

Leadership Messages

Chairman's Connections
I've Been Thinking

Member Events

January Member Event
DRMA Calendar of Events

News You Need

Retain Your Emerging Talent through
Professional Development
Know a Young Professional?
Wage/Benefit Survey Report Available
2018 Annual Meeting Recap
Seeking Sponsors – Beaulieu Event
Calling All YPs!
Membership ROI – DRMA 101

Growing the Workforce Pipeline

DRMA is Inspiring Your Future Workforce
Clark State Announces New Manufacturing
Scholarship and Sweet Advanced
Manufacturing Center
Seeking Sponsors for Power Lunches
Eastco Enterprises Can Help You Find
Employees
Kudos to Members Growing the Workforce
Pipeline

Safety

Update from WComp Group TPA
Dayton Area Safety Council

All About Members

Congrats
Welcome New Members

Community Seminars & Events

Chairman's Connections

By Jim Zahora, Chairman of the Board

A Sound of Music

A gigantic honor! Serving as your chairman for the past year has truly been an honor and a year I will never forget. The DRMA is a fantastic association and will continue to grow and serve you better. I would like to thank all members for their continued support and volunteering during the past year. A big thanks to all the committee members and the committee chairman. A special thanks to our tremendous Board members –so talented and engaging! Lastly, an enormous thanks to the DRMA staff who are the glue that keeps everything together.



At the risk of causing Rogers and Hammerstein to roll over in their graves, I leave you with some lyrical thoughts from the greatest musical of all time, The Sound of Music.

“My Favorite Things”

*Meet Ups with people and speeches with dinners,
Bright shiny metal and Step II beginners
Brown paper packages tied up with strings
These are a few of my favorite things*

*Crowded golf outings and fun Power Lunches
Mix-Ups and link ups
And New Member meetings
Wild ideas that brainstorming brings
These are a few of my favorite things*

*Strategic planning and fundraising actions
Financial statements with many transactions
Ad hoc committees in winters and springs
These are a few of my favorite things*

*When the part's bad
When the job's late
When I'm feeling sad
I simply remember my favorite things
And then I don't feel so bad*

“So Long, Farewell”

*The year is gone and so must be I
So long, farewell, auf Wiedersehen, goodbye
Goodbye, goodbye, goodbye*




**Goldshot,
Lamb &
Hobbs, Inc.**
Certified Public Accountants
Business Advisors
937.297.3400
Please visit
www.glhcpas.com
for more information
about our services

raise your **expectations**

Rely on our trusted advisors in
the manufacturing industry.



Taft/
www.taftlaw.com

CARR
INSURANCE AGENCY, INC.



PROVEST INC
MERGERS & ACQUISITIONS

Bob Hochwalt
Managing Partner
P: 937.271.9013
E: rhochwalt@provestinc.com

Aaron Delidow
Managing Partner
P: 937.232.7439
E: adelidow@provestinc.com

Helping business owners realize their dreams.
www.provestinc.com



QUALITY
TOOL
DESIGN
**pyramid
design inc.**
DIES, FIXTURES,
GAGES

I've Been Thinking . . .

By Angelia Erbaugh, President

You have a lot of choices when it comes to which organizations to support with both your time and money. We sincerely thank you for choosing to be a part of DRMA.

21 Manufacturer and Affiliate members submitted ballots during the voting period that culminated at last Thursday's annual meeting. We thank those members who voted and encourage those who did not to participate in future elections. The results are . . .

- Ratification of Brian Ault (Bruns General Contracting), Michele Mischler (MCM Sales Associates/Thomas Net), and John Mascheck (Clark, Schaefer, Hackett) to serve on the Board of Trustees – approved
- 2019 budget – approved
- By-laws changes – approved



In 2018, DRMA made significant progress in upholding our mission to strengthen member companies and to serve 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 programs that DRMA provides members have experienced great success over the past year. These successes include:

Growing the Workforce Pipeline – DRMA drove and supported 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. Programs included organizing national MFG Day locally, resulting in over 4,300 students from 64 schools and 5 home school groups attending 51 member open houses; conducting manufacturing summer camps with the City of Dayton and the Dayton Metro Library; conducting 9 Power Lunch displays and 8 career presentations at area schools, with support from FASTLANE and the MCESC; working with schools to include industry credentials in their programs; establishing this region's manufacturing workforce sector partnership in conjunction with OMA; serving on a number of advisory committees at area high schools and colleges; and collaborating with numerous organizations and schools to advocate for members' workforce needs.

Peer-to-Peer Connectivity – DRMA provided many ways for members to get connected and stay engaged with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions to foster a sense of mutual support among members. We held 11 member events, 45 Meet Ups, and 14 DRMA 101 sessions; held a professional development session for young professionals in our membership, and expanded our social media outreach to facilitate member-to-member communication.

Business and Economic Development – DRMA provided programming, industry-pertinent information, and connections with organizations to help members strengthen and grow their business. Successes include the Advanced Manufacturing Technology Show; the annual economic update featuring nationally-renowned economist Brian Beaulieu; the Wage & Benefit Survey; Legal Services, OSHA training, and Workers Comp discount programs; and sent 20 business lead emails, 12 e-newsletters, and 36 News Bits emails.

Advocacy – DRMA advocated with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders to advance the interests of our members and the industry, including: conducting the Top Issues Survey; connecting with organizations such as the Dayton Development Coalition, the Dayton Region Israel Trade Alliance, National Association of Manufacturers, Coalition for Prosperous America, the cities of Dayton and Springfield, and the European American Chamber of Commerce; and building relationships with office holders such as Congressmen Turner, Davidson, and Jordan, Ohio Representatives Antani and Perales, and the gubernatorial-elect team of DeWine and Husted.

Fundraising – In addition to member dues, DRMA diligently pursued sources of revenue to help fund DRMA activities, including conducting two golf outings. The Funding Committee, working with a consultant, designed and

soft-launched a fundraising campaign to solicit charitable donations for the DRMA Foundation from businesses, individuals, and philanthropic organizations with ties to manufacturing to help fund our workforce initiatives.

Membership – 29 Manufacturer, 4 Affiliate, and 16 Associate members were added in 2018; combined with a 94% Manufacturer retention rate and an overall 91% retention rate, total membership for 2018 is 423 member companies. More members = a stronger voice = stronger connections and more programs.

The leadership of DRMA (board, committees, and staff) is focused on increasing member value. ([Click here](#) for a detailed list of 2018 accomplishments.)

All this work would not be possible without the effort of 12 committees, sub-committees, and ad hocs with 100 dedicated volunteers. We are limited only by our volunteer horsepower. If you would like to get engaged, please [let me know](#).

Looking forward to an exciting 2019!



Member Events

January Member Event – January 17

[Register](#) today to attend the January member event. We'll be hearing from **University of Dayton football coach, Rick Chamberlin**. As a two time conference Coach of the Year winner and someone who currently has the third most wins in UD history, Coach Chamberlin knows it takes hard work to be successful. You'll hear Coach Chamberlin speak on using the word "W.O.R.K." to describe how to be successful. Member events are a great way to grow professionally, stay informed, and connect with your DRMA peers. And don't forget about the pre-meeting seminars to learn more valuable information. Remember your membership is corporate-wide, so bring your employees to the event!

Date: Thursday, January 17

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

Time: 4:30 – 5:30 Pre-event seminar: OSHA accident investigations – Bob Dunlevey, Taft Law

5:00 – 6:00 Networking and cash bar*

6:00 - Program

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

Menu: Chicken or Beef Entree

Attire: Business/business casual

Cost: \$45 for members, \$60 for non-members per person if registered by 1/14 (an upcharge will be added after deadline). Pre-meeting seminars only attendance is free.

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

Sponsored by:

Become A Sponsor!

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



Taft /



DRMA Calendar of Events

January 15	Operations Meet Up – TBD register here
January 17	Evening Member Event – Dayton, register here
January 17	Young Professionals Meet Up – Dayton, register here
January 22	Workforce/HR Meet Up – Dayton, register here
February 5	Additive Meet Up – Dayton, register here
February 13	Safety Meet Up - Dayton, register here
April 11	Economic Update with Brian Beaulieu – Dayton, register here



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

News You Need

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 is working with the University of Dayton's Center for Leadership to offer a series of their most popular programs exclusively for DRMA members throughout 2019. More details to come!

These courses will help participants:

- Recognize how leadership is key to their ability to succeed in challenging situations
- Identify their leadership strengths and areas for improvement
- Address how to handle some of the common challenges presented to new supervisors
- Learn a more clear, constructive approach to accountability
- And more!

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 Kayla](#).

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

2018 Annual Meeting: A Little Bit of Business and A Lot of Fun

The annual business meeting, held on December 6 at the Sinclair Conference Center, was both informative and fun. Attendees enjoyed beverages, hors d'oeuvres, and camaraderie with fellow DRMA members.

The almost 100 attendees from member companies heard an inspiring "My Favorite Things" speech by outgoing board chairman Jim Zahora (GEMCITY Engineering & Manufacturing), an introduction by incoming board chairman Don Clouser (Champion Companies), an overview of 2018 accomplishments with a peak of what's coming in 2019, and a review of ballot items, including the 2019 budget and changes to the by-laws.



2018 board chair Jim Zahora (right) accepting a recognition plaque from 2019 board chair Don Clouser (left).

Outgoing trustees Jim Bowman (Rack Processing), Brent Mackintosh (Mackintosh Tool Company) and Jay Moeller (RSM, LLC.) and were recognized and thanked for their service and dedication to the Association.



Jim Bowman



Brent Mackintosh



Jay Moeller

Incoming board candidates were introduced: Michelle Mischler (MCM Sales Associates), John Maschek (Clark, Schaefer, Hackett & Co.), and Brian Ault (Bruns General Contracting).



Michelle Mischler



John Maschek



Brian Ault

Among the attendees was a huge group of current and past trustees who are greatly appreciated for their leadership in making DRMA the one of the very best regional manufacturing trade associations in the entire country!

You won't want to miss the annual meeting in 2019 to be held in early December.

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 the DRMA office](#) 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 is a can't-miss DRMA event! [Visit our website](#) for ticket and registration information!

Calling All YPs! Join Us at Our January Member Event

Our January YP Meet Up will be held in conjunction with our Member Event with UD football coach Rick Chamberlin on January 17. Join us before the event, grab a drink, and chat with members of the DRMA Board. This is a great opportunity to learn more about DRMA and how you can get involved. We hope you will join us for both of these fun events! Click [here](#) to RSVP to the meet up, and [here](#) to register for the evening event.

Membership ROI... DRMA 101

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

Manufacturer Sessions

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

Affiliate/Associate Sessions:

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

Growing the Workforce Pipeline

DRMA Is Inspiring Your Future Workforce

DRMA has led the charge to increase the awareness of careers in manufacturing. We held a total of 19 power lunch and career events in 2018, with support from FASTLANE and the MCEC. Recently we visited Upper Valley Career Center for their Exploring Careers Day. Companies from around the region showed up to represent the manufacturing program, including several DRMA members! TE-CO, Crown Equipment, and Detailed Machining were on hand to talk about the careers available in the manufacturing industry. This is just a small part of how DRMA is addressing our members' workforce needs, and we can't do it without your support. We have a great group of volunteers but are always looking for more people to help spread the message. Contact [Kayla](#) to learn how you can get involved.



Clark State Announces New Manufacturing Scholarship and Sweet Advanced Manufacturing Center

The Clark State Foundation will begin offering a new scholarship opportunity to students majoring in manufacturing technologies thanks to Greg and Alicia Hupp of Springfield. The Greg and Alicia Sweet Hupp Scholarship will benefit two Clark State students annually.

Alicia Sweet Hupp, president and CEO of the Sweet Manufacturing Company, said the couple set up the scholarships to assist manufacturing technology students in pursuing a degree at Clark State.

“We wanted to do this to help students who have an interest in manufacturing technologies and also to be a solution to the current workforce issues being addressed in this community and communities nationwide,” said Sweet Hupp. “This is one thing we can do to provide students some of the skill sets that are needed in the manufacturing sector.”

The scholarships will cover tuition, fees, books and other course-related materials. Criteria include being a resident of Clark County and a major in a manufacturing-related field. Priority will be based on financial need, and students must maintain a GPA of 2.5 or higher. With the scholarship comes a possible internship opportunity with Sweet Manufacturing.

“The Springfield community is fortunate to have generous people like Greg and Alicia Hupp,” said Toni Overholser, director of the Clark State Foundation. “Their support has created opportunity for people in this region to improve their lives. The Greg and Alicia Sweet Hupp scholarship will not only provide financial support for students, but also valuable work experience through internship at Sweet Manufacturing. Their generous support will enrich the lives of our students for years to come.”

Seeking Sponsors for Power Lunch Give-Aways

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 did 19 of these in 2018 and already planning events for January!

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](#).

Eastco Enterprises Can Help You Find Employees

If your business is having a hard time finding reliable employees to provide the quality work you need done, you are fortunate. You are fortunate the business is doing well enough that you need more help to get all the work done. You are also fortunate there is a local company that has a solution to at least part of your problem.

Eastco Enterprises has a new downtown Dayton facility and is looking to solve problems for local manufacturers. We have drug screened and background checked employees ready to work. All we need work for these employees to do! Our services are free for the hiring companies. Contact Steve Cope at scope@eastway.org or 937-531-4195x4191 to learn more. You can also find us online [here](#). Let us help you get your work done!

Steve Cope will be at the January 22 Workforce/HR Meet Up to share more information about the great work that Easto is doing. We hope you can join us! To register, please click [here](#).

Kudos to Members Growing the Workforce Pipeline

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

- For participating in the Centerville High School Reverse Job Fair – November 20
 - Advanced Industrial Measurement Systems
 - AFC Tool
 - Dysinger
 - F&G Tool and Die
 - Rack Global Enterprises
 - RAM Precision
 - T&R Welding Systems
- For participating in the Upper Valley Career Center Exploring Careers Day – November 28
 - Crown Equipment
 - Detailed Machining
 - Sinclair Community College
 - TE-CO
- For participating in the Kettering Middle School Power Lunch – November 29
 - Matt Hoyng, FASTLANE
 - Sean Johnson, Jena Tool
 - Beth Graves, Prime Controls
 - Lucas Vickroy, Stillwater Technologies
- For speaking at Northridge High School’s senior seminar class – December 4
 - Jeff Perry, AFC Tool

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 Bowling of CareWorksComp

Upcoming Deadlines

- December 21, 2018 Premium installment due to Ohio BWC (for those of you who are on a semi-annual, quarterly, bi-monthly or a monthly installment payment plan with BWC)
- January 1, 2019 Deductible program application deadline date for 7/1/19 start date
- **January 23, 2019 Group Retrospective Enrollment deadline for 7/1/19 start date**
- January 31, 2019 Individual retro rating application deadline for 7/1/19 start date
- January 31, 2019 OCP program application deadline for 7/1/19 start date

Ohio BWC Offering Free, Informative Monthly Webinars

Conducted twice per month, the BWC offers free Webinars that last approximately 20 minutes. The topics of these informational webinars change monthly. You can also view past recorded webinars. Register for upcoming BWC webinars [here](#).

Lump Sum Settlements

A Lump Sum Settlement (LSS) is an agreement between the employer, injured worker and Ohio Bureau of Workers’ Compensation (BWC) for a lump sum payment to settle one or more workers’ compensation claims. The negotiated settlement amount is paid by BWC to the injured worker in exchange for closure of the claim, or a portion of the claim, as defined by the agreement. The written LSS agreement specifies the terms of the settlement and is the final resolution of all medical, compensation and liability claims, whether known or unknown. BWC will consider if the settlement is fair to all parties and must approve all settlements.

Numerous issues should be considered before settling a claim:

- Is the injured worker still employed, working, able to work or disabled?
- Will there be a need for future medical costs?
- Is there a claim reserve still active in the employer’s experience?
- Will the settlement create a positive financial outcome for the employer?

Any party involved can submit an LSS application called a *Settlement Agreement and Application for Approval of Settlement Agreement (C-240)*. The injured worker may or may not use legal counsel to represent them with the settlement negotiations and the employer can choose to use legal counsel or, as in most cases, have their Third Party Administrator (TPA) help with the settlement process.

Once BWC evaluates the C-240 and all parties agree to the settlement amount, BWC will send an approval letter to all parties. The approval letter begins a 30 day waiting period during which time any party can reject the agreement. Once the 30 day period expires BWC will pay the settlement to the injured worker.

Lump Sum Settlements can financially benefit the injured worker, the BWC and the employer. LSS pays a benefit to the injured worker and helps BWC reduce reserves and other associated administrative costs and is a very effective claim management strategy used to help employers lower their premiums and qualify for group rating programs. While an LSS does not remove a claim from an employer's experience it does preclude additional claim costs and removes the claim's reserve costs. It is also important to note that, even though the settlement is paid by BWC, the fixed settlement amount is added to the employer's claim experience and will be used in determining an employer's rates. Employers can face many issues when considering an LSS and CareWorksComp recommends that they should always consult with their TPA on all settlement issues.

Our Cost Containment Philosophy

During this time of year, you may receive marketing materials from other TPAs to influence your workers' comp program decisions. The information overload can cause confusion, so we want you to be absolutely confident that our dedicated cost containment team is focused on minimizing the financial impact of claims to reduce your premium dollars. Here's how we do it:

- Provide safety consulting and analysis to support accident prevention.
- Continuously review and monitor all potential claims for Handicap Reimbursements and Lump Sum Settlements.
- Create an action plan and identify the best time frame to pursue the cost containment action in an effort to maximize the employer's return on investment.
- Communicate with our customer on our pre- and post-cost containment efforts, and the expected savings as a result.
- Provide the most comprehensive cost containment experience for our customers.

Unemployment Tax Deadline

Employers should have received 2019 tax notices from the Ohio Department of Job and Family Services. We encourage you to contact us to discuss your notice and learn about the tax options that are available to reduce your unemployment costs. Last year, the common/joint tax rate option that we identified saved one customer over \$14,000!

During tax season, we have lowered our service fee for the Claims and Tax Management Service. To learn more and receive help with your tax analysis, please contact Kammy Staton, our Unemployment Manager, at 614.526.7165 or kammy.staton@careworkscomp.com.

Don't wait to call! Tax appeals must be filed by December 21, 2018.

OSHA Launches Program to Target High Injury and Illness Rates

OSHA is initiating the Site-Specific Targeting Program to target workplaces with high injury rates for inspection. Using injury and illness information electronically submitted by employers for calendar year 2016, OSHA will inspect establishments that should have provided 300A data, but did not. This program helps OSHA ensure that employers provide safe and healthful workplaces by directing enforcement resources to those workplaces with the highest rates of injuries and illnesses

Dayton Area Safety Council

Safety Breakfast with the Experts – OSHA & Workers Comp Case Law Update - Presented by Gary Auman, Auman, Mahan & Furry. Thursday, December 20, 7:30 - 9:00 a.m., [register here](#)

All About Members

Congrats!

- Congrats to DRMA member **Staub Manufacturing Solutions** for winning the *Dayton Business Journal's* 2018 Manufacturing Business of the Year award and to **Prime Controls Inc.** as a finalist. Our members are doing great things in the community!
- **Hofacker Precision Machining** is planning to construct an addition to their facility, creating 10 new jobs over the next several years. Congratulations!
- **Harmony Systems & Services** is benefitting from steady growth through their temp-to-hire model. Congrats!
- Congratulations to **Inteva Products** on their planned expansion and addition of 35 jobs to the area!
- One of the largest employers in Kettering, **Tenneco Inc.**, is planning an expansion that will bring 300 new jobs to the Kettering area. Congratulations!
- Several of our members were featured in the Who's Who in Real Estate for 2018 in the *Dayton Business Journal*. Way to go!
 - Bruns General Contracting - Steve Bruns & Ben Redick
 - Thompson Hine LLC - Robert Curry
 - Miller Valentine Group - David Dickerson, Bill Krul, Elizabeth Mangan, Steve Peters, Aaron Savino & Gerry Smith
 - Cushman & Wakefield - Mark Dlott, Dave Tobeson, Amber Wenzler, Kevin Hughes & Tony Witt
 - First Financial Bank - Tom Gabrielson
 - Wright-Patt Credit Union - Donna Hale & Deb Keller
 - Pickrel, Schaeffer & Ebeling - David Montgomery & Alan Schaeffer
 - Taft, Stettinius & Hollister, LLP - David Reed
 - Shook Construction - William Whistler

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

Welcome New Members

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

Manufacturer Members

FlexArm, Inc. - 851 Industrial Dr., Wapakoneta, OH 45895 (419)-738-8147

Diverse Manufacturing Solutions - 970 Pittsburgh Dr., Delaware, OH 43015 (470)-363-3600

Diverse Manufacturing Solutions, LLC manufactures GREEN ergonomic safety solutions that will help you and your employees avoid injury.

Community Seminars & Events

Sinclair Workforce Development

- Breakfast Briefing – Good Grief! Leadership Lessons from the Peanuts Gang, December 20, 8 – 9:30 a.m., [register here](#)