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Chairman's Connections

By Jim Zahora, Chairman of the Board

Maybe I'm Amazed

It's so emotionally indecisive. Paul McCartney wrote the song *Maybe I'm Amazed* back in 1970 during his depression over the break-up of the Beatles and his search for inspiration to move forward with his life. When I have a bad day, I sometimes think like Paul.



Maybe I'm Amazed at the Advanced Manufacturing Technology Show powered by our AMTS Committee. This show is the best regional show in the country and is a large DRMA fundraiser. The committee is led by Mike Sander and Board Liaison Brent Mackintosh.

Maybe I'm Amazed by our new Communications Committee led by Dave Burrows. Look for state-of-the-art social media programs and enhanced member communication from this pioneering committee!

Maybe I'm Amazed at the outstanding oversight of our finances by our Finance Committee. Chairman Jim Kaiser and Board Liaison Jay Moeller lead the committee to ensure your dues dollars are well accounted.

Maybe I'm Amazed at our fantastic summer golf event. The Golf Committee, led by Chairman Larry Gray and Board Liaison Ben Staub, plan and execute this stupendous event to raise funds for the Foundation.

Maybe I'm Amazed by our Governance Committee led by Chairman Michael Kalter and Board Liaison Jim Bowman. This very important committee ensures continuity of leadership in the DRMA and provides feedback to continuously improve the Association.

Maybe I'm Amazed at the novel ideas the Member Services Committee generates to constantly attract new members and engage current members. The new DRMA 101 program is a great opportunity for members to learn about all the DRMA benefits to maximize their membership. This is possible because of leadership of Chairman Greg Carr and Board Liaison Michele Mischler.

Maybe I'm Amazed at the great work of the Government Relations Committee led by Chairman



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Chuck Dryer and Board Liaison Scott McDonald. The relationships established by this committee with our elected officials enable the DRMA to effectively advocate for you. The Meet-Ups are fantastic opportunities for you to interact one on one with members of our local, state and federal government!

Maybe I'm Amazed by Power Lunches, MFG Day, Summer Camp, CPT certifications, and all the remarkable activities of the Growing the Workforce Pipeline Committee. This innovative committee is led by Chairman Alex Seder and supported by Board Liaisons Patty Breig, Jon Foley and John Bertsch. Look for some big announcements from this committee in the next few months!

Maybe I'm Amazed at the work of the Young Professionals Committee. The speed at which this new group organized and engaged so many young members of the Association, under the hard work of Committee Chair Laura Fenlon and Board Liaison Jon Foley, is truly remarkable. 35 employees of member companies attended a leadership course conducted by the University of Dayton. This is the future of the DRMA.

Maybe I'm Amazed by our outstanding staff, led by Angelia Erbaugh. The incredible amount of work and programmatic activities accomplished by Kayla Manuel, Shay Knoll, Derek Hardin, Shelley Baker, and Sandy Hill is exceptional.

WOW!..... ~~Maybe~~ *I'm Amazed!*



I've Been Thinking . . .

By Angelia Erbaugh, President

Peer-to-peer connectivity . . . this is part of what members expect from local industry association. DRMA provides many ways for members to connect with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions and to foster a sense of mutual support among members.

And the perfect place to connect with your peers is at the **Advanced Manufacturing Technology Show** on October 17 and 18, right here in the Dayton Region at the Dayton Convention Center. 150+ great exhibitors will be on hand to help you solve your manufacturing challenges and to show you cutting-edge products and business solutions! Meet up with your peers at Network Central and expand your learning at seminars on the Knowledge Center Stage. Don't forget to [pre-register](#) for the show to avoid lines and the \$10 admission fee!



After a productive day on the show floor, come join exhibitors, attendees, and DRMA members for some networking fun at the AMTS Happy Hour on Wednesday, October 17! You can entertain customers and prospects with catered food and craft beers from Warped Wing Brewery. The fun begins at 5:30 p.m., runs until 8:00 p.m., and will be located in Network Central, adjacent to the show floor. A small entry fee of \$10 per person, or \$50 per group of six, includes one drink per person (excluding liquor and beer flights) and covers all food. It will be a great way to wind down, entertain your customers and prospects, meet friends, and prepare for day two of AMTS! Info and tickets [here](#).

Oh, and you can get your name in front of everyone attending the AMTS Happy Hour by being a sponsor. Contact [Derek](#) for more details.

LAST CALL for **volunteers for AMTS!** Please help me out . . . we still need lobby workers, PA announcers, and student guides on October 17 and 18. [Let me](#) know if you are interested.

Now is NOT the time to sit back and complain, and it is NOT the time to let others do the work. DRMA needs you to stand up and be counted! Are you hosting an open house on **MFG Day on October 5?** Are you ready? Not participating, but want to promote MFG Day THIS year? Talk to your kids, friends, family and employees, school contacts about MFG Day and Career paths in manufacturing. Want more information? [Let me know](#).

Manufacturers, what's keeping you awake at night? Let us know through the Top Issues Survey. It's a simple 2-question survey that we'll use to advocate on your behalf and to determine programs and services that will help you strengthen your company. You'll receive an email with a link to the survey on Monday, September 17.

Wow! Our new **professional development program**, in conjunction with UD's Center for Leadership, was a great success! We sold out the spots (35 amazing people from member companies attended), and they gave the program 4.7 out of 5 stars on their evaluations! DRMA's Young Professional Committee is already working on a plan to hold more such programs in 2019. Stay tuned!

Also successful was the **Project Management Meet Up** we held in August in collaboration with the Project Management Institute Dayton Chapter. Attendees said "do it again!" So, we will hold this Meet Up on a quarterly basis. Watch for announcements.

Thanks for choosing to be a member!



Member Events

Wednesday Night Happy Hour at AMTS

After an exciting day on the show floor, come join exhibitors, attendees, and DRMA members for some networking fun, October 17 at AMTS! Enjoy catered food and craft beers from Warped Wing Brewery. Café and bistro tables with comfortable seating will help facilitate relaxed conversation and music will be provided by Lift Off Entertainment.

For those with a competitive spirit, come prepared for a corn hole challenge. Then grab a flight of craft brews from Warped Wing. Four 4-oz. pours, will be served straight from "Dayton's Original Tin-Can Trailer," a 1957 Trotwood Trailer, for \$10. And be sure to check out Miami Valley Career Technology Center's (MVCTC) Robotics & Advanced Manufacturing Technology Education Collaborative (RAMTEC) trailer, for some hands-on interaction.



The fun begins at 5:30 p.m., runs until 8:00 p.m., and will be located in Network Central, adjacent to the show floor. A small entry fee of \$10 per person, or \$50 per group of six, includes one drink per person (excluding liquor and beer flights) and covers all food. Click here to [purchase tickets](#) and get ready to have fun! It will be a great way to wind down, entertain your customers and prospects, meet friends, and prepare for day two of AMTS!

Bar Sponsor:



Food Sponsor:



Corn Hole Sponsor:
FASTLANE

USGLC and DRMA Present Breakfast Event with Representative Mike Turner

DRMA has partnered with the U.S. Global Leadership Coalition to present a breakfast discussion with Representative Mike Turner. Representative Turner will be speaking on the positive impact of global affairs programs in Ohio. The event is on Friday, September 21 at 8:00-9:30 a.m. at Wright State University. Attendance is free, but registration is required. For more information and to RSVP, click [here](#).

DRMA Calendar of Events

- September 18** Operations Meet Up – BasTech, Inc. - Dayton, [register here](#)
- September 21** Breakfast Event with Representative Mike Turner – Beavercreek, [register here](#).
- September 25** Workforce/HR Meet Up – Dayton, [register here](#)
- October 5** MFG Day
- October 17, 18** AMTS – Dayton, [register here](#)
- October 17** AMTS Happy Hour – Dayton, [register here](#)
- November 6** Additive Meet Up – Dayton, [register here](#)
- November 6** Young Professionals Meet Up – Clothes That Work, Dayton, [register here](#)
- November 14** Safety Meet Up - Dayton, [register here](#)



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



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



News You Need

Get to the Show Floor to ELEVATE YOUR GAME

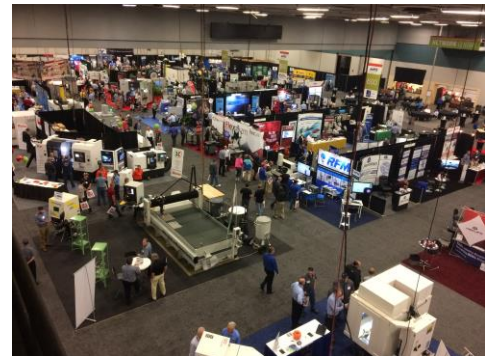
AMTS Returns to the Dayton Convention Center



Customers are pressing for innovative solutions, expecting meaningful results, and demanding more for less. They're counting on you, their manufacturing partner, to keep up with and meet those needs. At the Advanced Manufacturing Technology Show (AMTS), you'll see the latest technologies and get to test-drive new machinery. You'll get face time with the actual people you could be doing business with. And you'll do it all with a single visit, in one convenient location, for FREE!

Visit exhibitors featuring:

- Machine Tools
- Automation & Accessories
- Metrology and Inspection
- Tooling & Workholding
- Manufacturing Software
- Material Handling
- Facilities & Maintenance
- & Much More!



Whatever your role is in manufacturing, there is something at AMTS for you!

- **Executives** can stay current with the latest trends
- **Managers** will learn how to streamline processes
- **Engineers** will uncover new solutions
- **Operators** can try out the latest technology
- **Purchasers** can evaluate competitors side by side
- **Everyone** will enjoy camaraderie with industry peers

[Click to hear](#) previous attendees share why they return to AMTS every year.

Limited Exhibitor Space Remaining!

Exhibitor sign-ups are still in full swing, so don't miss your chance to get in front of the region's top manufacturers! For information on exhibit space, [email](#) Shelley Baker, or call (937) 949-4004.

Seeking Sponsors for AMTS Happy Hour

Be an AMTS Happy Hour sponsor! After a productive day on the show floor interacting with up to 3000 people at the region's premier manufacturing event, AMTS, exhibitors, attendees, and DRMA members will be ready some networking fun! This can't-miss event, held the first night of AMTS on October 17, will begin at 5:30 p.m. and be open until 8:00 p.m. This is an amazing opportunity to get your name in front of AMTS attendees and exhibitors!

Network Sponsor - \$500

- Logo on easel signage
- 1 bistro table with 4 stools, table signage
- 6 complimentary tickets
- And more!

Just Because Sponsor - \$250

- Logo on easel signage
- Logo on group screen
- 2 complimentary tickets
- And more!

Don't miss out! Email [Derek](#) for a full listing of sponsorship benefits!

Announcing new schedule for our Additive Manufacturing Meet Ups

Our Additive Manufacturing Meet Ups will now be held quarterly, with our next Meet Up taking place Tuesday, November 6, 4:30-5:30 p.m. at Proto Build Bar in Dayton. Randy Robinson from Production Control Units will be at the roundtable to “show and tell” his successes with additive manufacturing, followed by an open group discussion.

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.**

[Click here](#) to register for our next Additive Manufacturing Meet Up!

A Message from GRC

Submitted Mary Miller, FASTLANE, Government Relations Committee

Coming to you live September 17th is the...2019 Top Issues survey! Look for the survey in your inbox and let's improve the 2017 survey response rate. Why do you care? Because this list is THE list legislators see to help impact change for manufacturers. But wait there's more...

The GRC has reviewed and updated our tactical goals for 2018. We also facilitated the “Meet and Greet with Congressman Warren Davidson” leveraging our collaborative relationship with Associated Builders and Contractors (ABC) who is focused on government advocacy. Which other committee gives you a chance to drink craft beer, eat and hear an elected official talk about wearing boots and not getting swamped by the swap? The GRC. Other topics discussed at this event were: tariffs and how sanctions can also be a productive tactic; how Congressman Davidson's current focus is work requirements for the farming bill (which he calls the food stamp bill). This is where a person has to work or go to school at least for 20 hours to receive food stamps. This requirement doesn't include those who are unable to work etc. Warren also provided hope when he said that there is enough talent in Washington to get stuff done.

In other news, GRC member Mike Gearhardt (CEO of JBK) organized a meeting between the Small Business Administration (SBA) and manufacturer members with 50 or fewer employees. This group met to discuss issues surrounding the 50 employee reporting threshold and options that exist for changing that limit. Meetings like this stem from GRC discussions and are held to provide a platform for member concerns. If you would like to be included on any events like this in the future please contact [Kayla](#).

Another recent concern is that [Regional Air Pollution Controls Agency \(RAPCA\)](#) is potentially creating a permitting program that includes a fee change. RAPCA sent out letters to inform those affected of a public hearing which some of our members attended in August. Jim Bowman, Chief Operating Officer at Rack Processing Co., communicated that for those manufactures in Montgomery, the current fees to RAPCA are zero dollars because the Montgomery County Human Services Levy supports RAPCA through a matching funds structure. However, the Human Services Levy would like to not fund RAPCA and would like them to develop their own funding. That is why RAPCA is proposing a change in fee structure. The impact of this fee structure could be 6-8 times that of what is already paid to the EPA for permits. If you would like a copy of the letter that went out or would like to follow this issue please contact [Kayla](#).

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, 2019. 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 Shelley](#) 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 can't-miss DRMA event, held at Sinclair Community College, will begin at 5 p.m. with a reception following the program, at about 6:30. Ticket and registration information will be coming soon!

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

Wednesday, November 7, 7:30-8:30 a.m., Straight Shot Coffee Co. – Middletown

Affiliate/Associate Sessions:

Tuesday, September 25 and Wednesday, November 28 - 4:30-5:30 p.m., Franco's – Downtown Dayton

Know a Young Professional?

Do you have young emerging talent within your company? Up and coming managers with potential? Do you care about the future of your business and the DRMA? If you answered yes to any of these questions, help us identify these young professionals (YP's) to attend our Meet Ups and connect with other YPs in the industry! You can help to strengthen your own business while benefitting the organization and region as well! All we need is a name, title and e-mail to reach out to, and we'll take care of the rest. [Email Kayla](#).

Legally Speaking

Your Post Accident Investigation May Hang You

Submitted by Bob Dunleavy of Taft Law

Your company just had an employee seriously injured and the employee has just been removed to the hospital. Emotions are running high and clear thinking is sparse. What's next? Many employers commission any available supervisor to immediately launch into a poorly orchestrated investigation utilizing ill-prepared and untrained personnel. This "not-well-thought-out" investigation customarily includes the gathering of numerous employee statements and written summaries of what the staff believes to be the root causes of the incident -- whether accurate or not and whether the "witnesses" actually witnessed anything relevant. Don't fall into this trap! Remember that **what is said and done and written in the first day or so after the incident may create major liabilities** for an employer and create evidence for OSHA to issue countless citations. Years of expensive litigation can ensue and your OSHA attorney [who?] will have to live with all of this ill-conceived information once it is discovered by OSHA and by the employee's attorney who advertises on your local TV station - and, yes, under most circumstances all of this information must be disclosed.



Now @ Taft Law
(937) 641-1743

For some reason, employers frequently whip out a pad of paper and have any and all employees standing anywhere near the scene of the incident write out anything that comes to mind. Why is this done? I can't think of a good reason. Yes, employers subject to OSHA's record keeping requirements have to conduct an accident investigation of all OSHA recordable injuries but how it is conducted must be carefully addressed. Often, the employees never actually saw what happened and are merely speculating. Often, the proffered cause of the accident is inaccurate or just flat wrong. Many statements automatically create instant liabilities for the employer or, at least, something that has to be explained away later. Some of the more interesting and most problematic real life witness statements are the following:

- “The guard on my lathe is normally in place, but it broke yesterday and maintenance did not have time to fix it.”
- He wasn't even supposed to be near the open hole in the roof without fall protection. I would have been tied off – that is insane. On the prior project at this site, we were 100% tied off.”

Employers don't stop to think that everything said and written may end up before an OSHA Area Director or a judge or jury. While it is important to interview a limited number of individuals who actually know what took place and perhaps carefully craft witness statements for them to sign consistent with the interviews they gave, never place a pen in their hands and let them start to write – hoping that their minds will catch up with their pen.

Not only are ill-conceived witness statements problematic but also safety **consultants' reports can be** equally or even more **damaging**. If you have a safety consultant and summon him or her to the accident scene to conduct the investigation, take pictures, interview employees and conduct a root cause analysis, all of this information will be discoverable unless, in advance, the consultant has been formally retained by your attorney to take such actions. OSHA knows to ask for these reports.

So, how do you avoid creating liabilities for your company and perhaps even you personally? Here are some suggestions:

- Only conduct the investigation after the situation has calmed down.
- Utilize a management team member who has been trained in sound accident investigation procedures but don't use the immediate supervisor involved because he/she probably does not have sufficient training or may be part of the problem causing the accident.
- Have the investigator follow a pre-established comprehensive protocol for investigating.
- If the incident is a serious one which is OSHA reportable always utilize your OSHA counsel to at least guide the investigation, to devise the scope and conditions of the investigation and to prevent the discovery of the developed information by cloaking the investigation and its information as “attorney work product.” The attorney work product doctrine extends protections to materials prepared by any person at the direction of an attorney as long as it is prepared in anticipation of litigation. Work product customarily does not have to be produced to a requesting party. This “cloaking” is accomplished by the company immediately retaining an attorney who in turn retains your safety consultant or directs, in writing, the in-house investigation [assuming the company has a trained in-house safety manager]. Time is precious because the emergency squad probably called OSHA -- yes they do this. In any event, you may have a situation requiring self-reporting to OSHA either within 8 or 24 hours.
- Maintain all investigation information as "confidential" and mark it accordingly; make the information available on a need to know basis only.
- Initially answer the 4-W questions: who, what, where and when within 24 hours; the injured employee has a right to this information by the end of the next business day following the incident if requested.
- Answer the 5th W - "why" only after fully considering the matter and performing a proper analysis in approximately one week; include the positive actions previously taken by the company to avoid the accident so that any prepared report is balanced.
- Interview the injured employee but avoid having that employee complete a statement - it probably won't be objective and may even be prepared by the employee's attorney - this really happens.

- Carefully complete the OSHA 301 Injury and Illness Incident Report form only after due consideration of all of the investigation information and counsel has been consulted; remember, the 301 does not ask “why” the accident happened so don’t volunteer the reason.
- If you are the subject of an OSHA telephone Rapid Response Investigation following the reporting of an accident, be careful about what you say and write. OSHA’s initial telephone questions are overly broad – 30 of them. Thereafter, instead of an OSHA onsite inspection, OSHA may require your company to submit an accident investigation report and list how the accident can be prevented in the future. Don’t use OSHA’s suggested form to respond, but instead write your own basic letter addressing the investigation, conclusions and corrective actions. Review the written response with your key management personnel and OSHA counsel before sending it.

For more information regarding workplace safety issues contact Bob Dunlevey at Taft/Law (937) 641-1743. If you wish to receive information about OSHA’s Rapid Response Investigation written questions and procedures, contact rdunlevey@taftlaw.com.

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

Peer-to-Peer Connectivity

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. DRMA provides many ways for members to get connected and stay engaged with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions to foster a sense of mutual support among members.

Evening Member Events – These networking/dinner/speaker events take place 4 times a year and offer the opportunity to stay current on issues facing the industry and a ripe environment for peer-to-peer networking.

MFG Mix – The Mix is a casual, 2-hour networking event held at member locations throughout the year. This is a great opportunity for DRMA members to share best practices, mingle, solve problems, and find new avenues for business growth.

Breakfast with DRMA – Breakfast events are a great way to start the morning by diving deep into topics relevant to the industry. Lasting only 90 minutes, you can get to work at a reasonable time.

DRMA Special Events – DRMA features several special events throughout the year, like the Golf Outing, workshops and seminars.

Meet Ups – Meet with members who are interested in the same topic area, learn from them, and strengthen your business in a casual setting. Meet Up topic areas: Additive Manufacturing, Operations, Workforce/HR, Safety, Government Relations, and Young Professionals.

Committee Involvement – Committees drive initiatives that strengthen the region’s manufacturing industry. You’ll build business and personal relationships, and you’ll experience both personal and professional growth.

To learn more about all of DRMA can help grow your business, visit our [website](#).

Growing the Workforce Pipeline

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. You will create an account and then register.
- You’ll be able to designate the type of event (like an open house) and choose the hours for your event. 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:

- 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.
- Click the [Resources link](#) to find easy-to-follow instructions for conducting an effective open house.
- Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- DRMA has created a flier that you may customize for your company; [email us](#) if you would like to have it.

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, with support from FASTLANE-MEP.

Workplace Stability Workshop Coming to Dayton

Submitted by Katie Klain, The Glen at St. Joseph

To be an employer that gains an edge in a competitive job market now requires approaching some things in a *different* way. Ruth Weirich, author of *Workplace Stability*, discusses these core workplace issues and outlines several unique and simple solutions that companies across disciplines have found effective.

“I realized I was naïve in my understanding of the cost of turnover. Ruth Weirich used real company data to show that turnover costs companies thousands of dollars. She teaches you to understand why and helps you find solutions to KEEP your people. This one-day training changes your mindset!”

– Dave Burrows, Vice President, Goodwill Easter Seals Miami Valley

In her seminar, Ruth explains the “Cost of Turnover Spreadsheet” – a straightforward tool that analyzes the hard and soft costs of employee turnover and how it sets back a company’s productivity and profits. In her work with companies in the manufacturing, healthcare and foodservice sectors, among others, she has found relevant, cost-effective and long-term solutions that employees consider a workplace benefit.

Attending this workshop gives business owners and managers, HR Managers and front-line supervisors strategies and feasible practices that also show results in productivity and the bottom line. We learn how else to see things; we find effective ways to improve absenteeism, turnover, productivity, profits. We converse with others who face the same issues and learn what has worked for them.

The *Workplace Stability* Workshop explores:

- Stability and Instability mindsets of employers and employees
- How these mindsets impact workplace expectations
- How the “Hidden Rules” of work affect employee retention
- A *Workplace Stability Strategy Matrix* to use as a problem-solving tool.

Details:

Workplace Stability Workshop

October 25, 2018

9:00 – 4:00

The Glen at St. Joseph

611 St. Joseph Avenue 45410

Fees: \$199 (Book and lunch included)

Registration Options: www.glenatstjoseph.org/trainingcenter;

Katie Klain – 937-258-3506; kklain@glenatstjoseph.org

Seeking Sponsorship for Students Coming to AMTS

DRMA invites teachers to bring students enrolled in high school manufacturing related career tech programs to the Advanced Manufacturing Technology Show (AMTS) so they can see the technology they will be using in their careers. We believe this helps to solidify their interest in pursuing a career in manufacturing. We would like to offer the students a light lunch while they are waiting for their bus to travel back to school. We expect about 200 students.

We are looking for four \$250 sponsorships to offset the cost of the lunch. Your name will be listed on signage in the lunch area and in our newsletter following the show. Additionally, you may set up a display/signage in the lunch area if you would like.

Having students at the show is another piece of the puzzle to grow your future workforce pipeline. If you would like to help, please contact [Kayla](#).

Safety

Three Reasons You Should Choose DRMA's Workers' Compensation Group Program

1) Save money. 2) Meet requirements. 3) Strengthen your company and your region.

Do you know that companies enrolled in our Workers' Compensation Program save an average of \$4392 on their yearly premiums? That's a nice chunk of change. And not only do our members save large amounts of cash, they have peace of mind that DRMA – the voice for the region's manufacturing industry – is on their side, helping them meet their Workers' Compensation requirements.

DRMA promotes business success for members through peer-to-peer connectivity, career awareness, advocacy, education, economic development, and sharing best practices. By selecting DRMA's Workers' Compensation Group Program, you will save money while supporting DRMA and strengthening manufacturing throughout the region.

Why wait? Contact [Julia Hall](#) with CareWorksComp at (937) 226-8280 to complete your enrollment today.

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Hall of CareWorksComp

9/30/2018 is your Experience "snapshot" for the upcoming 7/1/2019 Rate Year:

One of the most important dates this month is September 30th. This is the date that the Ohio BWC takes their annual snapshot of your experience to determine your Experience Modifier Rate (EMR) for the 7/1/2019 Rate Year. The BWC will compare all of your claims dollars from 7/1/2013-6/30/2017 to your Total Limited Losses ("TLL")—which is the amount of claims dollars that the BWC expected your company to have for those four rate years. Claims take 2 rate years to enter your experience, and then are used for 4 rate years to determine your EMR.

Group Rating and Group Retrospective enrollment for the upcoming 2019 Rate Year:

Your projected 2019 loss ratio (losses vs. expected losses) for 2019 helps us determine your eligibility for Group Rating or Group Retrospective Rating. CareWorksComp is currently evaluating all of our clients for Group and Group Retrospective Rating for the 2019 Rate Year. We are happy to meet with you to review your rates, claims, and premium savings in order for you to decide which program would be the best fit for your company. The deadline to enroll in Group Rating for the 7/1/19 Rate Year is 11/14/2018, and the deadline for Group Retro enrollment is 1/25/2019.

2 Hour Safety Training for the current 2018 Rate Year:

Now that we have moved into the new 2018 Rate Year, which runs from 7/1/18-6/30/19, just a reminder that if you had a claim in the "Green Year" (7/1/16 - 9/30/17) and you are in a Group or Group Retrospective program, a representative from your company needs to complete 2 hours of BWC approved safety training by 6/30/19. This training can be completed in-person at a BWC office or online through the BWC's Learning Center at www.bwc.ohio.gov. In addition, CareWorksComp is providing two Safety Training Seminars this fall: one in Alliance, Ohio, on October 17, 2018, and one in Dublin, Ohio, on December 6, 2018. For your convenience, CareWorksComp also provides this training via a video link.

BWC's Go Green Discount...don't forget:

In order to get the BWC's "Go Green" discount when you pay your BWC premiums on-line at www.bwc.ohio.gov, you must also be signed up to get the BWC's Invoices BY EMAIL, not regular mail. How to do this: Log into your account at www.bwc.ohio.gov. Go to VIEW MY POLICY. Scroll down, and on the right you will see ELECTRONIC NOTIFICATIONS in bold type. Click on this link. Follow the prompts.

OSHA Webinar Save The Date:

On Friday, September 28th, John Valentine of RiskControl360 will hold a 2 hour webinar on OSHA recordkeeping compliance in accordance with 29 CFR 1904. During this webinar, participants will learn the difference between OSHA recordables, OSHA reportables, and workers' compensation claims as well as how to classify injuries correctly. OSHA recordables/reportables and claims can all result in both direct and indirect financial losses for employers. Participants who attend this webinar will leave with the knowledge and tools they need to REDUCE OSHA recordables, reportables, and claims through both proper case management and accident prevention methods. We will have registration details in the next few weeks.

Discounted OSHA Training Tuition Offered to 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 through professional instruction. To get your discount code, contact [Derek](#) or call the DRMA office at (937) 949-4000.

Upcoming Classes

- 9/20/2018- OSHA 7505 Introduction to Incident (Accident) Investigation, 8am-5pm, Columbus, Ohio
- 9/24-9/27 2018 – OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Middleburg Heights, Ohio
- 10/2/-10/4/2018 – OSHA 503 Update General Industry Trainers, 8am-5pm, Indianapolis, IN
- 10-9-10/11/2018- OSHA 503 Update General Industry Trainers, 8am-5pm, Middleburg Heights, OH
- 10/12/2018- OSHA 7005 Public Warehousing and Storage, 8am-5pm, Springboro, Ohio
- 10/12 2018 – OSHA 7500 Intro to Safety and Health Management, 8am-3pm, Springboro, Ohio
- 10/22/2018 OSHA 7105 Evacuation and Emergency Planning, 8am 12:30pm, Springboro, OH
- 10/24/2018 OSHA 7205 Health Hazard Awareness, 8am-5pm, Springboro, OH
- 10/29/2018 OSHA 7005 Public Warehousing and Storage, 8am-5pm, Middleburg Heights, OH
- 10/30/2018 OSHA 7205 Health Hazard Awareness, 8am-5pm, Indianapolis, IN

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

Better Business Starts with Safety – Safety Starts at the BWC

BWC's Division of Safety & Hygiene provides a variety of PRE-PAID courses to help Ohio employers create a safe and healthy workplace. Businesses that have built safety and wellness into their workplace cultures reap many benefits, including fewer accidents, lower workers' compensation costs, and more productive employees.

Your worker's compensation premiums cover the costs of the courses offered by the Division of Safety & Hygiene. Why not take advantage of what they have to offer?

For course listings and descriptions, [visit their website](#).

Dayton Area Safety Council

Safety Breakfast with the Experts – Habits of an Effective Safety Person - Presented by George Shaw; Ascent Safety Solutions. Thursday, September 20, 7:30 - 9:00 a.m., [register here](#)

All About Members

Congrats!

- Shout out to **NuVasive** for the feature in *Dayton Daily News* on their recent growth! Congrats!
- Great feature on **McGohan Brabender's** growth in the *Dayton Business Journal* on 8/17!
- Congratulations to **Garber Connect, 11th Hour Staffing and Projects Unlimited** for being named to the *Dayton Business Journals'* Fast 50 list of the fastest growing companies in the region!
- **Civista Bank, Lord Corporation, The Dupps Company, University of Dayton and Wright-Patt Credit Union** were all named to the *Dayton Business Journals'* healthiest employers list this year! Way to go!

[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

5 Axis Grinding. – 86 Westpark Rd., Dayton, OH 45459 (937) 312 9797
Manufacturer of sold carbide rotary cutting tools.

Automation Technology, Inc. – 1900 Troy St., Dayton, OH 45404 (937) 233-6084
Automation Technology is a manufacturing leader of custom automatic & semi-automatic test systems and control products for electric motor, motor components, and equipment incorporating electrical components across a variety of markets including Electric Motor, Pump, Aerospace, Appliance and Automotive to name just a few. ATI is committed to investing resources and talent into cutting-edge engineering ideas which create significant value to our customers.

Brainerd Industries, Inc. – 680 Precision Ct., Miamisburg, OH 45342 (937) 228-0488
Brainerd Industries, located in the suburb of Miamisburg, manufactures cosmetic trim parts for OEMs in the consumer electronics, appliance, television, computer, and automotive industries. Our cutting-edge equipment and best-in-class facility gives us the flexibility and capabilities to meet a variety of application needs in the stamping, blanking, die cutting, printing, and powder coating of metal and plastic.

Cargill Premix & Nutrition – 10 Nutrition Way, Brookville, OH (937) 770-2445
Cargill provides food, agricultural, financial and industrial products to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and over 150 years of experience. We have 155,000 employees in 70 countries who are committed to nourishing the world in a safe, responsible and sustainable way.

Community Seminars & Events

Sinclair Workforce Development

- Lean Coffee Talks: Oct. 10, and Dec. 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, [register here](#)
- Getting the Job Done Right: Rising Above Workplace Conflict, Sept. 12, 8:30 a.m. – 12:30 p.m. [register here](#)
- Foundational Leadership Series, Starts Sept. 13, 8:30 a.m. – 12 p.m., [register here](#)
- CEO Series: Retaining Knowledge for an Aging Workforce, Starts Sept. 19, 8:30 a.m. - 12:30 p.m. [register here](#)
- Breakfast Briefing: Eat That Frog, Sept. 20, 8 - 9:30 a.m. [register here](#)
- Enough is Enough: Preventing Workplace Harassment, Oct. 5, 8:30 a.m. - 12:30 p.m. [register here](#)
- Breakfast Briefing: Inclusive Leadership, Starts Oct. 18, 8 - 9:30 a.m. [register here](#)
- Closing the Generation Gap in the Workplace, Nov. 7, 8:30 a.m. - 12:30 p.m. [register here](#)