

PAST

PRESENT

FUTURE

A TOTALLY VIRTUAL CONFERENCE!



**2020 Ohio Human Resource Conference
Past, Present, & Future**

**September 22 – 24, 2020
A Virtual Conference**

How Does A Virtual Conference Work?

COVID-19 has shifted many annual conferences to a virtual environment. Our goal is to conduct the virtual conference in a manner that protects everyone's safety and well-being while not losing the quality of experience you have come to expect from the Ohio HR Conference.

Our goal is to make a positive conference experience for our attendees, speakers, and exhibitors/sponsors. We will do that by introducing a robust conference platform that presents engaging speaker content, networking opportunities, and information sharing.

This innovative way of "conferencing" is a very exciting opportunity that we cannot wait to share with you. So – how does a virtual conference work?

When we get closer to the conference, attendees will receive login instructions to "check-in" to the event with "unique to you" log in credentials. Like a registration booth, you will be able to enter the virtual platform to review the schedule, chat with other attendees, download handouts, while experiencing the wonderful world of online conferences.

Our General and Concurrent sessions will be available for viewing during the scheduled time and will be recorded providing an opportunity to view the presentations later to take advantage of all credits provided. Many of our speakers will be available during their scheduled session for "live chat" to answer questions. In a virtual environment you will not have to pick one concurrent session over another as all will be available to you in an on-demand platform.

The UPSIDE to the recorded sessions is that you can now experience ALL of these sessions and can earn up to 32.5 recertification credits!

We will have a virtual exhibit hall to interact with our exhibitors and sponsors. You can view video information, download brochures, chat directly with REAL PEOPLE, and learn more about the latest in HR products and services.

The virtual conference will include networking games, social media interaction, and opportunities to view and experience conference activities when there are no scheduled sessions.

Visit our Frequently Asked Questions section on the Conference Website for more information!



MAKE YOUR PLANS TODAY!

Register online:

OhioSHRMHRC.org

Past, Present & Future Big News About The 2020 Ohio HR Conference!



Kim Robertson

Our top priority for the 2020 Ohio HR Conference is the safety and health of our attendees. Relying on expert guidance and directives from public health experts as well as the results from a recent survey to confirmed and prospective registrants, we have some exciting news to announce.

The Future Is Now - The 2020 Ohio HR Conference Is Going Totally Virtual!



Meghan Gilroy

The survey results were clear – nearly all responses mentioned wanting to attend the conference – either on site or virtually. We were pleased that most responders wanted the conference to remain as scheduled! Thank you!

Given the circumstances associated with COVID-19 – limits on the numbers of attendees that can gather, precautions/safety procedures that need to be in place, and the level of comfort with attending an onsite conference – a majority of responders mentioned that a virtual conference would be the preferred option.

We believe that a virtual conference is the best decision for the 2020 Ohio Conference.

As we move the Ohio HR Conference to a completely online format, we look forward to offering you the same robust programming, opportunities for networking, and connections with exhibitors and sponsors in a virtual exhibit hall. The virtual conference will include our previously announced schedule of speakers, including Keynote. General Session, and Concurrent Session speakers as well as “space” to connect with sponsors, exhibitors, and fellow attendees.



Kris Cannon Jackson

In addition to participating in the live event, all attendees will have access to on-demand recordings for 90 days. Moving from an onsite conference to a fully virtual format presents us with the unique challenge to highlight the best of what an online platform provides - meaningful ongoing educational opportunities, collaboration, and large number of recertification credits. Attendees of the conference may earn up to 32.5 SHRM Professional Development Credits as well as recertification credits from HRCI.

There is a larger number of recertification credits available for this year’s conference due to your ability to experience the concurrent sessions at your convenience. Please take a moment to review the program schedule in this brochure to plan out your conference activities. And continue to visit our website – ohioshrmhc.org – and follow us on Twitter at @OHSHRM for updates!

Kim Robertson
2020 Conference Chair

Meghan Gilroy
2020 Conference Vice-Chair

Kris Cannon Jackson
2020 Programs Chair

VIRTUAL CONFERENCE

Schedule

TUESDAY, SEPTEMBER 22, 2020

8:45 ^{AM} - 9:00 ^{AM}	KICK OFF OF CONFERENCE	
9:00 ^{AM} - 10:15 ^{AM}	OPENING KEYNOTE Johnny C Taylor, Jr	The 7 "New Norms" Of The Future Global Workforce
10:15 ^{AM} - 10:30 ^{AM}	BREAK	
10:30 ^{AM} - 11:45 ^{AM}	CONCURRENT SESSIONS #1 Andy Masters John Baldino Jack Gottlieb	Your Employees (And Candidates) Are On Drugs. Their CHEATING. Your DAMAGE. Your SOLUTION. Workforce Planning We Are Hired To Do A Job, But Paid To Achieve Results™: Optimizing & Aligning Your Culture & Strategy To Lead Through COVID-19 Exhibit Hall/Lunch
11:45 ^{AM} - 1:20 ^{PM}	BREAK/LUNCH	
1:20 ^{PM} - 2:35 ^{PM}	GENERAL SESSION Rita Craig	Business Leaders Come Out Swinging. COVID-19 Make-Or-Break Leadership Lessons Yoga Stretch
2:35 ^{PM} - 2:40 ^{PM}	BREAK	
2:40 ^{PM} - 3:55 ^{PM}	CONCURRENT SESSIONS #2 Barb Utrup Tom Erb Niki Ramirez Julie Young	Leading In A VUCA Environment The Changing Landscape Of Recruiting - How To Adapt And Win Jerks at Work: Tipson Harnessing Negativity & Turning It Around Manager Mayhem - The Top 5 Manager Mistakes That Spark Lawsuits And How To Correct Them
3:55 ^{PM} - 4:10 ^{PM}	BREAK	
4:10 ^{PM} - 5:25 ^{PM}	CONCURRENT SESSIONS #3 Andy Masters Lori Kleiman Ryan Kohler Michael Peterson	Humor In The Workplace Tor HR Professionals: Needed Now More Than Ever! Stop Waiting For Your Invitation: Drive Growth And Engage Strategically Today Hiring Metrics & Analytics Active Shooter Training
5:25 ^{PM} - 5:30 ^{PM}	WRAP UP	



Of Events

WEDNESDAY, SEPTEMBER 23, 2020

8:45 ^{AM} - 9:00 ^{AM}	KICK OFF OF CONFERENCE	
9:00 ^{AM} - 10:15 ^{AM}	GENERAL SESSION Laura Huang	Creating An Edge Making Your Hard Work Work Harder For You
10:15 ^{AM} - 10:25 ^{AM}	BREAK	
10:25 ^{AM} - 11:40 ^{AM}	CONCURRENT SESSIONS #4 Jon Thurmond Joe Rotella Nicole Armstrong Margi Bush	Storytelling In Recruitment Driving Success: Using Effective Strategy, Goal Management And Coaching To Boost Employee Engagement Inclusive By Design: Disrupting Gender And Racial Bias In The Workplace How To Coach Your Employees For Success
11:40 ^{AM} - 1:30 ^{PM}	BREAK/LUNCH	
1:30 ^{PM} - 2:45 ^{PM}	GENERAL SESSION Steve Cadigan	COVID-19 And The Future Of Work
2:45 ^{PM} - 2:50 ^{PM}	BREAK	
2:50 ^{PM} - 4:05 ^{PM}	CONCURRENT SESSIONS #5 Julie Young Matt Kutz Kenston Henderson	To Exempt Or Not Exempt - That Is The Question The Power Of Contextual Intelligence To Help Leaders Navigate Uncertainty Can We Talk? The Evolution Of Having Tough Conversations
4:05 ^{PM} - 4:15 ^{PM}	WRAP UP	
4:15 ^{PM} - 5:15 ^{PM}	VIRTUAL HAPPY HOUR	

THURSDAY, SEPTEMBER 24, 2020

8:45 ^{AM} - 9:00 ^{AM}	KICK OFF	
9:00 ^{AM} - 10:15 ^{AM}	CONCURRENT SESSIONS #6 Julie Doyle and Jerri Hall Susan Walker Phyllis Hartman	Sharpen Your Focus On The Future...Gain A Competitive Advantage By Identifying & Developing Your High Potentials Employee Benefits: Past, Present And Future If You Train Them, They Will Come: Using Career Development As A Recruiting Tool
10:15 ^{AM} - 11:15 ^{AM}	BREAK/EXHIBIT HALL	
11:15 ^{AM} - 12:30 ^{PM}	CLOSING SESSION Stephanie Decker	Courage In The Storm
12:30 ^{PM} - 12:45 ^{PM}	CLOSING REMARKS	

OPENING KEYNOTE 9:00^{AM}-10:15^{AM}



Johnny C. Taylor, Jr.

The 7 “New Norms” Of The Future Global Workforce

The future of our workforce is continuing to shift and we must be prepared for these changes. As the President & CEO of the Society for Human Resource Management (SHRM), Johnny C. Taylor, Jr. addresses the 7 “New Norms” the future of our global workforce. In this session, Mr. Taylor recaps the past and present states of human capital and how to manage the future state, especially in an environment where multiple generations co-exist and untapped talent pools are entering.

Concurrent Session #1 10:30^{AM}-11:45^{AM}



Andy Masters

Your Employees (And Candidates) Are On Drugs. Their CHEATING. Your DAMAGE. Your SOLUTION.

This critical, solutions-based program for all levels of HR leadership is presented by Award-winning author and international SHRM/HR keynote speaker Andy Masters, MA, CSP. This shocking program exposes the nearly \$1 Billion dollar fake “synthetic” urine industry which enables employees and candidates to successfully cheat employer drug tests--and it's damaging impact on every organization during our tragic U.S. opioid crisis. Research proves the staggering time and cost impact from workplace drug usage on employee productivity, safety, workers comp claims, and violence in the workplace. Precedent has now been set for legal liability against the vast majority of U.S. organizations which have not effectively screened employees and candidates amid changing marijuana laws. Most importantly, this program outlines the simple, yet critical action steps HR departments must implement to stop the cheating immediately--in order to hire qualified applicants, improve employee productivity, improve workplace safety, and lessen the dangerous legal liability for their organization. The impact of this program may not only save entire organizations from legal crises, but can also help prevent yet another drug-related workforce tragedy in our country. For more info on this program, visit: <http://workforcedrugcrisis.org>



**John Baldino, MSHRD
SPHR SHRM-SCP**

Workforce Planning

Workforce Planning is a tool for strategic business development. The drivers behind securing talent – both internally and externally – will be examined in this session. Issues of retirement, promotion, attrition and market growth as influencers will be discussed. The utilization of a case study will help to anchor these concepts and provide concrete assimilation. And we'll get to talk about “Dancing with the Stars!”

Workforce planning as a requirement of demand projection will be discussed and the methodologies of addressing gap analyses – growing, borrowing, employing, partnering and reducing. As a consideration, succession planning will be discussed, too, in light of growing talent internally. Methods and pacing will be presented and examples given. Further, return on investment in workforce planning will be offered. How to measure it and how to explain it will be shared.



Jack Gottlieb

We Are Hired To Do A Job, But Paid To Achieve Results™: Optimizing & Aligning Your Culture & Strategy To Lead Through COVID-19

As the unprecedented events of COVID-19 drive unpredictable economic and social impact to our marketplaces and customers, we must be strategically positioned to seize opportunities and solve problems more quickly. To do that we must transform our organizations to drive the results not just get things done. You will learn and immediately to apply the 3-step process it takes to mobilize and drive real transformation now and for the long-term.

GENERAL SESSION 1:20PM-2:35PM



Rita Craig

Business Leaders Come Out Swinging. COVID-19 Make-Or-Break Leadership Lessons

We are living in unprecedented times, which have been extremely stressful and difficult to navigate from both a personal and professional standpoint. No question the mandate to "shelter in place" challenged business leaders to pivot quickly in creating a remote workforce. Tried and true crisis communication plans weren't relevant to a global pandemic, and HR managers weren't exactly prepared for their working environment and corporate culture to be turned upside down. The business leaders who persevered and showed fearlessness by forging ahead with flexibility, stepped up communication, and empathy will undoubtedly come out ahead when life returns to normal.

When only the strong not only survive, but thrive; understand that it takes courage and forethought to stay ahead of the fray. Published research reveals that the relationship between employee engagement and performance **does** change during crises. In fact, during the past major recessions, employee engagement has proven to be even **more important**. Business leaders who take full advantage of thoughtful, relevant and informed communication will be ahead of the pack and reap the benefits of the economic aftermath of COVID-19.

FACT: Business units are at an increased advantage and more resilient than their peers if employee engagement is strong. Businesses are at an increased disadvantage and less resilient if employee engagement is weak during a recession.

Let's look at today's multi-generational workforce and how each segment is being affected so that business leaders and HR leaders can create new and dynamic opportunities to keep employees engaged and poised for the post COVID-19 boom. There is an understandable interest for generational analysis during this pandemic!

Concurrent Sessions #2 2:40PM-3:55PM



Barb Utrup

Leading In A VUCA Environment

Today's business environment is no longer a "constant state of change," but rather a turbulent and chaotic atmosphere. We are in a VUCA (volatile, uncertain, complex, and ambiguous) world. Join Barb for this engaging webinar on what VUCA is, and the meaning of each element. Participants will learn the characteristics of organizations thriving in VUCA and hear examples of effective business cases. In addition, they will learn what leadership attributes are necessary to lead others in these complex and ambiguous situations. Need help with developing leaders to work effectively in these conditions? Barb will provide solutions.



Tom Erb

The Changing Landscape Of Recruiting - How To Adapt And Win

The Rapidly Changing Landscape of Recruiting How we recruit and attract candidates is changing faster than ever before. The technologies we use, social media, the multi-generational workforce, retiring baby boomers, and an ever-increasing skills gap have all converged to make the "perfect storm" of recruiting. The way we recruited just two or three years ago no longer works, and companies that are unwilling or unable to evolve rapidly will no longer be able to attract top talent (if any talent). In this session, we will discuss:

- How the recruiting landscape is changing and how that is impacting your recruiting efforts
- How to create and implement a more holistic recruiting strategy
- How to adapt your recruiting strategy to proactively source, engage, attract, and retain talent
- How to most effectively utilize your candidate value proposition
- How to leverage your existing candidate database to maximize your results.



Niki Ramirez

Jerks At Work: Tips On Harnessing Negativity & Turning It Around

Although there is no one single solution to dealing with jerks at work, it is important to remember that there is a way to successfully deal with each and every jerk. Human Resources professionals are required to set the standard when it comes to dealing effectively with problem team members. Whether it is the CEO or the new intern that is causing a ruckus, attendees will be encouraged to get realistic about what it is like to work with a jerk, and will leave with information on the impacts that negative employees have in the workplace, and solid strategies on how to harness and redirect that negativity.

Concurrent Sessions #2 (Continued) 2:40PM-3:55PM



Julie Young

Manager Mayhem - The Top HR Legal Issues Your Manager Must Know

Behind every employment claim is a manager or supervisor who did or did not do something - right or wrong. More often than not that "something" significantly impacts the outcome of the claim. Educating managers and supervisors about the impact of their actions or inaction is invaluable to protecting against, or defending, an employment claim.

Concurrent Sessions #3 4:10PM-5:25PM



Andy Masters

Humor In The Workplace For HR Professionals: Needed Now More Than Ever!

Due to the COVID-19 crisis, organizations have downsized and are operating extremely trim. Never before have managers and employees been asked to wear so many hats, and do more with less. Therefore, the time to make the workplace FUN AGAIN has never been more important. People are tired of being stressed. People want to be happy, LAUGH, and enjoy their jobs again. The incredible impacts of a fun and positive work environment include less stress, higher morale, lower turnover, and even increased service levels—accomplished with LITTLE or NO costs! Join international Author/Speaker and business humorist Andy Masters in this entertaining program illustrating easy and inexpensive ways to create a fun working environment, while sharing success stories of how organizations have launched a RE-ENERGIZED culture in this 'New Normal' global economy



Lori Kleiman

Stop Waiting For Your Invitation: Drive Growth And Engage Strategically Today

Enterprise growth requires executive leadership involvement when it comes to changing the culture, focus, or services an organization offers. To be successful, the growth strategy must focus on many things at once, including people. Every aspect of the organization has to work together, and here's where HR's role is crucial. Whether it's a new product, or a shift in competitive focus, HR is intrinsic to helping the company stay competitive.



Ryan Kohler

Hiring Metrics & Analytics: Aligning Your Hiring Process With Your Company's Goals And Priorities

As an HR Professional, you're required to add value to the overall objectives of your organization by ensuring that your department's goals align with your company's business strategy. In order for this parallel to occur, HR must have a firm understanding of what key metrics consist of and how they impact the overall success of an organization. Ryan will guide participants through the sometimes overwhelming world of hiring metrics and more importantly, how to make HR more competitive by connecting the dots between HR metrics and business strategy so that they become one and the same. He will cover the three key metrics in business, how they impact your organization as a whole, and how to frame HR's role by aligning business objectives to HR metrics.



Michael Peterson

Active Shooter Training

This presentation will review the indicators of a potential workplace violence threat. We will review data that addresses minimizing those threats and the proper response should those threats escalate to an individual acting out in a violent manner. The presentation will review prior active shooter incidents and responses. It will also provide factual data supporting the training material on how to respond to an active shooter incident.



GENERAL SESSION

9:00AM-10:15AM



Laura Huang

Creating An Edge Making Your Hard Work Work Harder For You

What is “edge”? If you are lucky enough to have it, you are endowed with a unique advantage, says Laura Huang. You execute faster, are confident, have experience, seem to have an established network, and are so naturally positioned that others want to help you move forward. Your path to success is lubricated. It seems that folks like you were born on third base. In this talk, you’ll learn what do you do if you don’t have that natural edge—Huang will teach you. First, you can create one by recognizing the advantages you do have, and by using not only your strengths, but also adversity, hardship, and biases against you to work in your favor. This talk will help you create that type of edge.

Concurrent Sessions #4

10:25AM-11:40AM



Jon Thurmond

Storytelling In Recruiting

You have a social media recruiting presence, however are you telling your company’s story to both passive and active candidates? In this session, we will talk about the importance of storytelling in the recruiting process. We’ll discuss how to define your company’s brand beyond job posts, telling stories through pictures and video, and how to maximize each social media platform your audience may be using (LinkedIn, Twitter, Facebook, and Instagram). Bring your questions and let’s tell some stories!



Joe Rotella, SPHR, SHRM-SCP

Driving Success: Using Effective Strategy, Goal Management, And Coaching To Boost Employee Engagement

Learn how to connect the dots from organizational goals to job descriptions to individual goals. Understand the four different goal types and measures and how ongoing coaching and feedback leads to a more effective performance review process.



Nicole Armstrong

Disrupting Gender and Racial Bias in the Workplace

We are living in extraordinary times. As our nation faces a reckoning with systemic racism, the coronavirus pandemic is disproportionately impacting women and exacerbating gender inequalities. Organizations have been forced to change, adapt, and reevaluate their ways of doing things. It is time to reimagine the workplace.

This interactive session will explore the ways in which bias is often unintentionally built into our operational systems, including our hiring practices, employee benefits, performance evaluations, compensation, and more. With examples of emerging research-based best practices, HR changemakers will be provided with simple strategies to disrupt bias and promote a culture of inclusion and belonging.



Margi Bush

How To Coach Your Employees For Success

Building a culture of diversity and inclusion, within an effective coaching culture, promotes a workplace where everyone has the ability to discuss their perspectives, learn new things in a safe environment, and obtain actionable goals aligned with the organization’s values. Effective managers are the key to any organization succeeding in today’s VUCA environment and teaching managers coaching skills serves as a way to help employees succeed and increase representation of diversity and inclusion in leadership positions. During this session, we will explore how to build a framework for updating performance management, how to make it meaningful without eliminating performance appraisals, how to improve the quality of employee development conversations by moving from a once-a-year conversation to a continuous, interactive conversation promoting diversity and inclusion.

GENERAL SESSION
1:30^{PM}-2:45^{PM}



Steve Cadigan

COVID-19 And The Future of Work

COVID-19 has caused dramatic change across the globe. For the first time in history everyone is facing massive changes not just at work but in their families, homes, and lives. We continue to learn of new impacts and changes ignited by this pandemic, and many of us have been forced to learn new ways of working, communicating and performing. While there remain many reasons to be concerned, there are also many opportunities that this new reality presents to COVID-19 has caused dramatic change across the globe. For the first time in all of us as well as many reasons for hope. In this engaging keynote, Steve Cadigan, will discuss how COVID-19 has accelerated the future of work, why now is a great time to innovate, and how history has shown us that in times of massive change and even anxiety, greatness can be born.

Concurrent Sessions #5
2:50^{PM}-4:05^{PM}



Matt Kutz

The Power Of Context Intelligence To Help Leaders Navigate Uncertainty

Contextual Intelligence (CI) facilitates adaptive and responsive leadership! Organizations and their people are experiencing an unprecedented pace of change. Everyone must navigate and adapt to constantly changing environments. This reality requires a new understanding of leadership, one that includes flexibility, adaptation, and resilience. This session describes how CI can help you and your organization excel at making leadership advances in turbulent environments.



Julie Young

To Exempt Or Not Exempt - That Is The Question

One of the biggest, if not the biggest, misconception about wage law is that you don't need to pay overtime to salaried employees. After all, isn't that the point of a salary, consistent pay no matter the hours? But, alas, some salaried employees are entitled to overtime pay and you need to make sure you, as the employer, are handling this correctly. We will discuss how to determine if a salaried employee is entitled to overtime (or not) and, if so, how to pay it.



Kenston Henderson

Can We Talk? The Evolution Of Having Tough Conversations

No one likes conflict. Instead of engagement, we naturally veer to moments of comfort over "ruffling feathers". When HR professionals are faced with having tough yet necessary conversations, signs of anxiety may arise. However, as HR leaders there is an urgent need to evolve in how we deliver tactful and assertive communication. By incorporating these three (3) key elements—Respect, Empathy and Maturity—you will undoubtedly impact the culture of your workforce and community at large. Kenston Henderson Sr., a dedicated speaker, trainer, and facilitator will equip each attendee with tools to proactively move from a space of comfort, to curiosity, and ultimately where change happens—uncomfortability. In his role as the Citywide Training & Development Coordinator, he will also share insight from the City of Columbus' communication programming geared towards addressing how to identify and eliminate unsuccessful patterns of communication and replace them with patterns of successful tough conversations for the 21st century and beyond.

Concurrent Sessions #6 9:00^{AM}-10:15^{AM}



Julie Doyle,
SHRM-
SCP, SPHR
& Jerri Hall

Sharpen Your Focus On The Future....Gain A Competitive Advantage By Identifying & Developing Your High Potentials

The most daunting issues organizations say they face is talent scarcity and talent readiness. Many organizations have implemented formal or informal talent development strategies; some with great results, and others with limited results. This presentation will help you determine how best to identify, develop and retain your "High-Potentials" ("HiPo's"). Learn the keys drivers of a successful program and how they differ from common practices today. Let us share with you results from the organizations we work with and an in-depth study of best practices to provide you with the tools and strategies to achieve great results.



Susan Walker

Employee Benefit Offerings - Past, Present, Future

Today's workforce is one of the most unique in history. It is not unusual for employers to accommodate up to four generations, from those who are working well past a traditional retirement age, to those recently out of high school or college. Providing a highly valued employee benefit package to diverse multigenerational needs and desires is one of the more challenging goals for employers. For years most benefit packages have looked similar. But with the wide-ranging needs of today's workforce, many employers have to balance the contemporary emphasis on workplace flexibility, enhanced time off and leave, improved work-life balance and assisting younger employees with education debt, with the ever increasing cost of maintaining traditional welfare and retirement programs for the majority of the workforce. Our session will help you determine the benefit offering that will be right for your workforce today and into the future.



Phyllis Hartman

If You Train Them, They Will Come: Using Career Development As A Recruiting Tool

Today's candidates expect training and development to be a part of the workplace environment. For your organization to attract and retain the brightest and the best you need to have T&D programs. Besides helping you get and keep good employees, development of employees helps to ensure the organization is ready for dealing with rapid and constant change in the business world. But often training and development are the worst funded and first cut expenses. In addition, smaller and not-for-profit organizations have limits on available resources for employee development. This session will use audience participation and the speaker's 30 years of HR and employee development experience to provide participants with tips and ideas they can take back to the workplace to create a good, and attractive development plan. Workplace Application: This session will provide ways to create employee development programs that will attract the best and the brightest candidates.

CLOSING SESSION 11:15^{AM}-12:30^{PM}



Stephanie Decker

Courage In The Storm

Since the tornado that took both of her legs, Stephanie Decker had to rethink and rebuild her life as she knew it. Using her own story, Stephanie helps an audience find their inner hero as well as recognize the everyday heroes all around us. She provides the inspirational message to help attendees develop a "can do" attitude to face their own challenges.



2020 Ohio HR Conference
c/o AM&C
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The Future Is Now – We’re Going Totally Virtual!

