

FOCUS

FALL 2016 VOL. IX NO.3

ON BUSINESS

INVESTING IN OUR FUTURE:
**MONTGOMERY COUNTY
ENVIRONMENTAL
LEARNING CENTER**

Taking Care of Our Planet



The Voice of Business



Join the Dayton Area Chamber of Commerce's Workers' Comp Program to Improve Safety and Lower Your Costs

CareWorksComp is proud to administer the Dayton Area Chamber of Commerce's workers' compensation programs.

The Dayton Area Chamber of Commerce sponsors a Workers' Compensation Program to help its members significantly lower their Ohio premium.

For a no-cost, no-obligation analysis of your company's potential group rating savings, complete an authorization form at www.careworkscomp.com/groupratingapplication/Dayton.

For employers who don't qualify for group rating, CareWorksComp can still evaluate your best premium discount options.

For more information, please contact CareWorksComp's Julia Hall, toll free, at 1-800-837-3200, Ext. 51576 or email her at julia.hall@careworkscomp.com.



CareWorksComp™

A York Risk Services Company

1-800-837-3200 | www.careworkscomp.com | info@careworkscomp.com

©2016 CareWorksComp.

Wade Insurance



WADE INSURANCE

- Business
- Life & Health
- Auto
- Homeowners
- Farm



As an independent agency, our customers benefit from competitive pricing, personalized service and insurance packages that we customize to fit your needs.

620 N. Main St. | Springboro, OH 45066
Toll Free 800-860-2651 | Phone: 937-748-2651 | Fax: 937-748-2900
www.wadeins.com

FOCUS

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.

The Chamber is not responsible for advertisements included in this magazine.

No article may be reproduced without the permission of the Dayton Area Chamber of Commerce.

CONTACT INFORMATION

Dayton Area Chamber of Commerce

22 E. Fifth Street
Dayton, Ohio 45402-2400
tel 937.226.1444 | fax 937.226.8254
www.daytonchamber.org

EXECUTIVE COMMITTEE OFFICERS

Chairperson

Niels Winther, Think Patented

Chair Elect

Patricia McDonald, KeyBank

Treasurer

Kevin Weckesser, Brivex & Meyer

President/CEO

*Phillip L. Parker, CAE, CCE,
Dayton Area Chamber of Commerce*

EDITORIAL STAFF

Editor-in-Chief

Holly Allen

Contributors

Stephanie Precht

Chris Kershner

Jill Drury

DESIGN



MetroMedia, Inc.

4210 Shawnee Mission Parkway, Suite 314A
Fairway, Kansas 66205
tel 913.951.8413
dsmall@metromediapublishers.com
Media Coordinator
Ryan Moore

To advertise, contact Kathy Anthony at
937.503.7550 or email
kanthony@metromediapublishers.com

PRINTING

Think Patented
2490 Crosspointe Drive
Miamisburg, Ohio 45342
Tel 937.353.2299 | Fax 937.254.9638
Toll Free 800.799.0010
www.thinkpatented.com

President's Message

FOCUS on... EDUCATION



Like most communities across Ohio and the U.S., our area has really stepped up its push for our citizens to pursue more education, and in many circumstances, better education. Your chamber has been very actively engaged in several key initiatives that are designed to improve our future workforce through better education, work-related certifications and college degrees. In a recent member survey, this was the number-one issue on employers' minds ... hiring and retaining a qualified

and motivated workforce. In response, our Strategic Plan Task Force (2017-2019), made sure the topic was addressed in our plan.

Locally, the Learn to Earn Dayton (L2E) initiative (which we support), led by Dr. Tom Lasley and team leaders Robyn Whitecap, Ritika Kurup, Frank DePalma and others, has made great progress on this issue over these last few years with help from The Dayton Foundation, Lumina Foundation, Tait Foundation and other funders. Their efforts have helped us better understand how to help our children capture those post-secondary education accomplishments. This work has also brought to light the links between high school diplomas, 10th grade tests, 4th grade tests, 3rd grade reading, first grade readiness, kindergarten and universal pre-school ... all vital to a future worker's cradle-to-career training and education.

What has been confirmed is what we have always really known ... that education is a complex issue and begins early in life ... and perhaps never ends.

But we have many challenges that lie before us, not just with funding or educators or parents, but our young people themselves. We must make sure our community's children understand that if they get a good, solid education, get that job; then work hard ... their futures' success rate expands 100 fold versus those who don't. We cannot leave any generation nor school district behind and we must work together to make sure L2E and other key initiatives are successful in our region.

Our area Chamber members have long been concerned about their current and future workforce. To the business community, education is a means to an end ... not the end itself. For employers ... it's all about a strong, competitive workforce. For our employees ... it's about better jobs and a better quality of life. For our region ... it's about a stronger, sustainable economy and community.

Phillip L. Parker, CAE, CCE
President/CEO
Dayton Area Chamber of Commerce

TABLE OF CONTENTS

FEATURE STORY:

06 INVESTING IN OUR FUTURE
State-of-the-art Environmental Learning Center encourages taking care of our planet

CHAMBER ACADEMY:

10 TIME IS TICKING FOR SOME OVERTIME EXEMPT EMPLOYEES

ECONOMIC INDICATORS:

12 ECONOMIC INDICATORS

CHAMBER CHATTER:

14 REDWALL TECHNOLOGIES' HIGH TECH SECURITY SOLUTION SNAGS SOIN AWARD FOR INNOVATION

17 VOLUNTEERS OF THE QUARTER

18 MEMBERS ON THE MOVE

20 Why #LeadershipDaytonChildrens?

22 WHAT DOES BUSINESS WANT?

23 UPCOMING DAYTON AREA CHAMBER EVENTS

CHAMBER ADVOCACY:

26 MARIJUANA IN THE WORKPLACE

INDUSTRY SPOTLIGHT:

28 CAREER-READY STUDENTS READY TO TACKLE WORKFORCE.

30 ASSEMBLING A NEW CAREER: RAMTEC FACILITY FULFILLING EMPLOYER ORDERS

32 MEMBER LIST: EDUCATION SERVICES

CHAMBER PARTNERSHIPS:

34 MANAGING HEALTH CARE ON THE GO

35 CHAMBER MEMBER GROUP PURCHASING DISCOUNTS

36 NEW SELF-FUNDED MEDICAL BENEFIT PLAN OFFERS CHAMBER MEMBERS A VALUABLE OPTION

38 PRESIDENTS CLUB OF DAYTON HONORS CHAMBER'S OWN PHIL PARKER WITH TOP VOLUNTEER AWARD



FOCUS is a "green publication" and is printed on Sterling® Premium, 70 lb. matte text. Made in the USA.

Expectations...
Simply
meeting them
is no longer
good enough.

At Think Patented, our norm is to exceed them. Not just in the quality of the work we deliver, but in the surprising breadth of products and services we offer our customers.

We are an award winning commercial printer. But more important, we are a true *Marketing Execution Company* offering our customers an unexpected range of non-print related solutions, too — from Marketing Automation to Fulfillment to Digital Storefronts and more...

We are Think Patented — and if you and we think alike, it's time think *together*.

Call us at 937-353-2299, or visit thinkpatented.com. And prepare to raise your expectations.



2490 CrossPointe Drive, Miamisburg, OH 45342

937-353-2299 | thinkpatented.com



INVESTING IN OUR FUTURE

State-of-the-art Environmental Learning Center encourages taking care of our planet

The Montgomery County Environmental Learning Center (ELC) is part of an ongoing effort to manage and protect valuable natural resources and to improve the quality of life for our citizens. It educates the public and regional stakeholders about environmental sustainability and conservation in the region.

Developed by Montgomery County Environmental Services, this one-of-a-kind facility is constructed with sustainable building materials and includes museum quality exhibits and interactive games designed to encourage waste reduction, recycling, and water and energy conservation. The facility also includes a green parking lot to teach visitors about storm water protection.

Free tours of the facility are offered for schools, businesses and community groups across the Miami Valley. In keeping with the county's message of resource conservation, the 90-minute tour focuses on individual behaviors that contribute to environmental sustainability. The main goal of the ELC is to foster sustainable behaviors

to conserve natural resources and preserve our local environment.

Since 2014, the ELC has hosted more than 7,000 visitors, and has been recognized with several national education and outreach awards. The facility serves as a regional center for sustainability and conservation education, enabling visitors to learn how their day-to-day activities affect the environment and encouraging them to adopt more sustainable lifestyle choices.

As the cornerstone of the educational outreach programs offered by Montgomery County Environmental Services, the ELC was specifically designed to incorporate messages and information that would appeal to diverse audiences and all generations. The information is applicable to a wide array of people and organizations, but primarily targets individuals located in Montgomery County, with a focus on local resources and ways to improve our communities.

For more information or to schedule a tour, call (937) 224-4999 or visit www.mcswd.org. ■



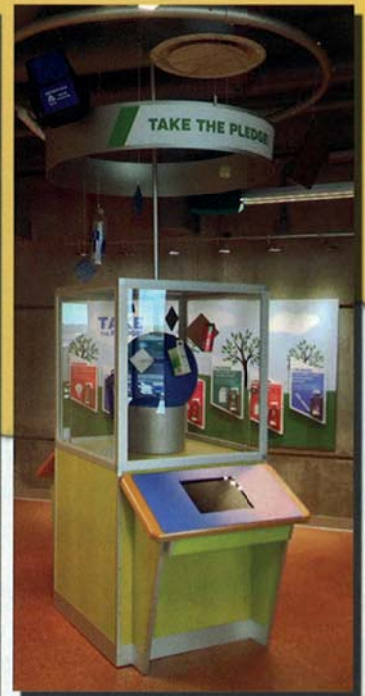


The Montgomery County Environmental Learning Center

Discover Environmental Services and Learn about Sustainability in Your Community

The Montgomery County Environmental Learning Center features hands-on, interactive educational exhibits and a “green” parking lot.

The ELC educates the public and regional stakeholders about environmental sustainability and conservation in the Montgomery County region – water, recycling, energy, wastewater, and solid waste. This education is part of an ongoing effort to manage and protect valuable natural resources, and to improve the quality of life for our citizens.



**MONTGOMERY
COUNTY**

ENVIRONMENTAL SERVICES

2500 Sandridge Drive
Moraine, OH 45439

(937) 225-4999

www.mcswd.org

Schedule a tour today!



**\$25 MILLION IN
BUSINESS REBATES**

— BE A —
**SAVINGS
CHAMPION**

SAVEWITHDPL.COM

That's how much DP&L has paid out to Miami Valley businesses for energy-efficient upgrades like lighting, heating and cooling systems, motors and air compressors. And, most upgrades have quick paybacks. Make our business rebates part of your game plan.

START NOW AT SAVEWITHDPL.COM

DP&L

TIME IS TICKING FOR SOME OVERTIME EXEMPT EMPLOYEES



Crunch time: Do you know how the Department of Labor changes will affect your business?

By: Holly Allen

Most employers have heard rumblings by now about a new rule from the U.S. Department of Labor (DOL) that was announced in May 2016. If not, they're in for a rough couple of months ahead.

The changes are in regard to overtime wages and the qualifications needed for employees to fall under what's called the "white collar exemptions" under the Fair Labor Standards Act (FLSA). Employers need to comply with the rule by December 1, 2016, but most experts suggest it could take a business up to 90 days to prepare for such a change.

What does this new rule mean to employers?

The DOL changes will mean a complete reevaluation of a certain class of employees. Why? Well, the final rule increases the salary an employee must be paid in order to qualify for a white collar exemption. The required salary level is increased to \$47,476 per year and will be automatically updated every three years. That means those employees who are now overtime exempt but are making less than \$47,476 per year



will be eligible for overtime pay beginning December 1, 2016.

The final rule does not modify the duties test employees must meet to qualify for a white collar exemption.

What do employers need to do to comply?

Employers have a range of options for responding to the updated standard salary level. For each affected employee newly entitled to overtime pay, employers may:

1. Increase the salary of an employee who meets the duties test to at least the new salary level to retain his or her exempt status;
2. Pay an overtime premium of one and a half times the employee's regular rate of pay for any overtime hours worked;
3. Reduce or eliminate overtime hours;
4. Reduce the amount of pay allocated to base salary (provided that the employee still earns at least the applicable hourly minimum wage) and add pay to account for overtime for any hours worked over 40 in the workweek, to hold total weekly pay constant; or
5. Use some combination of these responses.

The circumstances of each affected employee will likely impact how employers respond to the final rule. For example,

employers may be more likely to give raises to employees who regularly work overtime and earn slightly below the new standard salary level, in order to maintain their overtime-exempt status so that the employer does not have to pay the overtime premium. For employees who rarely or almost never work overtime hours, employers may simply choose to pay the overtime premium whenever necessary. The DOL accounted for these (and other) possible employer responses in estimating the likely costs, benefits and transfers of the final rule.

Nothing in the rule requires employers to change employees' pay from salaried to hourly, even if the employees' classification changes from exempt to overtime-eligible. Employers may choose Options 2 and 4 above while continuing to pay newly overtime-eligible employees on a salaried basis.

For more answers to your questions regarding this change, check out the information found at DOL.gov. Click on the Wage and Hour Division under Agencies. You can also contact the Dayton Area Chamber of Commerce at 937-226-1444.

Holly Allen is Director, Marketing & Communications, Dayton Area Chamber of Commerce. ■

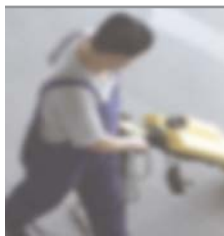
FINAL OVERTIME PAY RULE

- The salary level for administrative, executive and professional employee exemptions will increase to \$47,476.
- The salary level for the highly compensated employee exemption will increase to \$134,004.
- The final rule does not change the duties test for white collar exemptions.

IMPORTANT DATES

- On May 18, 2016, the DOL announced a final rule updating white collar exemption qualification requirements.
- On Dec. 1, 2016, the final rule becomes effective. Employers are required to comply with the final rule by this date.

Goodwill | **Easter Seals** Miami Valley
Janitorial Services



More than 140 area buildings clean and counting

Over 25 years of cleaning experience

Customized cleaning services to meet your needs



937-528-6544
keepingclean.org - Licensed and Bonded



BRADY WARE
& COMPANY

CPAs and Business Advisors

Accounting, Audit, and Assurance Services
Comprehensive Tax Services
International Tax Consulting
Financial Planning

Business Valuation and Litigation Support
Mergers, Acquisitions, and Divestitures
Employee Benefit Plan Audits

3601 Rigby Road, Suite 400 • Dayton, Ohio 45342
937.223.5247 • www.bradyware.com

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. The indicators are available to Dayton Area Chamber members online and by subscription to Chamber Edge members. More information can be found at DaytonChamber.org. Here is a sampling from the May 2016 report:

ECONOMIC INDICATORS

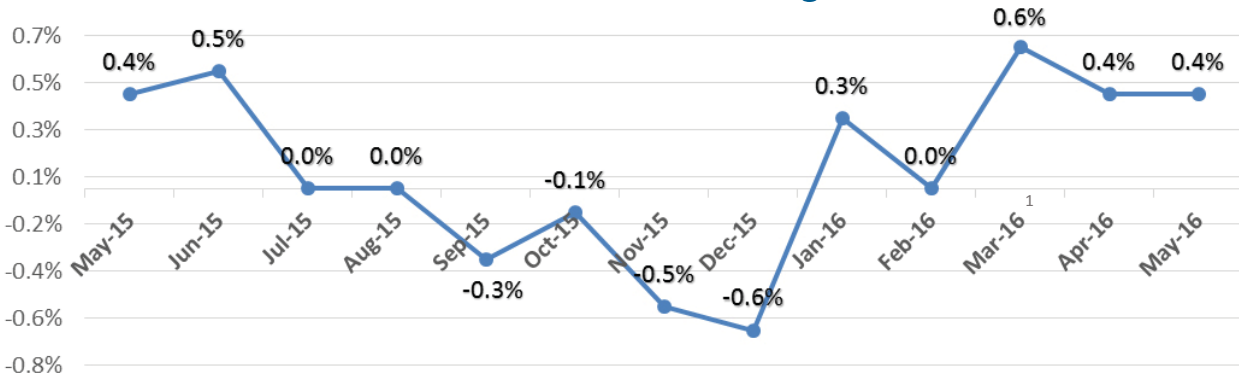
CPI Consumer Price Index

May 2016 %	
monthly change.....	0.4%
CPI over the last 12 months Avg.....	0.8%

Cost of Living Index 2016 First Quarter Cost of Living Index

Dayton, Ohio	95.7	Denver, Colorado.....	109.3
Columbus, Ohio.....	90.2	Miami-Dade County, Florida.....	114.1
Raleigh, North Carolina.....	93.8	Baltimore, Maryland.....	114.8
Richmond VA	94.4	Chicago, Illinois	118.9
U.S. AVERAGE.....	100	Portland, Oregon	130.6
Cleveland, Ohio.....	99.4	San Fransisco, California.....	177.5

Consumer Price Index - Percent Change



Statistics for the Dayton MSA are no longer available. Based on Midwest region B/C MSA Population 50,000- 1,500,000.
Source: http://www.bls.gov/regions/mountain-plains/news-release/consumerpriceindex_midwest.htm#chart1

Sales Tax Collections

County	Rate (%)	Mar 2016	Mar 2015	12 Mo. Change	YTD 2016	YTD 2015	YTD Change
Butler.....	0.75.....	3,570,065.....	3,133,741.....	13.92%.....	10,938,137.....	9,843,888.....	11.12%
Clark.....	1.5.....	1,973,267.....	2,075,903.....	-4.94%.....	6,330,148.....	6,147,295.....	2.97%
Darke.....	1.5.....	717,830.....	626,399.....	14.60%.....	2,190,399.....	2,027,992.....	8.01%
Greene.....	1.....	2,044,074.....	1,841,734.....	10.99%.....	6,822,242.....	6,241,435.....	9.31%
Miami.....	1.25.....	1,396,052.....	1,317,658.....	5.95%.....	4,390,651.....	4,147,208.....	5.87%
Montgomery.....	1.....	6,277,145.....	6,293,095.....	-0.25%.....	20,255,455.....	19,808,729.....	2.26%
Preble.....	1.5.....	438,974.....	460,736.....	-4.72%.....	1,363,114.....	1,376,131.....	-0.95%
Warren.....	1.....	2,741,619.....	2,533,141.....	8.23%.....	9,376,149.....	8,518,319.....	10.07%
Region Total (\$000s)		19,159,026	18,282,406	6.82%	61,666,295	58,110,995	6.12%

Residential Home Sales

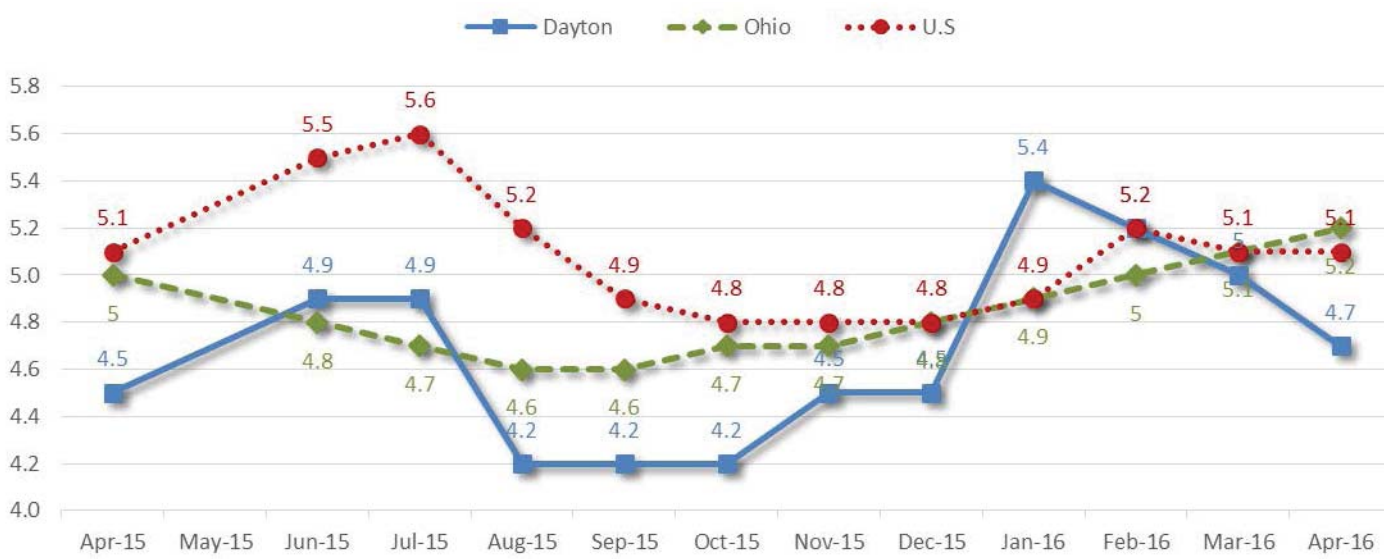
Dayton MSA	May 2016	May 2015	% Change	YTD 2016	YTD 2015	% Change
Number of Homes Sold.....	1,563.....	1,317.....	18.68%.....	5,765.....	5,119.....	12.62%
Total Home Sales (\$,000s).....	236,943,693.....	198,837,600.....	19.16%.....	808,282,267.....	691,801,672.....	16.84%
Average Sale Price.....	151,595.....	150,978.....	0.41%.....	140,205.....	135,144.....	3.74%

Regional Employment Trends

Dayton MSA	Apr 2016	Mar 2016	Apr 2015	2016 Average	12 Mo. Change
Total Nonfarm Employment.....	384,700.....	381,800.....	375,600.....	381,400.....	9,100
Goods Producing Employment.....	52,000.....	51,500.....	51,200.....	51,775.....	800
Service Producing Employment.....	332,700.....	330,300.....	324,400.....	329,625.....	8,300

Unemployment Rates

	Apr. 2016	Apr. 2015	12 Mo. Average
Dayton MSA.....	4.5%.....	4.5%.....	4.7%
Ohio.....	5.2%.....	5.0%.....	4.8%
U.S.....	4.7%.....	5.1%.....	5.1%



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS), Labor Force Statistics including the National Unemployment Rate, www.bls.gov



Representatives from Redwall Technologies, LLC accept an oversized check for \$25,000 from chamber president & CEO Phil Parker and Kevin Robie of Soin, LLC (from left) at the chamber annual meeting on April 5, 2016.

REDWALL TECHNOLOGIES' HIGH TECH SECURITY SOLUTION SNAGS SOIN AWARD FOR INNOVATION

By Holly Allen

You wouldn't even know they were there – much like the software they produce. The handful of developers and dreamers behind Redwall Technologies work at simple stations inside a barely noticeable Beavercreek office suite.

"The most innovative pieces of our solutions are really not observable. They were designed by a very successful hacker who walked right through the defenses of every existing solution he could get his hands on," said John Rosenstengel, President & CEO, Redwall Technologies.

That's right, Redwall Technologies, a cyber security group, was essentially started by a hacker. Technically, he's a certified ethical hacker, named Eric Üner, who's from the Chicago area. Üner had the original idea for a defense that could stop even one of the best hackers in the world – himself – and in 2013, a group of software developers from Dayton bought into the concept, forming Redwall, and the path needed to bring the product to market.



A new approach to security

As technologies progress, consumers are finding that more and more of the products they use every day are getting "smart." It's called "the Internet of Things" -- thermostats, washers, dryers, even cars that are now connected. While the advancements offer convenience, they also open the door to bad guys.

"Not a day goes by that you don't read about a hack," said Kevin Woods, Vice President, Business Development, Redwall Technologies. "It happens to Apple, it happens to cars, it happens to baby monitors and thermostats. It's very prevalent."

The innovation in Redwall Technology's product is that it isn't just another application offering to shield the phone from an attempted exploit. The patented Redwall product is embedded within a layer of the phone that's beneath even the operating system, meaning it doesn't have to trust that system in order to function.

"In the end, we believe anything that's out there can be hacked, so what we wanted to do was envelop

the entire operation from the programmed app down to the operating system and the hardware itself," said Rosenstengel.

The second innovation comes in the way the software functions. Redwall's system allows users to create several different modes within their mobile device, each with its own level of security.

"It's like you have a secure device that is flexible for personal use, you put it in your pocket, and pull another device out and this one is more securely configured for sensitive use, and they don't touch each other at all," said Mike Collins, Vice President of Research & Development at Redwall Technologies.

Users are able to create a mode for riskier activities, such as browsing Facebook, playing games, or surfing the internet, while another mode could be created for business needs. The second, more secure mode could give the user access to his or her work email and other valuable information without the "extras" that could make information vulnerable to breach. The modes are separated by encryption and temporally, ensuring no information is left in the device's memory when the user migrates between modes.

The Redwall team believes security is such a risk that they put their own hacker to the test, attempting to penetrate the Redwall product with every exploit they can find.

"Our hacker will apply it to our Redwall devices and to date, nothing has been able to penetrate our defenses," said Woods.

Woods says in general, without this technology, any device can be hacked. In fact, he says some exploits claim to be able to hack more than 90 percent of all Android devices.

Applications: Today and in the future

Redwall's Technology is not yet available at the consumer level, but it's already making waves within the mobile device industry. The start-up has landed its first contract with a major commercial provider of first responder communication devices. In 2015, each of the vendor's devices began shipping equipped with Redwall Technology, which will protect police and firefighters across the country.

"Those that are most aware of their security risks are our first customers," said Collins. "Public safety; the government. Eventually it will move high tech."

Redwall's product has also proven useful in the military, where soldiers are often deployed with government-issued mobile devices that, for security reasons, give the soldier limited ability.

"They want to be able to text with their families. They want to see their kids, they want to be able to see what they're saying on Facebook," said Collins. "The military phones they give you don't allow you to do any of that because it's a security risk. So what do they do? They go and buy a second phone often at a kiosk in a foreign country that's probably already preloaded with malware and they carry that around. They're also still carrying around their secure phone. The problem is that personal phone that they bought out there is compromised, then if the microphone's on and they're listening to everything the soldier says, or the GPS is on and they're tracking them, it doesn't matter how secure the military device is, they're still being tracked and followed with the insecure device they have in their pocket."

The answer, Collins says, is creating one device that does everything needed, without allowing the two "devices" to cross paths.

Redwall's senior management team (L to R) Kevin Woods, VP Business Development; John Rosentengel, President & CEO; Mike Collins, VP Research and Development.



High Tech in the Gem City

Working for a start-up tech company in Dayton, Ohio has its advantages. Redwall Technologies has benefited from the region's low cost of living and affordable cost of doing business.

"If we were hosting this company in a much larger city, the salaries necessary for the same standard of living would be exorbitant," said Rosenstengel. "We can have our programmers and engineers operating for long periods while we're personally funding the company. We're able to support them in a way that allows them to have nicer houses and their kids go to good schools and everything of that nature, without running ourselves broke."

Woods echoes that sentiment, saying in part, "We're in this really high tech area, mobile and cyber security, two of the hottest tech areas in the world right now, and the fact that we're able to do that in Dayton and not Silicon Valley or Texas or New York, is very exciting," said Woods.

The Redwall team has also tapped into a pool of future programmers at Wright State University. The company has taken advantage of a state program called the Third Frontier Internship program, which pays a subsidy toward

Why Redwall?

The name Redwall is a combination of two security terms. A "red team" is a group that does security investigation and testing of a device from an adversarial point of view. A "firewall" is a device that protects you from external threats. Put them together, you get Redwall.

an intern's salary. The program encourages companies to employ local students as interns, giving them a better chance of landing a job here when they graduate.

"We've got some of the best developers on staff and they get to train these guys in the way that we want them to work. It's very advantageous," Woods said.

2016 Sojin Award Winner

Redwall Technology's security software caught the attention of judges looking for the next winner of the Sojin Award for Innovation, a prize awarded by the Raj Sojin family through the Dayton Area Chamber of Commerce.

The company won the top spot in March 2016, earning \$25,000 and opportunities for publicity.

"The Sojin Award comes at a perfect time. When we took over the technology in 2013, we were working with a prototype, and that prototype need redesigned to be consumer ready. We are just now hitting the marketplace, and to be recognized by the local business community as a highly innovative solution will give us additional marketing presence and also, we hope, identify us, so that whenever an automobile company, for example, is looking

to improve security for their devices, we pop up on the radar," said Rosenstengel.

The Redwall team says things will continue to evolve for the company in the years to come. Its plan is to find a customer in the Department of Defense, then work on the Internet of Things.

"I'd eventually like to see us get to the consumer level, so everyone's phone will be safer than it is today," said Collins. ■



VOLUNTEERS OF THE QUARTER



The Dayton Area Chamber of Commerce Board of Trustees recognized these Volunteers of the Quarter at the May 25, 2016 board meeting.

(L to R) **Brandy King**, Spooner Inc.; **Anjala Ferguson**, Finergy Global Solutions, LLC;
Niki Chaudhry, SureTec.

Not pictured: **Marcia Graeff**, TechLink/AFRL, Wright Patterson Air Force Base;
Richard Graf, Hammerman, Graf, Hughes & Co. CPAs.

Correction: In the Summer 2016 issue of FOCUS, Volunteer of the Quarter AnnMarie Thurnquist was erroneously identified with the incorrect company. Thurnquist represents Danis Building Construction Company. We apologize for the error.

THE DAYTON AREA CHAMBER OF COMMERCE WOULD LIKE TO THANK ITS 2016 INVESTOR LEVEL SUPPORTERS:

- Collective Brands, Inc. dba Payless Shoesource
- Dayton Children's Hospital
- Dayton Freight
- Dayton Lamina Corp.
- Deloitte
- Exel
- Hollywood Gaming at Dayton Raceway
- Kroger Co. Cincinnati/Dayton Division
- Nidec Minster Corporation
- Speedway LLC
- The Dannon Company
- Time Warner Cable Business Class
- US Bank
- Vectren
- Wal-Mart

MEMBERS



Capital Health Home Care, formerly known as Spectrum Home Health Care, celebrated its name change and rebranding with a ribbon cutting on April 21, 2016. The company is part of Capital Health Care Network, which has been providing health care service for more than 30 years. Capital Health Home Care specializes in senior care at home and is located at 275 Regency Ridge Dr., Dayton.



AT&T celebrated the opening of a new store in Centerville on April 9, 2016. The store will offer the latest smartphones, tablets, wearables, and accessories and is located at 5283 Cornerstone North Blvd., Centerville, OH 45440. Pictured (L to R) are Retail Account Executive Gary Goldstein, Sales Associate Irene Brooks, Assistant Vice President Mobility Betsy Francis, Store Manager Chad Penrod, Sales Associate Austin Salley, Sales Associate Benjamin Thompson, and Area Retail Manager Eric Spivey.



ERAtech Environmental, a Kettering-based environmental, health and safety consulting firm celebrated the opening of a second facility in Dayton on April 29, 2016. The 3,000 square foot space at 428 S. Edwin C. Moses Blvd., Dayton, is devoted to environmental training in lead, asbestos, mold and other environmental issues that could face construction or industrial contractors.



ON THE MOVE



Throughout the summer, Dayton Area Chamber members and their families enjoyed time in the suites at Fifth Third Field, watching the Dayton Dragons entertain! Chamber Night at the Dragons attracted dozens of members on April 14, 2016. Groups from Leadership Dayton, the chamber's Marketing & Communications Committee, and our member discount partners also enjoyed Dragons nights of their own.



A new face has taken over a long time State Farm Agency in Huber Heights. Chamber Ambassadors assisted with the ribbon cutting for Joe Hickey State Farm at 7049 Taylorsville Road, Suite D, on June 6, 2016. The 1,600 square foot office space will provide small business support with risk management services and financial services.

The Junior League of Dayton moved from its current location on Far Hills Avenue to a new office within Liberty Tower (120 W. Second St., Suite 605, Dayton, OH 45402), and cut the ribbon on the new location April 22, 2016. The organization's decision to relocate means more space at a lower cost, and a central location near the people the Junior League of Dayton most frequently serves.



The Otterbein Small House Neighborhood on Avalon Circle in Springboro hosted a grand re-opening and ribbon cutting June 1, 2016. The newly remodeled facility offers residents a neighborhood environment and the comforts of home, matched with high quality care.



Why #LeadershipDaytonChildrens?

LEADERSHIP DAYTON CLASS OF 2016 FOCUSES ON DAYTON CHILDREN'S PROJECT AMID GRADUATION CELEBRATION

Leadership Dayton has been such a whirlwind of experiences. Our class of 47 diverse individuals got to know each other during an intensive opening retreat weekend, and started the journey of getting to know our region and its issues over the year. From the very beginning, the responsibly to conduct a class project – a project that would make a difference in the community, bring us together as a team, and teach us a little something, too – was made clear.

So, with each month, as we learned about a new facet of our community – arts/culture, history, education, justice, healthcare, human services, WPAFB, diversity, and the future of our community – we always had in mind how we could leverage the combined talents of our class to make a difference in one of those areas.

On a tour of Dayton Children's, our host for healthcare day, we were all struck by how bright and cheerful it was. While some children (and their families) are going through what will likely be the most difficult time of their lives, Dayton Children's



offers a beautiful – and even fun! – environment where they provide world-class healthcare through an exceptionally caring staff. Seeing all the stunning, carefully curated art that covers the walls, our first thought was to serve by adding to the collection: could we make something that would brighten a child's day when they saw it?

We all understand the importance of collaboration and working together for the greatest impact. We wanted to support Dayton Children's without duplicating their own (more qualified) efforts. We approached the Dayton Children's team with our ideas and an open mind, asking – how can we help?

Turns out – they were ready to launch a project and needed some help. Beautiful icons, each themed on "things that fly," were to be included in the new patient tower. And, in advance of placement, they would be out in the



community to raise awareness about Dayton Children's. Art and advocacy? The Leadership Dayton Class of '16 was in!

Dividing and conquering, we split into teams of design, implementation, community outreach, social media, and a steering committee. We also had team members step up to host special fundraising events – painting parties and drone flying lessons – where our entry fee helped support the cause. Designs were drawn and pitched, paints were purchased, and over two weekends, we tackled the actual painting of the icons (where we split even further into globbing paint on, skilled detail work, and clean-up crew). Our community team started spreading the word about the opportunity to host an icon in advance of the new patient tower opening, and our social media team captured all the action in photos and online.

While the artistic element is a fun, childlike reminder of the importance of having such a quality healthcare center dedicated to healing our region's children – this project is equally about letting the wider community know about

the important role that Dayton Children's plays in the overall healthcare.

Their Center for Child Health and Wellness is leading special projects to make our children healthier overall – they have launched major initiatives tackling problems with asthma, obesity, and safety. Our region deserves quality healthcare for our youngest residents, and Dayton Children's is not only there in times of trouble – but they're there to ensure that our kids have more healthy and happy times as well. The Leadership Dayton Class of 2016 was excited to learn about Dayton Children's this year, and we hope this project does just a little bit to spread the word further in the community.

Now, the Class of 2016 has just graduated and there are 47 new members of Leadership Dayton. You may see us out at the Greene or Austin Landing (our two first icon hosts) taking selfies and family photos with our icons. You should, too! Tag it: #LeadershipDaytonChildrens and #TransformCare to celebrate the collaboration!

To sum it all up, more eloquently:

Leadership is just as much about serving as it is leading. Our Dayton Children's class project was a great opportunity to serve a fantastic organization, which provides excellent healthcare services for children and families in our community. Our project allowed the Leadership Dayton Class of 2016 to utilize our strengths, skills and abilities to organize, design, paint, promote and place the two icons for Dayton Children's. It was a great opportunity to give back to our community while having fun and building relationships at the same time. ■

-Patrick Bailey, Leadership Dayton, Class of 2016



LEADERSHIP DAYTON CLASS OF 2016



Leadership Dayton Class of 2016

Holly Allen	Dayton Area Chamber of Commerce	Josh Martin	Premier Health Plan, Inc.
Patrick Bailey	Montgomery County Department of Job and Family Services	Matt Mason	The Dayton Foundation
Lauryn Bayliff	Dayton History	Cory Miller	C.H. Dean
Thomas Belanich	Messer Construction Co.	Terry Posey	Thompson Hine LLP
Brett Bogan	LexisNexis	Lisa Rich-Milan	CompuNet Clinical Laboratories
Ronda Brandstater	Kettering Health Network	Aurea Rivera	Imagineering Results Analysis Corp.
Leslie Cayot	HQ AFMC/FMB	Eddy Rojas	University of Dayton
David Clear	Brady Ware & Company	Ed Ruff	Ohio Hospice of Dayton
Megan Cooper	Dayton Metro Library	Aaron Savino	Miller Valentine Group
John Fabelo	LWC, Inc.	Errin Siske	Spark Space Creative, LLC
Mark Feuer	Taft Stettinius & Hollister PLL	Donna Smith	WilmerHale LLP
Tracy Fors	Wright-Patt Credit Union	Marci Snyder	Woolpert
Kimberly Frisco	Dayton VA Medical Center	Audrey Starr	Junior League of Dayton
Tony Goheen	Key Private Bank	Charles (Dave) Thomas	Cox Media Group Ohio
Rachel Goodspeed	Vectren	Katie Thorp	AFRL/RX
Benjamin Goodstein	Dayton Children's Hospital	Melissa Tolle	Sinclair Community College
Seth Gordon	Wright State University	Ashley Von Derau	Rush Expediting
Ryan Honeyman	Sinclair Workforce Development	Steven Watts	United States Air Force
Shaun Hunter	CareSource	Ford Weber	City of Dayton
Jessica Jenkins	Montgomery County/Human Services Planning & Development Department	Holly Wiggins	Dayton Power & Light Company
Dan Johnson	Merrill Lynch	Mackensie Wittmer	National Aviation Heritage Alliance
Steven Kopecky	Goodwill Easter Seals Miami Valley	Cindy Wourms	TACG, LLC
Darlene Langhout	Girl Scouts of Western Ohio	David Yarborough	PNC Bank
		Tracy Young	Wright-Patterson AFB Fire Emergency Services

Leadership Dayton Class of 2017

Jeff Bardono	Key Private Bank	Jennifer McCormick	HORAN
Val Beerbower	Downtown Dayton Partnership	Shari Mickey-Boggs	Wright State University
Melodie Bennett	House of Bread	Michele Miller	Wright-Patterson Air Force Base
Daniel Bitler	Robert K. Jones Insurance Agency	Timothy Pittman	Fifth Third Bank
Adam Blake	County Corp	Tiffany Reid	McGohan Brabender
Jessica Blimbaum	Generation Dayton	Christopher Robinson	PNC Bank
Kandise Bobo	Sinclair Community College	Brad Roediger	Habitat for Humanity of Greater Dayton
Bryan Boyd	Dayton VA Medical Center	Jessica Salyers	Air Force Research Laboratory
Nathan Brandstater	Kettering Health Network/Kettering College	Lisa Sandner	University of Dayton
Rachel Butt	Butt Construction Company, Inc.	Gina Sandoval	The Dayton Foundation
John Condit	Cox Media Group Ohio	Jonathan Selvaraj	TACG, LLC
Ana Crawford	Porter Wright Morris & Arthur LLP	Kim Senft-Paras	Washington-Centerville Public Library
Nathan Croumer	WilmerHale LLP	David Settles	Miller Valentine Construction
Rick Dodds	Soin Medical Center/Greene Memorial Hospital	Gary Shoup	Montgomery County Engineer's Office
Matthew Dunn	Montgomery County	Jennifer Spillman	Dayton Metro Library
Joseph Faragalli	Winsupply	Chuck Springmyer	Danis Building Construction Company
Michelle Feltz	Miami Valley Works	Kim Stanforth	CompuNet Clinical Laboratories
Jacqueline Gamblin	JYG Innovations, LLC	Jonathan Steinke	Brixey & Meyer, Inc.
Tarija Hubbard	Goodwill Easter Seals Miami Valley	Derek Theodor	Dayton Children's Hospital
John Jagodzinski	USI Insurance Services, LLC	Sylvain Trepanier	Premier Health
Bejoy John	City of Dayton	Katie Ward	P&R Communications Service, Inc.
Dawn Kirchner	Boonshoft Museum of Discovery/Dayton Society of Natural History	Rebecca Westlake	US Air Force/Wright-Patterson AFB
Kurt Lenhart	CareSource	Shane Wilken	First Financial Bank
Matt Mahonski	High Concrete Group, LLC	Amanda Wilson	CMax Advisors
		Stephanie Winquist	Junior League of Dayton

WHAT DOES BUSINESS WANT?

GRANT HELPS PROVIDE A BUSINESS VOICE IN THE WORKFORCE WORLD

By: *Stephanie Precht*

Today's business leaders need an innovative and skilled workforce that can succeed in a competitive economy. They want to hire applicants who are collaborative, adapt well to challenges, have strong communication skills, and are proactive problem solvers with some level of post-secondary degree or certificate. In member surveys and employer roundtables, we continue to hear these themes emerge across all industry sectors.

Leveraging community partners into the future

In early 2016, your chamber announced a renewed focus on member workforce needs thanks to a grant secured through the Association for Chamber of Commerce Executives (ACCE). As a recipient of the 2015-16 Lumina Award for Education Attainment, the Dayton Area Chamber has spent the last six months listening closely to employer needs and becoming extensively engaged in developing key workforce and educational attainment strategies for the region.

Working with Learn to Earn Dayton, a cradle-to-career collective impact initiative, your chamber is committed to ensuring that every student in the Dayton region earns a college degree or credential. Learn to Earn Dayton has set big goals of increasing postsecondary attainment among adults between the ages of 25 and 65 to 60 percent. It's also working to push the percentage of high school students who earn a degree or credential within six years of graduation to 50 percent by 2025. As the voice of business for the Dayton region, the chamber serves as the primary conduit to the business community for Learn to Earn Dayton.

Building career pipelines

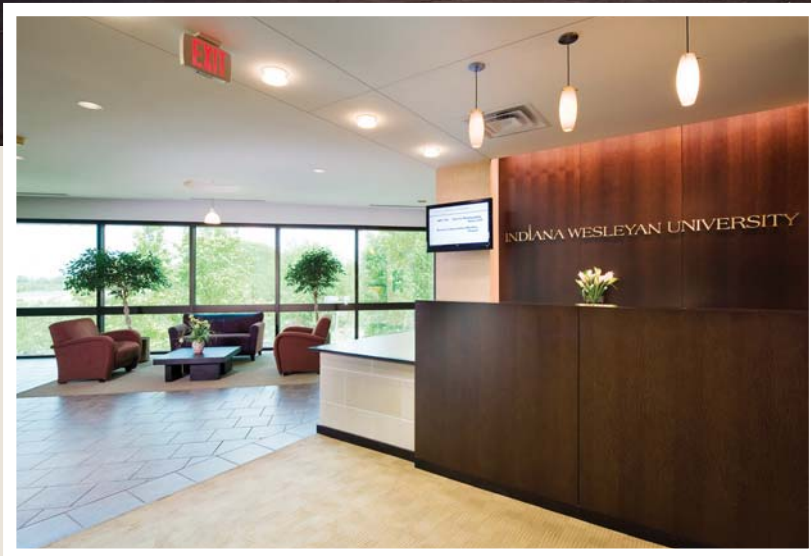
With support from the ACCE Lumina Foundation award, the Chamber is working to establish a data driven analysis of career opportunities in key industry sectors—including aerospace and advanced manufacturing, information technology, logistics and transportation, business services and bioscience & health care—within the region, and to identify and establish clear pathways and incentives for meeting objectives in high demand industries. Thus far, the Chamber has collected labor market information and regional data, compiled "industry snapshots" and convened employer roundtables in order to verify data and solicit direct industry feedback. During the final six months of the grant period, we will develop a web presence and marketing campaign to promote the skills regional employers seek, along with available local education and career pathway opportunities.

Support from the Lumina grant could not have come at a better time. Dayton Area Chamber members and employers across the region identified workforce development, talent retention and recruitment as key objectives this year. The chamber has also put great focus on these goals in the 2017-2019 Dayton Area Chamber Strategic Plan, stretching our emphasis well into the future.

As the grant activities progress, please stay tuned for how you may become involved in the chamber's workforce development strategies. With a strong regional workforce alliance, and a myriad of workforce resources and services, the chamber remains committed to ensuring the voice of the employer community is represented at all levels. ■

Stephanie Precht is Public Policy Director at the Dayton Area Chamber of Commerce.

INDIANA WESLEYAN UNIVERSITY



If you're intrigued by the possibilities of obtaining a degree in Dayton, Ohio, from a Christian college that emphasizes faith-based learning and provides an education that will prepare you to make the most of your professional career, look no further than Indiana Wesleyan University.

IWU focuses on providing adult education programs for students in the Cincinnati-Northern Kentucky metropolitan area. Whether you're seeking a Master's (including Master's in Education and MBA programs), Bachelor's or Associate degree, our classes are taught by outstanding faculty whose mission is to train the business leaders of tomorrow. As an added convenience, we give our students the option to complete many of our programs online.

Since 1985, Indiana Wesleyan University has been serving the specific needs of students seeking degree completion programs in areas ranging from accounting to theology. If you want to attend college at an institution that emphasizes education and service rooted in faith and if God is leading you to further your education, we can help you make it happen.

If you're searching for colleges in Dayton, Ohio, IWU's Dayton Education and Conference Center is centrally located at Exit 50A off of I-75 (Dryden Road exit). Students in the Miami Valley and in Montgomery County find that the Dayton campus is conveniently located - just five minutes from downtown Dayton and 40 minutes from downtown Cincinnati.

INDIANA
WESLEYAN
UNIVERSITY

Success is *possible*
with a degree from IWU.

DEGREE PROGRAMS FOR ADULT STUDENTS

ASSOCIATE • BACHELOR'S • MASTER'S

COMPLETE YOUR DEGREE

IN ONE OF THE FOLLOWING DEGREE PROGRAMS

- Accounting
- Addictions Counseling
- Biblical Studies
- Business Administration
- Business Information Systems
- Criminal Justice
- Education
- General Studies
- Healthcare Administration
- Communication
- Human Services
- Management
- Marketing
- Nursing
- Psychology
- Social Work

PROGRAMS ARE OFFERED

ONLINE & ONSITE

Dayton Education Center

2912 Springboro West Rd | Dayton

(*Not all programs are offered onsite)

IWU IS INVESTED IN YOUR SUCCESS

IWU is a not-for-profit Christian University, nationally recognized for its working-adult friendly coursework and its many student success services.

IWU

866.498.4968
indwes.edu



MARIJUANA IN THE WORKPLACE

HOW OHIO'S RECENTLY PASSED MEDICAL MARIJUANA LAW WILL IMPACT YOUR BUSINESS

By: *Chris Kershmer*



Chris Kershmer

Ohio has been on a wild marijuana legalization roller coaster. The Dayton area business community and Dayton Regional Employers Against Marijuana (DREAM) spoke loudly in November 2015 and soundly defeated State Issue 3, with 64 percent of voters rejecting it. After its defeat, Issue 3 created a conversation about medical marijuana and how its legalization could be implemented in Ohio.

Throughout the conversation, the Dayton Area Chamber of Commerce was committed to ensuring that if any medical marijuana proposal in Ohio was considered, two issues were paramount:

- A) There must be significant employer protections in place that allow business owners to continue operating their businesses as they see fit, without medical marijuana restrictions, without fear of legal retributions and with the proper employment policies.

- B) The legislature is the appropriate body to consider this issue through changes to the Ohio Revised Code, as opposed to using a Constitutional Amendment. Constitutional Amendments are very difficult to change and the Ohio Revised Code amendments can be more easily altered to reflect the changing needs of the State.

The bill to legalize medical marijuana

In May 2016, Representative Steve Huffman (R-Tipp City) sponsored, introduced and championed the passage of Ohio House Bill 523. HB 523 proposed to legalize medical marijuana growth, use and distribution through the Ohio Revised Code.

Representative Huffman's bill was passed by the Ohio General Assembly and signed by Governor Kasich in June 2016. It will go into effect in September 2016, by creating the Medical Marijuana Control Commission, which will oversee the implementation of the bill's provisions.

What Does Your Business Need to Know?

- **Do I have to allow medical marijuana use in the workplace?**
 - o There is no requirement for an employer to permit or accommodate an employee's use, possession or distribution of medical marijuana.
- **Can I have a drug-free workplace policy?**
 - o Yes. Employers may have drug-free workplace/zero-tolerance policies, which do not allow for employees to use medical marijuana.
- **Can I conduct pre-employment and random drug screenings?**
 - o Yes. Employers may conduct drug screenings for marijuana whenever they feel it is appropriate.
- **If one of my employees is impaired on the job and is injured because of his or her impairment, will the employee receive workers' compensation benefits?**
 - o No. Employees who are injured because of impairment will not be eligible for workers' compensation benefits.
- **If an employee is terminated for just cause related to the violation of a drug-free workplace policy, can he or she receive unemployment benefits?**
 - o No. Employees terminated for just cause related to policy violations cannot receive unemployment benefits.

Additional provisions included in HB 523:

- Home grow of medical marijuana was not legalized.
- Smokeable marijuana was not legalized. Vapors, edibles and oils will be the most common forms of medical marijuana use in Ohio.
- Medical marijuana patients will receive a physician's recommendation, not a prescription.
- Medical marijuana can only be recommended by a physician.
- Medical marijuana recommendations will be filled at a dispensary, not at a pharmacy.
- Local communities may prohibit a dispensary or marijuana farm from being located within their jurisdictions.
- Specific medical conditions are outlined in Ohio Revised Code for which medical marijuana may be used.
- To help regulate abuse, medical marijuana patients and recommending doctors will be monitored through a statewide database.

Chris Kershner is VP of Public Policy & Economic Development for the Dayton Area Chamber of Commerce.

Disclaimer: The Dayton Area Chamber of Commerce and Chris Kershner should not be considered legal counsel. Information regarding HB 523 is at the interpretation of professional staff, but should not be considered legal advice. Please consult your organization's legal counsel to understand how this law will impact your business. ■

Join ***The Voice of Business***
by holding your spot in the next issue of Dayton FOCUS

Contact Kathy Anthony for more details
937.503.7550 • kanthony@metromediapublishers.com



Doug Brush of Dayton Area Chamber member Voss Hyundai poses with student Andre Adams. Voss Hyundai's participation in the Ponitz automotive program has proven to be a win-win for the business and students.

CAREER-READY STUDENTS READY TO TACKLE WORKFORCE

PONITZ CTC AUTOMOTIVE DEPARTMENT PARTNERS WITH VOSS AUTO NETWORK

By: Jill Drury, Communication Specialist, Dayton Public Schools

Photos: Jennifer Bryant, Field Production Specialist, Dayton Public Schools

Dayton Public Schools' Ponitz Career Technology Center is sending career-ready students into the workforce, and many Dayton employers are clamoring for their services.

The ink is barely dry on their diplomas, but six 2016 Ponitz automotive graduates already work for the Voss Auto Network. It is a collaboration made in automotive heaven, giving the grads their first jobs out of high school and allowing Voss to train young mechanics to replace retiring employees.

"These kids are a breath of fresh air," Voss Hyundai Service Manager Doug Brush said. "They are all so energetic and enthusiastic. They come to work on time and they can look people straight in the eye without hesitation to offer fresh ideas."

Andre Adams is a perfect example of the partnership's success. He is a 2015 graduate of Ponitz CTC. He started work as an automotive technician at Voss Hyundai in January 2016.

"Ponitz helped me a lot. It taught me all the basics of automotive repair, but the teachers also helped me communicate with people. I ultimately want to own my own shop and run a successful business," Adams said. "Ponitz gave me the mindset to decide what I wanted to do in life."

Most Ponitz automotive students enter the workforce ASE (National Institute for Automotive Service Excellence) certified in their chosen specialties. Their classroom is a fully operational automotive lab where they learn everything from engine and brake repair to store ownership and management.

Ponitz students excel in workforce

The Ponitz automotive department is known for the civic-minded "In it to Win it" giveaway. With the help of community partners, including Voss Auto Network, students refurbish a used car each school year and raffle it off to one lucky classmate, who



Ponitz student Andre Adams works on a car as part of Ponitz Career Technology Center's automotive education program.

meets rigorous requirements such as good grades and perfect attendance. The same 2016 Ponitz grads, who now work at Voss, helped refurbish a car during class that was donated to a Dayton family in need. The new "From Goodwill to Goodwill" project not only provided a life-changing vehicle to the family, it demonstrated the giving spirit of the automotive students, a spirit that is certainly recognized at Voss Auto Network and rooted in the culture of the district.

"I can't say enough how impressed I was with the way they handle themselves, how they carry themselves," Voss Auto Network chief financial officer Gregory Stout said.

Ponitz automotive department instructor Rick Seither is already looking ahead to next year. He hopes the program will expand and the commitment from community partners will strengthen.

"I'm so excited where this could go next year and the years to come," Seither said. ■



ASSEMBLING A NEW CAREER: RAMTEC FACILITY FULFILLING EMPLOYER ORDERS

MIAMI VALLEY CAREER TECHNOLOGY CENTER'S NEWEST CENTER EXPANDS CAREER-FOCUSED EDUCATION SERVICES

By: Holly Allen

It's never too late to start a new career, but as the business landscape changes in the Dayton region, many workers have been forced into a transition. It's true, many jobs that once provided for families in the Miami Valley are no longer here, but in several instances, "Now Hiring" signs are going unanswered.

In order to help fill that gap, Miami Valley Career Technology Center (MVCTC) has taken on the task of preparing Dayton's workforce for the business challenges ahead. While MVCTC serves 27 area high schools teaching career-focused curriculum, it also offers career programs, short-term courses and a wide range of education and training services to adults. And in August of 2014, those offerings got an exciting boost.

RAMTEC arrives in the Miami Valley

It's been two years since an Ohio Straight A Fund Grant was awarded to career center partners to create nine Robotics Advanced Manufacturing Technology Education Collaborative, or RAMTEC, facilities in the state. MVCTC was chosen as the home for the Miami Valley region's RAMTEC facility, providing training opportunities for our 12

county area. The goal has been to form a collaboration between industry, education and government to offer industry certifications for robotics, CNC machining, mechatronics, industrial maintenance and robotics welding, all in one facility.

The grant money allowed MVCTC to create a 21st century advanced manufacturing and robotics lab where both high school and adult students are now able to receive industry certifications from the largest robotics and industrial maintenance companies in the





world including, FANUC and Yaskawa Motoman Robotics, Allen-Bradley and Mitsubishi PLCs, Parker Hydraulics and FANUC CNC. Recently, through a generous donation from Fuyao, MVCTC added four industrial KUKA robots to its training equipment.

“The opportunities that RAMTEC makes available to high school and adult students is phenomenal,” Dr. Nick Weldy, MVCTC superintendent, told a crowd at the RAMTEC grand opening in late September 2015. “In the facility you will see many different robots that students have access to, allowing them to learn to set-up, operate, and maintain as part of their curriculum. Both high school and adult students will no longer need to leave our region to receive the same high level training they have in the past.”

Filling a need in Ohio

The manufacturing industry contributes more than \$90 billion to the Ohio economy each year, yet manufacturers have struggled to fill jobs, and the problem is only expected to deepen. According to the Ohio Manufacturing Careers Council, Ohio advanced manufacturing companies plan to add 25,600 workers to their payrolls over the next decade.

“Nationally, there will be a shortfall of 2 million workers in the manufacturing industry over the next 10 years,” said Ohio Senator Bill Beagle at the MVCTC RAMTEC grand opening. “Programs like RAMTEC at the Miami Valley Career Technology Center are crucial for providing a skilled workforce locally and across the state. Local partnerships

between schools, technical programs and businesses are filling the gap, demonstrating the possibilities in manufacturing and connecting our students to fulfilling careers in advanced manufacturing here in western Ohio.”

RAMTEC aims to supply area industry leaders with a viable and highly trained workforce. It also provides a pathway for high school and adult learners to receive in-demand training in the latest technology and leave with industry certifications, highly technical skills and optimally, a new career. MVCTC is in a unique position to have staff certified to offer training in all three robotics platforms: FANUC, KUKA and Yaskawa.

Classes now underway

MVCTC is offering introduction to Robotics & Advanced Manufacturing classes for adult students in the RAMTEC facility. These classes are taught in four sessions and allow students the opportunity to see the application of robotics and additive manufacturing. This will provide an introduction into a career in the exciting field of Robotics and Advanced Manufacturing. Students will learn FANUC, KUKA, and Yaskawa robots, write basic motion programs for each, understand and operate advanced manufacturing equipment.

For more information about RAMTEC @ MVCTC, visit www.mvctc.com/RAMTEC or follow MVCTC on Facebook (Facebook.com/MVCTC) or Twitter (Twitter.com/MVCTC). For additional information about MVCTC Adult Education programs please contact Amy Leedy at 937-854-6051. ■

MEMBER LIST: EDUCATION SERVICES

CHAMBER MEMBERS TRAINING OUR FUTURE WORKFORCE

Mini University Montgomery County

Steffani Riggsbee
40 Vista View
Dayton, OH 45402
937-461-9027
Childcare/Daycare/Education Centers

A Loving Heart Youth Services

Doniell Elmore-Murray
Owner
3559 Stanford Place
Dayton, OH 45406
937-723-6893
Childcare/Daycare/Education Centers

Miamisburg Christian Learning Center

Ms. Bev Martin
2155 Leiter Road
Miamisburg, OH 45342
937-866-5513
Childcare/Daycare/Education Centers

Mini University Miami Valley Hospital

Ms. Kim Acer
28 Hill Street
Dayton, OH 45409
937-224-3916
Childcare/Daycare/Education Centers

Wenzler Daycare & Learning Center, Inc.

Mr. Michael Scott
Business Manager
4535 Presidential Way
Kettering, OH 45429
937-435-8200
Childcare/Daycare/Education Centers

Gphomestay

Ms. Jodi Rubin
Event Coordinator
1025 West Main Street
Waltham, MA 2451
781-996-0816
Education Services-Workforce

Hobart Institute of Welding Technology

Ms. Brenda K. Scott
Director of Compliance & Student Services
400 Trade Square East
Troy, OH 45373
937-332-9500
Education Services-Workforce

Montgomery County Educational Service Center

Mr. Frank DePalma
Superintendent
200 S. Keowee St.
Dayton, OH 45402
937-225-4598
Education Services-Workforce

Upper Valley Career Center

Dr. Barbara Wagner
5 East State Route 36
Piqua, OH 45356
937-778-1078
Education Services-Workforce

Compass College Advisory Center

Dr. Pamela Ellis
Educational Consultant
3490 South Dixie Drive
Dayton, OH 45439
937-528-2322
Educational Consultants

Educational Advancements

Ms. Kindra Beck
Educational Consultant
7305 Cox Road
West Chester, OH 45069
937-755-1133
Educational Consultants

Signature Educational Solutions

Ms. Lucy Owens
1209 East Dayton-Yellow Springs Road
Fairborn, OH 45324
937-825-5276
Educational Consultants

Aileron

Cindy Giner
8860 Wildcat Road
Tipp City, OH 45371
937-669-6576
Education-Training

Antioch University Midwest

Dr. Karen Schuster Webb
President
900 Dayton Street
Yellow Springs, OH 45387
937-769-1856
Education-Training

Creative Images Institute of Cosmetology

Mr. Charlie Gross
7535 Poe Avenue
Dayton, OH 45414
937-454-1200
Education-Training

DATS, LLC - Dental Assistant School

Ms. Robin Anderson
President
P.O. Box 247
Miamisburg, OH 45343
937-859-5146
Education-Training

Fortis College

Dr. Richard S. Rucker
President
555 East Alex Bell Road
Centerville, OH 45459
937-433-3410
Education-Training

K12 Gallery & TEJAS

Ms. Jerri Stanard
Executive Director
341 South Jefferson Street
Dayton, OH 45402
937-461-5149
Education-Training

Prospex

Mr. Lance Tyson
President & CEO
4960 Blazer Parkway
Dublin, OH 43017
1-800-659-1080
Education-Training

School of Advertising Art

Ms. Jessica Barry
President + Creative Director
1725 East David Road
Kettering, OH 45440
937-294-0592 x114
Education-Training

Southwestern Ohio Council For Higher Education

Mr. Sean Creighton
Executive Director
3155 Research Boulevard
Dayton, OH 45420
937-258-8890
Education-Training

Dayton Public Schools

115 S. Ludlow St.
Dayton, OH 45402
937-542-3164
School, Public

Dayton Regional STEM School

Sara Collins
1724 Woodman Drive
Kettering, OH 45420
937-256-3777
School, Public

Mound Street Academies

Mr. William Coutts
354 Mound St.
Dayton, OH 45402
937-223-3041
School, Public

Oakwood City Schools

Dr. Kyle Ramey
20 Rubicon Rd
Dayton, OH 45409
937-297-5332
School, Public

Piqua City Schools

Mr. Jeremie Hittle
Treasurer, CFO
719 East Ash Street
Piqua, OH 45356
937-778-4512
School, Public

Vandalia-Butler City Schools

Ms. Kari Breisch
Payroll Coordinator
306 South Dixie Drive
Vandalia, OH 45377
937-415-6417
School, Public

Xenia Community Schools

Tracy Jarvis
819 Colorado Drive
Xenia, OH 45385
937-372-0161
School, Public

Dayton Leadership Academies

Dr. Theodore Wallace
Executive Director
1416 West Riverview Avenue
Dayton, OH 45402
937-567-9426
School-Charter

Horizon Science Academy

Mr. Murat Efe
Superintendent
8565 North Dixie Drive
Dayton, OH 45414
937-890-5995
School-Charter

STEAM Academy of Dayton

Mr. Corey Stroud
Head of School
545 Odlin Avenue
Dayton, OH 45405
937-262-7063
School-Charter

Brightwood College

Mr. Greg Shields
Executive Director
2800 E. River Road
Dayton, OH 45439
937-294-6155
Schools, Colleges, Universities

Cedarville University

Mr. David Bartlett
Interim V.P. of Advancement
251 North Main Street
Cedarville, OH 45314
937-766-7810
Schools, Colleges, Universities



Central Michigan University At Wright Patterson AFB
 Oscar Robinson
 Program Admin
 2130 Fifth Street
 WPAFB, OH 45433
 937-252-5600
Schools, Colleges, Universities

Central State University
 Dr. Cynthia Jackson-Hammond
 President
 1400 Brush Row Road
 Wilberforce, OH 45384
 937-376-6332
Schools, Colleges, Universities

Central State University - Dayton Campus
 Dr. Kaye Jeter
 Dean
 840 Germantown Street
 Dayton, OH 45402
 937-376-6167
Schools, Colleges, Universities

Clark State Community College
 Dr. Jo Alice Blondin
 President
 570 E. Leffel Lane
 Springfield, OH 45505
 937-328-6002
Schools, Colleges, Universities

Dayton Area Graduate Studies Institute
 Dr. Elizabeth Downie
 Director
 3155 Research Blvd., Suite 205
 Kettering, OH 45420
 937-781-4000
Schools, Colleges, Universities

DeVry University
 Ms. Sara Mariotti
 Center Dean
 3610 Pentagon Blvd.
 Dayton, OH 45431
 937-320-3200
Schools, Colleges, Universities

Kettering College of Medical Arts
 Mr. Nate Brandstater
 President
 3737 Southern Blvd.
 Kettering, OH 45429
 937-395-8601
Schools, Colleges, Universities

Miami University
 Mr. Ted Pickerill
 Executive Secretary To the Board of Trustees
 and Exec. Assistant To the President
 501 East High Street
 Oxford, OH 45056
 513-529-6225
Schools, Colleges, Universities

Miami-Jacobs Career College
 Ms. Anne Price
 Campus Director
 401 E Third Street
 Dayton, OH 45402
 937-668-0202
Schools, Colleges, Universities

Sinclair Community College
 Dr. Steven Lee Johnson
 President & CEO
 444 West Third Street
 Dayton, OH 45402
 937-512-2525
Schools, Colleges, Universities

United Theological Seminary
 Dr. Kent Millard
 Interim President
 4501 Denlinger Road
 Trotwood, OH 45426
 937-529-2201
Schools, Colleges, Universities

University of Dayton
 Mr. S. Ted Bucaro
 Gov't & Regional Relations Director
 300 College Park
 Dayton, OH 45469
 937-229-4158
Schools, Colleges, Universities

Wilberforce University
 P.O. Box 1001
 Wilberforce, OH 45384
 937-708-5704
Schools, Colleges, Universities

Wright State University
 Dr. David R. Hopkins
 President
 3640 Colonel Glenn Hwy
 Dayton, OH 45435
 937-775-2312
Schools, Colleges, Universities

Raj Soin College of Business/Wright State University
 Monica Snow
 3640 Col. Glenn Hwy.
 Dayton, OH 45435
 937-775-2151
Schools, Colleges/Universities

Chaminade Julianne Catholic High School
 Mr. Daniel J. Meixner
 President
 505 South Ludlow Street
 Dayton, OH 45402
 937-461-3740 x202
Schools, Private

Incarnation Catholic School
 Ms. Molly Hoffmann
 Development Director
 45 Williamsburg Lane
 Centerville, OH 45459
 937-433-1051
Schools, Private

Institute of Management & Resources, Inc. dba Richard Allen Schools
 Jeanette Harris
 President/CEO
 368 South Patterson Blvd.
 Dayton, OH 45402
 937-586-9500
Schools, Private

ITT Technical Institute
 Ms. Amanda R. Haines
 3325 Stop Eight Rd.
 Dayton, OH 45414
 937-264-7700
Schools, Private

Montessori School of Dayton
 Mr. Tim Meixner
 2900 Acosta Street
 Kettering, OH 45420
 937-293-8986
Schools, Private

Dayton School of Medical Massage
 Mr. Bill Tahy
 President
 4457 Far Hills Avenue
 Dayton, OH 45429
 937-294-6994
Schools, Technical / Vocational

Miami Valley Career Technology Center
 Dr. Nick Weldy
 Superintendent
 6800 Hoke Road
 Clayton, OH 45315
 937-854-6272
Schools, Technical / Vocational





MANAGING HEALTH CARE ON THE GO

Our mobile app makes it easy for your employees to manage their health care from anywhere, any time. With the Anthem Blue Cross and Blue Shield (Anthem) app, your employees can quickly find a doctor wherever they go. Our mobile app is just one of the many special benefits of our health plans.

Once they download the Anthem app – it's available for free at the App Store® or Google Play™ – your employees can use the Find a Doctor tool to see which doctors or urgent care



centers are nearby. It will even give them directions.

Plus, the Anthem app lets them access their health records so they can share important information with a doctor in real-time. The mobile app also makes it easy to manage prescriptions – your employees can check the cost of a drug, order a refill or switch to our home delivery pharmacy.

For more information on the Anthem app and other great features of our health plans, contact your chamber of commerce or your Anthem broker. ■

Chamber Member Group Purchasing Discounts

Your chamber membership could pay for itself – and then some. Take advantage of the buying power afforded to you as a chamber member with these valuable offers!



HEALTH INSURANCE FOR SMALL AND MID-SIZE BUSINESSES

The Chamber and Anthem Blue Cross Blue Shield have combined efforts to offer health, dental and disability insurance coverage to small and mid-sized businesses. These offerings come with competitive rates and comprehensive services from a large network of providers.



WORKERS' COMPENSATION DISCOUNTS

The Chamber's long time relationship with Frank Gates changed in 2015, when Frank Gates combined with CareWorks Consultants, Inc. to form CareWorks Comp, Ohio's largest workers' compensation Third Party Administrator (TPA). Our group rating program allows employers with good safety and claims records to pool together to enjoy discounted workers' compensation premiums.



MEDICAL MANAGEMENT SOLUTIONS

The chamber contracts with CareWorks to offer members innovative claims and medical management services for workers' compensation, helping our more than 93,000 employer customers control costs and enhance employee productivity.

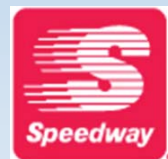


OFFICE SUPPLIES

Chamber members see significant savings on frequently used office supplies at Office Depot AND free next day delivery. Employees of member businesses can also get the same great discount when they shop at Office Depot, using their chamber discount card.

START SAVING!

For a complete list of chamber discount programs and services, and information on how to participate, visit DaytonChamber.org or call 937-226-1444.



GAS CARD DISCOUNT PROGRAM

Save 5 cents per gallon of gas from any Speedway or Super America gas station when using your Chamber Benefits Card. The per gallon discount is not available for fuel purchases made in WV or WI.



ENERGY SAVINGS PROGRAM

Chamber members receive an exclusive discount offer from IGS Energy. Member businesses benefit from custom pricing that could save them hundreds on their energy bills. Member employees are also eligible for custom pricing at home.



PAYMENT PROCESSING

Does your business accept credit cards? When's the last time you took a close look at your processing fees? There might be a better way, using new technologies that could save you significantly. Infintech offers Dayton Area Chamber member discounts, and will complete a free analysis of your current processing to see how much you can save!



SHIPPING SERVICES

The Chamber has teamed with FedEx to help boost your savings on all air, freight and ground deliveries. It's easy, it's free and there's no minimum shipping, copy or print quotas. Enroll today.

NEW SELF-FUNDED MEDICAL BENEFIT PLAN OFFERS CHAMBER MEMBERS A VALUABLE OPTION

In the spring of 2016, the Dayton Area Chamber of Commerce (DACC) teamed up with the Southern Ohio Chamber Alliance (SOCA), along with the Northern Ohio Area Chambers of Commerce (NOACC), Central Ohio Chambers of Commerce, and the Youngstown/Warren Regional Chamber to form a self-funded medical benefit plan offering as an additional option for chamber members. The plan is designed for employers with 2-50 employees who are not already insured by Anthem Blue Cross and Blue Shield, and is available to businesses through their DACC membership.

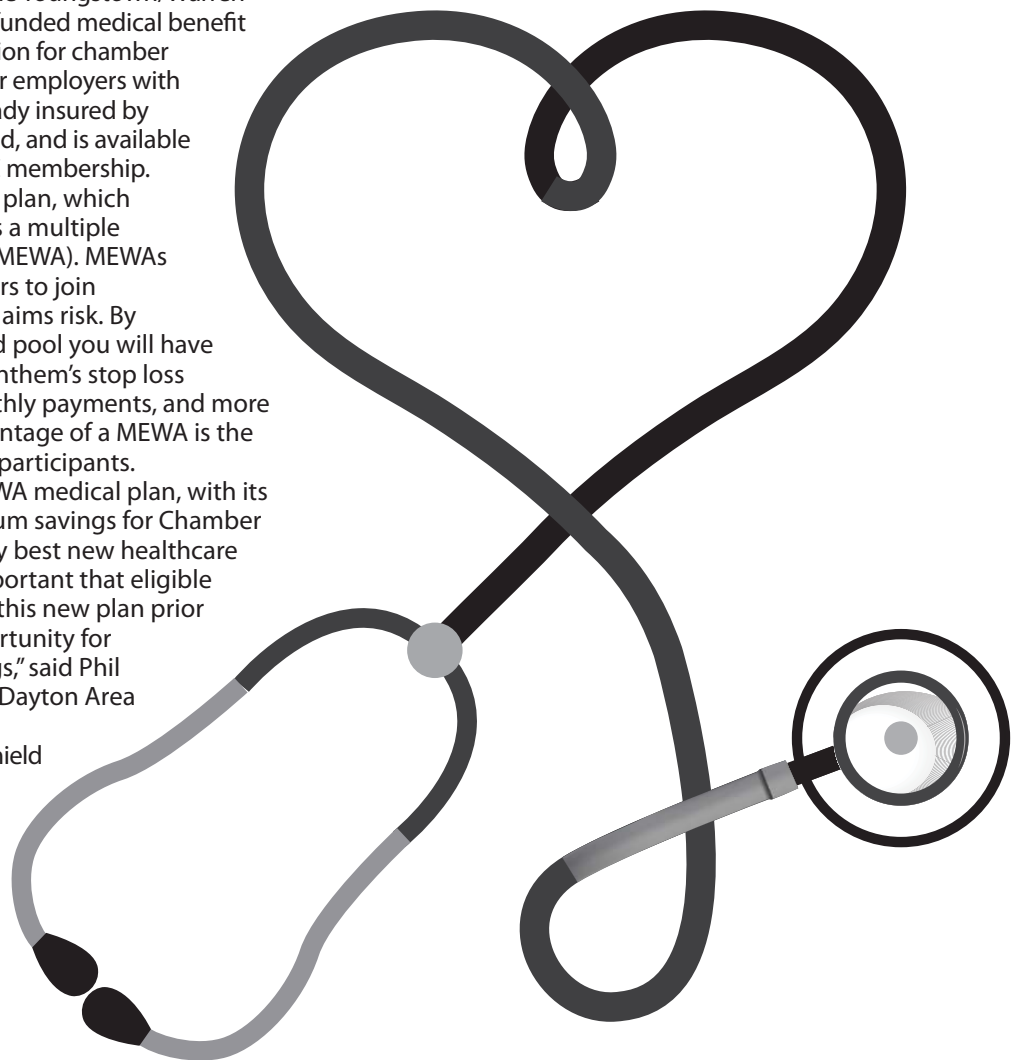
This new self-funded medical plan, which is called the SOCA Benefit Plan, is a multiple employer welfare arrangement (MEWA). MEWAs enable multiple smaller employers to join together to share in the overall claims risk. By being part of a larger, self-funded pool you will have financial protection backed by Anthem's stop loss coverage, predictable fixed monthly payments, and more rating stability. Another big advantage of a MEWA is the flexibility that's available to plan participants.

"This new Anthem/SOCA MEWA medical plan, with its ability to have substantial premium savings for Chamber members, may be one of the very best new healthcare programs on the market. It is important that eligible employers take a serious look at this new plan prior to their renewal or lose the opportunity for dramatic health insurance savings," said Phil Parker, President and CEO of the Dayton Area Chamber of Commerce.

Anthem Blue Cross and Blue Shield will provide claims administration and stop loss protection for the SOCA Benefit Plan. Along with Anthem's extensive health care provider network, your company and your employees will benefit from the deep discounts Anthem has negotiated with health care providers.

In order to participate in the SOCA Benefit Plan, employers are required to be members in good standing with a chamber of commerce that is authorized to offer the plan.

To find out if the SOCA Benefit Plan is a good choice for your business, please contact the DACC or your broker* for more information. ■



*Distribution of the SOCA Benefit Plan is limited to Anthem Champion and Elite brokers who have completed the required training. For a list of these brokers please contact the chamber.

Upcoming surgery?



Schedule your rehab with us.

Experience private accommodations at the Bethany Rehabilitation Center...

Featuring an expanded therapy services area and a team of therapists and specialists ready to assist in your recovery. All the while, you'll stay in comfortable, private accommodations on the beautiful Bethany Village campus.

- Services include physical, occupational, speech and respiratory therapy
- IV and wound therapy
- Comprehensive cardiac rehabilitation program
- Dedicated team of nurses, therapists, dietitians, and social workers focused on your recovery



Arrange a tour today.
(937) 949-6000 or visit
BethanyLutheranVillage.org



Bethany Village
Graceworks Lutheran Services



PRESIDENTS CLUB OF DAYTON HONORS CHAMBER'S OWN PHIL PARKER WITH TOP VOLUNTEER AWARD



Phil Parker

Each year, your chamber supports the Presidents Club as it names the recipient of its Citizen Legion of Honor Award. The award, given every year since 1951, is the oldest and most continuous recognition of community volunteer service in the Dayton region.

It's always special to honor a great volunteer in our region, but this year, chamber staff finds it to be even more extraordinary. That's because the Presidents Club of Dayton

has named Phillip L. Parker, CAE, CCE, your chamber's own President & CEO, as the 66th recipient of the region's Citizen Legion of Honor Award.

Phil Parker has been an active volunteer in our region for the last 42 years, averaging between 500-600 hours annually in service to our community. He has spent his adult life here, working in the private sector. Parker found himself first at Rikes in retail, then in the insurance industry at Hiatt Agency and later as CEO of the Home Builders Association prior to his career at the Dayton Area Chamber of Commerce.

As part of his career, Parker has served on numerous area agencies like the Montgomery County Community Improvement Corporation, the Workforce Investment Board and as an appointee by Governor Kasich on 2 workforce-related state boards, the 2003 Centennial of Flight Committee and more. But along the way, he made time for other volunteer service opportunities not related to his career.

Parker started his volunteer service as an alumni advisor to his fraternity Lambda Chi Alpha at the University of Dayton in 1974. Soon he joined the Jaycees, rising to the presidency in 1981. He also became very active in the American Red Cross in the '70s, teaching CPR and ultimately serving on the Board, where he was the ARC's regional chair from 2007-2009. He has continued his service there for more than 33 years.

Parker was President of the Presidents Club in 1987-88, joined the Board of Greene Memorial Hospital in 1993, and chaired the region's \$18.2 million United Way Campaign in 1999. He is the founding Board Chair of Antioch University Midwest (2008-2013) and serves on the

Board of Kettering College along with eight other boards and commissions. He has been a member of the Dayton Rotary since 1996.

Parker is a proud citizen of Beavercreek, where his wife's family roots go back more than 100 years. In fact, his grandchildren are the fifth generation in Beavercreek schools. Parker served on the 4th of July Committee chairing the community's annual parade for 10 years. From 1986-1991, he coached youth soccer with the Beavercreek Soccer Association and served on the city's Parks & Recreation Board for six years, two of which as chair. Parker was the founding chair of the Beavercreek Community Foundation in the late 1980s. He has served on four different Beavercreek school levy campaigns and has been the Treasurer of the last two Beavercreek Police levies. With the schools in mind, in 1989 he chaired a small group of citizens which helped overturn the anti-mall referendums and ultimately gave the right to build the Fairfield Commons Mall and surrounding retail, a windfall for Beavercreek schools. In 1996 he led the project that built the concession stand at the Nutter Baseball Complex which helps sustain Beavercreek youth baseball. In the mid-90s, he helped facilitate the school district's first Business Advisory Council. In 2011, he was a key leader and ultimately founding Board member for the creation of the SoIn Medical Center.

In all, Parker has served on more than 50 local, state or national Boards and commissions over the past 42 years, volunteering an estimated 20,000 hours of service to the region.

Parker holds a bachelor's degree in Political Science from Florida Atlantic University; an MBA degree from the University of Dayton; and has the professional designations of Certified Association Executive (CAE) and Certified Chamber Executive (CCE).

Phil and his wife Donna live in Beavercreek and have 2 children Natasha Nuttbrock (Mark) and Matthew (Laura) and are blessed with 3 grandchildren Chloe, Kennedy and Violet.

Phil Parker will be honored at the Citizen Legion of Honor Award ceremony Thursday, October 6, 2016 at the Dayton Convention Center. The event will start at 10:30 AM with a VIP reception, followed by a luncheon from 11:15 AM – 1 PM. Tickets and table sponsorships are available by contacting Paige Smith at 937-226-8274 or psmith@dacc.org. Proceeds from this annual event go toward establishing scholarships at Sinclair Community College for students who are active volunteer leaders in our community. ■



Discover ANTIOCH UNIVERSITY MIDWEST



Antioch University Midwest (AUM) empowers its adult student community to fuel their passion with purpose. Our students not only demonstrate the core competencies that are required for career success, but instigate change and have a positive impact on the world.

Antioch University Midwest offers a wide range of options for a working adult to enhance their skill sets from professional development, bachelor degree completion programs, and master degree programs. Our programs are designed with today's business needs in mind and emphasizes critical thinking, provides opportunities for collaborative learning, emphasizes cultural diversity and an international perspective, and promotes the integration of life and work experience with academic knowledge.

Learn more at AntiochMidwest.edu.

..... “

The **value of my degree** from Antioch University Midwest is **immeasurable**.

- Jaime Adoff

..... ”

PROGRAM OFFERINGS

BACHELOR COMPLETION

- Applied Technology & Business Leadership
- Conflict Studies
- Creative Writing & Literature
- Data Analytics
- Early Childhood Education
- Education Studies
- Environmental Sustainability
- Health and Wellness
- Healthcare Administration
- Human Services Administration
- Humanities
- Information Technology
- Management

MASTER DEGREES

- M.A. Management & Change Leadership
- M.A. Individualized
 - Integrative Health Studies
 - Interdisciplinary & Social Sciences
- Master of Education with Initial Teacher Licensure
 - Intervention Specialist-Mild to Moderate and Moderate to Intensive
 - Early Childhood Education
- Master of Education with Professional Concentration
- Educational Leadership with Ohio Principal Licensure
- Second License program

PROFESSIONAL DEVELOPMENT ENDORSEMENTS

- Reading K-12
- Early Childhood Generalist 4&5
- Teacher Leader

PROFESSIONAL DEVELOPMENT CERTIFICATES

- Data Analytics (On-campus or Online)
- Dyslexia (On-campus or Online)
- Reggio Emilia Approach
- Conflict Management in Education
- Coaching and Mentoring Certificate

We proudly serve the military community and their families



As a Military-Friendly School, our University is dedicated to supporting our country's active duty and reserve military, veterans, and their families. With the assistance of our faculty and staff, we guide you step by step through your journey. Our campus is only 6 miles away from WPAFB.

ANTIOCH
UNIVERSITY
MIDWEST

antiochmidwest.edu
(937) 769-1818
AntiochMidwest
900 Dayton St.
Yellow Springs, OH
Admission.AUM@Antioch.edu

DAYTON RACEWAY

MAKE IT A *Hollywood* NIGHT

BOOK YOUR NEXT EVENT AT HOLLYWOOD GAMING

Our multi-purpose venue can accommodate a variety of events ranging from intimate cocktail parties to Vendor Trade Shows. We specialize in creating customized menu offerings for your event. So what are you waiting for? There's no place like Hollywood.

For additional information email us at HollywoodEvents@pngaming.com.



HOLLYWOOD

Gaming[®]

777 HOLLYWOOD BLVD. ★ DAYTON, OH 45414
844-225-7057 ★ HOLLYWOODDAYTONRACEWAY.COM

Must be 21 years or older. Gambling Problem? Call 1-800-589-9966 or visit www.org.ohio.gov for help.

