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Chairman's Connections

By Jim Zahora, Chairman of the Board

Not a One Hit Wonder

Do you ever speculate why some musical artists have many hit songs while others are just a one-hit wonder? Why do the Beatles, Mariah Carey, and Michael Jackson have multiple hit songs while Wild Cherry, Debbie Boone, and Devo have just one? The artists that crank out multiple hits are not only talented but also creative enough to change with the times, technologies, and social landscape. The same is true for the DRMA's Advanced Manufacturing Technology Show (AMTS). The AMTS is NOT a one hit wonder.



In 1974 Wild Cherry released their *one hit wonder* "Play that Funky Music." In the 1980's the AMTS (formerly known as the Dayton Industrial Show) released "Show those Funky Machine Tools." The show started with less than 75 exhibitors and continues to grow, with 2018 expected to have 150 exhibitors. This song was repeated in two different venues over the last 25 years, first the Dayton Convention Center, then a brief stay at the Dayton Airport Expo Center, and currently back at the Dayton Convention Center. The AMTS has been showing those funky machine tools for a long time!

In 1980, Devo released their *one hit wonder* "Whip It." In the same time frame, the AMTS released another hit, "Sell It." The show's many exhibitors reach over 3,000 regional prospects. Attendees come from manufacturing companies serving the aerospace, energy, medical, defense, communication, and transportation industries, among others. Attendees include CEOs, presidents, plant managers, engineers, procurement managers and technicians. It is the ultimate venue to "Sell It."

In the 70's, Debby Boone released her one hit wonder "You Light Up my Life." It just so happens that the AMTS released another similar hit titled "You Light Up my Shop." The attendees of the AMTS always discover the latest trends and technologies that are making the difference in their industry. They enjoy working demonstrations of new equipment that make them razor competitive and light up their profitability. They attend educational events to help their business succeed and find answers to manufacturing



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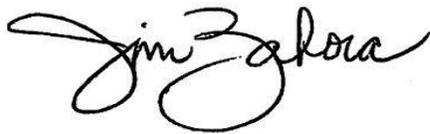


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challenges. Top executives are brought up to speed on the latest trends and determine what direction to take in their company's evolution!

Even setbacks don't stop the hits from coming. In 1992, Billy Ray Cyrus released his *one hit wonder* "Achy Breaky Heart." In 2014, the AMTS released "Achy Breaky Ankle" after the DRMA's president and lead show host broke her ankle a day before the show. But she, her wheelchair, and the show went on with record attendance! That same year, President Obama landed in Air Force One at the near-by airport and placed the show in lockdown. But the show went on! I think he decided not to attend the show due to the large crowd.

The AMTS cranks out hit after hit, year after year! Be a part of this history and success on October 17 and 18. Attend the show and you will see that it is not just a *one hit wonder*.



I've Been Thinking . . .

By Angelia Erbaugh, President

DRMA drives and supports numerous initiatives to **increase the awareness of careers in manufacturing** in order to attract more workers to the pipeline. One of them is organizing national MFG Day here in the Dayton Region. MFG Day was held on October 5, and DRMA members, once again, stepped up to the plate to host 47 open houses across the region! This makes the Dayton Region the best MFG Day site in the country! And schools responded in droves . . . the numbers are still coming in, but so far we know that 3180 students from 52 schools and 2 home school groups visited one or more open houses! If you participated in MFG Day, hooray! If you did not, you can still help . . . talk up the event with educators, students, and parents.



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

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

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.

Speaking of your 2019 budget, please consider the various **sponsorships DRMA offers its members**. Doing so gets you a double bang for your buck! You get your name in front of 400+ member companies AND you help support the

organization that helps you strengthen your business. Read the article in this newsletter listing the opportunities for 2019.

Results of the 2018 **Wage and Benefits Survey** are in! Conducted in conjunction with Manpower, the survey helps you benchmark the value of your jobs and your benefits plan. Current trends for compensation are covered, as are topics including employee benefits, work schedules and retention strategies. Results are free to those who participated. For details on how to purchase the survey report and more, read the full article in this newsletter.

You probably know that we've holding small group dialogue sessions called **Meet Ups**. They are organized around a topic area and are designed to connect members with other members who are interested in the same topic area, so that you can learn from each other in a casual, comfortable atmosphere. What you may not have thought about is that Meet Ups are a perfect professional development opportunity for your staff . . . they will be able to talk with, and learn from, a group of their peers about issues that impact their work responsibilities. I encourage you to encourage them to attend. [Click here](#) for more info.

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).

See you next week at the show! Say hi to me as you pass through the lobby.



Member Events

DRMA Calendar of Events

- October 17, 18 AMTS – Dayton, [register here](#)
- October 17 AMTS Happy Hour – Dayton, [register here](#)
- November 6 Additive Meet Up – Dayton, [register here](#)
- November 6 Young Professionals Meet Up – Clothes That Work, Dayton, [register here](#)
- November 14 Safety Meet Up - Dayton, [register here](#)
- November 20 Operations Meet Up – Hematite, Inc. - Dayton, [register here](#)
- November 27 Workforce/HR Meet Up – Dayton, [register here](#)
- December 6 Annual Meeting – Dayton, [register here](#)
- January 17 Evening Member Event – 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!



News You Need

It's Showtime! AMTS is October 17 and 18

AMTS Returns to the Dayton Convention Center

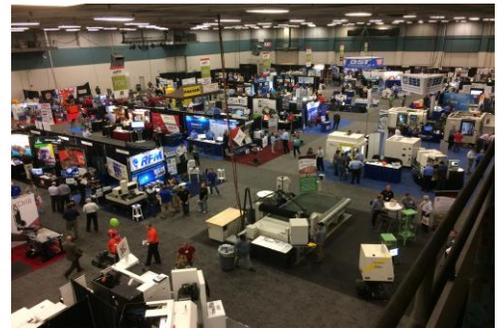


Register Now for FREE AMTS Tickets!

[Pre-register](#) to attend the [Advanced Manufacturing Technology Show](#) for free (\$10 at the door) and get *Express Check-In* the day of the show! Then get ready for the best AMTS yet!

We're expecting big crowds and lots of excitement as manufacturing enjoys a rebound across all sectors. See the latest technologies. Learn critical skills. And meet the industry's movers and shakers as the biggest influencers converge on Dayton.

It's the show you can't afford to miss! [Click to hear](#) previous attendees share why they return to AMTS every year. Be sure to invite your customers, coworkers, and peers and get the 2018 AMTS!!



Make the Most of Your Visit with "My Show Planner"

After you've registered to attend, create a personal roadmap to get the most out of your time at AMTS with [My Show Planner!](#) With a show floor plan, exhibitor searches, product searches, and seminar information, you can preview what's to come and decide what you want to see before you even get to the show. Features include:

- **My Events-** Track exhibitor appointments, seminars and in-booth demos you want to see, and easily coordinate them with your Outlook calendar.
- **My Profile-** This time saver adds companies to your planner based on selection criteria you define.
- **My Exhibitors-** Compile the companies you want to see with all the necessary information to contact them and book appointments in one neat, printable planner.

SEMINAR SNEAK PEEK

While you browse the exhibitor floor, don't forget your FREE access to informative and timely seminars on hot manufacturing topics like: Additive Manufacturing and Rapid Prototyping, CAD/CAM Software, Robotics and Automation, and MORE! Check out <https://daytonamts.com/attend/> for the latest schedule. Here's a sneak peek:

----- Wednesday, October 17, 2018 -----

9:15 a.m. - 10:45 a.m.

Increase Results and Reduce Risk During Your Next Software Implementation

Presented by: Kristin McLane, CIMx Software

10:30 a.m. - 11:30 a.m.

Collaborative Robots 101

Presented by: Andrew Dill, Allied Automation

12:30 p.m. - 1:30 p.m.

Benefits and ROI of Robotic Automation in Fabrication

Presented by: Chris Poole, Acieta, Inc.

12:30 p.m. - 2:00 p.m.

Quality System Panel

Moderated by: Mary Miller, FASTLANE

1:00 p.m. - 4:00 p.m.

Basic Geometric Dimensioning and Tolerancing (GD&T)

Presented by: Kevin McNeeley, Sinclair College

1:45 p.m. - 2:45 p.m.

Design for Additive Manufacturing

Presented by: Scott Young, BasTech, Inc.

3:00 p.m. - 4:00 p.m.

The Artificial Intelligence Revolution in Manufacturing

Presented by: Kelly Beigh, UDRI

----- Thursday, October 18, 2018 -----

9:30 a.m. - 10:30 a.m.

Industrial Internet of Things (IIoT) 101
Presented by: Josh Gold, UDRI

1:00 p.m. - 4:00 p.m.

Basic Geometric Dimensioning and Tolerancing (GD&T)
Presented by: Kevin McNeeley, Sinclair College

10:45 a.m. - 12:00 p.m.

Cyber Security for the Manufacturing Industry Panel
Moderated by: Rob Gillen, FASTLANE

1:45 p.m. - 2:45 p.m.

Advantages of Additive Manufacturing Beyond
Prototyping

12:30 p.m. - 1:30 p.m.

The Connected Machine Shop – Solutions for Your Shop
Presented by: Bijal Patel, Sandvik Coromant

Presented by: Brad Hopkins, McGregor Metalworking
Companies

Last Call for Exhibitors!

Exhibitor sign-ups close on October 12, so don't miss your chance to get in front of the region's top manufacturers! For information on exhibit space, [email](#) Shelley Baker, or call (937) 949-4004.

Limited Exhibitor Space Remaining!

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

Wednesday Night Happy Hour at AMTS

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



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

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

Bar Sponsor:



Food Sponsor:



Corn Hole Sponsor: FASTLANE

Network Sponsors

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Sunbelt Business Advisors of Southwest Ohio
Back To Business I.T.

Just Because Sponsors

Mackintosh Tool Company

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:

- 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 \$600, 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.

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

A Message from GRC

Submitted Mary Miller, FASTLANE, Government Relations Committee

It's that time of year. Pumpkin spice...well everything. Sweaters and boots. The beauty that is leaves changing colors. And the best part of all manufacturing day. What is the GRC's role in manufacturing day? Well I'm glad you asked. Our role is to reach out to elected officials and connect them to manufacturing members who would like an office holder to be present during their manufacturing day open house.

And that is exactly what happened this year. Here are the few of the companies that hosted elected officials this year - thanks to BasTech for hosting Sheriff Phil Plummer, Brainerd Industries for hosting Representative Niraj Antani and Sam Bain from Senator Rob Portman's office, GEMCTIY Engineering and NuVasive for hosting Congressman Mike Turner, and Rack Global Enterprises for hosting Representative Niraj Antani. Doing this provides these elected officials with a front line experience for the excitement that is manufacturing day. They get to see the passion of those who open their doors and the curiosity of kids exploring everything that manufacturing is.

While we're in the spirit of thanking people, the GRC also thanks you for taking the Top Issues survey. We received a response rate of 73 this year.

Get A Business Problem Solved FREE through UD's MBA Program

Submitted Stan Dyck, Capstone Outreach Manager, University of Dayton MBA Program

The UD School of Business has been helping local Dayton region manufacturers for decades. Our mission has been to help you find new ways to grow your revenues and profit in a sustained way. This effort is part of the University of Dayton's Masters of Business Administration program. It's called the capstone.

Teams of 5-7 students work with local manufacturers for 12-15 weeks. Most of these capstone students are professionally experienced. Many are 5-10 years into their careers. Teams are advised by experienced coaches with decades of experience in successful firms like GE, NCR, P&G, banks. In fact, 95% of clients tell us we have met or exceeded their expectations.

There is no cost to you except for up to \$350 for some basic team expenses. You get close to 1000 hours of free consulting, probably at \$50k value including access to great research and subject experts you typically don't have. There is little demand on your already busy schedules (1-2 hrs. per week for owners/CEOs). We also sometimes work with a client multiple times to help grow their business in stages.

As an owner or C-suite executive, what you will get includes a fresh look at new and emerging customer, competitor, distribution channel opportunities, and an update on relevant economic, political, technology and social impacts. We further provide assessments on which internal skillsets, processes and organization structures might be enhanced.

You get an action plan in priority order and a forecast of top and bottom line results you should get from the plan over the next several years. We share thoughts on how to manage these changes. All of this is wrapped up in a final report and presentation that are yours to keep.

If of interest, please contact Stan Dyck, Capstone Outreach Manager, UD MBA Program, 513-235-0262, sdyc1@udayton.edu. <https://www.linkedin.com/in/stanrdyck/>

Save Money with Your DRMA Legal Services Plan

DRMA members benefit from the Legal Services Plan provided by Bob Dunlevey and his associates. Get a quick response to your legal questions or problems without a hassle. The plan can save you money and time 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 at (937) 641-1743, identify yourself as a DRMA member, 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. 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 questions or 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 [visit our website](#) for more details.

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

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, on Thursday, April 11, 2019. We are offering a variety of sponsorships for this very popular event. Don't miss the opportunity to get your name in front of DRMA members! [Contact Shelley](#) for more information.

Beaulieu, CEO of ITR Economics, will give manufacturers and other businesses insight on how to forecast, plan, and increase their profits based on business cycle trend analyses. ITR Economics predicts future economic trends with a 94.7% accuracy rate and 60 years of correct calls. Brian will deliver a clear, comprehensive action plan and tools for capitalizing on business cycle fluctuations and outperforming competition.

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

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

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

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

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

Membership ROI... DRMA 101

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

Manufacturer Sessions

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

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

Workers Comp Complacency

Submitted by Bob Dunlevey of Taft Law

Don't get complacent about the administration of your workers' compensation claims just because Ohio's BWC has reduced rates and issued rebates, credits and grants making your workers' comp coverage less expensive. Yes, \$4.8 billion in combined savings have come the way of Ohio's public and private employers over the last five years. \$2 billion in rebates, \$35 million in safety grants, and reduced private employer average base rates (28.2% lower) are things which would certainly lull an employer into a sense of complacency about effectively managing occupational illnesses and injuries. But as time has shown, the pendulum can swing and administrations can be voted out resulting in new policies and new taxes. When this occurs, the existing claims in an employer's "experience" can once again become very costly. These costs directly affect the bottom line of your business and justify the expense of energetically administering your claims.



Now @ Taft Law
(937) 641-1743

Programs exist to limit the cost of workers' compensation coverage such as group rating programs, salary/wage continuation payments in lieu of state lost time indemnity benefits, and employer self-funding for a threshold amount of claims. But, because some of these items are challenging to administer, employers ignore these avenues of cost savings. Have you explored these opportunities?

Most Ohio employers use Third Party Administrators to manage their workers' comp program. Through the joint efforts of an employer and an attentive TPA, most claims can be administered efficiently and cost effectively. Remember, the TPA works for you and not the State and you should consult your TPA for advice on handling most basic claims. But, the more serious the claim the more attention needs to be devoted to it.

Because claims financially impact an employer's premium payment obligations for five years that each claim remains in the employer's experience, employers must be very proactive in dealing with their injuries and in attempting to

prevent them. The initial handling of the claim is the most important time in the life of the claim. Questionable claims must be dealt with decisively to avoid abuse and undue expense. Sympathy for the injured worker can impair the good business judgment of your administrator. Certain expensive types of claims should not be accepted without consulting with your TPA or workers' compensation attorney (who?). Yes, many labor and employment law attorneys are well schooled in workers' compensation matters and can clearly justify the fees charged by the saving of future premium dollars.

Some of the most serious types of claims about which you should consult include back injuries, shoulder injuries, head injuries, repetitive motion injuries, occupational diseases and claims lacking specific diagnosis. Alleged injuries by short term employees, employees who delay in reporting the alleged injury, and those injuries reported shortly after discipline, discharge or layoff, need special scrutiny.

Remember, that just one significant claim can spell financial ruin for your company for years to come. Therefore, make sure you handle your claims properly and aggressively even in times when the Ohio BWC is treating employers more favorably.

For more information regarding the effective administration of workers' compensation claims, contact Bob Dunlevey, Board Certified Specialist in Labor and Employment Law, at (937) 641-1743 or by email rdunlevey@taftlaw.com.

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

Member Benefit Spotlight

Growing the Workforce Pipeline

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. The #1 concern facing DRMA Manufacturer members and the manufacturing industry is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline, so that members have less difficulty in finding enough qualified candidates. A few of them are:

MFG Day – DRMA is the local organizer for MFG Day, a nationwide event where students tour manufacturing facilities teaching them about careers in the industry. The Dayton Region is the most successful MFG Day site in the nation.

Power Lunches – DRMA sets up a tabletop exhibit at middle and high schools during their lunch time, career fairs, or other events. The exhibit is designed to catch the attention of students so that DRMA volunteers can talk to them about various careers in manufacturing, wage and salary information, and training and education paths. DRMA partners with FASTLANE, the Montgomery County Education Service Center, and the Aerospace Professional Development Center on this initiative.

Certified Production Technician (CPT) Training - DRMA is working to stand up short-term CPT training programs that prepare students and adults for entry-level manufacturing jobs. Successful students earn the Manufacturing Skills Standards Council's (MSSC) Certified Production Technician (CPT) certification. DRMA partners with Graduation Alliance, the Miami Valley Career Technology Center, and Stebbins High School on this initiative.

Summer Camps – DRMA works with the City of Dayton Parks and Recreation Department to conduct a week-long activity to teach young children what manufacturing is all about and to plant the seed for future careers in manufacturing. DRMA volunteers develop and deliver the curriculum at two recreation centers during the summer.

Dream It. Do It. – DRMA holds the Dayton Region license for Dream It. Do It., a national network of like-minded organizations focused on attracting talent to the manufacturing workforce.

Training/Education Program Advisory Committees – DRMA serves on, and recruits member volunteers to serve on, advisory committees at high schools and colleges across the region to convey the needs of manufacturers and to ensure their curriculum produces graduates with the skills needed by manufacturers.

Workforce Collaboration – DRMA collaborates with numerous organizations and schools to advocate for members' workforce needs. DRMA is at the table so that members can stay focused on their business.

The DRMA Foundation, the Association's charitable arm, supports the DRMA as a separate 501(c)3 tax-exempt organization. The Foundation's exclusive purpose is to provide funding for DRMA's workforce growth initiatives.

DRMA staff does the work on these initiatives, guided by advice from member volunteers, so that it's easier for you to participate and reap the benefits. Be sure to take advantage of them! Visit [our website](#) to learn more.

Growing the Workforce Pipeline

DRMA Wins Dayton Mayor's Award

DRMA has won Mayor Whaley's 2018 Workforce Pipeline Award! Angelia Erbaugh, Kayla Manuel, and Board Chairman Jim Zahora attended this week's City of Dayton Commission meeting to accept the award. The Mayor's Awards honor outstanding individuals, neighborhood groups and organizations/businesses making a positive impact on the Dayton community through various activities. Kudos to the staff and the many volunteers who work on MFG Day, Power Lunches, and other workforce initiatives . . . it's your work that made this award possible!



Industry Credentials – What are They? Why YOU should care

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

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

The use of industry 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 many reputable industry-based credentials out there to meet your company's needs. Some of note include the Manufacturing Skills Standards Council's (MSSC) Production Technician Certification (CPT); the National Institute for Metalworking Skills (NIMS) credentials; and the American Welding Society's professional certifications.

Whichever certifications you choose based on your employee skills requirements, your company will be better positioned to identify qualified applicants for open positions and to improve the skills of your existing workforce.

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.

You can learn more about the Certified Production Technician certification [here](#). Stay tuned for more information about the value of industry credentials.

MFG Day 2018 a Huge Success!

Thanks all of the manufacturers in the Dayton Region who opened their doors to the public for MFG Day 2018. MFG Day is part of an effort to draw greater attention to the outstanding opportunities that a career in manufacturing can provide and promote the pursuit of skills that will lead to a long-term career that offers security and growth for qualified candidates.

We want to see your pictures! Send your photos to [Kayla](#), or tag DRMA in your social media posts.



Participating members:

- Alfons Haar
- All Service Plastic Molding
- American Testing Services
- ART Metals Group
- Ashley Ward
- BasTech
- Benjamin Steel
- BiTec
- Brainerd Industries
- Composite Advantage
- Crown Equipment
- Dayton Progress
- Detailed Machining
- DRT Manufacturing
- Dupps Company
- Dysinger
- FC Industries
- Fisher Unitech
- French Oil Mill Machinery Co.
- GEMCITY Engineering
- Global Graphene Group
- Hematite
- idX
- Integral Manufacturing
- Magellan Aerospace
- McGregor Metalworking
- Middletown Tube Works
- Minco Tool & Mold
- Noble Tool
- NuVasive
- Oerlikon
- Pentaflex
- Precision Metal Fabrication
- Production Control Units
- Production Tube Cutting
- Projects Unlimited
- Rack Global Enterprises
- RAM Precision
- Rexarc
- Select Industries
- Starwin Industries
- Staub Mfg Solutions
- Stillwater Technologies
- Stolle Machinery

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

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.

Seeking Sponsorship for Students Coming to AMTS

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

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

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

Safety

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 Hall of CareWorksComp

Upcoming 2019 Group Rating Programs Deadlines

2019 Traditional Group Rating and Retro Group Rating offers are being sent out to employers. Some employers are eligible for both programs (we refer to this as "dual eligibility".) We're eager to discuss these options with you, as each year there may be a different mix of cost-saving strategies that work best for your organization. The enrollment deadline for the 7/1/19 Rate Year is November 14, 2018 for Traditional Group Rating, and January 24, 2019 for Group

Retro Rating. There is still time to apply. Contact your CareWorksComp program manager before October 23, 2018 to apply.

Is your hardest working and most productive employee your highest risk liability?

The safety team at RiskControl360 has a tremendous amount of expertise with working with organizations to identify risk exposure and provide solutions that meet your specific needs. If you would like to find out more about the RiskControl360 approach and solutions, contact your CareWorksComp program manager.

Reviewing Unemployment Tax Options to Reduce Costs

Unemployment tax season is fast approaching and we want to make sure you know your options for reducing costs. Are you eligible for common/joint tax rating? Last year, just this one component of our Claims and Tax Management Service reduced our customers' annual unemployment costs by as much as 10%. Allow CareWorksComp to save you time and money. To request a tax analysis, or to learn more about different tax options and how our claims service can benefit you, contact your CareWorksComp program manager.

Third Party Administrator (TPA) and Managed Care Organization (MCO): What's the Difference?

Many employers are confused about the different responsibilities between Third Party Administrators (TPAs) and Managed Care Organizations (MCOs). Both play a vital role in mitigating cost and returning injured workers to work as soon as medically possible.

First, the Ohio Bureau of Worker's Compensation (BWC) requires that all employers have an MCO and there is no direct cost to the employer for their services. MCOs are responsible for managing and monitoring the medical portion of workers compensation claims including maintaining a medical provider network, submitting First Reports of Injury documentation to BWC, monitoring medical costs and medical bill payment, ensuring proper utilization of medical services and monitoring medical needs and level of care. They are also charged with helping to insure injured workers return to work as soon as medically possible by helping to facilitate return-to-work programs and vocational services in coordination with your TPA. As we all know, the sooner an injured worker returns to work, the better for all concerned.

While MCOs are impartial parties to the claim focusing on medical management, TPA's responsibilities are specifically focused on reducing the administrative and financial burden of the workers' compensation system on the employer community. Their responsibilities include managing employers' workers' compensation programs and providing them with cost control strategies and programs to directly reduce their workers' compensation costs. Employers pay service fees directly to TPAs for their assistance with claim administration, claim appeals, consultation / advice and assistance on cost control strategies for lost time claims, monitoring experience claim costs and representing employers at Industrial Commission hearings. In addition, TPAs provide rate analysis and financial impact studies to help employers make informed decisions. One of the most important functions of a TPA is the expertise and ability to provide employers the opportunity to reduce their workers' compensation premiums through group rate discount and refund programs. Quality TPAs also provide client education, workshops and seminars to increase employer knowledge and to help them meet BWC training requirements.

Discounted OSHA Training Tuition Offered to DRMA Members

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

Upcoming Classes

- 10/22/2018 OSHA 7105 Evacuation and Emergency Planning, 8am-12:30pm, Springboro
- 10/24/2018 OSHA 7205 Health Hazard Awareness, 8am-5pm, Springboro
- 10/29/2018 OSHA 7005 Public Warehousing and Storage, 8am-5pm, Middleburg Heights
- 10/30/2018 OSHA 7205 Health Hazard Awareness, 8am-5pm, Indianapolis, IN

- 11/5-11/8/2018 – OSHA 511 OSHA Standards for General Industry, 8am-5pm, Springboro
- 11/12-11/15/2018- OSHA 3095 Electrical Standards, 8am-5pm, Middleburg Heights
- 11/12/2018- OSHA 7115 Lockout/Tagout, 8am-5pm, Columbus
- 11/26-11/29/2018- OSHA 501 Trainer Course in OSHA Standards for General Industry, 8am-5pm, Springboro

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

- 66th Annual Safety Conference & Symposium. Wednesday, October 17, 7:30 - 4:00 p.m., [register here](#)

All About Members

Congrats!

- **Combined Technologies** was honored by Honda with a Performance Excellence Award which ranks them among the best indirect suppliers in the world.
- Congratulations to **Prime Controls and Staub Manufacturing Solutions** for being named as honorees to the *Dayton Business Journal's* Business of the Year Awards in the manufacturing category!
- Wonderful feature on **McGregor Metalworking** in the *Dayton Business Journal* on the impact they have on manufacturing in the City of Springfield.
- A big shout out to **Jim Kaiser of Brady Ware** for hitting a hole in one at Walnut Grove Country Club!
- The women of DRMA member companies had quite the presence on the *Dayton Business Journal's* **Power 50** list this year! Congratulations to:
 - Jo Alice Blondin, President, Clark State Community College
 - Shannon Bryant, VP of Workforce Development, Sinclair Community College
 - Barbara Duncombe, Partner, Taft, Stettinius & Hollister LLP
 - Angelia Erbaugh, President, Dayton Region Manufacturers Association
 - Deborah Feldman, President and CEO, Dayton Children's Hospital
 - Madeline Iseli, Vice President for Advancement, Sinclair Community College
 - Anne Eiting Klamer, Chair, Midmark Corp.
 - Elizabeth Mangan, CEO, Miller Valentine Group
 - Beverly Shillito, Founding Partner, Sebaly, Shillito & Dyer
 - Julie Sullivan, Executive Vice President of Regional Development, Dayton Development Coalition
 - Susanne Sumner, Partner, Taft, Stettinius & Hollister LLP
 - Tracy Szarzi-Fors, Vice President, Marketing and Business Development, Wright-Patt Credit Union

[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.]

*DRMA extends deepest sympathies to the family
of David Sassenger and to the employees of Mutual Federal*

Welcome New Members

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

Manufacturer Members

High Tech Elastomers – 885 Scholz Dr., Vandalia, OH 45377 937-236-6575

Stadco Inc. – 632 Yellow Springs-Fairfield Rd., Fairborn, OH 45324 937-878-0911

Stadco Inc. supplies the world's most innovative companies with mission-critical, precision machined components that meet their demands for quality, reproducibility, lead time and price. Our mission is to help you be more agile, more productive, and more profitable. Stadco Inc – Precision Parts for a Precision World

Triad Technologies – 985 Falls Creed Dr., Vandalia, OH 45377 800-420-8575

Founded in 1981, Triad has grown to be one of the region's leading manufacturers and distributors of hydraulic, pneumatic, electromechanical, filtration, and lubrication systems and components. With 19 locations throughout Ohio, we offer custom solutions and provide product expertise that helps our customers to reduce their costs and grow their business.

Associate Members

Becker & Beggs – 2005 Reading Rd., Cincinnati, OH 45202 513-621-0004

Representing sellers and buyers of tri-state manufacturing companies since 1992

Community Seminars & Events

Sinclair Workforce Development

- Breakfast Briefing; Inclusive Leadership, Starts Oct. 18, 8 - 9:30 a.m. [register here](#)
- Closing the Generation Gap in the Workplace, Nov. 7, 8:30 a.m. - 12:30 p.m. [register here](#)
- 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](#)