



2021 ANNUAL REPORT

TO MEMBERS • OHIO



TO OUR VALUED MEMBERS

Dear Valued Member,

As always, I begin by saying thank you. Most importantly for your membership with NFIB but also to all of those who have taken the time to vote your member ballots, respond to calls to action, and support the Ohio political programs that help us elect legislators who understand small businesses are the engine of our economy. The achievements and highlights in this Annual Report could not happen if not for you.

The Ohio economy, while improving, continued to navigate the obstacles from the pandemic. Through our regular surveys, members told us of issues with finding and retaining workers, supply chain issues, and many are still seeing revenue below pre-pandemic levels. The data we receive from these surveys is important for NFIB to have when engaging policymakers on your issues. I encourage you to watch out for future opportunities to share your story and make your voice heard.

In 2021, NFIB restarted holding regular Area Action Council meetings across the state. The opportunity to meet with members of Congress brought out a solid representation of local businesses in their district and Congressmen had a dialogue with entrepreneurs about the state of our nation's capital.

With 26 NFIB members serving in the Ohio Legislature in the 134th General Assembly, your fellow members are there on the frontline advocating for policies to drive Ohio's economy onward on issues important to small business owners. Just this past year alone NFIB key voted seven bills that were meaningful to you, and I am happy to report all seven were signed into law by Ohio Governor Mike DeWine.

Please know we work diligently to be your voice in Columbus, Ohio, and Washington, D.C. We provide a great deal of information through social media, webinars, and e-newsletters regularly. I have heard from many members of the value they find in these communications, and I encourage you to take advantage of your NFIB membership and pay attention to those opportunities.

Always know we are fighting for you and the free enterprise system. Thank you again for putting your trust in NFIB by being a member here in Ohio.

Sincerely,

Roger. R. Geiger, Executive Director

LEADERSHIP COUNCIL CHAIR'S MESSAGE



Dear Fellow Member,

In 2021, Ohio had a long way to go. As the pandemic lingers over all of our businesses, many of us continued to struggle even with the influx of grants and other government programs meant to help prop up our economy. As small businesses owners, we are resilient, and we have adapted to this new normal.

Many of you agree with me that we are facing the toughest labor market we have ever seen, surveys by NFIB show over half of the members are struggling with this issue. Supply chain issues also continue to plague our economic growth and inflation is rising at an alarming rate. But we entrepreneurs continue to operate our businesses and move forward.

NFIB is there for us to work with our elected officials to make sure they are doing everything they can to make Ohio a state where we can own, operate, and grow our businesses in a positive economic climate. As a long-time member of the Ohio Leadership Council, I can tell you they are always there fighting for us.

In 2021, seven votes labeled 'key votes' by NFIB were passed by the Ohio Legislature and signed by Ohio Governor Mike DeWine. The most important of these was the 'Business Fairness Act' which ensures no business will be shut down if they can meet any health and safety protocols. It says every business is essential and NFIB led the fight!

If you are a new member, welcome to a great organization. If you have been a member for years, you already see the value. Thank you for being part of this important organization. There may be no more important time to be a member!

It has been a great experience to chair the Ohio Leadership Council for NFIB these past three years. I thank you for being a fellow member to help amplify our voices in Columbus, Ohio, and Washington, DC. Here's to a prosperous 2022!

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Ellis'.

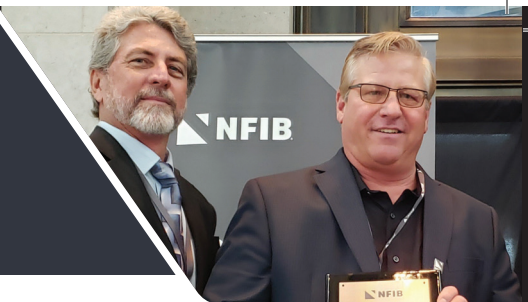
Chris Ellis, Ohio Leadership Council Chairman
Helping Hands Healthcare, Inc., West Chester, Ohio



NFIB IN OHIO BY THE NUMBERS

- NFIB ended 2021 with over 21,300 members in Ohio; the most members in any state. During the past year, NFIB welcomed over 1,675 new members in Ohio.
- NFIB held 60 member events in 2021 with an attendance of over 20 members per meeting at Area Action Councils, webinars, safety seminars, and other opportunities throughout the state.
- NFIB had 26 members who served as state legislators in the Ohio General Assembly in 2021.
- NFIB workers' compensation programs in Ohio, including group rating, retro, and select plus had 5,800 members participating, saving more than \$11 million in premium. We continue to be one of the state's largest groups sponsoring these programs.
- Over 5,000 members in Ohio responded to surveys, special ballots, and calls to action to communicate with their state legislators to bolster our grassroots efforts and grow the voice of small business in the statehouse in Columbus.
- The NFIB Ohio office was pleased to welcome new members to the team in our Grassroots Manager, Member Benefits Program Manager, and Member Services Coordinator.
- NFIB shared a lot of information in 2021 with over one-half million impressions on social media, 73 individual articles on the NFIB Ohio webpage and quarterly publications Ohio MyVoice, Safety Visions, and Resource mailed to all members.
- NFIB's legislative team in Ohio monitored 82 pieces of legislation in the first year of Ohio's 134th General Assembly. Not one piece of legislation opposed by NFIB passed the legislature in 2021, while seven NFIB 'Key Votes' were passed by the legislature and signed by Ohio Governor Mike DeWine. NFIB took the opportunity to testify 43 times in 2021 to ensure the small business voice was heard in the legislative process.

BUSINESS FAIRNESS ACT



At the onset of the pandemic, a top concern NFIB staff heard from our membership was the labeling of businesses as “essential” or “non-essential.” It is our view, every business is essential, to the employees, their families, and the communities in which they operate. While we learned 70 percent of our members were able to remain open, sadly that means 30 percent were forced to close. Meanwhile, competitors, typically big-box stores selling many different products were permitted to remain open, recognize revenue, and keep their employees paid.

House Bill 215 (and its companion piece in the Ohio Senate, **Senate Bill 134**) allows every business the opportunity to remain open. We hope the provisions of this bill will not need to be exercised. However, in the event state government issues safety protocols or requirements for businesses to meet to stay open, our members will have the chance to meet these protocols and remain operational. These bills in no way prevent orders from being issued, it simply gets the government out of the business of picking winners and losers.

We recognize difficult decisions had to be made during a once-in-a-lifetime health emergency. The Business Fairness Act requires the government to decide whether all businesses are shuttered or issue protocols that any business can proactively choose to meet. You, our members deserve the right to keep their businesses open; the Business Fairness Act ensures this decision remains with the business owner.

NFIB was the key player in the passage of the Business Fairness Act, and we want to thank our members for doing their part by answering our calls to action related to the bill. It is always important for elected officials to hear directly from their small business owner constituents. It puts into perspective the points NFIB is speaking to them about at the Ohio Statehouse.

On Tuesday, November 16, 2021, House Bill 215, the Business Fairness Act, passed the Ohio Senate. House Bill 215 will permit any business, that is required to cease or limit operations due to a Department of Health order, to remain or reopen so long as they can demonstrate their ability to meet government safety protocols required of businesses that were allowed to stay open during a public health crisis. It was passed out of the Ohio House of Representatives earlier in 2021.

On December 1, 2021, Ohio Governor Mike DeWine signed five bills into law, including House Bill 215, the “Business Fairness Act,” a huge win for small business owners.



YOUR VOICE IS HEARD IN COLUMBUS!

On your behalf, in addition to the 'Business Fairness Act', Ohio NFIB tracked 82 pieces of legislation in the 134th Ohio General Assembly. Some of the 2021 NFIB Key Vote highlights include the NFIB 'Key Votes':

Senate Bills 108 and 109 – NFIB quarterly member surveys showed the economic effects of government closures and policies remained a top concern for our members in 2021. NFIB was proud to champion the use of federal stimulus dollars to provide our members with the opportunity to receive state grants. Senate Bills 108 and 109 provided over \$300 million in monies for general business, bars, restaurants, lodging, entertainment venues, and for the first-time new businesses (those that opened their doors in 2020 or later).

Senate Bill 18 – NFIB championed efforts to conform Ohio's tax code with changes made at the federal level to ensure the deductibility of Paycheck Protection Loans (PPP). Absent the key provisions in Senate Bill 18, our members who utilized PPP would have experienced increased tax liability. Additionally, this bill addresses a change in interpretation by the Ohio Department of Taxation that subjected the Ohio Bureau of Workers' Compensation rebates to the Commercial Activity Tax (CAT).

House Bill 168 – NFIB led the initiative encouraging legislators and the administration to use federal stimulus dollars to repay over \$1.4 billion in loans taken to pay unemployment compensation claims. Ohio had to borrow early during the pandemic and had House Bill 168 not been enacted, employers faced an additional \$100 million in increased taxes, at a time when businesses struggled to remain in operation. Ohio has now built up a positive balance of over \$600 million.

House Bill 75 – Several positive reforms to Ohio's monopolistic system were included in House Bill 75. The statute of limitations to file an occupational disease claim is now synced with all other types of workplace injury claims at one year. Additionally, a claimant will now need to demonstrate new and changed circumstances in a claim before refiling a request for permanent total disability. These claims result in lifetime benefits and simply filing the same application in hopes of being awarded by a sympathetic hearing officer.

Senate Bill 13 – Small businesses need certainty and predictability when it comes to the legal landscape. Our members do not typically have the resources to retain in-house legal counsel, so when faced with a legal challenge it can be very expensive to combat. Senate Bill 13 brings the statute of limitations on a written contract down to six years, from eight (and down from 15 just a few short years ago). This shortened tail reduces recordkeeping and frees up resources to be spent on growing your business, not reserving money for potential liability.

House Bill 2 – NFIB strongly supported the efforts to bring broadband to all Ohioans. House Bill 2 provides incentives for private broadband carriers to connect more Ohioans. The bill safeguards taxpayer dollars by requiring certain benchmarks to be achieved. We learned the importance of broadband when many were working remotely. To compete in a global market, our members need high-speed internet availability.

FEDERAL ISSUES FROM WASHINGTON, DC!



At the end of 2021, the U.S. Supreme Court announced it would hear oral arguments on January 7, 2022, regarding the legality of two federal COVID-19 vaccine mandates issued under the Biden administration. The justices will be considering four appeals, consolidated into two separate sets of oral arguments. **NFIB was listed as the lead plaintiff in the case.** Small businesses and their employees, like all Americans, look forward to the end of the COVID-19 pandemic and the government regulation associated with the pandemic. NFIB recognizes the duty of governments to help protect the safety and health of the people, but NFIB also recognizes the duty of governments to help preserve the liberties of the people, even in difficult situations.

NFIB opposes the Build Back Better Act through the Small Business Survival campaign, seeing the plan as an expensive, and expansive tax and spending plan. Small businesses are still facing numerous challenges, including inflation, supply chain disruptions, worker shortages, and COVID-19 variants and restrictions. These additional burdens will severely hurt small businesses across the country, threaten small business recovery, and punish Main Street.

NFIB supported the Employee Retention Tax Credit Reinstatement Act. As small businesses continued to manage challenges in 2021, the Employee Retention Tax Credit is one of the last COVID-19 recovery programs still available to small businesses. By reinstating it for the fourth quarter, owners who were planning on using the tax credit will no longer face a retroactive tax increase or burdensome paperwork. NFIB thanks Reps. Carol Miller, Stephanie Murphy, Kevin Hern, and Terri Sewell for their work to support Main Street and introduce the Employee Retention Tax Credit Reinstatement Act.

NFIB key voted against the Fiscal Year 2022 Budget Resolution. The budget resolution represents the first step in the process to increase taxes and mandate new requirements on small businesses. It begins the process to eliminate stepped-up basis, curtail the Small Business Deduction, and increase taxes on small corporations, all of which would be damaging to small businesses throughout the country. These policies will result in less investment in employees, less investment in small businesses, and less economic growth.

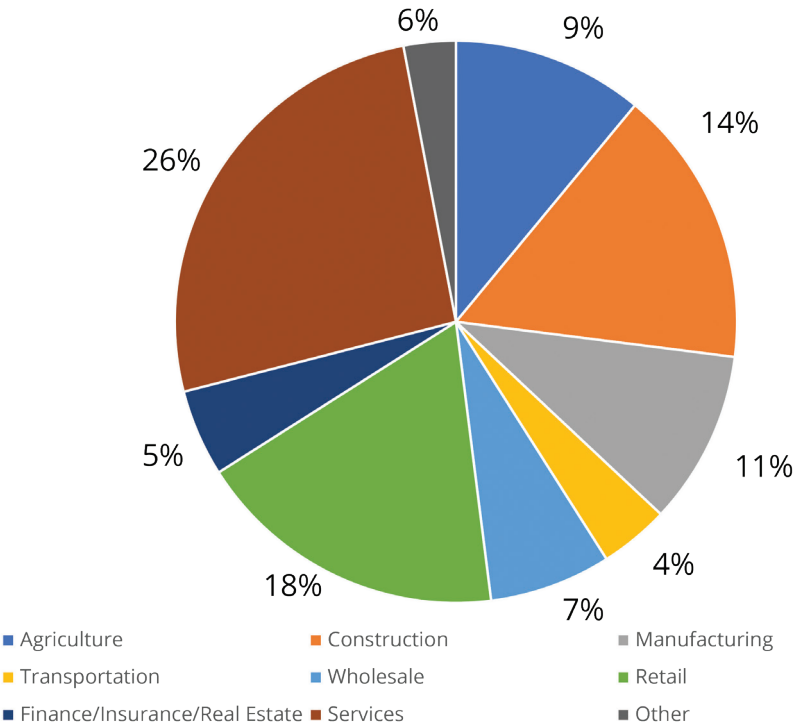
NFIB supported the Save Local Business Act which will provide certainty for small businesses concerning the joint employer standard. The act updates the National Labor Relations Act (NLRA) and the Fair Labor Standards Act (FLSA) by returning the joint employer standard to a definition more closely aligned with historical interpretations by removing the term "indirect control" from the definition.

NFIB opposed the Paycheck Fairness Act. The legislation makes legitimate business-related pay differences difficult to defend in court, invites frivolous lawsuits against small business owners by allowing unlimited compensatory and punitive damages in equal pay lawsuits, and significantly increases small business paperwork. Specifically, the legislation would make it difficult for a small employer to defend against claims where an "alternative employment practice" exists in situations where a small business may not adopt the same employment practices of a larger business.



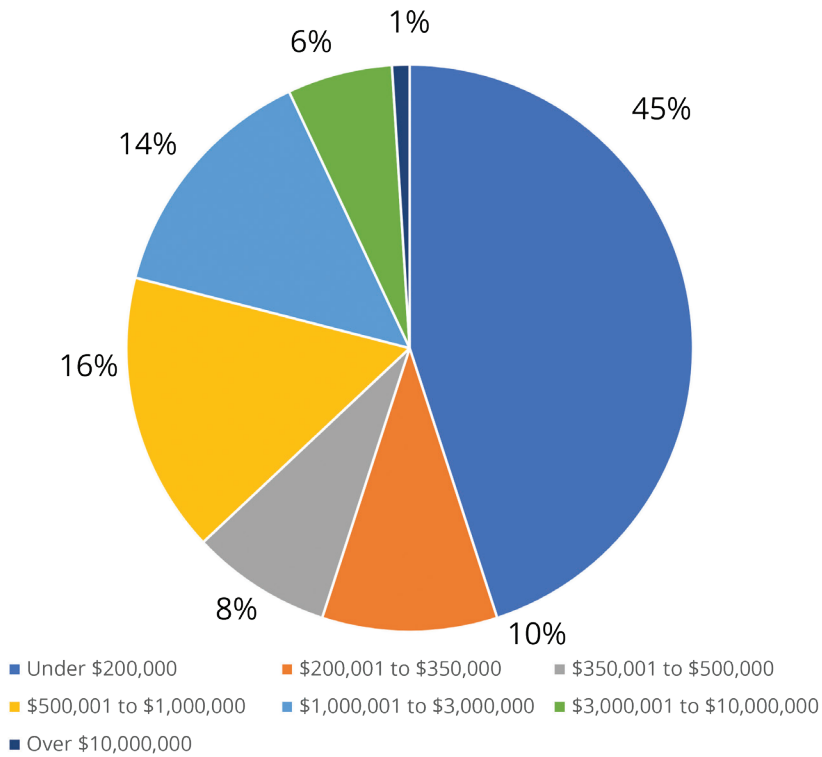
WHO IS NFIB IN OHIO

NFIB MEMBERSHIP IN OHIO BY INDUSTRY





NFIB MEMBERSHIP IN OHIO
GROSS REVENUE





WE'RE HERE
TO SERVE YOU

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