The Technology First Leadership awards were created in 2013 to acknowledge the contribution of information technology professionals ensuring a vibrant Dayton community. Eligible nominees could be individuals or teams exemplifying Technology First’s mission which is to create a community to share knowledge, learn new skills, grow business, and explore the future.

On Thursday, May 14th at the Flight Deck at the University of Dayton Arena, Technology First hosted a celebration of those nominees’ contributions with their second Leadership Awards event. The night came together with a lot of excitement with over 125 professionals attending including the who’s who of the Dayton IT Community.

Upon guests’ arrival, the networking hour included appetizers, cocktails, and lots of speculation on who would win. Larry Hansgen, Sports Director for WHIO Radio acted as emcee for the evening and kicked off the announcement of the winners. The nominees for each category were introduced through a short video featuring responses to questions asked about aspects of their project and the intent of the awards. The sponsor of each category then announced and congratulated the winner. They included:

- Emerging Technology Team winner, Clark State Community College was announced by Patricia Good, McGladrey
- Outstanding Technology Team winner, Hobart Service was announced by Mark Romito, ATT
- Academic Innovative Technology Team winner, University of Dayton Information Technologies was announced by Barbara Hayde, the Entrepreneur’s Center
- Enterprise Innovative Technology Team winner, Midmark was announced by Barbara Hayde, the Entrepreneur’s Center
- Best IT Services Company winner, Mafazo: Digital Solutions was announced by last year’s winner Jeff Van Fleet, Lighthouse Technologies
- IT Executive of the Year winner, Mark Human was announced by Chris Staggs, IO.

The Technology Leadership Awards provide an opportunity for the community to come together to celebrate moving Dayton forward by taking an evening to recognize the hard work and talented professionals working to ensure a vibrant Dayton region.

Sincere thanks to all of those making this night possible including nominees, sponsors, judges and professionals attending the event.
Leadership Award Nominees

Emerging Technology Team
- University of Dayton MIS
- University of Dayton MIS
- University of Dayton MIS
- Clark State Community College

Outstanding Team
- Midmark
- Montgomery County
- Hobart Service
- Teradata
- Community Blood Center/Community Tissue Services

Innovative Technology Team
- Montgomery County Data Processing
- McGladrey
- Perry ProTech
- University of Dayton (UDit)
- Midmark

Best IT Services Company
- Mafazo: Digital Solutions
- CDO Technologies
- Netgain Information Systems

Outstanding IT Executive
- Mark Human ............ Booz Allen Hamilton
- Matt Franz ............. Clark State Community College
- Tom Skill ............... University of Dayton
- Bryan Hogan ............ AfidenceIT
- Diana Tullio ............ Standard Register
- Dave Rotman ............ Cedarville University
- James Alford ............ Montgomery County
- Monique McGlinch ........ Midmark

The Judges

The winners were decided by judges who were selected by members of the planning committee. The judges spent many hours reviewing the nominees’ responses and deliberating over the winners and included:

Colleen Ryan, President of Vectren Energy Delivery of Ohio and the former Commander for the 88th Air Base Wing at WPAFB.

Jeff Noffsinger, CIO at Archway Marketing Services and the former CIO for WorkflowOne.

Allan McLaughlin, Co-Founder of Stellar Teams and former Senior Vice President for LexisNexis and a big supporter of Technology First.

Lighthouse Technologies served as the title sponsor. Jeff Van Fleet of Lighthouse is pictured at right.
Technology First Leadership Award Winners

**Emerging Technology Team**

*Clark State Community College*

From left to right: Patricia Good, McGladrey; Dan Heighton, Clark State Community College; Cathy Balas, Clark State Community College; William Johnson (student) Clark State Community College; Keith Carrier (student) Clark State Community College; Deanne Otto, Riverside Research

**Outstanding IT Executive**

*Mark Human, Booz Allen Hamilton*

Left to Right: Chris Staggs, IO; Mark Human, Booz Allen Hamilton

**Best IT Services**

*Mafazo: Digital Solutions*

Left to Right: Jeff Van Fleet, Lighthouse Technologies; Max Aulakh, Mafazo: Digital Solutions

**Outstanding Team**

*Hobart Service*

From left to right: Mark Romito, AT&T; Geoff Ludwig; Jon Scruggs; Timothy Henning; Daniel George; Darryl Wilburn; John Huelsman
**Enterprise Innovative Technology Team**

**Midmark**

By:

Describe the endeavor (product / service) that was undertaken — what was done and for what purpose?

To begin, we will look at our marketing automation tool. After investigating available options, we landed on Salesforce Pardot, which allows us to capture our customers’ engagement on our digital platforms, and send automated messaging to them based on those actions. Pardot also has allowed us to take a better look at our email messages and improve the design, layout and effectiveness of our email marketing. Since launching the tool, we’ve been able to utilize dynamic content as part of our lead nurturing. Also, when a customer completes a lead form on our website, our Content Management System (CMS) automatically pulls data from the page and submits the data to a form handler in Pardot. We customize the communication customers receive based upon what page they were at on the site when they submitted the form, making the content more relevant to the reader without them having to provide the information manually.

Another major project for us in the past year was a CMS platform change. We migrated three of our customer-facing websites — midmark.com, midmarkanimalhealth.com and midmarkclinicalolutions.com — from SharePoint® to a multisite instance of Sitefinity. This migration has afforded us a number of benefits including: multilingual and multiregional presence, common website platform, support for additional browsers, automated integration with Pardot & Oracle OnDemand (CRM), and responsive design capabilities. Additionally, during this project we overhauled our technical library. The new Technical Library fits with the branding of the rest of the site and includes consistent navigation — something that was previously lacking.

Midmark Medical launched a new line of casework in Q4 of 2014. The digital team was instrumental in providing marketing and sales support for the product launch. There were three main elements that the digital teams created to support the launch, including a digital catalog, design tool and interactive landing page.

The new casework line features thousands of potential cabinet options. Historically, Midmark would create a printed and bound catalog with product specs and details on all the options available (panel style, handle style, etc.) When the product launch team discussed a catalog option, a printed version started to look like a very overwhelming option both to create and also for our customers to use. The digital team proposed an electronic catalog solution that showcases the vast array of options available in a very easy to navigate way, complete with filters and search capabilities. (http://www.midmark.com/products/medical/casework-catalog)

One question continued to come up in conversations: How are our customers going to visualize their options, let alone try to see what it might look like in an exam or procedure room in their office? To solve this problem, our digital team developed
a design tool which allows the customer to walk through a three step process to design what an exam space could look like by choosing their colors, panel styles, handle styles, upholstery, wall and floor colors, and more. The finished product is a customized room that they can print, email or share socially. Please take a moment and design your dream exam room. (http://apps.midmark.com/midmark-medical-design-tool/) A similar tool was also developed to support a casework launch for our dental division. You will notice consistency in the navigation, customer flow path and overall design. This aligns with our overall corporate goal to be "one" Midmark. We launched the tool at our largest trade show and received 140 leads from one PR publication alone. Feel free to design your dream dental room, too! (http://apps.midmark.com/dental-color-selector/)

Lastly, to support the Medical casework launch, the team developed an interactive landing page. The purpose of the landing page is to educate our audience on the new line of casework, illustrating to the customer that it’s more than just a product. We developed two new video widgets as part of the project, the first of which is at the top of the landing page. When clicked on, it expands down and plays an overview video of the product. The second widget developed is a video slider where we showcase seven additional videos that touch on other key features and benefits of the new line. Please take a peek and explore our Synthesis™ casework line. http://www.midmark.com/synthesis

Describe the results and how they deserve the recognition as being Innovative.

Since last summer, our efforts have generated over 14,000 leads and 4,100 lead conversions in the same time period. We’re continuing to work on refining our lead generation process with new scoring and grading options to further nurture customers in the buying cycle. By creating and utilizing dynamic content, we have cut down the need to create unique emails and email templates by approximately 70%. This improvement has allowed our digital design resources to focus more on creating content that connects with our customers and drives conversions. Additionally, we’ve run A/B testing to improve open and click through rates. In some cases our email subject line testing has improved open rates by 150–200%.

With approximately 17% of our traffic coming from mobile devices, we were missing a large audience prior to our responsive design implementation. Of the 3,500 indexed pages, we have approximately 0.009% device display issues today resulting in a much better customer experience. From a user experience standpoint, our technical library has seen significant improvements as well. The redesign of the technical library decreased the homepage bounce rate from mobile device sessions from 51% to 14%!

Explain why this undertaking is worthy of recognition such as team collaboration or challenges overcome?

Midmark Corporation is excited to be celebrating our 100th year of business. Through our rich history, we’ve reflected on all of the successes and innovations that have allowed us to get to where we are today. However, we are at the beginning of our digital marketing journey. The digital team was established less than five years ago. During that time, the combined teams of eMarketing and Web Development have been leading a significant transformation at Midmark — taking it from a very traditional-style organization with minimal or no digital efforts to a digital thinking company.

Within the last year, we’ve seen the most progress toward our goal to be digital innovators in our industry. Our three business units — Medical, Dental and Animal Health — have seen the value in what our teams can offer and have started to bring us in on strategy development so we can proactively assist in sculpting the future.
Describe the endeavor (product / service) that was undertaken — what was done and for what purpose?

Hobart Service, a division of ITW Food Equipment Group (ITWFEG), services, maintains, repairs, and installs commercial food equipment nationwide. Their competitive advantage is their factory-trained technicians from company owned brands such as Hobart, Baxter, Traulsen, Vulcan, and Berkel.

Hobart Service IT was tasked with improving productivity through technology while also reducing total cost of ownership on capital investments. In order to do this, it was imperative that the IT team was all speaking the same language. To accomplish that, all team members and their direct reports obtained ITIL Foundation certification. Armed with a common lexicon, the team accomplished two major initiatives. It is important to note that these initiatives were all accomplished without the help of consulting services.

1. **Office 365** — ITWFEG is currently implementing Microsoft Dynamics CRM across all divisions, which requires Office 365 as an underlying technology. In addition, Hobart Service’s email and collaboration environment was past due for a hardware and software refresh. The scope of this project involved implementing and combining a solution for multiple divisions (with multiple disparate IT systems) into one Office 365 tenant.

2. **Ruggedized Laptop Analysis and Selection** — Two team members earned degrees by coordinating and completing a Master’s Degree capstone project at Wright State University. This project analyzed usage patterns and failure rates for the company’s 1000+ technician laptops to determine the appropriate level of capital investment in a refresh of ruggedized laptops.

Describe the results and how efficiency, productivity or performance was improved.

1. **Office 365** — In addition to paving the way for Dynamics CRM, Hobart Service was able to increase the amount of storage space available for email by a factor of 50. Chat functionality was implemented allowing all ITW Food Equipment Group employees to collaborate via chat across divisions. This functionality was not available previously. The 5 year cost savings of this project amounted to $500,000, or 40% as compared to a traditional on-premise capital investment.

2. **Ruggedized Laptop Analysis and Selection** — As a result of the analysis and resulting laptop selection, failure rates dropped 130%, saving an estimated 10,000 productivity hours per year. The overall savings on this project was $2,000,000 over a 5 year period, one of the highest ROI’s generated from a team of WSU IS Master’s students. Several improvements were made in the laptop deployment and imaging process, resulting in the capability to rapidly respond to OS and software deployment requests. This resulted in additional savings of approximately 2,000 hours per year.

Explain why this undertaking is worthy of recognition such as team collaboration or challenges overcome?

1. **Office 365** — Implementing Office 365 necessitated coordinating the involvement of multiple IT staffs from separate ITWFEG divisions. Hobart Service quickly became the subject matter expert for Office 365 and is actively coordinating globally with ITWFEG divisions on migrating and combining separate email and collaborative systems. As stated before, the entire implementation was performed without the assistance of a 3rd party consulting partner, resulting in significant savings in switching costs.

2. **Ruggedized Laptop Analysis and Selection** — The proposed solution of a fully ruggedized laptop was financially unattractive due to the initial up-front cost, nearly double that of the alternative. Over a period of multiple years, it was necessary for the project team to collect, analyze, and present the appropriate data proving the over-time savings. The team received overwhelmingly positive feedback from management after each phase of refresh.

Explain why this company is worthy of recognition for ensuring a vibrant Dayton community?

The Hobart brand has been involved in the Dayton community for over 100 years. Not only does Hobart employ numerous graduates of Wright State, University of Dayton, Sinclair, and other Dayton area colleges and universities, Hobart / ITWFEG is an active community outreach participant. From initiatives such as the Hobart Community Kitchen, to United Way, to Relay for Life, community involvement is an inseparable piece of company culture. Hobart Service IT specifically is active within Technology First, facilitating several CIO Council discussions, hosting Infrastructure Forum events, and involving team members in Taste of IT and OISC conferences.
LEADERSHIP AWARDS (CONT.)

Academic Innovation Technology Team Winner:

University of Dayton Information Technologies UDit

Describe the endeavor (product / service) that was undertaken — what was done and for what purpose?

The University of Dayton has had several disjointed attempts at mobile apps over the past few years through contracting with external vendors, but none took a comprehensive look from the student needs perspective. This team was tasked with providing a comprehensive mobile app focusing on students, while allowing others to utilize key features, and leaving the footprint for adding faculty, staff, alumni, and other stakeholder features in future releases. This team took a platform available from our ERP vendor and innovatively turned it into a unique mobile app for UD. They performed all the app development work, learning the mobile server, iOS, and Android platforms, to provide the University of Dayton with its first truly integrated Enterprise mobile app. They took the vendor source code for a turnkey app and totally re-invented the user experience with features that draw students back to using the app on a daily basis.

Describe the results and how they deserve the recognition as being innovative.

This team turned the home screen for the app into a social media managed stream of Instagram, Twitter, and other social media feeds that highlight what current students, faculty, and staff are posting about UD. This is unique from any other university’s mobile app and has been credited with bringing back our users on a regular basis. The users are providing the content and therefore are interested in seeing what others in the community are posting. The team also included a very nice, and always important to our users, weather feed. They also added an iOS 7 look and feel to the baseline vendor code for features that allow students and faculty to check courses, grades, and access the mobile version of our e-Learning tool. The app also includes phone and location contacts for campus offices and services, an on-line campus directory of faculty, staff, and students, and access to a map of campus buildings with locations and directions. In addition, they developed access to the University calendar, news, athletics mobile site, and dining services menus. The team included access to allow users to stream Flyer Radio (UD’s on campus radio station) and allow managers of the app to send push notifications, which was the first alert for many to our recent weather delay. Finally, they added links to other UD apps (e.g., Dayton Magazine) and a feedback screen for users to provide feedback and ideas for future releases.

Explain why this undertaking is worthy of recognition such as team collaboration or challenges overcome?

This team took a very high level set of requirements and were able to produce a product that has far exceeded expectations. The team collaboratively worked with functional users through prototyping and testing to determine the functionality that went into the product. Many of the nice features (e.g., Flyer Radio streaming) were ideas of the development team. The team’s approach and flexibility led to great collaboration and an even better product. Their dedication and innovative approach to providing users with fantastic functionality and current content that makes them come back daily is a tremendous testimonial to their gifts to the University of Dayton.

Explain why this company is worthy of recognition for ensuring a vibrant Dayton community?

The new UD mobile app is not just available to students or UD staff. Anyone can download the app from the Apple App Store or the Google Store (for Android) and use many of the features to keep up with campus activities and news. The team is currently working on new features, such as TV listings for our campus cable programming. The app has been downloaded by over 5,990 people to date without a true marketing campaign which will come later this year.
LEADERSHIP AWARDS (CONT.)

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Many organizations implement, or consider implementing, SharePoint solutions to automate processes, make current information more available to employees and improve document control. Unfortunately, many companies implement a tool with few guidelines for how content is to be managed and shared. Without effective governance, these organizations do not maximize their platform with appropriate organization and rules, which ultimately leads to noncompliance, low user adoption and dissatisfaction.

The battle with unstructured content is a constant for some businesses, leading to confusion, incorrect document usage and poor user adoption. The problem becomes more evident when organizations are considering implementing a new version of SharePoint or seeking to optimize an existing instance of SharePoint by redefining content areas or workflow. Those situations are comparable to moving into a new home and deciding what items to keep and which to dispose of.

During implementation, almost every organization develops policies and practices in an attempt to govern SharePoint usage, but they often do not have the monitoring controls and oversight required to ensure adherence. Establishing how information is managed is a complex process. For example, depending on business needs, policies can either reside within the affected business unit’s repository or in the compliance area of the site.

In other cases, inconsistent policies and processes present significant challenges to SharePoint governance efforts. Navigation and structure should be similar across business units, sections and portals, but variances in these elements are a common issue that result in confusion. Within organizations governed by regulatory or compliance requirements, we find that a portion of their documents are very well structured, but other, more general information is not as disciplined without rules to guide them.

Without an effective SharePoint governance plan, your organization is left vulnerable in many areas, especially with security and user access. Employees may have access to information they should not view, while others may not have enough access to what they need. Without the right level of attention, you may not be leveraging the depth of workflow and process automation capabilities for your content.

SharePoint should be a go-to location for employees for current and relevant data and information. Without the right oversight and a well-designed plan, your project can begin to miss the mark quickly and lose steam. We often see a lot of excitement from the business users during the planning process, but if the execution is not structured or well thought out, the excitement will most definitely lead to frustration.

If user adoption and usage are low or declining, that is a direct message that issues exist. If employees start to abandon SharePoint and return to manual or outdated processes or provision their own solutions using external, consumer-grade collaboration tools, the danger of using or distributing the wrong information becomes much higher. You may also hear user complaints about not having the right access or locating information.

To address these concerns, organizations must establish a governing body to dictate how information is stored and develop an overall governance strategy. A steering committee or group of key stakeholders can define processes and rules to manage content and create an environment for employees to more effectively search, retrieve and utilize information.

This steering committee should be a representation of all departments or functional areas within the organization. Many times it is assumed that information technology or compliance should dictate and preside over the plan; however, the business needs to work together to make it happen. A thorough SharePoint governance plan should start with a few key questions:

- Who has the ability to change the way the application is structured?
- What is the change process?
- What are the rules for publishing, changing and approving policies?
- Where should information live, how is it managed and how should it be approved through the platform?

There is a misconception that governance should only focus on security and user access; those certainly are key elements, but it is also about how content is structured, how workflow is automated and how the organization can more efficiently manage content and collaborate. The steering committee or stakeholder body can align SharePoint processes with business objectives and develop an appropriate structure and rule base to establish a consistent platform.

(continued on page 11)
Having a very solid governance plan integrates consistency for employees to find what they need and better manage their work. Unfortunately, the positives of being able to tailor and customize SharePoint to your needs can also be negatives without steadfast rules and a consistent plan across the organization.

With line-of-business applications like enterprise resource planning systems, transactions are posted and data is managed a specific way. Conversely, SharePoint presents many choices and possibilities. The good news is that when you have a consistent governance plan in place, the platform becomes much more productive. However, when you don’t take the time to establish and enforce it, issues arise quickly and employees become frustrated with the solutions.

Wherever you are with your SharePoint deployment, if you have an older solution, or you are implementing a new platform, a cohesive and comprehensive governance process is the main factor in ensuring your success. The importance of paying close attention to how information is managed and establishing a steering committee or stakeholder group to make key decisions and develop guidelines cannot be underestimated.

If you are struggling with SharePoint processes or are unsure about the effectiveness of your platform, it is often helpful to undergo a governance review process to help establish rules and realign content. It is never too late to evaluate where you are, determine where you need to be and develop a plan with consistent oversight to ensure a successful SharePoint experience.
Surviving a Software Audit

If you receive an audit letter or email from Microsoft, you are not alone. At present, approximately 10% of my company’s clients have gone through this process this year. An estimated 60% of mid-sized companies are targeted for audit. During this process, Microsoft in essence wants to take a look at what you are using, what licensing you have paid for and to match those together. This is often a voluntary audit process called Software Asset Management, or SAM, previously known as Microsoft’s Software Audit. An involuntary audit is the Legal Contract and Compliance Audit, or LCC. This step is only administered when Microsoft believes that a serious licensing infraction has taken place and is often costly and time consuming. It may also be issued when a company ignores or refuses to undergo a SAM engagement.

According to Microsoft, audits aren’t being done just to find pirated software or non-compliance, but additionally they are finding that almost 30% of their clients are overpaying for licenses that go unused. Clients may purchase software that is never used or find that they do not have as many users as they thought. Or you may have purchased software that was also included in a bundle. But, users that have underpaid will be expected to become compliant. This is not just a Microsoft thing, all software publishers have the right and responsibility to enforce their intellectual property rights. When you purchase software, you enter into a contractual obligation to abide by their rules and agree to their right of audit. The top five vendors requesting audits at present are Microsoft, McAfee, Attachmate, VMware and Symantec. Larger companies can expect audits from software giants such as SAP and Oracle.

Choosing to ignore the request to complete Microsoft’s voluntary self-audit questionnaire will set into motion a three stage process leading up to possible prosecution by the software vendor funded Business Software Alliance (BSA). When you receive your audit letter or email, you have two weeks to return the completed questionnaire. You’ll need to possess the appropriate license for your usage and to be able to show your audit trail. Three key areas ensure that you are properly compliant:

1. Accounting of your current license entitlements (what do you own)
2. Accurate reporting of usage (what is actually deployed)
3. Complete assignment of your license entitlements to real deployments

If you are out of compliance, you’ll be expected to pay for additional license, sometimes at retail pricing. Non-compliant companies may also encounter fines, penalties and even criminal prosecution for the most serious cases. Audits will be increasing as we move forward and you are wise to establish an asset management process to stay on top of licensing requirements.

- Keep all updated licensing information in a central location so it’s easily accessible
- Create a software and hardware map (database, diagram or spreadsheet) that details where software is installed on computers
- Adopt a regular inventory schedule to keep track of new software or license acquisitions
- Consider investing in Microsoft’s volume licensing programs

Here are some common issues that you’ll want to understand and avoid:

- Not understanding the contractual obligations
- Not understanding User versus Device licensing. Some Microsoft products (Windows, Office, Project, Visio etc.) are licensed by device, not by user unless you have licensed these through an online subscription
- Not understanding the difference between downgrade rights or cross edition rights. For example, Office Professional Plus includes downgrade rights to earlier versions but does not include cross-edition rights to products such as Office Standard
- Not understanding restrictions on reassignment of licenses and this may surface as a problem with server virtualization if you are using tools that move between hosts

Microsoft offers a tool to help you understand and evaluate the best way to license CALs (Client Access License) at this link: http://www.microsoft.com/licensing/CalTool/

Another helpful link is to the SAM resource page: http://www.microsoft.com/sam/en/us/resources.aspx

Engage a Professional

An audit can be disruptive, painful and very time consuming. Consider that you’ll need to come up with real numbers for every operating system, every Office suite, every SQL Server, every remote desktop service. If your environment includes thin clients, it’s difficult to complete a network scan to know who has access to what software. It’s best to engage a partner who can help you navigate through a highly-complex licensing scheme. The partner will help reduce the drain on your internal resources and help you negotiate with Microsoft to complete your audit and compliance. Your partner can request distribution purchases with your permission and compare to your questionnaire results to make sure you have paid for every software installation. Additionally, your partner can deploy an automated discovery tool and conduct the license reconciliation. The partner is obligated to turn over all findings to Microsoft on your behalf.

Your IT budget may take an unexpected hit to bring you up to full compliance in the event you are audited and unprepared. A proactive stance in maintaining your software inventory and asset management and working with a Microsoft licensing professional for correct purchase and usage will help you moving forward.
Sogeti USA Plans to Hire 500 New Employees

Sogeti USA, a premier provider of information technology services and member of the Capgemini Group, announced plans to increase its workforce by 500 employees this summer as part of a strategic growth initiative driven by client demand.

“To grow and strengthen our business, we must also grow and strengthen our team. Building our Sogeti family with the industry’s top talent is absolutely vital,” says Navin Goel, Sogeti USA CEO.

Sogeti USA will be looking for this “top talent” to fill positions in each of their six practices: Business Information Management, Digital Transformation, Global Engineering Services, Infrastructure & Managed Services, Software Development & Integration and Testing.

Sogeti USA has positions available across the US in over 20 local cities. Interested applicants can view job listings online at www.us.sogeti.com.

Business Intelligence Special Interest Group

The BI SIG met again on Friday, May 8th, when Dennis Brown and Todd Harner from WinWholesale facilitated a discussion on predictive and prescriptive analytics. The next meeting is scheduled for June 19th with a discussion on Visualization which will be facilitated by Priyanka Bole, Hobart Services and Allen May from CompuNet Clinical Laboratories. For more information please visit www.technologyfirst.org.
IMPORTANT INFORMATION

Writers:
Our mission is to support the growth of Greater Dayton’s information technology industry. Technology First provides a forum for educators, business, and technical professionals to communicate their expertise and lessons learned while working in the field. Please submit the article in Word, preferably with 500 to 700 words, with any graphics in pdf to agallaher@technologyfirst.org. Please include your name, business organization, business address, phone number, fax number, e-mail address, and a brief description of any professional accomplishments. Please also include a digital photograph if available.

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Technology First would like to thank and recognize its Board of Directors. They provide input into the strategic direction of the organization and actively lead working committees that drive our programs and services.

NEW JOB POSTINGS

Software Developer ......................................... CDO Technologies
Application Developer ..................................... Smart Data Systems
Technical Writer–Infrastructure ........................... RoundTower
Senior Systems Engineer–SharePoint ........................ RoundTower
Software Developer ......................................... Hobart Service
SharePoint Administrator ................................. Sogeti USA LLC

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Writers: Our mission is to support the growth of Greater Dayton’s information technology industry. Technology First provides a forum for educators, business, and technical professionals to communicate their expertise and lessons learned while working in the field. Please submit the article in Word, preferably with 500 to 700 words, with any graphics in pdf to agallaher@technologyfirst.org. Please include your name, business organization, business address, phone number, fax number, e-mail address, and a brief description of any professional accomplishments. Please also include a digital photograph if available.

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