Hello Northeast Ohio Counties!

If you haven’t registered for our Hay Day this Saturday, be sure to check out the flyer in the newsletter or register at this link: https://go.osu.edu/neo2021hayday.

As summer winds down, now is the time to scout for some late season diseases and insects. Be on the lookout for high aphid populations. We are getting reports from western counties that numbers are unusually high. See the article from Andy Michel and Kelly Tilmon inside.

Have a great week!

In This Issue:

- Remember Soybean Aphids? They Might Be in Your Fields
- Corn Silage For The Beef Herd
- Employee v. Independent Contractor: When Is An Ag Employer Responsible?
- How Are Corn and Soybean Yields On Your Farm?
- Lee’s Monthly News Column
Remember soybean aphids? They might be in your fields
By Andy Michel and Kelley Tilmon
Source: https://agcrops.osu.edu/newsletter/corn-newsletter/2021-27/remember-soybean-aphids-they-might-be-your-fields

Soybean aphids have always been around Ohio, but it has been a while since we have had many fields with high populations. Based on recent scouting, we have noticed increasing populations of soybean aphids. As we go into the critical growth stage of soybean, this is also the most important time to check your fields for soybean aphids and see if you have exceeded the threshold of an increasing population of 250 aphids per plant.

To scout for soybean aphid, walk at least 100 ft from the field edge and count the number of aphids from 5 plants in 10 different locations. If your average is greater than 250 per plant, you'll need to come back and re-scout 3-4 days later. If the aphid population increased in that time, an insecticide application is recommended. Keep in mind that to accurately determine the threshold, scouting should be performed at least weekly and multiple times a week if aphids are active in fields. Soybean aphids can cause yield loss up to the late R5 to early R6.
growth stage. If an application is necessary, there are several effective insecticides available. Although some soybean aphid populations in the western corn belt are resistant to pyrethroids, we have not seen any evidence of this in Ohio. If you make a pyrethroid application and suspect resistance, contact us (michel.70@osu.edu, tilmon.1@osu.edu) or your local extension educator.

**Corn silage for the beef herd**

By Dr. Jeff Lehmkuhler, Extension Professor, University of Kentucky

Source: https://u.osu.edu/beef/2021/08/11/corn-silage-for-the-beef-herd/

It is hard to believe that it is near that time of year when corn will start to be harvested for silage. We have been fortunate in many areas of the region to receive timely precipitation providing for good corn stands. As the price of corn is still over $6/bushel on the spot market and the futures prices is in the mid 5’s, folks are asking about corn silage as an alternative feed this year.

When considering corn silage, first be sure that you are prepared. In many situations the harvest equipment may not be owned, and a custom harvest crew will come to chop and haul the silage. You need to get on their schedule and understand that weather and breakdowns can impact the harvest window for your corn crop. How do you plan to store the silage? For many beef operations, a silo bag is often the best choice. Again, the bagger will likely have to be rented and bags purchased. Be sure to get the bagger rented for sufficient time to fit the harvest window. Prepare the site for bags or drive over piles to ensure they drain well and water is diverted away from them. You don’t want to be driving through mud when trying to feed out silage from a pile or bag.

Corn will be ready to harvest when the whole plant moisture level is 62-65% or 35-38% dry matter. Fields will continue to dry down during the harvest and it is better to start harvest a bit wetter, so the last part of the field doesn’t get too dry. Corn that is less than 60% moisture should be considered for harvest as high moisture corn or allowed to dry and combined later. Corn harvested too dry simply doesn’t pack well and fermentation outcomes are less than ideal leading to poor quality feed.

Once corn is chopped and delivered to the storage area, ensure the highest quality of feed by obtaining the proper packing density. A packing density of 11-15 lb or on average 13 lb of dry matter per or 40-44 lb as-is per cubic foot would be targets. The fermentation process is mostly anaerobic. Therefore, packing reduces gaps where air is present in the silage and allows bacteria to quickly go from aerobic to anaerobic fermentation leading to greater lactic acid production leading to a lower pH for preserving the silage. Improperly packed silage will result in poor fermentation, higher pH, and greater yeast and mold growth.

When feeding out corn silage, the silage will be exposed to air and oxygen will be able to permeate into the silage at the exposed face. Oxygen exposure will begin an aerobic fermentation which can be felt as increased heat on the surface of the silage. This will lower the “shelf-life” or stability of the silage and impact intake and performance. In
warm weather, it is recommended that 12” be removed daily from the exposed surface or face to minimize spoilage losses. During colder months, this may be reduced to six inches, but monitor the face for heating. In most instances, trenches, and drive over piles are made too wide for medium to small beef operations and excessive spoilage occurs. This is where a silo bag may be of value as they come in various diameters to better align with the feed out rate. Corn silage should be fed daily since secondary fermentation occurs immediately once exposed to oxygen. Additionally, listeria can grow in the presence of oxygen. Circling disease is the common term for listeriosis which may also be seen in partial facial paralysis. Cows that appear to not be able to swallow and their tongue is extended out as if chewing on the tongue are symptoms as well. It is important to manage silage feed out to minimize the risk of this disorder. Corn silage is about 8% crude protein and will require supplementation when provided to lactating cows and growing calves. If used as the main feed source for growing calves combined with corn derived protein supplements such as distillers grains or corn gluten feed, be sure to supplement with calcium to meet their dietary calcium needs and reduce the risk of urinary calculi. Work with your Extension agent or nutritionist to develop feeding programs for your herd to ensure you offer a balanced diet that meets performance goals. For more information on feeding corn silage to beef cattle, be sure to read our fact sheet ID-264 Feeding Corn Silage to Beef Cattle at http://www2.ca.uky.edu/agcomm/pubs/ID/ID264/ID264.pdf

**Employee v. Independent Contractor: When is an Ag Employer Responsible?**

By: Jeffrey K. Lewis, Attorney and Research Specialist, Agricultural & Resource Source: https://farmoffice.osu.edu/blog/fri-08132021-1013am/employee-v-independent-contractor-when-ag-employer-responsible

Agricultural workers are usually categorized in two ways. They are either an “employee” or an “independent contractor.” Depending on how an agricultural worker is labeled determines the duties and liabilities of the agricultural employer.

Generally speaking, if an ag employer has the right to control the work of an ag worker, then the ag worker is probably an employee. This means that the ag employer must abide by a whole host of federal and state laws that relate to labor and employment and can be found liable for any damages caused by their employees under the doctrine of vicarious

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liability. Vicarious liability is a legal doctrine that may hold an employer responsible for the actions of an employee -- so long as the employee was acting in the ordinary course of business. A good example of the vicarious liability doctrine in action is when a court decides to hold a farmer and/or farm business responsible for any spray drift damages resulting from an employee’s application of herbicide.

On the other hand, ag employers that use independent contractors are usually not liable for any damages that result from the actions of an independent contractor. This obviously makes the use of independent contractors very appealing but comes at a higher cost than using an employee to do the work. Simple enough right? Be careful with employees and spray drift or use independent contractors and be worry free. Not really. Although a big concern for ag employers are the liability issues that stem from employees’ actions, having employees requires ag employers to fulfill multiple obligations under state and federal labor and employment laws, obligations that otherwise would not exist if an ag employer used an independent contractor to complete the work. Those obligations can include wages, overtime pay, hour restrictions, migrant and seasonal worker protections, tax concerns, and others. So, you see, labeling a worker as an employee or independent contractor goes far beyond just preventing a lawsuit against the ag employer.

Ag employers often think they are using independent contractors to complete work around the farm. But innocently, the ag employer may actually be using an employee to complete work around the farm and is probably violating federal and state law and exposing itself to fines and lawsuits. An ag employer must be careful when determining who is an employee and who is an independent contractor when looking for help on the farm. Below is a brief summary of Ohio and federal law that determine when an ag worker is an employee and when an ag worker is an independent contractor.

How do I determine who is an employee and who is an independent contractor?
The simple answer to that is, it depends. Different tests are used at the federal level and in Ohio. However, one thing that all these tests have in common is the ag employer’s right to control the work being done. This means that if an ag employer can direct, monitor, correct, or otherwise control how the work is being done, then the ag worker is likely an employee. Even if an ag employer never exerts or directly controls how the work is being done, courts only care that the ag employer has or had the ability to do so.

What are the tests to determine if a worker is an employee or independent contractor?

Northeast Ohio Agriculture

Ohio State University Extension

Ashtabula, Portage and Trumbull Counties
The Economic Realities Test. The Fair Labor Standards Act ("FLSA") is the federal law that governs minimum wage, overtime pay, recordkeeping, and youth employment standards. "Employee" is defined very broadly under the FLSA and more often than not, a worker is found to be an employee rather than an independent contractor. To help determine who is an employee and who is an independent contractor, the FLSA uses an Economic Realities Test. The Economic Realities Test looks at the reality of the economic relationship between the parties and if a worker is more reliant on the employer for economic gain and security, then the worker is more likely an employee. Factors under this test include:

1. The degree of control that an employer can exert over the worker and the work being performed.
2. Whether the work being performed is an integral part of the employer’s business.
3. The permanency of the relationship.
4. The amount of the worker’s investment in facilities and equipment.
5. The worker’s opportunities for profit and loss.
6. The amount of initiative, judgment, foresight, and skill required for the worker’s success.

The Internal Revenue Service ("IRS") Standard. The IRS has a separate test to help taxpayers determine whether an individual should be considered an employee or independent contractor for tax purposes. The IRS analyzes three areas – behavioral control, financial control, and the relationship of the parties.

1. Behavioral Control – a worker is an employee when the business has the right to direct and control the work performed. Factors include: (a) the type of instructions given; (b) degree of instruction given; (c) evaluation of work done; and (d) training.
2. Financial Control – If a business has the right to direct or control the financial and business aspects of the worker’s job, then the worker is likely in employee. A major factor is how the worker is paid. Employees are guaranteed regular pay whereas independent contractors are paid by the job.
3. Relationship of parties – the IRS takes into consideration what the parties think their relationship is. The IRS will look at written contracts, whether any benefits are offered, the length and permanency of the relationship, and whether the worker is performing work that is an integral part of the business of the employer.

Ohio’s standard. Ohio uses two separate, yet very similar tests to determine employee or independent contractor status. For wage and hour purposes, Ohio uses the Economic Realities Test that is used by the FLSA.
However, for workers’ compensation, unemployment insurance, and Ohio’s vicarious liability law, Ohio uses a “right to control” test. Under Ohio’s “right to control” test courts consider the following factors:
   1. Whether the worker is engaged in a distinct occupation or business;
   2. Whether the worker or the employer supplies the place and tools to complete the work;
   3. Whether the work is done by a specialist requiring a particular skill;
   4. How the worker is paid;
   5. The length of time a worker is employed;
   6. Whether the work performed is part of the regular business of the employer;
   7. Whether the employer controls the details and quality of the work to be performed; and
   8. The terms of any agreements or contracts between the parties.

Why is determining who is an employee and independent contractor important?
First and foremost, determining who is and is not an employee defines an ag employer’s obligations under the law. If an ag employer has employees, then the ag employer must abide by federal and state wage, hour, antidiscrimination, unemployment insurance, workers compensation, and safety laws. Those same obligations do not arise when using an independent contractor.
Secondly, misclassifying a worker as an independent contractor when they are actually an employee can lead to severe legal fines and penalties. Some of the consequences for incorrectly classifying a worker could include:
   • Lawsuits for unpaid wages;
   • Fines for failing to comply with federal and Ohio antidiscrimination laws;
   • Discrimination and wrongful termination claims;
   • Lawsuits for the negligence or other civil wrongs of the worker; and
   • Fines for failing to maintain Ohio Workers’ Compensation Insurance and Unemployment Insurance.

Conclusion. Determining who is and isn’t an employee defines an ag employer’s legal obligations, so it is always important to ensure that whenever someone is doing work for you, you categorize them correctly. If you have any doubts, it’s always best to air on the side of caution and treat a worker as an employee. If you should have any questions contact your attorney to help you determine what your legal obligations are as an employer, it can save you time, money, and stress.

To learn more about distinguishing between an employee and an independent contractor visit:
U.S. Department of Labor Wage and Hour Division, Fact Sheet 13: Employment Relationship Under the Fair Labor Standards Act (FLSA)
How are corn and soybean yields on your farm?

By Harold Watters and Greg LaBarge, Ohio State University Extension

Source: https://ocj.com/2021/08/how-are-soybean-yields-on-your-farm/

The crop tour season is upon us with yield estimates from across the region coming in. While these are great conversation starters, the most meaningful estimates are for your own farm. There is no secret formula, yield estimate tools are widely published, so why not join in on the fun.

Corn yield estimates are based on determining the number of kernels per acre then using a standard kernel weight. A commonly used formula is found in the Corn, Soybean, Wheat and Forages Field Guide on page 14, provided by Peter Thomison retired OSU state corn specialist.

There are several techniques for estimating corn grain yield prior to harvest. A numerical constant for average kernel weight is figured into the equation. Weight per kernel will vary depending on hybrid and environment; yield will be overestimated in a year with poor grain fill conditions and underestimated in a good year. The only equipment needed is a tape measure plus pencil and paper.

Step 1. Count harvestable ears in 1/1000th acre. The row length for 1/1,000 an acre in 30-inch rows is 17 feet, 5 inches while 20-inch rows is 26 feet, 2 inches. And if really narrow at 15-inch rows then, if you can get in there, just count down and back on the 17 feet 5 inch measure.

Step 2. Count the number of rows per ear on every fifth ear. Calculate an average.
Step 3. Count the number of kernels per row on those same ears. Do not count kernels on either the butt or tip that are less than half size. Calculate an average.

Step 4 — the equation. Yield in bushels per acre equals ear number multiplied times the average row number times average kernel number, all divided by 90.
• (ear # x row # x kernel #) / 90 = estimated yield in bushels per acre.
• Example: 30 harvestable ears, on 5 ears we average 20 rows and 28 kernels per row. 
\[(30 \times 20 \times 28) / 90 = 186 \text{ bushel per acre.}\]

From my previous use, this can be right on the money. Accuracy will increase if you check more than one place. Checking areas with different soil types and/or yield potential will increase your accuracy in predicting field average yields.

Soybean yield estimates require determining seeds per acre, estimating seeds per pound then apply a standard seed weight. *Corn, Soybean, Wheat and Forages Field Guide* page 139 has the soybean formula from Laura Lindsey OSU’s state soybean and small grain specialist.

Step 1. Calculate plants per acre. Count the number of pod-bearing plants in 1/1,000th of an acre. The row length for 1/1,000th an acre in 30-inch rows is 17 feet, 5 inches, 15-inch rows is 34 feet, 10 inches and 10-inch rows is 52 feet, 3 inches.

Step 2. Estimate pods per plant. Count the number of pods (containing one or more seeds) from 10 plants selected at random. Divide the total number of pods by 10 to get the average number of pods per plant.

Step 3. Estimate the number of seeds per pod. Count the number of seeds from 10 pods selected at random. Generally, the number of seeds per pod is 2.5, but this number can be less in stressful environmental conditions. Divide the total number of seeds by 10 to get the average number of seeds per pod.

Step 4. Estimate the number of seeds per pound (seed size), assume that there are 3,000 seeds per pound. If the soybean plants experienced stress, seed size will be reduced, and it will take more seeds to make one pound. Use a seed size estimate of 3,500 seeds per pound if smaller seeds are expected because of late season stress.

Step 5. Use numbers from Step 1 to 4 in the formula below to estimate soybean yield in bushels per acre:
• \[[(\text{plants/1,000th acre}) \times (\text{pods/plant}) \times (\text{seeds/pod})] \div [(\text{seeds/pound}) \times 0.06]. \text{ bushels per acre} = \text{soybean bushels per acre}\]
• Example: 110 plants per 1/1,000th acre, 30 pods per plant, 2.5 seed per pod, 3,000 seeds per pound. \[(110 \times 33 \times 2.5) / [3,000 \times 0.06] = 50.4 \text{ bushel per acre.}\]
Hello Trumbull County! Summer is winding down and kids will be heading back to school soon. This is the time of year that we start to see an increase in calls from farmers and gardeners as disease issues grow in frequency. The end of July through August are the peak season for diseases due to the combination of high humidity, shorter days, and cooler nights, which help fungi grow and spread. I thought I would take this opportunity to talk about some of the frequent problems that I have seen this year.

Tomatoes are a yearly challenge with Septoria leaf spot, early blight, and late blight, and this year is no different. Unfortunately all of these diseases are very common in our area. Leaf spot is the easiest of these three to control in a home garden, as you can typically just pull off the diseased leaf. Early and late blight are a whole different story, however. Early blight usually arrives in mid-July in Trumbull County and will typically start infecting the lowest (oldest) leaves on the plant first, so it looks like the plant is dying from the bottom up. Typically you will not see any mold on the sunken lesions found on the leaves. Similar to early blight, late blight will start infecting the tomato plant from the bottom up but typically arrives in August and can be distinguished by brown spots on the leaves, each of which are surrounded by a fuzzy ring of mold.

Cucurbit crops like cucumbers, zucchini, squash, and pumpkins are prone to a few major diseases. The biggest issue is downy mildew, which will create a mosaic pattern of yellow and green shapes on the plant’s leaves. While this is typically the largest issue for these plants, our recent dry weather has helped keep it at bay. However, if we see long periods of wet weather as we saw earlier this season, it could certainly still rear its ugly head. The second issue I have seen on cucurbits this year is bacterial wilt, which spreads by insects as they feed on one diseased plant, and physically carry the bacteria to another plant. Controlling this disease can be difficult because you have to first control the insects. If your plants are flowering you should not use an insecticide because it will kill any pollinators that make contact with the pesticide.

Our conditions have been rather dry this year and this is causing some of our landscape and ornamental plants to show diseases that in a “normal” year would not be present. One disease that arrived earlier this summer on maple trees is maple leaf blister and anthracnose. This disease will cause large portions of the leaf to die and turn a dark black color. If you look at just about any maple leaf in August you are likely to see the beginnings of tar spot. This disease is aptly named as it looks like someone dripped tar all over the leaves. These maple diseases should not pose any long term threat to the tree. Although not necessarily a disease, the late season frost that we had back in May did damage a lot of leaves, so some trees like Bradford Pear and crabapples started the summer off looking a little thin.
This is another exceptional year for black rot on grapes. This disease starts out as small black-brown spots on the grape leaves, but it is really recognizable as the green grapes start to shrivel up and look like raisins. Trust me, these are no raisins. The black rot fungi will overwinter in the shrunken grapes and release spores to start the whole cycle over again next year.

The best way to control these diseases (and all plant diseases) is to prevent them from arriving in the first place. Whether you are planting a vegetable garden, acres of soybeans, or choosing a new shade tree, pick a variety that is disease resistant. Many of the diseases that I mentioned above can be avoided with the selection of resistant varieties. The last line of defense is a fungicide spray. Fungicides cannot cure a fungal disease, but they act as a barrier so the fungi cannot infect the plant. This means that you have to have the fungicide on the plant before the infection period, and you must maintain a constant protective layer throughout the season. For grapes this could mean spraying every 10-14 days.

Despite all of these challenges, if we get some rain our gardens will be bursting at the seams. Growing produce or any food generally is very rewarding and I encourage you all to keep going even if your garden doesn’t perform as you expect in any given year. Our garden had some successes (sweet corn) and some failures (cabbage worm) but I’m already planning for next year. And to be honest at this point, I wish some powdery mildew would come in and release me from our overabundance of zucchini.

If you have any questions about gardening or plant diseases you can find me under a pile of zucchini at the OSU Extension office in Cortland. Give me a call at 330-638-6783 or email me at beers.66@osu.edu.

Take care, and stay healthy!

*Lee Beers can be reached at beers.66@osu.edu or 330-638-6738*

CFAES provides research and related educational programs to clients on a nondiscriminatory basis. For more information: [go.osu.edu/cfaesdiversity](http://go.osu.edu/cfaesdiversity).
NE Ohio Hay Day

Please join us on August 21st for a 'Day in the Hay' at Goodell Family Farm! We have a great program lined up for the day! Some of our program topics include baleage and storage, dry hay, forage quality, and more.

DATE: Saturday August 21st
TIME: 11AM – 3PM
LOCATION: Goodell Family Farm, 10220 Peck Rd, Mantua, OH 44255
COST: FREE - Lunch included (RSVP Required)

For more information and to RSVP: Scan the QR code, go to https://go.osu.edu/neo2021hayday or call the Portage County Extension Office at 330-296-6432

Portage.osu.edu
Ashtabula County Master Gardener Volunteer Training

Do you love to garden? Would you like to learn more about gardening? Do you enjoy helping others in your community?

**Become an Ashtabula County Master Gardener Volunteer!**

You get 50 hours of training in vegetables, flowers, trees, shrubs, soil, insects, diseases, and more. In turn you share your knowledge with others by answering questions, collaborating on service projects, presenting programs for both adults and children, etc.

Join other gardeners **now** by registering to become an Ashtabula County Master Gardener Volunteer

[www.go.osu.edu/acmgvapp](http://www.go.osu.edu/acmgvapp)

Application Deadline is September 30th, 2021
Who are Ashtabula County Master Gardener Volunteers and what do we do?
We are the OSU Extension trained volunteers empowered to education others with timely research-based gardening information. Some of our projects include:

- Educational field trips to gardens and nurseries
- Hotline – Assist home gardeners with research-based answers to their questions
- Ag Day – Teaching all first-grade students in the county about local agriculture
- D-Day Conneaut – Hosting a booth to teach the public about gardening during World War II
- NE Ohio Pollinator Symposium - Planning and teaching various pollinator subjects online
- Support for various learning gardens around the county advising planting and maintenance
- Provide speakers and programs to interested community groups
- And many other activities that enrich the community and our own lives

How do you know if you'd make a good Ashtabula County Master Gardener Volunteer?

- Do you want to learn more about plants and gardening?
- Are you eager to participate in a practical and intensive training program?
- Do you enjoy sharing your knowledge with others?
- Do you have the time to attend training and serve your community as a volunteer educator?

If you answered “Yes” to these questions and would like to know more about the OSU Extension Master Gardener Volunteer Training, please e-mail Holden.155@osu.edu or call 440-576-9008 and we will have a Master Gardener Volunteer call you! Or you can call during MGV Hotline Hours Tuesday’s from 9:00 AM to Noon to speak directly with a MGV!

Master Gardener Volunteer Training Information:

- Training includes a minimum of 50 hours of instruction. This year's training will be online with a new lesson each week for 10 weeks. A physical training manual will also be included.
- Mentors will be assigned to each new trainee to assist them once accepted to the program.
- Live zoom meetings will be held each week to discuss the material.
- Field trips will be planned the end of the training to various locations.
- A required 50 hours of horticultural-related volunteer time within the first 12 months following training. This is required to become a certified Master Gardener Volunteer. This may include up to 10 hours of Continuing Education.
- Dates: Training will begin January 17th, 2022, and end in April 2022
- Cost: Cost for this training and materials will be $250.00

FOR MORE INFORMATION, CONTACT:
Contact Andrew Holden at: 440-576-9008
Find us on Facebook: Ashtabula County Master Gardeners
Learn about Chestnut Production in NE Ohio

Are you interested in starting or diversifying a farm and looking for a niche crop market? Join us on September 11th to learn how Wintergreen Tree Farm has become one of the largest chestnut producers in the US.

DATES: Saturday, September 11th
TIME: 9:30 AM
LOCATION: Wintergreen Tree Farm
3898 Winchell Rd Mantua, OH 44255

For more information and to RSVP: Scan the QR code, go to https://go.osu.edu/portagechestnut
or call the Portage County Extension Office at 330-296-6432
2021 ODA Clean Sweep: Portage County

DATE: Tuesday August 17th
TIME: 9 AM - 3 PM
LOCATION: Deerfield Ag Services, 9041 US-224, Deerfield, Ohio 44411

Do you have old unwanted or unused pesticides? This year the NE Ohio Clean Sweep Program is being held at Deerfield Ag Services. This is a FREE service but is intended for farm chemicals only. Paint, antifreeze, solvents, and household or non-farm pesticides will NOT be accepted.

For more information: Scan the QR code, go to https://go.osu.edu/portagecleansweep
or call the Portage County Extension Office at 330-296-6432

Portage.osu.edu
Precision Agriculture and Career Exploration with Drones

Please join us for a 2-part series on precision agriculture and career exploration with drones. In our first session we will discuss what precision ag is and how drones can be used in precision agriculture. Our second session will include professionals from the Ag industry and beyond explain how drones help them in the workplace. Each session will also include a drone challenge.

DATES: Session 1 - August 31, 2021 & Session 2 – September 7th, 2021
TIME: 5:30PM – 7:00PM
AGE: 13-19 yrs

LOCATION: Portage County Fair Grounds,
4215 Fairground Rd, Atwater, OH 44201

For more information: Scan the QR code, go to https://go.osu.edu/portagedrones or call the Portage County Extension Office at 330-296-6432