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# FOCUS

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YOUR  
FUTURE.  
YOUR  
CHAMBER.



ECONOMIC FORECAST  
FOR 2012 p11

GETTING DOWN TO BUSINESS  
WITH WILLIAM G. BATCHELDER  
p22

“WELCOME DAYTON” PLAN  
WILL HELP COMMUNITY  
GROW JOBS, BUSINESSES  
AND POPULATION p26

## Dayton Region Manufacturers Association

MOVING  
MANUFACTURING  
FORWARD  
p06

VOL. V – NO. 1 2012



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## the new DRMA

- > The Dayton Region Manufacturers Association (DRMA) is the voice for the manufacturing industry in our region. Formerly the Dayton Tooling and Manufacturing Association, our organization has served as an active advocate for tri-state manufacturers since 1934, and we continue to advance our members' interests at the local, national, and global levels today. To learn more, give us a call at (937) 512-3862 or visit our website at [DaytonRMA.org](http://DaytonRMA.org).

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# PRESIDENT'S Message



#### FOCUS ON: 2012 PLANS

This is a great time of the year to look forward to what is planned for the Chamber in 2012. Last year was challenging for many of our members; but we are seeing some signs that this New Year may bring positive changes to the national economy that we hope will trickle down through the states and regions in America. Don't think, however, that there won't be challenges along the way. At issue is still our national deficit and how budget reductions will affect the healthcare and defense industries – both major economic influencers in the Miami Valley. But here are some thoughts concerning several initiatives in the Dayton region or in the state in which our Chamber will be involved in 2012:

**Regulatory Environment** – We are at a time when local, county and state officials may be on the same page about a real reduction of those burdensome rules, laws and regulations that stymie business growth in Ohio. Watch for this issue to be a major area for reform in 2012.

**Taxes** – The gut reaction from many Ohioans and businesses is that taxes are either too high and/or their convoluted collection process is too burdensome. Leaders need to fight for tax reductions in order to make Ohio more competitive for business investment and job growth.

But this action will impact state and local governments and require them to become ever so more efficient and reduce duplicative services. Many Ohio regions will start to develop more cooperative and collaborative plans and ideas for local communities and school districts (see Regional Cooperation) in order to reduce their cost of government.

**Regional Cooperation** – This will be debated even more in 2012 – and not just in our region; but in most of the major population centers in Ohio. The economy will improve but may not necessarily grow enough to replenish those local government budgets to the pre-2008 days. Cooperation, collaboration, better efficiency, regional competitiveness – all will be the mantras of 2012 and beyond.

**Transportation** – Just when you thought you've seen too many orange barrels, we will begin the next phases of the transportation priorities on which we need to focus for the region. Our billion dollars of investment in the last 9 years still does not bring us up to what was needed because of a previous decade ('90s) of neglect. There are at least 10 to 12 projects that will be announced which will carry us through this decade that can solve problems and act as economic catalysts.

These 4 areas are just a few that will be part of the Chamber's plan for 2012. This, another major election year, will be unique in its own way with advocates on every front arguing for their specific interests. What our Chamber must do is sort these out and prioritize those that are "change agents" for the region's businesses. That's been one of our best strengths for over 105 years. — ■



FOCUS is a "green" publication and is printed on NewPage paper. The paper is made from 30% recycled fiber with chlorine-free pulp timber from managed forests. The soy-based ink meets all requirements of The American Soybean Association.

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# TABLE of Contents

Dayton Region Manufacturers Association  
— Moving Manufacturing Forward .....06

Board Update — New Trustees ..... 10

Economic Forecast 2012 ..... 11

Economic Indicators ..... 12

Workforce Training ..... 14

Minority Business  
Partnership Highlights ..... 15

Greener Companies through  
Office Depot..... 16

Green Business Certification..... 17

Chamber Purchasing Opportunities ..... 18

Selling is Selling is Selling, Right?  
— Sandler Training ..... 19

Outsourcing Challenges — Sequent.....20

Getting Down to Business —  
Rep. William Batchelder .....22

Let's Go to Cuba.....25

Welcome Dayton  
— Immigrant Friendly City .....26

Breakfast Briefing.....27

Save at the Pump .....28

New Members List.....30

Chamber Chatter.....32

Generation Dayton Looks at 2012.....34

Calendar of Events .....35



## On the Cover

Dayton Region Manufacturers Association (DRMA) is this issue's premier sponsor.





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“Being a member  
of DRMA means  
you’re part of the  
solution.”

— Angelia Erbaugh,  
President, DRMA

## Manufacturing in the Dayton Region

- More than 2,400 companies
- \$32 billion in annual sales
- More than 100,000 employees
- \$4.7 billion in annual payroll  
– 17.4% of the region’s total
- \$2.5 billion invested in the  
region from 2006-09

— Based on 2009 statistics;  
research by Wright State  
University’s Center for  
Urban and Public Affairs.



Angelia Erbaugh, DRMA President

The manufacturing sector is no longer a repository for large numbers of unskilled, entry-level jobs, but it continues to offer many good opportunities for those with the right skills and training.



# Moving manufacturing **FORWARD** through education, advocacy and problem solving.

By Vince McKelvey

*Eight years ago, the Dayton Tooling and Machining Association changed its name to “Tooling and Manufacturing” to reflect changes in the industry it had represented since 1934 and to formally broaden its scope to cover all types of manufacturers. Now the group has a new name – the **Dayton Region Manufacturers Association (DRMA)** – and it’s on a mission to fully implement the change it began years before.*

“The reality is that everything we do, have done and will do benefits all manufacturers,” said Angelia Erbaugh, DRMA president. What’s more, she said, many association members no longer just do tooling and machining, but have production lines of their own. “So why not evolve as our members have evolved.”

DRMA unveiled its new name in October and is now launching a campaign to actively recruit members from all fields of manufacturing. Those fields are rich with opportunity. The 12-county Dayton region is home to more than 2,400 manufacturers, according to a 2010 report done for the association. These companies employ more than 100,000 people, represent \$4.7 billion in annual payroll and serve a wide range of markets from aerospace and defense to medicine, agriculture, communications and energy, among others.

## MANUFACTURING WAS MORE THAN GM

General Motors and Delphi may have symbolized manufacturing in the region over the years, but they weren’t the whole story. Even in the late 1990s, Erbaugh said, a study found just 25 percent of the local tooling and machining sector served the auto industry. Unlike many U.S. manufacturing hubs, which are focused on a particular industry, the Dayton area has a wide range of manufacturing capabilities serving an array of industries, she said. “That actually is quite a benefit for our region.”

DRMA has 320 members and a goal to enlist 75 new manufacturers this year, most of them from outside of the association’s traditional base. For Erbaugh, 75 is a modest target. She hopes to far exceed it. “What I like to say is that joining DRMA is being part of the solution. We organize ourselves and work on whatever it is facing the industry that we can do collectively.”

## EDUCATIONAL PROGRAMMING AND A VOICE FOR THE INDUSTRY

Broadly, the nonprofit trade organization takes a three-pronged approach to promote manufacturing: It offers programs to **strengthen** member companies, it seeks to secure the industry’s future through **education** and it **advocates** for the industry.

Many of the region’s manufacturers are small businesses, Erbaugh said, and a lot of DRMA’s programs are geared to helping members develop their business skills. “Just because you’re a great technician, doesn’t necessarily mean you’re a great business person,” she said. “We partner with other organizations like the Chamber, like Aileron, like Sinclair to deliver programming that our industry needs.”

Each October, DRMA sponsors the Advanced Manufacturing Technology Show at the Dayton Airport Expo Center, and it also is always working to identify and address issues facing manufacturing. “We stay very focused on what the industry wants and needs. Everything we do is driven by a volunteer committee made up of real life manufacturers who determine what their issues are and what they want to do about it,” Erbaugh said.

*(continued on page 08)*



The problem of the lack of a skilled labor pool has been brewing for several years, as Baby Boomers approach retirement age and young people choose other fields.



REACHING OUT THROUGH ROBOTS

“Spreading the word” takes several forms including Xtreme BOTS, a program that enlists teams of high school students to build robots that battle each other in competitions. The hope is to spark an interest in manufacturing careers by giving young people an idea of what it’s like to engineer and build something, Erbaugh said. Six years ago, former DRMA Chairman Dave Dysinger and his wife gave the organization \$100,000 to start the bots program. By now, it has hosted 10 competitions involving 1,300 students and 40 schools, and plans are in the works to expand it to middle schools.

TAKING A STATEWIDE APPROACH

DRMA also is establishing a speakers’ bureau to promote the industry, has made a concerted effort to develop media relationships and, in its latest initiative, is exploring ways to coordinate some workforce development efforts across the state. “What we want, at least throughout Ohio, is that we all say the same thing about careers in manufacturing,” Erbaugh said.

Bill Lukens, chairman and CEO of Stillwater Technologies Inc., is leading this initiative. “The first thing we want to work on is not reinventing the wheel,” Erbaugh said. “Find out what’s going on throughout the state and then try to coordinate some efforts to make it all a common message, where we might start to change the perception in young people’s minds, their parents’ minds about there really are great careers here.”

NEW NAME SERVES A DUAL PURPOSE

Highlighting “manufacturers” is not the only important change in DRMA’s new name. Becoming the Dayton Region Manufacturers Association is another key piece. DRMA members range from Cincinnati to Minster and from Richmond to Springfield.

“It became crystal clear to us that we should change our name so that it truly reflected the scope of our current members and our prospective members, and our geographical scope,” Erbaugh said. “We just wanted to make sure that our name didn’t make some companies feel that they weren’t eligible; make it more inclusive.” — ■

(continued from page 07)

Having working members is a necessity. Erbaugh’s staff of three full-time and three part-time workers equals about four full-time positions. They work out of offices in Sinclair Community College’s Advanced Integrated Manufacturing Center.

“Companies should be a member of our association because they don’t have a voice individually,” Erbaugh added. “And collectively we have a voice and we’re getting a stronger voice every day.”

SKILLED WORKERS NEEDED

Manufacturing’s most pressing issue at this time is the lack of a skilled labor pool. “What I hear over and over right now is that members can’t find enough people with the right skill set,” Erbaugh said. “Companies have plenty

of work. They’re busy and have been for a year or better. And now the shortage of workers has reached the danger level.”

The problem has been brewing for several years, as Baby Boomers approached retirement age and young people choose other fields. The area is blessed with strong vocational centers and training programs, but has problems filling those programs with students, she said. The manufacturing sector is no longer a repository for large numbers of unskilled, entry-level jobs, but it continues to offer many good opportunities for those with the right skills and training.

“A big part of what we do is spread the word about careers in manufacturing, that it really is a good place to work,” Erbaugh said. “Probably a good 25 percent of our effort is geared toward some type of career-awareness or workforce development.”

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**Xtreme BOTS** is a program that hopes to spark interest in manufacturing careers in high school students.



# NEW Trustees



*The Dayton Area Chamber of Commerce has named new trustees to its board of directors. Each new trustee began serving in January 2012.*



Roy Chew of Kettering Hospital —  
Chair, Board of Trustees

## 2012 Board of Trustees

### 2012 BOARD OF TRUSTEE OFFICERS

- Chair ..... **Roy Chew**  
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### THE FOLLOWING WILL SERVE A ONE YEAR TERM

- The Honorable Gary Leitzell**  
— *City of Dayton - Mayor*
- The Honorable Dan Foley**  
— *Commissioner Montgomery County*
- Col. Amanda Gladney**  
— *WPAFB DoD Liaison*

### THE FOLLOWING WILL SERVE A NEW TWO-YEAR TERM

- Mr. Jerad Barnett**  
— *Building Systems/  
The Mills Development Companies*
- Ms. Beverly Bleicher**  
— *BITEC*
- Ms. Niki Chaudhry**  
— *Linked Technologies*
- Mr. Eric Joo**  
— *Miller-Valentine Group*
- Mr. Brady Kress**  
— *Dayton History*
- Mr. John McCance**  
— *Schafer Corporation*
- Mr. Chris Shaw**  
— *Shaw Cleaners*
- Mr. David Spencer**  
— *Corbus, LLC*
- Ms. Julia Wallace**  
— *Cox Media Group Ohio*
- Ms. Colleen Ryan**  
— *Vectren Energy Delivery*
- Mr. Brian Brandenburg,**  
Chair Generation Dayton Steering  
Committee, will serve as an  
ex-officio member. — ■



# ECONOMIC Forecast for 2012

*Although the economic recession of the past few years hasn't spared the Dayton region, looking toward 2012 and beyond, our community is well positioned and the regional economy continues on a path of reinvention.*

Once locally dominated primarily by the manufacturing sector, Dayton now has a much more diverse business community, thus creating opportunities in new and emerging fields that highlight the area's resources and competitive advantages. Many of these advantages leverage our traditional industrial attributes as well as the region's infrastructure network and complement our expertise in a variety of research and development fields. Additionally, the cost of doing business in the Dayton area is very competitive, even compared to our close neighbors, thus making this region attractive to any business looking to reduce expenses.

It is anticipated that 2012 will be a positive economic year for the Dayton area with unemployment continuing to lower, company expansions increasing and a number of our strategically important investments coming on-line around the region. Additionally, throughout 2009-2011 the city of Dayton itself has realized a combined \$800+ million worth of investments and expects to see another \$400+ million worth of infrastructure improvements over the next few years. In 2011, the City of Dayton and surrounding regions continued efforts to strengthen ties to WPAFB, implemented significant neighborhood redevelopment efforts, and advanced some significant development projects within the core city itself.

Lastly, the local workforce has been continuing to seek retraining opportunities to position themselves to better meet the demands of the business community, and educational institutions have been reporting record enrollment numbers. This transition into a more highly skilled and marketable workforce will help secure the local business community and will likely draw outside investment moving forward.

We were not without our challenges in 2011, but looking forward to 2012, the Dayton economy will grow at a modest but positive rate. By leveraging our competitive cost structure, skilled workforce, and infrastructure advantages we will continue to provide a dynamic foundation for economic prosperity. — ■



*Also see the "Economic Indicators" on the following pages.*

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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 June 2011 report.*

ECONOMIC INDICATORS

## GDP

GROSS DOMESTIC PRODUCT — ANNUAL PERCENTAGE CHANGE

3rd Qtr '10	4th Qtr '10	1st Qtr '11	2nd Qtr '11	3rd Qtr '11
+2.5	+2.3	+0.4	+1.3	+1.8

## CPI

CONSUMER PRICE INDEX JUNE 2011

<b>November 2011</b>	
<b>monthly change</b> .....	0.0%
<b>Annual percent</b>	
<b>change 2011</b> .....	+3.4%





# Key Economic Indicators — December 2011

## SALES TAX COLLECTIONS

COUNTY	RATE (%)	OCT '11	OCT '10	12 MO. CHANGE	YTD '11	YTD '10	YTD CHANGE
Butler.....	0.75	2,608,858	2,450,216	+6.47%	25,660,675	24,746,381	+3.69%
Clark.....	1.50	1,713,613	1,609,208	+6.49%	16,971,144	16,267,403	+4.33%
Darke.....	1.50	564,727	445,888	+26.65%	5,683,235	5,241,414	+8.43%
Greene.....	1.00	1,885,176	1,829,128	+3.06%	18,322,126	17,678,575	+3.64%
Miami.....	1.25	1,120,309	1,139,001	-1.64%	11,613,148	10,879,022	+6.75%
Montgomery.....	1.00	5,628,305	5,372,070	+4.77%	55,487,053	50,708,931	+9.42%
Preble.....	1.50	360,651	350,773	+2.82%	4,282,035	3,771,560	+13.53%
Warren.....	1.00	2,473,967	2,199,098	+12.5%	23,709,009	22,857,278	+3.73%
Region (\$,000s).....		16,355,606	15,395,382	+6.24%	161,728,425	152,150,564	+6.29%

## Cost of Living Index

OCTOBER 2011

<b>Columbus, OH</b> .....	<b>91.2</b>
<b>Dayton, OH</b> .....	<b>93.1</b>
<b>Richmond, VA</b> .....	<b>99.2</b>
<b>Cleveland, OH</b> .....	<b>99.4</b>
<b>Miami, FL</b> .....	<b>108.3</b>
<b>Chicago, IL</b> .....	<b>114.4</b>
<b>Baltimore MD</b> .....	<b>118.0</b>
<b>San Francisco, CA</b> .....	<b>161.3</b>
<b>U.S. AVERAGE</b> .....	<b>100.0</b>

## UNEMPLOYMENT RATE

	NOV '11	NOV '10	'11 AVERAGE
Dayton MSA (Metropolitan Statistical Area).....	8.3%	9.9%	9.5%
Ohio.....	7.6%	9.3%	8.9%
U.S.....	8.2%	9.3%	9.0%

## VALUE OF NEW CONSTRUCTION

DAYTON MSA NEW CONSTRUCTION	YTD NOV '11	YTD NOV '10	YTD CHANGE
Non-residential.....	566,891,000	602,648,000	-6.0%
Residential.....	182,165,000	231,400,000	-21.0%
Total.....	749,056,000	834,048,000	-10.0%

## HOME SALES

DAYTON MSA	OCT '11	OCT '10	% CHANGE	YTD '11	YTD '10	% CHANGE
No. of homes sold.....	863	728	+18.54%	8,617	8,995	-4.20%
Total home sales (\$,000s).....	102,416	83,931	+22.02%	999,782	1,105,829	-9.59%
Average sale price (\$).....	118,675	115,290	+2.94%	114,858	121,628	-5.57%



# WORKFORCE Training

by Chris Hutchinson, Harrison College



*As our local and national economies continue to struggle, more companies are choosing to compete in the marketplace with fewer resources at their disposal. Materials, equipment, and workforce frequently fall victim to budget cuts. And, all too often, companies deem employee training as an unnecessary expense. But that decision can have a negative long-term impact on a company's success.*

Training can be conducted at the customer's place of business, an offsite facility, online, or a combination of the three.



will develop the curriculum, as well as interactive digital components and presentations, assessments and success measurement criteria. Harrison College will facilitate the training programs, providing the instructors, the online learning environment, and other services. The training can be conducted at the customer's place of business, an offsite facility, online, or a combination of the three. There is also a solution that allows the training to be delivered directly to employees via smart devices.

What makes the Harrison College and McGraw-Hill Learning Solutions training model truly unique is its customization. The curriculum is designed specifically for the customer, based on each individual business' needs.

Harrison College is new to the Dayton area, having just opened a Learning Center in Fairborn. However, the college has been in existence since 1902, and opened a full campus in Columbus, 2009. The college currently has more than 6,000 students studying at 12 campuses throughout Indiana and Ohio, as well as online. With more than two-thirds of its students taking at least one class online, Harrison College can leverage its Online Learning Platform to conduct workforce training.

To learn more about how we can help train your workforce, contact Chris Hutchinson at Harrison College, 317-523-8708. — ■

As our local and national economies continue to struggle, more companies are choosing to compete in the marketplace with fewer resources at their disposal. Materials, equipment, and workforce frequently fall victim to budget cuts. And, all too often, companies deem employee training as an unnecessary expense. But that decision can have a negative long-term impact on a company's success.

The mistake is in thinking of workforce training as an expense rather than an investment. But even for companies that realize investing now in their workforce will increase chances for future success, there is still a question about the most efficient way to conduct training.

What if your company could bring employees from around the state or the region for one-day training at your office, and employees could complete their training online over the next six months? For Dayton area businesses, that's one of many options being offered through an innovative new partnership.

Harrison College and McGraw-Hill Learning Solutions – two institutions with more than 200 years of combined educational experience – announced a partnership last month to develop customized training and professional development programs in areas such as 21st century communication skills, leadership, logistics, project management and corporate efficiency. McGraw-Hill Learning Solutions



# MBP Highlights

2011 was an exciting time for the Minority Business Partnership. We have increased our advocacy efforts through our widely popular **Buy Local** campaign providing companies an opportunity to partner with Minority Business Enterprise (MBE) firms in our area who provide excellent and timely services, products, and offer expertise in construction and construction related services. We hosted/co-hosted several MBE outreach events and will continue to do so in 2012.

One of the highlights of the year was our Builders Breakfast series. We developed this series to provide an atmosphere that facilitates transactional relationships allowing suppliers and buyers to meet and create supply chain partnerships.

Unlike other networking events that use a shotgun approach to networking, this series seeks to understand the needs of our



constituents and then provide them with an opportunity to meet with small businesses that can fulfill those needs. With our reach as a division of the Dayton Area Chamber of Commerce, we have access to tradesmen and construction companies that can provide buyers excellent service enabling both buyer and supplier an opportunity to strengthen their businesses and help rebuild our region. These efforts offer your company the opportunity to:

- Create a healthy competitive environment for supplier opportunities

- Impact the local economy (**Buy Local**)
- Create transactional relationships that make your company more attractive to larger firms
- Tap into a new pool of quality, innovation and services that typically aren't accessed

In 2012, you will see advertisements for events on the following dates: April 26, August 23, November 8.

We look forward to meeting you at one of our events and assisting you in partnering with any one of our local MBE firms, assisting you with your MBE spending goals and helping you **Buy Local**. — ■



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- **Ink/Toner Cartridge Recycling Program** — We offer business customers the opportunity to recycle empty ink and toner cartridges. — ■
- **The Green Book** — a catalog featuring our greenest products and several pages of green educational content.
- **Greener Office Website** — that provides easy to find “green” icons to make it easier to buy green products.
- **Green Business Review** — Office Depot has developed this reporting tool that is unique in the industry to help customers better understand their purchasing habits and trends in terms of green purchasing.



# GREEN Business Certification

*Dayton businesses go green — and save money with the Green Business Certification Program. The Dayton Area Chamber of Commerce is proud to be a founding partner in this Dayton Regional Green (DRG3) Task Force program.*



The DRG3 Green Business Certification Program is completely voluntary and is designed to help businesses save money by implementing a series of green practices to reduce their energy and resource use. Every day, businesses are realizing that by making a commitment to environmental stewardship, they are also affecting their bottom line. Companies that are taking voluntary steps to conserve energy and water, reduce their

carbon footprint, generate less waste and implement recycling programs are reaping the rewards when it comes time to pay the utility bills, repair and maintain equipment and recruit a young educated workforce.

The DRG3 Green Business Certification program emphasizes small changes that can be made in day-to-day operations and policies. The application and checklist can be found on the Dayton Chamber's website, [www.daytonchamber.org](http://www.daytonchamber.org) or can also be completed online at [www.drg3.org](http://www.drg3.org) and includes the six following categories:

- General standards for all businesses
- Solid waste reduction and recycling
- Environmentally preferable purchasing
- Energy conservation
- Water conservation
- Pollution prevention

Each category contains a few mandatory requirements, however the program has been designed to allow for maximum flexibility, with the intention that every business can find and implement green strategies that fit their own facilities. A complementary checklist is available to specifically address the needs on tenant/rental space, and can also be found on the website.

A part of the certification process, on-site verification will occur for 5% of applications (randomly chosen). The auditing process might occur after certification. If non compliance issues are discovered through the auditing, a grace period of 6 months will be given to the business for compliance. The first time application (valid for the first two years) is **free!**

At the Dayton Chamber, it is our mission to help our members do more and better business. The Green Business Certification program will play a key role in that mission, and it is our hope that through the creation of and participation in voluntary programs like this one, we can avoid costly mandates and regulations in the future. For more information on the program, to find out which businesses in the region have already become "green certified" and to discover how your business can begin the process, please visit [www.daytonchamber.org](http://www.daytonchamber.org). — ■



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# SELLING is Selling is Selling, Right?

by Roger Wentworth, President, Sandler Training



**WRONG!!!**— *There are different types of selling and understanding the differences can save you a lot of headaches and LOTS of money!*

There's a lot of frustration for companies trying to hire salespeople. A good salesperson is worth their weight in gold and always will be. However, a good salesperson for someone else may not be a good fit for you. There's a rule of thumb I share with everyone I meet that manages salespeople – "eight out of ten salespeople hired are the wrong person". Sounds outlandish, but over the years I've only had one person argue with me and he said the number was low!

There are lots of reasons the "wrong" person is hired. But it's not out of neglect or incompetence that companies make hiring mistakes, it's mostly out of a lack of understanding what type of selling they need and how to assess potential candidates.

There are four basic types of selling; Commodity, Account, Consultative and Unique Value. Each of them is different and it's imperative you understand which quadrant you're in. The reason is, a great account salesperson will likely not do well in commodity or unique value. Nor will someone that does well in unique value be effective in account-style selling. They are very different animals.

The quadrant graph at right has two axes, the horizontal is Selling Cycle and the vertical is Demand.

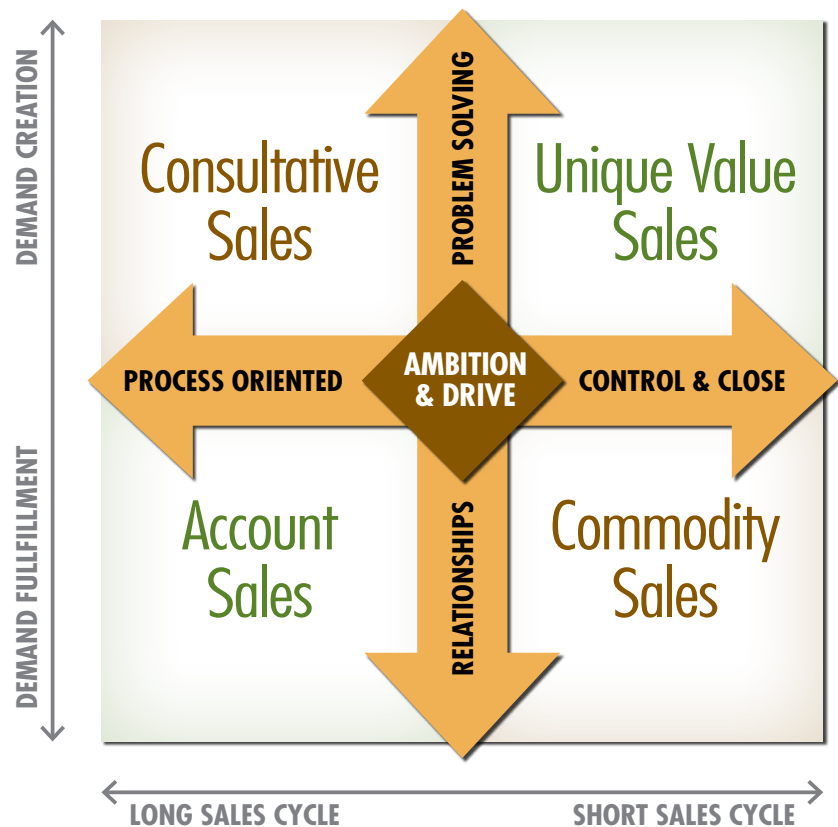
Selling Cycle refers to how long your selling process is in time or number of meetings (or contacts if you sell by phone). If you close business in one to three meetings or contacts, you're on the right side of the graph – *Short*

**Sales Cycle.** If your selling cycle is many meetings over months, you're on the left side of the graph – **Long Sales Cycle.**

Demand refers to whether or not the need is current or recognized by the prospective customer at the time the salesperson makes contact. If you're selling a product or service that they currently buy, you're on the bottom of the graph – **Demand Fulfillment.** On the other hand, if you're selling something that they don't currently use or don't yet know the value of, your working at the top of the graph – **Demand Creation.**

At the heart of the graph is Ambition and Drive. This is a core competency to all selling. Each of the four arrows shows supporting competencies related to each of the four quadrants. For instance the most important competencies for Account Sales are Ambition and Drive, Process Orientation, and Relationships.

Be careful with the evaluation of your existing salespeople or candidates or you might wind up with a bull in a china shop, or an account manager when you need a matador. — ■



# OUTSOURCING Challenge

by William F. Hutter, Founder & CEO, Sequent



**The outsourcing challenge: what you don't know —**  
*How do you know which companies have the credentials to serve your business needs?*

In a variety of industries there are standards that can be used as a benchmark. The average consumer may not understand the behind-the-scene factors that go into setting the standard; however, the consumer does understand the meaning and intent of the third-party oversight of a specific segment. This is well established in consumer products and medicine, but service industry is another matter.

- 1.) Can anyone be an attorney?  
**No, there are licensing rules.**
- 2.) Would you do business with a bank that is not insured by the FDIC?  
**Hopefully not.**

- 3.) How many legitimate healthcare providers do not have Joint Commission Certification?  
**None, because the standard is a requirement of doing business.**
- 4.) Would you take a non-FDA-approved medication?  
**This can always be dangerous.**

Yet, well-intended companies with smart leadership tend to forge ahead making outsourcing decisions without understanding what standards they can use to measure the credibility of an outsourcing company. This emerging industry of HR outsourcing is full of mine fields for the casual consumer. This is really the ultimate example of you get what you pay for.

- What happens when a payroll service providers fails to make timely payments for a customer? Or worse, “misplaces” the money?
- How can a company with a 401(k) plan meet the new standards under the Pension Protection Act?
- Does the customer have secondary liability associated with the actions of any service provider?

The key to establishing a successful HR outsourcing relationship is built on a few fundamental considerations.

- 1.) Find the best fit for your company.
- 2.) Price is important, but should not be the determining factor.
- 3.) Trust and confidence in your service provider are very important.
- 4.) Verify the company credentials.
- 5.) Visit the service provider local office to look under the covers.
- 6.) Ask the right questions.



Company leaders need to be sure they check the credibility of any outsourcing company they are considering to manage human resources functions such as payroll, retirement plans and healthcare insurance programs.



## ABOUT SEQUENT

Sequent is an outsourcing and consulting firm that helps clients improve business performance through HR support, technology and benefits consulting. Sequent is an ESAC-accredited HR outsourcing company and certified through the Workers' Compensation Risk Management Certification Institute. Learn more at [sequent.biz](http://sequent.biz) or call 888-456-3627. — ■



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## ABOUT WILLIAM BATCHELDER

*Speaker Batchelder has established a long career in practicing and teaching law. He spent 31 years of his professional career at the Williams and Batchelder Law Firm in Medina, Ohio, while serving as an adjunct professor of law at the University of Akron Law School and as an adjunct professor at Cleveland State University Levin College of Urban Affairs. Additionally, he has served as a judge for the Medina County Common Pleas Court, a judge on the Ninth District Court of Appeals from 1999 to 2005, and as a presiding judge on the same court of appeals from 2000 to 2001.*

*During his tenure at the Ohio House, the Ohio State Volunteer Firefighters Association recognized his service to Ohio Firefighters throughout his career. For outstanding contributions to the management and wise use of the nation's natural resources, he received the Conservation Legislators Award from the League of Ohio Sportsmen and the National Wildlife Federation.*

*Speaker Batchelder is a member of the Ohio Farm Bureau, Medina County Township Association and the Grange. He is a Lifetime Member of Vietnam Veterans of America, the American Legion and Amvets. He serves as a member of the Board of Governors of the Masonic Learning Center for Children, an organization that treats children with dyslexia. He is also an active participant in the Scanlon Inn of Court. — ■*



William Batchelder, Speaker of the House,  
Ohio House of Representatives

An opportunity to interact with elected officials is what “Getting Down To Business” is all about – your Chamber’s part in public policy and advocacy activities.



# Getting Down To BUSINESS With...

## William Batchelder,

SPEAKER OF THE HOUSE, OHIO HOUSE OF REPRESENTATIVES

*Q The Dayton Chamber, in conjunction with the other Metro Chambers across the State of Ohio, commissioned a report last year entitled “Redesigning Ohio” which examined ways to fundamentally reform government and ultimately address some of Ohio’s pressing fiscal issues. With the FY2012-FY2013 budget, how well do you think those issues were addressed? What is the budgetary climate entering 2012?*

## Wm. Batchelder

As the Dayton Chamber of Commerce (DACC) noted, Ohio was facing an unprecedented fiscal crisis going into the FY2012-FY2013 budget. Being left with an \$8 billion deficit was challenging from the start, but I am confident that we met that challenge. A number of the items outlined by the DACC were implemented in the biennial budget or in other legislation already passed or under consideration by the Ohio House of Representatives. In addition to closing the \$8 billion budget deficit without raising taxes through the state budget, other examples of legislative activity in the first year included:

- Revamping and fundamentally transforming Ohio’s criminal justice system (House Bill 86);
- Enacting major health care reform by providing greater options for Ohioans to remain in their home (House Bill 153) and by cracking down on prescription drug abuse (House Bill 93), a major problem that has already seen significant positive results thanks to our efforts;
- Beginning in-depth hearings on reform of Ohio’s pension benefits system (House Bill 69);
- Enacting legislation to review and remove unnecessary government regulations (House Bill 94/Senate Bill 2) by establishing the Common Sense Initiative – this will make compliance with rules and regulations easier for small business owners across Ohio;
- v. Enhancing the ability of local governments to control their costs as well as incentivize them to work collaboratively with other local governments to achieve significant cost savings (House Bill 153);
- vi. Reformed Ohio’s tax structure to allow our state’s job creators and entrepreneurs to keep their assets and investments in Ohio (House Bill 153).

*Q With the changes that have been made this year to the Ohio Department of Development, including the creation of the JobsOhio organization, how do you view Ohio’s economic development strategies for the coming year? How is the legislature working to support business attraction and retention in the State of Ohio?*

**WB** The 129th General Assembly has made job creation and expansion in Ohio its number one priority, demonstrated by the introduction of House Bill 1, which established JobsOhio. We understand how important job creation and retention is to the Dayton Region, especially as NCR relocated during the last administration. It is imperative that we continue to reduce government regulations that hinder business growth and it is equally important that we work closely with small businesses across Ohio to learn more about their needs. We have worked closely with businesses like American Greetings, Diebold and Bob Evans to ensure they remain in Ohio and will continue to work to ensure that Ohio remains a place where businesses grow and prosper.

*(continued on page 24)*

(continued from page 23)

In addition to the passage of JobsOhio, the very first bill introduced and passed by the House this session, we have also passed legislation aimed at providing job retention tax credits (House Bill 58), authorized appropriations for public works projects (House Bill 114), and permitted energy exploration on state lands (House Bill 133) which is expected to be a major boon to the economy of eastern Ohio through the development of the Marcellus and Utica Shale resources.

**Q** *As the Dayton region is considering new and innovative ways to foster regional cooperation among businesses and local government, how do you view the state legislature playing a role in these efforts?*

**WB** Local chambers of commerce across Ohio have joined together in collaborative efforts to find new and innovative ways for local governments and private companies to do business. We appreciate the efforts of the Dayton Area Chamber of Commerce to engage in cooperative efforts among businesses and local governments because fostering regional cooperation amongst businesses and local governments is key to any region's success. House Bill 153, the state operating

budget, creates the Local Government Innovation Fund to provide loans and grants to local governments and schools. Local governments are given a new mechanism to deliver services at a lower cost by jumpstarting shared service projects. This is just one way we have attempted to incentive local cooperation with the ultimate goal of cost savings for local governments and, in turn, Ohio's taxpayers.

**Q** *As you travel the state and visit many different communities, what stands out as the Dayton region's greatest opportunity/asset?*

**WB** By far, Dayton's most valuable assets are its people and its diversity in terms of business, education, healthcare, and service to our country's military efforts. I have been in public for over forty years and traveled to every county in this state. During my service, I have always been in awe of all that Dayton has to offer: thriving businesses in many parts of the city; a great collegiate corridor with schools including the University of Dayton, Wright State University, Clark State, Sinclair Community College, and others just minutes away; and many healthcare options throughout the several hospitals in the region – another major job creator for any city.

Also important is Dayton's geographic location. Located between Toledo and Cincinnati and between Columbus and Indianapolis, Dayton serves as a "hub" for Ohio commerce and should continue to be one of the major centers of interstate commerce in our state.

**Q** *What do you identify as the major legislative challenges facing the State of Ohio in 2012? What role will the Dayton region's legislative delegation play in overcoming these challenges?*

**WB** Dayton has a great advantage in providing a bright, diligent legislative delegation which represents the area. We have done a great deal this session because Ohio can no longer turn a blind eye to the problems that have been facing us for decades. Ohio will continue to face economic challenges in 2012 but I am confident that the difficult choices this legislature has undertaken will stabilize our economy in the long run.

As we face competition from states like Indiana and Kentucky, it is critical that we be on the forefront of innovation in order to bring and keep jobs in Ohio. The Montgomery County delegation is a key component of that effort.

**Q** *Wright Patterson AFB continues to be an economic development engine for the State of Ohio. With an annual economic impact for Ohio of over \$5 billion, we need to ensure that the legislature is an integral part in promoting this asset at home and abroad. How do you view the legislature's role as a partner in advancing the mission of WPAFB?*

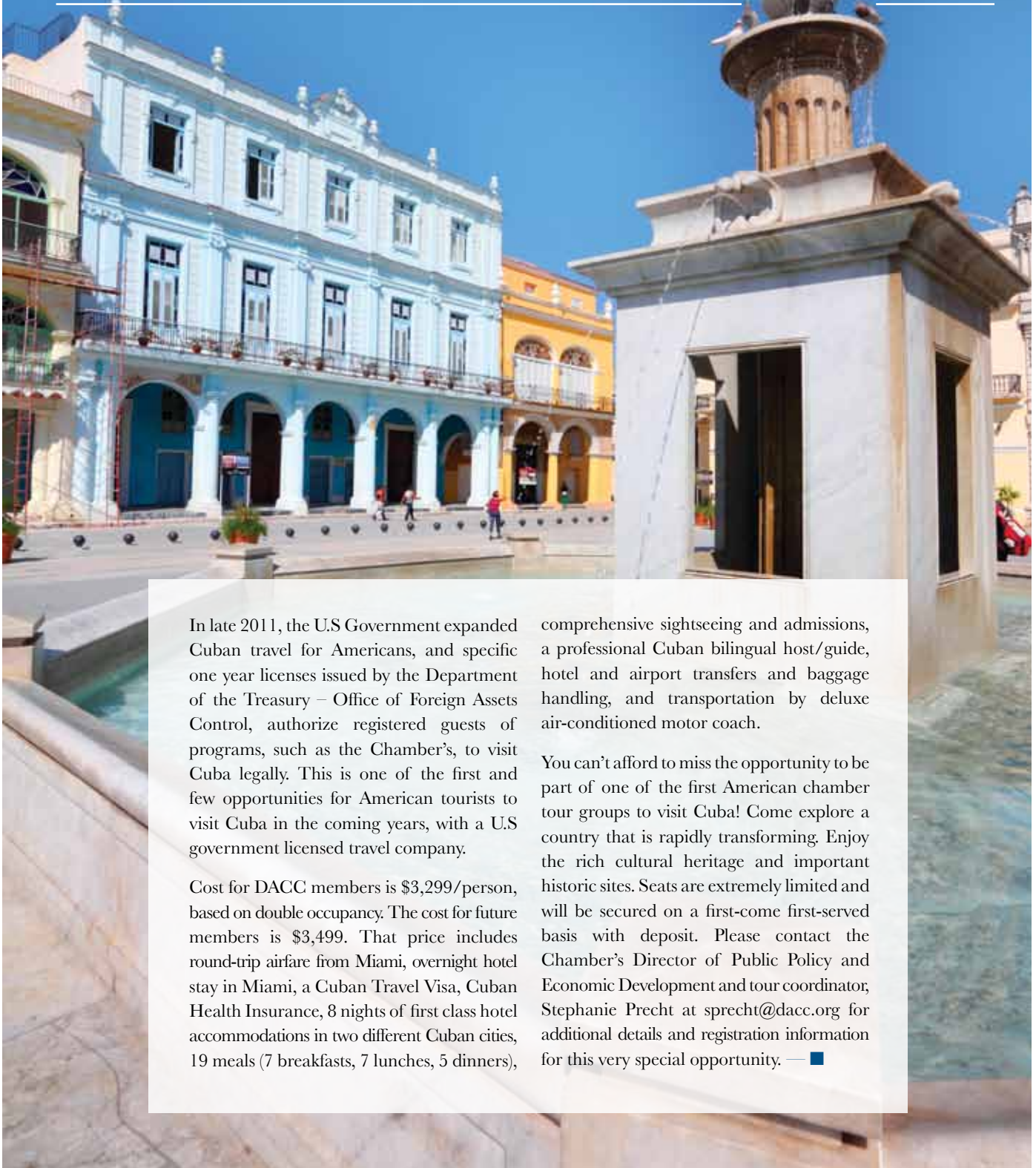
**WB** As the number one employer at a single site in the state of Ohio, Wright Patterson Air Force Base is, in my mind, one of the key components to the entire United States Air Force operation and is crucial to the success of the Miami Valley. The research and development, logistics, and military preparedness that WPAFB personnel engage in every day are all integral to our success as a state. There is no secret that Wright Patterson Air Force Base will continue to be a major economic development mechanism for our state and a center of gravity for job creation in Ohio. The legislature has a key role in ensuring that the mission of WPAFB is advanced at home and abroad and we take that role very seriously. — ■



One of the Dayton region's greatest assets is a great collegiate corridor with schools including Sinclair Community College, Wright State University, University of Dayton, Clark State, and others just minutes away.

# LET'S GO to Cuba in June 2012

*The Dayton Area Chamber of Commerce has announced plans to lead a “Discover Cuba” trip in June 2012 for Dayton Chamber members and community leaders to explore this exciting country!*



In late 2011, the U.S Government expanded Cuban 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 first and few opportunities for American tourists to visit Cuba in the coming years, with a U.S government licensed travel company.

Cost for DACC members is \$3,299/person, based on double occupancy. The cost for future members is \$3,499. That price includes round-trip airfare from Miami, overnight hotel stay in Miami, a Cuban Travel Visa, Cuban Health Insurance, 8 nights of first class hotel accommodations in two different Cuban cities, 19 meals (7 breakfasts, 7 lunches, 5 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.

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# WELCOME Dayton



*The “Welcome Dayton – Immigrant Friendly City” plan is a community-wide initiative designed to attract and support immigrants that can help the city grow jobs, businesses and population.*

ITEM OF INTEREST

“You look around our community and see that people from all over the world are attending our colleges and universities, being trained in our hospitals, or working in our area technology industries,” City Manager Tim Riordan said. “Immigrants are more than twice as likely as other citizens to become entrepreneurs and create jobs. We want to make every effort we can to not only attract more of these creative and industrious people, but also to encourage them to stay in our community and plant deep roots for the future. We also expect the Welcome Dayton effort to promote use of the federal EB-5 Visa program to attract more direct foreign investment in the community.”

More than 130 people representing all segments of the community participated in crafting the Welcome Dayton plan. Mayor Gary Leitzell said this broad-based participation shows the region understands the importance of the immigrant-friendly concept.

“This is not a City of Dayton government program,” Mayor Leitzell said. “For this effort to be successful, it will take the support

and active participation of businesses, schools, institutions and organizations throughout the Dayton area. The Welcome Dayton plan represents an attitude we all must adopt to take advantage of the brainpower, energy and resources available through the various immigrant groups coming to Dayton.”

As an example of how immigrants can contribute productively to the community, City Commissioner Matt Joseph cited the positive change that a group of Ahiska Turks have made in the Old North Dayton area.

“This group of Turkish people, who were forced out of their homeland near Russia many years ago, first began arriving in Dayton in 2004 after our federal government granted them refugee status,” Commissioner Joseph said. “What started out as a handful of families has grown to between 300 and 400 families living here today. And they are helping to transform the neighborhood by buying and

fixing up homes, creating businesses, raising families, and becoming involved in neighborhood activities. This is a perfect example of how hardworking immigrants can benefit the social and economic makeup of our community.”

Riordan said those who are opposed to the plan and attempt to link it to the issue of “illegal” immigration are missing the point.

“Critics conveniently connect the word ‘immigrant’ with the word ‘illegal’ when talking about the Welcome Dayton plan, but that’s not what this initiative is all about,” Riordan said. “We have many good people from all nationalities coming here to invest in the community and to build a better life. The same thing is happening in cities and towns across the country. Our local colleges and universities see the benefits of this movement and are actively recruiting

*(continued on page 27)*



(continued from page 26)

more foreign-born students. This is the reality of a world that is getting smaller and smaller, so we should take advantage of the opportunities that are at hand.”

Riordan said the thrust of the Welcome Dayton plan recommendations focus on breaking down language and communication barriers and helping to bridge the cultural differences that naturally exist among diverse groups of people.

“The Welcome Dayton plan calls for all local businesses and institutions – whether it’s banks or schools or hospitals or police and fire responders – to review their own operations and see how they can improve their interaction with immigrant groups on a day-to-day basis,” Riordan said. “We have the highest level of immigrants living in this area than ever before. We all should support this trend by being friendlier and aiding the transition to a more diverse community. After all, we all came from someplace else; we should remember that and do our part to continue the immigrant tradition.”

Local businesses and organizations that already offer services, programs or related support for immigrant groups are encouraged to share their information by contacting the City of Dayton at [cityhall@daytonohio.gov](mailto:cityhall@daytonohio.gov) or 333-3616. This information will be included on the Welcome Dayton website and in related marketing materials so the community can better share and coordinate immigrant-friendly efforts. — ■

# BREAKFAST Briefing

*This program is designed to help attendees make new business contacts and learn valuable information.*

Each month a regional CEO shares knowledge on key topics relative to their industry or the business community. Industry experts identify trends and discuss topics such as: human resources, sales and marketing, business growth, and technology. This program assists in educating small business owners on business issues, as well as connect them with other small business owners and resources in the region.

## HOW TO GO

Breakfast Briefing is held on the second Friday of each month at the Dayton Racquet Club (in the Kettering Tower, 29th floor, downtown Dayton) from 7:30 a.m. to 9:00 a.m.

## WHAT IS THE COST?

Members can register in advance for \$25. Tickets are \$30 the morning of the event. Future Members costs are \$40.

For more information about Breakfast Briefing or our other networking events, visit us online at [www.daytonchamber.org](http://www.daytonchamber.org). — ■



ITEM OF INTEREST

## DEMAND RESPONSE

Have you been hearing this phrase lately and wondered what it meant?

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FOCUS VOL. V, NO. 1 — 12

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ITEM OF INTEREST

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As a new member benefit, the Chamber now offers My Chamber App, a cross-platform mobile membership application via SmartPhones. MyChamberApp provides maps, locations, phone numbers, websites, images, and even videos to help consumers instantly access businesses in the Chamber's Directory. This exclusive business promotion tool for Chambers works with current SmartPhone products, including iPhone, Android, and Blackberry. The application is available as a free download from your Smartphone marketplace or app listing as well as [www.mychamberapp.com](http://www.mychamberapp.com).



[www.daytonchamber.org](http://www.daytonchamber.org)

# NEW MEMBERS List



For members' complete information, visit [www.daytonchamber.org](http://www.daytonchamber.org)

**Americare Home Health Agency LLC**

332 James E. Bohanan Drive  
Vandalia, OH 45377

**Area Energy & Electric**

2001 Commerce Drive  
Sidney, OH 45365

**Artisan Engineered Stone Group**

716 Mound Avenue  
Miamisburg, OH 45342

**Bernina Sewing Center, Inc.**

4400 Indian Ripple Road  
Beavercreek, OH 45440

**Bernsteins Fine Catering**

1130 East Central Avenue  
West Carrollton, OH 45449

**Big Dawg Firearms & Supply**

6034 Kay Court  
Dayton, OH 45424

**Blue Star Energy**

363 West Erie Street, Suite 700  
Chicago, IL 60654

**Bullseye Amusements**

2003 Dryden Road  
Dayton, OH 45439

**Central State University**

**Dayton Campus**  
840 Germantown Street  
Dayton, OH 45402

**Cheeseman, LLC**

2200 State Route 119  
Fort Recovery, OH 45846

**Consolidated Vehicle Converters**

4991 Hempstead Station Drive  
Kettering, OH 45429

**Dale Zink Meats**

208 Riley Boulevard  
Franklin, OH 45005

**Defense Engineering Corporation**

124 Chartley Court  
Dayton, OH 45440

**ECFlex, Inc.**

3146 Presidential Drive., Building #3  
Fairborn, OH 45324

**Elegant Fare, Inc.**

2575 Commerce Boulevard  
Cincinnati, OH 45241

**Element Utility Service, LLC**

2915 Oakland Avenue  
Dayton, OH 45409

**EmbroidMe**

8696 Hideaway Lane  
Centerville 45458

**Everest Communications, LLC**

P.O. Box 26  
Dayton, OH 45409

**First Command Financial Services**

4407 Walnut Street, Suite 210  
Beavercreek, OH 45440

**Harrison College**

3000 Presidential Drive #220  
Fairborn, OH 45324

**Homewood Suites By Hilton  
Dayton South**

310 Contemporary Lane  
Miamisburg, OH 45342

**Johnson Controls**

131 North Ludlow Street  
Dayton, OH 45402

**K4 Management Group, LLC**

P.O. Box 340111  
Dayton, OH 45439

**Kastle Plumbing Service, LTD**

7501 Brandt Pike  
Huber Heights, OH 45424

**Koorsen Fire & Security, Inc.**

5747 Executive Boulevard  
Dayton, OH 45424

**Logan Master Appliance**

2205 South Smithville Road  
Kettering, OH 45420

**Longhorn Steakhouse**

1921 Dorothy Lane  
Dayton, OH 45439

**Mechanical Systems of Dayton**

4401 Springfield Street  
Dayton, OH 45431

**Mike's Landscaping**

1476 Lancaster Pike  
Circleville, OH 43113

**Native Services, LLC**

6074 Oak Ridge Drive  
Huber Heights, OH 45424

**Northwestern Mutual Financial Network/  
The Miami Valley Financial Group**

70 Birch Alley, Suite 210  
Beavercreek, OH 45440

**Odyssey Hospice**

3085 Woodman Drive, Suite 200  
Dayton, OH 45420

**Precision Gage & Tool Co.**

375 Gargrave Road  
West Carrollton, OH 45449

**Ramco Electric Motors, Inc.**

5763 Jaysville-St. Johns Road  
Greenville, OH 45331

**Rastikis Ink Writing & Communications**

2551 Adirondack Trail  
Kettering, OH 45429

**Regional Sheetmetal Manufacturing LLC**

4401 Springfield Street, Suite 200  
Dayton, OH 45431

**Rieser & Associates, LLC**

7925 Graceland Street  
Dayton, OH 45459

**Robertson Cabinets, Inc.**

1090 South Main Street  
West Milton, OH 45383

**Sparks Electric Service, Inc.**

8242 North Dixie Drive  
Dayton, OH 45414

**Stan Solutions, LLC**

711 East Monument Avenue  
Dayton, OH 45402

**Sunstar Engineering Americas, Inc.**

85 South Pioneer Boulevard  
Springboro, OH 45066

**T.V. Minority Company**

30 Lau Parkway  
Englewood, OH 45315



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## WHEN AN APPLE A DAY IS JUST NOT ENOUGH.

ChamberCare is just one of the ways that the Dayton Area Chamber of Commerce is working for you. To get your FREE quote on Health Care Insurance, contact the Chamber at 937.226.1444.




Learn more about Chamber Group Value Services at [daytonchamber.org](http://daytonchamber.org)

**TDL Tool, Inc.**  
1296 South Patton Street  
Xenia, OH 45385

**The Lions Eye Bank  
West Central Ohio**  
1945 Southtowne Boulevard  
Suite E  
Dayton, OH 45439

**The Perduco Group**  
175 Castle Pine Court  
Beavercreek Township, OH 45385

**Thomas Percy, M.D.**  
3533 Southern Boulevard  
Suite 4400  
Kettering, OH 45429

**Threefold Corp  
dba Auntie Anne's Pretzels**  
775 Hidden Circle  
Centerville, OH 45458

**Tri-County Urology**  
8934 Kingsridge Drive, #102  
Centerville, OH 45458

**Van Atta Engineering, Inc.**  
570 Congress Park  
Centerville, OH 45459

**Waffle House**  
7231 Taylorsville Road  
Suite 110  
Huber Heights, OH 45424

**Washington Heights  
Baptist Church**  
5650 Far Hills Avenue  
Dayton, OH 45429

**Welcome To College**  
671 Miamisburg-Centerville Road  
Dayton, OH 45459

**Wilmington Family Dental**  
2440 Wilmington Pike  
Kettering, OH 45419

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# CHAMBER Chatter

## Volunteers

### 4TH QUARTER 2012 —

**Matt Bellert** —  
Farmers Insurance Group

**Don Gray** —  
Sales Engineering Group

**Eric Eby** —  
NCR Country Club

**Charlie Pierce** —  
Monoco Enterprises



## New Hires

### JESSE MOON—

Jesse Moon is the Chamber's Manager of Graphic Design. Jesse is a graduate of the School of Advertising Art. To reach Jesse, email him at [jmoon@dacc.org](mailto:jmoon@dacc.org).



### LISA STEVENS—

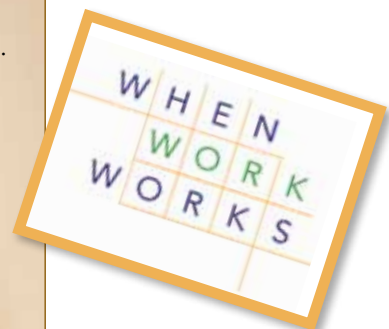
Lisa Stevens has joined the Chamber team as Manager, Economic Development. Lisa previously worked for West Chester, Ohio as Business Attraction Manager. To contact Lisa, email her at [lstevens@dacc.org](mailto:lstevens@dacc.org).



## When Work Works WINNERS



- AZIMUTH CORPORATION
- BARCO, INC.
- BROWER INSURANCE AGENCY
- CORNERSTONE RESEARCH GROUP, INC.
- DELOITTE LLP
- EAGLE REGISTRATION, INC.
- EASTWAY BEHAVIORAL HEALTHCARE
- EVANHOE & ASSOCIATES, INC.
- GREATER DAYTON AREA HOSPITAL ASSOC.
- MACAULAY-BROWN, INC.
- PREMIER COMMUNITY HEALTH
- RADIANCE TECHNOLOGIES, INC.
- SEBALY SHILLITO + DYER,  
A LEGAL PROFESSIONAL ASSOCIATION
- SHUMSKY ENTERPRISES, INC.



# DAYTON

Dayton Area  
Chamber of Commerce

## SAVE THE DATE: APRIL 30, 2012 Annual Meeting

KEYNOTE SPEAKER

### Lorraine A. Bolsinger

President and Chief Executive Officer  
GE Aviation Systems



Lorraine A. Bolsinger is president and chief executive officer of GE Aviation Systems, a global provider of electrical power, avionics, actuation, landing gear, aerostructures and propeller systems to the builders and operators of military and commercial aircraft. Headquartered in Cincinnati, Ohio, Aviation Systems employs more than 11,000 people at facilities around the world.

A 30-year veteran, Bolsinger joined GE in 1981 on an early career development program in Marketing and Sales of Energy products. She held progressively larger roles in product management, sales and marketing across GE Energy, Aerospace and Aviation serving such diverse industries and technologies as power generation, oil and gas, marine, and aviation for both military and civil markets. In 1999, she was appointed a company officer in the position of vice president, GE Aviation Services Product Management. She proceeded to the position of vice president, Aviation Sales, and in 2003 was named Chief Marketing Officer for Aviation. In 2005 she launched GE's growth and environmental initiative, ecomagination™, growing revenues to \$17B and reducing greenhouse gases by 13% in three years. She is a member of GE's Corporate Executive Council.

Bolsinger earned a bachelor's degree in Biomedical Engineering from the University of Pennsylvania. She is married to Brien and has two children, Kimberly and Christopher.

GE Aviation, an operating unit of General Electric Company (NYSE: GE), is a world-leading provider of jet engines, components and integrated systems for commercial and military aircraft. GE Aviation has a global service network to support these offerings. For more information, visit us at <http://www.geaviationsystems.com/>



Aircraft Engines | Aircraft Systems | Aviation Services | GE Aviation

# GENERATION Dayton

by Brian Brandenburg, 2012 Chair



*How does Generation Dayton top 2011? — Now that we have caught our breath from a whirlwind of events and community service in 2011, we are preparing for an even better year in 2012.*

GENERATION DAYTON

## WE HAD A GREAT YEAR

Over the past year, we added a speaker series which connected our members with community leaders. We grew sponsorships and held 65 events. Generation Dayton Day had over 100 volunteers and served 20 non-profits with an economic impact of \$10,000 on the Dayton region. Additionally, membership was up 16%.

## WHAT'S COMING IN 2012

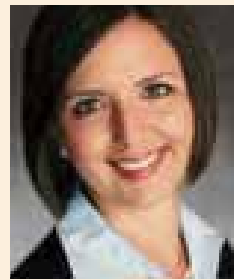
The speaker series will continue to connect us to community leaders such as Congressmen Turner and Austria, Colonel Gladney, Pete Luongo, Marty Grunder and Steve Petitjean to name a few. Furthering the professional and personal development of our members, we will focus on improving the value of our events and continue building on the success of Generation Dayton Day. This will enable us to strengthen our relationships with our sponsors, connect people with businesses, impact people's lives within the organization and create pride in the community. Our goal is to position continued membership and sponsorship growth within GenD. Throughout 2012, Generation Dayton will continue to brand itself as "The" YP of the Miami Valley.

As the Chair, I want to personally challenge our members to do one thing this year — wherever they are, to be all in! Don't worry about yesterday or be anxious about tomorrow. Focus on the moment. This won't be easy but the outcome will be immeasurable. This is the next step for Generation Dayton since we are developing our future leaders. Our members will become better people, Generation Dayton will become a better organization, and Dayton will become a better city. — ■

## Membership Award Winners



**Shawn Neff**  
*Volunteer  
of the Year*



**Shanon Potts**  
*Featured Professional  
of the Year*



**Dan Johnson**  
*Advocate  
of the Year*

## New Steering Committee

**Brian Brandenburg**  
*— will serve as Chair for 2012*

**Mark Engling**  
*— will serve as Vice-Chair for 2012 and will Chair Generation Dayton in 2013*

**Elise Huelskamp**  
*— will serve as Professional Development Chair*

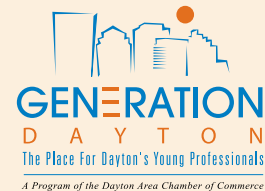
**Matthew Drerup**  
*— will serve as Employer Relations Chair*

**Sybil Martin**  
*— will continue to serve 1 more year as Social Chair*

**Jane Krebs**  
*— will continue to serve 1 more year as Membership Chair*

**Richard Kaiser**  
*— will continue to serve 1 more year as Marketing Chair*

**Taryn Ward**  
*— will continue to serve 1 more year as Community Service Chair*



# GENERATION Dayton Events

FEBRUARY  
09

## Thirsty Thursday (Business/Social Networking)

DATE/TIME ..... February 9, 5:30 - 7:30 pm  
LOCATION ..... Uno Chicago Grill  
126 North Main Street, Dayton



FEBRUARY  
21

## Business and Breakfast Speaker Series

DATE/TIME ..... February 21, 7:00 - 8:30 am  
SPEAKER ..... Congressman Steve Austria,  
Representative – 7th District of Ohio  
TOPIC ..... Fiscal Crisis Facing Our Nation  
LOCATION ..... Chick-fil-A, Beavercreek (closed for remodel)  
2360 North Fairfield Road, Beavercreek  
REGISTRATION .... La Donna Wulfeck at lwulfeck@dacc.org



FEBRUARY  
24

## Fourth Friday Lunch Speaker Series

DATE/TIME ..... February 24, 12:00 noon - 1:30 pm  
SPEAKER ..... Marty Grunder, President & CEO,  
Grunder Landscaping Co.  
TOPIC ..... How to Lead in Lean Times  
LOCATION ..... McCormick & Schmick's Seafood Restaurant  
4429 Cedar Park Drive, Beavercreek  
REGISTRATION .... LaDonna Wulfeck at lwulfeck@dacc.org



MARCH  
08

## Thirsty Thursday (Business/Social Networking)

DATE/TIME ..... March 8, 5:30 - 7:30 pm  
LOCATION ..... Lucky's Taproom and Eatery  
520 East Fifth Street, Oregon District



MARCH  
20

## Business and Breakfast Speaker Series

DATE/TIME ..... March 20, 7:00 - 8:30 am  
SPEAKER ..... Dr. Michael Fishbein, Ph.D.  
President, Antioch University Midwest  
TOPIC ..... Generation 9/11  
LOCATION ..... Mimi's Café  
4402 Walnut Street, The Greene, Beavercreek  
REGISTRATION .... La Donna Wulfeck at lwulfeck@dacc.org



MARCH  
23

## Fourth Friday Lunch Speaker Series

DATE/TIME ..... March 23, 12:00 noon - 1:30 pm  
SPEAKER ..... Pete Luongo, Executive Director, Center for Leadership  
and Executive Development, University of Dayton  
TOPIC ..... 10 Truths About Leadership  
LOCATION ..... 1700 South Patterson Building, UD River Campus  
REGISTRATION .... La Donna Wulfeck at lwulfeck@dacc.org



For more information or to register, visit us online at [www.daytonchamber.org](http://www.daytonchamber.org)

# CALENDAR Of Events

FEBRUARY

10

## Breakfast Briefing

DATE/TIME ..... February 10, 7:15 - 9:15 am  
SPEAKER..... Glen Marino, President, GE Money  
TOPIC..... TBA  
LOCATION..... Dayton Racquet Club  
REGISTRATION.... 937-226-8253 or registration@dacc.org



FEBRUARY

20

## Business after Hours (FREE to attend!)

DATE/TIME ..... February 20, 5:30 - 7:30 pm  
LOCATION..... Indu & Raj Soin Medical Center  
3535 Pentagon Boulevard, Beavercreek



FEBRUARY

22

## 2-Hour Group Rating Required/Hot Topic Safety Training

DATE/TIME ..... February 22, 7:30 - 10:00 am  
SPEAKER..... Dale Bugay, Avizent/Frank Gates Service Company  
TOPIC..... Objective Workers' Compensation Claim Resolution  
LOCATION..... Crowne Plaza Hotel  
33 East Fifth Street, Dayton  
REGISTRATION.... 937-226-8253 or bwiford@dacc.org



MARCH

09

## Breakfast Briefing

DATE/TIME ..... March 9, 7:15 - 9:15 am  
SPEAKER..... Bill Diederich, President & CEO, Lastar  
TOPIC..... TBA  
LOCATION..... Dayton Racquet Club  
REGISTRATION.... 937-226-8253 or registration@dacc.org



MARCH

21

## Safety Breakfast with the Experts

DATE/TIME ..... March 21, 7:30 - 9:00 am  
SPEAKER..... Robert Shearer, MVACP  
TOPIC..... Building a Safety Culture  
LOCATION..... Dayton Convention Center  
22 East Fifth Street, Room 305-306, Dayton  
REGISTRATION.... 937-226-8227 or abyers@dacc.org



APRIL

30

## ANNUAL MEETING

DATE/TIME ..... April 30, 7:15 - 9:15 am  
SPEAKER..... Lorraine Bolsinger,  
President & CEO, 6E Aviation Systems  
LOCATION..... Schuster Center, Dayton  
REGISTRATION.... 937-226-8253 or annualmtg@dacc.org



For more information or to register, visit us online at [www.daytonchamber.org](http://www.daytonchamber.org)