DRMA Dayton Region Manufacturers Association

News

Volume 2018, Issue 8

August 2018

Leadership Messages
- Chairman's Connections
- I've Been Thinking

Member Events
- Meet & Greet with Congressman Warren Davidson
- September Evening Event with Dennis Eng
- DRMA Calendar of Events

News You Need
- Save The Dates! – Attend AMTS, October 17-18
- Summer Golf Outing Prize Winners
- A Message from GRC
- Seeking Sponsors for DRMA's Annual Economic Update Featuring Brian Beaulieu
- Participate now in the DRMA/Manpower Wage and Benefits Survey
- Seeking Sponsors for AMTS Happy Hour
- Help make AMTS 2018 awesome – be a volunteer!
- Cybersecurity: Protecting Manufacturing Technology and Innovation
- Membership ROI – DRMA 101

Legally Speaking
- Take Advantage of Your Legal Services Plan

Growing the Workforce Pipeline
- Help Grow Your Future Workforce – Participate in MFG Day 2018

Safety
- Three Reasons You Should Choose DRMA's Workers' Compensation Group Program
- Update from DRMA's Workers Comp Group Administrator
- Get a 20% Discount on OSHA Training Classes
- Better Business Starts with Safety – Safety Starts at the BWC
- Dayton Area Safety Council

All About Members
- Congrats
- Welcome New Members

Community Seminars & Events

Chairman's Connections

By Jim Zahora, Chairman of the Board

Summer Breeze

Ah summer . . . Seals and Crofts sang it so well: *"Summer breeze, makes me feel fine, blowing through the jasmine in my mind."* Swimming pools, hot dogs, sun and vacations. Fortunately, your DRMA does not take a vacation in the summer. As a matter of fact, we've been humming like the week before Christmas to make sure you obtain value during the dog days of summer!

Our summer breeze started May 10, with Breakfast with the DRMA, Real Estate Tactics to Improve your Bottom Line, presented by Miller Valentine. Eight days later we followed with a Government Relations Meet Up featuring State Representative Rick Perales. May 21 brought our early summer golf event at the Troy Country Club along with a MFG Mix that evening. A great time was had by all! Sprinkle in some Operations, HR, Safety, and Young Professionals Meet Ups, and the summer was off and running.

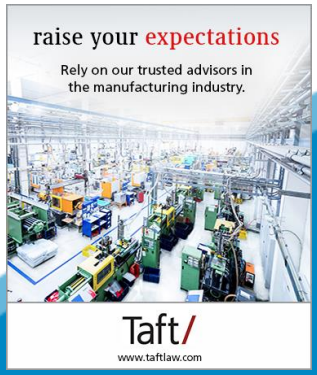
June made us feel fine as we welcomed Mike DeWine and Jon Husted at a Government Relations Meet Up. Great opportunity to ask one-on-one questions to the gubernatorial candidates! And then…

"Sweet days of summer, the jasmine's in bloom
July is dressed up and playing her tune"

Dressed up in golf attire! July 9 saw our summer golf outing at Walnut Gove, the largest fundraiser for our workforce development-driven Foundation. Golf, beverages and steak dinner! Thanks to all who supported the extravaganza! July ended on a networking note, a MFG Mix at the Day Air Credit Union.

The August breeze is bringing Congressman Warren Davidson for a Meet and Greet. Always a pleasure to see the Congressman and former DRMA chairman! Add 4 or 5 additional Meet Ups and August will end our summer programs.

I appreciate all who attend our events that are convened to benefit you and your business. I also welcome any and all feedback (jzahora@nobletool.com).



DRMA Dayton Region Manufacturers Association News

Volume 2018, Issue 8 August 2018

I encourage more members to attend to gain the full value of your membership. Instead of a Summer *Breeze*, the DRMA had a Summer *Tornado* of events!!

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 the **Wage and Benefits Survey** . . . paying people fairly is good for business, you know that. But how do you find out the prevailing rate for your positions here in the Dayton Region? You use the DRMA/Manpower Wage and Benefits Survey results. And if you participate, you get those results for FREE. Why? It's an incentive for you to participate . . . it takes a bit of your time to complete it, and we need a bunch of members to participate to make the results statistically reliable. All Manufacturer members received a link to the survey from Manpower earlier this week.

Don't forget our **Meet and Greet with Congressman Warren Davidson** on August 16 . . . for members of DRMA and the Associated Builders and Contractors. Stop by the Dayton Beer Company from 4 to 6 p.m. to meet Warren and hear his positions on issues important to small businesses. Cost for the event is $10 (this includes 1 drink ticket). Click here to register.

Wow! Our new program to help you **retain your younger employees** is SOLD OUT! DRMA's Young Professional Committee has worked with the University of Dayton's Center for Leadership to offer one of their most popular programs for DRMA members. *Leadership Essentials: Understanding Leadership and Team Development*, a day-long workshop will be presented on Wednesday, August 22, at UD's River Campus. Watch for details on the next program.

NEW! We're teaming up with the Project Management Institute Dayton Chapter to do a Meet Up for **project managers in manufacturing**. It will be held on August 29, 7:30 to 8:30 a.m., at the Montgomery County Business Solutions Center. FREE and exclusively for members of DRMA and PMI Dayton Chapter, but you need to register here to attend.

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.

Make it easier on yourself to find skilled workers in a couple of years. If your facility shows well, host an open house on **MFG Day 2018** on October 5 to show students, educators, and parents the great occupations and careers your company offers. Interested? Let me know.

Can't believe it's already time to start recruiting volunteers for AMTS! We need lobby workers, PA announcers, and student guides on October 17 and 18. Let me know if you are interested.

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 Derek and he'll explain the process.

Mark your calendars for our **September evening event** on Wednesday, 9/12. We're having a different kind of speaker . . . FBI Special Agent Dennis Eng will give us some inside scoop about the FBI and things they work on to protect businesses. Attend the cocktail hour and catch up with your DRMA friends! Register here.

Get your name in front of DRMA members and AMTS exhibitors and attendees by sponsoring a new fun event at AMTS . . . the **AMTS Happy Hour** on October 17, from 5:30 to 8:00 p.m. Contact Derek for more details. And you can purchase tickets (only $10 each/6 for $50 which includes munchies and a drink ticket) here.

Thanks for choosing to be a member!

Member Events

Meet & Greet with Congressman Warren Davidson – August 16

Members of DRMA and the Associated Builders and Contractors are invited to a casual event at one of the area's best craft breweries! Meet Congressman Warren Davidson, grab a beer, chat with friends and colleagues, and hear an update from Warren on issues affecting small businesses. A great way to end your Thursday and get ready for the weekend.

Date/time: Thursday, August 16, 4 – 6 p.m.
Place: Dayton Beer Company, 41 Madison Street, Dayton
Cost: $10 (includes 1 drink ticket)

Click here to register.

Presenting Sponsor

ABC Associated Builders and Contractors, Inc. Ohio Valley Chapter

Supporting Sponsors

WesBanco

ITS Industrial Tube & Steel Corporation

DRMA Dayton Region Manufacturers Association News

Volume 2018, Issue 8 August 2018

September Evening Event - September 12

Register today to attend the September Evening Member Event sponsored by FASTLANE. Dennis Eng, special agent with the FBI for over 20 who will speak on potential threats that may be out there concerning the manufacturing industry about people from other countries. Member events are a great way to grow professionally, stay informed, and connect with your DRMA peers. And don't forget about the pre-meeting seminars to learn more valuable information. Remember your DRMA membership is corporate-wide, so bring your employees to the event to get the most of your membership!

Graduates of Sinclair's Advanced Manufacturing Specialist Program will be recognized at this event. AMS, a program developed by a team of Sinclair staff and DRMA members, is an advanced critical thinking and problem solving training program for experienced manufacturing technicians designed to enable graduates to make significant improvements to their organizations' quality, cost and delivery performance. They have worked hard to advance their skills and earn this certification. Help us congratulate their achievement!

Date: Wednesday, September 12
Time: 4:30 – 5:30 p.m. – Pre-event seminar: Cyber Security for Manufacturing
5:00 p.m. - Cash bar (cash only*) & networking
6:00 p.m. - Dinner/Program
Parking: Lot C (under building 12) - Enter from Fourth Street
Menu: Chicken or Beef
Attire: Business
Cost: $45 for members, $60 for nonmembers

SPONSORED BY:

FASTLANE
ACCELERATING MANUFACTURING GROWTH

*No ATM on premises and SCC bar does not accept credit cards.

Click here to register.

DRMA Calendar of Events

August 16	Meet & Greet with Congressman Warren Davidson – Dayton, register here
August 21	Operations Meet Up – Henny Penny, Eaton, register here
August 22	YP Professional Development: Leadership Essentials
August 24	Workforce/HR Meet Up – Dayton, register here
August 29	Project Management Meet Up – Dayton, register here
September 11	Young Professionals Meet Up – Dayton, register here
September 12	Safety Meet Up - Dayton, register here
September 12	September Evening Event – Dayton, register here
October 17,18	AMTS – Dayton, register here
October 17	AMTS Happy Hour – Dayton, register here

For a full listing of all events throughout the year, please visit our events page.

Become A Sponsor!

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

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Volume 2018, Issue 8 August 2018

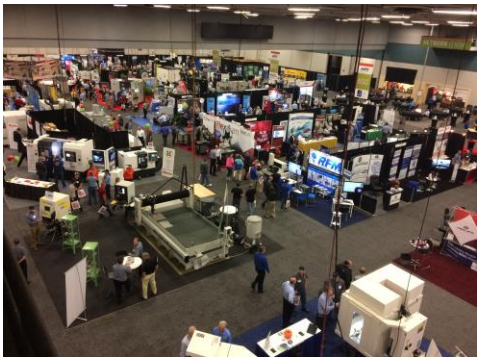
News You Need

Save The Dates! – Attend AMTS, October 17-18

AMTS Returns to the Dayton Convention Center

Can you believe it's already August? That means the Advanced Manufacturing Technology Show (AMTS) is just two short months away.

WHY ATTEND? Because as you compete in our fast-paced and ever-changing manufacturing world, you need to be prepared. Because you have questions on how to increase productivity and profitability with new processes, technology, and machinery. Because your customers are demanding more for less, and you need to deliver. And because you know that with so many exhibitors, AMTS is THE place to find solutions.



In business, nothing replaces the value of face-to-face time with those you're considering working with. You want partners that get to know your business so they can recommend the best solutions for your unique needs. At AMTS, not only do you get to see the latest technologies and test-drive new machinery, you get that face-to-face time with the actual people you could be doing business with – all with a single visit and in one convenient location.

So, make sure you've marked your calendar to join us at the convenient Dayton Convention Center this October 17 & 18. You'll appreciate the opportunity to Elevate Your Game and the additional perks for show attendees and exhibitors:

- Modern facility with FREE covered and connected parking
- Optional networking Happy Hour on Wednesday evening with craft beverages and entertainment
- Improved educational training tracks and seminars
- More entertainment within walking distance to Dayton's vibrant Oregon District
- Convenient lodging connected directly to the Convention Center

No matter what your role is in manufacturing, you have something to gain at AMTS. Pre-register yourself and your team for FREE now! Or learn more at www.daytonamts.com and be sure to watch for show updates on LinkedIn and Facebook.

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

Summer Golf Outing Prize Winners

Congratulations to the prize winners at our Summer Golf Outing held July 9 at Walnut Grove Country Club. These aces demonstrated excellence on the links:

- Low Gross with a score of 56: John Schmiedebusch, Curtis Schmiedebusch, Matt Clouse, Jason Gupton
- Low Net with a score of 64: Ken Hemmelgarn Jr., Chris Jones, Dennis Heinz, Brad Verburg
- Low Net with a score of 67: Mark Beair, Branton Hoblit, Chris Hinkel, Todd Schrimpf
- Low Net with a score of 67: Mike Gorman, Denny Gorman, Rick Chapman, Brian Marsh

Thank you again to everyone who participated and helped make the outing fun and successful. We will see you in 2019 at the May and summer outings!

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Volume 2018, Issue 8 August 2018

A Message from GRC

Submitted Mary Miller, FASTLANE, Government Relations Committee

As the summer winds down many of us start planning for next year. This is exactly what the GRC is doing. In our last meeting we reviewed and discussed the questions for the 2019 top issues list; our plans for future Meet Ups with legislators (Rob Scott, Richard Cordray) and ways to reignite our collaborative relationships with organizations that focus on government advocacy for manufactures.

One of these collaborative relationships is with the Coalition for a Prosperous America (CPA). CPA is a non-profit organization focused on government advocacy. CPA works at the intersection of trade, jobs, tax and economic growth. They are a bipartisan coalition of farmers & ranchers, manufacturers and labor groups working for a national strategy to eliminate the trade deficit, create good paying jobs and deliver broadly shared prosperity to America. To learn more about CPA click here.

Also, if you missed the Fox 45 interview with Jim Zahora, Noble Tool President and DRMA Board Chairman, you can see it here. Jim was asked how he thought the trade war and traffic changes would impact local manufacturers.

Lastly, don't miss the opportunity to attend the August 16 Meet and Greet with Congressman Warren Davidson - there is still time to register! Just click here.

P.S. We are also planning for MFG Day and we need your help. If you want to host an elected official at your MFG Day open house, 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

Participate now in the DRMA/Manpower Wage and Benefit Survey

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. That's why companies use market data to research the value of their jobs. To determine the prevailing rate for a job, companies can benchmark jobs against compensation surveys that are detailed and specific to their company's industry and region.

DRMA and its partner Manpower conduct such a survey each year, and it's time for you to participate. Your confidentiality is assured. All information is kept strictly confidential and reported in aggregate form only. There will be no publication that will contain your data along with the name of your company.

Topics presented in the survey 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

The results report, available in October, is free to participating DRMA member companies. Non-participating DRMA members may purchase a copy for $175, $300 for non-members. If you would like to participate or have questions, please email Joanie Krein or call (937) 293-0185 and she will send you the link to the survey.

Manpower is a strong partner and member of DRMA, and they do an outstanding job providing this benefit of membership.

Seeking Sponsors for AMTS Happy Hour

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! Be an AMTS Happy Hour sponsor!

There are many sponsorship levels. Find the right one for you!

Bar Sponsor - $1500

- Recognition during program
- Registration list
- Logo on ceiling signage
- 2 café tables, table signage
- 20 complimentary tickets
- And more!

Food Sponsor - $1000

- Recognition during program
- Logo on food signage
- 1 café table, table signage
- 15 complimentary tickets
- And more!

Corn Hole Sponsor - $750

- Recognition during program
- Logo on corn hole signage, logo on corn hole sets
- 1 café table, table signage
- 10 complimentary tickets
- And more!

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!

Cybersecurity: Protecting Manufacturing Technology and Innovation

Submitted by FASTLANE; Pat Toth, NIST MEP

Recently a segment on my favorite morning news program stopped me in my tracks. The young and attractive hosts (why are they always so young and attractive?) were demonstrating new appliances including a smart refrigerator. The fridge was equipped with all kinds of high-tech features including touch screen displays, a camera inside that allows you to see the contents and Wi-Fi connectivity. You can see inside your fridge while grocery shopping, how convenient! But I must ask, how secure is it?

The Internet of Things (IoT) is revolutionizing everything from home appliances, nanotechnology and cloud computing, to manufacturing. Advancements are enabling manufacturers to become more innovative, productive, efficient and globally competitive. Computers, the internet, and digital devices are positively impacting

communication, operations, product developments, and more. As we increase our connectivity we must also be aware of the importance of cybersecurity for manufacturers.

Jared Newman recently wrote in Fast Company, "Smart homes and other connected products won't just be aimed at home life. They'll also have a major impact on business. And just like any company that blissfully ignored the Internet at the turn of the century, the ones that dismiss the Internet of Things risk getting left behind."

The Importance of Cybersecurity for Manufacturers
Technology has evolved and empowered manufacturers in a variety of ways, and companies have become increasingly reliant on computer systems and IT. Because of this, cybersecurity has emerged as such a critical topic in the industry. Strong cybersecurity practices are crucial to:

- Defending your company's vital data and information.
- Preventing theft or damage to your infrastructure, equipment and systems.
- Avoiding major disruptions to operations and the delivery of products.
- Protecting your employee's personal information.
- Shielding your organization from negative publicity

Manufacturers are unfortunately a frequent target of hackers and attackers. According to a report from the U.S. Department for Homeland Security, manufacturing is the second highest industry with the most reported cyber-attacks, only subsequent to the energy sector. Foxconn, an international manufacturer of electronics, was attacked in 2012 and all of its employee's login information was released publically. A Honda breach in 2010 resulted in the disclosure of personal vehicle identification numbers.

A Kaspersky Lab Survey of IT managers published in Virus News also found that "21 percent of manufacturers suffered a loss of intellectual property (IP) within the past year." The most commonly cited reason was malware (computer viruses, spyware, etc.), although a host of related issues including software susceptibilities and misplaced or stolen mobile devices were listed as causes as well.

Three Tips for Improving Cybersecurity
Cybersecurity is a complex issue and there are no "quick fixes" to address it. IoT has made security an even more difficult challenge. However, there are things you can do to improve your cybersecurity posture. Here are three important factors to consider:

1. **Be proactive about prioritizing cybersecurity initiatives:** Lapses in cybersecurity are very costly. An IndustryWeek article, "Cyber Security on the Factory Floor," highlighted studies showing that "the average cybersecurity data breach costs more than $3 million." Don't wait to get hit.
2. **Prepare for the worst:** In a Manufacturing Business Technology article highlighting the 2016 biggest cybersecurity issues facing manufacturers, cybersecurity professional Andrew Ginter, said, "The biggest mistake I see routinely is an overemphasis on vulnerabilities in cyber-risk assessments, rather than attacks." Don't just focus on the short-term—your organization needs a developed contingency plan in the event of an attack. Conducting a simulation of an attack has been beneficial for manufacturers looking to develop a comprehensive plan.
3. **Communicate with employees and vendors:** Human error occurs, which is why everyone from the CEO and down should be trained about cybersecurity and data protection. Include policies in your employee manuals and regularly have your staff trained on best practices.

Digital Manufacturing Pilot
NIST MEP is working to improve cybersecurity for small- and medium-sized manufacturers across the U.S. We have partnered with the Digital Manufacturing and Design Innovation Institute (DMDII) to operate a joint Digital Manufacturing Pilot. This pilot will address technical opportunities and challenges and also assist manufacturers with a basic understanding and implementation of digital manufacturing approaches.
In addition to improving cybersecurity, the partnership will address specific topics under the digital manufacturing umbrella, including innovative engineering approaches and improved supply chains operations.

As the Internet of Things evolves and becomes a fixture in manufacturing, cybersecurity will continue to be an issue that small manufacturers must address. As you connect more and more devices to the internet, ask yourself, "how secure is it?

Help make AMTS 2018 Awesome – Be a Volunteer!

Be a part of the excitement of AMTS! We are seeking volunteers to help out at the event, October 17 and 18.

There are three ways to get involved:

1. Work in the lobby, greeting visitors, handing out lanyards, and answering questions about DRMA and the show. 2 hour shifts on October 17 and 18, from about 9 a.m. to 5 p.m.
2. Be a student guide, walking groups of students through the show while talking to them about manufacturing. We'll give you instructions. 3 hours on October 17 from 9 a.m. to noon.
3. Make announcements over the PA system (requires a good "radio voice"). 2 hour shifts on October 17 and 18, from about 9 a.m. to 5 p.m.

This is your opportunity to network with manufacturers and manufacturing suppliers and to help generate excitement about manufacturing careers in the Dayton region. Join us! Email Derek now to be an AMTS volunteer.

Join us! Email Derek now to be an AMTS volunteer.

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, September 5, 7:30-8:30 a.m., Panera Bread – Miller Lane, Dayton
Thursday, September 20, 7:30-8:30 a.m., Straight Shot Coffee Co. – Middletown

Affiliate/Associate Sessions:
Wednesday,August 29 and Tuesday, September 25 - 4:30-5:30 p.m., Franco's – Downtown Dayton

Legally Speaking

Now @ Taft Law
(937) 641-1743

Take Advantage Of Your Legal Services Plan

Submitted by Bob Dunlevey of Taft Law

DRMA members continue to benefit from the Legal Services Plan provided by **Bob Dunlevey** and his associates. Get a quick response to your legal problems without a hassle. The Plan can save you money and work because his attorneys are well versed in business matters which confront our members. Most importantly, the consultation is free. Yes, free!

Here is how it works. Contact **Bob Dunlevey** at Taft/Law (937) 641-1743 and explain your situation to him on a confidential basis. Then, he will get you in contact with an attorney in his firm who is best suited to give you advice. If you wish, make an office appointment instead. Issues involving corporate/business, labor/employment, OSHA, government contracting, workers' comp, real estate, construction,

environmental, securities and litigation can all be addressed. Because the plan is designed to provide answers to common legal problems confronting our members, your issue customarily can be resolved with the initial contact. But, if the matter is more intricate and requires more time, Bob will discuss with you the needed services and estimate the cost for you. Many members are using the plan and find it to be a valuable business tool. Don't be left out!

You can't lose with this valuable DRMA benefit. Easy access to attorneys who know your business, confidential treatment, specialized business services and the personal touch. Keep Bob's number handy or call the Association Office for more details. Let your membership work for you.

HOW TO TAKE ADVANTAGE OF YOUR PLAN

WHAT IS IT?
The DRMA has an agreement with Bob to provide its membership with legal services on a preferred basis. Business law, employment law, real estate, estate planning, government contracting, and business litigation are all covered by the Plan. If you have a question and need a quick answer, use the Plan. Bob has operated your Legal Services Plan and has represented DRMA members for many years. He understands your business.

WHAT DOES IT COVER?
The primary purpose of your plan is to provide each member the opportunity to identify and discuss legal issues which confront your management team on a daily basis and to resolve those issues quickly through convenient access to qualified legal counsel knowing your business. Whether it is a question regarding the terms of an equipment lease, a real estate matter, a government contract dispute, or an OSHA surprise inspection, your answer is just a telephone call away.

HOW DO I USE THE PLAN?
It is simple to call, fax or email your inquiry to the plan administrator, Bob Dunlevey. Just call him at (937) 641-1743 and speak with him. He will conveniently discuss your matter by telephone or arrange an office appointment. Your Association has arranged for each member to have one consultation per month at no expense. Make sure to mention that you are a member of DRMA and are utilizing the Legal Services Plan.

STRICTLY CONFIDENTIAL
The plan has been approved by the Supreme Court of Ohio and each member's inquiry is protected by the attorney/client privilege. The discussions are strictly confidential.

FREE MONTHLY CONSULTATION
The initial consultation is for the express purpose of identifying legal issues and responding with quick, preliminary analysis available without research and in-depth analysis. If additional services are required, Bob will make them available on a preferred basis.

MANAGEMENT TRAINING
Management training seminars are conducted at your facility on a wide variety of topics, including such things as supervisory training for effectively handling personnel issues, harassment prevention, union-free management, employee motivation, OSHA compliance, and workers' compensation claims management. A program tailored to the needs of DRMA members is available at a fraction of what you would pay consultants.

Don't miss out on this value-added service provided through your DRMA membership.

Member Benefit Spotlight

Business and 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

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.

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

Important August 2018 Deadlines:

- **August 15, 2018 Payroll True-Up Deadline:** Employers must report their actual payroll by Manual Classification Code for the 7/1/17-6/30/18 Rate Year to the Ohio Bureau of Workers Compensation (BWC) by August 15, 2018. Additionally, if it is determined that they owe the BWC additional premium, payment must be made to the BWC **by August 15, 2018**. This deadline is **CRITICAL**. Failure to True-Up and reconcile with the

Ohio BWC by August 15, 2018 will result in your organization being removed from any discount programs for the CURRENT Rate Year, as well as for the upcoming Rate Year. We cannot emphasize enough how critical this deadline is to maintain Group rating and Group Retrospective rating status.

- **August 30, 2018:** Deadline for DFSP Action Plan (DFSP-5) for Advanced Level only for 7/1/18 program start date

"Help! I'm going to be audited by the Ohio BWC!": Do not fear! The most important (and most time-consuming) aspect about a BWC Audit is PREPARATION. The BWC will provide you with a list of documents that you will need to have ready when they come to your office. The BWC's goal is to ensure you are using the correct Manual Classifications and that you are reporting the right payroll numbers to determine your premium.

2019 Rate Year Rating Program Evaluations: CareWorksComp will soon be evaluating each of your policies for traditional Group Rating and Group Retro for the upcoming 2019 Rate Year that starts on 7/1/19.

News from the Ohio BWC: The Bureau of Workers' Compensation (BWC) recently announced adjustments to employer Experience Modification (EM) calculations by introducing a Premium Size Factor adjustment. This will take effect beginning with the July 1, 2019 Rate Year for private employers. NOTE: The EM Adjustment Factor and Premium Size Factor are NOT applicable to traditional Group Rating employers.

3 Good Reasons to talk to our sister company, RiskControl360:

- INJURY TRENDS: "We've had a bunch of new injuries lately."
- QUALIFICATION: "A company we're working with wants a copy of our Safety Program, and ours is out of date."
- KNOWLEDGE: "We don't have the knowledge to develop an effective Injury Prevention Program."

If you find yourself in any of these situations, call Craig Lanken at RiskControl360 at 1.877.360.3608 and he can get you on the right path!

Newest Addition to the RiskControl360 Team: RiskControl360 welcomes Steve Brazil to the company this month. Steve resides in the Columbus area but will be managing accounts across the state. He has a strong background in industrial safety, workers' compensation and insurance. Formerly from Queensland, Australia, Steve has worked more recently for a local staffing agency to achieve injury reduction and reduce overall workers' compensation claims cost. His expertise in safety and workers' compensation will be a valuable asset to RiskControl360 and its customers.

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 a 20% discount on OSHA authorized safety & health training and education through professional instruction. To get your discount code, contact Shay or call the DRMA office at (937) 949-4000.

Upcoming Classes

- 8/27- 8/30 2018 – OSHA 3095 Electrical Standards, 8am-5pm, Springboro, Ohio
- 8/27/18- OSHA 7115 Lockout Tagout, 8am-5pm, Springboro, Ohio
- 8/28-2/31 2018- OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Columbus, Ohio
- 9/20/2018- OSHA 7500 Introduction to Safety & Health Management, 8am-3pm, Columbus, Ohio
- 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

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

DRMA Dayton Region Manufacturers Association News

Volume 2018, Issue 8 August 2018

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 – The Front Line Supervisor – A Safety Manager's Friend or Foe – Presented by Eric Harper, EHS Tech. Thursday, August 16, 7:30 - 9:00 a.m., register here

All About Members

Congrats!

- Congratulations to **Triangle Precision Industries** for receiving their AS9100D certification.
- Compliments to **Sandler Training** on their new facility and on expanding technological capabilities.
- Congrats to **Henny Penny Corp**. on their feature in the 7/20 edition of the *Dayton Business Journal* regarding their employee growth over the past year.
- Great article about Jamie McGregor and **McGregor Metalworking Companies** in the June 15 edition of the *Dayton Business Journal.*
- Nice feature in the 7/30/18 on-line edition of the *Dayton Business Journal* on **Staco**'s plans to build a new facility.
- Kudos to Frank Beafore and **SelectTech Geospatial** on the nice article in the 8/9 on-line edition of the *Dayton Business Journal* about UAS trends.
- **BasTech** was recently awarded ANAB AS9100 rev. D certification as well as ISO 9001:2015 certification. Congrats!

[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

Horn USA, Inc. – 320 Premier Court, Suite 205, Franklin, TN 37067 (615) 771-4100
Horn USA, Inc. manufactures and supplies high precision carbide grooving tools designed to fulfill the expectations of end users regarding productivity, quality, reliability and environmental considerations that apply within individual market segments.

Interscope Manufacturing, Inc. – 2901 Carmody Blvd., Middletown, OH 45042 (513) 423-8866
Interscope Manufacturing located in Middletown Ohio is a custom machinery builder with a full service machine shop for your one-off custom components. With an on-site division, Interscope Asset Recovery, dedicated to surplus equipment acquisition, access to this surplus equipment can significantly reduce your final cost of equipment manufacture.

Affiliate Members

Component Solutions Group – 7755 Paragon Rd., Suite 104, Centerville, OH 45459 (937) 433-7200
Component Solutions Group is a family of companies that specializes in supplying designed in and engineered components for today's critical applications.

Absolute Resources – 7723 Tylers Place Blvd. #131, West Chester, OH 45069 (513) 285-7237
Absolute Resources is a material distributor and solution provider for production materials used in automobile, aero space, steel, super alloys, foundry, casting and metal salts Industry.

Associate Members

Firefighter Safe – 3401 Myna Ln., Miamisburg, OH 45342 (937-414-7725
We provide the latest in safety training and related products using only Firefighters and Paramedics for the best and most experienced trainers in the industry.

Community Seminars & Events

Sinclair Workforce Development
Lean Coffee Talks – Dayton, Ohio October 10, and December 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, register here