



North Royalton Chamber of Commerce

May 2020

"Helping Your Business Grow to New Heights"

www.nroyaltonchamber.com

A YEAR LIKE NO OTHER!

Community Festival canceled due to COVID-19 health and safety concerns

The 136th Annual North Royalton Community Festival was scheduled to be held August 21, 22 and 23. Because of the continuing Covid-19 pandemic crisis, however, the decision has been made to cancel the event.

This annual community celebration will be missed by the thousands who came to the City Green to enjoy the rides, entertainment, parade, and carnival food, but most of all the shared friendship.

"This was a very difficult decision, knowing how profoundly the canceling of the festival impacts not only the City and Chamber of Commerce, but also the participating vendors, local businesses, ride company, musicians and the North Royalton community as a whole," said 2019 Festival Chairperson, Maria Magnelli.

Following a discussion between Chamber and City officials, it was decided that it would not be possible to properly plan the event in a way that will abide by the recommended social distancing requirements currently in place by State officials. Playing a major role in the decision to cancel were

the health and safety of everyone involved in bringing together all the aspects of putting together the festival. There are hundreds of elements to be considered in producing the festival beginning as early as February, from bringing in vendors and exhibitors, organizing the entertainment for



each day, planning and executing the parade, putting together a fireworks show, etc. It is not something that can be done properly in a few weeks' time.

"The festival is a wonderful opportunity

to bring a community together and to create memories that last forever! The decision to suspend the festival to 2021 was based on the safety, health and wellbeing of our residents," said Chamber President, Aldo Filippelli.

"It was a very difficult decision to cancel our longstanding summer tradition, the North Royalton Community Festival. There were simply too many uncertainties surrounding public gatherings, as well as financial burdens for our vendors. I know, personally, it's one of my favorite events of the year, and something my family looks forward to. Hopefully if state restrictions are eventually lessened, the City and Chamber of Commerce can plan an event, so we can reunite as a community in the fall. I know we are all eager to return to normalcy," added Mayor Larry Antoskiewicz.

Last year was a banner year for the 135th Community Festival. Hopefully this Coronavirus crisis will be long behind us by 2021, and we can move forward to produce the best North Royalton Community Festival ever!

Data Security Is a Must in Today's Business Climate

Running a business these days is tough. Depending on your industry, you might be navigating the ins and outs of federal aid and emergency loans. You're probably monitoring the well-being of your employees and the safety of your clients. And, like most of us, you're pivoting between short-term worries and long-term planning—all in a business climate that's anything but predictable.

In times like these, it's easy to take technology for granted. Even with all the challenges of remote work, we expect our laptops to work perfectly every day. No

matter where our business information is stored, we expect it to always be accessible. And if one device or one drive crashes, we expect a backup to be available instantly.

But what happens if your data suddenly disappears? Severe weather has swept across swaths of North America this spring, while hurricane season is right around the corner for the East Coast and Gulf Coast—and fire season follows right on its heels on the West Coast.

If a disaster struck next week or next month, would your business survive? How long could regular operations last if you

lost the critical information needed to keep your company running? Do you have a plan for how you and your employees would respond to different data loss scenarios — say, a data breach, an extended power outage, or simple user error?

For most business owners, the answers to those questions aren't clear-cut. Many of us only consider data security when it's too late — after cybercriminals have compromised your information or the inadequacy of your regular data backups becomes evident.

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Security *from page 1*

So how can you be more proactive about data protection? At CMIT Solutions, we ask our clients a few straightforward questions to help:

1. What does your current data situation look like?

Working with a trusted IT provider, you can capture a data snapshot that categorizes all assets by importance, by location, and by access needs. Once that's complete, data backup, storage, and recovery protocols can be implemented to keep your data safe—and identify any threats or vulnerabilities that could negatively affect your business.

2. How is your data backed up, transmitted, and stored?

In a perfect world, your information should be automatically backed up on a regular basis, securely transmitted from your computers to remote physical and cloud-based locations, and stored in a redundant fashion that mitigates the risk of any individual backup being affected. That's just the first step toward true data security, though. Maintaining reliable access to those backups represents the next step. At CMIT Solutions, we integrate robust data recovery procedures with all data backup plans, helping companies retrieve their impacted information as efficiently as possible to support the return to day-to-day business operations.

3. What would your business do first if those data assets were compromised?

Unexpected data loss can deal a devastating blow to businesses big and small. One benchmark from the U.S. Small Business Administration states that more than half of small companies impacted by data loss go out of business within six months. So how would your company respond if a data disaster struck? Would you be able to conduct business as usual if you didn't have access to critical client and financial information?

Or would your lack of a coordinated response only compound the problem? Having a plan in place to understand and react to data loss is important.

4. What are the main threats to your business data?

Depending on the size of your business and the industry you work in, the answers might differ. Ransomware, phishing, and data breaches can affect anyone, but cyberthreats come at modern companies from every angle, often served up in a mixture of malicious emails, infected web ads, and even illicit phone calls. Stealing your company's data may be the main goal, but the methods that cybercriminals use to achieve their aims are always changing.

5. Do you have extra network security tools in place to surround your data with enhanced protection?

A proactive approach to cybersecurity is a must, especially in today's unpredictable business landscape. Many companies thrive with managed IT services that rely on around-the-clock monitoring and maintenance. This combines traditional tools like firewalls, automated security updates, and anti-malware with more advanced protocols like threat detection, traffic analysis, and incident response. If you aren't sure about the need for these extra layers of protection for your data, it's time to talk to an IT provider.

Submitted from an article on the NOACC website by CMIT Solutions. "At CMIT Solutions, we believe that cybersecurity and data protection are a must for modern businesses. Instead of waiting around to see whether things will get worse, we work proactively, 24 hours a day, seven days a week, and 365 days a year to keep our clients and their companies safe. We understand the threat posed by unexpected data loss, and we strive to mitigate its negative impacts before they strike."

Dear Chamber Members,
Chamber luncheons are currently on hold. Our office is closed to the public, but we continue to work and are still accepting emails with your questions or requests. Please email: info@nroyaltonchamber.com, or call us at 440-237-6180.

We wish you good health and happiness. Be Well!

Calendar of Events

May 28 - Golf Outing - **CANCELED**

June 17 - Membership Meeting

July 2 - Directors Meeting

August 6 - Directors Meeting

August 21-23 - Community Festival
- **CANCELED**

September 3 - Directors Meeting

September 16 - Membership Meeting

October 1 - Directors Meeting

October 21 - Membership Meeting

November 5 - Directors Meeting

November 18 - Membership Meeting

December 2 - Holiday Luncheon

*** Subject to Change**

Additional events will be added that will be announced in this newsletter.

2020 CHAMBER OFFICERS

Aldo Filippelli - President
North Royalton License Bureau
Kevin Lynch, Vice President
Dan Holben, Treasurer
Rea CPAs
Kathy Gibbons, Secretary

BOARD MEMBERS

Jeanne Cilenti
North Royalton Branch Library
Maria Magnelli
Tracy Marx
Howard Hanna
Erna Nardi Malave

This newsletter is an official publication of the North Royalton Chamber of Commerce

**North Royalton
Chamber of Commerce**

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Welcome!

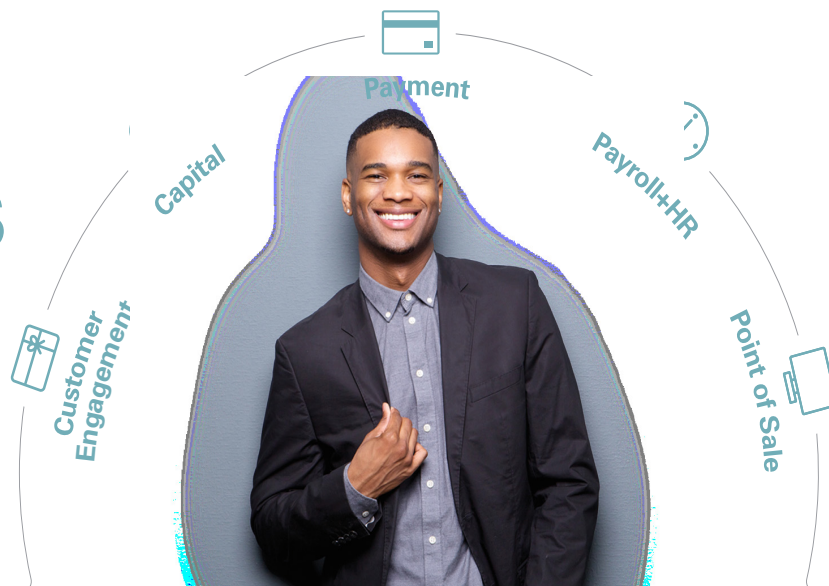
New Chamber Members

Nicholas P. DeFazio
Rebecca Maddamma
DeFazio Companies, Inc.
8700 Akins Road, Suite 3
North Royalton OH 44133
440.652.6545 - FAX 440.368.3464
info@defaziocompany.com
www.defaziocompany.com
Lawn Care - Landscape

We are excited to introduce these new members. Please support our existing and new Chamber members, welcome them and remember them when you have a need for the products or services that they provide.

Heartland

Business Services



Heartland provides entrepreneurs with software-driven technology to manage and grow their business. The company serves more than 400,000 merchants nationwide, delivering trusted solutions for payment, payroll and human resources, point of sale, customer engagement and lending.

Payment

Countertop hardware: Payment processing is all about flexibility these days. So Heartland supplies the hardware (or integrations to current hardware and software) needed for merchants to accept a wide variety of payment types. This ensures purchases can be made quickly and securely, regardless of the point of sale platform used.

Mobile: Turn your customer's smartphone or tablet into a payment terminal with a simple app and card reader. The app is compatible with iOS and Android phones and tablets and Amazon tablets. Heartland Mobile Pay also includes a companion merchant web portal, which provides access to reporting and administrative features.

Online: Heartland Ecommerce is a full-service web platform that allows merchants to set up an online web store for ordering, selling products and collecting consumer payments using the familiar "shopping cart" functionality.

Bill payments: With bill payments, merchants can send invoices online, offer customers the ability to pay online (using a Heartland-hosted web page) and even allow their customers to setup recurring payments. Payments can be submitted by credit card, debit card or ACH payment.

Payroll+HR

Heartland takes the pain out of payroll with customizable employee payment, integrated timekeeping and tax reporting solutions. Application management, as well as new hire compliance and onboarding, are also part of the offering. When it comes to other HR matters like guidance, labor law posters and forms, Heartland provides merchants with support to navigate complex topics.

Point of Sale

Heartland delivers a variety of POS solutions, including specialized platforms for restaurants, retailers and more. These platforms also offer merchants access to other tools and apps like inventory management and timekeeping.

Customer Engagement

Cultivating loyalty: To help merchants cultivate long-term loyalty and maximize customer value, Heartland offers gift card and rewards programs. Merchants can also make use of Heartland's email marketing tools to help them drive traffic to their stores, and turn more customers into buyers.

Understanding customers: Heartland's analytics solutions help merchants analyze whether marketing and advertising dollars are being spent effectively by allowing them to view reports with customer breakdowns by postcode, the effect of weather on store traffic and comparisons with competitors.

Keeping the conversation going: Heartland has tools that allow merchants to manage their social media accounts and online reviews, enabling them to respond to issues and reply in real time.

Lending

Heartland has partnered with the nation's largest small business loan marketplace to give merchants unprecedented access to capital. Heartland Capital's free 15-minute application gets merchants matched to small business loan options from 75+ leading lenders. Upon selecting the perfect loan for your business, you can get funded in as little as 24 hours.

heartland.us

A *Global Payments Company*

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NOACC: Coronavirus-related relief for retirement plans and IRAs questions and answers

Section 2202 of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), enacted on March 27, 2020, provides for special distribution options and rollover rules for retirement plans and IRAs and expands permissible loans from certain retirement plans.

Q1. What are the special rules for retirement plans and IRAs in section 2202 of the CARES Act?

A1. In general, section 2202 of the CARES Act provides for expanded distribution options and favorable tax treatment for up to \$100,000 of coronavirus-related distributions from eligible retirement plans (certain employer retirement plans, such as section 401(k) and 403(b) plans, and IRAs) to qualified individuals, as well as special rollover rules with respect to such distributions. It also increases the limit on the amount a qualified individual may borrow from an eligible retirement plan (not including an IRA) and permits a plan sponsor to provide qualified individuals up to an additional year to repay their plan loans. See the FAQs below for more details.

Q2. Does the IRS intend to issue guidance on section 2202 of the CARES Act?

A2. The Treasury Department and the IRS are formulating guidance on section 2202 of the CARES Act and anticipate releasing that guidance in the near future. IRS Notice 2005-92 (PDF), issued on November 30, 2005, provided guidance on the tax-favored treatment of distributions and plan loans under sections 101 and 103 of the Katrina Emergency Tax Relief Act of 2005 (KETRA) as those provisions applied to victims of Hurricane Katrina. The Treasury Department and the IRS anticipate that the guidance on the CARES Act will apply the principles of Notice 2005-92 to the extent the provisions of section 2202 of the CARES Act are substantially similar to the provisions of KETRA that are addressed in that notice.

Q3. Am I a qualified individual for purposes of section 2202 of the CARES Act?

A3. You are a qualified individual if –

You are diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 (COVID-19) by a test approved by the Centers for Disease Control and Prevention;

Your spouse or dependent is diagnosed with SARS-CoV-2 or with COVID-19 by a test approved by the Centers for Disease Control and Prevention;

You experience adverse financial conse-

quences as a result of being quarantined, being furloughed or laid off, or having work hours reduced due to SARS-CoV-2 or COVID-19;

You experience adverse financial consequences as a result of being unable to work due to lack of child care due to SARS-CoV-2 or COVID-19; or

You experience adverse financial consequences as a result of closing or reducing hours of a business that you own or operate due to SARS-CoV-2 or COVID-19.

Under section 2202 of the CARES Act, the Treasury Department and the IRS may issue guidance that expands the list of factors taken into account to determine whether an individual is a qualified individual as a result of experiencing adverse financial consequences. The Treasury Department and the IRS have received and are reviewing comments from the public requesting that the list of factors be expanded.

Q4. What is a coronavirus-related distribution?

A4. A coronavirus-related distribution is a distribution that is made from an eligible retirement plan to a qualified individual from January 1, 2020, to December 31, 2020, up to an aggregate limit of \$100,000 from all plans and IRAs.

Q5. Do I have to pay the 10% additional tax on a coronavirus-related distribution from my retirement plan or IRA?

A5. No, the 10% additional tax on early distributions does not apply to any coronavirus-related distribution.

Q6. When do I have to pay taxes on coronavirus-related distributions?

A6. The distributions generally are included in income ratably over a three-year period, starting with the year in which you receive your distribution. For example, if you receive a \$9,000 coronavirus-related distribution in 2020, you would report \$3,000 in income on your federal income tax return for each of 2020, 2021, and 2022. However, you have the option of including the entire distribution in your income for the year of the distribution.

Q7. May I repay a coronavirus-related distribution?

A7. In general, yes, you may repay all or part of the amount of a coronavirus-related distribution to an eligible retirement plan, provided that you complete the repayment within three years after the date that the distribution was received. If you repay a

coronavirus-related distribution, the distribution will be treated as though it were repaid in a direct trustee-to-trustee transfer so that you do not owe federal income tax on the distribution.

If, for example, you receive a coronavirus-related distribution in 2020, you choose to include the distribution amount in income over a 3-year period (2020, 2021, and 2022), and you choose to repay the full amount to an eligible retirement plan in 2022, you may file amended federal income tax returns for 2020 and 2021 to claim a refund of the tax attributable to the amount of the distribution that you included in income for those years, and you will not be required to include any amount in income in 2022. See sections 4.D, 4.E, and 4.F of Notice 2005-92 for additional examples.

Q8. What plan loan relief is provided under section 2202 of the CARES Act?

A8. Section 2202 of the CARES Act permits an additional year for repayment of loans from eligible retirement plans (not including IRAs) and relaxes limits on loans.

Certain loan repayments may be delayed for one year: If a loan is outstanding on or after March 27, 2020, and any repayment on the loan is due from March 27, 2020, to December 31, 2020, that due date may be delayed under the plan for up to one year. Any payments after the suspension period will be adjusted to reflect the delay and any interest accruing during the delay. See section 5.B of Notice 2005-92.

Loan limit may be increased: The CARES Act also permits employers to increase the maximum loan amount available to qualified individuals. For plan loans made to a qualified individual from March 27, 2020, to September 22, 2020, the limit may be increased up to the lesser of: (1) \$100,000 (minus outstanding plan loans of the individual), or (2) the individual's vested benefit under the plan. See section 5.A of Notice 2005-92.

Q9. Is it optional for employers to adopt the distribution and loan rules of section 2202 of the CARES Act?

A9. It is optional for employers to adopt the distribution and loan rules of section 2202 of the CARES Act. An employer is permitted to choose whether, and to what extent, to amend its plan to provide for coronavirus-related distributions and/or loans that satisfy the provisions of section

See *RELIEF*, page 5

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2202 of the CARES Act. Thus, for example, an employer may choose to provide for coronavirus-related distributions but choose not to change its plan loan provisions or loan repayment schedules. Even if an employer does not treat a distribution as coronavirus-related, a qualified individual may treat a distribution that meets the requirements to be a coronavirus-related distribution as coronavirus-related on the individual's federal income tax return. See section 4.A of Notice 2005-92.

Q10. Does section 2202 of the CARES Act provide additional distribution rights to participants or otherwise change the rules applicable to plan distributions?

A10. Under section 2202 of the CARES Act, a coronavirus-related distribution is treated as meeting the distribution restrictions for a section 401(k) plan, section 403(b) plan, or governmental section 457(b) plan. For example, under section 2202 of the CARES Act, a section 401(k) plan may permit a coronavirus-related distribution, even if it would occur before an otherwise permitted distributable event (such as severance from employment, disability, or attainment of age 59½). However, the CARES Act does not otherwise change the limits on when plan distributions are permitted to be made from employer-sponsored retirement plans. For example, a pension plan (such as a money purchase pension plan) is not permitted to make a distribution before an otherwise permitted distributable event merely because the distribution, if made, would qualify as a coronavirus-related distribution. Further, a pension plan is not permitted to make a distribution under a distribution form that is not a qualified joint and survivor annuity without spousal consent merely because the distribution, if made, could be treated as a coronavirus-related distribution. See section 2.A of Notice 2005-92.

Q11. May an administrator rely on an individual's certification that the individual is eligible to receive a coronavirus-related distribution?

A11. The administrator of an eligible retirement plan may rely on an individual's certification that the individual satisfies the conditions to be a qualified individual in determining whether a distribution is a coronavirus-related distribution, unless the administrator has actual knowledge to the contrary. Although an administrator may rely on an individual's certification in making and reporting a distribution, the individual

is entitled to treat the distribution as a coronavirus-related distribution for purposes of the individual's federal income tax return only if the individual actually meets the eligibility requirements.

Q12. Is an eligible retirement plan required to accept repayment of a participant's coronavirus-related distribution?

A12. In general, it is anticipated that eligible retirement plans will accept repayments of coronavirus-related distributions, which are to be treated as rollover contributions. However, eligible retirement plans generally are not required to accept rollover contributions. For example, if a plan does not accept any rollover contributions, the plan is not required to change its terms or procedures to accept repayments.

Q13. How do qualified individuals report coronavirus-related distributions?

A13. If you are a qualified individual, you may designate any eligible distribution as a coronavirus-related distribution as long as the total amount that you designate as coronavirus-related distributions is not more than \$100,000. As noted earlier, a qualified individual may treat a distribution that meets the requirements to be a coronavirus-related distribution as such a distribution, regardless of whether the eligible retirement plan treats the distribution as a coronavirus-related distribution. A coronavirus-related distribution should be reported on your individual federal income tax return for 2020. You must include the taxable portion of the distribution in income ratably over the 3-year period – 2020, 2021, and 2022 – unless you elect to include the entire amount in income in 2020. Whether or not you are required to file a federal income tax return, you would use Form 8915-E (which is expected to be available before the end of 2020) to report any repayment of a coronavirus-related distribution and to determine the amount of any coronavirus-related distribution includible in income for a year. See generally section 4 of Notice 2005-92.

Q14. How do plans and IRAs report coronavirus-related distributions?

A14. The payment of a coronavirus-related distribution to a qualified individual must be reported by the eligible retirement plan on Form 1099-R, Distributions from Pensions, Annuities, Retirement or Profit-Sharing Plans, IRAs, Insurance Contracts, etc. This reporting is required even if the qualified individual repays the coronavirus-related distribution in the same year. The IRS expects to provide more information on how to report these distributions later this year. See generally section 3 of Notice 2005-92.

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Contact Chamber for Details

440.237.6180

info@nroyaltonchamber.com

Your Chamber of Commerce membership gives you many benefits, through our association with NOACC, that can save your money!

Incorporated in 1995, the Northern Ohio Area Chambers of Commerce (NOACC) was established to provide tangible benefits of chamber membership to local businesses. NOACC has now grown to over 120 chambers of commerce—some volunteer managed, some county-wide in scope—and some of the NOACC chambers have grown ten-fold with the adoption of these benefits. Here are just some of the benefits our members enjoy through their membership in the North Royalton Chamber of Commerce:



Group Health Insurance – Chamber Saver Program
www.844medohio.com

Full range of health insurance plans with cost savings usually reserved for larger companies. Businesses also get access to a large network of quality providers through Anthem, an independent licensee of the Blue Cross and Blue Shield Association. Premium savings of up to 1.4% on groups from 2-50 employees. Groups from 51-500 may be eligible for a 1% premium savings. Business must be a NOACC Chamber Member.



Group Health Insurance – SOCA Benefit Plan (MEWA)
www.844medohio.com

Chambers of Commerce throughout Ohio have banded together to offer a new self-funded medical plan for small employers. The Northern Ohio Area Chambers of Commerce (NOACC), Central Ohio Chambers of Commerce, Southern Ohio Chamber Alliance (SOCA), Dayton Area Chamber, and the Youngstown Warren Regional Chamber have collaborated to create a new health program that can lead to more rate stability and is a smart solution that offers potential savings for groups with 50 or fewer employees. Business must be a NOACC Chamber Member.



Chamber Energy Program
www.ceateam.com/chamber/

Community Energy Advisors (CEA) is a Public Utilities Commission of Ohio (PUCO) certified energy management firm that educates and empowers organizations to maximize the economics of their energy assets. By staying one step ahead of changes in the energy industry and utilizing analytics, advanced tariff modeling and reporting, CEA delivers a multitude of energy management solutions that positively impact customers' utility bill costs.



Chamber Payments/Billing & Payroll/HR Programs
www.heartland.us

Helping businesses prosper through innovative solutions, advocacy, and unmatched service is Heartland's mission. Never veering from our convictions, Heartland has led the industry in transparency, integrity, and security. Today, Heartland delivers credit/debit/prepaid card processing, payroll, and payment solutions to more than 300,000 businesses and educational institutions nationwide.



Managed Care Organization (MCO)
www.hmssolutions.com

Workers' Compensation is a major cost of doing business. Lost-time claims can increase premiums if not handled properly. It is the MCO's job to make sure injured workers receive care and return to work safely and promptly. NOACC Chambers and their business members will be able to choose HMS (Health Management Solutions) and be assured that they can rely on their MCO to protect their workers and their bottom line.



Workers' Compensation Group Rating Programs
www.paramountpreferredsolutions.com

By joining a Workers' Comp Group Rating program businesses up to 500 employees can achieve rate reductions on Ohio BWC premiums up to the maximum discount allowed. With offices in Cleveland and Toledo, PPS TPA Services is locally owned and operated in Northern Ohio. We promise to meet with you at your business or Chamber offices! Contact us for a Free, No Obligation Assessment of the best cost reduction programs for your company.



NOACC Chamber Shipping Program
www.PartnerShip.com/89NOACC

Chamber members can achieve substantial shipping discounts with FedEx®, as well as significant savings on freight shipments—with the opportunity for NOACC affiliated Chambers to earn non-dues revenue. Savings from 5-27% on small package ground, next day air, or up to 70% savings on large pallet shipments.



Digital Marketing Services www.slnconnect.com

Manage all digital marketing from one, easy-to-use platform
SLNConnect is a digital marketing tool that chambers can pass to any member. They provide tools to grow your chamber and help members succeed. Be found with a search optimized & mobile responsive landing page. Send targeted emails to your customers in minutes. Create unlimited search optimized content to engage. Share to social in one click. Track your marketing success on one dashboard.

North Royalton Chamber of Commerce: nroyaltonchamber.com • 440.237.6180

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