

FOCUS

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ON BUSINESS

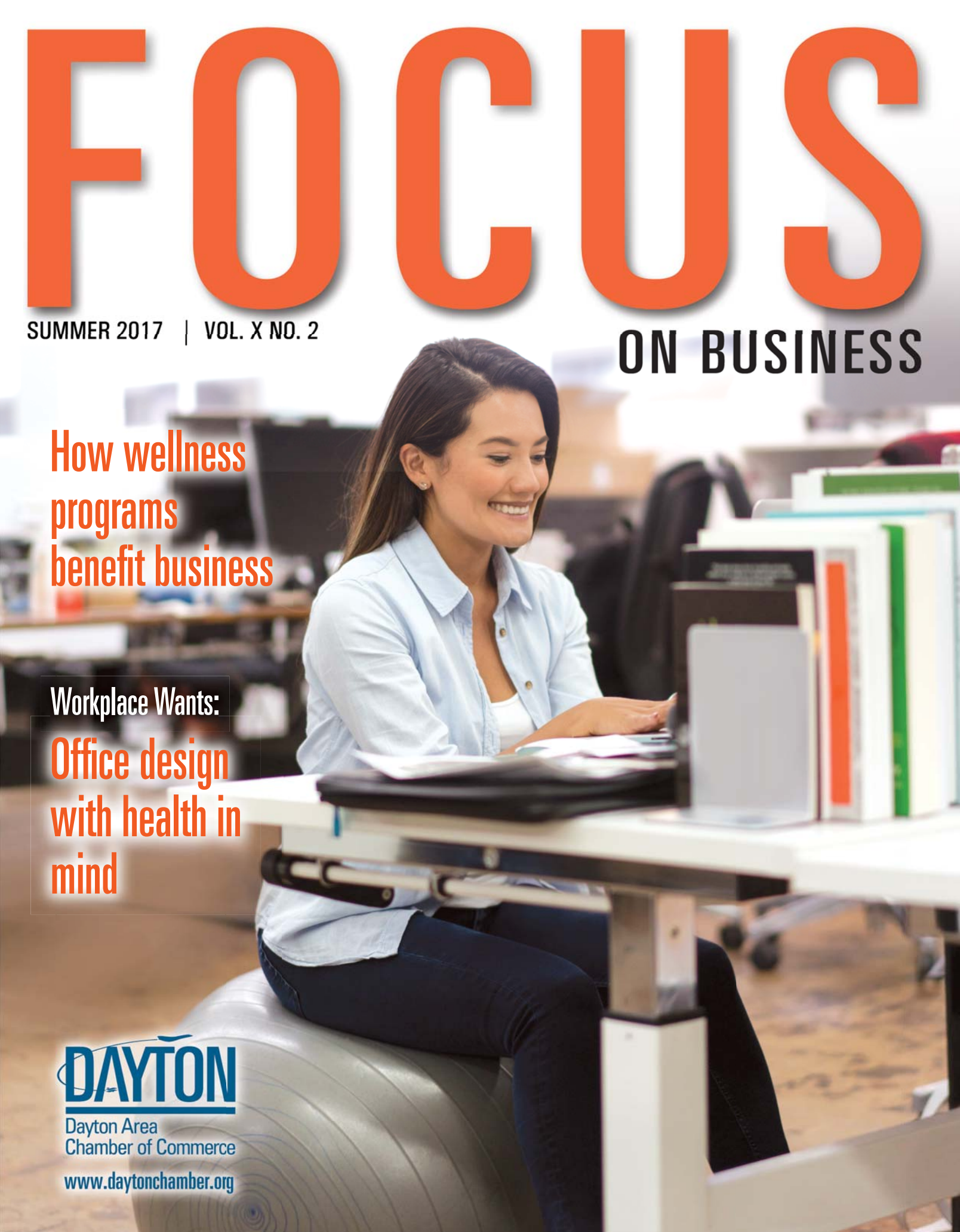
How wellness
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President's Message

FOCUS ON ...

HEALTHY &

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This latest issue of FOCUS magazine brings much-needed attention to the area of healthcare; especially discussions, ideas and benchmarking a healthy workforce in the workplace. Right now Congress is debating the changes, if any, to the Affordable Care Act. But no matter the changes or the politics of where that might land, it is important to discuss the mutual benefits of employer/employee healthcare and wellness programs in the workplace.

We know employers support healthcare plans to the best of their abilities, when financially possible, for 3 reasons:

- The need for healthy workers
- Support of workers' families
- As an employee retention benefit

These individually or collectively are all sound reasons for providing insurance or health savings account (HSA) plans if affordable. We hope this FOCUS edition will also provide ideas on how or why employers should go one step further to retain each day an efficient, effective and productive workforce through any number of wellness programs, whether simple or more complex. Programs such as:

- Wellness check-ups
- Flu vaccinations
- Blood and PSA screenings
- Immunizations
- Policies that ask sick (especially contagious) employees to stay home, thus not infecting others

All these and more can become effective tools in maintaining a healthy and productive workforce at the ready each and every day.

While we wait for possible changes to the ACA, we would enjoy hearing about other creative ideas, policies and programs from our members that will keep our workplaces efficient, healthy and productive. Please share your best ideas.

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

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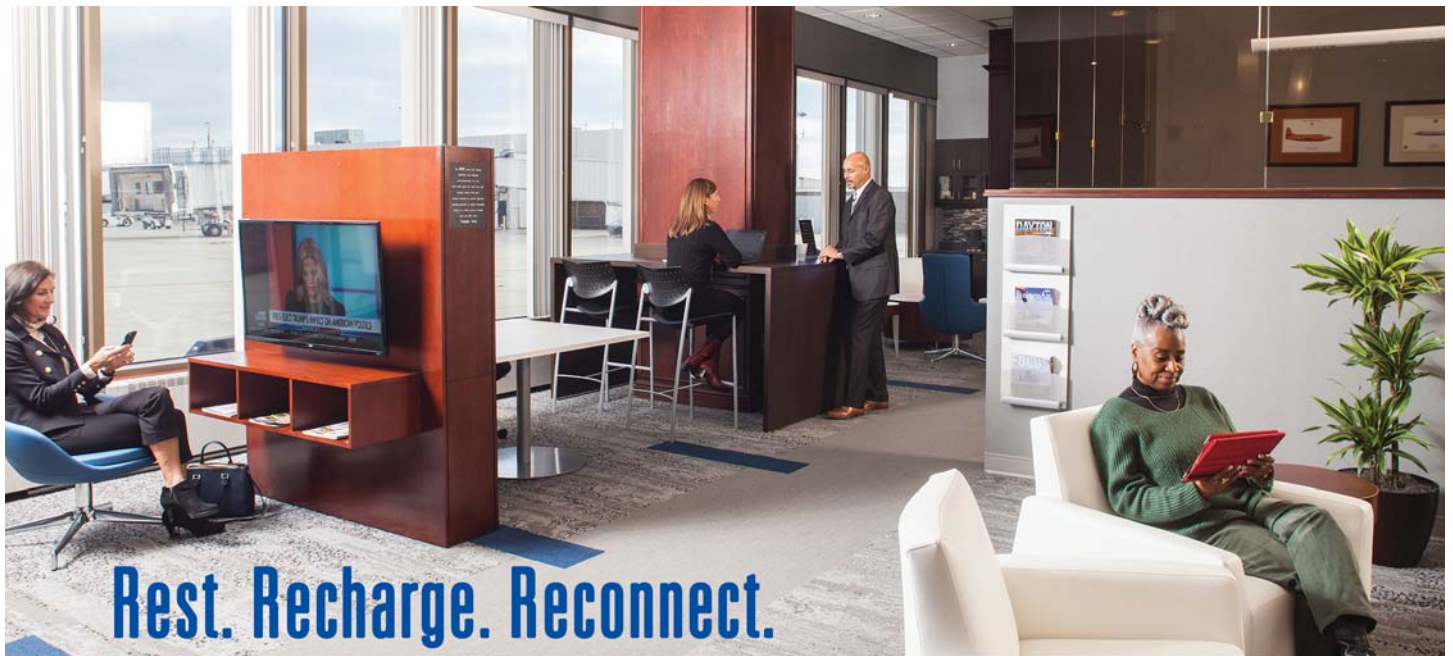
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WORKPLACE WELLNESS: A TWO-PRONGED BENEFIT

Helping employees stay healthy is good for the employee and for the company

By: Vince McKelvey, *FOCUS* contributor

Two or three times a week, Deborah Howard and Chris Wilhite join a handful of co-workers at the Greater Dayton RTA to relax and stretch in a lunchtime yoga class – and they don't even have to leave RTA to do it. Meanwhile, at CompuNet Clinical Laboratories on Sandridge Drive, a nice day might find billing department co-workers Natalie Tyus or Krista



Deborah Howard, Greater Dayton RTA

Wale walking around the building during lunch.

And if it's not so nice?

They can hop on a treadmill in the company's on-site workroom. "This is like a break from work and at the same time, doing something good for yourself," Tyus said.

These workers and countless others across the region benefit from a robust workplace wellness program sponsored by their employers.

Patty Starr, executive director of the Ohio Health Action Council, said such wellness efforts began to take hold about 15 years ago – sometimes with something as simple as blood pressure screenings – and have found a home in the workplace.

"I would say that most employers have some kind of base wellness initiative," Starr said. "What we're seeing most now is the transition from wellness to wellbeing ... more of a holistic approach."

The non-profit Health Action Council, which supports these efforts through a variety of programs, has about 200 members and is growing, Starr said. Regionally, the Greater Dayton RTA, Montgomery County, the City of Dayton, Wilson Memorial Hospital and AK Steel are all council members.

Company health and employee health go hand-in-hand, Starr said. "Your company is really built based on your employees and they both have to be healthy."

A FINANCIAL BENEFIT FOR EMPLOYERS AND WORKERS

Rising health care costs helped to drive the move toward wellness programs. But employers also understood that such efforts could decrease absenteeism, improve morale and increase productivity. The employee-centered approach of Silicon Valley has become an example for others, said Julie Bosnall, workplace wellbeing supervisor at RTA.

"Employers are starting to care a lot more about the health and wellbeing of their employees," she said. "A healthy employee, and a happy employee, and an appreciated employee is going to work better for you."

Both RTA and CompuNet offer financial incentives to employees who participate in wellness activities.

COMPUNET: REWARD POINTS AND LOWER PREMIUMS

CompuNet's program is about eight years old and lets employees earn points for health exams, preventative screenings, weight and smoking control efforts, and regular exercise. These points can be redeemed for gift cards and other items through the Dayton-based Boost Rewards system.

CompuNet also has a volunteer wellness committee that regularly



Jennifer Gossett, CompuNet



Emily Manrique, CompuNet



Chris Wilhite, Greater Dayton RTA





an annual physical and preventative screenings. “The difference ended up being about \$20 a month for the single rate,” Gossett said. “We had a 64 percent participation rate, which we were very pleased with.”

Gossett said the program was purposely kept very basic in the first year. As it moves forward, CompuNet plans to expand the program and make it more robust.

“It’s important to keep our employees healthy, not only for their sake – we want them to be just as good as when they came in, or better -- but also to keep the medical plan a little bit under control,” Gossett said.

RTA STRESSES BEING ACTIVE

The Greater Dayton RTA’s wellness program includes two incentive plans, one that offers quarterly stipends to employees who reach health-related goals and one that stresses movement, uses a Fitbit and includes semi-annual stipends to those who hit daily step goals.

Participating in both parts can mean \$660 a year.

That’s nice, acknowledged Deborah Howard, RTA procurement manager, “but even without it, to me just being healthy, it’s really worth it.”

RTA’s wellness program really took off four years ago when Bosnall was hired to run it full time. The program has since added a second staff member, Stacy Shern, who recently earned her PhD in health education.

Now, Bosnall supervises the program, tracking data and looking for trends to help direct their efforts, while Shern provides the programming. She leads yoga and exercise classes, serves as a personal trainer and is branching out into educational programming. In fact, she said, she is restructuring the two incentive plans into a single program that will include education. “I’m a believer in health education. I think that’s where it really starts,” Shern said.

RTA also has fitness centers at Wright Stop Plaza and its Longworth Street campus that are free to employees and their family.

Howard has been involved in the wellness program since the beginning.

Her initial goal was to lose a few pounds to get to her recommended weight. Now her goal is to stay there. She does yoga, attends a weekly exercise class, and generally exceeds 10,000 steps a day.

She has also gotten her small staff involved. “They walk every day,” she said.

organizes health-related challenges and activities, said communications specialist Emily Manrique.

And the company sponsors teams for various charity walks, offers employees free annual blood screenings and each quarter brings in massage therapists to give workers five-minute chair massages.

“That’s a favorite,” Manrique said.

Manrique said she has directly benefited from the company’s programs.

The Boost Rewards system motivated her to start exercising regularly – “and I’m not much of an exerciser.” What’s more, she said, her husband learned he was pre-diabetic through the annual screenings and he has taken steps to correct it. “Personally, for me, that was just an excellent thing to see,” she said.

A second part of CompuNet’s program is new and tied to the company’s becoming self-insured, said Jennifer Gossett, CompuNet’s organizational development manager.

In this first year, employees who are on CompuNet’s health plan could lower their monthly premiums by getting

Chris Wilhite, 52, works in RTA's machine shop and also takes part in both of RTA's incentive plans. His on-going goal is to maintain his target weight.

As a runner, he said, he finds great value in Shern's yoga class. "Just getting in and stretching really, really helps. I think it really helps with my running. I feel more relaxed."

PROGRAMS MUST FIT THE WORKPLACE

Bosnall and Gossett both said workplace wellness should be tailored to fit the needs of an organization.

And at RTA, Bosnall said, it was especially important to have a movement-based plan. "RTA is bus drivers. They sit and they don't have an option," she said.

To that end, RTA implemented the Fitbit program in January 2014.

Fitbit offers a purchasing discount to organizations that agree to subsidize the cost of a device for its employees, Bosnall said. RTA workers can get a Fitbit for half price.

At last check, Bosnall said, 85 percent of the maintenance staff was involved in the Fitbit program, as were 40 percent to 50 percent of bus drivers. "When they're off the bus, they're moving as much as they possibly can," she said.

Bosnall said it's particularly easy for organizations that are self-insured, such as RTA and CompuNet, to see a financial benefit from wellness programs in the form of lower health insurance claims. In 2014, for example, she said RTA invested \$100,000 in employee wellness incentives, but saved about \$1 million in projected health claim costs.

Plus, she said, wellness credits from their insurance carrier help pay for the program.

PROGRAMS RECEIVE RECOGNITION

Both CompuNet and RTA have been recognized for their wellness programs.

For three years in a row – 2012, 2013 and 2014 – the Dayton Business Journal named CompuNet one of the region's healthiest employers.

RTA, meanwhile, has earned Gold level recognition from the Ohio Health Action Council in each of the last two years, and in 2016 it was one of 19 organizations nationally to receive an innovation award from the American Heart Association.

EXECUTIVE SUPPORT IS KEY

Bosnall said the support of top management is critical to the success of a wellness program. "(Chief executives) can't just talk about it ... they need to be seen doing it," she said.

Secondly, she recommends assigning the program to someone passionate about it. Volunteer committees have a role to play, she said, but programs benefit from full-time attention. "This is a full-time, fully committed, all-hands-on-deck project," Bosnall said.

For Gossett, a "culture check" is the first step to starting a wellness program. "It's important to know who your employees are and what's going to work for them," she said.

In addition, she recommends starting small, so as not to overwhelm people, and said wellness programs do not have to be costly.

"We have a lot of people that walk around the building. That costs CompuNet nothing," she said. ■

CompuNet employees Krista Wale (left) and Natalie Tyus (right) often walk on the treadmills provided in the company's on-site fitness room over lunch.



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KEEPING EMPLOYEES HEALTHY *IS* YOUR PROBLEM

By: Julie Oswalt, Write on Target, Inc.

Lifestyle diseases have grown to an epidemic status over the past decade. A lack of physical activity, poor nutrition and tobacco use continue to be the primary drivers in the prevalence of chronic disease including diabetes, heart disease and chronic pulmonary conditions. Fighting disease has become a burden for employees, which directly contributes to higher health care costs and employers who are losing money.

Keeping employees healthy is every employer's problem. Chronic disease decreases productivity due to both an absence from work (absenteeism) and reduced performance while at work (presenteeism), which impacts your bottom line. But there's something you can do.

WELLNESS AS AN INVESTMENT

By including a wellness program as a company benefit, you can help combat the effect of chronic disease by improving employee health and well-being and driving down the cost of health care coverage. According to an article published in the Harvard Business Review, the return on investment of a wellness program results in a savings of \$6 in health care costs for every dollar invested in wellness. These programs are designed to encourage healthy lifestyle choices and offer disease prevention strategies in an effort to prevent the onset of diseases (primary prevention) or to diagnose and treat disease at an early stage before complications occur (secondary prevention).

Primary prevention strategies address health-related behaviors and risk factors (i.e., encouraging a diet with lower fat and fewer calories to prevent the onset

of diabetes mellitus). Secondary prevention strategies attempt to improve disease control (i.e., promoting medication adherence for patients with asthma control symptoms to prevent hospitalization). These strategies are geared to improve health through behavior change.

A broad range of benefits are offered under the label "workplace wellness," from multi-component programs to single interventions, and benefits can be offered by employers directly or through a vendor, group health plan or combination of both. When effective, company wellness programs have a positive effect on the health, happiness and well-being of employees and on the employer's bottom line. But, not all wellness programs are created equal.

HOW TO GET STARTED

To maximize your ROI, your wellness program needs to deliver desired results.

First, consider partnering with an agency that has solid experience in developing wellness programs that perform. You'll also want to cultivate a culture of wellness from the top down – be the example you want employees to follow.

Second, your wellness program should be practical, accessible and offer a variety of programs. You can immediately include yoga classes, stress management seminars, work-life balance programs, tobacco cessation, cooking classes, fitness challenges or weight loss initiatives. Also, look at the food offered in employee breakrooms and vending machines. You can make your work environment more health-conscious by swapping out high-fat, high-caloric snacks for affordable healthy food options instead.

Third, if your company offers an EAP (employee assistance program), tie your wellness program to it. This will make it easier for employees to get support when they are in a difficult emotional or physical situation that affects both their health and their work.

If you don't have an EAP program, remember, as a Dayton Area Chamber of Commerce member, you're



Swapping out high calorie foods and drinks from the office vending machine for healthier choices can help shift the workplace environment toward a focus on wellness.



In-office health screenings can create a positive workplace culture and encourage healthy living.

entitled to preferred pricing from chamber partner EAP Plus.

Offer both health screenings and education to help employees take charge of their own health and empower them to set goals for making improvements.

Finally, consider including a mental health component to your wellness program. Stress has been linked to chronic disease and directly contributes to absenteeism and decreased productivity.

MAKE SURE EMPLOYEES KNOW YOUR WELLNESS PROGRAM EXISTS

It's not enough to just implement a wellness program and expect results. Just because you build it does not mean they will come. A wellness program is only as successful as the number of employees who participate, and employees can't participate if they don't know, or remember, that it exists. So, the success of your program partly depends on constant and consistent promotion throughout the year.

Make it easy for employees not only to sign up, but also participate. Promote preventive care. Remind employees to have an annual physical and let them know if you're offering on-site flu shots. If you bring in a doctor, make sure employees know when, where and

how to sign up – on-site health clinics allow employees to schedule office visits for routine care without taking time off work.

Think about turning your office into an active space to keep healthy choices top of mind. Display posters by elevator doors to encourage employees to take the stairs. Email tip sheets and newsletters to help employees learn ways to incorporate healthy habits into their daily lives. Remind employees of upcoming brown bag lunches with nutritionists or other health care professionals. Email healthy cooking recipes and send out daily text alerts on how to manage stress.

Investing time in employee wellness now can result in a stronger, more productive, reliable and efficient team in the near future.

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The chamber's monthly publication, "Economic Indicators", provides useful information to allow analysis of our region's economic health and predictions for 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. Below is a sampling from the December 2016 report:

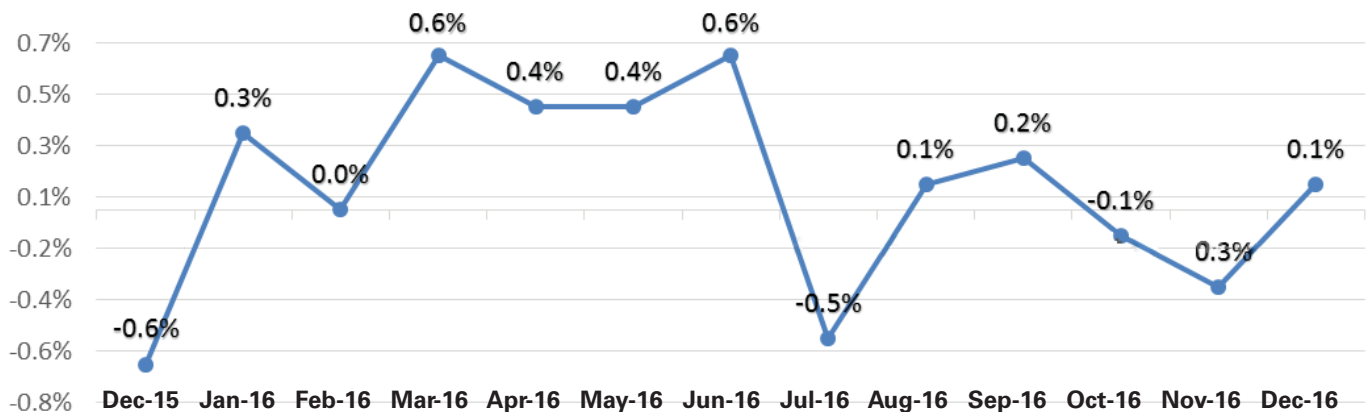
CPI Consumer Price Index

October 2016 %	
monthly change	0.1%
CPI over the last 12 months Avg.	1.8%

Cost of Living Index 2016 Fourth Quarter Cost of Living Index

Dayton, Ohio	95.5	Denver, Colorado	110.4
Columbus, Ohio	90	Miami-Dade County, Florida	111
Raleigh, North Carolina	94.4	Baltimore, Maryland	115.6
Richmond VA	94.3	Chicago, Illinois	118.5
U.S. AVERAGE	100	Portland, Oregon	128.5
Cleveland, Ohio	98.7	San Francisco, California	177.4

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 (%)	Dec 2016	Dec 2015	12 Mo. Change	YTD 2016	YTD 2015	YTD Change
Butler.....	0.75.....	3,782,983.....	3,614,713.....	4.66.....	44,065,247.....	41,394,470.....	6.45
Clark.....	1.5.....	2,153,274.....	1,960,999.....	9.80.....	25,740,903.....	25,014,911.....	2.90
Darke.....	1.5.....	803,842.....	696,638.....	15.39.....	8,902,243.....	8,640,042.....	3.03
Greene.....	1.....	2,357,562.....	2,209,134.....	6.72.....	27,049,970.....	25,613,181.....	5.61
Miami.....	1.25.....	1,538,764.....	1,423,092.....	8.13.....	18,013,539.....	17,321,802.....	3.99
Montgomery.....	1.....	7,020,076.....	6,446,498.....	8.90.....	83,580,671.....	78,695,964.....	6.21
Preble.....	1.5.....	492,047.....	441,069.....	11.56.....	5,862,518.....	5,579,574.....	5.07
Warren.....	1.....	3,228,668.....	3,159,144.....	2.20.....	39,155,088.....	36,952,384.....	5.96
Region Total (\$000s)		21,377,216	19,951,288	7.15	252,370,180	239,212,329	5.50

Residential Home Sales

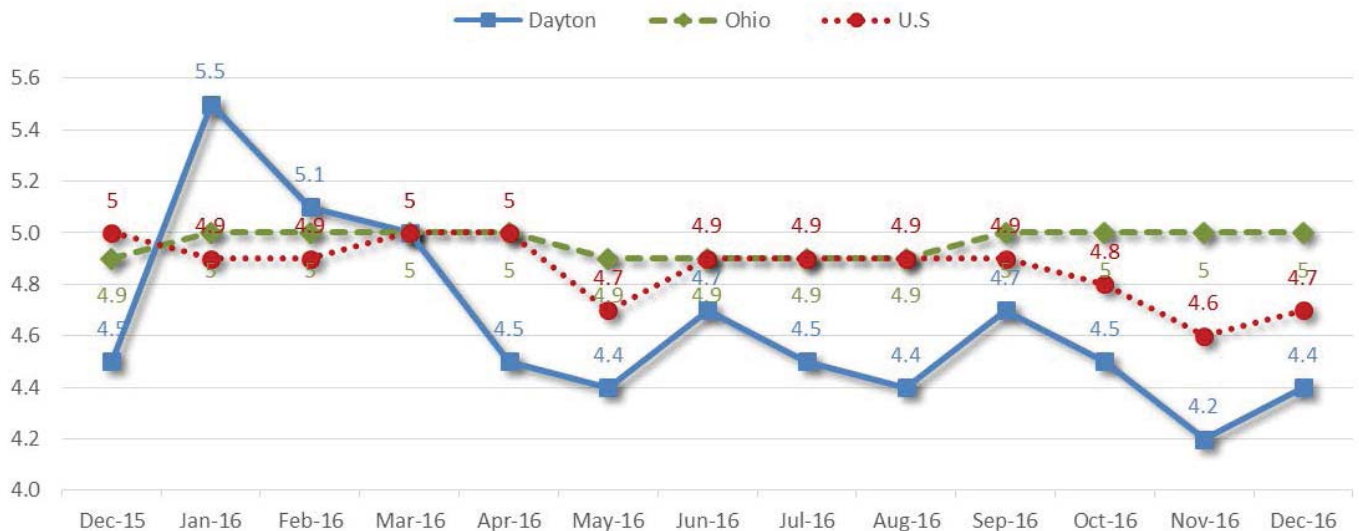
Dayton MSA	Nov 2016	Nov 2015	% Change	YTD 2016	YTD 2015	% Change
Number of Homes Sold.....	1,201.....	944.....	27.22%.....	14,861.....	13,500.....	10.08%
Total Home Sales.....	178,966,344.....	128,077,672.....	39.73%.....	2,190,213,703.....	1,886,684,542.....	16.09%
Average Sale Price (\$)	149,014.....	136,543.....	9.13%.....	147,380.....	140,640.....	4.79%

Regional Employment Trends

Dayton MSA	Dec 2016	Nov 2016	Dec 2015	2016 Average	12 Mo. Change
Total Nonfarm Employment.....	391,400.....	390,200.....	385,000.....	386,008.....	6,400
Goods producing employment.....	52,900.....	53,200.....	53,200.....	52,775.....	-300
Service-providing employment.....	338,500.....	337,000.....	331,800.....	333,233.....	6,700

Unemployment Rates

	Dec 2016	Dec 2015	12 Mo. Average
Dayton MSA.....	4.4%.....	4.5%.....	4.6%
Ohio.....	5.0%.....	4.9%.....	5.0%
U.S.....	4.7%.....	4.8%.....	4.9%



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

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SLOW AND STEADY:

Dayton Area Chamber's economic forecast projects continued growth

*By: Holly Allen & Jessica Wagner,
Dayton Area Chamber of Commerce*



Growth of the local healthcare industry has sparked a construction boom. The Dayton Children's Springboro campus expansion, shown here, is one of many recent healthcare-related construction jobs. Photo by: Greg Opt

Reliable and trustworthy economic forecasts can help business leaders chart their paths to success. To help provide the map to growth, the Dayton Area Chamber of Commerce hosts an annual meeting of local economists, investors and researchers who make up the chamber's Research Advisory Council (RAC). The council's collective expertise is published each year in an Economic Outlook, available to all Dayton Area Chamber of Commerce members.

This year, the outlook for the Dayton region is positive: A continued steady climb.

NATIONAL ECONOMIC INDICATORS TREND UPWARD

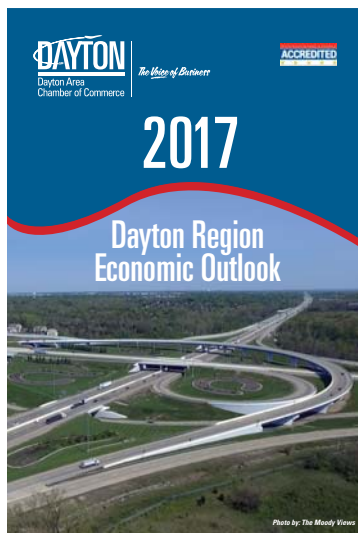
On a national level, the 2017 Economic Outlook projects continued steady job and income growth, with low gasoline costs and reduced debt for consumers. According to the Bureau of Labor Statistics, the unemployment rate for November 2016 dropped to 4.6 percent, a level not seen since 2007. The Dayton MSA fared even better at 4.2 percent, down from 4.5 percent

in October 2016. The U.S. Department of Commerce's Bureau of Economic Analysis says that in the third quarter of 2016, the GDP (Gross Domestic Product) increased at a rate of 3.2 percent. Our own RAC predicts continued positive, but slow, GDP growth under 2 percent in 2017.

DAYTON REGION'S GROWING SECTORS

The Dayton area has benefitted from overall growth in the healthcare and biosciences industry, mostly due to the aging population. New construction in this sector popped up all over the region in 2016, spurred by each of the big local names in healthcare. The RAC called this sector, "the steadiest" and predicts continued growth in the Miami Valley.

Logistics and transportation also caught the eye of our economic experts as growth continues along the I-70 and I-75 corridors. The region's prime location for distribution facilities, and the completion of the I-75 modernization project through downtown Dayton has attracted new businesses and spurred the expansion of others. The RAC



notes that the growth in the logistics sector locally could play a part in adjusting the labor market and wages for manufacturing, which has struggled to find qualified workers with a starting salary of approximately \$12 per hour.

The professional and technical services industry surprised experts in 2016, growing at a faster pace than expected. This expansion has created a “sense of optimism”, according to the RAC, which could be a catalyst for more growth in 2017.

LEARN MORE

The full 2017 Economic Outlook publication is available digitally at DaytonChamber.org. For candid predictions and expanded comments from Dr. Thomas Traynor, Department of Economics, Wright State University and RAC Committee Member, watch the Economic Outlook episode of Business Connections, the chamber’s monthly television show, on the Dayton Area Chamber of Commerce YouTube channel.

RAC Committee Members:

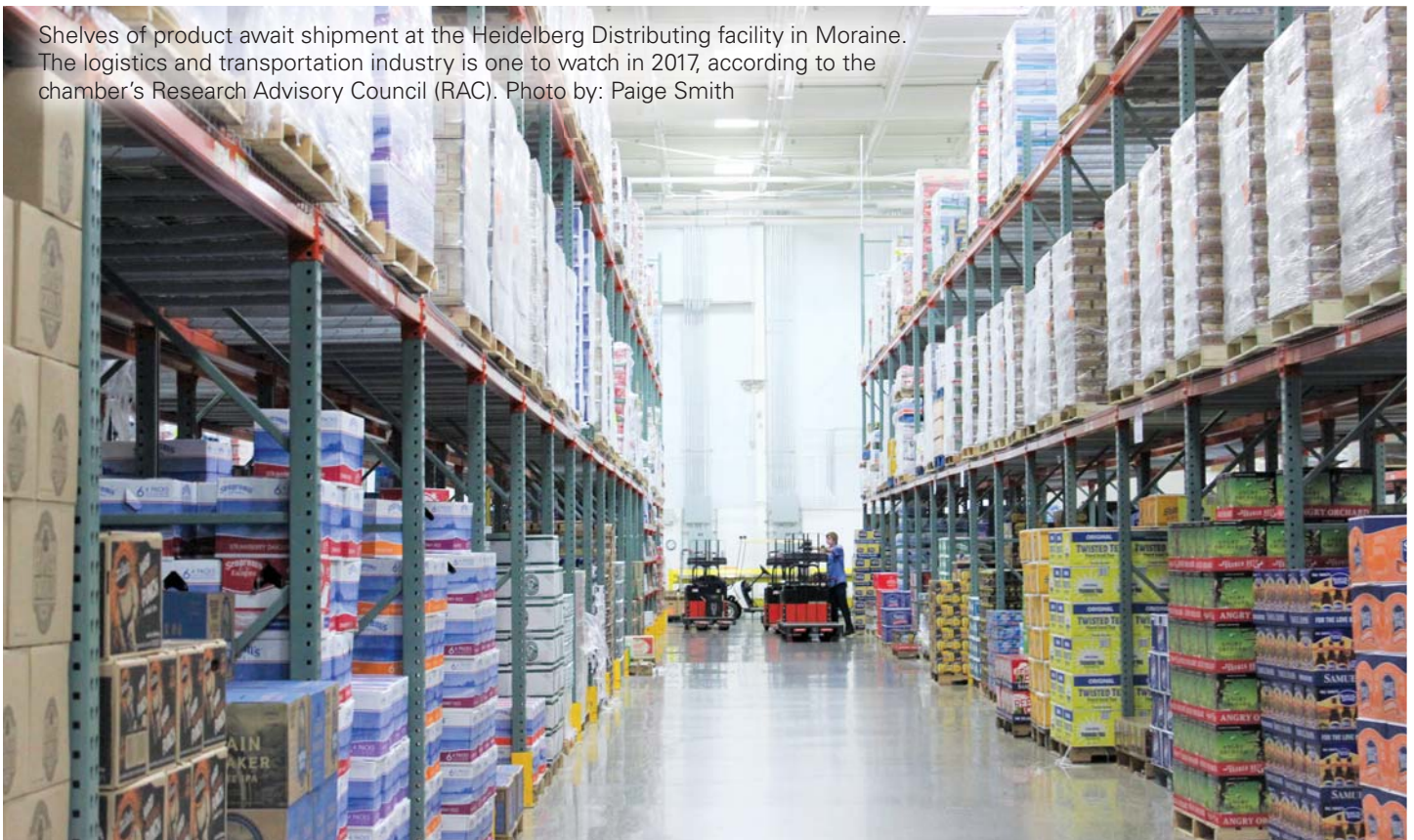
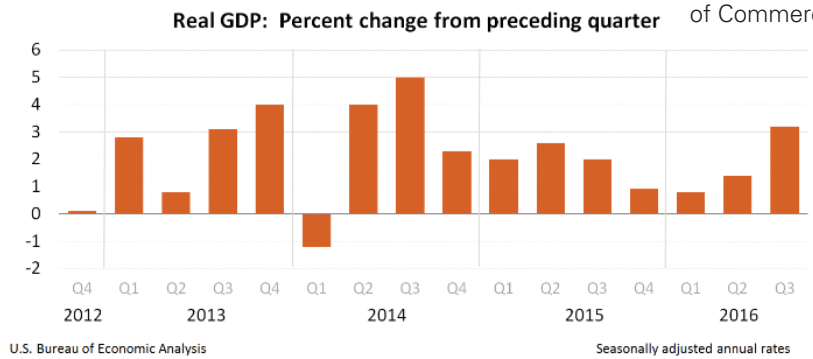
- Daniel Davis, PNC Bank
- Marie Davis, Montgomery County
- Doug Harnish, Market Metric\$ LLC

- Barry James, James Investment Research
- Keith Klein, City of Dayton
- Stephanie Precht, Dayton Area Chamber of Commerce
- Dr. Richard Stock, Business Research Group, University of Dayton
- Dr. Thomas Traynor, Dept. of Economics, Wright State University
- Jessica Wagner, Dayton Area Chamber of Commerce

**Additional support from the Downtown Dayton Partnership, The Entrepreneurs Center and the Minority Business Partnership. ■*

Gross Domestic Product (GDP) Graph

Source: U.S. Department of Commerce



Shelves of product await shipment at the Heidelberg Distributing facility in Moraine. The logistics and transportation industry is one to watch in 2017, according to the chamber’s Research Advisory Council (RAC). Photo by: Paige Smith



WORKPLACE WANTS

What you should know about the “standing at work” conversation

Compiled by: Mark Williams, President & CEO, Elements IV Interiors

If there are benefits to standing while working, everyone should be standing all the time, right? Wrong. There's plenty of evidence that too much sitting OR standing can have adverse health effects. Consider this: A European study of over 7,000 adults published in 2016 and conducted over a 10-year period indicates that cardiovascular disease increases from spending too much time sitting still AND standing still. However, participants that had a variety of occupational activities (sitting and standing) had lower rates of cardiovascular disease.

It's clear that being in one position for too long is problematic to our health. To combat the adverse health effects at work, employees need to vary their posture throughout the day, whether they are sitting or standing. And, research indicates we're not standing and moving enough.

New research is now demonstrating a variety of positive outcomes of standing and moving while working. Good things happen while standing at work. It can contribute to your physical health, your overall well-being, and even the quality of your work. So, yes, if you are able, we encourage you to routinely get out of your seat and onto your feet.

WANTED: WAYS TO GET MOVING IN THE WORKPLACE

Good workplace design can be used as a tool to encourage a healthy mix of standing, sitting and movement. For example, standing meeting areas used as collaborative work spaces help promote movement and increased communication while working on team projects.

The traditional model of assembly-line office work from decades ago, one in which employees sat in long rows of desks for long hours, is no longer useful. It's the epitome of sedentary work. Yet sometimes people only equate "working" with "being at your desk." This expectation, that only desk work is productive work, persists as an underlying current in a work culture that doesn't quite recognize that knowledge work can and should be performed in a variety of manners and contexts. Designing and encouraging alternate work spaces throughout a facility along with mobile technology, offer employees opportunities for movement while staying productive.

WORKPLACE DESIGN TIPS FOR WELL-BEING

The workplace design conversation is evolving. Traditionally, office design focused on just one aspect of the employee-productivity, but of late, this conversation is expanding to include a more holistic, person-centered point of view. Today we believe the workplace itself can be used to promote well-being; an enduring state that encompasses wellness of mind and body and can also lead to productive, engaged and healthy employees.

In order to gain insight on how interior design of space can be leveraged, chamber

member Elements IV Interiors, through its manufacturer partner Haworth, has an ongoing, long-term global research program involving hundreds of people. The research is conducted in locations as diverse as Los Angeles, Mexico City, Shanghai, Columbia, and New York City. Collectively, we aim to continue to make connections between workspace design and well-being, performance, and engagement. Based on preliminary results, we recommend these design tips:

- 1) **Create "legible" office space.** Legible workspace increases performance and reduces stress. The design of workspaces should clearly convey their intended use. For instance, is this a social space or a workspace?
- 2) **Invest in great meeting spaces.** Whether informal or formal, high quality meeting spaces increase performance, engagement and well-being, as do furnishings that meet the users' work needs.
- 3) **Offer adjustable furnishings.** We found that adjustable furnishings reduce the risk of ill health affecting peoples' ability to work. These include height adjustable tables, seating, monitor arms, etc.

Please email Elements IV Interiors at info@elementsiv.com to request a full copy of the white pages referenced here, or to view products or workspaces that promote well-being.

*Reference; Haworth, Inc. white pages, 2016, Beck Johnson.
Reference; Haworth, Inc. white pages, 2015, Dr. Michael O'Neill. ■*



Standing and treadmill desks are making a splash in workplaces across the country. New research pointing to health concerns associated with long periods of sitting are making these options more popular.

SOUTHWEST OHIO LOGISTICS CONFERENCE

The 2nd Annual Southwest Ohio Logistics Conference welcomed 135 people to the Sinclair Conference Center on February 14, 2017. The conference featured keynote speaker Ohio Department of Transportation (ODOT) Director Jerry Wray, who gave attendees an inside look at how ODOT is using technology to make our roads “smarter”. Breakout sessions also tackled hot topics within the industry.



Pictured left to right: Rick McCann, Winwholesale, 2017-2018 Dayton Area Logistics Association (DALA) Chair; Jerry Wray, ODOT Director; Ashley Von Derau, Rush Transportation, 2015-2016 DALA Chair



Keynote speaker ODOT Director Jerry Wray discussed the changes ODOT is making to area highways to prepare for driverless vehicles.



Panelists Suzanne Perry of Staffmark and Jennifer Hann-Harrison of Taft/ gave an overview of HR topics and trends from both the legal and staffing side of the logistics industry.



The half day Southwest Ohio Logistics Conference ended with the keynote speaker over lunch. Approximately 135 people attended the second annual event.

FIRST FINANCIAL BANK



First Financial Bank hosted a grand opening of its new branch at Cornerstone of Centerville on March 14, 2017. The new branch offers retail, residential mortgage, commercial lending, and wealth management services, as well as teller and ATM drive-thru service.



RE/MAX ULTIMATE



The team at RE/MAX Ultimate cut the ribbon on their new location at 2331 Far Hills Avenue in Oakwood on February 22, 2017. Broker and owner Christina Hillard gives clients a home buying/selling experience that is more than a transaction. Hillard has 12 years' experience as a Realtor in the Miami Valley and has been a resident most of her life, giving her valuable familiarity with the Dayton area market.



DRIVERS EDGE CDL TRAINING ACADEMY

Prepared to meet the need for qualified drivers in the Dayton region, Drivers Edge CDL Training Academy officially opened a 15-acre training facility in Piqua on March 15, 2017. Drivers Edge owner Kimberly Kegley is an OTR owner-operator and CDL Examiner. She and her instructors boast 25 years of experience in the CDL industry. Drivers Edge CDL Training Academy will focus on small class sizes, allowing students more time behind the wheel. The school's facility also includes a large concrete skill pad, which gives students plenty of room to practice their backing maneuver skills.



FIXAPHONE

On March 10, 2017, the Dayton region welcomed its FixAPhone location at 5816 Wilmington Pike in Centerville. The wireless repair center focuses on keeping its clients' mobile devices in working order, and giving tips for more efficient use of their gadgets. Services include phone and tablet screen repair, water damage repair, battery replacement, cosmetic damage repair and more.



PROMARK CUSTOM TRAINING SOLUTIONS

All eyes were on ProMark Custom Training Solutions on January 27, 2017, as it celebrated its expansion into a new facility at 8 Prestige Plaza, Suite 110 in Miamisburg. The company will now be equipped to offer more than 3,000 classes for all levels of business and technology.



VOLUNTEERS OF THE QUARTER



Volunteers of the Quarter for the fourth quarter of 2016 were recognized at the Dayton Area Chamber of Commerce Board of Trustees meeting on February 22, 2017. Pictured left to right: Mark Williams, Elements IV Interiors; Jennifer Casson, Bowser-Morner; Bob Lewis, Thorn, Lewis & Duncan; Rise A. Huffman, StratoCumulus Technologies. We appreciate your contributions to the chamber!

OUR THANKS TO THESE 2017 DIRECTOR LEVEL SUPPORTERS:

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EXPLORE BUDAPEST, VIENNA & PRAGUE IN 2017





Join the Dayton Area Chamber of Commerce as we embark on this exciting tour of three historic cities. With stays in Budapest, Vienna & Prague, this tour offers the opportunity to explore some of the gems of Central Europe. From the Danube River & the Castle District of Budapest, to the palaces of Imperial Vienna, to the perfectly preserved medieval city of Prague, this tour offers exciting experiences at every stop. Join our group for a once in a lifetime tour, "Budapest, Vienna & Prague" from November 5-13, 2017. This trip is open to Dayton Chamber members and other community leaders and partners. Since 2010, the Chamber has offered exciting opportunities to explore some of the most culturally and economically diverse locations around the world, including Peru, Turkey, China, India, Brazil, Cuba, Italy and Southeast Asia. We invite you to join us as we explore Budapest, Vienna & Prague in 2017!

This tour is being offered for \$3399. All that's needed to hold your spot is a completed reservation form and a \$500 deposit. The tour price includes:

- Round trip airfare from Dayton to Budapest, Hungary
- Deluxe private motor coach for entire tour.
- All hotel accommodations in Budapest, Vienna & Prague (3 nights in Budapest, 2 nights in Vienna, 2 nights in Prague)
- 13 meals (7 breakfasts, 2 lunches, 4 dinners.)
- All sightseeing entrance fees per itinerary
- Professional tour director.
- Baggage handling and airport transfers

You may contact Stephanie Precht for more information, or to hold your seat for the tour at sprecht@dacc.org. Don't delay, this tour is sure to sell out! ■





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For more information:

thinktv.org/aroundthekitchen
email: aroundthekitchen@thinktv.org
937-220-1669

Proceeds from Around the Kitchen benefit ThinkTV - Greater Dayton Public Television.





OHIO CONSIDERING STATE BUDGET PROPOSAL

What does it mean for your business?

By: Chris Kershner, Dayton Area Chamber of Commerce



Ohio's operating budget is the topic of conversation in legislative circles, caucus meetings and committee hearings in Columbus. Governor John Kasich introduced the \$144 billion biennial Executive Budget proposal on January 30th and the legislature and interest groups have been off and running to analyze the impacts and consider amendments to this multi-billion budget. The Ohio Constitution mandates the Ohio General Assembly to pass a balanced budget by June 30, 2017, so the Ohio House and Ohio Senate must act quickly.

The Dayton Area Chamber of Commerce has been reviewing the budget to determine what will most impact members of the Dayton area business community. Listed below are the highlights of a number of issues impacting the business community which were included in the Executive Budget:

- 17% income tax cut
- Centralized municipal income tax collection with Ohio Department of Taxation (employers doing business in multiple jurisdictions will have to file one tax form with the state)
- Increase state sales tax from 5.75% to 6.25%
- Reduce the sales tax trade-in credit by 50% for cars and boats
- Reduce the number of state tax brackets to five brackets from nine brackets
- Reduce the tax rate on the top tax bracket by 13%
- Increase cigarette tax by \$.65 per pack
- Increase tax on other tobacco products to the same as cigarettes
- Increase tax on beer and wine by 1 cent per glass of wine or beer

- Broaden sales tax to apply to services it has not been applied to before, like Cable TV, landscaping design, interior design, repossession services, lobbying and travel agents

Changes to this budget will be happening fast. At the time of publication of this issue of Focus on Business, the Ohio House of Representatives was debating and amending these budget impacts. The budget is expected to go the Ohio Senate by May 2017 and the House and Senate Conference Committee mid-June. The Dayton Area Chamber of Commerce is committed to monitoring and advocating on these changes and will keep members updated as they occur.

Chris Kershner is Vice President, Public Policy & Economic Development for the Dayton Area Chamber of Commerce. Kershner is also a registered lobbyist who advocates on behalf of member businesses. ■



Getting down to business with... Congressman **PAT TIBERI**

Q: Congressman Tiberi, you have been a champion for exploring innovative solutions to addressing the heroin/opioid epidemic that is plaguing many of Ohio's urban areas, including Dayton. Can you explain the role Congress can play in addressing this critical issue and any legislative steps you are personally taking to address this problem?



Pat Tiberi
Congressman

Last year, the Comprehensive Addiction and Recovery Act passed Congress and was signed into law to provide vital tools communities need to help people suffering from addiction. It was a giant leap forward in our efforts to combat this epidemic but more must be done.

Ohio is a top destination for synthetic drugs that are illegally being shipped across our borders through the mail from countries like China. These synthetic drugs, such as fentanyl and carfentanil, are often mixed with heroin and are extremely potent. They are fueling overdose spikes across Ohio, including in Dayton. To keep these drugs out of our communities and to save more lives, Senator Rob Portman and I introduced legislation called the STOP Act. This bipartisan, bicameral bill will close a loophole in our postal system to stop dangerous drugs from entering our country. Ohioans can learn more on Tiberi.House.gov/STOPAct.

Q: A priority for the Trump administration and Congress this year is to reform our tax code. What are your goals for reform and what will that mean for businesses in the Midwest? Can you also explain the border adjustment tax that is included in the blueprint?

I serve on the Ways and Means Committee, which is leading the charge on reforming our tax code. We have three main goals for reform. The first is to foster a better environment for job creation and to empower American businesses to grow and succeed. The second is to make it easier for everyone to file their taxes. Our third goal is to reform the IRS so it is a customer-focused agency that better serves taxpayers.

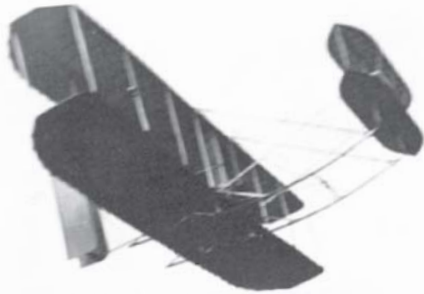
Our tax code hasn't been rewritten since 1986, so this truly is an historic moment for the country. I believe it is also an important opportunity to take a closer look at innovative ideas to spark job growth and fight poverty, particularly in areas that have been left behind during the economic recovery. That is why I introduced legislation called the Investing in Opportunity Act, which aims to move capital off the sidelines and encourage private sector investment in our most distressed communities.

Under Speaker Ryan's leadership, Republicans unveiled a tax reform blueprint last summer and we are now working to turn those ideas into legislation. A component of this blueprint is the border adjustment tax, which would exempt a U.S. tax on exports while imports would be taxed. I've heard from Ohio companies that like and dislike this policy idea, so it is a work in progress. No matter what, we want to ensure our plan achieves what everyone has in mind—a simpler and fairer code that grows our economy and allows our businesses to compete on a level playing field.

Q: A less formal question for you, but important. I know you aren't from Dayton, but you have spent a good amount of time in the Dayton region. What are your initial feelings on the Dayton region and our region's role in the state's economy?

Dayton is a great city and I've really enjoyed the time I've spent in the area. I visited Dayton last fall to tour the Wright-Patterson Air Force Base with Congressman Mike Turner, who has worked tirelessly to highlight Ohio's vital role in our defense industry. As the Chairman of the Ways and Means Subcommittee on Health, I've also spent time touring local hospitals. There is no doubt that this region has a diverse and growing economy. I look forward to learning more about what Dayton needs to continue to thrive.

U.S. Representative Pat Tiberi is a life-long resident of the district he serves, Congressional District 12, comprised of Delaware, Licking and Morrow Counties and portions of Franklin, Marion, Muskingum and Richland Counties. Rep. Tiberi was elected to this role in November 2000. ■



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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!



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**all discounts are subject to change without notice* ■



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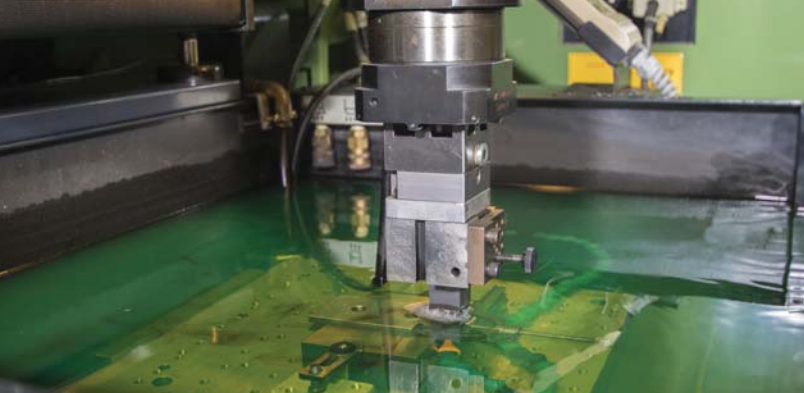
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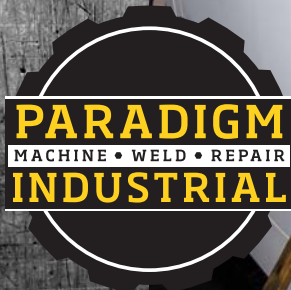
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