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Chairman's Connections

By Jim Zahora, Chairman of the Board

Imagine

I think John Lennon had some manufacturing in his bloodline.



We all know there is a shortage of skilled and unskilled manufacturing people. The DRMA has numerous initiatives to get people interested in manufacturing. The region has outstanding educational institutions and other organizations doing a great job in training, economic development, and workforce development.

Imagine if our region could orchestrate all of these activities to sing together in a synchronized, collaborative song? *Imagine* if all of the workforce development efforts in our region were integrated and strategically aligned. *Imagine* if manufacturers led this effort and steered the activities. *Imagine* no longer.

The Ohio Manufacturers Association (OMA) has introduced a model to help solve manufacturing workforce issues, and it is a model that is proven to work nationally and in Ohio. The model is called a "sector partnership." It was introduced to a group of manufacturers and stakeholders in April 2017. Sector partnerships are regional, employer-driven partnerships of industry, education and training, and other stakeholders that focus on the workforce needs of manufacturers in an area's labor market.

Fortunately, the Dayton Region has a great foundation for a sector partnership largely due to our existing educational institutions, organizations like FASTLANE, Ohio Robotics, Inc. (ORI), Dayton Development Coalition (DDC), and many others. In addition, no other region in the state has a manufacturing association that is as large and as strong as the DRMA, which can provide existing strong relationships, structure and administration help. Many of the workforce solutions being put into place by existing sector partnerships (one in northeast Ohio and several in other states) are already in place in the Dayton Region. The primary challenge in our region is to strategically align the existing workforce ecosystem and augment it with best practices. All of the stakeholders have their own lane; we just need to be going the same direction on the same highway.

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So what is the status of this initiative in our region? As of this writing, a plan has been drafted primarily by DRMA, FASTLANE, ORI, and DDC. Excellent first step! But there is much more to be investigated and more work to be done. If all involved keep the same objective – to solve the manufacturing workforce shortage in Western Ohio – any conflict can be overcome. The DRMA is committed to support this effort and help solve our workforce problem in our region. Stay tuned for more information as we continue to investigate this model. *As John and I collaborate on his song....*

*You may say I'm a dreamer
But I'm not the only one
I hope someday you'll join us
And the Region will work as one.*



Jim Zahora

I've Been Thinking . . .

By Angelia Erbaugh, President

DRMA's recent Top Issues Survey ([click here](#) for the results) confirms again what we have known for some time: The #1 concern facing virtually all manufacturing members is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the **awareness of careers in manufacturing** in order to attract more workers to the pipeline. Read more about these initiatives in the Member Benefit Spotlight article in this newsletter.

One of those initiatives is organizing national **MFG DAY** locally. MFG Day 2018 is on October 5, but NOW is the time to start thinking about hosting an open house. Why so early? Many schools plan their fall field trips during the spring. [Watch this](#) short video to see the impact that our local MFG Day made on students' views about careers in manufacturing. [Contact me](#) to learn more about participating.

Another of those initiatives is a summer camp we participate in with the City of Dayton. We introduce kids to manufacturing with a few hands-on activities and videos. I need 2 people to help with this project this year. If you like working with kids, this is the place for you to plug in. [Let me know](#).



We had a GREAT **Government Relations Meet Up** last month with Congressman Jim Jordan. The Congressman clued us in on what he's working on and listened to our concerns. Many thanks to John Bertsch, owner of Detailed Machining, for hosting us, providing lunch, and letting us tour his facility.

We're closing out our **membership renewals!** Volunteers and staff work hard to ensure your membership in DRMA is valuable to you. From growing the workforce pipeline, to advocacy, to business and economic development, and peer-to-peer connectivity, DRMA's brand promise is to Strengthen, Advocate, and Educate. Be part of the voice in 2018! And if

there is something else you would like us to do, please [let me know](#).



We're having great success in raising the awareness of the great careers our region's manufacturing industry offers with our **Power Lunches and career day activities!** Do you have a passion for growing your workforce pipeline and talking with young people? Please volunteer a couple hours of your time and expertise during a Power Lunch and speak with students one on one about why you love working in manufacturing. Talking points will be provided to you. This requires a minimum commitment from you while providing you with the opportunity to impact your future workforce! [Contact me](#) for more information.

Specifically, I need help from **Kettering area manufacturer members**. We have 2 **Power Lunches** scheduled with Kettering schools next week. I could use some more volunteers to help with these. Do you have someone in your company who would donate 2 hours of their time? I particularly need young folks, female folks, and people of color folks. Let me know!

Two ways you can **save money with your DRMA membership**: 1) Our **Legal Services Plan**: members get one FREE phone call a month with attorney Bob Dunlevey at Taft. Simply identify yourself as a DRMA member when you call (937-641-1743). 2) **OSHA training discount** through the Mid-America OSHA Education Center: DRMA members get a 20% discount on all their industrial-related training programs. Email [Shay](#) for your discount code.

We have a couple of opportunities over the next few weeks for you to build relationships with your DRMA peers and learn some valuable stuff . . .

-) February 22 – DRMA MFG Mix at the Greentree Group in Beavercreek. Mixes are a casual way to get to know other members. We'll introduce you around. And the folks at Greentree ALWAYS throw a good party!
-) March 8 – Breakfast with DRMA: International Trade & Intellectual Property, presented by Thompson Hine. If you do business internationally or thinking of doing so, you don't want to miss this informative presentation. And at their beautiful Austin Landing offices!

Thanks for choosing to be a member!



Angelia



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Member Events

MFG Mix at The Greentree Group/Back to Business IT – February 22

You won't want to miss our first MFG Mix of the year! Stop by to enjoy hors d'oeuvres and drinks while you meet up with your peers to share best practices, solve problems, and find new avenues for business growth. Say hi to old friends and meet some new business colleagues in an casual, open house style gathering. Think you won't know anyone? Not to worry, we'll connect you with someone to introduce you to the people you want to meet.



Date: Thursday, February 22
Place: The Greentree Group/Back to Business IT – 1360 Technology Ct. Suite 100, Beavercreek, OH 45430
Time: 5 – 7:00 p.m.
Cost: \$10 for members, \$20 for non-members

Click [here](#) to register

Breakfast with DRMA: International Trade Law & Intellectual Property – What You Need to Know, Presented by Thompson Hine – March 8

International trade and intellectual property issues are hot in Washington. As a candidate, President Trump said that he would protect U.S. industries, and his administration has taken actions to combat theft of U.S. intellectual property and fight unfairly traded steel and aluminum. Please join Thompson Hine Partners [Roger Bora](#), [Steve Elleman](#), [Theodore Lienesch](#) and [Mark Lunn](#) for a robust conversation on the following topics:

- J International Trade: What's Happening in Washington
- J Overview of Trade Law Regulations and Compliance
- J Trade Remedy Laws/Trade Remedy Cases as Investments in Increasing Profits
- J Patent, Trademark and Trade Secret Protection in the United States and Abroad
- J Maintaining a Healthy Global Intellectual Property Portfolio



Attending the Breakfast with DRMA event benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you'll grow your network of peers by meeting up with your DRMA colleagues. Register [here](#) by March 6.

Date: Thursday, March 8
Place: Thompson Hine Dayton Office – 10050 Innovation Drive, Suite 400 Dayton 45342
Time: 7:30 – 9 a.m.
Cost: \$30

Economic Update featuring Brian Beaulieu, presented by Bank of America

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, CEO of ITR Economics, on Thursday, April 5.

Brian will give insight on how to forecast, plan, and increase your profits based on business cycle trend analyses. ITR Economics predicts future economic trends with a 94.7% accuracy rate and 60 years of correct calls. There will be opportunities for increasing profits in the years ahead; however, the road to higher profits will not be straight. There will be bends in the road, and a few potholes to avoid as well. We will examine the leading indicators

to peer into the future to see what to expect and when. Rising revenues are part of the equation; cost pressures need to be dealt with as well. We will look at what to expect, and when, in terms of costs to maximize the profits that stem from the rising tide of revenues.

Attendees will leave knowing:

-) What leading indicators to watch
-) What changing tax laws may mean for the economy
-) When the stronger years will occur over the next four years
-) What cost pressures will need to be managed

Brian is a dynamic, interesting and entertaining speaker and has spent 25 years traveling around the US and Canada speaking to business owners as an informed economic consultant. Even if you have heard Brian or his brother Alan at a national conference this year, you don't want to miss Brian's speech to DRMA. He applies their trend analysis to Ohio and the Dayton Region. You will not be disappointed!

Presented by Bank of America, the event will take place at the Sinclair Conference Center on Thursday, April 5. The program will start at 5:00 (doors open at 4:30); a reception with hors d'oeuvres and a cash bar will follow the program, starting at about 6:30. Limited seating is available, so register now! For more information or to register, [click here](#).

Date: Thursday, April 5
Place: Sinclair Conference Center
Time: 5:00 p.m. Program, 6:30
Cost: \$50 members \$75

p.m. Reception
non-members

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Save the Date for the DRMA Golf Outings!

Join us on Monday, May 21, for the Third Annual DRMA Golf Championship, presented by Conger Construction. The outing will be held at Troy Country Club and the format will be play your own ball with a shotgun start at 12:30.



Registration forms will be emailed on March 7. Watch for it and respond immediately as last year's outing sold out in less than 5 hours! The cost for golf (including lunch and cart) is \$125. At least two golfers per foursome must be employees of DRMA member companies. For more information, please visit our [website](#).

Our summer golf outing will be held on Monday, July 9, at Walnut Grove Country Club. This will be a scrambles format with start times at 7:30 and 1:00. Stay tuned for more information!

DRMA Calendar of Events

- February 20** Operations Meet Up, [register here](#)
- February 22** MFG Mix at The Greentree Group/Back to Business IT, [register here](#)
- February 27** Workforce/HR Meet Up, [register here](#)
- March 6** Additive Manufacturing Meet Up, [register here](#)
- March 8** Breakfast with DRMA: International Trade & Intellectual Property– [register here](#)
- March 13** Young Professionals Meet Up, [register here](#)
- March 14** Safety Meet Up, [register here](#)
- April 5** Economic Update with Brian Beaulieu, [register here](#)



For a full listing of all events throughout the year, please visit our [events page](#).

News You Need

Membership ROI... DRMA 101

Are you new to DRMA, looking to get re-aquainted with the association, or want to know more about getting the full “bang” for your membership dues “buck?” Attend an upcoming DRMA 101 session with DRMA president Angelia Erbaugh, a Board member, and Member Services Committee representative to learn more about making the most of your membership in a casual, conversational setting.

Space is limited, so contact [Shay](#) today to sign up for an upcoming DRMA 101 session!

Manufacturer Sessions:

- Tuesday, March 1, 7:30-8:30 a.m., Un Mundo Café – Springfield
- Thursday, March 15, 7:30-8:30 a.m., Panera Bread – Austin Landing, Miamisburg
- Tuesday, April 10, 7:30-8:30 a.m., Panera Bread – Miller Lane, Dayton
- Wednesday, May 2, 7:30-8:30 a.m., 1808 Café - Eaton

Affiliate/Associate Sessions:

- Tuesday, February 20, March 20 and April 24 & Wednesday, May 23 - 4:30-5:30 p.m., Franco's – Downtown Dayton

Seeking Volunteers

DRMA, like other volunteer organizations, accomplishes its goals through the efforts of volunteers and staff. We currently need volunteers in the following areas:

AMTS Committee Needs

Education/Seminars – This sub-committee’s job is to figure out (with help from others) the education workshops and technical seminars that would be of interest to people attending DRMA’s annual trade show, then do the legwork needed to line up the presenters. No special skills are required for this sub-committee, just an interest in this area.

End of First Day Event – This sub-committee’s job is to plan an event to be held the first night of the show for show exhibitors, attendees, and DRMA members. The event might include some fun activities, awards, and recognition components. This is a perfect role for people who like to organize events.

Growing the Workforce Pipeline Committee Needs

MFG Day – This sub-committee’s job is to identify manufacturer members who look cool and invite them to participate in MFG Day. The sub can also identify how we can enhance our MFG Day “offering,” but the emphasis is on recruiting members to participate. This is a perfect role for sales people who get inside manufacturing facilities as part of their real job.

Power Lunches/Career Events/Speakers – This sub-committee’s work is to enhance our existing displays; recruit more volunteers to work Power Lunches; develop scripts for speaking engagements; recruit and train 5 speakers (from manufacturer member companies); and to figure out how we follow up with students we talk to. This is a good fit for everyone who has trouble finding enough qualified workers and specifically those who enjoy talking to students about careers in manufacturing.

Summer Camps – This sub-committee’s job is to tweak and deliver a “this is manufacturing” “curriculum”/activity during a couple of summer camp opportunities we have. We already have a curriculum, but it could use some tweaks, and we need a few more companies to participate. People who like working with children would fit well on this committee.

Communications – This sub-committee’s job is to design/write and deploy a communications plan to members and beyond on what the Growing the Workforce Pipeline Committee is doing. People who like to write would fit well here.

What to Expect as a Volunteer

Each sub-committee will set its own schedule to get the work done and to align with committee members’ schedules, but as a general rule, assume a monthly meeting for about 1.5 hours, sometime in person, sometime over the phone. The committee will decide the tasks needed to get the job done and divvy up those tasks among committee members. Each committee will have staff support to do the things that volunteers aren’t able to do.

What’s in it for You

In addition to helping DRMA further its mission, volunteering is good for YOU, too! According to the American Society for Association Executives . . .

-)] 86% of hiring managers in the country’s largest companies recently cited involvement in industry or trade associations as somewhat or very beneficial to an employee’s career
-)] Companies value employees who proactively seek opportunities to develop their skills and expertise
-)] Participation in professional associations is an effective way to learn of new industry developments and network with others in the field
-)] Taking an active role by volunteering allows employees to strengthen their leadership abilities, interpersonal skills, and business acumen.

Volunteering . . . promotes personal growth and self-esteem.
Volunteering . . . strengthens the community.
Volunteering . . . teaches you a lot.
Volunteering . . . gives you a chance to give back.
Volunteering . . . encourages civic responsibility.
Volunteering . . . provides you a way to make a difference.

Interested in helping out? Contact [Angelia](#).

CIMx Software's 18-in-2018 Brings Data-Driven Manufacturing to the DRMA

Submitted by Ed Deaton of CIMx

In a recent survey of Dayton manufacturers, production data and performance analytics were ranked as the top needs for continued success in 2018. The same survey showed that more than half of those companies surveyed were using homegrown systems or spreadsheets to track and control production.

The solution is closer than you think. By replacing spreadsheets and paper with a low-cost, agile Production Control System (PCS), companies gain real-time production data and control. CIMx Software's [18-in-2018](#) eliminates the high-cost of getting started and makes it easy for Dayton manufacturers to increase efficiency and reduce costs with data-driven manufacturing provided by our Quantum PCS.

Accuracy and Speed, and Rapid Installation

There's a famous saying, "If you can measure it, you can manage it." Without access to accurate, real-time production data, production control is difficult if not impossible. Collecting data on paper and storing it on a spreadsheet isn't actionable. Major decisions are based on guesswork, and opportunities for corrective action or improvement are lost. Modern Production Control Systems like [Quantum by CIMx Software](#) are designed specifically for make-to-order manufacturers, enabling companies to ditch paper travelers and spreadsheets for real-time production data and control. Quantum pulls your existing build information directly into the system for a rapid roll-out and easy user acceptance. Almost any device with web access, including tablets, will connect to the system, ensuring your team is never far from the production data they need.

Data Driven Manufacturing at your Fingertips

Once you have a reliable method of collecting and analyzing production data through Quantum, you can determine the best approach to increase efficiency, lower costs and improve production outcomes. Utilize the dashboard to track production in real-time. With complete shop floor visibility, managers see immediately when an issue occurs and can take corrective action to resolve it. Solutions are implemented before ship dates slip or money is lost. See and understand your production processes with clarity, revealing even more opportunities for improvement. Key Performance Indicators (KPIs), or factors that contribute to the success of your business, can be tracked in Quantum to measure progress.

18 Free Quantum Installations in 2018

SMB manufacturers planning for success or looking to scale their business in 2018 are using PCS like Quantum to address challenges in their processes. Unlike hiring more workers or purchasing another machine, companies investing in PCS see an immediate positive impact and long-term production benefits. If you'd like help in evaluating your current production needs and exploring how data-driven manufacturing can benefit you, CIMx Software can help. Contact CIMx right now to take advantage of the "18 Free in 2018" promotion and let us prove how easy the solution is to install and use by **completely** covering the installation cost. Want to learn more and see what you can save? Visit us at www.CIMx.com or contact us at info@cimx.com.

Legally Speaking

Anti-Trust Antics

Submitted by Bob Dunleavy of Taft Law

Recently the Board of Trustees reaffirmed the Association's commitment to the DRMA's anti-trust policy. In addition, the Board asked that I remind you of our policy and the law. Federal and state anti-trust laws have been around a long time and are intended to promote open and fair competition in business. You need to know a little about these laws so you don't find yourself in an awkward position – "jail." Trade and professional associations are quite vulnerable to claims of illegal restraint of trade even though they are customarily non-profit organizations. The reason for this is that associations are normally comprised of competitors, or potential competitors, and association activities provide an excellent opportunity for them to reach tacit or explicit agreements on a variety of business practices, some of which are illegal. Concerted action which raises prices or lowers the quantity or quality of available goods is always suspect. Here are some of the "basics" about anti-trust regulations which will help you avoid penalties of up to \$1 million for individuals and \$100 million for business organizations and up to ten years in jail. The stakes are high!



Now @ Taft Law
(937) 641-1743

Associations and their members are given broad opportunities to engage in joint action such as lobbying, but they must avoid activities which reduce competition among themselves or hold their suppliers or customers to some type of reduced competition. The leaders of the association need to be vigilant to ensure that illegal conduct does not occur. At gatherings of members, we all need to be careful not to say or do something which could be considered an unlawful conspiratorial agreement. For example, at a dinner meeting, one owner of a business told another that he took pricing seriously and planned on implementing a price increase in the near future. The second owner expressed a similar sentiment and prices were actually increased by these competitors at relatively the same time. The FTC sued both companies. Another potential violation can occur when one manager of a company speaks with a competing manager and urges the reduction in production in order to increase demand and, in fact, that reduction actually occurs.

Not only the individual members can be held liable, but also the association can be held responsible for the discussions its members have. Sometime ago, the National Association of Music Merchants was charged by the FTC with allowing its meetings to serve as a forum for rivals to disseminate or exchange competitively sensitive information. Competing retailers of musical instruments discussed strategies for raising retail prices, margins, minimum advertised price policies, and other related items. The association had sponsored the meetings and set the agenda to assist in discussions. Interestingly, there was no evidence that the discussions, in fact, led to unlawful collusion. This consent decree illustrates that anti-trust considerations in association activities remain alive and well and must be respected by the members and officers of any association. But remember, the discussion doesn't have to come during the actual meeting. Conversations at the bar before or after an event (or on the golf course) can be equally as lethal.

Some of the types of activities which are automatic violations include agreements fixing prices, boycotts of competitors, suppliers, or others (joint refusal to deal), agreements allocating markets, and agreements where a company dominating a market ties the purchase of one product to the requirement to purchase another. Unlawful pricing agreements can include arrangements on discounts, formulas for establishing pricing, credit terms, warranties, surcharges, mark-ups, understandings regarding advertising restrictions, the limitation of output or production, and an agreement not to engage in competitive bidding.

No poaching of employees agreements between two or more employers prohibiting each other from soliciting or hiring their respective employees can violate anti-trust law under certain circumstances. On January 19, 2018, the Department of Justice announced that it intends to publish additional guidance on the issue and then enhance enforcement efforts. Watch for the developments.

Here are some tips for reducing the risks of anti-trust violations:

-) Avoid agreements or understandings related to pricing or advertising.
-) Avoid agreements or understandings that result in a boycott of products or services.
-) Avoid agreements or understandings allocating markets among competing companies.
-) Do not try to prevent your supplier from selling to your competitor.
-) Adopt an anti-trust compliance policy to assist your company in compliance.
-) Ensure that your association has an anti-trust policy and that the Board members, officers and committee persons are well trained.
-) Utilize membership eligibility and expulsion criteria which are objective.
-) Follow a well prepared agenda at each meeting which has been scrutinized in advance for anti-trust concerns.
-) Collect and disseminate member survey information through a third party with anonymous participation and aggregated dissemination of the information.

Your association conducts annual training sessions for their trustees and committee persons in order to ensure compliance, and they have a strong anti-trust policy which is available to you. Familiarize yourself with the policy and alert your association staff to any perceived violations promptly.

The training sessions conducted with the trustees and committee persons include discussions regarding the responsibilities and liabilities of association directors and officers, anti-trust considerations, and association membership issues. Many associations conduct these types of annual training sessions for their officers, directors and trustees. Good governance dictates that your company and the associations with which it is affiliated remain ever vigilant to avoid anti-trust antics.

For further information regarding anti-trust matters or for information regarding good governance training sessions for your company and the associations with which you are affiliated, contact Bob Dunlevey at Taft/Law (937) 641-1743.

Member Benefit Spotlight

Growing the Workforce Pipeline

The world of business is complex, and it is important to rely on industry partners like DRMA for success. DRMA's mission focuses on strengthening member companies and serving as the advocate for manufacturing in the Dayton region. DRMA is recognized as the trusted voice of the industry to represent members' needs and concerns so that they may stay focused on their business. The #1 concern facing DRMA Manufacturer members and the manufacturing industry is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline, so that members have less difficulty in finding enough qualified candidates. A few of them are:

MFG Day – DRMA is the local organizer for MFG Day, a nationwide event where students tour manufacturing facilities teaching them about careers in the industry. The Dayton Region is the most successful MFG Day site in the nation.

Power Lunches – DRMA sets up a tabletop exhibit at middle and high schools during their lunch time, career fairs, or other events. The exhibit is designed to catch the attention of students so that DRMA volunteers can talk to them about various careers in manufacturing, wage and salary information, and training and education paths. DRMA partners with FASTLANE, the Montgomery County Education Service Center, and the Aerospace Professional Development Center on this initiative.

Certified Production Technician (CPT) Training - DRMA is working to stand up short-term CPT training programs that prepare students and adults for entry-level manufacturing jobs. Successful students earn the Manufacturing Skills Standards Council's (MSSC) Certified Production Technician (CPT) certification. DRMA partners with Graduation Alliance, the Miami Valley Career Technology Center, and Stebbins High School on this initiative.

Summer Camps – DRMA works with the City of Dayton Parks and Recreation Department to conduct a week-long activity to teach young children what manufacturing is all about and to plant the seed for future careers in manufacturing. DRMA volunteers develop and deliver the curriculum at two recreation centers during the summer.

Dream It. Do It. – DRMA holds the Dayton Region license for Dream It. Do It., a national network of like-minded organizations focused on attracting talent to the manufacturing workforce.

Training/Education Program Advisory Committees – DRMA serves on, and recruits member volunteers to serve on, advisory committees at high schools and colleges across the region to convey the needs of manufacturers and to ensure their curriculum produces graduates with the skills needed by manufacturers.

Workforce Collaboration – DRMA collaborates with numerous organizations and schools to advocate for members' workforce needs. DRMA is at the table so that members can stay focused on their business.

The DRMA Foundation, the Association's charitable arm, supports the DRMA as a separate 501(c)3 tax-exempt organization. The Foundation's exclusive purpose is to provide funding for DRMA's workforce growth initiatives.

DRMA staff does the work on these initiatives, guided by advice from member volunteers, so that it's easier for you to participate and reap the benefits. Be sure to take advantage of them! Visit [our website](#) to learn more.

Help Grow Your Future Workforce – Participate in MFG Day 2018

Does your shop show well? Would a 13-year old walk in your facility and say “Wow, this is cool!”? If so, then consider participating in MFG Day 2018! It's never too early to send a Save the Date to your local schools so they can get them on their calendars for this fall! Post your open house on MFGDay.com NOW (you can edit it later), as schools are planning for fall field trips and need to see which companies they can visit!

MFG Day (October 5) is designed to expand knowledge about and improve general public perception of manufacturing careers and manufacturing's value to the U.S. economy. This is a nationwide event and a unique opportunity for students, parents, and educators to see manufacturing in action and to ignite their interest in manufacturing careers. Over the last six years, we've had great success with this event (in 2017, over 3,600 students from 60 schools and 10 home school groups visited 43 member open houses!), and we want to continue that momentum! Watch [this video](#) to see what students think of MFG Day!

The concept is simple . . . manufacturers across the country hold open houses on the same day. The national MFG Day organizers promote the open houses through general and trade media campaigns, and DRMA promotes them locally, encouraging Dayton Region students, parents, and educators to visit your facility and see that American manufacturing is a vibrant career path and that employers need skilled workers.

To schedule an open house

-) Go to www.mfgday.com and click on the Host an Event button on the home page.
-) You will create an account and then register your event.
-) You'll be able to designate the type of event (like an open house) and choose the hours for your event, among other choices. Consider holding your open house during hours that accommodate school field trips (9 – 3 p.m.), students/educators attending after school (3 p.m. and after), and students/parents attending after their work day (5 p.m. and after).
-) You may indicate any other restrictions you may have, like attire and if your event is open to only certain schools.

Make your open house successful

DRMA volunteers are working to spread the word to area schools with the hope that your open house will be attended by young people, their parents, and school teachers and administrators. But your help is needed:

- J Pick one or two schools (middle schools are prime picks) that you will invite. Educators have told us that they are much more likely to participate if they get a phone call from a company personally inviting them to attend their open house. We're trying to make sure that every school has received at least one invitation, so please [email us](#) with the names of the schools that you want.
- J Click the [Resources link](#) to find easy-to-follow instructions for conducting an effective open house.
- J Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- J DRMA has created a flier that you may customize for your company; [email us](#) if you would like to have it.

Not sure what you are getting into? Want tips on holding a successful open house?

[Email us](#) for tips from educators and members! Better yet, attend a Meet Up to learn from and share with other DRMA members what has and has not worked in previous MFG Day open houses (it's FREE). More on these later.

Signing up early is critical so that schools have plenty of time to schedule a field trip to your facility. Schools are planning NOW for fall field trips. Let's make a grand showing! Make plans now to participate in this nationwide event! Add your open house to MFGday.com and edit the details in later!

MFG Day is produced the National Association of Manufacturers and organized locally by the Dayton Region Manufacturers Association.

Kudos to Members Growing the Workforce Pipeline

THANKS to the following member companies and people who are helping to grow the manufacturing workforce pipeline!

- J For volunteering for a Power Lunch at Springboro Junior High – January 25
 - o Matt Hoyng, FASLANE
 - o Garry Jankowski, Sandvik Coromant
 - o Rick Wiegand, GEMCITY Engineering
 - o Diane Price and Bryan Johnson, Alphons Haar
 - o Dave Burrows, Goodwill/Easter Seals
- J For volunteering for a Power Lunch at Kettering Middle School – February 6
 - o Dexter Minneman and Jeff Perry, FC Industries
 - o Matt Hoyng, FASLANE
 - o Chuck Dryer, Industrial Tube and Steel
 - o Rick Wiegand, GEMCITY Engineering
 - o Beth Graves, Prime Controls
- J For volunteering to speak at MVCTC's SkillsUSA Club
 - o Mike Kristian, GEMCITY Engineering
- J For hosting Community Connectors students with a tour – February 9
 - o Doug Vorhees, Select Industries
- J For volunteering to speak at an after-school club on robotics

Every one of these efforts helps to raise the awareness of the great careers in our industry, resulting in a bigger pool of quality candidates for you to hire. If you would like to help, contact [Angelia](#).

Safety

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Hall of CareWorksComp



There was a recent podcast with Lance Armstrong and Bode Miller, who are both (in)famous athletes. They were having an interesting conversation about the importance of the details in the equipment they use in their respective sports; a bike for Lance, skis for Bode. Notoriety aside, they agreed that ultimately their very expensive and elite bikes and skis are all made in the same factory somewhere overseas and that there really wasn't much difference between one piece of equipment and another...a logo, a style tweak, a color, but that's it really. The difference in the equipment lies in the details: the bindings and boots for the skis, the wheelset and seat on the bike. Those are the things that really help them move.

Isn't this a lot like risk management? The goals for each of us in workers' comp and safety are basically the same: to have as few accidents as possible, the safest workplace, the lowest premiums. The details of how you achieve that are what makes all the difference, and our goal at CareWorksComp is to help you accomplish those goals through education, outstanding service, and innovative solutions. We offer education through the various seminars we offer throughout the year, outstanding service through our dedicated account teams, and innovative solutions through the array of risk management products and services we create. If you have a goal this year to improve your workers' comp program, lower premiums or to better manage your claims, please contact us so that we can help you put together the best program.

BWC's Ohio Safety Congress & Expo: Speaking of education, attending the BWC Safety Congress & Expo is a terrific way to learn what's new in the world of safety. This free event will take place March 7-9 at the Greater Columbus Convention Center. There will be a Products and Services Marketplace, many educational sessions and lectures. You can register at <https://bwc.expoplanner.com/content/osc18/Register/>. You'll need your BWC policy number handy when you do! If you need assistance registering you may also call 614.466.7695. As always, CareWorksComp and RiskControl360° will be there, and we hope to see you in person!

OSHA Reporting Updates: There are a couple of important announcements regarding OSHA's electronic reporting requirements, and it is good news for employers:

-) The site is live and accepting 2018 300A forms, which are due by July 1, 2018. This rule remains the same as it was last year:
-) ***Employers can now begin to electronically report their Calendar Year (CY) 2017 Form 300A data to OSHA. All covered establishments must submit the information by July 1, 2018. Employers can view their submitted CY 2016 Form 300A summary information, but they cannot edit or submit additional 2016 data on this website.*** Remember, not all establishments are covered by this requirement.
-) OSHA is looking at removing the large employer requirement to report the 300/301. This portion was not live last year and its looking like it will be removed anyway.
-) Covered establishments with 250 or more employees are only required to provide their 2017 Form 300A summary data. ***OSHA is not accepting Form 300 and 301 information at this time.*** OSHA announced that it will issue a notice of proposed rulemaking (NPRM) to reconsider, revise, or remove provisions of the "Improve Tracking of Workplace Injuries and Illnesses" final rule, including the collection of the Forms 300/301 data. The Agency is currently drafting that NPRM and will seek comment on those provisions.

Ohio Safety Congress – March 7 - 9

Registration is now open for the Ohio Safety Congress & Expo, March 7 to 9 at the Columbus Convention Center. [Click here](#) to view event information, including the event schedule, hotels, directions and free online registration. Days one and two (Wednesday & Thursday) offer general sessions, educational sessions and the Expo Marketplace. Day three (Friday) delivers full-day workshops and in-depth training. Attend the number of days which best meet your training needs. We look forward to seeing you at OSC18!



DRMA Collaborates with OSHA Education Center

This is a brand new year and DRMA is here to help our members lower their incident rate, reduce their EMR and provide a safer workplace for their employees. By partnering with Mid-America OSHA Education Center in Springboro, we are able to give you a 20% discount on OSHA authorized safety & health training and education through professional instruction. If interested in learning more or getting a list of available courses, contact Shay or call the DRMA office at (937) 949-4000.

March 2018 Classes

-) 3/2/2018 – OSHA 7115 Lockout/Tagout (Controlling Hazardous Energy to Prevent Workplace Injury); 8am-5pm, Springboro Ohio
-) 3/8/2018 – OSHA 7510 Intro to OSHA for Small Businesses; 8am-12pm, Springboro Ohio
-) 3/13/2018 – OSHA 7500 Intro to Safety and Health Management; 8am-3pm, Indianapolis Indiana
-) 3/19-3/22/2018 – OSHA 2015 Hazardous Materials; 8am-5pm, Cincinnati Ohio
-) 3/20-3/23/2018 – OSHA 511 Occupational Safety and Health Standards for General Industry; 8am-5pm, Indianapolis Indiana

Go to <https://midamericaosha.org/> for more information.

All About Members

Congrats!

-) Our very own DRMA board chairman, Jim Zahora, has been appointed to the Board of Trustees of the Montgomery County Board of Developmental Disabilities. Congratulations, Jim!
-) Congratulations to Paradigm Industrial on their growth as they recently purchased two new locations.

Welcome New Members

Your Association is growing! Check out our new members...

United Grinding North America, Inc. – (Manufacturer member) - 2100 United Grinding Blvd., Miamisburg 45342 (937) 859-1975

A supplier of precision machines for grinding, eroding, lasering, measuring as well as combination machining. We offer services that will assist you throughout the entire life cycle of your CNC Grinding Machines.

Equipment Specialists Dayton, LLC – (Associate member) 5595 Webster St., Dayton 45414 (937) 415-2151

Our company offers custom cleaning solutions for individual customer needs. We specialize in sales, service and parts for pressure washers.

Shook Construction – (Associate member) 4977 Northcutt Place, Dayton 45414 (937) 276-6666

A 92 year old construction firm headquartered in Dayton. Shook is ranked as a Top 400 contractor in the country and has significant experience in the industrial, water/wastewater, healthcare, mission critical, and education markets.