

**2005 BUSINESS PLAN AMENDMENT**

**BETWEEN THE LOCAL AREA #5  
WORKFORCE INVESTMENT BOARD,  
THE ONE-STOP OPERATOR  
AND THE  
ONE-STOP SYSTEM PARTNERS**

**PURPOSE:** The purpose of this amendment is to revise the Local Area #5 2005 Business Plan as follows:

**SPECIFIC BUSINESS PLAN REVISIONS:**

1. The compliance-related WIA revisions being addressed by this amendment are:
  - WIA Q1 – A revised response including a description of the needs of demographic groups is included on page A-1 attached to this amendment.
  - WIA Q4(b) – A revised response including the roles and responsibilities and selection process for the one-stop operator is included on page A-4 attached to this amendment.
  - WIA Q10 – A revised response including a narrative of the local comment period, and a narrative of public comments by business and economic development, is included on page A-5 attached to this amendment.
  - WIA Q11 – A revised response regarding comments disagreeing with the Business Plan is included on page A-6 attached to this amendment.
  - WIA Q13 – A revised response including a description of the competitive process to award WIA funds is included on page A-6 attached to this amendment.
  - WIA Q14 – A revised response including a description of the limited funds policy and priority of service is included on page A-6 attached to this amendment.
  - WIA Q15 - A revised response including a description and assessment of area youth programs is included on page A-8 attached to this amendment.
  - WIA Q18(b) - A revised response including a description of services to special needs/youth with barriers is included on page A-9 attached to this amendment.
  - WIA Q19 - A revised response including a description of how youth followup will be delivered is included on page A-9 attached to this amendment.

2. The following signatures which were omitted from the originally submitted Business Plan are attached (indicate "N/A" for not applicable if all required signatures were previously submitted):

N/A

3. The Local Area will adopt the PY '05 State of Ohio WIA Performance Measures.

Yes (attached as page A- )

No

The local area is in the process of renegotiating local area performance measures.  Yes  No

*Lake County has received verbal approval for the following renegotiated PY 05 local performance measures:*

<i>Adult Earnings Change in Six Months</i>	<i>\$1,000.00</i>
<i>Older Youth Entered Employment Rate</i>	<i>57%</i>
<i>Older Youth Employment Retention Rate</i>	<i>65%</i>
<i>Employer Customer Satisfaction Rate</i>	<i>70%</i>

*Lake County is adopting the State's levels for other measures. All performance measures are listed on Page A-10.*

4. A modified Resource/Cost Sharing Agreement for the period of 7/01/05 – 6/30/06, reflecting changes to Section VIII, Financial Components of the Business Plan, is attached.

Yes (attached as page A- )

No

*The cost pools and FTE cost sharing methodology used by Lake County has been approved by the ODJFS Bureau of Audits. Per telephone conversation of June 13, 2005, with Ronald Weber, Thomas Hutter has stated Lake County will not be required to submit a modified Resource/Cost Sharing Agreement for the period of 7/01/05 to 6/30/06.*

This Business Plan Amendment is being made under the agreed upon conditions in the One-Stop System General Provisions, Assurances and Certifications, Policies and Procedures section of the Business Plan, under Item B, General Provisions. All terms and conditions of the originally submitted business plan that are not expressly modified by this Business Plan Amendment remain unchanged and in full effect.

This document and its attachments are to be considered an amendment to the 2005 Business Plan, and should be filed with your copy(ies) of the originally submitted business plan.

In WITNESS WHEREOF, this Business Plan Amendment has been executed and delivered as of the date shown.

**Local Workforce Investment Board**

---

Signature of Chair, Local Area Workforce Investment Board  
Eric Barbe, Chair, Lake County Workforce Investment Board

Date

**Administrative Entity**

Lake County Department of Job and Family Services

---

Administrative Entity Name

Art Iacofano, Director

---

Signature of Authorized Signatory for Administrative Entity

Date

**One-Stop Operator**

Lake County Department of Job and Family Services

---

One-Stop Operator Name

Art Iacofano, Director

---

Signature of Authorized Signatory for One-Stop Operator

Date

## **WIA Q1: Description of Needs of Demographic Groups**

### **a) Businesses**

The identified workforce investment needs of **businesses** are:

- To increase productivity;
- To compete effectively in appropriate markets, whether local or global;
- To attract and retain high-skill, high-performance employees;
- To achieve appropriate quality standards for products/services.

Resources and services to meet these needs may include:

- Assistance with downsizing and business closures, including dislocated worker services orientation;
- Customized employer services, such as customized training;
- Economic development resources and services;
- Employee development resources and services;
- Employee recruitment assistance, including marketing/publicizing of positions, generating qualified applicants, and referrals;
- Information about/referral for hiring incentives, employee training resources, and employment law;
- Labor market information.

### **b) Jobseekers**

The identified workforce investment needs of **jobseekers** are:

- To obtain and retain employment which permits economic self-sufficiency for the jobseeker and his/her dependents, and maximizes his/her career potential;
- To meet employer expectations for basic educational skills, occupation-specific skills, and “soft skills” such as work attitudes;
- To effectively use job search skills and resources;
- To maintain income and necessities of life while seeking employment.

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

### **c) Workers in the local area**

Needs of incumbent **workers in the local area** are:

- To obtain credentials, recognized by business and industry, of portable skills;
- To upgrade existing skills to keep up with employer demands created by technological advances and other changes in the marketplace.

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);

- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**d) Youth**

Workforce investment needs of **youth** are identified as:

- To receive preparation for, and success in, employment;
- To improve educational achievement;
- To receive comprehensive career guidance and counseling;
- To experience the connection between work and learning;
- To obtain pre-employment and work maturity skills;
- To develop citizenship and leadership skills.

Resources and services to meet these needs may include:

- Dropout prevention and alternative education activities;
- Provision of work experience;
- Receipt of adult support and mentoring;
- Leadership training;
- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**e) Dislocated workers**

The identified workforce investment needs of **dislocated workers** are:

- To obtain and retain employment at a wage at or near the dislocation wage;
- To meet employer expectations for basic educational skills, occupation-specific skills, and “soft skills” such as work attitudes;
- To maintain income and necessities of life while seeking employment;
- To obtain credentials, recognized by business and industry, of portable skills;
- To upgrade existing skills to keep up with employer demands created by technological advances and other changes in the marketplace.

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**f) Adults**

The identified workforce investment needs of **adults** are:

- To obtain and retain employment which permits economic self-sufficiency for the jobseeker and his/her dependents, and maximizes his/her career potential;

- To meet employer expectations for basic educational skills, occupation-specific skills, and “soft skills” such as work attitudes;
- To learn job search and retention skills;
- To maintain income and necessities of life while seeking employment.

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**g) Displaced homemakers**

The identified workforce investment needs of **displaced homemakers** are:

- To develop plans for economic self-sufficiency;
- To meet employer expectations for basic educational skills, occupation-specific skills, and “soft skills” such as work attitudes;
- To learn job search and retention skills.

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**h) Incumbent workers**

Needs of **incumbent workers** in the local area are:

- To obtain credentials, recognized by business and industry, of portable skills;
- To upgrade existing skills to keep up with employer demands created by technological advances and other changes in the marketplace.
- 

Resources and services to meet these needs may include:

- Career directions (career assessment and planning, counseling);
- Community resources (available social and health services);
- Education and training (information on various training programs and financial aid);
- Job information and resources (local labor market information, Internet job resources, resume and interview assistance, researching local employers).

**i) Other groups of workers, identified by the Workforce Investment Board**

The Lake County Workforce Investment Board has targeted no other groups of workers.

## **WIA Q4(b): Roles and Responsibilities and Selection Process for One-Stop Operator**

The Lake County Workforce Investment Board (WIB), at the inception of WIA, formed a Lake County One-Stop Committee, consisting of all mandatory and non-mandatory partners in Lake County's one-stop system. On May 14, 2003, the Lake County WIB approved a resolution recognizing the Lake County One-Stop Committee as a consortium of entities pursuant to Section 121(d)(2)(A)(ii), and, on the recommendation of the One-Stop Committee, designating the Lake County Department of Job and Family Services as the one-stop operator. The chief local elected officials, the Lake County Board of Commissioners, approved the WIB's resolution on May 29, 2003.

Lake County's one-stop system consists of a single Level 2 full-service comprehensive services designated site, with no Level 1 sites or access points.

The one-stop operator is responsible for administration, management and coordination of activities at the physical One-Stop site. The one-stop operator directly provides core services, and access to intensive and training services within the Lake County one-stop system. The one-stop site is the point of access to individual training accounts for training services.

Responsibilities of the one-stop operator also include:

- Design and integration of systems and coordination of services for the site and partners;
- Management of fiscal responsibility for the center;
- Evaluation of performance and implementation of required actions to meet standards;
- Evaluation of customer needs and satisfaction data in order to continually refine and improve service strategies;
- Planning and reporting responsibilities;
- Monitoring adherence to the provisions of the Memorandum of Understanding/Business Plan;
- Marketing of one-stop services;
- Facilitating the sharing and maintenance of data;
- Responding to community needs; and
- Facilitating groups/teams on common issues.

## **WIA Q10: Narrative of Local Comment Period; Narrative of Public Comments by Business and Economic Development**

The Chair and Vice-Chair of the Lake County WIB, and Chair and Vice-Chair of the WIB's Planning Committee, met in early October 2004 to determine a strategy for developing the new Business Plan in a timely manner, while allowing for the greatest possible degree of input from interested parties. It was determined that the Planning Committee would take the lead in the plan development process. The WIB Chair officially expanded the Planning Committee to obtain additional input from the WIB Chair, WIB Vice-Chair, and WIB representatives of economic development and Chambers of Commerce.

LCDJFS staff received technical assistance on the planning process at a regional training session conducted by the State.

On October 26, 2004, the expanded Planning Committee met and worked through a series of questions about labor market trends. The points developed in this discussion provided much of the foundation for the plan.

Staff identified a number of organizations as "interested parties" to the planning process. (This group includes the entire WIB membership.) The interested parties were notified that all information pertinent to the plan and the planning process was available to them on the Internet for review and input.

Interested parties who received notice of the planning process and who were requested to provide input included all Lake County WIB members; all Lake County One-Stop partners; the Lake County Planning Commission; representatives of all Lake County Chambers of Commerce; and all municipal economic development departments existing in Lake County communities.

The expanded Planning Committee met January 11, 2005, to review and approve a final draft of the Lake County Business Plan. This meeting was of the expanded Planning Committee, which was organized by the WIB Chair to develop the Business Plan. The expanded Planning Committee includes the WIB officers and representatives of economic development and the Chambers of Commerce. Approximately ten individuals representing various organizations interested in the Business Plan were also in attendance.

The Committee reviewed the Business Plan and discussed the goals that were established in the Plan. The Committee approved the Plan and authorized it to be put out for a required thirty-day public notice and comment period from January 18 through February 17, 2005. Public notices were published in the News-Herald (daily newspaper serving Lake County) and on the Lake County Commissioners' website. Interested parties were directed to the Lake1Stop website, <http://www.lake1stop.org/busplan/>, to view the Business Plan and submit comments.

Comments by business and economic development made at the October 26 and January 11 meetings were incorporated into the text of the Business Plan as submitted to ODJFS in February 2005. Minutes of the October 26 meeting are available on line at <http://www.lake1stop.org/busplan/PDFs/MINPlan102604.pdf>. No further comments by business and economic development were made during the official comment period.

### **WIA Q11: Comments Disagreeing with Plan**

No comments disagreeing with the Business Plan were made during the official comment period.

### **WIA Q13: Description of Competitive Process to Award WIA Funds**

Page 20 of the Business Plan describes the competitive process to be used to procure contracts for training services, if exceptions to the Individual Training Account (ITA) process are made. The same procurement process will be used for all procurements of programs and services, including programs for adults and dislocated workers, to be funded under the Workforce Investment Act.

### **WIA Q14: Limited Funds Policy and Priority of Service**

The limited funds policy applies to total adult funds budgeted for training services provided under ITAs only. The priority of service system is to be implemented when adult ITA funds which are obligated and/or expended exceed the following levels of funds budgeted (i.e., available) for adult ITAs:

End of First Quarter (Sept. 30):	33%
End of Second Quarter (Dec. 31):	67%
End of Third Quarter (March 31):	82%
End of Fourth Quarter:	100%

Priority of service is established as follows: LCDJFS, at the point of assessment, will complete a “Adult Priority of Training Services Checklist” (see following page) for each client. The checklist summarizes client characteristics and barriers. In general, the clients having the most barriers will receive priority of service, subject to the following conditions:

- When a limited funding situation is in effect, non-Lake County residents will not be served with adult training services. Such individuals’ requests will be put on a hold status until such time as the limited funding situation is no longer in effect.
- A recipient of cash public assistance or other low income individual will receive preference in selection over a person who is not a recipient of cash public assistance or other low income individual with an equal number of barriers.
- A veteran will receive preference in selection over a non-veteran who is similarly situated. Veterans’ preference is applied after the initial selection is made based on income status and number of barriers.

## **ADULT PRIORITY OF TRAINING SERVICES CHECKLIST**

Customer: [Customer name]

Counselor: [Counselor name]

Date: [Today's date]

**Check all which apply to the customer:**

9 **Out-of-County Resident**

When a limited funding situation is in effect, non-Lake County residents will not be served with adult training services. Such individuals requests will be put on a hold status until such time as the limited funding situation is no longer in effect.

**Veteran:**

- 9 Special Disabled Veteran
- 9 Vietnam Era Veteran
- 9 Disabled Veteran
- 9 Any Other Veteran
- 9 Other Eligible Person<sup>1</sup>

A veteran will receive preference in selection over a non-veteran who is similarly situated. Veterans preference is applied after the initial selection is made based on income status and number of barriers.

9 **Recipient of Cash Public Assistance/Other Low Income Individual**

A recipient of cash public assistance or other low income individual will receive preference in selection over a person who is not a recipient of cash public assistance or other low income individual with an equal number of barriers.

**Barriers to Employment**

- 9 Age 50 and Over
- 9 Female
- 9 Minority Group Member
- 9 Limited English Speaking
- 9 Ex-offender/Probation/Parole
- 9 Reading Skills Below 8<sup>th</sup> Grade Level
- 9 Math Skills Below 8<sup>th</sup> Grade Level
- 9 Lack of High School Diploma or GED
- 9 Needs Child Care/Care of Other Family Member
- 9 Lacks Transportation
- 9 Needs Other Supportive Services (specify:) [Needs other supportive services]
- 9 Lacks Vocational Skills
- 9 Lacks significant Work History
- 9 Person with Physical/Mental/Emotional Condition that Limits Employability
- 9 Other (specify): [Other (specify)]

**Total Barriers**

---

<sup>1</sup>Spouse of: a person who died of a service-connected disability; a person on active military duty who is missing in action, a prisoner of war, or forcibly detained by a foreign government or power who has a permanent total service-connected disability or who died while such a disability was in existence.

## **WIA Q15: Description and Assessment of Area Youth Programs**

The following is a description of youth activities that are available in Lake County and successful providers of such activities. **This description is not limited to programs and activities funded under WIA.**

**Local school districts** in Lake County offer tutoring to aid students in passage of performance tests. This may be done by professional staff and/or peer tutors. Assessment: Services are limited to in-school youth who are residents of the various school districts, and are limited by school district resources.

**Adult Basic Literacy and Education (ABLE)** programs are available in several locations in Lake County (Willoughby-Eastlake Schools, Madison Schools, Painesville Schools, and Auburn Career Center), and provide free academic instruction, remediation, and GED preparation to youth ages 16-17 who are not enrolled in school, have been officially withdrawn, and who possess a work permit. ABLE services are also available to adults age 18 and over, including individual ages 18-21 considered to be “youth” in WIA. Assessment: Services are free to the general public, but in some cases are not available year-round.

An alternative high school, **The Lake Academy**, serves most of the Lake County districts, and enrolls students who are referred by their home schools and parents, and are at risk of dropping out. Other activities and services are available to youth at The Lake Academy, by either school staff or by a collaborative effort with area agencies, and include specialized programs for positive reinforcement, counseling, and referrals for individual counseling, and on- and off-site work experience. Assessment: Comprehensive workforce-related services are available but may only be accessed by in-school youth identified as “at-risk”.

Several work experience programs for in-school at-risk youth are available throughout most of the public schools in Lake County. The specific details and availability of the programs may vary slightly from district to district. These opportunities include **Occupational Work Experience**, **Occupational Work Adjustment**, and **Work Study**. Other work experience opportunities for youth are provided by the **Lake County Board of Mental Retardation and Developmental Disabilities**. Assessment: Services limited to those youth having a qualifying disability. Services further limited by availability of local resources.

Occupational skill training is available to in-school youth through public high schools and **Auburn Career Center**, which serves as the county’s joint vocational school and full-service career center. **Lakeland Community College**, Auburn Career Center, and several private proprietary/career schools provide postsecondary occupational skill training. Assessment: While occupational training may be readily available to in-school youth, program offerings may be limited. Tuition and fees may present barriers to postsecondary education for out-of-school youth.

Mentoring programs are available through **Big Brothers/Big Sisters of Lake County**. Assessment: Service is limited by available resources.

Youth organizations such as **Scouting**, **YMCA/YWCA**, and **4-H** provide leadership programs, teaching citizenship, responsibility, civic values, and community involvement. Assessment: For cultural, social, and economic reasons, many youth and their families may be unaware of such organizations’ programs, or may not perceive benefits in participation.

Support services (food, clothing, transportation, medical assistance) are available from **LCDJFS, Ohio Rehabilitation Services, local schools, faith-based organizations, and non-profit agencies**. Assessment: Services are not normally available to the general public, but are dependent on meeting eligibility criteria. Local resources are limited.

A number of local agencies (including **Crossroads, Catholic Charities Services, and Western Reserve Counseling Services**) provide outpatient counseling services in group and individual sessions, and testing and assessment for referred youth clients. In addition, agencies provide education and prevention instruction in schools to increase understanding of substance abuse, its nature and treatment. Assessment: Fees may present a barrier to use of these services.

### **WIA Q18(b): Description of Services to Special Needs/Youth with Barriers**

Services to be provided to address special needs or barriers of the hard-to-serve (including youth who are pregnant, parenting, or who have disabilities) will be determined on an individual basis. During Individual Service Strategy (ISS) development, staff will review information obtained from the participant and will interview the participant directly to determine the need for any special services in order to participate. Staff will document any supportive service needs on the ISS. After assessment is completed and an ISS has been developed, staff will refer the participant to the most appropriate contracted youth service provider(s) who will work with the participant to implement the ISS; this will include making referrals/arrangements for provision of services. The Lake County WIB reserves the right to provide, either directly or by referral, any service to any participant on an individual basis, if the service is allowable under the Act and Regulations, and the service need is documented in the ISS. The Lake County WIB will comply with the requirements of 29 CFR Part 37, governing WIA service to individuals with disabilities.

The Lake County WIB is actively involved on the Lake County Families and Children First Board, which funds projects aimed at reducing teen pregnancy and assisting pregnant/parenting teens.

### **WIA Q19: Description of How Youth Followup Will Be Delivered**

Section 123 of WIA requires that the ten youth program elements must be competitively awarded (except for the summer employment opportunities program element, which can be either run in-house or competitively awarded). Accordingly, Lake County includes provision of youth followup services as a service that must be supplied by its competitively-procured youth service providers. Request for Proposal specifications and subsequent contracts require provision of youth followup services and a description of the minimum followup activities to be conducted. Lake County will monitor youth service providers to ensure compliance.

## WIA Performance Goals for PY 2005 and PY 2006

(Negotiated goals are shaded)

<u>Performance Measure</u>	<u>PY 2005</u>	<u>80% of 2005 (Meet)</u>	<u>PY 2006</u>	<u>80% of 2006 (Meet)</u>
<b>ADULT</b>				
Entered Employment Rate	74%	59.2%	75%	60%
Employment Retention	85%	68%	86%	68.8%
Earnings Change	\$1000	\$800	\$2000	\$1600
Employment and Credential	63%	50.4%	64%*	51.2%
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	85%	68%	86%	68.8%
Employment Retention	89%	71.2%	90%	72%
Earnings Change	-\$3400	-\$2720	-\$3100	-\$2480
Employment and Credential	64%	51.2%	66%*	52.8%
<b>OLDER YOUTH</b>				
Entered Employment Rate	57%	45.6%	65%	52%
Employment Retention	65%	52%	80%	64%
Earnings Change	\$3600	\$2880	\$3600	\$2880
Employment and Credential	42%	33.6%	48%*	38.4%
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	78%	62.4%	80%*	64%
Diploma or Equivalent Rate	60%	48%	64%*	51.2%
Retention Rate	52%	41.6%	53%*	42.4%
<b>CUSTOMER SATISFACTION</b>				
Participant	77%	61.6%	78%*	62.4%
Employer	70%	56.0%	73%*	58.4%

\*These Performance Measures are not part of the new proposed Common Performance Measures and may not continue as a performance measure in PY 2006.

## II. Assurance and Certifications

1. The local Workforce Investment Board must or will assure it will establish fiscal control and fund account procedures to ensure the proper disbursement of and accounting for all funds received through the Workforce Investment Act.
2. Local Workforce Investment Board must or will assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants and submit such reports as the State may require.
3. Local Workforce Investment Board must or will assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
4. Local Workforce Investment Board must or will assure that funds will be spent in accordance with the Workforce Investment Act, regulations, written Department of Labor guidance, written Ohio Department of Job and Family Services guidance and all other applicable Federal and State laws.
5. Local Workforce Investment Board must or will assure that veterans will be afforded employment and training activities authorized in the Workforce Investment Act, to the extent practicable.
6. Local Workforce Investment Board must or will assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts and grants for the use of funds under WIA, including, but not limited to the following:

### Cost Principles

OMB Circular A-21	Cost Principles for Educational Institutions;
OMB Circular A-87	Cost Principles for State, Local and Indian Tribal Governments;
OMB Circulars A-122	Cost Principles for Non-Profit Organizations;
48 CFR Chapter 1, Part 31	Contract Cost Principles and Procedures (Commercial Organizations);

### Uniform Administrative Requirements

29 CFR Part 95	Grants and Agreements with Institutions of Higher Education, Hospitals, and Other
OMB Circular A-110	Non-Profit Organizations, and with Commercial Organizations;
29 CFR Part 97	Uniform Administrative Requirements for State and Local Governments;
OMB Circular A-102	

### Audit Regulations and Requirements

29 CFR Part 96	Audit Requirements for Grants, Contracts and Other Agreements;
29 CFR Part 99	Audits of States, Local Governments and Non-Profit Organizations;
OMB Circular A-133	Audits of States, Local Governments and Non-Profit Organizations;
OMB Circular A-50	Audit Follow-up;

### General Provisions

SF 424 B	Assurances for Non-Construction Programs;
29 CFR Parts 31, 32, 37	Nondiscrimination and Equal Opportunity Assurance;
29 CFR Part 93	Certification Regarding Lobbying;
29 CFR Part 98	Drug Free Workplace and Debarment and Suspension.

-- Revised 6/05 for inclusion in PY 2005 Ohio Business Plans