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Entity Selection: A Critical First Step for Business Owners

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One of the most important early decisions for any business owner is choosing the right legal entity. There is no one-size-fits-all answer, but understanding the key differences can help you make an informed decision.

Sole Proprietorships and Partnerships

Sole proprietorships are unincorporated forms of business that consist of one owner. In a sole proprietorship, there is no legal separation between the business and the owner. Partnerships consist of two or more owners. Sole proprietorships and partnerships are very rarely recommended because owners can be personally liable for the business.

Corporations

Corporations are formal business entities that offer liability protection for shareholders but come with additional requirements and formalities. A Corporation can either be a C-corporation (the C-corporation pays tax on the income of the C-corporation) or an S-corporation (the shareholders of the S-corporation pay tax on the income of the S-corporation).

There may be specific scenarios

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ORIGINAL THINKING

KNOWLEDGE. SOPHISTICATION. COLLABORATION.

Critchfield Launches Workplace Foundations Training Program

Critchfield is pleased to announce the launch of its Workplace Foundations Training Program, a comprehensive, attorney-led initiative designed to help employers of all sizes and across all industries reduce legal exposure and strengthen workplace practices.



Even well-drafted workplace policies can lose effectiveness if they are not clearly understood or consistently applied. This program addresses that gap by translating legal requirements into practical, operational guidance tailored to each organization's specific environment. Whether a business operates in healthcare, manufacturing, professional services, or another sector, the training is designed to align with its unique workforce structure, regulatory landscape, and operational challenges.

The program provides customized training for employees at all levels, including frontline staff, supervisors, human resources professionals, and executive leadership. Each session is developed based on the employer's industry, size, and particular risk areas, ensuring content that is both relevant and immediately applicable.

Core training modules include policy implementation and enforcement, compliance with key federal statutes such as the Family and Medical Leave Act, Americans with Disabilities Act, Pregnant Workers Fairness Act, and Fair Labor Standards Act, and applicable Ohio laws.

Additional sessions address anti-discrimination and harassment prevention, employee rights and responsibilities, and best practices for documentation and discipline. The program also offers targeted guidance on leadership strategies during workforce transitions, including restructuring and other organizational changes.

A central feature of the Workplace Foundations Training Program is its practical orientation. Rather than focusing solely on legal theory, sessions emphasize real-world scenarios, decision-making frameworks, and risk mitigation strategies that can be implemented immediately.

Training is available in both in-person and virtual formats, allowing organizations to integrate sessions into their operations with minimal disruption.

Employers seeking tailored, practical guidance to enhance compliance, improve consistency in management practices, and reduce legal risk are encouraged to learn more about the Workplace Foundations Training Program. For additional information or to schedule a session, please submit an inquiry through the firm's website or contact one of the following Critchfield employment attorneys: Kimberly L. Hall (kimhall@ccj.com), Shannon E. Kreuer (kreuer@ccj.com), Lyndsey N. Krownapple (krownapple@ccj.com) or Tricia L. Pycraft (tpycraft@ccj.com).

ORIGINAL THINKING

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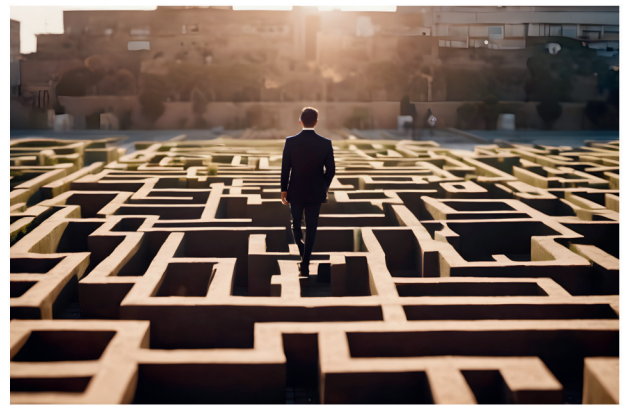
where a corporation is the right choice of entity; however, the limited liability company form of entity is the favored choice for many small and mid-sized businesses.

Limited Liability Companies (LLCs)

In Ohio, LLCs offer liability protection for owners and offer flexibility in ownership, management, and taxation. Additionally, operating agreements can be tailored to specific business needs.

Choosing the right business structure and properly documenting the structure can help avoid disputes, personal liability, unexpected taxes, and compliance issues later.

If you are starting a new business or considering a change to your current structure, consulting with Critchfield attorneys can help ensure your entity supports both your short-term and long-term goals.



Attorney Spotlight



ADAM B. LANDON

Member

Adam Landon joined Critchfield in its Mount Vernon office in 2004 and primarily practices in the areas of commercial litigation, creditors' rights, and probate litigation. Adam is also the acting solicitor of two Municipalities, general counsel for two electric cooperatives with over 25,000 combined members, and counsel for one of the largest lake homeowners' associations in Ohio.

Contact Adam at 740.397.4040
or email landon@ccj.com

Critchfield in the Community

What began as an overlooked wetland on 52 donated acres has become one of Fredericktown, Ohio's most valued community assets, thanks in part to the leadership and hands-on involvement of partners at Critchfield.

After discovering the site had become a regional birding hotspot, Critchfield attorney Kim Rose, his wife Pam Rose, and Critchfield attorney Zac DiMarco approached the Fredericktown Recreation District with a proposal to restore and enhance the property.



With the support of the District and the Village of Fredericktown, they formed the Ackerman Nature Preserve Committee, bringing together Ohio Department of Natural Resources former and current staff, educators, engineers, community leaders, and volunteers.

Working with the Knox County Foundation, the committee developed a three-phase plan that raised more than \$700,000, along with in-kind labor, materials, and equipment, resulting in a \$1.4 million project.

Critchfield partners played a central role in leadership, fundraising, navigating approvals, coordinating partners, creating daily social media posts, and providing volunteer labor.

The project's signature achievement, a 600-foot elevated walkway with a covered-bridge-style bird blind, is now complete along State Route 13 and has created a destination enjoyed by birders, photographers, families, students, and visitors throughout the region.

For more about the Ackerman Nature Preserve story, follow them on Facebook at "Ackerman Preserve."