

2018 ANNUAL REPORT



**A LEGACY OF EXCELLENCE,
A FUTURE FOR MANUFACTURING'S
BRIGHTEST MINDS**

OUR MISSION

Nuts, Bolts & Thingamajigs® serves to engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing.



Letter From the Foundation Director

2018 was a year of achievement and growth for Nuts, Bolts & Thingamajigs® (NBT), and we could not have done it without the incredible kindness and generosity of our supporters throughout the year. It has been just over one year since I became the director of the NBT foundation and it has been a wonderful journey, to say the least. We have accomplished so much in such a short period of time and this has been due to the outstanding commitment by our management team, board of directors, staff, and donors.

Our camp program grew by 30% over the previous year with 84 camps offered in 26 states, inspiring 1,585 students who started their journey into learning about the manufacturing industry. Since 1990, our scholarship program has awarded over \$900,000 in support as we continue to supplement the educational process of students

who are working toward their degrees or certifications that lead to prosperous manufacturing careers.

GOLF4MFG®, our annual golf outing, almost doubled its fundraising efforts from the year before as we attracted a record number of golfers and sponsors since the inception of the event. And we began planning the inaugural awards gala, which will focus on industry leaders who have made a powerful impact in the manufacturing industry.

We are very proud of what we have accomplished in 2018 and it has laid the foundation for better things to come. Thank you again to all our supporters, members, and staff for their focus on igniting the next generation of entrepreneurs and innovators in our industry.

ED DERNULC

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SECURING THE FUTURE

Lucrative and rewarding manufacturing jobs exist in the U.S., but there are not enough people with the training and skills to do them. NBT is taking important steps to address the skilled labor gap and secure the future of manufacturing in America.

The Power of Manufacturing: Present and Future Quick Facts¹



Measured alone, manufacturing in the United States would be the ninth-largest economy in the world.



Over the next decade, nearly 3.5 million manufacturing jobs will likely be needed, and 2 million are expected to go unfilled due to the skills gap.



Manufacturers in the United States perform more than three-quarters of all private-sector research and development in the nation, driving more innovation than any other sector.



Manufacturers have one of the highest percentages of workers who are eligible for health benefits provided by their employer.

Skilled Talent Needed²

Three of the top challenges manufacturing companies face revolve around developing a skilled workforce. And these challenges directly affect another challenge: expanding business, which 88% of manufacturers said is a top concern.

Manufacturers say their top workforce challenges are:



FINDING SKILLED NEW HIRES



UPSKILLING INCUMBENT WORKFORCE



ONBOARDING NEW EMPLOYEES

Industry Compensation

A LinkedIn survey of over 2 million members ranked the industries with the highest earning potential. Here are the top-10 highest paying industries with median annual wages plus bonuses (based on salary data as of April 2017³):

Software and IT Services	\$104,700
Hardware and Networking	\$101,100
Manufacturing	\$85,600
Healthcare	\$84,600
Finance	\$82,800
Consumer Goods	\$80,000
Construction	\$78,500
Corporate Services	\$75,000
Legal	\$72,600
Media and Communications	\$71,900

¹ "20 Top Facts About Manufacturing" compiled by The Manufacturing Institute www.nam.org/Newsroom/Facts-About-Manufacturing/

² The Tooling U-SME Industry Pulse: 2018 Manufacturing Workforce Report," <https://www.sme.org/smemedia/toolingu-sme-industry-pulse-infographic/>

³ www.forbes.com/sites/karstenstrauss/2017/09/06/the-best-paying-jobs-and-industries-in-the-u-s/#1d1ac3465038

FINANCIALS

NBT Foundation

For the 12 Months Ending December 31, 2018

PROGRAM REVENUE	2018	2017
Donation Income		
Unrestricted contributions	\$202,205	\$199,718
Event revenue	\$104,707	\$83,272
FMA donated services	\$518,041	\$293,042
Temporarily restricted contributions	\$57,755	\$18,810
Permanently restricted contributions	\$108,052	\$151,500
TOTAL DONATIONS	\$990,760	\$746,342
PROGRAM DISTRIBUTION EXPENSE		
Scholarships	\$74,277	\$75,000
Camp grants	\$127,766	\$81,250
Discretionary grants	\$17,652	\$12,810
TOTAL DISTRIBUTIONS	\$219,695	\$169,060
NET GIFT REVENUE	\$771,065	\$577,282
OPERATING EXPENSE		
Fundraising expense	\$276,291	\$125,153
Administration expense	\$252,510	\$183,532
Other program expense	\$131,275	\$99,849
TOTAL OPERATING EXPENSE	\$660,076	\$408,534
NET OPERATING	\$110,989	\$168,748
NON-OPERATING		
Investment income net of fees	(\$155,277)	\$290,342
Equity in net income – FMA	(\$36,103)	(\$69,641)
NET NON-OPERATING	(\$191,380)	\$220,701
CHANGE IN NET ASSETS	(\$80,391)	\$389,449



Letter From the President

It was an interesting start to 2018 for the Fabricators & Manufacturers Association, International® (FMA). Despite the positive economic outlook, in March, the announcement to levy a 25% tariff on imported steel and 10% on imported aluminum was a disappointing blow to the industry. Just when this market had some sustained momentum, the specter of retaliatory duties and tariffs hangs over the manufacturing sector. The uncertainty was unnerving.

Midyear, the National Association of Manufacturers' (NAM) Council of Manufacturing Associations (CMA) named FMA one of 10 trade associations to receive the "Best Manufacturing Associations to Work For" award. FMA is honored to be recognized with this prestigious award. Our team takes great pride in the work we are doing to help the metal fabrication industry continue to grow and thrive.

For NBT, the foundation of FMA, the support and influence remain true to the students learning new skills at summer camp and to the scholarship winners pursuing their dream of joining the manufacturing workforce. **Today's manufacturing camp participants are tomorrow's community colleges and technical schools' attendees that we expect will become the next-generation manufacturing workforce.** This mission continues to be among our most important work.

The programs of NBT continue to gain momentum. Since its inception, NBT has awarded almost \$1,000,000 in scholarships and \$750,000 in manufacturing camp grants. In 2018, 84 summer manufacturing camps took place, 39 were new first-year camps. Over 1,200 students ages 12-16 toured manufacturing companies, explored entrepreneurship, and made projects to take home with them.

Forty-four college students attended school with a financial scholarship to study a manufacturing-based curriculum. As college tuition escalates and a growing population of baby boomers and skilled workers retire, the work of NBT becomes more important and necessary to the livelihood of one of our nation's core industries.

FMA and NBT are staying the course to secure a bright future for manufacturing. We will continue the hard work of living up to our organization's core values of honesty, integrity, respect, trust, accountability, teamwork, innovation, creativity, open communication, and acting with a sense of urgency. We ask that you continue to join us in this long journey.

Sincerely,

EDWARD YUDELLE
Fabricators & Manufacturers Association, International
Nuts, Bolts & Thingamajigs Foundation

PROGRAMS

Bright Futures: Scholarships

Since 1990, over \$900,000 in scholarships has been awarded to students pursuing a manufacturing-focused education. The financial assistance is extremely valuable to these individuals and comes at a time when the average expenses (tuition, room, and board) for a degree from a public, four-year university can easily reach \$80,000⁴. The value increases when considering that the degree gives them valuable technical skills that will be in high demand upon graduation.

Forty-four students pursuing careers in manufacturing technology fields had the financial advantage of a tuition discount with an NBT scholarship. Over \$74,000 was awarded to students wanting to learn more and benefit from a degree in manufacturing.

Some of the manufacturing degrees being sought by 2018 scholarship recipients:

- Biomedical equipment technician
- Civil engineering
- Electrical engineering
- Industrial maintenance
- Machine shop technology
- Mechanical design technology
- Mechanical engineering
- Mechatronics
- Precision machining
- Structural and pipe welding
- Welding

Hundreds of qualified students apply every year for NBT scholarships. The foundation awards top candidates with the desire and initiative to graduate and join the skilled workforce.

⁴<https://www.studentdebtrelief.us/news/average-cost-of-college-2018/>

Scholarship Stories 2018 Fall Scholarship Winner



SAM BREESE
Automated Manufacturing
Systems Technology
Madison Area Technical College

Sam shares his story with NBT, why he changed his career path, what intrigued him to follow manufacturing, and how manufacturing fills the void.

"I worked for a retail store for the past few years and in early 2017 was promoted to a management position. The promotion was something I wanted for a long time and was very proud of, but it also made me realize I wasn't getting the amount of satisfaction out of my work I hoped for. I always considered trying to move up the corporate ladder and eventually make a career in my company, but it wasn't the right path for me. I decided to go back to school and now work there part time while attending school full time.

Since starting school, I found a new drive for work that I haven't felt in years. The classes are hands-on, keep me engaged, and have practical applications. Last semester I received the first 4.0 GPA I've ever had in my life. The course that really hooked me though was my robotic programming course, we get the

opportunity to work on actual Fanuc robots to create and run our own programs. I'm absolutely engrossed in the programming of the robots; I work ahead in the textbook, read articles in my free time, and spend the days between classes planning my coding. It all just clicks for me and I love finding new ways to write code and improve an existing program. I feel like I'm a natural around these machines and need to learn everything I can about them.

Initially, I enrolled in the Industrial Maintenance program, but was later introduced to the Automated Manufacturing program. The field combines 'on the floor work' like robot maintenance, electrical wiring, and system troubleshooting with computerized technology like programming robots and PLCs. I love the versatility of skills and the wide range of knowledge that the field requires. For the first time I feel confident I've found something I enjoy, am naturally inclined to, and want to build a career from."

Scholarship Alum Update 2013 Scholarship Recipient



NATHAN PEATROWSKY
Casting Engineer,
Central Motor Wheel of
America, Kentucky

The road Nathan took from his Nebraska home to school in South Dakota and onto his first job in Kentucky included a journey to Japan that impressed his employer, a subsidiary of Japan's largest automaker: Toyota.

Nathan was a student who took matters into his own hands and didn't let anything stand in his way. He ranks his study abroad program as his most significant, life-changing experience. A life-long fascination with Japanese culture was enough to inspire him to pursue a special Gilman Scholarship to obtain the financial means for the foreign study program. His interest and drive also led him to study Japanese on his own to prepare for the trip.

A Career Path Found During an Internship

It seems that someone who was so inspired to live abroad would be equally determined about a career

path, but Nathan wasn't — at least not initially. He just knew that he loved watching "How It's Made" and thought engineering might be the right career choice.

Nathan enjoyed helping his uncle who had a metal scrapping business. He figured that he would follow a career combining metal and engineering, probably in the automotive, aerospace, or mining sectors.

Nathan finally had everything click for him during his internship at John Deere in Waterloo, Iowa. "I had a really good manager," he shared. "I learned about life after school, working on a team, and the importance of company culture. I had the same values as the company: integrity, quality, commitment, and innovation. I could relate to everyone there and even today I know I could call or email anyone I worked with and they would

be happy to answer." That experience made it clear engineering was his calling.

"Engineering won't be the easiest career you can have, but in the end it will be the most rewarding. You'll work with smart people who have respect for you even when you are young and new to the industry. You can quickly become someone who makes a difference."

"I tackled a problem where we had a die that would just freeze up and wouldn't make a wheel. No one had any idea why this was happening, we just kept fixing the same problem over and over — resulting in hundreds of hours of downtime! All the engineers were stumped. In a last-ditch effort, I tried one more design change. Like flicking a switch, the problem disappeared. I still don't know why it worked, but in the end my persistence paid off — and that felt great."

PROGRAMS continued ...



Inspiring Creativity: Summer Manufacturing Camps

Summer camps have been a successful way of introducing middle and high school students to the fascinating, high-tech career choices available to them in today's advanced manufacturing industry. Camps allow students to make something with their own hands, sparking their imagination and encouraging them to consider a career in manufacturing.

Since 2004, NBT has awarded over \$750,000 in grants to trade schools and community and technical colleges to host summer camps that will lead to careers in manufacturing.

In 2018, a record-breaking number of 84 camps took place across the U.S. and almost half were brand new, first-year camps. For the first time, 12 of the total camps hosted all-female attendees and were a complete success. Over 1,500 students experienced manufacturing in a fun and interesting environment led by camp directors and technical education instructors.



Tech Girls

"It's important to get young students excited about being a part of manufacturing. Our hope is that **this camp and industry will inspire them to choose related courses in high school and to understand that a college education doesn't have to be costly.** There are many options to help pay for school and learn on the job real-world applications, including educational reimbursement, early college, and apprenticeships. Our local manufacturing community needs skilled workers and they see this age group as a great place to start students thinking about careers."

MICHELE HERZOG
Camp Administrator,
Lakeshore Tech College,
Cleveland, Wis.



Make It Real: Imagine, Design, Manufacture

"Students learned critical thinking, teamwork, design, and manufacturing skills through hands-on activities in welding, engineering, and machine tool. We chose to offer this camp to only girls and the instructors were also female. **These young women have learned what a career in welding, machine tool, and mechanical design entails.** The students were able to create and design their unique projects, which gave them ownership and were excited to watch their creation 'come to life' through the manufacturing process. The students went home with a tangible product – the bird feeders are now installed in their yards as constant reminders about their experience."

LINDA WILLIS
Camp Administrator,
Northcentral Technical
College, Wausau, Wis.



Tek2Go Advanced Manufacturing Camp

"**These types of camps are needed in every community** where manufacturing is one of the largest industries. Middle-school-age boys and girls should be introduced to the advanced manufacturing field. We hope attitudes and mindsets will change about advanced manufacturing in our area. It's a valuable workforce development tool."

GINA BLACK
NBT Camp Director at
Itawamba Community
College, Belden, Miss.



The Art & Science of Metalwork

"Our area is heavily invested in manufacturing. **Being able to encourage and show girls they can be an integral part of the local economy is valuable.**"

JOHN RASBAND
Camp Director, Weber State
University, Ogden, Utah

NBT LEADERS SHOW THEIR SUPPORT

The importance of supporting NBT programs that create opportunities for students ensures that these programs can maintain growth and sustainability into the new year and well into the future. The result helps new and existing manufacturing companies thrive, thus supporting their employees and employees' families. These opportunities are priceless and can positively impact the future of the skilled manufacturing workforce.

President's Challenge

NBT was able to award more scholarships to deserving students and additional summer manufacturing camp grants to community colleges through the President's Challenge campaign. Ed Youdell, president and CEO of FMA and NBT, challenged other manufacturing executives to match his \$1,500 contribution. As a result, \$18,700 helped to grow both programs due to the generosity of the donors participating in the challenge.

Board Chairs' Endowment

The "Board Chairs' Endowment" was established to monetarily support the summer manufacturing camp grant program and will be funded through gifts bestowed by past chairs of the boards of directors of NBT, FMA, and TPA. These donations are the foundation of building a strong legacy for the manufacturing industry.

The endowment will be fully funded after the initial amount of \$50,000 is raised. Grants will be awarded to schools that are either new, first-year camp hosts, or past grant recipients launching a new camp.

Ed Youdell initiated this endowment fund with a \$1,000 donation. Former FMA board chairs matched Ed's contribution for a total of \$7,500 in gifts.



NBT BOARD OF DIRECTORS

Letter From the NBT Board Chair

On behalf of the NBT Foundation Board of Directors, thank you for your generosity and continued efforts to support the next generation of the manufacturing workforce. The manufacturing industry has certainly supported my family very nicely and allowed me to pursue my passion to inform and educate people about the career opportunities in this industry. My 15 years of experience in the machining workforce, followed by 20 years in post-secondary technical education, has been both eye-opening and rewarding. Eye-opening in the sense of realizing how NBT summer camps truly enlighten our youth regarding manufacturing careers. The humbling rewards come after the camps or scholarship awards when the testimonials summarize how this type of experience and support changes people's lives.

This annual report summarizes the rewarding opportunities that our youth were able to experience thanks to your generosity and kindness. This year, your support of manufacturing summer camps and scholarships resulted in NBT inspiring 1,630 young adults through career path development and financial support toward completion of a manufacturing-related post-secondary credential. I can assure you from my experience as an NBT camp coordinator, it means a lot to the students and their families.

Every gift matters, as you can see in this report. The efforts of the NBT Foundation are a piece of a large puzzle that the foundation board, the NBT organization, and I are committed to continue to make strides to solve. We look forward to your generous support to broaden these efforts and reach more of the manufacturing workforce of the future.

Sincerely,



MIKE CATTELINO
Fox Valley Technical College



MIKE CATTELINO
Fox Valley Technical College
Chair, NBT Board of Directors



BRUCE BENEDICT
Immediate Past Chair,
Production Tube Cutting



DAVID PETTIGREW
Vice Chair, Alliance Steel LLC



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JAY PHILLIPS
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Secretary and Treasurer, CNA



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Director, Miller Electric Mfg LLC



DAVID BROWN
Director, Affiliations Unlimited Inc



RICK HARGROVE
Director, Storage & Processors Inc
A Subsidiary of Steel & Pipe Co



JAMES ROGOWSKI
Director, TRUMPF Inc



PAM SWANSON
Director, Airgas North Central



ROSEMARY SWIERK
Director, Direct Steel LLC



LORI TAPANI
Director, Wyoming Machine Inc

FUNDRAISING EVENTS

SILENT AUCTIONS

The impact of silent auctions not only raises awareness for the foundation, but also for the donating companies. Fortunately, NBT has a generous audience of supporters and was able to offer several tables full of interesting items and experiences during the **NBT silent auction at the FMA Annual Meeting**. Hundreds of young people with an interest in manufacturing will benefit from \$24,700 in 2018 auction sales.

The **NBT Processors Auction** held at the Motor City Slitters golf outing in Detroit is an opportunity for metal manufacturers to bid on processing services such as slitting, pickling, and transportation, and other items such as sports tickets and theme baskets. Proceeds of \$14,000 from the 2018 auction benefited the John Grossheim Memorial Scholarship fund. The endowment fund is named after the founder, who was passionate about encouraging the next-generation workforce.



Over 100 golfers attended GOLF4MFG 2018 on Monday, August 20 at Cantigny Golf Club in Wheaton, Illinois. Company sponsorships, raffle ticket sales, and on-course games contributed to the success of the golf event, raising \$32,000. Event proceeds gave NBT the opportunity to award additional scholarships and support several more summer camps in 2019.

Golfers enjoyed a fun day of play and camaraderie while coming together to support the future of the industry. New games and contests, four military veteran attendees, and a past NBT scholarship winner made this event one to remember.

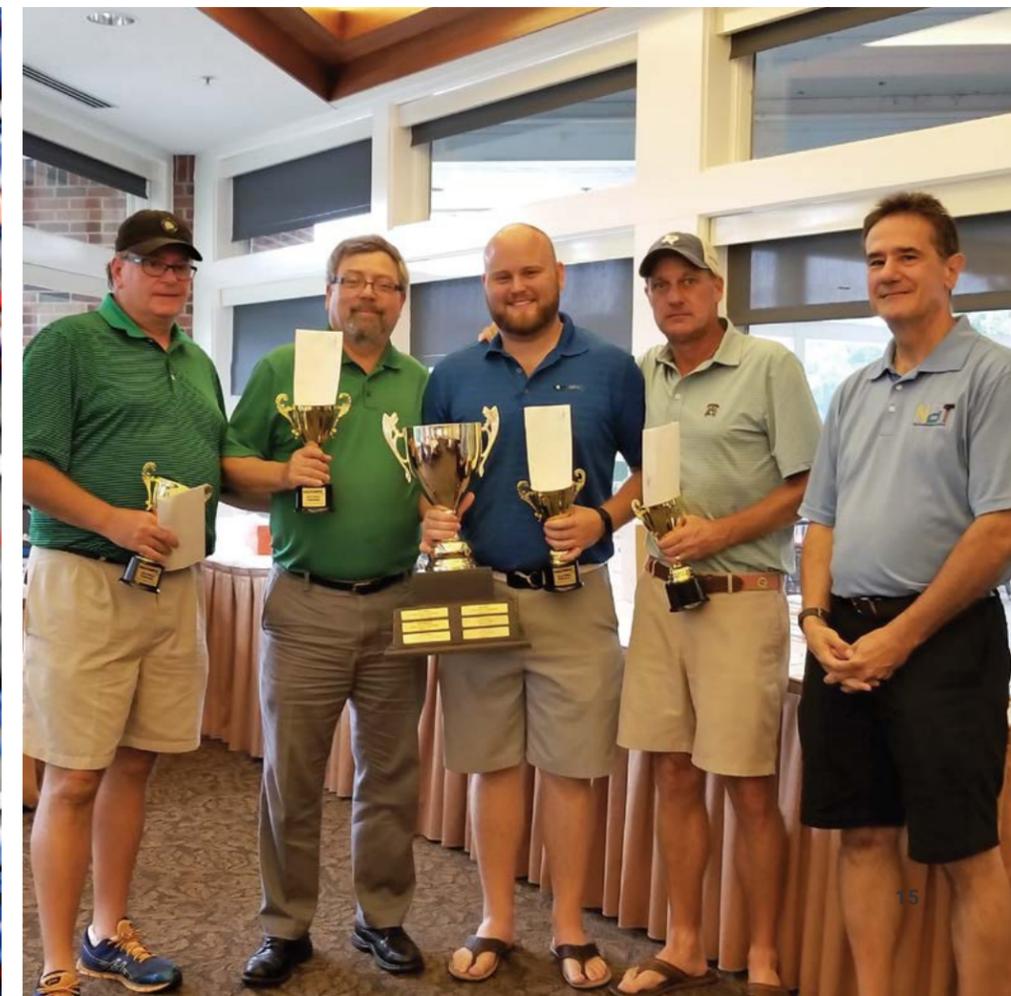


FUNDRAISING EVENTS

continued...

RUN4 MFG5K

RUN4MFG® 5K took place in Atlanta during FABTECH® 2018. Runners gathered with show attendees and exhibitors to show their support of NBT and the charitable foundations of the other FABTECH event partners – SME, AWS, PMA, and CCAI. NBT board members Roger Wilson and David Pettigrew showed their support and were among the runners who enjoyed the race and friendly competition. Stride-for-stride, this successful and healthy event helps ensure a sustainable future for manufacturing.



DONORS & SUPPORTERS

Many Thanks to Our Donors

The overwhelming generosity of the foundation's donors allows NBT to invest in the programs' beneficiaries — the community colleges and technical schools for summer manufacturing camp grants and the students receiving scholarships to pursue their manufacturing career goals. The success of these programs essentially contributes to the success of area businesses and regional economies. Every year, the added skilled talent and sparked interest from these efforts can positively change the forecast of an area's manufacturing outlook.

Leadership Circle \$10,000 OR MORE

CNA
Miller Electric Mfg Co

Founder's Society \$5,000-\$9,999

FMA Communications Inc
Production Tube Cutting Inc
The Shaluly Foundation LLC

President's Club \$1,000-\$4,999

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Michael Strand
Talking Stick Resort
Timely Industries
Tower Metalworking Fluids
Tryad Solutions
Weber Specialties Co
David Withrow
Worldbridge Partners
Wyoming Machine Inc
Al Zelt

HOW YOU CAN HELP

Donate

NBT relies on the generosity of corporations, foundations, and individuals like you to develop and fund programs that inspire, prepare, and support tomorrow's manufacturing workforce. Make a cash contribution to support a scholarship or manufacturing camp at a school near you, ask your employer if they have a matching gifts program, donate items or services to a silent auction, participate in NBT fundraisers, or be creative and host a fundraising event in your area to benefit NBT.

Leave a Legacy

Remember us in your will to reduce estate taxes while ensuring the future of our mission. An effective way to help NBT in its efforts to narrow the skills gap is by establishing a named endowment to fund a scholarship or camp program in perpetuity. Another planned giving strategy is to designate NBT as a beneficiary of your IRA or other retirement plan assets. When you leave a portion of your assets to the foundation, you can protect your family members from heavy taxes and get the most value from your retirement savings.

In-Kind Gift

In-kind donations, such as entrustments of manufacturing equipment, offer unique benefits to both schools and businesses. Schools receive state-of-the-art equipment they otherwise cannot afford. Students, in turn, receive critical hands-on experience with advanced manufacturing technology, which allows companies to have access to a workforce that is already familiar with their equipment and technology, resulting in a shorter on-the-job learning curve.

Volunteer

Lend your expertise and knowledge to future manufacturing professionals by serving as a scholarship reviewer — NBT receives hundreds of scholarship applications twice each year. Contact your local community college to ask if they run summer manufacturing camps and host a plant tour or offer to be a guest speaker. Invite high school or college students to come work at your business through internships, apprenticeships, or mentoring. Whether it's a large manufacturing company or a small fabricating job shop, you would be providing invaluable hands-on experiences that would also give you an opportunity to evaluate prospective future employees.

To learn more about how you can support NBT's mission, please visit nbtfoundation.org.
Contact us at foundation@fmanet.org or call 888-394-4362.



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