**Chairman’s Connections**  
*By Don Clouser, Chairman of the Board*

**Employee Development and Business Development and Economic Development, OH MY!**

There is no maintaining anymore.

I remember in my dad’s shop having a stable workforce, stable customers, and basically just expecting the next POs to come in. Today if you are not making things happen, nothing will be happening for you. People don’t work for the same company for a significant number of years. Customers are constantly looking to develop their supply chain for cost reduction, lead-time reduction, and other efficiencies. Development is just another word for change, but it is change for progress or maybe even for survival.

Business development can be so many things. New customers. New products. New services. New industries to serve. The point is that nothing lasts forever. Are you taking your current situation for granted? Or is there a plan to continue and/or expand in other areas? The world will pass you by if you don’t. DRMA provides networking to help you find those resources to help you create your business development plans. Are you finding those resources in your organization?

Workforce development is a big topic right now, but the question is: “What are you doing to develop the workforce?” Are you putting together a plan to develop the workforce? Or at least supporting workforce development efforts? That is the only way that progress will be made to solve your challenges. Join us at our *Breakfast with DRMA: Accessing the Workforce Supply Chain* on 8/27. We can show you a lot of moving parts that DRMA has developed and/or found that can help you in your workforce development plans. We have also teamed up with UD for *Professional Development Courses* as well as with Sinclair and FASTLANE for *Lean Manufacturing Courses* to further develop your current employees.

Economic development is the vaguest of all for me. Fortunately, DRMA has a great relationship with the Dayton Development Coalition, which is a group dedicated to economic development in the area. The DDC has been very effective in their mission, and we appreciate how a strong economy helps all industries in an area. It also seems to be a default responsibility of government entities. But we know they need our guidance. Of course, we always need to be in the ear of our elected officials which is something our Government Relations Committee works at. In fact, they have a *Meet and Greet scheduled with U.S. Congressman Warren Davidson* on 8/15. He is a friend to manufacturing as he was a successful manufacturer. Congressman Davidson not only lends his ear but also listens to us.
News

Volume 2019, Issue 8
August 2019

I like discussing development more than change. Change makes us uncomfortable, but we get a sense of purpose with development. Development will make us more successful in the future. Are you taking the time to plan on development? If not, you are heading toward some significant change that is out of your control.

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 and conducting the annual employee wage and benefits survey. 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. The survey was deployed to manufacturer members on Monday, August 5. If you have any questions, please contact Shay.

Back by popular demand! We are hosting a Meet and Greet with Congressman Warren Davidson for members of DRMA and the Associated Builders and Contractors. Stop by the Dayton Beer Company on August 15 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.

And don’t miss the Breakfast with DRMA: Accessing the Workforce Supply Chain, August 27. Attend this event to learn all the stages of the manufacturing workforce supply chain in the Dayton Region and to learn how to leverage the supply chain for your company. Register here. (This is in place of our normal Workforce/HR Meet Up for August.)

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. No public speaking! 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 2019 on October 4 to show students, educators, and parents the great occupations and careers your company offers. Interested? Let Kayla know.

You know it’s tough to find qualified employees. And you know that it’s critically important to keep the good ones you find. We have a program that can help you retain your younger employees! DRMA’s Young Professional Committee has worked with the University of Dayton’s Center for Leadership to offer Professional Development Workshops. The next two courses in this series are Wednesday, August 28, and Tuesday, September 10. Your
registration cost includes breakfast, lunch, snacks, and course materials. Space is limited, so register here ASAP to reserve your space.

DRMA’s Lean Manufacturing Workshop Series has one more session coming up in September! Register to learn how to implement lean concepts and techniques to make lasting improvements to manufacturing operations! The cost of the workshop is $250 per person. (Sorry, but the $100 discount (compliments of FASTLANE), has been claimed by the first 30 manufacturers who signed up). It’s still a deal at $250! The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). Learn more and register here.

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

Consider the DRMA Business Lead Email service as a source for connecting with potential customers who are looking for manufacturing suppliers. And remember to use the service if you are over capacity and need to outsource work. Email Shay and she’ll explain the process.

We had a great time at the summer golf outing on Monday, July 15. Thanks for participating and sponsoring! The event netted about $30,000 which does directly to the DRMA Foundation to fund our activities to grow the manufacturing workforce.

Thanks for choosing to be a member!

Member Events

Meet and Greet with Congressman Warren Davidson – August 15
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!

Presenting Sponsor

ABC
Associated Builders and Contractors, Inc.

Ohio Valley Chapter

Supporting Sponsors

JBK Manufacturing & Development Co.

tech2bit
Breakfast with DRMA: Accessing the Workforce Supply Chain – August 27

Join us for a Breakfast with DRMA: Accessing the Workforce Supply Chain, sponsored by FASTLANE. Attend this event to learn all the stages of the manufacturing workforce supply chain in the Dayton Region and to learn how to leverage the supply chain for your company. Sit down with our partners and learn how you can help grow your future workforce!

Attending Breakfast with DRMA events benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you’ll grow your network of peers by meeting up with your DRMA colleagues.

Register [here](#) by August 22 to get early-bird pricing.

When: Tuesday, August 27, 7:30 – 9 a.m.
Where: Sinclair Conference Center. Charity Early Room 172
Cost: $35 members, $50 non-members

Summer Golf Outing – THANK YOU

Despite the intense heat, blaring sun, and having only one mulligan in their pockets, 140 golfers participated in our golf outing on July 15. 123 diners packed the Walnut Grove Country Club dining room for steak entreés and the event awards ceremony. Thank you so much to everyone who came out to for this annual tradition. We’re always grateful and happy to see the smiling faces and camaraderie that this event brings.

Your generous donations benefit the DRMA Foundation whose primary goal is to attract and build the next generation of manufacturers in the Dayton Region through career awareness initiatives. We thank you. The entire Dayton Region thanks you.

Congratulations to the golf prize winners:
- Low Gross with a score of 59: Matt McAlpine, Dave Glotfelter, Danny Fortener, Chris Shafer
- Low Net with a score of 59: Bruce Benedict, Chad Cilley, Dave Clarke, John McConkey
- Low Net with a score of 63: Frank Dupps, Steve Townsend, Tom Weiss, John Willenbrink
- Low Net with a score of 64: Jayson Daus, Jordan Halloran, Josh Kneidl, Roger Whetstone
- Skins: John Silvey, Tim Elliott, Jerome Vonderahe, Nathan Dix
Additional Association gratitude goes to the Golf Outing Committee: Larry Gray, Chair, American Heat Treating; Ben Staub, Board Liaison, BasTech; Mike Gorman, John M. Gorman Company; Bruce Hackett, AFC Tool; Jim Kaiser, Brady Ware; Marcus Wendling, Industrial Grinding Inc.; J. D. Claffey, Non-Ferrous Casting Co.; Dave Neer, our seasoned DRMA member, Brian Ault, Bruns General Contracting; David Reger, Winston Heat Treating; Kevin Must, Lantek Systems Inc.; Dean Steele, Constellation; and Josh West, RUSH Transportation and Logistics.


Congressman Warren Davidson joined in on the fun with DRMA members, including cart buddy, Bob Kinion of Hematite.

Rob Tilbury, Dan Aring, Mike Casella, and Rick Redinger of AFC Tool stopped for a quick photo out by their tee/green sign!
51 members sponsored 58 tee/green signs this year! Many thanks to:

- AFC Tool
- American Heat Treating
- Anchor Danly
- Back To Business IT
- Bastech, Inc.
- Benjamin Steel Co., Inc.
- Brady Ware
- Bruns General Contracting
- The Champion Companies
- Coolidge Wall
- Dayton Progress
- D & E Machine Co.
- DRT Mfg. Co.
- The Duppman Company
- GEMCITY Engineering & Mfg.
- Goldshot, Lamb & Hobbs
- Haas Factory Outlet
- Industrial Grinding
- JBK Manufacturing and Development
- Kadant Black Clawson
- Knowlton Manufacturing
- Knox Machinery
- Machine Tools Supply
- Marsh & McLennan Agency, LLC
- Metallurgical Services, Inc.
- Millat Industries
- Michele Mischler ThomasNet
- Miller-Valentine Group
- Monaghan Tooling Group
- Non-Ferrous Casting Co.
- Norwood Medical
- Precision Certified Welding
- Precision Metal Fabrication
- Production Tube Cutting
- Quality Inspection & Containment
- Quality Steels Corporation
- Rack Processing
- Revolution Group
- Reynolds Machinery
- Rieck Services
- RSM US LLP
- Rush Transportation
- Sandvik Coromant
- SAS Automation
- Shoptech
- Silver Tool
- Superior Equipment Solutions
- Taft Law
- Tech2Bit
- Technical Equipment Sales
- Technique Roofing

Keep working on your short games. We’ll see you for more golf in 2020!
DRMA Calendar of Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
<th>Registration Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 9</td>
<td>Breakfast with DRMA – Dayton</td>
<td>Dayton, register here</td>
<td></td>
</tr>
<tr>
<td>August 13</td>
<td>Young Professionals Meet Up – Dayton</td>
<td>Dayton, register here</td>
<td></td>
</tr>
<tr>
<td>August 14</td>
<td>Safety Meet Up – Dayton</td>
<td>Dayton, register here</td>
<td></td>
</tr>
<tr>
<td>August 15</td>
<td>Meet and Greet with Congressman Warren Davidson – Dayton</td>
<td>Dayton, register here</td>
<td></td>
</tr>
<tr>
<td>August 20</td>
<td>Operations Meet Up – Miamisburg</td>
<td>Miamisburg, register here</td>
<td></td>
</tr>
<tr>
<td>August 27</td>
<td>Breakfast with DRMA – Dayton</td>
<td>Dayton, register here</td>
<td></td>
</tr>
<tr>
<td>August 28</td>
<td>Communication Skills for Leaders – Professional Development – Dayton</td>
<td>Dayton, info here</td>
<td></td>
</tr>
<tr>
<td>September 4</td>
<td>Standardized Work/Set-Up Reduction – Lean Manufacturing – Dayton</td>
<td>Dayton, info here</td>
<td></td>
</tr>
<tr>
<td>September 5</td>
<td>DRMA Happy Hour – Springboro</td>
<td>Springboro, register here</td>
<td></td>
</tr>
<tr>
<td>September 10</td>
<td>Embracing Accountability – Professional Development – Dayton</td>
<td>Dayton, info here</td>
<td></td>
</tr>
</tbody>
</table>

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

News You Need

Dayton Strong

We want to express our deepest condolences to all of those who lost loved ones to the senseless violence of the Dayton shooting, just blocks from our location. We especially want to let all those at Thaler Machine know that our thoughts are with them with the loss of their employee, Logan Turner. DRMA stands strong with our city as we come together to heal. We also want to thank the brave officers who put themselves in harm’s way to protect and serve the people of Dayton.

If you are interested in helping the victims and their families, please consider donating to the Dayton Foundation Oregon District Tragedy Fund here.

DRMA’s Lean Manufacturing Series

DRMA’s Lean Manufacturing Workshop Series has been a success so far. We have one remaining course that you can take advantage of. Remember, this is a DRMA member benefit only. Learn how to foster an environment built on the idea that good is never good enough. As an added bonus, each Manufacturer member attending will get a free on-site lean assessment provided by FASTLANE.

- **Standardized Work/Set-Up Reduction** – Learn how to produce a product with the minimum material, labor, space and equipment required to add value and how to eliminate non-added value activity. Wednesday, September 4.

The session runs from 7:30 to 11:30 a.m. and is held at the Sinclair Conference Center. The cost of this course is $250 per person. To register, contact Shay.

DRMA’s Professional Development Series

You know it’s tough to find qualified employees. And you know that it’s critically important to keep the good ones you find. We have a professional development series that can help you retain your emerging talent! DRMA’s Young Professionals Committee has worked with the University of Dayton’s Center for Leadership to offer a series of workshops at the UD River Campus for 2019:
• Communication Skills for Leaders – Wednesday, August 28.
• Embracing Accountability – Tuesday, September 10.

These courses will help participants:
• Learn how to organize content of written messages and presentations strategically for optimal audience engagement.
• Learn a clearer, constructive approach to accountability and how it contributes to individual responsibility, empowerment and better results.
• And more!

All sessions run from 8:30 a.m. to 4:30 p.m. and are held at the UD Center for Leadership. Detailed course descriptions and the registration form can be found here. The price is $390 per course, per person. To register your employees, please return the registration form and payment information to Kayla.

The next course is on Wednesday, August 28! Spots are filling up quickly, so get your registration in now! Remember that these courses are exclusively for DRMA members, so your staff will have the opportunity to connect with others who support manufacturing in the Dayton Region!

Wage and Benefit Survey: It’s Free, When You Participate!
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.
20% OSHA Training Tuition Discount for DRMA Members!

Get a 20% Discount on OSHA Training Classes! DRMA is here to help our members lower their incident rate, reduce their EMR, and provide a safer workplace for their employees. By partnering with Mid-America OSHA Education Center in Springboro, DRMA members receive this special discount on OSHA authorized safety & health training and education. Take advantage of this member benefit today! Contact Shay or call the DRMA office at (937) 949-4000 to get the discount code.

Upcoming Classes

- 9/10-13  OSHA 511 Occupational Safety and Health Standards for the General Industry, Columbus
- 9/13  OSHA 7845 Recordkeeping Rule Seminar, Springboro
- 9/16-19  OSHA 2015 Hazardous Materials, Springboro
- 9/18-20  OSHA 503 Update for General Industry Outreach Trainers, Springboro
- 9/24-27  OSHA 511 Occupational Safety and Health Standards for the General Industry, Clairsville
- 9/24-27  OSHA 501 Trainer Course in Occupational Safety and Health Standards for the General Industry, Columbus
- 9/25-27  OSHA 503 Update for General Industry Outreach Trainers, Springboro

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

Learn from Members through DRMA Meet Ups

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

- **Operations Meet Up** - for anyone responsible for any aspect of manufacturing operations. Topics include ERP systems, scheduling, facility maintenance, streamlining processes, and other areas of interest about managing the operations within your company. Registration is **REQUIRED** for the Operations Meet Up, and registrations must be **received no later than 24 hours in advance**. In some instances, competitors will not be permitted to attend; DRMA will notify you in advance if this applies to you.
- **Workforce/Human Resources Meet Up** - for anyone responsible for skilling up your manufacturing workforce. Topics include internships and apprenticeships, funding for training, technical training methods, training resources, and others.
- **MFG Day Meet Up** - for anyone interested in hosting an open house on national Manufacturing Day on the first Friday in October. Topics include how to conduct an effective open house, how to connect with schools, tools to make your open house run smoothly, and others.
- **Additive Manufacturing Meet Up** - for anyone curious about this new technology. Topics include 3D printing with plastic and metal, additive vs. subtractive, applications for additive, equipment, and others.
- **Young Professionals Meet Up** - for anyone interested in engaging with like-minded young members (40 and under).
- **Safety Meet Up** - for anyone who wants to keep up-to-date with all things related to safety in the manufacturing workplace. Topics include what to do when OSHA shows up at your business, safety training, workers compensation, and more.
- **Government Relations Meet Up** – for anyone interested in advancing the concerns of manufacturers with government officials and elected representatives. Topics include government policies, legislative issues, and the opportunity to speak with those who work for and represent us.
**Membership ROI... DRMA 101**

Are you new to DRMA, looking to get re-acquainted with the association, or want to know more about getting the full “bang” for your membership dues “buck?” Attend an upcoming DRMA 101 session with DRMA president Angelia Erbaugh, and a representative from our Member Services Committee to learn more about making the most of your membership in a casual, conversational setting. Space is limited, so contact Shay today to sign up for an upcoming DRMA 101 session!

Manufacturer Sessions: 7:30 – 8:30 a.m.
September 11, Panera Bread – Miller Lane; October 16, Yellow Springs

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco’s Restaurant, Dayton
August 20, September 18, October 22

**The Industry Needs Positive Media Coverage and You Need Employees**

DRMA works with local media to get them to run positive stories about manufacturing in order to communicate the size, breadth, and impact our industry has on the local economy. We need you to tell us when you have good news to share, whether it is a planned expansion, new job creation, or adding new equipment, and we’ll get you in touch with the right media. What’s in it for you? Your company will experience increased credibility and exposure to your potential employees! This one is easy! Contact Kristen and she’ll make the right connections for you.

**A Message from the Government Relations Committee**

*Submitted by April Vanover, FASTLANE*

The Government Relations Committee is focusing on building and maintaining relationships with local, state, and national representatives. We are working on plans for educating our elected officials on the needs of manufacturers. Do you have contact with one of your elected officials that you’d be willing to share with DRMA? We want to make sure we’re focusing on the right legislators as we expand our network, and we would appreciate any introductions you are able to make!

The GRC continues to monitor the situation with Chinese tariffs. Coalition for a Prosperous America recently published a study that stated, “The overall stimulus to the US economy would result in a $167 billion boost to US GDP, along with 1.05 million additional jobs in 2024.” The full report from CPA can be found [here](#).

Time is running out to reserve your spot for the Meet and Greet with Congressman Warren Davidson! Congressman Davidson is a former chair of DRMA’s board and is a longtime supporter of the manufacturing industry. Join us on August 15 from 4 - 6 p.m. at Dayton Beer Company; tickets can be purchased [here](#).
**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 with organizations to help members strengthen and grow their business.

- **Business Leads** – Members receive emails regarding prospective customers and business opportunities.
- **Newsletter** – The monthly *DRMA Newsletter* is full of industry-pertinent information.
- **Legal Services Plan** – As a DRMA member, you get one free call a month with Bob Dunlevey, employment law expert.
- **OSHA Training** – Members receive a discount on OSHA training for their employees ($).
- **Workers’ Comp Group** – Save money on your workers’ compensation premium through DRMA group (administered by CareWorksComp). ($)
- **Wage & Benefit Survey** – Use the survey report to compare your wages and benefits with other regional industry companies; free to participants. (Produced in partnership with Manpower). ($)
- **Speakers, Programs, and Seminars** – Member events provide information and connections to help you run your business more effectively.
- **Professional Development Workshops** – Grow professionally and personally through a series of educational workshops (coordinated by UD’s Center for Leadership).
- **Lean Manufacturing Workshops** – Learn how to implement lean concepts to make improvements to your manufacturing operations (in partnership with Sinclair College and FASTLANE).

To learn more about all of DRMA can help grow your business, visit our [website](https://drma.org).

---

**Workforce**

**Time is Running Out to Sign Up for MFG Day 2019**

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 2019! 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 4) 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 2018, over 4,300 students from 64 schools and 5 home school groups visited 51 member open houses), and we want to continue that momentum!
To schedule an open house

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

**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. Make plans now to participate in this nationwide event!

Need help? Contact Kayla for more information on how to register, connecting with schools, and setting up a successful event.

*MFG Day is produced the National Association of Manufacturers and organized locally by the Dayton Region Manufacturers Association, with support from FASTLANE-MEP.*

---

**Manufacturing Industry Credentials – Graduation Pathways**

*Note: This article is part of a series of communications about the value of industry credentials.*

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

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

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

Do you know that earning an industry-recognized credential can help students complete their high school diploma? High school students in the state of Ohio now have multiple pathways to graduation and earning an industry credential is one of them. This is great news for students and employers alike, as it helps young people prepare for their careers and leads to a larger pool of qualified employees. The MSSC Certified Production Technician and the NIMS Machining Level 1 certifications are on the approved list of credentials, as is the American Welding Society’s welding certification. More information on how industry-recognized credentials lead to graduation can be found on the Ohio Department of Education’s website [here](http://www.mfgday.com).

The Department of Labor grant that DRMA was awarded last month will help us implement and expand industry credential programs in the Dayton Region. To learn more about how industry credentials can benefit your business or DRMA’s efforts around these programs, contact Kayla.
Legally Speaking

EEOC Competent 2 Deadline
Submitted by Nadia A. Lampton of Taft Law

Under federal law, employers with at least 100 employees, as well as some federal contractors with at least 50 employees, are required to annually submit an EEO-1 form to the Equal Employment Opportunity Commission (“EEOC”). One portion of the EEO-1 form has not changed for years, which asks for the number of employees who work for the company, sorted by job category, race, sex, and ethnicity. This has become known as “Component 1” data.

In 2016, the EEOC noticed its intent to begin collecting data on employees’ W-2 earnings and hours worked, also sorted by race, ethnicity, and sex. This data has become known as “Component 2” data. Although the Office of Management and Budget (“OBM”) initially approved of the proposed data collection in September of 2016, it later decided to initiate a review of the new collection of pay data, in August of 2017, and stayed the collection of Component 2 data.

In response, the National Women’s Law Center and other parties filed suit in federal district court and requested that the Court vacate the stay and reinstate the revised EEO-1 reporting requirements to include a requirement to report Component 2 data. See National Women’s Law Center, et al., v. Office of Management and Budget, et al., Civil Action No. 17-cv-2458 (D.D.C.).

Ultimately, the Court vacated OBM’s stay on the collection, and ordered that the previous approval of the revised EEO-1 form be in effect. While the Department of Justice filed a Notice of Appeal in this case, the appeal does not stay the order of the federal district court. **This means that employers must submit Component 2 data for calendar years 2017 and 2018 by September 30, 2019.**

The collection and reporting burden on employers associated with Component 2 data is a heavy one. Unlike the Component 1 data, which essentially asks for a headcount sorted by job category, race, sex, and ethnicity, Component 2 data requires specific pay data, which requires a much greater amount of work on the employer to compile. This is because the revised EEO-1 form requires employers to report earnings information from Box 1 of the W-2 form, as well as the total number of hours worked for all employees. Again, all of this data is sorted by job category, race, sex, and ethnicity.

If not already underway, employers should assess the systems they currently have in place that store the relevant demographic, pay, and hours-worked data, and should determine how to best compile that data. If an employer uses a third-party vendor for payroll or other human resources functions, it should contact the vendor immediately to seek assistance with the Component 2 reporting requirement. Under certain circumstances, employers may obtain an extension for filing with the EEOC; however, because this is entirely within the EEOC’s discretion, employers should not expect to receive such an extension, and should be fully prepared to submit Component 2 data for calendar years 2017 and 2018 by September 30, 2019. Filing for 2017 and 2018 data is now open, and can be completed online through the EEOC portal at [https://eeoccomp2.norc.org](https://eeoccomp2.norc.org).

For any additional questions or concerns concerning your company’s reporting requirements, use your Legal Services Plan and contact labor and employment law attorney Nadia A. Lampton at (937) 641-2055 or email nlampton@taflaw.com.
Legal Services Plan

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.

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 $4,392 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 Bowling with CareWorks Comp at (937) 226-8280 to complete your enrollment today.

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 – Creating and Maintaining Safety Manuels – Presented by Jon Carpender, Spooner Inc., Thursday, August 15, 7:30 - 9 a.m. Register here.
All About Members

Congrats!

- **Technicote** celebrates one year of no lost-time injury. Congratulations!
- Congrats to Justin Conger of **Conger Construction Group** for testifying before the U.S. House of Representatives Committee on Small Business about the Tax Cuts and Jobs Act!
- Congratulations to **Bank of America** for opening their first Ohio branch south of Dayton!
- Scott Fike of **TACG** was mentioned in the *People on the Move* section in the *Dayton Business Journal*, congrats!
- **PSC Crane & Rigging** was honored by Honda as one of their suppliers in the top one percent! Congratulations!
- Congrats to **American Testing Services** for being selected by TDI/GE Aviation as their *supplier excellence* winner for the month of June!
- **Thaler Machine** is planning a multi-million-dollar expansion of their Springboro facility. Congratulations!

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

Welcome New Members

Your Association is growing! Check out our new members…

**Manufacturer Member**
**Wurth Electronics ICS, Inc.** 7496 Webster St., Dayton, OH 45414 (937)-415-7700

**Affiliate Member**
**K & N Design, LLC** 9274 Day Rd., Versailles, OH 45380 (937) 638-0346

**Associate Members**
**Caldwell & Associates, LLC** 271 Triple Crown Cir. Springboro, OH (937) 367-6743
**Crown Personnel Services, Inc.** 1 E. Stewart St., Dayton, OH (937) 223-1010