

**Balance pays off  
for Bob Coughlin.**

**In Ohio.**



(Left) Paycor is an *INC.* 500 company, serving many high-profile clients, including the Cincinnati Reds.

(Right) Not surprisingly, warm summer nights at cozy Great American Ball Park are a family favorite.

## The State of Perfect Balance

Growing up on the east coast, Bob Coughlin remembers his dad's commute... three and a half hours a day—nearly 18 hours a week. Precious time lost forever, somewhere between the office and home. No wonder Bob treasures the balance he now enjoys in Ohio.

In 1990, Bob cashed in some savings, sold stock and took a small business loan to start a payroll company. Locating in Ohio, he recruited bright, talented employees from the state's outstanding universities. He enjoyed being within two hours of 75% of America's businesses. And his business thrived in a diverse, stable economy. It paid off.

Today, Paycor is America's largest independent payroll service provider with over 14,000 clients and offices in 13 major U.S. cities. Yet with all that success, Bob hasn't had to sacrifice family time in Ohio, coaching his daughter's soccer team, enjoying the outdoors and attending theatres and museums just minutes from home. An avid runner, Bob even founded Cincinnati's popular Flying Pig Marathon, a major event that will raise over \$1.5 million for charity this year.

In his career and in his life, Bob Coughlin hasn't lost any time in Ohio. The balance is perfect.

**Find your balance at [OhioMeansBusiness.com](http://OhioMeansBusiness.com).**

**"Ohio's the perfect location for my business,  
for me and for my family."**

Bob Coughlin  
CEO and Founder  
Paycor Inc.

**Ted Strickland, Governor  
Lee Fisher, Lt. Governor**

**Ohio**  
The State of Perfect Balance