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Chairman's Connections

By Jim Zahora, Chairman of the Board

Raindrops Keep Fallin'

Have you ever had a B. J. Thomas day? You know, a day when "Raindrops Keep Fallin' on your Head"? I have. I mean a day when you spill your coffee all over yourself while driving to work. You sit on the highway for 20 minutes because of a fender bender. You walk in the door at work and the first thing you hear is "we have a problem"! Then as you sit down to listen to the problem you notice you are wearing two different shoes!



Wow! Talk about a bad hair day! How do you cope with such dramatic events? A famous author once said "it's not the event that hurts us but rather

it is our reaction to the event that hurts us". Then he had the audacity to go on and say that we can choose our response to any stimulus. Yea, right. My response was to say "How dare you to tell me that". I can't choose my response.....things make me respond. They make me angry, sad, happy, or glad. I am not the problem – the problem is "out there" -- all those other things and people. Right? But wait a minute, uncontrollable reaction sounds a little like Pavlov's dog..... and I am not a dog. Hmmm....

So if we can choose our reaction how do we react to "raindrops"?

Do we cry? – "that doesn't mean my eyes will soon be turning red"

Do we complain – "Cause I'm never gonna stop the rain by complaining"

Do we react with optimism? -
"But there's one thing I know
The blues they send to meet me
Won't defeat me, it won't be long
'Till happiness steps up to greet me"

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Do we talk to people to resolve situations? -
“So I just did me some talking to the sun
And I said I didn't like the way he got things done
Sleeping on the job”

How do you cope? How do you react? Your reaction truly is a choice. Your choice. Remember that next time it rains!



I've Been Thinking . . .

By Angelia Erbaugh, President

Peer-to-peer connectivity . . . this is part of what members expect from local industry association. DRMA provides many ways for members to connect with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions and to foster a sense of mutual support among members.

One way to connect is by meeting your peers at association-sponsored events. We offer a number of formats so that you can select those that fit your style, location, and schedule:

- J MFG Mixes are held throughout the region from 5 to 7 p.m. Mixes are casual, open house style events. Drop in, drop out as your schedule allows. Do you enjoy the social hour at our full-blown evening events? Then try out a MFG Mix. No need to feel intimidated; we'll take good care of you. You'll love it! The [next Mix](#) will be held on May 21 at the Troy Country Club.
- J [Breakfasts with DRMA](#) are for you early birds . . . they are held from 7:30 to 9 a.m. on a topic pertinent to manufacturers. The next one, Real Estate Tactics to Improve your Bottom Line, presented by Miller Valentine, will be held on May 10 at the Engineer's Club.
- J Evening events are the “member meetings” everyone is familiar with . . . social hour, dinner, and program. The next one will be held in September. Stay tuned for details.
- J Meet Ups . . . these are small group dialogue sessions organized around a topic area; they are designed to connect members with other members who are interested in that topic so that you can share and learn from each other. These have become really popular; [check them out!](#) They are FREE and for MEMBERS ONLY.

Check out these and other [events](#) on our website.

Another way to connect with other members is through volunteering . . . you probably know that DRMA accomplishes its goals through the efforts of volunteers and staff. But why should YOU volunteer? What's in it for you? According to the American Society for Association Executives . . .

- J 86% of hiring managers in the country's largest companies recently cited involvement in industry or trade associations as somewhat or very beneficial to an employee's career
- J Companies value employees who proactively seek opportunities to develop their skills and expertise
- J Participation in professional associations is an effective way to learn of new industry developments and network with others in the field
- J Taking an active role by volunteering for committees, writing articles for association publications, and delivering presentations allows employees to strengthen their leadership abilities, interpersonal skills, and business acumen.



Volunteering . . . promotes personal growth and self-esteem.
Volunteering . . . strengthens the community.
Volunteering . . . teaches you a lot.
Volunteering . . . gives you a chance to give back.
Volunteering . . . encourages civic responsibility.
Volunteering . . . provides you a way to make a difference.

Want to find out more about volunteering at DRMA? [Contact me](#).

Hot off the press! 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 Professionals 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.

Wow – Brian Beaulieu hit it out of the park again! Those who attended know which way U.S. bond yields are headed based on the height of whom? [Email me](#) your answer. ☺

Looking to get your name in front of 200 golfers at our July golf outing? We are seeking sponsors! Proceeds go to the DRMA Foundation which funds our career awareness initiatives, a VERY WORTHY CAUSE! [Contact Shay](#) for a list of sponsorships available this year.

Make it easier on yourself to find skilled workers in a couple of years. If your facility shows well, host an open house on MFG Day 2018 on October 5 to show students, educators, and parents the great occupations and careers your company offers. Not sure what you're getting into? Come to our MFG Day Meet Up on May 1 to meet with experienced MFG Day hosts and learn more about the process. [Click here](#) for more information and to register.

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.

Thanks for choosing to be a member!



Follow DRMA!
Stay in the know!

Become A Sponsor!

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

Member Events

Breakfast with DRMA: Real Estate Tactics to Improve Your Bottom Line, presented by Miller Valentine – May 10

Join industry experts in a candid discussion on best practices to increase the return on your real estate investment. Whether you own, rent, or are considering a purchase or sale of your facility, hear ideas and tips on ways to get the most out of your facility. Attending the *Breakfast with DRMA* event benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you'll grow your network of peers by meeting up with your DRMA colleagues. Cost is \$30 for DRMA members. For more information and to register, click [here](#).

Date: Thursday, May 10
Place: Engineers Club – Wright Room
Time: 7:30 – 9:30 a.m.
Cost: \$30 members, \$45 non-members

Government Relations Meet Up with State Representative Rick Perales – May 18

Join us as we meet with State Representative Rick Perales to hear his office's priorities and to share with him the concerns and issues of our manufacturer members. This Meet Up will be held in Greene County (location TBD) on Friday, May 18, at 8:00 a.m. Click [here](#) to register.



DRMA Golf Championship May 21 – SOLD OUT

The DRMA Golf Championship will take place Monday, May 21, at Troy Country Club. Don't worry if you didn't get a spot; you'll have another shot at playing at the Annual DRMA Golf Outing scheduled for Monday, July 9. If you'd like to be added to the wait list for the May outing, please [contact Kayla Manuel](#) for details.

The format will be play-your-own ball with a shotgun start at 12:30 p.m. All proceeds benefit the DRMA Foundation and its efforts to develop and retain a skilled workforce for the manufacturing industry.



Prizes Sponsored by:

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Lunch Sponsored by:

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Golf

-) Use the registration form to provide the names of participants in your group. If you do not specify a group, you will be placed at the discretion of the outing committee.
-) Please do your part in keeping the event fun for all by observing golf etiquette – please don't slow down the play.
-) Play will be stopped if lightning is detected in the vicinity in accordance with the golf club policy. However, the dinner and evening member event will be held regardless of weather. No refunds will be made due to weather.

Cocktails and Dinner

-) Cocktails (cash bar) begin at 5 p.m. in the clubhouse.
-) Evening member event will begin at 6 p.m.

-) Registration for the member event is separate from golf registration. Please register for dinner on the DRMA website or by clicking [here](#).
-) Even if golf is cancelled due to inclement weather, the evening member event will be held.

Prizes

Golf prizes will be awarded at dinner:

-) Low gross - \$250
-) Low net - \$ 200
-) Bankers handicap - \$150

Attire

-) Proper golf attire is required; jeans are not permitted on the course or in the clubhouse.

Cancellations

-) Cancellations with refunds will be accepted through May 7.

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

Meet Your Peers at the Next MFG Mix

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 cash 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 Conger Construction on Monday, May 21, from 5 to 7 p.m.

Date: Monday, May 21

Place: Troy Country Club, 1830 Peters Rd, Troy, OH 45373

Time: 5:00 – 7:00 p.m.

Cost: \$10 for members, \$20 for non-members

Click [here](#) to register.

July Golf Outing – July 9

Dust off your golf clubs and begin practicing your swing for the 2018 DRMA Golf Outing.

Registration forms will be emailed in May for the DRMA Annual Golf Outing, which will be held on Monday, July 9, at the Walnut Grove Country Club. The format will be a scramble and double shotgun start teeing off at 7:30 a.m. and 1:00 p.m.

Please watch for the registration form and respond immediately as tee times will be assigned on a first-come basis. Payment will be required with registration form to secure the tee time slot. Registrations will be accepted via email, fax, or mail only; no phone calls please. There will be no guarantees on tee time requests.

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. Contact [Shay](#) for more information.

DRMA Calendar of Events

April 17	Operations Meet Up – Dayton. Held at Production Control Units, register here
April 24	Workforce/HR Meet Up - Dayton, register here
May 1	MFG Day Meet Up, Dayton, register here
May 1	Additive Manufacturing Meet Up - Dayton, register here
May 8	Young Professionals Meet Up – Dayton, register here
May 9	Safety Meet Up - Dayton, register here
May 10	Breakfast with DRMA: Hosted by Miller Valentine – Dayton, register here
May 18	Government Relations Meet Up with Rick Perales – Greene County, register here



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

News You Need

Get Ready to Elevate Your Game

AMTS Returns to the Dayton Convention Center October 17-18

How many customers and prospects can you meet in a day or two? On your own, probably not many: only so many sales calls and business lunches will fit into your calendar.

But, if you're an exhibitor at DRMA's [Advanced Manufacturing and Technology Show](#) (AMTS), returning this October to the Dayton Convention Center, you can reach thousands of qualified buyers and prospects in just two days.



Now in its 14th year, AMTS in 2017 attracted over 3,000 attendees, fostering exhibiting companies' sales not just during the show, but over the course of the entire year.

According to *Trade Show Week*, 60% of all sales from show leads close seven or more months after the event, and over 40% close more than a year after a show. So, it's not about selling now — it's about staying visible and keeping your customer relationships warm.

Exhibiting at AMTS is helpful for getting in front of the key decision makers on your prospect list and for securing your market share. Greg Knox, of [Knox Machinery](#) in Franklin, underscored that point in [an interview from the AMTS show floor](#).

"A number of customers I've talked to in the last two days, who are buying from people who are *not* here right now, are here talking to me," he observed. "That's exactly one of the reasons that keeps me coming back to this show," Knox said. "I don't want to have *my* customers up here talking to a bunch of people about the products and services I represent without me being here."

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'll reach, your team can enjoy an exhibitor mixer, revamped educational seminars and tech demonstrations, and a healthy dose of show fun.

Now it's time to elevate *your* game. Space is going fast, so we urge you to reserve your booth now. [Click here](#) to email Shelley Baker, or call (937) 949-4004 today.

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!

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, May 2, 7:30-8:30 a.m., 1808 Café – Eaton

Tuesday, May 8, 7:30-8:30 a.m., Panera Bread – Austin Landing, Dayton

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

Affiliate/Associate Sessions:

Tuesday April 24, Wednesday, May 23 & August 29 - 4:30-5:30 p.m., Franco's – Downtown Dayton

Learn from Members through DRMA Meet Ups

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

Operations Meet Up - for anyone responsible for any aspect of manufacturing operations. Topics include ERP systems, scheduling, facility maintenance, streamlining processes, and other areas of interest about managing the operations within your company. Registration is **REQUIRED** for the Operations Meet Up, and registrations must be **received no later than 24 hours in advance**. In some instances, competitors will not be permitted to attend; DRMA will notify you in advance if this applies to you.

Workforce/Human Resources Meet Up - for anyone responsible for skilling up your manufacturing workforce. Topics include internships and apprenticeships, funding for training, technical training methods, training resources, and others.

MFG Day Meet Up - for anyone interested in hosting an open house on national Manufacturing Day on the first Friday in October. Topics include how to conduct an effective open house, how to connect with schools, tools to make your open house run smoothly, and others.

Additive Manufacturing Meet Up - for anyone curious about this new technology. Topics include 3D printing with plastic and metal, additive vs. subtractive, applications for additive, equipment, and others.

Young Professionals Meet Up - for anyone interested in engaging with like-minded young members (40 and under).

Safety Meet Up - for anyone who wants to keep up-to-date with all things related to safety in the manufacturing workplace. Topics include what to do when OSHA shows up at your business, safety training, workers compensation, and more.

Government Relations Meet Up – for anyone interested in advancing the concerns of manufacturers with government officials and elected representatives. Topics include government policies, legislative issues, and the opportunity to speak with those who work for and represent us.

Take Advantage of your Legal Services Plan

Here is how it works. Contact Bob Dunlevey at Taft/Law (937) 641-1743 and explain your situation to him on a confidential basis. Then, he will get you in contact with an attorney in his firm who is best suited to give you advice. If you wish, make an office appointment instead. Issues involving corporate/business, labor/employment, OSHA, government contracting, workers comp, real estate, construction, environmental, securities and litigation can all be addressed. Because the plan is designed to provide answers to common legal problems confronting our members, your issue customarily can be resolved with the initial contact. But, if the matter is more intricate and requires more time, Bob will discuss with you the needed services and estimate the cost for you. Many members are using the plan and find it to be a valuable business tool. Don't be left out!

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

Legally Speaking

The Regulatory Slowdown – Can you Hear the Hush?

Submitted by Bob Dunlevey of Taft Law

In the last year or so, has your business seen fewer regulations being foisted upon it? Are there fewer government agencies knocking at your doors these days? The answer is probably “yes” to both. It is almost as if a “hush” has come over the arena of federal agencies that played such a significant role in your day-to-day operations just a few years ago. The reasons for this are many.

Of course, the Trump Administration continues with its 2:1 “regulatory rollback initiative” to offset the more than 22,700 regulations of the Obama Administration which had an estimated cost of \$120 billion per year. But what is even more significant are the agency hiring freezes, reductions in governmental staffing primarily through attrition, and budget



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cutbacks. And, of course, federal regulatory agencies are simply becoming less aggressive than in the recent past. President Trump touts that –

-) The Administration has cut 22 regulations for every new rule introduced – far exceeding his 2:1 initiative.
-) Agencies and departments issued 67 deregulatory actions and imposed only three new rules in FY 2017.
-) 1,579 planned regulatory actions have been withdrawn or delayed.
-) Congress has used an obscure 1996 law – the Congressional Review Act – to rescind 14 regulations enacted late in the Obama Administration – a law used only once before.

The White House has approved less than 200 regulations since inauguration day compared to 510 promulgated in President Obama’s first year. All of these actions by the Trump Administration have been done in response to the Federal Register of regulations which today has swollen to 185,000 pages from just 20,000 in 1960.

But, far more significant than the regulatory rollback is how the agencies have appeared to curtail their activities. Here are just a few examples:

-) The Department of Labor Wage-Hour Division has not actively pursued the Obama Administration’s overtime pay regulations which originally caused most employers to revisit the exemptions of their employees and caused much time to be spent dealing with the regulations which got put on hold by a federal court at the last moment.
-) OSHA has delayed its new beryllium general safety standard until May 2018 and its ranks of field investigators known as compliance officers has been reduced through attrition by about 4%. One OSHA Area Director even purchased his own photocopy paper recently to keep things running.
-) The Department of Transportation has pulled back a 2016 proposed regulation for heavy trucks to electronically limit speed – in addition, a dozen transportation safety rules under development or adopted have been repealed, withdrawn or delayed.
-) The Office of Federal Contract Compliance is rolling back the Vietnam Era Veterans’ Readjustment Assistance Act veterans hiring quotas from 6.7% to 6.4% for affirmative action plans.
-) The National Labor Relations Board is considering cutting in half the number of regional offices it has and decreasing the authority of its Regional Directors in making case decisions – the NLRB’s budget has been shaved to the lowest level since 2009.
-) The Environmental Protection Agency is considering rolling back 67 environmental rules including clean air and water rules – the most recent being greenhouse gas emissions and fuel economy standards for automobiles – more than 700 employees have left the EPA in the last year.

But, of course, the “vote is still out” on this “deconstruction of the administrative state.” After all, the regulatory maze in Washington is hard to understand and evaluate. Moreover, midterm elections are coming and this could cause a possible Democrat majority which could rejuvenate regulatory initiatives. But for now, there appears to be a “hush” which has come over the arena of federal agencies – much appreciated by businesses battered by a barrage of regulations in recent years.

For further information, contact Bob Dunlevey at Taft/Law (937) 641-1743 or rdunlevey@taftlaw.com.

Member Benefit Spotlight

Peer-to-Peer Connectivity

The world of business is complex, and it is important to rely on industry partners like DRMA for success. DRMA’s mission focuses on strengthening member companies and serving as the advocate for manufacturing in the Dayton region. DRMA is recognized as the trusted voice of the industry to represent members’ needs and concerns so that they may stay focused on their business. DRMA provides 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.

Evening Member Events – These networking/dinner/speaker events take place 4 times a year and offer the opportunity to stay current on issues facing the industry and a ripe environment for peer-to-peer networking.

MFG Mix – The Mix is a casual, 2-hour networking event held at member locations throughout the year. This is a great opportunity for DRMA members to share best practices, mingle, solve problems, and find new avenues for business growth.

Breakfast with DRMA – Breakfast events are a great way to start the morning by diving deep into topics relevant to the industry. Lasting only 90 minutes, you can get to work at a reasonable time.

DRMA Special Events – DRMA features several special events throughout the year, like the Golf Outing, workshops and seminars.

Meet Ups – Meet with members who are interested in the same topic area, learn from them, and strengthen your business in a casual setting. Meet Up topic areas: Additive Manufacturing, Operations, Workforce/HR, Safety, Government Relations, and Young Professionals.

Linked In Group – Ask and answer questions and start or join a conversation with other DRMA members, from the convenience of your own computer.

Committee Involvement – Committees drive initiatives that strengthen the region’s manufacturing industry. You’ll build business and personal relationships, and you’ll experience both personal and professional growth.

To learn more about all of DRMA can help grow your business, visit our [website](#).

Growing the Workforce Pipeline

Help Grow Your Future Workforce – Participate in MFG Day 2018

Does your shop show well? Would a 13-year old walk in your facility and say “Wow, this is cool!”? If so, then consider participating in MFG Day 2018! It’s never too early to send a Save the Date to your local schools so they can get them on their calendars for this fall! Post your open house on MFGDay.com NOW (you can edit it later), as schools are planning for fall field trips and need to see which companies they can visit!

MFG Day (October 5) is designed to expand knowledge about and improve general public perception of manufacturing careers and manufacturing’s value to the U.S. economy. This is a nationwide event and a unique opportunity for students, parents, and educators to see manufacturing in action and to ignite their interest in manufacturing careers. Over the last six years, we’ve had great success with this event (in 2017, over 3,600 students from 60 schools and 10 home school groups visited 43 member open houses!), and we want to continue that momentum! Watch [this video](#) to see what students think of MFG Day!

The concept is simple . . . manufacturers across the country hold open houses on the same day. The national MFG Day organizers promote the open houses through general and trade media campaigns, and DRMA promotes them locally, encouraging Dayton Region students, parents, and educators to visit your facility and see that American manufacturing is a vibrant career path and that employers need skilled workers.

To schedule an open house

-) Go to www.mfgday.com and click on the Host an Event button 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).

- J 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:

- J 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.
- J Click the [Resources link](#) to find easy-to-follow instructions for conducting an effective open house.
- J Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- J 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!

Not sure what you are getting into? Want tips on holding a successful open house? [Email us](#) for tips from educators and members! Better yet, attend a Meet Up to learn from and share with other DRMA members what has and has not worked in previous MFG Day open houses (it's FREE). This Meet Up will be held on May 1 from 7:30 – 8:30 a.m. at GEMCITY Engineering. [Register here](#).

MFG Day is produced the National Association of Manufacturers and organized locally by the Dayton Region Manufacturers Association With support from FASTLANE.

Youthworks Summer 2018

Attention employers: help develop your future workforce! Montgomery County is proud to announce that the YouthWorks Summer 2018 program is underway.

YouthWorks offers 14-18 year-old students a chance to experience summer employment while gaining valuable job readiness and life skills. This year, we will offer the students a year-round program where they can continue to work after the summer session has ended.

Montgomery County handles and approves the youth applications, covers the youth's salary, issues Workers Compensation insurance, provides job readiness training and coaching services too. Participating businesses identify the positions and skills required and then employ youth for the 8-week summer session. We ask that you deliver a valuable work experience and knowledge of your industry by training, mentoring, and evaluating the youth.

If your business is willing to serve as a Work Experience Organization, for this program, please contact the Youth Career Services department at 937-224-1482 or provide YouthWorks with your [contact information here](#). We will reach out to you and discuss how to proceed. By accepting this role, you agree to provide a work site location and training services to trainees participating in YouthWorks Summer 2018, the work experience and guidance program authorized by Montgomery County Development Services. A YCS representative will provide all necessary details, when you speak with him/her.

Centerville High School Seeking Companies for Internships

Submitted by Eric Gearhart, Centerville City Schools

Centerville High School is looking to partner with manufactures that will to allow students to intern. This could be during the summer months OR during the school year. The students could have a shortened day, only come to school 5 periods and then go to work, depending on the students' credit needs.

Our students would have limited skills and would need to be taught skills associated with your business. Our students are currently taking basic courses in manufacturing. This is a good opportunity for our students to work with businesses that are willing to work with our students.

We would ask that a business be flexible, work to teach students skills, have a mentor that works with each student, and to provide meaningful work experience. We will more than likely have a luncheon this summer for companies who are willing to accept interns.

If you are interested in learning more, please [contact Kayla](#).

HR Questions? Come to a DRMA Workforce/HR Meet Up

DRMA Workforce/HR Meets Ups are small discussion groups centered on your pressing workforce needs. Ask questions, get advice, and share your experiences with fellow members. At our April 24 Meet Up, we will discuss retention strategies – please come with any strategies that your company uses that you are willing to share. [Register here](#).

Safety

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Hall of CareWorksComp

With any business there are situations and questions that arise every single day that you may not have the answer to. We often have to remind ourselves to look for guidance instead of trying to solve every problem on our own. As you work toward the goals you have set for your business this year, please use us as a resource for your risk management needs, and we'll do our best to help in any way we can.

CareWorksComp Seminars: Another reminder that our 2018 workers' comp seminars will take place next month! Please mark your calendar to attend this half-day event, and attendance will fulfill the **BWC Two-Hour Group Safety Training Requirement** for the 2017 policy year. Seminars are open to any Ohio Employer, whether a customer of CareWorksComp or not. Contact Julia Hall at julia.hall@careworkscomp.com for registration.

-) April 17, 2018 – Columbus
-) April 18, 2018 – Cleveland
-) April 26, 2018 – Cincinnati

2017 Premium Installment Notifications: BWC is in the process of finalizing the manual code base rates for policy year 2018 (beginning 7/1), and they will be notifying employers of their new annual premium rates in early May. Employers should receive updated premium installment schedules at that time, this is also the time to make any changes to your installment payment plan schedule.

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.

May 2018 Classes

- J 5/1-5/4 2018 – OSHA 511 Occupational Safety and Health Standards for the Construction Industry
8am-5pm, Springboro Ohio
- J 5/18/2018 – OSHA 7505 Introduction to Incident (Accident) Investigation
8am-5pm, Springboro Ohio
- J 5/22-5/24 2018 – OSHA 2264 Permit-Required Confined Space Entry
8am-2pm, Columbus Ohio

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

Attend the Monthly Safety Meet Up!

Safety Meet Ups are for for anyone who wants to keep up to date with all things related to safety in the manufacturing workplace. May's discussion will be held on Wednesday, May 9, at the Montgomery County Business Solutions Center in Dayton from 7:30 to 8:30 a.m. On hand at this meet up, we will have Olivia Morris who will be on hand to talk about the Dayton/Miami Valley Safety Council programs available to you. [Register here](#)

All About Members

Congrats!

- J Congratulations to Dave Arndt, president and CEO of Pentaflex, for being elected as the 2018 chairman of the board of the Precision Metalforming Association.
- J Congratulations to Steve Staub, Staub Manufacturing Solutions, for being elected to the National Association of Manufacturers' board of directors.
- J Congratulations to Kate Vriner, Sunbelt Business Advisors of Southwest Ohio, and Angelia Erbaugh, DRMA, for making the Better Business Bureau's Women in Business Networking (WiBN) program 2018 class of Top 25 Women to Watch for Dayton and the Miami Valley region!

[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

American Trim, LLC - (Manufacturer member) 1501 W. Michigan St., Sidney, OH (937)-492-1111

American Trim, LLC, has been forming and decorating metal for over 65 years, and has over 25 years of designing, formulating, and manufacturing coatings to meet our customers' unique performance specifications. We supply Fortune 500 companies including Tier 1 and Tier 2 OEMs in the appliance, heavy truck and automotive industries. Building long-standing relationships with our customers, we ship over 20 million parts per year globally from nine facilities in the US and two in Mexico.

Crown Equipment – 44 South Washington St., New Bremen, OH 45869 (419) 629-2220

Direct Tool LLC – 5953 Pleasant Chapel Rd., Mechanicsburg, OH (614) 687-3111

We specialize in machine to print, design and build stamping dies.

Kleem, Inc.- 6370 Gano Rd, West Chester, OH 45069 (513) 755-9000

Specializing in quality products & exceptional customer service for over 40 years. Manufacturer of traffic & custom signage and distributor of traffic control products.

Mullins Rubber Products, Inc.- 2949 Valley Pike, Dayton, OH (937) 233-4211

Mullins Rubber manufacturers center bonded rubber bushings for virtually every heavy duty O.E. suspension manufacturer in the world.

Associate Members

Dayton Children's Hospital - 1 Children's Plaza, Dayton, OH 45404 (937) 641-5400

Dayton Children's Hospital aims to go above and beyond because every child deserves an exceptional children's hospital close to home.

Eubel, Brady & Suttman Asset Management - 10100 Innovation Dr. Suite 410, Dayton, OH (937)291-1223

As a trusted advisor since 1993, EBS guides clients through the complexities of public, private, alternative, and illiquid business investments. Our experienced professionals understand the unique needs of business owners and their families from formation through sales and succession.

Federated Insurance – 9785 Crosspoint Blvd. Suite 100, Indianapolis, IN 46256 (800) 533-0472

Federated Insurance provides personal services, industry-specific coverages customized for your business, and access to outstanding risk management programs and services.

Goodwill Easter Seals Miami Valley - 600 South Main St., Dayton, OH 45402 (937) 461-4800

Our vision is to make it possible for all people to live, learn, work and play with full inclusion in the life of the community.

Community Seminars & Events

Sinclair Workforce Development

Lean Coffee Talks – Dayton, Ohio April 11, June 6, August 8, October 10, and December 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, [register here](#)

FASTLANE:

AS9100 Webinar April 10th 2:00PM, [register here](#)

AS9100 Certification Panel – Springfield May 3· 2018 11:30am – 1:30pm Brinkman Educational Center 100 S. Limestone Street Springfield, Ohio 45502 937-431- 7164, [register here.](#)

AS9100 Certification Panel – Beaver creek May 4· 2018 11:30am – 1:30pm Beaver creek Chamber of Commerce 3210 Beaver-Vu Drive Beaver creek, Ohio 45431 937-431-7164, [register here](#)