MEMBER PROFILE: EDGE & TINNEY ARCHITECTS p14
GETTING DOWN TO BUSINESS WITH MAJOR GENERAL GREGORY WAYT p16
HEALTHIER BODIES, HEALTHIER BOTTOM LINE p21
CREATIVITY CAN BE HARMFUL TO YOUR BOTTOM LINE p23
ANNUAL MEETING: A PHOTO ALBUM p26

Reintroducing the Dayton Chamber.

CHAMBER USES MEMBERS’ TESTIMONIALS IN ADVERTISING p06

Greg Johnson, Executive Director, Dayton Metropolitan Housing Authority
Member since 2007
Commercial Cleaning

*Only Space Management has Level 1 Certified Cleaning for Health Technicians. We are NOT old school janitors, we are The Building Maintenance Professionals!*

Our Cleaning for Health, Cross Contamination Prevention, and hospital grade Infection Control Systems together with a lightning fast local support team are why smart Facility Managers select Space Management to maintain their buildings.

**The experience base includes:**
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- Federal & Municipal Government
- Law Enforcement
- Public Transportation / Aircraft
- Education
- Retail / Malls
- Sports / Entertainment Venues
- Recreation

Tel: 937.254.6622  |  Fax: 937.252.6622  |  www.spacemanagement.com
Anthem Health Care Reform Seminar and Q&A

Thursday, June 10, 2010
7:30 A.M. - 9:30 A.M.
DAYTON CONVENTION CENTER

Roundtable Q&A featuring:
Erin Hoeftinger, Anthem Blue Cross and Blue Shield of Ohio
Matt Stokely, Pickrel, Schaffer & Ebeling
Bob Lewis, Thorn, Lewis & Duncan
Bryan Bucklew, GDAHA

Please join us for breakfast and a special presentation from Anthem Blue Cross and Blue Shield of Ohio President Erin Hoeftinger, followed by an exclusive Q&A session to help you learn more about how Health Care Reform will impact your company.

This is a complimentary event. Please RSVP to Carly Lindstrom at carlyl@dacc.org by Tuesday, June 8.
The Fine Art Of Strategic Marketing.

In every intuitive action, with every masterful stroke, Hafenbrack Marketing creates success.

Through careful calculation, advanced understanding and proficient execution, we strike the delicate balance between unbridled creative marketing and intelligent business communication.

After 25 years, we have marketing down to a science and have raised it to an art. Discover for yourself and your business the Fine Art of Strategic Marketing at Hafenbrack.com.
Diverse Businesses, Common Goals...

“The Dayton Chamber has been a great resource for us. Every event I have attended has been interesting, informative and fun.

It has been very beneficial to be a part of an organization of diverse business with the common goal of success for our community.”

Carol Hinton
CEO, YWCA DAYTON
MEMBER SINCE 1983

eliminating racism empowering women
ywca

My business
My future
my chamber.

Make the Dayton Chamber Yours at www.daytonchamber.org
It seems like the economy may be starting to show some life after a very long and ugly economic downturn. While nearly everyone I talk to is sick and tired of the negativity and economic bad news, we are now starting to see an uptick of activity that will surely help improve your digestion and sleep deprivation.

As you all travel around the region, pay close attention to the fact that there is some new concrete and steel going up in numerous areas of the community. Miami Valley Hospital is completing its expansion; a new Kettering Health Network hospital is coming to Beavercreek (800 jobs); the Blood and Tissue Center expansion in Miami Valley Research Park; the new announcement of WilmerHale law firm in Kettering with the addition of 187 jobs; Caterpillar in Clayton (500 jobs); TechTown in Dayton; Teradata plus two other new office complexes at Austin Landings south of town – and the list may not be done yet. All of which are hiring.

These do not include several well-thought plans that include the City of Riverside and its vision connecting WPAFB; a very comprehensive plan for downtown Dayton; and of course the big-picture plan for Austin Boulevard at I-75, a 15 to 20 year project.

In all, it’s starting to add up. Housing sales are showing some signs of movement and improved values in the market. Employers are once again starting to actively re-engage in their hiring and expansion needs; something they must do to fill the needs of some added, new contracts. And lest we forget – Wright-Patterson continues to grow organically each year in front of the 2011 BRAC transformation, adding another 1000+ jobs in 2008, 2009 and 2010; Payless in Brookville (500+ jobs); and ConAgra in Troy (250 jobs).

Perhaps spring is more than just warmer weather and longer days. Maybe, along with baseball and yard work, it’s the beginning of our growth season – growth of our economy and our community. We have much to be thankful for in this region. Perhaps it’s our time. I think it’s a great time to celebrate these success stories and how we can all help make and celebrate your win and other wins, too.
It's always nice to feel at home, even on the road.
My Homewood. Our Home.

Homewood Suites
Make Yourself at Home.

A spacious suite, complimentary hot breakfast daily, and complimentary high-speed internet access. All for less than you might think. Visit homewoodsuites.com or dial 1-800-CALL-HOME®.

The Hilton Family

homewoodsuites.com
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Dayton South | Dayton Mall
3000 Contemporary Lane
Miamisburg, OH 45342
(937) 432 0000

Our Local Website:
www.welcomehomewood.com

Notes: The information in this advertisement is correct as of the date printed and may vary. © 20XX Hilton Hotels Corporation.
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**Anthem — Instead of cutting jobs, try cutting calories.**

**DACC Annual Meeting — A photo album.**

**DACC Membership Survey — The results are in.**

---

**On The Cover**

Greg Johnson is one of several Chamber Members highlighted in a new branding initiative.
The Chamber proudly welcomes the most recent addition to our Group Value Service providers:

www.daytonchamber.org
VISIT TO LEARN MORE

Your Source for Career Opportunities
The one-stop regional database for employment solutions.

» JOB SEARCH
» SEARCH EMPLOYERS
» INTERNSHIPS

FOR MORE INFORMATION CONTACT THE CHAMBER AT 937 226 8258

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800.319.1114
www.houserasphaltconcrete.com
CHAMBER MEMBERS SHARE THEIR SUCCESS STORIES

These Chamber members, along with Greg Johnson pictured on the front cover, are part of the new branding initiative to reintroduce the Chamber to the region. Their stories are just a few of the many examples of the benefits of Chamber membership.
Over the past 100+ years the Dayton Chamber has changed a lot as a company. Beginning this spring, the region will see vibrant new advertisements that showcase Chamber members and why members still seek to belong. The ads will serve to remind members and the community of who we are: a regional business partner, 103 years young, with a distinguished history, but always looking forward.

Developing a marketing campaign to reintroduce the Chamber is a huge challenge! As we worked through the various ideas for the campaign the Chamber’s Marketing Department and Oversight Committee took note of why businesses join the Chamber. The campaign will promote these findings through advertisements that feature Chamber members. All of the advertisements will showcase a sleek update to the logo along with the Chamber's new tag “Your Business. Your Future. Your Chamber.” The new tag reflects the Chamber’s commitment to being a member-driven organization that strives to reach its mission of enabling members to do more and better business. At its core members use the Chamber as a business development and networking organization.

INTERNAL CAMPAIGN
The internal campaign will be placed in local media outlets and focuses on a positive and informative set of testimonial ads. We hope you find them eye catching, while at the same time, learn a few things about what the Dayton Chamber has done to help members throughout the Dayton region and ultimately why members belong. The first three ads are shown at the top of this page. Several more ads will be produced for our internal campaign and will continue to run for much of 2010.

EXTERNAL CAMPAIGN
The external campaign takes a slightly different approach. Ads will be placed in regional publications and billboards and is primarily business and economic development related. We still talk about the unique attributes of the Dayton Chamber, but we bring together various industries in a fun way to emphasize the diversity in the Chamber’s membership. The first set of billboards are shown at the top of this page.

RADIO / TV
You will also hear this campaign on the radio. Our first couple of ads will again remind members of how the Chamber helps member businesses in the region – and if you’re not a member they will provide you with testimonials of similar companies detailing why they belong. The spots will be 30 to 60 seconds and air during drive time on WHIO Radio.

SOCIAL MEDIA/WEBSITE
In late 2009, the Chamber became actively involved with social networking. Members are now able to keep in touch with the Chamber and its happenings on Facebook, Linked In, Twitter, and YouTube. To further promote the Chamber’s updated brand member testimonials will be streamed from the Chamber’s updated website beginning in early August 2010.

In the meantime members are encouraged to visit our YOUTube Channel (DACC) to hear what members are saying about us. Additionally we encourage members to submit their testimonies for potential use during the campaign through Facebook and Twitter.

If you have a comment or would like to participate in the campaign please contact me at tbankston@dacc.org or call 937-226-8245.

—

By Toni Bankston, VP Marketing
Social Media is quickly evolving the structural design of marketing plans and the way businesses communicate with their clients, employees and potential customers. Many companies are now recognizing the importance of Social Media and the influence this form of communication has over their prospective audiences.

Social Media Survival Kit

By Melissa Wyatt, PR Consultant, Hafenbrock Marketing

Many can rest easy knowing they are not alone. Every Social Marketing plan put into place by a company is different from the next. What may work for your company will not always be the best solution for another. The best place to start is at the beginning. Get your feet wet by researching your options. Determine what goals you hope to accomplish and what platform will work best to achieve these results.

The time, energy and monetary value placed into Social Media can be as little as 10 minutes a day to having a full-time employee in place within your staff. It often will depend on the goals you are trying to reach, the online presence you want to achieve and the size of your company.

INTEGRATING SOCIAL MEDIA INTO A MARKETING PLAN

There are many businesses engaging and experimenting with the constantly shifting world of Social Media. These companies are finding ways to best adapt to a new era of conversation and networking.

The ability to connect instantly with customers, prospects and influencers can be exciting and intimidating to most. In the beginning, it is common to feel that Social Media is somewhat oversaturated and overwhelming, and it is often easier to not dive into the communication confusion at all.

Companies are primarily using Social Media to:

1. Build brand recognition by making products known to the public and creating an image using valuable information to attract potential customers.

2. Monitor what others are saying. Through avenues such as Twitter Search (http://searchtwitter.com), companies are able to automatically determine what people are saying about their company, a competitor or a particular trend within the industry.

3. Build link popularity. Providing rich content on social media sites will allow people to link back to the content and the company’s website through social bookmarking sites and blogs. These create popularity to a website, ultimately raising the rankings with search engines.

4. Network and target business with people anywhere in the world. A company may not have had the opportunity to talk to an individual or become aware of a potential business lead without the use of Social
Media tools. Many businesses are able to develop new leads or even new hires through these avenues.

5. Engage with customers instantly. Not only can you communicate information and news about the business, product or service offering, Social Media also provides companies with a channel to listen to feedback provided by customers. Businesses use this feedback as ways for improvement to make a business more successful.

Below is a brief list with some of the major Social Media outlets used by companies of all sizes. How a company chooses to use these outlets will often depend on the marketing plan they put into place, and the outcomes they hope to achieve through this new avenue.

**TWITTER**

Twitter is a collection of what people and companies are thinking, doing or working on built into a social networking and microblogging service. It is a unique tool allowing users to update their followers using messages under 140 characters in length, better known as “tweets”. To learn more or establish an account on Twitter visit: [http://twitter.com/signup](http://twitter.com/signup)

**FACEBOOK**

Facebook is a global social networking website that allows customers to create Fan Pages that can be viewed by the public without having an account. These Fan Pages allow businesses to interact with their customers through photos, videos and recent news updates. This platform is often used as a way to instantly keep customers informed about all topics relating to the company. To learn more or establish a Fan Page on Facebook visit: [http://www.facebook.com/pages/create.php](http://www.facebook.com/pages/create.php)

**LINKEDIN**

LinkedIn is a business-oriented social networking website that allows individuals and businesses to “link” with colleagues and customers, get introduced to new people through shared connections, and exchange ideas and opportunities to a large network of business professionals. Through LinkedIn a company can share news, search for people, read resumes, post job opportunities, answer questions and create events. To learn more about LinkedIn visit: [http://learn.linkedin.com/what-is-linkedin/](http://learn.linkedin.com/what-is-linkedin/)

**YOU TUBE**

YouTube is a video-sharing website where users have the ability to upload, share and view videos. Through YouTube channels, businesses can upload educational videos, commercials or industry related materials to connect to their market. To learn more about YouTube visit: [http://www.youtube.com/create_account?next=%2F](http://www.youtube.com/create_account?next=%2F)

**DIGG**

Digg is one of many social news websites. It allows individuals to vote on submitted stories and share them with their network. Companies use Digg to post their latest news releases and increase traffic to their site. To establish a company account for Digg visit: [http://digg.com/register/](http://digg.com/register/)

**BEGIN WITH YOUR FANS — THE CUSTOMERS**

Although Social Media can seem new and scary to some, it is similar to any other marketing tool used by a company. Best results are produced when a Social Marketing Plan is put in place with organized and measurable objectives and a timeline to determine the effectiveness of the campaign. And like any other campaign, the best place to often begin is with the clients.

In order to determine your starting point with Social Media, a company needs to determine what your clients are using, as opposed to what outlet your company prefers. Instead of diving onto the social media bandwagon because “everyone is using it”; take the time to research where your current and potential customers are focusing their time and energy within the social media tools. After this is captured, a company can begin to strategize and better spend their time and money on this new marketing avenue.

Although new and sometimes intimidating, Social Media is worth looking a little deeper into as you begin to flush out a new marketing plan for your business. Your customers are using it, the cost for entry into the Social Media world is minimal and the measurement tools available for your plan are endless. Take a deep breath and explore the new and exciting ways to put your message into the hands of the customer electronically.
2010 Soin Award for Innovation

Economic Development at Work: Composite Advantage spun out of the National Composite Center and into a niche of its own.

Scott Reeve, president of Composite Advantage, makes no bones about it. “Last year was disappointing,” he said. “Being a newer company, you hope and you push to have growth and something like last year, of course, slows things down.”

Last year was disappointing for most any business, let alone a relatively new company in a relatively new field. But Composite Advantage made it through the dark months of 2009 and, “Things are definitely picking up,” Reeve said.

Composite Advantage grew out of work at the National Composite Center and has found a niche making large-scale composite parts for construction and industry. Products include prefabricated bridges and bridge decks; marine infrastructure – piers, ramps, dock bumpers for submarines; and its latest product, mats that provide a work surface for oil and natural gas exploration.

The company also developed and installed the nation’s first Drop-N-Place prefabricated composite bridge superstructure system, which incorporates support beams and bridge decking into the same panels. “We use a manufacturing technique that works well for making large parts up to 50 feet long and 8 feet wide,” Reeve said. “We can make things larger, it’s just that you run into shipping issues.”

**LIGHT WEIGHT COMPOSITES WELL SUITED FOR HARSH ENVIRONMENTS**

In lay terms, Composite Advantage makes fiberglass parts, strong and lightweight. Generically, it’s called Fiber Reinforced Polymer (FRP). Composite Advantage uses glass fibers and a vinyl ester resin, which makes its products ideal for wet, corrosive environments. Customers look to Composite Advantage if “they have some issues or problems or need some solutions around corrosion resistance because we just don’t rot and we don’t rust – or perhaps they need lighter weight,” Reeve said.

The oil exploration mats are a prime example. Energy exploration is happening in increasingly remote areas, and materials must be flown in by helicopter. Composite mats, though initially more expensive, are lighter than their wooden counterparts and cheaper to transport. Plus, since they don’t rot, they don’t need to be replaced – which means drilling companies don’t have to spend money hauling out broken and rotting mats, Reeve said. Composite Advantage worked with Canadian Mat Systems, an established mat manufacturer, to develop the new product.

**NEW PRODUCT EARN S SOIN AWARD**

The new mat earned Composite Advantage this year’s Soin Award for Innovation from the Dayton Area Chamber of Commerce.
For every step in life’s journey, Kettering Health Network (KHN) is there. We are a non-profit health system that joins the area’s most-respected health care facilities – Kettering, Grandview, Sycamore and Southview medical centers, Greene Memorial Hospital, Kettering Behavioral Medicine Center, Kettering College of Medical Arts and 60 outpatient care centers.

Our 8,300 employees, 1,500 doctors and 900 volunteers serve residents in 11 counties across the region. We are committed to providing world-class health care and five-star customer service that carries out our mission to improve the quality of life for people in the communities we serve.

We enable quick, convenient access to advanced medical technology, specialized care and an experienced team of professionals. In 2009, KHN was honored by Thomson Reuters as one of the 10 Top Hospital Systems in the entire country, based on clinical quality and efficiency of operations. Similar criteria prompted the Ohio Partnership for Excellence to give KHN the 2009 Gold Level Achievement Award.

For the seventh consecutive year, HealthGrades® has honored Grandview and Southview with the Distinguished Hospital Award for Clinical Excellence (2004-2010). Only 47 American health care institutions can claim such a run of continued excellence.

Kettering Medical Center earned HealthGrades’ 2010 Women’s Health Excellence Award and 2010 Stroke Care Excellence Award, placing KMC in the top five percent in the nation for both categories. All five of Kettering Health Network’s acute care hospitals are accredited Chest Pain Centers, and KHN was listed among Dayton Business Journal’s Best Places to Work three years in a row (2007-2009).

Skilled doctors and staff at all KHN facilities provide a wide range of services, including the most advanced heart, cancer and emergency care, orthopedics, sports medicine and rehabilitation, breast MRI, a hospital-based fertility program, maternity care and a special care nursery, senior services, sleep disorders treatment, and comprehensive behavioral health services for youth and adults. KMC is the only hospital in the region to offer Gamma Knife, a means for brain surgery without a scalpel. Our Community Wellness staff offers multiple health screenings, educational seminars and other health improvement activities year round.

Greene Memorial Hospital’s John C. Hotec Emergency Trauma Center is the longest-standing certified Level III trauma center in Ohio. Kettering, Grandview and Sycamore are Bariatric Centers of Excellence for weight loss surgery, and Greene Memorial Hospital offers the area’s only medically-supervised, non-surgical weight loss program. Greene Memorial Hospital features a Breast-Specific Gamma Imaging camera, the only molecular imaging of its kind in southwestern Ohio.

On the Sycamore campus in Miamisburg, older adults live independently with a full array of senior living options, from houses and condos to assisted living at Sycamore Glen Retirement Community and 24/7 skilled nursing care at Sycamore Glen Health Center. Similar facilities and services are also available in Xenia adjacent to Greene Memorial Hospital at the Greene Oaks Senior Community.

To learn more about us, visit www.khnetwork.org.
The Chamber’s monthly publication, “Economic Indicators”, provides useful information in the areas of employment trends, new construction, home sales, sales tax collection and much more. These indicators allow analysis of economic performance and predictions of future performance. Here is a sampling from the March 2010 report.

### GDP

<table>
<thead>
<tr>
<th></th>
<th>4th Qtr '09</th>
<th>3rd Qtr '09</th>
<th>2nd Qtr '09</th>
<th>1st Qtr '09</th>
<th>4th Qtr '08</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross National Product — Annual Percentage Change</td>
<td>+5.6</td>
<td>+2.2</td>
<td>-0.7</td>
<td>-6.4</td>
<td>-5.4</td>
</tr>
</tbody>
</table>

### CPI

**Consumer Price Index Feb. 2010**

- **February 2010**
  - Monthly change: 0.0%
  - Annual percent change '09: 2.1%
### Key Economic Indicators —— March 2010

#### Unemployment Rate

<table>
<thead>
<tr>
<th></th>
<th>FEB ’10</th>
<th>FEB ’09</th>
<th>‘10 AVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dayton MSA (Metropolitan Statistical Area)</td>
<td>12.50%</td>
<td>11.10%</td>
<td>12.55%</td>
</tr>
<tr>
<td>Ohio</td>
<td>11.80%</td>
<td>10.20%</td>
<td>11.80%</td>
</tr>
<tr>
<td>U.S.</td>
<td>10.40%</td>
<td>8.90%</td>
<td>10.50%</td>
</tr>
</tbody>
</table>

#### Value of New Construction

<table>
<thead>
<tr>
<th>Dayto MSA New Construction</th>
<th>YTD FEB ’10</th>
<th>YTD FEB ’09</th>
<th>YTD CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-residential</td>
<td>32,792,000</td>
<td>43,016,000</td>
<td>-24.0%</td>
</tr>
<tr>
<td>Residential</td>
<td>31,762,000</td>
<td>17,210,000</td>
<td>+85.0%</td>
</tr>
<tr>
<td>Total</td>
<td>64,554,000</td>
<td>60,226,000</td>
<td>+7.0%</td>
</tr>
</tbody>
</table>

#### Home Sales

<table>
<thead>
<tr>
<th>Dayto MSA</th>
<th>FEB ’10</th>
<th>FEB ’09</th>
<th>% CHANGE</th>
<th>YTD ’10</th>
<th>YTD ’09</th>
<th>% CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of homes sold</td>
<td>569</td>
<td>635</td>
<td>-11.60%</td>
<td>1,089</td>
<td>1,155</td>
<td>-6.0%</td>
</tr>
<tr>
<td>Total home sales ($,000s)</td>
<td>65,691</td>
<td>59,538</td>
<td>+9.37%</td>
<td>124,152</td>
<td>113,266</td>
<td>+9.6%</td>
</tr>
<tr>
<td>Average sale price ($)</td>
<td>115,450</td>
<td>93,762</td>
<td>+18.79%</td>
<td>114,046</td>
<td>98,543</td>
<td>+15.7%</td>
</tr>
</tbody>
</table>

### Cost of Living Index

**MARCH 2010**

<table>
<thead>
<tr>
<th>City</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dayton, OH</td>
<td>92.6</td>
</tr>
<tr>
<td>Columbus, OH</td>
<td>93.8</td>
</tr>
<tr>
<td>Cleveland, OH</td>
<td>99.6</td>
</tr>
<tr>
<td>Richmond, VA</td>
<td>106.7</td>
</tr>
<tr>
<td>Miami, FL</td>
<td>109.8</td>
</tr>
<tr>
<td>Chicago, IL</td>
<td>113.2</td>
</tr>
<tr>
<td>Baltimore MD</td>
<td>121.5</td>
</tr>
<tr>
<td>San Francisco, CA</td>
<td>162.9</td>
</tr>
<tr>
<td>U.S. AVERAGE</td>
<td>100.0</td>
</tr>
</tbody>
</table>

### Sales Tax Collections

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>RATE (%)</th>
<th>JAN ’10</th>
<th>JAN ’09</th>
<th>12 MO. CHANGE</th>
<th>YTD ’10</th>
<th>YTD ’09</th>
<th>YTD CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Butler</td>
<td>0.75</td>
<td>2,900,071</td>
<td>3,218,846</td>
<td>-11.00%</td>
<td>2,900,071</td>
<td>3,218,846</td>
<td>-11.00%</td>
</tr>
<tr>
<td>Clark</td>
<td>1.50</td>
<td>2,001,534</td>
<td>2,172,725</td>
<td>-8.50%</td>
<td>2,001,534</td>
<td>2,172,725</td>
<td>+8.50%</td>
</tr>
<tr>
<td>Darke</td>
<td>1.50</td>
<td>674,899</td>
<td>722,671</td>
<td>-6.70%</td>
<td>674,899</td>
<td>722,671</td>
<td>-7.10%</td>
</tr>
<tr>
<td>Greene</td>
<td>1.00</td>
<td>2,340,835</td>
<td>2,408,210</td>
<td>-2.90%</td>
<td>2,340,835</td>
<td>2,408,210</td>
<td>-2.90%</td>
</tr>
<tr>
<td>Miami</td>
<td>1.25</td>
<td>1,223,229</td>
<td>1,075,532</td>
<td>+13.70%</td>
<td>1,223,229</td>
<td>1,075,532</td>
<td>+13.70%</td>
</tr>
<tr>
<td>Montgomery</td>
<td>1.00</td>
<td>6,067,111</td>
<td>6,276,279</td>
<td>-3.40%</td>
<td>6,067,111</td>
<td>6,276,279</td>
<td>-3.40%</td>
</tr>
<tr>
<td>Preble</td>
<td>1.50</td>
<td>425,527</td>
<td>423,611</td>
<td>+0.50%</td>
<td>425,527</td>
<td>423,611</td>
<td>+0.50%</td>
</tr>
<tr>
<td>Warren</td>
<td>1.00</td>
<td>2,643,606</td>
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MEMBER Profile

Edge & Tinney Architects, Inc. — Celebrating 50 years in business! James Tinney, AIA, CEO of Edge & Tinney, participates in this issue’s Chamber member profile.

WHO ARE THEY?
Edge & Tinney Architects, Inc. has been doing business in the Dayton region for 50 years. Founded in 1960 by Thomas L. Edge, the firm has grown from providing design services for housing, retail and commercial developers to focus on upper education, governmental, and corporate clients.

Edge & Tinney’s resume is impressive. Walking through the modest headquarters there are countless photos and awards for projects throughout the Dayton region that illustrate their outstanding 50 year history. According to Jim Tinney, the firm strives to remain “low-key”. Tinney is humble when describing their success and is eager to point out clients such as the University of Dayton and Wright-Patterson Air Force Base as being significant in their longevity.

WHAT DO THEIR CLIENTS SAY?
Wright Patterson Air Force Base
Jim Balsamo, Chief of Design, Wright-Patterson Air Force Base (Wright Field Team) is very familiar with Edge & Tinney’s work. Balsamo described the firm’s work and dedication to design excellence as “instrumental in shaping the architectural fabric” of Wright Patterson for nearly 25 years. One of their most memorable projects was the renovation of Page Manor Housing Area in the late 1980s.
through the early 1990s. This multi-phased project significantly improved both the quality of life for countless Air Force families and the aesthetic appearance of the Page Manor complex. This effort won numerous Air Force awards including a Department of Defense Design Award in 1993.

More recently Edge & Tinney completed the first 1st LEED™ Silver Certified Building at WPAFB. The new academic building for Air Force Institute of Technology (AFIT) was completed in 2008. The project involved the design and construction of a 3 story 48,000 square foot classroom and academic office. Balsamo commented that Edge & Tinney’s performance over the last quarter century at WPAFB has been “exceptional” as evident in having won 13 Air Force Materiel Command, 6 Air Force and 1 Department of Defense Design Awards.

WHAT DO THEIR EMPLOYEES SAY?

Edge & Tinney currently has a staff of eleven. Among them is Larry Richter, Senior Associate who has been with the firm since 1985. Richter said, “People here are a lot of fun and I enjoy the variety in my job. Every day is different.” Larry’s sentiments were echoed by the firm’s newest licensed Architect, Scott Kopittke. Kopittke has been with Edge & Tinney for 10 years. According to Scott, there is an “open door policy” here that really works. Everyone from the CEO to the office assistant works in an open workspace. This not only allows for collaboration on projects but makes everyone feel valuable and apart of the team.

WHERE IS THE BUSINESS GOING IN THE FUTURE?

Admittedly the company is grateful for their work at University of Dayton and Wright-Patterson Air Force Base. Like many Chamber members, the firm is looking at additional markets in the region to help sustain them. Tinney remains optimistic about the region’s future. “Dayton (region) has some of the best talent and resources around,” Tinney boasted. — ■
HIS STORY

Major General Gregory Wayt assumed the duties as the Adjutant General, Joint Force Headquarters – Ohio on July 1, 2004. He is a member of the Governor’s cabinet and is responsible for the command of the Ohio National Guard and the military readiness of the Ohio Militia. The Ohio National Guard consists of the Ohio Army National Guard, Ohio Air National Guard, Ohio Military Reserve, and Ohio Naval Militia, totaling more than 16,000 personnel. General Wayt supervises four flag officer heads of these components and four deputy directors in the day-to-day operation and management of the readiness, fiscal, personnel, equipment, and real property resources of the agency.

General Wayt’s career began in 1975. He was a Distinguished Military Graduate from The Ohio State University Reserve Officer Training Corps program and received a Regular Army commission in 1975 as an Air Defense Artillery Officer.

He has commanded and has held staff officer assignments at all levels from battery, battalion, group, regiment, brigade and Joint Force Headquarters. —
Major General Gregory Wayt,  
ADJUTANT GENERAL,  
OHIO NATIONAL GUARD

Q The Dayton Area Chamber of Commerce represents over 3,000 businesses throughout the nine county Dayton region. Could you talk about the important relationship between Ohio employers and the Ohio National Guard, particularly the efforts that are being made to help businesses understand and address the unique circumstances of their employees who are also servicemen and women?

Gregory Wayt First, the Ohio National Guard is the fifth largest National Guard in the nation, comprising of about 17,000 members. The total Army is comprised of 51 percent reserve component and the total Air Force is 39 percent reserve component today.

Employers are an essential part of our national security team because their support enables reserve component forces to maintain readiness. Employers are making huge sacrifices to accommodate their employees’ mobilizations; the support of deployed employees and their Families has been tremendous. Nationally, nearly 50 percent of currently serving Guard and Reserve members have been mobilized in support of Operation Iraqi Freedom and Enduring Freedom and about 18 percent have deployed two or more times. As the National Guard has transformed over the last eight years from a strategic reserve to an operational reserve, our employers have faced new challenges.

Since September 11, about 18,000 members of the Ohio National Guard have mobilized to 36 countries. Many of Ohio’s 6,500 Guard member employers go above and beyond in support of their service members and Families which is greatly appreciated.

Over the last two years, the Ohio National Guard initiated an employer outreach campaign to build sustainable employer relationships. We invite employers to call to duty, welcome home, reintegration and “hands-on” events to educate them about our Soldiers and Airmen responsibilities and our missions. We actively recognize supportive employers in collaboration with Ohio Employer Support of Guard and Reserve. In particular, we educate employers about the total mobilization and reintegration process and the many services available to military members and their families. This is important because Citizen-Soldiers spend a great deal of time at work and their employers may be the first to notice issues of concern.

We want to expand the awareness that, nationally, the unemployment rate for veterans is 21%. Although service members are noted for bringing leadership, professionalism and discipline to the civilian workplace, multiple deployments and the recession have made an impact on reserve component members.

To help military members find jobs, the Ohio National Guard has partnered with the Ohio Department of Jobs and Family Services and Ohio’s American Veterans to connect military-friendly employers to military members seeking jobs. These job search websites can be found at www.ohiomeansjobs.com or www.ohiovetscan.com respectively. Please consider using them.

The Ohio National Guard also reaches out to professional associations to build awareness about our people and our missions and to explore ways to partner. We are pleased to work with the Dayton Area Chamber of Commerce and look forward to participating in multiple collaborative activities.

(continued on page 18)
The Dayton region is fortunate to be home to both Wright-Patterson Air Force Base and Springfield Air National Guard Base. While the Dayton community clearly values both these installations as major assets to our region, we’re always looking for ways to further integrate the servicemen and women on base into the larger community. In your experiences travelling throughout Ohio, what “success stories” have you seen in terms of communities that are taking the right steps to engage our servicemen and women?

GW Our service members live in nearly every community throughout Ohio. The community support is essential to provide support to our service members, families and employers. Our members are your friends, neighbors and relatives. They attend your church and their children go to school with your children. You see them at the grocery store and library every day. Therein lies the true strength of the National Guard. When we deploy, America deploys. We have your support because we are you, and you are us. That is why when we bring a unit home from war, people line the streets, waving flags, as the buses pass, and thousands of people come to our ceremonies, welcoming home our Soldiers and Airmen, and thanking them for their service.

Many communities engage and actively support our service men and women. In Lebanon, as in many communities, we can count on a large show of support at troop call to duty or welcome home ceremonies. In Cincinnati, Columbus and Cuyahoga County educational institutions are developing creative programs to help Veterans be successful in college and the Governor and Chancellor Fingerhut established GI Promise. The communities around Camp Perry near Port Clinton, Rickenbacker in Columbus, Toledo, and Mansfield all have a networked civilian-led “friends of the military” support group. Together with the 4-star Chief of the National Guard Bureau, General Craig R. McKinley, we recently recognized the USO of Northern and Central Ohio and the Ohio Patriot Guard Riders for their high levels of support. Local communities frequently provide donations of food, services to needy families, and restaurant or retail discounts.

Communities are pouring out their support through our Regional Inter-Service Family Assistance Committees (RISFAC) community meetings. We implemented this re-occurring forum to link local community support with area military leaders.

Guard-member employers provide support in many philanthropic ways. The Reynolds and Reynolds Company in Dayton has demonstrated a longstanding pattern of support. They assembled bicycles for children of deployed members, sent care packages overseas, provided calling cards, started a military educational scholarship fund and donated thousands of dollars to several military-related causes. Other exceptional employers include NetJets, The Ohio Department of Public Safety, JP Morgan Chase, Big Lots, Cardinal Health, PNC Bank of Cleveland and the Timken Company. These are but a few of the many who provide significant support to our service members and their families.

As we begin 2010 with Ohio National Guard men and women deployed all over the world, would you discuss the important services and support made available to not only the families of our deployed servicemen and women, but also the resources available to those returning from service into the Dayton community?

GW Increased operational demands accentuate the need for strong Family bonds. The Ohio National Guard Family Readiness Program supports families prior to and during mobilizations and promotes the overall well-being of service members and their loved ones.

Supporting our families with robust programming helps our service members focus on their mission. We have implemented many programs to build and maintain strong families and greatly increased our staffing to ensure our success.

Family Readiness programs essentially provide two broad categories of services: steady-state and deployment activities. Steady-state activities focus on building resilience, quality family time and camaraderie among reserve component, geographically dispersed Families. The Ohio National Guard supports all military Families across Ohio. Steady-state activities include weekend marriage enrichment retreats, single service member retreats, Family camps, parenting courses, youth camps, and camaraderie events such as military day at an Ohio State Basketball game.
Deployment activities strengthen the ability of Families to overcome challenges they may face before, during or after mobilizations. Programs include troop and Family mobilization briefs coupled with youth deployment workshops, monthly Family Readiness Group meetings for Families of deployed troops, and reunion briefs.

In addition, the National Defense Authorization Act of 2008 mandated the implementation of reintegration-focused activities for all troops and their Families. Employers of Soldier and Airmen are included in this activity to assist our troops as they transition back into their civilian careers.

The result of these comprehensive programs and services is improved individual readiness and overall quality of life for service members and their loved ones.

The Ohio National Guard offers other meaningful Family support services. Independent military Family life counselors and personal financial counselors optimize Family wellness and career transition specialists help troops reintegrate into their civilian lives. Most recently, the Ohio National Guard initiated a jobs program to help service members connect with military-friendly employers.

Devoted specialists in ten Family Assistance Centers (FAC), located regionally throughout the state, connect local communities to military units and tirelessly provide timely Family support. For information about how to support troops or obtain Family services, please contact the State Family Readiness Program office at (800)589-9914 or www.ong.ohio.gov/family.

Q: How can the Dayton community continue to support the mission at Springfield Air National Guard Base, and also work to bring new missions and opportunities for international collaboration to the base?

GW: The mission at the Springfield Air National Guard Base is changing. The Base Realignment and Closure (BRAC) Commission in 2005 recommended to Congress that the 178 Fighter Wing at Springfield should lose its mission training U.S. F-16 pilots. Congress agreed and the final U.S. Air Force F-16s will leave Springfield later in 2010.

The BRAC documents, however, required that the positions assigned to the base remain so that new missions could be assigned to the base. In 2007, the Air Force, through its Total Force Integration initiatives, did just that, assigning the 178th the responsibility of training foreign pilots to fly the F-16 under the auspices of the Foreign Military Sales program. We have developed a close relationship with the Royal Netherlands Air Force.

The men and women of the 178 FW have demonstrated unqualified commitment and unmatched excellence in the performance of their missions and that deserves to be recognized. The base infrastructure is one of the best in the nation with more than $65 million of new facilities built since 1999.

The leadership of the 178 FW, the Ohio National Guard, Governor Strickland, Ohio’s Congressional delegation, Ohio’s General Assembly and state and local elected officials have been fully engaged with the political and military leadership in Washington to place new, stable, relevant missions at Springfield, and to do so within a time frame that mitigates the disruption of the lives of people who work at the base. The Dayton Development Coalition has recently become another valued partner in these efforts, the support of the Dayton Community is also important to helping ensure the Air National Guard base at Springfield remains viable well into the future.

Your support helps our members – a thank you, a nod or a handshake can give them the strength to maintain their commitment. Please let our team know that you appreciate their efforts as they fight for the future of the Springfield Air National Guard Base and for increasing prosperity for the entire Dayton-Springfield region. Community support means a lot to our members and truly makes a big difference.

(continued on page 20)
During your time as Adjutant General of the Ohio National Guard, of what accomplishments are you most proud? How have you witnessed the Ohio National Guard change during your years of service?

GW I am most proud to serve beside the men and women who have volunteered to serve as Citizen-Soldiers and Airmen for their state and nation and all the missions they have accomplished since September 11. The National Guard has become an operational force during my tenure that is an integral part of the Army and Air Force. It is populated by seasoned veterans with multiple deployments in support of operations in Iraq, Afghanistan, and the Balkans and Multi-Force Operations-Sinai. These men and women have also provided support during Hurricanes Katrina and Rita and here in Ohio. Most recently they served in Haiti.

On an average day, 17 Governors call upon their National Guard to help citizens in need. They are professional, dedicated, and serve with an uncommon commitment. They deserve all the credit for all their many accomplishments since September 11.

The Non-Commissioned Office Corps has become world-class. They have an awesome responsibility today to ensure their Soldiers and Airmen are trained to perform at home and aboard. Their responsibly for executing our missions have dramatically increased today. Our Non-Commissioned Officers are the envy of the world and the most accomplished group of professionals. Our Non-Commissioned Officer Corp has been the key to helping the Guard transform from a strategic reserve to an operational force.

They are the back-bone of the organization – leaders who consistently demonstrate unwavering dedication and willingness to do what it takes to complete the mission. I am honored to serve along side such professionals.

For the Army National Guard, the transition to an operational reserve occurred with the start of the Iraq war in 2003. The National Guard is a full partner in the national military strategy. National Guard units are being sequenced with Army Reserve and Active Duty forces in nearly every Army operation around the world. As a result, since September 11, the Ohio Army National Guard has mobilized over 13,000 members somewhere in the world.

The Air National Guard has been in an operational role for a longer period of time. Since the Gulf War in 1990, the Air National Guard has been a part of the Air Expeditionary Force, integrated into the Total Air Force. This is a challenge for the National Guard because we are a force comprised of part-time members. Most of our members have full-time civilian jobs. We have to help our Soldiers and Airmen manage their relationship with the employers as we take them away from their jobs to deploy to Afghanistan, Iraq or elsewhere. We are committed to meeting unique challenges of being an operational reserve.

Because employers are an important part of our national security team, the Ohio National Guard recently initiated the first-of-its-kind employer support program. Employer understanding and loyalty helps the Ohio National Guard stay ready.

Our Families serve side by side with their service members and make sacrifices. I am truly proud of our families and all they do to support their serve member and other members of their unit. The Ohio National Guard is truly one big family. To support our families, we have established the Nation’s benchmark program. The Family Readiness Director, Wing Family Coordinators and Family Readiness group leaders worked together tirelessly to create this program. They have been amazing. I can’t thank them enough for their dedication and professionalism.

Our readiness and assigned personnel have remained at all-time-high levels as we transformed. The Ohio Army and Air National Guard maintain an assigned strength over 100%. Recruiting has never been higher with a waiting list of over 50 at each Air base.

In terms of the Air National Guard, the 2005 Base Realignment and Closure (BRAC) round and the follow-on struggle to secure stable, relevant missions for Ohio are the biggest change and the biggest challenge of my tenure as Adjutant General. As a result of BRAC, the 178th Fighter Wing (Springfield) and the 179th Airlift Wing lost their missions (the 178th FW was teaching U.S. pilots to fly the F-16, and the 179th AW was an operational C-130 unit). We have had more long-term good news for Mansfield to date than for Springfield, but we continue to work to secure the future of both installations and their talented, dedicated personnel. —
HEALTHIER BODIES, HEALTHIER BOTTOM LINE

Because medical costs are typically about 20% higher for obese people than for people of normal weight, you can save a nice chunk of change by encouraging your employee population to adopt healthier lifestyles. Dow Chemical’s wellness initiatives—which include offering healthy food choices such as fruit, yogurt, baked chips, nuts, and granola bars in vending machines, marking walking paths and posting signs encouraging physical activity—have resulted in a decreased risk of obesity among employees after just two years.

Comparison of control sites to sites participating in the wellness initiative found that, while employees at participating sites maintained their body mass index and weight, the percentage of overweight employees at control sites increased by nearly 2%. This is important to note: If no changes are made, your normal-weight employees of today will be your overweight employees of the future.

The Centers for Disease Control and Prevention’s (CDC) LEAN Works! program offers free interactive tools to walk employers through the steps of creating or building on existing employee wellness programs. An Obesity Cost Calculator allows you to see what excess weight is adding to your budget, and enables you to calculate your ROI for any programs you initiate. Sample forms and templates posted to the site at cdc.gov/leanworks make it easy to get your program up and running.

Healthier employees mean a healthier bottom line. Fill the break rooms and vending machines with healthy snacks, and boost employee fitness and morale at the same time.


Looking for a way to cut costs without cutting jobs? Try cutting CALORIES!
PURCHASING Opportunities

Chamber members can avail themselves of these special purchasing opportunities and offers:

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**HEALTH CARE**

Through the Chamber’s partnership with Anthem Blue Cross and Blue Shield, another "members only" benefit is available. Our group Health Insurance program provides:

- Substantial savings for small/medium-sized business owners.
- A network of 1,400+ physicians, and
- Flexible benefit options.

For information, call Kenya Taylor at 888-294-1187 ext. 7122

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**EAP Plus**

An Employee Assistance Program for the Dayton Area Chamber of Commerce Members

- Reduce Health Problems & Absenteeism
- Improve On-The-Job Performance
- Reduce Work-Related Accidents
- Reduce Turnover & Training Expense

For more information please call 937-534-1356

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Let the Buying Power of the Chamber Save You Up to 60% on Your Office Supplies!

Customers have the ability to order online at bsnet/OfficeDepot.com.

Call or fax order for delivery or visit our retail stores to get great values.

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**SANDLER TRAINING**

Do You Need To Increase Your Sales?

Is selling a core competency in your organization? Sandler Training can help you close more sales faster!

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**ChamberSOURCE**

Let the buying power of the Dayton Area Chamber of Commerce help you make the natural choice for your business!

Call 1-800-592-8980 today.
SALES WARNING: Creativity can be harmful to your bottom line. Here in Dayton, Ohio, we especially value creativity. Creativity and innovation have given us powered flight, self-starting automobiles, and much more. But creativity can be a salesperson’s worst enemy...WHY?

Sometimes knowing when not to be “too creative” can make the difference in long-term profitability from a sales call.

BECAUSE...

Because the sales process is just that – a process with defined steps. Professional selling is scientific, and there are tried, tested, and proven steps for bringing a sales transaction to a successful conclusion. Elements of a professional sales process include:

• An understanding of interpersonal dynamics and communication.
• A defined method for identifying and qualifying prospects.
• Proven methods for uncovering the prospect’s pain, budget and decision-making process.

How can you tell that your sales staff has become too creative in their selling? Well, you may notice it in lower revenues. But before that, look for these telltale signs of salesperson over-creativity:

• Uncover a prospect’s real budget (or lack of one) before any face-to-face meeting.
• Discover whether your company has any realistic hope of winning the business before you put on a dog-and-pony show.
• Stop giving away free consulting and start earning your prospects’ respect and business.
• Get firm commitments from prospects about how and when they will make a decision.

Here are some questions you can use when debriefing a sales call. Use this list or your modified version every time you debrief a sales call.

1. What was the agreed-to agenda and objective for the meeting?
2. Did you accomplish the objective? (Objectives include qualifying, presenting to get a decision etc.)
3. What is the clear compelling reason they would want to do business with us?
4. What is the clear compelling reason we would want to do business with them?
5. Do they have a budget in place and how much is it?
6. If we choose to offer our product or service, how will they decide if they will buy?
7. What is the next step? There are five possible outcomes for any sales call:
   a. You get a YES
   b. You get a NO
   c. You determine a clear next step with a time and date
   d. You get a referral to another prospect
   e. You get a lesson you can use as a professional salesperson.

Identify and eliminate dead-end prospects during a phone call.

Sandler Training is our newest Group Value. For more information, visit our website at www.daytonchamber.org.
Why Members Belong

The Chamber’s Member Benefits point your business in the right direction.

Anthem Insurance
For businesses with 2-99 employees, your health care savings could exceed the cost of your Chamber membership. Approximate annual savings compared to non-members rates.

AVG. SAVINGS: $3,900

Frank Gates/Avizent
Members participating in the Chamber’s Workers’ Compensation Program receive up to a 65% Discount, effectively a 51% Discount after the BWC Break Even Factor is applied.

AVG. SAVINGS: $13,600

Office Depot
Average savings of $.64 per $1.00 spent on office supplies. Average members spend $4200 each year.

AVG. SAVINGS: $2,400

FedEx
Members save 40% on all air package deliveries and 15% on ground deliveries.

Greater Dayton Works
All chamber members are eligible to list open positions on the Chamber’s online job bank Greater Dayton Works. Chamber members are eligible to receive a 60% discount on the service.

AVG. SAVINGS: $480

Speedway
Members and their families receive $.06 discount per gallon of gasoline at all participating Speedway locations.

AVG. SAVINGS: $1,580

Questions? Visit for more details: daytonchamber.org

*All numbers shown here are approximate, based on members’ past experience
Sponsorship Opportunities
Our wide range of sponsorship packages give you flexibility in reaching the target you desire. From professional speaker series, networking events and special programs a sponsorship provides heavy promotion to business professionals in the Dayton region.

AVG. SAVINGS: Priceless

Chamber Credibility
Customers view Chamber members as companies of integrity who care about the Dayton region. The Chamber has been around for over 100 years.

AVG. SAVINGS: Priceless

Government & Community Affairs
Your team of Chamber lobbyists watches the political arena, alerts you about pending regulations that may affect your business and takes your concerns to elected officials.

AVG. SAVINGS: Priceless

Business Advocacy
The role of the Chamber in public policy is to help ensure that local, state and federal government policies and decisions support a strong business climate, quality growth and economic opportunity for our members.

AVG. SAVINGS: Priceless

daytonchamber.org
Visit for more details

Publicity Opportunities for Special Events
If you are planning to open a new business or a new business location the chamber has many vehicles to help you get the word out. Through our website, newsletter, and Ribbon Cutting services we can help you introduce your business to the community. For more information on any of these services contact us at 226-8261.

AVG. SAVINGS: Priceless

Maximize your investment in the Chamber.
Our benefits will save you money on:

- Health Insurance
- Gasoline
- TeleCom Services
- Worker's Comp Group Ratings
- Worker's Comp Managed Care
- Package Deliveries

- Office Supplies
- Employee Recruitment
- Employee Counseling Assistance
- Employee Training
- Energy Savings

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Your Business. Your Future. Your Chamber. More than 500 people attended the Chamber’s Annual Meeting this past April. For more photos from the event, please visit us on Facebook.

A.) Laura Hines, First Financial Bank.
G.) Attendance was high at this year’s meeting. H.) Bob Taft and Chris Kershner, V.P., Public Policy. I.) Jim Pancoast, outgoing Chair Mark Thompson and Phil Parker.
2010 Membership Survey

Your responses and ideas were invaluable! Below is a summary of what members had to say.

DEMOGRAPHICS

Overall, the mix of respondents mirror what we know about Chamber membership in general. The significant portion of respondents was in the professional services (25%) or manufacturing (10%) sectors. These sectors accounted for roughly 35% of the respondents and represent the largest segments of our Chamber membership.

OVERALL SATISFACTION

• When asked why they joined the Chamber, the top four reasons were: Business contacts (71%); Community involvement (56%); Support the area’s economic development (56%); and Representation in the Chamber (52%).
• 70% of the respondents would recommend membership in the Chamber to a colleague.

PUBLIC POLICY

Advocating on behalf of members

• 52% rate The Chamber as very effective on the local level.
• On the state level, the results (78%) are in between very effective and somewhat effective.
• The Chamber is viewed as the least effective in advocating at the federal level. A total of 35% of the respondents were unaware the Chamber did so.

Top public policy issues important to members

1. Health Care Costs
2. Tax Reform
3. Small Business Regulatory Reform

PROGRAMMING & SERVICES

• A lot of the respondents were unable to rate many of the Chamber’s services and programs indicating a lack of use or attendance. The number one reason given for that was “lack of time” (43%).
• 72% of respondents prefer events that occur outside normal business hours with early morning receiving 42% of the vote.
• Of those who were able to rank various Chamber programs and services, the majority of the ratings were good. Breakfast Briefing (53%), Business after Hours (44%), and Government Affairs Breakfast (41%) received between good and excellent ratings.
• Programs where the vast majority of respondents were unaware of their existence were the Safety Breakfasts with the Experts, and Executive Dialogue.

• In terms of the Chamber discount benefit programs, the Frank Gates workers’ compensation, Business Travelers Center, and Speedway received the overall highest rankings. The other top ranking programs were Office Depot, Anthem health insurance, and FEDX.

INFORMATION & COMMUNICATION

Contacting members

• 76% of respondents feel they get the right amount of information from the Chamber.
• Email is the preferred communication vehicle (56%). While 29% of respondents prefer a mix of electronic and snail mail.
• 48% of respondents found the Chamber’s website easy to navigate and 54% found the website a convenient source of local information.

ECONOMIC DEVELOPMENT

Top three economic development issues important to members

• Retention and expansion of existing businesses
• Recruitment of new business to the region
• Marketing the region either to industry or prospective employees

Where should the Chamber focus resources

• Business Retention
• Business Expansion
• Workforce Development

What are the top three issues affecting business growth?

1. Lack of Taxes Incentives (27%)
2. Inadequate Workforce (25%)
3. Access to Capital (21%)
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ON OUR YOUTUBE CHANNEL:
DACCTV
And add us to your LinkedIn profile

the extras aren’t extra!
$0.00 Hot Breakfast
$0.00 Hot Food & Cold Beverages
$0.00 Wireless Internet
$0.00 Long Distance Calls
$0.00 Indoor/Outdoor Pool

Meeting Space
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Drury Inns
Drury Inn & Suites-Dayton
1-75 & Beachwood Ln. | 6616 Miller Ln.
Dayton, OH 45414 | 937-454-5200

service of alcohol is subject to state and local laws.

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In February, InformationWeek listed Teradata among the “10 Most Strategic IT Vendors.” In March, it made the “contender” category in the computer software industry on Fortune magazine’s list of “most admired” companies. Then in April, The Ethisphere Institute, an international think-tank, named Teradata one of the world’s 100 most ethical companies.

“When you add those three awards together – it just makes us feel really good,” said Bruce Langos, chief operations officer, who gives the credit to Teradata’s employees, management team, loyal customers and industry partners. “You can’t do it without the great people and the great customers that we help and help us.”

Information Week’s list included IT giants such as IBM and Microsoft. “When you look at the company that we had on the Top 10 list,” Langos added, “obviously it makes us feel tremendous. It makes our employees feel great that all the hard work and the accomplishments we’ve had are well recognized by the leaders in the business.”

Teradata spun off from NCR in October 2007 and is the world’s largest company focused solely on data warehousing and enterprise analytics. It employs about 6,400 people worldwide and has 975 customers, many of them household names – Apple, Amazon.com, Pfizer, AT&T Wireless. A handful, including eBay and Walmart, are “using our products to manage data volumes in the multiple-petabyte range,” said Mike O’Sullivan, company spokesman.

More than storage, Teradata sells analysis, offering clients a “360° view” of their customers. On any given business day, more than a million users access a Teradata warehouse as they make decisions, the company says.

Teradata’s strategy, simply put, is to keep doing what it’s been doing. The company has a new family of products targeted at new industries and is hiring people to go after these markets. “We have a lot of opportunity globally and we’re trying to establish new territories,” Langos said.

It’s also looking forward to moving late this year into new headquarters at Austin Landing. The new building will give the company more space and flexibility for growth, Langos said.

For Langos, Teradata’s success says something very good about the Dayton region, something that can resonate with businesses that may be considering moving to the area. “You do have a lot of opportunity here,” he said, “a lot of smart people and some great companies in the region to work with and to work for.”
The honor carries a $25,000 prize that Composite Advantage will use to develop the “business case and the sales side” for the mats, Reeve said.

Reeve and his partner, Vice President Andy Loff, started Composite Advantage in 2005. The two engineers were working at the National Composite Center in Kettering, which incubates new businesses and helps to commercialize new ideas, but doesn’t get into the manufacturing of products itself. “As we were doing some work there – developing some products for customers – some of them were going to need places to have it manufactured,” Reeve said.

He and Loff left the Composite Center as employees, but rented space there to begin their company. In December 2007, with financing through CityWide Development Corp., they purchased their own building, a former steel fabrication plant at 401 Kiser Street in Dayton. The city also helped them through the process, Reeve said. “Somebody from the city of Dayton actually came around to different places we were looking at.”

Their story is one of economic development as it’s intended to work. They had a new product, incubated at the Composite Center, moved to their own plant with help from local officials and now are up and running, hiring local workers, supporting local suppliers and tapping local sources for services. “It’s a perfect example of one of the intents of the NCC from an incubation model,” said Lisa Novelli, the center’s president and CEO.

REVEALING A STRATEGY
Reeve said he and Loff are the only two engineers at Composite Advantage. Reeve, 50, an aerospace engineering, tends to handle the business issues; Loff, 30, a composite engineer, focuses on technical matters.

The company employs 18 people and, while taking a cautious approach to increasing employment, added a few workers this spring as it headed into its busy season. Prospective employees don’t need experience, but must be reliable and have a good work ethic, Reeve said. At a small business, “if somebody doesn’t show up for work, that’s a big hole to fill.”

Also, “as a small company, you just don’t have all those HR resources,” and Composite Advantage uses local staffing agencies and Montgomery County’s Job Center to find workers, who start as temporary employees and move to permanent hires if things work out.

Reeve said it takes time to establish a new business – “that’s always the tough part” – and Composite Advantage’s products are generally still viewed as having specialized applications in industries that are used to traditional materials.

But he said, “There’s a lot of opportunity for doing this,” and the company is looking to grow. “Eventually, we’d like to have a second facility … That’s the long term plans; gives us something to work toward.”
NEW MEMBERS List

For members’ complete information, visit www.daytonchamber.org

Aamco Transmissions
128 Alexandersville Road
Miamisburg, OH 45342

Accuphase Metal Treating LLC
2490 Arbor Boulevard
Dayton, OH 45439

Advanced Welding
901 North Main Street
Franklin, OH 45005

APS-Materials, Inc.
4011 Riverside Drive
Dayton, OH 45405

ARC Architectural Reclamation Company
529 Oak Street
Dayton, OH 45410

Beavercreek Auto Service
3870 Kemp Road
Beavercreek, OH 45431

Behnken Concrete
15900 Providence Road
Brookville, OH 45309

Bellyfire Catering
2462 Dryden Road
Dayton, OH 45459

Bitec
220 North Jersey Street
Dayton, OH 45403

Bohman’s Drive-Thru
521 E. Main Street
Saint Henry, OH 45883

Boone’s Power Equipment
1050 Diamond Mill Road
Brookville, OH 45309

Bridging Hope Farms
6450 Sandlake Drive, Suite 200
Dayton, OH 45414

Buckeye Oil Equipment Co.
4377 Old Springfield Road
Vandalia, OH 45377

Burton Law LLC
5540 Far Hills Avenue, Suite 202
Dayton, OH 45429

Canon Business Solutions
4900 Parkway Drive, Suite 170
Mason, OH 45040

Cassis Packaging Co.
1235 McCook Avenue
Dayton, OH 45404

Charbroast Chicken
40 South Main Street, #20
Dayton, OH 45402

China East Chinese Restaurant
523 N. Main Street
Piqua, OH 45356

Cincinnati Reds, LLC
Great American Ball Park
100 Joe Nuxhall Way
Cincinnati, OH 45202-4109

Consolidated Hunter Heating
334 Godfrey Avenue
Celina, OH 45822

Consolidated Riggers
15 Heid Avenue
Dayton, OH 45404

Craig T. Matthews & Associates
320 Regency Ridge Drive
Dayton, OH 45459

Dale Carter Ford, Inc.
510 South Barron Street
Eaton, OH 45320

Dayton Air Control Products
216 South Torrence Street
Dayton, OH 45403

Dayton Gems Professional Hockey
1001 Shiloh Springs Road
Dayton, OH 45415

Dickerson Dermatology
1299 East Alex-Bell Road
Dayton, OH 45357

Doggie Retreat
2451 Patterson Road
Dayton, OH 45358

Double Day Holdings, LLC
6450 Sandlake Drive, Suite 200
Dayton, OH 45359

Downing Enterprises Retail, Inc.
1287 Centerview Circle
Dayton, OH 45360

Dryden Builders, Inc.
1741 Thomas Paine Parkway
Dayton, OH 45361

Electra Form Industries
852 Scholz Drive
Dayton, OH 45362

Elite Catering
155 West Franklin Street
Dayton, OH 45363

Energy Optimizers USA
6 South Third Street
Dayton, OH 45364

Entitle Direct
281 Trusser Boulevard, 6th Floor
Dayton, OH 45365

EO Burgers
605 South Main Street, Suite 2
Dayton, OH 45366

F & G Tool and Die Co.
3024 Dryden Road
Dayton, OH 45367

Etech R & D North America, Inc.
1191 Horizon West Court
Dayton, OH 45368

Forgeline Motorsports LLC
3522 South Kettering Boulevard
Dayton, OH 45369

Fountainhead Nursing Home
4734 Gallia Pike
Dayton, OH 45370

Fourjay Industries
2801 Ontario Avenue
Dayton, OH 45371

Fox Towing & Truck Service
29 West Curry Road
Dayton, OH 45372

Fundamental Insurance & Retirement
6450 Poe Avenue, Suite 120
Dayton, OH 45373

Industrial Holdings Group
6234 Far Hills Avenue
Dayton, OH 45374

Ink Technologies LLC
7600 McEwen Road
Dayton, OH 45375

Intrig
280 Brubaker Drive
Dayton, OH 45376
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Address</th>
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<tr>
<td>Jackson Garage</td>
<td>P.O. Box 615</td>
<td>Dayton, OH 45377</td>
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<td>Jacobs Telephone Contractors, Inc.</td>
<td>3831 Dayton Park Drive</td>
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<td>Johnnie’s Carryout LLC</td>
<td>3905 East Patterson Road</td>
<td>Dayton, OH 45379</td>
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<td>Kings Island</td>
<td>P.O. Box 901</td>
<td>Dayton, OH 45380</td>
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<td>Lap-Technology, LLC</td>
<td>6101 Webster Street</td>
<td>Dayton, OH 45381</td>
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<td>LeVeck Lighting Products</td>
<td>P.O. Box 24063</td>
<td>Dayton, OH 45382</td>
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<td>Littelines</td>
<td>50 Chestnut Street, Suite 234</td>
<td>Dayton, OH 45383</td>
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<td>Lower Valley Home Furnishings</td>
<td>5690 Lower Valley Pike</td>
<td>Dayton, OH 45384</td>
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<td>Mar-Flex Building Solutions</td>
<td>6866 Chrisman Lane</td>
<td>Dayton, OH 45385</td>
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<td>Matrix Architects Incorporated</td>
<td>249 Wayne Avenue</td>
<td>Dayton, OH 45386</td>
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<td>Membrane Specialists LLC</td>
<td>2 Rowe Court</td>
<td>Dayton, OH 45387</td>
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<td>Miami Valley Alliance of Construction Professionals</td>
<td>3131 South Dixie Drive, Suite 415</td>
<td>Dayton, OH 45388</td>
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<td>Mid-Valley Gastroenterology Associates, Inc.</td>
<td>255 North Breiel Boulevard</td>
<td>Dayton, OH 45389</td>
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<td>Midwest Trucks &amp; Equipment</td>
<td>6975 Brookville Salem Road</td>
<td>Dayton, OH 45390</td>
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<td>Mike Mobley Reporting</td>
<td>1477 Church Drive</td>
<td>Dayton, OH 45391</td>
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<td>Mound Manufacturing Center, Inc.</td>
<td>33 Commerce Park Drive</td>
<td>Dayton, OH 45392</td>
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<td>Mullins Rubber Products, Inc.</td>
<td>P.O. Box 24830</td>
<td>Dayton, OH 45393</td>
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<td>Next Medical Staffing</td>
<td>70 Birch Alley, Suite 240</td>
<td>Dayton, OH 45394</td>
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<td>Northside Appliance</td>
<td>239 East Columbia Street</td>
<td>Dayton, OH 45395</td>
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<td>Northstar Wealth Management</td>
<td>3333 Dayton Xenia Road, Suite D</td>
<td>Dayton, OH 45396</td>
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<td>One Communications</td>
<td>111 West First Street, #400</td>
<td>Dayton, OH 45397</td>
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<td>Ovations Food Services</td>
<td>22 East Fifth Street</td>
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<td>Paradigm Management Corp.</td>
<td>P.O. Box 9023</td>
<td>Dayton, OH 45399</td>
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<td>Quicstep Composites LLC</td>
<td>3251 McCall Street</td>
<td>Dayton, OH 45400</td>
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<td>Ritz Safety</td>
<td>8039 Washington Village Drive, Suite 110</td>
<td>Dayton, OH 45401</td>
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<td>Riverside Nursing and Rehabilitation Center</td>
<td>1390 King Tree Drive</td>
<td>Dayton, OH 45402</td>
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<td>Runyeon Construction, Inc.</td>
<td>1195 Timberhawk Trail</td>
<td>Dayton, OH 45403</td>
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<td>Select Staffing</td>
<td>212 Springboro Pike</td>
<td>Dayton, OH 45404</td>
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<td>Seniors Helping Seniors</td>
<td>5740 Frederick Pike</td>
<td>Dayton, OH 45405</td>
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<td>Sierra Lobo, Inc.</td>
<td>11401 Hoover Road</td>
<td>Dayton, OH 45406</td>
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<td>Springdot, Inc.</td>
<td>2611 Colerain Avenue</td>
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<td>Summit Finishing Technologies, Inc.</td>
<td>2490 Arbor Boulevard</td>
<td>Dayton, OH 45408</td>
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<td>Tark, Inc.</td>
<td>420 Congress Park Drive</td>
<td>Dayton, OH 45409</td>
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<td>The Carriage Werkes</td>
<td>421 North Eastern Avenue</td>
<td>Dayton, OH 45410</td>
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<td>The Chiropractic Health &amp; Wellness Center of Dayton</td>
<td>6450 Sandlake Drive, Suite 200</td>
<td>Dayton, OH 45411</td>
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<td>Tower Wireless/Verizon Wireless Premium Retailer</td>
<td>15B Greene Boulevard</td>
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<td>Trident Precision, Inc.</td>
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<td>Unison Industries</td>
<td>2455 Dayton Xenia Road</td>
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<td>Updike Supply Company</td>
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<td>Vic Green Realty</td>
<td>774 Yankee Trace Drive</td>
<td>Dayton, OH 45416</td>
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<td>Vision Financial Advisors</td>
<td>2000 West Dorothy Lane</td>
<td>Dayton, OH 45417</td>
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<td>WTRC Sharks Swim Team</td>
<td>895 Miamisburg-Centerville Road</td>
<td>Dayton, OH 45418</td>
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CHAMBER RIBBON CUTTING CEREMONIES — 2010 shows promise for the opening of new businesses in the Dayton region. The Chamber welcomes these new ventures and wishes them well.

JANUARY, 2010

SportClips

FEBRUARY, 2010

Kaplan College

CHARM ROBON CUTTING CEREMONIES  —— 2010 shows promise for the opening of new businesses in the Dayton region. The Chamber welcomes these new ventures and wishes them well.

FEBRUARY, 2010

Charbroast Chicken

FEBRUARY, 2010

ManagePoint

MARCH, 2010

Dayton Clinical Oncology Program

VOLUNTEERS —

1ST QUARTER 2010 —
Mark Johnson — PIP Printing
Jeff Zaret — National Processing Solutions
Mark Tangeman — Wenco, Inc.

CHAMBER HIRES SALESPERSON —

Mike Poeppelmeier — “I was born, raised and still reside in Centerville, and graduated from Wright State University. I have a 10-year-old daughter named Michaela. I have been enjoying outside sales for 16 years. Prior to joining the DACCC team, I sold Toyota Capital Equipment for 15 years in and around the Dayton/Cincinnati area. Some of my hobbies include working out, playing golf and tennis, and coaching basketball, soccer and lacrosse.”
# CALENDAR Of Events

## June

### Generation Dayton —
**Thirsty Thursday**
- **Date/Time:** June 10, 5:30 - 7:30 pm
- **Location:** Flanagan’s Pub
  - (101 East Stewart Street)
- **Cost:** Free to attend, no cover

### Breakfast Briefing
- **Date/Time:** June 10, 7:30 - 9:30 am
- **Speaker:** Erin Hoeflinger, President, Anthem Blue Cross and Blue Shield Ohio
- **Topic:** How Will Health Reform Impact Your Company?
- **Location:** Dayton Convention Center
- **Registration:** 937-226-8274

### Breakfast Briefing
- **Date/Time:** June 11, 7:15 - 9:00 am
- **Speaker:** Aaron Wilcox, Director, CBI Payless (StrideRite)
- **Topic:** TBA
- **Location:** Dayton Racquet Club
- **Registration:** 937-226-8253 or registration@dacc.org

### Safety Breakfast With The Experts
- **Date/Time:** June 16, 7:30 - 9:00 am
- **Speaker:** Dick Gilgrist, Cincinnati Area OSHA Director
- **Topic:** OSHA Update
- **Location:** Mandalay Banquet Center
- **Registration:** 937-226-8224 or mpontius@dacc.org

### Business After Hours
- **Date/Time:** June 23, 7:30 - 7:30 pm
- **Location:** The Salvation Army’s Ray & Joan Kroc Center
CALENDAR Of Events

JUNE

25

GENERATION DAYTON —

Fourth Friday Lunch
DATE/TIME: June 25, 12:00 noon - 1:00 pm
LOCATION: Blind Bob's Tavern
(430 East Fifth Street, Oregon District)
COST: Lunch at your own expense
RSVP: Andy Hickey at ahickey@technologyfirst.org

JULY

09

Breakfast Briefing
DATE/TIME: July 9, 7:15 - 9:00 am
SPANNER: David Ray, President/CEO, Mike-Sell's
TOPIC: TBA
LOCATION: Dayton Racquet Club
REGISTRATION: 937-226-8253 or registration@dacc.org

16

Greater Dayton Workforce Diversity Award
DATE/TIME: July 16, by 5:00 pm
TOPIC: Applications due
INFORMATION: 937-226-8258 or rwalker@dacc.org

21

Safety Breakfast With The Experts
DATE/TIME: July 21, 7:30 - 9:00 am
SPANNER: Heath McDowell, First in Safety
TOPIC: Creating a Culture of Safety with Staff
LOCATION: Mandalay Banquet Center
REGISTRATION: 937-226-8224 or mpontius@dacc.org

AUGUST

11

Business After Hours
DATE/TIME: August 11, 5:30 - 7:30 pm
TOPIC: Business to Business Networking
LOCATION: Carillon Park Dayton History Culp’s Café Belly Fire Catering

For more information or to register, visit us online at www.daytonchamber.org