

MCEDC Early June Newsletter 2021



Security System Professionals

Serving Medina County for over thirty-years, Securitec Security Systems provides solutions to its clients by first, fully understanding the security concern and then developing a customized design and appropriate approach to

address the situation. Knowing that each client has unique circumstances and there is no such thing as one-solution-fits-all, Securitec offers an experienced team of professionals from start to finish. Highly skilled account managers, knowledgeable design engineers, and talented technicians are all part of the effort to solve a client's problem, and a dedicated customer experience team is available to provide an ongoing relationship with "24/7" support.

Located on Medina Road in Granger Township, Securitec was founded in 1990 with two men and a used utility truck, growing today to a staff of over fifty dedicated employees and a fleet of properly equipped vehicles. Securitec specializes in electronic security products and services for commercial, industrial, and institutional projects, including burglar and fire alarms, sprinkler and environmental monitoring, access control and digital video surveillance systems, and a host of other products to meet its client's needs, including cloud-managed services. Securitec engages all sizes of projects - small to large businesses, commercial properties, manufacturing, auto dealerships, senior care facilities, hospitals, schools, and correctional institutions. With a local focus that includes Medina and the surrounding counties, Securitec has installed security solutions throughout Ohio and beyond, having been involved with prominent projects for the Ohio Department of Corrections and Youth Services, Department of the Interior, Veterans Administration, and at Seattle-Tacoma International Airport. But even with an impressive resume and long reach, Securitec never forgets where it all began, and it continues to call Medina County its home and base of all operations, near and far.

Securitec is thankful for the support it has received from MCEDC, along with that of Granger Township and other government entities that have helped with its expansion and continued success over the years. If there is a security concern that needs to be resolved, Securitec can be reached at 330-239-2322 or by emailing Mike Earnest at michaele@securitec1.com.

Workforce—You Can Do Some Things To Help!

With unemployment at 3.1% for the county, the number of people available to take jobs in Medina County is nowhere near the current demand. At MCEDC, we are aware of over 1,200 job openings in the County and that number continues to grow.

In our efforts to leave no stone unturned, we have recently identified four programs and are working with county law enforcement to create two additional to help those incarcerated or who have been released to get job training and jobs in Medina County. These individuals are often extremely grateful for the opportunity to put their lives on a new course and are very loyal to the company that gave them a chance.

Member News

Check out two great interviews on Fire-Dex that just hit the news! Channel 3 and Channel 5 were featured recently.

Bill Johnson and some of his team at Superior Roll Forming were recently featured on Channel 5 news. Check out the interview [here!](#)

Congratulations to RPM International Inc. on being named to the Fortune 500 list of America's largest corporations by revenue. We love to see you growing!

Congratulations to Clampco Products on their 50th Anniversary. Here's to at least 50 more!

Lorain Medina Rural Electric Cooperative's Kathy Grasz and Dan Gallatin are now graduates from a statewide program aimed at honing the skills of the next generation of

Workforce (con't)

We continue to work with our partners who work with job seekers throughout the county and update the Talent Pool document weekly. This spreadsheet puts all of the candidates ready to go to work in one place for companies to review and work with the counselor to get them interviewed and hired.

We are also about to launch a campaign throughout Northeast Ohio to bring people to jobs in Medina County. Focused on manufacturing in messaging, this campaign should drive people to www.worklocal.net where candidates can explore job opportunities throughout the county and in all different fields. We want to thank the Summit-Medina Workforce Development Board for their generous support of \$25,000.

We also organized a postcard mailing in May to drive more traffic and saw over 600 people visit the website in the three weeks following. That program was fully funded by MCECDC's budget.

Through all our workforce efforts, we have seen some things companies can do to help themselves as well. First, be sure your job postings are on your website. If a counselor makes a referral to a candidate or if we link to it from www.worklocal.net and it is only on ZipRecruiter or Indeed, that candidate is now looking at your position and all the positions of your competitors. However if referrals can be made to your own website, they will find all the information they need to make a decision to apply directly with you. This can also be valuable for an in-house referral program, and your current employees are your best referral source!

Many jobs are similar, so differentiate your company by focusing on selling your culture. Anything you can do in your postings, on your website, and in your business to promote your culture can help people connect with your company. Culture is described through your dress code, meals, social interactions, etc., and the more you can promote that, the better chance you have of someone feeling like yours is a culture where they can fit in.

If you cannot confidently say exactly why your employees work at your company, go ask! A quick conversation with your best employees about why they like working for you can help inform your messaging. For example, one company talked to 10 new hires and discovered they were all new parents. Bringing a child into the world caused them to feel they needed to get serious about their careers and they saw the company as the right place. The company started advertising in OB/GYN offices and started providing information and support for new parents.

Finally, be sure to set expectations for your new hires. Obviously you will have some who realize the work is not for them. But if there is anything you can do to help them start with realistic expectations, you have a better chance of keeping that employee. Job shadowing, mentors, and showing them the work can go a long way to help candidates make the decision to work for you!

Member News (con't)

electronic cooperative leaders. Great job, Kathy and Dan!

Westfield is one of two insurance carriers to earn the WELL Health-Safety Rating through the International WELL Building Institute. Awarded for the company's proactive and progressive initiatives to help protect the health and safety of its employees and guests, the rating applies to four facilities in Westfield Center.

OneDigital has recently acquired The Ashley Group with locations in Sandusky, Maumee, and Medina. Congratulations!

KeyBank has been once again been listed on the 2021 DiversityInc list of top 50 U.S. companies for diversity, up 12 spots from last year. Congratulations!

Congratulations to this year's Leadership Medina County graduates! Members graduating included:

Andrew Kubena, Manager of Financial Reporting at RPM International, Inc., Ashley Stevens, Branch Manager at Huntington Bank, Christopher Anzevino, Commercial Banking Development Officer at Westfield Bank, Danielle Razavi, Assistant Nurse Manager Emergency Department, Cleveland Clinic Medina, Kaleigh Talagnis, Attorney at Critchfield, Critchfield, & Johnston, Ltd., Mason Harper, Assistant Athletic Director at Medina City School District, Nicole Argirakis, Program Coordinator Medina County, Jobs for Ohio's Graduates, and Zachary Allan, Web Developer at ID Images, LLC.

YOU ARE INVITED!

Join us on Wednesday, July 14, 2021 at the Westfield Country Club Pavilion for MCEDC's annual Summer Cookout! Play miniature golf with your friends, network with new colleagues, and cook your own steak (or chicken or fish) as we gather to celebrate economic development and coming back together.

Register at:

<https://mcedcsummercookout2021.eventbrite.com>

Thank you to our sponsors!



MCEDC Energy Program

Rebate Opportunity for Energy Efficiency Projects

Energy efficiency projects can provide economic benefits in a number of different ways, such as the PJM Energy Efficiency Capacity Rewards Program. PJM (the regional grid operator) offers rebates for energy efficiency investments/projects completed after June 2020 that result in permanent reductions in capacity (kW). Project examples include lighting upgrades, HVAC upgrades, or improvements to building envelope.

The MCEDC Energy Program has partnered with CPower, a leading PJM Member, to offer this program to qualifying businesses. To participate in the program, simply provide the project details and authorization for CPower to qualify the electric load reduction. CPower will pay you based on the kW load reductions approved by PJM for a potential of four years of project eligibility.

If you have completed an energy efficiency project in the past year and are interested in this program, please contact Claire Wilson at cwilson@ceateam.com.

Workforce Programs Coming Soon!!

Workforce is definitely the number one issue facing our companies, today. MCEDC is working on a number of programs to bring more workers to your doors so be sure to stay tuned!

We also want to thank the Medina Award Program for naming www.worklocal.net the winner of the 2021 Best of Medina Awards in the category of Employment Search Service.

Thank you to our Annual Premier Sponsors!

