



Organizational Design
Human Resources Consulting

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Re: **House Bill 369, Ohio Fairness Act – proponent testimony**

Chair Hambley, Vice Chair Patton, Ranking Minority Member Brown, and the members of the House Civil Justice Committee:

My name is Mark Fiala and I am the President of Organizational Architecture, Inc. in Cleveland, Ohio. We are a Human Resources consulting firm that has been in business since 2007. We are a certified Veteran Owned Small Business with the US Department of Veteran Affairs, and a certified Veteran-Friendly Business Enterprise with the State of Ohio.

As a small business owner in the State of Ohio, I support the Ohio Fairness Act and LGBTQ nondiscrimination protections. Apart from ending discrimination against people because of who they are, which is the right thing to do, legislation like this tells job seekers and companies that Ohio is a good place to work and build a life...without the fear of discrimination. Our firm is in the business of advising companies on how to attract, retain, motivate, and reward top talent. An environment where we actively exclude certain kinds of people and do not offer them full protection, is not only wrong, but it puts Ohio at a competitive disadvantage attracting both employees and companies.

Businesses make decisions based on dollars-and-cents. If the environment makes it difficult to recruit talent and keep them, they will go elsewhere. It is as simple as that. Passing this Act signals to the marketplace for talent that Ohio is a place to work without fear of discrimination.

Thank you for the opportunity to share my reasons for supporting the Ohio Fairness Act.

If you have any questions or would like to discuss further, my email is markfiala@oahumanresources.com and my mobile is 330.554.7144.

Very truly yours,

Organizational Architecture, Inc.

A handwritten signature in black ink that reads "Mark Fiala".

Mark Fiala
President