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Chairman's Connections

By Don Clouser, Chairman of the Board

Charge!

First let me say thank you for having the faith that all of the great things done by DRMA cannot be screwed up in one year. And therefore, thank you for the privilege of being the Association's chairman for 2019. Actually the board, staff, and volunteers have set us up for our Association and industry to have a great year.



Happy New Year everyone! December involves a lot of time reviewing and reminiscing the previous year. Also many of you spent the last quarter planning and budgeting for this year. Now is the time for action, and 2019 promises to be a year worthy of action.

DRMA will continue its many great activities that you read about each month in the newsletter and News Bits emails. But I am most excited about the momentum that we are gaining in workforce development. The number one issue for our industry has been, is, and will be for the near future increasing the skilled workforce. Over the years DRMA has put a lot of effort into school collaborations, Power Lunches, college programs, and of course, Manufacturing Day. Recently, the government has finally started listening and now everyone is scrambling to provide additional solutions. DRMA is taking advantage of this in a few ways.

The Fundraising Committee is pursuing private philanthropic donations to help us fund our current projects, possible new projects or efforts by others that have a positive impact on our industry's need for skilled workers. In our business worlds we all believe anything can be done if someone is willing to pay for it. So we need the funds to make things happen, and in today's climate donors are willing to listen. These donors support the economic impact we will have by growing the workforce pipeline. If you would like to help through donations, time or making connections with us and foundations or private donors, please give the office a call.

The other path is through public funds. As mentioned before, we have formed a state-recognized sector partnership. The Dayton Region Manufacturing Workforce Partnership will be the group recognized when there is government funding to be shared. Or if we have an idea that needs funding, the sector partnership will be the one that interacts with the government agencies. If your company would like to get more involved with this effort, please call the office.

Through fundraising and networking, DRMA will either be the provider of workforce efforts or the clearing house for other organizations' efforts. Whether it is time, money, people or programs, DRMA will connect the dots so that there is an effective effort to solve our workforce needs. Please be a part in whatever way you can.

My first article may not be overly thought provoking but as I have explained, the thoughts have been made. The effort is started. The momentum is building. And now is the time for action.

Charge!




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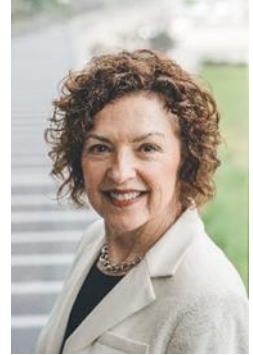
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I've Been Thinking . . .

By Angelia Erbaugh, President

Members expect **advocacy** from a trade association and it's part of DRMA's brand promise. DRMA advocates for members' issues on many fronts, with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders.

One way we do this is by conducting an annual survey of our members and producing a list of their top issues. This list helps us accurately communicate your concerns to the media, elected officials, and other community leaders and gives us direction on the types of programs and services that will help you strengthen your company. Of no surprise, the lack of a skilled workforce tops the list again this year. See what else is keeping your fellow members awake at night [here](#).



It's membership renewal time! 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 2019! And if there is something else you would like us to do, please let [me](#) know.

Don't miss our **January evening event** on January 17. Not only will you get to know your 2019 board chairman, Don Clouser, but you'll also get the inside scoop on UD football from head coach Rick Chamberlin. And come a little early to meet up with some of the young folks involved in the association. Let's show them how much we NEED them in the industry and in DRMA. Oh, and the cash bar will be open for service! [Register here](#).

Save money with your DRMA membership: Our **Legal Services Plan** offers members one FREE legal consultation per month with employment law attorney Bob Dunlevey at Taft/Law. Simply identify yourself as a DRMA member when you call (937) 641-1743.

Help grow your workforce by getting involved in Montgomery County's YouthWorks program. Say what? Come to a one-hour "**what the heck does this mean**" meeting on either January 29 or February 5. Learn more in the [Growing the Workforce Pipeline](#) section of this newsletter.

Involvement vs. **engagement**. DRMA and many other business associations across the country are realizing there is a major difference between the two. Involvement (yes, we depend on involved volunteers) is not the **ONLY** way for you to get value from your membership. In fact, across all associations, only about 25% of members attend their associations' events. It's really all about **ENGAGEMENT**. Engagement comes in many forms, from attending events, to participating in our wage and top issues surveys, to reading and responding to business lead emails, to hosting an open house on MFG Day, etc. etc. We now ask you to get **ENGAGED** . . . which is truly how you get bang for your DRMA dues buck!

Hey, thanks for choosing to be a member! I REALLY appreciate it!



Member Events

January Member Event – January 17

[Register](#) today to attend the January member event. We'll be hearing from **University of Dayton football coach, Rick Chamberlin**. As a two time conference Coach of the Year winner and someone who currently has the third most wins in UD history, Coach Chamberlin knows it takes hard work to be successful. You'll hear Coach Chamberlin speak on using the word "W.O.R.K." to describe how to be successful.

Sponsored by:



Taft /

In addition, Don Clouser, 2019 Chairman of the DRMA Board of Trustees, will make his inaugural speech and new Board members will be introduced. Member events are a great way to grow professionally, stay informed, and connect with your DRMA peers. And don't forget about the pre-meeting seminars to learn more valuable information. Remember your membership is corporate-wide, so bring your employees to the event!

Pre-Event Seminar: How to Handle OSHA Accident Investigations

Presented by Bob Dunlevey of Taft Law

Join us for a pre-event seminar on OSHA Accident Investigations. Recently OSHA has been demanding that all of the investigative witness statements and consultants' accident reports be revealed to the OSHA investigators and then they are used as a basis for citing the employer. Employers need to know how to better conduct an accident investigation and limit the release of employee witness statements and consultants' reports. In addition, Bob Dunlevey will be discussing recent OSHA developments including post-accident drug testing and incentive programs.

Pre-Event Seminar: Young Professionals meet Seasoned Members!

Join us for a pre-event seminar with our association's Young Professionals. This is a great way for the leaders of DRMA and Young Professional members to meet and share ideas and solutions. [Register here](#).

Date: Thursday, January 17
Place: Sinclair Conference Center, 301 W. Fourth St., Dayton
Time: 4:30 – 5:30 Pre-event seminar: OSHA accident investigations – Bob Dunlevey, Taft Law
Pre-event Meet Up: Young Professionals Meet Up with DRMA members, leaders
5:00 – 6:00 Networking and cash bar*
6:00 Dinner and program
Parking: Free (with pass) in Lot C garage under Building 12 (park on the south side of the garage)
Menu: Chicken or Beef Entree
Attire: Business/business casual
Cost: \$45 for members, \$60 for non-members per person if registered by 1/14 (an upcharge will be added after deadline). Pre-meeting seminars only attendance is free.

*No ATM on premises and Sinclair does not accept credit cards

Become A Sponsor!

Get in front of manufacturers!
Seeking sponsors for the
Newsletter and Member Events
Contact [Shay](#) today to find out
more!



Seeking Sponsors for DRMA's Annual Economic Update Featuring Brian Beaulieu

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, on Thursday, April 11. We are offering a variety of sponsorships for this very popular event. Don't miss the opportunity to get your name in front of DRMA members! [Contact the DRMA office](#) for more information.

Beaulieu, CEO of ITR Economics, will give manufacturers and other businesses insight on how to forecast, plan, and increase their 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. Brian will deliver a clear, comprehensive action plan and tools for capitalizing on business cycle fluctuations and outperforming competition.

This is a can't-miss DRMA event! [Visit our website](#) for ticket and registration information!

DRMA Calendar of Events

January 15	Operations Meet Up – Germantown, register here
January 17	Evening Member Event – Dayton, register here
January 17	Young Professionals Meet Up – Dayton, register here
January 22	Workforce/HR Meet Up – Dayton, register here
January 23	Government Relations Meet Up – Dayton, register here
February 5	Additive Meet Up – Dayton, register here
February 13	Safety Meet Up - Dayton, register here
April 11	Economic Update with Brian Beaulieu – Dayton, register here
May 20	May Golf Championship - Troy
July 15	Summer Golf Outing - Dayton



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

Advanced Manufacturing Technology Show

Save The Date! AMTS Returns to Dayton October 16 - 17

How many customers and prospects can you meet in a day or two? On your own, probably not many: only so many sales calls and business lunches will fit into your calendar.

But, if you're an exhibitor at DRMA's [Advanced Manufacturing and Technology Show](#) (AMTS), returning this October to the Dayton Convention Center, you can reach thousands of qualified buyers and prospects in just two days.

According to *Trade Show Week*, 60% of all sales from show leads close seven or more months after the event, and over 40% close more than a year after a show. So, it's not about selling now — it's about staying visible and keeping your customer relationships warm.

Exhibiting at AMTS is helpful for getting in front of the key decision makers on your prospect list and for securing your market share. Greg Knox, of [Knox Machinery](#) in Franklin, underscored that point in [an interview from the AMTS show floor](#).



"A number of customers I've talked to in the last two days, who are buying from people who are *not* here right now, are here talking to me," he observed. "That's exactly one of the reasons that keeps me coming back to this show," Knox said. "I don't want to have *my* customers up here talking to a bunch of people about the products and services I represent without me being here."

This year, AMTS is elevating its own game to bring you the most rewarding, engaging show experience yet. In addition to the thousands of qualified customers you'll reach, your team can enjoy an exhibitor mixer, revamped educational seminars and tech demonstrations, and a healthy dose of show fun.

If you exhibited at the 2018 AMTS you have until **January 31** to reserve your booth again before it is opened up to other prospects. Give us a call today at (937) 949-4000 or [email Kayla](#) to discuss your options.

News You Need

Presenting Your 2019 DRMA Board of Trustees

The Association is led by a strong group of individuals who cares about manufacturing and who cares about DRMA. Your 2018 Board of Trustees and officers are:

Don Clouser, The Champion Companies, Springfield, Chairman
Jon Foley, Rack Global Enterprises, Dayton, First Vice Chairman
John Bertsch, Detailed Machining, Sidney, Second Vice Chairman
Jim Zahora, GEMCITY Engineering, Dayton, Past Chairman
Patty Breig, National Oilwell Varco, Dayton
Dave Burrows, Goodwill Easter Seals, Dayton
Mitch Heaton, Dayton Development Coalition, Dayton
Scott MacDonald, University of Dayton, Dayton
Ben Staub, BasTech, Dayton
Brian Ault, Bruns General Contracting, Tipp City
Michele Mischler, MCM Sales Associates, Cincinnati (Affiliate)
John Masheck, Clark, Schaefer, Hackett, Dayton (Associate)

2019 Chairman, Don Clouser

Don Clouser is the vice president and general manager of Champion GSE in Springfield, Ohio. As a member of The Champion Companies family of businesses, Champion GSE designs and manufactures ground support equipment for the aerospace, military and power-generation markets. It specializes in hermetically-sealed shipping and storage containers for customer assets as well as transportation stands for large jet engines.

Don began his career at his father's machine shop, Metwood Industries, after graduating from Miami University. In the beginning, he learned to program and operate CNC equipment. This started his love for manufacturing and respect of value created from people who marry their skills with material. Don has developed a passion for continuous improvement as well as cultural implementation of professional management.

Don has served on a variety of boards and committees to support his industry and community. But it is his long standing relationship with DRMA of which he is very proud. Since 1998, Don has served the Association in a variety of ways, always recognizing how much more he has benefitted than has given. This continues with the privilege of serving on DRMA's Board of Trustees and as its chairman for 2019.

Don calls Troy home where he has enjoyed 25 years of marriage with his wife Angie and their three children.



New Board Members

Brian Ault is vice president of sales for Bruns General Contracting, a third-generation general contractor that offers design/build and general contracting services to commercial and industrial customers. Prior to joining Bruns, Brian spent over 20 years in the automobile service, body shop, and dealership industry, including owning his own dealership. He attended the University Of South Carolina Moore College Of Business. Brian is active on several economic development committees and with the Miami County Republican Central Committee. Brian has been involved with the DRMA since he started with Bruns in 2009, serving as chairperson of the Member Services Committee and on the Board of Trustees from 2013 through 2015. He currently serves on the Golf Committee and as co-chair of the Funding Committee.



Brian will fill a regular seat on the Board, focusing on the DRMA Foundation fundraising campaign.

John Masheck is an audit principal with Clark, Schaefer, Hackett and serves as the commercial services chair for the firm and on the manufacturing and distribution industry group. Since he began his career in 2004, John has worked with a wide variety of companies from start-ups to million-dollar family-owned businesses. John comes from a family with a long line of business owners and enjoys bringing a strategic focus to his clients to assist them with growth and transition planning. John also serves as the treasurer for the Boys and Girls Club of West Chester/Liberty. CSH has been a DRMA member for many years.



John will fill the financial seat on the Board and will be the Board liaison to the Finance Committee.

Michele Mischler is the owner of MCM Sales Associates and partners with ThomasNet and other “best in class” solutions providers to help clients implement effective sales and marketing strategies. Michele began her career providing advertising production and brand strategy consulting to global B2C marketers. She transitioned that experience to the industrial world when she began representing ThomasNet over 20 years ago. Michele joined DRMA in 2009, served on the Member Services Committee, and served on the Board of Trustees from 2015 through 2017.



Michele will fill the associate seat on the Board, focusing on member services, member engagement, and member recruitment.

Welcome 2019 Board of Trustees!

It's Time to Renew Your DRMA Membership

Time is running out to renew your commitment to DRMA. Your 2019 dues invoice was emailed in late November to either you or the person designated to receive invoices in your company. If you need another copy of the invoice, please let us know. In the year ahead you can expect DRMA to uphold our brand promise to Strengthen, Educate and Advocate. We will continue to find ways to keep you engaged with the thriving DRMA community, drive initiatives to build the workforce pipeline, advocate for you, and provide programming to help strengthen your company.

Learn from Members through DRMA Meet Ups

Time is running out to renew your commitment to DRMA. Your 2019 dues invoice was emailed in late November to either you or the person designated to receive invoices in your company. If you need another copy of the invoice, please let us know. In the year ahead you can expect DRMA to uphold our brand promise to Strengthen, Educate and Advocate. We will continue to find ways to keep you engaged with the thriving DRMA community, drive initiatives to build the workforce pipeline, advocate for you, and provide programming to help strengthen your company.

DRMA Meet Ups help you, or your key employees, build your peer network with members who are interested in the same topic area, so that you can learn from them and strengthen your business. Meet Ups are small discussion groups, designed to stimulate dialogue in a casual, comfortable atmosphere. Ask questions, get advice, and share your experiences with fellow members. (This is not a sales pitch opportunity.) **They are FREE and for members only.**

Operations Meet Up - for anyone responsible for any aspect of manufacturing operations. Topics include ERP systems, scheduling, facility maintenance, streamlining processes, and other areas of interest about managing the operations within your company. Registration is **REQUIRED** for the Operations Meet Up, and registrations must be **received no later than 24 hours in advance**. In some instances, competitors will not be permitted to attend; DRMA will notify you in advance if this applies to you.

Workforce/Human Resources Meet Up - for anyone responsible for skilling up your manufacturing workforce. Topics include internships and apprenticeships, funding for training, technical training methods, training resources, and others.

MFG Day Meet Up - for anyone interested in hosting an open house on national Manufacturing Day on the first Friday in October. Topics include how to conduct an effective open house, how to connect with schools, tools to make your open house run smoothly, and others.

Additive Manufacturing Meet Up - for anyone curious about this new technology. Topics include 3D printing with plastic and metal, additive vs. subtractive, applications for additive, equipment, and others.

Young Professionals Meet Up - for anyone interested in engaging with like-minded young members (40 and under).

Safety Meet Up - for anyone who wants to keep up-to-date with all things related to safety in the manufacturing workplace. Topics include what to do when OSHA shows up at your business, safety training, workers compensation, and more.

Government Relations Meet Up – for anyone interested in advancing the concerns of manufacturers with government officials and elected representatives. Topics include government policies, legislative issues, and the opportunity to speak with those who work for and represent us.

Project Management Meet Up – for anyone responsible for any aspect of coordinating and managing projects or programs with engineering or manufacturing content.

Eager to Speak to the DRMA Audience?



We are looking to supplement our *Breakfast with DRMA* series with topics presented by members in their area of expertise. The short story is you get to expose your expertise to an audience at a DRMA “sanctioned” event. We get additional brand exposure and the opportunity to provide pertinent information to members. We share the work and the costs. Interested in learning more? Contact [Angelia](#), and let’s talk!

Looking for Business? Looking for a Supplier? Tap into DRMA Business Lead Emails

From time to time the DRMA office is contacted by companies looking for a supplier of some sort. We work to connect them with DRMA members. If they are looking for a manufacturer supplier, we send a “business lead” email to all Manufacturer members which contains a brief description of what they are looking for. You’ll want to pay particular attention to these emails . . . the subject line begins with “DRMA Business Lead” . . . and respond quickly if you want to be included on the list we send the inquirer.

If they are looking for an Affiliate or Associate member-type supplier, we send them a list directly of all members that fall into the category they are seeking.

Don’t forget the reverse! If you are over capacity and need to out-source a job, remember to use the DRMA Business Lead service. Simply send an email to [Shay](#) and she’ll explain what she needs from you. Members respond quickly to these emails. We’ll generally get 10 or more responses within a few hours!

DRMA/Manpower 2018 Wage & Benefit Survey Report Now Available

Paying people fairly is good for business. Underpay, and employees will eventually look for a better offer. Overpay, and the payroll budget and profitability will suffer. Benchmark your jobs against market data contained in the DRMA/Manpower Wage and Benefits Survey Report!

Topics presented in the report include:

- Business demographics
- Employee wages
- Employee benefits (medical, dental, vision, short- and long-term disability, holiday, vacation, profit sharing, 401(K), and pension plans)
- Work schedules
- Recruiting and retention strategies

Non-participating DRMA members may purchase a copy for \$175; non-members may purchase a copy for \$300. Call the Association office (937-949-4000) or [email Shay](#) to order your copy.

Here’s what members are saying about the survey:

“The DRMA/Manpower Wage and Benefit Survey is a great benchmarking tool for us. We want to offer a total compensation package that is competitive in the region. We want Rack Global Enterprises to be one of the manufacturing employers of choice in the Dayton Region, and the survey supports that goal.” Jim Bowman, Chief Operating Officer, Rack Global Enterprises

“Techmetals has depended on the survey for years to help keep our competitive edge and retain the best employees.” Pam Conner, HR Director, Techmetals

DRMA Members’ Top Issues List is Here!

As the voice of manufacturing in the Dayton Region, DRMA identifies issues which have the greatest impact on Manufacturer member companies. We conducted a two-question survey to better understand the “hot button” issues affecting members across the region. Thanks to all of the participants, we are able to accurately communicate your concerns to the media, elected officials, and other community leaders; and have better direction on the types of programs and services that will help you strengthen your company. Based on the responses, it is clear that the shortage of skilled workers and business sustainability are the primary concerns of members. To read what else is keeping members awake at night, [click here](#).

Join us at the Government Relations Meet Up on Wednesday, January 23, from 4:30 to 5:30 for a deep dive into the survey results and what other members' think about the issues. The Government Relations Committee will be on hand to facilitate the discussion. For more information and to register, [click here](#) or contact [Kayla](#).

Seeking Hosts for Happy Hour Events

DRMA's Happy Hour is a casual, two hour open house style gathering of DRMA members, designed with manufacturers in mind. Hosting a Happy Hour at your company is a great way to expose your company and brand to DRMA members. We are lining up Happy Hour Events for 2019 and would like to hold them throughout the region. If you would like to learn more, please [contact Kristen](#).

Membership ROI... DRMA 101

Are you new to DRMA, looking to get re-acquainted 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: 7:30 – 8:30 a.m.

February 7, Starbucks - Fairborn; February 14, Heather's Coffee & Café - Springboro

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco's Restaurant, Dayton

January 22, February 20

Legally Speaking

Are You Ready for 2019?

Submitted by Bob Dunlevey of Taft Law

With the New Year comes a time of re-examination, resolve and resolutions for most businesses. One of the best ways to get a good start on legal issues is to perform a **self-audit** to make sure your legal affairs are in order. This will assist in keeping your company from being entangled in costly, time consuming legal matters throughout 2019. You know the old "ounce of prevention" saying – it certainly is true when it comes to legal matters. Use the following checklist:



Corporate Affairs

- Has the annual corporate meeting been conducted and minutes prepared?
- Is the minute book up to date as to designated officers, directors, shareholders and key events including yearend bonuses? Are the documents signed?
- Does your minute book reflect new banking and financial arrangements?
- Are your benefit plans, profit sharing/retirement plans in full compliance with the law and do you have a plan for benefit cost containment such as a medical reimbursement plan? Have you changed your mileage allowance?
- Does your buy-sell agreement contain updated valuation information?
- Have you consulted your CPA regarding recent tax changes?

Employment Practices

- Are your personnel records complete and up-to-date? I-9s all in order?
- Have you applied your records retention policy to discard unneeded personnel records?

- Are your federal/state bulletin board postings current? What about the new minimum wage?
- Have attendance records been reviewed so you can identify the abusers and place them on an action plan?
- Are your employment forms accurate and in compliance with the law?
- Is there anyone on a leave of absence needing review for return or termination?
- Is your employee handbook current as to names of individuals listed and procedures to be followed?
- Do you have updated FMLA, harassment, alternate duty and substance abuse policies?
- Are your wage rates competitive -- do you have unequal pay rates for employees doing comparable duties?

Workers' Comp

- Do you have a cost containment plan to control premiums?
- Have you analyzed your major claims to see if they can be eliminated through negotiated settlements?
- Is your claims handling procedure effective and well known by your administrative staff?
- Have you spoken with your third party administrator about how you will coordinate your efforts to better manage claims in 2019?

OSHA

- Are your training requirements met?
- Are your logs and documentation in order?
- Is your safety plan up-to-date?
- Have you audited your operations to see which OSHA standards are applicable to your facility and whether you are in compliance? – i.e., training and evaluation components of such standards as material handling equipment and personal protective equipment.
- Have you introduced new chemicals into the workplace requiring amendment to your HazCom program?

The list could go on forever. But, the point to be made is -- do a self-audit now and save a headache or two in 2019. For more information, use your Legal Services Plan and contact Bob Dunlevey at Taft Law – (937) 641-1743 or email rdunlevey@taftlaw.com.

Legal Services Plan

DRMA members are eligible to receive one free legal consultation per month from employment law attorney Bob Dunlevey. If you need legal advice concerning labor, safety, real estate, or other business issues, give Bob a call at (937) 641-1743. Be sure to identify yourself as a **DRMA member**.

Member Benefit Spotlight: Advocacy



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. Members expect advocacy from their trade association and it's part of DRMA's brand promise. DRMA advocates with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders to advance the interests of our members and the industry.

Local manufacturers face countless challenges every day in their efforts to stay profitable, be productive, and to grow. As a key sector in the Dayton Region and in Ohio, manufacturing must be “at the table” when key issues are being debated and decided. DRMA works to make sure that happens.

DRMA . . .

- Conducts a survey and produces a list of members’ top issues
- Promotes the value of the industry by publishing the *Manufacturing in the Dayton Region* document with statistics compiled by the Center for Urban and Public Affairs at Wright State University
- Builds relationships with the media which results in positive local manufacturing stories
- Collaborates with state and national organizations such as Business Leaders United and the Coalition for Prosperous America
- Drives and supports initiatives to increase the awareness of careers in manufacturing to attract more workers to the pipeline
- Represents members and their concerns with a number of area organizations, government agencies, educational institutions, and public and elected officials

All this and more to support DRMA’s brand promise to STRENGTHEN, ADVOCATE, AND EDUCATE.

Growing the Workforce Pipeline

Tap Into Your Future Workforce through YouthWorks

Attend an informational meeting to learn how to participate in YouthWorks to grow your workforce pipeline. This opportunity is exclusively for DRMA members!

According to the National Association of Manufacturers, over 3.5 million manufacturing jobs will need to be filled in the next 10 years. But because of economic expansion and a large number of expected retirements, current projections show nearly 2 million of those jobs will go unfilled.

Montgomery County has a program that links youth between the ages of 14-18 with work experience opportunities to give them exposure to industries within the county. We’re looking for more manufacturing opportunities for area youth, both to help them learn about the industry, and to help build your future workforce.

Montgomery County Youth Career Services is hosting presentations just for DRMA members to explain the program. See how we can work together to introduce the manufacturing industry to our young men and women. Please RSVP for either date to Kayla Manuel, kmanuel@daytonrma.org.

What: Introduction to Youth Career Services

When: Tuesday, Jan 29 – 8:00-9:00 a.m. OR
Tuesday, Feb 5 – 8:00-9:00 a.m.

Where: Business Solutions Center
1435 Cincinnati St., Ste 300
Dayton, OH 45417

DRMA Foundation Donors 2018

Many, many THANKS to the following people and members for making donations to the DRMA Foundation in 2018

AFC Tool Co., Inc.
Jim Bowman
Patty Breig
Champion Companies
Don & Angie Clouser

Detailed Machining
The Greentree Group
MCM Sales Associates/ThomasNet
Michele Mischler
Jay and Christina Moeller

The DRMA Foundation is a 501(c)3 charitable organization which funds DRMA's initiatives focused on growing the manufacturing workforce pipeline. If you or your business would like to support the Foundation, please contact the DRMA office.

DRMA Leads the Nation Again in Manufacturing Day

The Dayton Region once again had the most successful MFG Day in the nation! At MFG Day, manufacturers across the country hold open houses to spotlight the wide range of high-skill, high-pay career opportunities available. Growing the workforce pipeline has continued to be one of DRMA's number one efforts.

In 2018 over 4,500 students from 64 schools and 5 home school groups attended one of the 51 member company open houses held in the region.

Our success at MFG Day year by year shows how far we have come. [Click here](#) to learn more.

Manufacturing Industry Credentials – Dayton Region Initiatives

Note: This article is the third in a series of communications about the value of industry credentials.

DRMA members consistently report that their Number 1 concern is that they cannot find workers with the skills required for today's advanced workplaces. The skills gap is widening as companies scramble to find qualified employees, and new hires who are not the right fit can mean companies losing out after spending hundreds of hours recruiting, onboarding, and training.

The use of manufacturing industry-recognized credentials is one way to help address the skills gap challenge and ensure your workforce is made up of the most qualified employees. Industry credentials ensure that the credential holder has met the industry benchmark for their specific occupational competency. For new hires, industry credentials can be used as screening tools for knowledge, skills, and abilities to do the job well; and for current workers, industry credentials can help bolster their skills and keep them at the top of their trade.

There are a number of manufacturing related industry credentials out there. The most common ones, and the ones that DRMA and local high schools and community colleges are working on, are produced by the Manufacturing Skills Standards Council (MSSC) and the National Institute for Metalworking Skills (NIMS). More information about these credentials can be found [here](#).

DRMA is working with high schools, career tech centers, and colleges across the region to incorporate industry credentials into their curriculum. It is important for students to be aware of the job market in their area and have the opportunities to succeed in these industries. For that reason, many regional schools are taking notice and beginning to work with DRMA on programs that include industry-recognized credentials, including:

- [Clark State Community College](#) has incorporated the NIMS Machining Level 1 – Measurement, Materials & Safety credential in their manufacturing FASTRACK program which prepares adults for entry-level careers in manufacturing.
- [Upper Valley Career Center](#)'s adult program has incorporated the NIMS Machining Level 1 – Measurement, Materials & Safety credential into their Precision Tooling and Machining program.
- [Northridge High School](#) is offering a manufacturing program to their juniors and seniors which requires successful completion of the CPT credential. About 25 students are on in the process for earning their CPT.
- [Centerville High School](#) is offering a manufacturing program to their juniors and seniors which requires successful completion of the CPT credential. About 20 students are on course to earn the CPT by the end of the 2018-2019 school year, and several have already earned it and are available for part-time employment right now.
- [Miami Valley Career Technology Center](#) is gearing up to offer a manufacturing training program for non-precision machining high school students based on the CPT credential.

If you want more information on these programs or have a contact at a school that may be interested in working with DRMA on industry credentials, contact Kayla at kmanuel@daytonrma.com or call at (937) 949-4000.

Power Lunches: A Successful DRMA Career Awareness Initiative

Through a collaborative effort with the Montgomery County ESC and FASTLANE, DRMA is taking our career message right into area middle and high schools! We set up a table top exhibit during students' lunch time and other special events, and we talk one on one with students about the great careers our region's manufacturing industry offers.

In 2018, we did 18 of these events and talked to over 2,000 students! Our 2019 goal is to schedule 25 events throughout the Dayton Region.

Manufacturers, you can help solve your future workforce shortage problem by **providing a volunteer** to work these Power Lunches. It takes only a couple of hours and no public speaking is necessary. We do the scheduling, the set up, and all the logistics. All volunteers have to do is show up and engage students in conversations about why they like working in manufacturing, and specifically, **why they like working for your company!** Do you have a young person who might like to talk to students? **We need volunteers from every area in the region!**

Contact [Kayla](#) to get on the volunteer list or to learn more.



Grow Your Workforce through High School and College Interns

The Southwestern Ohio Council for Higher Education (SOCHE) is the trusted and recognized regional leader for collaboration with colleges and universities to transform their communities and economies through the education, employment and engagement of students in the region. SOCHE has recently began leveraging their relationship with educational institutions using their new platform SOCHEEngage, which promotes career awareness to high school students. The students in the Dayton region deserve opportunities to have meaningful work in the community and understand the local career options and needs.

Learn how SOCHEEngage can help you grow your business and gain eager interns. To learn more visit www.soche.org, or if you have any questions contact [Kayla](#) and she would be happy to help!

Safety

20% OSHA Training Tuition Discount for DRMA Members!

Get a 20% Discount on OSHA Training Classes! 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, DRMA members receive this special discount on OSHA authorized safety & health training and education. Take advantage of this member benefit today! Contact [Shay](#) or call the DRMA office at (937) 949-4000 to get the discount code.

Upcoming Classes

- 01/18 OSHA 7845 Recordkeeping Rule Seminar, 8am-5pm, Springboro
- 01/25 OSHA 7105 Evacuation and Emergency Planning, 8am-12:30pm, Springboro
- 02/11-13 OSHA 2264 Permit Required Confined Space Entry, 8am-5pm, Springboro
- 02/11-13 OSHA 503 Update for General Industry Outreach Trainers, 8am-5pm, North Canton
- 02/12-15 OSHA 511 Occupational Safety and Health Standards for the General Industry, 8am-5pm, Indianapolis
- 02/19-22 OSHA 3095 Electrical Standards, 8am-5pm, Springboro
- 02/19-22 OSHA 511 Occupational Safety and Health Standards for the General Industry, 8am-5pm, Cleveland

Go to <https://midamericaosha.org/> for a full course listing, registration information and more.

Dayton Area Safety Council

Safety Breakfast with the Experts – Medical Marijuana Law Update - Presented by Jennifer Harrison; Taft, Stettinius & Hollister. Thursday, January 17, 7:30 - 9:00 a.m., [register here](#).

All About Members

Congrats!

- DRMA member company, **American Testing Services, Ltd**, has announced that it is now 100% employee owned! Congratulations!

[Editor's Note: DRMA members are always doing amazing things! If you know of a member company or an employee of a member company who deserves a shout-out, email it to info@daytonrma.org.]

Welcome New Members

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

Manufacturer Members

GE Aviation – Unison Dayton 2455 Dayton Xenia Rd., Dayton, OH 45434 (937-490-0621)

By anticipating customers' needs and investing in research and development, Unison Dayton continually sets new standards for performance and technology. Unison Dayton is the leading global supplier of complex gas turbine engine components and mechanical systems, and is a supplier to nearly every engine and airframe program, providing the most advanced performance solutions for a wide variety of markets including aviation, space and defense, power, oil and gas, and transportation!

Rhinestahl Corporation - 7687 Innovation Way, Mason, OH 45040 (513) 229-5300

Rhinestahl Advanced Manufacturing Group is a global business featuring a state of the art facility for precision manufacturing, complex components, fabrications, assemblies and integrated solutions. Founded in 1967, Rhinestahl prides itself on its entrepreneurial culture and can-do attitude and was recently recognized as one of the area's top 100 privately held companies by Deloitte in 2018.

Associate Members

Toward Zero - 840 Logan St., Noblesville, IN 46060 (317) 565-7370

TZ Indianapolis works with manufacturers to identify, measure and minimize causes of equipment-based productivity loss, resource consumption loss, and labor loss in manufacturing. We are problem solvers using our experience with software, hardware, and process integration to help others increase their capacity to continuously improve. We provide consulting, training, controller hardware integration, and software system deployment services.

Nordstrom Films - 4501 Lyons Rd., Miamisburg, OH 45342 (937) 271-2786

Nordstrom Films is a Dayton-based video production company offering corporate videos for internal and external purposes. From product promotions to training and OSHA videos, Nordstrom Films is well versed in all video capabilities.