

# PARTNERS IN GROWTH



## 2023 ANNUAL REPORT

## Dear GGP Members and Friends:

Geauga Growth Partnership is driven to fulfill our mission every day. In the programs we offer, trainings we provide and the connections we make. With that being said, we know that this work does not happen in isolation. We have you, our members and friends who are committed to Geauga County and our business community to thank for another impactful year. Here are a few highlights we will be sharing with you throughout this annual report:

- The team completed 72 Business Retention and Expansion (BRE) visits, which lead to 139 referrals made on behalf of local companies
- 222 Events held in 2023 including:
  - 28 Youth Workforce Events
  - 52 Adult Workforce Trainings
  - 34 Business and Networking Events
- 2 Projects with JobsOhio, Ohio's private economic development corporation, were realized with \$14,932,000 in fixed asset investments and 138 jobs retained and 74 new jobs added.
- 2 team members recognized as Ohio Certified Economic Developers
- GGP became the sponsor for the Geauga Safety Council

## What does this mean for you as a member?

- GGP is engaging the right partners to support local growth!
- GGP is leveraging relationships to bring needed resources to support economic growth!
- GGP has enhanced the value of your team members!
- GGP is ready to support your growth!

GGP remains steadfast in its commitment to offer services and programs that will benefit you, the GGP Membership. Again, this year, you will be asked to complete a GGP Annual Survey and we especially want to know, "What do you need to assure growth and long-term success of your business?" GGP looks forward to hearing from you and connecting you to our network of partners this year.



Sincerely,

John Epprecht, Chairman  
Board of Directors

## A CLOSER LOOK AT OUR BOARD EXPERIENCE



- |                      |                       |                  |             |
|----------------------|-----------------------|------------------|-------------|
| Financial Management | Entrepreneur          | Service Provider | Agriculture |
| Business Management  | Non-Profit Management | Manufacturing    | Real Estate |
| Senior Management    | Human Resources       | Financial        | Healthcare  |
| Strategic Planning   | Production/Operations | Consulting       | Education   |
| Sales                | Legal                 |                  |             |
| Marketing            | Accounting            |                  |             |

# BOARD OF DIRECTORS



- John Epprecht, Chairman;** Great Lakes Cheese  
**John Steigerwald, Vice Chairman;** At Large  
**Stephanie Ronyak, Treasurer;** The Arms Trucking Co.  
**Richard Frenchie, Secretary;** The Frenchie Group  
**Beth Bunton,** Troy Chemical Industries  
**David Ford,** The Federal Improvement Co.  
**Jay Giles,** At Large  
**Jason Glowczewski,** UH Geauga Medical Center  
**Lee Imhof,** Retired, Troy Chemical Industries  
**Christian Klein,** Company 119  
**Bridey Matheney,** Thrasher, Dinsmore & Dolan  
**Paul Miller** (not pictured), Honest Scales Recycling  
**Renee Nied,** First Energy Corporation  
**Diane Popovich,** Solon Manufacturing  
**Tracie Roberts,** Montville Plastics & Rubber  
**John Solich,** Middlefield Banking Company  
**Dr. Angela Spalsbury,** Kent State University Geauga  
**Bonnie Troyer,** HR Strategies & Solutions  
**Casey Zulantz,** Ten10 Design LLC

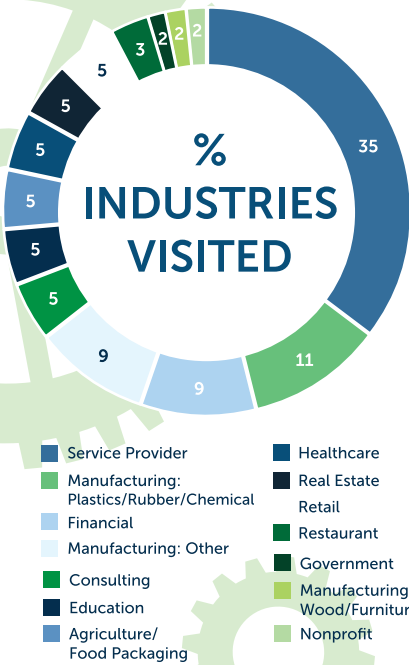
Sincere appreciation to outgoing board member, Matthew Nipper, KeyBank NA, for his leadership and service.

## STAFF

Kimm Leininger, OhioCED, President & CEO  
Monica Bricker-Thompson, OhioCED, VP of Operations  
Julie Gorenc, Director of Engagement  
Maggie Carpenter, Youth Workforce Program Manager  
Robin Pilarczyk, Safety Council Coordinator

# GROW

## THE LOCAL ECONOMY



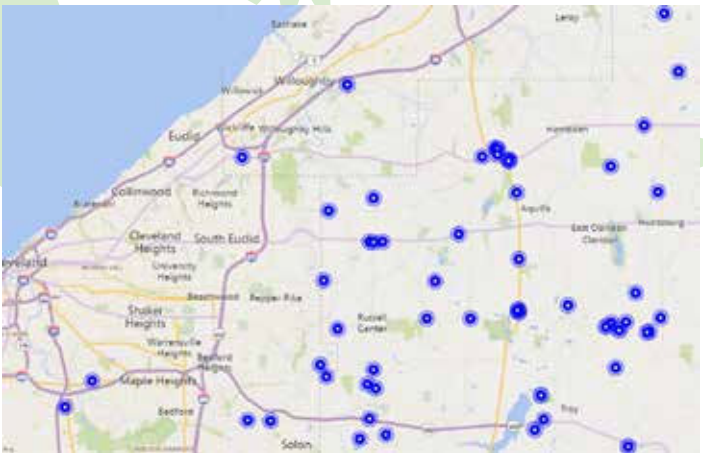
**72**  
Business Retention  
and Expansion visits



**139**  
Referrals Made



## LOCATIONS OF BUSINESSES VISITED



### TOP 3 CHALLENGES FACED BY BUSINESSES

- Workforce
- Building or Site
- Sales

### TOP 5 REFERRALS MADE TO SUPPORT GROWTH

- Workforce Supports
- Financing Options
- JobsOhio
- Building or Site Resources
- Business Consultation Support

# 2 JobsOhio Projects



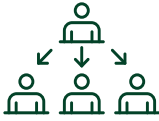
**138**

Jobs Retained



**\$4,188,370**

NEW Payroll



**74**

NEW Jobs



**\$14,932,000**

in Fixed Asset Investment

## TOTAL JobsOhio Investment:

\$3,577,000 with a return of over 4:1 (for every JO dollar invested, there was a return of \$4 to our local economy)



## 2024 PIPELINE IS STRONG

4 JobsOhio projects in the pipeline at the end of 2023.



### PARTNERS IN GROWTH

After meeting at the GGP Annual Meeting last year, Mercury Plastics partnered with MAGNET to complete a Kaizen, leading to a warehouse reorganization and new “ah ha” moments which have created efficiency gains for Mercury Plastics.

### THANK YOU TO THE GGP GROW COMMITTEE MEMBERS:

#### Board Members:

David Ford  
Christian Klein  
Paul Miller  
Renee Nied,  
Committee Chair  
Tracie Roberts

#### Community Members:

Leslie McCoy  
Steve Yaney  
Angela Zurbuch

### BECOME ACTIVELY INVOLVED

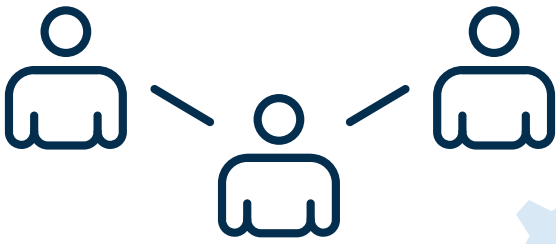
- Schedule a business visit with GGP
- Refer or introduce a company to GGP

### Value GGP delivers:

- Get connected with the resources your company needs.
- Participate in Business, Retention, and Expansion visits that support your business growth.
- GGP works in partnership with local, regional and Ohio resources.

# GUIDE

GROWING CONNECTIONS & EDUCATION/SKILLS



## GGP IS NOW 216

### MEMBERS STRONG!

#### 2023 PROGRAM ATTENDANCE

299 SAFETY COUNCIL

1118

PROGRAMS &  
NETWORKING

589 TRAINING

### Topics and Training in 2023

- Certified Associate in Project Management
- Communication
- Curiosity in the Workplace
- Everything DiSC
- Giving and Receiving Feedback
- Microsoft Excel
- Microsoft PowerPoint
- Microsoft Teams/SharePoint
- QuickBooks
- Taking Initiative
- Supervisory Skills
- Team Building
- Time Management

**98%** of training participants report they will use knowledge gained within the next year.

#### BECOME ACTIVELY INVOLVED

- Join GGP and attend events or training opportunities to take advantage of exclusive benefits.
- Leverage the opportunities provided by GGP to connect and learn from industry leaders.
- Connect with GGP to communicate your organization's needs.



**52**  
Workforce Training  
Programs Held



**85**  
Companies  
Invested in  
their workforce



**589**  
Local Employees  
Participated in  
Training



**28**  
Trainings were  
customized to meet  
the specific needs of  
local companies and  
their employees



**59**  
Companies participated in Geauga Safety Council  
in 2023, making them eligible for up to a 3%  
rebate on their annual BWC Premium

## TRAINING PARTNERS IN GROWTH

CERTIFIED PRACTITIONER  
EVERYTHING **DiSC**

 CORPORATE SUPPORT SERVICES  
AND SOLUTIONS GROUP

  
KENT STATE  
UNIVERSITY  
—  
GEAUGA

  
RAVENWOOD  
HEALTH  
Help for Today. Hope for Tomorrow.

 The Computer Workshop  
A Professional Development Company

### THANK YOU TO THE GGP GUIDE COMMITTEE MEMBERS

#### Board Members:

Beth Bunton  
Jay Giles  
John Solich  
John Steigerwald  
Committee Chair  
Bonnie Troyer

#### Community Members:

Olivia Ohly  
Michelle Rodewald  
Margo Reda  
Mandy Vacik  
Patty Schenker

#### Value GGP delivers:

- Cost effective and consistent approach to develop your workforce at all levels.
- Variety of training opportunities and capability to customize training for your workforce.
- Opportunities to connect and build partnerships with members and business professionals.

# AWARDS

## FRANK SAMUEL DISTINGUISHED SERVICE AWARD RECIPIENT - WILLIAM E. CONWAY

Geauga Growth Partnership is delighted to announce Mr. William (Bill) E. Conway as the recipient of the 2024 Frank Samuel Award. Mr. Conway, a Founding Member, and former Board Member of Geauga Growth Partnership, is renowned both locally and globally for his innovative and generous contributions to business and philanthropy.



A passion for education and entrepreneurship began at an early age for Mr. Conway, which was nurtured by his parents' strong commitment to education. With a solid educational foundation and a lifelong commitment to learning, he earned a Bachelor of Science Degree from Yale University and completed the Executive Program at the University of California, Berkeley.

Mr. Conway started his career in mining, and his dream to become an entrepreneur came to fruition in 1978 when he and a group of investors acquired Best Sand in Munson Twp, Ohio. This acquisition laid the groundwork for the establishment of Fairmount Minerals, later evolving into COVIA – now a publicly traded company with over \$1 billion in sales and a global workforce exceeding 2,200.

In 1995, Bill combined his love for golf and his entrepreneurial spirit in the creation of the Geauga County gem, Mayfield - Sand Ridge Golf Club. This acclaimed golf course not only serves as a picturesque location but has also earned Audubon International's Certified Signature Sanctuary designation, making it the first in Ohio to achieve this status.

Mr. Conway credits his father's influence for his philanthropic endeavors. Through his father's wisdom to, "Be a giver – not a taker," Bill has lived by this motto and has also instilled this principle in his four children, ten grandchildren, and eight great-grandchildren.

Mr. Conway has served on a variety of Executive Boards and supports various nonprofits. He has also received numerous awards and recognitions throughout his lifetime, including the Entrepreneurship Award from Harvard Business School Club of Northeastern Ohio and the Master Entrepreneur of the Year in Northeast Ohio, an Honorary Doctorate Degree from Cleveland State University and he was inducted into the Inside Business – Business Hall of Fame, just to name a few.

### PAST RECIPIENTS

2014 – Frank Samuel, inaugural award

2015 – N/A – no recipient

2016 – Jay Giles

2017 – United Way Services of Geauga County

2018 – Jesse Srgan

2019 – Kent State University Geauga

2020 – N/A – no recipient

2021 – Tracy Jemison

2022 – Pete Miller

2023 – Jim Patterson



# 2024 EXCELLENCE IN MANUFACTURING AWARD



## RECIPIENT - ETNA PRODUCTS, INC.

Established in 1943, ETNA Products, Inc. is a 4th generation family-owned business, recognized as a National Women's Business Enterprise by the Women's Business Enterprise National Council Certification. ETNA Products, Inc. manufactures metalworking lubricants, coolants, rust preventatives, and cleaners to customers in over 40 states in the US and around the world.

In its 81st year, ETNA continues to grow. In March 2023, it acquired Solon-based JTM Products' metalworking fluid line. Also last year, ETNA commissioned a new kettle for manufacturing water-based products and completed a 10,000 square foot addition to its existing shipping warehouse.

"Our mission is to take care of our customers – to meet and exceed their expectations; to take care of our people – to provide them with continuous improvement opportunities and a good, safe and fulfilling place to work," CEO Catharine Golden said. "We talk about our mission at every company meeting to reinforce how important it is to ETNA."

GGP Board Member, John Steigerwald stated, "ETNA is the biggest – small/medium sized company you have ever met." He continued, "They are structured functionally the way large organizations want to be and they execute this asset in an agile and efficient manner in many ways." In 1995, ETNA Products, Inc. was the second lubricant company in the US to become ISO 9001 Certified and maintains this certification today. Safety is a high priority at ETNA. A big clock hangs in the break room, proudly displaying the facility's safety record of over 4,712 days – nearly 13 years – without a lost-time incident. Monthly staff lunches begin with a safety talk, and the plant is kept to a high standard of cleanliness. According to Mike Washington, President of ETNA Products, "We know we have to compete by being first and by providing quality products that bring value to customers and continued investments in our facility and our people contribute to our success."

GGP, along with MAGNET, are pleased to recognize ETNA Products Inc. with the 2024 Excellence in Manufacturing Award.



### PAST RECIPIENTS



2021



2022



2023

# PREPARE

PREPARING THE WORKFORCE OF THE FUTURE

## SUMMER INCUBATOR PROGRAM:

“With this experience I have not only been able to view what my future jobs would look like, but also see where my career path would be.”

– 2023 Summer Incubator Participant



**1500 Hours**  
of paid work experience

**28 Hours**  
of career development

## 28 Hours in Career Development Workshops, Speakers & Topics:

- The Computer Workshop - Communication and Dealing with Difficult People
- HR Professionals from Kinetico, Saber Healthcare, and a recruiter - setting realistic goals, developing a plan for your future, interview skills and review of the students' resumes
- Kent State Geauga – Computer skills with Dr. Judy Paternite, Technology & IT faculty
- KeyBank Financial Wellness@Work program
- Leadership Geauga – Presenting yourself as a leader
- MAGNET – Explore local careers in manufacturing
- OhioMeansJobs Geauga County – Introduction to OhioMeansJobs.com
- Ravenwood Health – Mindfulness and Coping with Stress
- Young Entrepreneur Institute – Developing Ideas for Starting Your Business

Therapeutic Behavioral Support services, including transportation provided by Ravenwood Health

## MAGNET:

The Manufacturing Advocacy and Growth Network



Tours with local schools & Summer Incubator program participants.

### Become Actively Involved!

- Hire an intern this summer!
- Share: [www.gppyouthworkforce.com](http://www.gppyouthworkforce.com)
- Opportunity to speak to local students or host them at your business!

Nearly 300 Homeschool youth were introduced to GGP Programming!

STUDENTS TOTAL

602

## CAREER EXPLORATION TOURS



## CAREER EXPLORATION OPEN HOUSE

50 students had the opportunity to network with 18 local businesses!



Thank You for Hosting a Tour:



THANK YOU TO THE GGP PREPARE COMMITTEE:

**Board Members**

- John Epprecht
- Jason Glowczewski
- Lee Imhof
- Diane Popovich
- Dr. Angela Spalsbury, Committee Chair

**Community Members**

- Ken Green
- Chris Yuhasz

**Value GGP delivers:**

- Connecting local talent throughout the year.
- Opportunities to highlight, introduce your business and career pathways to the future workforce.
- Exclusive invitations to speak with youth workforce talent and their parents/guardians.

# HOME GROWN GEAUGA

AUGUST 3<sup>RD</sup>, 2023



Thank You to all!



Pictures Courtesy of Heidi Campany Photography

## Thank you to our HomeGrown Sponsors:

Presenting



Visionary



VIP Event



Champion



Troy Chemical Industries



# 2023 HIGHLIGHTS

THANK YOU TO OUR 2023 SPONSORS:



Troy Chemical Industries



GOLD



SILVER



NETWORKING

ENTREPRENEUR SUCCESS

YOUTH PROGRAMS

ANNUAL MEETING

ANNUAL PARTNER

# PARTNERSHIPS

SUPPORTING GROWTH IN GEAUGA COUNTY

## ROUNDTABLES



## COUNTIES OF INCLUSION



## MAGNET TOUR DAY & MANUFACTURING ROUNDTABLE



## FAST TRACK 50



# PARTNERS TO BRING YOUR BUSINESS SAVINGS

## SAVINGS PROGRAMS

Join the GGP Group Rating program and save on BWC costs



Usource (Premier Power) Save on energy costs



Geauga Safety Council: Attend safety programs & earn rebate on BWC Annual Premium



CHAMBER NETWORKING



MEMBER ONLY NETWORKING

### Value GGP delivers:

- Members featured in the Geauga Business Magazine.
- Invitation to exclusive member events.
- Feature new members in Growth Points e-newsletter.

### Become actively involved!

- Learn about GGP and share knowledge with someone you know.
- Attend events and take advantage of networking opportunities.

# THANK YOU 2024 ANNUAL MEETING SPONSORS

PRESENTING  
SPONSOR



GOLD



SILVER



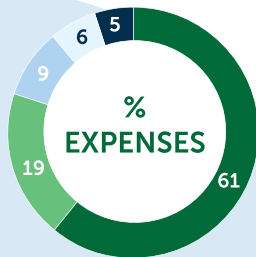
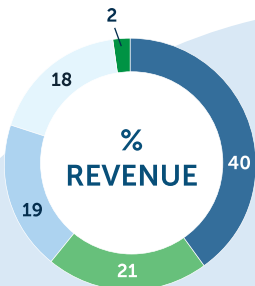
BRONZE



AWARDS



## 2023 GGP FINANCIALS



- Donations/Events/Sponsorships
- Personnel
- Education Fees
- Operations
- Grants
- Programs
- Rent/Utilities
- Membership Dues
- Fundraising
- Commissions/Contracts

GGP extends our deepest gratitude to our dedicated supporters for their transformative generosity throughout the year. Your steadfast commitment and contributions have been instrumental in advancing our mission: **"To enhance the economic climate in Geauga County by attracting new business, supporting existing businesses, and preparing the workforce of the future."**

### THANK YOU TO THE PHILANTHROPY COMMITTEE

#### Board Members

- Beth Bunton
- John Epprecht
- Rich Frenchie, Chair
- Paul Miller
- Casey Zulantt

#### Community Members

- Danielle Lynce
- Mark Pollari
- Denise Simcox

For more information on how to support the mission of GGP, please visit: [geaugagrowth.com](http://geaugagrowth.com) or call (440) 564-1060.