

**DAYTON**

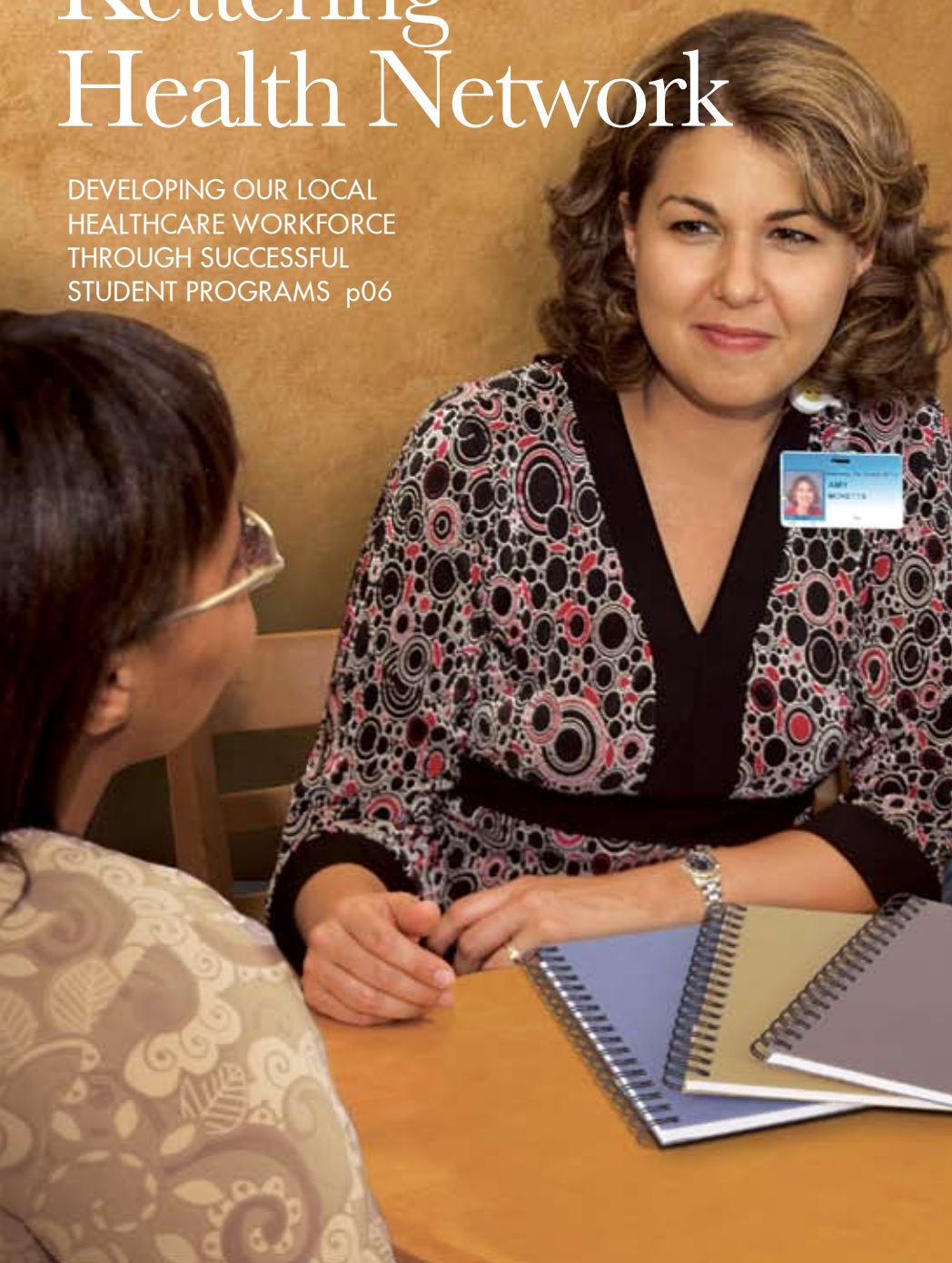
Dayton Area  
Chamber of Commerce

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# FOCUS

## Kettering Health Network

DEVELOPING OUR LOCAL  
HEALTHCARE WORKFORCE  
THROUGH SUCCESSFUL  
STUDENT PROGRAMS p06



THE  
CHAMBER  
WORKS  
FOR ME



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VOL. I – NO. 4 2008

# NOMINATIONS: Board of Trustees

*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 candidates listed in the chart at right. 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 (1/1/2009 – 12/31/2010)

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— *Dayton Business Journal*

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— *WDTN-TV 2*

**Mark Brown**  
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— *Dayton Children's Medical Center*

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— *Cox Ohio Publishing/Dayton Daily News*

**Bob Murphy**  
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**Maureen Pero**  
— *CareSource Management Group*

**Mark Thompson**  
— *LJB, Inc.*

**Gary Van Gundy**  
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**Joey Williams**  
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**Michael Zettler**  
— *SI International/LOGTEC*

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**John Hannon**  
— *WBDT-TV, Dayton's CW*

**Dr. Patricia Hardaway**  
— *Wilberforce University*

**Lori Rush**  
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# PRESIDENT'S Message



#### FOCUS ON: FINANCIAL CRISIS

After a tumultuous week and at our magazine deadline when writing these comments, the U.S. House of

Representatives had just voted and passed at a 60-40 spread (263-171) its support to the Senate version (74-25) of the financial bailout bill HR 1424. I must admit, I can barely remember a time when I've seen such conflict among our members and such strong opinions on both sides of what was right or wrong.

I spoke with many members over that week either by phone, e-mail or in person, with opponents outweighing proponents 2 to 1 at first. Their greatest concerns were that too many taxpayer dollars were being used to bail out mismanagement and that government would not have stepped in to save their business, so why these others? Another concern was how much was enough? Would \$700 billion really cover it or would it grow to be over a trillion dollars? And lastly, did this bill assure that this kind of fiasco would never happen again?

Proponents were basically saying that our leaders had to do something. Anything to take the risk out of the mortgage crisis was better than the alternative of doing nothing. As we know in the end, their concerns won out and my informal poll ended in about a 50-50 split.

My concern was and always had been about our local businesses first, then the national economy second. We have members who

actively run their businesses on a day-to-day basis using available lines of credit. If banks halted business credit, consumer lending or god forbid, the interchange between banks of credit cards or other financial tools, we were surely doomed for a major catastrophe. I held my nose every day just thinking about the alternatives – it all smelled.

Tomorrow, I'll begin again to worry about the stock market, or if banks get capitalized, or if \$700 billion will really cover the risk – but also now another round of Sarbanes-Oxley type regulations, painfully applied to the financial services industry that will take billions of dollars to oversee and even more to understand. A decade or more of regulatory oversight that should have never had to occur in the first place if we had paid closer attention to the warning signs, and now – just what we need – more federal regulations.

This crisis might yet cripple not only our own country's economic well-being, but others around the globe. I truly hope we have learned some lessons from these mistakes and history will not repeat itself – at least not in our lifetimes. — ■

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



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**KETTERING**  
HEALTH NETWORK



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## On The Cover

Our Premiere Sponsor  
for this issue is  
Kettering Health Network.



*Kettering Health Network: growing and recruiting its workforce locally.*



*Executive Dialogue can offer fresh perspectives to problem-solving.*



*An Internship Program can help keep young talent in our region.*





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## A GREAT PLACE TO WORK

*We have a clear mission to improve people's lives. Our culture is translating our values into behavior. At Kettering Health Network, we care for the whole person – their body, mind and spirit. We strive to provide the best medical service in a friendly Christian atmosphere. The way our fellow coworkers, patients, physicians and visitors are treated reflects on the entire organization.*

*We have a strategic commitment to being the healthcare employer of choice. To continue to grow and prosper, both as an organization and as individuals, we recruit, retain, and promote personnel without regard to race, religion, creed, color, disability, sex, age, national origin or marital status.*



Joan Swenson, chief human resources officer,  
Kettering Health Network





# Developing our **LOCAL** Healthcare Workforce

By Vince McKelvey

Ayana Highsmith may be the face of the future for Kettering Health Network.

Like other health organizations, Kettering looked ahead and saw a critical need developing for registered nurses, medical technicians, therapists and other healthcare professionals. But rather than ramping up plans to recruit workers from afar, Kettering ramped up efforts to grow a workforce locally – to “look at who’s within our region and at ways that we could creatively open pathways” to healthcare careers, said Joan Swenson, chief human resources officer at Kettering Health Network. This could involve displaced workers who might never have considered healthcare or others who are interested in the field but face obstacles entering a professional world. “It meant reaching out in ways that you never had before,” Swenson said, and “tapping this region for unconventional, creative ways to bring individuals into the workforce.”

Highsmith, a 2007 graduate of Dayton’s Patterson Career Center, is on one of those new pathways. Highsmith is a graduate of the **Patterson Pipeline Program** – a joint effort of the high school, Kettering Health Network and Kettering College of Medical Arts. The program is for Patterson juniors and seniors who are studying healthcare and provides mentors, guidance counseling, exposure to the industry and other assistance while the students are in high school and the possibility of continued support, including a job, after they graduate. Swenson listed the program among four Kettering initiatives that could open new paths to the field of healthcare.

Another program, **Troops to Nurses**, partners with Wright-Patterson Air Force Base to give medics and others with medical training a chance to earn a nursing degree before they leave military service. In addition, Kettering has a developing effort with an **ISUS (Improved Solutions for Urban Systems, Inc.)** school, and a pilot program at the county’s Job Center to screen displaced workers and other Job Center clients to see if they have an aptitude for healthcare.

For Swenson, creating opportunities for local workers is a more sustainable approach to the problem. “(These) individuals are invested in this community, want to stay in this community, know this community. It helps the community overall because you’re providing

a career pathway for them that may never have been there before,” Swenson said. “The other is a quick fix.”

The Patterson Pipeline is in its third year and Highsmith, 19, is the first graduate to start working for the Kettering Health Network while attending school. She takes classes at Sinclair Community College and works part time in nutrition services at Southview Medical Center. She plans soon to enroll at KCMA, hoping eventually to become a physician’s assistant. She is enthusiastic about the pipeline program. “It’s very important obviously,” she said. “It’s my job, it’s paying for school...It’s like number one right now.” Her mentor is Susan Price, PhD, the KCMA faculty member who spearheaded the program, working with Niki Ross of Patterson’s Allied Health program. Price said the pipeline grew out of the college’s desire to work with Dayton Public Schools and to help Dayton students become college ready. It was not designed specifically as a recruiting tool for Kettering, but it “really dovetailed nicely with the idea ... of growing our own health care providers in the area.”

(continued on page 08)

(continued from page 07)

Kettering began discussing the looming workforce crisis nearly a decade ago and quickly involved the Kettering College of Medical Arts, Swenson said. “We sat down with the college to strategize with them. Are there ways in which we can fast track LPNs into RNs? Are there ways in which those with some type of medical training could find a way into healthcare?”

One result was Troops to Nurses. Through classes the college offers at Wright-Patterson, Air Force medics can earn a nursing degree before they leave military service, helping them make the transition from military to civilian life. As a side benefit, the program may also create an opportunity for Dayton to keep some of these people in the region. The first cohort graduated in May, Swenson said. “It was just so exciting and rewarding.”

Two other initiatives – with ISUS and the Job Center – are in earlier stages of development, Swenson said. Kettering provides ISUS’ new healthcare institute with space at Grandview Medical Center. Students spend their senior year at the Grandview campus and alternate between academics and volunteering at the hospital, said Ann Higdon, ISUS president and founder. She said Kettering helped to design the program and identify emerging opportunities in healthcare.

**Niki Ross, RN, director** for the Allied Health Program for Patterson School, has a close bond with her students, encouraging them to pursue their dreams.



Kevin Mullenhauser, RN, a Diversity Council member at Kettering Health Network, discusses the nursing profession with a group of Patterson students.

Meanwhile, Kettering has gotten grant money for a pilot project at The Job Center to screen clients for an aptitude for working in healthcare. The Job Center also screens for entry level jobs at the health network, Swenson said.

Swenson said KHN works hard to retain employees by creating an environment where people want to work, and that its job vacancy rates are low. But that doesn’t change the “perfect storm” brewing on the healthcare horizon: The workforce is getting older and nearing retirement age at the same time the general population is aging and will need more medical care.

“The average age for registered nurses in Dayton is 47 – a year older than the state average and two years older than nationally,” Swenson said. “The American Hospital Association predicts that more than 1 million RNs will be needed in the workforce by the year 2020.” Needs are developing in other areas as well, including in imaging, in occupational and physical therapy and for medical technicians.

Frank Perez, CEO of Kettering Health Network, praised “the innovative ways our leadership has used to engage outside entities and grow our workforce here at Kettering Health Network.” In particular, he cited Troops to Nurses and the programs that give high school students a taste of what healthcare is like. “I think both of these efforts will bear fruit and provide us with competent, caring professionals in the coming years,” he said.





Kettering's strategy of opening new pathways to working in healthcare has significance beyond its own hospitals. The move fits right in with a larger effort by the Regional Workforce Transformation Consortium to reshape the local workforce to meet a changing economy. Kettering is part of that consortium.

"I think some of the pathways we've already created at Kettering Health Network can be woven into that bigger project," Swenson said. She's proud of these new initiatives

also because of what they say about Kettering and its stated mission "to improve the quality of life of the people in the communities we serve." "I've been here 10 years in November and have just come to love and appreciate the fact that ... the mission just doesn't sit on the wall," Swenson said. "It's lived." — ■



As part of the Patterson Career Center Visit/Diversity Council, Kettering Health Network employee James Lewis is available to help this student with her choice of a healthcare career.



Ayana Highsmith is the first graduate of the Patterson Pipeline Program, a collaboration among Kettering Health Network, Kettering College of Medical Arts and Patterson Career Center.



Cynthia McCloud, Surgical Waiting, is a student in the ISUS (Improved Solutions for Urban Systems, Inc.) program.



# WORKFORCE Outlook

*The Dayton region is in a state of change, shifting from a goods producing economy to a more service focused economy. As a result, Dayton's manufacturing employment is going down while at the same time growth is projected for industries such as healthcare and information technology.*



## WHAT'S THE FUTURE LOOK LIKE? WILL I BE ABLE TO FIND QUALIFIED WORKERS?

According to government studies, southwest Ohio is projected to see a 4% increase in job growth (approximately 23,000 jobs) by the year 2014. Conversely, the population has fallen in recent years by 1.2%. Unemployment figures, however, are currently high at over 7%.

This begs the question which is routinely asked by our member companies – “where can I find qualified workers for my business?”

The first answer may lie within. Training and advancement of existing employees is the most cost effective means for filling open positions within a company. Development of your internal workforce is something which cannot be ignored as a viable solution. By providing career pathways within your organization, employee loyalty is enhanced, while allowing the company to have a known “asset” to work with. Regional initiatives are being developed in industries such as healthcare, to leverage existing employees and invest in training them to fill needed positions, rather than recruiting from outside.

Later in this magazine is an article devoted to internships as an example of ways to meet a company's demand. The Chamber is working on programs for internships as well as other tactical solutions to assist you in recruiting and retaining talent. Programs that the Chamber offers range from online job recruitment ([www.greaterdaytonworks.com](http://www.greaterdaytonworks.com)) to employee benefit solutions to regional recruitment information and programs. If you have not investigated these programs or services, please visit the Chamber's website, [www.daytonchamber.org](http://www.daytonchamber.org), for details on how these solutions can assist in filling your gaps in employees.

Other solutions are more complex and take a more strategic regional approach to address. These solutions focus on realigning the skills of the current and future worker to better fit with the demands of the employers in our region. For over a year, the Chamber has been engaged with other organizations and



### RECRUITMENT TOOLS

- Greater Dayton Works: electronic job portal
- Endless Possibilities Recruitment DVD highlighting the region
- Internship Assistance
- Relocations Information



### RETENTION TOOLS

- Generation Dayton: young professional program
- Leadership Dayton: community leadership program
- Current local workforce data and benchmarking
- A quarterly workforce newsletter
- Forums on workforce issues
- Access to skill development and training programs
- Workforce Competitiveness Assessment Program
- Group discount on employee benefits





The workforce of our region is rapidly changing. By realigning the skills of current locally available workers through training and internship programs, they will be a better fit with the demands of the region's employers.

public entities in forming a Regional Workforce Transformation Consortium. The mission of the Consortium is to guide investments and policies in workforce development based on employer demand driven data. The work of the Consortium will aid others in education and public service to reduce the gap and realign the skills of our workforce. To be successful, efforts must be done to:

- Gather industry relevant data
- Map the assets of our educational system
- Engage employers to identify skills and demand
- Develop career pathways
- Leverage resources, and
- Communicate results.

Over the next several months, many of you may be asked to serve on employer panels within your industry segment. The Chamber encourages our member companies to participate in these discussions as employer feedback on demand is the pivotal data needed to make long term strategic movement in the area of workforce. — ■



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# BUTLER County, Ohio



*Butler County is 467 square miles in size and has a population of 354,992 making it Ohio's eighth most populous county. Not long ago a mostly rural county, Butler County has recently attracted biopharmaceutical manufacturers and automotive OEM suppliers, major new medical facilities, and is now home to corporate and regional headquarters offices.*

By Brian Coughlin,  
Director, Butler County Department of Economic Development

## BUTLER COUNTY, OHIO

Located between Cincinnati and Dayton, Butler County markets itself as the Cincinnati-Dayton Region. This has taken on new meaning now that Cincinnati and Dayton will become the Cincinnati-Dayton Metropolitan Statistical Area (MSA) in the 2010 U.S. Census. In fact, we recently purchased the [www.CincinnatiDaytonMSA.com](http://www.CincinnatiDaytonMSA.com)

and the [www.CincinnatiDaytonRegion.com](http://www.CincinnatiDaytonRegion.com) internet domains to capitalize on the fact that the two cities are growing together into one metroplex with Butler County in the middle.

The Butler County Board of Commissioners has made economic development one of its top priorities. From 2004 to 2007, the County experienced a major influx of new investment and job creation. Over \$2.4 billion in new economic development projects were launched and 12,600 new jobs were created in that four year span.

No one knows how badly or how long the current financial crisis will impact growth in southwest Ohio. However, in 2007 alone, a record \$856 million in new investment was made in Butler County with \$547 million or 64% of that investment coming from manufacturing projects. While other Ohio and Midwest communities have seen the manufacturing sector struggle, we have seen steady and sustainable gains.

What are the reasons for the County's success? Certainly our location between Cincinnati and Dayton has been a major factor as has been our proximity to Interstate highways. I-75 runs through the County, I-71 and I-74 are connected to us via I-275, and we are only 30 miles south of I-70.

Educational attainment and a knowledge-based workforce have also helped. A total of 58% of Butler County's workforce has some college, associate degrees, bachelor's degrees, advanced degrees, or professional degrees. San Diego-based Amylin Pharmaceuticals said they chose Butler County as the site for their new \$400 million biopharmaceutical manufacturing plant that will employ 500 because of the quality of our workforce.

Butler County and the Cincinnati-Dayton Region have 40,000 working scientists and engineers within a 50 mile radius. The region's deep talent pool did not hurt us when the former Armor Holdings, now BAE Systems, was considering relocating its defense manufacturing operation and its 742 employees to a new site outside the County in 2007. A cooperative effort with the local congressional office, county and township officials, and the willingness of BAE Systems to entertain alternatives resulted in the retention of the company. Due to its tremendous growth during the last 12 months, BAE now employs 2,200 at its expanded facility.

Butler County has much to offer new and existing employers like GE Aircraft which recently announced that it will relocate 1,130 engineering positions to West Chester. We believe our community will continue to be a job creation vehicle for the region. — ■



**San Diego-based Amylin Pharmaceuticals** chose Butler County as the site for their new plant because of the quality of the county's workforce.





# CHAMBER Photo Gallery

*There's always something going on for members of the Dayton Area Chamber of Commerce — from breakfast speaker events, to award ceremonies, to business-after-hours networking events. Here's just a sample...*



*2008 Chamber Challenge*



*Business-After-Hours, August 2008*



*Leadership Dayton 2008 Annual Meeting Award Recipients*



*Morning Mixer, May 2008*



*Breakfast Briefing, 2008*



*Generation Dayton Day, 2008*

# ECONOMIC Development Update

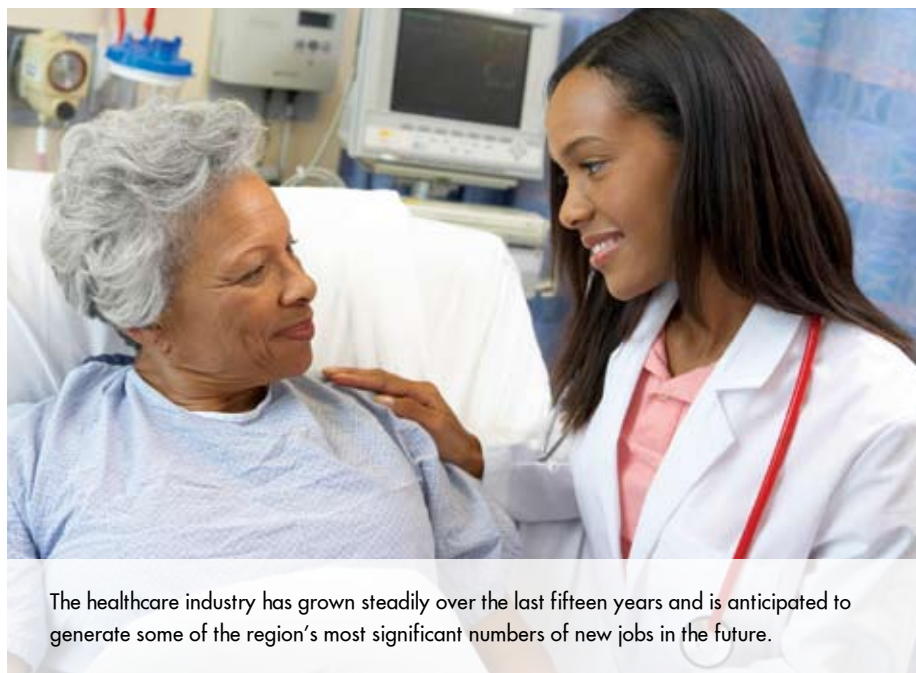
*In this issue of FOCUS, we take a look at some key economic indicators for the Dayton region, including the unemployment rate, the value of new construction, and the status of home sales in the region. We offer the most current profiles for the Healthcare industry in our “snapshot” page.*

## 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 Vallley 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 15.** — ■

## PROGRAM PROFILE — GREATER DAYTON WORKS

Since 1998, the Chamber has partnered with DPL Energy to bring a cost effective on-line job posting system to the region's businesses. With the support of our sponsors and cooperation from the many one-stops in our community, the program has grown to be one of the largest in the region. Beginning in 2006, the portal was enhanced to become “greater dayton works.com”. Since 2007, the program has increased by 75% in the number of visits to the site. **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

	JULY '08	JULY '07	'07 AVERAGE
Dayton MSA (Metropolitan Statistical Area) .....	7.70%	6.10%	5.90%
Ohio .....	7.20%	5.80%	5.60%
U.S. ....	6.10%	4.70%	4.60%

### TOTAL NON-FARM EMPLOYMENT

DAYTON MSA EMPLOYMENT	JULY '08	JUNE '08	JULY '07	'07 AVERAGE	12-MONTH % CHANGE
Total non-farm .....	398,300	404,000	400,600	408,200	~0.57%
Goods-producing .....	66,000	67,000	68,200	70,400	~3.23%
Service-producing .....	332,300	337,000	332,400	335,400	~0.03%

### 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	JULY '08	JULY '07	% CHANGE	YTD '08	YTD '07	% CHANGE
No. of homes sold .....	1,017	1,219	~16.6%	11,009	13,416	~17.9%
Total home sales (\$,000s) ....	139,410	176,159	~20.9%	1,410,128	1,799,396	~21.6%
Average sale price (\$) .....	139,126	144,512	~3.7%			



# INDUSTRY Snapshot

## HEALTHCARE

### Leading Regional Hospitals

HOSPITAL	TOTAL STAFF	LOCATION
Miami Valley Hospital .....	5,788.....	Dayton
Kettering Medical Center .....	3,714.....	Kettering
Good Samaritan Hospital.....	3,370.....	Dayton
Upper Valley Medical Center .....	2,030.....	Troy
Children's Medical Center .....	1,556.....	Dayton
Middletown Regional Hospital.....	1,547.....	Middletown
VA Medical Center .....	1,461.....	Dayton
Grandview Medical Center .....	1,473.....	Dayton
Community Hospital .....	1,196.....	Springfield
Mercy Medical Center .....	1,038.....	Springfield

### 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

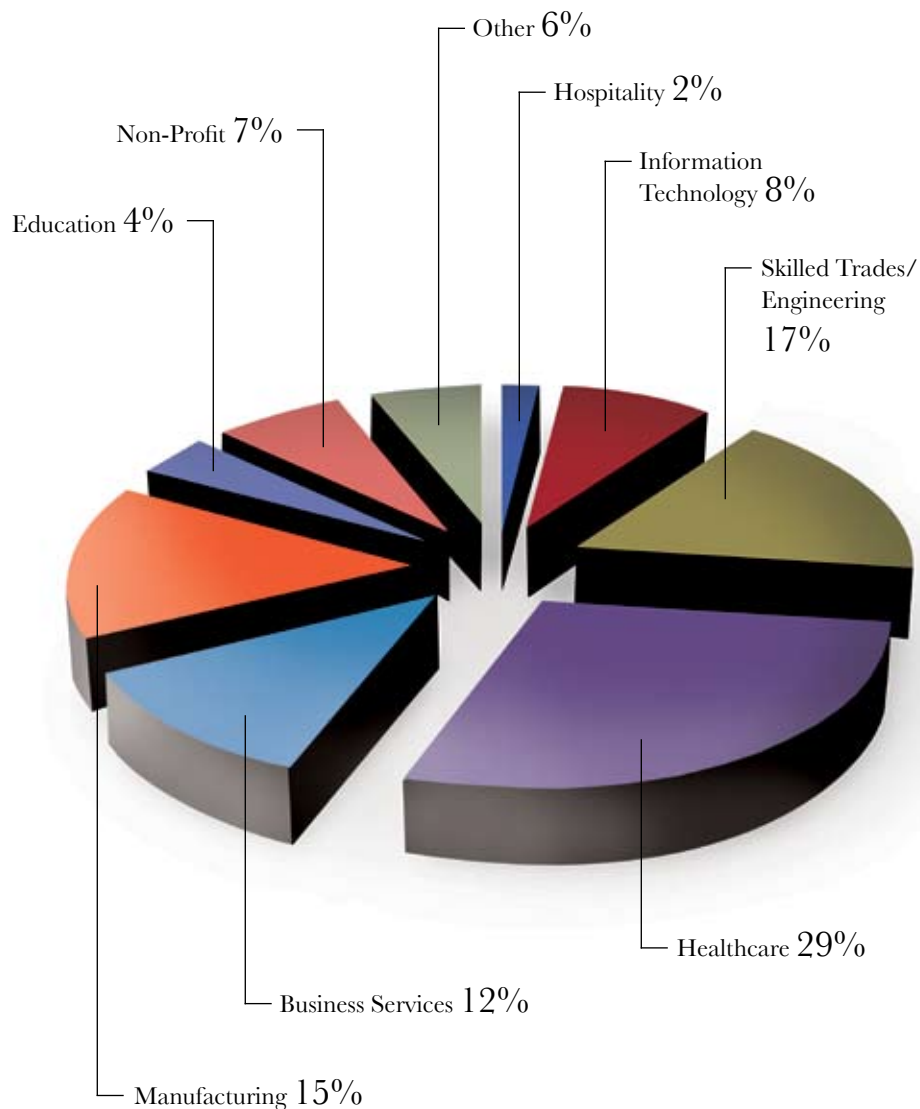
- **Dayton Area Chamber of Commerce**  
[www.daytonchamber.org](http://www.daytonchamber.org)
- **Greater Dayton Area Hospital Association**  
[www.gdaha.org](http://www.gdaha.org)
- **Wright State University School of Medicine**  
[www.med.wright.edu](http://www.med.wright.edu)
- **Sinclair Community College  
Nursing Program**  
[www.sinclair.edu/departments/nsg](http://www.sinclair.edu/departments/nsg)
- **Wright State University  
College of Nursing & Health**  
[www.nursing.wright.edu](http://www.nursing.wright.edu)
- **Kettering College of Medical Arts**  
[www.kcma.edu](http://www.kcma.edu)



# PROGRAM Profile

## GREATER DAYTON WORKS

### Jobs Available By Industry



### Website Statistics

Job Seekers .....	28,000
Employers.....	1,130
Job Postings*.....	3,525
Job Openings*.....	7,532
Average Annual Wage* .....	\$43,529

*\*As of September 30, 2008*

### Features For Member Companies

#### 60% DISCOUNT ON SYSTEM INCLUDING:

- Applicant tracking
- EEO compliance
- Unlimited postings
- Integration with company website

### Industry Support

- Compunet Clinical Labs
- CDO Technologies
- DPL Energy
- WKEF TV, Channel 22



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

# PROGRAM Profile

## EXECUTIVE dialogue

### WHAT IS EXECUTIVE DIALOGUE?

The Chamber's exclusive Executive Dialogue program creates a unique opportunity for area executives to meet regularly and share experiences, knowledge and success stories with other senior executives or owners of companies and non-profit organizations from throughout the Dayton region. You may discover a new perspective on a problem or an opportunity you may not have realized alone.

Executive Dialogue is not a networking group but rather a professional support network to help propel you toward your short and long-term business goals. Your fellow Executive Dialogue members will become trusted and valuable extensions of your network of professional contacts.

### HOW DOES THE PROGRAM WORK?

Participants meet monthly in groups of approximately 10-14; competitors are not placed in the same groups. Each individual group determines the format for their meetings as well as meeting time and place. Executing Dialogue goes through an extensive process to learn your specific needs and working approach so that you will be placed with a roundtable that meets the needs of your organization and matches your own leadership style.

Each group provides its members with support and consultation on any number of business issues including marketing, HR, finances, etc. The group to which you are assigned can function as an unpaid board of directors for your business – discussing important business issues and providing you with a place to build trusted relationships with other business owners.

For additional information on how to be considered for Executive Dialogue please contact Loren Dinneen at [ldinneen@dacc.org](mailto:ldinneen@dacc.org) or 937-226-8293. — ■

*Chief executive officers and presidents of large companies can always turn to their board of directors, vice presidents, staff specialists and consultants to discuss business problems. But who is there for the CEO, owner or president of a small or medium-sized company?*

## Testimonials — Executive Dialogue has brought great value to many presidents and CEOs from around the Miami Valley. Just listen to these testimonials:



**Judd  
Plattenburg**  
*President of  
Oregon Printing*

*"I have been a member of the DACC Executive Dialog program for over 6 years now and it has been very rewarding for me. It has served as an advisory board, helped me with difficult decisions and I have learned a lot from my peers in the group.*

*It's true that it can be lonely in a president's position; everything around you is about the company, about the people that work for you and about the customers. That's all a good thing and the way it should be, but sometimes when you want to step back and view your business from the outside, Executive Dialogue offers a great forum to do that. Whether it's covering personal issues, economic conditions, or just having a laugh about something unique that happened to your business....we seem to cover it all.*

*I would encourage any CEO or President to explore the program and maybe visit a group or two. There's not another program like it in Dayton."*



**Mary  
Johnson**  
*President of  
Web Site  
Helper LLC*

*"I love the fact that Executive Dialogue is an advisory group – not a networking group. Everyone is there to get to know your business and give advice when asked – not to sell you something.*

*What I value most are the relationships. It takes time, but trust, respect, and friendship create a bond that is priceless. You know that advice is only a phone call away from someone that already knows you and your company.*

*Think of it as insurance, with the dividends being paid in advice when you need it. Where else can you get access to trusted advice and quality people from all size companies and a variety of industries for so little an investment. It is the best bargain around. Join and you will be in good company."*





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Anthem Blue Cross Blue Shield is the trade name of  
Community Insurance Company.  
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## A CONVERSATION WITH ERIC FINGERHUT

*Eric D. Fingerhut was appointed the seventh Chancellor of the Ohio Board of Regents on March 14, 2007. He was the first to be appointed by the Governor of the State of Ohio as a member of his cabinet, and is charged with building a system of higher education designed to prepare all Ohioans for the 21st century and rival the nation in accountability and innovation. In the months since his appointment, Chancellor Fingerhut has worked steadily to support this vision of change, beginning with his testimony on the budget before the Senate Finance Committee, where he made clear that he "will not flinch from...rethinking how we do business, and suggesting broad and systematic changes in our approaches to higher education in order to move our state forward." Chancellor Fingerhut has worked closely with the administration and the Ohio Legislature to dramatically increase funding for Ohio's universities and colleges, to put a freeze on tuition increases, and to boost financial aid to make higher education affordable for all Ohioans.*



Eric Fingerhut,  
Chancellor of the Ohio Board of Regents



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...

**Eric Fingerhut,**  
CHANCELLOR OF THE  
OHIO BOARD OF REGENTS

*Q Since your appointment as Chancellor of the Ohio Board of Regents last year, you have been committed to aligning Ohio's educational institutions with the economic development goals of the state. Could you highlight some of the key aspects of your 10-year Strategic Plan for Higher Education that you believe will lead to overall economic prosperity for the State of Ohio?*

**Eric Fingerhut** In essence, the entire 10-year Plan is a strategy aimed at restoring economic prosperity to Ohio by raising the educational attainment level of our workforce, which will be a key to economic growth in the knowledge-based 21st century. The Plan sets out three major goals to achieve this. First, obviously, we must get more Ohioans into college and graduate them. But that alone is not enough. We must also keep our graduates here afterwards to live and work, and third, we must attract new talent to Ohio. The Strategic Plan outlines a number of strategies to help us achieve all these goals. We intend to make a college

education both affordable and accessible for nearly every Ohioan, and to increase the quality of education at our state colleges and universities by establishing recognized centers of excellence that will attract the world's talent to our doorstep. A major portion of the Plan deals with strengthening the linkages between higher education and the business community through initiatives like the Ohio Skills Bank, in which schools would coordinate with the region's employers to ensure that training and academic programs are being provided in the skills required by the local job market. Through the Ohio Research Scholars Program, we are attracting top researchers in cutting-edge fields to work and study here. These are just a few of the strategies contained in the Plan. I would encourage anyone interested in learning more to read it in its entirety at [www.uso.edu](http://www.uso.edu).

*Q As Chairman of the STEM Subcommittee of the Partnership for Continued Learning, you have been instrumental in fostering the growth of STEM educational programs across the State of Ohio through institutional support and grant monies. The Dayton region's business community, higher education partners and K-12 school systems have been committed to creating a first-class system of STEM education in the area. Could you discuss your overall vision for STEM education and its potential impact on our workforce across the State of Ohio?*

**EF** Clearly, the areas of study known as the STEM disciplines (science, technology, engineering, and mathematics) are critical skills in the modern global economy. But our emphasis on STEM education is not because we value it over other areas of study as much as it is that these are areas in which Ohio has fallen behind in terms of both quantity and quality. In general, this is because the methods we used to teach these subjects got outdated. We weren't showing students the connection between what they were learning and the real world. That is changing now. We're going to be teaching STEM courses in students' K-12 and college years in ways that get them excited about science, math, engineering and technology, as well as opportunities that await them in STEM-related careers. Our vision for K-12 and higher education is to teach these subjects in a way that is interesting, innovative, and draws students in. I have a great example for you right here in Dayton. I recently spoke with a professor from Wright State University

*(continued on page 22)*

(continued from page 21)

who explained that Wright State is changing its gateway courses into the engineering program. Previously, before students could even take introductory engineering courses to get a taste of what it's like, they were screened out if they hadn't taken calculus. Well, you don't need to know calculus at that stage of the game. So instead of screening prospective engineering students out, the university changed the gateway requirements so calculus can be taken further down the degree path. Wright State is getting more students excited about engineering and the multitude of career paths open to them.

**Q** *Recruiting and retaining talented and qualified workers continues to be a primary concern for businesses not only in the Dayton community, but also throughout the State. Toward this end, the Choose Ohio First Scholarship program was established last year to attract, retain and graduate scholars in the STEM fields. Could you comment on the development of this program and what changes we could see in our state's economy and workforce as a result of this program?*

**EF** Investing in the future is the motivation behind the Choose Ohio First Scholarship Program, which, like the Ohio Research Scholars Program, is part of the Ohio Innovation Partnership created by the General Assembly to increase the state global competitiveness. In this, the first year of Choose Ohio First, a total of \$50 million was awarded to public and private schools in Ohio for scholarships aimed at keeping the state's most promising students here. Over the next five years, Choose Ohio First scholarships are expected to produce more than 5,700 graduates in the STEM disciplines. What's exciting is that we didn't just use a "peanut butter" approach – spread it around. We asked the schools to come forward with their most creative and successful programs, and then we set out to use the scholarships to get Ohio's best students into these excellent programs. These are the best, cutting-edge programs available in the state, as established by external evaluation.

**Q** *In the recent Economic Stimulus package passed by the Ohio Legislature and Governor Strickland, \$250 million was set aside for an Ohio Co-op/Internship Program. Business outreach and education will be an essential asset to the success of this program. How will the Ohio Board of Regents encourage local colleges and universities to reach out to the business community and utilize the influence of local business organizations? Additionally, how does this initiative contribute to the workforce development goals of the Ohio Board of Regents and the State of Ohio?*



The more talent we retain in the state, the more successful we will be economically.

**EF** The statute creating Ohio's Co-op/Internship Program requires that an Advisory Committee be formed to put together the details of the program, and that process is underway. The committee is to have appointees named by the Governor's office and General Assembly, and will involve the Department of Development and business and higher education leaders. As the program develops, discussions will surely be held on the need for outreach to local business organizations. From the Ohio Board of Regents' perspective, this is one of a number of linkages being built between higher education and business leaders around the state. We are working closely with the Business Alliance for Higher Education and the Economy (BAHEE), an affiliate of the Ohio Business Roundtable, in a number of areas related to implementation of Ohio's Strategic Plan for Higher Education. As for workforce development goals, one of my biggest frustrations as Chancellor has been seeing our top students leaving the state, complaining

that there are no jobs here, then having business leaders tell me they can't recruit the educated employees they need. Somehow, they keep missing each other. Our job is to match them up. The Co-op/Internship Program is an ideal way to do that. We know that the more talent we retain in the state, the more successful we will be economically, and we know that the more students intern or co-op with Ohio businesses, the more likely they are to remain here after graduation. So it's a perfect fit.

**Q** *On a personal note, our community truly appreciates the accessibility of your office and the commitment you have made to assisting with our local workforce challenges. As you know, STEM Education and creating an internship pipeline for college students to enter into the business community is a top priority for the Dayton Area Chamber of Commerce. When it comes to workforce development, what do you believe are some of the best and unique strengths of the business community in the Dayton region?*

**EF** I'm not just saying this to you, because I repeat it all over the state: Dayton and the Miami Valley is the most collaborative region in Ohio when it comes to the area's colleges and universities working together and working with the business community. The people I've interacted with in Dayton are truly a pleasure to work with, and the Board of Regents is fully committed to helping the region meet its goals. You know, when I give speeches around the state, I like to throw in a little history sometimes, including how Dayton at the dawn of the 20th century was a hotbed of innovation, invention and progress, the Silicon Valley of its day. Visionaries and entrepreneurs like Wilbur and Orville Wright, Charles F. Kettering and John H. Patterson stoked the engine that drove Ohio's economy – and the nation's – for much of the century. I think the potential is here for another revival like that, and I want to help this area achieve its highest potential. I believe in Dayton, and everyone in Dayton should believe too. — ■



# 2009 Breakfast Briefing Preview

FRIDAY, JANUARY 9



**TIME: 7:15 A.M. - 9:00 AM**

**SPEAKER: Phil Parker**

*CAE, CCE, President & CEO,  
Dayton Area Chamber of Commerce*

Phillip Parker is the President and CEO of the Dayton Area Chamber of Commerce. The Chamber, accredited with 5 stars by the United States Chamber of Commerce, is the 19th largest Chamber in the country and was named the “Nation’s Best Chamber” for 1998-1999. The organization focuses on economic development, legislative and regulatory issues and other business support services for its members in the 9-county Miami Valley region.

Phil has been very active in the community for over 30 years averaging more than 500 hours a year volunteering with many local not-for-profit organizations or public institutions including the American Red Cross, United Way, Jaycees, Rotary, Lambda Chi Alpha Fraternity, Wright State University, University of Dayton and the Presidents Club of Dayton.

Parker received a B.A. degree in Political Science from Florida Atlantic University in 1973 and an M.B.A. from the University of Dayton in 1979. He holds the professional designations of Certified Association Executive (CAE) from the American Society of Association Executives and Certified Chamber Executive (CCE) from the American Chamber of Commerce Executives. — ■

FRIDAY, FEBRUARY 13



**TIME: 7:30 A.M. - 9:00 AM**

**SPEAKER: Janice Driesbach**

*Director & CEO,  
Dayton Art Institute*

Janice Driesbach joined The Dayton Art Institute in January 2008. Prior to that, she was director of the Sheldon Memorial Art Gallery and Sculpture Garden at the University of Nebraska – Lincoln.

During her seven years in Nebraska as director, Driesbach was responsible for 14 full-time staff, a \$1.8 million annual operating budget, a masterpiece Philip Johnson building, and a collection that focuses on American art from the late 18th century to the present. Her record of achievements includes: overseeing the development of new strategic plans; securing reaccreditation from the American Association of Museums; managing a \$5.1 million building rehabilitation; reviving contemporary invitational exhibitions from which art work was purchased for the collection; and securing a \$1 million endowment to support exhibitions and programs. — ■



FRIDAY, MARCH 13



**TIME: 7:15 A.M. - 9:00 AM**

**SPEAKER: David Hopkins**

*President,  
Wright State University*

David R. Hopkins was appointed the 6th president of Wright State University on July 6, 2006, and assumed the office on February 1, 2007.

Hopkins has served as provost of Wright State University since 2003. As the university’s chief academic and operating officer, he was responsible for overseeing and guiding all of the university’s academic schools and colleges, and nationally funded research centers and institutes.

A central hallmark of his tenure at Wright State has been his leadership in the implementation of the university’s five-year strategic plan, a dynamic and visionary document that defines the university’s role in the world and its future direction in the region and beyond.

By aligning university resources and expertise, Hopkins helped garner unanimous support and participation from faculty, staff, students, and alumni. Through their combined efforts, the university achieved several milestones and launched key initiatives set forth in the plan, including an increase in student enrollment; the addition of several new degree and certificate programs; an increase in external funding; increased effort to recruit and retain diversity in the faculty ranks; and enhanced engagement with government, business and nonprofits to focus on emerging areas of need. — ■

# 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...*

AUGUST 11, 2008



## **SenBeauty — Braiding Salon, Beauty Supply Store**

SenBeauty Braiding Salon, and Beauty Supply Store's goal is to provide a memorable salon experience with the help of qualified team members who strive for beautiful hair results for each customer who comes to SenBeauty. SenBeauty strives to build lasting and

rewarding relationships with their customers. SenBeauty provides a relaxing atmosphere where customers can enjoy themselves, and wants each customer to feel beautiful when they leave the salon. SenBeauty Salon is located at 5684 Springboro Pike in Moraine.

AUGUST 14, 2008



## **Crucible Steel**

Crucible Materials Corporation has been a pioneer in the technical development of tool, steels, powder metallurgy, titanium alloys, and advanced alloy systems for leading edge manufacturers. Crucible scientists are focused on contributing to the fundamental knowledge of metallurgy,

the development of new products and processes and the continuous improvement of current ones, and finding solutions that exceed customer expectations. Crucible Steel is located at 3300 West Tech Road in Miamisburg.

AUGUST 19, 2008



## **Affordable Uniform**

Affordable Uniform carries an extensive collection of discount medical uniforms, including your favorite brands of nursing scrubs, shoes, and accessories. You will find a quality selection of affordable medical apparel in many different colors and sizes. Affordable Uniform is located at 237 Springboro Pike in Miamisburg.

AUGUST 22, 2008



## **Stone Crossing Apartments**

Stone Crossing Apartments fills an existing gap in the residential rental community of the Springfield area. The newly built two bedroom garden units provide a fresh, unique design that has much to offer its residents. A peaceful pond, a built-in pool, incredible landscaping and a building design that incorporates stonework are

features that set Stone Crossing apart from its competition. Stone Crossing Apartments feature private entrances, generous storage space within the unit and a complete package of energy-efficient features. The new apartments are located at 2880 Dwight Road in Springfield.





# VOLUNTEERS Of The Quarter

## 2ND QUARTER 2008 —

Dan Driskell

— Brower Insurance Agency

Gary Auman

— Dunlevey, Mahan & Furry, LLP



SEPTEMBER 12, 2008



### Imagine Schools

A public charter school that is operated by Imagine Schools becomes part of a dynamic family of educational communities where: Educators seek out the unique learning style of each student and inspire all students to high achievement; Parents and guardians are expected to be active participants in their child's education;

Students are evaluated by yearly academic gains, not test scores alone; high ethical standards are the norm, not the exception, and character education is emphasized to develop the whole person. Imagine School is located at 3650 Klepinger Road in Dayton.

SEPTEMBER 25, 2008



### Towne Place Suites by Marriott

Towne Place Suites, the popular extended stay brand, is reinventing itself to meet the needs of a growing segment of long term stay hotel travelers who want to settle in and maintain their routines while on the road. Every room is a

suite with functional space for living and working and each hotel specializes in delivering service that helps guests settle into the local area. Towne Place Suites by Marriott is located at 3642 Maxton Road in Dayton.

SEPTEMBER 26, 2008



### S&K Menswear

S&K Famous Brands, Inc. is a menswear retailer operating over 230 stores in 26 states reaching from the East Coast to Texas and from Maine to Florida. S&K offers a complete line of men's apparel, generally

priced 20-40% below department store and specialty store regular prices. S&K Menswear is located at the Greene Town Center, 60 Plum Street in Beavercreek.


## YOU ARE NOT ALONE

*If you already have or are considering implementing an internship program with your organization, you are not alone. In a recent employer survey conducted by the National Association of Colleges and Employers (NACE), 82.5% said they offer internship and/or co-op programs. Not surprisingly, the same NACE study found that 22% of new hires from the 1998-99 graduating class were from employers' own internship programs.*



Interns can bring fresh perspectives to long-time employees, while benefitting from the vast years of experience and dedication provided by these mentors.





Just as you would a new full-time employee, it is very important that interns be provided with a warm introduction to your organization.



# BENEFITS Of Creating An Internship Program

ITEMS OF INTEREST

*In today's tight labor market, offering Internship Programs can be a significant way to lure new talent. Employers in the Dayton Region can benefit from internship recruitment in multiple ways.*

Internships offer employers an economical way to locate potential employees – gauging their technical skills, work ethic and cultural fit against company expectations. Interns are also more interested in learning than earning and may bring new perspectives to old problems. Additionally, if a college program is found to produce precisely what the employer may want then this may allow the business to recruit a number of potentially good employees with minimal effort. Finally, internships strengthen the relationship between the academic community and employers. Employers can communicate directly with educational institutions about changing skill requirements, trends in technology, etc.

On a community perspective, internships offer the Dayton region the opportunity to stop the so called “Brain Drain” and keep young talent in the region therefore increasing the qualified employment pipeline. Research shows that connecting college students to

meaningful internship opportunities with local employers heightens the chance that they will stay in that community after graduation.

## CREATING AND MAINTAINING AN INTERNSHIP PROGRAM

There's a right way and a wrong way when it comes to starting an internship program and hiring interns.

Simply deciding to utilize interns in your organization, however, is only the first step. It is important that organizations take the time to carefully research and plan an effective internship program. Critical elements to take into consideration include:

### Long-Range Planning

Thinking about your internship needs in advance is necessary for a successful internship program. Things to consider include workload and the availability of intern projects, staff support, office space and financial resources. In most cases, you should post internships at least seven to ten weeks prior to your expected start date. This will allow

sufficient time to screen and select appropriate candidates. Many companies with established internship programs utilize interns throughout the academic year. You will want to do some research to determine how often your organization can support interns and set appropriate deadlines.

### Effective Supervision

Due to the training nature of an internship, it is imperative that interns are provided with sufficient supervision. Considerable time investment will be needed, especially on the front-end, to plan for and implement necessary training. It is also recommended that the supervisor plan ongoing weekly

*(continued on page 28)*

(continued from page 27)

meetings to stay up-to-date with the intern's progress. Use care in identifying a seasoned staff member who "buys in" to the importance of utilizing interns. The person should realize that the purpose of an internship is two-fold. Interns will provide some useful assistance for the organization while also gaining on-the-job training that will assist them with their future career search.

### Meaningful Assignments

Gone are the days of using interns as simple "go-fers". Students are seeking opportunities that will stimulate them and provide real experience. A good internship program will ensure the assignment of challenging projects and tasks. Effective assignments are coupled with adequate supervision so as to provide an information resource and to ensure interns are keeping pace. Be sure to have some additional projects available in case an intern successfully completes a project ahead of schedule. Whenever possible, try to include the intern in organization events such as staff meetings and allow opportunities for networking and informational interviewing with key personnel.

### Compensation/Legal Compliance

A common question from employers is how to compensate interns. The actual number depends on experience, major and responsibilities. If an intern meets the criteria for a learner/trainee, then the employer is not required to pay minimum wage. The criteria for a "learner/trainee" state that the training must be comparable to that given at a vocational



A good internship program will ensure the assignment of challenging projects. Effective assignments are coupled with adequate supervision to provide an information resource.

school; the training must benefit the student; the student would not replace regular employees; the employer does not immediately benefit from the student's activities; there is not a promise of a job following the training; and that both employer and student understand that no wages will be given for the training period. Keep in mind that most college students cannot afford to spend 10-20 hours per week in an unpaid position. Indeed, even if an internship is for credit, the student will still be required to pay tuition. You will increase your internship candidate pool significantly if you provide some compensation for their time.

If you opt for a paid internship, you will find that intern wages vary. It is a good idea to research common wage ranges within your industry and geographic location. You may consider consulting with a college career services office as they generally collect this information.

### Effective Hiring

Equal Employment Opportunity laws apply to the hiring of student interns. You will want to check with your state to see if workers' compensation laws cover interns. Just as you would a regular employee, it is important to provide interns with information on your safety and harassment policies, as employers may be held liable for intern safety and harassment issues. In general, student interns fall into an "at will" employment status and may be terminated for poor conduct.

### Appropriate Documentation

Documentation is very important for effective learning to take place. It is strongly advisable that an employer and intern create mutually agreed upon learning objectives. Well documented learning objectives provide clear direction and targeted goals for the intern. This ensures both parties envision the same experience and reduces the possibility of misunderstanding and disappointment. Effective learning objectives are concise and measurable.





### Ensure Interns Feel Welcome

Just as you would a new full-time employee, it is very important that interns be provided with a warm introduction to your organization. Not only are interns new to your organization, in many cases, they are new to the professional world of work. Before interns arrive, be sure to provide them with any necessary housing, transportation, parking and/or dress code information. Once interns start, they should review necessary policies (i.e., work hours, missing work, harassment, safety, etc.). Acquaint them to their work space and environment by introducing them to co-workers. Interns should become familiar with your organization's communication process and chain of accountability. The intern should also know the extent of their job authority and decision-making capabilities. You may even want to plan lunch activities with various staff members for the first week. Many organizations plan intern group outings and special events to recognize interns' accomplishments.

### Evaluation

An internship can only be a true learning experience if constructive feedback is provided. An effective evaluation will focus on the interns' learning objectives that were identified at the start of the internship. Supervisors should take time to evaluate both a student's positive accomplishments and weaknesses. If an intern was unable to meet their learning objectives, suggestions for improvement should be given.

In conclusion, utilizing interns in your organization can result in many benefits. It is important to do some careful planning before creating your internship program. You can be sure to continue recruiting from your pool of internship candidates and foster positive public relations by implementing an effective, thorough internship program.

### THIRD FRONTIER INTERNSHIP PROGRAM

The Ohio Third Frontier Internship Program (3FIP) was inspired by Ohio's need to bring talented students together with dynamic companies in an effort to position Ohio for long-term growth and heighten our state's high-tech capabilities in the evolving knowledge-based economy.

Established in 2002, our program links Ohio students with rewarding internship opportunities that provide great hands-on experience within Ohio's private sector business community with the goal of building a young, talented workforce for the future and assist students in gaining valuable work experiences that can lead to permanent full-time employment in Ohio after graduation.

This program encourages companies to take advantage of internship employment by reimbursing the eligible businesses 50% of the intern's wages up to \$3,000 per intern per year. The DACC has administered this program on behalf of the state to the Dayton Region for the past 5 years. The 2008 year has proven to be the most successful year to date as we reimbursed approximately 47 companies and \$550,000.

To learn more about the program please contact Chris Wimsatt at [cwimsatt@dacc.org](mailto:cwimsatt@dacc.org) or visit [www.thirdfrontierintern.ohio.gov](http://www.thirdfrontierintern.ohio.gov).





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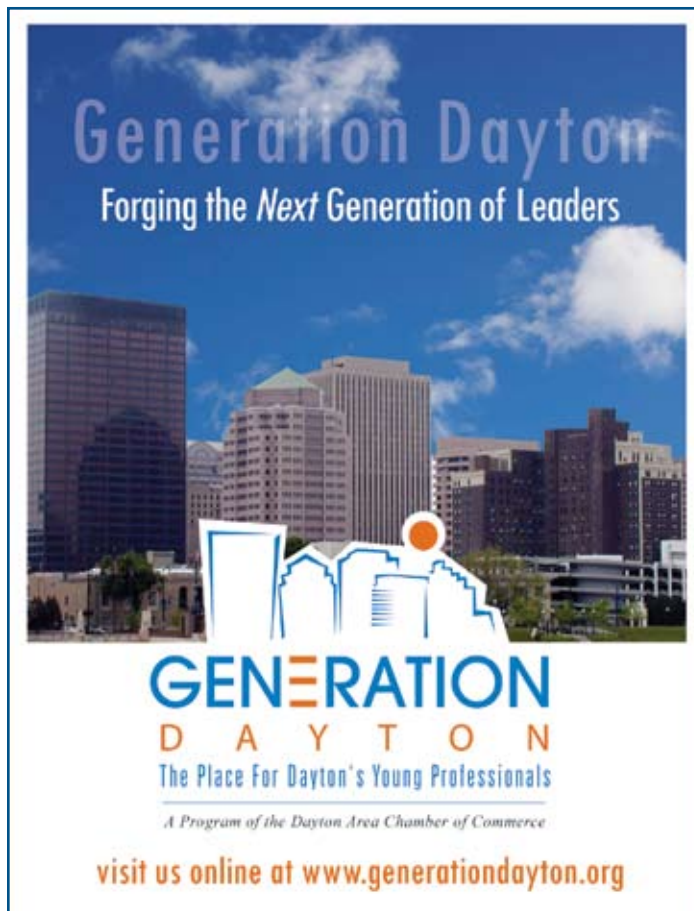
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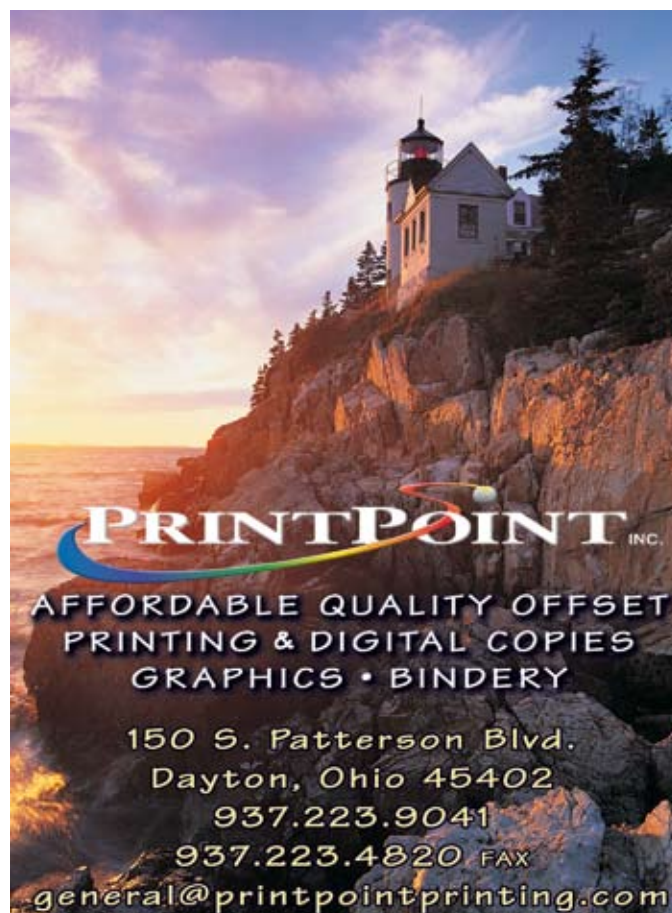
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For members' complete information, please visit our website [www.daytonchamber.org](http://www.daytonchamber.org)



## **725 BP/Linden BP**

2539 Shiloh Springs Road  
Dayton, OH 45426

## **ABC Dental, LLC**

8376 Old Troy Pike  
Huber Heights, OH 45424-1028

## **AFLAC**

305 Riverside Drive  
Piqua, OH 45356

## **Aileron Performance Resources, LLC**

2575 Dunwoody Court  
Kettering, OH 45420

## **Applied Reactor Technology, Inc.**

940 Burnside Drive  
Tipp City, OH 45371

## **Applied Signal Technology**

2970 Presidential Drive, Suite 100  
Fairborn, OH 45324

## **Arbors At Dayton**

320 Albany Street  
Dayton, OH 45408

## **Artistic Inspirations**

123 East Plum Street  
Tipp City, OH 45371

## **Axis Interior Systems, Inc.**

4509 Gateway Circle  
Kettering, OH 45440

## **BounceU**

2109 Lyons Road  
Miamisburg, OH 45342

## **Bowman Capital Advisors, LLC**

926 Goal Post Drive  
Dayton, OH 45458

## **Breen, Darlene**

6968 Beckett Court  
Dayton, OH 45459

## **Bullwinkle's**

19 North Main Street  
Miamisburg, OH 45342

## **C.M. Brown, Inc.**

9125 Milton Potsdam Road  
West Milton, OH 45383-9616

## **Camber Corporation**

2850 Presidential Drive, Suite 180  
Dayton, OH 45324

## **Club K-9 Doggy Daycare, Inc.**

95 Compark Road  
Centerville, OH 45459

## **Commuter Advertising, Inc.**

714 East Monument Avenue, Suite 215  
Dayton, OH 45402

## **Countertops & Cabinetry By Design**

6345 Castle Drive  
Monroe, OH 45040

## **D & M Excavating**

9465 South State Route 202  
Tipp City, OH 45371

## **Dayton C.A.R.E. Center**

6405 Clyo Road  
Centerville, OH 45459

## **Dayton Fraternal Order of Police**

**Capt. John C. Post Lodge #44**  
335 West Third Street  
Dayton, OH 45402

## **Dayton Talecris Plasma Resources**

3909 Salem Avenue  
Dayton, OH 45406

## **Digestive Specialists, Inc.**

999 Brubaker Drive, Suite 1  
Kettering, OH 45429-3556

## **East David Automotive, Inc.**

1700 East David Road  
Kettering, OH 45440

## **Echoing Valley-Woods-CCMC**

7040 Union Schoolhouse Road  
Dayton, OH 45424

## **Edwards Cleaners**

1845 West Main Street  
Troy, OH 45373

## **EZ Acceptance Builders**

2110 Copley Road  
Copley, OH 44320

## **Fedex Services**

2578 Corporate Place  
Miamisburg, OH 45342

## **First Diversity Staffing Group**

2440 East High Street  
Springfield, OH 45505

## **First Look Tours**

5604 Duck Row  
Dayton, OH 45429

## **Fortson Professional Services**

893 South Main Street, Suite 360  
Englewood, OH 45322

## **Global Certification- USA, LLC**

322 South Patterson Blvd.  
Dayton, OH 45402

## **Greenville National Bank**

446 South Broadway, P.O. Box 190  
Greenville, OH 45331

## **Hallmark Furniture Mfg. Co., Inc. Db a Jim Miller Furniture**

6711 Dayton Road  
Enon, OH 45323

## **Hampton Inn Springfield**

101 West Leffel Lane  
Springfield, OH 45506

## **Heavenly Glory Contracting, LLC**

620 Kinsey Road  
Xenia, OH 45385

## **Helping Hands Community Outreach Center**

5499 West Third Street  
Dayton, OH 45427

## **Hoosier Park**

4500 Dan Patch Circle  
Anderson, IN 46013

## **Hope Church, Inc.**

93 West Franklin St., Suite 105  
Centerville, OH 45459

## **Huelskamp & Kremer, Inc.**

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Dayton, OH 45405

## **Integrated Data Services**

100 Turf View Court  
Monroe, OH 45050

## **JMS Composites**

P.O. Box 507  
Springfield, OH 45501



**Keenan Body Shop**

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Dayton, OH 45414

**Kettering Overhead Door**

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**Ladd Industries**

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**Life Science Services International  
Dbm Mobile PC Repair**

455 Jenny Lane  
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**Living Well Spine Center**

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**Lone Star Steakhouse & Saloon, Inc.**

251 North Springboro Pike  
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**Mad River Search Group**

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**Martin and Associates**

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Cincinnati, OH 45215-1220

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Housing Authority**

1695 Troy Sidney Road  
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**Midwest RV Center, Inc.**

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Dayton, OH 45403

**Piqua Battery**

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Piqua, OH 45356

**Quality Lube & Oil**

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Tipp City, OH 45373

**Raven Rock Workwear, Inc.**

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Centerville, OH 45459

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**Siam Pad Thai Restaurant**

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**Stone Crossing Apartments**

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# CALENDAR Of Events

NOV

14

## Breakfast Briefing – Celebrating Our Progressive Future

DATE/TIME ..... November 14, 7:15 - 9:15 am  
 SPEAKER..... Rashad Young, City of Dayton / Chief Beal  
 TOPIC..... Reduction of Gun Violence  
 LOCATION..... Dayton Racquet Club  
 REGISTRATION.... [registration@dacc.org](mailto:registration@dacc.org)  
 SPONSOR..... *Presenting Sponsor* – Benefits Network, Inc.  
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NOV

17

## Legislative Reception

DATE/TIME ..... November 17, 6:00 - 8:00 pm  
 TOPIC..... Meet and Greet with Newly Elected State Officials  
 LOCATION..... Dayton Racquet Club  
 REGISTRATION.... Melissa Rasnic 937-226-8266  
                     or [www.daytonchamber.org](http://www.daytonchamber.org) by November 13  
 SPONSOR..... National City



NOV

19

## Safety Breakfast With The Experts

DATE/TIME ..... November 19, 7:30 - 9:00 am  
 SPEAKER..... Jennifer Wentzel, Public Health, Dayton & Montgomery County  
 TOPIC..... Food Safety  
 LOCATION..... Mandalay Banquet Center  
 REGISTRATION.... [lwulfeck@dacc.org](mailto:lwulfeck@dacc.org)  
 SPONSOR..... Gary Auman, Dunlevey, Mahan & Furry  
                     *Advanced registration required. Doors open 7:30 am, program begins 8:00 am.*



DEC

03

## Business After Hours

DATE/TIME ..... December 3, 5:30 - 7:30 am  
 TOPIC..... Networking  
 LOCATION..... DaytaOhio  
 REGISTRATION.... [registration@dacc.org](mailto:registration@dacc.org)  
 SPONSOR..... DaytaOhio



DEC

17

## Safety Breakfast With The Experts

DATE/TIME ..... December 17, 7:30 - 9:00 am  
 SPEAKER..... Gary Auman, Dunlevey, Mahan & Furry  
 TOPIC..... Workers' Compensation Update  
 LOCATION..... Mandalay Banquet Center  
 REGISTRATION.... [lwulfeck@dacc.org](mailto:lwulfeck@dacc.org)  
 SPONSOR..... Medwork Occupational Health Care  
                     *Advanced registration required. Doors open 7:30 am, program begins 8:00 am.*





# GENERATION Dayton Events

NOV  
13

## Thirsty Thursday

DATE/TIME..... November 13, 5:30 - 7:30 pm

LOCATION..... TBA

COST..... No cover



NOV  
18

## Business And Breakfast

DATE/TIME..... November 18, 7:00 - 8:30 am

LOCATION..... The Brunch Club

COST..... Breakfast at your expense



NOV  
28

## Fourth Friday Lunch

DATE/TIME..... November 28, 12:00 - 1:00 pm

LOCATION..... Brixx Ice Co.

COST..... Lunch at your expense



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Yellow Springs Family Health Center

## **WEST**

Conover Health Plus, Franklin  
Franklin Physical Therapy and  
Fitness Center  
Kettering Breast Evaluation Centers  
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Preble County Medical Center, Eaton

## **NORTH**

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Englewood Health Center

- Englewood Diagnostic & Imaging Center
- Kettering Sports Medicine Center
- Kettering Wellness Center

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