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

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PRESIDENT'S Message



FOCUS ON: 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?

Employee surveys taken over the years have clearly identified that employees want and need to know what is affecting the future of their employer and their own jobs. They want to know what their managers and owners know about these types of issues. It's high time we shoot straight with our employees that this mandate will cost Ohio jobs – maybe even their own. — ■

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



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On The Cover

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WHAT IS THE OHFA?

The Ohio Healthy Families Act (OHFA) 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 the employee, their children, their spouse and their parents. These days 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.



The OHFA would have negative effects on the economic competitiveness of Ohio.

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.

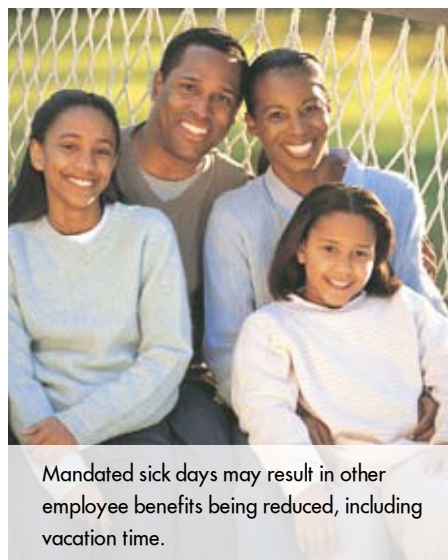
(continued on page 08)

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.



The proposed "Ohio Healthy Families" Act would put a financial hardship on employers, resulting in fewer hires to cut costs. Ohio doesn't need more lost jobs.



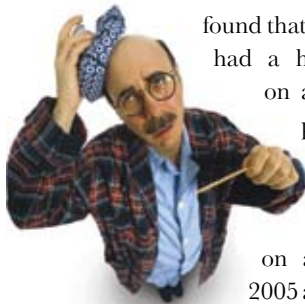
Mandated sick days may result in other employee benefits being reduced, including vacation time.

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 staffer 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."



John Hannon, Vice President and General Manager of Dayton's CW.

THE SECRET TO DAYTON CW'S SUCCESS

The station operates by a simple philosophy that greatly contributes to its success: It acquires the best available programming to entertain the largest possible audience in an effort to maximize its advertisers' return on investment.

"It is a simple circle that involves our viewers, our advertisers and our station," said Hannon. "If we continue to get the best programming,

we will continue to get bigger results for our advertisers, and they will continue to invest more in our station which enables us to get better programming. You can see how we grow by following that circle."

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



Dayton's CW boasts state-of-the-art engineering and broadcasting equipment. It is one of the few stations in the country that is broadcasting in a 1080i, HD, 16:9 format 24 hours a day.



The driving force behind Dayton's CW's success is its talented, dedicated team. Their mantra this year is "...beyond great in 2008."

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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IT'S GREAT In Greene



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.

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

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-Patterson Air Force Base (Wright-Patt) to strengthen the region's and county's leadership in the defense and aerospace industries, (4) Improve economic development communications in the county and (5) Ensure that county priorities are legislative priorities. Separate and free-standing committees were formed and given responsibility to create implementation plans to accomplish these goals.

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. — ■



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.** ■



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.

Key Economic Indicators — Dayton Region

UNEMPLOYMENT RATE

	MAY '08	MAY '07	'07 AVERAGE
Dayton MSA (Metropolitan Statistical Area)	6.70%	5.50%	5.90%
Ohio	5.90%	5.20%	5.60%
U.S.	5.20%	4.30%	4.60%

TOTAL NON-FARM EMPLOYMENT

DAYTON MSA EMPLOYMENT	MAY '08	APR '08	MAY '07	'07 AVERAGE	12-MONTH % CHANGE
Total non-farm	402,100	400,500	406,500	408,200	-1.08%
Goods-producing	64,700	64,100	68,500	70,400	-5.55%
Service-producing	337,400	336,400	338,000	335,400	-0.18%

VALUE OF NEW CONSTRUCTION

DAYTON MSA NEW CONSTRUCTION	YTD MAY '08	YTD MAY '07	YTD CHANGE
Non-residential	212,465,000	169,392,000	-25%
Residential	99,722,000	187,505,000	-47%
Total	312,187,000	356,897,000	-13%

HOME SALES

DAYTON MSA	MAY '08	MAY '07	% CHANGE	YTD '08	YTD '07	% CHANGE
No. of homes sold	1,102	1,342	-17.9%	4,381	5,320	-17.7%
Total home sales (\$,000s)	147,929	188,225	-21.4%	547,712	694,381	-21.1%
Average sale price (\$)	134,237	140,257	-4.3%			

INDUSTRY Snapshot



HOSPITALITY

Leading Regional Hotels

HOTEL	GUEST ROOMS	LOCATION
Dayton Marriott Hotel.....	399.....	Dayton
Crowne Plaza Dayton	283.....	Dayton
Hope Hotel and Conference Center.....	266.....	WPAFB
Best Western Executive Hotel	231.....	Dayton
Holiday Inn Dayton North	231.....	Dayton

Leading Regional Restaurants

RESTAURANT	ENTRÉE PRICE	CUISINE
L'Auberge.....	\$21.50 / \$37.00.....	French
Parmizzano's	\$16.00 / \$36.99.....	Italian
Jay's Restaurant.....	\$15.00 / \$36.00.....	Seafood
Méla	\$16.00 / \$36.00.....	Continental
Pine Club	\$14.95 / \$35.99.....	Steakhouse

Wage Rates For Selected Occupations In Hospitality

OCCUPATION	EMPLOYMENT	HOURLY	ANNUAL
Waiters and Waitresses.....	6,650.....	\$ 6.51	\$13,541
Food Preparation Workers	7,750.....	\$ 7.06	\$17,389
Manager of Food Prep and Serving Workers	2,130.....	\$13.48	\$28,038
Bartenders	2,320.....	\$ 7.09	\$14,747
Hosts and Hostesses, Restaurants	1,070.....	\$ 7.45	\$15,496
Chefs and Head Cooks	270.....	\$16.23	\$33,758
Hotel, Motel and Resort Desk Clerks	290.....	\$ 8.09	\$16,827

Regional Profile Of Hospitality

INDUSTRY	EMPLOYEES	ESTABLISHMENTS
Accommodation and Food Services.....	34,003	1,584
Food Services and Drinking Places	31,679	1,470
Limited-Service Eating Places	15,227	773
Full-Service Restaurants.....	14,091	438
Accommodation.....	2,369	116
Traveler Accommodation.....	2,130	107
Drinking Places (Alcoholic Beverages)	1,393	207
Special Food Services	999	52
RV Parks and Recreation Camps.....	28	5



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 Snapshot

HEALTHCARE

Leading Regional Hospitals

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

Regional Profile Of Healthcare

INDUSTRY	EMPLOYEES	ESTABLISHMENTS
Healthcare and Social Assistance	56,195	1,907
Hospitals.....	18,817	25
Ambulatory Healthcare Services.....	17,759	1,341
Nursing and Residential Care Facilities.....	10,595	194
Nursing Care Facilities.....	8,287	64
Offices of Physicians	7,293	614
Home Healthcare Services.....	2,886	50
Offices of Dentists.....	2,520	295
Offices of Other Health Practitioners	1,410	260
Community Care Facilities for the Elderly	1,008	52
Medical and Diagnostic Laboratories	906	55
Residential Mental Health Facilities.....	592	51

Wage Rates For Selected Occupations In Healthcare

DESCRIPTION	EMPLOYMENT	HOURLY	ANNUAL
Registered Nurses.....	8,780.....	\$25.09	\$52,187
Pharmacists	660.....	\$45.00	\$93,600
Family and General Practitioners	690.....	\$80.58	\$167,606
Dentists.....	220.....	\$75.04	\$156,083
Physical Therapists.....	320.....	\$31.25	\$65,000
Physical Assistants	170.....	\$37.99	\$79,019
Occupational Therapists.....	250.....	\$29.46	\$61,277
Occupational Therapist Assistants.....	110.....	\$17.79	\$37,003
Psychiatrists	20.....	\$64.71	\$134,597

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



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2007 THOMSON 100 TOP HOSPITALS®



PROFILES In Leadership

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." — ■



Jill Moberley
Leadership Dayton Class of 1989

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viewers aged 18-49
M-F 630P-7P and 730P-8P 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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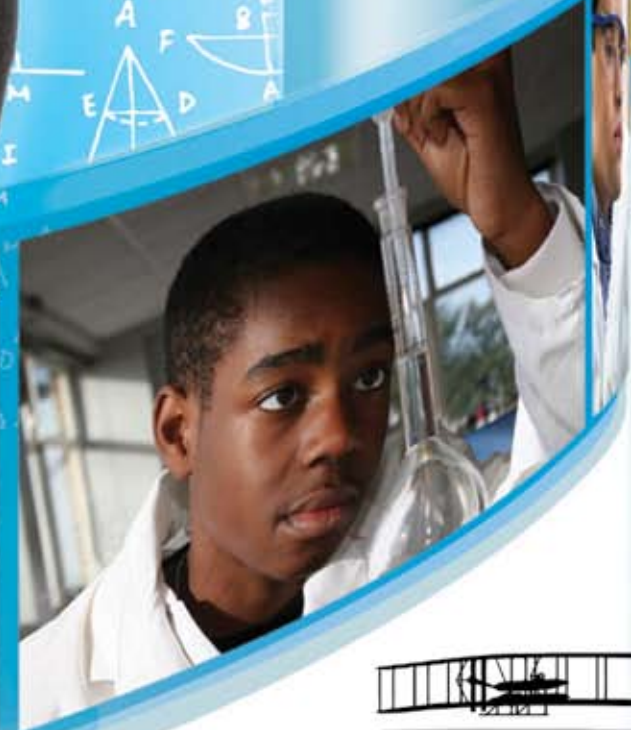
Coming Fall 2009

The Dayton Regional

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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.



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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 • CDO Technologies • 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.



Mary Taylor, CPA
Ohio Auditor of State

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)*

(continued from page 23)

Having a good system of internal controls and a comprehensive system of accounting also helps ensure public monies are spent for their intended purpose. The ability to properly record and track each receipt and expenditure reduces the chance that public funds will be misspent.

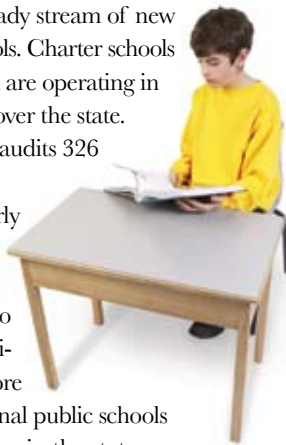
I take the misuse and misspending of public funds very seriously. Since I was elected 18 months ago, my office has identified more than \$13.2 million that was misspent or stolen and must be repaid. In fact, we operate a fraud hotline and encourage public employees and Ohio residents to report allegations of fraud and misspending to my office by calling 1-866-FRAUD-OH (1-866-372-8364).

If an allegation of misspending is received by our fraud hotline we have a Special Investigations Unit (SIU) and a Special Audit Unit that are available to help local governments investigate and document a case of theft so that the perpetrator can be prosecuted and held accountable for their crime.

I encourage all public organizations to contact my office through our Web site www.auditor.state.oh.us or by phone 1-800-282-0370 so we can work together to develop a strategy and offer solutions to ensure that public resources are used legally and appropriately.

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.



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

MT Dayton is a great place to live, work, invest, start a business and raise a family, so it is difficult to pinpoint one specific community asset or opportunity.

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 attract 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)



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(continued from page 24)

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. — ■




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MINORITY Business Update

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



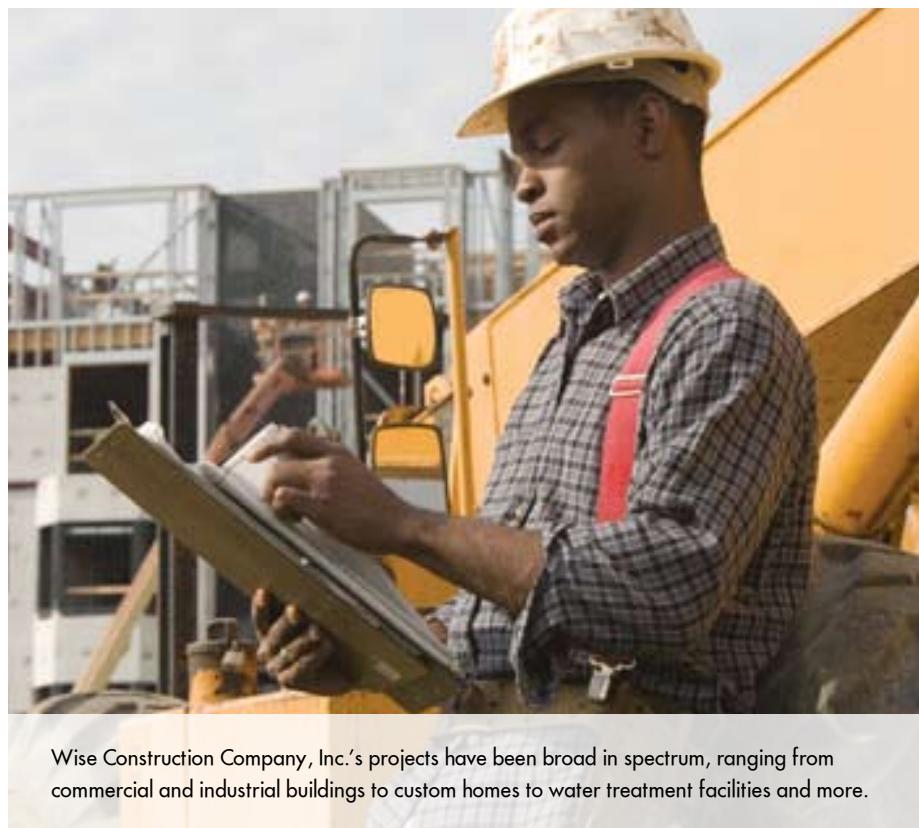
David F. Abney II



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 do 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. — ■



Wise Construction Company, Inc.'s projects have been broad in spectrum, ranging from commercial and industrial buildings to custom homes to water treatment facilities and more.

CHAMBER Chatter

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. — ■





Tired of the high price of gasoline? Chamber members will soon get special discounts!

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*. — ■



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. — ■



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HISTORY REPEATS ITSELF

Displaying the same indefatigable spirit that first propelled a rickety flying machine into thin air over a century ago, Daytonians today continue to exhibit pride in their pedigree of innovation, imagination and in their heritage as being original thinkers and doers.

To the days when city streets were peopled with names that would become renowned the world over – Kettering, Patterson, Deeds, Wright and Dunbar – we have always looked back on our history with reverence and pride. It is a spirit embedded deep in the DNA of the city and the people who live, work and play here.



One of the most recognizable symbols of the Dayton region is the Carillon.

The City of Dayton is full of amazing and unique ORIGINALS – from the creative community to business entrepreneurs.



A BRAND New Image – Re-Inventing Dayton

INTEREST

ITEMS OF



While it's easy to pay homage to nostalgia and what the city once was, it is even more im-

portant 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.’”

(continued on page 32)



Dayton values its heritage as innovators with this tribute to the Wright brothers.

(continued from page 31)

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.”



“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. — ■



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



Through this branding campaign, Dayton’s goal is to be recognized as a city of innovation, imagination and renewed spirit once more.

2008 SOIN Award Winner

The receipt of the Soin Award at the DACC annual meeting was a major highlight for Mound Laser & Photonics Center, Inc. this year. It was recognition for the hard work of all MLPC personnel in their pursuit of a business model based on innovation.



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. — ■



An example of Mound Laser & Photonics Center's laser microfabrication.

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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

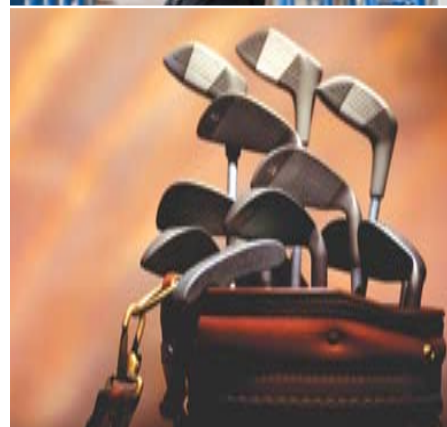
DATE/TIME September 17, 7:30 - 9:00 am
SPEAKER..... Dr. Larry Lawhorne, Boonshoft School of Medicine
TOPIC..... The Aging Workforce: Issues and Concerns
LOCATION..... Mandalay Banquet Center
REGISTRATION.... www.daytonchamber.org
SPONSOR..... AAA Miami Valley
Advanced registration required.
Doors open 7:30 am, program begins 8:00 am.



SEPT
22

Chamber Challenge Golf Outing

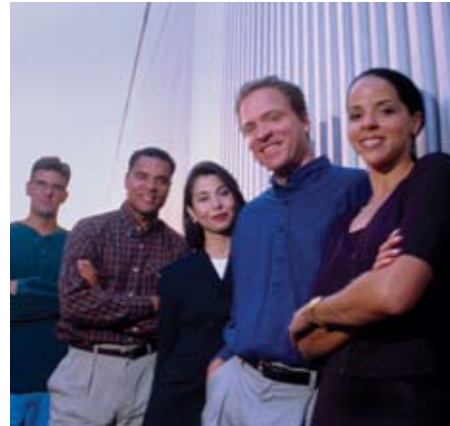
DATE/TIME September 22, 11:00 am - 7:30 pm
TOPIC..... Golf and Networking
LOCATION..... NCR Country Club
REGISTRATION.... registration@dacc.org



SEPT
26

Chamber 101 — You're a Member, Now What?

DATE/TIME September 26, 9:30 am
SPEAKER..... Various
TOPIC..... Orientation and Reception for
New Chamber Members
LOCATION..... Day Air Credit Union
REGISTRATION.... registration@dacc.org



OCT
10

Breakfast Briefing

DATE/TIME October 10, 7:15 - 9:30 am
SPEAKER..... Mike Cronin, Dayton Freight
TOPIC..... TBA
LOCATION..... Dayton Racquet Club
REGISTRATION.... registration@dacc.org



OCT
22

Business After Hours

DATE/TIME October 22, 5:30 - 7:30 pm
TOPIC..... Networking
LOCATION..... United Rehabilitation Services
REGISTRATION.... registration@dacc.org



NOV
14

Breakfast Briefing

DATE/TIME November 14, 7:15 - 9:30 am
SPEAKER..... Rashad Young, City of Dayton
TOPIC..... TBA
LOCATION..... Dayton Racquet Club
REGISTRATION.... registration@dacc.org



GENERATION Dayton Events

SEPT

11

Thirsty Thursday

DATE/TIME September 11, 5:30 - 7:30 pm

LOCATION Bargo's

COST No cover



SEPT

16

Business And Breakfast

DATE/TIME September 16, 7:00 - 8:00 am

LOCATION Tanks

COST Breakfast at your expense



SEPT

23

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.



SEPT

26

Fourth Friday Lunch

DATE/TIME September 26, 12:00 - 1:00 pm

LOCATION Beef O'Brady's

COST Lunch at your expense



OCT

09

Thirsty Thursday

DATE/TIME October 9, 5:30 - 7:30 pm

LOCATION Chappy's

COST No cover



OCT

21

Business And Breakfast

DATE/TIME October 21, 7:00 - 8:00 am

LOCATION Christopher's

COST Breakfast at your expense



OCT

24

Fourth Friday Lunch

DATE/TIME October 24, 12:00 - 1:00 pm

LOCATION Amber Rose

COST Lunch at your expense

