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Chairman's Connections

By Jim Zahora, Chairman of the Board

Holiday

I told myself not to write this. But I couldn't stop my fingers from typing. No, this isn't a story about Thanksgiving. It's not a Christmas story. It's about another essential holiday. Smart phones are a necessity in today's fast-paced business world, but look around your business and you will see



people on cell phones during meetings, working on the factory floor, during interviews, waiting in our lobbies, even while carrying on a conversation. Cell phones, cell phones, EVERYWHERE! Is this a good thing? I think not. In the words of Madonna "We need a Holiday"...from our cell phones!

*If we took a holiday (from our cell phones)
Took some time to celebrate
Just one day out of life
It would be so nice*

According to Psych-Guideline, cell phone addiction is not *yet* listed in the Diagnostic and Statistical Manual of Mental Disorders but research has compared it to gambling addiction.

Think we are not addicted? According to a recent study the average person will check his or her smart phone approximately 150 times during a day or once every 6.5 minutes!

Think it isn't affecting us? Endocrinologist Robert Lustig claims that notifications from our phones are training our brains to be in a nearly constant state of stress and fear by establishing a stress-fear memory pathway. Knowing that our phone has messages for us greatly reduces our ability to focus on work.

Think it's making us smarter? Psychologist Daniel Levitin estimates that "being in a situation where you are trying to concentrate on a task, (while) an e-mail is sitting unread in your inbox, can reduce your effective IQ by 10 points."

The cure? Take a holiday from your cell phone once in a while! Talk to people the old fashion way – no email, no text, and no cell.

*You can turn this world around
And bring back all of those happy days*




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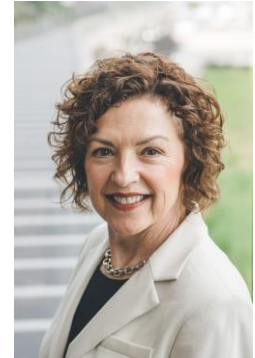
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I've Been Thinking . . .

By Angelia Erbaugh, President

Business and economic development . . . this is part of what members expect from their industry association. And DRMA members are no different. As a result, DRMA strives to provide programming, industry-pertinent information, and connections with organizations to help members strengthen their company. We do that in a lot of different ways, including sending business lead emails, producing these monthly newsletters, conducting the annual employee wage and benefits survey, and conducting a highly successful trade show, the Advanced Manufacturing Technology Show every October. To learn more about these services, [click here](#).

Speaking of AMTS, wow, what an amazing show! The aisles were busy with 125 exhibitors connecting with over 2,600 folks, checking out the latest manufacturing solutions, technology, and machinery, not to mention the seminars at Knowledge Center Stage brought to you by our region's experts. And how about the Happy Hour that concluded the show on Wednesday?! 300 show attendees, exhibitors, and DRMA members gathered and enjoyed Warped Wing craft beer, entertainment from DJ Jay, and great networking. Lots of fun! We'll see you at AMTS 2019 on October 16 and 17!



Please come to the [December 6 annual meeting](#), the association's business meeting of the year. The event has a casual, festive feel focusing on peer-to-peer networking. It will be fun and casual AND important, as we need to take care of annual meeting items -- so please show up and give direction to the leaders of your organization.

Thinking about your 2019 budget? I hope you include your membership in DRMA, your local industry association. The volunteers and staff work hard to bring you value. Please let me know if there is something we can do to make it better for you

And speaking about your 2019 budget, please consider supporting your association and its initiatives through **advertising and sponsorships**. We know that everyone asks you for money, and we ask you to not forget about DRMA. You have a vested interest in what we do or you wouldn't be a member. Sponsorships appeal to some companies because of the name and brand exposure they bring. Sponsorships appeal to other companies because they want to support initiatives that ultimately benefit them. Every member of DRMA falls into one of these groups. Here are some of our advertising and sponsorship opportunities coming up in 2019:

- Golf Outing – A member favorite, sponsorships for this event range from \$175 to \$500.
- DRMA Economic Forecast featuring Brian Beaulieu – Brian is a renowned economist, and because his presentation to DRMA members last year was a roaring success, we're bringing him back. Sponsorships range from \$500 to \$2,500.
- Member events – Ranging from \$150 to \$700, this is an opportunity for you to get in front of and meet every person who attends DRMA events.
- AMTS – *THE* trade show of the year, sponsorships range from \$250 to \$2,000. You'll get your name in front of over 3,500 people who attend the show.
- Member communications – Ranging from \$100 to \$500, get your company's logo on the DRMA website, newsletter, or weekly News Bits emails.
- Other random things like shirts, student lunches, etc. – these are typically in the \$250 range and help to defray the costs of specific items needed to fulfill the DRMA mission.

Act now! The deadline for choosing DRMA's Workers' Comp Group is November 14. Not only do members of our program save an average of \$4,392 on their yearly premiums, their group membership helps support DRMA and manufacturing in the Dayton Region. Don't miss out on this opportunity to save money AND help strengthen YOUR association. Contact [Julia Bowling](#) with CareWorksComp at (513) 218-4062 right away.

Benchmark your jobs against the market data found in the DRMA/Manpower 2018 **Wage and Benefit Survey** report. Contact [Shay](#) for purchase information.

Looking for more work? Or, looking for a supplier? Don't forget to use the DRMA **Business Lead Email** service to get work or to find a supplier. Email [Shay](#) and she'll explain the process.

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 is an easy and enjoyable way for you to impact your future workforce! Contact [Kayla](#) for more information.

Thanks for choosing to be a member!



Member Events

Annual Business Meeting with a Holiday Flare!



The December Annual Meeting is the most essential member meeting of the year. A short but important program will include a quick review of accomplishments this year, approval of the 2019 budget and changes to the by-laws, and ratification of new board members. Following the program, networking festivities will begin – cocktails, hors d'oeuvres and socializing! Remember your membership is corporate-wide, so bring your employees to the event!

Date: Thursday, December 6

Place: Sinclair Conference Center, 301 W. Fourth St., Dayton

Time: 4:30 – 5:30 Pre-event seminar

5:00 – 6:00 Networking and cash bar*

6:00 – 6:30 Program

6:30 – 8:00 Networking, hors d'oeuvres, and cocktails

Parking: Free (with pass) in Lot C garage under Building 12

Menu: Hors d'oeuvres

Attire: Business/business casual

Cost: \$45 for members, \$60 for non-members per person if registered by 12/3

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

SPONSORED BY:

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Pre-Meeting Seminar: Workplace Benefits: Financial Wellness and 401k Plans

Presented by Bank of America Merrill Lynch

Join us for a pre-meeting seminar on workplace benefits where we will summarize the results of our most recent Workplace Benefits Report. This report offers insights that can help employers better understand the wants and needs of their employees and provide actionable steps that you can use right away to enhance your programs. Also, Robert Davis of Merrill Lynch will discuss the essential elements of an excellent 401k plan with commentary from Lance Drummond, QPA, QKA of Clark Schaeffer Hackett regarding recent changes to the recordkeeping landscape as well as updated fiduciary responsibilities. In addition, they will discuss changes to the limits on deferring your income which could increase your own retirement accounts

DRMA Calendar of Events

November 14	Safety Meet Up - Dayton, register here
November 20	Operations Meet Up – Hematite, Inc. - Dayton, register here
November 27	Workforce/HR Meet Up – Dayton, register here
November 28	Project Management Meet Up – Dayton, register here
December 6	Annual Meeting – Dayton, register here
January 8	Young Professionals Meet Up – TBD, register here
January 17	Evening Member Event – Dayton, register here
February 5	Additive Meet Up – Dayton, register here
April 11	Economic Update with Brian Beaulieu – 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!

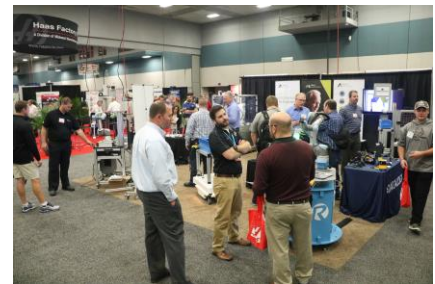


News You Need

Thank You for Another Fantastic Show!

Once again, AMTS brought together attendees and exhibitors – showcasing their latest cutting-edge solutions, technologies and products over an action-packed, two-day period. The aisles were buzzing with camaraderie and connections, as exhibitors and attendees alike enjoyed a burst of fresh energy with the show's new features and events.

The positive feedback on the impressive expertise of the exhibitors and the valuable, info-packed seminars and in-booth demos is a testament to the incredible manufacturing resources in our region. AMTS welcomed both old friends and new... Over 1/3 of attendees polled said it was their first time at AMTS!



Be sure to mark your calendar now for next year's show! **AMTS 2019 will be held October 16 & 17.** Considering exhibiting? Don't delay – prime exhibitor space goes quickly. [Contact Shelley Baker](#) to save your spot!

PLUS - AMTS 2018's registration list is now available ... 2018 exhibitors get 50% off (\$150), and new exhibitors in 2019 can rent for \$300. [Contact Shelley Baker](#) today to order!

Increase Your Brand Exposure through DRMA Advertising and Sponsorships

As you are looking ahead to 2019, please consider supporting your association and its initiatives through advertising and sponsorships. We know that everyone asks you for money, and we ask you to **not** forget about DRMA. You have a vested interest in what we do or you wouldn't be a member. Sponsorships appeal to some companies because of the name and brand exposure they bring. Sponsorships appeal to other companies because they want to support initiatives that ultimately benefit them. Every member of DRMA falls into one of these groups. Here are some of our advertising and sponsorship opportunities coming up in 2019:

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- Other random things like shirts, student lunches, etc. – these are typically in the \$250 range and help to defray the costs of specific items needed to fulfill the DRMA mission.

Please [contact Shay](#) if you would like details on any of these opportunities.

DRMA/Manpower 2018 Wage and 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

\$75,000 for Trade-Impacted Ohio Manufacturers

Submitted by Scott Phillips of Great Lakes Trade Adjustment Center (GLTAAC)

Manufacturers that are adversely affected by import competition may qualify for Trade Adjustment Assistance for Firms (TAAF) -- a federal program specifically designed to help smaller firms recover and grow. For Ohio manufacturers, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).

The TAAF program can help manufacturers invest in themselves by working with them to develop a recovery plan, and then co-funding critical projects. For example:

- A GLTAAC client in the Dayton region is currently using TAAF matching funds for 2 different projects: one focused on market diversification, with a second project providing an update to their marketing collateral design. Both projects are funded 50% by the TAAF program.

- Two other regional manufacturers are just starting the TAAF program. Each will qualify for \$75,000 in program matching funds.

If you are a manufacturer whose sales have slipped due to import competition, get in touch with GLTAAC to learn if you qualify for up to \$75,000 of federal matching funds. Just contact GLTAAC Project Manager, Scott Phillips at shphill@umich.edu or 734-998-6227. Scott can quickly review the TAAF program with you and help you determine if your firm would qualify.

A Message from GRC

Submitted Mary Miller, FASTLANE, Government Relations Committee

In the season of Thanksgiving we want to thank those who completed the Top Issues survey and provided honest feedback. This is invaluable information for the GRC to fulfill our mission – to build strong relationships with organizations and government officials to advocate for your issues and concerns. We also want to thank Warren Davidson for attending AMTS and Rob Scott, SBA Regional Administrator, for meeting with members at our Government Relations Meet Up this morning.

Update on RAPCA: A few months ago we reported on the Regional Air Pollution Control Agency (RAPCA) fees and how this could impact small business. Unfortunately, the Public Health Board of Montgomery County voted to pass the revised RAPCA fee structure. Click [here](#) to see the new fee schedule.

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. 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

Tuesday, January 8 - 7:30-8:30 a.m., Panera Bread – Miller Lane

Affiliate/Associate Sessions:

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

Tuesday, January 22 - 4:30-5:30 p.m., Franco's – Downtown Dayton

Legally Speaking

Attend To Year End Legal Matters – Your Checklist

Submitted by Bob Dunleavy of Taft Law



Now @ Taft Law
(937) 641-1743

2018 is coming to an end and for most of you that means the end of your fiscal year as well. Don't let the holiday season frenzies cause you to neglect important year-end business affairs. Here is a handy checklist of some things you need to consider.

- Schedule your annual corporate meetings for shareholders and directors; give notice in accordance with your bylaws/code of regulations; set the agenda for the meeting.
- Review your corporate minute book to make sure it is up-to-date; are last year's minutes in there and are they signed? Did the minutes call for certain actions to be taken during the year and have these items been accomplished? Do the minutes ratify corporate actions, such as contributions to benefit plans, borrowing, auto leasing and monetary distributions?
- Has there been a change in the officers, directors or shareholders? Do the corporate records reflect those changes? Do others need to be elected?
- Are there shares of stock needing to be transferred or canceled? Is your share ledger in the back of the minute book up-to-date?
- Is the statutory agent designated to receive important papers current and on file with the Secretary of State? – check the State's website.
- Is your corporation in good standing with the State? – check the State's website:
 - Ohio – <http://www.sos.state.oh.us/>
 - West Virginia – <http://www.sos.wv.gov/>
 - Kentucky - www.sos.ky.gov
 - Indiana - www.in.gov/sos
- Is the corporation doing business in any other state? Is it appropriately registered and meeting the requirements to do business in those states?
- Is the annual financial report, including a balance sheet, statement of profit and loss and surplus, and an opinion of the financial position of the corporation being prepared?
- Do the corporate records verify payments of salaries versus bonuses and dividends? – the IRS can contend that payments to corporate officers or employees or shareholders are not deductible dividends and that payments to its officers who are not shareholders are not deductible – better assure the proper classification of such payments by identifying the payments as deductible compensation and consider identifying the justification.
- If no, or nominal, dividends are to be paid, and your corporation has a large amount of accumulated earnings, do the minutes include a statement of the reasons why the earnings are being retained?
- Have you changed financial institutions during the year and not noted it within the corporate records? Are those who are authorized to sign checks still the appropriate names and are the appropriate corporate resolutions contained within the minute book?
- Have there been loans to officers or shareholders needing to be documented by minutes and promissory notes?
- Do you have a buy/sell agreement which regulates and restricts the transfer of shares so you don't end up with an unwanted "business partner?" Have you updated the valuation information which sets the price for which shares are repurchased? Has the buy/sell agreement been amended to include new shareholders?
- Are your benefit plans, such as retirement, profit sharing, medical reimbursement, Section 125 or 401(k) plan, appropriately documented within the corporate records and in full compliance with the law? Are the summary plan descriptions you give to employees up-to-date? Are you strategizing about the impact of healthcare reform?
- Have you consulted with your CPA regarding year-end matters, such as tax incentives for such things as equipment purchases, you still may wish to take advantage of before year-end? Remember, there have been significant corporate tax changes for 2018 and beyond.
- Have you evaluated the cost of your workers' compensation program? Have you shopped for enrolment in a workers' comp group that provides good savings (discounts) and effective third party administration? Have you gone online and looked at your claims history to identify your major claims? Have you met with your workers' comp attorney to devise a plan to eliminate costly claims from your experience and reduce your premiums?

- For those key employees hired this year, do you have employment agreements in place addressing such things as non-disclosure of confidential information and non-competition? It's not too late.
- Have you reviewed your general liability insurance and other business coverages with your agent to ensure proper, cost effective coverage?
- Are your licenses to do business in various locales current?
- Have you reviewed the exempt and non-exempt wage-hour status of your employees to ensure wages and applicable overtime are being paid properly and records maintained appropriately?
- Your personnel policies and practices may require modification due to recent NLRB decisions applicable to non-union employers – is your employee handbook up-to-date?
- Ensure your health plan complies with all Affordable Care Act provisions and prepare IRS Forms 1094 and 1095, which have to be distributed by some employers in January.

Dust off those corporate records and make sure that everything is ready for 2019. If you need legal assistance in your business affairs, contact **Bob Dunlevey**, now at **Taft/Law** (937) 641-1743. For more information about **Taft/Law**, visit www.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.

OSHA DECLARES POST-ACCIDENT DRUG TESTING AND INCENTIVE PROGRAMS PERMISSIBLE – ONCE AGAIN!

OSHA has just clarified its position on two very important items for employers. It has retracted the overzealous, gratuitous comments it made in a 2016 Final Rule about incentive programs and post-accident drug testing being impermissible because they allegedly discourage accurate reporting of incidents. OSHA believed that underreporting was occurring because injured employees wished to avoid being drug tested.

OSHA has now stated “action taken under a safety incentive program or post-incident drug testing policy would only violate 29 CFR Section 1904.35(b)(1)(iv) if the employer took action to penalize an employee for reporting a work related injury or illness rather than for the legitimate purpose of promoting workplace safety and health.” Recall that in several *Legally Speaking* articles and seminars given by me over the past year, I have suggested to employers that they “stay the course” and continue to utilize their post-accident drug testing and incentive programs. This is confirmation that the approach was well founded. Remember, however, OSHA recommends that not only the employee reporting the injury, but also any employees contributing to the incident be tested – sound advice.

Previously, OSHA had found safety incentive programs to be a deterrent to employees accurately reporting injuries or illnesses in order for them to reap the benefit of incentive program awards – prizes and bonuses. OSHA now, once again, believes these incentive programs to be appropriate “as long as the employer has implemented adequate precautions to ensure that employees feel free to report an injury or illness.” So, at least, each employer should publicize a statement encouraging the reporting of accidents. Other efforts could include training programs for reporting, as well as published explanations of employee rights and responsibilities.

This OSHA interpretation letter countermands the May 2016 Final Rule which revised the recording/reporting regulations as to the gratuitous comments in the Preamble of that Final Rule. These new Interpretive Guidelines strongly support the efforts of each and every employer to ensure a safe workplace and should be welcome news for all employers.

For more information regarding workplace safety issues contact Bob Dunlevey at Taft/Law - (937) 641-1743 or email rdunlevey@taftlaw.com.

Member Benefit Spotlight

Business & Economic Development

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 programming, industry-pertinent information, and connections to help members strengthen and grow their business.

Advanced Manufacturing Technology Show – Explore the future of the industry with the latest technologies, trends, products and solutions, all in one spot. Members receive booth discount. Contact [Shelley](#) for more information.

Business Leads – Members receive emails regarding prospective customers and business opportunities.

eNewsletter– The *DRMA News* is full of industry-pertinent information.

Legal Services Plan – As a DRMA member, you get one free call with Bob Dunlevey of Taft, Stettinius, & Hollister each month

OSHA Training – Members receive a discount on OSHA training for their employees

Workers' Comp Group – Save money on your workers' compensation premium with the group rating program through CareWorks

Wage and Benefit Survey – Use the survey report to compare your wages and benefits to regional industry companies. (Produced in partnership with Manpower)

Speakers, Programs, and Seminars – Member events provide information and connections to help you run your business more effectively.

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

Growing the Workforce Pipeline

Students at AMTS: A Great Success!

Over 100 high school students from manufacturing career-tech programs attended AMTS 2018 to see, touch, and feel the technology they will be using in their careers!

Schools participating were Ohio Valley Career Technology Center, Upper Valley Career Technology Center, Kettering Fairmont High School, Southeastern Career Center, and the Dayton Regional STEM School.

Thanks to the following volunteers from member companies who guided the students through the show:

- Keith Bernheisel, Sinclair Community College
- Bob Bickel, Staffmark
- Ed Blake, Bohler-Uddeholm Corporation
- Kurt Frost, Projects Unlimited
- Dori Gabriel, Sunbelt Business Advisors
- Rick Hasler, Sunbelt Business Advisors
- Bryan Howell, Inteva Products
- Garry Jankowski, Sandvik Coromant
- Sean Johnson, Jena Tool
- Tom Osterday, Projects Unlimited
- James Sercu, Projects Unlimited
- Kate Vriner, Sunbelt Business Advisors
- Kaitlyn Wesseler, Projects Unlimited
- Rick Wiegand, GEMCITY Engineering

Thanks to the following exhibitors who welcomed the students into their booths:

- AFC Tool
- Allied Automation
- American Testing Services
- Bastech
- Cimquest
- Clark State Community College
- Edison Community College
- Fastech
- G&W Machinery Sales
- Haas Factory Outlet
- Knox Machinery
- NYSUS Solutions
- Precision Metal Fabrication
- Resources for Manufacturing
- Shoptech Software
- Sinclair Community College
- Star CNC Machine Tool Corp.
- Staub Manufacturing Solutions
- Superior Equipment Solutions
- Techmetals
- Technical Equipment Sales Company
- Tools for Industry
- Triad Technologies
- TST Tooling Software Technology
- Voelker Controls Company
- Zeiss Industrial Metrology

After they toured the show, the students were provided lunch before they boarded their busses and headed back to school. Special thanks to the following members who sponsored the lunch:

- French Oil Mill Machinery
- Hartzell Propeller
- Henny Penny

Having students visit the show to see the technology they will use in their careers is an important component of our initiative to grow the manufacturing workforce pipeline. Thanks to all who helped make this happen!

Your GWP Committee at Work

Submitted by Gerry Chadwick, Sunbelt Business Advisors, GWP Committee

October was a big month for DRMA, the manufacturing sector and efforts around Growing the Workforce Pipeline (GWP). October 5 was **MFG Day** around the country and as usual the Dayton Region was shown to be a leader in exposing students to great careers in manufacturing. Our MFG Day results are among the best in the country!

By the numbers:

- 48 DRMA member companies opened their doors to local students
- 64 schools participated
- 4,100 students attended

This is the largest number of participating DRMA member companies, largest number of participating schools, and largest number of students. Altogether this is the 7th year in a row the program has grown – from 10 member companies and 150 students in 2012 to this year's success.

October also saw a great turnout of students at DRMA's Advanced Manufacturing Technology Show on October 17 and 18. 115 students from schools like Ohio Valley CTC, Upper Valley Career Center, Fairmont HS, Southeastern Career Center and The Dayton STEM School attended to learn about the cool technology they will be using in their future careers.

Your Growing the Workforce Pipeline Committee has been busy and is now going through the process of setting 2019's goals. The primary areas for those goals are:

- MFG Day
- Industry credentials – educating members on the value of industry credentials so that they are ready to hire certified candidates
- Power Lunches – each year more schools are opening their doors for these events, as are more member companies providing volunteers for the presentations

How can you help the Growing the Workforce Pipeline Committee in helping you find the skilled labor you need? There are several:

- Help us identify volunteers for Power Lunches and other outreach programs. DRMA will take care of the presentation materials; the volunteers are there to talk about their experiences in the industry and the opportunities manufacturing provides.
- Participate in Workforce/HR Meet Ups – we need ideas on topics for the Meet Ups that are critical to your business. Also, you can send members of your team to participate. GWP and DRMA will make sure the meetings are worth the time. Topics typically include: internships and apprenticeships, funding for training, technical training methods, training resources, recruiting methods, assessments, compensation strategies, compliance issues, and others.

Finally, you should be proud of the leadership DRMA is taking to resolve workforce issues. Both OMA and Jobs Ohio have reached out to DRMA for ideas and implementation strategies.

DRMA, working for you!

Industry Credentials – What Types are There?

Industry credentials can help solve DRMA manufacturer members' skills gap challenges because they ensure that the credential holder has met the industry benchmark for their specific occupational competency. Industry credentials offer your company several benefits, including: more job-ready candidates; shorter training time for employees; improved safety and quality; reduced turnover; and increased productivity.

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).

MSSC's Certified Production Technician (CPT) program recognizes individuals who demonstrate mastery of the core competencies of manufacturing production at the front-line (entry-level through front-line supervisor) through the successful completion of the certification assessments. The goal of the CPT certification program is to raise the level of performance of production workers both to assist the individuals in finding higher-wage jobs and to help employers ensure their workforce increases the company's productivity and competitiveness.

The CPT program consists of five individual certificate modules: Safety; Quality Practices & Measurement; Manufacturing Processes & Production; and Maintenance Awareness. Candidates must earn the all four certificates to receive the full CPT certification. An optional fifth module is available on Green Production. Individuals demonstrate their understanding of the core skills and knowledge through assessments based upon MSSC's industry-defined, nationally validated skill standards. You can learn more about the Certified Production Technician certification [here](#).

NIMS sets industry skills standards earned by students, trainees, apprentices, employees, and military personnel nationwide. By earning NIMS credentials, these individuals secure a competitive edge when applying for jobs because they have demonstrated that their skills meet the industry established standards.

NIMS offers credentials in numerous industry occupation tracks; however, the two that most closely align with the needs of DRMA members are Machining and Industrial Technology Maintenance (ITM). Each track is comprised of stackable credentials that are achieved via successful completion of individual theory and/or performance assessments.

Some NIMS Machining stackable credentials include:

- Job Planning, Benchwork & Layout
- Measurement, Materials & Safety
- CNC Lathe Operations
- CNC Lathe Programming Setup & Operations

Some NIMS ITM stackable credentials include:

- Basic Hydraulic Systems
- Basic Mechanical Systems
- Maintenance Operations
- Process Control Systems

You can learn more about NIMS credentials [here](#).

DRMA is working with educators across the region to incorporate industry credentials into their curriculum. Soon, graduates possessing these credentials will be ready for hire.

Stay tuned for more information about the value of industry credentials.

Manufacturing's Future Workforce - Attracting New Skills and Talent

Submitted by Mary Shancey of Bank of America Merrill Lynch

While economists closely follow the national unemployment statistics reported monthly by the U.S. Department of Labor, this does not always accurately reflect the challenges faced by manufacturing companies looking for skilled talent in today's workforce. There are a combination of factors at play, including the need for newer skills created by the digitized manufacturing landscape as well as the shift from a baby boomer economy to younger generations. In their third manufacturing skills gap report, Deloitte and The Manufacturing Institute¹ estimated 2.7 million baby boomers will retire by 2025, which will cause an enormous labor shortage to fill.

Although the younger generation would typically step into those roles, the manufacturing industry is facing an identity crisis. Younger workers associate manufacturing jobs with pollution, and with repetitive and potentially dangerous work, even though new technologies have significantly improved manufacturing processes. As a result, the manufacturing sector needs a modernized management strategy that articulates a new vision for the industry. It will also require investing in the resources and job training that will enable a young workforce to see a lasting and successful career in manufacturing.

In-house resources

For the leaders facing mounting pressures to keep up with the consequences of the widening skills and labor gap, the most effective strategy is to begin internally, with development of robust in-house training and recruitment programs. In research conducted with support from Bank of America Merrill Lynch, the Urban Manufacturing Alliance surveyed and interviewed hundreds of manufacturers across six cities for the State of Urban Manufacturing (SUM) study. In that research, larger manufacturing firms said they mostly hire people referred by current employees and through services like online job boards. But the fact that these manufacturers also reported a struggle to find qualified employees suggests that traditional hiring practices could use an overhaul.

According to another recent study conducted by The Manufacturing Institute and Deloitte, Americans strongly believe that targeted programs would be a valuable resource for driving new growth opportunities, with 67% citing internships and apprenticeship programs, and 62% of those surveyed identifying certification or degree programs as potentially effective. Many of these in-house programs can tap the in-depth expertise of senior employees before they transition into retirement. Equipping all current and future employees with these resources is not only critical for addressing the talent shortage in the short term, but it's also a clear demonstration of a company's investment in its employees, which helps attract and retain talent for long-term growth.

Influencing the educational system

To help ensure a skilled workforce of the future, organizations can partner with local high schools and colleges to redefine the perception of the industry and introduce students to the required technical skills before they enter the workforce. While many organizations are already taking the steps to familiarize students with the sector, there is still work to be done. In 2017, only 24% of Americans² felt their local school system provided students with information about a career in manufacturing. Companies may benefit from presentations at job fairs or from internship and apprenticeship opportunities to help dispel myths about the manufacturing industry. These programs offer hands on experience without the full commitment of employment. Students get a better idea of what the job entails, while employers can identify strong job candidates. Investing time and resources into educating students is important now, as individuals in the post-millennial generation (born from 1997 and on) are approaching the ages of 16 to 20 and are beginning to make career decisions.

Reaching untapped populations

As organizations rebuild their workplace cultures around professional development and training initiatives, manufacturing leaders can also address the current skills gap by turning to untapped populations such as refugees, immigrants or other non-traditional work pools. For example, Nehemiah Manufacturers creates new opportunities for individuals from disadvantaged communities by providing hands on training in technical manufacturing and leadership skills, leading them to build sustainable careers while supporting job fulfillment. Other innovative recruitment initiatives include: Baltimore's Second Chance which trains individuals with criminal records and helps connect them with manufacturing jobs that work with deconstructed building materials; Detroit Kitchen Connect helps food manufacturers from refugee and immigrant communities get their products to market; the Jane Addams Resource Center in Chicago provides CNC, welding and press brake training to low-income adults looking for employment; and Seattle Sewn provides training and job placement services for the apparel manufacturing sector.

The future success of manufacturing depends on a renewed commitment to the workforce. Whether it's leveraging current employees and soon-to-be retirees, familiarizing students in the classroom with manufacturing industry opportunities or tapping into a non-traditional workforce, keeping up with the momentum of today's industry begins with empowering and enabling all levels of the workforce.

High School Interns with Exposure to Manufacturing – Ready to Hire

Great news for our on-going challenge of finding good employees! Centerville High School has started a manufacturing foundations course and the first students are ready to get a work experience.

They are hosting a reverse job fair on Tuesday, November 20, from 10:30 to 12:30 p.m., and are seeking 25 employers who are interested in hiring a student intern and providing a work-based learning experience for the semester starting in January.

The manufacturing foundations course is based on MSSC's Certified Production Technician curriculum and includes four modules: Safety; Quality Practices & Measurement; Manufacturing Processes & Production; and Maintenance Awareness. By January, the students will have completed the first two modules.

The students, all high school seniors, will display their work and portfolio to employers and will be prepared with a resume. You will have the opportunity to talk one-on-one with the students. The students will be available in January to leave school at noon to go to work and will be available five days a week.

The job fair will take place in the lobby of the Centerville High School Performing Arts Center. The PAC is on the back side of the building with easy access to parking. Light refreshments will be served.

Lock in your spot to grab these students and show them that your company is a great place to work . . . while you get productive, entry level employee! And because they are seniors, they have the potential to stay with you when the semester ends! Contact Craig Suttman at Craig.Suttman@centerville.k12.oh.us or Eric Gearhart at eric.gearhart@centerville.k12.oh.us.

Kudos to Members Growing the Workforce Pipeline

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

- For volunteering as a student guide at the Advanced Manufacturing Technology Show (AMTS)
 - Keith Bernheisel, Sinclair Community College
 - Bob Bickel, Staffmark
 - Ed Blake, Bohler Uddeholm Corporation
 - Kurt Frost, Koehlke Components
 - Dori Gabriel, Sunbelt Business Advisors
 - Rick Hasler, Sunbelt Business Advisors
 - Bryan Howell, Inteva Products
 - Garry Jankowski, Sandvik Coromant
 - Sean Johnson, Jena Tool
 - Tom Osterday, Projects Unlimited
 - James Sercu, Projects Unlimited
 - Kate Vriner, Sunbelt Business Advisors
 - Kaitlyn Wesseler, Projects Unlimited

- Rick Wiegand, GEMCITY Engineering
- For participating in the Northridge High School Power Lunch – October 24
 - Isaac Bokros, idX
 - Jeff Perry, AFC Tool
 - Ben Wenning, AFC Tool
 - Shawn Gunkel, Sandvik Coromant
- For participating in the Dayton STEM Power Lunch – October 30
 - Isaac Bokros, idX
 - Rick Wiegand, GEMCITY Engineering
 - Sean Johnson, Jena Tool
- Sharon Drewry, American Cutting Edge
- April Vanover, FASTLANE
- Priscila McCarty, FASTLANE
- For participating in the East End Youth Center Career Event – November 5
 - Anja Redzepagic, Sandvik Coromant
 - Garry Jankowski, Sandvik Coromant
 - Chuck Dryer, Industrial Tube and Steel
 - Matt Hoyng, FASTLANE
 - April Vanover, FASTLANE

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 [Kayla](#).

Safety

Take Advantage of DRMA's Workers' Compensation Savings Now Before It's Too Late!

You need Workers' Compensation coverage, and DRMA is here to help. However, time is running out to enroll in our 2019 Workers' Compensation Group Rating Program. Our program members save an average of \$4392 on their yearly premiums. That's a pretty hefty savings, so you definitely don't want to let this offer pass you by.

The enrollment deadline for our group program is November 14. DRMA's Workers' Compensation Group Rating Program offers you savings and peace of mind. Act now! Contact [Julia Bowling](#) with CareWorksComp at (513) 218-4062 today!

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Bowling of CareWorksComp

2019 Group Programs

The deadlines for the 2019 Group Programs are fast approaching! Some employers are eligible for both traditional Group Rating and Group Retrospective Rating, referred to as "dual eligibility." We're eager to discuss these options with you, as your organization's savings opportunities change every year. The enrollment deadline for the 2019 Group Rating Program is November 14.

Training from York + CareWorksComp

Because of the great response, the recorded webinar fulfills the 2-hour safety training requirement for Group and Group Retrospective rated employers for this current program year (July 1, 2018 - June 30, 2019). Register at yorkrsg.com/osharecord-keeping-webinar. See attached flyer for more information.

Unemployment Tax Season

Winning unemployment claims will help you lower your tax rate, but there's even more you can do to control your costs. Did you know that by making a one-time payment at the end of the year, you may be able to lower your tax rate even further? Last year, just this one component of our Claims and Tax Management Service reduced one of our customer's unemployment costs by \$10,750 - the result of a one-time, \$25 voluntary payment.

If you have multiple account numbers owned by the same business entities, you also may be able to combine their tax rates together into a common group rating. One of our clients was able to save nearly \$4,000 on his taxes for 2018 by placing two of his companies in a common group.

The importance of having a Transitional Work Program

Also known as “light duty,” Transitional Work for your injured workers plays a key role in reducing workers’ comp premiums. If you don’t have a light duty or formal transitional work program, consider Modified Duty Off Site (MDOS). MDOS is a program in which the injured worker is released to do meaningful work at a local non-profit by their doctor. During this time, the employer pays their wages and the injured worker transitions back to full duty. The MDOS program can be arranged by VocWorks. For additional information, visit vocworks.com.

Has your organization been cited by OSHA?

As RiskControl360° enters its thirteenth year in business, we are celebrating the almost \$300,000 they have saved clients in OSHA penalties over the years. This team of professionals has represented employers at OSHA informal conferences across the state to reduce penalty amounts and citations. If your organization is ever involved in an OSHA inspection or receive a citation, call RiskControl360° to help you navigate the process and achieve the most favorable outcome.

What are Handicap Reimbursements?

Handicap Reimbursement is a BWC program that encourages employers to hire and retain workers with pre-existing medical conditions. Handicap Reimbursement allows an employer to apply for reimbursement of claim costs if a handicapped employee suffers an allowed work-related lost-time injury, disease or death claim. Under the program, an employer must prove that the handicap condition pre-existed the claim and that the condition caused the claim or caused a delay in recovery resulting in increased claim costs. The Ohio Revised Code recognizes the impairment must be due to one of 25 eligible conditions or diseases. Most notably, these conditions include cardiac disease, arthritis, diabetes, epilepsy and Parkinson’s Disease.

Handicap Reimbursement applications must be filed while the claim is in the employer’s experience period. BWC processes the application and conducts a conference and, if granted, determines the percentage of the claim’s cost they will charge to the statutory surplus fund instead of the employer’s experience. If BWC grants the application, claim costs are reduced from the employer’s experience and BWC adjusts the employer’s claim experience resulting in lower premium payments.

BWC Website: Accounts Receivable Transactions

Also known as “AR Transaction History” screen on bwc.ohio.gov, this screen can help you understand the premium amount you have paid to BWC and details any refunds you have received from BWC. BWC has recently distributed Group Retrospective Rebates from the 2014, 2015 and 2016 program years as well as refunded the “Billion Back” from the 2016 rate year.

If your organization receives an unexpected refund check from BWC, take these steps to investigate:

1. Log in to your account on bwc.ohio.gov
2. Navigate to the “View My Policy” page
3. Click “Premium installment Schedule”
4. Click “AR Transaction History” at the bottom of the page

Discounted OSHA Training Tutition 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 [Shay](mailto:Shay@midamericaosha.org) or call the DRMA office at (937) 949-4000.

Upcoming Classes

- 11/12-11/15 - OSHA 3095 Electrical Standards, 8am-5pm, Middleburg Heights
- 11/12- OSHA 7115 Lockout/Tagout, 8am-5pm, Columbus
- 11/26-11/29- OSHA 501 Trainer Course in OSHA Standards for General Industry, 8am-5pm, Springboro
- 12/10-12/12 – OSHA 502 Update for Construction Industry Outreach Trainers, 8am-5pm, Springboro, Ohio
- 12/11-12/13- OSHA 2255 Principles of Ergonomics, 8am-5pm, Columbus, Ohio

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 – Cold Stress - Presented by Mike Lorms, RiskControl 360. Thursday, November 15, 7:30 - 9:00 a.m., [register here](#)

All About Members

Congrats!

- Congratulations to **Crown Equipment** on their expansion and addition of more than 500 new jobs!
- Great news for **Tenneco** as they plan to expand and add 300 new local employees
- Great feature in the *Dayton Business Journal* on how local manufacturers are embracing new technologies featuring several members:
 - Mike Gearhardt, president of **JBK Manufacturing and Development**
 - Beth Graves, president of **Prime Controls**
 - Rick Little, president of **Starwin Industries**
 - Jamie McGregor, CEO of **McGregor Metalworking**
 - Ashley Webb, owner of **Paradigm Industrial**
 - Jim Zahora, president of **Noble Tool Corp**

[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

AIDA – America Corporation – 7660 Center Point 70 Blvd., Dayton, OH 45424 (937) 237-2382

AIDA is the premier global manufacturer of metal stamping presses and continues to take the lead in developing new and innovative metalforming solutions.

Ali Industries, Inc. – 747 E. Xenia Dr., Fairborn, OH 45324 (937) 878-3946

Ali Industries produces a wide variety of performance-designed, high-quality, and durable abrasives for the DIY and automotive industries. These include sandpaper sheets, fiber discs, sanding belts, orbital sheets, abrasive rolls, sanding discs, sanding discs, sanding sponges and pads, wet and dry sandpaper, grinding wheels, sharpening stones, cutoff wheels, floor abrasives and drywall abrasives.

Eagle Mold Company – 315 Industry Dr., Carlisle, OH 45005 (937)746-3331

Lorenz Printing Company – 501 E. Third St., Dayton, OH (937)228-6118

Lorenz Printing offers a wide range of printing and finishing options, from black-over-black single sheets to full-color coil-bound books. We are a lean organization and excel at turning short-run production quickly

R & R Tool, Inc. – 1449 Middleboro Rd., Blanchester, OH 45107 (937) 783-8665

R & R Tool, Inc's mission is to meet or exceed our customer's expectations. We specialize in contract machining of component medical parts and are certified to ISO 9001:2015 standards.

Associate Member

Abbey Credit Union – 800 Falls Creek Dr., Vandalia, OH (937) 898-7800

Community Seminars & Events

Sinclair Workforce Development

- Breakfast Briefing – IQ vs EQ Emotional Intelligence in Action, November 15, 8 – 9:30 a.m. [register here](#)
- Lean Coffee Talks – Daily Kaizen or Kaizen Blitz?, December 5, 7:30 – 9:30 a.m., [register here](#)
- Lean Coffee Talks: Dec. 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, [register here](#)
- Breakfast Briefing – Good Grief! Leadership Lessons from the Peanuts Gang, December 20, 8 – 9:30 a.m., [register here](#)