

FALL 2007

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Dayton Area  
Chamber of Commerce

# focus

The Chamber  
**Works**  
for Me

A publication of the Dayton Area Chamber of Commerce

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# From the President...



**Phillip L. Parker,  
CAE, CCE**

## FOCUS ON THE HEALTHCARE DEBATE

Ranking second only to the debate on the war in Iraq is the cost of healthcare for Americans. In a recent Gallup poll, concern over healthcare costs tops financial worries for workers and their families. Zogby International, another pollster's research firm, confirms similar results. My interaction with area businesses, as well as our Chamber surveys, show they too consider it one of their top issues and worry about how they will continue to pay the escalating costs of their workers' and families' care.

As we gear up for the national presidential election in 2008, we hope we will find candidates laying out their ideas as to how to fix this problem. No doubt both major parties and their candidates will add this to their platforms and each will attempt to differentiate themselves from the others with their "plan". What most have already acknowledged, though, is that there is no easy fix. This is one complex problem.

**“Another special tax on business may be too much of a burden. We can't just layer on another tax to our businesses to pay for others' healthcare coverage.”**

The issue of healthcare costs is certainly not relegated to Washington politicians. Our own state legislators have become increasingly concerned about this topic.

Led by state representative Jim Raussen, District 28 (Springdale), the Ohio legislature has turned to the public and the business community for ideas. I was given the opportunity to give testimony on this issue in Springfield back in August. The committee's findings are not yet completed, but one thing was evident, there were plenty of diverse ideas on how to spend employer and tax dollars going forward. And this is an issue on which we must weigh in.

On a local front, our community has engaged in discussions ranging from providing "safety nets" for our uninsured to examining area hospital costs. The common theme here appears to be that we can't wait for Columbus or Washington to act and fix this complex issue. We must start locally – now.

The two big questions? One is how do we provide care for more American families and at the same time control the seemingly "out of control" costs? But another underlying issue is – who will foot the bill?

### The Chamber's Opinion

In today's economy, another special tax on business may be too much of a burden. We can't just layer on another tax to our businesses to pay for others' healthcare

**“We can't wait for Columbus or Washington to act and fix this complex issue. We must start locally – now.”**

coverage, especially those businesses that already provide coverage for employees plus pay a myriad of payroll, property, income and commercial activity taxes. Tax incentive plans need to take front and center stage rather than additional taxes or fees. Make paying the costs more equitable for all while we reduce government mandates and regulations, promote additional tort reform and reduce over-utilization of drugs and services with more consumer-driven products.

The heat is on us all in 2008. What do you think the candidates will say?

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# Chamber Unveils 2008-2010 Strategic Plan



*Your Chamber's strategic*

*plan is fully loaded for 2008-2010.*

*Several components have gone into making the Chamber an operational machine, with the 50-member board of directors in the driver's seat. With the motor running, where are we headed? Here are the trip highlights:*

## **STRATEGIC PRIORITY— Enhance the region's workforce**

With over 21,000 vacant positions in the Dayton region, workforce is a key issue of the strategic plan.

The Chamber has identified the following objectives:

- Understand and aggregate members' workforce needs with the education and training services providers.
- Develop or maintain recruitment and retention tools to be used by employers, business recruiters and economic development organizations.
- Be the lead advocate and a resource on workforce development issues for the business community.
- Increase the pool of talented workers.

Overall the Dayton Area Chamber of Commerce hopes to improve workforce systems, provide targeted training and services, and improve the hiring and promotion of workers who otherwise face barriers to successful employment.

## **STRATEGIC PRIORITY— Improve the region's surface and air transportation infrastructure and services**

- Advocate the Region's transportation needs on a local, state and federal level.
- Be the airport's link to the business community.

The Dayton Area Chamber's transportation agenda involves longer-term investments in improving mobility and reducing traffic congestion to position our region for robust economic growth and a better quality of life. In partnership with other planning agencies,



the Chamber works within the region to bring focus to the region's most congested corridors and major activity centers.

**STRATEGIC PRIORITY—  
Provide support and problem solving  
service for members**

- Understand issues that are impacting regional business and serve as the business community's research and information resource center.
- Act as the members' official "ombudsman" on local and state government problems.
- Link members with customers through networking events and referral services.
- Provide group-purchasing programs that will save money for our members.

One of the main goals identified by the chamber is the development of a "one-stop shop" of pertinent business resources. The Chamber will provide and maintain the data a company would need to make an educated decision to relocate to the area, including demographics, cost of doing business and cost of living rates, work force information, etc.

**STRATEGIC PRIORITY—  
Improve the region's business  
environment through public  
policy leadership**

- Advocate the region's business agenda as it relates to legislative and regulatory issues.
- Educate members on key policy issues affecting their businesses.
- Educate government officials on business issues.

Overall the Chamber will identify the issues that are important to the growth and stability of the local economy. This will allow the Chamber to proactively support the business community's ability to compete regionally, statewide, nationally and even globally.

**STRATEGIC PRIORITY—  
Be a regional leader in retention and  
expansion for member businesses**

- Link members to business retention and expansion services.
- Collaborate in a coordinated and systematic approach to regional business growth.

- Proactively assess, identify and satisfy members' needs and resolve issues impacting member business retention and expansion.
- Communicate successes to the public.

To be a strong voice for business, an organization must represent a majority of the businesses. The Dayton Chamber currently has 3,000 members. The Chamber will continue to deliver value to its members and enhance program benefits in order to maintain a retention rate of 86 percent.

We will continue to conduct site visits to local companies to investigate what is preventing companies from reaching their maximum potential. The Chamber will invite businesses to the table, listen to their needs and determine how the Chamber can help. The knowledge gained will be used to set corrective action plans to address the key areas found during the visits and in the meetings.

The Chamber's 2008-2010 strategic plan should prove to be an award winner. Hold on tight and watch for the trip updates.

For a copy of the plan please visit our website at [www.daytonchamber.org](http://www.daytonchamber.org).





## Childhood Obesity In The Dayton Region



**By Beth Anspach,**  
**Communications**  
**Director,**  
**American Heart**  
**Association,**  
**Miami Valley**  
**Division**

Childhood obesity is one of our nation's biggest health threats. More than 12.5 million kids are overweight today, with another 13 million at risk for becoming overweight in the future.

And as shocking as the national statistics are, locally the picture is even more frightening. Children's Medical Center in Dayton reports that 31% of children aged 2 to 14 living in the Miami Valley area are overweight. That's more than twice the national average! In toddlers, the rate is even higher – 48% of Dayton children aged 2 to 5 are overweight! In fact, because of a high incidence of heart disease, diabetes, and high cholesterol rates in children, this may be the first generation to not outlive their parents.

These health issues, normally associated with adults, are appearing in kids in record numbers and the American Heart Association is working to not only help make people aware of what is happening to our children, but also to help combat the problem.

In 2005, the American Heart Association and the Clinton Foundation joined together to form the *Alliance for a Healthier Generation*. The mission of the Alliance is simple but powerful – to eliminate childhood obesity and to inspire all young people in the United States to develop lifelong healthy habits.

It's a tall order for many reasons. The national adult obesity rate increases each year and since adults model behavior for their children, it's no surprise that they have developed unhealthy eating habits as well as sedentary lifestyles. In 2005, the state of Ohio ranked 13th in the nation in the highest rate of adult obesity. And since our children spend much of their time in school, the lack of uniform physical education standards in our state coupled with school meals that focus on minimum nutrition requirements continue to exacerbate the problem.

The *Alliance for a Healthier Generation* developed the Healthy Schools program as a way to encourage schools to become



healthier places for both children and the adults in their lives. The program offers increased opportunities for children to play and exercise, puts healthy snacks and beverages in school vending machines and offers increased resources

for teachers and administrators to help them become healthy role models for students. The goal of the program is to create a nation where healthy school environments are the norm and not the exception. Any school can enroll in the program free of charge and receive support and tools to help them succeed.

In addition, the Alliance is working with private industry to ensure that the foods that are offered to children in schools are nutritious and healthy. The first landmark agreement between the Alliance, Cadbury Schweppes, Coca-Cola, PepsiCo and the American Beverage Association, affects close to 35 million students across the country and put into place guidelines limiting higher calorie beverages in our schools. The Alliance acts as a connector between schools and companies, facilitating agreements that are beneficial to everyone.

And an important part of the program is communicating effectively with our children. The *Alliance for a Healthier Generation* has teamed up with Nickelodeon and the Let's Just Play Go Healthy Challenge. Kids can sign up to take the challenge and through a special website – [igohugo.com](http://igohugo.com) – can learn about foods that taste good and are good for them, alternatives to watching TV and playing video games that are just as much fun, how to get involved with their own schools to develop programs that will help their classmates, and how to set and track their own health goals.

In Dayton, the American Heart Association is working to connect local partners with schools and to help promote and develop programs that will encourage children to make healthier choices. Several local schools have already developed their own wellness programs, and many more are interested in finding out what they can do to help their students and teachers become healthier.

Businesses, schools and individuals interested in learning more about childhood obesity and the *Alliance for a Healthier Generation* can call 937-853-3101 or visit the website [www.healthiergeneration.org](http://www.healthiergeneration.org).

**“Children’s Medical Center reports that 31% of children aged 2 to 14 living in the Miami Valley are overweight. That’s more than twice the national average. In toddlers, the rate is even higher – 48% of Dayton children aged 2 to 5 are overweight.”**

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## Getting Down To Business With Congressman Mike Turner



*The public policy department of the Dayton Area Chamber of Commerce works directly with Ohio's elected officials as part of the Chamber's advocacy efforts in Columbus and Washington D.C. We are pleased to continue to build upon our strong relationship with Congressman Michael Turner, our elected representative to the U.S. House of Representatives for Ohio's Third District, and enjoy a cohesive relationship with him and his staff in Dayton and Washington D.C. Although the temperatures in the Dayton region are falling, activities in Washington D.C. are truly heating up and the Chamber's public policy staff had a very productive conversation with Congressman Turner that addressed issues including: predatory lending; the realization of the Dayton region's BRAC gain; and the importance of obtaining transportation funding through the federal appropriations process.*

*The Chamber's public policy staff looks forward to working closely with Congressman Turner and his staff on issues relevant to the success of the Dayton region's business community through the remainder of the 110th Congress.*

**Q Dayton Chamber:** Predatory and sub-prime lending practices have had a significant impact on Ohio's urban centers. Properties that are left vacant for extended periods jeopardize property values within a given neighborhood and diminish the local tax base that local government services are dependent upon. If the current home foreclosure trend continues within Ohio's urban centers, such as the City of Dayton, what must Ohio do to maintain a competitive edge and continue to grow our economy?

**A Congressman Turner:** As the former Mayor of Dayton, I have seen first-hand the detrimental impact that predatory lending and sub-prime

loans have on our families and communities. These loans are more likely to result in foreclosures.

A recent University of Dayton study reports that many foreclosed homes sit vacant and boarded up for long periods of time. More than just eyesores, these properties can become a threat to public health and safety. These properties are a blighting influence on our neighborhoods. They result in falling property values and increased crime, lead to an eroded local tax base, and impair a city's ability to provide important services to families.

In order to help combat predatory lending, I offered an amendment to Transportation, Housing and Urban Development, and Related Agencies Appropriations Act (THUD). The amendment, which was passed by the House, would increase funding available for Department of Housing and Urban Development (HUD) approved counselors by \$6.7 million. These counseling services will help give families the assistance they need to protect themselves from practices and circumstances that could lead to foreclosure.

Our community is transforming into a high-tech driven area to drive economic development. Projects like Tech Town and the cutting edge research being done with lasers at Wright-Patt Air Force Base are some examples of areas of growth for the future.

**Q DC:** The automotive manufacturing industry in Ohio has dealt with a number of setbacks throughout the past year. Your support of H.R. 2927, the Corporate Average Fuel Economy program, maintains the distinction between cars and trucks by keeping passenger cars in a separate category from SUVs and light-duty trucks. Why is this an



**Congressman Mike Turner, Republican, Ohio**

**important issue to Ohio's Third District and how will it help the automotive manufacturing industry?**

**A CT:** For 42 years, my dad worked at the GM plants in Moraine and before that, Frigidaire. From my dad's hard work, I knew the importance of those jobs to the Dayton-area families and our community.

H.R. 2927, also known as the Hill-Terry bill, is an alternative bill to legislation being introduced by Rep. Edward Markey (D-MA). The Markey bill would combine SUVs and light trucks into the same category as passenger cars. The Hill-Terry bill is a balanced and reasonable approach to CAFE standards. Most importantly, the commonsense goals in the Hill-Terry bill will protect American jobs – including those at the GM Assembly Plant in Moraine – while promoting energy conservation.

**Q DC:** The U.S. House of Representatives Appropriations Committee approved \$535 million in funding for Ohio's defense projects in the FY2008 Defense Appropriations bill. This funding will continue to support the critical research and development





**efforts at Wright-Patterson Air Force Base (WPAFB) that are essential to the technological advances of our armed forces. What are some of the primary focus areas for this funding? How can the Dayton region's business community continue to strengthen relationships at WPAFB and contribute to the research and development efforts as a community resource?**

**A CT:** Wright-Patterson is a large winner under BRAC, with many new missions relocating to the base. I had the opportunity to twice testify before the BRAC Commission to ensure the Commission was clearly aware of the national importance of the missions at Wright-Patterson. Through a community effort, 4500 jobs were protected at Wright-Patterson and an additional 1000 jobs will be relocated to the region.

Two large growth areas are within the Sensor Directorate and the School of Aerospace Medicine, missions that are being relocated to or consolidated at Wright-Patterson as a result of BRAC. Additional research dollars brought to the region act as a catalyst to attract the researchers and associated jobs to follow the relocated

mission. Many local companies have participated in outreach events to demonstrate the community support of the base and its operations. The next several years will be important to ensure all the BRAC recommendations are completely executed. A continued community vigilance will ensure the Dayton region receives the missions and personnel resulting from BRAC.

**Q DC:** Given your involvement in the development of Tech Town, formerly as the Mayor of the City of Dayton and now as the Third District Congressional Representative, how would you characterize the momentum behind this project and the community partnerships that have been necessary to bring Tech Town to fruition? What is the potential impact of Tech Town as an anchor for urban revitalization within the City of Dayton?

**A CT:** I began working on Tech Town as Mayor of Dayton and am pleased to support the project by obtaining nearly \$5 million in federal funding as Ohio's Third Congressional Representative. Turning an unproductive Brownfield into the useful Tech Town campus is a critical part of Dayton's economic revitalization. Tech Town

represents a tremendous opportunity for the future of our community. The goal is to draw IT and high tech companies, and the jobs they bring to Dayton, by presenting a central location with easy access to transportation and services.

**Q DC:** Austin Road Interchange remains one of the region's most significant transportation construction projects due to the economic and workforce development gains that will be a result of its completion. How do you see your support of this project benefiting the Dayton region's economy and local tax base in the upcoming years? What more can the community do to bolster our collaborative advocacy efforts in preparation for the next round of transportation funding appropriations?

**A CT:** I am proud to have secured over \$7 million in federal funds for the Austin Road Interchange. The development of this new interchange will open additional land for economic development in Southern Montgomery County. With the development of new retail destinations in neighboring counties,

*(Continued on page 11.)*

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# Congressman Turner

(Continued from page 9.)

it is important to provide opportunities to strengthen the tax base. The community should continue to work in a collaborative fashion to determine its transportation priorities, giving special reference to those transportation projects that increase economic development opportunities.

**Q DC:** You and your family have strong ties to the Dayton region that resemble the lives of many of your constituents. Your father enjoyed a 42-year career with General Motors, your mother served many years with the Huber Heights School District, and Lori, your wife, is the president of Turner Effect, which is a Dayton-based business. How do your family's personal experiences with the Dayton region's economic challenges impact your policy decisions?

**A CT:** Recently my father joined me for a tour of the GM Assembly Plant in Moraine, to announce my support of the Hill-Terry CAFE Standards legislation. My dad was glad to come with me and visit with the people at the plant

and see the advanced technology employed there. He enjoyed the camaraderie and I think the people who met him enjoyed his perspective as well. When times were either good or bad, the line workers at the plant were some of the first to feel it. You can't grow up around somebody like my father and not be profoundly shaped by his experiences. He did not graduate high-school in his youth because he went to work. However, he values education. Therefore, we ended up graduating at about the same time. I could tell you similar stories about my mother and some of the students that she taught. I am extremely proud of my wife Lori and the company she has built, Turner Effect. She started at our kitchen table in 1993. Today, Turner Effect is one of the area's leading marketing and business development companies, operating out of the Barclay Building downtown and employing 14 people. What happens here is extremely personal to me and I listen to everybody's story because I know that story represents somebody's family.

**Q DC:** Not-for-profit community activism has been a life-long component of your personal and professional experiences. Drawing on that experience, what advice would

you share with the Generation Dayton population, the Chamber's young professionals ranging from 21 to 40? What can this generation do to ensure that Dayton is a great place to live, work and play?

**A CT:** My career in public service began by volunteering for causes I believed were important to our community. Volunteerism has always been an important part of our American culture. Volunteerism allows people to give something back and help others, as well as the community. I believe people should give their time and energy to work on causes they believe in passionately and give their time to work on those issues.

*The Dayton Area Chamber of Commerce would like to extend a special thank you to Congressman Turner for the opportunity to provide members with more information regarding his position on issues that impact the Dayton region's business community. Additionally, we appreciate the time and dedication of his staff members, Andy Bloom and Mike Wiehe, and look forward to working with them in the future.*

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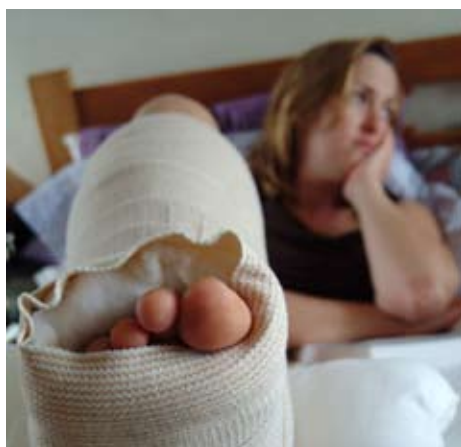
## Relief From The Rising Costs Of Health Care



Health care costs affect everyone; but, smaller companies seem to feel the pinch more. There are things you can do to get a handle on rising costs.

### Know where your health care dollar is going

Is technology driving up costs? Or is it the cost of prescriptions? The answers are yes and yes. There are many factors that impact health care costs, and it's helpful to understand what they are. Here are six things that affect your costs:



- **Technology.** We are fortunate to live in a time where technology is used to improve and save lives. But these advances add to the growing price tag of health care.
- **Prescription drugs.** These drugs save and extend lives. However, they often require extensive research and include expensive advertising, too.
- **Increasing consumer demand.** As the population grows older, the demand for more health care services grows, too. This affects our overall costs.
- **Government regulations.** Regulations and mandates designed to protect us often require additional coverage or changes in services, which can cause your costs to increase.



- **Financial pressures on doctors and hospitals.** Economic pressures – such as the high price of malpractice insurance – are forcing some providers to pass costs on to consumers and insurers.
- **Lifestyle choices.** From obesity to smoking, unhealthy lifestyle choices have an impact on the cost of care.

### Look for a plan that encourages better health

A health plan should do more than cover people when they're sick. It should help them stay healthy, too. When you're considering a health plan, ask yourself how it can help you and your employees control costs in the long run. For example, Anthem Blue Cross and Blue Shield is trying to improve health and control costs through:

- **Preventive coverage.** Many plans include coverage for well visits, routine check-ups and childhood immunizations – at no additional cost to your employees.
- **Disease management programs.** When a chronic condition is managed properly, a person can live a healthy and productive life. The financial result? Less money spent on unnecessary medical costs.



- **Online tools.** Through [anthem.com](http://anthem.com), employees can find reliable health information, find the best hospital and treatment options, and save on products that encourage healthy habits.

### Plant a veggie garden

One small Ohio-based company encouraged its employees to start growing vegetables on-site. While this may not work for everyone, it's proof that you don't need to be a big business to start a worksite wellness program. You just need to be a little creative. Here are a few ideas to kick start a wellness program at your company:

- Get your employees moving by offering a lunch time exercise program or starting a company softball team.



- Encourage healthy eating habits by offering an on-site weight management program or stocking the vending machine with healthy snacks.
- Help employees kick the habit by offering smoking cessation sessions or reimbursements for things like nicotine patches.
- Take some pressure off by sponsoring stress management classes during the workday or providing an Employee Assistance Program (EAP).

Not sure how to start a worksite wellness program? Go to the Healthy Ohioans Business Council Web site at <http://www.healthyohioans.org> for more ideas.



# Chamber Board Nominations

October 25, 2007

## To the Membership of the Dayton Area Chamber of Commerce:

Pursuant to the Chamber bylaws Article V. ELECTION OF TRUSTEES, Sections 1. through 6., the Nominating Committee must meet and develop a slate of candidates qualified to meet the requirements as members of the Board of Trustees.

Additional names of candidates for Trustees can be nominated by using an official Chamber petition bearing the genuine signatures of at least five percent (5%) of the Chamber members in good standing. Such petition(s) shall be filed with the Nominating Committee within ten (10) days after this notice has been delivered to the membership. If no petition(s) is valid within such ten (10) day period, nominations will be officially closed and the slate of candidates presented will be considered duly elected for the specified term(s).

The Nominating Committee has met and has recommended a slate of trustees to be elected during our annual process. The Executive Committee has reviewed this list, determined that each is a qualified candidate and in good standing, and unanimously supports the election of the following candidates. In addition, the Board of Trustees, at its August meeting, approved a recommendation made by the Membership Committee, to adjust member dues for the 2008 billing year. If you have any questions or would like to request a petition, please contact the Dayton Area Chamber of Commerce at (937) 226-8225.

## Recommended for Election to an Additional 2-Year Term (January 1, 2008 – December 31, 2009)

NAME	ORGANIZATION
Dave Dysinger .....	Dysinger, Inc.
James Hoehn .....	National City
Tim Hull.....	TDH Marketing
George Hummel.....	IQC LLC
Greg Johnson .....	Dayton Metro Housing
Dione Kennedy.....	Victoria Theatre Association
Deb Norris.....	Sinclair Community College
James Pancoast.....	Good Samaritan Hospital
Tom Peebles.....	Tom Peebles Builders, LLC
Mark Quinlan .....	NCR
Ron Testa .....	Time Warner Cable
Rick Wegmann .....	Digital Concepts, Inc.
Connie Woods .....	Woods Financial Group LTD.

## Recommended for Election to a New 2-Year Term (Beginning January 1, 2008)

NAME	ORGANIZATION
Dr. Roy Chew .....	Grandview Hospital & Medical Center
Satish Damodaran.....	Appleton
Dr. Barbara Gellman-Danley.....	Antioch University McGregor
Wallace Davis.....	Cooper Power Tools Dayton Operation
Bob Lewis.....	Thorn, Lewis & Duncan, Inc.
Denise Rehg.....	Culture Works
Jeff Sharkey, Esq.....	Faruki, Ireland & Cox P.L.L.
Fred Ungerman, Esq.....	Taft, Stettinius & Hollister LLP

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## Career Source Powered By GreaterDaytonWorks

A little over a year after its launch, the job portal *GreaterDaytonWorks.com* has 18,119 registered job seekers and total job postings of 5,958 jobs as of September 30, 2007. Since 2006, 234 people have

been hired to fill hourly jobs, with an average hourly rate of about

\$15.00. And 202 have been hired to fill salary positions, with an average pay of about \$42,000. In September 2007, Your Chamber along with DP&L Energy and ABC 22/FOX 45 partnered to provide an interactive website called *Career Source*. *Career Source*, which can be found at [www.daytonsnewsSource.com](http://www.daytonsnewsSource.com) is a one stop regional database that lists open positions in the Greater Dayton Community. The data on the *Career Source* page will be powered by *GreaterDaytonWorks.com*.

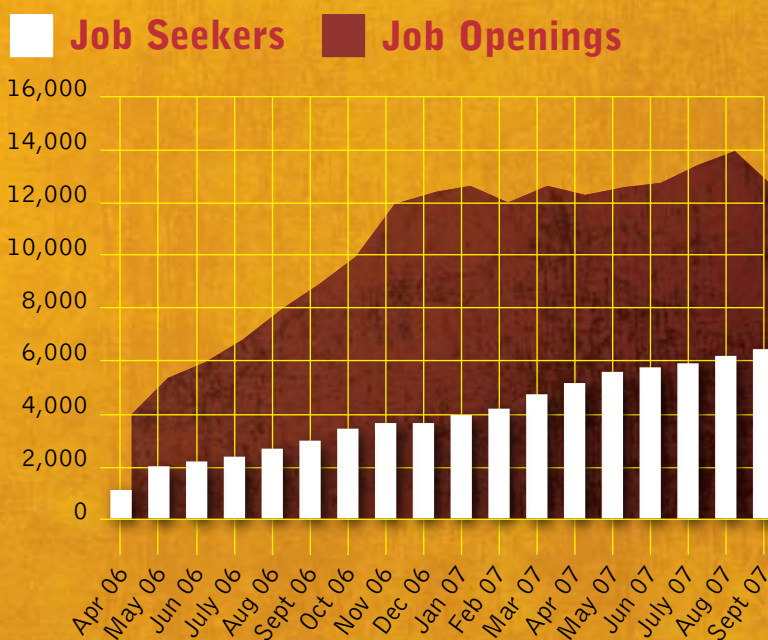
This partnership will provide greater reach in matching workers with jobs.



In addition to the website, ABC 22/FOX 45 will begin airing promos and commercials to help publicize its *Career Source* page. ABC 22/FOX 45 will be highlighting local jobs and employers through its news broadcast. For more information about the Chamber's workforce initiative please contact Chris Wimsatt at 222-8258.



## Progressive Growth



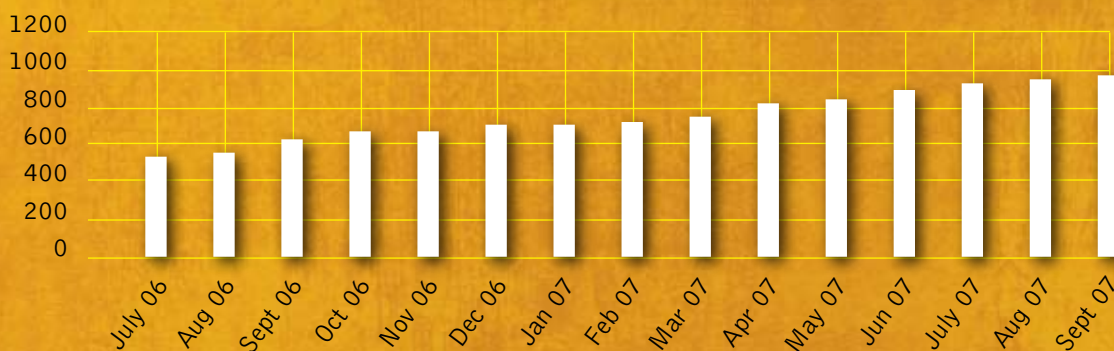
### NOTE:

Statistics are for the Quarter ended September 30, 2007. Statistics include only those jobs posted through GreaterDaytonWorks and do not represent all job openings.

## Latest Statistics

Active Employers .....	981
Current Number of Job Postings .....	642
Current Number of Job Openings .....	2,058
Registered Job Seekers .....	18,119
Average Annual Salary .....	\$41,744

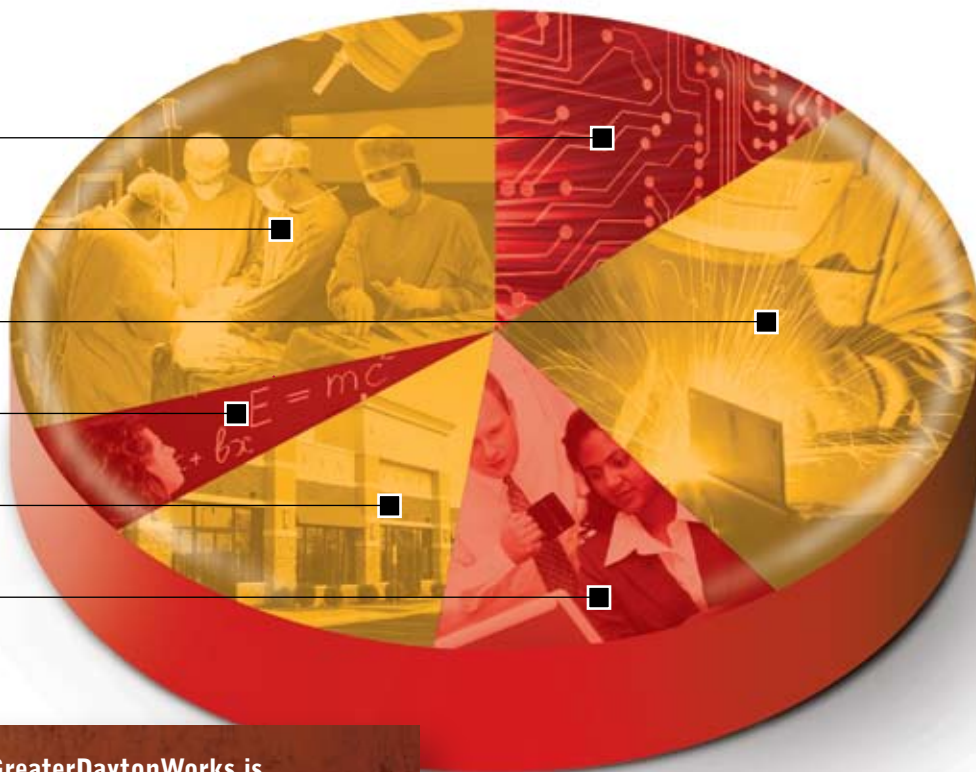
## Employers Registered



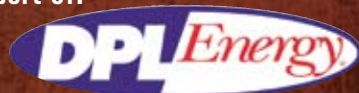


## Greater Dayton Job Postings By Career Field

Engineering .....	11%
Healthcare .....	33%
Manufacturing .....	23%
Education .....	6%
Other .....	15%
Business Services .....	12%



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### Employers With The Most Openings

- Kettering Medical Center Network
- Children's Medical Center of Dayton
- CompuNet Clinical Laboratory
- Dayton Power & Light Company
- Digital Concepts, Inc.
- Central State University
- The Ross-Carlisle Group
- Council on Rural Service Programs
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- QBase
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## Chamber Receives Workforce Grant: When Work Works

\$\$\$

### What is "When Work Works"?

*When Work Works* is a nationwide initiative on workplace effectiveness and workplace flexibility that is designed to share research on what makes work "work" in the 21st Century. It is a project of Families and Work Institute sponsored by the Alfred P. Sloan Foundation, in partnership with the Institute for a Competitive Workforce (an affiliate of the U.S. Chamber of Commerce) and the Twiga Foundation. The purpose of *When Work Works* is to highlight the importance of workforce effectiveness and workplace flexibility as strategies to enhance businesses' competitive advantage in the global economy and to help both employers and employees succeed.

### Why workplace flexibility?

Families and Work Institute conducts nationally representative studies of employees and employers. These studies find that flexibility is a critical component of workplace effectiveness – just as important as better known components of workplace effectiveness, including challenging and meaningful work, learning opportunities, job autonomy, input into management decision making and supervisor and coworker support for job success. Research finds that employees in effective and flexible workplaces are more likely to be engaged in helping their organizations succeed, more likely to be satisfied with their jobs, more likely to stay with their employer and more likely to be in better mental health. Workplace flexibility is a way to define how, when and where work gets done, and how careers are organized.

The *When Work Works* team will partner with the Dayton Area Chamber of Commerce to inform and engage the Dayton region employers and local media about the benefits of workplace flexibility and to promote the Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility. For more information please contact the Chamber at 226-1444.





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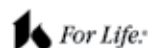


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(Continued on page 20.)

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### Psychiatric Institute of Dayton

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Fax 614-532-0175  
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### Radiance Technologies, Inc.

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Fax 937-320-0966  
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### Renco Mold, Inc.

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Fax 937-233-5476  
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Fax 937-278-1337  
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Fax 937-306-1819  
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www.greatwinetastings.net  
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### Tri-River Employers Healthcare Coalition

Maryann Wilson  
937-228-1288  
Fax 937-228-1035  
2 River Pl., Ste. 400  
Dayton, OH 45405  
www.tri-river.org  
Non-Profit Organization

### UltraCell Corporation

Frank Beafore  
937-470-3908  
714 E. Monument Ave. SW213  
Dayton, OH 45401  
www.ultracellpower.com  
Manufacturers

### United Grinding

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### University Posters Sports Publishing, LLC

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### Warren Metropolitan Housing Authority

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Fax 513-695-1638  
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## VOLUNTEERS Of The Quarter — 3rd Quarter 2007 —



LEFT TO RIGHT:

Nancy Horlacher  
**Dayton Public Library**

Jill Bishop  
**WDPR Dayton Public Radio**

Connie Muncy  
**Montgomery County  
Sanitary Engineering**

Lisa Cupp  
**Standard Register**

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and defining  
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## Have a comment?

**We want to hear from you!**

Send comments, c/o **Focus**, to [info@dacc.org](mailto:info@dacc.org). Stories and letters to the editor must be 150 words or less. Editor reserves the right to edit copy for style and space.

### Dear Editor,

As one of the region's larger employers, I can't emphasize enough how important it is to find the right employees for the right jobs. It's the foundation of any successful business.

As we all know, the Internet has radically changed how we communicate and do business. One of many areas where the Internet has proven to be extremely valuable is in recruiting. *GreaterDaytonWorks.com* plays right to the strengths of the World Wide Web – electronically matching an employer's needs with the thousands of individuals that are out there looking

for a new career; not to mention all the back office tools imperative to running an efficient Human Resources department.

We've been a partner with the Dayton Chamber, as well as many regional chambers, in a workforce initiative venture for the past ten years. We believe it's an important economic development tool for the region. The numbers speak for themselves – since an online service was introduced, more than 80,000 jobs have been posted, saving employers an estimated \$12 million in online recruiting expenses. Since inception of *GreaterDaytonWorks.com*, DPL Energy has given the Dayton and surrounding Chamber members'

unlimited, online postings at no cost. As one of the companies who relies on *GreaterDaytonWorks.com*, we know first hand the value of the service.

We applaud the Dayton Chamber's efforts in initiating and providing *GreaterDaytonWorks.com*'s enhanced online resource to our regional employers and job seekers. We look forward to our continued relationship with all the chambers and businesses in helping make the Dayton region a place to live and work!

Sincerely,  
**Daniel J. McCabe**  
*VP, Human Resources, DP&L, Inc.*

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*The staff of UltraCell, located in Vandalia.*

## Member Profile: **UltraCell**



UltraCell is the first mass produced micro fuel cell in North America, and it is aiming to become the world's leader, right here in Dayton, Ohio. Frank Beafore, VP of Manufacturing, presided over the grand opening of the plant that occurred this September 11, 2007. In attendance were Dignitaries including Mayor Rhine McIn, Board Members, workers and their families, scientists, engineers and potential customers.

The on-time opening of the plant, actually located in Vandalia, Ohio next to the Dayton Airport, marked a turning point for the company. They are now an up and running

manufacturing facility, able to produce working micro fuel cells. It is the goal of UltraCell for the tooling and engineering refinements of the product to take place here in the Dayton area.

Founded in California in 2002, the UltraCell Corporation has been at the leading edge of new technologies and intellectual property in the field of methanol-based fuel cells geared toward powering many types of portable electronic devices. The company has an exclusive license with Lawrence Livermore National Laboratories for micro fuel cell technology based upon reforming methanol into hydrogen "reformate" using proprietary technology in the fuel reformer and hydrogen fuel cell stack. Many of the parts for the fuel cell still come from the California location, but over time, more and more of the pieces are being produced by outside companies, and UltraCell, OH's list of local suppliers continues to grow. The UltraCell XX25 is a portable fuel cell designed to meet the power requirements of mobile electronic devices such as

satellite communication terminals, rugged computers and radios used by military and public safety personnel on remote missions. The company is actively working with the Army, The Air Force, and The Federal Government and also with Dayton area emergency first responders.

The XX25 provides 20 watts of uninterrupted power to field computers and communications equipment for extended periods at a considerable weight advantage over existing battery solutions. A 70% weight savings for a 72-hour military mission, compared to batteries, has been demonstrated. The fuel cell can also be used as a power source for remote surveillance and reconnaissance sensors for weeks of continuous monitoring.

This is a new technology, and as such, many people who could use this product still do not know that it exists. High on the list of goals for this company is to develop the markets that will purchase and use this product, and thereby ramp up the production. As new markets become viable, the company intends to grow, adding between 16 and 20 jobs this year, 30 to 60 jobs next year, and growing to 300 jobs in the next 5 years.

## UltraCell

**HIGH POWER MICRO FUEL CELLS**

UltraCell, OH's most current project is in partnering with the University of Dayton on scientific "beta" testing. Innovative applications which utilize the new fuel cells, often in a hybrid link, where the fuel cell recharges an on board battery, are being tested and the results recorded for analysis and statistical reporting. For more information see [www.ultracellpower.com](http://www.ultracellpower.com).



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# Safety Conference 2007



Members of the Dayton/Miami Valley Safety Council put safety first at the 55th Annual Safety Conference & Symposium on October 31, 2007. The one-day event, held downtown at the Dayton Convention Center, featured a wide array of speakers and topics designed to encourage safety within businesses and organizations in the Dayton region. *Safety Day in the Region* was "full of energy" thanks to Dayton Power & Light, the keynote event, who reminded employers to "Think Hot! Stay Safe!" during a live electrical safety demonstration. The electricity in the air continued throughout the afternoon due to the presentation of FY2007 Safety Council Incentive Program checks from the Ohio Bureau of Workers' Compensation totaling a savings of \$1,288,181.42 for members of the Dayton/Miami Valley Safety Council!



Nine months of planning and countless hours of volunteer assistance went into the 55th Annual *Safety Day in the Region* – an event which continues to be supported by members of the Dayton/Miami Valley Safety Council Board of Directors who serve as speakers, sponsors, exhibitors, moderators, and registration specialists for the entire event along side Safety Council staff. This year's Safety Conference & Symposium Chair, Gary Auman of Dunlevey, Mahan & Furry, even lent the Safety Council his best radio voice in a special commercial that aired on WHIO Radio in the weeks leading up to the event!



This year's *Safety Day in the Region* also allowed Safety Council members that are participating in the FY2008 Ohio BWC Safety Council Incentive Program the opportunity to earn two credits toward the program in a single day. To bolster their education and training opportunities, attendees participated in presentations from industry experts that delivered valuable information on: hexavalent chromium; substance abuse and the new "danger" drugs; independent contractors and employer responsibilities; fire safety; small business safety issues, and much, much more. Additionally, attendees were treated to an expanded Exhibitor Showcase, which is a portion of the event that continues to grow each year as attendance at *Safety Day in the Region* increases.

Each year the Dayton/Miami Valley Safety Council provides training and educational opportunities in the Dayton region that produce immeasurable returns for area companies by protecting their employees from workplace incidents and fatalities.

*Safety Day in the Region* continues to be viewed by employers as an investment in education and training that prevents accidents and saves lives at work and at home. This event would not be possible without the generous support of our sponsors, many of whom choose to participate in this event each year. The Safety Council would like to extend a special thank you to: AAA Miami Valley; Gary Auman of Dunlevey, Mahan & Furry, A Legal Professional Association; DMAX, Ltd.; The Frank Gates Service Co.; Freund, Freeze & Arnold; Medwork Occupational Healthcare, Montgomery County; Serco, Inc.; and Shook Construction, Inc.

Planning for the 2008 Safety Conference & Symposium will begin in January 2008. If you or your company would like to learn how you can get involved, please contact Sarah Hackenbracht at (937) 226 – 8227 or [slh@dacc.org](mailto:slh@dacc.org).





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**Toni Bankston at [tbankston@dacc.org](mailto:tbankston@dacc.org).** Stories will be used at the discretion of the Chamber.



# ODOT I-75 Reconstruction: State Route 4, Main Street and Stanley Avenue Projects



## What the project consists of

- Data shows the project has the potential to reduce fatal and injury crashes by 25% and rear-end crashes by 41%. All crash types may be reduced by 17%.
- Interstate 75 between Riverview Avenue and Leo Street will be realigned and widened.
- Provide a "softer" northbound curve in the State Route 4 interchange. Speed limit will be 55mph.
- Eliminate all left-hand entrance and exit ramps to reduce traffic weaving and improve safety.
- Eliminate ramps at Keowee Street, Riverside Drive, Neva Drive, Leo Street and Grand Avenue.
- Provide three "through" lanes in each direction.
- Widen Main Street and improve the interchange with I-75.
- Consolidate entrance and exit ramps at the Stanley Avenue interchange.
- Replace deteriorated bridge over the Great Miami River at Stanley Avenue.

## Cost

- \$197 million including design, property acquisition and construction.

## Schedule (preliminary)

- *October, 2007* — Award construction contract.
- *November, 2007* — Begin construction.



*I-75, I-70 interchange before reconstruction.*



*I-75, I-70 interchange after reconstruction.*

- *November, 2010* — Construction complete except for final asphalt surface. Traffic using the new facilities.
- *May, 2011* — Final asphalt paving and pavement striping.
- *June, 2011* — Project completed.

## Permanent ramp closures (beginning as soon as Winter 2007)

To meet future traffic demands and improve safety, ODOT will close or modify several ramps. These ramps suffer from deficiencies such as short acceleration lanes, steep on- and off-ramp profiles and left-hand exits or entrances.

The following ramps will be closed prior to the completion of the project:

- All I-75 ramps to and from Grand Avenue
- I-75 northbound on-ramp from Riverside Drive
- All I-75 ramps to and from Keowee Street
- All I-75 ramps to and from Leo Street
- All I-75 ramps to and from Neva Drive

For additional project information, visit our website at <http://www.dot.state.oh.us/dist7/Projects/DowntownDayton1A.htm> or call 937-492-1141.



## DAYTON AREA CHAMBER OF COMMERCE PUBLICATIONS

Dayton/Miami Valley Safety Council Videos	Call for information
Dun & Bradstreet Reports (Members only)	Call for pricing
GreaterDaytonWorks.com Online Employment Service	Complimentary to members

For more information or to place an order, contact Roberta Walker at 937-226-8261 or email to [rwalker@dacc.org](mailto:rwalker@dacc.org)

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	Price	Members
Dayton Area Chamber Membership Directory	\$25	\$15
Membership Mailing : Labels	\$350	\$150
CD-ROM (Members only)		\$150
Major Employer Directory : Print Version	\$50	\$25
Diskette / E-mail	\$75	\$50
Industrial Pinpointer - Greater Dayton	\$231	\$198
OSHA Standards	\$45	\$35
Media Resource Guide : Print Version	\$20	\$15
CD-ROM	\$35	\$25
Welcome to Dayton Relocation Packet	\$10	\$10
Chamber 2006/2007 Community Guide	\$3	\$3
Dayton/Miami Valley Regional Street Map	\$5	\$5

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The University of Dayton offers an undergraduate program in entrepreneurial studies. As part of their program, graduating seniors use their training and acquire real-world experience by

working with large and small businesses as a consultant to help solve business problems. The typical candidate business in the program is privately held and has at least 5 full time employees. Projects include market segmentation, cycle time improvement, quality systems, service refinement, etc. Consulting assignments are done with oversight from an experienced faculty mentor.

UD students and their mentors are seeking consulting projects for the January quarter. If you have at least 5 employees and would like to participate by sponsoring a student or student group in an assignment, please contact Rob Franks by e-mail at [rfranks263@yahoo.com](mailto:rfranks263@yahoo.com) or call 513 293-0945.

There are no out-of-pocket costs to sponsoring businesses. Your commitments are to:

- Clearly define the scope and objectives of the project
- Provide information and data about the problem for analysis
- Attend a formal, concluding presentation of the student findings and recommendations

This is a great way to help a budding entrepreneur and solve a nagging business problem!



# Calendar Of Events



## November 2007

### Breakfast Briefing

**DATE & TIME:** November 9, 7:15 AM - 9:00 AM  
**SPEAKER:** Raj Sooin,  
 Chairman/President/CEO  
 of Sooin International  
**LOCATION:** Dayton Racquet Club  
**COST:** \$25 Members;  
 \$30 Nonmembers  
**PHONE:** (937) 226-8253  
**EMAIL:** registration@dacc.org

### New Business Connections for the Defense Sector

**DATE & TIME:** November 14, 11:30 AM - 6:30 PM  
**SPEAKER:** Ron Poussard,  
 AF Director of  
 Small Businesses Program  
**TOPIC:** Sensors, Cyber and Intel  
**LOCATION:** Holiday Inn - Fairborn,  
 across from WSU  
**COST:** \$30 Members  
 \$40 Nonmembers  
**PHONE:** 937-226-8275  
**SPONSOR:** Dayton Area Defense Contractors  
 Association, Dayton Area Chamber  
 of Commerce, Cincinnati USA  
 Regional Chamber



### Chamber 101 - You're a Member, Now What?

**DATE & TIME:** November 15, 8:00 AM - 9:30 AM  
**TOPIC:** Orientation for new members/  
 new company reps  
**LOCATION:** Dorothy Lane Market in Springboro  
**COST:** Complimentary  
**PHONE:** 937-226-8253  
**EMAIL:** registration@dacc.org  
**SPONSOR:** Dorothy Lane Market

### Safety Breakfast with the Experts (Full Membership Meeting)

**DATE & TIME:** November 21, 7:30 AM - 9:30 AM  
**SPEAKER:** Matt Klumb,  
 Behr Dayton Thermal Products, LLC  
**TOPIC:** Pedestrian Safety at Your Facility  
**LOCATION:** Mandalay Banquet Center  
**COST:** \$25  
**PHONE:** 937-226-8264  
**EMAIL:** lwulfeck@dacc.org  
**SPONSOR:** Gary Auman,  
 Dunlevey, Mahan & Furry

## December 2007

### New Business Connections for Manufacturers

**DATE & TIME:** December 12, 3:00 PM - 6:30 PM  
**TOPIC:** Networking  
**LOCATION:** Savannah Center in West Chester  
**COST:** \$18 Members  
 \$25 Nonmembers  
**PHONE:** 937-226-1444  
**EMAIL:** bwiford@dacc.org  
**SPONSOR:** Dayton Area Chamber of Commerce  
 and the Cincinnati USA  
 Regional Chamber

### Safety Breakfast with the Experts

**DATE & TIME:** December 19, 7:30 AM - 9:00 AM  
**SPEAKER:** Gary Auman, Dunlevey,  
 Mahan & Furry  
**TOPIC:** Workers' Compensation Update  
**LOCATION:** Mandalay Banquet Center  
**COST:** \$25  
**PHONE:** 937-226-8264  
**EMAIL:** lwulfeck@dacc.org  
**SPONSOR:** Medwork Occupational Health Care  
 Advance registration for this event is  
 required. Please note that the doors  
 open at 7:30 AM with the program  
 to begin at 8:00 AM.

### Attention Generation Dayton members and young professionals:

Please visit [www.generationdayton.org](http://www.generationdayton.org) for a  
 complete list of Generation Dayton events.

*Chamber President, Phil Parker, and  
 Joey Williams, President of Chase,  
 attend the Government Affairs  
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## Chamber Event Registration

Mail form with payment to: Dayton Area Chamber of Commerce, 1 Chamber Plaza, Fifth and Main Streets, Dayton, OH 45402-2400. You may advance register for programs by FAXing form to 937-226-8254 and bringing payment to the door.

NUMBER ATTENDING	PROGRAM	COST
_____	Breakfast Briefing, November 9	\$25 members; \$30 nonmembers
_____	New Business Connections, November 14	\$30 members; \$40 nonmembers
_____	Chamber 101, November 15	Complimentary
_____	Safety Breakfast with the Experts, November 21	\$25
_____	New Business Connections, December 12	\$18 members; \$25 nonmembers
_____	Safety Breakfast With The Experts, December 19	\$25

Name(s) \_\_\_\_\_

Company \_\_\_\_\_ Chamber Member ☐ Yes ☐ No

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**Chamber program fees are deductible as a business expense, not as a charitable contribution.**

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## FOCUS

**The Focus is a quarterly publication of the Dayton Area Chamber of Commerce**

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### Vision

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To be THE advocate on behalf of our members, enabling each to do more and better business.

### Values

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**Understands value –** by providing an effective return on members' investment of resources, time and participation.

**Collaborates with a network of partnerships –** welcoming all opportunities for cooperation and inspiring a single vision for economic growth in the region.

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CAN HELP YOU ACHIEVE IT.

The ambition to succeed is one of the most powerful forces in business. At Hafenbrack Marketing we help fuel the drive for growth with smart marketing strategies thoughtfully developed and creatively executed. Perhaps that's why so many companies throughout the region turn to us to support their growth efforts. With over twenty-five years in business and a full range of marketing capabilities, Hafenbrack stands ready to help your business reach new levels of success. To learn more, call us at 937.424.8950.



HAFENBRACK MARKETING  
THE IDEAS TO POWER BUSINESS

TEL 937.424.8950 WEB [hafenbrack.com](http://hafenbrack.com)



At the end of the day,  
it's all about **teamwork**



## **And we have some really great teams!**

**- at five hospitals and 50 other facilities all around the Dayton Area**

• Over 6,800 health care professionals • 1,200 physicians • 900 volunteers



Kettering Medical Center • Grandview Medical Center  
Kettering Medical Center - Sycamore • Southview Hospital • Kettering Hospital Youth Services

**Our Healthcare Teams – all part of one great team –  
faith-based and dedicated to your health ... for Life.**



**Kettering Health Network<sup>SM</sup>**

To find a facility or physician near you, or to learn more about our nationally-recognized services, or screenings and new programs, just go to **[www.khnetwork.org](http://www.khnetwork.org)**. You can even apply there to join one of our great teams!

**[www.khnetwork.org](http://www.khnetwork.org)**



