

Re-Elect SHARON KENNEDY

ASSOCIATE JUSTICE

Justice Sharon Kennedy believes that the Supreme Court should interpret and apply the law, rather than create policy and legislate from the bench. Her record on the Ohio Supreme Court demonstrates a commitment to respecting the court's role in keeping the law stable and predictable. With Kennedy's dedication to upholding the law—not creating it—NFIB is confident she will continue to be a strong voice on the Court, assuring justice and integrity in her decision-making.



Re-Elect JUDI FRENCH

ASSOCIATE JUSTICE

Through her over two decades in judicial service, Justice Judi French's election to the Ohio Supreme Court has brought a wealth of knowledge and experience to the state's highest court. Her fair, impartial decision-making throughout her career has ensured that the rights of individuals and small-business owners alike are respected and preserved. NFIB supports her re-election to the Ohio Supreme Court where she has demonstrated her belief that her role is to interpret the law, not legislate from the bench.

U. S. House 12th Congressional District

U. S. House 15th

Congressional District



Troy Balderson is a former small business owner with a history of lowering taxes while serving the people of his district. Troy knows that through tax and regulatory reform, we built the greatest economy in the history of the world, and he knows that we can do it again.

Steve Stivers understands that providing American businesses with more certainty on taxes, regulation,

of tomorrow by linking unemployment benefits to workforce development training today.

healthcare costs, and energy costs helps them to create jobs. It is also important to get people trained for the jobs







Re-Elect STEVE STIVERS

Elect BILL REINEKE

A small-business owner and member of NFIB, Bill Reineke is a partner with his fellow entrepreneurs in the fight to make Ohio a more business-friendly state. He knows just how important good-paying jobs are to the viability of Ohio. He is focused on bringing more jobs to the state while also expanding educational opportunities for those looking for skilled work to meet growing demand and get people back to work.







Ohio Senate District 16

Ohio Senate District 26

Senator Stephanie Kunze knows firsthand what it takes to create job growth and improve small businesses. She will continue to work hard to protect those who create jobs by fighting burdensome government regulations and overbearing taxes, not punish them. She believes that our state government needs to start running more efficiently and be held accountable for the taxpayers' dollars it spends.



Key Central Ohio Races

OHIO HOUSE RACES



Re-Elect aura **LANESE**

23rd House District

As a small business owner, Laura Lanese appreciates the need for the appropriate regulation of business, the significance of encouraging technology transformation and innovation, and the importance of job creation and environmental protection to make Ohio more competitive. She has a lifetime voting record of 86%



Elect larilyn **JOHN**

2nd House District

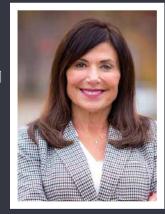
As a county commissioner, Marilyn John developed and maintained a conservative fiscal policy for Richland County, worked with the economic development entities on job creation and workforce development, and partnered with OSU-Mansfield and North Central State College to help area junior high students develop strong leadership skills and explore career opportunities,



Patrick **MANLEY**

24th House District

Pat Manley is an Army veteran. He opened his own business in 1985 in the architecture and construction industry and has many years of experience with planning, budgets, managing finances, and hiring, so he understands the concerns of his fellow entrepreneurs. Pat's experience, work ethic, and optimism make him the candidate for Ohio House District 24.



Elect

leredith FREEDHOFI

19th House District

Meredith Freedhoff sees how Ohio's comeback has lifted families and turned around a lot of desperate situations. She believes when taxes go down and job creation is encouraged, opportunities are better for everyone. Meredith says now is not the time for politicians to say "everything is going great so it's ok for the government to spend more money."



Elect

1ehek COOKE

21st House District

Mehek Cooke believes bigger government is rarely the answer to problems we face as a state. What the overnment can't do well, or shouldn't be doing, citizens nave to do for ourselves. Mehek will fight tax hikes on families, continue to work with small businesses to survive the pandemic, and reduce regulations and unfair rules that hold entrepreneurs back.



Re-Elect SHARON KENNEDY

ASSOCIATE JUSTICE

Justice Sharon Kennedy believes that the Supreme Court should interpret and apply the law, rather than create policy and legislate from the bench. Her record on the Ohio Supreme Court demonstrates a commitment to respecting the court's role in keeping the law stable and predictable. With Kennedy's dedication to upholding the law—not creating it—NFIB is confident she will continue to be a strong voice on the Court, assuring justice and integrity in her decision-making.



Re-Elect JUDI FRENCH

ASSOCIATE JUSTICE

Through her over two decades in judicial service, Justice Judi French's election to the Ohio Supreme Court has brought a wealth of knowledge and experience to the state's highest court. Her fair, impartial decision-making throughout her career has ensured that the rights of individuals and small-business owners alike are respected and preserved. NFIB supports her re-election to the Ohio Supreme Court where she has demonstrated her belief that her role is to interpret the law, not legislate from the bench.

U. S. House 4th **Congressional District**



Congressman Jim Jordan is a fiscal conservative who believes that families and taxpayers, rather than the government, know best how to make decisions with their money. Throughout his career, Jim Jordan has led the fight against tax hikes. He believes that cutting taxes and letting families keep more of what they earn helps build strong communities and a vibrant economy.

Since he arrived at Congress, NFIB member and Congressman Bob Latta has kept a conservative record. He is a recipient of NFIB's Guardian of Small Business at both the state and federal level. Throughout his tenure, he has advocated for and promoted policies that further economic prosperity and job creation throughout the country. He

is an advocate for fiscal restraint and curbing overregulation at the federal level.







NFIB MEMBER

Elect BILL REINEKE

Ohio Senate District 26

U. S. House 5th

Congressional District

A small-business owner and member of NFIB, Bill Reineke is a partner with his fellow entrepreneurs in the fight to make Ohio a more business-friendly state. He knows just how important good-paying jobs are to the viability of Ohio. He is focused on bringing more jobs to the state while also expanding educational opportunities for those looking for skilled work to meet growing demand and get people back to work.







NFIB MEMBER

Ohio Senate District 2

A fellow NFIB member, Theresa Gavarone understands firsthand the challenges and triumphs of running a business and creating jobs. From fighting to prevent frivolous lawsuits to minimizing the impact of state regulations on job creators, Theresa has the back of small business owners. She has also supported legislation to eliminate government mandates and cut unnecessary costs.

Key Northwest Ohio Races

OHIO HOUSE RACES



Re-Elect erek **MERRIN**

47th House District

State Representative Derek Merrin has a proven record fighting for lower taxes and fiscal responsibility. He's working to make Ohio more business-friendly to spur economic growth, more jobs, and higher wages. Derek has fought excessive regulations and red tape that restrict economic prosperity and has a 100% voting



Elect **SWEARINGEN**

89th House District

Representative D.J. Swearingen understands the stifling impact an unpredictable legal climate can have on the entrepreneurial spirit. D.J. believes small businesses thrive when government gets out of the way by creating a sensible regulatory environment that allows business owners to expand and hire new employees.



Elect **CLICK**

88th House District

Gary Click will be an advocate for lower taxes and regulations. Gary is a common sense conservative with a tendency to believe that tomorrow can always be better with hard work, vision, and collaboration.



Re-Elect STEIN

57th House District

Representative Dick Stein's many years as a small business owner have also given him an excellent understanding of how government can affect business, both positively and negatively. He wants to reduce state taxes by broadening the tax base to lower rates for all Ohioans. He has been a member of NFIB since 1982 and has a 92% lifetime voting record with NFIB during his time in the Ohio Legislature.



Re-Elect Sob CUPP

4th House District

Ohio Speaker of the House Bob Cupp has a long history of championing small business issues. He was the first recipient at the state level in Ohio of the Guardian of Small Business. He has accumulated a lifetime voting record of 94% with NFIB.



Re-Elect SHARON KENNEDY

ASSOCIATE JUSTICE

Justice Sharon Kennedy believes that the Supreme Court should interpret and apply the law, rather than create policy and legislate from the bench. Her record on the Ohio Supreme Court demonstrates a commitment to respecting the court's role in keeping the law stable and predictable. With Kennedy's dedication to upholding the law—not creating it—NFIB is confident she will continue to be a strong voice on the Court, assuring justice and integrity in her decision-making.



Re-Elect JUDI FRENCH

ASSOCIATE JUSTICE

Through her over two decades in judicial service, Justice Judi French's election to the Ohio Supreme Court has brought a wealth of knowledge and experience to the state's highest court. Her fair, impartial decision-making throughout her career has ensured that the rights of individuals and small-business owners alike are respected and preserved. NFIB supports her re-election to the Ohio Supreme Court where she has demonstrated her belief that her role is to interpret the law, not legislate from the bench.

U.S. House 14th **Congressional District**

For Dave Joyce, it is his number one priority to do everything possible to encourage job creation and economic growth. Dave says we should be promoting American companies and encouraging consumers to buy American made goods. He also supports cutting the bureaucratic red tape that hinders businesses from reaching their full potential. Congressman Joyce knows Washington needs to get out of the way and allow Ohio businesses to do what they do best: create jobs.



Congressman Anthony Gonzalez knows over 60% of the net new jobs are created by small businesses in this country. He sees the best thing government can do for small businesses is to provide a competitive tax and regulatory environment that allows them to grow and prosper, thus creating the good-paying jobs families rely on to thrive.



Congressman Bob Gibbs understands small business owners' issues because he is one, and a member of NFIB. Bob Gibbs has been fighting the status quo of Washington and trying to give the American people a voice in their government once again. He understands we cannot have a massive amount of bureaucratic red tape that prevents entrepreneurs from achieving the American Dream.

Ohio Senate District 24

U. S. House 7th

A recipient of NFIB's Guardian of Small Business, Matt Dolan is a true friend to the small business community. During the fight to maintain the business investor deduction in the last state budget, it was Senator Dolan who led the charge to protect millions of dollars that entrepreneurs were able to reinvest back into their business operations. He has also advocated for cutting unnecessary rules and regulations that hurt small businesses.

Re-Elect DAVE JOYCE*

Re-Elect MATT

DOLAN

Re-Elect ANTHONY

GONZALEZ



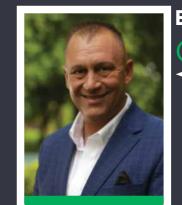






Key Northeast Ohio Races

OHIO HOUSE RACES



George **PHILLIPS**

60th House District

As a small-business owner and NFIB member, George Phillips is dedicated to eliminating wasteful spending, working to lower taxes without raising others and ending tax and spend policies that harm children's futures, business owners, and the middle class so that the state of Ohio can be the best place to live, work,



Re-Elect

ave **GREENSPAN**

16th House District

A member of NFIB, Representative Dave Greenspan learned at a young age that perseverance, hard work, and commitment to your family and community is a life well-lived. He understands how the private sector works to create value for our communities through jobs and economic development as well as what citizens need from their government. He has a lifetime 94% voting record with NFIB.



Re-Elect le **MANNING**

55th House District

Representative Gayle Manning has a lifetime 97% voting record with NFIB. As the chair of the Ohio House Commerce and Labor Committee, she has a keen understanding of the importance of the employeeemployer relationship. Gayle knows how important it is for that relationship to remain flexible and free of



Re-Elect

eggie **STOLTZFUS**

50th House District

NFIB member Reggie Stoltzfus owns several small businesses in Stark County. He believes that Ohio's economy is strong because we have an environment that invites small businesses to start-up and encourages existing companies to move into Ohio, and he works hard to keep it that way. He also sees that taxes and regulations are two of the biggest job killers



Elect Sarah **FOWLER**

99th House District

Sarah Fowler has served on the Ohio State Board of Education since 2013. A small business owner, Sarah started her first business when she was just eleven years old, operating "Sarah's Eggs" for thirteen years. In 2018, Sarah started her newest entrepreneurial enterprise: Badger Run Berries, LLC, a developing u-pick blueberry farm in Rock Creek. She understands the issues of small business owners because she lives them every day.



Re-Elect SHARON KENNEDY

ASSOCIATE JUSTICE

Justice Sharon Kennedy believes that the Supreme Court should interpret and apply the law, rather than create policy and legislate from the bench. Her record on the Ohio Supreme Court demonstrates a commitment to respecting the court's role in keeping the law stable and predictable. With Kennedy's dedication to upholding the law—not creating it—NFIB is confident she will continue to be a strong voice on the Court, assuring justice and integrity in her decision-making.



Re-Elect JUDI FRENCH

ASSOCIATE JUSTICE

Through her over two decades in judicial service, Justice Judi French's election to the Ohio Supreme Court has brought a wealth of knowledge and experience to the state's highest court. Her fair, impartial decision-making throughout her career has ensured that the rights of individuals and small-business owners alike are respected and preserved. NFIB supports her re-election to the Ohio Supreme Court where she has demonstrated her belief that her role is to interpret the law, not legislate from the bench.

U. S. House 6th **Congressional District**

U. S. House 15th

Congressional District

Re-Elect BILL JOHNSON

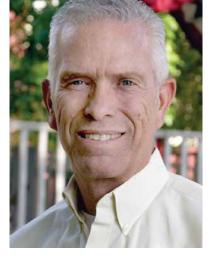
Re-Elect STEVE

STIVERS

Congressman Bill Johnson believes our nations' top priority must be creating jobs and getting our economy running again. Johnson has sponsored and voted for legislation that will create and protect jobs and supported the Stop the War on Coal Act. He believes the government must remove barriers so that small-business owners can do what they do best - create jobs.

Throughout his career, Congressman Steve Stivers has led the way supporting programs and initiatives to encourage

job creation, promote economic development, and put our country's fiscal house in order. He believes Congress must focus on policies, legislation, and oversight that promotes job creation. He supports the Balanced Budget Amendment to the United States Constitution as a way to force Congress to rein in the out-of-control spending.







Re-Elect FRANK



HOAGLAND

Fellow NFIB member Frank Hoagland is on a mission to fix our economy and to bring more and better paying jobs to Ohio. As a small business owner, Frank has created steady full-time jobs that support his local community. He knows the obstacles holding small business owners back and he'll fight to eliminate those obstacles and make it as easy as possible for individuals to find employment.

Ohio Senate District 14

Ohio Senate

District 30

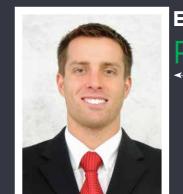
Elect TERRY JOHNSON

Terry Johnson is an Army veteran and a medical doctor. Terry understands the devastating impact the opioid crisis has on the ability of small businesses to find and hire individuals. Terry believes in fostering workforce development opportunities to help employers and their employees to thrive.



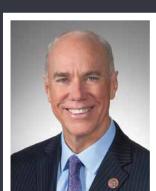
Key Southeast Ohio Races

OHIO HOUSE RACES



Elect on **FERGUSON**

Ron Ferguson works for his family business and is familiar with the issues NFIB members face every day. He knows firsthand the negative impact high taxes and government overregulation can have on the businesses of Ohio. He is working to allow business owners to create nigher-paying, longer-lasting jobs for the citizens of Ohio



Re-Elect **GINTER**

5th House District

Tim Ginter is a former small business owner who understands what concerns Ohio employers. Tim recognizes the hindering impact over-regulation and government mandates have on small businesses' ability to expand and hire more Ohioans. Tim believes in allowing entrepreneurs to send less money to Columbus so they may reinvest and grow their operations.



dam **HOLMES**

97th House District

Fellow NFIB member Adam Holmes knows small business issues because he runs one in real life. He brings the knowledge of someone who signs the front of a paycheck to the Ohio House of Representatives. He knows we cannot tax our way to prosperity and how overregulation causes headaches for Ohio



Elect eff LARE

77th House District

Jeff LaRe has an extensive background in business management. Jeff knows that government can be an obstacle to private-sector growth and prosperity. Jeff understands the importance of having a well-skilled workforce to help foster economic activity and vibrancy. He believes in a stable, predictable tax climate.



Re-Elect on **JONES**

95th House District

Don Jones is a fellow NFIB member that appreciates the need to have a regulatory environment where small businesses can do what they do best; expand their enterprises and create stable jobs.



Re-Elect SHARON KENNEDY

ASSOCIATE JUSTICE

Justice Sharon Kennedy believes that the Supreme Court should interpret and apply the law, rather than create policy and legislate from the bench. Her record on the Ohio Supreme Court demonstrates a commitment to respecting the court's role in keeping the law stable and predictable. With Kennedy's dedication to upholding the law—not creating it—NFIB is confident she will continue to be a strong voice on the Court, assuring justice and integrity in her decision-making.



Re-Elect JUDI FRENCH

ASSOCIATE JUSTICE

Through her over two decades in judicial service, Justice Judi French's election to the Ohio Supreme Court has brought a wealth of knowledge and experience to the state's highest court. Her fair, impartial decision-making throughout her career has ensured that the rights of individuals and small-business owners alike are respected and preserved. NFIB supports her re-election to the Ohio Supreme Court where she has demonstrated her belief that her role is to interpret the law, not legislate from the bench.

U. S. House 1st **Congressional District**

U. S. House 10th

Congressional District



Congressman Steve Chabot is the ranking minority member of the House Committee on Small Business. He knows small businesses don't have the resources that large corporations have to hire the attorneys and accountants necessary to comply with the regulatory burden they face every day. Chabot has also championed legislation to make federal agencies look for alternatives that will ease the burden on small businesses.



Re-Elect MIKE TURNER

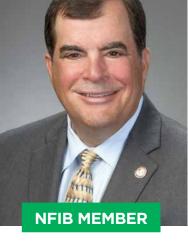
Congressman Mike Turner has successfully grown and retained many manufacturing and high-tech jobs that are important drivers of Ohio's economy. He operated his own business before running for office so he understands the struggles of owning your own business.



LANG

Elect NIRAJ

ANTANI



Fellow NFIB member and recipient of NFIB's Guardian of Small Business, George Lang is a strong advocate for Ohio entrepreneurs in the Statehouse. He has been a leader on small business issues in his caucus in the Ohio House of Representatives. George also serves on NFIB's Leadership Council in Ohio representing the views of his fellow small business owners.



Ohio Senate District 6

Ohio Senate

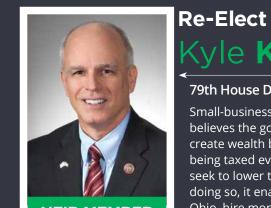
District 4

Niraj Antani is the most recent recipient of NFIB's Guardian of Small Business. He supports lowering the state income tax and reforming our state's tax code, policies that let Ohioans keep more of their money. Niraj believes the government needs to get out of businesses' way so good-paying jobs can be created and through repealing jobkilling regulations, we can create an economic environment conducive to strong private-sector job growth.



Key Southwest Ohio Races

OHIO HOUSE RACES



le **KOEHLER**

Small-business owner and NFIB member Kyle Koehler believes the government does not create wealth, people create wealth by freely pursuing their dreams without being taxed every inch of the way. This drives him to seek to lower taxes and cut government spending. By doing so, it enables small businesses to thrive, stay in Ohio, hire more individuals, and for new businesses to



Re-Elect cott **LIPPS**

62nd House District

Fellow NFIB member and recipient of NFIB's Guardian of Small Business, Scott Lipps has proven to be a champion of small business issues. A long-time member of NFIB's Leadership Council, he carries the message of lower taxes, fewer regulations, and reform of Ohio's workers' compensation system to the Ohio Statehouse.



Re-Elect **PLUMMER**

40th House District

Phil Plummer knows owning a business is difficult. Having burdensome regulations strangle businesses doesn't make owning and operating one any easier. Businesses should be allowed to thrive. He respects business owners and understands legislators need to encourage people to start their businesses and not punish them with unnecessary regulations.



Brian **LAMPTON**

73rd House District

Fellow NFIB member Brian Lampton, has owned and operated his business for more than 30 years. As a fellow entrepreneur, he has a keen understanding of those issues important to small business owners.



Elect

Rodney CREECH



Rodney Creech has been a Township Trustee and Preble County Commissioner. Creech is also a farmer and a fellow small business owner. With his overnment experience and relationships in his community, he is ready to tackle important issues like the opioid epidemic and boosting the economy. Workforce development and preparedness, getting kids out of school, and ready to work is a priority for Creech

NFIB Endorsed Candidates

Separate from the dues dollars required for NFIB membership, the NFIB Ohio PAC raises funds for use in political campaigns to support pro-small business candidates.

These dollars are spent supporting candidates who have been through a lengthy member-driven process that thoroughly reviews candidates' voting records where applicable, their stated positions, and their understanding of smallbusiness issues before issuing an endorsement.

Additionally, all candidates seeking the endorsement of the NFIB Ohio PAC must complete a questionnaire related to their stances on small-business issues and those non-incumbent candidates without a voting record personally participate in an interview process with your fellow dues-paying members of the NFIB Ohio PAC committee before our endorsement for election is made.

As we advocate in the Ohio Legislature on behalf of our 22,000 members, it is important to have elected officials who not only understand the unique concerns of small-business owners but will also take the time to listen to those concerns. Elections matter to our members, and that is why we get so heavily involved in them, and why our process is so detailed

NFIB is supporting these candidates in Ohio listed in our guide so they can provide the leadership to the Ohio Senate, Ohio House of Representatives, Ohio Supreme Court, and US Congress that is necessary to keep Ohio's job-creating machine, small business, running.



Additional Information & Resources

Early voting in person and absentee begins: October 6 Applications for absentee ballots must be received by boards of elections by **noon on October 31** (3 days before general election)

ELECTION DAY TUESDAY, NOV. 3

Polls will be open from 6:30 a.m. to 7:30 p.m.

To learn more about individual races or to find your legislative districts, please visit

10 West Broad Str. eatjt& 12450450C Colombubs, 40 1010i 4342223 5 63 1442221 441007 Paid for by the North Fed Feder of lond open deep Business BUSI news • NFIB.com



NFIB Social Media Sites

NFIB National Politics. **NFIB.com/elections**

NFIB's Ohio Site**NFIB.com/oh**

(೨) NFIB's Ohio Twitter.....@NFIB_oh

(f) NFIB's Facebook www.facebook.com/NFIB

(f) NFIB's Ohio Facebook www.facebook.com/NFIB.OH

Absentee Voting

If you can't make it to the polls on November 3rd...

Any qualified Ohio voter may request a Vote by Mail/Absentee Ballot without stating a reason. You may request a Vote by Mail/ Absentee Ballot beginning October 6. Applications for absentee ballots must be received by boards of elections by noon on October 31 (3 days before general election).

If you are properly registered to vote, you must submit your written request to the board of elections of the county in which your voting residence is located.

To find the address of your county board of elections office, visit www.sos.state.oh.us and click on the "Election and Voting" link, then click on the "County Board Directory" link under the "Elections Officials" sidebar tab.

Once you have sent in your Vote by Mail/Absentee Ballot request, you will then receive voting materials – including your ballot – in the mail from your county board of elections.

Be sure to fill out your ballot and all other information completely and return it to your county board of elections no later than 7:30 p.m. on Tuesday, November 3, 2020. If you mail your ballot, it must be postmarked by Monday, November 2, 2020.

If you vote by mail/absentee ballot, you cannot vote at the polls on Election Day.

2020 Election Guide be a #SMALLBIZVOTER

Early voting begins Oct. 6.





Columbus, Ohio 43215 10 West Broad St., Suite 2450



Dear NFIB Member:

On November 3, 2020, you and your fellow entrepreneurs will play an important role in determining our state's future!

We are certainly living in unprecedented times. The current pandemic has wreaked havoc on our economy. It is vital those candidates who understand the critical role small business owners play in driving Ohio's economy are elected and re-elected to the Ohio Statehouse and Ohio Supreme Court. Ohio's economic recovery is critically dependent on who is elected this November.

Our level of involvement in each race outlined in this election guide is determined by our 22,000 members across Ohio. In deciding whether to endorse a candidate for a public office, factors such as the candidate's NFIB Voting Record, responses to candidate questionnaires, and personal interviews with members of the NFIB Ohio PAC Board are all taken into consideration.

In 2020 NFIB will once again play a huge part in the election of two associate justices to the Ohio Supreme Court, as well as many of our state senators and representatives. This guide you hold in your hands highlights endorsements by the NFIB Ohio PAC of those pro-business candidates.

It is critically important we preserve an Ohio Supreme Court who interprets the law rather than legislates from the bench. To maintain stability in our legal system, the NFIB Ohio PAC has endorsed **JUSTICE JUDI FRENCH** and **JUSTICE SHARON KENNEDY** for re-election as associate justices to Ohio's highest court.

Fellow NFIB members throughout the state of Ohio have made tremendous sacrifices to run for office, while numerous others are volunteering their time, energy, and resources to campaigns and candidates.

I encourage you to join in and TAKE ACTION by voting on or before November 3rd to help shape the political landscape of our state and nation. Small business owners are trusted and influential in their communities. Do what you can to share why this election is important to you and Ohio's economy!

Thank you for supporting NFIB and our endorsed candidates and playing a vital role in the upcoming 2020 election!



NFIB

Employee Education

Political issues and campaigns can be difficult subjects to discuss in a business environment. As the business owner, you do not want to impose your political views on your employees. However, you may want to offer them the same factual information you found helpful in making your decision on who to vote for or what issue to support. There are many ways to communicate this information. The key is finding the appropriate format that best suits your business and employees. Below are a few suggestions:

INFORMATION WALL

- In your employee break room or common area, set up a bulletin board with political and election-related information.
- Include a calendar of important deadlines and election dates, voter registration information, small business issue information, absentee ballot forms, a list of online resources for more information, polling locations, offices up for election, and information about the candidates.

STAFF MEETING

· Hold a staff meeting with your employees to talk about smallbusiness issues, the election, and the importance of voting. At the meeting, provide your employees with information on registering to vote, absentee ballots, issues, candidates, and important dates.

EMPLOYEE NEWSLETTER

- If you already have an employee newsletter, add a feature highlighting the upcoming election.
- If you do not have a newsletter, now is a great time to start one. It does not have to be elaborate—a one-page sheet with important information on small-business issues and election dates will do.

PAYROLL STUFFERS

 Include reminders regarding voter registration, absentee ballots, and the election in your employees' paychecks as an easy way to remind people to be informed and involved.

GUIDELINES

DO base all of your information on the facts surrounding an election or issue—not on your personal views.

DO allow your employees to take personal time off to volunteer with a campaign of their choice or at the polls on Election Day.

DO share issue-related information from NFIB with your employees (voting records, issue positions, news articles. Find this information

DO encourage employees to financially assist the candidate of their choice or a political effort they support.

DO encourage your employees to register to vote, be informed,

DON'T tell your employees who to vote for.

DON'T give your employees paid time off to volunteer with any campaign. Employees may elect to use vacation time or unpaid

DON'T reimburse employees for their political contributions or require them to make contributions to a political campaign.

DON'T require employees to participate in the political process or single out employees based on their involvement or lack thereof.

For more detailed information about specific candidates or races visit www.nfib.com/elections

Endorsed Candidates

Northeast

Ohio

OHIO SENATE

OHIO HOUSE

HD 1 Scott Wiggam*

HD 76 Diane Grendell

HD 99 Sarah Fowler

HD 5 Tim Ginter

The NFIB Ohio PAC, the political action committee of NFIB in Ohio endorses for election this coming November 3, 2020 the following statewide candidates:

Statewide Races

ASSOCIATE OHIO SUPREME COURT JUSTICE

ASSOCIATE OHIO SUPREME COURT JUSTICE Sharon Kennedy

federal level has announced endorsements of the following candidates for election to Congress:

Finally, the NFIB FED PAC, the political action committee of NFIB at the

Southwest

Congress

US HOUSE OF REPRESENTATIVES 1st District: Steve Chabot+

4th District: Jim Jordan+ 6th District: Bill Johnson+ 8th District: Warren Davidson+ 12th District: Troy Balderson + 14th District: Dave Joyce+

15th District: Steve Stivers+

2nd District: Brad Wenstrup+ 5th District: Bob Latta*+

7th District: Bob Gibbs*+

10th District: Mike Turner+

16th District: Anthony Gonzalez+

Southeast

SD 14 Terry Johnson

SD 20 Tim Schaffer+

SD 30 Frank Hoagland*

Ohio

OHIO SENATE

OHIO HOUSE

HD 77 Jeff LaRe

HD 92 Mark Johnson

HD 96 Ron Ferguson

HD 97 Adam Holmes*

HD 95 Don Jones*

Northwest Ohio

OHIO SENATE SD 2 Theresa Gavarone* SD 18 Jerry Cirino SD 12 Matt Huffman*+ SD 24 Matt Dolan+ SD 26 Bill Reineke*

OHIO HOUSE HD 4 Robert Cupp+ HD 47 Derek Merrin HD 57 Dick Stein* HD 82 Craig Riedel

HD 84 Susan Manchester HD 48 Scott Oelslager HD 87 Riordan McClain

HD 88 Gary Click HD 89 D.J. Swearingen

HD 49 Thomas West HD 55 Gayle Manning HD 60 George Phillips* HD 64 Martha Yoder* HD 69 Sharon Ray HD 75 Gail Pavliga

HD 36 Bob Young HD 38 Bill Roemer HD 86 Tracy Richardson

In addition, the NFIB Ohio PAC also endorses the following candidates for election to the Ohio Legislature:

Ohio Ohio OHIO SENATE SD 10 Bob Hackett*+

OHIO SENATE SD 4 George Lang*+ SD 16 Stephanie Kunze SD 6 Niraj Antani+ SD 22 Mark Romanchuk*+ SD 8 Louis Blessing

SD 26 Bill Reineke* OHIO HOUSE

Central

HD 16 Dave Greenspan* HD 2 Marilyn John HD 20 Richard Brown HD 21 Mehek Cooke HD 23 Laura Lanese HD 50 Reggie Stoltzfus* HD 24 Patrick Manley HD 67 Kris Jordan+ HD 68 Rick Carfagna* HD 71 Mark Fraizer

OHIO HOUSE

HD 27 Tom Brinkman HD 28 Jessica Miranda* HD 19 Meredith Freedhoff HD 40 Phil Plummer HD 41 Andrea White HD 42 Tom Young

HD 43 Rodney Creech HD 52 Jennifer Gross HD 53 Thomas Hall HD 62 Scott Lipps*+ HD 65 Jean Schmidt HD 73 Brian Lampton*

HD 79 Kyle Koehler*

*= NFIB Member +=Guardian of Small Business

