



FROM THE PRESIDENT

NOVEMBER 2023



By Sean Turner
President
Dayton BOMA

I'm writing this article for the last time as my two-year term as your local Dayton BOMA President. Writing these articles is a labor of love for me, as I often struggle on what to write that our membership will find interesting. Often, I reflect on our monthly membership meetings, volunteer activities, educational sessions or other events. What I find when I look back is that there are so many activities and opportunities for membership involvement. Thus, the theme of my final article is involvement.

I would say one of the keys to success, happiness and self-reward is involvement. If you want to succeed at your job, you first have to perform well at the tasks you're assigned, but if you can become involved in more things by cross-training or volunteering activities, you become even more valuable to the company.

Think about your time in high school or college, or advice you've given to your children as they go through those same stages of life – be more involved. When you are more involved, it can get you out of your comfort zone where personal growth happens. Getting involved provides you the opportunity to meet new people or get to know your acquaintances on a more personal or professional level. This expands your network, which is one of the key values of your Dayton BOMA membership.

I ask that you make the effort to be more involved in our local Dayton

BOMA to help with your personal and professional growth as well as opportunities to expand your network to maximize the value of your membership. We have seen some very high inflation rates over the last year+, as I'm sure you are aware and have experienced as well. Due to high inflation, I wanted to once again point out the value of your Dayton BOMA membership, due to a \$50 increase in membership dues that the Dayton BOMA Board of Directors has approved in 2024. We'll be seeing a 3.5% increase in BOMA International dues next year. Additionally, the Industry Defense Fund (IDF) portion of our dues, which has been suspended for a couple of years, is being reinstated, for another increase of \$10 per member. We are also experiencing a modest increase from our monthly membership luncheon venue, but still find it to be a best value. I realize this increase at first glance may seem on the higher side, but from 2016 to 2024 we have had a cumulative increase of around 14% over those 9 years. And, we were fortunate not to have had any dues increases from 2019 through 2021.

In closing, I hope you take advantage of all the opportunities you can to get involved to maximize the value of your membership. I want to thank the Board of Directors for all their time and support, our sponsors at our many activities, and the general membership for your involvement – you are what make this organization thrive. A big THANK YOU to Nancy for her dedication to this organization, she goes above and beyond, and is the glue that keeps the organization together.

I truly value my BOMA membership and the opportunity to have served as your President for 2023 and 2024 – thank you!

UPCOMING SPEAKERS AND EVENTS

If you'd like to suggest a future speaker or topic, please reach out to Nancy at nancy@bomadayton.org or give her a call at (937) 299-2662.

November 14th – We'll be sorting toys for the Marine Corps Reserve Toys for Tots program at their Huber Heights distribution site this month. We'll be donating toys to the program as well.

December 12th – Our Dayton BOMA membership luncheon will be held at The Pentagon Tower Club located at 3500 Pentagon Blvd. in Beavercreek. Kettering Fairmont A Cappella group will be providing our entertainment this year.

January 28-31, 2024 – BOMA International Winter Business Meeting to be held in Washington D.C.

March 5-6, 2024 – BOMA International Public Policy Symposium to be held in Washington D.C.

May 13-15, 2024 – BOMA International Medical Real Estate Conference to be held in Orlando.

OUR VISION

BOMA will be the partner individuals in the commercial real estate industry choose to maximize value for their careers, organizations and assets.



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OUR MISSION

To advance a vibrant, commercial real estate industry through advocacy, influence and knowledge.



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The BOMA App is your hub for everything BOMA, including each year's annual conference app and quick links to BOMA resources, allowing you to stay informed on the go. Just search "BOMA App" in the iTunes Store or Google Play.



BOMA INTERNATIONAL'S POLICY BRIEFS AND STUDIES

BOMA International is constantly working to keep members up to date on pressing policy issues across the industry. In doing so, our advocacy department releases policy briefs, which are an excellent resource to those interested in both new and unexplored areas of policy, or old issues that are being rehashed.

Check out some of the great research done in these briefs by going to www.boma.org and clicking on Advocacy then Policy Brief Series.

Building Electrification:

10 Steps For A Balanced Approach

The concept of encouraging or mandating building electrification has evolved rapidly from a niche concept among a few cities and proponents, to a mainstream sustainability goal discussed on national and global scales. This policy brief explores 10 steps that can be taken to ensure the built environment stably and safely work towards a transition.



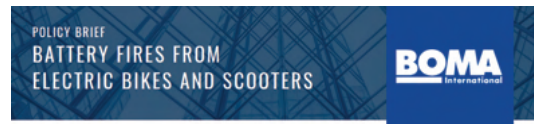
Study - Building Electrification

Building electrification is the act of replacing fossil fuel powered boilers, domestic hot water heaters, and commercial grade ovens with all electric appliances such as heat pumps, ground-source heat pumps, and induction stoves. BOMA Advocacy partnered with Steve Winter Associates to do an in-depth look at the benefits and also the challenges of pursuing building electrification.



Battery Fires

Initially seen as an exciting and convenient amenity, e-scooters and e-bikes are everywhere in downtowns across the United States. With their wide use comes the emergence of a new dangerous issue, fires started from these vehicles' electric batteries. Read more about the challenges posed by electric bikes and scooters.



Electrification of Buildings

Decarbonization continues to be a large focus of public policy. Building electrification plays a massive role in this push for decarbonization, but what do we do with existing buildings and what steps can they take? Read more about BOMA's insights on building electrification and carbon reduction.



Homelessness

Homelessness continues to be a complex and difficult problem in the U.S. While statistics can be unreliable and varying, it is clear that homelessness is a national problem, and not limited exclusively to large downtown areas. Through this policy brief, BOMA International has looked for examples of steps that the industry can take to address homelessness in and around our communities.



"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them." — JOHN F. KENNEDY

BOMA PARTICIPATES IN WHITE HOUSE ROUNDTABLE ON NET-ZERO

BOMA International was at the table when the White House convened thought-leaders recently to discuss how the federal government will address the push for building decarbonization through net-zero targets. Vice President of Advocacy Don Davis and Director of State and Local Affairs Ken Rosenfeld took part in the session, which was held alongside the Greenbuild conference held this year in Washington, DC. The discussion was led by Heather Clark, Director for Building Emissions at the White House Climate Policy Office, and she was joined by senior officials from several federal agencies. The goal was to build consensus on a definition of net-zero

and a national path toward decarbonization goals. As market drivers point toward net-zero goals, the White House has also issued an

executive order that set targets concerning federal leases. BOMA is currently planning a webinar with our partners at the U.S. General Services Administration to address the executive order and how it affects commercial real estate.



H.R.1491 UPDATE

H.R.1491 picked up four new co-sponsors Rep. Andrew Garbarino (R-NY), Rep. Brittany Pettersen (D-CO), Rep. Sean Casten (D-IL), and Rep. Suzanne Bonamici (D-OR). The Small Business Energy Loan Enhancement Act would expand the maximum allowable amount businesses may borrow through the U.S. Small Business Administration 504 loan program for energy efficient investments and upgrades. The 504/CDC program provides small businesses with long-term, fixed rate, low-cost loans that can be used to finance renovation and retrofit projects, as well as the purchase of major fixed assets, such as land, equipment, and machinery.

Among the small businesses that will benefit from this

legislation are commercial properties seeking to increase operational efficiency through capital-intensive investments, particularly older building stock.

As this top priority now moves through the legislative and committee process, the support and help from BOMA membership is critical. We are asking that you take action through this **Capitol Canary Campaign** link (<https://p2a.co/qdSH34Y>) and amplify the messaging of BOMA International on social media, especially Twitter and LinkedIn. The BOMA International Twitter handle is @BOMAIIntl. If you have questions or would like additional information, please contact Sam Lopez, Director of Federal Affairs, at slopez@BOMA.org.

IDF SUPPORTS BOMA CALIFORNIA EFFORTS TO PROTECT TAXPAYERS

BOMA California is helping lead the charge in pushing back against an unprecedented and coordinated attack to end longtime taxpayer protections provided by California's landmark Proposition 13. In the final weeks of the legislative session, the state assembly rushed through and passed ACA 13, setting up a referendum next year on a state constitutional amendment that would curtail voters' ability to pass new taxpayer protection measures, making it easier for local governments to raise taxes and fees. This was specifically designed to derail the Taxpayer Protection Act referendum — championed by BOMA California and the California Business Properties Association — by increasing the number of votes it would need to pass. The Industry Defense Fund recently voted to match funds allocated by BOMA California in support of this fight. Further updates will

be provided as the industry and partners organize to spread the message about this serious threat to California taxpayers and the precedent it would set for the rest of the country.



The logo for Sonshine Commercial Cleaning, featuring a stylized sun and building icon above the word "SONSHINE" in large blue letters, with "COMMERCIAL CLEANING" in smaller blue letters below it.

A circular inset image showing a person in a blue uniform cleaning a surface with a spray bottle. Below it, the text "Commercial Cleaning" is followed by "Medical facilities, Office Parks, Schools, Universities, Churches, Rec centers".

A circular inset image showing a person using a floor buffer on a carpet. Below it, the text "Floor Care" is followed by "Tile and Grout, Strip and waxing of VCT, Carpet cleaning".

A circular inset image showing a person in a white protective suit and mask using a spray wand. Below it, the text "Electrostatic Sanitation" is displayed.

CONTACT RYAN ZEMAN
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2024 WINTER BUSINESS MEETING AND NATIONAL ISSUES CONFERENCE

BOMA's 2024 Winter Business and National Issues Conference offers a unique opportunity to network with your industry peers and meet with lawmakers on Capitol Hill to influence the decisions that will move our association, our businesses, and the commercial real estate industry forward. Whether you're learning about the latest issues and trends at a committee meeting, making important new business contacts at a luncheon or social event, or meeting with your elected representatives on Capitol Hill, participating in this conference will give you the edge you need to prosper.

We are at a vital time of massive change that is transforming the commercial real estate industry. Please join us in January to help shape the direction BOMA will take to meet the challenges of the future. Register today!

Keynote Lunch with Eugene Robinson - Tuesday, January 30

Today's News: Who's Up, Who's Down and What's Really Going On

Gene Robinson is on the front lines of news coverage today. He is a twice-weekly, Pulitzer Prize-winning columnist for *The Washington Post* who is syndicated in 145 newspapers across the nation and a prominent television commentator. Widely recognized for his uncanny ability to speak truth to power, Robinson will present a tested perspective on today's political news and share his firsthand account of how the news media is influencing American culture through the 24/7 news cycle. With an innate ability to cut through the clutter and provide clarity on today's events, Robinson takes a step back not only to look at the big picture, but to focus on deeds—not just words. As one of the most prominent African American intellectuals on the culture scene and author of *Disintegration: The Splintering of Black America*, Robinson will also share his understanding of race relations in the United States today and explains why many popular conceptions are now obsolete.

Medical real estate has proven itself as a resilient, ever-growing asset



class. Nevertheless, the industry is experiencing unprecedented change across the continuum of managing, leasing and developing healthcare facilities, requiring innovative strategies to confront economic shifts, capital constraints and the transformation of healthcare delivery. Discover how to capitalize on the possibilities brought about by today's trends—like the decentralization of health systems, rise in demand for flexible spaces and nontraditional facilities, new technologies, and myriad other trends driving transformation across the sector—at the event trusted by professionals from all facets of the field. BOMA International's Medical Office Buildings + Healthcare Real Estate Conference delivers the connections, insights, and methodologies you can count on to fuel your success and future-proof your portfolio.

YOUR ANSWERS ARE HERE!

Questions are everywhere in today's fluctuating commercial real estate landscape, but there's only one place with the answers. The 2024 BOMA International Conference & Expo is your go-to source for cutting-edge solutions that give you a new (and confident) outlook on what's next. Get expert insights on the latest decarbonization and sustainability initiatives, and trade ideas with your peers on popular occupant amenities. Then use all this information to develop practical strategies for employing the innovative tools and technologies you'll find on the Expo Floor. Is this the event where you'll acquire knowledge that empowers you? There's no question about it.

Be sure to mark your calendar for the 2024 BOMA International Conference & Expo to be held in Philadelphia, PA, July 13-16th.

MEMBER HIGHLIGHT

Jacyln Broadstone is new to Culmen Real Estate Services and property management. She's excited to be in this new role after spending the last 20 years in retail management. Jackie is currently managing industrial, office, and retail spaces. She hopes to use her experience in retail to provide a unique and personal level of service and thoughtful problem solving to her property management role.

Jackie has lived in the Dayton area all her life. She attended Fairmont High School in Kettering, Ohio and recently received her Ohio Real Estate License. She has 2 children: a senior at Centerville High School and a junior at Miami University of Oxford. She and her husband enjoy traveling and camping with their 2 dogs in their spare time.

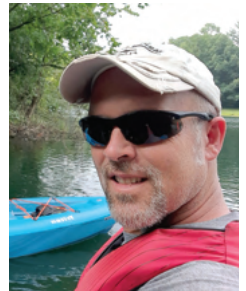


MEMBER HIGHLIGHT

Richard MtCastle was raised and is currently residing in Lewisburg, Ohio. Rich has been married for 14 years and has 2 daughters and 1 son, ages 13, 11, and 9 respectively.

Employed with DSS Sweeping Service since January of 2004, Rich started as a fleet mechanic and worked through many positions including Lead Mechanic, Operations Coordinator and Operations Manager. He started working in Sales out of necessity when Nancy Reed retired and realized he really enjoys this side of the business.

Rich spends most of his free time coaching youth sports, including softball, basketball, and soccer. He enjoys food, live music, traveling, and anything outdoors.



BOMA INTERNATIONAL'S 2024 MEDICAL REAL ESTATE CONFERENCE IS NOW OPEN FOR REGISTRATION!



May 13-15, 2024 in Orlando, FL. BOMA International's Medical Office Building + Healthcare Real Estate Conference has been refreshed and re-titled to become BOMA International's Medical Real Estate Conference. This event brings together a cross section of healthcare real estate — investors, developers, operators and health systems executives — to break down the complexities of the evolving business landscape and develop solutions.

At BOMA International's Medical Real Estate Conference, hear from a multitude of leading voices representing all sectors of the field to gain clarity on critical topics so you can navigate challenges, make smart decisions for your business and multiply opportunities for success.

Wide-ranging topics cover evolving health system strategies, capital markets trends, innovative design solutions, non-traditional healthcare settings, leasing and management, legal and regulatory issues, developing the next generation of industry leaders, thought-provoking keynotes and much more.

Go to [boma.org](https://www.boma.org) and click on Education & Events to register.

SIGN UP FOR OUR NEWSLETTERS!



Go to www.boma.org and scroll to the bottom of the homepage to sign up for the BOMA General, Industrial and Medical Newsletters.

DID YOU KNOW?

On September 30, 1901, France instituted the world's first car registration laws. All vehicles that could reach speeds exceeding eighteen miles per hour were required to be registered with the French government. This landmark legislation, under which car owners had to present acceptable proof of ownership, launched an era of traffic reform that culminated in lane markings and traffic signs.

MEMBER HIGHLIGHT



Becky Edgren is the owner of PuroClean Emergency Services, located in Moraine, and is celebrating 15 years in business this year. PuroClean is part of a national franchise, with each office independently owned and operated. She has received numerous awards from PuroClean Corporate including President's Circle for consistently performing in the top 10% of all PuroClean franchises.

Prior to starting PuroClean, Becky spent 25 years of her professional career in manufacturing working at Mutual Tool & Die, Inc, her family tooling and machining business.

Becky was named the 2020 Woman-owned Franchise Rock Star by Franchise Business Review for her outstanding leadership as a business owner; in 2021 was honored with the WiBN Women of Impact award; and in 2022 was awarded one of Ohio's 500 most powerful and influential Ohioans working to make Ohio great.

She has a BA from Capital University with an emphasis in Education and Business, and MBA from Capella University. She is also IICRC certified Water, Fire, Trauma & Crime Scene as well as CMR Mold Certified and is a licensed and certified business advisor with the CEO Advantage™.

Becky is married to Roy Edgren, has three daughters who are all a major part of the PuroClean business, and eight grandchildren. Her hobbies include hiking, traveling and keeping up with her grandkids and their numerous activities.

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CAREERS IN COMMERCIAL REAL ESTATE

Property Management is like being the mayor of a small city. You are literally responsible for everything that is happening within the building. Exciting jobs with good compensation and excellent opportunities for career advancement in property and facility management, asset and portfolio management, leasing and brokerage, engineering, and more can be found on the **BOMA Career Center** (www.boma.org). Learn more about this diverse industry and take the quiz on the **CareersBuildingCommunities** (www.careersbuildingcommunities.org) website.



BOMA ONLINE BOOKSTORE



Visit the **BOMA International online bookstore**, where you can browse the commercial real estate industry's leading collection of resources, standards and best practices. BOMA members who sign in using their BOMA account qualify for deep discounts on all publications. To learn more go to www.boma.org and click on Research & Resources.

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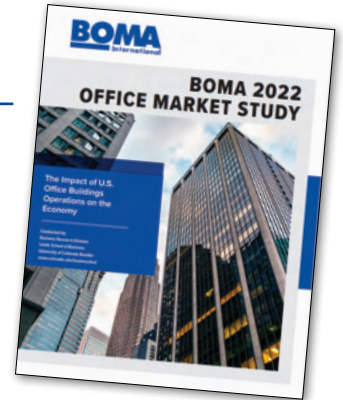
SUSTAINABILITY

BOMA has been a leader in promoting energy efficiency and sustainable building operations for more than a decade. Its **Advocacy** work, **Building Codes** representation and innovative programs such as the **BEPC Model**, **BEEP**, **BOMA 360 Building Designation Program**, **Water & Waste Challenge** and strategic partnerships with the leading sustainability organizations keep you up-to-date on the latest information and resources to maintain high-performance assets. BOMA is the proud recipient of 11 **ENERGY STAR awards**, making it the most decorated commercial real estate association.



BOMA 2022 OFFICE MARKET STUDY

Want to know the economic contributions from the commercial real estate industry has on the U.S. and on your local association market and state? Then turn to the latest edition of BOMA's in-depth BOMA 2022 Office Market Study. Find out how despite shifts due to the change in work habits post-pandemic, the office market's importance as an economic engine remains pronounced. The market study can be found by going to www.boma.org and clicking on Research & Resources.



INDUSTRY RESOURCES

BOMA provides you with the industry resources you need to stay relevant, prepared and in the know. For purposes of comparison, office space is grouped into three **Building Class Definitions**. As demand for industrial real estate grows, so does the need for **Industrial Real Estate Resources** on best practices for managing these unique assets. With increasing occurrences of natural and made-made disasters, it is imperative that property professionals have the **Security and Emergency Planning Resources** to prevent, respond to and recover from any situation. **White Papers and Case Studies** provided by our sponsors cover topics ranging from building automation systems to lighting retrofits to smart buildings.



BOMA KNOWLEDGE CENTER

The **BOMA Knowledge Center** is a searchable repository of all content created by BOMA International. This expansive resource library houses everything from research reports and policy briefs to videos and articles from the award-winning BOMA Magazine. It's all BOMA knowledge, all in one place.



WHY WAREHOUSE LOCATION IS MORE IMPORTANT THAN EVER

There's immense opportunity for CRE firms that can put e-retailers exactly where they need to be, observes Northmarq's Shaan Dadlani.

Have you ever been on a retailer's website and seen an amazing deal only to find that it ships from overseas and won't arrive for more than a month? Or have you had to wait several weeks for delivery even though the manufacturer is only a few hundred miles away? Have you ever wondered how Amazon is able to reliably deliver what seems like an endless list of items in less than 48 hours?

Strategically positioned warehouses have proven to be an asset for companies of all sizes that allow them to solve a variety of sticky logistical problems. These increasingly mission critical facilities can improve operational and environmental efficiencies, providing a more positive customer experience and increasing development and investment opportunities for players within the commercial real estate industry.

Growth in E-Commerce

With a warehouse or distribution facility in the right location, e-commerce companies can dramatically lessen their delivery timeframes from weeks or longer to just a day or two. In addition, delivery costs and carbon footprints can be reduced when you have warehousing facilities closer to the end consumer. Recent growth in both traditional and drop-shipping e-commerce has spurred the demand for warehouses and fulfillment centers of all sizes, and with drop-shipping expected to grow at a compound annual growth rate of more than 27 percent between 2022 and 2031, demand will be fueled further.

Some estimates anticipate a nearly 20 percent rise in the number of warehouses worldwide by 2025, as global e-commerce sales are expected to report an 8.9 percent growth rate in 2023, and are forecasting a 9.4 percent growth rate in 2024. With U.S. consumers continuing to embrace both online and in-store shopping, domestic demand from retailers for well-located warehouse storage space and efficient distribution facilities is projected to continue growing.

The Amazon Effect

As an e-commerce industry leader, Amazon's real estate model is being adopted by a number of growing and established retailers. Amazon has more than 2,000 locations—including 200 fulfillment centers—around the world ranging from massive bulk warehouses to comparatively small last-mile distribution facilities. Each building in Amazon's portfolio serves a very specific purpose, and when working together, this network allows the e-commerce giant to deliver goods to their customers with what has become the new standard of quickness and efficiency.

In an effort to streamline costs and deliver a better customer experience, other retailers and competitors, like Target, have begun to take notice. In the Northeast region, for example, Target operates fulfillment centers of their own in many of the same areas where Amazon has established operations, primarily in the Boston, North Shore, and South-eastern Massachusetts areas. By mirroring the Amazon model, Target is not only able to supply product to their regional stores effectively, but they are also able to meet the online

shopping expectations of their loyal customer base across the local geographic region.

Future Real Estate Opportunities

As Target and other retailers continue prioritizing a commitment to fast shipping and low prices, strategically located fulfillment centers will be a critical component to their success, and that translates directly to real estate opportunities. Industrial and logistical vacancy rates have declined since 2020 with growing demand for warehouse space facilitating the development of new buildings across all U.S. markets—from the most dense urban cores to far-reaching tertiary and rural markets—creating new work for industrial developers. The size ranges and specialty characteristics of these facilities will also differ, offering industrial investors a wide range of price point options, from a few million dollars to \$100 million or more.

Strategically positioned warehouses play a vital role in solving logistical challenges and enhancing the customer experience in the growing e-commerce sector. By having warehouses in the right locations, e-commerce retailers can significantly reduce delivery timeframes and lower costs and carbon emissions, leading to increased customer satisfaction and loyalty, not to mention positively impacting the environment. With the projected rise in global e-commerce sales, the demand for warehouses and fulfillment centers is expected to continue, creating lucrative opportunities for real estate investors and developers now and into the future.

Shaan Dadlani is an associate in Northmarq's New York office with a focus on commercial investment sales brokerage.



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BWC BONUS & REBATES INCENTIVE PROGRAM

The Ohio Bureau of Workers' Compensation (BWC) has eliminated their Destination Excellence Program and replaced it with the Bonus & Rebates Program. With this change, BWC has eliminated three programs that were offered under Destination Excellence (now Bonus & Rebates Program) and will maintain four of the programs.

Starting July 1, 2023, the Ohio BWC will no longer offer the following discount programs:

- **Go Green Discount:** employers could receive up to a 1% rebate for paying their BWC premiums electronically.
- **Industry Specific Safety Program (ISSP):** employers could receive a 3% rebate for completing 3 "loss prevention activities" throughout the policy year.
- **Policy Activity Rebate (PAR):** non-group rated employers could receive a small rebate for completing 11 different credits throughout the policy year.

Under the new BWC Bonus & Rebates Incentive Program, BWC will continue to offer the following programs:

- **Lapse Free:** 1% rebate for paying premiums on-time for the past 5 years
- **Drug Free Safety Program:** can earn up to a 4% rebate in the basic level or 7% rebate in the advanced level
- **Safety Council:** rebate is now 3% (capped at \$5,000) for attending 10 safety council meetings throughout the policy year
- **Transitional Work Bonus Program:** up to 10% rebate for instituting and using BWC Transitional Work Program for any lost time claim where the worker is eligible for restricted or transitional work. If you have any questions, contact our Sedgwick program manager, Julia Bowling at julia.bowling@sedgwick.com or phone 513-218-4062.

OSHA EXPANDS REQUIREMENTS FOR ONLINE DATA SUBMISSION

The Occupational Safety and Health Administration (OSHA) recently announced it will now be requiring certain employers to submit information from their OSHA 301 - Injury and Illness Incident Report forms on an annual basis. This is in addition to the previously required information from the employer's 300A Summary of Work-related Injuries and Illnesses form. The new information must be reported on-line by establishments with 100 or more employees in any of the designated high hazard industries listed in Appendix B to Subpart E of 29 CFR 1904.

Employers can determine if this new requirement is applicable by going to OSHA's "ITA Coverage Application" at <https://www.osha.gov/itareportapp> and entering the following:

1. State where the facility is located.
2. If the company had 11 or more employees during the previous year.
3. Peak establishment employment for the previous year.
4. Whether or not the establishment is a government facility.
5. NAICS code.

A complete list of all the high hazard industries included in this new rulemaking can be found here - <https://www.osha.gov/injuryreporting/final-rule> Examples include:

- Steel Product Manufacturing
- Foundries, Forging and Stamping
- Machine Shops
- Motor Vehicle Parts Manufacturing
- Lumber and Other Construction Materials Merchant Wholesalers
- Home Furnishings Stores
- Building Material and Supplies Dealers
- Warehousing and Storage
- Healthcare
- Nursing Care Facilities
- Residential Care Facilities
- Vocational Rehabilitation Services

OSHA believes providing this information will help identify establishments with specific hazards, enabling the agency to interact through outreach programs and/or enforcement. They further believe the information

will allow OSHA a better way to analyze injury trends related to specific industries with the goal of reducing occupational injuries and illnesses in the workplace.

Employers can start submitting information on January 2, 2024 but must have it entered by March 2, 2024 for the 2023 calendar year. Required information from the OSHA 301 Form includes the date of injury, physical location, severity of the injury or illness, details about the worker who was injured, details about how the injury or illness occurred, etc. There are three ways the information can be submitted electronically to OSHA:

1. Web form on the Injury Tracking Application (ITA);
2. Submission of a CSV file to the ITA;
3. Use of an Application Programming Interface (API) feed.

The new guideline still requires all establishments with 250 or more employees in industries that must routinely keep records to submit the OSHA Form 300A Annual Summary. All establishments required to submit information from their OSHA 300 Log and OSHA 301 Incident Report to OSHA under this rule are already required to collect and retain this information and are currently required to electronically submit to OSHA information from their OSHA Form 300A Annual Summary.

For more information on the electronic submission go to OSHA's Injury Tracking App at <https://www.osha.gov/injuryreporting/> and scroll down to "How do I submit my establishment data?"

To download the OSHA Fact Sheet on the new requirements, go to https://www.osha.gov/sites/default/files/publications/OSHA_FS-4272_ITA_07-2023.pdf.

If you have any further questions or comments about OSHA's new recordkeeping requirements, please contact Andy Sawan at 330.819.4728 or by email andrew.sawan@sedgwick.com.

AFTER HOURS NETWORKING EVENTS

We'd like to thank Cole Higgins and Perfection Group for sponsoring our After Hours event in September held at Roosters in Miamisburg on SR741. We also gathered at Milano's in Miamisburg in November. Thank you to Bill Mangus and Aegis Protective Services for sponsoring our November event.

If you weren't able to join us in September or November, we'll be getting together again in January. If you're interested in sponsoring an event, please give Nancy a call at (937) 299-2662 or send her an email at nancy@bomad Dayton.org, for more details.

Our After Hours events are a great time to sit back and relax and get to know your fellow BOMA members.

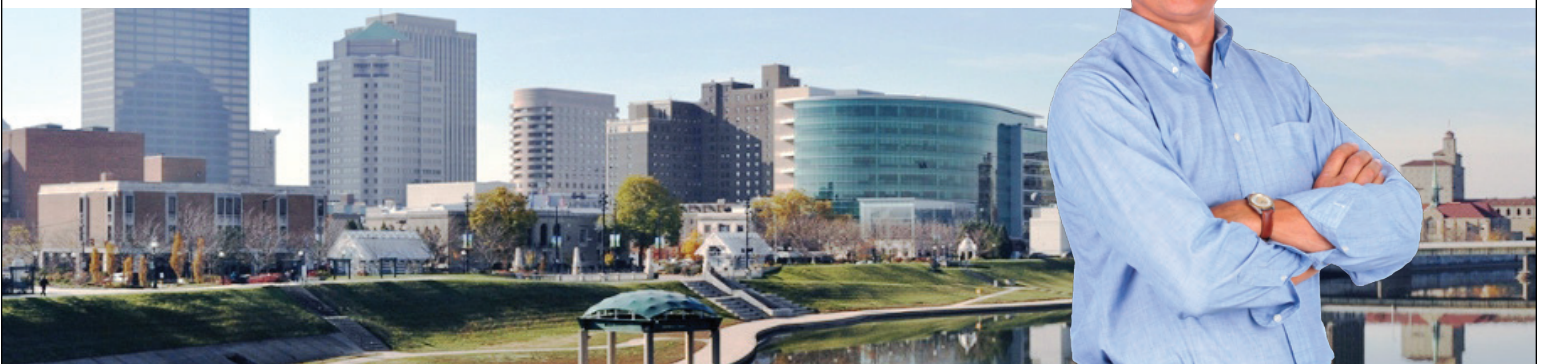


DID YOU KNOW?

On November 1, 1800, the last year of President John Adams's only term as president, Adams moved into the newly constructed President's House, the original name for what is known today as the White House. Adams had lived in a hotel near the half-finished Capitol building since June 1800, when the federal government was moved from Philadelphia to the new capital city of Washington, DC, and while he waited for work to be completed on the White House.

Although workmen had rushed to finish plastering and painting walls before Adams returned to DC from a visit to Quincy, construction remained unfinished when Adams rolled up in his carriage on November 1. However, the Adams' furniture from their Philadelphia home was in place, and a portrait of George Washington was already hanging in one room. The next day, Adams sent a note to his wife Abigail, who wasn't arriving in Washington until later that month, which said, "May none but honest and wise Men ever rule under this roof."

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REGISTRATION OPEN: BOMA PUBLIC POLICY SYMPOSIUM

Registration is now open for the BOMA International Public Policy Symposium: The Future of Distributed Energy Systems. The second-annual symposium will be held March 5-6, 2024, in Washington, D.C. Visit the Symposium webpage to register and plan to join us for a one-of-a-kind event focused on the future of energy. This year's symposium will build on last year's successful event on decarbonization, offering

expertise on leading operational solutions to key energy challenges facing the industry and the country. The event will feature a series of sessions led by industry experts, a speaker from the Biden Administration, and a networking reception. Stay tuned for further details and contact Cameron Macuch (cmacuch@boma.org) with any questions.

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CISA LAUNCHES CRITICAL INFRASTRUCTURE SECURITY AND RESILIENCE MONTH 2023

Released November 01, 2023

This November CISA is asking everyone to “Resolve to be Resilient”

WASHINGTON – Today, the Cybersecurity and Infrastructure Security Agency (CISA) announced the kickoff of Critical Infrastructure Security and Resilience Month. Yesterday, the White House issued a Presidential Proclamation to commemorate November as Critical Infrastructure Security and Resilience Month and called on Americans to recognize the importance of this month to enhance our collective national security and resilience.

“The safety and security of our nation depends in large part on the resilience of our critical infrastructure. All critical infrastructure owners and operators must prepare for potential disruption—be able to respond with agility and to recover rapidly to minimize impacts to the services Americans rely on every hour of every day,” said CISA Director Jen Easterly. “This Critical Infrastructure Security and Resilience Month, we are asking everyone to resolve to be more resilient by taking actionable steps to plan and exercise to withstand the impact of disruption.”

This November, CISA is asking everyone to *Resolve to be Resilient* by preparing and investing in resilience today, so that, as a nation, we can recover quickly in the event of an incident tomorrow. We are highlighting practices critical infrastructure organizations can implement to recover rapidly in the aftermath of any significant disruption:

- **Assess Your Risk.** Organizations should identify their most critical functions and assets, define dependencies that enable the continuity of these functions, and consider the full range of threats that could undermine functional continuity.
- **Make a Plan and Exercise It.** Organizations should perform dedicated resilience planning, determine the maximum downtime acceptable for customers, develop recovery plans to regain functional capabilities within the maximum downtime, and test those plans under real-life conditions to ensure the ability to operate through disruption.
- **Continuously Improve and Adapt.** Organizations should be prepared to regularly adapt to changing conditions and threats. This starts with fostering a culture of continuous improvement, based on lessons learned from exercises and real-world incidents, and evolving cross-sector risks.

We encourage you to visit CISA's Critical Infrastructure Security and Resilience Month webpage for more information, resources and toolkit: cisa.gov/CISR.

Be sure to follow them on social media and join the Resolve to #BeResilient conversation.



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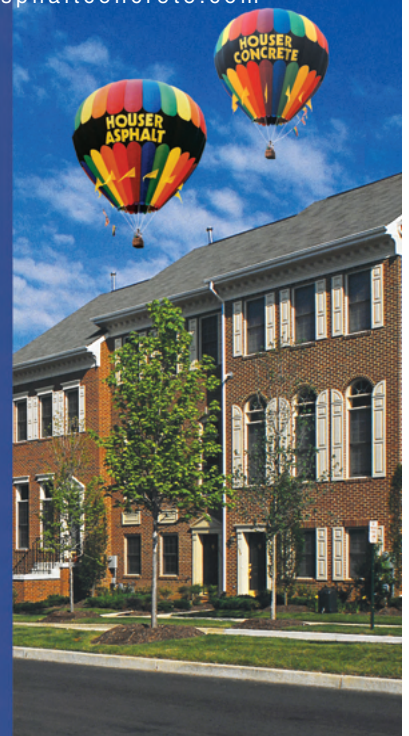
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MAINTAINING ORGANIZATIONAL EXCELLENCE

Reduce **TURNOVER**

Research shows that as the labor market tightens — and the shelf life of skills shrinks — employees not only value education as a benefit, they are more likely to stay when they receive it.

- Society for Human Resource Management (SHRM)

Remain **COMPETITIVE**

Organizations are competing not only for market share but also for employees. Employees want to work for an employer that will upgrade their skills to keep them competitive with peers from other companies.

SURVEY SAYS...

93%

93% of employees say they would stay at a company longer if it invested in furthering their careers.

-LinkedIn Workforce Learning Report

TOP 5

Millennials rank both earning a certificate and courses/programs in the TOP 5 of what's helped them so far (and would be most helpful in the future).

-Bauman Research & Consulting/
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Inadequate career development is the leading reason people leave their jobs, with 21 percent of those interviewed citing it as the driving factor.

- The Work Institute

WE CAN HELP

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