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Technology… the foundation and future of every business.

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Your personal development is your responsibility; not your supervisor’s responsibility, not your parents’ responsibility, not your guidance counselor’s responsibility, and not your spouse’s responsibility. In majority of cases, promotions and new opportunities will not be handed to you without you engaging in your own development.

When you think about your career, whether a recent grad or a seasoned veteran, please realize that there is no standard career ladder that leads straight up the organization. When I reflect on my own career, I often refer to it as climbing a rock wall, not a ladder. There will be times you come to an inflection point and will need to choose a new path. There are other times you will have to make multiple lateral moves before moving up. The more experience you can gain across different roles of a similar discipline, different functions within an organization, different organizations or industries, the better. Having multiple experiences to draw from not only gives you a broader perspective and alternative street corners to think about, it increases your value to your organization and to yourself as you pursue new opportunities.

How do you own your personal development?

**Be curious**…Ask questions. Ask for feedback. Ask for a 360-degree assessment to obtain comments from those around you. Seek out a mentor and take the lead in the relationship. Be humble.

**Be a life-long learner**…Read a new book regularly. Listen to podcasts when driving to and from work, taking a walk or exercising. Attend a leadership class at a local university. Attend a conference. Take the opportunity to tour another organization. Read trade articles.

**Always reflect**…Could I have handled that conversation differently? Did I respond appropriately? Did I hear something in my 360-degree feedback that surprised me? Are there new ways to solve similar problems? Have I engaged with cross-functional teams to broaden my thinking? Is there new talent within the organization I can learn from? Could I observe someone else and how they work? Could I consult a human resource professional to obtain their expertise and input? What are my strengths and is my work aligned to them? Have I been in this role too long?

**Be engaged**…Don’t sit in the back of the room. Take the opportunity to engage in a hallway or lunchtime conversation with key leaders within your organization. Do something with the feedback you have been given; it is a gift. Raise your hand and volunteer to try something new. Offer to take work off your supervisor’s shoulders and show them what you can do. Don’t be silent in a meeting. Don’t identify problems, anyone can do that. Bring solutions. Be curious, learn and reflect.
SEPTEMBER

Women 4 Technology - DAYTON
Panel of Empowering Female Leaders
Collaboration Event with LexisNexis, PNC, Synchrony, Women in Defense, and the Dayton Chamber of Commerce Women’s Groups!

Tuesday, September 10 | 8:00-10:00am
Sinclair College - Centerville Regional Center
5800 Clyo Road
Centerville, OH 45459

CIO/CEO Council (IT Leaders)
Top 5 Practices for Reliable Agile Project Estimates
Facilitated by: Michael Miller (Scrum Master) and Michael Martin (CIO, Smart Data)
Thursday, September 12 | 11:30am-1:00pm
John R Jurgensen Company
11641 Mosteller Rd
Cincinnati, Ohio 45241

Tech Thursday
Afterhours networking with IT Peers!
Appetizers sponsored by: TEKsystems
Thursday, September 12 | 5:00-7:00pm
Mr. Boro’s Tavern
495 North Main Street
Springboro, Ohio 45066

Municipality IT
IT Strategic Planning
Facilitated by: Jon Rike, Montgomery County and Mark Neuman, City of Fairborn
Thursday, September 26 | 11:30am-1:30pm
Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, Ohio 45417

OCTOBER

Data Analytics SIG
Geospatial Analytics
Facilitated by: Jimmy Dobbins, Sr Consultant - Data Scientist/Data Architect
Friday, October 4 | 8:30-10:00am
Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, Ohio 45417

Infrastructure/Cloud SIG
Topic TBA!
Friday, October 4 | 11:30am-1:00pm
Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, Ohio 45417

Tech Forum (CIO/CEO Council OPEN to all)
The Post Modern CIO
Facilitated by: Edward Marx, CIO, Cleveland Clinic
Friday, October 18 | 11:30am-1:00pm
Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, Ohio 45417

Tech Thursday
Afterhours networking with IT Peers!
Appetizers sponsored by: TEKsystems
Thursday, October 24 | 5:00-7:00pm
Mr. Boro’s Tavern
495 North Main Street
Springboro, Ohio 45066

Don’t forget...
The 2019 Taste of IT Conference is November 13th!
See Pages 10-11 for more information!

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AI and Automation: Another Flood for Dayton?

By: David J. Wright
Director of Academic Technology & Curriculum Innovation
University of Dayton

Dayton has a history of innovation – and of floods.

Over a hundred years ago, the City of Dayton and other communities along the Great Miami River became inundated with water in the Great Flood of 1913. With only a few civic leaders recognizing that a tragedy was to unfold with the heavy rains on already wet ground, the cities along the river were caught largely unprepared.

Artificial intelligence (AI) and automation is as much a threat to unprepared communities as Dayton was for the 1913 flood.

You have read much about AI in the pages of this magazine, so you are “in-the-know.” As IT professionals we have learned to be cautious with any new technology since there is inherent hype and inflated expectations of when innovations will impact society. But change is coming and it’s coming fast, with most members of the public being neither aware of nor prepared for the anticipated wave of AI and automation technologies. For many, this will seem like another flood.

Ohio needs to be particularly attentive to the coming changes. A study this year from the business forecast firm, Oxford Economics, shows Ohio as one of the most impacted states for automation. This report joins several over the past three years that predict traditional manufacturing jobs being at high-risk to AI-powered automation.

But it would be a mistake to think this is solely about repetitive mechanical jobs being at risk. Even repetitive cognitive tasks are prone to being replaced by AI. Because the popular media and press has focused on robots, the public has been unaware of the steady stream of AI-related innovations that will impact all manner of careers. The AI impact will be felt across the entire spectrum from low- to high-skilled careers.

Earlier this year, IBM staged a remarkable demonstration of its latest innovation, called “Project Debater” (https://youtu.be/m3u-1yttrVw). An audience watched and then rated the performance of an award winning human debater, Harish Natarajan, as he competitively debated IBM’s latest technology. With only a few minutes to prepare arguments and counter-arguments to the given topic, both human and AI battled in front of the audience. Maybe this academic exercise failed to capture the interest of the news media, but the quality of the AI-generated dialog was striking. It was also surprising that Harish saw the utility of the AI – with no sign of being emotionally upset by a challenger to a hitherto human endeavor. How many jobs do you know of that involve communication?

As IT professionals we can see the potential advantages of these new technologies and certainly the new business opportunities that will arise through the sale and servicing of products that we may barely imagine today. However, it would be a mistake for us to simply wait for these new tools to arrive. We must prepare our local communities for disruptive transformation. We can also position our entire region to be a future powerhouse in developing and adapting these innovations.

We should be building new pathways to retrain existing employees as their current careers are transformed in the coming decades. These blue- and white-collar jobs are not necessarily gone because AI and automation displaced them – but many jobs will evolve to include an AI component. We should do a better job at preparing the workforce so they see this change as a positive development.

Furthermore, there is a great risk that AI could be a lightning rod for political attacks, much like the first mechanized factories were targeted by the “Luddites” during the Industrial Revolution of the early 1800’s in the United Kingdom. What was true then as now is that a majority of the public did not understand the changes to society.

Most research groups have indicated that AI and automation leads to an economy with a net gain of jobs as productivity is increased. We have to stress these positive impacts to prevent the general public seeing only negative sides to the story of jobs being impacted.

We IT professionals are the early witnesses to a heavy rain of AI innovations and so we are called to raise the flood alert and stimulate the creation of a strong regional action plan. This should be much like the “all-hands-on-deck” response that led to the creation of the Miami Conservancy District which helped create solutions to the perennial flooding problems along the Great Miami River (see: https://www.mcdwater.org).

It is possible for communities to rise to the occasion and to make dramatic changes for the common good. But timing is critical. It is imperative that we act early, instead of waiting until after the AI flood has arrived. Dayton – more than most other civic communities – knows the value of being prepared. All IT professionals must see themselves as the early voices that can prepare our community. No matter what your specific role in the IT industry is, this flood demands that you become an IT leader. We need to ensure our businesses, organizations, and all community members are educated and prepared to adapt and thrive with the coming AI flood.
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Center for Cybersecurity & Data Intelligence

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Mythbusters: The Talent Edition

By: Diana Tullio
Senior Director, Strategy & Architecture
Managed Technology Services

It is impossible to look at social media these days without seeing a bevy of articles, blogs, and quotes about talent. Hiring it, retaining it, engaging it, … We are in an interesting time with record low unemployment. It seems like a dream come true, but, as with any granted wish, there are unexpected outcomes.

Low unemployment is a great problem to have, but it forces companies and potential and current employees to rethink traditional ideas about employment. In the technology world, the impact is somewhat amplified. According to an article by Paul Hertz, many roles that need to be filled by employers didn’t even exist a couple of years ago. Couple that with a shortage of tech talent in general, and there is no “normal” when it comes to talent any longer.

If we can’t rely on traditional approaches, perhaps it is time to reflect on some of the myths surrounding technology professionals…

Myth 1: The best candidates to hire will make it to your attention

Technology has advanced to automate the hiring process in recent years. It is an admirable objective to get to the right candidates as quickly as possible. In reality though, the best candidates are not necessarily finding their way to the attention of the hiring manager because of the very screening algorithms meant to speed up the process.

Many companies have referral programs for compensating employees that bring in a candidate that gets hired. Putting the human touch back into the hiring process is a great objective, but it can be hit or miss since employees have a real day job aside from hunting for talent.

In Hertz’s article, he mentions that a growing and more effective approach to filling needed roles is to grow talent from within for new roles before seeking outside candidates.

Myth 2: The best employees are the loyal ones

Employees stay in roles for a number of reasons, and while employees that stay in roles for long tenures may be loyal, they may not be the best employees to meet business objectives. This is a controversial statement, and there is no doubt that some long tenured employees are both extremely loyal and extremely valuable. On the other hand, it is not unusual to see long tenured employees that have learned how to survive staffing changes without really growing their skills or adapting to the evolving needs of the business. Food for thought and evaluation.

Myth 3: The best candidates check every box in the job description

Unicorns are not real. If they were, employers would still find a way to seek different colors and sizes of unicorns. The point is that the best candidates may knock it out of the park for certain key requirements of a job description but need to grow in other areas of the role. The question is: “Do they have the foundation, aptitude, and attitude to be a great fit for the role?”

Myth 4: Employees quit their managers not their companies

We have all heard this statement, and it has some truth to it. However, it is a bit more complex as we all know. Tim Johnson states in his article about tech turnover that we have reached a 13.2% turn-over rate within the tech sector. That high level of attrition is not just because of a crop of really bad managers. Reasons cited most often are lack of professional development and lack of opportunity to advance.

Employees also care about the vision of their companies and what it means to them:

• Where is the company going?
• How does my work contribute to the objectives of the business?
• What is expected of me in discrete terms?
• How do I know that my team and I have met these goals?

Some of these are the responsibility of the manager, but it starts at the top and cascades through the organization. Also, managers are employees too, so they need many of the same things as individual contributors plus the confidence and support from the company to meet the needs of their team members.

Myth 5: Tech professionals only care about money

Kaylee Fagan writes in her article about employee tenure in the Silicon Valley that even with great compensation, benefits, and perks, employees are staying at companies like Google, Apple, and Adobe for far less than 5 years.

While salary is a basic need as we have all learned about from Maslow’s Hierarchy of Needs, it seldom keeps us happy for long. It is those things higher up in the pyramid that truly make a difference to us such as belonging, accomplishment, and ultimately achieving one’s potential that really keep us satisfied.

What it takes to keep employees satisfied and wanting to stay in a role change with the times. Meeting the basic needs of fair market pay and safety can’t be ignored, but it isn’t enough. It also is rarely the main motivator for someone to make a big life change like moving to a new company.

continued on page 7…
Sharon Florentine reiterates some of the same reasons as Tim Johnson regarding employee turnover in her article, but she also adds that rigid rules on employees and inflexible work arrangements are incentives to make a company change.

**Myth 6: Working remotely is a privilege**

Working remotely is becoming a critical option for many great employees. Whether it’s due to traffic, desire to live where their lives are based, or a need to balance life and work, working remotely all or part of the time is enabling many employers to hire great candidates.

Technology has advanced to the point that it is easy to meet face to face across great distances with ease and productivity. Collaboration, teleconferencing, and virtual desktop interfaces ease many limitations previously faced.

The employer that only considers onsite 8am-5pm employees will not only miss out on some of the best employees, they will also most likely get what they ask for. Eight hours of work a day.

**The Final Myth: Employees must prove they are trustworthy**

A very wise senior HR professional recently told me her motto for the foreseeable future is, "Assume the best of intentions". This a great way to look at things in general and definitely in the workplace. Why in the world would we spend so much time and money to hire and retain talent that requires additional proof of trustworthiness?

The speed and productivity that results from trusting the intentions of those in our organizations is an amazing thing. It breaks down pettiness between co-workers. It facilitates a more agile environment. It frees up time for managers to be leaders rather than micro-managers. It allows everyone in the organization to feel respected, appreciated, and part of something much bigger. Ultimately, it could possibly keep critical tech talent engaged rather than looking for the next role.
IT LEADER SPOTLIGHT

Mark Flannery
VP Information Technology
Miller Valentine Group

What was your first job?
I began working as a paperboy at age 12 delivering the Englewood Independent and later the Dayton Daily News.

Did you always want to work in IT?
I did eventually. Early on my father purchased our first home computer. It was an Ohio Scientific Challenger C1P. It is where I wrote my first “Hello World” in BASIC in 1979. I thought I wanted to be an electrical engineer like him. While at the University of Dayton, I took a Fortran course as part of my engineering curriculum. That captured my interest greatly and I switched to computer science.

Tell us about your career path.
I took an intern position with the University of Dayton Research Institute shortly after my college classes began. This was very helpful to my growth. Theory in a classroom was always challenging to me. Being able to intern helped me connect the classroom with practical experience.

Due to family obligations, I had to work full-time while going to UD part-time. I took a full-time position with UDRI as an Electronics Technician located at WPAFB. I also worked part-time as an EMT/Firefighter for 10 years and a 911 dispatcher for 4 years.

I completed my computer science degree and began a full-time position with Frontier Engineering at WPAFB as a system administrator. I was fortunate to be able to train and obtain a few Microsoft Certifications along the way. I became a Microsoft Exchange administrator and on to network administration with RCF Information Systems. In 2000, I began my career with Miller-Valentine as a network administrator. Over time I was promoted to Manager of Network Operations, Director of IT, and then VP of IT.

Every Job I have worked has shaped me to who I am today. I would not change anything. Yes, I made mistakes. What is important is that you learn from them and move on.

What’s the best career advice you ever received?
Always balance your home and work life. If one is suffering, they will both suffer eventually. Also, do what you love to do, not what you think will make a lot of money.

WELCOME NEW MEMBERS!
Roy Jones Jr.
Director of IT
John R Jurgensen Company

Tell us about your career path.
I started out my IT career in the late 90’s working for a consulting company that was hired by P&G to replace all their Windows 3.1 PC’s with PC’s running Windows 95. We had to get all of P&G’s PC’s worldwide replaced within a 3-month timeframe. We worked in 7-man teams and every night we would replace 20 to 30 PC’s. The task each night was to backup the PC’s, swap out the hardware, reconfigure any peripheral devices and then restore the user’s data. I was hooked, this was a fun, fast paced project and I learned a ton. I moved to Microcenter after the project completed where I worked for a year on their support team. If the triage team couldn’t fix a PC in 30 minutes it was sent back to support where it was my team’s responsibility to diagnose, fix and discuss with the customer. This would be where I learned the most about working with people and their technology. These two experiences would give me the foundation I would need to move on into consulting. I worked for a consultant in the area for 5 years after Microcenter, building, managing and supporting networks around the Cincinnati, Northern Kentucky area. We ran a small datacenter and provided some small scale “Cloud” services, of course this was before anyone called it “The Cloud”. So with 6.5 years of experience now under my belt I made one last move to where I have been for 16.5 years which is with the John R Jurgensen Co. When I started here 16 years ago it was me and one other gentleman. We supported the servers, PC’s and most importantly our plant operations. Over the years the IT team has grown and I now manage a team of 10 Full time employee’s and 2-4 co-op’s. My team manages 500+ PC’s/Laptops and 175+ servers, 200+ SQL Databases and 3,000+ network devices all of which are spread across ~60 locations, it is never a dull moment.

What roles or skills are you finding (or anticipate to be) the most difficult to fill?
I would have to say passion. This may seem like an odd skill requirement but as you all know technology moves very quickly. If you’re not passionate about technology then you slowly get left behind. In my experience, individuals with this skill (passion) always seem to excel. They eat, sleep, breath tech and at the pace technology moves it becomes a huge advantage. I described my career path above however what I didn’t describe was all the personal time spent, building hardware, loading the newest software and everything in between. My wife likes to call it “geeking out”, regardless of what you call it I know this passion has definitely contributed to getting me to where I am today. While finding individuals with this skill may not necessarily be a new challenge, it will certainly remain one.

What advice would you give to aspiring IT leaders?
I have to chuckle a little when I think about how to answer this. The first thing that comes to mind was some advice Jim Jurgensen Sr. gave me when he was promoting me to Director of IT - “It is lonely at the top!” I thought I knew what he meant when he told me, I didn’t! When Jim gave me this advice I immediately thought he meant all the people that I would be managing, I never thought other managers or higher. As an IT leader you have to make decisions everyday that effect employees that both work for you as well as throughout your organization. I see one of my main roles as a protector, being the guy that has to decide if something poses a real security concern does not usually make you very popular. Make educated decisions not emotional ones, it takes a lot of work to make educated decisions. If someone tells you, “You can’t do that” that should be an immediate red flag, in IT you can do pretty much anything with enough resources, the real question becomes do you really want to do what you’re asking for. The real point I am driving to is make good decisions and then stand your ground – this is not always an easy or popular thing to do.
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SINCLAIR COLLEGE

Taste of IT

13th Annual Taste of IT Conference
Wednesday, November 13, 2019

Sinclair Community College
Sinclair Conference Center, Suite 12-101 (Building 12) Ponitz Center
444 W. Third Street, Dayton, OH 45402-1460

Professional Attendees: Technology First has over 250 IT professionals attend and most of the audience being CIOs or IT Directors, and their direct reports with some attendees at the technical level. We also have a cross-representation of all industries including manufacturing, healthcare, and logistics/distribution, government sector and many more.

Sponsorship & Exhibitor Opportunities

GOLD = $3,500 member, $4,000 nonmember
Includes:
• Logo recognition on web registration page, marketing emails and throughout event
• Company representative at registration desk to welcome attendees
• ½-page ad in the Technology First Magazine Conference Edition (submit by October 1st)
• 2 full conference passes (includes buffet meals, breakout sessions, and parking passes)
• Exhibit booth with preferential placement in the Great Hall
• Logo on Great Hall monitors
• Company recognition before keynote speakers
• Social Media recognition prior to event
• 3-minute company overview to attendees prior to designated keynote presentation
• NEW THIS YEAR: Emails for attendees will be included on Attendee List for conference follow up!

SILVER = $2,500 member, $3,000 nonmember
Includes:
• Logo recognition on web registration page, marketing emails and throughout event
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• 1 full conference pass (includes buffet meals, breakout sessions, and parking passes)
• Exhibit booth
• Logo on Great Hall monitors
• Company recognition before keynote speakers
• Social Media recognition prior to event

BRONZE = $1,000 member, $1,500 nonmember
Includes:
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• Exhibit booth

EXHIBITOR ONLY = $750 member, $1,250 nonmember
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PACKAGE ADD-ONS: (can only be added to Bronze, Silver, and Gold sponsorships)
Breakout Session = $750 – 45-min Breakout Session on approved topic – SOLD OUT!
Tote Sponsor = $1,000 – Logo on totes provided at conference to all attendees - SOLD OUT!
Lanyard Sponsor = $1,000 – Logo on lanyards provided at conference to all attendees
Passport Sponsor = $750 – Logo on the Mobile Application “Passport App” used by attendees to navigate conference
Early Bird Sponsor = $500 – Logo on all marketing emails for the Early Bird Prize and recognition at conference

Exhibit Booth Details: (applies to payments received by October 1st, 2019)
• Exhibitor status in the TOIT November-December Tech First Magazine
• 6-foot draped table, electrical connection and wireless internet connection, 2 chairs
• White tablecloth available upon request
• 2 exhibitor passes with 2 box lunches and 2 parking passes
• Additional booth workers will be $30 each; includes badge, box lunch and parking pass (to register additional booth workers ahead of time and guarantee a pre-printed badge and lunch, please call our office at 937-229-0054 or contact membership@technologyfirst.org)
FEATURED KEYNOTE:
*Time Study: Four Weeks That Will Change Your Life*
Info-Tech Research Group

**BREAKOUT SESSIONS:**

**STRATEGY**
- Business Continuity: Today, Tomorrow, & Beyond
  Kyle Hamilton & Eric Torres
  Opti-Vise IT
- IT Talent Trends: What’s going on?
  Greg Riddle & Sarah Downs
  TEKsystems
- Shift Happens
  Janna Fichera & Sarah Wiggerhaus
  Vana Solutions & Aileron
- How to get your users to love your IT department
  Tim Irey
  American Trim
- Hit Your Project’s Bullseye with Tech Anthropology
  Mary Schock
  Smart Data
- Hired for Strategy but Never Getting Out of the Weeds
  Scott Dennull
  Atricure
- Innovative Partnerships – Sustaining Talent Pipeline
  Dr. Tonjia Coverdale
  Central State University

**SECURITY**
- A Hackers Playground: Five Common Attack Vectors Used By Attackers
  Brandyn Fisher & Dylan Foos
  The Mako Group
- Defend Forward: Persistent Engagement Cyber Strategy’s Operational Concept
  Dr. Richard Harknett
  University of Cincinnati
- Cloud Security: Fundamentally Incompatible?
  Jorn Lutters
  SOPHOS
- Leveraging Social Science Theories to Thwart Cyber Attacks!
  Dr. Thomas Skill & Dr. James Robinson
  University of Dayton Center for Cybersecurity and Data Intelligence
- Analytics & Good Cyber Hygiene on Print
  David Rose & Leah Seymour
  HP & Modern Office Methods
- Augment Your Ransomware Defenses with Scale-Out Storage
  Matt Kern & David Byrd
  StorageCraft

**INFRASTRUCTURE / CLOUD**
- Log Aggregation and the Beginning of a SIEM
  Adam Magato & Anthony Gerdes
  Sinclair College
- The New Governance: Staying on Top of O365
  Stacy Deere-Strole
  Focal Point Solutions
- Integrating IoT Devices to Azure IoT Central
  Justin Ballen
  Expedient Technology Solutions
- Build Your Own Enterprise Applications Using Open Source
  Andy Hickey & Bryan Hogan
  Afidence
- Intelligent Hyperconverged Storage for Backup
  Dan Zuccarelli
  ExaGrid

**ANALYTICS**
- AI: Hope vs Hype
  J.D. Whitlock
  Dayton Children’s Hospital
- Machine Learning: From Science Fiction to Reality
  Austin Gresham
  RoundTowner
- Problem Solving using Data Science
  Karl Konsdorf
  Sinclair College
- Using Public Wi-Fi and Visitor Analytics to Support Economic Development in your City
  Katie Meyer
  Cincinnati Bell
- Disrupting Innovation in Recruiting using AI & ML
  Vishal Verma
  Talent Now
- Text Messaging Communication Platform Supported by AI
  John Putnam
  Cincinnati Bell
Future of Work: Retool for the Data Surge

By: Paul Hansford
Assistant Professor
Sinclair Community College

We are at the dawn of 2020 and the times are changing yet again. In fact, according to Microsoft AI, “estimates have shown that AI could give employees back as many as 6.2 billion hours of productivity by the year 2021.” This is very similar to estimates by other emerging trend watchers like O’Reilly Radar, reports from NSF, educational think tanks (EDC), and MIT all of whom recognize that shifts are needed to deal with the future of work coming at breakneck speed. I believe our Dayton region has always been known for its innovation, evidenced by the actions of the great people in our valley. Regionally, our area has interesting success stories like; automotive pioneer Charles Kettering, lunar walker Neil Armstrong celebrating 50 years, the Wright brothers with their wonderful flying machine, and many others. Sinclair has a motto of “Find the need and endeavor to meet it,” gleaned from our founder David A Sinclair. This innovative spirit seems to be baked into our DNA and the Miami Valley mindset. Notable people have always challenged us to shoot for the moon so to speak. In the next couple of years there will be a convergence of technology shifts in marketing, UAS, IoT, robots, marketing, supply chain, cyber and many other areas because of data and AI tools. The vast collection of data is one of the keys to all of these shifts. The changes are embodied in the quote below:

“We’re entering a new world in which data may be more important than software.” -Tim O’Reilly

Way back in 2011, McKinsey Global Institute predicted that in 2018 there would be a shortage of data workers and an “unmet need for 140,000 to 190,000 workers with deep analytical capabilities for analyzing big data.” A little over 7 years later, interestingly enough, LinkedIn published a workforce report in August of 2018 titled, “August LinkedIn Workforce Report: Data Science Skills are in High Demand Across Industries Growing demand has led to a nationwide shortage of 151,717 people with data science skills.” McKinsey nailed the prediction. It is no surprise that the highest demands are in the big cities of the east and west coasts, but the demand is also in the Midwest – especially in Ohio and in Dayton. A real need has been identified with data analytics across the nation and in the Miami Valley; that has been well established with local employers.

In 2010 Sinclair Community College quietly released a 1 year certificate in data analytics, and nearly 120 students have completed the certificate program since then. Although it was largely unrecognized at the time, this innovative program marked the beginning of a beautiful endeavor to meet the workforce needs of our area. In 2015 – with a Burning Glass Technologies report in hand and strong partnership with the National Science Foundation (NSF), EDC in the Boston area, and 3 sister community colleges from across the United States came together – we began the next steps with the clear goal to produce one of the nation’s first Associate degrees in data analytics at the community college level. After three years of hard work and collaboration, we delivered an AAS degree in Data Analytics in fall of 2018 as well as the degrees created at the sister colleges. We recently met with a group of data scientists, IT leaders, students, and business leaders in the region to hold an advisory meeting for the Sinclair data programs. They provided us with invaluable feedback on the skills, knowledge, and dispositions required of workers in data roles, allowing us to further strengthen our curriculum and expand our internship opportunities. Our programs lead students into various paths: for example straight to the workforce, heading to advanced education (bachelors or masters), and for retooling (job advancement or career shifting) skills. The vast majority of our current students already have their bachelors and are looking to retool.

First, let us focus on increasing the data literacy of your company. In the past few years, there has been a huge cultural shift in how decision making is being made and how companies can compete on data analytics. The goal is to create insight driven organizations (IDO) when making decisions with a culture of data. What do I mean by “data literacy”? In 2015 a Data Literacy Expert Panel was convened and led by Randy Kochevar to define the data-literate individual:

Understands, explains, and documents the utility and limitations of data by becoming a critical consumer of data, controlling his/her personal data trail, finding meaning in data, and taking action based on data. Can identify, collect, evaluate, analyze, interpret, present, and protect data.

Data should be used to supplement and act as the foundation for your decision-making process, not as a substitute for your own judgement. Taken from the idea that we are data rich and information poor (DRIP), data accelerates smart companies moving away from decision-making by gut alone, but rather deep institutional knowledge along with data to support the decisions. In other words, data, without context, is not knowledge.

“In God we trust; all others must bring data.” -W. Edwards Deming

The quote is attributed to the late William Edwards Deming, who was an American statistician, professor, author, lecturer, and consultant in the realm of quality management. Since we as humans do not have all knowledge, we should rely on data to support our decision making and process-building. This realm of decision-making is being led by data to provide insights to organizations.

Next is how companies can gain the competitive edge and do social good with the aid of data. Data analysts and scientists are solving hard problems with their skills. This is truly a competitive edge for companies at every level. Some of the early wins are documented in the book, "Competing on Analytics" by Tom Davenport and Jeanne G. Harris, which should be studied by companies alike regardless of size.

continued on page 13...
While you may not be able to pay a million dollars for ML engineers like Google, there are analytic workers who are giving their time for companies who can’t afford the top engineers. Pay attention because the digital transformation has created winners and losers in the new economy.

One reason a person might look into an analytics career is the impact. If you are looking to do something positive with your advanced skills you should look into opportunities like the KDnuggets article, The Definitive Guide to doing Data Science for Social Good.

Two of the top ways that these important skills can be leveraged are Kaggle.com and Data Kind. This new breed of “data superhero (and women)” starts with learning the skills to help others and businesses alike.

Lastly, companies need to rethink how to retool high-potential employees. In fall of 2019, Sinclair College launched a dedicated office, focusing on registered apprenticeships, internships, and other field experiences. With over 70% of Sinclair students working and attending college classes, the Office of Work-based Learning (WBL) will work to help bridge the talent gap, to help students transition from their current part-time or full-time job into one where internship credit could be obtained.

With the transition from several internship offices to a consolidated WBL, services will continue to be offered to Computer Information System students, but with an emphasis on serving more students and companies faster and more efficiently.

With Sinclair supporting students in professionalism in the workplace, some of the skills that our advisory board identified as important were “soft-skills”; like learning fast, thinking critically, effective communications, and fitting into a new culture. Some of the hard skills involved are were cloud computing, Python, Tableau, and “telling the data story” all of which are covered in our courses today. We are prepared to match these skills to the companies that need them.

Even though the headlines offer statements like, “Data Scientist is the sexiest job of 21st century”, by Harvard Business Review and that Data Science has been the top title on Glassdoor 4 years in a row, recognize that there are many in-demand middle-skilled DSA roles like Data Analyst, BI analyst, and Data Engineer. In fact, by 2020, the number of Data Science and Analytics job listings is projected to grow by nearly 364,000 listings to approximately 2,720,000.

The Miami Valley is ready to embrace the next gen roles. We are Dayton Strong. We embrace the quote from Jack Welch “Change before you have to”. We are looking forward to working with employers in hiring these new great graduates from the data programs. Plan now for taking courses to skill up in Python, Data Viz with Tableau, and Advanced Analytics with Excel, etc. So join us in the data revolution and think about attending an upcoming Technology First Data Analytics interest group meeting.

Sources:
http://www.bhef.com/
https://www.edc.org/defining-data-literacy-students
http://andrewmcafee.org/2013/05/mcafee-prediction-hippos-decisions-algorithms/
Technology First is seeking proposals for speaker participation in the March 11, 2020 Ohio Information Security Conference held in Dayton, Ohio. A session can be a formal presentation of a successful implementation, administrative solution, or technical solution. Topic content must focus on information security and may range from introductory to advanced or from operational to strategic. Each program session will last 50 minutes, including 10 minutes for Q&A.

Professional Attendees: Technology First has over 250 IT & Security professionals attend and most of audience being CISO’s or Security Leaders, and their direct reports with some attendees at the technical level. We also have a cross-representation of all industries including manufacturing, healthcare, and logistics/distribution, government sector and many more.

Are you a thought leader or security expert?

CALL FOR PRESENTATIONS - NOW OPEN!
Submit here: www.surveymonkey.com/r/OISC2020CFP

Proposal deadline: October 25th

Speaker Expectations, Travel, and Lodging: Presenters are responsible for securing and paying for travel and lodging. Speakers are encouraged to attend the full conference. Registration fees are waived for speakers.

Tracks: The focus of your presentation should adhere to one of the three perspectives.
1. Technical: Vulnerabilities and Threats
2. Management: Making the Best Security Decisions
3. Implementation: Technology Solutions and Associated Risk

The following are topics that have been suggested but other subjects are welcome:

- Innovations in Endpoint Security or 2 Factor Authentication
- Incident Response – what do you do now?
- Update on InfoSec Liability Issues
- Responding to potential litigation (preservation of evidence, interacting with legal teams)
- Changing security laws – federal and international legislation
- Managing and Organizing the Triangle of InfoSec, Risk, and Compliance
- Compliance, Audits, and Response
- Data Loss Prevention / Encryption
- Windows 10 Security Architecture Changes
- SIEM and Analytics OR Behavioral Analysis
- Cloud or Not to Cloud: Reasons to migrate to the cloud, Considerations on why not to
- Managing the Transition to the Cloud (controls, connections, your concerns now vs the provider?)
- Securing the cloud: planning, execution, and continuous monitoring
- Internet of Things OR SCADA Considerations and Issues
- Web-based vulnerabilities or Social engineering
- What is Virtual CISO and does it make sense?
- BYOMalware OR BYOD case study – security-based policy / implementation
- Free or low cost security tools to consider
- How to prioritize and budget in a limited financial resource environment
- Consumer-driven IT – new trends and concerns
- National security and Corporate breaches – implications to the industry
- Differences in securing smartphones, tablets and other mobile devices (iOS, Android)
- Combining Physical & Cyber Security

Please note: All proposals will be reviewed by the Security Conference Committee and proposal respondents will be notified of decisions on or after December 6, 2019. Technology First reserves the right to decline any presentation proposals at any point in the process. This conference is not the correct place for a sales presentation. An introductory slide outlining speaker’s bio and company contact information is appropriate.
Companies looking for IT talent today face a few stark realities:

• The Bureau of Labor Statistics predicts that by 2020, there will be 1.4 million computer-science-related jobs available, and only about 400,000 computer science graduates who have the necessary skills to apply for those jobs.

• Traditional forms of education, like bachelor's and master's degree programs, aren't always inclusive or accessible to everyone.

• To meet the significant demand for talent in the technology sector, we're going to have to look to alternative, programmatic and nontraditional training paths to fill the talent pipeline.

With technology ever-present in our daily lives, we not only need more people who can build, manage and secure that technology, but we need those people to better reflect the needs, values and experiences of the global population.

In short order, companies need to rethink their hiring and training practices to meet vastly different demand. We must diverge, diversify—and dive in. At TEKsystems, we're well-positioned to support the technology industry in this endeavor, as both a full-stack technology services provider and the largest provider of IT talent in North America, and our partnership with Per Scholas is helping to make that a reality.

**Partners in change**

Per Scholas is a national nonprofit that provides rigorous and tuition-free technology training and professional development for motivated and curious adults who are unemployed or underemployed to help them build lasting, life-changing careers in technology. Since 1995, Per Scholas has helped open doors for nearly 10,000 individuals—87% of their graduates are people of color, and 30% are women.

In 2018, TEKsystems piloted a training partnership with Per Scholas in our home city of Baltimore. The hands-on, 15-week Network and Help Desk IT Career Course taught students to troubleshoot and maintain computers, software, networks and mobile devices, and concluded with students earning industry-standard CompTIA A+ and NETWORK+ certifications. Within a month of graduation, TEKsystems hired over 60% of the class graduates and put their newly acquired certified skills to work.

**Custom training partnership**

With the success in Baltimore and a history of partnering to put people to work—TEKsystems has hired over 400 Per Scholas graduates across six U.S. markets since 2015—TEKsystems and Per Scholas have teamed up again to enact change at a larger, more impactful level. This year, we announced the launch of custom training programs in key markets expected to have significant growth over the next five years: Boston, Detroit and Philadelphia.

Our partnership with Per Scholas proactively addresses the issue that there's not enough technical talent in these cities to meet demand—both in sheer numbers and in experience with emerging technologies.

**Exponential impact**

This strategic partnership not only helps address the talent gap and strengthen diversity in IT but is more proof that it is possible for organizations to “do well by doing good.” The Per Scholas graduates we’ve employed aren’t just enriching their teams and organizations, they’re building a better future for themselves and their families, while strengthening communities.

As Per Scholas President and CEO Plinio Ayala says, “This impact is generational.”

For more information about the course, please visit platformbyps.org/TEKsystems.

(Editor’s Note: This article originally appeared on Jay Alvather’s personal LinkedIn, “TEKsystems and Per Scholas join forces in innovative workforce development solutions,” in June 2019.)
EVENT SPOTLIGHT

It isn't problem solving, it's opportunity finding...

Women 4 Technology - DAYTON:

Dr. Cheryl B. Schrader, Wright State University's first female President, spoke to our W4T Dayton SIG about overcoming challenges and finding opportunities within them. Thank you President Schrader for leading a great discussion!

Artificial Intelligence Symposium with Antioch College:

In July we partnered with Antioch College as they featured Antioch alum Jay Tuck for an AI Symposium at the Dayton Metro Library downtown. Jay Tuck is a journalist, television producer, author, voice talent, and lecturer. He has found Artificial Intelligence and its future impacts incredibly intriguing, titling his presentation - "AI: Humanity's most serious challenge"

CIO/CEO Council - Collaborative event with AFCEA:

Also in July, our CIO/CEO Council featured Dr. David Wright, Director of Academic Technology & Curriculum Innovation at the University of Dayton. Dr. Wright spoke with a different perspective on AI, highlighting that although AI, ML, and automation will affect the future workforce, there is plenty of opportunity for teaming and using these technologies to our advantage.

Flip back to page 4 to read more about Dr. Wright's thoughts on the next flood for Dayton.

Artificial Intelligence & Future Impacts
EVENT SPOTLIGHT

Women 4 Technology - CINCY:

Our W4T Cincy SIG met in August for Meaningful Mentoring. Mentors each chose topics of interest to guide their small group discussions. Thank you to our Mentors for their time and contributions to this great annual event! W4T Dayton will have Meaningful Mentoring in January.

Mentors:
Tammy Buchholz - AVP, Software Quality Assurance, Western & Southern Financial Group
Karen Greer - CEO, Secure Content Technologies
Barbara Hogan - Co-Owner & Chief Culture Officer, Afidence
Bridget Klare - IT Manager, The Kroger Company
Casey Moran - VP of Operations, GE Digital
Nathalie Pottier - Director of Corporate Systems, Kroger Technology

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” — John Crosby

SPOTLIGHT:
OCTOBER TECH FORUM

The Post Modern CIO
Edward Marx, CIO
Cleveland Clinic

Friday, October 18th
11:30am-1:00pm
Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, Ohio 45417

Edward Marx is Chief Information Officer at Cleveland Clinic, a $10 billion medical system that includes a main campus, 10 regional hospitals, 18 family health centers, and facilities in Florida, Nevada, Toronto, Abu Dhabi and London. He is responsible for the development and execution of strategic planning and governance, driving optimal resource utilization, and team development and organizational support. Ultimately, he will develop leaders and leverage digital healthcare technologies to enable superior business and clinical outcomes.

Prior to joining Cleveland Clinic, Edward served as CIO of several health systems in Texas, New York, Colorado and Ohio. Edward began his healthcare service as a janitor while in high school where his commitment to patient care began. He later served as an anesthesia technician before transitioning to the Information Technology field. Concurrent with his healthcare career, Edward served as an Army combat medic before becoming a combat engineer officer. Edward is married to Simran and they have five children and three grandchildren. A member of TeamUSA Triathlon, he attempts to stay health through competitive cycling and running.

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How can our Master of Information Systems or Master of Science in Logistics and Supply Chain Management degree programs help you?

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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.

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**CREATING A COMMUNITY TO SHARE KNOWLEDGE, GROW BUSINESS AND BUILD FOR THE FUTURE. 2019-2020**

Established in 1997

- **22 BOARD MEMBERS**
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- **150+ CORPORATE MEMBERS**

- **11 ANNUAL PARTNERS**

**SHARE KNOWLEDGE**

**DATA ANALYTICS**
- Artificial Intelligence / Machine Learning
- Analytical Algorithms
- Data Strategy & Analysis Tools
- IoT Applications

**CEO COUNCIL**
- Business Owners, CEO’s, Presidents
  - of Regional IT Companies
- Strategic Planning
- Peer Sharing
- Business Development

**CIO COUNCIL**
- Company’s Highest Level IT Executive
- Monthly Meetings
- 25-30 Attendees Each Session
- Strategic Planning and Leading Edge Topics

**WOMEN 4 TECHNOLOGY**
- Four Areas of Focus
  - Leadership
  - Networking
  - Professional Development
  - Mentoring

**MUNICIPALITY IT**
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- Recognized Thought Leaders
- 3x/year

**TECH THURSDAYS**
- Casual After Hours Networking
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- IaaS vs PaaS
- Mobile Device Management

**TRAINING EXCHANGE**
- Partnership with Sinclair Workforce Development
- Continuing Education Programs

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- 26,000+ Unique Annual Visitors

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- Expert Articles contributed by Members
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  - 70,000+ readers

E-NEWSLETTER
- 4,000+ Subscribers
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- Helps IT Buyers find Suppliers
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- 13th Annual 11/13/19
- Anything Technology
- 250+ Participants
- 23+ Speakers including Expert Panels
- 40+ Exhibitors

**OHIO INFORMATION SECURITY CONFERENCE**
- 17th Annual 3/11/20
- Focus on Management, Technical and Implementation
- 300+ Participants
- 23+ Speakers including Expert Panels
- 30+ Exhibitors

**2 ANNUAL CONFERENCES**

**DIGITAL MIXER**
- Annual Casual Career and Networking Night (February)
- 35+ Employers
- 200+ Students
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**JOB POSTINGS**
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ANNOUNCING 2020 DATES!

CIO COUNCIL
(Executive Leadership Only - 11:30-1pm)
- September 12, 2019
- October 18, 2019 - Tech Forum (Open Event)
- December 5, 2019
- January 16, 2020 - Tech Forum (Open Event)
  - February 20, 2020
  - March 27, 2020
- April 16, 2020 - Tech Forum (Open Event)
  - May 21, 2020
  - June 12, 2020
  - July 9, 2020
  - August 14, 2020
- September 10, 2020
- October 8, 2020 - Tech Forum (Open Event)
  - December 3, 2020

DATA ANALYTICS
(Open to ALL - 8:30-10am)
- October 4, 2019
- December 6, 2019
- January 10, 2020
- February 28, 2020
  - April 3, 2020
  - May 15, 2020
  - August 21, 2020
  - October 2, 2020
  - December 4, 2020

INFRASTRUCTURE/CLOUD
(Open to ALL - 11:30-1pm)
- October 4, 2019
- December 6, 2019
- January 10, 2020
- February 28, 2020
  - April 3, 2020
  - May 15, 2020
  - August 21, 2020
  - October 2, 2020
  - December 4, 2020

CONFERENCES
(Open to ALL)
- Taste of IT - November 13, 2019
- OISC - March 11, 2020
- Taste of IT - November 18, 2020

SPECIAL EVENTS
(Open to ALL)
- Digital Mixer - February 12, 2020
- Leadership Awards - May 7, 2020

TECH THURSDAYS
(Open to ALL - 5-7pm)
- September 12, 2019
- October 24, 2019
- February 13, 2020
- April 9, 2020
- June 11, 2020
- August 27, 2020
- November 5, 2020

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OISC - March 11, 2020
Taste of IT - November 18, 2020

WOMEN 4 TECHNOLOGY
(Open to ALL - 8-10am)

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(for City Managers and Muni IT Leaders)

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