

History of the Society of Ohio Safety Engineers

(1916 –Present)

The Society of Ohio Safety Engineers



**TO PROMOTE THE ARTS AND SCIENCES CONNECTED WITH SAFETY ENGINEERING IN ITS
RELATION TO ACCIDENT PREVENTION AND THE CONSERVATION OF LIFE AND PROPERTY**

Dedicated to:

The Charter Members of The Society of Ohio Safety Engineers and all Life Members – past and present

Acknowledgements

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Tom Elliott, January 1995

Introduction

Since being chartered in 1916, the Society of Ohio Safety Engineers has affected the lives and well-being of countless employees from industrial companies throughout the State of Ohio. Society members, both individually and through Society Action have devoted themselves to the safety and health of their fellow men and women.

Society members have served on local, state, and national safety organizations, associations and various safety committees. They have offered assistance to all levels of government to legislate safety and health laws to benefit all. The membership has voluntarily worked with the State of Ohio, consensus standards organizations, and the U.S. governmental agencies to promulgate safety and health rules, regulations, and policies that affect all citizens of Ohio and the United States. They have spoken out often, both in the State of Ohio and on a national level, to obtain workable Worker's Compensation laws.

Several of our members have also served on International Safety organizations and have visited foreign countries to help improve safety programs for the workers of that country. Each member accomplished all of this while still maintaining allegiance to their employer and the multitude of employees whose safety and health they were responsible for on a day-to-day basis.

The Society of Ohio Safety Engineers' membership can be proud of their accomplishments, and all members can look forward to a challenge in the future. For over 100 years, the Society has been recognized as the premier safety group for its accomplishments in the State of Ohio. The individual members have been leaders in the safety field throughout the State. The Diamond anniversary of the Society was recognized in the Ohio Monitor in December 1991 and a copy of this article is included for reference.

The Society of Ohio Safety Engineers

(History 1916 – Present)

The Society of Ohio Safety Engineers, established in 1916, is the second oldest Safety Engineering organization in the United States. The original membership of 16 was composed of safety minded persons from member companies of the Ohio Manufacturer's Association and today has grown to nearly 100 members.

The objective of the Society, a non-profit organization, was to promote the Arts and Sciences connected with Safety Engineering in its relation to accident prevention and conservation of life and property.

In furtherance of these initial objectives, the Society declared its proper activities to include the holding of meetings for the presentation of technical papers, and the formal presentation and discussion of current problems in Safety Engineering by qualified personnel solely for educational purposes.

In Ohio, a voluntary Workman's Compensation law was enacted on May 13, 1911. A State Liability Board of Awards was appointed on July 17, 1911. The voluntary law was held constitutional on February 6, 1912, and became operative on March 1, 1912. A constitutional amendment was adopted September 3, 1912, and as a result, a mandatory Workman's Compensation law was enacted on February 26, 1912, and became operative on January 1, 1914.

From the very beginning, on May 13, 1911 in Ohio, it was apparent that the administration of a Workman's Compensation law could and should receive important assistance from insurance and safety representatives of employers and employees, especially with regard to the identification, codification, and control of specific safety hazards in places of employment. This kind of assistance was sought by the newly appointed Industrial Commission of Ohio and was available from various individuals.

On January 18, 1916, an invitation was extended by Victor T. Noonan, Director of Safety of the Industrial Commission of Ohio to many industrial safety engineers to attend a meeting in Cleveland, Ohio. The purpose of the meeting was to discuss organizing a safety group whose purpose was to afford mutual help in their work and to cooperate with the accident prevention work of the State.

The group met in Cleveland during the Second Annual Industrial Exposition of Ohio, held from January 22nd through January 29th, 1916. The meeting was held on January 25th, in the lecture hall of the Central Armory. The number in attendance at this organizational meeting is unknown, but officers were elected, and the Society was successfully launched. The Society of Ohio Safety Engineers closed charter membership on July 15, 1916 with the following officers presiding:

President:

C.E. Pettibone
Chief Safety Inspector
Pickands-Mather
Cleveland, Ohio

Vice President:

William N. Fitch
Director, Safety & Hygiene
The B.F. Goodrich Co
Akron, Ohio

Secretary:

F.G. Bennett
Safety Director
The Buckeye Steel Foundry
Columbus, Ohio

Executive Committee:

A.K. Lewis
Safety Director
The American Rolling Mills
Middletown, Ohio

Charter members in addition to the above:

G.P. Bender, Safety Inspector, Ralston Steel Car Company, Columbus, Ohio; John L. Chapman, The National Tube Company, Lorain, Ohio; A.C. Coak, Claim Agent, The Carnegie Steel Company, Youngstown, Ohio; George F. Hodgson, Safety Engineer, Republic Rubber Co., Youngstown, Ohio; D. W. Lawrence, Safety Director, The National Tube Company, Lorain, Ohio; Ted O. Meisner, Safety Director, The American Can Company, Cleveland, Ohio; E.R. Rose, Secretary, General Safety Committee, Republic Iron and Steel Company, Youngstown, Ohio; R.C. Routsong, Safety Inspector, National Cash Register Company, Dayton, Ohio; Edward J. Russent, Director of Safety and Claims, Sharon Steel Hoop Company, Youngstown, Ohio;

Homer J. Weeks, Safety Director, American Steel and Wire Company, Cleveland, Ohio; James M. Woltz, Safety Director, Youngstown Sheet and Tube, Youngstown, Ohio and Advisory member; Victor T. Noonan, Director of Safety, The Industrial Commission of Ohio, Columbus, Ohio.

The new Society of Ohio Safety Engineers held its first official meeting during the National Safety Congress on October 17, 1916 in the Hotel Statler, Detroit, Michigan. All but two Charter Members were present and an official photograph was taken.

The photograph taken on December 12, 1916 and one taken at a Society meeting on December 1, 1960 are the only pictorial history of the early days of the Society.

The Society of Ohio Safety Engineers held its first annual meeting and banquet on March 8, 1917 at the Athletic Club in Columbus, Ohio during the Third Annual Industrial Safety Exposition of Ohio. Membership had grown to seventeen with the election to membership of K.E. Roof, Willard Storage Battery Company, and Wallace D. Dunn, the Republic Rubber Company.

Subsequent early meetings of the Society of Ohio Safety Engineers included one held on December 1, 1917 in the Cleveland Engineering Society rooms in the Chamber of Commerce Buildings in Cleveland, Ohio. The subject of the meeting was the proposed safety codes to be adopted as Standards by the Industrial Commission of Ohio. The Codes were to be enforced by the Ohio State Inspection Department. The next meeting was held on January 22, 1918 at the Cleveland Engineering

Society where elections of new officers took place. The new officers were installed as follows:

President:

James M. Woltz
Safety Director
Youngstown Sheet and Tube
Youngstown, Ohio

Vice President:

A. C. Cook
Claims Agent
The Carnegie Steel Company
Youngstown, Ohio

Secretary-Treasurer

E. R. Rose
Secretary,
General Safety Committee
Republic Iron & Steel Co.
Youngstown, Ohio

Asst. Secretary-Treasurer

George F. Hodgson
Safety Engineer
Republic Rubber Company
Youngstown, Ohio

Standing committees were appointed to report at each meeting as follows:

Health Insurance
Lighting Code
Ventilating Code and Sanitation

- General Standards Code

Industrial Yards Code
Color Warning Signs

An article appeared in the Youngstown Vindicator on January 22, 1918 that announced that the Society of Ohio Safety Engineers was two years old and had grown to 32 members.

Speakers at the Second Annual meeting were: R. N. Herst, whose topic was the "Design of Good Mechanical Safeguards"; W.N. Fitch, spoke on the "Plant Sanitary Equipment"; and E.G. Russert, presented the "Legal Aspects of Safeguarding."

On November 6, 1923, the Workers' Compensation Law was amended to provide a State safety accident prevention program. The Division of Safety and Hygiene was created on March 26, 1925 to administer this program. The Bureau of Workmen's Compensation as we know it today was created on October 5, 1955.

Since its organization, the Society has been actively engaged in analyzing changes in Workmen's Compensation Laws and Safety Codes for the State of Ohio.

Members of the Society of Ohio Safety Engineers assumed the responsibility of formulating the "Patterns for Progress" programs. The programs, which include Supervisor Discussion Guides, posters, and calendars, are written by Society members. These safety programs have been published since 1963 by the Division of Safety and Hygiene to help smaller companies throughout the State of Ohio provide effective safety communication to their employees in the interest of preventing accidents.

The Society now holds three meetings each year with the Annual meeting and Banquet held each spring just prior to the All-Ohio Safety Congress. Election of officers is held during the Annual Meeting. The Banquet is held in the evening with members of the Industrial Commission and Division of Safety and Hygiene of the State of Ohio as guests. Awards and recognition of members and the installation of new officers are an integral part of the Banquet.

In March of 1992, the Society constitution and By-laws were changed to the following membership classifications:

- 1.) Active
- 2.) Life
- 3.) Honorary

Active membership is open to prospective members who are employed by a business establishment or institution of higher learning doing business in the State of Ohio. Candidates must also have at least ten (10) years of directly related experience in safety and health with their current employment in a decision making or senior management level position. Their job duties must entail safety, health, or environmental matters at least 50% of their time. Post graduate or advanced degrees may be used to satisfy one year of the experience requirement for active membership. Active members may serve as officers of the Society and may vote on items of Society business.

Membership is by invitation only. Membership is not available to Federal, State, County, or Municipal governmental bodies (except institutions of higher learning); persons engaged in sales, distribution or manufacture of safety appliances; insurance underwriting or persons employed by labor unions.

Life Membership may be conferred upon an Active member who has been a member in good standing for at least fifteen years and who has retired from full-time employment. Life Membership may be proposed by three active members in writing and must be elected by 2/3 vote of qualified members at any regular meeting.

Honorary Membership may be conferred upon persons of eminence in the field of safety, industrial hygiene, or workers' compensation.

Executive Committee

The elected officers of the Society shall consist of the President, Vice President, Secretary, and the Treasurer. The Executive Committee shall consist of a total of eleven (11) members including the four (4) elected officers. In addition, the Immediate Past President, two (2) elected Members-at-Large, and four (4) Active members appointed by the President shall compose the Executive Committee.

Standing Committees

The following Standing Committees are currently active to research and report information to the membership at each meeting or as called upon:

- Patterns for Progress
- EHS Standards and Legislation
- OSHA Citations and Review
- Safety and Health Training
- Construction
- Memorial/Resolutions/Awards
- Environmental
- Future Programs
- Website
- Workers' Compensation
- Ideas On and Off the Job
- Vehicle Safety
- Chemical Safety
- Ergonomics
- Job Openings

In the years from 1916 to present, the Society of Ohio Safety Engineers has continued to grow and change with the times. It has been a source of help to Ohio employers and employees with its close association with the Industrial Commission of Ohio in the field of Safety and Hygiene.

In 1983, the membership voted to have the Society incorporated as a not-for-profit in the State of Ohio. The necessary paperwork was prepared and the Society was formally incorporated.

In 1987, the Society working with the Division of Safety and Hygiene began the development of the "Basic Safety and Health Manual for Ohio Industry". After many rewrites and art selection, the manual was published in 1990. After three reprints, the manual continues to be

a valuable resource for companies throughout Ohio and the United States.

The "Basic Safety Manual for Construction" was published by the Division of Safety and Hygiene in 1994. This manual was patterned after the "Basic Safety and Health Manual for Ohio Industry." Several Society members associated with the Construction industry helped in writing chapters for this new publication.

Throughout the 100-year history, the Society is continually adjusting to changes in the safety, industrial hygiene, environmental and related fields to better serve the membership, Ohio employers, and employees alike. Quality programs, services, and technical assistance continue to be the prime goal of the Society.

Presidents

1916-2016

Since 1916, the list of Society Presidents illustrates the wide cross section of Ohio employers who were and are still actively involved with the Society of Ohio Safety Engineers.

1916-1918	C.E. Pettibone, Pickands-Mather Co., Cleveland	1957-1958	K.R. Nichols, Cincinnati Milling Machine Co., Cincinnati
1918-1933	J.M. Woltz, Youngstown Sheet and Tube Co., Youngstown	1958-1959	R.S. Metzger, Toledo Edison Co., Toledo
1933-1937	A.C. Cook, Carnegie Steel Co., Youngstown	1959-1961	E. Mandry, Republic Steel Corp., Cleveland
1937-1939	H.H. Henry, The Otis Steel Co., Cleveland	1961-1962	C.R. Rich, Armco Steel Corp, Middletown
1939-1940	E.A. Ellis, Wheeling Steel Corporation, Steubenville	1962-1964	F.H. Wagner, Mead Corp., Chillicothe
1940-1942	A.C. Germain, American Steel & Wire, Cleveland	1964-1965	D.E. Buckley, East Ohio Gas Co., Cleveland
1942-1943	R.H. Ferguson, Republic Steel Corporation, Cleveland	1965-1966	T.C. Carrico, Wheeling Steel Corp., Steubenville
1943-1944	C.A. Myers, American Steel & Wire Co., Cleveland	1966-1967	J.W. Tysse, Republic Steel Corp., Cleveland
1944-1951	H.L. Rebrassier, Wheeling Steel Corporation, Steubenville	1967-1968	C.P. Vorhes, Jones & Laughline Steel Co, Pittsburgh PA
1951-1953	G.D. Cross, Firestone Tire & Rubber Co., Akron	1968-1970	W.H. Playford, General Motors, Cleveland
1953-1954	E.O. Kumler, American Steel & Wire, Cleveland	1970-1971	W.H. Playford/N.M. Sheyka, General Motors, Cleveland
1954-1956	C.B. Alexander, Morgan Engineering Co., Alliance	1971-1972	N.M. Sheyka, General Motors, Cleveland
1956-1957	T.J. Cain, Jr., B.F. Goodrich Co., Akron	1972-1973	G.R. Thomas, Columbus & Southern Electric Co. Columbus

1973-1974	J.G. Anderson, Republic Steel Corp., Cleveland	1990-1991	B.M. Rinehart, Tilton Corp., Lima
1974-1975	E.B. Etter, Wheeling-Pittsburgh Steel Corp., Wheeling, W.Va	1991-1992	D.G. VanZandt, Bell Laboratories, Columbus
1975-1976	A. Kover, Diamond Shamrock Corp., Cleveland	1992-1993	D.L. Douglass, Borden Foods, Columbus
1976-1977	R.H. Brockhoff, East Ohio Gas Co., Cleveland	1993-1994	D.R. Stockwell, Owens-Illinois Corp., Zanesville
1977-1978	R.J. Cordes, Marathon Oil Co., Findlay	1994-1995	T.E. Elliott, Teledyne CAE Toledo
1978-1979	J.R. Milor, Davy McKee Corp., Cleveland	1995-1996	George Muller
1979-1980	H.L. Schueller, Armco Steel, Middletown	1996-1997	Dan Gleghorn
1980-1981	D.R. Ritter, Firestone Tire & Rubber, Akron	1997-1998	Dean Hutchings
1981-1982	D.P. Klaiber, Armco Steel, Middletown	1998-1999	Mark Mullins
1982-1983	P.L. Brown, Vistron, Lima	1999-2000	Tim Governor
1983-1984	R.W. Peterson, Jeno's, Wellston	2000-2001	Jim Brown
1984-1985	H. K. Bollenbacher, Copperweld Steel, Warren	2001-2002	Marcia Brown
1985-1986	L.E. Snodgrass, Ferro Corporation, Cleveland	2002-2003	Marcia Brown
1986-1987	J.W. Crawford, Toledo Engineering, Toledo	2003-2004	Dave Twyman
1987-1988	D.G. Pivarnik, TRW Corp., Cleveland	2004-2005	Ted Engalls
1988-1989	G.W. Hanson, Dairy Mart, Cuyahoga Falls	2005-2006	Wayne Cresap
1989-1990	P.S. Howard, Howsafe, Solon	2006-2007	Arne Larson
		2007-2008	John Waller
		2008-2009	John Orr
		2009-2010	Tim Eberling
		2010-2011	Mark Schwerdtfeger
		2011-2012	Julie Cotrell
		2012-2013	Warren Brown

2013-2014	Monti Zimmerman, Ohio CAT, Columbus
2014-2015	Tim Eberling
2015-2016	Julie Cotrell, Agrana, Botkins
2016-2017	Tonja Rammel, Crown, New Bremen

Awards

The membership of the Society of Ohio Safety Engineers is proud to have among its members, recipients of the All-Ohio ASSE Safety Professional of the Year; the ASSE Regional Safety Professional of the Year Award; International recognition as well as other community, state and national awards in the safety field as well as humanitarian awards.

Our membership not only excels in the day-to-day workday activities, but is very active in community, academic, and social activities.

The Ohio Monitor

December 1991

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Still Going Strong

The Society of Ohio Safety Engineers observes its diamond anniversary

By Rick Burson

The century was young. Silent movies and automobiles were all the rage. The Panama Canal had only recently opened for shipping, and a transcontinental telephone line now stretched from New York to San Francisco.

Woodrow Wilson was president of the United States and Frank B. Willis the governor of Ohio. Much of the world was at war, America was soon to follow, and Russia was on the threshold of a revolution that would eventually change the face of Europe.

In Ohio, a different kind of battle was being fought – to protect the health and lives of workers. The nation's first workers' compensation law had been passed by the Ohio Legislature in 1911 and took effect in 1912. Participation in the program was voluntary at first but became mandatory by 1914.

The Industrial Commission of Ohio, created to administer the new workers' compensation law, needed assistance in identifying workplace hazards and developing industrial safety standards.

That help came in 1916 with the formation of the Society of Ohio Safety Engineers (SOSE). Today, 75 years later, the SOSE is still lending a hand. The second-oldest safety organization in the United States, the SOSE has grown from its original charter of 16 members to a roster of more than 110 safety professionals representing various Ohio industries.

Changing Times

A century of so after Europe's Industrial Revolution, America was going through one of its own. The eight-hour workday had been introduced, child labor laws were being passed, and an injured workers' right to compensation was guaranteed by Ohio law.

The industrial Commission of Ohio was concerned not only with administering the new law but also with industrial accident prevention. Making Ohio's workplaces safer would reduce the number of injured workers to be compensated. Safety standards and educational programs would be needed, as well as help in developing them.

The Ohio Manufacturers' Association (OMA) saw this, and from January 22-28, 1916, representatives from OMA member companies gathered in Cleveland to form the Society of Ohio Safety Engineers. C.E. Pettibone, chief safety inspector for the Pickens-Mather Co. of Cleveland, was elected president of this new group. Included among the charter membership was advisory member Victor T. Noonan, director of safety for the Industrial Commission of Ohio. The organizational meeting had convened at Noonan's request. By the end of the next year, SOSE members had developed a set of safety

standards for adoption by the Industrial Commission and enforcement by the Ohio State Inspection Department. The association between the SOSE and the state has continued since the inception. In 1925 the Industrial Commission established a section devoted entirely to safety research and accident prevention, the Division of Safety and Hygiene. Since 1963, Safety and Hygiene, now part of the Ohio Bureau of Workers' Compensation, and the SOSE have jointly produced an annual safety and health program known as Pattern for Progress (now called Safety and Health Communications for Supervisors).

Who is the SOSE?

Membership in the Society of Ohio Safety Engineers is by invitation. Current SOSE members seek active professional safety personnel whom they know from experience and by reputation will contribute to the organization's knowledge and expertise for the benefit of all members.

SOSE members are employed by businesses or institutions of higher learning in Ohio and have been actively involved in the safety and environmental health field for more than five years, with the majority of their job time spent pursuing this discipline.

In addition to credit for higher education of 1 ½ years

for an associate's degree, three years for a bachelor's degree and one year for a post-graduate degree, the SOSE gives credit for on-the-job training when considering prospective members.

"Safety is a learned discipline for many people," said safety consultant Dave Van Zandt of Granville, SOSE president for 1991-92.

The commitment to membership is strong. For example, Paul Whittaker, chairman of the Pattern for Progress committee, travels from Milwaukee, Wis., to the four committee meetings held each year. Whittaker's company does have facilities in Ohio.

SOSE membership is divided into four categories: active, associate, life, and honorary. Life membership is granted after 15 years in the SOSE and upon retirement. Honorary status is bestowed upon deserving individuals by general agreement of the membership.

A Human Data Bank

We live in an age of specialists – heart and brain surgeons, criminal and tax lawyers, relief and starting pitchers. Occupational safety professionals are no different. Some are ergonomics experts but know little about chemical hazards; others are experts on chemical dangers but know little about the safe operation of machine tools.

"There's no way that an individual can be an expert in all aspects of safety," Van Zandt said. "There are people who are experts on asbestos, there are people who are experts on chemicals, and none of us can really be broad enough to know all the aspects of safety."

"So the advantage of an organization like the Society of Ohio Safety Engineers," he added, "is that you have a network of more than 100 persons – each one an expert in some aspect of safety because they deal with it on a day-to-day basis."

The SOSE meets three to four times each year. The organization's committees handle business matters, develop Pattern for Progress ideas, and discuss industrial, compensation, and safety issues. Each active member must serve on at least one committee.

Members usually "talk shop" about safety at meetings, comparing notes on safety problems or solutions in their respective workplaces, successful programs that could be modified for use in other industries, or programs that don't work at all.

"The organization has always promoted this kind of give-and-take among the membership." Said Van Zandt. "We can call any one of our members, and they'll jump in and help in any way that they can. It really gives us a tremendous resource."

"I find, in sitting down with these guys, that you're with your peers," said John Anderson, a fire safety consultant from Fairview Park and former SOSE president (1973-74). Members feel they are able to speak candidly, which ensures informative discussions.

"It's a wonderful organization to become involved in because they're all so knowledgeable," Anderson said. "You're getting a lot of information there."

Safety Education

Pattern for Progress, a comprehensive program for promoting safety and health in the workplace, was introduced statewide by the Division of Safety and Hygiene in 1957. The program, originally developed by a Cleveland-area safety professional who also was an SOSE member, consisted of posters, discussion ideas for company safety meetings and literature to be distributed to employees. In 1963, the Society of Ohio Safety Engineers became an active partner in further development of the annual Pattern for Progress campaign. SOSE members research and write about various safety topics, while the Division arranges for the production and distribution of materials.

"Writing the Pattern articles is an educational process for

all of us," said Van Zandt.

"You have to research and write an article on a subject that may or may not be in your area of expertise."

The Pattern for Progress program formerly featured a safety leader discussion guide with 15 safety talks, as well as posters, wall calendars, and pocket planners all emphasizing a monthly theme. In 1991, only the discussion guide will be available, as the Pattern for Progress committee and Bureau of Workers' Compensation concentrate on new ways to approach the problems associated with loss control.

Pattern for Progress is an effective way to spread the message of workplace safety to smaller companies that can't afford to hire a safety director or purchase safety resource materials, Van Zandt said. The materials are available at no charge. Anderson, a former Pattern for Progress committee chairman, said that larger corporations often have better access to safety resources materials or have in-house staff available to produce their own. Many have glowing safety records to show for it. To a smaller company, however, safety publications and training films may be a luxury it cannot afford, and the resultant lack of safety awareness among the workers is reflected in the company's poor safety record.

"That was our idea in developing the Pattern for Progress," said Anderson, who joined the SOSE a year before it took over the program. "It was developed specifically with the small company in mind."

"We'd like to be considered in an advisory capacity to the Division of Safety and Hygiene," Van Zandt said of the SOSE. "Pattern for Progress is one of the ways we can do that." By actively sharing its knowledge through the Division of Safety and Hygiene, the SOSE can assist small industries with their safety problems, and continue to be a useful ally of government occupational safety and health agencies.

Passage of the federal Occupational Safety and Health Act in 1970 "did a lot for people in the field of safety, got them a lot more attention," according to Anderson, and made employers more conscious of the need for safety training and a qualified, on-staff safety officer.

The distrust of anything regulatory harbored by some people, however, might keep a small, financially distressed company from requesting a voluntary OSHA safety audit, even though the audits are performed free of charge. Survival is a tough matter for many small businesses, and large OSHA fines for safety violations or expensive litigation stemming from a

worker's injury can threaten that survival.

"They (small industries) are very much concerned about having enforcement-type agencies look at what they're doing because they're afraid they are going to find things that are going to cost them a lot of money or shut them down," said Van Zandt.

75 and Counting

A safety professional's work is never done. As long as there is industry there will be workers, and as long as there are workers there will be a need for safety professionals to help protect them.

As the Society of Ohio Safety Engineers completes its 100th year, it shows no sign of slowing down.

"Safety's close to my heart," said lifelong safety professional John Anderson, and so is the SOSE. "It's been a great organization for me. I still get a lot out of it."

"Safety is a very rewarding field because it's a people field. It's very satisfying," said Van Zandt. "Losing even one person (to an occupational accident) is not an acceptable risk. We're going to keep trying to do the best job we can to make workplaces as safe as we can."

BENCHMARKING, MEETINGS and MISCELLANEOUS



ALCOA



CLOW WATER SYSTEMS

CEDAR POINT



OHIO CAT



SHAMROCK WINERY



BUCA DI BEPPO



OHIO SAFETY CONGRESS













