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**Chairman's Connections**

By Jim Zahora, Chairman of the Board

**The ARMY Song**

Have you ever attended an event that not only inspired you but also made you examine your leadership style? I did in early May. I was honored to attend an Army "Change of Command Ceremony" at Fort Bragg, North Carolina. Never serving in the military, I expected several "command and control" speeches sprinkled with countless "Hooahs." I didn't expect a lesson in leadership.



The out-going commander articulated that leadership is much more than issuing commands and orders. "I learned it was much more . . . it was also about getting to know my soldiers and experiencing things with them," he stated almost emotionally. "When you show them you really care, they will literally go to battle for you." The new commander (who ran, not walked, to the podium) said he looked forward to getting to know the people on the team and continue their great work. I had to ask myself, do I know the people I lead? Do I share experiences with them? Would they go to battle for me?



There was an abundance of symbolism in the ceremony. To communicate the change in command, the battalion flag was handed from the outgoing commander to the Brigade Commander. The Brigade Commander then handed it to the new Battalion Commander. This symbolized to everyone that the command had changed and the incoming Lieutenant Colonel was now in command. Again, I had to ask myself, do I communicate changes in authority effectively? Do I communicate the organizational structure to all?

The strategic goal given to the new commander was clear: "Lead the battalion to support the warfighter."



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The goal was simple and understandable; it didn't have a lot of words like "global leader," "provide diverse services," "stay relevant in tomorrow's world," or other motherhood and business speak. So I started asking myself, are our company goals simple? Are they clear? Are they understood by all?

The last lesson was dedication. The ceremony included approximately 50 troops marching in formation for over 2 hours, including rehearsal. It was a hot summer day, 90 degrees, full sunshine, and high humidity. After the ceremony, I asked one of the soldiers how hot it was standing and marching. She smiled and said, "Not really that hot, sir." Wow! We were all complaining in the shade after 30 minutes, but she was fine marching in the heat for 2 hours! She went on to tell me she served tours in Iraq and Afghanistan and anything under 100 degrees is not hot. When the Army song was played, everyone, including the attending General, sang loud and proud. Am I that dedicated to the mission of our company? Are our people? Would our people sing our "company song" loud and proud?

You might want to think about your leadership style. I think we can learn something from the military. As we just celebrated Memorial Day, I want to shout out a large THANK YOU to every current and retired serviceman and woman! Your leadership and dedication is inspirational!

*For where e'er we go,  
You will always know,  
That the Army goes Rolling Along*



## 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 locally. MFG DAY 2016 is on October 7, but NOW is the time to make your decision to host an open house. Watch this short [video](#) to see the impact that MFG Day made on students' views about careers in manufacturing. [Contact Kayla](#) to learn more about participating.

We still have a few tee times available for the summer **golf outing** on July 9. This always-popular outing benefits the DRMA Foundation, which pays all our expenses related to growing the manufacturing worker pipeline. Will you consider supporting this cause by **buying a tee/green sponsor sign for \$200?** These sponsorships provide the proceeds for the Foundation. You benefit by getting more exposure for your company and the industry benefits by being able to do more career awareness outreach. And remember you can come to the dinner even if you don't golf! [Email Shay](#) for more information.



Members love our **MFG Mixes!** We have one coming up on July 31, hosted by member Day Air Credit Union in Kettering. Held from 5 to 7 p.m., you can drop in and drop out. Have a FREE beverage, light snacks, and connect with your DRMA peers. And, oh by the way, we'll introduce you around if you don't know anyone. [Register here.](#)

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 16 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.

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 NEW 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 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. The program is only \$375 (that's \$20 off the street price) and includes breakfast, lunch, snacks, and course materials. Space is limited to 35 participants, so email [Shay](#) today to reserve your space. Preference is given to those 40 and younger.

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 gearing up to deploy our **Employee Wage & Benefits Survey** in August, done in partnership with Manpower. This survey will take a couple of hours of your time, but it's worth it. It provides you with the information you need to stay competitive in attracting and retaining employees. If you participate, you get the results at no charge!

You know that you can get a HUGE discount off your **workers' comp premium** by being part of a group. Do you know that you have to pay dues to the organization that sponsors the group? And since you already pay dues to DRMA, why not get a quote for the DRMA workers' comp group? [Contact Shay](#) who will connect you with CareWorksComp, the administrator of our group. They will get you a no-obligation quote.

Attention **Associate members!** The main reason you are a member is to get in front of manufacturers, right? We have something new this year at AMTS, EXCLUSIVELY for Associate members: 6 PRIME LOCATION 10 x 10 booths have been placed in the Convention Center lobby. EVERY attendee will walk by, directly in front of your booth! Get details from [Shelley](#) today!

Heads up members in the **auto supply chain**: There are new cyber security guidelines coming. Stay tuned for more info.

Do you serve the **aerospace industry**? You might be interested in attending the Aerospace Evolution Conference on Friday, June 22, held at UD's River Campus. Presented by the State of Ohio, the U.S. Commercial Services and various other connected organizations, the **Aerospace Evolution Conference** will present the industry's leaders to share best practices, global opportunities, trends, latest technology, and introduce new resource partners. The information will help strengthen your business and provide new opportunities and market diversification. [Learn more here.](#)

Just received information about an event for small manufacturers who are in/want to get into the **Department of Defense supply chain**. It's on July 10 in Toledo. [Click here to learn more.](#)

Some notes about **workforce and growing the manufacturing workforce pipeline**:

- ) URGENT! Need volunteers for JUST 2 HOURS to help (not lead!) a couple of manufacturing activities at a summer camp the week of June 25. PLEASE let [me](#) know if you can help!
- ) Hire a young person for 8 weeks this summer to expose them to careers in manufacturing through Montgomery County's YouthWorks program. [Contact Kayla.](#)
- ) Here's something I've learned recently: You can get "match made" with people being downsized/laid off through your county's public workforce system if you post your jobs on the OhioMeansJobs website. [Click here](#) to learn more.

Involvement vs. **engagement**. DRMA and many other business associations across the country are realizing there is a major difference between the two. Involvement (yes, we depend on involved volunteers) is not the ONLY way for you to get value from your membership. In fact, across all associations, only about 25% of members attend their associations' events. It's really all about ENGAGEMENT. Engagement comes in many forms, from attending events,

to participating in our wage and top issues surveys, to reading and responding to business lead emails, to hosting an open house on MFG Day, etc. etc. We now ask you to get ENGAGED . . . which is truly how you get bang for your DRMA dues buck!

Thanks for choosing to be a member!



**Become A Sponsor!**

Follow DRMA!  
Stay in the know!

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

## Member Events

### Summer Golf Outing – July 9

The 2018 DRMA Summer Golf Outing is just around the corner! The event will be taking place on Monday, July 9, at Walnut Grove Country Club. The outing will be a scramble format with double shot gun starts at 7:30 a.m. and 1:00 p.m. Payment is required with registrations to secure both the tee time slot and reservation for dinner. Cocktails (cash bar) begin at 6 p.m. in the clubhouse followed by dinner at 7. Join us for the festivities, even if you aren't playing golf! Contact the DRMA office at 937-949-4000 or email [Shay](#) for more information on registrations and sponsorship opportunities.

*Net proceeds from the outing will be contributed to the DRMA Foundation, a 501(c)3 organization. You should consult your professional income tax advisor to determine the amount which may be deductible as a business expense or a charitable contribution.*

### Meet Your Peers at the Next MFG Mix – July 31

Do you enjoy the cocktail hour at DRMA evening events? Then you'll love the MFG Mix, a casual, open house style gathering of DRMA members, designed with manufacturers in mind. Drop in and say hi to old friends and meet some new business colleagues in an environment that is friendly and welcoming. Think you won't know anyone? Not to worry . . . we'll connect you with someone who will introduce you to people you want to meet. You'll enjoy hors d'oeuvres and a complimentary bar while you meet up with your DRMA peers to share best practices, solve problems, and find new avenues for business growth.

Join us at the next Mix hosted by Day Air Credit Union on Tuesday, July 31, from 5 to 7 p.m. Day Air's sole reason of existence is to improve your financial well being; isn't that what you want from your financial partner?

Date/time: Tuesday, July 31, 5 – 7 p.m.  
Place: Day Air Credit Union, 3501 Wilmington Pike, Kettering 45429  
Cost: \$10 for members, \$20 for non-members



[Click here](#) to register.

## 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



### Ohio Valley Chapter

### Supporting Sponsors



## DRMA Calendar of Events

July 31	MFG Mix - Day Air Credit Union, Kettering, <a href="#">register here.</a>
August 7	Additive Manufacturing Meet Up - Dayton, <a href="#">register here</a>
August 8	Safety Meet Up - Dayton, <a href="#">register here</a>
August 14	Young Professionals Meet Up – Dayton, <a href="#">register here</a>
August 16	Meet & Greet with Congressman Warren Davidson, <a href="#">register here</a>
August 21	Operations Meet Up, <a href="#">register here</a>
August 22	YP Professional Development: Leadership Essentials
August 24	Workforce/HR Meet Up – Dayton, <a href="#">register here</a>
August 29	Project Management Meet Up – Dayton, <a href="#">register here</a>



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

## News You Need

### Thanks for Another Great Golf Championship!



Thanks to the 72 golfers who came to play at the DRMA Golf Championship presented by Conger Construction on Monday, May 21, at Troy Country Club.

A special thank you goes out to Minster Bank who was the cash prize sponsor for the event, as well as FASTLANE and Hohman Plating who sponsored lunch for the day. Congratulations to Geoff Newmann from Conger Construction for winning Low Gross, Branton Hoblit from Garber Electric for winning Bankers Handicap and Pete Shinaman from Advanced Machinery for winning Low Net.

All proceeds benefit the DRMA Foundation and its efforts to develop and retain a skilled workforce for the advanced manufacturing industry. We hope to see you all again next year!

### Pro Trade Show Tips to Fuel Exhibitor Success

*AMTS Returns to the Dayton Convention Center October 17-18*

We know exhibiting at a trade show is an investment of time and money, and you deserve a rewarding return on investment. At the [Advanced Manufacturing and Technology Show](#) (AMTS), we're here to help you make the most of that investment with a few things we've learned along the way. These tips will improve your show success and help fuel your bottom line. Here's one to get you started:

Truly interested prospects generally don't mind providing their contact information. Even more, following up with them after the show (instead of waiting for them to contact you) can be an influencing factor when they're choosing one vendor over another. So, to lower costs while really identifying who qualified prospects are, keep your literature handouts to a minimum. Then ask for your prospects' email addresses while offering to send them the information they'll need. They won't have to carry more stuff around the show, you'll be building your contact list, and you'll gain a meaningful reason to touch base with them after the show.

Looking for more tradeshow tips? Check out the following advice on our [Marketing Page](#):

- |  |                          |
|--|--------------------------|
| Tip #1 Contact Early                       | Tip #6 Stay Relevant     |
| Tip #2 Repetition. Repetition. Repetition. | Tip #7 Switch It Up      |
| Tip #3 Give Them a Reason                  | Tip #8 Capture Leads     |
| Tip #4 Promote and Emote                   | Tip #9 Position Yourself |
| Tip #5 Sparkle and Shine                   | Tip #10 Follow Up        |

This year, AMTS is elevating its own game to bring you the most rewarding, engaging show experience yet. In addition to the thousands of qualified customers you could meet, you'll enjoy live technology demonstrations, revamped workshops, and an opt-in Happy Hour with good food, craft beer, and fun entertainment.

**REMINDER For DRMA Associate Members:** For 2018, several 10'x10' exhibit booths have been added to the Show's entrance in the main lobby area. This space guarantees you'll be seen by every attendee on their way into the show and on their way out! And with attractive pricing, these spaces won't last long.

**Exhibitor sign-ups are in full swing! For more information on these or any other exhibit spaces, [click here](#) to email Shelley Baker, or call (937) 949-4004.**



## Retain Your Emerging Talent through Professional Development

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 NEW program 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 one of their most popular programs exclusively 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.

In this high-energy and interactive program, participants will be taking part in a DiSC self-assessment, group discussions, and activities that will help them identify their strengths and opportunities. As organizations tend to do more with less, the power and performance of the team plays a larger role than ever before in the overall success of the organization. Leading, managing, and being part of a team takes knowledge and skill. Participants will identify the stages of team development and will learn how to accelerate their team's performance in the future.

This program will help participants:

- ) Identify the strengths, opportunities, and impact of different leadership styles
- ) Develop a plan to work more effectively with others possessing different styles
- ) Understand the four stages of team development and tactics to accelerate teams into performing at a higher level than they would as individual contributors

The program is only \$375 for DRMA members (a discounted price!) and includes breakfast, lunch, snacks, DiSC assessment, and course materials. Space is limited to 35 participants, with preference given to those 40 and younger. [Email Shay](#) today to reserve space for your employees!

## Sponsorships available for the Summer Golf Outing in July

NOW SEEKING golf outing sponsors! You get your company's brand in front of over 200 golfers AND your sponsorship benefits the DRMA Foundation and its efforts to develop and retain a skilled workforce for the manufacturing industry. Unlimited tee and green sponsorships are available for our Summer Golf Outing on July 9 at Walnut Grove Country Club. For \$200, a sign with your company's name will be placed at a tee or green, and your company will be recognized in signage at the dinner and in the DRMA newsletter. Also available are sponsorships for Par 3 and Straightest Drive games at the outing. Sponsorships help you promote your company AND help boost proceeds from the outing. Contact Shay at (937) 949-4000 or [SKnoll@DaytonRMA.org](mailto:SKnoll@DaytonRMA.org) for more information.

## New! Project Management Meet Up

DRMA and the Project Management Institute Dayton Chapter are teaming up to offer a Meet Up for those in manufacturing who are responsible for any aspect of coordinating and managing projects or programs with engineering or manufacturing content. Topics of discussion will include project lessons learned, best practices, streamlining engineering-to-manufacturing release processes, tools, techniques, methods and other areas of interest about managing projects within your company. The first meet up will be held on August 29 from 7:30 to 8:30 a.m., at the Montgomery County Business Solutions Center, exclusively for members of either DRMA or PMI Dayton Chapter. Attendance is FREE, but [registration](#) is required.

### *About the Project Management Institute*

PMI is the leading not-for-profit professional membership association for the project management profession. Its professional resources and research deliver value for more than 2.9 million professionals working in nearly every country in the world to enhance their careers, improve organizational success and further mature the profession. Its worldwide advocacy for project management is reinforced by their globally recognized standards, certification program, extensive academic and market research programs, chapters, and our volunteer and professional development opportunities. For more information about PMI Dayton Chapter, visit <http://daytonpmi.org>.

## Wage and Benefits Survey: It's Free, When You Participate!

Don't miss out on getting the DRMA/Manpower's 2018 Wage and Benefits Survey results for free – all you have to do is participate! Watch your email for the invitation in the beginning of August. The final report results will be published in October.

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 the companies' industries and regions. And that's exactly what the DRMA/Manpower Wage and Benefits Survey provides.

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 strategies
- ) Retention statistics

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

## A Message from GRC – Opportunities for Government Engagement

*Submitted Mary Miller, FASTLANE, Government Relations Committee*

The GRC is a very active committee. Sometimes it's hard to keep up! But thankfully we have this newsletter to help you do just that. If you have attended the recent GRC meet-ups thank you and please let us know who else you'd like to meet-up with. If you weren't able to attend a GRC meet-up, a snippet of what you missed is below.

The first meet-up was with Rick Perales, Republican State Representative for the 73rd district which is part of Greene County including Wright Patterson Airforce Base. Perales brought up a House Bill that is likely to be of interest to you. It is House Bill 551. This bill is to help both the construction and manufacturing industries with the current workforce shortage issue and provide youth with more career opportunities. This bill is to amend sections 4109.05 and 4109.99 and to enact section 4109.22 of the Revised Code regarding hazardous occupations prohibited for minors and providing training to certain minors employed in a construction or manufacturing occupation. This would allow 16 and 17 year olds to work in manufacturing even if they are not participating in a career-technical, STEM program or state-recognized pre-apprenticeship program [[Ohio Revised Code 4109.06 \(a2\)](#)]. To read more [click here](#), scroll down to "Bills Primary Sponsor" to find HB 551. Another bill of note is HB 405. This is related to counterfeiting laws, theft and forgery. This bill affects the opioid problem because many of the opioids are purchased with counterfeit bills according to Perales.



Another recent GRC meetup was with Mike DeWine and Jon Husted. Mike DeWine is the current Ohio Attorney



General and is the Republican candidate for Governor of Ohio. Jon Husted currently serves as Ohio's Secretary of State and is a Republican candidate for Lt Governor of Ohio running with DeWine. Both Husted and DeWine discussed workforce issues and the need for more workers. Husted focused on the change in direction of having more job openings than people to fill them, and DeWine discussed how the opioid and drug issues facing Ohio play a role in workforce issues. They both discussed, if elected, their intention to educate kids on options to work in manufacturing and to eliminate the misconception that the only option after high school is to go to a 4-year college. In addition, Husted and DeWine mentioned their local ties to the region and understanding of our community's unique issues. Husted in

particular discussed his early career in economic development and indicated he will continue that commitment to Dayton if he is elected Lt Governor. They both mentioned seeing a lot of "friendly faces" among the DRMA members at this event.

During both meet-ups DRMA members in turn informed DeWine/Husted/Perales of local efforts related to Manufacturing Day and the success our region is getting in bringing kids into manufacturing plants and making the case to them and their parents that there are good jobs in manufacturing right here in our region.

Lastly the GRC is also staying up to date on Tariffs and Section 232. Maybe these words give you heartburn like they do me. In a recent article from the *American Metal Market*, about the decision on Canada, Mexico, and the EU that went in effect June 1<sup>st</sup>, state that "the tariffs will not likely have an immediate effect on price but it is more than likely that prices will rise in the short term possibly sharply. Due to this it is possible that metal consumers could find themselves steel short."

## Electronics Recycling for Small Businesses in Montgomery County

Don't know what to do with those old printers and computer monitors? The Montgomery County Solid Waste District can help your business properly dispose of things like computers, monitors, printers, scanners, copiers, phones, fax machines, servers, circuit boards, TVs, laptops, cell phones, VCRs, keyboards and mice free of charge. The last Wednesday of each month from 8am-4pm, businesses with fewer than 200 employees can bring their electronics to Montgomery County Solid Waste Transfer Station, 2550 Sandridge Drive, Moraine 45439, to drop them off. Be prepared to provide the business name, business address and the type of electronics being dropped off. If you any questions, please call (937) 225-4999. For additional information about recycling electronics, check out the [Goodwill Computer Recycling Program](#).

## Department of Defense - Small Business Manufacturers Outreach Event in Toledo

Learn how your manufacturing and re-engineering capabilities may fit into the supply chains of three Department of Defense (DoD) agencies.

- ) AFMC conducts research, development, test and evaluation, and provides acquisition management services and logistics support necessary to keep Air Force weapon systems ready for war.
- ) As a major subordinate command of Army Materiel Command, TACOM manages the Army's ground and support systems materiel enterprise and the Army's related organic industrial capabilities.
- ) DLA Land and Maritime manages the supply chain for ground-based and maritime weapons systems repair parts, small arms parts and fluid-handling systems.

Morning presentations will address topics such as diminishing manufacturing sources and material shortages (DMS/MS), the source approval process, use of other transaction authority and the Small Business Innovative Research/Small Business Technology Transfer (SBIR/STTR) Program related to manufacturing. Breakout sessions

and one-on-one meeting opportunities will be available in the afternoon. Engage with agency representatives and DoD prime contractors, as well as partner organizations such as the Procurement Technical Assistance Program (PTAP), the Small Business Administration (SBA) and a Small Business Development Center (SBDC).

Brief one-on-one “matchmaking” meetings will be available with representatives from organizations such as the Tank Automotive Research Development & Engineering Center (TARDEC), DLA Source Approval Request/Alternate Offers, Air Force Sustainment Center (AFSC) Strategic Alternate Sourcing Program Office, Air Force Research Laboratory (AFRL), Oshkosh Defense, BAE Systems Platforms & Services and General Atomics.

Date & Time: July 10, 8:00 a.m. – 4:00 p.m.

Location: University of Toledo Nitschke Auditorium, 1510 N Westwood Ave, Toledo 43606

Registration: Space is limited and **registration is required** for all participants. Reservations are accepted on a first come, first serve basis. **Registration opens now open and closes on July 3.** [Click here](#) to register and [click here](#) for the draft agenda

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## Membership ROI... DRMA 101

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

### Manufacturer Sessions

Tuesday, August 7, 7:30-8:30 a.m., Panera Bread – Troy

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, May 23 & August 29 and Tuesday, September 25 - 4:30-5:30 p.m., Franco’s – Downtown Dayton

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## Advertising on the DRMA Website

Promote your company by advertising on the DRMA website ([www.DaytonRMA.org](http://www.DaytonRMA.org)). We have an immediate opening for home page advertising. The website is “information central” – the preferred information source for the manufacturing community in the greater Dayton region, DRMA member companies, customers, buyers, organizations, legislators, and other industry stakeholders. Site hits are averaging 2,200 per month. This advertising opportunity is offered exclusively to members of DRMA. Contact Shay Knoll ([sknoll@daytonrma.org](mailto:sknoll@daytonrma.org)) or 937-949-4000 for further details.

## Know a Young Professional?

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

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## Legally Speaking

### OSHA “HOT” Over Heat Stress

*Submitted by Bob Dunlevey of Taft Law*

With summer here, heat stress issues can rear their ugly head – not only on outdoor worksites but also in production facilities. Don’t be caught ill-prepared for an incident and a subsequent visit by OSHA – **establish your heat stress program today**. Simply telling your employees that it is a hot day and they should take breaks when they need to and drink as much water as necessary will not meet OSHA’s expectations and could very easily result in a citation.



Now @ Taft Law  
(937) 641-1743

The risk of heat stress depends upon many factors related to the individual employee and this makes the challenge of making a safe workplace for all even more challenging. Those risk factors include the employee’s physical condition, the temperature and humidity, clothing worn, the pace of work and how strenuous it may be, exposure to sun and environmental conditions such as air movement.

**OSHA expects more** from employers than merely offering water, rest and shade – additional steps to address heat in the workplace need to be taken. OSHA also insists upon: (1) implementing an “acclimatization program” for new employees and those returning from extended time away, such as vacations or leaves of absence; (2) implementing a work/rest schedule; and (3) even providing a climate controlled area for cool down. For those employers utilizing temporary employees, there is a greater risk of heat-related illness and OSHA would urge greater care in adopting an acclimatization program for them.

) Your heat stress program can have many **components**, including:

#### TRAINING

- ) Hazards of stress
- ) Responsibility to avoid heat stress
- ) Recognition of danger signs/symptoms because employees may not recognize their own
- ) First aid procedure
- ) Effects of certain medications in hot environment

#### PERSONAL PROTECTIVE CLOTHING/EQUIPMENT

- ) Light summer clothing allowing free movement and sweat evaporation
- ) Loosely worn reflective clothing to deflect heat
- ) Hats and helmets
- ) Cooling vest and wetted clothing for special circumstances
- ) Fans

#### ADMINISTRATIVE/ENGINEERING CONTROLS

- ) Assess the demands of all jobs and have monitoring and control strategies in place for hot days and hot workplaces
- ) Schedule hot jobs for cooler parts of the day
- ) Reduce physical demands
- ) Permit employees to take intermittent rest breaks with water breaks and use relief workers
- ) Have air conditioning and shaded areas available for breaks/rest periods with ice available
- ) Increase air movement
- ) Exhaust hot air and steam

#### HEALTH SCREENING/ACCLIMATIZATION

- ) Let employees get used to hot working conditions by using a staggered approach over several days, such as beginning work with 50% of the normal workload and time spent in the hot environment and then generally increase it over five days

- ) Make employees aware that certain medications, such as Diuretics, anti-hypertensives (blood pressure), anti-cholinergics (pulmonary disease – COPD), and alcohol abuse, can exacerbate problems.

OSHA is also inclined to cite an employer if prompt remedial action is not taken when an employee falls victim to heat stress. Establish specific **procedures for heat-related emergencies** and provisions for First Aid when symptoms appear. Remember, employees may resist First Aid because of the confusion caused by their heat stress. So, training on the signs and symptoms is also encouraged.

Just recently, I made oral argument before the OSHA Review Commission in Washington, D.C. regarding a heat stress fatality. Assisting me in presenting my case was the U.S. Chamber of Commerce, the National Roofing Contractors Association, and the U.S. Postal Service, among others. This ruling will have great significance for employers. Watch for further information when the decision is announced.

If you need legal assistance in your business affairs, use your Legal Services Plan and contact **Bob Dunlevey**, now at **Taft/Law** (937) 641-1743. For more information about **Taft/Law**, visit [www.taftlaw.com](http://www.taftlaw.com). more details.

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## 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.

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## Growing the Workforce Pipeline

### **Clark State to Launch a Manufacturing Technology Management Baccalaureate Degree**

Clark State Community College has received official approval from the Ohio Department of High Education (ODHE) for its first applied baccalaureate degree. The four year degree in Manufacturing Technology Management will be available to students beginning in the spring semester of 2019.

"It's an opportunity to provide higher education for an industry that is so important to our region's economic health," said Dr. Jo Alice Blondin, president of Clark State. "Additionally, incumbent workers can now have access to a bachelor's degree that brings with it opportunities for advancement and higher level skill development. It's a win win for the employees and employers."

Blondin said an applied baccalaureate degree in Manufacturing Technology Management from Clark State will prepare incumbent workers in the manufacturing industry or those interested in pursuing a career in manufacturing to acquire both technical and supervisory skills that will result in a well paying job in the region.

The initial request to the ODHE for the four-year degree was deferred earlier this year.

"Clark State is appreciative of the Ohio Department of Higher Education's further review and analysis of our proposed program," said Blondin. "The additional time strengthened our application to ODHE. I am grateful for the hard work and leadership of Aimee Belanger Haas and Clark State faculty to bring this to fruition. Clark State continues to hear from our regional industry partners about their interest in this program and how they hope this program is available to train their workers."

In 2014, Clark State received a grant from the U.S. Department of Labor and U.S. Department of Education as part of the Trade Adjustment Assistance Community College and Career Training program totaling almost \$2.5 million to work with local manufacturers.

The success of the TAACCCT grant and the increased engagement with local employers has been the foundation for establishing the applied bachelor's degree program. Clark State over 30 companies actively engaged in advisory meetings and ad hoc meetings pertaining to the applied bachelor's degree, company tours/visits with students, companies visiting classes to discuss employment opportunities.

Clark State applied to the ODHE for approval of the applied baccalaureate degree with support from local industry partners including: Bundy Baking Solutions, Cascade Engineering, Champion GSE, Hall Company, Heroux Devtek, Honda of America, McGregor Metalworks, MEVA Formworks, SEEPEX, Tech II, TJAR Innovations, UTC, Valco

Industries, Yamada North America, The Chamber of Greater Springfield, Champion Economic Partnership, Dayton Regional Manufacturers Association, Ohio Hi Point Career Center and Springfield Clark Career Technology Center.

“Cascade Corporation has supported Clark State in this endeavor since the launch, and eagerly awaits graduates who have the technical skills that manufacturing organizations seek,” said Darlene Carpenter, human resources manager of the Cascade Corporation. “I, along with other engineering and technical professionals in the area, have dedicated our time, knowledge and expertise to developing the curriculum and providing whatever resources are needed. We are confident that this is the solution to the technical skills gap in our community.”

Clark State increased from training fewer than 20 students annually in 2013 to training 386 students in 2017. The degree in Manufacturing Technology Management complements Clark State’s existing certificates and associate degrees and will be the first four year degree offered by Clark State. The College may add additional applied bachelor’s degree options in the future, as deemed needed and viable by the local community and industries.

“Clark State is blessed to work with employers and community partners that share our passion for lifelong learning,” said Aimee Belanger Haas, dean of business and applied technologies for Clark State. “We look forward to the continued relationship as we develop the program.”

#### *About Clark State Community College*

Founded in 1962, Clark State Community College has campuses in Springfield, Beavercreek and Bellefontaine, Ohio. Clark State offers the latest degree and certificate options in more than 125 professional fields. The total economic impact of Clark State on Champaign, Clark, Greene and Logan Counties reached approximately \$161 million in 2016. Registration is open year round, and financial aid is available for those who qualify. The next academic term begins June 11, 2018. The Career You Want. The Degree You Need.

## Career Adventures Camp

On June 11, DRMA partnered with the Dayton Metro Library for their Career Adventures Camp. A group of rising 7<sup>th</sup> and 8<sup>th</sup> graders spent the day learning about the career opportunities available in manufacturing.

DRMA sends a huge thank you to GEMCITY Engineering and Bastech for hosting facility tours. We’d also like to thank Don Clouser, Champion Companies, for getting the kids excited about the manufacturing industry!

To learn more about how your company can help grow the workforce pipeline, contact [Kayla](#).



## Recruit Workers Being Laid Off or Downsized

We’ve learned from our connections at Montgomery County/Ohio Means Jobs that they, and every other county, match workers being laid off or downsized with companies who post their jobs on the [Ohio Means Jobs](#) website. To get your opportunity to grab these folks, you need to use the website. It has a ton of resources available to companies looking to hire – you can post open positions, search resumes, connect with recently laid off workers, and more.

If you find the website a bit overwhelming, you’re not alone. Look for the red cardinal on the employers home page – this will direct you to a quick tutorial on using the site. We also highly encourage you to reach out to your county’s Ohio Means Jobs office for additional recruiting assistance. Your tax dollars are paying for these services, so why not use them?



## 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](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.

### 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.*

## Seeking Sponsors for Power Lunch Giveaways

Through a collaborative effort with the Montgomery County ESC and FASTLANE, DRMA is taking our career message right into area middle and high schools! We set up a table-top exhibit during students' lunch time and other special events, and we talk one-on-one with students about the great careers our region's manufacturing industry offers. We've already held 12 events in 2018!

In order to keep manufacturing in their minds, we give away a "trinket" to students with whom we interact. For high school students, it's a cell phone wallet. We are seeking sponsors for the next purchase of these wallets. With your sponsorship of \$400, we can buy 250 wallets on which your name will be imprinted.

Are you interested in helping promote your company and careers in manufacturing to high school students? Contact [Kayla](#).



## Kudos to Members Growing the Workforce Pipeline

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

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>)] For hosting Career Adventures Camp tours – June 11</li> <li>o GEMCITY Engineering</li> <li>o Bastech</li> </ul> | <ul style="list-style-type: none"> <li>)] For chaperoning Career Adventures Camp tours – June 11</li> <li>o Don Clouser, Champion Companies</li> </ul> |
|---|--|

Every one of these efforts helps to raise the awareness of the great careers in our industry, resulting in a bigger pool of quality candidates for you to hire. If you would like to help, contact [Kayla](#).

## Safety

### Update from DRMA's Workers Comp Group Administrator

*Submitted by Julia Hall of CareWorksComp*

There are several noteworthy things taking place right now and over the next few months in workers' comp. As mentioned in last month's newsletter, many BWC discount program deadlines are coming up at the end of May, and those dates are listed here. Equally important is the bi-annual **Open Enrollment** to choose your Managed Care Organization (MCO), and also big news from BWC about another potential dividend credit to be given to eligible employers beginning this summer.

Important dates and upcoming deadlines:

#### June 21, 2018 –

- )] Due date for the first installment for PY 2018! *(Please note this was recently updated by BWC.)*

#### June 30, 2018

- )] Early Payment Discount due date (employer must pay *full* PY 2018 estimated annual premium in order to receive this discount.)
- )] Deadline to complete Safety Council participation requirements for PY 2017.
- )] Deadline to complete ISSP loss-prevention activities for PY 2017.
- )] Deadline to complete the ISPP on-site consultation survey (form SH-29) for PY 2017.

**MCO Open Enrollment:** In Ohio we sometimes refer to workers' compensation being a "three-legged stool." One of the legs is the Ohio BWC, the second leg is your third party administrator (TPA) like CareWorksComp, and the last leg is your chosen Managed Care Organization (MCO). Every other year during the month of May, an Open Enrollment takes place for Managed Care Organizations. This is the only time as an employer that you're permitted to

change your MCO. In order for your company to retain CareWorks MCO, **you do not have to do anything**. However if you currently utilize an MCO other than CareWorks, don't miss your chance to enroll with Ohio's most selected MCO - experience matters! Open Enrollment closes on May 25 and an MCO Selection Form is attached.

One of the many benefits of using CareWorks MCO is the interactive claims portal, which now features the ability for employers to stay up to date with what's happening on your claims via customized push notifications sent to your desktop, tablet, or mobile device. The portal also gives you the ability to:

- ✓ Use real-time online injury reporting
- ✓ Perform provider searches
- ✓ Utilize a suite of online tools, 24 hours a day
- ✓ Receive customized reports

Being aligned with CareWorks MCO and CareWorksComp TPA helps us as a team provide you with best in class comprehensive workers' comp services. If there is anything you want to know about the Open Enrollment process, please ask us!

## 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

- J 6/19-6/22 2018 – OSHA 521 OSHA Guide to Industrial Hygiene, 8am-5pm, Middleburg Heights, Ohio
- J 6/26-6/29 2018 – OSHA 3115 EM385 Fall Protection with EM 385 requirements, 8am-5pm, Indianapolis, Indiana
- J 7/9-7/12 2018 – OSHA 521 OSHA Guide to Industrial Hygiene, 8am-5pm, Springboro, Ohio
- J 7/10-7/13 2018 – OSHA 5600 Disaster Site Worker Trainer Course, 8am-5pm, Columbus, Ohio
- J 7/10-7/13 2018- OSHA 2255 Principles of Ergonomics, 8am-5pm, Columbus, Ohio
- J 7/30/18-8/2 2018- OSHA 2045 Machinery and Machine Guarding Standards, 8am-5pm, Springboro, Ohio
- J 7/31/2018 – OSHA 7845 Recordkeeping Rule Seminar, 8am-2pm, Indianapolis, Indiana

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

## OSHA 10-Hour Compliance Course for only \$99!

Safety Management Services, Inc., will be conducting an OSHA 10-Hour General Industry Compliance Course at the Business Solutions Center on July 12 and 13 from 8 a.m. to 3 p.m. each day. Co-hosted by the Dayton Area Chamber of Commerce and the Montgomery County Business Solutions Center, an OSHA-authorized instructor will conduct the course, which will cover topics designed to help businesses meet OSHA standards. Fundamental OSHA standards for general industry as well as OSHA policies and procedures will be covered. The cost is \$79 for Dayton Chamber members and \$99 for non-members. Learn more [here](#).

## Dayton Area Safety Council

- J Safety Council Information Session – FREE information session, June 20, 7:30 - 9:00 a.m., open to all current and prospective members of the Dayton Area Safety Council, [register here](#).
- J Safety Breakfast with the Experts - At this annual update, OSHA will discuss how it makes decisions on inspections and how its compliance officers are instructed to conduct them. June 21, 7:30 - 9:00 a.m., [register here](#)

## All About Members

### **Congrats!**

- ) Kudos to member **Invotec Engineering** for expanding their operation to Minnesota.
- ) Shout out to Ed Chan, **Global Graphene Group**, for the nice article in the 5/27 edition of the *Dayton Daily News*.
- ) Nice article in the 6/8 issue of the *Dayton Business Journal* about member **Henny Penny** on their employee growth strategy!
- ) Congratulations to Joe Zehenny from member **DRT Mfg. Co.** on being elected chairman of the board for member **Goodwill Easter Seals Miami Valley**.

[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](mailto:info@daytonrma.org).]

### **Welcome New Members**

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

#### Manufacturer Members

**C & B Machinery** – 3000 E. Sharon Rd., Cincinnati, OH 45241 (248) 264-9800

*C & B Machinery specializes in the design and build of production Double Disc Grinders, Verticle Spindle Grinders, Micro-finishing Grinders and Special Application Grinders*

**Integrimark** – 7990 Sodom Ballou Rd., Fletcher, OH 45326 (937) 368-3100

*We imprint on parts and products with a wide range of marking and decorating services including pad printing, laser marking, laser cutting, screen printing and hot stamping*

**US Chrome Corp of Ohio** – 107 Westboro St., Dayton, OH (937) 224-5695

*Hard chrome specialists serving all industries, including aerospace, with most prime approvals*

#### Affiliate Members

**Autoworks** – 85 Tall Oaks Dr., Middletown, OH 45044 (513) 394-8510

*We provide full service electrical design, safety design, PLC and HMI programming for factory automated equipment service upgrades to PLC's, HMI's, drives and servos.*

#### Associate Members

**USI Midwest Insurance** – 10100 Innovation Dr., Dayton, OH 45302 (937) 913-1316

*What distinguishes USI as a premier middle market insurance brokerage and consulting firm is the USI One Advantage, a game-changing value proposition that delivers clients a robust set of solutions with bottom-line financial impact.*

## Community Seminars & Events

### **Clark, Schaefer, Hackett & Co., CPAs and Advisors**

Worried About Tariffs? Understanding Foreign Trade Zones – FREE program, June 21, 8:00 to 10:00 a.m., [register here](#).

### **Sinclair Workforce Development**

Lean Coffee Talks – Dayton, Ohio August 8, October 10, and December 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, [register here](#)