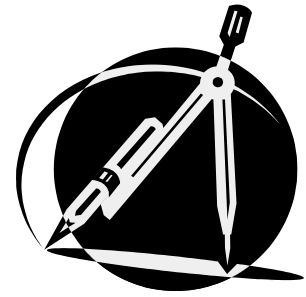


The Compass



Volume IV, Issue 3

Summer 2007

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The View from the Top by Jim and Bill Viox

Remember Captain James T. Kirk, Commander of Starship Enterprise on *Star Trek*? (Yes, the engineering nerd in me is showing through). Each week, he reminded us that space was the "Final Frontier". Well, "space" has been an issue with us for a long time. We love our convenient location; just off the interstate, with easy access to Greater Cincinnati. However, our space was always very cramped until June of this year. We have now completed expansion into four suites of the adjoining shopping center with room to grow. We believe more space contributes to better team attitudes and performance. Our staff loves the extra leg room.

At Viox & Viox, business is not "as usual." Our customers have been very busy this spring and summer, despite the lack of residential activity. It

is particularly busy within the commercial areas, including both retail and office uses. Industrial development has also continued to grow near the Northern Kentucky/Greater Cincinnati Airport.

Our public clients are also very involved in infrastructure improvements. We have also enjoyed projects with our professional partners, both as prime consultants and sub-consultants. We value the long relationships we have had with our co-designers.

Our goal is simple: win client loyalty, exceed expectations, improve communications,

and create lifetime customers. Our staff reinforces that theme each morning and every day.

Finally, congratulations are in order for **Vincent Kahmann, P.E., P.L.S.** for his promotion to Senior Design Consultant. Vince, who has worked for Viox & Viox for 27 years, is an invaluable resource for all of the staff at Viox & Viox.



Viox & Viox Staff
2007

Viox & Viox Finalist for Family Business of the Year

Viox & Viox is proud to be a recognized as a Finalist in the 2007 Tri-State Family Business of the Year in the category of Community Service. The award is presented by the University of Cincinnati's Goering Center for Family & Private Business.

As a finalist, the company will be featured in a special supplement in the August 31st Business Courier. The firm will also be recognized at the Awards reception at Music Hall

on August 28th.

The Award ceremony will honor Greater Cincinnati family businesses in four categories: Over 100 Employees, Under 100 Employees, Innovation, and Community Service. Viox & Viox is pleased to be considered for such a prestigious award in the category of Community Service. The firm was founded on a belief system that success can be achieved by building good relationships and giving back to the community and to

the profession.

The firm regularly teams with several charitable organizations, including the Erlanger-Elsmere Family Resource Center and the Welcome House of Northern Kentucky. In addition, Viox employees currently hold offices in many local and state professional and community groups such as NKSP, KAPA, KAPS, Northern Kentucky Chamber of Commerce, and the Diocesan Catholic Children's Home.



Top: Erosion of New Uri Creek; **Bottom:** Detention facility near Florence Elementary School

New Uri Watershed Study Complete

This spring, after approximately one full year of research, Viox & Viox's study of the New Uri Watershed in Florence was completed. Viox & Viox was hired in 2006 to perform a study of a 151.7-acre area surrounding the New Uri Creek.

Development in this area began in 1925 and continues to the present day. The residential and commercial district has been a focus of the City of Florence's Public Works Department because of flooding and erosion problems

over recent years.

The data collection portion of the study began in Spring 2006. Viox & Viox, with help from an environmental group, XCG Consultants, placed and monitored a series of rain gauges and flow monitors in the watershed area. In addition, Viox staff conducted a survey of all property owners in the area regarding property damages incurred from flooding and/or erosion issues.

After all data was carefully collected and analyzed, Viox & Viox was able to

create a series of recommendations that were included in a full report given to the City of Florence. Of the six recommendations given to the City, the first three are currently in the design phase and will likely be constructed starting in the late summer. The first three priorities are: fixing off-channel drainage issues; adjusting a detention facility on U.S. 42; and creating additional channeling to prevent soil loss in selected locations. The findings and recommendations were presented at a public meeting this past spring.



Top: Abby's Florence location; **Bottom:** Site of new Abby's on Grand National Blvd. (facility to be situated in area to the right of fence)

New Child Enrichment Center Gains BCPC Approval

A zone change request which Viox & Viox made to the Boone County Planning Commission on behalf of Abby's Child Enrichment Center was recently approved and is now awaiting approval by the Fiscal Court. The center will be the fifth daycare facility owned and operated by Ms. Abby Sommerkamp, and will be located in Steeplechase Subdivision in Richwood, KY.

The 2.3-acre site is

currently located in a employment zone. The zone change request is for a move to a suburban-residential district which is more aligned with the residential-nature of the child center.

The new Abby's Child Enrichment Center will be located on Grand National Boulevard, near the Steeplechase Clubhouse. The facility will provide infant care, preschool curriculum, and a private

kindergarten and will have a maximum capacity of 125 children. Abby's has four other locations in Highland Heights, Taylor Mill, Fort Thomas, and Florence, and all have been accredited by the National Association of the Education of Young Children (NAEYC).

The Fiscal Court held a first reading of the zone change request on July 10, and is expected to make a vote on August 8.



Viox Employees Participate in Innovation Contest

Bill Gates once stated that one of the most important goals in business is "getting ahead in innovation...because if you don't, someone else will." Based on the wisdom of those words, Viox & Viox recently held, what they hope will become an annual, office-wide Innovation Contest. The idea for the contest came from Bill Viox who believes that one never knows from whom the next big idea could come. Bill felt that each and every employee at Viox & Viox could have a significant idea to contribute,

therefore, the contest was born.

Each staff member was given approximately 10 days to submit an unlimited amount of "innovation entries." The ideas could be both big and small, but all had to demonstrate potential improvements in profitability, efficiency, and/or customer service.

The "Innovation Committee" received over 70 entries, of which a grand prize and five runner-up innovations were awarded. Kenny Courts

won \$200 for his entry which entailed 2 great ways for employees to both increase efficiency and improve their skill levels. Other winners were Mary Etingher, Michael Miller, Jonathan Brown, Aaron Duesing, and Travis Saylor.

As it was felt that every entry had value, all ideas will be discussed within the Innovation Committee. The Committee will meet several times a year to discuss potential future innovations based on employee ideas.



Kenny Courts: Grand Prize winner of the Innovation Contest

Employee Happenings

Viox & Viox Employment Anniversaries

The following employees are celebrating employment anniversaries this summer:

2 years

Jason Thorwarth (6/6/05)

3 years

Matt Bogen (6/24/04)

7 years

Caroline Weltzer (7/7/00)

9 years

Greg Larison (8/12/98)

10 years

Chris Boots (8/29/97)

11 years

Ricky Faulkner (8/13/96)

17 years

Christian Craddock (6/1/90)

20 years

Jimmy Viox (6/1/87)

27 years

Vince Kahmann (8/18/80)

33 years

Dean Tanner (6/5/74)
Congratulations to everyone!

Summer Birthdays

Carter Dickerson - June 4

Tim McNeely - June 4

Matt Bogen - July 17

Greg Larison - July 24

Kris Curry - August 18

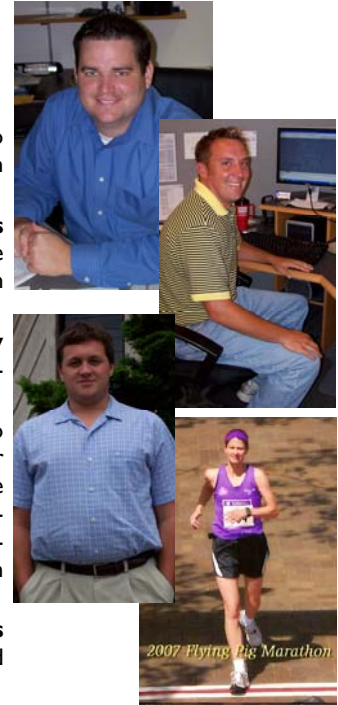
Chuck Faeth - August 30

Michael Miller - August 30

Happy Birthday to all of you!

Announcements

Clockwise from Top: Jonathan Brown; Chris Boots; Megan de Sola; Travis Saylor



- Congratulations to **Jonathan Brown** on passing the P.E. exam.
- Congratulations to **Chris Boots** on passing the Surveyor in Training Exam (SIT).
- Congratulations to **Sandy McMillan** on her promotion to Office Manager.
- Congratulations to **Megan de Sola** on her recent appointment to the Fort Thomas Tree Commission and for completing her first marathon (Flying Pig) in May!
- Welcome back to **Travis Saylor** who has returned for his 2nd co-op term.

Viox & Viox Twice Recognized for Achievements

This past June proved to be a surprising month as Viox & Viox were recipients of two prestigious professional awards. The firm was recognized by both the Kentucky Chapter of the American Public Works Association (APWA) and the Northern Kentucky Chamber of Commerce.

On June 7th, Viox & Viox received the 2007 Kentucky Chapter of the American Public Works Association's

(APWA) Outstanding Design Consultant of the Year award. The award, which was the result of a nomination by the City of Florence, was given out during the organization's annual state conference, which was held at the Radisson Hotel in Covington, Kentucky.

The following week, on June 13th, a luncheon was held at "Receptions" in Erlanger, Kentucky to honor the 2007 Small Business

"SUCCESS" Award finalists. The Northern Kentucky Chamber of Commerce established the "SUCCESS" Awards in 1996 to recognize area small businesses that have demonstrated growth, financial stability, resourcefulness and creativity to excel in their chosen industries. Viox & Viox was named as a finalist in the category of "Professional Services."



Top: Viox employees at "SUCCESS" Awards luncheon; **Bottom:** Bill Viox discusses firm's exhibit with Florence Mayor Diane Whalen and City Administrator Pat Wingo.

Company Hires Business Consultant

Though summertime for some means a more relaxed pace, Viox & Viox is doing the exact opposite. The firm has been busy working hard to improve its processes, communication with clients and understanding where improvements need to be made to better serve our clients.

Superior customer service through refined processes, reorganization of teams, and a focus on client communi-

cation are the primary goals. The firm recognized that sometimes it is better to look outside of the Viox & Viox walls to find expertise in areas which need to be enhanced. Therefore, the company enlisted the services of a consultant who has experience in strategic planning, process refinement and resource management. The staff has been meeting with the consultant during the months of June and July and will

continue to meet with him until all goals have been accomplished.

Though change can be difficult while an organization is redefining itself, we are looking forward to the end result. For sixty years Viox & Viox has delivered excellent service to its clients. Through the steps we are taking now, we hope to continue to deliver excellent service for another sixty years and beyond.



Viox & Viox staff met new business consultant at a recent luncheon.



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We're on the Web!
www.vioxinc.com

Important Dates and Upcoming Events:

- **Aug. 9** - NKSPE Luncheon (tour of SD #1 Eastern Regional WWTP)
- **Aug. 28** - UC's Goering Center for Family & Private Business Award Reception - Music Hall, Cincinnati
- **Sept. 3** - Labor Day (office is closed)
- **Sept. 17** - NKSPE Golf Outing - Triple Crown Country Club
- **Oct. 11** - NKSPE Luncheon
- **Oct. 16** - National Boss Day

Viox & Viox began providing engineering and surveying services to Northern Kentucky in 1945. The firm, originally founded by James H. Viox, Jr., P.E., L.S. and George Rassenfoss, P.E., is now owned by Mr. Viox's two sons, James H. Viox, III, P.E., P.L.S. and William R. Viox, P.E., P.L.S.

Viox & Viox has grown and expanded their services over the years and currently employs approximately 35 employees. Viox & Viox currently offers services in municipal engineering, commercial, industrial and residential planning, public utilities, surveying, Global Positioning Systems (GPS), and landscape architecture. With over 70% of its employees from Northern Kentucky, the firm is closely connected to the local residents and the issues and challenges that face the community. It is our intent and hope to continue to progress and produce the high quality of professional services for which we are known.

Our Mission Statement:

To continue to serve a diverse spectrum of clients in an accurate and timely manner.

To make Viox & Viox a positive work environment that will enable employees to grow both professionally and personally.

To continually progress in the area of technology so as to serve our clients by the most advanced methods available.

To be the premier Civil Engineering / Surveying / Landscape Architecture firm within the Tri-State area with a solid reputation of delivering excellent service from a professional staff in the most cost effective, timely, and accurate way possible.

Creating innovative pathways through progressive design...one client at a time.