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E. Gordon Gee is president of The Ohio State University, a world-class research and land-grant university with six campuses, 65,000 students, and 48,000 faculty and staff. He returned to Ohio State in 2007 for his second term as president—having served first from 1990 to 1997. Widely considered among the most experienced and respected leaders in higher education, Dr. Gee has been instrumental in moving Ohio State from excellence to eminence. In 2009, Time Magazine named him one of the top-10 university presidents in the United States.

FOCUS is a quarterly publication of the Dayton Area Chamber of Commerce. It is distributed to Chamber members and regional businesses. Copies are available online at www.daytonchamber.org.

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PRESIDENT'S Message



FOCUS ON: 2013 ECONOMIC OUTLOOK

Though 2013 is already off and running, it is still timely to talk about what the Chamber sees on this year's economic horizon.

First of all, we need to thank the volunteers who serve on our Chamber's Research Advisory Committee and staff for developing our annual Economic Outlook. This 2013 document is free to our members and the public by going to our web site at www.daytonchamber.org and clicking the Economic Data quick links site. There you can read or download the full version of the Economic Outlook for your business, customers or personal planning use. It is full of excellent points that can help you traverse our local economy; but below is a quick summary of some of its points.

It appears that 2013 may start off a bit slow but should have a stronger finish. We have averted the first scare of the "fiscal cliff" by agreeing on retaining much of the former federal tax cuts. But we still must resolve the looming defense cuts of sequestration – something I've written warnings about

since December 2011. Forty percent of the Air Force budget passes through Wright-Patterson AFB's oversight and though overall federal budget cuts must be made; most of us are now concerned that too much will fall on the shoulders of our military.

Additionally, Congress and the President must react to the overall debt ceiling limits. Failing to do so will surely create future fiscal problems for our nation. However, being the proverbial optimist, I believe we can or will get our act together and fix these so we can finish the year in a much stronger position in 2013. As of this writing, Congress does seem to be making progress; but there are some very strong opinions concerning our national debt and structuring a long-term deal.

Locally, we do have some very positive signs of industries showing strength and/or turning around. Housing is a perfect example. It's been long overdue, but we seem to be showing some signs of pent-up demand for new home construction and consumers spending on residential remodeling projects. This has been bolstered by a number of factors including personal and corporate debt reduction, low interest rates and pent-up demand built up over these last 6 years. The construction industry is very important to our economy.

Overall, we look to see 2013 as a year where many of our businesses will experience growth in sales, profits and employment opportunities. I encourage you to read our Chamber's 2013 Economic Outlook for more details. — ■



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Chamber returns to Cuba.



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STEM school update.



On the Cover

Dayton Regional Green 3 (DRG3) is the premier sponsor for this issue of *Dayton Focus*. See story on page 06.



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“If the region doesn’t have a network in place that can readily supply ‘green’ products and services, then businesses looking for a place to locate will look elsewhere. You’ve got to cover all these bases and this is an important base these days.”



— Michael Berning, senior principal, director of sustainable design at Heapy Engineering and co-chair of the DRG3 task force



Dayton Regional Green 3 (DRG3) has hundreds of green-certified businesses in a B2B network that provides green services and products at a discount among the people in the network.



Dayton Regional Green 3: “Green” business is **GOOD** business.

By [Firstname Lastname]

SUSTAINABILITY EFFORTS BOOST COMPANY PROFITS AND THE REGION.

A regional task force on environmental sustainability is working to create a business-to-business network of companies that have been certified “green.” Officials said that even without a big marketing push, more than 100 area businesses have already earned their certification under a process developed by the task force. In January, the group launched the Green500 challenge, a very public campaign to have at least 500 businesses certified by this year.

Going “green” can be good for a company’s bottom line, the advocates say. Linking “green” businesses into a regional network is critical for economic development – especially now, when both individuals and corporations are looking for “green” products and suppliers.

“When a business comes into town and says, ‘Most of my clients, they want sustainable ... Do you have a network to support us?’ We’ll say yes,” said Heapy Engineering’s Michael Berning, co-chair of the initiative known as DRG3 – Dayton Regional Green 3. “We have hundreds of green certified businesses. We have a B2B network that provides green services and products at a discount among the people in the network. Come on aboard. Locate your jobs here.”

DRG3 grew out of a broad-based sustainability summit convened by the Montgomery County commissioners in October 2007. Berning, who is director of sustainable design at Heapy, said the task force that emerged set out to promote “green” practices on three levels – homes, governments and businesses – throughout the Dayton Area Chamber of Commerce’s nine-county footprint.

The effort initially was all-volunteer, but in 2011 Montgomery County began funding a sustainability center, run by county architect Lamees Mubaslat. The staffing remains small but effective. Mubaslat splits her time between the center and other county duties, and is aided by three engineering interns from the University of Dayton, also part-time.

A MEANINGFUL, PRACTICAL CERTIFICATION

Early on, the group decided to develop a Green Certification for local businesses. It spent about two years vetting and modifying a program modeled after one in Santa Barbara County, California, said Stephanie Precht, director of public policy and economic development for the Chamber, and a founding member of DRG3.

The task force wanted something that was both environmentally meaningful and economically practical – an important element for business people. “This entire project has really opened my eyes,” Precht

said. “These goals are not mutually exclusive.” She said the application, available online at www.DRG3.org, includes a series of check lists in a half-dozen areas, from basic code compliance to energy conservation to solid waste reduction and recycling.

Reviewing the application initially takes about an hour and gives businesses an idea of where they are and what they need to do to be certified, Mubaslat said. Many businesses find they’re already 90 percent there and just have to do a few things, she said.

Precht said the improvements don’t necessarily involve big-ticket items that offer a payoff down the line. “We were really careful to identify a lot of things that could be done at a low cost but had high return,” she said. For example, she said, switching from regular paper to recycled paper and doing two-sided copying are small actions that can save thousands of dollars. “If you pull up the lists, there’re just hundreds of things that most of them don’t require a huge investment but really do positively affect the bottom line.”

BUILDING THE NETWORK

More than just certifying businesses, Berning said, DRG3 wants to link these companies into a network of “green” businesses. That’s what turns this effort into an economic development tool for the region, he said.

(continued on page 08)

("DRG3" continued from page 07)

The network would be a ready resource for "green" products and services – for local businesses, for large corporations who are demanding their suppliers be "green" and for companies looking to move into the area. "They're going to be able to come here and say, 'Wow. Your program's robust. You guys get it. We're coming here,'" Berning said.

DRG3 is building additional economic incentives into being certified, over and above the benefit a company sees from increased efficiencies. One plan would have certified businesses offer discounts to each other. "We just started on it and we already have three companies commit to this," Mubaslat said. "We hope we're going to keep on adding more businesses and more value to being green."

She has also negotiated enhanced rebates from DP&L for companies that complete energy audits and implement conservation recommendations. Green Certified businesses qualify for 150 percent of the utility's standard rebate. Energy audits are a certification requirement for businesses that own their facilities. DRG3 offers free audits for companies with less than 16 full-time employees. And DP&L has agreed to subsidize audits up to \$7,500 for medium-sized businesses, Mubaslat said. "So there's a lot of financial incentives, as well as you're doing the right thing."



GROWING INTEREST, EXPANDING TASK FORCE

Based on a number of measures, interest in DRG3's work is increasing rapidly. The website – designed in-house by the UD interns – had 27,000 hits in January alone, compared to 22,000 in all of 2012, Mubaslat said. The organization's quarterly luncheons – held for people who've been designated as their company's sustainability coordinator – also are seeing a jump in attendance. Berning said about 40 people attended the first luncheon last year, nearly 80 attended the second and an even larger crowd was expected at the first luncheon in 2013. "We had to move the venue," he said.



Michael Berning addressing the crowd at the DRG3 Sustainability Coordinators Luncheon.

The informational luncheons and the website offer support to companies that go "green" or are interested in doing so. "We've established the website to be a one-stop shop for anything green, energy-efficient, sustainable," Berning said. DRG3 also uses Facebook and LinkedIn to put certified businesses in touch with each other, Mubaslat said.

She said the task force, once small, is adding members and now includes the city of Dayton, the Downtown Dayton Partnership, UpDayton and UD, as well as the Dayton Chamber, Montgomery County and Heapy Engineering. Kevin Hallinan, a UD engineering professor, is co-chairman with Berning, replacing original co-chair, developer Dave Williams. DRG3 also has begun collaborating with another regional environmental group, the Greater Dayton Partners for the Environment. "Sustainability includes all three aspects of planet, profit and people," Mubaslat said. "Environmental protection is a big part of sustainability. We want to provide everything in one place, so we're collaborating with them."

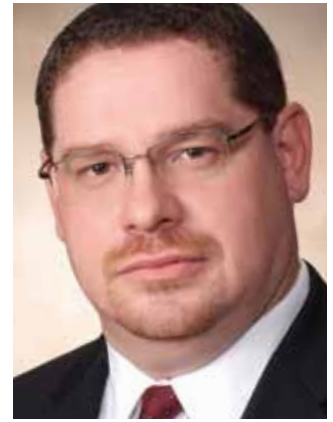
NEW INITIATIVES

DRG3 has other new initiatives in process, expanding its work in the government and residential sectors. One involves an easy-to-use energy rating system for public buildings in the region. The other would be an online energy rating tool for homes that would point the way to efficiency, conservation and cost savings. Both are being developed through Professor Hallinan and UD, Mubaslat said.

The DRG3 task force has been working steadily since its inception, but – with staff in place, a website up and running, businesses being certified and new initiatives like the Green500 – the effort has picked up momentum. "I think it has to do with education, awareness of what the whole program, the whole DRG3 initiative, has to offer," Berning said. "People are finding out it's not difficult to do this. They're finding out with just a little bit of knowledge, they can put dollars out of their bottom line into the profit column."

Laying the groundwork was a long process, Precht said, "but at this point we've reached new momentum ... I think we've really hit a stride now." — ■

DPL Energy Resources



Daniel Schilens, VP of Sales

Energy efficiency and price protection become more important as electricity prices are forecasted to rise. With the slowly recovering economy, Miami Valley businesses and business owners are facing questions about how to make the right decisions to thrive in 2013 – especially when it comes to their energy costs.

DPL Energy Resources, which has been providing both small businesses and large corporations in Ohio with competitive power prices and customized energy plans for more than a decade, thinks there are many opportunities to get energy costs under control.

Daniel Schilens, vice president of sales for DPL Energy Resources, said the convergence of technology into the electricity market is definitely driving more awareness. Examples of this are smarter appliances and equipment that can help businesses save by conserving power when not in use; using mobile devices to monitor and control lighting and or heating; and staggering work shifts or production runs to take advantage of operating machinery during off peak hours.

“There’s more awareness around energy and how people are consuming energy than ever before,” said Schilens, “For example, simply understanding the power requirements your equipment has when not in use versus powering down the equipment could lead to a significant reduction in the amount of electricity a business consumes.”

That may become even more important for businesses as energy costs, which have been at or near 10-year historic lows, start to rise. “There’s a greater possibility of pricing going up than staying at current levels given market dynamics,” Schilens said.

Some components of those costs, such as capacity and transmission charges, are set by federal regulators. And those costs are already trending higher.

That’s why Schilens and DPL Energy Resources President Chuck Sutton said it’s important for business owners to take advantage of ways to cut their energy costs on the supply side as well as on the demand side.

Schilens said businesses need to get educated on how they consume power and look for opportunities such as grants to pay for higher efficiency lighting and more energy efficient heating and air conditioning equipment.

“You have to look at ways to be more efficient as well as how you purchase energy,” Schilens said.

When it comes to making choices about purchasing energy, Ohio businesses know they have plenty of options, from staying with a regulated utility to selecting one of several retail suppliers. DPL Energy Resources, an affiliated but separate company from Dayton Power and Light, is the hometown retail electricity supplier for more than 13,000 Miami Valley businesses.

“We are a trusted resource that has 100 years of representation in the community,” Schilens said. “We understand you have choices and want to help you make the best choice for your business.”

One way DPL Energy Resources is trying to help is through its Community Connections program, which sends DPL Energy representatives out to local council meetings in communities to answer questions,

alleviate confusion and provide a resource to the business community.

“We’re out there,” Schilens said. “We want to understand what’s happening and what’s important to our customers.”

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ECONOMIC Indicators



The Chamber's monthly publication, "Economic Indicators", provides useful information in the areas of employment trends, new construction, home sales, sales tax collection and much more. These indicators allow analysis of economic performance and predictions of future performance. Here is a sampling from the November 2012 report.

ECONOMIC INDICATORS

GDP

GROSS DOMESTIC PRODUCT — ANNUAL PERCENTAGE CHANGE

3rd Qtr '12	2nd Qtr '12	1st Qtr '12	4th Qtr '11	3rd Qtr '11
+2.0	+1.3	+2.0	+4.1	+1.3

CPI

CONSUMER PRICE INDEX NOV 2012

November 2012	
monthly change	+0.3%
Annual percent change 2012	+1.8%



Key Economic Indicators — November 2012

SALES TAX COLLECTIONS

COUNTY	RATE (%)	OCT '12	OCT '11	12 MO. CHANGE	YTD '12	YTD '11	YTD CHANGE
Butler.....	0.75	2,714,343	2,608,585	+4.04%	27,225,419	25,660,675	+6.10%
Clark.....	1.50	1,724,200	1,713,613	+0.62%	18,136,295	16,971,144	+6.87%
Darke.....	1.50	590,357	564,727	+4.54%	6,030,237	5,683,235	+6.11%
Greene.....	1.00	1,879,086	1,885,176	-0.32%	18,966,210	18,322,126	+3.52%
Miami.....	1.25	1,165,909	1,120,309	+4.07%	12,482,967	11,613,148	+7.49%
Montgomery.....	1.00	5,578,596	5,628,305	-0.88%	57,553,846	55,487,053	+3.72%
Preble.....	1.50	345,416	360,651	-4.22%	3,935,583	4,282,035	-8.09%
Warren.....	1.00	2,476,917	2,473,967	+0.12%	25,681,630	23,709,009	+8.32%
Region (\$,000s).....		16,474,824	16,355,606	+0.73%	170,012,187	161,728,425	+5.12%

Cost of Living Index

NOVEMBER 2012

Columbus, OH	89.2
Dayton, OH	93.7
Richmond, VA	100.6
Cleveland, OH	101.8
Miami, FL	108.1
Baltimore MD	118.0
Chicago, IL	118.6
San Francisco, CA	168.3
U.S. AVERAGE	100.0

UNEMPLOYMENT RATE

	NOV '12	NOV '11	'12 AVERAGE
Dayton MSA (Metropolitan Statistical Area).....	6.7%	8.3%	7.7%
Ohio.....	6.5%	7.6%	7.3%
U.S.....	7.4%	8.2%	8.1%

VALUE OF NEW CONSTRUCTION

DAYTON MSA NEW CONSTRUCTION	YTD NOV '12	YTD NOV '11	YTD CHANGE
Non-residential.....	400,679,000	561,582,000	-29%
Residential.....	255,638,000	184,792,000	+38%
Total.....	656,317,000	746,374,000	-12%

HOME SALES

DAYTON MSA	NOV '12	NOV '11	% CHANGE	YTD '12	YTD '11	% CHANGE
No. of homes sold.....	894	731	+22.30%	10,462	7,352	+42.30%
Total home sales (\$,000s).....	108,842	84,576	+28.69%	1,285,995	1,084,858	+18.54%
Average sale price (\$).....	121,748	115,700	+5.23%	121,165	119,538	+1.36%



ECONOMIC DEVELOPMENT 2012 Wrap-up

Economic Development plays a central role in the sustainability and vibrancy of the Dayton Region. To accomplish it effectively requires multiple private and public sector partners collaborating and working together with a common vision for the future in mind. As such, every partner at the table must understand the landscape in which we operate and provide services that are unique so as to not duplicate the efforts of others in the community.

To achieve this objective the Dayton Area Chamber of Commerce (DACC) focuses on four areas of concentration in economic development: business retention and expansion of member companies, workforce development, transportation improvement and public policy advocacy.

RETENTION AND EXPANSION

Economic development is often heavily associated with attracting new business investment to an area. While business attraction is a vital component of economic development, history has shown that over 80% of business growth in any region will come from existing businesses. The Chamber has performed retention and expansion services for years, primarily through staff member visits with chamber members seeking information and counseling and adding value with business solutions that result in their growth and/or stability. Due to the Chamber's regional ties with the local business community, as well as various business resource groups throughout the region, the DACC is well positioned to lead our region in the business retention and



expansion process and has championed this as one of our central leadership roles in the economic development arena.

In 2012, Chamber staff individually met with over 150 strategically important member companies. We did this in partnership with various other municipalities, economic development groups and other resource partners using not only Chamber resources, but also utilizing countless Chamber volunteers and business leaders. Additionally, the Chamber program works hand in hand with the Dayton region's award winning BusinessFirst! Program. This effort gives the business community a single point of contact for a wide range of assistance that is available from all economic development resource partners in the region.

In addition, over the course of 2012, the Chamber facilitated over 100 business-to-business referrals and over 5,000 individual requests for information.

WORKFORCE DEVELOPMENT

Workforce development has become one of the business community's top priorities. The Chamber is positioned in a leadership role within the region's workforce development network because of our unique relationship with the business community, educational partners and the public sector. It is a priority of the Chamber to continually advocate for the needs of our region's businesses while providing services and tools for them to be successful within our community.

In 2012, the Chamber was proud to help launch "Learn to Earn Dayton", a community initiative that is working to ensure that every young person in the Dayton region is ready to learn by kindergarten and ready to earn by graduation. The partners committed to this effort believe that it is critical to develop the human capital in order to foster economic growth in the Dayton region. Most importantly, the "Learn to Earn

TRANSPORTATION INFRASTRUCTURE

Transportation and infrastructure improvements continue to drive economic development opportunities and support business growth throughout the Dayton region.

In 2012, significant infrastructure arteries have been improved and upgraded to support the region's business environment. The completion of a full-functioning West Carrollton interchange at Exit 47 off of I-75 allows for more efficient access to the 4 million square foot automotive manufacturing facility in Moraine, the UPS distribution facility in West Carrollton and hundreds of other businesses in the surrounding area.

Additionally in 2012, the final phase of I-75 Modernization Project through downtown Dayton began. This final phase will add additional through lanes northbound and southbound and eliminate all left-hand entrances and exits. These final improvements will allow for safer and more efficient access to downtown businesses and reduced congestion for through traffic. These final improvements are expected to be completed in 2016 and will invest over \$500 million into our infrastructure network.



Another significant improvement was achievement of funding for the CSX rail extension near the Dayton International Airport. This \$18 million investment will extend the current CSX freight rail line to the Dayton International Airport, allowing for greater rail distribution of freight and further highlighting the Dayton region's multi-modal hub.

Dayton" effort will help young people learn the skills needed to earn a sufficient income to support themselves and their families.

Over the past several years, the Chamber has aided in leading a regional effort to better understand the supply/demand relationship of the business community's workforce needs. We continue to participate in the Workforce Investment Board and the other regional workforce platforms that have been organized to meet the ever changing needs of our community. In 2012, the Chamber increased their workforce outreach efforts to provide additional resources and information through partnering with various human resource associations, educational institutions and public agencies.

The Third Frontier Internship Program continues to be a popular program, with the Chamber reimbursing area companies over \$371,000.00 that resulted in over 100 internship placements to local businesses. The Chamber also continues to host or co-host numerous events and programs, including community orientations for new employees to the region, HR events, special governmental related events and the implementation of the When Work Works initiative. In 2012, the Dayton Chamber launched the ChooseDayton.com initiative. The ChooseDayton.com initiative is a portal designed to inform and educate potential employees about the Dayton region. ChooseDayton.com provides local company profiles, links to local employment resources, and information about the community.



DAYTON INTERNATIONAL AIRPORT

As the economy continues to become more global, Dayton area businesses must be able to meet with customers and suppliers on a global level. For the community to remain attractive and competitive the Chamber realized that the availability of cost effective and convenient air service to the business traveler is a paramount priority. In addition, the business traveler is the most coveted passenger class for airline carriers. Since the late 1990's, the Chamber has partnered with the Dayton International Airport (DIA) to increase the availability of cost effective flights for our region's business traveler. Through marketing efforts, route analysis, and negotiations with carriers, the Chamber is able to convey how the DIA meets the needs of our region's business traveler and positions the Dayton area as an attractive location for businesses to locate and succeed. In 2012, the DACC and other community partners successfully advocated for the reinstatement of a daily non-stop DAY-LGA flight, for those business travelers flying in and out of New York City. In addition, the Chamber operates the Business Travelers Center within the airport to ensure that the business passenger remains productive while waiting for flights – an amenity which is unique.

The airport cannot be successful without passengers. The Chamber acts as a marketing agent to drive passengers to consider the airport through a strategic marketing plan that is aimed at generating local passenger usage of the DIA. Our strategic marketing initiative realizes the unique geographic position of the DIA between four major airline markets. This unique position allows us to reach into surrounding communities to provide substantial airline choices to businesses and travelers in Southwest Ohio and Eastern Indiana. In 2012, the Chamber was pleased to welcome Southwest Airlines as a carrier at the Dayton International Airport.

Recently, DIA saw the finalization and/or continuation of many projects that were initiated in the \$110 million modernization plan created in 2007. Some notable projects include: a new traffic control tower, parking lot improvement, Terminal Drive improvements, new Perimeter Road construction, an improved runway safety area, installation of wildlife fencing, multiple airfield pavement projects, and a multi-level parking garage construction. — ■

SPECIAL THANKS TO OUR SPONSOR:



ECONOMIC Development



Economic development is, and will continue to be, a top priority for the Montgomery County Commissioners in 2013. Ambitious strategies are in place that target key industries and initiatives, and support our citizens and businesses.

by County Commissioners Dan Foley (President), Judy Dodge and Debbie Lieberman

Our economy has transformed and our workforce must do the same. Education and training efforts must be tailored to ensure our workforce has the skills to meet the needs of employers in areas such as aerospace technology, modern manufacturing, logistics, and healthcare. We will continue to work with our partners in business and education to outline curriculum for jobs available now and in the future.

Montgomery County recognizes the importance of keeping young talent here in the region after these students graduate from our higher education institutions. We will aggressively promote internship opportunities through a variety of means including one-on-one sessions with the region's CEOs by our nationally recognized BusinessFirst! team. BusinessFirst! is a coordinated group

of more than 100 agencies, development organizations and nonprofit corporations that identifies resources to help local businesses succeed in today's competitive environment. Since 2001, the BusinessFirst! team has visited over 4,000 companies in the Dayton Region and logged over 19,000 hours of referrals and assistance. In 2013, Montgomery County will launch BusinessFirst! MatchMaker which will link businesses in the region to local vendors, fostering buyer/supplier relationships and strengthening our economy.

With exceptional air, rail and highway systems, Montgomery County is a prime location for logistics and distribution companies. Over 1,500 new jobs have been created with the recruitment of six companies: Payless/Collective Brands, Caterpillar Logistics,

Sycreon, Carter Logistics, General Pet Supply and White Castle. Montgomery County is committed to growing that number by leading efforts to enhance our infrastructure with improvements to roadways and supporting the completion of rail access to the Dayton International Airport. These improvements are critical to supporting the needs of our existing businesses and attracting new companies.

While drawing new businesses to Montgomery County is a vital part of our economic development initiatives, we recognize that supporting existing businesses is our top priority. We will continue to identify companies' needs through BusinessFirst! and provide funding assistance through the Economic Development/Government Equity (ED/GE) Program. ED/GE enables jurisdictions to apply for grants that can be used for economic development projects.

Over the past year, the MCOFuture initiative has gathered public input and data related to how we, as a community, can compete more successfully in a global market. One outcome from that effort focuses on support for entrepreneurs and small and emerging businesses that show good potential for creating significant, well-paying jobs. Montgomery County is known for its innovative spirit. Many of the creative ideas that changed the world were patented by Dayton inventors. These inventions include the airplane, artificial heart, and barcode scanner. Right now, entrepreneurs here in Montgomery County may be developing the next great product.

We look forward to working with our many partners to advance these efforts in 2013 and keep Montgomery County moving in the right direction. — ■



RETURN to Cuba

The Dayton Area Chamber of Commerce has announced plans to lead a second “Discover Cuba” trip in July 2013 for Dayton Chamber members and community leaders to explore this exciting country!

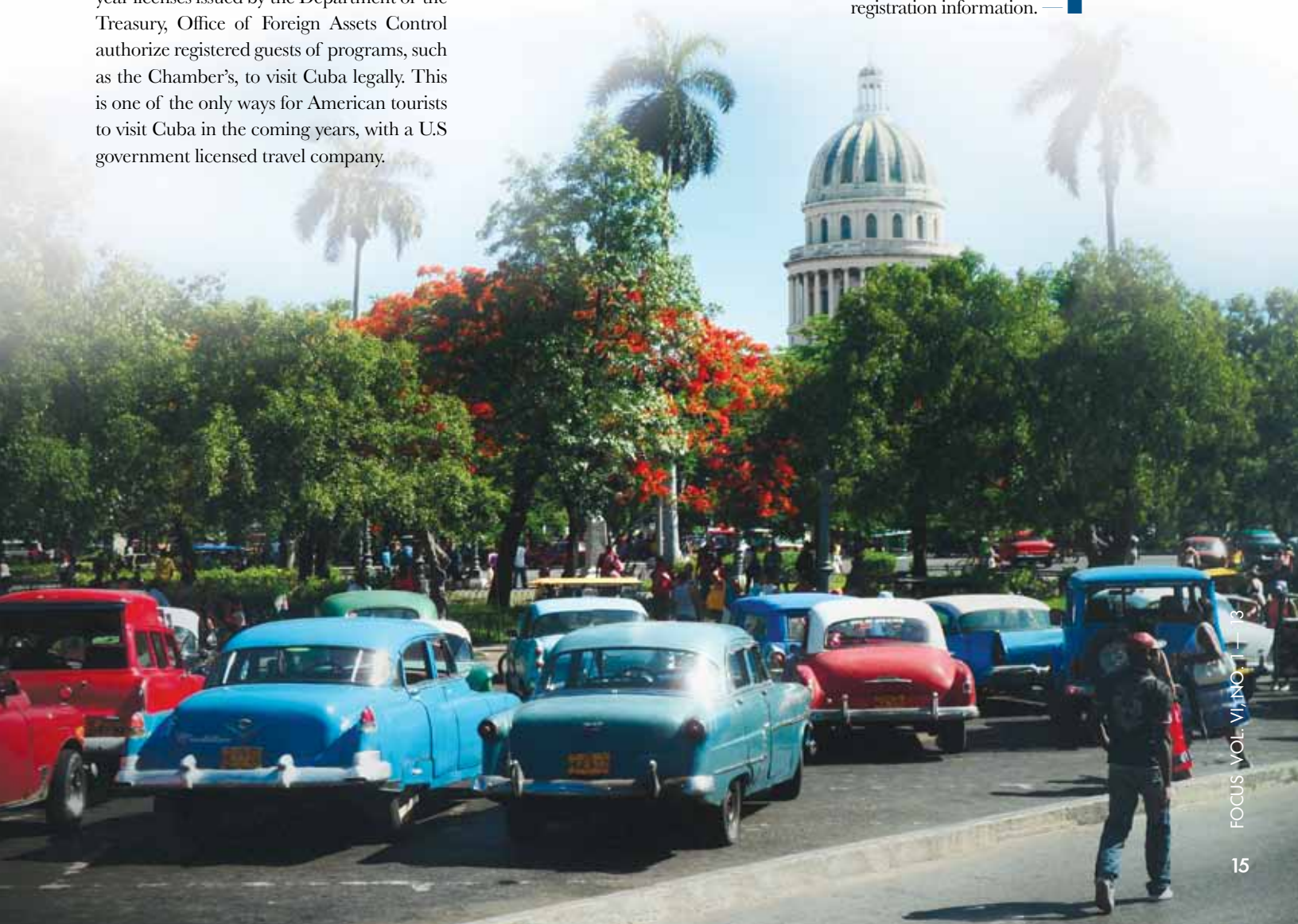


Based on the success of our June 2012 trip, where the Dayton Chamber took a group of 45 travelers to explore Cuba, we've decided to offer a second tour in 2013. For the July 2013 tour, we are excited to offer an itinerary that includes a stay in the beautiful city of Trinidad, a stop at the Bay of Pigs, as well as time in Cienfuegos and Havana. In Havana, we will be staying at the beautiful and historic Hotel Nacional.

In late 2011, the U.S. Government expanded Cuba travel for Americans, and specific one year licenses issued by the Department of the Treasury, Office of Foreign Assets Control authorize registered guests of programs, such as the Chamber's, to visit Cuba legally. This is one of the only ways for American tourists to visit Cuba in the coming years, with a U.S. government licensed travel company.

Cost for travelers is \$3,999 per person, based on double occupancy. The price includes: round trip airfare from Cincinnati to Miami; overnight hotel stay in Miami; round trip airfare from Miami to Cuba; a Cuban Travel Visa; 7 nights of first class hotel accommodations in two different Cuban cities (Trinidad and Havana); 19 meals (8 breakfasts, 5 lunches, 6 dinners); comprehensive sightseeing and admissions; a professional Cuban bilingual host/guide; hotel and airport transfers and baggage handling; and transportation by deluxe air conditioned motor coach.

You can't afford to miss the opportunity to be part of one of the first American Chamber tour groups to visit Cuba! Come explore a country that is rapidly transforming, enjoy the rich cultural heritage and important historic sites! Seats are extremely limited and will be secured on a first come first served basis with deposit. An informational briefing will be held on March 12, 2013 at the Dayton Convention Center. Please contact the Chamber's Director of Public Policy and Economic Development and tour coordinator, Stephanie Precht at sprecht@dacc.org for additional details and registration information. — ■



WORKFORCE Update



“Due to the growing shortages of skilled workers, more communities will wake up to the fact that they will simply not grow economically without having an available skilled workforce. With that fact in mind, they will put more money into workforce development for the skill sets their prospects seek.”

— from a recent Herman Trend Alert: 2013 Workforce/Workplace Forecast by author Joyce Gioia, a strategic business futurist and consultant.

ACCESS TO EDUCATION & TRAINING EQUALS EARNING POWER & HEALTHY COMMUNITIES

There is a growing body of evidence that a U.S. community's direct access to higher education, and the desired workforce development it provides, is not only a predictor of communities' economic prosperity but also that of their individual citizens. Countless studies, including the U.S. Census Bureau's 2011 American Community Survey, demonstrate that there is an indisputable correlation between an individual's successful attainment of education and their earning power.

FOCUS ON LOCAL WORKFORCE NEEDS

Locally, the study of job skills gaps was the focus of one of the four MCOFuture Forums in 2012, hosted by Sinclair Community College (MCOFuture.com). MCOFuture is a Montgomery County initiative led by county commissioners seeking input and engagement from public and private stakeholders to help shape the future of the county. Forum partners looked at factors that lead to economically healthy communities. The MCOFuture project team identified nine U.S. counties that “grew and developed wealth during the last decade at a higher than expected rate.” One common thread? All of the successful communities have ready access to both 2-year and 4-year higher education.

In one of the MCOFuture Forums, Jane Dockery, Associate Director of Wright State University's Center for Urban and Public Affairs, shared information based on data from the U.S. Bureau of Labor Statistics' Current Population Survey. It demonstrated that education pays both in terms of its resistance to unemployment and its positive impact on earnings. Her report also pointed out that the number of jobs that require college degrees rose from 35% in 2002, to 38% in 2010. Projections are that by 2020 46% of jobs will require a college degree.

“Information gained from the MCOFuture Forums, and similar fact-gathering efforts, directly influences what we are doing on a daily basis to align our workforce training with the identified needs of the Dayton Region,” said Deb Norris, Sinclair Community College Vice President for Workforce Development and Corporate Services. “It's one of the reasons why, over the last three years, we have developed a wide range of short term and certificate training.”

REGIONAL NEEDS DIRECTLY INFLUENCE SINCLAIR WORKFORCE TRAINING SOLUTIONS

Sinclair continues to actively respond to workforce needs identified through area studies and findings. One means is by monitoring high-growth and diverse growth markets and creating training solutions, many of which lead to marketable industry-recognized skills and credentials.

- Unmanned Aerial Systems (UAS)
 - Sinclair and Riverside Research developed curriculum for multiple UAS workshops in support of this important emerging growth industry for the region and the state. (uas.sinclair.edu) UAS have



(“Workforce Update” continued from page 12)

numerous applications beyond military and defense, including: first responders; agriculture; and resource survey, such as natural resources, power lines, etc.

- Intelligence, Surveillance and Reconnaissance (ISR) – This new program presented in partnership with ATIC (Advanced Technical Intelligence Center) combines curriculum from Sinclair’s Defense Acquisition Academy with ATIC’s proprietary curriculum to meet a need identified by the U.S. government to grow the unique blend of acquisition and ISR skills in the intelligence community.
- Java Programming for Mobile Application Development – Computer programmers or developers looking to expand their knowledge in this burgeoning, in-demand field of mobile app development can complete this certificate course and acquire skills that command a premium rate of pay.
- Supply Chain Management – Sinclair and APICS (The Association for Operations Management) have partnered to offer various non-credit certification preparation offerings such as the Basics of Supply Chain Management, helping to prepare participants for the industry’s national certification exams.
- Additive Manufacturing (AM)/Rapid Prototyping– It’s at the forefront of what many think are changes underway in the manufacturing industry that could lead to a new industrial revolution. AM is the process of joining materials to make objects from 3-D digital data, produced layer upon layer rather than by subtracting mass from a block of material.

The credentialed programs offered by Sinclair – whether non-credit through Workforce Development or academic for-credit on the college side – are direct responses to the voice of the community. Clearly, a trained workforce adds real marketplace value to them as individuals and families, to their employers, and to the community at large.

For more information about Sinclair Community College Workforce Development, call (937) 252-9787 or go online at www.sinclair.edu/workforce. — ■



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WORKERS Comp Costs



Employers can reduce Workers' Compensation costs by grouping together.

In this business environment, the key to operating a business is all about balance. If companies had unlimited resources in staffing, time and money, running a business would be easy. Unfortunately that's not the reality for most of us. Employers are constantly looking at ways to balance the need to trim expenses with the desire to minimize the sacrifices necessary to make those cuts. The good news is that Frank Gates, in cooperation with the Dayton Area Chamber of Commerce, has found at least one way to reduce your costs that will actually maximize your benefits.

Workers' compensation premiums are certainly one of the more significant business costs that employers must plan for, but fortunately Frank Gates can offer a program that may reduce your premiums up to 50%

or more. Group rating is an alternative rating program the Ohio Bureau of Workers' Compensation (BWC) developed more than 10 years ago that allows employers in Ohio to pool together for rating purposes only.

The principle on how these group rating programs function is based simply on size. The larger the employer or group – based on payroll and job types – the larger their expected losses and therefore the larger the discount they can achieve. When the BWC developed the whole system of merit rating, they wisely put safeguards in to protect smaller employers from having exorbitant premiums because of increased claim activity. By joining a group of similar companies, employers are viewed as one large entity and can earn greater discounts together, than they could on their own.

Every group must be formed of a specific industry group (for example manufacturing, construction, clerical, etc.) and be sponsored by an association to which all participants are members, such as the Dayton Area Chamber of Commerce. One of the most beneficial features the Chamber offers to their participants is that they have groups for any type of employer – many associations do not – and most all of them are for the maximum discount the BWC offers for group rating, which is a discount of 53%.

If your business is not presently in a group rating program, or is in another group plan other than the Chamber's, contact Julia Hall at Frank Gates at 937-226-8280 for more information on maximizing your savings. —■

LEADERSHIP Dayton



Leadership Dayton Annual Meeting

October 30, 2012 — The 2012 Honorees include: Dr. Daniel Curran, elected as the Leader of the Year; Antionette Sprinkle who was named Volunteer of the Year; and the Dayton Police Department, recognized as Program Partner of the Year.

MACRO or Micro?

Is your economic outlook “macro” or “micro?” by Roger Wentworth PRESIDENT, SANDLER TRAINING

Your macro economic outlook (the big picture) is driven by many factors like politics, law, international influences, technology, market cycles, etc. Another factor, perhaps the biggest, is the collective feeling across the world, country, state or region. Do people believe things are looking up? If they do, the economy begins to strengthen and if things are scary, the economy stalls or shrinks. It's amazing how the world behaves based on emotions. Most of us cannot influence the macro outlook on our own. We lack the influence to impact the feelings of the world, country or region.

What about your micro economic outlook? This outlook has to do with your immediate customers (both existing and prospective customers) their needs, and your ability to serve them and create value that allows you to make a profit. Can we influence this micro outlook? You bet. It's a self fulfilling prophecy. You see, our outlook drives our beliefs and our beliefs in turn drive our judgments about situations or conditions. Those judgments then drive our actions and the actions determine the outcome that in turn supports the original outlook.

If you believe the recovery will allow you to grow your business back to its glory days, you will drive the organization back to that level. If you believe you can grow your company much larger than ever before, you'll drive it to new heights. If you believe you can use the recovery momentum to build a company that is more recession proof by changing your offerings, or expanding into new markets, you'll make it happen. It's the decision maker that makes the decision work, not the decision itself.

Can you adapt to the shifts in the needs of the customers? Can you reinvent, change or supplement your offering to bring more or different value to the marketplace? The pains of our customers (the reasons they buy) are shifting all the time. Do you really know the reasons they are doing business with you? If you're making a case in your head right now based on money, think again. People take action to move away from pain or move toward pleasure. Don't get me wrong, money plays a part in every transaction, but it's a



qualifier, not a sole reason. Take a moment and jot down a list of everything you buy where the decision is made strictly on price, not convenience, not color, not quality, not service, not trust, nothing but price. If you can list anything at all I'm betting it's a short list.

I have a client that made a bold statement in 2009. He said to his company, "We're not going to participate in the recession." Sounds cool doesn't it? But he believed it and he impacted his micro economic conditions by changing how he sold, and who he chose to do business with. He grew his company 11% while maintaining his profit margins in a market that shrank 15%. So is your economic outlook macro or micro? — ■



NEW MEMBERS List



For members' complete information, visit www.daytonchamber.org

Aerotek

9220 Marketplace Drive
Miamisburg, OH 45342

American Fire & Security/Marshal Protective Agency

P.O. Box 24781
Dayton, OH 45424

Atkins Brothers Concrete Walls, Inc.

2662 Lantz Road
Beavercreek, OH 45434

Baker & Associates

60 Compark Road
Dayton, OH 45459

Bob Evans Restaurants

165 Nutmeg Square
Springboro, OH 45066

Christian Life Center

3489 Little York Road
Dayton, OH 45414-1764

Cincinnati State Middletown

1 North Main Street
Middletown, OH 45042

Crayex

1747 Commerce Drive
Piqua, OH 45356

Dayton Forging & Heat Treating Co.

P.O. Box 1629
Dayton, OH 45401-1629

Dayton Recruiting Company

5100 Springfield Street, Suite 300
Dayton, OH 45431

Dayton Sharks

415 Glensprings Drive, Suite 204
Cincinnati, OH 45246

Dorothy Lane Market, Inc.

6135 Far Hills Avenue
Dayton, OH 45459

EDaptive Computing, Inc.

1245 Lyons Road, Building G
Dayton, OH 45458-1818

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Tipp City, OH 45371

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Tipp City, OH 45371

Family Physicians of Springfield

247 South Burnett Road, Suite 210
Springfield, OH 45505

Firefighter Safe

P.O. Box 663
Springboro, OH 45066

Focus CFO, LLC

70 Birch Alley, Suite 240
Dayton, OH 45440

G4S Secure Solutions

117 South Dixie Drive
Vandalia, OH 45377

Haley-Dusa Engineering & Surveying Group, LLC

270 Regency Ridge Drive, Suite 203
Dayton, OH 45459-4250

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8960 Mall Ring Road
Dayton, OH 45459

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Clayton, OH 45315

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Dayton, OH 45404-1251

Ishmael Precision Tool Corp.

55 Industry Court
Troy, OH 45373

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Dayton, OH 45419

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1550 Yankee Park Place
Centerville, OH 45458

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Wapakoneta, OH 45895-2058

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Columbus, OH 43215

Quality Exterior and Restoration

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Miamisburg, OH 45342

Quandel Construction Group, Inc.

225 Pictoria Drive, Suite 340
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R.D. Holder Oil Company

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New Carlisle, OH 45344

Renal Physicians

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S & S Real Estate Managers, LLC

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Scorpion Data Security

850 Falls Creek Drive
Vandalia, OH 45377-8600

Strategic Data Systems, Inc.

10785 Yankee Street
Centerville, OH 45458

Subashi & Wildermuth

50 Chestnut Street, Suite 230
Dayton, OH 45440

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Center of Dayton

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Arcanum, OH 45304

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Dayton, OH 45458

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2280 Grange Hall Road
Beavercreek, OH 45431

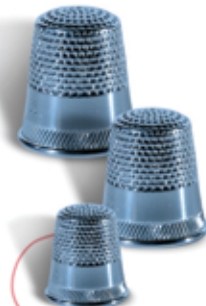


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CHAMBER Chatter

Oops! Corrections to 2013 Directory

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Mr. Mark Turvene, CFO
4401 Springfield Street
Dayton, OH 45431-1040
Phone: 937-254-3235
Fax: 937-254-4295
Web: www.msdcinc.net
Business Category: Air Conditioning,
Heating & Plumbing
Employees: 84

Regional Sheetmetal Manufacturing LLC

Mr. Mark Turvene, CFO
4401 Springfield Street, Suite 200
Dayton, Ohio 45431-1040
Phone: 937-425-6972
Fax: 937-254-5358
Web: www.regionalsheetmetal.net
Business Category: Sheet Metal Work
Employees: 15

Hands ON

Linda Miller
3757 Inpark Drive
Dayton, Ohio 45414
Phone: 937-254-9174
Fax: 937-254-9308
Web: www.handsonfulfillment.com
Business Category: Mailing & Shipping
Service
Employees: 14

Express Electrical Services

Ms. Heather James
P.O. Box 132
Tipp City, OH 45371
Phone: 937-667-6824
Fax: 937-669-2363
Web: www.expressvc.com
Business Category: Electric Contractors
Employees: 6

Devry University

Dr. Kenneth Baker
3610 Pentagon Blvd
Dayton, OH 45431
Phone: 937-320-3200
Fax: 937-320-9380
Web: www.devry.edu
Business Category: Schools, Colleges,
Universities
Employees: 8

Walker Chrysler

Mr. Jeff Walker
95 Loop Rd.
Centerville, OH 45459
Phone: 937-434-9500
Fax: 937-281-0262
Web: www.walkercrj.com
Business Category: Automobile Dealers
New/Used
Employees: 40 — ■

New Chamber Hire



**JASON
ANTONICK,
MANAGER
ECONOMIC
DEVELOPMENT**

The Dayton Area Chamber of Commerce is pleased to announce the addition of Jason Antonick to our team as the Manager of Business and Economic Development. Originally from Detroit, Michigan, Jason has lived here for 30+ years and calls Dayton home. He attended Carroll High School and Wright State University where he majored in Organizational Communication. Jason is on the board of the Dayton Performing Arts Alliance, the president of a young professionals organization; the Dayton Young Classics, and participates in other YP groups in town. Jason is also a member of the Free Shakespeare Theatre Company in Dayton, boxes at Drakes gym and plays basketball twice a week.

“Working at the Chamber is the perfect union of my skills and passion. For the bulk of my professional career I’ve worked in the private sector writing commercial and residential mortgage loans, and as an account executive at NewPage in Miamisburg, Ohio. Those years were rewarding but I wanted a sales job with a social conscience; enter The Dayton Chamber. As the Manager of Business and Economic Development, I play an active role in recruiting new companies to Dayton, as well as retaining & expanding existing businesses in our region. I love Dayton: we have an amazing innovative, entrepreneurial spirit and a rich history and heritage to learn from.”

To contact Jason, please call 226-8293 or email him at jantonick@dacc.org. — ■

Volunteers



4TH QUARTER 2012 —

Bob Taft —
University of Dayton

Mark Thompson —
LJB, Inc.

Lisa Emmel —
LCNB

Paul Quolke —
C&N Contractors

Dayton Regional STEM School readies for first graduating class.

The 2012-13 school year has been, yet again, one of “firsts” for the students and staff at the Dayton Regional STEM School. This is the first year the School has operated at its full complement of grades 6-12, housing both middle and high school students and classes on one campus in Kettering. The School recently inducted its first group of junior and senior students into its new chapter of the National Honor Society (NHS), and the School will present its first graduating class of high school seniors – the Class of 2013 – on June 1, 2013.

The Dayton Regional STEM School is one of 12 public STEM (Science, Technology, Engineering and Math) schools across Ohio, offering students a relevant, real world educational experience that prepares them for college and opportunities in the work world. The School opened in August 2009 with its first class of 9th grade students from across Clark, Greene and Montgomery counties. Since the beginning, the Dayton Area Chamber of Commerce has been intimately involved in the launch and success of the STEM School. The Dayton Chamber views the Dayton Regional STEM School as a strategic asset for the business community, that will help prepare a local workforce for the high demand jobs of the Dayton region.

Students at the Dayton Regional STEM School participate in inquiry and project-based instruction that integrates the traditional STEM content areas with social studies, language arts, the fine arts, and wellness and fitness – the School’s primary foreign language offering is Mandarin Chinese. The curriculum is directly connected to the real world of work being done by Dayton Chamber members, scientists, engineers, strategists, planners, manufacturers, innovators and entrepreneurs throughout the Dayton region.

The Dayton Regional STEM School currently serves 430 students in grades 6-12 who come from 28 different school districts in six counties throughout the

Dayton region. This year the School is fielding five middle school (FLL) and two high school (FTC) Robotics teams; both middle and high school Science Olympiad teams; a middle school Destination Imagination team; and a high school CyberPatriot team. Additionally, the School offers Science Fair; Student Council; National Honor Society; Muse Machine; Yearbook and community service opportunities for students.

While the School’s 53 seniors are preparing to graduate, applications are being accepted for new students in grades 6-10 for Fall 2013. More information about enrollment is available via the School’s website: www.daytonstemschool.org. The application deadline is March 1, 2013 by 5:00pm.

From its original inception and mission: “To prepare students with the skills necessary to compete in the global economy while nurturing in our young people the same enthusiasm for discovery, invention and application that launched the vision for powered flight” the Dayton Regional STEM School has been tied to the history and roots of the Dayton region. That connection to the real world continues

to grow as businesses and organizations partner with the School in a variety of ways. The return on this investment will be a steady stream of students – beginning with the Dayton Regional STEM School’s Class of 2013 – ready to pursue their STEM aspirations across the Miami Valley. — ■

5 IMPORTANT QUALITIES

The following “five important qualities” are taught, practiced, modeled and assessed as part of the regular instruction at the Dayton Regional STEM School.

- 1 PERSISTENCE
- 2 INQUIRY
- 3 COMMUNICATION
- 4 CREATIVITY
- 5 COLLABORATION

We think these qualities are important for our students’ development and success at our School, in their higher education and work efforts, and in life!



DELTA Air Lines

*On January 3rd, 2013, **Delta Air Lines*** began offering twice- daily nonstop service to New York-LaGuardia. In addition to New York-LaGuardia, Delta has 13 peak-day flights from Dayton International Airport, with additional service to Atlanta, Detroit and Minneapolis.***

Direct flights from Dayton International Airport to New York- LaGuardia are providing service to an essential destination for the Dayton region's business community. This direct service compliments the Dayton region's business friendly environment and efficient business air service; additionally it provides a much needed service for Fortune 500 companies, mid-size and small businesses in the Dayton region that need quick and efficient access to New York City. As Manhattan is the business center for New York, direct air access to LaGuardia is the only destination for a number of Dayton area businesses when traveling to the east coast.

The Dayton Area Chamber of Commerce appreciates Delta's commitment and acknowledgement of this crucial air travel destination. It is of the utmost importance that there continues to be affordable and efficient air travel at the Dayton International Airport for the regional business community.

For additional information on flights to and from the Dayton International Airport, visit FlyDayton.com. — ■

**Flights operated by Delta Connection® carrier, Chautauqua.*

*** Flights operated by Delta Connection® carriers, Chautauqua Airlines and Pinnacle Airlines.*



DAYTON INTERNATIONAL AIRPORT

Daily. Direct. Done.

DAY to LGA

Book now on Delta.com

DELTA

*Flights operated by Delta Connection® carrier, Chautauqua Airlines.

The advertisement features a blue background with a close-up of the Statue of Liberty's head on the right. The Delta logo is in the bottom left corner. The text is centered and uses various font weights and colors (white, blue, red) to highlight key information.

GENERATION Dayton

From the sound and steady example set by its 2012 leadership team and dedicated members, Generation Dayton (“GenD”) is poised to continue its role as the region’s premier organization for young professionals in 2013.



Mark Engling

A MESSAGE FROM THE VICE-CHAIR, MARK ENGLING

From the sound and steady example set by its 2012 leadership team and dedicated members, Generation Dayton (GenD) is poised to continue its role as the region’s premiere organization for young professionals in 2013. GenD offered more than 70 professional development, community service, business and social networking events for its members and future members in 2012.

GenD’s flagship for community service, Generation Dayton Day, will take place in early May 2013. This annual “Get Out & Give Back Dayton” day celebrates GenD’s founding with members volunteering at various businesses and organizations throughout the Miami Valley for an estimated \$10,000 economic impact on the greater Dayton area.

The 2013 Speaker Series provides members and future members the opportunity to hear from community leaders and learn about the benefits of staying in Dayton. Indeed, the Speaker Series furthers GenD’s purpose- to engage, inspire, retain, and attract talented young professionals in the Dayton region by providing opportunities to connect with peers, develop professional skills, and build relationships with business and community leaders.

Entering its fourth year, the “Reality Bites” professional development educational series will offer practical information for entrepreneurs and those who advise entrepreneurs about setting up and running a business (e.g. attorneys and accountants). Reality Bites 4.0 promises to carry on GenD’s commitment to preparing its members for future leadership roles in our community.

In 2013, GenD’s leadership will focus on increasing GenD’s marketing presence on social media, maintaining the quality of its events, and living by our philosophy- do all we can do, all of the time. There are no set-backs or insurmountable obstacles, just opportunities to prove your resilience. Keep moving forward. — ■

Membership Award Winners



- Mark Latta**..... *Volunteer of the Year*
- Erica Shaffer**..... *Featured Professional of the Year*
- Jay Nigro** *Advocate of the year*

2013 Steering Committee

- Mark Engling** *Chair*
- Jon Gauder**..... *Vice Chair*
- Elise Huelskamp**..... *Professional Development Chair*
- Matthew Drerup** *Employer Relations Chair*
- April Ghory** *Social Chair*
- Dan Johnson** *Membership Chair*
- Jessica Armstrong** *Marketing Chair*
- Mark Latta**..... *Community Service Chair*

CALENDAR of Events

For more information or to register, visit us online at www.daytonchamber.org

MARCH
08

Breakfast Briefing

DATE/TIME..... Friday, March 8, 7:15 - 9:00 am
SPEAKER..... Patrick Hood, Cornerstone Research Group
LOCATION..... Dayton Racquet Club
REGISTRATION..... 937-226-8253 or registration@dacc.org
SPONSORS..... Benefits Network, CareWorks, Pickrel Schaeffer & Ebeling



MARCH
20

Safety Breakfast with the Experts

DATE/TIME..... Wednesday, March 20, 8:00 - 9:00 am
SPEAKER..... Officer Will Wright, City of Dayton – *Drug & Alcohol Abuse in the Workplace*
LOCATION..... Crowne Plaza – Dayton, 33 East Fifth Street
REGISTRATION..... 937-226-8227 or abyers@dacc.org
SPONSOR..... EHS Technology Group, LLC



MARCH
26

2013 Hiring Our Heroes Veterans Event

DATE/TIME..... Tuesday, March 26, 1:00 - 4:00 pm
TOPIC..... Job Fair – *veterans, active duty military, guard/reserve members, military spouses*
LOCATION..... The Dayton Marriott, 1414 South Patterson Boulevard
REGISTRATION..... 202-463-3110 or hiringourheroes@uschamber.com
SPONSORS..... U.S. Chamber of Commerce, Dayton Area Chamber of Commerce, Ohio National Guard, Ohio Committee of the ESGR, U.S. Dept. of Veterans Affairs, American Legion, NBC News, and others



MARCH
27

Leadership Dayton 2013 Spring Reconnect Breakfast

DATE/TIME..... Wednesday, March 27, 7:30 - 9:00 am
SPEAKER..... Kent Anderson, President/CEO, Hospice of Dayton
LOCATION..... Hospice of Dayton, 324 Wilmington Avenue
REGISTRATION..... 937-226-8258 or rwalker@dacc.org For Leadership Dayton Members only.



MARCH
27

Group Rating 2-Hr. Required Training/ Hot Topic Seminar

DATE/TIME..... Wednesday, March 27, 8:00 - 10:00 am
SPEAKER..... Nick Seitz, Firefighter Safe – *Common Fire Hazards & First Aid Es*
LOCATION..... Crowne Plaza – Dayton, 33 East Fifth Street
REGISTRATION..... 937-226-8253 or registration@dacc.org



APRIL
12

Breakfast Briefing

DATE/TIME..... Friday, April 12, 7:15 - 9:15 am
SPEAKER..... Larry Conner, The Conner Group
LOCATION..... Dayton Racquet Club
REGISTRATION..... 937-226-8253 or registration@dacc.org
SPONSOR..... Benefits Network, CareWorks, Pickrel Schaeffer & Ebeling



APRIL
17

Safety Breakfast with the Experts

DATE/TIME..... Wednesday, April 17, 8:00 - 9:00 am
SPEAKER..... Carol Morrison, Ohio BWC – *The Link Between Wellness & Workers Compensation*
LOCATION..... Crowne Plaza – Dayton, 33 East Fifth Street
REGISTRATION..... 937-226-8227 or abyers@dacc.org
SPONSOR..... CareWorks USA



APRIL
24

Group Rating 2-Hr. Required Training/Hot Topic Seminar

DATE/TIME..... Wednesday, April 24, 8:00 - 10:00 am
SPEAKER..... Craig Brown, Premier Safety & Service – *Personal Protective Equipment*
LOCATION..... Crowne Plaza – Dayton, 33 East Fifth Street
REGISTRATION..... 937-226-8253 or registration@dacc.org



APRIL
25

Builders Breakfast - Speed Networking Event

DATE/TIME..... Thursday, April 25, 7:30 - 11:00 am
TOPIC..... Premier Networking Event for Subcontractors and GC
LOCATION..... Dayton Convention Center
REGISTRATION..... 937-226-8224
SPONSOR..... Skanska Construction, Wise Construction, Elements IV Interiors, Messer Construction, Kleingers & Associates, Dayton Power & Light, Hi-Mark Construction Group

