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**Volume 4, Issue 1**

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## Happy New Year!

As we step into the new year, remember ...

**"If everything seems under control, you're just not going fast enough."**

-Mario Andretti, race car driver

## 1. Open Letter From Director Martin – On Optimism

So what might the New Year bring and why am I optimistic? My optimism comes not from knowing something about the economy no one else knows. It is not that I expect that we will not experience tremendous challenges in the coming year, or that our work will be easy. Rather, my optimism comes from observations of behavior, and reflections on some reading I have been doing. Let me explain.

I always use some of the time between Christmas and New Year's to do a couple of things such as clean my office (completed), step off the treadmill, and reflect a bit. I have been reading *The Fifth Discipline* by Peter Senge, and also some work Daniel H. Kim has done based on the writings of Senge and others. Kim lays out what he calls the 'Reinforcing Engine of Success.' He states,

**"As the quality of relationships rises, the quality of thinking improves, leading to an increase in the quality of actions and results. Achieving high-quality results has a positive effect on the quality of relationships, creating a reinforcing engine of success."**

Let me cite a few examples of what I mean when I say that I am optimistic.

- Over the past few months, we have been working with a group of system leaders on the sustainability of our waiver system. Thirteen of us grappled with complex information and meaningful issues, meeting some 14 hours over four days. Despite significant diversity of opinion, frank discussions occurred with mutual respect demonstrated by listening and respectfully challenging each other's ideas. The quality of the thinking of the group, from my observation, was some of the best I have observed in meetings where such diversity of opinions existed. Important direction came from those meetings (yet to be tested with the broader community) that, with patience, will lead to quality actions and successful results in the coming months and years.
- On one of my recent outings to escape the confines of the Rhodes State Office Tower, I had the opportunity to listen to a story of a direct service provider who had just completed the PATHS training program. She talked about how a project she completed as a part of her training had deepened the quality of her relationship with the individual she serves, and the positive outcomes that had resulted -- both on her life, as well as that of the individual. If you take the time to listen to persons who have completed the PATHS training, or listen to someone involved in the Michael Smull person-centered planning initiative, or listen to someone involved in the Positive Culture Initiative, you will hear many exciting personal examples of the 'reinforcing engine of success.' (*See PATHS article later in this issue of Pipeline.*)
- This past year I was visiting a county and had met with a few parents of children with autism who were participating in an early intervention program. The program focused on improving the quality of the relationship between the child and the parents and other family members. This structured, developmental approach had resulted in significant improvements in the quality of life for the children and the rest of the family as well. The excitement of the parents and the improvement demonstrated on video provided another example of the 'reinforcing engine of success.'
- People in our system, initially individuals receiving services in Athens County -- through the telling of their stories -- developed relationships with their county board members. These citizens then developed relationships with local legislators, and they, with an army of fellow service recipients leveraged their relationships to *change the law* to remove hurtful words from our system. This was no small effort. They accomplished this not by raising money to spend on lobbying, but through the power of their relationships.

And, as I think back to the Futures Committee, whose work ended some 21 months ago, it was in that work that the seeds of many quality relationships were planted. Ohio's developmental disabilities community's relationships have continued to be enriched as time has progressed. We have faced difficult times *together* -- that's so important -- and found mutually beneficial ways to move forward.

So, as we enter a new year and new decade, my optimism comes from knowing the power of positive relationships and knowing the quality of thinking that is apparent at all levels in our collaborative stakeholder community.

**Moving from quality ideas to useful action will provide for hope and opportunity in the face of difficult times. I am confident that the strength of our relationships will sustain us as we create a better future.**

Blessings to each of you as you, too, perhaps have had the opportunity to step off the treadmill to reflect, and enjoy family and friends over the holiday season – and maybe clean up your office.

*-Respectfully, John Martin*



## **2. Ron Kozlowski to Retire from APSI**

After 24 years at the helm, Ron Kozlowski, executive director for Advocacy and Protective Services, Inc. (APSI), has announced plans to retire effective January 31. Through his leadership, APSI has increased the number of individuals receiving services from approximately 2,900 in 1983 to – this year, nearly 4,750 – and established APSI as an independent, respected partner in the disability community.

Ron describes his years at APSI as,

**“A wonderful experience! I sincerely thank the APSI Board and staff, and the many professionals I have worked with – as well as people with disabilities whom we serve – for this great opportunity.”**

DODD Director John Martin commented regarding Kozlowski’s upcoming retirement: “I’ve always looked forward to my meetings with Ron, as he is avid reader, and often has a copy of an article from *The New Yorker*, *The Wall Street Journal*, or *The New York Times* about some disability-related story to share with me. Ron has a big heart, and cares deeply for the individuals APSI represents. He has a quiet but effective leadership style, and has advocated for some of the system’s most vulnerable individuals.”

Director Martin adds,

**“ Ron is a person of integrity, and as the face of APSI for 24 years, he always has been able to attract top-notch individuals to be APSI board members – which is why it is one of the most respected boards in the state. The quality of the APSI board says a lot about Ron. ”**

In addition to Ron’s commitment to APSI, he has served on many committees and task forces to prepare legislation and establish public policy to reform guardianship law in Ohio, as well as address issues regarding abuse and neglect of people with disabilities.

According to an article by Tom Hemmert, writing in Ohio Legal Rights Services' *Ohio Developmental Disabilities Council (ODDC)* newsletter, early in his career and prior to APSI, Ron was project director for the Deinstitutionalization Task Force, funded by the ODDC in the mid-1980s. "This work paved the way for moving thousands of Ohioans out of developmental centers and into the community. As a member of Governor Celeste's Community Residential Services Task Force, he helped author the Bill of Rights for People with Developmental Disabilities."



**Ron Kozlowski and The Bill of Rights for People with Developmental Disabilities.**  
Ron was instrumental in the writing of 'the rights'. (Read it at <http://dodd.ohio.gov/rights/>)

### What's Next?

Ron notes that self determination and self advocacy have come a long way in the past 24 years, but acknowledges that there is still a lot of work to do. He says, "Self advocates have been strong and influential in their involvement in the passage of Senate Bill 79 – 'The Name Change Bill', and with that momentum as a springboard, I'd like to see self advocates continue to have a greater say in the kinds of services and supports that they receive from the system."

In looking ahead to a "post-Kozlowski APSI," the board has elected to employ a professional executive search firm to interview candidates for the executive director position. If they are lucky, maybe they will find someone who will lead with the same grace and commitment as Ron Kozlowski has done.

*For general information regarding Advocacy and Protective Services Inc., consult this link:*  
[http://olrs.ohio.gov/olrs\\_FAQ\\_Guardianship.asp](http://olrs.ohio.gov/olrs_FAQ_Guardianship.asp)



## 3. They're SOARing Into Home Ownership in 2010

### Living Arrangements for the Developmentally Disabled (LADD) Opens Several Doors

In Cincinnati, Living Arrangements for the Developmentally Disabled (LADD) has started 2010 energized by the continued success of the SOAR program (Services for the Ownership and

Acquisition of Residences). Since its inception, SOAR has supported 22 area individuals with developmental disabilities in the process of becoming homeowners, and three of those new homeowners closed on their residences at the end of 2009 – a record year for SOAR. LADD is pleased to have worked with new homeowners Casey Moore, Jennifer Scurry, and Theresa Biggs, whose self-determination helped them to obtain the ‘American Dream.’

Through the aptly-named ‘American Dream’ grant, LADD has collaborated with Key Bank to provide the opportunity of homeownership through a mortgage product administered by the Federal Home Loan Bank of Cincinnati. LADD staff provides support to people with disabilities by identifying needs and ongoing resources available in the community, related to owning a home. Regular meetings with LADD staff knowledgeable in the SOAR program allow potential homeowners to develop home-ownership skills, and provide pre- and post-purchase counseling.

**Through this unique service, LADD assists people to become successful homeowners.**

Supports may include:

- Making arrangements for financial assistance;
- Accessing community resources;
- Facilitating the overall process of owning a home;
- Development of a specific plan to own a home;
- Down payment/home modification assistance; and,
- Pre- and post- purchase counseling and follow-up.

### **Eligibility**

People participating in SOAR decide where to live, what type of living arrangement they would like, and whether or not someone will be living with them. Participants must be at least 18 years old and, most often, are eligible for services provided by Hamilton County Developmental Disabilities Services (HCDDS). People not eligible for HCDDS may be considered for SOAR services on an individual basis, depending on the availability of other necessary resources.

**Visit [www.laddinc.org](http://www.laddinc.org) and you will be greeted by a most welcoming Website spokesperson.**

*For more information: Debbie Baker, LADD, [Dbaker@LADDInc.org](mailto:Dbaker@LADDInc.org)*





#### Keys to their Kingdoms

(From top, down) Theresa Biggs, Casey Moore, and Jennifer Scurry – new homeowners.



## 4. So you want to become a (licensed) provider?

**Sometimes a question well-answered becomes an article that can assist others ...**

Last month, an email came our way from an individual asking the question, *“How do I go about opening and obtaining a licensed facility to serve individuals with developmental disabilities?”*

A fairly complete answer was written by Ann Weisent, Review Manager, with the DODD Office of Provider Standards and Review, responding in simple terms to the gentleman’s question. We share it here, for others who may have a similar question. The response, below, also points to helpful resources on our Website at <http://dodd.ohio.gov/rules/>, and the newly-updated section at <http://dodd.ohio.gov/providers/new.htm> . Thanks to Ann Weisent for this information.



“Hello:

We appreciate your interest in developing a DODD licensed facility to serve individuals with disabilities. By way of background, the state legislature has capped the total number of licensed beds in Ohio. Due to this, DODD is not developing ‘new’ beds. You can, however, develop a new facility if you have access to existing beds. The only way to obtain existing beds is to get them from an agency that already has them, and is willing to sell, transfer, give, or trade the beds to you for development.

Once you obtain existing beds, you may request a development application from DODD. Once the beds are developed, you will need to become certified as a Home and Community Based Services (HCBS) Waiver provider, as funding for services for the licensed beds is through the Individual Options (IO) Waiver.

As far as housing goes, there are a few options. First, in a licensed facility, the provider may own the home and ‘rent’ it to the individuals they are providing services to through a room and board contract ... or, the individuals may own the home and just have you as the provider come in and provide the services ... or, the individuals may rent a home from a community-based landlord and have you as the provider come in and provide the services.

The local County Board of Developmental Disabilities is typically not involved, although there are a few cases where the County Board has received capital assistance funds to purchase an accessible house and will rent the house to the individuals and contract with a provider to come in and provide the services -- but this typically is not a licensed home.

**A license is required only if more than four individuals are going to be served in the home.**

An agency also can provide services to four or fewer individuals in a home without the home being licensed. As far as ‘enrolling’ individuals in the home, because funding is through the Medicaid waiver program, we are required to ensure that individuals have *free choice of provider*. That means that once you become certified as a waiver provider, you should notify the County Board in the county or counties in which you want to operate, and inform them that you are now a willing and able waiver provider.

Your agency also will then be added to the DODD website's ‘Provider Search’ page at <http://dodd.ohio.gov/providers/search.htm> . You also may (separately) advertise your business in any way you wish, but the bottom line is that the individuals have to choose you as their provider.

If you obtain existing beds and plan to develop a facility, I would encourage you to have some initial conversations with the County Boards where you want to provide services, to ensure that there are individuals with waivers who are in need of services.

As you can see, there is a lot of information around operating a licensed facility! You can find more information on our DODD website by clicking on the ‘Rules and Laws’ link at the top of our homepage, and then clicking on ‘Rules in Effect’ at <http://dodd.ohio.gov/rules/>. This will

take you to a list of DODD rules. Those which apply to licensed facilities are located in section 5123:2-3. If I can be of further assistance please feel free to contact me at (614) 949-8792.”  
- Sincerely, Ann L. Weisent, DODD Review Manager



## 5. 'PATHS' Continues to Wind Its Way Across the State



**PATHS is the credentialing program offered by the Ohio Alliance of Direct Support Professionals.**

Last month, PATHS (Professional Advancement Through Training and Education in Human Services) graduations were celebrated across Ohio – including one on December 10, 2009, in Lucas County, attended by DODD Director John Martin. At this celebration there were 16 Certificate of Initial Proficiency (CIP) graduates representing the Lucas County Board of Developmental Disabilities and several Independent Provider Agencies.

**PATHS graduates receive critical training in a set of skills that helps them understand the importance of their work in helping people lead lives of their own choosing.**

The Lucas County graduates are: Marcia Coley, Linda Holley, Jan Koralewski, and Cathy Smith, Lucas County Board; Sue Osenbaugh, LLC; Robert Williams, Luxury Care Homes; Peppi Bell and Gloria Wright, individual providers; Mike Kosinski and Latoya Frazier, Wiley Homes; Joyce Granger, Iletha Gee, Shirley Roosevelt, and Debbie Fulgham, Granger Homes; and, Margie Boone and Cathy Harrison, Triad Residential Solutions. (*see photo*)





**The Graduates, PLUS!** – (back row, far left) Mary Lou Wilhem, John Trunk, and DODD Director John Martin, join the PATHS grads. Mary Lou is a Lucas County DD Board member, and John Trunk is the Lucas County DD Superintendent. Graduates who attended the event are shown, and all grads are listed in this article.

Candidates for PATHS credentials must complete 60 hours of classroom instruction, work closely with a skill mentor, create a portfolio that includes a professional development statement, demonstrate competencies in real life work situations, and submit a recommendation from a person with a disability or family members.

Director Martin -- a long-time proponent of PATHS credentialing courses, and, in general, of the further education of Ohio's direct care workforce -- was the keynote speaker at the Lucas County graduation. He recognized each of the PATHS graduates stating, "You are to be congratulated on your significant accomplishments!"

**In 2010, PATHS will be presenting coursework on the Positive Culture Initiative as part of the growing curriculum. The DODD provides information on this subject at <http://dodd.ohio.gov/futuresmore/pci.htm> .**

PATHS has been awarded the highest level of recognition by the National Alliance of Direct Support Professionals, and is the only statewide program to receive this honor. PATHS courses are offered throughout Ohio, in a geographic configuration comprising eight regions (see map at <http://www.ohiopaths.org/Regional.html> .)

Along with a two-tiered certification program, PATHS offers specialized classes in Front Line Supervision, Mentoring, PATHS Instructor Certification, and Autism. And, as noted earlier, PATHS soon will be offering classes on the Positive Culture Initiative.

**"The best things in life are nearest: Breath in your nostrils, light in your eyes, flowers at your feet, duties at your hand, the path of right just before you ..." - Robert Louis Stevenson**

Visit the PATHS website at [www.ohiopaths.org](http://www.ohiopaths.org)  
For more information contact Amy Gerowitz at [agerowitz@ohiopaths.org](mailto:agerowitz@ohiopaths.org) or 513-484-2772.



## 6. Medicaid Managed Care Plans' Pharmacy Changes Noted

*Information below is provided by the Ohio Department of Job and Family Services (ODJFS).*

Beginning on February 1, 2010, prescription drug coverage for members of Medicaid Managed Care Plans (MCPs) will transfer to the Medicaid Fee-For-Service (FFS) program.

**This change means that all consumers of Medicaid-funded MCPs will have the same list of covered drugs and same prior authorization policy. Medicaid MCPs are no longer responsible for prescription drug coverage for their members.**

This change is only for prescription drugs that are administered in the patient's home, and not for any drugs that are administered in a provider setting such as a physician office, hospital outpatient department, clinic, dialysis center, or infusion center. Some medical supplies will be billable only by pharmacies, and no longer will be covered when billed by Durable Medical Equipment (DME) dealers. Examples of such supplies include:

- Diabetic testing supplies;
- Supplies for injection of insulin and other drugs;
- Inhaler spacers; and,
- Peak flow meters.

**It is suggested that individuals and caregivers plan now to talk with their pharmacist and durable medical supply provider to determine how this may affect getting their specific prescriptions reimbursed.**

Under the new plan, individuals may be required to pay co-payments. The amounts are a \$2.00 co-payment for most trade name prescriptions, and a \$3.00 co-payment for drugs requiring prior authorization. Examples for which there is no co-payment include generic drugs that do not require prior authorization. Also, no co-payment may be assessed if the person is under age 21, pregnant or in the post-partum period, lives in a nursing home or Intermediate Care Facility for the Mentally Retarded (ICFMR, legal language), or is receiving hospice care.

In addition, medications that are administered to a consumer in a 'provider setting' such as a physician's office, hospital outpatient department, clinic, dialysis center, or infusion center do not have co-payments.

Individuals subject to co-payments may indicate that they are unable to pay their co-payment at the time their medication is dispensed, and still obtain it, however they remain liable for the co-payment. The pharmacy provider may bill the individual for the co-payment.

If an individual is planning to be out-of-state and will need medications while away, he or she should refill the needed prescriptions before leaving. Most pharmacies outside Ohio do not accept Ohio Medicaid.

For more information: Visit <http://jfs.ohio.gov/ohp/bmhc/>. MCP members with questions about the change to their pharmacy benefit also may call the Medicaid Consumer Hotline at 1-800-324-8680. The provider notice is posted at <http://jfs.ohio.gov/ohp/bhpp/meddrug.stm>.



## 7. Breathing Easier in Tuscarawas and Highland Counties

County Boards of Developmental Disabilities in Tuscarawas and Highland counties became the first to receive *Ohio EPA Clean Diesel School Bus Retrofit* grants. Money awarded will be used to outfit buses with up-to-date pollution control equipment to help protect children from diesel pollutants that can lead to asthma and bronchitis, and which may be linked to an increased risk of other illnesses.

The program has been effective in improving public school bus emissions for three years, and now, a provision in Ohio's 2009 budget has allowed County Boards of Developmental Disabilities to be eligible to apply as well.

**Deadlines for the 2010 grants are March 1 and September 1, and application materials are available at <http://www.epa.ohio.gov/oef/schoolbus.aspx>.**

The Highland County Board of Developmental Disabilities will receive a grant totalling slightly more than \$33,600 to retrofit pollution control equipment on five buses. The Ohio Environmental Protection Agency (EPA) estimates that this will realize a pollution reduction each year of approximately 32.6% considering the elimination of the following:

- 22.3 pounds of fine particles (soot);
- 42.6 pounds of carbon monoxide; and,
- 20.4 pounds of hydrocarbons.

The Tuscarawas County Board of Developmental Disabilities will receive a grant of slightly more than \$54,000 to retrofit eight buses. The Ohio EPA estimates that this will result in an annual reduction of 37.2 pounds of fine particulates, for an overall pollution reduction of 50% from these buses.

Natalie Lupi, Superintendent for the Tuscarawas County Board, noted that applying for the grants took some time, but that the agency is happy to have the opportunity to improve emissions coming from its buses. She also explained,

“We are very excited about this opportunity to do our small part in improving the air quality for residents of our county. We are always seeking alternative funding sources as we embrace our mission of improving the quality of life for eligible individuals by providing high quality services. We believe our mission extends to all aspects of life in our county, and recognize the value added by giving back to the community that has consistently supported our mission.”



*For more information about these grants: Heather Lauer, Ohio EPA  
(614) 728-0039; [Heather.Lauer@epa.state.oh.us](mailto:Heather.Lauer@epa.state.oh.us)*



## 8. Conference to Underscore Value of Social Roles

On January 28 and 29 a conference devoted to the concept known as ‘Social Role Valorization,’ (and its precursor, ‘Normalization’) will focus on providing supports to individuals with developmental disabilities that can improve the perception of their roles in the community.

**Conference Topic: Social Role Valorization**

**Sponsored by:** ADD – The Association for the Developmentally Disabled ([ADDOhio.org](http://ADDOhio.org))

**Where:** The Embassy Suites Hotel, 2700 Corporate Exchange Drive, Columbus

**Cost:** \$250 per person – includes both days, all sessions, materials, continental breakfast and lunch.

CEU's available.

**Registration Deadline: January 15th**

**To Register:** Email Cathy Murray at [cmurray@addohio.org](mailto:cmurray@addohio.org) – or,  
Call Cathy Murray at 614-607-7790

Conference organizer, Pat Camp, notes that Social Role Valorization is, “Not just a theory...not just big words. We will be working with attendees to develop a practical guide that can help individuals with developmental disabilities and the people they interact with on a regular basis – family, staff, and others – improve their day-to-day experiences by better understanding social roles and interactions.” She continues,

“The reality is that not all people are positively valued in our society. And for those who are not, things like dignity, respect, and opportunities to have a voice and participate in their community are often beyond reach.”

Noted presenter, Jo Massarelli, will review the principles of Social Role Valorization and discuss strategies for shaping services and implementing practical actions. Continuing education credits are available, and space is limited to 40 participants for this two-day workshop.

Reduced rates at the Embassy Suites are available to conference-goers for a limited time. Call the hotel at 614-890-8600.

*For other registration details about this unique conference, call 614-607-7790.*



## 9. Developmental Disabilities Council Seeks Input

**How can you can help the Ohio Developmental Disabilities Council (ODDC) develop its next five-year State Plan for People with Developmental Disabilities?**

ODDC would like to receive your ideas regarding how to tackle issues that individuals with disabilities experience in the following areas:

- Education;
- Early Intervention;
- Child care;
- Housing;
- Employment;
- Transportation;
- Health care;
- Self advocacy; and,
- Reaching out to unserved and underserved populations, including minorities and people with low-incidence disabilities.

The ODDC also welcomes ideas regarding how to educate the general public, as well as legislators and other policymakers, on issues affecting public policy.

**In addition, the ODDC welcomes your ideas regarding other issues not contained in the above listing, but relevant to Ohio's disability community.**

**Input must be received by February 1, 2010.**

Your idea should be creative and innovative ... something that has not been tried before. Submit your ideas by sending a two-paragraph 'abstract' – a brief description that explains your proposed solution – via U.S. Mail, email, or fax, by February 1, 2010, to:

*Fatica Diana Ayers, ODDC, 8 East Long Street, Suite 1200, Columbus, Ohio 43215,  
Fatica.Ayers@dodd.ohio.gov, Fax: (614) 466-0298*

Think about it! – Your idea just might become a funded grant project that improves the lives of people with disabilities and their families.



## Mark Your Calendars!

### **10. DD Awareness Month, Kickoff Event at Statehouse, March 4**



The DODD and Ohio Public Images (OPI) again will collaborate with other statewide organizations to host the annual *Developmental Disabilities Awareness Month* (March) *Kickoff Event* at the Ohio Statehouse Atrium in Columbus, on March 4, 2010. *Pipeline* will provide updated program information as it develops. Contact: Sherry Steinman at DODD. [sherry.steinman@dodd.ohio.gov](mailto:sherry.steinman@dodd.ohio.gov), (614) 644-0262.

## *Pipeline PostScripts*

Note: Many events are listed at the DODD website calendar. Click on 'calendar' at the lower bar of the homepage, at [https://dodd.ohio.gov/apps/internet/evcs/EVCS\\_View.aspx](https://dodd.ohio.gov/apps/internet/evcs/EVCS_View.aspx)

### **1. Several DODD handbooks and other publications have been updated ...**

On our website at <http://dodd.ohio.gov/publications/public.htm> several updated or revised publications and handbooks have been added. Dates of posting on the website are shown with the item listing. Thanks to the Henry County Board of DD for reminding us to remind *Pipeline* readers of this important resource!

### **2. The Joseph P. Kennedy, Jr. Foundation Public Policy Fellowship Program 2010-2011**

This Foundation is seeking exemplary professionals and/or family members of persons with intellectual or developmental disabilities who are currently working or volunteering in the field of inclusive services and supports for people with intellectual and developmental disabilities for an intensive one-year Public Policy Fellowship in Washington, D.C. *Application deadline is March 5, 2010.* This link opens a PDF document. For more information, click on the links below:

<http://www.disability.gov/clickTrack/confirm/12492050?external=true&parentFolderId=7209&linkId=358722>

[http://www.jpkf.org/Fellowship\\_guidelines/PublicPolicyFellowshipAnnouncement2010-2011.pdf](http://www.jpkf.org/Fellowship_guidelines/PublicPolicyFellowshipAnnouncement2010-2011.pdf)

### **3. DODD Hotline for Reporting Abuse, Neglect, and other Possible Major Unusual Incidents (MUIs)**

To report abuse/neglect and other MUI's call toll-free: **1-866-313-6733**. Please note that MUIs are to be reported to the local County Board of DD, however, it is understood that there may be times an individual, staff member, or family member may feel it is a conflict -- or that, potentially, a County Board may be involved in the allegation. In those instances it is important to remember the hotline number is there to be used for reporting concerns in these situations.



## ***Pipeline feedback ... direct from you to the state ...***

*Pipeline* is an electronic publication of the Ohio Department of Developmental Disabilities (DODD), distributed approximately twice monthly to update and inform readers of timely, relevant information affecting stakeholders in the developmental disabilities community. Share your questions or comments about *Pipeline* at [feedback@list.dodd.ohio.gov](mailto:feedback@list.dodd.ohio.gov), or contact Sherry Steinman, [sherry.steinman@dodd.ohio.gov](mailto:sherry.steinman@dodd.ohio.gov) or phone (614) 644-0262.

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