



President's Message

As we find ourselves in July we can say goodbye to the first half of 2018! I hope members all had a positive and successful Memorial Day. Our next OCA event will be our Annual convention on August 6 – August 8 at the Holiday Inn Eastgate, in Union Township.



Monday August 6th will be a day of fun on the golf links at Legendary Run. Known as one of the toughest public courses in the Cincinnati area, this course will offer players a fun and challenging round of golf. Later that evening there will be a dinner with the suppliers followed by golf awards from earlier and games.

On Tuesday August 7th we will kick off our conference with our keynote speaker Mr. Jim Meyers – United States Secret Service Retired. Mr. Meyers will discuss and cover training for Armed Intrusion Awareness. After a brief break he will discuss and reflect on his service with the U.S. Secret Service. Given the times we live in today this presentation will be one not to miss.

That afternoon we will depart for field day at Mt. Moriah Cemetery. There will be lunch followed by some outdoor demonstrations. Also, there will be some timed obstacle completions for members as well product demonstrations by our suppliers. Later that evening we will have a dinner followed by the “Family Feud” game presented by Cincinnati Circus. This should be a lot of fun for all!

The masthead image provided by Union Township, Mt. Moriah Cemetery - Cincinnati.



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Upcoming Events

Annual Convention August 6, 7, 8 2018 Holiday Inn - Eastgate Cincinnati
Golf August 6 Legendary Run
Field Day Mt. Moriah Cemetery Union Township - Clermont County Host: Pat Ebright
Fall Maintenance Day October 2 Spring Grove Cemetery Cincinnati
Lunch & Learn Lindsay Precast October 9 Canal Fulton Presentation/Lunch/Tour

President's Message continued from page 1.

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Lastly, on Wednesday August 8th our annual convention will feature that morning several breakout session presentations that will discuss and cover many multiple topics for all. There will be presentations for all members regardless of your business or government makeup. I look forward to seeing you all at our Annual Convention in August!

Patrick Ebright, OCA President
Union Township-Mt. Moriah Cemetery
Cincinnati, OH

Special places require Special care.

Each cemetery or memorial garden has a story to tell and memories to share. As a caretaker for these special places, we believe the landscape should enhance that experience.

LEARN MORE

• □ ✉	Jeff Crites (330) 352-7005 jeff.crites@davey.com	Kyle Celmer (734) 323-6048 kyle.celmer@davey.com
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Calendar of Events

Annual Convention

August 6, 7, 8 2018

Holiday Inn - Eastgate
Cincinnati

Golf

August 6
Legendary Run

Field Day

Mt. Moriah Cemetery
Union Township - Clermont County
Host: Pat Ebright

Fall Maintenance Day

October 2

Spring Grove Cemetery – Cincinnati

Lunch & Learn Lindsay Precast

October 9

Canal Fulton Presentation/Lunch/Tour

Articles for Sales Managers & Advisors

About 95% of what do every day habit. To be successful on an ongoing basis we must ensure that we have the correct habits of thought.

How we think and what we think about has a profound effect on our future.

The How

How you think about yourself is critical to your success. Whatever self-limiting thoughts you have about your ability to perform, achieve, produce, your ability to learn and even what you think you can earn becomes a reality. Habitually limiting your beliefs about what you can do, can become and can earn have a dynamic affect you the results you get.

The What

The second element regarding your habit of thought is what you think about. Think about problems and failure is thinking about what you don't want. Yet if you think about what you do what and how to accomplish it, that is what your energies will be focused on

Studies of top producing sales professionals and ones that are average or below revile one and only one differencetation factor; the top achievers only allow themselves to think about what they want and how they will accomplish it. Where the average performers think about the challenges and reasons they can't accomplish their goals.

Articles for Sales Managers & Advisors continued from page 3.

The Choice

Forming the right thought habits requires focus and determination. Brain Tracy, in his book Million Dollar Habits says, " Good habits are hard to learn but easy to live with. Bad habits, on the other hand, are easy to learn but hard to live with."

How we think determines what we do and what we do, over and over, creates our habits. We first make our habits and then our habits make us. Whatever the habit, the choice is ours. We choose how and what we think about. It has been said for thousands of years by everyone from great teachers to great preachers, "We become what we think about."

Key reminders on creating the right habits of thought:

- You have total control of your thoughts.
- What we read, listen to, and who you listen to shapes your thoughts.
- Write out what you want to do and be, read it daily, and see yourself that way.
- We are what we repeatedly do.

We are free to choose our thoughts and then our thoughts choose our actions, and it's our actions that create our future.

Thanks to Kirk Roberts, OCA Vice President, (American Cemetery Services) for sharing this article.



Looking for an idea for a waste receptacle for your cemetery?

Here's one.



**Photo taken June, 2018
Anonymous Cemetery**

Cemetery Spotlight

Mt. Moriah Cemetery

Mt. Moriah Cemetery is owned and operated by the Union Township Board of Trustees, Clermont County, Ohio. The cemetery is situated on land rich in history dating back to the 1800's. The



original cemetery consisted of 1/3 acre deeded to the citizens of Witham Settlement in 1824. Presently, it includes 56 acres of rolling hills graced with large shade and evergreen trees, sparkling pond, lovely gazebos, chapel, park, and restful meditation areas. Carefully maintained to ensure the beauty and serenity for future generations, the cemetery has stately monuments that are a link between the past and the present.

Withamsville is located on the southern border of Union Township, Ohio. It is on the survey made April 8, 1788, for Churchill Jones of Virginia. Jones was a captain who served three years in the American Revolution. This survey was made more than seven years before the Indians signed the Treaty of Greeneville, which legally allowed United States citizens into the area. Maurice Witham received the patent to his land from U.S. President Thomas Jefferson on November 28, 1803. Rev. Witham was a Baptist preacher from the Saco Valley of Maine, who left that state in March, 1800, and arrived in the Withamsville area in October of that same year. The village that formed was originally called Witham Settlement, in honor of the family. Mt. Moriah Cemetery was originally a part of the Witham farm. The Witham family, with the exception of Maurice is buried in Mt. Moriah Cemetery. The oldest section of the cemetery is located behind a picturesque little, white chapel built in 1842 owned by Mt. Moriah United Methodist Church. Some of the narrow, older, paved roads winding through Mt. Moriah Cemetery were originally used by horse and wagon, a reminder of days gone by.

Interred at Mt. Moriah Cemetery are some prominent pioneers and citizens dating back to the early 1800's. The Honorable Dr. William Doan (1792-1847) was an eminent physician. He was also a Representative and Senator in the Ohio Legislature, and from 1839-1843, a member of Congress. Politician Charles Cyrus Kearns (1869-1931) was a Republican and a U.S. Representative from the Ohio 6th District (1915-1931). Dr. Elisha Bennett (1809-1881) was one of the oldest practitioners of the county. In 1851, he was elected to be a Representative from Clermont to the Fiftieth General Assembly of Ohio by the Democratic Party. Also interred at Mt. Moriah Cemetery is Richard Stockton (1735-1810) who owned some of the land that the cemetery occupies today. Sarah Stockton's grave (1745-1813) is the oldest marked grave in the cemetery.



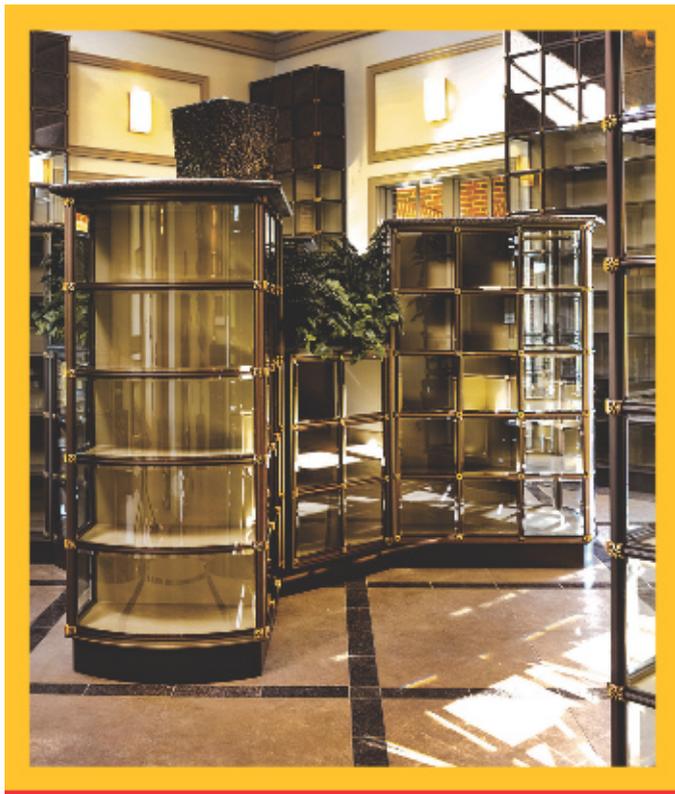
Mt. Moriah Cemetery has a commitment to the preservation of the markers and monuments located on the grounds. While the majority of the historic markers are in relatively good condition, some of them are in need of restoration.

Cemetery Spotlight continued from page 5.

Markers are treated with a biological solution and cleaned with a natural bristle brush. In addition gaps are filled with hydraulic cement to stop water expansion in the winter months, and bases are sealed with a heavy-duty cement coating. Many markers that are leaning are excavated, leveled and returned to a new hydraulic concrete base poured below ground. In addition, markers that are lying broken on the ground are excavated. An above ground frame approximately six inches deep is prepared and the markers are placed on a level gravel base. Hydraulic concrete is installed around the markers. Once the form is removed, the markers are sealed with a heavy-duty masonry coating treated with an acrylic fortifier. Markers that are illegible due to lichen growth are once again restored, enabling us to learn the historical significance of the person buried there. The restoration of markers and monuments is an on-going project for Mt. Moriah Cemetery.



Mt. Moriah Cemetery recognizes the importance of the preservation of the history that goes along with those buried here. To help bring this history to life, the cemetery launched new interactive memorial pages on its website in 2017 to capture the histories of the individuals resting in its grounds. Each person has their own memorial page.



Learn more, call us at
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Cemetery Spotlight continued from page 6.

The memorial page features links to their obituary, burial location and directions to Mt. Moriah Cemetery. A Google earth map will show the exact location of the person. The map can be maximized to show cemetery landmarks such as the pond on the east side of the cemetery, and the office on the west side of the cemetery. The map can be minimized to zoom in on the exact location of the burial site. On the memorial page, families can share memories, stories, photos and videos. These memories will automatically build an interactive timeline of their loved one's life. There is also a section to add photos or videos. The pages are permanent, and are geo-referenced to the grave, scattering area, or columbarium niche to provide GPS navigation to the final resting place. Mt. Moriah Cemetery believes that every life has a story to be told, and through these interactive memorial pages we can collect and preserve the history of our loved ones and, in essence, our whole community.

On the east side of Mt. Moriah Cemetery a sparkling pond with two fountains and a spectacular waterfall are located. Also, two white, mute swans are found swimming on the pond. Not only do the swans decrease the geese population, but, more importantly they add beauty and grace to the cemetery. In addition, a large gazebo, Cremation Scattering Garden and three Niche Columbariums are located in this tranquil setting. The scattering garden and columbariums offer families an alternative for cremated remains. This area of the Mt. Moriah Cemetery is often used by the community as a backdrop for weddings and prom photos.

Mt. Moriah Cemetery provides a unique and touching ceremony for people to remember and honor their loved ones. The annual "Lantern Lighting Ceremony" begins with the cemetery staff providing guests with materials to create their own lanterns. The guests assemble their lanterns under a large, white tent strung with lights. While a string trio from the Clermont Philharmonic Orchestra offers a backdrop of classical music, guests choose their materials and sit down to design personal and artistic messages to their loved ones. The decorated rice paper will later enclose lit candles on the small platforms that will be set out on the pond at sunset. All of the lanterns are unique and personal.



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Cemetery Spotlight continued from page 7.

The event helps people by giving them an outlet to express their feelings for their loved ones. Also, there is an overwhelming display of emotional support for each other. The thought, time and emotion that go into decorating the lanterns are touching to see. The guests are treated to a catered dinner, followed by the presentation of the Colors with a 3-volley salute and taps to remember the service men and women buried at the cemetery. A local Boy Scout and Cub Scout troop lead The Pledge of Allegiance and The Star Spangled Banner. In addition, a Bugler plays Taps, and a final song of Amazing Grace as the lanterns are placed on the pond. As the sun descends, guests gather at the pond. The candles are lit and the lanterns are set upon the water to carry their messages. This year will mark the 11th Annual Lantern Lighting Ceremony which is attended by approximately 600 people. Mt. Moriah Cemetery strives to honor and remember those we bury by providing this touching and memorable event.

On the west side of Mt. Moriah Cemetery is a truly unique park known as “Heritage Memorial Grove”. The total area for the park is approximately 2.27 acres. The area is carved partially from a grove of oak and maple trees, with the majority of the grounds left in its natural state. The park is a perfect place for the community to gather, reflect and enjoy. The large main entrance of the park leads to an area described as an “Outdoor Wedding Cathedral”, which includes a circular area that provides for elevated seating and a majestic, granite altar. This cathedral is incorporated into the natural setting which is spectacular for outdoor weddings. Another area of the park is graced with a stately granite monument with the inscription ““Heritage Memorial Grove, dedicated to the memory of the pioneer settlers of Union Township, Clermont County, Ohio, by the Trustees of Union Township and Stanley E. Wilfert”. Winding through the woods are lighted concrete walking trails. These trails are also handicap accessible. Granite benches are placed for visitors to rest and reflect. The park is available for use by the community for services, weddings and funerals. Park visitors can seek solitude to meditate and remember their loved ones, family and friends, or simply enjoy the rustic, tree lined environment.

A major success and goal for Mt. Moriah Cemetery was to be awarded accreditation by the APWA (American Public Works Association) on July 29, 2011. On July 7, 2015, the cemetery was re-accredited, and currently is in the process of a second re-accreditation to be accomplished in 2019. Mt. Moriah Cemetery was assessed on fourteen practices including interment, mapping blocks, lot numbering, section development and section renovation among others. The APWA accreditation team awarded Mt. Moriah Cemetery full compliance for all fourteen of their practices.

Mt. Moriah Cemetery strives to fulfill their motto, “To operate and maintain an historic burial ground in a park-like setting, with a commitment to preserve and honor the heritage of past generations, to serve and respect the needs of the present generation, and to provide a legacy for future generations.”

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Supplier Spotlight



Eagle Granite Company, Inc.

Company Contact:

Cindy Russell, Marketing
Director
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crussell@eaglegranite.com

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Operating Team:

Kevin Brown, Sales Manager
888-357-8452
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Brenda Robertson, CSR
Manager
888-357-8452
brobertson@eaglegranite.com

Quality

Eagle Granite Company owns and operates its own quarries and chooses only the highest quality stone for your job. Every order is important to us, and we stand behind each monument or structural stone product we create.

Eagle has been family owned and operated for over 60 years. We hope to continue to prove ourselves to you as a loyal vendor that puts out quality work at a competitive price.

Variety

Eagle Granite's design and manufacturing team can help you with virtually any project. We have decades of experience with highly skilled personnel. We pride ourselves on recruiting and retaining some of the best talent in the industry. Our ever-expanding company is always at the top of the newest and most technological advanced systems available.

We have also expanded our efforts for quarrying and manufacturing, as well as imports from overseas. Eagle now owns several quarries throughout the Southeast. Recently we also added an additional 150,000 square feet of manufacturing facilities and are currently building additional warehouse space for our large import inventory. We currently house over 1 million dollars in imports to facilitate the order process and wait time for delivery. We stock over 40 mausoleums in a variety of colors at all times. Much of our cremation product line is in stock and searchable through a live online inventory list that updates every half hour.

Our Customers

Our customers represent some of the finest cemeteries and funeral homes in the country. We take pride in some of the magnificent projects we have done for our locations. We appreciate all of our customers' business here at Eagle.

Marketing

We have successfully developed memorial selection catalogs for our larger customer base. We work closely with management to help streamline the procurement process and only feature the cremation products that are popular in that region. We can even further customize these catalogs specifically to what the location wants to offer.

We have also developed site specific size recommendations as well as cremation packages that work well for popular plot sizes and help emphasize the potential to upsell to families by marketing additional items within the core product catalog(s).





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(Custom 9 Crypt Walk-In Mausoleum Shown - Production to Installation)

Welcome New Members

Mark Huxsoll

Old St. Mary's Presbyterian Cemetery
Springdale, OH

Heather Day

Union Grove Cemetery Canal
Winchester, OH

Pamela Minning

Hamilton Co. Genealogical Society
Cincinnati, OH



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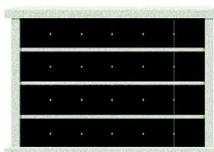
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ANNUAL CONVENTION/FIELD DAY & TRADE SHOW
AUGUST 6-7-8 2018
Holiday Inn-Eastgate – Cincinnati, OH



AGENDA

MONDAY AUGUST 6

11:00 Golf Outing - Legendary Run 915 Legendary Run Golf Course - Cincinnati
2:00 Supplier Set up-Ferarra Room
4:00 OCA Board Meeting-Brandon Beck Board Room
6:00-7:00 Social Hour with Suppliers – **FERARRA ROOM**
7:00-8:00 Dinner
8:00 Golf Awards/Games

TUESDAY AUGUST 7 - FERARRA ROOM

7:00-8:30 Registration and Breakfast with Suppliers
8:30-9:15 Welcome and Announcements; Supplier Introductions
9:15 10:00 Keynote Speaker – Session #1 - Jim Meyers – Secret Service Retired
“Armed Intrusion Awareness Training”
10:00-10:30 Break with Suppliers
10:30-11:30 Keynote Speaker – Session #2 – Jim Meyers
“A Reflection of the US Secret Service”
11:30 Leave for Field Day

MT. MORIAH CEMETERY – UNION TOWNSHIP

For GPS directions use:
686 Mt Moriah Drive, Cincinnati, OH 45245

SEE FIELD DAY AGENDA

4:30 Return to Holiday Inn-Eastgate

Agenda continued from page 12.

TUESDAY AUGUST 7 continued - FERARRA ROOM

- 6:00-7:00 Social Hour with Suppliers
- 7:00-8:00 Dinner/President’s Message
- 8:30- Entertainment - **FAMILY FEUD** presented by Cincinnati Circus

WEDNESDAY AUGUST 8 - FERARRA ROOM (unless otherwise noted)

- 7:00-8:30 Registration and Breakfast with Suppliers
- 8:30-8:45 Announcements
- 8:45-9:45 **BREAKOUT SESSIONS**
NAPLES ROOM
“Before Disaster Strikes”
 Dianne Bates – Brookfield Cemetery – Tuscarawas Township
- PALERMO ROOM**
“Time Management - For ALL Cemetery Departments”
 Kirk Roberts – Roberts Group/OCA Vice President
- 9:45-10:15 Break with Suppliers
- 10:15-11:00 **BREAKOUT SESSIONS**
NAPLES ROOM
“A Day in the Life of a Cemetery External Auditor”
 Kelly Neer - External Auditor, Ohio Dept. of Commerce, Div. of Real Estate & Professional Licensing
 Laura Monick-Ohio Dept. of Commerce, Registration & Resolution Section Chief
- PALERMO ROOM**
“Spring Grove Cemetery: Growing All the Time”
 Chris Sullivan – Spring Grove Cemetery- Grounds Manager, OCA Board Member
- 11:00-11:30 Break with Suppliers
- 11:30-12:15 **BREAKOUT SESSIONS**
NAPLES ROOM
“Working with the Public – Panel Discussion
 Nancy Woebkenberg – Mt. Moriah Cemetery
 Marilyn Brandt – Lake View Cemetery
 Nancy Creech – Monroe Township Cemeteries
 Scott Harmon – Dover City Cemeteries/OCA Board Member
- PALERMO ROOM**
“Memorialization Trends”- Panel Discussion
 Gerardo Garcia – Columbarium by Design
 Bob Porter – Matthews Intl/OCA Board Member
 Dave England – Cold Spring Memorial Group
- 12:15-12:45 Legislative Update – Tim Long, OCA Legal Counsel - **FERARRA ROOM**
 OCA Business Meeting
- 12:45- Conclusion Announcements and Lunch with Suppliers



FIELD DAY - TUESDAY – AUGUST 7, 2018

For GPS directions use: 686 Mt Moriah Drive - Cincinnati, OH 45245

12:00 Welcome
Supplier Introductions
Lunch

1:15-1:45 Simple Solutions for Leveling & Re-Sealing
Monuments

**Kelly Heslar – The Georgetown Marble & Granite
Company**



1:45-2:15 Break with Suppliers

2:15-2:45 The Power of Sound

Steve Becker – Empower –AMAZING AMP

2:45-4:30 Field Day Games with Suppliers (Mower obstacle course, Excavator
Competition) Prizes awarded prior to conclusion



4:30 Return to Holiday Inn for Rest and Relaxation

Any questions - Please call Pat Ebright at Mt. Moriah Cemetery (513) 752-1773

Email: pebright@union-township.oh.us

OCA Alert: Annual Convention/Field Day & Trade Show

Agenda and registration forms for the upcoming Annual Convention/Field Day & Trade Show can be found on the oca website under the tab – Upcoming Events.

August 6-7-8, 2018

www.ohiocemeteryassociation.com

Holiday Inn – Eastgate Cincinnati



OCA Alert: OCA Pay Over The Web

The OCA now has the capability of receiving credit card payments for event registrations and membership dues. Pay at www.ohiocemeteryassociation.com/powform or you can click "Pay Over the Web" on the bottom right hand corner of www.ohiocemeteryassociation.com.

Pay for Event Registrations or Membership dues

To process the credit card transaction, you must submit the appropriate OCA paperwork. Enter the Invoice Number and payment amount in dollars and cents. You will be directed to chase.com to enter credit card details. When the transaction is complete, you will return to www.ohiocemeteryassociation.com and be able to print a copy of the transaction.

Membership Dues Payment

To process payment, use the Invoice Number.

Event Registration

If you are registering for an event, fax or email registration form to the OCA office. An invoice for this registration will be generated and sent to you. You will then be able to proceed with the transaction. Forms are list in Upcoming Events at www.ohiocemeteryassociation.com/Upcoming-Events when available.



Springtime Increases Flying, Crawling, Slithering Critter Hazards

As the weather becomes warmer, you will find yourself working in outdoor areas that you didn't during the winter months. Whether you're performing activities such as mowing, weed-eating, and trimming, you may find yourself face-to-face with poisonous plants, insects, spiders, and snakes. Contact with poisonous plants, bites, or stings may send you to the doctor's office or even the emergency room for a remedy.

Risk Management speaker Gordon Graham said 'if it is predictable it is preventable'. If you can predict that there may be a poisonous plant, snake, spider or insect present then prevention is the answer, and to do that you should look and listen before you jump into an area where you may have danger lurking.

Spiders and snakes will soon be coming out of their winter dormant state and often hide where you may have occasion to work. Insect and spider bites can be dangerous, especially if you are allergic to them. A bite or sting may cause an allergic reaction called anaphylaxis, which can be a life-threatening event and should be treated immediately. Call 911 if you are having a reaction to a bite or sting.

Bees, Wasps, Yellow Jackets



- Stings kill more people each year than all other venomous animals combined.
- Look out for hives
- Keep food and drinks in your vehicle. Bees are attracted to sweet smells.
- Watch for unusual reactions to stings. Call 911 immediately

Spiders



- Black widow spider venom is 15 times more poisonous than rattlesnake venom!
- Watch out for spiders when working around wood piles, vegetation and other areas that are dark
- Wear gloves when working in areas that may harbor spiders.
- If you notice a tingling feeling, sudden nausea, or stomach pain, convulsions, or signs of shock, you may have been bitten by a spider. Seek medical attention immediately.

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* Based on test market results
** 56" wide with touchscreen open

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Springtime continued from page 16.

Snakes



- Rattlesnakes are the most common poisonous snake in our area and can be found in areas that are protected, like wood piles or rock piles, bushes or tall grass.
- Rattlesnakes are often found where there are food sources for them like gophers, squirrels, and mice.
- Other places may be near streams or rivers that have recently flooded during the winter and have transported snakes on debris piles or logs downstream and deposited them on the bank near your cemetery.
- Leave the snake alone.
- Most people are bitten trying to kill them or to get a better look.
- If a snake bite contains venom, swelling occurs quickly.
- Call 911 and seek medical assistance immediately.
- Avoid running and do not panic.
- Do not cut the affected area or attempt to remove venom with your mouth.

Report all bites, stings, and contact with poisonous plants that cause a rash or swelling to your supervisor immediately. All of these are true medical emergencies and should be treated as such. When in doubt, call 911

Article courtesy of Public Cemetery Alliance

Mark Marshall, California Safety Officer, Golden State Risk Management Authority

Common Snakes of Ohio

There are over 25 different snake species found in Ohio and out of those, three of them are said to be venomous. With steep valleys, rugged hills, big lakes, long rivers, isolated islands and drainage basins, the state has plenty to offer the average snake looking to snack on water-dwelling creatures such as frogs, toads and even newts and salamanders.



There are only three venomous snakes and they are:

Timber Rattlesnake

Also known as the timber rattler, this snake usually measures in between 35 and 55 inches in length, a yellow or brown coloration with black or brown bands going from one side to the other across the back.

Eastern Massassauga Rattlesnake

The second venomous snake of Ohio is also a rattlesnake but this time, the Eastern Massassauga Rattlesnake, a slightly smaller species measuring just 20-30 inches in length. A darker color than the timber rattlesnake, this one is usually a brown-gray color with darker almost bow-shaped patches running down the length of its back. You'll find this snake commonly in the northern parts of the state, and also along the color, glaciated areas to the west.

Northern Copperhead

Around the same size as the Massassauga rattlesnake, the northern copperhead (25 - 36 inches) is a pit viper that is often referred to as the copperhead snake.

CompManagement

Caring counts®

CompManagement is a leading provider of workers' compensation solutions to over 25,000 employers in the state of Ohio. We represent every industry classification and size, from large corporations to small family-owned businesses to over 1,800 public entities and the Department of Administrative Services for the state of Ohio. Headquartered in Dublin, Ohio with additional service teams in Canton, Cleveland, Cincinnati and Toledo, we are honored to be endorsed by more than 160 associations, chambers of commerce, governmental agencies and public sector organizations.

For over 30 years, we have taken care of our clients' most important asset - their injured workers. We ensure your organization garners the most premium savings possible as well as help to navigate the complexity of Ohio's workers' compensation system and advocate on your behalf. At CompManagement, caring counts®!

Our Services

- **Claims Administration** - Prompt claims investigation, careful evaluation and coordination of legal counsel, hearing representation, private investigation, case management and/or vocational experts to bring complex cases to timely resolution.
- **Program Consultation** - Our industry leading experts review each client to ensure participation in programs that may garner the most premium savings.
- **Group Rating Program Administration** - Programs administered by CompManagement have produced over \$2 billion in savings since the inception of the program in 1991.
- **Group Retrospective Rating Program Administration** - We administer programs for a variety of business segments such as cities, school districts, counties, healthcare, manufacturing, construction, transportation, retail and service. Over \$115 million has been earned by participants since implementation in 2009.
- **Self-Insurance Program Administration** - CompManagement in conjunction with our parent, Sedgwick, has the privilege of providing self-insurance program services to 1 out of every 5 Ohio self-insured employers.
- **Unemployment Compensation** - Services in conjunction with our parent, Sedgwick, include program review and account management, hearing representation, tax management, training & education and claims administration.
- **Safety Services** - A unique approach to developing a results-oriented risk, health and safety management program improving and resolving workplace issues effectively.
- **Education** - A comprehensive program available online, via webinar or onsite at locations throughout Ohio.

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- **Client Advocate** - We are committed to advocating positive, constructive positions to bring creative solutions to the table. We tend to take a long-term view of circumstances and be the voice of reason. In as such, we engage in a cooperative effort with the Ohio Bureau of Workers' Compensation (BWC) to achieve optimal results for clients as well as the Ohio workers' compensation system.

As the workers' compensation program administrator for the Ohio Cemetery Association, CompManagement provides not only industry leading premium savings & refunds, but also educational resources, personalized service and compliance safe guards to help the chamber's members keep employees safe, while minimizing the risk for claims.

All employers in Ohio are encouraged to annually review their workers' compensation program to ensure that they are garnering the most premium savings while keeping in mind their risk tolerance. A few tips that will help control your costs include:

1. Review Your Options

There are several alternative rating programs in Ohio for an employer to consider that offer savings on their annual premium either up-front or retrospectively. Some programs are also compatible with each other to allow an employer to "stack" the discounts together up to the maximum discount allowed. There are different eligibility requirements for each program but each has the goal to reward an employer for their focus on safety in the workplace and controlling claim frequency and severity.

2. Utilize Cost Containment Strategies

To mitigate claim costs, many employers opt to implement strategies such as a transitional duty program, salary continuation, handicap reimbursement and possibly settlement. By removing costs from your experience, you may be able to lower your annual premium rate that is calculated by the BWC thus reducing your annual spend.

3. Look at Your Risks

If your business is prone to common types of injuries such as slips and falls, repetitive motion or soft tissue injuries, several different safety programs can be implemented to reduce the frequency of occurrence. It is also important to review job duties that may lead to common injuries that can be avoided and/or prevented.

For more information about CompManagement, contact Rejeana Woolum-Napier at (614) 359-2403 or via email at rejeana.woolum-napier@sedgwick.com.



It's no secret that there has been little to no break from the high temperatures here in the Midwest; and it's not just you but your turfgrass that's feeling the heat! The importance of taking the right steps in caring for your property can't be stressed enough; and are easy to put to work on your own with the help of your grounds maintenance crew! The more action you're able to take BEFORE summer months hit, the better off your turfgrass plant is to be able to fight off the negative effects of Mother Nature. Regardless, these few tips can be essential lifelines to health for those stressed out blades of grass spanning your cemetery's property:

1. **Water deeply in the morning.** Many fungal diseases are favored by dark, wet conditions. If the grass is watered in the morning, the grass has a chance to dry down before sundown and so does not remain constantly wet.
 - * **Be careful about watering grass late in the evening or at night** – especially with evening temperatures not going below 70 degrees and high humidity. This creates a problem with the lawn staying damp into the evening. Most turf diseases need prolonged moisture as a necessary ingredient for disease to begin. It is always best to irrigate early in the morning. Try not to allow your turfgrass to go into the evening in a wet condition.
2. **Don't fertilize when it is hot and the soil is dry.** Grasses need soil moisture to metabolize fertilizers. Under dry, hot conditions fertilizers may actually weaken the grass, and some fungi like it hot and dry.
3. **Don't use herbicides when it is hot and dry.** Weed controls can weaken grasses at any time and under hot, dry conditions, the stress is compounded. Furthermore, the weeds are probably not growing under those conditions anyway, and the weed controls are ineffective.
4. **Limit fertilizing in the shade.** Grasses in the shade do not photosynthesize at full rate. Overstimulating them with nitrogen causes them to overproduce proteins at the expense of their root reserves. The grasses are weakened, becoming more susceptible to disease.
5. **Use herbicides in the shade with great care.** If possible, avoid using herbicides completely in shady areas. Weed controls can weaken grasses under the best conditions. In the shade, where most grasses are already struggling, herbicides can signal their death, weakening them to the point where they are susceptible to a wide variety of fungal diseases.
6. **Avoid mowing when the grass is wet.** Several fungi have swimming spores that can easily be spread by mowing equipment when the grass is wet. It is common to see disease streaks in the turf caused by mowing tracks.
7. **Try to eliminate thatch, poor drainage and compaction.** All of these conditions skew the biological struggle for existence in favor of the disease.

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- 8. **Mow sharp; Mow High.** Dull mower blades tear as they cut the grass leaves, exposing more damaged surface to fungal spores. Increase your mowing height in the summer months. Turfgrass rooting responds proportionately to mowing height. The shorter the mowing height, the shallower the roots become over time. Conversely, a lawn allowed to grow higher in the hot summer months will exhibit a much deeper root system, finding water and reducing stress.

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