



The JMT Network Program

(330) 231-1688 • (309) 423-3085 (fax)

jmt@jmt-associates.com • www.jmt-associates.com

Member Company Profiles



JMT & Associates, LLC

JMT & Associates, LLC consulting firm, founded in 2002, focuses on the broad areas of human resources and safety. Based on years of experience, JMT & Associates, LLC is well qualified to offer human resources expertise in a variety of related areas.

We strive to provide services that supplement an organization's own resources.

We can either provide services on a project basis or can serve as the human resources department for organizations that do not have a formalized HR/Safety function established. Whether in an on-going human resources advice capacity, or in a specific project role, JMT & Associates, LLC recognizes its responsibility to offer the most current information and to tailor all work specifically to the client's needs and wants.

Whether you have less than ten employees or several hundred, JMT & Associates, LLC is your source for the most reliable and up-to-date HR/Safety information. Our consultants and professional affiliates provide the expertise and resources for today's workforce solutions.

Customized services include:

Human resources assessments • policy manual (handbook) development • "rightsizing" and outplacement • complaint investigations • employee retention programs • employee communications • employee and wage surveys • benefit analysis • management and supervisor development training • job description development • team assessment and development • daily human resources operations • recruitment • performance management programs • OSHA compliance (general industry and construction) • safety policy development • safety audits • employee safety training • workers' compensation management • human resources strategic planning • full-line of safety products and equipment.



Industrial Safety Solutions, Inc.

Industrial Safety Solutions, Inc. is a professional safety consulting service which focuses on saving lives, reducing incidents, reducing costs and improving profits. Enhance your organization's Safety, Environmental, and Industrial Hygiene efforts through contracting with Industrial Safety Solutions, Inc. Our professional consultants are dedicated to improving your systems, programs, and performance.

Training Services

Professional Safety Training Services including OSHA Construction Industry Outreach, OSHA General industry Outreach, SHA Maritime Industry Outreach, OSHA HAZWOPER, MSHA New Miner, MSHA Annual Refresher, Standard First Aid, CPR, AED, NCCER Course, and more.



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Industrial Hygiene Monitoring Services

Sampling Plan Preparation, Monitoring, Data Analysis, Suggested Corrective Actions, Reporting. Your Full Service Industrial hygiene monitoring source.

Consulting, Auditing and Compliance Management Services

- Professional Environmental Consulting Services
- Professional Safety Management Services
- Professional Safety Auditing Services
- Daily/Weekly “Toolbox Safety Topics”
- Professional On-Site Safety Supervisor Services
- Industrial Hygiene Monitoring Services
- Professional Safety Training/Instruction Services
- Fitness Instruction, Stretching Programs
- OSHA 10 and 30-Hour Construction Industry Outreach Safety Courses
- OSHA 10 and 30-Hour General Industry Outreach Safety Courses
- OSHA 10 and 30-Hour Maritime Industry Outreach Safety Courses
- OSHA 8, 24, and 40-Hour HAZWOPER Safety Courses
- MSHA 24-Hour New Miner Safety Courses
- MSHA 8-Hour Annual Refresher Safety Courses
- Forklift Operator Certification Courses
- Aerial Lift Operator Certification Courses
- Standard First Aid, CPR, AED Courses
- Job Safety Analysis Courses
- Flagger/MUTCD Work Zone Courses

P. O. Box 363, Sharon Center, Ohio 44274 (330) 239-1646

Silverwood Associates, LLC

Silverwood Associates was formed in the fall of 1998 with a business vision of building effective organizations by aligning business goals and human capital systems. Diana L. Clarke, Ph.D., the founder, is building on twenty-two years of consulting experience with large and small organizations in a wide variety of businesses. The business has grown continuously through referrals from past and present clients. Clients span manufacturing, service, hospitals, banking and not for profit organizations. The consulting goal is to provide customized service that focuses on obtaining the desired business result for the organization by working collaboratively with internal staff.

Silverwood Associate consultants address business problems such as turnover, selection issues, test development, succession planning, team building, leadership, management development strategy execution and executive coaching. An organization audit could be used to identify and clarify the business issues to align values, goals and expectations of the senior team with the business results desired. A balanced scorecard may result. Services can be provided to organizations such as selection systems, test development, job analysis or specific business issues. The issues may be an acquisition or individual that is not performing as expected or the need to evaluate a division or acquisition prior to purchase. Follow up to attitudes surveys is also conducted to clarify the issues and develop a strategy that is workable.

Silverwood Associates has consultants skilled in the development of tests and selection batteries. The process includes the job analysis, item writing, test selection, test battery development, assessment exercises and the validation studies needed to comply with all federal guidelines for employee selection. Projects are bid on an individual basis based on the needs and specific business desires of individual clients.



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Specific services include:

Job analysis • test battery development • selection of managers and executives • structured interviews • feedback instruments • measurement management services • career guidance • personal assessment and testing to assist in career planning • setting career and job goals • writing an effective resume • interview training • practice and feedback • job search strategies • organizing and planning the job search • using the internet and the web services • individual coaching and counseling • dealing with the emotional side of the transition • testing and assessment to assist in career planning • coaching on critical managerial or interpersonal skills for more effective job performance • management consultation for startups and growing young organizations.



Your guide for leadership & executive coaching success

Pinnacle Coaching Services, LLC

What is an Executive Coach?

The executive coach helps enable, advise and assist organizational leaders in navigating the difficult environment of their jobs, addressing identified and specific weaknesses to help them reach their next level of success.

What Is Executive Coaching In Ohio?

The Sherpa certified executive coach works collaboratively with both an organization's executive contact (the "boss") and a designated executive or manager to enhance strengths and improve performance, prepare the leader for advancement, or address specific behavioral weaknesses

Sherpa Coaching is individually structured for each client and is not training or a "canned program." Through weekly one-on-one meetings, Coach Bill guides clients (both corporate and self-pay) to change, develop and grow, even in difficult circumstances.

Sherpa coaching is a process driven endeavor. We always enlist prospective commitment from both the 'boss' and executive being coached before we begin an engagement. Our engagements are:

- Precise: always addressing a problem, not a symptom or feeling
- Work related: if it's too personal, we don't continue
- In the present: not in the past
- Possible: a change in behavior must fix the problem

Many who have been recently promoted, or are being prepared for corporate advancement, may significantly benefit from executive coaching. The process also helps executives or managers who need to work on a weakness or derailing behavior that is holding them back, keeping them from achieving greater success and value to the organization.



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Coaching and Leadership Workshops

- Mastering Communication & Work Styles (half-day)
 - Self Discovery (half-day)
 - Setting Expectations (half-day)
 - Accountability (half-day)
 - Living Like a Coach (half-day)
 - Coaching Leader's Toolbox (half-day)
 - Coaching Skills for High Performance (two days)
-



Stark Safety Consultants

Electrical Safety in the Workplace

Making sure your workplace is electrically safe is not only a smart investment, it's also the law! At Stark Safety Consultants we help ensure that your facility is in compliance with strict OSHA and NFPA regulations.

Our professional technicians conduct onsite electrical testing and training throughout the United States. A short list of services include, arc flash analysis, site reviews and electrical safety training. Clients range from manufacturers and retailers to government and educational institutions. You'll also be glad to know that Stark Safety Consultants is 100% bonded and insured.

All facilities should have a professionally designed and implemented electrical safety plan. Failure to comply with OSHA and NFPA electrical safety codes can mean hefty fines and the potential for a serious workplace injury or death. Avoid the risk! Contact Stark Safety Consultants today and learn how you can make your workplace electrically safe!

Stark Safety Consultants Electrical Safety Services

- Helping your company comply with NFPA Standards and OSHA Regulations
 - Electrical Hazard Assessments
 - Electrical Safety Policies
 - Electrical Safety Training
-



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- Labeling
 - Arc Flash Hazard Analysis / Short Circuit and Coordination Studies
 - Single-Line Diagrams
 - Personal Protective Equipment
 - Preventive Maintenance Planning
 - Arc Flash Hazard Reduction
-



Daniel Bloom & Associates, Inc. Serving the HR Industry since 1980

Daniel Bloom & Associates, Inc. was founded in late 1980 following a reduction in force at a local Fortune 1000 corporation. In the interim, Daniel Bloom & Associates, Inc. has assisted corporations of various sizes from the small business enterprise to Fortune 100 corporations in the areas of affirmative action, corporate mobility, policy design, policy handbook generation and training and development. The CEO of the firm, Daniel T. Bloom SPHR, SSBB, SCRIP is one of the few individuals within the country certified as a Senior Professional in Human Resources, a Six Sigma Black Belt and a Senior Certified Relocation Professional.

Our primary market is assisting the small to medium business enterprise in maximizing their human capital management efforts to create an organization which runs faster, better and cheaper. We service the entire continental United States.

Daniel Bloom & Associates, Inc. is backed by a wheel of service comprised of subject matter experts in various aspects of human resources; including, but not limited to compensation, immigration law, labor law, benefits and payroll, cultural training, corporate mobility and training.

Our project fees are based on the characteristics of each project and the duration. They can be quoted as either a project fee or on an hourly basis.

Specific Services Include:

- Labor Market Studies
- Vendor Management
- HR Audits
- Continuous Process Improvement
- Retained HR services
- Recruitment
- Pre-employment Assessments
- Equal Employment Opportunities/Affirmative Action Planning
- Talent Management
- Business Coaching
- Leadership Development
- Performance Improvement
- Professional development
- Corporate Mobility Assistance



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- Electronic Benefits and Payroll
- Compensation program consulting
- Policy Implementation Assistance
- Policy Design
- Human Capital Consulting
- Employee Handbooks and Manuals
- Sexual Harassment Training
- Workplace issues training
- Workplace Investigations
- Workplace environmental consulting



All Ohio Training Group, LLC is a professional consulting service specializing in Ohio BWC Drug-Free Safety Training and associated services. With 20 years working with drug, alcohol and mental health issues our staff is poised to fulfill your training needs.

Companies often struggle to present drug-free trainings in a positive light. All Ohio Training Group specializes in getting the "buy-in" that is needed by employees to get the true benefit from a substance-free policy. Trainings are presented by a veteran trainer who will show your staff why the program benefits them. All sessions are conducted with relevant, up-to-date information and presented with a human touch needed when discussing the sensitive subjects of addiction or how to seek help.

Specific services include:

- Employee training sessions
- Supervisor training sessions
- Train-the-trainer certification
- Technical support
- Policy development
- Chemical dependency assessments



Dawn Adams is the President of HResults. HResults partners with clients to provide custom, effective human resources and organization development solutions that achieve business objectives. The approach is proactive, collaborative and consultative to build relationships with HR teams and business leaders. HResults provides performance management, HR consulting, coaching, training, employee development, recruitment, and performance management services, to name a few.

Dawn is a certified and experienced human resources and organization development professional. She has held leadership roles including statewide vice president of HR. Dawn built her expertise for 20 years in various companies in the professional services, manufacturing, health care, financial services, government, and other industries. Dawn earned her Bachelor's degree in business management from Alverno College, her PHR certification from SHRM, and several certificates related to the HR/OD field. She serves on SHRM's national employee relations expertise panel.



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Specific services include:

- Organizational development
- Instructional design and training
- Employee relations
- Employment law compliance and investigations
- Performance management
- Outplacement
- Coaching
- Policy and procedure design and implementation
- Expert witness
- Recruiting
- Employee surveys



Hinman and Associates Consulting can increase the effectiveness of the Human Resource function at your company. Gone are the days when one Human Resource staff person can provide all of the expertise required to provide fully compliant policies and procedures, innovative programs, develop performance and compensation management initiatives and remain informed as employee relation issues arise.

We provide a wide variety of customized support to meet our clients' needs. Whether a seasoned Human Resource professional needs assistance on a project basis or a Hinman and Associates professional is called upon to fill the Human Resource role, we offer the support to meet our clients' needs.

In 2008 and 2009, Hinman and Associates was nominated for and selected as one of the Top 5 Small Businesses in the Wichita Chamber of Commerce Small Business Awards. The award supports entrepreneurship in the community and offers successful small business owners the opportunity to showcase their company, share their story and be rewarded for their efforts.

Specific services include:

- Affirmative action
- Human resource outsourcing
- Research and telephone support
- Human resource audits
- Payroll and compensation support
- Performance management program development
- Record retention reviews
- Employment procedures and termination recommendations
- Employee and management training
- Expert witness analysis



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Beacon Consulting is...

- A highly innovative human resources consulting firm that helps organizations create the capabilities to successfully execute their business plans.
- Founded on the principle: “People are a company’s only long-term, sustainable, competitive advantage.”
- Driven to believe companies with the greatest business plans remain ordinary unless they have extraordinary people to execute those plans.
- Focused on aligning companies' human resources with their business plans to create a more focused and cost-effective organizations.
- Ensuring companies have a formulized acquisition strategy, not just a recruiting, interviewing and selection process.

Specific services include:

- Executive search
- Strategic planning
- Employee relations
- Competency Development
- Labor relations
- Mergers and acquisitions
- Compensation
- Relocation expertise

If you would like additional information and contact details about any of our member companies, please send an email to:

thejmntnetworkprogram@jmt-associates.com