

FOCUS

FALL 2018 | VOL. XI NO 3

BUSINESS

Gaining New Perspective:
Kettering Health Network's
Innovative Approach to Brain
& Spine Care

**4 Steps to welcoming
immigrants to your workplace**

**Dayton Metro Library's
inclusion road map**

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President's Message INCLUSION, DIVERSITY & EQUITY



For more than 112 years, your chamber has been a service organization to the region through its strategies, actions and support of our business community. Over the last decade or more, the chamber has been even more intentional and focused on helping businesses create a culture of inclusion, equity and diversity. These are business practices that we are confident will improve the long-term success of our members and our region.

For many years we have been dedicated to programs and services that not only are representative of our area but are clearly attentive to the needs of a diverse community in gender, ethnicity, geography and more. We stand firmly behind our work which includes our:

- Public Policy agenda
- Leadership Dayton program
- Board of Trustees representation
- Generation Dayton program
- Small Business Services
- Partnership with NCCJ and others

But these last few years, our volunteer leadership and staff have been even more intentional with new programs and services such as our:

- Minority Business Partnership
- When Work Works program
- Executive Women's Council
- Welcome Dayton support
- Premier Health Workplace Diversity Award
- And our latest program ... EMPOWER ... a women's leadership development program

The world and our community are much more diverse and our citizens, leaders and businesses see it. We must help lead the way and be an example for our community to see, look to and follow for direction and guidance. We are accountable for this culture ... as we should be. We don't take that responsibility lightly and will continue our efforts to lead the way in these important changes.

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

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GAINING NEW PERSPECTIVE

A first-of-its-kind surgery gave Travis a new lease on life

Travis Wells hadn't been able to look someone in the eye for years.

He had a severe neck deformity that caused his head to lean to the point where his ear touched his shoulder, making it impossible to walk upright, drive, or even work. His head and neck were in constant pain, and he experienced chronic migraines.

"I had a constant headache for more than three years," Travis recalls. "It was embarrassing to walk around staring at the ground and not be able to look people in the eyes."

The most common treatments for his condition, Ankylosing Spondylitis, didn't help his symptoms. He sought help from surgeons throughout the state, but no one could help him. "I was actually considering going outside of the United States to search for treatment," says Travis. "And then I met Dr. Woods."

WORLD-CLASS BRAIN AND SPINE CARE

By performing a surgery that is the first of its kind, Kamal Woods, MD, literally changed Travis' outlook on life.

"When I first met Travis, one of the things that struck me right away was his faith," remembers Dr. Woods, medical director of Brain & Spine at Kettering Health Network.

"I knew that this was going to be a huge challenge. I reviewed medical literature and could not find any mention of a similar case. We had to go back to the drawing board. But I found

inspiration just thinking of what a difference successful surgery would make in this patient's life."

Dr. Woods decided to perform the surgery in three stages, intentionally breaking Travis' neck in four places to straighten his spine.

AN ANSWER TO PRAYER

The patient's condition improved immensely following the first one-of-a-kind procedure, which lasted 12 hours. "It was like night and day," Travis says. "After I left the hospital, I saw new buildings, trees—things I hadn't seen in a long time. I was used to seeing the car dashboard. The whole experience was life-changing."

Travis has additional procedures planned with Dr. Woods to continue correcting his spinal condition, but he is already able to do things like attend a baseball game, see a movie, or eat at a restaurant—activities that weren't possible before the surgery. "I have a new lease on life," he says.

LEARN MORE

The Brain & Spine team at Kettering Health Network has a history of innovation, always on the leading edge of care. Learn more about services at ketteringhealth.org/neuro





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A photograph of three people standing on a modern staircase. On the left is a woman with long brown hair wearing a light blue button-down shirt and light-colored trousers. In the center is a man with a mustache wearing a white button-down shirt, khaki trousers, and a red lanyard with an ID badge. On the right is a woman with short hair and glasses wearing a black dress with a blue geometric pattern. They are all smiling at the camera.

SUCCESS AT A SECOND CAREER

Minority Business Partnership's match builds former Wright State worker's business

By: Vince McKelvey, Focus on Business Contributor

Photos by: Skip Peterson

A lot of people say it in a light-hearted way, but for 62-year-old Lewis Robinson it seems to be true: He's living the dream.

Robinson and his wife Joeanna Hill-Robinson operate Robinson Janitorial and Floor Care Services in Trotwood. Running his own business is part of the dream -- "I always wanted to work for Lewis Robinson," he said.

But Robinson, who has a friendly, welcoming manner and an infectious enthusiasm, also loves what he does. He's passionate about doing a good job and infuses his business with a personal ministry, offering work to people who need a second chance.

"My ministry is just really to get a lot of guys that's had troubles from the past, just like I had, and get them off the block and get them on the clock," he said. "I always wanted to help someone."

TRANSFORMING A SIDELIGHT INTO A HIGHLIGHT

Technically, Robinson Janitorial is 11 years old, but for much of that time it was something Robinson did on the side while working at Wright State University as a custodian and union steward. About two years ago, that began to change when Wright State offered retirement incentives to qualifying workers. The package included medical benefits, a key for Robinson, and after 20 years at Wright State, "I jumped in line," he said.

Then, with the help of Belinda Stenson and the Minority Business Partnership at the Dayton Area Chamber of Commerce, he began to transform a sideline into his main operation.

The Minority Business Partnership connects minority- and women-owned businesses with larger companies looking to purchase goods and services. At the time, Stenson said, she had no janitorial firms in her portfolio. She knew the Robinsons and was thrilled when Robinson told her he was retiring to focus on his own business. She suggested some steps he could take to move things forward, and, "He followed everything I put on paper to a T," she said.

PERSONAL INVOLVEMENT STANDS OUT

This spring, the work paid off in a big way when Robinson Janitorial and Floor Care landed a sizeable contract to serve the Dayton Metro Library system. Angela Peterson, facilities manager at Dayton Metro Library, said Robinson stood out from the start.

"The initial part of the proposal was written in first person," she said. "It wasn't a matter of how his company can do it. It was how he can do it. His involvement ... It showed ownership, it showed trust, it showed genuine caring. It just jumped out at me."

"I couldn't have made a better decision in hiring Robinson," she added. "They are doing a great job."

The library awarded Robinson a three-year contract for \$538,000 a year to service all 19 locations. Crews clean six days a week at the branches and seven days at the new and spacious Main Library downtown, where someone also is on hand during business hours. In addition, Robinson has workers ready to respond if something unexpected happens.

"I keep a couple of guys on duty for those accidents," he said. "We don't want their people doing it because they're not trained to do it. We're trained to do it."

Peterson said the library is saving about \$60,000 a year with the new contract, and "I feel like I'm getting a better service ... I get comments from the branch managers on how clean everything looks and how fresh it smells."

LIBRARY CONTRACT A 'MAJOR JUMP UP'

Robinson began the library work in April. Make no mistake, it was a big step for his company. When Robinson left Wright State, he employed six or seven people. Seventeen months later – and two months into the Dayton Metro Library contract – he had 31, including five full-time workers.

"It was a major jump for us," he said. "But with the support of my wife, Belinda Stenson and the entire team, it made me feel real comfortable."





Sharing the credit is typical of Robinson, who also has high praise for his equipment supplier and his cleaning-product supplier. “Angela Peterson has been just wonderful,” he added. “We have a connection ... We’re just a good team.”

Robinson said he has always had an eye for detail and he takes special pride in clean floors and bathrooms. One thing he saw as he toured the Main Branch was construction dust – seven months after the branch’s grand reopening.

“We’ve been taking that off for the last two months and we’re down to almost where I want it to be,” Robinson said in June. “We are an environmentally green janitorial and cleaning company. We don’t contaminate things that we clean.”

EARLY EXPERIENCE HAS LASTING IMPACT

Robinson began doing custodial work 40 years ago, starting after high school when he was hired by Westminster Presbyterian Church. The church, he said, sent him to school for basic maintenance training and helped to set his life on a positive course. “They were so wonderful to me,” he said. “They were just like family.”

That experience motivates him to help others. He talks to people who have been incarcerated and to young people on the corner about coming to work for him. “That’s just been my ministry since I started my business; giving someone a chance because someone gave me a chance.”

Robinson may just be a natural entrepreneur. He’s considering buying a building that would house his company and include rental space, and he is looking to add accounts and continue to grow.

That causes his wife to shake her head, just a bit.

Joeanna Hill-Robinson, an adjunct professor of education at the University of Dayton, is learning about business and working to put

in place the structures that accommodate successful growth. “I think the business will grow,” she said. “I just have this philosophy about taking care of what you have.”

NEW GRANT FOSTERS COLLABORATION

Robinson’s success is a double-dose of good news for Stenson.

For starters, it involves a partner organization – Dayton Metro Library -- moving beyond diversity on a construction project to diversity on a service contract. And helping women- and minority-owned businesses compete for service contracts is a big priority for Stenson and the Minority Business Partnership.

Secondly, Robinson’s story also is one of cooperation between agencies and that dovetails with a new grant the Minority Business Partnership has received with two other local groups to support minority businesses and workforce development. The \$100,000 grant is from the Key Bank Foundation through JumpStart Inc., a Cleveland nonprofit that helps entrepreneurs.

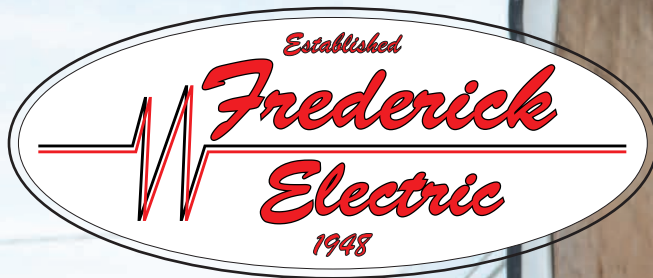
Three agencies -- the Minority Business Partnership, the Dayton Minority Business Assistance Center and the Wesley Community Center -- are involved in the grant. They already work together informally – Stenson, in fact, called the Business Assistance Center to help sort out a last-minute certification hitch for Robinson. “This grant will help us solidify our collaborative efforts,” Stenson said. “We’ll be able to be much more strategic and have a better service-delivery model in providing support for minority- and women-owned businesses.”

The local program is being called Pathways and she expects Robinson Janitorial and Floor Care Services will be involved with it. “He is going to be one of our portfolio companies,” Stenson said.

Read more about the Pathways Initiative on page 22 of this issue of Focus on Business magazine.

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Dayton Metro Library representatives accept the Premier Health Workplace Diversity Award at the Dayton Area Chamber's Annual Meeting on April 24, 2018. (L-R) Diane Farrell, External Relations and Development Director; Tim Kambitsch, Executive Director; Sharon Taste, Northwest Branch Manager.

INCLUSION IS PART OF THE CULTURE AT DAYTON METRO LIBRARY

DML named 2018 Premier Health Workplace Diversity Award recipient

By: Holly Allen, Focus on Business Editor

Melding a plan for diversity into all aspects of business operations is not an easy task. It's a conscious effort, and one Dayton Metro Library has embraced.

"Dayton Metro Library is dedicated to diversity and inclusion, which we demonstrate in multiple ways, from workforce development to supply chain, to partnerships," said

Executive Director Tim Kambitsch. "Most directly, diversity extends through our mission, services, programming, and collections."

Dayton Metro Library knows it starts at the beginning and from the inside. In a top-down approach, the Dayton Metro Library Board of Trustees has adopted a diversity policy, signifying the importance of diversity and inclusion within the organization. It has also implemented new recruiting efforts in order to develop a more diverse workforce.

Jen Kadel, the Library's Manager of Recruitment and Retention is leading a new campaign to hire a Library workforce that mirrors its patrons. "We serve every member of our community, and as such, our employees need to not only reflect those communities, but also have an understanding of and appreciation for the diverse cultures, ethnicities, ages, socioeconomics and backgrounds that depend on us."

Employees of the Dayton Metro Library system can see the organization's commitment to diversity and inclusion through the staff's Diversity & Inclusion Committee, which is dedicated to fostering an environment where every employee perspective is valued. The system also provides financial support for more than 265 individual diversity-related training experiences for staff.

Sharon Taste, Co-chair of the Library's Diversity and Inclusion Committee is motivated by the staff's willingness to broach tough subjects. "Leading with civility, we want to make sure the Library staff feel equipped to help all our patrons. Because of this, we spend a good deal of time discussing difficult topics. If we can peel back the layers amongst ourselves first, we can have a positive impact on the communities we serve."

SERVING THE COMMUNITY

Dayton Metro Library works to touch all corners of our community. In order to achieve its goal, the system partners with diverse community organizations and provides services to new Americans, LGBTQIA, detention facilities, mental health services and older adults.

Through outreach programs, Dayton Metro Library can reach people who wouldn't

language practice programs, bilingual story times, citizenship information and materials in multiple languages.

"Outreach Services has always been focused on helping vulnerable populations. More than 500 homebound patrons need the library to stay connected; at-risk youth benefit from regular visits from the bookmobile, and refugees and new Americans value the Library's services to help them assimilate into a new society," said Kambitsch.

LEADING THE WAY

In 2017, a panel of judges got to work reviewing applications for the 2018 Premier Health Workplace Diversity Award. Dayton Metro Library's effort to weave diversity and inclusion into the



culture of the organization immediately caught its attention. The judges point to an organization that not only considers diversity and inclusion when making strategic decisions, but one that makes it an integral part of everyday operations.

Dayton Metro Library received the 2018 Premier Health Workplace Diversity Award at the Dayton Area Chamber of Commerce's 112th Annual Meeting on April 24, 2018.

"It's such an honor to receive this award," said Executive Director Tim Kambitsch. "It affirms that for Dayton Metro Library, a spirit of diversity permeates our operations and is truly part of our culture."

DML joins a growing list of businesses thoughtfully focusing on creating an inclusive culture. In 2006, the Dayton Area Chamber of Commerce teamed with the NCCJ to recognize organizations and companies that foster an inclusive work environment. In 2017, the Greater

Dayton Workplace Diversity Award was renamed to honor the award's first winner, Premier Health.

This year, the chamber is proud to add Dayton Metro Library to the list of recipients. One of the oldest and largest public library systems in Ohio, Dayton Metro Library is truly leading the way in the Dayton region.

otherwise make the connection themselves. You might find Dayton Metro Library set up in the common area at your local senior living community, or delivering books to the homebound. Working with Latino Connection and Welcome Dayton, Dayton Metro Library Outreach Services finds innovative ways to serve people who are unfamiliar with libraries. The system also provides English

CHAMBER BACKS WORKPLACE DIVERSITY, EQUITY & INCLUSION BILL

By: Holly Allen, Focus on Business Editor





The Dayton Area Chamber has announced its support of three bills that have been introduced in the Ohio House of Representatives. They are: House Bill 160, “The Ohio Fairness Act”, House Bill 492 “Women’s Business Enterprise” and “MBE and EDGE Reciprocal Agreements”. These bills encourage employers to champion diversity and inclusion in the workplace, an issue that is central to the chamber’s core values.

Each of these bills brings a progressive tone to the state of Ohio, which is what businesses look for when deciding where to invest. History has shown how legislation can trigger enormous economic development losses. For example, according to its non-profit tourism organization, the city of Indianapolis alone lost approximately \$60 million when then-governor Mike Pence signed the Religious Freedom Restoration Act (RFRA) into law in 2015. RFRA states that the government can’t “substantially burden a person’s exercise of religion”. However, concerns over people using the law to discriminate caused up to 12 conventions to pull out of the city, and several businesses chose not to invest there.

“We know the importance of workplace and supplier diversity and inclusion. These issues have been key to the work we do at the chamber, and are front and center in our core values,” said Chris Kershner, executive vice president, Dayton Area Chamber of Commerce. “When we’re recruiting investors and businesses from outside our state, these are the laws they want to see in place. They want to know they’re looking at a state that understands the importance of these issues too.”

The Dayton Area Chamber of Commerce directly supports diversity in the workplace through programs such as the Minority Business Partnership, the Executive Women’s Leadership Council and others. The chamber also recognizes excellence in diversity and inclusion through the Premier Health Workplace Diversity Award.

“The proposed changes these bills would bring fall in line with our mission – to ensure that all employees are given the opportunity to flourish as professionals. We know this is vital to business success here in the Dayton region, and state-wide,” Kershner said.

HB 160 “The Ohio Fairness Act”: This bill would change Ohio’s anti-discrimination laws to include sexual orientation, gender identity and gender protection as protected classes. This bill has been endorsed by the Ohio Chamber of Commerce, Cincinnati USA Regional Chamber, and Dayton Area Chamber members Taft/, AT&T, KeyBank, Huntington Bank and Thompson Hine. *Status: Referred to the Government Accountability and Oversight Committee on May 1, 2018.*

HB 492 “Women’s Business Enterprise”: This bill creates a Woman Owned Business (WBE) certification at the state level, and establishes woman-owned business procurement goals for state agencies. *Status: Referred to the State and Local Government Committee on February 14, 2018.*

HB 493 “MBE and EDGE Reciprocal Agreements”: This bill authorizes the state of Ohio to enter into MBE and EDGE certification reciprocal agreements with other states. Without these agreements, businesses with Ohio-issued MBE and EDGE certifications are not recognized in other states, forcing companies with these certifications to also secure certifications in the state in which they’d like to do business. *Status: Referred to the State and Local Government Committee on February 14, 2018.*

INCORPORATING DIVERSE CULTURES TO BENEFIT YOUR WORKFORCE

Mindy Claggett, Cox Media Group, Focus Contributor

Dayton is a mosaic of cultures. Almost 6,600 foreign-born individuals from more than 100 different countries call Dayton home, according to Welcome Dayton, a community initiative that facilitates immigrant integration into the region.

With so many different cultures residing in Dayton, providing pathways to employment, education, health and social services, and justice equality are important issues for a community looking to embrace the foreign-born population.

INTEGRATION CAN BEGIN IN THE WORKPLACE

A first step to community integration is often employment. As a tool to provide for oneself and family, employment is a building block to inclusion, but so much about securing employment can be difficult for foreign-born individuals.

"Within the immigrant population there are professional folks who want to work but cannot use their certification in the United States, and then some people come here who aren't even literate in their own language," said Monica Harris, Welcome Dayton coordinator for the City of Dayton Human Relations Council.

"Language is often a barrier," said Harris. "And employment experience, because they may never have had any work experience in their own country."

THINK DIFFERENTLY TO FILL A BUSINESS NEED

While challenges abound when it comes to hiring immigrants, the benefits are equally inherent.

Not only are turnover rates lower for refugees according to a 2018 study done by Fiscal Policy Institute and the Tent Partnership for Refugees, diverse cultural backgrounds offer opportunities to grow. Harris cites wider perspectives on problem-solving, different communication styles for handling a variety of situations, and collectivist cultures that offer outstanding team-building attributes to the workforce.

There's also the opportunity for workforces to become more internationally competitive. Learning about different cultures often opens global doors and allows access to retail and sales markets worldwide.

The U.S. Department of Labor reports that U.S. job openings outnumber workers -- a first since 2000, when the government started to track openings. Broadening the pool of applicants to consider for open positions might help ease the workforce squeeze many businesses feel.

Find tips for embracing immigrants in your workplace on page 20.



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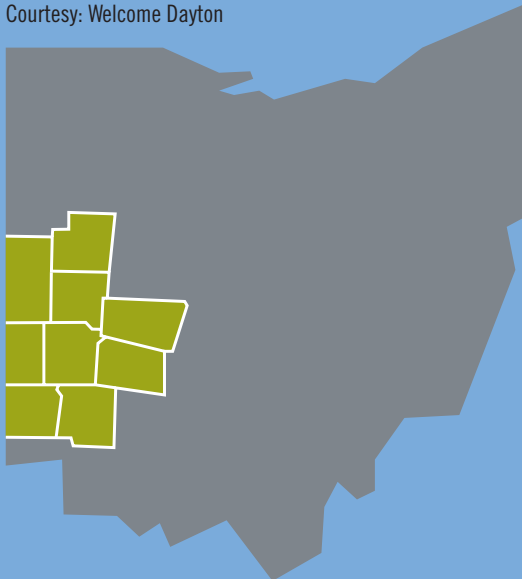
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SNAPSHOT: IMMIGRATION IN DAYTON & OHIO

- The top five countries of origin for new citizens in Dayton are: Russia, India, Turkey, Philippines, and Mexico.
- Asian-owned businesses in Ohio have sales and receipts of \$6.8 billion. Latino-owned business in Ohio have sales and receipts of \$2.3 billion.
- The purchasing power of Ohio's Latino population and Asian population, respectively, is \$7.7 billion and \$7.3 billion.
- Ohio has 22,370 foreign students who contribute \$583.9 million to the state economy.
- 38.6% of foreign-born adults in Ohio have a bachelor's degree or higher.
- More than 87 percent of Ohio children with immigrant parents are English-proficient. (Immigration Policy Center)

Courtesy: Welcome Dayton



4 STEPS TO EMBRACING IMMIGRANTS IN YOUR WORKFORCE

Part of business success is being on the cutting edge, taking chances and saying 'yes' when others are saying no. If you and your team are looking to onboard immigrant employees as a way to strengthen your workforce, here are some ideas about how to decrease the challenges and create an environment of success for everyone.

1. ACCOMMODATE THE LANGUAGE BARRIERS

When English isn't your first language, communication challenges are ever-present, especially in the hiring process. Monica Harris, Welcome Dayton coordinator, suggests making documents in clear, straightforward language.

"Become more intentional about looking at the lingo and minimizing it," Harris said.

In addition, understanding there is a barrier means you will need to ask more questions for clarification and speak more slowly to facilitate comprehension.

2. WORK TO UNDERSTAND CULTURAL SENSITIVITIES

When cultures combine, understanding the differences helps smooth interactions. Sensitivity to spiritual backgrounds and accommodating breaks at specific times of the day for religious practices is important. Interactions between males and females often vary among different cultures; knowing that and adjusting will help. Eye contact also can be viewed differently – for example, in American culture, it's disrespectful not to look someone in the eye, but in other cultures, the opposite is true.

"Education is one of the biggest things that would be helpful," Harris said. "To get buy-in from everyone, educate all employees in the workforce about differences others might have. Then it's not just a leadership, top-down thing, but everyone is on board."

3. TAKE A CHANCE AND TRAIN

"If you're willing to hire people who don't necessarily have all the skills right away but are trainable, you can invest in training. That will result in much stronger and more loyal workers in the long term," said Harris.

4. BECOME MORE FLEXIBLE

"Flexibility is key," Harris said. "You can plan for certain things to go a certain way, but there always needs to be flexibility and understanding. In general, this is good for all employees."

In addition to flexibility, Harris encourages employers not to make assumptions about immigrants' experience, their country or work history.

"It's a very human thing to be uncomfortable about what we're unfamiliar with," Harris said. "A group of immigrants coming in from a culture you're not familiar with, that in itself can create challenges."

If you're looking for resources and support for onboarding immigrant employees in Dayton, visit www.WelcomeDayton.org, or contact the Dayton Human Relations Council at (937) 333-1413.



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KEYBANK POWERS INITIATIVE TO PAVE THE WAY FOR MINORITY BUSINESS SUCCESS

Holly Allen, Focus on Business Editor

In April 2018, the KeyBank Business Boost & Build program, powered by JumpStart, awarded a total of \$100K in funding to three Dayton community organizations through the KeyBank Center for Technology, Innovation and Inclusive Growth.

Together, the Dayton Area Chamber of Commerce's Minority Business Partnership, the Dayton Minority Business Assistance Center and the Wesley Community Center will launch Pathways, a business and workforce development initiative designed to build a pipeline of high-performing minority businesses and create new jobs.

The Minority Business Partnership will lead the collaborative. Other partners include the Dayton Area Chamber's 29 Committed Buying Organizations, the University of Dayton's Crotty Center for Entrepreneurial Leadership, The Entrepreneurs Center and Small Business Development Centers.

"We are very excited to partner with JumpStart and the KeyBank Business Boost & Build program," said Belinda Stenson,

Director for the Minority Business Partnership for the Dayton Area Chamber of Commerce. "This collaboration makes natural sense as part of our shared mission to build a strong community full of thriving minority- and women-owned businesses and access to good jobs."

"These three organizations are such important pieces of our community," said KeyBank Dayton Market President Joey Williams. "We are proud to be able to support their collaboration in a way that will help drive business growth and job creation."

Funded by a grant from the KeyBank Foundation in 2017, the KeyBank Business Boost & Build program is designed to stimulate economic growth in Ohio and Upstate New York by helping startups and small businesses grow and preparing the workforce for the needs of those companies.



Wright Brothers' airplane in Army trial flights,
July 1909. Photo: Shutterstock.com



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The chamber's monthly publication, "Economic Indicators", is compiled through a partnership with Wright State University's Applied Policy Research Institute (APRI). The latest indicators are available at DaytonChamber.org. Below is a sampling from the February 2018 report.

CPI

Consumer Price Index

February 2018 %	
Monthly change.....	0.2%
CPI over the last 12 months Avg.....	1.7%

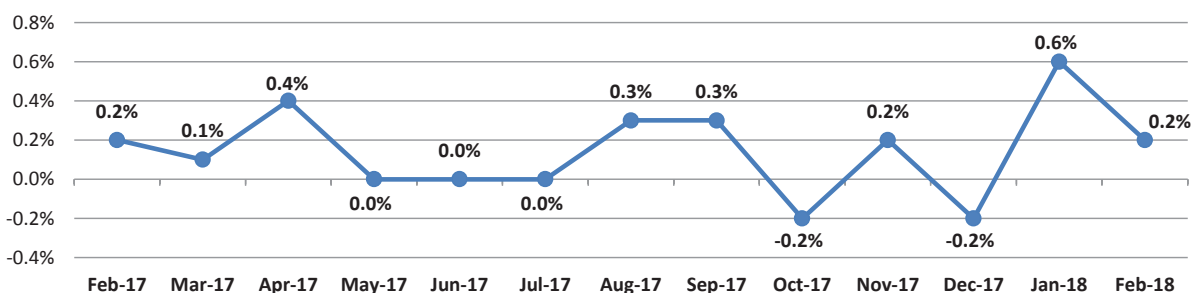
Cost of Living Index

2018 First Quarter Cost of Living Index

Columbus, Ohio.....	90.1	Denver, Colorado	111.5
Raleigh, North Carolina	91.2	Miami-Dade County, Florida.....	115.2
Dayton, Ohio.....	92.1	Baltimore, Maryland	117.9
Richmond VA.....	95.3	Chicago, Illinois.....	124.1
Cleveland, Ohio	98	Portland, Oregon	130
U.S. AVERAGE	100	San Francisco, California	195.7

Source: Council for Community and Economic Research (C2ER), ACCRA Cost of Living Index

Consumer Price Index - Percent Change



Statistics for the Dayton MSA are no longer available. Based on Midwest region B/C MSA Population 50,000- 1,500,000.

Source: http://www.bls.gov/regions/mountain-plains/news-release/consumerpriceindex_midwest.htm#chart1

Sales Tax Collections

County	Current Rate	Feb 2018	Feb 2017	12 Mos Change	YTD 2018	YTD 2017	YTD Change
Butler.....	0.75%	3,141,985	3,617,288	-13.14%	7,205,892	7,736,712	-6.86%
Clark.....	1.50%	1,705,655	1,871,257	-8.85%	3,933,075	4,519,415	-12.97%
Darke.....	1.50%	619,876	671,741	-7.72%	1,420,982	1,513,996	-6.14%
Greene.....	1.00%	1,896,466	1,925,609	-1.51%	4,698,047	4,986,608	-5.79%
Miami.....	1.25%	1,324,843	1,336,418	-0.87%	3,091,725	3,187,186	-3.00%
Montgomery.....	1.00%	5,464,187	5,990,142	-8.78%	13,323,530	14,172,831	-5.99%
Preble.....	1.50%	412,784	446,023	-7.45%	910,873	1,031,001	-11.65%
Warren.....	1.00%	3,542,680	2,828,936	25.23%	7,504,359	6,805,276	10.27%
Region Total.....		18,108,477	18,687,414	-3.10%	42,088,482	43,953,025	-4.24%

Source: http://www.tax.ohio.gov/tax_analysis/tax_data_series/sales_and_use/publications_tds_sales/S1M0116.aspx

Residential Home Sales

	Feb '18	Feb '17	%Change	YTD '18	YTD '17	%Change
Number of Homes Sold	882	855	3.16%	1732	1705	1.58%
Total Home Sales	135,760,485	121,789,011	11.47%	259,371,850	240,748,221	7.74%
Average Sale Price (\$)	153,923	142,443	8.06%	149,753	141,201	6.06%

Source: Dayton Area Board of Realtors, Dayton Area Home Sales for February 2018

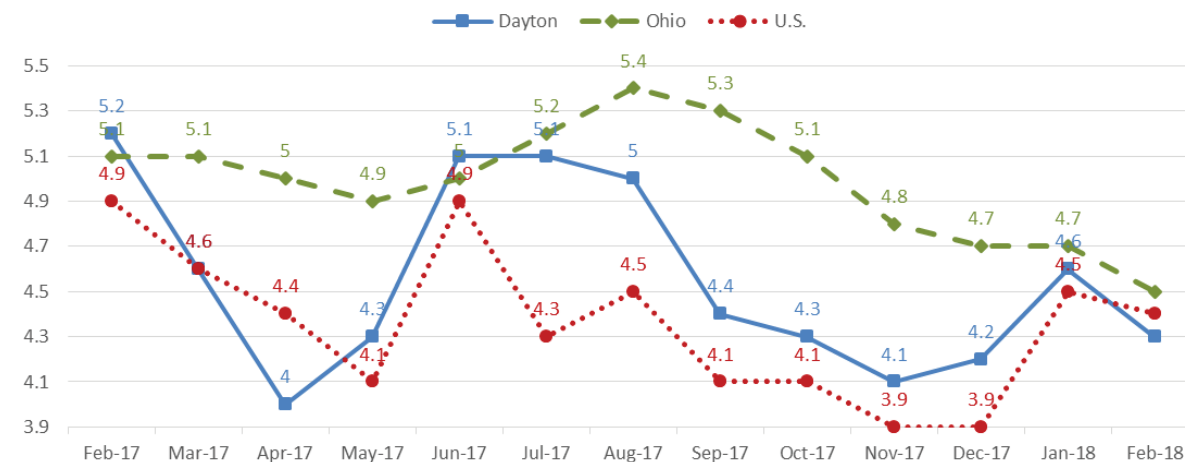
Regional Employment Trends

Dayton MSA	Feb-18	Jan-18	Feb-17	2018 Avg.	12-mo change
Total nonfarm employment	390,400	348,800	382,500	369,600	7,900
Goods producing employment	55,100	53,900	53,200	54,500	1,900
Service-providing employment	335,300	330,900	329,300	333,100	6,000

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS), Labor Force Statistics including the National Unemployment Rate, www.bls.gov

Unemployment Rates

	Feb-18	Feb-17	12-month Avg.
Dayton MSA	4.3%	5.2%	4.6%
Ohio	4.5%	5.1%	5.0%
U.S.	4.4%	4.9%	4.4%



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS), Labor Force Statistics including the National Unemployment Rate, www.bls.gov

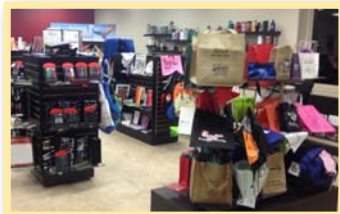


VOLUNTEERS OF THE QUARTER

Congratulations to our volunteers of the quarter for the first quarter of 2018!

This quarter, we recognized the following volunteers (L-R): Ann Riegle-Crichton, Dayton Metro Library; David Bowman, The Ohlmann Group; Julia Hall, CareWorks Comp. Not pictured: Megan Cooper, Dayton Metro Library.

Awards are presented at the quarterly Dayton Area Chamber Board of Trustees meetings.



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MEMBERS ON



CESO

Architectural and engineering firm CESO recently relocated its Dayton area office to Austin Landing in response to growth in the region.

In addition to the expansion, the company said a move south of Dayton puts CESO in a better position to access more talent in surrounding communities.

Founded in 1987, CESO now employs 150 across 9 offices in Ohio, Pennsylvania, Michigan, Tennessee, Florida, West Virginia, and Arkansas. The new 15,700 square foot office was designed with internal collaboration of some of CESO's newer services including branding and interiors.

Community and company leaders celebrated the move with a ribbon cutting and open house on May 17, 2018.



DIGESTIVE SPECIALISTS, INC.

Serving the community for more than fifty years, the physicians and staff at Digestive Specialists marked the relocation of their Huber Heights office and endoscopy center with a ribbon cutting ceremony and open house reception on June 28th, 2018. The new site at 5697 Shull Road is double the size of the previous location, with a current staff of 28.

Digestive Specialists' 17 board certified physicians and five physician assistants help patients with a wide array of digestive needs.



FRIENDSOFFICE

Locally owned and operated FriendsOffice welcomed guests to its new contract furniture showroom and office space at 1927 W. Dorothy Lane, Moraine on June 28, 2018. FriendsOffice specializes in 'Everything for people @ work', including furniture, office design, janitorial & safety, print services, promotional products, and office and breakroom supplies.



HOUSE OF BREAD

Long-time community kitchen, House of Bread, broke ground on a new addition to its current facility at 9 Orth Avenue on June 6, 2018. The 4,500-square-foot dining room addition will be specifically designed for families with children. The project will also include improvements to the kitchen and food prep areas. Chamber member LWC Inc., designed the addition, which is expected to be complete before the end of 2018.

THE MOVE



RUSH TRANSPORTATION

Dayton-based transportation and logistics company Rush Transportation and Logistics, officially opened the doors to its new headquarters on April 26, 2018. The company moved from Moraine to a larger facility at 2619 Needmore Road in Harrison Township. Rush officials said the 35,000 square foot location will have more office space, a larger warehouse and more than 4 acres of parking for its fleet of trucks.



THE VILLAGE NETWORK

The Village Network, a behavioral health organization focused on helping youth and families become resilient and healthy, celebrated its expansion into Southwest Ohio with an open house at its new office at 425 N. Findlay Street in Dayton on May 23, 2018. The facility is part of the Life Enrichment Center and offers outpatient behavioral health and treatment foster care services.



SOCIAL ROW TRANSITIONAL CARE

On April 27, 2018, Premier Health Care Management opened a brand new skilled nursing facility at 250 W. Social Row Rd. in Washington Township to better reflect the needs of its patients. The 100-bed facility, known as Social Row Transitional Care, was designed with residents in mind – almost all the rooms are private and the building has a movie theater, beauty shop, soda shop, kitchen, gift shop and chapel. There will also be spaces meant to simulate the home environment – short-term residents can practice driving in and out of a garage, use the laundry room and kitchen—to make a smoother transition to home.



WHITE ALLEN VOLKSWAGEN STORE

The White Family of Companies opened a new \$5M White Allen Volkswagen store on May 1, 2018. The new facility is located next door to White Allen European Auto Group on North Springboro Pike. This 20,400 square foot building features a state of the art showroom and hosts 10 service bays. In the Dayton region, the White family operates White Allen European Auto Group, White Allen Chevrolet, White Allen Honda, and White Allen Volkswagen.



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GO ON, CELEBRATE!

These Dayton Area Chamber members hit business milestones in 2018. Be sure to give them a big chamber high-five before the year's up!

Business Name

Dayton Society of Natural History Dba Boonshoft Museum of Discovery

Dinsmore & Shohl LLP

Oakwood City Schools

Barker Heating & Air

Clark, Schaefer, Hackett & Company

Heidelberg Distributing-Dayton

March of Dimes

Yeck Brothers Company

Beta Industries, Inc.

Crown Packaging, Inc.

Dayton Contemporary Dance Company

EES Facility Services

King Kold

Miami Valley Career Technology Center

MTM Molded Products

Presidential Banquet Center

Southwest Ohio ENT Specialists, Inc.

US Chrome Corporation

Milestone Year

125

110

110

100

80

80

80

80

50

50

50

50

50

50

50

50

50

50

Business Name

Christian Life Center

Academy Health Services, Inc.

C & E Sales, Inc.

Capitol Precision Machine Tool Co.

Cotterman & Company, Inc.

DEJ Enterprises, Inc. (Beavercreek Appliance)

Detmer & Sons, Inc.

Eatonform, Inc.

EICOM Corp.

Eldridge Roofing Co., Inc.

Exhibit Concepts, Inc.

Gray America Corp.

Interbrand Design Forum

Ishmael Precision Tool Corp.

John Craven Bail Bonds

Lower Valley Home Furnishings

Orthopedic Associates of Dayton

Ronald McDonald House Charities of the Miami Valley Region

Winter Guard International

Milestone Year

50

40

40

40

40

40

40

40

40

40

40

40

40

40

40

40

40

40

40

Business Name	Milestone Year
Southpaw Enterprises, Inc.	40
Logan Master Appliance	40
Alektronics, Inc.	30
AMEC Foster Wheeler Environment & Infrastructure, Inc.	30
Antioch University Midwest	30
Homefull	30
International Trade Association of Southwest Ohio	30
Living Word Church	30
Martin and Associates	30
MiracleCorp Products	30
Oberer Thompson Company	30
Paul Davis Systems, Inc.	30
Pride Master, Inc.	30
R & L Hydraulics, Inc	30
Stevenson Utilities Construction LLC	30
The Carriage Werkes	30
Trojan Printing Products, Inc.	30
Places, Inc.	30
Miami Valley Worldwide, Inc.	30
Bernsteins Fine Catering	30
Ankeney-Xenia Truck Service, Inc.	25
Area Agency On Aging, PSA2	25
BusinessPlans Incorporated	25
Cincinnati Dayton Fire Protection, Inc.	25
Deck The Walls	25
Forgeline Motorsports LLC	25
Invotec Engineering, Inc.	25
J. F. Peters & Son Stone	25
Kern Video Productions	25
Lance Roofing & Siding, Inc.	25
Logan Services	25
Logos @ Work	25
Matrix Architects Incorporated	25
Miami Valley Fair Housing Center, Inc.	25
Penny Lane Publishing	25
South Dayton Properties, LLC	25
TAR, Inc.	25

Business Name	Milestone Year
The Greentree Group, Inc.	25
The Kleingers Group	25
The Mall At Fairfield Commons, WP Glimcher	25
Ideal Image Inc.	25
Write On Target, Inc.	25
Country Club of the North	25
Clothes That Work!	20
Combined Technologies Group, Inc.	20
Dayton Eye Associates, Inc.	20
Narrow Way Custom Tech	20
Priority Custom Molding, Inc.	20
ProSource of Dayton	20
Salopek Golf Car & Equipment Co.	20
The Entrepreneurs Center	20
Trulogic, Inc.	20
Annette Miller Architects	20
Credit InfoNet, Inc. dba CIN Group	20
EHS Technology Group, LLC	20
Petra Financial Solutions	20
Doubleday's Grill & Tavern	20
Dayton Technology	20
Haley-Dusa Engineering & Surveying Group, LLC	20
C & W Swiss Inc.	20
Comfort Keepers	10
Commuter Advertising, Inc.	10
Ohio Gravure Technologies	10
PuroClean Emergency Services	10
Ohio Pain Clinic	10
Inteva Products, LLC	10
Action Sports Center	10
Liquor & Wine Warehouse	10
U! Creative, Inc.	10
Paramount Group, LLC	10
Cradle North America	10
The Rucks Group, LLC	10
Dayton Talecris Plasma Resources	10



2018 GENERATION DAYTON DAY

Sponsored by: Brixey & Meyer

Generation Dayton Day took on a singular focus this year, for the first time since its inception. On May 5, 2018, nearly 90 young professional volunteers turned their focus from their careers to the region's food insecurity problem. In an effort to tackle this issue, Generation Dayton volunteers chose a handful of non-profits that help fill the bellies of thousands of people in the Miami Valley.

Eager volunteers gathered at the Salvation Army's Kroc Center for lunch, bringing with them canned food items to be donated to The Food Bank. In all, Generation Dayton volunteers donated 405 lbs. of food before the day of giving back began.

Non-profits served on Generation Dayton Day 2018:

- Daybreak
- East End
- The Food Bank
- Homefull
- House of Bread
- Ronald McDonald House
- United Rehabilitation Services



EMPOWERING THE CLIMB

KeyBank

Keynote speaker Beth Mooney, Chairman and Chief Executive Officer of KeyCorp, addressed the company's efforts advancing women and minorities in business.

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112TH ANNUAL CHAMBER MEETING

Presenting Sponsor: Premier Health

2018 Award Winners:

- **John H. Patterson Corporate Partner Award** – Learn to Earn Dayton
- **Jonathan Dayton Public Partner Award** – DATV
- **Ambassador of the Year** – Marsha Schneider, Elements IV Interiors
- **Volunteer of the Year** – William Deas, Esq.
- **Soin Award for Innovation** – Battle Sight Technologies
- **Premier Health Workplace Diversity Award** – Dayton Metro Library



The chamber, through the support of the Raj Soin family, presented Battle Sight Technologies with the Soin Award for Innovation. Battle Sight Technologies produces the MARC IR, a writing device that can be seen with night vision and used on the battle field. As this year's Soin Award winner, Battle Sight Technologies received \$25,000.



PONG FOR A PURPOSE

Leadership Dayton Class of 2018 supports addiction recovery with class project

Each Leadership Dayton class leaves its lasting mark on the community through a class project. Class members are given little guidance when choosing a project, allowing the class to come to a consensus as a group. Over the years, these projects have ranged from book drives to community services days and social media campaigns. Below is an introduction to the project completed by this year's graduating class.

By: **Jodi Long**, ADAMHS, Leadership Dayton Class of 2018 Representative

For its class project, Leadership Dayton Class of 2018 coordinated a community wide ping pong tournament known as "Pong for a Purpose".

When class member Michael Allen of Northwestern Mutual suggested the concept of a ping pong tournament fundraiser, no one realized how successful it could be. Hosting the tournament created an opportunity for every member to showcase their strengths and talents from planning to marketing to donor sponsorships to large event execution.

The tournament had competitive and non-competitive brackets. "Pong for a Purpose was a huge success," Allen said. "We had 120 people playing ping pong to raise \$18,800 for addiction recovery groups in the area."

The proceeds from the class project will benefit 5 local addiction recovery clubs known as the Recovery Alliance of Montgomery County Ohio (RAMCO). The funds will be managed by the Greater Dayton Brain Health Foundation on behalf of RAMCO. The five recovery clubs include Alco Aides, Westside Club, Dayton Fellowship, Families of Addicts, and the Recovery Café. RAMCO supports individuals and their families affected by opioid and other substance addictions. Addiction recovery services was important to

the class as several class members have been personally impacted by the opioid crisis.

"The class believes by supporting people in recovery, we are also supporting local employers' human capital needs. Treatment works, people recover, and people in recovery become great employees. We believe by supporting local recovery efforts, long term, we are supporting workforce development in the Dayton/Montgomery County region," said Jodi Long, Leadership Dayton Class of 2018 representative.

If you would like to learn more about RAMCO, please visit mccadamhs.org and click on "support groups" from the home page.

To learn more about the Greater Dayton Brain Health Foundation, visit DaytonBrainHealth.org.





2018 LEADERSHIP DAYTON GRADUATES

Adetokunbo Adelekan
The Tabernacle Baptist Church

Anthony Long
Sinclair Community College

Antoinette Geyer
CareSource

Brandon Artis
Soccer Shots Miami Valley

Brandon Schroll
O'Neil & Assoc., Inc.

Brian Heitkamp
CityWide Development Corporation

Brian McJilton
Wright-Patterson Air Force Base, Air Force
Research Lab

Cate Berger
Equitas Health

Corianne Waller
PSA Airlines Inc.

Eli Sperry
Pickrel, Schaeffer & Ebeling Co., LPA

George Lewis
Kettering Physician Network

Georgeana Gartell
WilmerHale

Heidi Milne
Synchrony Financial

Jayne Gmeiner
Dayton Children's Hospital

Jessica Stickel
Junior League of Dayton, OH, Inc.

Jodi Long
Montgomery County ADAMHS Board

Karl Konsdorf
Sinclair Community College

Kathryn Herzog
CareSource

Kathryn Pullen
Wright-Patterson Air Force Base

Keith Harvey
TAGC, LLC

Laura Mlazovsky
Project Read

Luis Chanaga
Grandview Medical Center /
Kettering Health Network

Mark Riley
City of Dayton

Marissa Buckles
Ohio's Hospice

Mary Ann Kabel
Dayton Power & Light Co.

Matthew Boaz
Wright State University

Michael Allen
Generation Dayton

Michelle Lovely
The Dayton Foundation

Nathan Hunt
Thompson Hine LLP

Nick Warrington
Wright State University

Paul Schlottman
University of Dayton-School of Law

Penny Rike
LJB, Inc.

Rob Lupidi
Danis Building Construction Company

Robin Fisher
Dayton Regional STEM School

Sarah Danks
Department of Veterans Affairs
Medical Center

Sarah Schena
McGohan Brabender, Inc.

Scott Kenney
Brixey & Meyer, Inc.

Stacy Thompson Speare-Hardy
KeyBank

Steve Helmeccamp
Fifth Third Bank

Sukh Sidhu
University of Dayton Research Institute

Tawana Jones
Montgomery County

Thomas Proctor
Emergency Medicine Specialists

Tony Williams
Miller-Valentine Group

Tywauna Wilson
CompuNet Clinical Labs

Vivian O'Connell
United Rehabilitation Services of
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Yvonne Turner
Ohio's Hospice of Dayton

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Tyler Carver
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Demarus Crawford-White

David Donaldson
WesBanco Bank

Kristin Doyle
Boost Technologies, LLC

John Duby
Dayton Children's Hospital

Greg Ewers
Coolidge Wall Co., L.P.A.

Elaine Gounaris
Dayton Art Institute

Brittany Healea
Goodwill Easter Seals Miami Valley

Patricia (Trish) Hill
Graydon Head & Ritchey, LLP

Paul Hoover
Kettering Health Network

Elizabeth Horner
The Dayton Foundation

Michael Howe
Wright-Patterson AFB, 88th Air Base Wing

Dan Hoying
LJB Inc.

Karen Hurley
Dayton VA Medical Center

Lori Igel
Ohio's Hospice of Dayton

Robby Johnson
Aflac

Yonathan Kebede
Fidelity Health Care

Jane Keiffer
Artemis Center

Joanie Krein
Manpower of Dayton, Inc.

Jean Love
PSA Airlines

Jim Lupidi
Danis Building Construction Co.

Sybil Martin
American Heart Association

Holly Michael
Fahlgren Mortine

Nikol Miller
Greater Dayton RTA

Elizabeth Mills
1st Connections

Tracy Morgan
Community Blood Center

Christopher Nalls
Bricker & Eckler

Lori Oda
Kettering Health Network

Sean O'Regan
Woodland Cemetery & Arboretum

Max Plunkett
Morgan Stanley

Zakiya Robinson
Premier Health

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South Community, Inc.

Valerie Talkers
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HEALTH AND WELLNESS PROGRAMS BENEFIT YOU AND YOUR EMPLOYEE. HERE'S WHY.

When your employees have the right tools and resources to improve their health, it helps them be more productive, and improves your bottom line. Offering health and wellness programs to your employees can result in:

- **Increased engagement in their health care.** Offering health care options can empower your employees to take their health into their own hands. In fact, according to the chamber partner Anthem Blue Cross Blue Shield, 93 percent of people who used the Anthem 24/7 NurseLine followed the advice they received to address health issues.
- **Lower cost of care.** According to Health Affairs, a leading journal of health policy thought and research, medical costs could fall \$3.27 for every dollar spent on wellness programs.
- **Healthier, more productive employees.** Absenteeism costs fall by about \$2.73 for every dollar spent on wellness programs.
- **Better employee retention and recruitment.** Businesses know that when they're competing for talent, soft touches such as wellness programs go a long way. A 2018 Best Practices in Health Care survey done by Willis Towers Watson, a leading global advisory, brokerage and solutions firm, revealed that 72 percent of companies plan to use their wellness program as a competitive advantage in the next three years to attract a high-performing workforce.

Where to start

The Dayton Area Chamber of Commerce's partnership with Anthem makes implementing a wellness program simple and affordable. There's a program for every employee. Here are just ten of Anthem's many health and wellness programs:

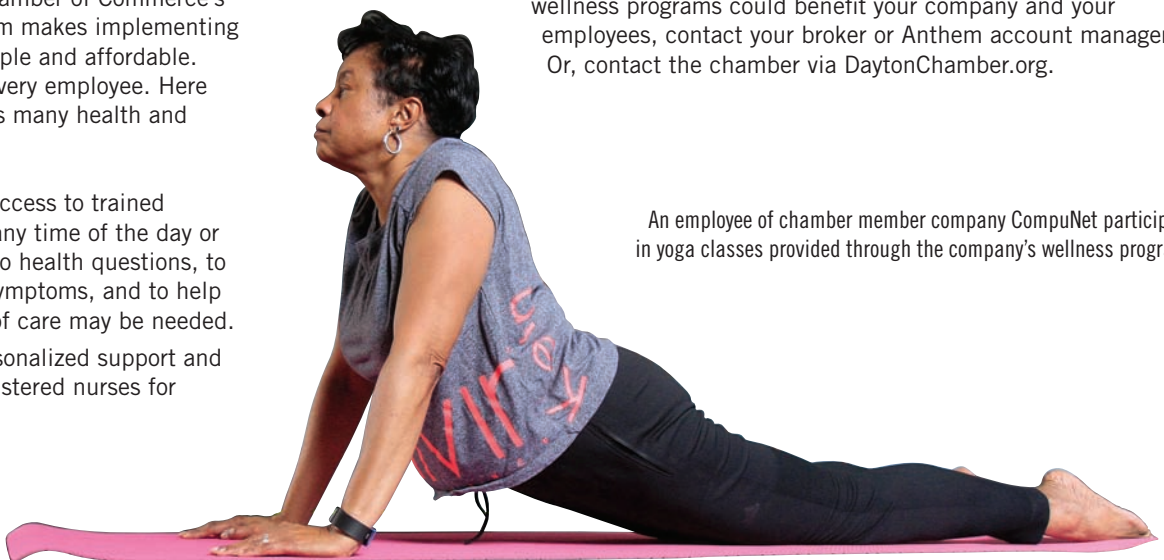
- **24/7 NurseLine:** Access to trained registered nurses any time of the day or night for answers to health questions, to help understand symptoms, and to help decide what type of care may be needed.
- **Future Moms:** Personalized support and guidance from registered nurses for

moms-to-be to help them have a healthy pregnancy, a safe delivery and a healthy baby.

- **ConditionCare:** Extra support for asthma, diabetes, heart disease, chronic obstructive pulmonary disease (COPD) or heart failure. A nurse coach can answer questions and help your employees reach their health goals based on their doctors' care plans.
- **ComplexCare:** Extra care for a serious health conditions from a nurse coach who will help answer your employee's questions, work to coordinate their care, and help them effectively use their health benefits.
- **MyHealth Coach:** One-on-one professional advice from an experienced health coach for your employee or their family. Topics range from general wellness information to more serious issues like a chronic illness or help with medications.
- **Healthy Lifestyles:** A personalized well-being plan and custom trackers that help your employees manage their physical and mental health.
- **Behavioral health resources:** Licensed mental health professionals are available 24/7 to help your employees deal with challenges they may be having.
- **MyHealth Advantage:** This program looks at your employee's claims to find ways to help them improve their health and save money.

Ready to implement a new health and wellness program at work? For more information about how Anthem's health and wellness programs could benefit your company and your employees, contact your broker or Anthem account manager. Or, contact the chamber via DaytonChamber.org.

An employee of chamber member company CompuNet participate in yoga classes provided through the company's wellness program.



THE PRESIDENTS CLUB OF DAYTON HONORS JENELL ROSS WITH TOP VOLUNTEER AWARD

Article submitted by The Presidents Club of Dayton



The Presidents Club of Dayton has announced that Jenell R. Ross is the 68th recipient of the region's 2018 Citizen Legion of Honor award. The award, given every year since 1951, is the oldest, most continuous and prestigious recognition of volunteer servant leadership in the Dayton region.

Jenell Ross is the President of Bob Ross Auto Group, a second-generation leader of the area's 44-year business where

she accepted that role in 1997. Ms. Ross has successfully guided that multiple-franchise dealership where she has also served as a member of the National Automobile Dealers Association, the National Association of Minority Automobile Dealers, General Motors and Chrysler Minority Dealers Associations; and served as the 2013 Chairwoman of The American International Automobile Dealers Association (AIADA) as the first African American woman to hold that office.

Ms. Ross has been very active in our community, serving on numerous boards including the Dayton Performing Arts Alliance, Dayton Area Chamber of Commerce; Dayton Development

Coalition, Dayton/Montgomery County Convention & Visitors Bureau, Central State University Foundation Board and many others. She is currently on the Cincinnati Branch of the Federal Reserve Board of Cleveland, the Board of the University of Dayton and the Minority Business Partnership of the Dayton Area Chamber of Commerce.

Jenell established the Norma J. Ross Foundation in honor of her mother who lost her battle with breast cancer in 2010. She has continued to volunteer, work and support education awareness of breast cancer and has been an ardent fundraiser for the American Cancer Society for many years.

Ms. Ross has been publically recognized many times over the years for her professional and volunteer activities and services, including the Dayton Daily News' Ten Top Women of Dayton award, the Better Business Bureau Torch Award; YWCA's Woman of Influence Award, Dayton Business Journal's Outstanding Woman and 50 Most Influential Women awards, Barbara Cox Automotive Woman of the Year, Urban League Pillar Award and many others.

Jenell is married to Dr. Anthony Hall and lives in Centerville.

The Presidents Club of Dayton is honored to recognize Jenell Ross at its annual luncheon event on Thursday, October 4, 2018 at the Dayton Convention Center from 10:00 a.m. through 1:15 p.m. Sponsorships and tables are available to honor Ms. Ross by contacting Marcia Bostick at 937-226-8225 or emailing at mbostick@dacc.org. The proceeds from this event go toward sustaining scholarships at Sinclair Community College for active student volunteer leaders in our community.



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The chamber and Anthem Blue Cross Blue Shield have combined efforts to offer health, dental and disability insurance coverage to small and mid-sized businesses. These offerings come with competitive rates and comprehensive services from a large network of providers.



Workers' Compensation Discounts

Our group rating program allows employers with good safety and claims records to pool together to enjoy discounted workers' compensation premiums.



Medical Management Solutions

The chamber contracts with CareWorks to offer members innovative claims and medical management services for workers' compensation, helping our more than 93,000 employer customers control costs and enhance employee productivity.

Office Supplies



Chamber members see significant savings on frequently used office supplies at Office Depot AND free next day delivery. Employees of member businesses can also get the same great discount when they shop at Office Depot, using their chamber discount card.



Gas Card Discount Program

Save 5 cents per gallon of gas from any Speedway or Super America gas station when using your Chamber Benefits Card. The per gallon discount is not available for fuel purchases made in WV or WI.



Energy Savings Program

Chamber members receive an exclusive discount offer from IGS Energy. Member businesses benefit from custom pricing that could save them hundreds on their energy bills. Member employees are also eligible for custom pricing at home.



Payment Processing

Does your business accept credit cards? When's the last time you took a close look at your processing fees? There might be a better way, using new technologies that could save you significantly. Infintech offers Dayton Area Chamber member discounts, and will complete a free analysis of your current processing to see how much you can save!



Shipping Services

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Energy Saving Audits

The Chamber's partnership with Energy Optimizers, USA offers chamber members an exclusive discount on an Energy Audit Program (value \$2,500-\$10,000). An ASHRAE Level 2 energy audit will be conducted by professional and certified energy, mechanical and electrical engineers. You'll receive recommendations for reducing energy costs, projected energy savings for positive cash flow, and options for financing a turn-key energy efficiency project.

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