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- Greene Memorial Hospital 937-352-2000 (Certified Level III Trauma Center)
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- Indian Ripple Family Health Center
- Kettering Sports Medicine at Beavercreek
- Wound Healing and Hyperbaric Medicine Center
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- Conover Health Plus, Franklin
- Franklin Physical Therapy and Fitness Center
- Kettering Breast Evaluation Centers (Franklin)
- Preble County Medical Center, Eaton

**NORTH**
- Charles H. Huber Health Center
- Englewood Health Center
  - Englewood Diagnostic & Imaging Center
  - Kettering Sports Medicine Center
  - Kettering Wellness Center
- Grandview Center for Circulatory Disorders and Wound Treatment
- Grandview Center for Rehabilitation
- Grandview Medical Center 937-226-8200
- Kettering Sports Medicine at Tipp City

**SOUTH**
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- Hand and Upper Extremity Center
- Hyperbaric Medicine Center
- Joslin Diabetes Center affiliate at Southview Medical Center
- Kettering Breast Evaluation Centers (Centerville and Kettering)
- Kettering College of Medical Arts
- KMC Diabetes & Nutrition Center
- Kettering Behavioral Medicine Center (KBMIC)

**Kettering Medical Center** 937-298-4331
- Kettering Network Home Care
- Kettering Reproductive Medicine
- Kettering Sports Medicine Center
- Kettering Women’s & Children’s Services
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**Southview Medical Center**
- Southview Hospital Maternity Center
- Sugarcreek Health Center
- Sycamore Glen Health Center
- Sycamore Glen Retirement Community

**Sycamore Medical Center** 937-866-0551
- Sycamore Primary Care Center
- Wallace-Kettering Neuroscience Institute
- The Women’s Center at Southview

**Yankee Medical Center**
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- Physical Therapy & Hand Therapy

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[Logo: Kettering Health Network]

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90210
FOCUS is a quarterly publication of the Dayton Area Chamber of Commerce. It is distributed to Chamber members and regional businesses. Copies are available online at www.daytonchamber.org.

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FOCUS ON: SICK LEAVE MANDATE

It appears Ohio is headed for another blow to its fragile economy. Yes, another round of future job losses – but this time as another “killer” state government mandate.

Employers have been anxiously watching the progress of a ballot mandate that could very well end up with Ohio’s voters this November 4th (see story on page 06). Truthfully, there could not be a worse time in this decade for this to happen to our state’s economy and its businesses.

This mandate, if passed in November, will require an additional business expense to employers that most, if not all, can ill afford. One has to question the soundness or logic of thought the group proposing this has and if they gave any thought at all as to the repercussions of this possible mandated law, not just the hard costs but of the potential job losses, too.

Did any of them think how the loss of efficiency will be paid for by businesses if they are to add additional paid sick leave? Probably not! Did they think about the costs to implement this mandate – how to track it – or even how to replace that employee by another in his or her absence? Again, probably not! You think I’m kidding? Well then just ask one of the people soliciting signatures on the petitions required for access to the statewide ballot. I did – and they didn’t have a clue.

Where does this group think the money will come from to pay for such an imposed benefit? Raising consumer prices? Not in this economy! Inflation spurred by rising energy costs alone is scaring business and elected leaders already. Not many dare to raise their product prices in fear of customers walking with their wallets. What were these people thinking?

Competitive advantages are what Ohio needs – not disadvantages! No other state in the entire nation has been forced into this costly mandate – why us? Why do you think that the Governor and both houses of the state legislature refused to take action on this issue when this group presented them their first round of signatures? Because they knew this is horrible public policy and not the direction Ohio leaders should take in turning around Ohio’s economy.

Bottom line? Employers know the impact of this but do our employees?

FOCUS is a “green” publication. 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.

—

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

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**On The Cover**

Our Premiere Sponsor for this issue is Dayton’s CW Television.
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The OHHFA would have negative effects on the economic competitiveness of Ohio. What is the OHHFA?
The Ohio Healthy Families Act (OHHFA) will require employers to allow at least seven days of paid sick time off per year for full-time employees at an organization of 25 or more employees. Part-time employees will receive a pro-rated amount. Sick time can be used for preventative medical care, professional medical diagnosis, and physical or mental illness, injury or medical condition. As an employee, the sick leave will begin immediately, but employers are not obligated to grant these days until after 90 days of employment. Sick time can be accrued, but the employer is not required to allow an employee more than seven days total per year.
We recommend that you don’t sign the petition to get this issue on the November ballot, and educate yourself to the ills of this proposal.

Mandated PAID Sick Leave — Not The Prescription For Ohio

In a time when Ohio is making a concerted effort to attract new jobs to the state, the Mandated Sick Leave proposal, deceptively called the Ohio Healthy Families Act, is nothing more than a prescription for fewer jobs and higher costs for job providers, employees and consumers in Ohio.

By Anthonio Fiore, Director of Labor and Human Resources Policy, The Ohio Chamber of Commerce

Voters in Ohio should be asking “How many jobs is mandating paid sick leave going to create in Ohio?” The answer is simple — NONE. In fact, a reduction in workforce or not adding that 25th employee may very well be the only way some employers implement this poorly crafted proposal.

Therefore, the message to all Ohioans is simple — STOP THE MANDATES, SAVE THE JOBS. Don’t sign the petitions to get this issue on the ballot, and educate yourself to the ills of this proposal. There are five very good reasons mandating paid sick leave is not the right prescription for Ohio:

1. The business community in our state is NOT against providing a wide array of flexible, voluntary benefits for their employees. However job providers are against this proposal because it’s another badly worded mandate that impedes business expansion and job creation. If organized labor has it their way, Ohio would be the first state to mandate paid sick leave. The cities of San Francisco and Washington D.C. are the only locations to mandate paid sick leave. Ohio is proud to be home to many firsts, but this is not one of them.

2. More mandates on Ohio employers equals less flexibility in providing better benefits to employees. Ohio employers are not currently mandated by law to provide one minute of paid time off. Job providers offer such benefits in order to attract and retain good employees. Employers are working with their employees to fashion benefit and compensation plans to accommodate Ohio’s 21st Century workforce. And if they don’t, employees are looking elsewhere to find an employer that helps them better balance work and life issues. Many companies have done away with vacation time and sick time and combine the two into paid time off, which their employees can use for any reason. Mandating sick leave will take away the flexible benefits employees are asking for.

(continued on page 08)
3. Ohio’s economy needs competitive advantages – not disadvantages. A stronger, more competitive economy equals more and better paying jobs. Employers in our state already face the cost of complying with voluminous regulatory issues such as workers’ compensation, taxes, health insurance and environmental regulations. As recently as 2006, Ohio employers were mandated by voters to offer inflationary increases to the minimum wage. All of these increased expenses make their way down to the end consumer. Forcing employers to implement a “one size fits all” mandate makes our neighboring states more attractive to do business. Plus, this proposal would impose more laborious paperwork on every Ohio employer. Given the fragile state of our economy, Ohio needs to demonstrate that the Buckeye State is open for business.

4. Make no mistake – employees stand to lose from this mandate. According to the Society for Human Resources Management, the majority of workers in Ohio already receive paid sick leave so only a minority of workers would be gaining anything. But, mandated sick leave will come at a significant cost to all employers and these costs will have to be made up elsewhere. Some employers will be forced to scale back other paid benefits or reduce wages and other forms of compensation. Is this what employees want? If an employee already receives paid sick leave, they may end up with fewer benefits as well such as the flexibility in how their paid time off is used. Or, they may receive less vacation time in the future.

5. The vast majority of Ohioans are honest, hard-working employees but there will be abuse. Some employees will take advantage of the law’s loophole that allows them to use the paid sick leave whenever they want without providing medical certification. We need only to look at one of everyone’s favorite federal public employers, the Internal Revenue Service (IRS), for a concrete example on abusing paid sick leave. A recent Washington Post article (May 15, 2008) reviews the Inspector General’s investigation of several abuses of employees within the IRS using paid sick leave for extended weekends. The report found that for weeks that had a holiday falling on a Monday, 27 percent of all sick leave at the IRS was taken on a Tuesday in 2005 and 2006. And 24 percent of all sick leave was taken by IRS employees during non-holiday weeks on a Monday. This abuse amounted to $450 million of our tax dollars!

Need more proof that this proposal is bad for Ohio? Look no further than our neighbor to the west. “We think Hoosiers should encourage Ohio residents to support an effort that would require Ohio companies with at least 25 employees to offer at least seven sick days a year. Such a program – in Ohio – would be great news for Indiana’s economy.” (Taken from the Seymour, Indiana Tribune “Ohio Could Boost Hoosier Economy”, April 26, 2007.) Mandating benefits goes against the fundamentals of a free enterprise system. When Ohio’s economy is looking for any way it can to rebound, tying the hands of Ohio’s employers and potential employers will not produce jobs this state desperately needs. The Ohio Chamber of Commerce highly encourages business leaders to educate their employees on this issue. A few e-mails, a payroll stuffer or a simple conversation will go a long way. More information can be found at http://www.ohiobusinessvotes.org/Mandates08/Home.htm or by contacting Tony Fiore at 614-228-4201 or afiore@ohiochamber.com.
Your Legislative Voice: Ohio “Healthy Families” Act — And What You Need To Know

This past May Ohioans for Healthy Families launched a signature gathering operation across the state to give voters the opportunity to approve Paid Sick Days. Since then, the coalition led by the Service Employees International Union has been gathering signatures ensuring that the ballot initiated statute proposal will be on the November 4, 2008 Ohio General Election ballot.

By the Dayton Area Chamber Of Commerce

Overview of the Initiative

Who must comply with the initiative, and what does it require?
The proposed law would require employers with 25 or more employees in Ohio to provide 7 paid sick days to all employees working 30 hours or more per week, and a prorated amount of paid sick days to employees working less than 30 hours per week or less than 1,560 hours per year.

Which states mandate paid sick leave?
None. Passage of the initiative would make Ohio the only state in the country to require paid sick leave. To date, the only jurisdictions to have enacted a mandated paid sick leave policy are the city of San Francisco and the District of Columbia.

When does an employee become eligible to use paid sick leave?
Sick leave would accumulate at least monthly and begin accruing upon hire. However, employers would not be required to grant sick leave during the first 90 days of employment. So if employees currently begin accruing sick leave after a probationary period, the employer may need to change its policy so that employees accrue it sooner.

Will this proposal allow employees to carry over unused sick days?
Unused sick days may be accumulated from year to year, but employers would not be required to permit the accumulation of more than seven days per year. It is unclear what this means because details of the proposal are not spelled out. For example, it is not clear whether an employee can carry over sick days from year to year allowing an indefinite number of days to be accrued.

Do employers already provide comprehensive benefits to employees?
Yes. According to a U.S. Department of Labor study of the cost of employee benefits in September 2007, 30.2% of payroll expenses are for employee benefits. Payments for time not worked, such as vacations, holidays, sick leave and other leave, represented 7% of payroll expenditures.

How broad are the paid sick leave requirements under the proposed Ohio law?
Employees would be able to receive paid sick leave for any absence resulting from a physical or mental illness, injury or medical condition of the employee or family member. An employer may only require that a request for leave be supported by a physician certification if the leave covers more than 3 consecutive work days.

In addition, paid sick leave can be used in hourly increments or in the smallest increment used to track other forms of leave.

What if an employer already provides paid leave?
An employer with a policy is not required to modify its policy if the existing policy is at least equivalent to the mandated sick leave. So employers will have to review their policies to make sure they are providing “equivalent” leave. But, the proposal is very vague and it is not entirely clear whether a company that provides seven days of paid time off would satisfy the mandated seven days of paid sick leave.

Do employers have the flexibility to change other types of leave to comply with this new mandate?
An employer may not eliminate or reduce leave in existence on the date of enactment of the initiative, regardless of the type of such leave, in order to comply with the initiative. It is unclear whether reducing one type of leave while increasing paid sick days would be in compliance with the initiative.

To read the actual proposal visit www.ohiobusinessvotes.org.
DAYTON’S CW —
Beyond Great in 2008

WBDT-TV in Dayton is a giant among CW network affiliates in the United States. For the past two years the station has been recognized as the number one CW affiliate out of 203 affiliates nationwide. Owned and operated by ACME Communications Inc., WBDT (formerly a WB station) was chosen to be the local CW affiliate in 2006 following the merger of the WB and UPN networks which created the CW network. The station is the original home of the nationally syndicated morning news and infotainment show, The Daily Buzz.

DAYTON’S CW’S FORMULA FOR STAYING ON TOP

When WBDT-TV evolved into Dayton’s CW in September 2006, the station had a tremendous amount of backing from the newly formed network to get the word out to the community about the new CW affiliate. Still, John Hannon, vice president and general manager of Dayton’s CW, said the former WB affiliate had its work cut out for it.

“We spent a lot of time in that transition to a CW affiliate to get people to understand that we were no longer a WB affiliate,” Hannon explained. “Instead of just promoting our prime shows, we concentrated on branding the entire station as CW.”

All that hard work paid off. For the past two years, WBDT has been the number one CW affiliate in the country based on Nielsen TV ratings. In 2007 the station was ranked in the top spot with adults aged 18 to 34, adults aged 18 to 49 and persons aged 12 to 34. This year Dayton’s CW has stayed on top with number one rankings in adults aged 18 to 49 and adults aged 25 to 54.

HELPING ADVERTISERS SUCCEED

Dayton’s CW boasts a low turnover in advertisers. Hannon said that is because station account executives focus on helping advertisers succeed in their businesses. They provide advertising clients with educated and researched marketing solutions.

“We under promise and over deliver,” said Hannon. “And we recommend other media as well. We want the whole advertising package for our clients. They appreciate it and they come back and advertise with us again. Without their commitment we certainly would not have the opportunity to grow.”

A key ingredient to Dayton’s CW’s success has been the way it markets its programming. Hannon calls it the “like you” philosophy.

“Viewers will see people from our community on our channel introduce a show perhaps by saying, ‘I helped make Dayton’s CW number one, and I love “Two and a Half Men” which is on next,’” he said. “No commercials – we immediately roll into the show. You like watching people who are like you so you recognize that the person is like you and before you know it we are airing the show.”

ON THE LEADING EDGE OF TECHNOLOGY

Dayton’s CW boasts state-of-the-art engineering and broadcasting equipment. It is the first station in Dayton and one of the few stations in the country that is broadcasting in a 1080i, high-definition, 16:9 format 24 hours a day. The station airs original high-definition programs and other programs are up-converted to high definition.

Hannon said the station wanted to get ahead of the curve, since all stations will be required to broadcast in digital by February 17, 2009. “We were simply looking ahead and preparing ourselves for the change,” he said. “We owe it to our viewers and to our advertisers.”
ASSEMBLING A DYNAMIC TEAM

Even with state-of-the-art equipment and the best available programming, Hannon said the driving force behind Dayton's CW's success is its talented, dedicated staff. He explained that the station provides a working environment conducive to productivity. While employees are held accountable, they are encouraged to have fun.

The station involves every team member in planning. Hannon said, “Our mantra this year is ‘...beyond great in 2008.’ You can see that mantra on signs all around our building. We encourage our team to fill in the beginning part of that sentence with whatever phrase they choose. For example, ‘I have the ability to be beyond great in 2008.’ Our mantra is a great motivator and we are living up to it.”

The evidence Dayton’s CW is living up to the mantra, Hannon noted, is that it has record shares, record ratings and record revenue – fueled by a team that wants to be great in what they do.

Dayton’s CW has garnered numerous awards as a result of its employees’ drive to be the best. Among the awards the station has won: four Gold, four Silver and two Bronze Hermes Awards from the Greater Dayton Advertising Association; three Best of the Best Topper Awards from the National Association of Broadcasters; and a Free To Be The Best Award from the CW network.

GIVING BACK TO THE COMMUNITY

Because it has a vested interest in the growth of the Dayton area, Dayton’s CW always looks for opportunities to give back to the community.

Every year it awards an essay contest winner a four-year scholarship to Wright State University. It sponsors Reality Check, a financial literacy class for high school students. The station also supports two charities: The Other Place homeless shelter and Hospice of Dayton.

“I can’t express enough how deep-seated we want to be in the community,” Hannon said. “We pride ourselves on the fact that we care, we firmly believe that Dayton is still a place where businesses can thrive.” —
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IN CANCER CARE.

American College of Surgeons
Commission on Cancer

OUTSTANDING ACHIEVEMENT AWARD

2007

16th Annual Chamber Challenge & Auction
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NCR COUNTRY CLUB

Register Online at www.daytonchamber.org

DEMAND RESPONSE

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

Demand Response is a compensation program for qualifying commercial and industrial customers where the customer curtails their energy load from the grid during high-priced and/or capacity-constrained times. If you would like to know more or have questions, please contact DPL Energy by calling 937-257-7856 or emailing DPLEnergy@dplinc.com.
Greene County, Ohio is one of thirteen Greene Counties in the United States. It is 451 square miles in size and has approximately 155,000 citizens. It is a rural and suburban community that welcomes both patriotism and faith.

**Greene County, Ohio**

Greene County, Ohio offers one of the lowest cost of living rates in the country. No matter where a person lives in Greene County, they are only minutes away from wooded parkland. The county has theater, music, art, skydiving, rock climbing, golf, NASCAR, five universities and fifteen festivals. Underlying all of this is a solid diversified economy.

2006 economic indicators support this positive picture. New construction was at the highest level in nineteen years. Sales tax, employment, total wages and real property tax were also up.

In 2006, the Board of County Commissioners used a participatory process among industry, education, government and economic development practitioners to develop a five-year Economic Development Plan for the county. Overseen by the county department of development, this plan has five stated goals: (1) Ensure that the workforce is well-trained, (2) Revitalize a comprehensive and useful business retention and expansion program, (3) Monitor BRAC (base realignment and closure) implementation at Wright-Patt (Beavercreek and Fairborn) new housing is underway in Cedarville, Bellbrook and Yellow Springs. Our five existing institutions of higher learning are all in growth mode and have been joined by a new Greene County campus of Clark State College. Retail is alive and well here with three of the Miami Valley’s top ten shopping centers leading the way. 235 new hotel rooms are under construction.

But, as earlier acknowledged, the heart of this success is the aerospace and high technology companies associated with Wright-Patt.

Without question, the heart of the county’s economy is Wright-Patt which has helped to make Greene County very attractive to high-tech businesses. But Greene County is fortunate in that growth is diverse and spread throughout the county. In addition to the communities adjacent to Wright-Patt (Beavercreek and Fairborn) new housing is underway in Cedarville, Bellbrook and Yellow Springs. Our five existing institutions of higher learning are all in growth mode and have been joined by a new Greene County campus of Clark State College. Retail is alive and well here with three of the Miami Valley’s top ten shopping centers leading the way. 235 new hotel rooms are under construction.

But, as earlier acknowledged, the heart of this success is the aerospace and high technology companies associated with Wright-Patt.

Office space construction both within and without the fences of the base is in full gear. One new 136,000 square foot facility is the home to CSC Inc. and the 600 employees needed to fulfill a $700 million contract with the Air Force. The five-story Mills-Morgan tower is still under construction but already has commitments for 60% of its space. ATK has broken ground. The largest totally secure facility outside of Washington D.C. will be built here to house the Advance Technology Intelligence Center. These are not BRAC related. That development is yet to come.

Under the leadership of the Board of County Commissioners, Greene County faces the future with optimism and looks forward to sharing its success with all of the Miami Valley.

---

**By Alan Raney, Communication Specialist, Greene County Convention and Visitors Bureau**

**Computer Sciences Corp. (CSC) will be the prime systems integrator and provide a full range of services to help the Air Force transform its global supply chain.**
ECONOMIC Update

In this issue of FOCUS, we take a look at some key economic indicators for the Dayton region, including the unemployment rate, the value of new construction, and the status of home sales in the region. We offer the most current profiles for the Healthcare and Hospitality industries in our “snapshots” pages.

HOSPITALITY INDUSTRY

The hospitality industry is comprised primarily of dining and lodging establishments. Dayton offers a wide variety of dining options, from fine dining with sophistication to casual, contemporary bistros to relaxed diners and family restaurants. Many national, regional, and local chains operate in Dayton as well. Visitors will find more than 100 hotels to choose from appealing to differing tastes and budgets. This sector includes establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. Both accommodation and food service establishments are included because the two activities are often combined at the same establishment. On page 15.

HEALTHCARE INDUSTRY

Dayton provides quality, responsive healthcare services through a well-integrated network of professionals and hospitals. The region boasts eighteen hospitals and hundreds of physicians’ and specialists’ offices. Care Flight of Miami Valley Hospital is available to perform medical lifts in emergencies. In the spirit of our values and heritage, our health professionals work to build healthier communities with commitment to provide high-quality, cost-effective healthcare services. The healthcare industry has grown steadily over the last fifteen years and is anticipated to generate some of the region’s most significant numbers of new jobs in the future. On page 16.

Key Economic Indicators — Dayton Region

**UNEMPLOYMENT RATE**

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**TOTAL NON-FARM EMPLOYMENT**

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**VALUE OF NEW CONSTRUCTION**

<table>
<thead>
<tr>
<th></th>
<th>MAY ’08</th>
<th>YTD MAY ’08</th>
<th>MAY ’07</th>
<th>YTD MAY ’07</th>
<th>YTD CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-residential</td>
<td>212,465,000</td>
<td>169,392,000</td>
<td></td>
<td></td>
<td>25%</td>
</tr>
<tr>
<td>Residential</td>
<td>99,722,000</td>
<td>187,505,000</td>
<td></td>
<td></td>
<td>47%</td>
</tr>
<tr>
<td>Total</td>
<td>312,187,000</td>
<td>356,897,000</td>
<td></td>
<td></td>
<td>13%</td>
</tr>
</tbody>
</table>

**HOME SALES**

<table>
<thead>
<tr>
<th></th>
<th>MAY ’08</th>
<th>MAY ’07 % CHANGE</th>
<th>YTD ‘08</th>
<th>YTD ‘07 % CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of homes sold</td>
<td>1,102</td>
<td>1,342...17.9%</td>
<td>4,381</td>
<td>5,320...17.7%</td>
</tr>
<tr>
<td>Total home sales ($,000)</td>
<td>147,929</td>
<td>188,225...21.4%</td>
<td>547,712</td>
<td>694,381...21.1%</td>
</tr>
<tr>
<td>Average sale price ($)</td>
<td>134,237</td>
<td>140,257...4.3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Regional Profile Of Hospitality

<table>
<thead>
<tr>
<th>Industry</th>
<th>Employees</th>
<th>Establishments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation and Food Services</td>
<td>34,003</td>
<td>1,584</td>
</tr>
<tr>
<td>Food Services and Drinking Places</td>
<td>31,679</td>
<td>1,470</td>
</tr>
<tr>
<td>Limited-Service Eating Places</td>
<td>15,227</td>
<td>773</td>
</tr>
<tr>
<td>Full-Service Restaurants</td>
<td>14,091</td>
<td>438</td>
</tr>
<tr>
<td>Accommodation</td>
<td>2,369</td>
<td>116</td>
</tr>
<tr>
<td>Traveler</td>
<td>2,130</td>
<td>107</td>
</tr>
<tr>
<td>Accommodation</td>
<td>2,130</td>
<td>107</td>
</tr>
<tr>
<td>Drinking Places (Alcoholic Beverages)</td>
<td>1,393</td>
<td>207</td>
</tr>
<tr>
<td>Special Food Services</td>
<td>999</td>
<td>52</td>
</tr>
<tr>
<td>RV Parks and Recreation Camps</td>
<td>28</td>
<td>5</td>
</tr>
</tbody>
</table>

Leading Regional Hotels

<table>
<thead>
<tr>
<th>Hotel</th>
<th>Guest Rooms</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dayton Marriott Hotel</td>
<td>399</td>
<td>Dayton</td>
</tr>
<tr>
<td>Crowne Plaza Dayton</td>
<td>283</td>
<td>Dayton</td>
</tr>
<tr>
<td>Hope Hotel and Conference Center</td>
<td>266</td>
<td>WPAFB</td>
</tr>
<tr>
<td>Best Western Executive Hotel</td>
<td>231</td>
<td>Dayton</td>
</tr>
<tr>
<td>Holiday Inn Dayton North</td>
<td>231</td>
<td>Dayton</td>
</tr>
</tbody>
</table>

Leading Regional Restaurants

<table>
<thead>
<tr>
<th>Restaurant</th>
<th>Entrée Price</th>
<th>Cuisine</th>
</tr>
</thead>
<tbody>
<tr>
<td>L’Auberge</td>
<td>$21.50 / $37.00</td>
<td>French</td>
</tr>
<tr>
<td>Parmizzano’s</td>
<td>$16.00 / $36.99</td>
<td>Italian</td>
</tr>
<tr>
<td>Jay’s Restaurant</td>
<td>$15.00 / $36.00</td>
<td>Seafood</td>
</tr>
<tr>
<td>Mélia</td>
<td>$16.00 / $36.00</td>
<td>Continental</td>
</tr>
<tr>
<td>Pine Club</td>
<td>$14.95 / $35.99</td>
<td>Steakhouse</td>
</tr>
</tbody>
</table>

Wage Rates For Selected Occupations In Hospitality

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment</th>
<th>Hourly</th>
<th>Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waiters and Waitresses</td>
<td>6,650</td>
<td>$ 6.51</td>
<td>$13,541</td>
</tr>
<tr>
<td>Food Preparation Workers</td>
<td>7,750</td>
<td>$ 7.06</td>
<td>$17,389</td>
</tr>
<tr>
<td>Manager of Food Prep and Serving Workers</td>
<td>2,130</td>
<td>$13.48</td>
<td>$28,038</td>
</tr>
<tr>
<td>Bartenders</td>
<td>2,320</td>
<td>$ 7.09</td>
<td>$14,747</td>
</tr>
<tr>
<td>Hosts and Hostesses, Restaurants</td>
<td>1,070</td>
<td>$ 7.45</td>
<td>$15,496</td>
</tr>
<tr>
<td>Chefs and Head Cooks</td>
<td>270</td>
<td>$16.23</td>
<td>$33,758</td>
</tr>
<tr>
<td>Hotel, Motel and Resort Desk Clerks</td>
<td>290</td>
<td>$ 8.09</td>
<td>$16,827</td>
</tr>
</tbody>
</table>

Industry Support

- Area Convention & Visitors’ Bureaus
  - www.daytoncvb.com
  - www.greenecountyohio.org
  - www.visitmiamicounty.org
  - www.springfield-clarkcountyohio.info
- Miami Valley Restaurant Association
  - www.themvra.org
- Sinclair Community College Hospitality Management Department
  - www.sinclair.edu/departments/hos
- Ohio Hotel & Lodging Association
  - www.ohla.org
- National Restaurant Association
  - www.restaurant.org
INDUSTRY Snapsho

HEALTHCARE

Leading Regional Hospitals

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>TOTAL STAFF</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miami Valley Hospital</td>
<td>5,124</td>
<td>Dayton</td>
</tr>
<tr>
<td>Good Samaritan Hospital</td>
<td>3,477</td>
<td>Dayton</td>
</tr>
<tr>
<td>Kettering Medical Center</td>
<td>3,083</td>
<td>Kettering</td>
</tr>
<tr>
<td>Upper Valley Medical Center</td>
<td>1,822</td>
<td>Troy</td>
</tr>
<tr>
<td>Middletown Regional Hospital</td>
<td>1,718</td>
<td>Middletown</td>
</tr>
<tr>
<td>VA Medical Center</td>
<td>1,567</td>
<td>Dayton</td>
</tr>
<tr>
<td>Grandview Hospital</td>
<td>1,325</td>
<td>Dayton</td>
</tr>
<tr>
<td>Community Hospital</td>
<td>1,132</td>
<td>Springfield</td>
</tr>
<tr>
<td>Greene Memorial Hospital</td>
<td>903</td>
<td>Xenia</td>
</tr>
<tr>
<td>Mercy Medical Center</td>
<td>885</td>
<td>Springfield</td>
</tr>
<tr>
<td>KMC Sycamore Hospital</td>
<td>492</td>
<td>Miamisburg</td>
</tr>
</tbody>
</table>

Wage Rates For Selected Occupations In Healthcare

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>EMPLOYMENT</th>
<th>HOURLY</th>
<th>ANNUAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>8,780</td>
<td>$25.09</td>
<td>$52,187</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>660</td>
<td>$45.00</td>
<td>$93,600</td>
</tr>
<tr>
<td>Family and General Practitioners</td>
<td>690</td>
<td>$80.38</td>
<td>$167,606</td>
</tr>
<tr>
<td>Dentists</td>
<td>220</td>
<td>$75.04</td>
<td>$156,083</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>320</td>
<td>$31.25</td>
<td>$67,400</td>
</tr>
<tr>
<td>Physical Assistants</td>
<td>170</td>
<td>$37.99</td>
<td>$79,019</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>250</td>
<td>$29.46</td>
<td>$61,277</td>
</tr>
<tr>
<td>Occupational Therapist Assistants</td>
<td>110</td>
<td>$17.79</td>
<td>$37,003</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>20</td>
<td>$64.71</td>
<td>$134,597</td>
</tr>
</tbody>
</table>

Regional Profile Of Healthcare

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>EMPLOYEES</th>
<th>ESTABLISHMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare and Social Assistance</td>
<td>56,195</td>
<td>1,907</td>
</tr>
<tr>
<td>Hospitals</td>
<td>18,817</td>
<td>25</td>
</tr>
<tr>
<td>Ambulatory Healthcare Services</td>
<td>17,759</td>
<td>1,341</td>
</tr>
<tr>
<td>Nursing and Residential Care</td>
<td>10,595</td>
<td>194</td>
</tr>
<tr>
<td>Facilities</td>
<td>8,287</td>
<td>64</td>
</tr>
<tr>
<td>Home Healthcare Services</td>
<td>2,886</td>
<td>50</td>
</tr>
<tr>
<td>Offices of Physicians</td>
<td>7,293</td>
<td>614</td>
</tr>
<tr>
<td>Community Care Facilities for the Elderly</td>
<td>1,008</td>
<td>52</td>
</tr>
<tr>
<td>Medical and Diagnostic Laboratories</td>
<td>906</td>
<td>55</td>
</tr>
<tr>
<td>Residential Mental Health Facilities</td>
<td>592</td>
<td>51</td>
</tr>
</tbody>
</table>

Industry Support

- Dayton Area Chamber of Commerce
  www.daytonchamber.org
- Greater Dayton Area Hospital Association
  www.gdaha.org
- Wright State University School of Medicine
  www.med.wright.edu
- Sinclair Community College Nursing Program
  www.sinclair.edu/departments/nsg
- Wright State University College of Nursing & Health
  www.nursing.wright.edu
- Kettering College of Medical Arts
  www.kcma.edu
Four Top 100 Hospitals.

Grandview Medical Center

Sycamore Medical Center

Kettering Medical Center

Southview Medical Center

One Caring Team.

We’re proud to be awarded four of America’s top 100 hospitals. Kettering Medical Center, Grandview Medical Center, Sycamore and Southview Medical Centers were each selected from 3,000 candidates by Thomson 100 Top Hospitals® for superior patient care, positive outcomes, operating efficiency and community responsiveness. This great honor given to our four hospitals helps demonstrate our commitment to exceptional quality, faith-based health care and lets you know that the nation’s very best in treatment can be found within the Kettering Health Network. Learn more at khnetwork.org.

2007 Thomson 100 Top Hospitals®
In each issue, FOCUS Magazine will feature a Leadership Dayton graduate. Jill Moberley, class of 1989, is this issue's profile.

By Toni Bankston, Editor tbankston@dacc.org

SPOTLIGHT: JILL MOBERLEY — LEADERSHIP DAYTON CLASS OF 1989

Jill Moberley has been sharing the good news about Dayton Public Schools for 27 years. As Director of Public Information, Moberley is responsible for oversight and coordination of Dayton Public Schools internal and external communication, marketing, and media relations efforts. It’s a big job. Moberley logs 10 to 12 hour workdays and is always on call. “I find it amusing when people assume since I work for a school district I have the summer off.” Moberley continues, “working for the Dayton Public Schools (DPS) is both challenging and demanding.”

Besides being a graduate of the 1989 Leadership Dayton Program, Moberley has had a string of impressive career accomplishments. She cites her biggest achievement as gaining her accreditation in school public relations through the National School Public Relations Association. In 1989 she was 1 out of 100 accredited public relations professionals in the nation. Today, she is accredited through the Public Relations Society of America.

Moberley was key in providing information to help citizens better understand the importance of the 2004 bond issue to build neighborhood schools. The bond issue earned unprecedented citizen approval, and Moberley’s work on the campaign continues to keep staff and citizens informed about the facts surrounding the bond issue. As head of the Public Information Department, Moberley and staff worked closely with the Student Assignment Office on student recruitment and retention, developing communication plans around peak enrollment times. Using more aggressive marketing strategies, DPS was credited with stabilizing student enrollment, resulting in a cost avoidance of $4 million projected to be lost to charter schools had students left the district and the downward enrollment trend did not change.

So when I sat down to talk to Jill I wanted to know whose leadership style she most admires. It was hard for her to narrow down her list to one person. According to Moberley the Dayton region is “blessed to have so much talent here.” However, after working with Percy Mack PhD for six years, she was always struck by how he connected with people. “Wherever he went, he was greeted by parents, students or community residents and he mobilized the entire city – from families to businesses – to make literacy a community wide priority; he was very visible in the district and the community.” Moberley continues, “He spoke from the heart, sharing his vision for Dayton Public Schools in a way that inspired us to rise to our challenges and work toward the same goals.”

Even talking to Jill briefly (she is incredibly busy) I was impressed by how much passion she herself exudes for DPS and the business community. In our conversation, Moberley refers to her Leadership Dayton experience as a reminder of how interconnected we are. Her fondest memory was the Wright Patterson Air Force Base tour. According to Moberley, “the technology was amazing and remains vital to this region . . . as a valuable partner with Dayton Public Schools in providing one-of-a-kind learning opportunities for our students in our STEM programs, including arranging base visits and providing mentors in math, engineering and other advanced technology fields, to offer just one example.”

In finishing up my conversation with Jill I conclude with this familiar question, “What makes someone a good leader?” Moberley shared these thoughts, “Leadership is about who you are at your core. You can’t separate leadership and character. When people see your values in action, that’s powerful. An effective leader inspires a shared vision, sets high expectations and encourages others to meet them. Servant leaders empower those around them to do their jobs well and reach their highest potential. They hold others accountable but give them what they need to be successful and trust them to do their jobs.” —
Focus
vol. i, No. 3 — 08

v olunteer s of The Quarter

1ST QUARTER 2008 —
Kevin Connell,
Freud, Freeze & Arnold LLP

(not pictured) —
Diane Smith,
AAA Miami Valley

Entrepreneurs
Helping
Entrepreneurs

BRADYWARE
CPAs & Business Advisors

One South Main St., Suite 600
Dayton, Ohio 45402
(937) 223-5247

www.bradyware.com

Pushing the Possibilities

Volunteers of The Quarter

Dayton Area
Chamber of Commerce

LIVE FROM THE ROOFTOP

Dave Greer Jazz Stompers
Wednesday, 7:30pm - 11:30pm

Reyna & Friends
Thursday Nights, 8pm - Midnight

Shawn Stanley Trio
Friday & Saturday Nights, 7pm - 1am

Crowne Plaza
Dayton

LIVE FROM THE ROOFTOP

Volunteers of The Quarter

Dayton Area
Chamber of Commerce

Dayton’s CW ranks #2 at 6P & 7P in viewers aged 18-49
M-F 6P-630P and 7P-730P Nov ’07, Feb ’08 and May ’08 avg

Dayton’s CW ranks #2 at 11P in viewers aged 18-49
M-F 11P-1130P Nov ’07, Feb ’08 and May ’08 avg

Dayton’s CW ranks #2 at 1130P in viewers aged 18-49
and 25-54
M-F 1130P-12A Nov ’07, Feb ’08 and May ’08 avg

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Your Customers

#1 CW affiliate in the nation in viewers aged 18-49
and 25-54
ranked out of the 203 CW affiliates across the nation May ’08

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Today’s Students Are Tomorrow’s Workforce

Coming Fall 2009

The Dayton Regional

STEM

School

Developing the Dayton Region’s Talent Base

DRSS FAST FACTS

- Opening Date: Fall 2009
- DRSS will open with grade nine and will add two levels per year until grades six through twelve are all represented.
- 80 students per grade level, maximum of 600 for the school.
- Students must reside in Clark, Greene, or Montgomery Counties.

WRIGHT STATE UNIVERSITY

DAYTON

Dayton Area Chamber of Commerce

The Chamber Works for You
What is STEM Education?

STEM stands for science, technology, engineering and math.

STEM schools are specially designed to nurture STEM education. Specialized STEM schools currently exist in many U.S. cities, including Washington D.C., San Diego, and Denver. While no two schools work in exactly the same way, STEM schools typically offer a curriculum broader than their moniker would suggest: they provide students with a well-rounded education in the arts and humanities as well as STEM subjects.

The curriculum for DRSS, while not yet developed, is expected to require 24 units for graduation (Ohio high schools will require 20 units for classes graduating in 2014). Music and art classes will be included, as will health, physical education, and foreign language.

A common feature of STEM school instruction is its emphasis on inquiry-based learning. Promoting world-class teaching techniques, the schools seek to inspire students to solve problems using creativity and scientific principles.

Who are STEM school students?

Most public STEM schools, contrary to perception, do not have restrictive admissions policies. Ohio H.B.119, legislation including the biennial budget that created Ohio STEM schools, states the STEM schools “will not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude.” The measure further requires each state-funded STEM school to “assert its best effort to attract a diverse student body that reflects the community and to ‘recruit students from disadvantaged and underrepresented groups.”

DRSS Partner Organizations:

Central State University • Clark State Community College • Clark County Educational Service Center • Fairborn City School District • Greene Co. Career Center • Greene Co. Educational Service Center • Huber Heights City School District • Miami Valley Career Technology Center • Montgomery Co. Educational Service Center • Sinclair Community College • University of Dayton • West Carrollton School District • Wright State University • Xenia Community School District • IDCAST • Inventis Group Ltd. • LexisNexis • Mound Laser & Photonics Center • Peerless Technologies • Standard Register • Time Warner Cable, Southwest Ohio • Air Force Research Laboratory • Dayton Area Chamber of Commerce • Dayton Development Coalition • Dayton Regional STEM Center • EDvention • WeEXCEL

www.daytonstemschool.org
A CONVERSATION WITH MARY TAYLOR

Mary Taylor is the first certified public accountant to serve as Ohio’s Auditor of State. She previously served two terms in the Ohio House of Representatives where she served on the House Finance, Ways and Means, and Education Committees. Taylor began her career in public service as a city council woman in Green, Ohio.

Taylor was recently honored as a 2008 recipient of the University of Akron’s Dr. Frank L. Simonetti Distinguished Business Alumni Award. The award was created by the University of Akron College of Business Administration Alumni Board in 1987 to honor distinguished alumni for their achievements in business and significant contributions to their communities.
An opportunity to interact with elected officials is what “Getting Down To Business” is all about – your Chamber’s part in education and advocacy activities.

Getting Down To BUSINESS With...

Mary Taylor, CPA
OHIO AUDITOR OF STATE

Q Across the State of Ohio, communities have been dealing with significant economic challenges and the Dayton region is no exception. While the automotive and manufacturing industries have been on the decline, we have witnessed the positive developments surrounding Wright Patterson Air Force Base and the expansion and growth of new jobs related to the high-tech industry. Auditor Taylor, how does your office contribute to the business development and economic growth in the State of Ohio?

Mary Taylor

There are a number of ways my office contributes to the economic well-being of Ohio’s communities. First and foremost, we conduct routine financial audits of more than 5,500 government and public entities throughout the state. During the audit we test certain policies and procedures as outlined by state law and current professional auditing standards to make sure taxpayer funds are spent legally and appropriately. For instance, if officials fail to implement internal controls to safeguard the tax dollars they collect and spend, we make recommendations on ways to improve controls and accountability. And if public officials or employees misspend tax dollars, we issue a finding for recovery that they are obligated to repay so that the money can be used for its intended purpose.

We also provide support to local governments seeking accounting and auditing related assistance. Our Local Government Services section serves as a consulting and fiscal advisory group to all governmental agencies and subdivisions. The section issues publications, accounting manuals and advisory bulletins to assist local governments in performing their duties. They are a resource for local entities facing financial problems and provide assistance to these organizations as they strive to achieve fiscal stability.

In addition, our Performance Audit section is a unique group that helps public entities improve the efficiency and effectiveness of operations through peer comparisons and benchmarking to industry standards. Our performance auditors work with local governments to enhance operations, identify cost savings and improve the use of existing resources – often providing recommendations that can potentially save millions of taxpayer funds!

These are just a few examples of how my office can contribute to the economic development and vitality of a community by making sure your tax dollars spent by local governments are spent legally and appropriately. To the extent that government in any form, at any level misspends tax dollars it costs citizens more to live and work in Ohio. Our mission to improve accountability should help reduce the pressure of local governments to raise your taxes while still providing the services you need and want.

Q One of the roles of the State Auditor is to ensure that state monies are being used responsibly and efficiently. In your opinion, what can recipients of public monies do to ensure that they are responsible stewards of public resources?

MT My office has a variety of resources available to local entities who seek to improve the transparency and accountability for how they spend your tax dollars.

We have an Open Government Unit that provides training to local officials and employees regarding their responsibility under law to respond to the public’s request for information about how they operate and spend taxpayer funds. Ohio law requires that governments of all types and sizes operate in a transparent way so as to provide its citizens with the information they want. Transparency improves accountability for public resources by making it more difficult to misuse a resource. (continued on page 24)
Since many of these entities are new to our auditing procedures, I worked with the state legislature in 2007 to enact a plan to address record keeping deficiencies found in some of the state’s community school districts. The Ohio Department of Education can now withhold state funding if a community school is declared “unauditable.” The Auditor of State’s office declares a public organization unauditable, as a last resort, when administrators fail to submit complete financial statements and other documentation needed to support a routine annual audit.

The measure enacted by the state legislature also prohibits a school’s sponsor from opening any additional community schools while their finances are considered unauditable. Once the situation is corrected, payments to the school will resume.

The plan is part of a comprehensive approach to improving the oversight, accountability and quality of Ohio’s charter school system. The provision was passed into law as part of the state’s biennial budget and we are already beginning to see progress.

Last year, my office declared 19 Ohio community schools unauditable for fiscal year 2006. We have declared only three charter schools unauditable for fiscal year 2007. Those schools faced the potential loss of state funding – beginning with audits of fiscal year 2007 – as a result of our legislative efforts. That represents an 84 percent decline in the number of new unauditable community schools statewide so I believe our efforts are working.

In addition, my office sponsored four regional financial training sessions last year for charter schools across the state. These trainings covered various topics from what to expect when the Auditor of State comes to audit to how to effectively put together a business plan that helps ensure long-term financial stability and success. We have two sessions scheduled this year.

Q Education is one of the driving factors for economic growth and in recent years, Dayton has seen an influx of charter schools in the region. What is the biggest challenge for charter schools in terms of balancing the delivery of education and the stewardship of public funds?

MT Dayton is certainly not alone as it experiences a steady stream of new community schools. Charter schools have opened and are operating in communities all over the state. Today, my office audits 326 charter schools, representing nearly six percent of all of the entities we are required to audit. In comparison, there are more than 600 traditional public schools currently operating in the state.

However, Dayton is known worldwide as the birthplace of aviation and many local attractions help promote the area’s contribution to the history of flight. For instance, I am especially impressed with the United States Air Force Museum and its commitment to the influence the Wright brothers had on the aerospace industry. The museum is one of the largest military museums in the nation and attracts many visitors to the area each year.

The Wright-Patterson Air Force Base also has a significant impact on Dayton’s economy and continues to serve as a major contributor to the region’s economic development. The highly-skilled workforce and focus on the aerospace industry helps attracts many high paying jobs to the Greater Dayton area.

Dayton is also home to several great institutions of higher learning. For instance, the University of Dayton, founded in 1850, is known as one of the nation’s ten best Catholic universities.

Central State University, located in nearby Wilberforce, Ohio, is proud of its diverse heritage as the state’s only predominately African-American university. The school has a 120 year history of significant achievements both academic and athletic.

In addition to the impact they made on the aerospace industry, the Wright brothers influenced higher education in Dayton. In fact, Wright State University is named after them! The school is a statewide leader in the number of graduating students who continue to live and work in the area. This is a great contribution to the state’s economy.

Sinclair Community College is located in downtown Dayton. It is one of the largest community schools in the nation with the lowest tuition rates in the state.

Combined, all of these institutions, as well as many others in the region, help produce a highly-skilled workforce that is attractive to businesses and corporations seeking to relocate to the area. Fostering this positive learning and economic environment will help the city of Dayton grow as it moves into the 21st century. (continued on page 26)
A relocation shouldn't feel so far from home.
My Homewood.

Clients will feel at home with spacious suites, complimentary hot breakfast daily and a Welcome Home reception Monday-Thursday evenings. Visit homewoodsuites.com or dial 1-800-CALL-HOME®.
Q One of the goals of the State Auditor’s office is to improve government accountability. What are you doing to ensure that the spending of tax dollars provides a return on investment for the business community and other tax payers?

MT The community suffers when public funds are misspent and I am committed to making sure each and every tax dollar counts. My office is statutorily obligated to perform financial audits of all public entities in Ohio. These audits are a great barometer of the financial health of an organization and provide businesses and individuals with a tremendous amount of insight into how their tax dollars are being spent in a community.

If you would like to review an audit from a public entity in your community, please visit my Web site at www.auditor.state.oh.us. Performing an audit search on our Web site is quick and easy and will offer you a better idea of how your tax dollars are being spent. And if you have any questions, please contact my office at 1-800-282-0370 or email at contactus@auditor.state.oh.us and we will assist you in any way we can.

(continued from page 24)
Profile: Wise Construction Company, Inc.

“Twenty-five years and building...” the new slogan for Wise Construction’s anniversary campaign, aptly reflects the company’s attitude about the future.

Wise Construction Company, Inc. is a full service General Contractor which is headquartered in northwest Dayton. The company which was founded in 1983 by the late Warren C. Wise, is gearing up to celebrate its 25th anniversary in December. Wise’s former partner, David F. Abney II, has piloted the company as President and CEO since 1997.

Wise Construction “grew up” in and graduated from the 8A Program many years ago. Benefitted by a strong start, Wise went on to establish itself as a reputable general contractor, performing numerous substantial projects throughout the Southwestern Ohio region over the past two decades. Wise’s newer Construction Management division has also experienced marked success, recently providing its services on several Dayton Public Schools projects. While Wise’s projects have been broad in spectrum, ranging from commercial and industrial buildings to custom homes to water treatment facilities, the majority of its contract performance has been in the public sector.

In 1993, then partners, Wise and Abney formed the subsidiary Wise Services, Inc., a labor-hour subcontractor, to provide specialized construction services to the U.S. Department of Energy’s Fernald Closure Project in Ross, Ohio. Over the course of fourteen years on the project, Wise Services received numerous safety awards including the achievement of One Million, Five Hundred Thousand Hours Without a Lost-Time Injury. Wise Services successfully completed the multi-year, multi-million dollar subcontract at the DOE’s Fernald site in the fourth quarter of 2006. Recently, Wise Services was the successful bidder for a similar project at the DOE’s Savannah River site in Aiken, SC. This new subcontract began in April of 2008 with an anticipated contract duration of 4-1/2 years and an approximate value of $21M.

The company, which once had a satellite office in Columbia, SC, is excited about renewing its presence in the area.

Wise Companies presently employ a combined staff and workforce of approximately thirty-five employees on sites in Ohio and South Carolina. They anticipate that number to grow to seventy-five or eighty by year’s end. David Abney considers his employees to be “teammates” noting that most of Wise’s core management team has worked together for over fifteen years. He recognizes that his employees are the face of the business and values their contributions to the company’s success. According to Abney, his employees are his “most valued asset...I attribute the success of the company to their commitment.”

As part of the plan for future growth, Wise Companies have recently added Business Development Manager, Renee Abney to the staff. The goal in so is to increase the company’s market share in the private sector, particularly in the rapidly expanding healthcare industry.

For more information about Wise Construction Company visit their website at www.wisecompanies.net.
CHAMBER RIBBON CUTTING CEREMONIES — 2008 continues to show promise for the opening of new businesses in the Dayton region. The Chamber welcomes these new ventures and wishes them well...

MAY 12, 2008

Wright Materials Research

Wright Materials Research Company is a small business founded in the Dayton area in 1990. Wright Materials Research is involved in processing and fabricating advanced composite, blast protection and light materials and coatings for the Defense Department, National Aeronautics and Space Administration, Department of Energy and National Science Foundation. The company is located at 4085 Executive Drive in Beavercreek.

JULY 18, 2008

PangeAir The Digital Airline Company

The next generation of videoconferencing, PangeAir’s network of premier videoconferencing suites provides an alternative to exhausting and time consuming physical travel. The Dayton location with two 65-inch screens will enable up to 25 people to use high-definition interactive video with parties in other locations. The Dayton Gateway Center will seek to differ from traditional teleconferencing via Web because it creates a more personal environment, even when people are hundreds and thousands of miles apart. The PangeAir Gateway facility is located on the first floor of the Dayton Convention Center.

JULY 25, 2008

Transeo

Transeo LLC, provides transformational solutions to the automotive, commercials and military markets. Transeo provides their customers with the best solution for their specific needs, both by providing the right vehicle platform or industry specific consulting and services. Transeo Global Security provides consulting and systems to Global Cash in Transit, and also Transeo Global Vehicle Solutions has been recognized as a leader in today’s armored vehicle manufacturing industry. Transeo is located at 1701 Dalton Drive in New Carlisle.

CHAMBER WELCOMES NEW STAFF MEMBER —

MANAGER, GRAPHIC DESIGN

Stephanie Hicks

Stephanie is the latest member of the Chamber’s Marketing and Communications staff. She is responsible for the design process and helps maintain the Chamber’s brand. You can contact Stephanie Hicks at shicks@dacc.org or 226-8286.
**Sloan Award Winners**

On behalf of the Dayton Area Chamber of Commerce and the When Work Works national partners we would like to congratulate LJB Inc., Barco Inc. and Deloitte on being selected as 2008 Sloan Award Winners. Winners were ranked in the top 20% of employers nationally in terms of flexible work programs, policies and culture.

**Coming Soon — Relief At The Pump**

Beginning in October Chamber members will be eligible to receive discounts on gasoline. Our newest group value service will allow members to save 6¢ per gallon by using the Chamber/Speedway gas card. Look for complete details in the next Chamber Connection.

Tired of the high price of gasoline? Chamber members will soon get special discounts!
One of the most recognizable symbols of the Dayton region is the Carillon.
While it’s easy to pay homage to nostalgia and what the city once was, it is even more important to remember that Dayton’s legacy must be more than a continuous look in the rear view mirror. To truly serve us, our heritage must be re-purposed and repositioned so that it can be used as a catalyst—a springboard—to reflect not only what Dayton used to be, but to energize and mobilize us along the flight path to what we are and will become as a city of the future.

It is that “patented” spirit of achievement and invention that indelibly lives in the hearts and minds of our citizens, and is permanently woven into the fabric of the community. It is our most prized possession—so much so, that it will form the bedrock of Dayton’s new branding campaign for 2008 and beyond. But how is such a branding campaign formed, and how do we determine what Dayton’s image should be? It all starts with a look beneath the surface at what makes the city so special and unique.

DEFINING THE BRAND DNA

As any economic development professional will tell you, initiating a strategy to effectively re-energize, re-position and re-invigorate a city image is no mean task. To do so is to embark on a journey of discovery that begins with a thorough examination of the status of the city from many points of view—an intensive scrutiny of where it is, and where it desires to go as a community.

To begin the process, the City of Dayton spent nearly a year identifying its unique attributes as a destination for businesses, visitors and residents. Experts employed extensive research with the ultimate goal of identifying an image that would support positive growth within the various entities that comprise our community. Perception studies, attitude and awareness surveys, visitor studies and broad-based community research combined to help reveal the essence of the city and how to best position itself as a successful “brand”—one that could be creatively communicated as part of the process of redefining the city of Dayton.

AN EXTRAORDINARY ENVIRONMENT

“Research tells us it is important to honor our past,” Mayor Rhine McLin said, “but it’s the lifestyle and workplace opportunities found in the city today and tomorrow that will bring new people and businesses downtown. That’s what the city’s new branding effort is all about—re-introducing the possibilities and potential of Dayton to this region, letting people know that this is a place where the sky is the limit!”

“Dayton offers an extraordinary environment for innovation,” Dayton City Manager Rashad Young added. “Original thinkers thrive here, whether they’re in business, technology, academia or the arts. There is something about this city that sparks the imagination. And it attracts, welcomes and rewards those with a progressive, pioneering spirit. That’s why I think the new tagline says it best—‘Dayton Patented. Originals Wanted.’”

Dayton values its heritage as innovators with this tribute to the Wright brothers.
DAYTON PATENTED. ORIGINALS WANTED.

“To translate the strategic plan into a creative platform, we began by studying the research,” said Paul Lindamood, Executive Vice President at Penny/Ohlmann/Neiman, a local marketing, branding and PR firm assisting the City in its branding efforts. “The concept that Dayton strongly values its heritage as innovators led to the ‘Dayton Patented’ part of the theme. It reminds us all that Dayton is synonymous with many firsts in terms of invention, innovation, and imagination.”

“But we also understand the need to communicate Dayton’s history as a framework for what we have to offer today. ‘Originals Wanted’ is that tie – it’s an expression of what makes Dayton so unique and attractive at this moment with all the amazing originals we find downtown and throughout the city. From the creative community to business entrepreneurs to families making their neighborhoods one-of-a-kind expressions of originality, there is a desire for revitalization in the air.”

“Dayton’s originals include families who revitalize their neighborhoods into one-of-a-kind places to live.

To demonstrate that reality, the campaign will actually feature Dayton ‘originals’ in ads and other vehicles,” he added. “As it unfolds, you’ll meet a number of unique people living, working and creating in the city. For these individuals, the city isn’t just where they live, it’s a part of who they are. It’s exciting and uplifting to look inside their lives as Dayton Originals!”

BRINGING IT ALL HOME

The branding campaign is designed to invite participation from all facets of the community who wish to take part, and will gain momentum as more and more economic development groups get involved in rallying to Dayton’s goal of being a city of innovation, imagination and renewed spirit once more. After all, it’s a part of our heritage, and a part of what we will always be. Original, imaginative, and truly one-of-a-kind. —

Through this branding campaign, Dayton’s goal is to be recognized as a city of innovation, imagination and renewed spirit once more.
A key factor in the success of MLPC was the company’s ability to capitalize on the unique combination of resources within the Dayton Region: a strong manufacturing base, the Air Force Research Laboratory, and our universities. As a result of MLPC’s growth, industrial companies, government facilities, and academic institutions from across the country are now looking to MLPC and the Dayton Region as the place for laser-based microfabrication research, development, and commercial applications.

Mound Laser & Photonics Center, Inc. (MLPC) is a high-technology service-based company specializing in the development, application, and commercialization of laser microfabrication technology. Earlier this year the company installed its 10th laser system. This collection of lasers represents a unique capability not only for the Dayton Region, but there is nothing like it anywhere else in this country. All work at MLPC, whether commercial or R&D has one thing in common – precision delivery of laser energy to fabricate parts that are microscopic in nature. Many features on components that are micromachined or precision welded at MLPC have features that are similar to dimensions of the human hair and frequently much smaller. Most of the work at MLPC requires examination under a microscope for measurement of detail and inspection for quality.

The company’s unique business model combines commercial contract manufacturing and contract R&D programs in approximately equal portions while simultaneously providing a training center for students to learn laser material processing techniques. It is this combination that maintains the company’s position on the leading edge of technology. Education is a cornerstone of MLPC and approximately one-third of MLPC’s workforce is students. MLPC is thoroughly committed to its “train to retain” investment in Ohio's workforce. Many of Ohio’s scientists and engineers leave the State because they cannot find employment in their area of expertise. The company provides them with a choice and has demonstrated the effectiveness of the model with the hire of the seventh student into a full-time position in mid-2008. This model can serve as a guide for other companies in Ohio, and together we can begin to reverse the “brain drain” that the state is experiencing. MLPC will continue to work with area universities to find the talent required to sustain its growth in the coming years. The company’s apprentice program, sponsored in part by the Third Frontier, represents a major advance in workforce development for the Dayton Region. By 2010, MLPC will create an additional 20-25 high-tech, high-paying jobs.

The business practices a nontraditional manufacturing paradigm. It does not manufacture a particular product, but rather enables products from other manufacturers to be more economically produced. In many instances there is no other way to manufacture the product. And in some instances, new concepts are being developed for the very first time. MLPC has developed a niche business that services a diverse marketplace, which lends considerable stability to the company. Perhaps this may be the way manufacturing companies will be established in the future. MLPC provides its services to more than 150 industrial and government customers across the country. All of these customers are now viewing the Dayton Region as a center of excellence in laser-based microfabrication – and more are being added every month.

MLPC is an example of how much of the growth in the Dayton Region will come from within – from established companies in the area and from those new entrepreneurs that are willing to risk it all to take advantage of the resources in this community. There is a new wave of innovation that is sweeping this community – a wave that is founded on positive energy within this community from companies such as MLPC and organizations like the DDC, DACC, and DADCA. This is the same spirit that helped to found Dayton and it is being reborn and reinvigorated in the 21st century. —
Advertise in *Dayton FOCUS* —
One of the area’s premiere business publications with a circulation of over 6,000 copies in a 9 county radius.

For more information, contact Peggy Ludwig at 937-424-8950 x2112 or pludwig@hafenbrack.com

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3393 Commerce Drive
Franklin, OH 45005

Auzenne, Ben
14123 Timbergreen Drive
Huntsville, NC 28078

Beavercreek Commerce Center
P.O. Box 340698
Beavercreek, OH 45434

Beyond The Greenhouse LLC
490 North Main Street
Springboro, OH 45066

BMW of Dayton/
Volvo of Dayton/Evans Volkswagen
7124 Poe Avenue
Dayton, OH 45414

BOI Solutions
490 Byers Road
Miamisburg, OH 45342

BSI Security
211 S. Main Street
Dayton, OH 45402

Buckeye Fabrication Company
245 South Pioneer Boulevard
Springboro, OH 45066-3055

Camp Fire USA
Greater Dayton Area Council
4301 Powell Road
Huber Heights, OH 45424-5515

Cannarozzi Insurance Agency
5256 Springboro Pike
Dayton, OH 45439

Cannell Graphics
200 South Jefferson Street
Dayton, OH 45402

Catalyst Initiating Positive Futures
1514 Upshur Street
Washington DC 20011

Central Warehouse Company
2027 Rust Avenue
Saginaw, MI 48601

Club 55 Bistro Bar/
Crystal Banquet Center
845 West Market Street
Troy, OH 45373

CNC Innovations
2645 Twin Creek Road
West Alexandria, OH 45381

Coldwell Banker Heritage Realtors
46 North Detroit Street
Xenia, OH 45385

ComDoc Dayton
123 Webster Street
Dayton, OH 45402

Community Health Centers
of Greater Dayton
1323 West Third Street
Dayton, OH 45402-6714

Crim Precision, Inc.
453 East Wenger Road
Englewood, OH 45322

CTS Corporation
5440 Clarington Road
Dayton, OH 45429

Dairy Queen/Orange Julius
1105 Brown Street
Dayton, OH 45409

Dayton Carpet Liquidations, Inc.
5650 Poe Avenue
Dayton, OH 45414

Dillard Electric, Inc.
106 Quinter Farm Road
Union, OH 45324

Dill’s Excavating, Inc.
PO. Box 68
Germantown, OH 45327

EES
17 Creston Avenue
Dayton, OH 45404

1-888-OHIOCOMP
300 South Dorsett Road
Troy, OH 45373

Access For Youth
1320 Woodman Drive, Suite 105
Dayton, OH 45373

Action Sports Center
1103 Gateway Drive
Dayton, OH 45373

Advanced Breast & Cosmetic Surgery, Inc.
500 Lincoln Park Blvd., Suite 203
Kettering, OH 45429

Affordable Uniforms – Dayton
237 Springboro Pike
Dayton, OH 45449

Ahlstrom
1 South Elm Street
Dayton, OH 45449

Allied Silk Screen, Inc.
2740 Thunderhawk Court
Dayton, OH 45414

Amelia’s American Bistro
2677 River Bend Drive
Spring Valley, OH 45370

Amend Consulting, LLC
2661 Commons Boulevard
Beavercreek, OH 45331

Andy Snow Photo
111 Harries Street, Suite 408
Dayton, OH 45402

Armstrong World Ind., Inc.
7316 Windsor Park Drive
Maineville, OH 45039

For members’ complete information, please visit our website www.daytonchamber.org

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**PangeAir Digital Airline**
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Dayton, OH 45402

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Clayton, OH 45315-0339

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Dayton, OH 45402

**Rue Domaine**
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Centerville, OH 45459

**Salem Consumer Square**
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Tarrytown, NY 10591

**Senbeauty**
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Dayton, OH 45449

**Senior Independence**
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Sidney, OH 45365

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7135 Old Troy Pike
Huber Heights, OH 45424

**ZLB Plasma**
165 East Helena Street
Dayton, OH 45404
**Calendar Of Events**

**SEPT 12**

**Breakfast Briefing – Celebrating Our Progressive Future**
- **DATE/TIME**: September 12, 7:15 - 9:30 am
- **SPEAKER**: Workflow One
- **TOPIC**: TBA
- **LOCATION**: Dayton Racquet Club
- **REGISTRATION**: registration@dacc.org
- **SPONSOR**: Presenting Sponsor – Benefits Network, Inc.
  Supporting Sponsor – Pickrel, Schaeffer & Ebeling Co., LPA

**SEPT 16**

**HR XChange**
- **DATE/TIME**: September 16, 7:45 - 9:00 am
- **SPEAKER**: TBA
- **TOPIC**: TBA
- **LOCATION**: Montgomery County Job Center
- **REGISTRATION**: www.mvhra.org
- **SPONSOR**: Miami Valley Human Resource Association (MVHRA), Montgomery County Job Center

**SEPT 17**

**Safety Breakfast With The Experts**
- **DATE/TIME**: September 17, 7:30 - 9:00 am
- **SPEAKER**: Dr. Larry Lawhorne, Boonshoft School of Medicine
- **TOPIC**: The Aging Workforce: Issues and Concerns
- **LOCATION**: Mandalay Banquet Center
- **REGISTRATION**: www.daytonchamber.org
- **SPONSOR**: AAA Miami Valley

  *Advanced registration required. Doors open 7:30 am, program begins 8:00 am.*

**SEPT 22**

**Chamber Challenge Golf Outing**
- **DATE/TIME**: September 22, 11:00 am - 7:30 pm
- **TOPIC**: Golf and Networking
- **LOCATION**: NCR Country Club
- **REGISTRATION**: registration@dacc.org
To register or learn more about upcoming events, visit online at [www.daytonchamber.org](http://www.daytonchamber.org), or call 226-1444.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<th>Speaker</th>
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<tr>
<td>SEPT 26</td>
<td>Chamber 101 — You’re a Member, Now What?</td>
<td>September 26, 9:30 am</td>
<td>Various</td>
<td>Orientation and Reception for New Chamber Members</td>
<td>Day Air Credit Union</td>
<td><a href="mailto:registration@dacc.org">registration@dacc.org</a></td>
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<td>OCT 10</td>
<td>Breakfast Briefing</td>
<td>October 10, 7:15 - 9:30 am</td>
<td>Mike Cronin, Dayton Freight</td>
<td>TBA</td>
<td>Dayton Racquet Club</td>
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<tr>
<td>OCT 22</td>
<td>Business After Hours</td>
<td>October 22, 5:30 - 7:30 pm</td>
<td></td>
<td>Networking</td>
<td>United Rehabilitation Services</td>
<td><a href="mailto:registration@dacc.org">registration@dacc.org</a></td>
</tr>
<tr>
<td>NOV 14</td>
<td>Breakfast Briefing</td>
<td>November 14, 7:15 - 9:30 am</td>
<td>Rashad Young, City of Dayton</td>
<td>TBA</td>
<td>Dayton Racquet Club</td>
<td><a href="mailto:registration@dacc.org">registration@dacc.org</a></td>
</tr>
</tbody>
</table>
**Thirsty Thursday**

**Date/Time:** September 11, 5:30 - 7:30 pm  
**Location:** Bargo’s  
**Cost:** No cover

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**Business And Breakfast**

**Date/Time:** September 16, 7:00 - 8:00 am  
**Location:** Tanks  
**Cost:** Breakfast at your expense

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**Volunteer Speed Matching**

**Date/Time:** September 23, 6:00 - 8:00 pm  
**Location:** Boonshoft Museum of Discovery  
**Cost:**  
- Members — free  
- Nonmembers — $25  
*Registration is required.*

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**Fourth Friday Lunch**

**Date/Time:** September 26, 12:00 - 1:00 pm  
**Location:** Beef O’Brady’s  
**Cost:** Lunch at your expense

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**Thirsty Thursday**

**Date/Time:** October 9, 5:30 - 7:30 pm  
**Location:** Chappy’s  
**Cost:** No cover

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**Business And Breakfast**

**Date/Time:** October 21, 7:00 - 8:00 am  
**Location:** Christopher’s  
**Cost:** Breakfast at your expense

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**Fourth Friday Lunch**

**Date/Time:** October 24, 12:00 - 1:00 pm  
**Location:** Amber Rose  
**Cost:** Lunch at your expense

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**Generation Dayton is THE PLACE for Dayton’s young professionals.**  
*To register for these programs or for more information, visit us online at [www.generationdayton.org](http://www.generationdayton.org).*