Our fiscal year ended June 30 with over 4,500 volunteer hours contributed to the success of the organization over the past 12 months. Just to name a few achievements this year we held the most successful Taste of IT since the conference's inception, hosted our thirteenth Ohio Information Security Conference, presented Technology First Leadership awards for the third year, and launched a new website courtesy of Bitstorm Web/ TDH Marketing that includes new special interest group portals.

We also welcomed our newest Board of Director—Dr. Shu Schiller. Though Shu is a familiar professional in the IT industry, we should mention that she is Chair, Information Systems and Operations Management in the Raj Soin College of Business at Wright State University.

Our thanks go out to John Huelsman and Executive Committee members to include Jim Bradley, Scott McCollum, Diana Bolden, and Paul Moorman for their counsel and leadership. Technology First has continued to flourish and be more successful this year through the power of its volunteer network!
Technology First 2015–16: Statistically Speaking

**SHARE KNOWLEDGE**

**Data Analytics Special Interest Group**
- Day in the Life of a Data Scientist
- Predictive/Prescriptive Analytics
- Selling the Value of BI

**Infrastructure Forum Special Interest Group**
- Help Desk Systems
- Migration to Cloud Storage

**Training Exchange**
- In Partnership with Sinclair Workforce
- Delivers Business and Technical Training with Discounted Member Rates

**CEO Council**
- Business Owners/ Dayton HQd IT Shops
- Strategic Planning
- Peer Sharing
- Sales Expansion

**CIO Council**
- Company’s Highest Level IT Executive
- 11 Meetings
- 25–30 Attendees Each Session
- Documenting Networks and Infrastructure
- Aligning IT to Business Strategies
- IT Metrics: Can’t Manage If You Don’t Measure

**GROW BUSINESS**

**Ohio Information Security Conference**
- 13th Annual
- Focus on Management, Technical and Implementation
- 200+ Attendees
- 23 Speakers
- Two-Factor Authentication
- Cybersecurity Economics
- Behavioral Fingerprints

**Taste of IT**
- Trade Show and Conference
- Smorgasbord of Technologies
- 200+ Attendees
- 45 Exhibitors
- 23 Speakers
- Driverless Cars, UAVs, IoT Devices

**Employment Exchange**
- Unlimited Full-Time, Part-Time or Intern Jobs Posted on Our Website

**Tech Source**
- Helps IT Buyers Find Suppliers
- Locate Competent Resources in Our Region

**Tech Thursdays**
- Informational After Hours Networking Event
- 5:00 – 7:00 pm
- Warped Wing, Lock 27 Breweries
Technology First 2015–16: Statistically Speaking (cont.)

$4,000 Scholarship Fund Donation
by the McKenna Golf Tournament Volunteers

Dayton Area Workforce Skills Report
• Critical Skill Shortage
• Disruptive Technologies
• 38 Organizations Participating

Compensation Report
• Dayton-Based Competitive Salaries
• 13 Commonly-Hired Positions

20 Members of Board of Directors
• 4 Quarterly Meetings

Technology First Leadership Awards
• Recognizes the contribution of information technology professionals ensuring a vibrant Dayton community
• Best IT Services
• Outstanding IT Team
• Innovative Team
• Emerging Tech Leader
• IT Executive

190 Members
• 14 Annual Partners
• Enjoy the benefit of their time and contribution throughout the year

Robert V. McKenna Scholarship Recipients
• Sinclair Community College
• University of Dayton
• Wright State University

Digital Mixer
• 100+ Students
• Local Colleges and Universities
• Casual Career Night
• Annual Networking Event with College IT Majors
• Computer Science
• Computer Engineering
• Management Information Systems
• Computer Information Systems

Dayton Area Workforce Skills Report
• Critical Skill Shortage
• Disruptive Technologies
• 38 Organizations Participating

Technology First Website
• New Website Roll-Out
• 41,000+ Unique Annual Visitors

Technology First Magazine—Print
• 50+ Expert Articles Contributed by Members
• 60,000+ Readers
• 75 Retail Locations
• 11 Issues

Technology First Newsletter—E-version
• 4,400+ Subscribers
• 190,000 Annual Views
11 Tips to Design a Secure, Efficient, and Scalable Network

By: Joe Baker, AfidenceIT

Consider This When You Start Your Network Design

A great number of factors need to be considered when designing a secure, efficient, and scalable network. While individual network demands will vary greatly between networks, it is important to think through your network design. Here are eleven design tips that will make your network secure, efficient, and scalable.

1. Firewalls

A firewall acts as a traffic cop for networks. It can allow or deny communication based on a number of parameters. Most people see firewalls as a perimeter-only device. This use isn't the only way to implement a firewall. If your company has the capability, it is a good idea to secure any important information with a firewall. Securing a database that holds credit card information or putting the HR and finance departments behind a firewall are all good ways to protect a company’s intellectual property and other sensitive data.

2. VLAN

VLAN (Virtual Local Area Network) is the logical separation of network devices while utilizing the same physical infrastructure. A VLAN is a good idea for many reasons. Typically paired with a proper subnetting scheme, proper VLAN assignment can reduce network overhead, improve security, and ease administration. A good implementation of VLAN would be to have device management on its own network. This approach would give greater control over which users can access your network devices.

3. Subnet

A subnet is another way to separate a network logically. Subnets commonly correlate with physical network locations, but they don’t have to when designed properly with VLANs. Properly subnetting a network can ease administration and network overhead. A coherent subnet scheme will easily identify sites, departments, and special secure areas as separate subnets. Following a clear assignment convention will make it easy for an administrator to identify subnets and their assignments. Depending on the size of your company and security requirements, it is a good idea to have HR and finance departments on separate networks. This way you can have better control of those machines with sensitive data.

Subnetting isn't only for security. It can allow you to reduce network overhead across your organization by containing network traffic to required areas only when used with proper VLAN design. When designed around future growth, properly subnetting your network can provide enormous scalability.

4. DMZ

A DMZ (demilitarized zone) is a segment of the network that users can access from the Internet. This design allows external users to access a service such as a website or an email without accessing the internal network. A DMZ can add security to your network by taking the systems that need to be accessed by external resources and segmenting them. While the public can access the DMZ's resources, they are not able to access your internal network, where you have implemented a stricter security policy.

5. Quality of Service

Quality of Service, shortened to QoS, goes along with a proper subnetting and VLAN design. This feature of routers and switches will give priority to one VLAN over another. Priority is important when designing a VoIP (Voice over IP) network. If your voice network has a latency of over 150ms, you may experience dropped calls and other in-call anomalies. QoS will make sure that when the network is at high utilization, the voice traffic will receive priority over data. After all, it doesn't matter if a webpage takes another half second to load, but a phone call can't handle that delay.

6. Hierarchy

Designing your network in a tiered design will allow you to scale the hardware requirements, build in redundancy, and ensure your network operates at optimal speeds. Cisco recommends a 3 tier design consisting of core, distribution, and access layers. Fundamentally, the quickest route to any destination is a direct path. The hierarchical design scales this principle to enterprise levels, allowing data to traverse the network in the shortest path possible while still providing efficiency. Most expensive and feature-rich switches will be in the core and distribution layers. Less expensive switches can be used for the access layer, where end users connect to the network.

(continued on page 6)
7. Spanning Tree
Spanning tree is a loop avoidance protocol that allows a network to have multiple connections to points without creating problems. When designing a hierarchical network, you need to take control of your spanning tree settings on your network. The default settings will work, but most likely won’t be the most effective or efficient solution. Best practices suggest the root of your spanning tree implementation should be in the core layer of the network.

If your network isn’t clearly tiered, the root switch should be at least the one closest to the Internet or the servers (whichever gets the most traffic).

8. Port Channel
Port channel is also known as Ether channel, NIC teaming, or link aggregation. Port channel bundles multiple network cables into a single link. This process does two things for you. First, it increases the speed of the link between two devices on the network. If you channel two, 1Gbps ports together, you effectively have one, 2Gbps connection. Second, it provides redundancy. This configuration doesn’t require all configured ports to be active. So, if a port fails, or you have a bad cable, the connection doesn’t drop, you simply have a lower speed. While this is a degraded state, it is still active and operational.

9. Wireless
Today, wireless access is very popular because it alleviates costly wiring. However, it is inherently very insecure. Modern wireless has become more secure, but broadcasting your data through the air in every direction still has major security concerns. The most secure way to implement a wireless solution is to allow Internet only access to wireless users. This method would require employees to use a VPN to connect back into work if using wireless. The employees are using an encrypted tunnel to transmit sensitive information. And remember that you are still responsible for the activity on the network. It is vital to set up web filters and firewalls to make sure that your network isn’t being used for nefarious activities.

10. Port Security
Most small and medium business switches have a feature called port security. This feature only allows a particular computer or multiple computers to use that port on the switch. If the switch notices a violation, the switch can disable the port, shutting off network access. While this feature is implemented in typically only very secure environments, it is still a good idea to consider. This method isn’t always feasible for small businesses or organizations that have shared workspace.
11. Physical Security

Physical security doesn’t fall into the logical network design, but if you are fortunate enough to help design a workspace or office layout, it is very important. Companies need to set physical security for all network hardware and mobile devices. Only employees who need to access the hardware should have access to it. Proximity cards, keyed locks, fingerprint readers, PIN pads, retina scanners are all examples of physical security technologies. While the level of security and the amount of money available to secure the network will vary greatly, this is an area that needs attention.

Physical access to devices can give an intruder sensitive information about encryption schemes, network layout, IP addressing and even usernames and passwords. All of these make a more advanced attack on your network much easier at a later date.

What are You Doing to Make it More Difficult for Hackers to Access Your Data?

Designing the network that works well for your company can be challenging. However, by following best practices and planning around security and efficiency, the design of the network can fall into place almost effortlessly. Implementing any of these suggestions will add another layer of security to your network.

What are you doing to make it more difficult for hackers to access your data?
By definition, almost all companies are digital, using computers to collect and process data. However, many organizations capture data from paper, and use that information to create more paper; that scenario is not efficient or truly digital. To streamline operations and make better business decisions, organizations must take the next step to leverage electronic information across all areas of the organization.

Your company can realize significant benefits from going digital. A successful digital initiative enhances several processes, reducing paper usage and enabling your company to store, share, move and combine information much easier. Data becomes much more effective and valuable when other people become involved with it.

Companies normally equate digital investments to tasks like making website improvements or introducing mobile apps. However, by increasing efficiency in internal operations such as enterprise resource planning (ERP) or customer relationship management (CRM), the savings from going digital go directly to the bottom line. Spending on external systems may grow sales, but after delivering products and services, only a percentage of that growth is reflected in profits.

Transitioning to a digital enterprise requires a philosophy change. It is an ongoing journey, as technology evolves and allows your company to do more things digitally. For example, going digital 10 years ago meant something completely different than it does today; with almost all customers and employees using smartphones, organizations now have more sources for collecting data and constant access to information.

Your company must follow a series of steps to become digital, as seen in the graphic below:

First, you must have a clear strategy. It should identify valuable areas of the business and where processes can be improved. You should minimize time and energy spent on automating processes that only take a limited amount of time per month. Instead, identify where digitization could bring more value, and prioritize those workloads in terms of what should be evaluated at what point.

When becoming digital, your company should adopt a two-speed IT approach. Some areas of your business can be innovated very quickly, such as introducing electronic document imaging or an email marketing campaign for new customer engagement opportunities. However, more complex areas such as managing manufacturing operations or improving financial accounting compliance must proceed slower to avoid significant risks. Larger systems can’t be easily replaced, so you must build around their edges to introduce more automation.

For instance, you may not be ready to move an on-premise ERP system to the cloud. However, you can implement a cloud employee expense system and integrate it with your back office platform. Some workloads can be integrated very
quickly, while others carry more significant maintenance, risk and change management concerns.

Your digital strategy should also detail how to connect key processes end-to-end. Companies tend to alternate between digital and manual processes and multiple applications to accomplish a single task. To become more efficient, those processes must be integrated from start to finish. Many processes can be automated using an integration platform or similar technology.

Finally, because automation is a constant journey, the final strategy step is rebalancing. This process involves rebalancing priorities, but it also means rebalancing staff so processes are automated and employees are freed up to be more strategic. Especially within your IT organization, rebalancing frees people from maintenance to increase innovation. Instead of rekeying information to another system, or constantly patching a system that could be moved to the cloud, employees can participate in higher value, more innovative activities.

After designing a strategy, your company should take the two-speed approach for the customer decision journey and process automation. The two tasks should go concurrently, but digitizing the customer decision making process can proceed faster, while internal operations process automation must be more deliberate.

With technology becoming more pervasive, you must focus on digitizing customer interactions. When a customer submits a website form, is an email only generated to someone, or is information integrated into your CRM system to create an opportunity and track activities? Is a case generated where you can follow up and the customer receives automated emails on its status? With today’s innovations, you can digitize how you analyze data from customers through dashboards and other formats.

With greater automation, customer satisfaction increases. There is a preconception that all customers want to talk to a person; however, many people simply want an answer. If they can get that digitally through your website, customers are happy, because they don’t have to wait on hold to get desired information. Digitization decreases your costs to serve those customers.

In parallel to the customer decision journey, internal process automation offers significant opportunities for improvement. A successful exercise is to look at your processes with fresh eyes. Act as if you just walked into your organization, looking at your processes as a new hire. What would you change; with that new perspective, what seems strange about your processes? Think healthy. One successful strategy is dividing personnel into teams with different goals, skillsets, timelines and evaluation metrics. For example, uptime might be important for one team, but an innovative team may be performing experimental tasks where uptime is not as critical.

For your company to become digital, IT must manage remote access and mobility, enabling employees to take work anywhere and reduce paper usage. The IT team also must work across departments; in some organizations, each department has their own IT team. That can create challenges to becoming a truly digital enterprise, because the interaction between IT departments may be on paper or through Excel spreadsheets, depending on their level of innovation.

The final step to becoming digital is determining how to manage data and analytics. Many companies accumulate data, but they don’t often utilize it as a strategic asset to better serve customers. You must determine what information really matters and what is actionable. Measure what is truly important and automate that measurement.

Meaningful analysis requires identifying translators in your business who can help you understand if you are effectively measuring your key metrics. For example, an increase in Web traffic is not necessarily beneficial unless the traffic is going to the right products or services. You must understand what the numbers really mean, and whether they are good or bad.

You may think that you are a digital organization, but there is likely significant room for improvement. Becoming digital is not just about external investments; instead, the most valuable innovations are those focused on increasing internal efficiency and utilizing data that has already been gathered. A third-party assessment or software integration can help evaluate your environment and provide clarity into your digital strengths and potential opportunities.
Chief executive officers (CEOs) and board of directors are looking to get more value out of their information technology (IT). They are also looking to create and enhance their digital capabilities to drive growth, respond to threats in the marketplace and create new competitive advantages with greater agility.

As a result, IT budgets are on the rise. Almost 65 percent of U.S. companies increased their IT budgets in 2014, according to the annual IT trends study by the Society for Information Management. The average percentage of revenue put toward IT this year is more than 5 percent. IT has become a critical part of every company and it is vital that it is measured.

However, technology has become too important to stay within the IT department alone. To speed the deployment of digital business capabilities, IT budgets and spending have moved beyond the traditional walls of IT and have spread throughout the business.

The chief marketing officer, the chief digital officer and chief innovation officer, to name a few, now control almost 40 percent of the traditional IT budget, according to analysts. This number is expected to rise as high as 80 percent over the next three to five years.

With today’s new desire for a rapid push toward a digital business, it is the perfect time to overcome the failed IT measurement models of the past and use a simple, accurate and data-driven approach to measuring IT.

The New IT Metrics

What are these new metrics that IT should be judged by? Business capabilities divided by the cost of IT. It’s math. It’s not rocket science.

This ratio should become the standard for measuring IT effectiveness. Just like miles-per-gallon (MPG) measure a car’s efficiency, dividing business capabilities by department costs becomes the MPG of IT. It is essential to measure business capabilities consistently so the numbers don’t waver as components and competencies change over time. Some business capabilities are not necessarily numeric by nature, but a scoring index is possible. As long as you are consistent with how you score them, you can create numeric values and data models that can be governed.

For example, financial data from accounting and other systems of record can accurately create the costs/value of technology when translated into this “IT MPG” formula. Using data-driven metrics ensures reliability and legitimacy when measuring business capabilities.

When the measured outcome of these metrics is business capabilities, you can lay out how much business capability you are creating/supporting by investing in various parts of your technology. Once the discussion is framed in terms of business capabilities, a common language is established, a value system for your technology can be built, and dialog across the company will improve. When employees can understand how investments in technology are made in order to drive new or better business capabilities, discussions around buy/hold/sell technologies can be more productive.

The New Model of IT

Skeptics and naysayers argue that more measurements and deeper data points alone will help measure the business value of technology. For the last 20 years or so, this has been the approach, but it has had limited effectiveness. Metrics without a value system aren’t always an accurate image of what the business needs to move forward. By creating a value system by which your company measures the business capabilities of your technology investments, you can make better decisions about allocating resources.

Today is a perfect time for new thinking.

Business capabilities divided by IT costs is the proper metric.

This equation fits nicely into a corporate performance management dashboard. Senior leaders and board of directors can quickly understand the effectiveness of IT.

In the long term, companies can assess if they should share this metric with investors or use it as a valid benchmarking comparison with other companies. New IT models provide agility, speed, digital capabilities and customer-centric approaches to companies looking to drive organic growth and profitability. Now is a great time to measure the impact of IT in a new and meaningful way.
Privacy vs. Security

The terms data privacy and data security are sometimes swapped back and forth as though they mean the same thing. They don’t, though they are tightly interlocked.

One way to consider how they’re different is to think of data privacy as the who and what of confidential information that must be kept safe and data security as the how, the means for keeping it safe.

Put another way, data privacy focuses on the individual whose private information is at stake and data security focuses on the mechanisms for protecting the information.

When businesses use data that is entrusted to them — think of all the personal details that change hands when opening a credit card or getting hired for a job — the data is to be used according to agreed-upon purposes.

Privacy is the customer’s or client’s right to keep his or her data to himself or herself. Companies that have sold or disclosed consumer data without getting prior approval can be found to have violated individual privacy rights.

So the right internal controls, policies and practices in handling private information are imperative. But they’re not enough. That’s where data security comes in. It’s the shield that ensures that unauthorized parties aren’t poking around in your confidential information or stealing it. It’s the firewalls, antivirus software and encryption, the limiting employee and vendor access to critical data, and the securing of laptops and other electronic devices.

A watershed moment in data security came in August when the Third Circuit in FTC vs. Wyndham Worldwide Corp confirmed the Federal Trade Commission’s authority to sanction companies for having insufficient data security. The case arose from a series of breaches against the Wyndham hotel chain between 2008 and 2010 that resulted in the theft of credit card information and Personally Identifiable Information of 619,000 Wyndham customers.

Data security until recently zeroed in on building complex walls to keep out hackers and other malicious actors. But as the protections got ever harder to penetrate, cybersecurity experts say something got lost along the way: The ability to be agile, to duck. Because breaches are a virtual certainty, given time.

“In the last few years we’ve pivoted on the motion that we can protect everything,” said James Caulfield, assistant vice president for information security at the Federal Reserve Bank in Richmond, Va. “We know they can get inside. So now the focus is on reducing the amount of time before detection.”

Organizations should have tough but nimble data security in place and also a plan to respond to intrusions if they happen. These steps will help businesses meet the legal obligations of possessing sensitive information.

But in the end, they are only the means to the desired goal: Data privacy.
The Impact of Website Failures

When people devalue the role of testing in website development, the release of their product can be overshadowed by software issues. Spectacular website failures have cost many companies dearly, deeply embarrassed some, and completely undercut the launch of others. As the digital face your company, and in some cases the machinery of your business, it is crucial that your website work as intended for each and every user visiting your site. The importance of intensive and thorough quality control in the development of websites is clearly demonstrated in expensive failures that happen every day.

The Impact of Website Failures

Software testing is a very important part of software development. Testing ensures your product meets the end user needs and performs exceptionally well. Products that do not meet these goals can have failures that can hurt a business' reputation. In January 2008, on one of the biggest market days in six years, the TD Ameritrade website crashed. Their servers went down at 10 AM—the peak of the business period—and some six million investors could not load their home pages or confirm their investments. The website failure lasted two hours, shaking the confidence of many.

On November 20, 2012, major Australian online retailer, ClickFrenzy scheduled a heavily advertised 24 hour sale for collective online retailers inspired by the US’ “Cyber Monday” sale. The event was announced a month in advance through print media, web ads, and in some retail stores. However, when customers tried to load the website they were greeted with a page of unformatted text and repeated attempts to re-load the page failed. Nobody knew when the page would go up again. At the same time, David Jones, another major Australian retailer attempted its own competing “Christmas Frenzy” online sale. This website also failed spectacularly. Both of these companies tried to explain these major failures as being due to unexpectedly high and unanticipated demand. However, the disaster clearly had more to do with a failure of scalability in the design of the sites and failure of website testing as part of their quality control.

In July 2005, investor Rupert Murdoch paid $327 million to buy Myspace.com. At the time Myspace was viewed as a broad-based social networking site for younger users. At its peak it boasted some 100 million accounts. However, the website had poorly designed security and was particularly vulnerable to vandalism, phishing, malware, and spam. The developers clearly failed to create and test their spam and security features, ultimately causing Myspace to develop a reputation as a "vortex of perversion" (Gillette, 2011) The seediness of the site drove advertising away and it quickly lost market share.

Finally, one of the most egregious website failures in history was the dysfunction surrounding the launch of the healthcare.gov website. More than 20 million people experienced the functional failure of this important government site that had been developed to help people obtain affordable health insurance online through the Affordable Care Act. The inability to load and access the features of the site, failure of login, and monumental failure of security features on the site could have cost the United States Government an important Federal program and severely damaged the political reputation of the administration.

Ben Simo, past president of the Association for Software testing found serious subpar software coding in Healthcare.gov. When he investigated the problems he found that one part of the website had created so much “cookie” tracking data that the capacity of the site to accept login information was exceeded. Although the President was claiming that the problem had to do with the popularity of the site, clearly the real problem was massive failure of quality control and testing. In light of the failure, the government launched a massive effort to fix the site and mitigate any political fallout.

How to Avoid Website Failures

Website quality control includes:
- load and stress testing the application,
- testing the functionality of all links, database connections, user data collection forms, and cookies,
- assessing its usability, the user interface, navigation, user controls, instructions, image placement and sizing,
- testing the compatibility of the website on different browsers and operating systems including Linux, Windows, and Mac OS, as well as mobiles,
- and testing its security.

Your website has to be regarded as an industrial product that must meet the end users’ needs and function as intended. Quality control is the only way to ensure you’re putting your best foot forward as a company by identifying problems with your website before it reaches the customer.
Applies to: Excel 2016, Excel 2013

If you have a worksheet with data in columns that you want to rotate so it’s rearranged in rows, you can use the Transpose feature. It lets you quickly switch data from columns to rows, or vice versa.

For example, if your data looks like this, with sales regions listed along the top and quarters along the left side:

<table>
<thead>
<tr>
<th>Sales by Region</th>
<th>Europe</th>
<th>Asia</th>
<th>North America</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qtr 1</td>
<td>21,704,714</td>
<td>8,774,099</td>
<td>12,094,215</td>
</tr>
<tr>
<td>Qtr 2</td>
<td>17,987,034</td>
<td>12,214,447</td>
<td>10,873,099</td>
</tr>
<tr>
<td>Qtr 3</td>
<td>19,485,029</td>
<td>14,356,879</td>
<td>15,689,543</td>
</tr>
<tr>
<td>Qtr 4</td>
<td>22,567,894</td>
<td>15,763,492</td>
<td>17,456,723</td>
</tr>
</tbody>
</table>

You can rotate the columns and rows to show quarters along the top and regions along the side, like this:

<table>
<thead>
<tr>
<th>Sales by Region</th>
<th>Qtr 1</th>
<th>Qtr 2</th>
<th>Qtr 3</th>
<th>Qtr 4</th>
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</thead>
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<td>17,456,723</td>
</tr>
</tbody>
</table>

Here’s how:

1. Select the range of data you want to rearrange, including any row or column labels, and press Ctrl+C.

**NOTE:** Make sure you copy the data to do this. Using the Cut command or Ctrl+X won’t work.

2. Right-click the first cell where you want to paste the data, and pick Transpose.

Pick a spot in the worksheet that has enough room to paste your data. The data you copied will overwrite any data that’s already there.

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**EVENT**

The *Infrastructure Forum* was hosted on May 13th at the Wright State University DAVE Lab (Data Analytics and Visualization Environment). Craig Wooley, CIO for Wright State discussed their infrastructure strategy. The Infrastructure Forum is open to the staff that maintains enterprise networks and storage.
INFORMATION

NEW JOB POSTINGS

Network Administrator/Infrastructure Specialist ..................... Speedway
Testing Practice Manager .............................................. Lighthouse Technologies, Inc.
SQL Developer ............................................................. Speedway
Senior Applications System Analyst ..................................... Triune Group
Software Engineer III ..................................................... Triune Group
Software Engineer IV ..................................................... Triune Group
IT Subject Matter Expert (Senior) ...................................... Triune Group
Web Designer/Developer ............................................... Bitstorm Web/TDH Marketing
Business/System Analyst ............................................... NCR Corporation
Senior Program Manager ............................................... Triune Group
Client Strategy Analytics Manager .................................. Taylor Communications
IT Analyst III ............................................................. Montgomery County Job and Family Services

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