or husband to co-sign.

Thirty years later, women own 4 out of every 10 businesses in the U.S. Since 2007, the number of women-owned businesses has surged by 58%. The 2018 State of Women-Owned Businesses Report, examines trends of the last decade in the number of firms, employment, and revenue.

Our region’s WBEs are a reflection of this success as they’ve grown and sustained their businesses by doing business and partnering with other WBEs, providing products and services to our corporate members, and pursing relationships with corporate Tier 1 suppliers. During our 2019 Regional Catch the Wave Conference in April, we’ll celebrate not only ORV~WBC’s 10 year anniversary, but also the resilience and success of our region’s amazing WBEs!

Sheila A. Mixon, Executive Director
Ohio River Valley Women’s Business Council
What’s New at ORV~WBC

ORV~WBC Hosts International WBEs
ORV~WBC hosted six (6) female entrepreneurs from the International Visitor Leadership Program sponsored by the U.S. Department of State. The countries represented include: Belarus, India, Morocco, Papua New Guinea, Senegal, and Suriname and their mission and purpose is to teach, train, and provide economic opportunities to help the women in their countries to become financially stable. Certified WBEs, Tina Macon of AllMac & Associates, Cathy Lindemann of Evolution creative solutions, Karen Tate of Griffin Tate Group, community partner, Karla Boldery of HCDC and SBDC Director, Charolette Harris participated in discussions and shared best practices.

10 Year Anniversary Catch the Wave Keynote & Trailblazer Announced
Plans are underway for the 2019 Regional Catch the Wave Conference taking place on April 15th through 17th at the Sharonville Convention Center in Cincinnati, OH. Macy’s Inc. and Accel Inc. have already come onboard as premiere anniversary sponsors for this 10 year anniversary celebration that will be headlined by these leading ladies!

2019 Keynote Speaker
Marshawn Evans Daniels
Reinvention Strategist
She Profits Founder
Womanpreneur Mentor

2019 Trailblazer Honoree
Teresa J. Tanner
Executive VP & Chief Administrative Officer
Fifth Third Bancorp

Registration for the 10 Year Anniversary Regional Catch the Wave Conference will open in January. For information on corporate and WBE sponsorships, CLICK HERE. If interested in sponsoring Catch the Wave, contact Leslie Young at lyoung@orvwbc.org

Paying It Forward
Thanks to the generous ongoing support of corporate members, WBEs, and individuals, scholarships are awarded to certified WBEs to attend the Catch the Wave Conference, covering the expense of their registration and hotel stay. Partial scholarships are also available for WBENC sponsored business development training. If you'd like to make a donation to support the Sheila A. Mixon Women’s Entrepreneurship Start-up Fund, please contact Sheila directly at smixon@orvwbc.org.
Certification Corner

**Would you like to be an ORV~WBC volunteer**
If you're a corporate member or a certified WBE for at least a year and interested in volunteering with ORV~WBC, consider joining our group of certification volunteers. As a Certification Committee volunteer, you can choose your level of engagement based on your availability. You may volunteer to conduct site visits in your area, participate in the review of certification applications during committee review meetings, or both. Some of the basic requirements to volunteer are below:

- Participate in required online trainings
- Attend monthly certification meetings
- Complete site visits and required paperwork
- Protect the confidentiality of all site visits before, during, and after site visits.

We're actively seeking volunteers for Northern Ohio (Cleveland, Canton, Youngstown) and Kentucky. If interested in volunteering or to learn more, contact Maudie Moreno at 513.487.6503 or via email at **mmoreno@orvwbc.org**

Corporate Member Spotlight

**Alkermes** is a leader in developing innovative medicines for major clinical conditions with a focus on the treatment of central nervous system (CNS) diseases. As a fully integrated global biopharmaceutical company, Alkermes applies scientific expertise, proprietary technologies and global resources to develop products that are designed to make a meaningful difference in the way patients manage their disease. The company has a diversified commercial product portfolio and a substantial clinical pipeline of product candidates for chronic diseases that include schizophrenia, depression, addiction, and multiple sclerosis.

Brenda Elmore is the Director of Supplier Diversity for Alkermes and is actively integrating supplier diversity into the company's culture, creating an environment that embraces and derives value from these principles within the supply chain. With over 28 years of experience leading Procurement Operations, Brenda has worked with Fortune 500 firms to develop supplier diversity programs and design creative approaches to partnering. Throughout her career she has created nationally recognized Tier 1 and Tier 2 programs, as well as innovative and award winning strategic alliances and joint ventures. She has guest lectured at Tuck University on Tier 1 strategy, and has been recognized as an "Outstanding Woman of Minority Business" by Minority Business News. To contact Brenda Elmore, email **Brenda.Elmore@alkermes.com**

WBE Spotlight

**Visibility Marketing Inc.** is a communications, stakeholder engagement company located in Cleveland, OH. The firm helps clients reach key stakeholders with strategic messages. "We specialize in business and digital transformation, helping clients determine how to take advantage of the digital shift in communications," says Montrie Rucker Adams, founder and Chief Visibility Officer. The firm serves high-profile clients in the health, energy, government, construction, and higher education fields among others.

Montrie is on the diversity committee for Crain's Cleveland Business and The Presidents' Council Business Chamber's board of directors. She serves on boards of The Better Business Bureau and Breakthrough Schools, where she has also served as a mentor. She is a graduate of Leadership Cleveland class of 2017. After accomplishing her long-time dream of participating in a bodybuilding competition, Montrie realized she had the capacity to inspire others to accomplish their dreams as well. Her recent book, *Just Do Your Dream! A 7-Step Guide to Help You Do What You Always Wanted*, includes 40 inspirational stories and practical tips from people in all walks of life. Receiving an endorsement from Dr. Dennis Kimbro, bestselling author of *Think and Grow Rich, A Black Choice*, added to Montrie's desire...
As a WBENC certified WBE, Montrie has not only actively engaged as a member by attending the quarterly WBE forum luncheons and the regional Catch the Wave Conference, but has also lent her expertise as a volunteer on ORV-WBC’s Marketing Committee. She shared that "ORV allows me to stay engaged with other women business owners. Sometimes business ownership can get lonely. Keeping my head down, grinding and staying focused doesn’t allow for much camaraderie. I’m able to come up for air with ORV."

**WBE Forum Luncheons**
The WBE Forum Quarterly Luncheons are an opportunity to get engaged and build relationships with other WBEs and corporate members across the region. Contact the WBE Volunteer Chair(s) nearest you for more info. [CLICK HERE](#) to download 2018 Quarterly WBE Forum Luncheon Schedule (all dates are subject to change).

**Charleston**
Charleston WBE Forum Luncheons are held quarterly the 2nd Wednesday (unless otherwise noted). The next Charleston Luncheon will be held Wednesday, February 13, 2019.

**WBE Volunteer Chairs:**
Kathi Richards, Partner, Epiphany Consulting  
Phone: 304.541.8711  
Email: [Kathi@epiphanywv.com](mailto:Kathi@epiphanywv.com)

Kathleen Walker, Partner, Epiphany Consulting  
Phone: 304.556.4839  
Email: [Kathleen@epiphanywv.com](mailto:Kathleen@epiphanywv.com)

**Cincinnati**
Cincinnati WBE Forum Luncheons are held quarterly on the 2nd Thursday (unless otherwise noted). The next Cincinnati Luncheon will be held Tuesday, December 11th. This luncheon is the regional-wide ORV-WBC Holiday Luncheon hosted by Macys, Inc. More info to come!

**WBE Volunteer Chairs:**
Laureece Johnson, ORV-WBC Volunteer  
Email: [laureecel@yahoo.com](mailto:laureecel@yahoo.com)

Tina Macon, President, AllMac & Associates  
Phone: 513.289.5073  
Email: [Tina.macon@allmacassoc.com](mailto:Tina.macon@allmacassoc.com)

**Columbus**
Columbus WBE Forum Luncheons are held quarterly on the 3rd Wednesday (unless otherwise noted). The next Columbus Luncheon is Wednesday, November 28th, hosted and presented by Nationwide. [CLICK HERE](#) for more info and to register.

**WBE Volunteer Chairs:**
Elizabeth Jutte-Kill, President, Auld Technologies LLC  
Phone: 614.755.2853  
Email: [ejutte@auldTech.com](mailto:ejutte@auldTech.com)

Pamela Stanczewski, CEO, Central Point Partners  
Phone: 614.795.1659
Cleveland
Cleveland WBE Forum Luncheons are quarterly on the 2nd Wednesday (unless otherwise noted). The next Cleveland Luncheon is Wednesday, March 20th, 2019.

WBE Volunteer Chairs:
Janet Kendall White, CEO, Berkshire Group
Phone: 800.556.5549
Email: janet@berkshire-leadership.com
Gabrielle Christman, President, Hunter International Recruiting
Phone: 440.389.2684
Email: gchristman@hirecruiting.com

Dayton
Dayton WBE Forum Luncheons are held quarterly on the 4th Wednesday (unless otherwise noted). The next Dayton luncheon is Wednesday, January 23, 2019.

WBE Volunteer Chairs:
Beth Radford, COO, Allied Shipping & Packaging Supplies
Phone: 937.222.7422
Email: bradford@asapi.com
Judy Brinegar, President & CEO, B63Line
Phone: 937.490.4002
Email: jbrinegar@b63line.com

Lexington
Lexington WBE Forum Luncheons are held quarterly on the 4th Thursday (unless otherwise noted). The next Lexington luncheon is Thursday, November 29th, hosted by Valvoline and presented by Fayette County Schools. CLICK HERE for more info and to register.

WBE Volunteer Chairs:
Nancy Wiser, President, Wiser Strategies
Phone: 859.887.0866
Email: nancy@wiserstrategies.com
Megan Lincavage, Associate, Sutherland & Associates
Phone: 859.229.4020
Email: megan@sutherlandww.com

Louisville
Louisville WBE Forum Luncheons are held quarterly on the 4th Tuesday (unless otherwise noted). The next Louisville Luncheon will be Tuesday, January 22, 2019.

WBE Volunteer Chairs:
Wendy Ottman, President, Amstar Inc.
Phone: 502.561.7860
Email: wendy.ottman@amstarinc.com
Maria Mackey, President, Mackey Printing Services
Phone: 502.292.0000
Email: maria@mackeyprinting.com

Toledo
Toledo WBE Forum Luncheons are held quarterly on the 2nd Tuesday (unless otherwise noted). The next Toledo Luncheon will be held on Tuesday, February 12, 2019.

WBE Volunteer Chair:
Joyce Osenbaugh, Client Liaison, BAZ Group
Phone: 419.720.0616
Email: josenbaugh@thebazgroup.com

Awards & Recognition
Congratulations to Erica Martin, CEO of VantageOne Software, and Shelley MacDonald, Controller for Hunter International, for winning the Perfecting Your Pitch Workshop competition hosted by EY. This program is designed to provide diverse businesses the opportunity to appear before a panel of several EY professionals to provide an elevator pitch. The prize was an opportunity to present to the EY procurement team and receive one-on-one coaching. Both Erica and Shelley honed their pitch as participants in Class VII of ORV’s Business Development Program with Eaton Corporation.
Jenell Ross is the 68th recipient of the region's 2018 Citizen Legion of Honor Award by the Presidents Club of Dayton. The award, given every year since 1951, is the oldest and most continuous recognition of volunteer servant leadership in the Dayton region. Jenell is President of Bob Ross Auto Group, a second generation leader of the 44 year business. Click here to read more.

**Premiere Concrete Supply** was recognized as the "Small Business Partner of the Year" during the Clermont Chamber's Partnership Celebration. Giving back to the community is a core value for Premiere Concrete Supply. In partnership with the Clermont Chamber of Commerce and the Clermont Chamber Foundation, along with the United Way, PCS is a dedicated mentoring volunteer to Clermont Counties area high schools through the Work Readiness Initiative Program. Speed mentoring sessions take place throughout the school year.

**Journey Steel, Inc.** was recognized in *Fortune* ranking 21 on this year's 100 fastest growing inner city companies list, as ranked by the initiative for a competitive inner city. Journey Steel is one of the few certified minority-owned and women-owned self performing steel fabrication and erection companies in the nation. Click here to read more.
Stevie Swain, President & CEO of **Swain Consulting, LLC** is a 2018 Dada Rafiki Honoree. Dada Rafiki is an event that honors exceptional women in the community through art. Dada Rafiki: The Women Gather, presented by Annie Ruth and Cincinnati Arts Association, is a multicultural and empowering celebration, sharing stories of inspirational women in our community through music, song, drumming, dance and spoken word. [Click here](#) to read more.

Congratulations to our region’s 19 certified WBEs that made this year’s list of the 25 Largest Greater Cincinnati Women-Owned Businesses, as ranked by the **Cincinnati Business Courier**. Very Impressive Ladies! [click here](#) to view 1-13 and [click here](#) to view 14-25.

Judith Phillips  
*Stand Energy Corp.*  
Karen Cooper  
*Onebridge*  
Patti Massey  
*MYCA*  
Mary Miller  
*JANCOA Janitorial Svcs*  
Terry Segerberg  
*Mesa Industries*  
Kathy Chabot  
*Norwood Hardware*  
Teri Stautberg  
*GFWD Supply*  
Tara Halpin  
*Steinhauser Inc.*

**In the News**

Icy L. Williams, owner of **ATMOS360, Inc.** and former supplier diversity leader at Procter & Gamble, is on a mission to increase the number of women-owned distributorships in the lucrative air filtration industry. The **Apprentice Distributor Program** opens a window of opportunity for existing diverse businesses to generate an additional revenue stream as independent distributors - without the overhead of warehousing, shipping and adding employees. [Click here](#) to read more.
LubriSource, Inc. was featured in the Dayton Business Courier’s Key Companies section. The firm has 30 years of experience in industrial lubrication. Founded in 2001, the team has a proven track record in automated lubrication equipment, components, systems design, installation and repair. [Click here](#) to read more.

Priya Dhingra Klocek, President & CEO of Consultant on the Go LLC was the morning keynote for this year’s Northern Kentucky Chamber Women’s Initiative Regional Summit. Over 300 women from various industries attended this event. [Click here](#) to read more.

Founded in 2007, Consultant on the Go LLC is a consulting firm dedicated to empowering individuals within organizations to promote and achieve excellence by focusing on the areas of talent management, change management, and global diversity.

Tara Halpin, President of Steinhauser, was featured online with World of Packaging. Steinhauser was named Best Workplace in America by the Printing Industries of America, and the company's president Tara Halpin spoke at FTA’s annual Forum of her company's journey from a struggling business to award winner. [Click here](#) to read more.

Steinhauser is a Newport, KY-based company offering printed packaging solutions, specializing in pressure sensitive labels, in-mold labels, shrink sleeves, and flexible packaging. Quality, service, and flexibility have been their foundation for over 100 years.

We Would Love to Hear From You
We encourage our corporate and WBE members to submit relevant info to be included in our newsletter. We’d love to hear about your awards & recognition; contract and bid opportunities; articles and press releases; and events and activities. To submit info, please email to [lyoung@orvwbc.org](mailto:lyoung@orvwbc.org).

WBENC Update

**Summit & Salute Registration Is Now Open - Early Registration is Key**
WBENC's Summit & Salute is a three-day event that will be held March 11-13, 2019. The Summit consists of industry-focused workshop sessions, procurement connection opportunities, inspiring keynote speakers, networking receptions and more. The Salute! gala is a festive evening that honors and celebrates various groups throughout the WBENC network. The 2019 Summit & Salute will take place in Houston, Texas. Don't miss out on this opportunity to network with national corporate and WBE members! Summit & Salute is one of ORV~WBC's member favorites!

Early bird registration is now open and will close in mid January. Early registration is required to participate in the 1:1 MatchMaker Meetings with corporate members. For more information and to register, [CLICK HERE](#).
Celebrating Our Region’s 2019 WBENC WBE STAR
Each year, WBENC honors 14 exemplary women business leaders with the nation’s premier award for excellence in business leadership—the WBE Star Award. These successful entrepreneurs, all WBENC Certified WBEs, are leaders in their local business communities and respective fields, and an inspiration to women business owners across the country.

Each WBENC WBE Star has been selected by one of WBENC’s 14 Regional Partner Organizations (RPOs) and are recognized each year at the WBENC Summit & Salute. ORV~WBC is honored to recognize Jenell Ross, President of Bob Ross Auto Group as our region’s 2019 WBENC WBE Star! We look forward to celebrating Jenell’s commitment to community and her success in business at Summit & Salute in March and Catch the Wave in April.

Events & Workshops
Build your network and your knowledge to grow and sustain your business! For more information or to register, please use the links below.

November 15: KY Procurement Technical Assistance Center, Small Business Certifications Webinar

November 15: Women's Business Center, US Bank Lunch N Learn: Cash Flow Management, Columbus, OH

November 15: Women's Business Center, Best Practices for Successful Business Owners, Cleveland, OH

November 15: West Virginia Purchasing Division, Doing Business with West Virginia, Logan, WV

November 16: SBDC Hamilton County at the ULGSO, ProfitCent: Business Financial Health Webinar

November 19: Fayette County Public Schools, Veterans Business Opportunities Summit, Lexington, KY
November 27: NAWBO Cleveland, Intentional Networking, Cleveland, OH

November 27: WIBN, Lunch N Learn: The Ripple Effect, Dayton, OH

November 29: WELD Charleston, Community of Hope Event, South Charleston, WV

December 3: Fayette County Public Schools, How to do Business with FCPS, Lexington, KY

December 4: West Virginia Purchasing Division, Doing Business with West Virginia, Charleston, WV

December 5: Columbus Regional Airport Authority, Non-Construction Goods & Services Matchmaking Event, Columbus, OH

December 5: WELD Columbus, Emerging Professionals' Series: The Power of Appreciation & Love, Columbus, OH

December 6: NAWBO Columbus, Health & Wellness Expo, Columbus, OH

December 6: Cincinnati Regional Chamber, The Future of Manufacturing: Connecting Technology & Talent, Cincinnati, OH

December 6: Smart Business, Medical Mutual Pillar Award for Community Service, Westlake, OH

December 6: KY Procurement Technical Assistance Center, Sales 101: Filling the Funnel, Lexington, KY

December 18: WIBN, Lunch N Learn: Inventory of 2018 Outcomes & Drafting 2019 Outcomes, Dayton, OH

March 11-13, 2019: WBENC Summit & Salute, Houston, TX

SAVE THE DATE

April 15-17, 2019: ORV~WBC, 10th Anniversary Catch the Wave Regional Conference, Cincinnati, OH

June 25-27, 2019: WBENC National Conference & Business Fair, Baltimore, MD

ORV~WBC Forum Committee Reps
The Women's Enterprise Forum (The Forum) serves in an advisory capacity to the WBENC Board of Directors. The Forum gives input and feedback on WBENC programs and other matters at the direction of the Board. Participation in The Forum offers opportunities for WBENC-certified WBEs to represent the voice of all women's business enterprises and engage in networking and development activities with other WBEs, member corporations, and government entities.

ORV Forum Reps: Shellee Fisher, Angela Horne (former rep), Shelly Heller, Kelly
Kolar and Tara Abraham. ORV~WBC Forum Reps are there to represent you! Feel free to contact them for input, suggestions, or feedback regarding WBENC, ORV~WBC, and other matters relevant to the WBE community.

- Patti Massey, MYCA, pmassey@mycagroup.com
- Tara Abraham, Accel, Inc., tabraham@accel-inc.com
- Judith Anderson, Identity Systems, Inc., janderson@identitysystemsinc.com
- Shellee Fisher, Shellee Fisher Photography, sf@shelleefisher.com
- Ellie Halter, Schnipke Engraving Co., Inc., ehalter@schnipkeengraving.com
- Shelly Heller, Allied Shipping & Packaging Supplies, sheller@asapi.com
- Kelly Kolar, Kolar Design, k.kolar@kolardesign.net
- Karen Tate, The Griffin Tate Group, Inc., ktate@griffintate.com

About ORV~WBC

The Ohio River Valley Women's Business Council (ORV~WBC) is an organization for women business owners interested in promoting, developing, and maintaining business relationships with other women business owners, major corporations, and government agencies.

ORV~WBC is a regional partner organization of the Women's Business Enterprise National Council (WBENC) and provides certification to women-owned businesses in the states of Ohio, Kentucky, and West Virginia.

ORV~WBC operates under the Urban League of Greater Southwestern Ohio, Business Development & Entrepreneurship Department through a collaborative effort with WBENC. Call or click the link below for more information:

Phone: 513.487.6537
Website: www.orvwbc.org

On Facebook
Ohio River Valley Women's Business Council
On Twitter
ORVWBC