

FALL 2019 | VOL. XIII NO 3

FOCUS

ON BUSINESS

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COMPREHENSIVE
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CARE 6

HOW BUSINESS
PROTECTS LGBTQ **10**

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President's Message FOCUS ON ... DIVERSITY, EQUITY & INCLUSION



For some time now, our chamber has focused much energy and resources on how we can best strengthen our community through best-practice uses of our human capital through diversity, inclusion and the equity of our citizens. We spotlight several employers who embrace inclusion, providing an example of excellence from which their peers can learn.

This issue shares a number of key initiatives that have highlighted the efforts of companies like Fifth Third Bank, our most-recent Premier Health Workplace Diversity award recipient, and the support of small businesses through the KeyBank Business Boost & Build Program.

In 2018, we also established our new women's leadership program ... EMPOWER ... and will soon kick off the second year's cohort.

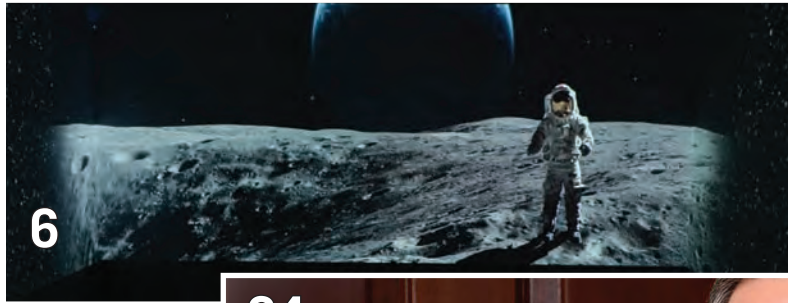
Knowing we can't do this alone, we have partnered with numerous other key organizations, agencies and businesses to share how we, in the Dayton area, must develop and grow all people no matter their race, gender, location, religion or other diverse interests. This issue of FOCUS helps us continue to highlight the great work of many others in our community.

One final thought. During our most-recent storm crisis, I noticed something that the region is good at, and really shined when others were in need. I had numerous friends and colleagues share stories with me about people helping people. Daytonians are good at that and it still continues yet today and will for some time until we can help our neighbors and our businesses back on their feet.

So here is my question to you: Did you notice people lending a hand by volunteering and contributing time, energy and resources? And did you have any idea if they were Republicans or Democrats, union or non-union workers, Muslims, Jews or Christians; or even any consideration for race, creed or color? Probably not ... they were all Daytonians. They were us ... DAYTON STRONG. Seems if we can work together ... side by side during a crisis, we should all be able to do the same thing every day ... together ... as equals ... as Daytonians, serving our fellow neighbors the American way. Maybe Congress should take a lesson from Dayton.

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

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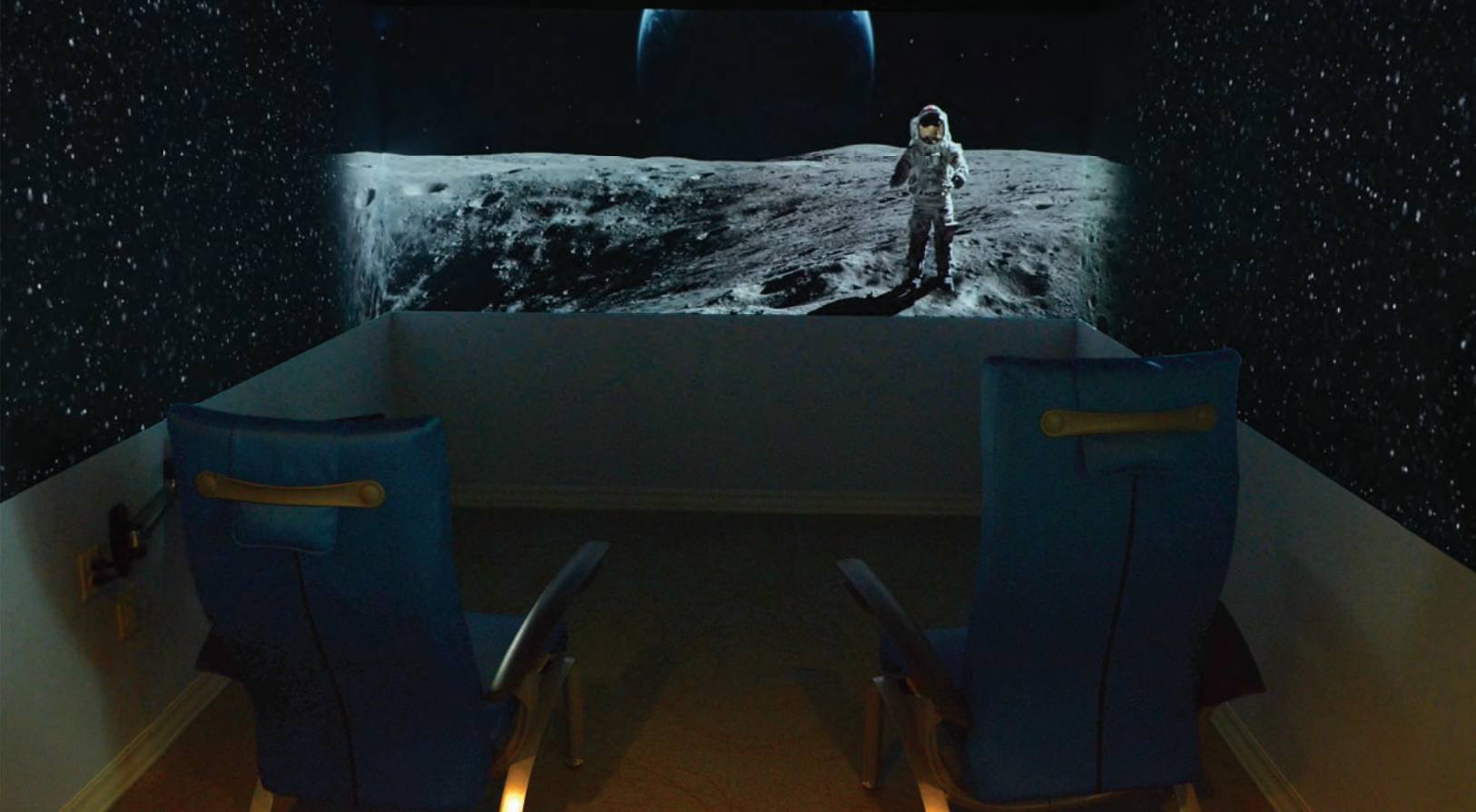
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NEW TECHNOLOGY, FACILITY PROVIDE COMPREHENSIVE NEUROLOGICAL CARE



Breakthrough technology and a new facility opening soon on the campus of Kettering Medical Center will provide neurological patients the most advanced diagnostic, surgical, and therapeutic care, all in one convenient location.

Kettering Brain & Spine recently expanded its capabilities with the addition of Mark Hoeprich, MD, a functional neurosurgeon who utilizes brain mapping in deep brain stimulation for the advanced treatment of epilepsy, pain conditions, and movement disorders such as Parkinson's disease.

Brain mapping is the process by which the surgeon maps the various substructures of the brain, creating a three-dimensional image to show highly specific regions of neurons that have critical functions. Then they superimpose the critical structures they normally would not be able to visualize.

"We can map out critical structures and fiber pathways which act as communication highways within the brain," said Dr. Hoeprich. "So, as we operate, we know if we're getting close to these structures and can see how various pathologies might be interfering with their function."

Such precision is necessary when implanting a device called a neurostimulator. Likened to a "brain pacemaker," the device sends electrical impulses to specific targets in the brain, treating movement disorders like Parkinson's disease and dystonia.

Previously, some of these procedures required the patient to be awake and responsive so that the surgeon can see how they react. The new Brainlab technology features a combination of advanced hardware and software, improving the ability to map the brain before and during complex surgical procedures, eliminating the need for the patient to remain awake.

Remaining awake in surgery can be psychologically difficult for some patients. Additionally, if they have a movement disorder like Parkinson's disease, they can shake so badly that it becomes a safety issue, in a situation where extreme precision is so important.

A robotic arm soon will be integrated into the surgical technology as well. This will allow surgeons to have sub-millimeter accuracy when placing electrodes in the brain to treat movement disorders or for monitoring epileptic patients. The robotic arm can be used to drill a tiny hole through which to place the electrodes with tremendous precision. The arm also will be used for procedures like laser interstitial thermal therapy (LITT), where a laser fiber is

introduced into the brain to destroy a tumor, epilepsy center, or other problem tissue.

FOCUSING ON THE PATIENT

In order to provide a more patient-centered environment and better-coordinated services between different neurological specialties, Kettering Brain & Spine have relocated into a pavilion across from Kettering Medical Center.

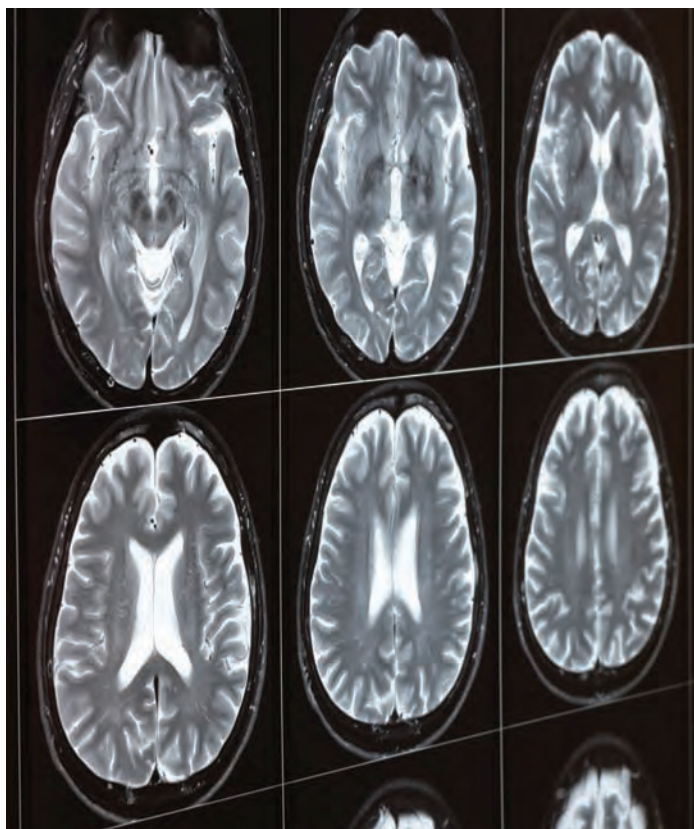
"We have neurology, neurosurgery, pain management, and the other specialties in one centralized office to provide more consistent care and so patients have only one office to go to," Dr. Hoeprich said. "Even the design of the facility provides a more comfortable space."

One example of the patient-focused environment is the lack of a waiting room. When patients come off the elevator, they will be greeted by a concierge. This employee will walk the patient through each part of their visit—from refreshments and other amenities, to checking in and settling into a private space with audiovisual materials and comfortable seating.

STATE-OF-THE-ART FEATURES INCLUDE:

- Patient rooms that maximize face-to-face interactions and education. They feature large windows that flood the rooms with natural light and provide views of the Kettering Medical Center campus.
- Procedure and X-ray rooms that centralize patient care and improve the patient experience by eliminating the need to travel to multiple locations to receive care.
- Consult rooms that can be used for consultations or a waiting space for patients desiring privacy. Floor-to-ceiling windows bring natural elements inside and feature a soothing bubble wall.
- An immersive dream room that projects scenes and audio from tranquil locations, providing a calm and relaxing experience. The dream room represents the brain within the space.
- The spine wall, which is a living art wall that depicts an actual anatomical recreation of the human spine, provides helpful information about providers and the Brain & Spine program.

Neurological surgery, whether it involves the brain or spine, can be an overwhelming experience for patients. "We are making constant improvements to help reduce the patient's stress, make the visits



as easy as possible, and increase the quality of their visit. We want to put our patients at ease and to know they are in great hands" Dr. Hoeprich said. "I love the team we have here. Kettering Medical Center has put together an outstanding team of fellowship-trained specialists from the highest-level programs."

The Kettering Brain & Spine team has the experience to treat all patients with brain-related illnesses, injuries, diseases, or disorders. For more information or to schedule an appointment with a specialist, call 1-844-211-5482 or visit ketteringhealth.org/brainandspine





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BUSINESSES PLAY KEY ROLE IN LGBT PROTECTIONS

Diversity helps cultivate new ideas, open markets, broaden understanding

By: Vince McKelvey

The business community has an important role to play when it comes to combating discrimination based on sexual orientation and gender identity and many businesses seem to be embracing that role.

The U.S. Chamber of Commerce Foundation recently surveyed 48 companies nationally as part of a study about LGBT inclusion and diversity. More than 90 percent of them have written policies banning discrimination based on sexual orientation and nearly 90 percent also include gender diversity in their policies. Many offer equal benefits coverage, the study found.

Meanwhile in Ohio, nearly 650 businesses both large and small have joined the Ohio Business Competes coalition, a four-year-old initiative to push Ohio lawmakers to add gender identity and sexual orientation to the state's anti-discrimination laws.

Only 20 states and the District of Columbia have such protections, according to the Foundation report. In this situation, the report said, where there are no overarching federal protections and a patchwork of state and local laws, employers play a critical role in fostering inclusive and productive workplaces for LGBT employees.

"I think the business community is eager to be the leading voice on this because they know having an inclusive and diverse workforce is



good for business,” said Alana Jochum, executive director of Equality Ohio, one of four organization behind Ohio Business Competes. “It’s an economic issue for Ohio, not just the right thing to do.”

WORKERS VALUE DIVERSITY

The U.S. Chamber of Commerce Foundation, in cooperation with the LGBT-focused Gill Foundation, wanted to find out how companies are fostering inclusive environments, to identify the impact of doing so and to highlight best practices. The study was released in April. Overall, 70 businesses were involved through surveys, interviews and focus groups.

The study cited a 2017 Deloitte survey that showed today’s workers value a culture of inclusion. Eighty percent of Deloitte’s respondents said inclusion is an important factor in choosing an employer and 72 percent said they would consider leaving an organization for one they thought was more inclusive.

Anti-discrimination policies are often a company’s first step. But just as important, advocates said, is letting people know you have such policies.

“That next step is actually the one most businesses we work with miss,” Jochum said. “Making that available somewhere on your website, somewhere (visible), so that someone considering applying for a job ... can really find it. Some sort of signal that shows ... you are on board with this, because that is half the battle.”

“Businesses may not even know who they’re missing out on ... if they’re not being vocal in their support,” she said.

AT&T EARNS DIVERSITY INC. TOP RANKING

Attracting and retaining good employees is both a goal and a benefit of an inclusive workplace, but the report said inclusion also leads to a more engaged and effective workforce. One of the businesses taking the lead in this arena is AT&T, a Dayton Area Chamber of Commerce member.

“At AT&T, we know that diversity of perspectives, experiences and backgrounds is a powerful way to cultivate new ideas and understand needs of others,” said Adam Grzybicki, president of AT&T Ohio. “Having a diverse workforce, including LGBTQ+, allows us to harness unique ideas, talents, skills and abilities.”

A 2016 Gallup report found that 4.1 percent of the U.S. population – roughly 10 million adults – identified as LGBT. Many keep their sexual orientation private at work. But the Foundation study said permitting people to bring their “true selves” to the office was a common refrain among participants.

“We know that people perform better (and are happier) when they can be their full selves at work,” said Grant Stancliff, Equality Ohio’s communications director. “Having to work hard to pretend to use the wrong pronoun for your spouse, for example, is extra stress ... To the extent that a company can be explicitly supportive, it is very helpful!”

AT&T has a long history of working toward diversity and inclusion. In 1975, it became one of the first major U.S. corporations to prohibit discrimination based on sexual orientation. This year, the company earned the number one ranking on DiversityInc.’s Top 50 list.

Steps taken by AT&T, in fact, mirror some of the study’s findings for what businesses are doing to become inclusive and accepting.

Over the years, Grzybicki said, AT&T has established employee resource



AT&T employees celebrate Pride Month this June. Photos submitted.

groups for LGBT employees, extended benefits to domestic partners, offered transgender-inclusive health care, supported organizations that strengthen the LGBT community and partnered with a number LGBT organizations.

"A company looking to build a diverse workforce and inclusive culture needs to ensure every diverse group is represented," Gryzbicki said. "A company must also take the steps to ensure diversity is represented from the top down ... We know that to be our best we must have a workforce, leadership team and board of directors that is just as diverse and inclusive as the communities we serve."

EXTERNAL ACTIONS REFLECT INTERNAL POLICIES

Almost all companies in the Foundation study have formal non-discrimination policies and equal benefits coverage, but some do more, including LGBT awareness training, management strategies and family leave to all employees, including LGBT.

The study found that most companies use their human resources or diversity department to manage their diversity efforts, but it said "incorporating government affairs, community engagement and employee resource groups can increase the success of these practices."

It recommended that companies have a formal communication process around their LGBT-inclusive efforts and that they support the LGBT community outside of the workplace – which adds credibility to internal efforts.

"Many companies say that for their prospective employees and customers, being authentically committed to LGBT inclusion is paramount," the study said.

The report noted that companies have experienced pushback over LGBT policies and that not all employees favor the practices. Many companies said they welcomed the opportunity to talk with their employees about this and have found ways to discuss the issue with other stakeholders, as well, the report said.

ADVOCATES SEEK STATEWIDE APPROACH

The steps employers take to build diversity and inclusion are obviously important, but "business can only go so far with their internal policies," Jochum said.

For example, she said, Procter & Gamble has great policies and is headquartered in Cincinnati, one of 24 Ohio municipalities – including Dayton – that have LGBT protections.

But the company draws workers from communities throughout the region that, in many cases, don't offer such protections.

"They have been working as a business internally to make an environment that's safe, inclusive and supportive," Jochum said. "They want the policies to be uniform and fully supportive of LGBT families, so that folks ... literally don't lose their civil rights on their commute."

The lack of statewide protections can put Ohio at a disadvantage in attracting business talent, Stancliff added.

He said Ohio is home to vibrant cities, corporate headquarters and many large employers who compete for talent nationally. "When (people) Google LGBTQ rights-Ohio versus LGBTQ rights-New York or LGBTQ rights-California, what are they going to find when that comes back, and what's going to make them choose Ohio?"

"That recruitment part is a big thing," he said.



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DIVERSE BUSINESS LEGISLATIVE UPDATE

Senate Bill 11:

Known as “The Ohio Fairness Act”, this bill was reintroduced in February 2019 by State Sen. Nickie J. Antonia (D-Lakewood). The bill would prohibit discrimination on the basis of sexual orientation or gender identity in employment, housing or public accommodations. *DACC Endorsed.*

Status: In Senate Judiciary Committee.

House Bill 494:

Introduced by State Rep. Niraj Antani (R-Miamisburg), and signed into law in December 2018, this law established a statewide women owned business enterprise (WBE) program for Ohio, and provides for reciprocal arrangements for other states, making it easier for Ohio's WBEs to compete for out-of-state contracts and projects. *DACC Endorsed.*

Status: Passed, Signed.

House Bill 493:

Introduced by State Rep. Anne Gonzales (R-Westerville) in 2018, this bill would have created Minority Business Enterprise (MBE) and EDGE reciprocal agreements with neighboring states. *DACC Endorsed.*

Status: Did not pass House.



DACC lobbyists Chris Kershner and Stephanie Keinath discuss strategy at the Columbus statehouse.



Community Health Centers of Greater Dayton

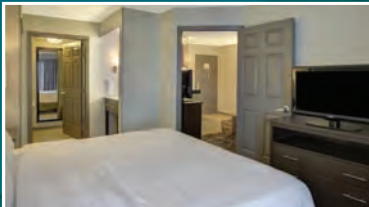
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CHAMBER'S WORK IN DIVERSITY, EQUITY & INCLUSION CONTINUES GROWTH

By: Holly Allen
Photos by: Sylvia Stahl

Diversity, equity and inclusion has always been a focal point for the Dayton Area Chamber of Commerce. In recent years, the chamber has expanded programming and evolved its efforts in this space, responding to the trends it's observed in the business community, as well as input from its members.

Below is a summary of the related work in which chamber staff is engaged, as well as member programming.

MINORITY BUSINESS PARTNERSHIP'S 20/40 PARTNERSHIP

The flagship economic inclusion program for the chamber's Minority Business Partnership (MBP), the 20/40 Partnership focuses on accelerating the growth of sizable, scalable, minority businesses and expanding the Dayton region's minority entrepreneurial community. Since its incorporation with the chamber in 2010, the goal of the 20/40 Partnership has been to

enable minority-owned firms to more effectively create jobs and overall wealth for the regional economy.

The chamber's signature model relies on large buying organizations and minority-owned supplier firms. The large buyers are committed to diversifying their supply chains and are able to create a sustainable demand for minority suppliers. The participating minority-owned suppliers are prepared to meet the demands of the large buyers and expand capacity. Through the 20/40 Partnership MBP connects the two entities, matching large business needs with capable minority-owned suppliers, strengthening business and fueling employment growth in the Dayton area.

ENTREPRENEURIAL SERVICES PROVIDER PROGRAM

Acting as the diversity & inclusion partner since 2017, the Dayton Area Chamber works with The Entrepreneurs Center to manage the Entrepreneurial Services Provider Program (ESP), which is funded through Ohio Third Frontier. ESP acts as an accelerator and business incubator for area startups and early-stage technology companies.

The chamber oversees the inclusion of diverse business candidates, specifically women- and minority-owned businesses, as well as businesses located in rural counties within the Dayton region. Qualified businesses benefit from ESP's consulting, providing everything from assistance with business plan creation and refinement, prototype development, intellectual property protection, executive coaching, marketing support and more.

"PATHWAYS" – KEYBANK BUSINESS BOOST & BUILD BUSINESS & WORKFORCE DEVELOPMENT INITIATIVE

Launched in April 2018, Pathways is the local program funded through KeyBank Business Boost & Build (KBBB). Funded by an historic \$24M grant from the KeyBank Foundation to a nonprofit known as JumpStart, KBBB operates throughout Ohio and in upstate New York. Pathways fosters small business success by providing the support and structure microenterprise, startups and scale-ups need to thrive.

Taking on the role of lead organization, the Dayton Area Chamber partnered with organizations such as the Wesley Community Center, the Minority Business Assistance Center and the Miami Valley Community Action Partnership, in order to reach its target demographic of traditionally underserved businesses, specifically, women- and minority-owned businesses, businesses in low- to moderate-income communities, and rural businesses. In its first year, Pathways worked with 69 area businesses, providing access to capital, contracts, business coaching, consulting, workforce development resources, tech assistance and more. Pathways also helped 239 unemployed or underemployed individuals bridge their skills gap.

Already in its second year, Pathways is on pace to exceed its inaugural numbers, and to improve job creation tracking.



Chamber's Belinda Matthews-Stenson at a Pathways outreach event



Business leaders network at a Pathways event

2018 Diversity & Inclusion Forum Keynote Speaker, Brian Lamb, Fifth Third Bank



Participants discuss diversity issues at the 2018 Diversity & Inclusion Forum



The inaugural Empower cohort at the opening retreat in September 2018.



WORKPLACE DIVERSITY & INCLUSION FORUM

Held each fall, the chamber's Workplace Diversity & Inclusion Forum brings together experts in diversifying workplace culture, supply chain and more. The forum fosters sharing of best practices in all areas of business, ensuring workforce and supplier diversity and inclusion, as well as an inclusive approach to business policy creation and more. This event is the only regional event focused on both workforce and supplier diversity and inclusion.

EMPOWER

Convening its first cohort in 2018, Empower is the chamber's answer to data that shows a shocking disparity in the number of female-held executive positions in the Dayton region. According to Emsi, a labor market analytics firm, of the 622 c-suite positions in the Dayton region in 2017, 144 were occupied by women. When compared to numbers that showed women held 51.5% of all management and professional positions nationally, and that 40% of U.S. MBA grads were women in that same stretch of time, the chamber found a need for programming that would advance women business leaders to top-level business roles.

Partnering with Aileron, the region's world class leadership and training development center, Empower provides a cohort of approximately 20 women business leaders with a unique blend of hands-on business coaching and group support with peers.

EVOLVING INTO THE FUTURE

The chamber is proud of the work it's accomplished in diversifying our region's economy, but there is much yet to be done. Chamber staff continues to listen to the needs of its 2,200 members throughout the nine county region, and will develop programming that will not only fill business needs, but also anticipate trends to keep its members ahead.

Learn more about each of these initiatives at DaytonChamber.org.



Workplace Diversity & Inclusion Forum;
October 10, 2019;

Keynote Speaker:

Dr. Cynthia Jackson-Hammond,
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The chamber's monthly publication, "Economic Indicators", are 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 April 2019 report.

CPI

Consumer Price Index

April 2019 % Monthly change 0.3%
CPI over the last 12 months avg. 1.5%

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

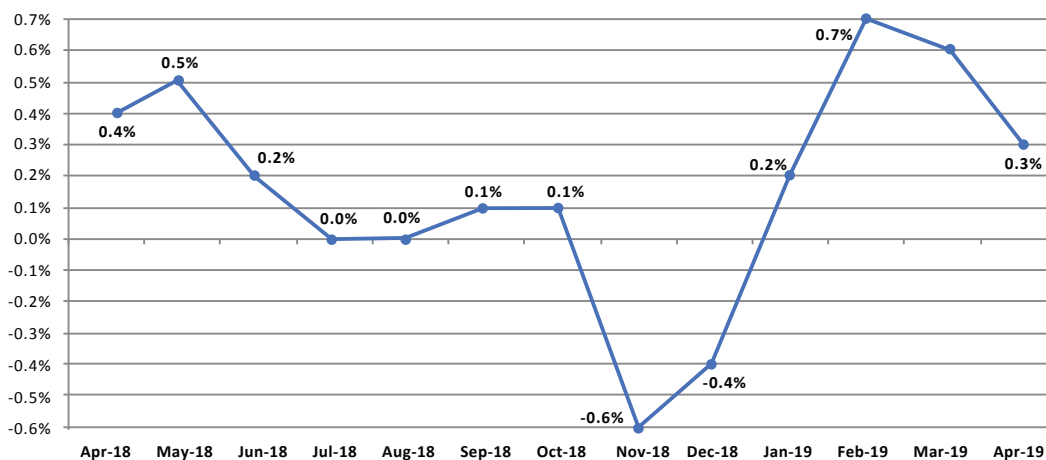
Cost of Living Index

2019 First Quarter Cost of Living Index

Dayton, Ohio.....	88.1	Denver, Colorado.....	110.9
Columbus, Ohio.....	92.9	Baltimore, Maryland	112.9
Richmond VA.....	93.2	Miami-Dade County, Florida	115.2
Raleigh, North Carolina	95.1	Chicago, Illinois	119.5
Cleveland, Ohio.....	96.1	Portland, Oregon.....	133.4
U.S. AVERAGE	100	San Francisco, California	197

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	Apr 2019	Apr 2018	12 Mos Change	YTD 2019	YTD 2018	YTD Change
Butler.....	0.75	\$3,895,196	\$3,837,734	1.50%	\$14,725,760	\$14,131,159	4.21%
Clark.....	1.5	\$2,262,398	\$2,073,581	9.11%	\$8,411,747	\$7,732,698	8.78%
Darke.....	1.5	\$716,461	\$739,314	-3.09%	\$2,831,512	\$2,828,434	0.11%
Greene.....	1	\$2,431,722	\$2,368,001	2.69%	\$9,223,721	\$8,991,312	2.58%
Miami.....	1.25	\$1,603,798	\$1,527,404	5.00%	\$6,076,480	\$6,019,828	0.94%
Montgomery.....	1.25	\$8,778,200	\$6,645,771	32.09%	\$32,347,936	\$25,680,621	25.96%
Preble.....	1.5	\$524,986	\$453,399	15.79%	\$1,933,014	\$1,801,083	7.33%
Warren.....	1.25	\$4,435,240	\$4,120,583	7.64%	\$17,660,468	\$15,299,987	15.43%
Region Total.....		\$24,648,002	\$21,765,787	13.24%	\$93,210,639	\$82,485,124	13.00%

Source: http://www.tax.ohio.gov/tax_analysis/tax_data_series/sales_and_use/publications_tds_sales/S1M0419.aspx

Residential Home Sales

	Apr '19	Apr '18	%Change	YTD '19	YTD '18	%Change
Number of Homes Sold	1457	1415	2.97%	4473	4473	0.00%
Total Home Sales (\$)	\$257,162,074	\$228,328,419	12.63%	\$729,666,487	\$689,272,372	5.86%
Average Sale Price (\$)	\$176,501	\$161,363	9.38%	\$163,127	\$154,096	5.86%

Source: Dayton Area Board of Realtors, Dayton Area Home Sales for March 2019

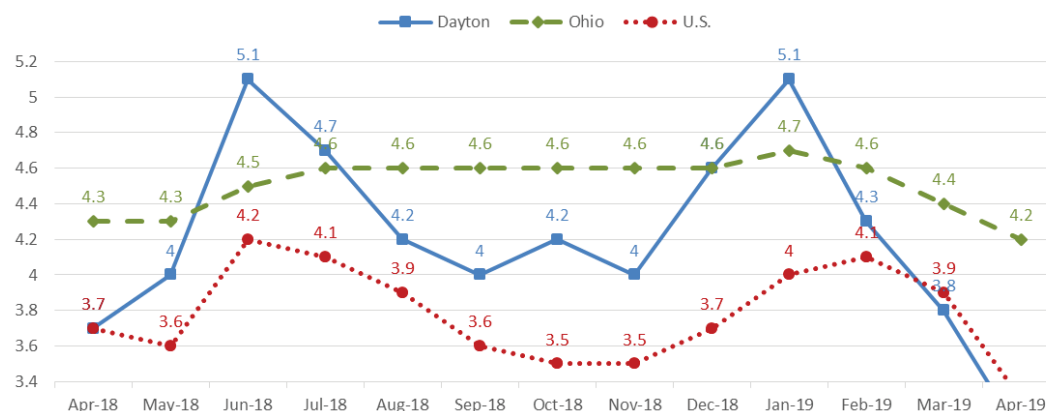
Regional Employment Trends

Dayton MSA	Apr-19	Mar-19	Apr-18	2019 Avg.	12-month change
Total nonfarm employment	391,400	388,000	390,500	387,875	900
Goods producing employment	56,900	56,400	56,900	56,350	1,500
Service-providing employment	334,500	331,600	335,100	331,525	-600

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

	Apr-19	Apr-18	12-month Avg.
Dayton MSA	3.1%	3.7%	4.2%
Ohio	4.2%	4.3%	4.5%
U.S.	3.3%	3.7%	3.8%



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

MEMBERS ON THE MOVE

Photos by: Sylvia Stahl

Dayton Regional STEM School

The Dayton Regional STEM School (1724 Woodman Drive, Kettering) hosted a ribbon cutting and grand opening on June 7, 2019, to celebrate its recent growth. The STEM School expanded its footprint by 30,000 square feet to include 5 new classrooms, a science laboratory, an assembly hall, a flexible learning lab, and more. The expansion is also the new home of the Air Force Research Laboratory's Gaming Research Integration for Learning Laboratory (GRILL), which inspires student interest in STEM through modeling and simulation software. This is the only AFRL installation in a public school in the nation, making this partnership and facility the first of its kind.



Fleet Graphics, Inc.

To celebrate its move from Dayton to Centerville, Fleet Graphics, Inc. hosted a ribbon cutting and open house on April 18, 2019. Established in the Dayton region in 1954, Fleet graphics moved from a 6,000 sq. foot facility on Smithville Road to a 10,000 sq. foot facility at 12701 Thomas Paine Pkwy. Fleet Graphics has adopted digital print technologies over the years and offers professional digital on-demand printing, binding, wide format graphics, prototype packaging and vehicle graphics.

The Grande Hall at Liberty Tower

Downtown Dayton's latest event space celebrated its opening with a ribbon cutting and Member Mingle event on June 6, 2019. The Grande Hall at Liberty Tower, 120 W. Second Street, underwent a remodel that turned the former bank into an art-deco event venue. The 22,000 sq. foot facility boasts a balcony, mezzanine, and a refurbished bank vault with seating and floors decked out with real pennies.



VOLUNTEERS OF THE QUARTER

Congratulations to our volunteers of the quarter for the 1st quarter of 2019.

Pictured (L-R): Alex Heckman, Dayton History; Gloria Ware, JumpStart; Missy Mae Walters, McAfee Heating & Air; Joe Jones, Incenta Rewards.

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



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THE PRESIDENTS CLUB OF DAYTON HONORS ROY CHEW WITH TOP VOLUNTEER AWARD

By: Holly Allen

The Presidents Club of Dayton has announced that Dr. Roy G. Chew is the 69th recipient of the region's 2019 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.

Roy Chew is the now retired president of Kettering Health Network and is a well-respected leader in the Dayton region. Dr. Chew began his career at Kettering Medical Center in 1976. He quickly rose through the ranks and took on the role of president of Grandview Medical Center, then later, Kettering Medical Center. During that time, Dr. Chew initiated the development of a Level II Trauma Center, a Level III Newborn Intensive Care Unit, a Neuro Rehabilitation and Balance Center, and a Service Line growth strategy. Dr. Chew also developed plans for a new Kettering Cancer Center across the street from Kettering Medical Center and helped to secure major gifts to support construction.

While Dr. Chew has left a lasting impression on Kettering Health Network, he has also given back to the Dayton community, never shying away from an opportunity to serve. He's held positions on the Workforce Policy Board for Montgomery County, the Oikos Community Development Corporation Board, the Grafton Hills Neighborhood Association and Dayton Art Institute Community Development Board, the Greater Dayton Area Hospital Association Board, the Dayton Area Chamber of Commerce Board, the Community Health Centers of Greater Dayton Board, the Miami Valley Council Boy Scouts of America Board, the Montgomery County Five-Year Financial Planning Committee and more. Dr. Chew has also been a long-time member of the Rotary Club of Dayton and Kettering Kiwanis, and is a Leadership Dayton alum.

Dr. Chew's passion is healthcare, and as such, he's devoted time and effort to non-profits working to raise awareness and research funds. Dr. Chew has held volunteer leadership positions for the American Heart Association's Heart Walk Campaign, the Walk to Cure Diabetes Campaign, and the Alzheimer's Walk Campaign. He's also served as chair for the United Way of the Greater Dayton Area's Healthcare Division.

Dr. Chew is also an active member of the Kettering Seventh Day Adventist Church, serving as Deacon for 15 years, and an Elder since 2005. He and his wife Shelley have two sons, Gregory and Alexander, and three grandchildren.

The Presidents Club of Dayton is honored to recognize Dr. Roy Chew at its annual luncheon event on Thursday, October 3, 2019 at the Dayton Convention Center from 10:30 a.m. to 1:15 p.m. Sponsorships and tables are available to honor Dr. Chew by contacting Marcia Bostick at 937-226-8225 or emailing at mbostick@dacc.org. The proceeds from this event go toward sustaining The Presidents Club scholarships at Sinclair Community College for active student volunteer leaders in our community.



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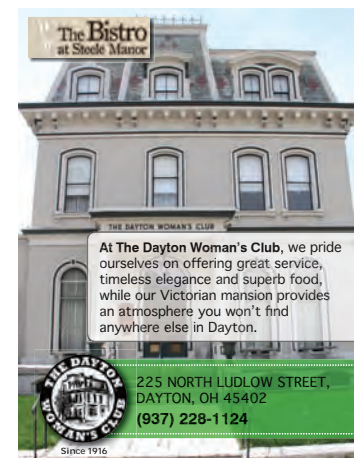
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Photos by: Leah Kelley



ANNUAL MEETING

113TH ANNUAL MEMBERSHIP MEETING

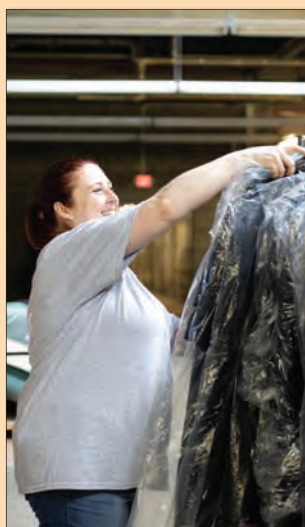
More than 500 guests attended the Dayton Area Chamber of Commerce's 113th Annual Meeting on April 16, 2019 at Sinclair Conference Center, celebrating the organization's successes in 2018, and much excitement yet to come. Award recipients: KeyBank, John H. Patterson Corporate Partner Award; ADAMHS, Jonathan Dayton Public Partner Award; Antoinette Hampton, United Way of the Greater Dayton Area, Jack Moore Ambassador of the Year; Kenya Taylor, KeyBank, Volunteer of the Year; GlobalFlyte, Soin Award for Innovation; Fifth Third Bank, Premier Health Diversity & Inclusion Award.



GEN D DAY

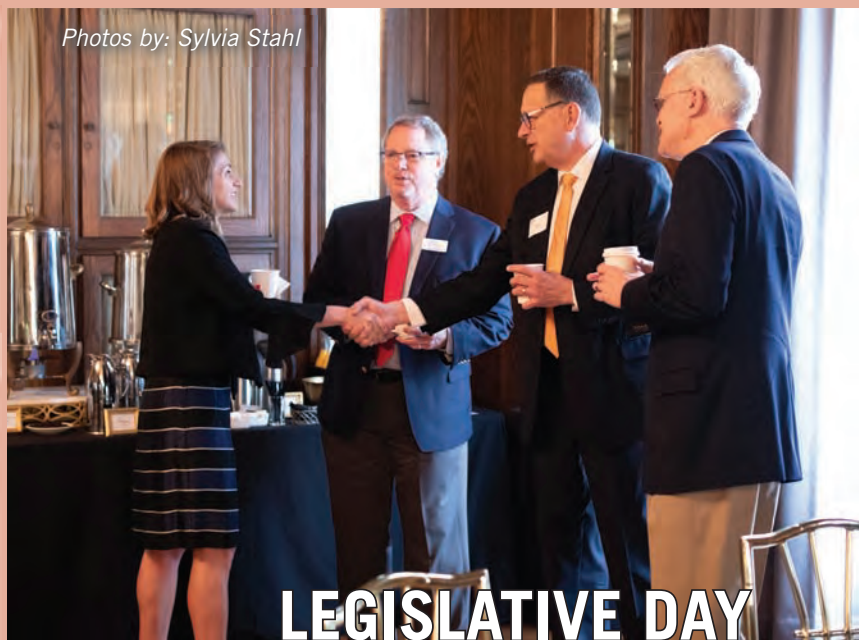
GENERATION DAYTON DAY

Known as the Dayton region's largest service outing for young professionals, the 13th Annual Generation Dayton Day sent more than 100 young professionals into the Dayton region to give back to the community on May 3, 2019. This year, the day of service focused on the skills gap, and provided volunteer service to several area nonprofits, including Artemis Center for Alternatives to Domestic Violence, Big Brothers Big Sisters of the Greater Miami Valley, Catholic Social Services of the Miami Valley, Clothes that Work!, Daybreak Inc., Dayton Metro Library, East End Community Services, Goodwill Easter Seals Miami Valley, St. Vincent DePaul Society-Dayton District, United Rehabilitation Services, YWCA Dayton, and more.





Photos by: Sylvia Stahl



LEGISLATIVE DAY

LEGISLATIVE DAY IN COLUMBUS

Nearly 150 Dayton area business leaders traveled to Columbus for the chamber's annual Legislative Day, an in-depth policy and government affairs experience on April 30, 2019. This year's event featured a panel on the impact of women in public policy, networking with the Dayton area's elected delegation and keynote speaker, Governor Mike DeWine.



Photos by: Sylvia Stahl



LEADERSHIP DAYTON GRADUATION

LEADERSHIP DAYTON CLASS OF 2019 GRADUATION

Wrapping up their 10 month experience with Leadership Dayton, the nearly 50 members of the Class of 2019 celebrated its graduation with a ceremony at NCR Country club on June 5, 2019. See page 30 of this issue of Focus on Business to learn more about this year's class project.



TOLEDO EXCHANGE



How do we constantly improve the way we serve you, our members? We share ideas. This summer, some of our diversity & inclusion team members met with chamber, business, and government leaders from Toledo to learn from one another. Chamber staff highlighted DACC's work in the Minority Business Partnership, Pathways, ESP, best practice recognition, collaboration and more. Read more about some of these initiatives on pages 16-18 in this issue of Focus on Business.

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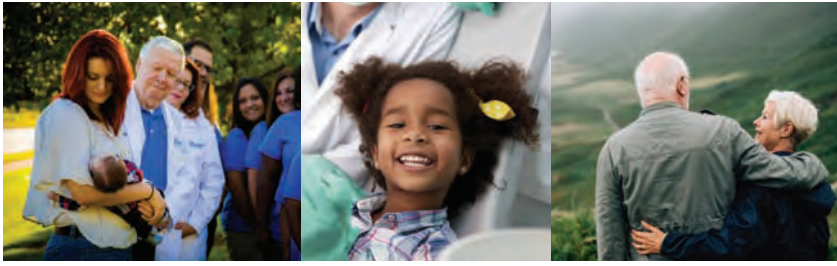
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LEADERSHIP DAYTON PROJECT BUILDS BRIGHTER FUTURES

By: Brittany Healea, Class Representative, Leadership Dayton Class of 2019



The Leadership Dayton experience immersed the class of 2019 in areas of both community pride and need, and offered opportunities to give back in new ways. After learning about the Montgomery County Juvenile Courts and its important work through Leadership Dayton's Justice Day, the class agreed to combine its ideas and talents into a project that served our community's kids in our justice system.

The Nicholas Residential Treatment Center (NRTC) was chosen as the perfect partner organization. It's an inpatient treatment center operated by Montgomery County and is home to a group of boys aged 11-17 who need substance and behavioral health treatment. Most of the class had never heard of it before the Leadership Dayton experience.

The class seized the opportunity to work with NRTC's students in a variety of ways - career exploration and mentoring, hands-on learning through gardening, and a cemetery clean-up community service project. The following is an overview of the many facets of the Leadership Dayton Class of 2019 year-end project:

CAREER EXPLORATION

Leadership Dayton class members shared their personal experience with education, industries, and overall work ethic with the students at NRTC. Next, the students participated in "speed networking" style meetings to share their own interests and ask questions about careers. Finally, a representative from Montgomery County Youth Career Services shared job placement, skills training, and workforce development opportunities available through Montgomery County, connecting the students tangibly to work opportunities.

LEARNING THROUGH GARDENING

Class members developed project-based, hands-on learning opportunities for the NRTC students through gardening. It began with a garden planning and design lesson which incorporated art, research skills, and math. The students planned and drew a personal garden considering plant selection and spacing, and then calculated the lumber needed to construct their garden plan.

In the second lesson, students learned how to read and understand seed packets, the conditions needed to start seeds, and planted their own seeds to care for and grow. Some of the students were even able to take a field trip to Stockslager's Garden Center for a tour from the owner, learning about the center and jobs in that industry. While there, they selected plants for the garden in addition to the seeds they started.

For the project capstone, Leadership Dayton class members mentored the students as they constructed two



mobile raised bed garden planters, using carpentry skills and tools and teamwork. The new beds, on casters, can move with the students to their new facility this summer. Overall, this project taught a myriad of educational objectives while providing jobs skills and mentoring.

CLEANUP AT NEW GREENCASTLE CEMETERY

For the final piece of the class project, class members and the NRTC students and staff teamed up with community members to execute a community service project through Rebuilding Together Dayton. In advance of the service day, students from NRTC researched seven soldiers killed in action and interred at New Greencastle. The students located and cleaned the monuments of soldiers at the cemetery and joined in cleaning the rest of the cemetery. Leadership Dayton, NRTC, Rebuilding Together Dayton, the UD Football team, Concerned Citizens of Greencastle, and the city of Dayton joined together for a wonderful and rewarding service day cleaning, mowing, and trimming this 10-acre cemetery.

LASTING LESSONS THROUGH MENTORING

Mentoring was at the heart of every Leadership Dayton activity at NRTC. Class members shared information about their jobs and described what skills and school subjects their jobs required. The Leadership Dayton class taught 4-5 hours of STEM classroom lessons to the students of NRTC through hands-on, project-based activities, aligned with state education standards. They also worked side-by-side with the students to make a tangible difference in the community at New Greencastle Cemetery.

Overall, the Leadership Dayton class impacted 16 at-risk NRTC students, and the students left a lasting impact on class members.

The staff at NRTC shared the following feedback after the career exploration event, "You all were able to engage our boys for over two hours when at times 20 minutes is too long for them! I truly believe they heard your message."

Our Leadership Dayton project exceeded our every expectation, leaving a lasting impact on the kids, staff and our class alike. We felt empowered to bring our resources, network and talents to a few of the kids served by the Montgomery County Juvenile Courts.





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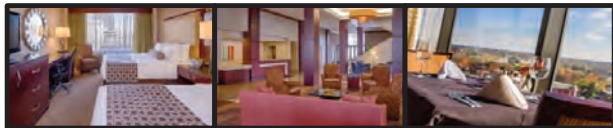
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WHO'S SUPPLYING YOUR NATURAL GAS? IF YOU DON'T KNOW, YOU COULD BE LEAVING SAVINGS ON THE TABLE

By: Holly Allen

Fluctuating energy costs can wreck a small business's budget. In fact, according to the National Federation of Independent Business's Energy Consumption poll, energy costs are one of the top three business expenses for 35% of small businesses. The good news is, a little homework could save you big money.

To start - do you know who supplies your natural gas? If you answered Vectren, you need to take a deeper look.

Vectren is a great Dayton Area Chamber member business, and a reliable energy delivery company, but it's not in the business of supplying natural gas. In fact, Vectren stopped supplying gas in 2008. Vectren delivers natural gas. When it comes to who's supplying your gas, you have options.



ANSWERING THE SUPPLIER QUESTION

If you're not sure who supplies your business's natural gas, take a look at your gas bill. Your supplier is listed under the "Gas Supplier Detail" heading. But knowing who supplies your gas isn't enough. If the words "Standard Choice Offer" are printed above the name of your gas supplier on the bill, you are being served by that supplier at a variable rate based on the month-end market price of natural gas listed by the New York Mercantile Exchange (NYMEX) – plus a fixed adder that is set annually in April through an auction process.

Each year, Vectren conducts an auction to determine that year's natural gas suppliers. All customers who have not chosen a gas supplier are then served by one of those third parties. This means the customer's natural gas bill will fluctuate with the price of natural gas on the open market. And each year, if you haven't chosen a supplier, you'll find yourself being served by one of the annual Standard Choice Offer suppliers who has won a place in the supplier auction.

HOW TO TAKE CONTROL OF YOUR GAS SUPPLY

According to Vectren, the cost of natural gas typically makes up more than half your monthly bill. Choosing a supplier and taking advantage of the programs they have to offer could result in savings.

Dayton Area Chamber member businesses have access to more possible savings. Through chamber partner IGS Energy, member businesses can control costs through fixed price, straight variable or the Active Commodity Allocation Program (ACAP). The ACAP is a blend of the fixed price and variable concepts. It allows smaller users to procure energy in the same way a large industrial customer would. IGS's team watches the market for you, and buys when gas prices are low, both keeping costs down and mitigating market risks.

MAKE A SUPPLIER CHOICE

As a chamber member business, don't miss out on your chance to have a free cost estimate. Contact Reggie Franklin, IGS Energy, at 937-972-0382 or rfranklin@igsenergy.com to learn more. You can also learn more or contact Reggie via the contact form at DaytonChamber.org/MemberBenefits/IGS-Energy.



TAKE CHARGE OF YOUR HEALTH. YOUR BODY WILL THANK YOU.

Ninety percent of people want to better understand and engage in the management of their health care.¹ And when given an incentive, employee engagement is two to four times higher in health assessments, biometric screenings, and health coaching.²

That's where consumer-driven health plans (CDHPs) come in. They're loaded with tools to help your employees know what their treatment options are, find out how much medical services will cost, and locate high-quality, affordable care. And they can include incentives to encourage your employees to strive for a healthier lifestyle. All you have to do is head to Anthem.com, or the Anthem mobile app. Anthem Blue Cross Blue Shield is the only health insurance provider endorsed by the Dayton Area Chamber of Commerce.

5 ANTHEM HEALTHCARE TOOLS YOU AND YOUR EMPLOYEES SHOULD BE USING:

- 1. Find a Doctor.** Employees can search for doctors, specialists, hospitals and other health care providers in their plan and close to where they live or work. They can get turn-by-turn directions and save their search results. When they need care right away, your employees can use the mobile app to find nearby urgent care centers.
- 2. Estimate Your Cost.** Before getting care, your employees can compare what local providers charge for more than 400 procedures. They also can see quality measures, such as how many times a provider has performed a certain procedure.
- 3. Quality of care ratings and reviews.** To help employees find the doctor who's right for them, we include ratings and reviews on our website. They can see ratings and comments from other members who have seen a certain provider. Members rate a provider on qualities such as communication, appointment experience, and availability.
- 4. Manage prescription benefits.** Your employees can find lower-cost options for a drug, refill a prescription, find a pharmacy in their plan, and switch a medication to the home delivery pharmacy.
- 5. Blue Distinction.** For complex, high-cost specialty areas of care, employees can look for the Blue Distinction designation, which recognizes providers that deliver high-quality care.

HOW YOU CAN USE INCENTIVES TO PROMOTE HEALTHY BEHAVIORS

A little motivation can help your employees get their health on the right path and help lower your business's healthcare-related costs. With a CDHP, you can offer things like gift cards or cash deposited into your employees' bank account for using or completing health and wellness programs like:

- The Future Moms program for employees who are having a baby.
- ConditionCare for those who have certain chronic conditions.
- The Online Wellness Toolkit for employees who want to improve their total well-being.

Contact your broker or Anthem sales representative for more details.

1. Alegeus, 2017 Alegeus Healthcare State of Denial.
2. This feature may not be available for all members at this time, depending on the product offering.





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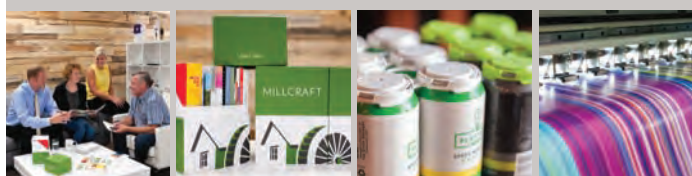
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