A legacy of excellence,
A future for manufacturing’s brightest minds
Our Mission
Nuts, Bolts & Thingamajigs® (NBT) serves to engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing.

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Letter From the Foundation Director

2019 was a watershed year for NBT where we continued to achieve new heights with incredible growth in our events, programs, and fundraising. This was accomplished with a dedicated staff, incredible support from our board of directors, a focused management team, and most importantly, tremendous generosity from our kind donors. We reached our fundraising goals, developed new events, and formed successful partnerships with new associates.

Our camp program continued its astonishing trajectory by growing 49% from the previous year, with 125 camps in 28 states, impacting over 1,800 kids who began their exploration into the manufacturing industry, many for the first time. Through our scholarship program, we awarded 48 scholarships valued at $77,000 to deserving young adults, which was an increase of 5% over 2018.

Proceeds from the GOLF4MFG® fundraiser grew by over 40%, and we had record sponsorship and golf attendees at the 2019 event. Our silent auction at the 2019 Fabricators & Manufacturers Association, International® (FMA) Annual Meeting raised a record amount as we had over 50 item donations to offer to bidders. We held our inaugural Awards Gala in October with Amada being our presenting sponsor. Close to 150 people attended the event, which was held at Avanté Banquet Center in Fox River Grove, Illinois.

At the gala, inaugural awards were presented: Miller Electric received the Power of Industry Award, Vivek Gupta received the Impact on Industry Award, and Itawamba Community College received the Future of Industry Award. Congratulations to all the nominees and winners of the 2019 NBT awards.

It was a year of new partnerships, as PMMI and EIMCo both made impactful gifts to NBT to help support our summer manufacturing camp programs. It’s through donors like these that we can continue to support and grow our programs to greater elevations. We are proud of our alliance with both organizations and we could not be prouder of the effect this will have in the manufacturing industry.

It is with great pleasure that I mention another goal reached in 2019. Since our inception, NBT has now awarded over $1 million in each of our camp grant and scholarship programs. It’s an achievement we are extremely proud of, and it’s because of the generous support of all our donors and members that we are able to obtain these lofty goals. We look forward to new ventures and exciting growth within the NBT Foundation for next year. We will always remember we are focused on kindling the fires of the next generation of the manufacturing industry’s brightest minds.

ED C. DERNULC

Manufacturing: Perception vs. Reality

There is an abundance of information written about the skills gap. Year after year statistics, white papers, reports, and what is trending now floods the media streams. Perhaps, one aspect of the “skills gap” lies in the perceptions of what the public thinks the manufacturing industry looks like but not what it actually is.

In October 2018, ThomasNet.com conducted a survey of over 1,000 American adults from all walks of life to gauge their perceptions of the manufacturing industry. According to their Manufacturing Perception Report, over 55% of respondents described the state of the U.S. manufacturing industry as “stable but weak” or “declining.” This contradicts data from the Bureau of Labor Statistics2 showing manufacturing’s employment growth accelerate in 2018, adding another 264,000 jobs over the year.

Only half of the respondents said they would describe the manufacturing industry as “high tech.” That leaves half of America either thinking of the industry as “low tech” (17%) or “not sure whether the industry is high tech or low tech” (32%). Clearly, there is a perception gap when it comes to how the Internet of Things and Industry 4.0 have positioned the manufacturing industry and the jobs within in the leading edge of technology.

Respondents overwhelmingly cited manufacturing as the industry that will be “most affected by automation over the next 10 years” – but also indicated that this would not necessarily be a positive thing; 35% of respondents cited “robotics and automation” as “the biggest problem facing the manufacturing sector at large.” Yet again, there is the perception that automation is taking away manufacturing jobs, when in fact, it’s creating new jobs that simply require different skillsets.

NBT is taking important steps to address the supported labor gap and the perception gap to secure the future of manufacturing in America. The summer manufacturing camp and scholarship programs introduce and support students as their journey leads them into the fascinating world of manufacturing.

4. At $2.1 trillion in value, U.S. manufacturing would be the 9th largest economy in the world.3
5. The output of the U.S. manufacturing industry is higher than ever before, even though manufacturing employment has hardly recovered since 2010.3
6. Manufacturers have increased productivity by over 2.5X since 1987.2
7. Over 75% of all private sector research and development is driven by manufacturers.4
Financials

NBT Foundation
For the 12 Months Ending December 31, 2019

<table>
<thead>
<tr>
<th>PROGRAM REVENUE</th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Donation income</td>
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<tr>
<td>Unrestricted contributions</td>
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<td>Event revenue</td>
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<tr>
<th>PROGRAM DISTRIBUTION EXPENSE</th>
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<tbody>
<tr>
<td>Scholarships</td>
<td>$74,364</td>
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<tr>
<td>Camp grants</td>
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<td>Discretionary grants</td>
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<td>TOTAL DISTRIBUTIONS</td>
<td>$388,485</td>
<td>$219,695</td>
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| NET GIFT REVENUE | $1,144,207 | $771,065 |

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<tr>
<th>OPERATING EXPENSE</th>
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<tr>
<td>Fundraising expense</td>
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<tr>
<td>Administration expense</td>
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<tr>
<td>Other program expense</td>
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<tr>
<td>TOTAL OPERATING EXPENSE</td>
<td>$844,622</td>
<td>$660,076</td>
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| NET OPERATING | $299,585 | $110,989 |

<table>
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<tr>
<th>NON-OPERATING</th>
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<tr>
<td>Investment income net of fees</td>
<td>$398,552</td>
<td>($155,277)</td>
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<tr>
<td>Equity in net income — FMAC</td>
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<td>($36,103)</td>
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<tr>
<td>NET NON-OPERATING</td>
<td>$393,206</td>
<td>($191,380)</td>
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| CHANGE IN NET ASSETS | $692,791 | ($80,391) |

Letter From the President

2019 will go down as a historically successful year for NBT. Our silent auction, which was held last March in Nashville during FMA’s Annual Meeting, set the pace for what became a record year for our fundraising. Personally, I will never forget the feeling of the 38-degree water as Foundation Director Ed Dernulc and I “volunteered” for a plunge into the rooftop pool at the Westin Hotel to raise another $5,000 for NBT. Anything for the kids. From there we were off and running toward a record number of 125 summer manufacturing camps hosted across 28 states from May through the end of August. In August, the NBT GOLF4MFG outing had a record number of golfers, which translated into our highest level of fundraising ever from this event. October was our inaugural Awards Gala where 150 people gathered in their Sunday best to honor the 2019 award winners: Miller Electric; Vivek Gupta, owner of Texas ProFab; and Itawamba Community College for their great commitments and support of NBT and efforts in building the next generation of the manufacturing workforce. I wish all of you could have been there with us and I look forward to the 2020 event.

New partnerships were formed including an agreement with PMMI, The Association for Packaging and Processing Technologies, to donate $100,000 to fund 10 new camps for their industry in partnership with NBT in 2020 and 2021. We are so thankful for their trust and commitment to help us grow our influence on young students between the ages of 12 and 16.

NBT awarded scholarships to 48 college students attending school in 2019 to pursue a manufacturing-related curriculum. Scholarships remain our greatest tool for getting the needed talent into the workforce in the near term. Each year I receive multiple thank you notes from the recipients, and I can speak firsthand that the dollars you have donated have made a significant difference in the lives of our scholarship winners.

On behalf of myself and the entire NBT staff and board of directors, I can’t thank you enough for your generous support this past year. It is our life’s work to secure a bright future for manufacturing and the next-generation workforce. Thank you for joining us in this important work.

Sincerely,

EDWARD YOUDELL
President and CEO
Programs

NBT Surpasses $2 Million in Awards for Scholarship and Summer Manufacturing Camp Programs

Scholarships

Since 1990, NBT has given over $1 million in scholarship awards to the next generation of manufacturing professionals. As one of the marquee programs of the foundation, the scholarship program supports students who are pursuing manufacturing degrees in pre-approved fields of study. Students are encouraged to reapply after receiving scholarship tuition assistance in order to complete their degrees. Eligible applicants are full-time students enrolled in an engineering or manufacturing-related course of study, or a skilled trade program leading to a career in manufacturing. Students must hold a minimum GPA and submit academic records with each application. In addition to the scholarship award, each winner also received from NBT’s industry partner SolidWorks Corporation, a copy of its Student Design Kit CAD software package. The Student Design Kit is an easy-to-learn, Windows-based 3D CAD application that gives students the ability to create “real-life” 3D designs they can easily manipulate.

Learn more nbtfoundation.org/scholarships

Scholarship Stories | 2014 Scholarship Recipient

Karolina Stus

Karolina is now a U.S. citizen. She entered her studies as an immigrant from Poland, but now embraces her new country and the opportunities it presents. She’s proudly able to travel for business across the globe on a U.S. passport!

Karolina was one of those high schoolers who knew that she was good in math and science and chose to explore engineering as a career.

She was accepted into the prestigious engineering program at Purdue University but found that her financial aid fell short of what was needed. So, she left the university in her first semester and entered the engineering technology department at Triton College, River Grove, Illinois. She eventually became a full-time employee and does product development engineering and product management working on a government project.

“Community college is the best thing that ever happened to me. At Triton I had the chance to do real-world, work-with-your-hands kinds of assignments,” she said. “As I have shared stories of my experiences with work colleagues — who are mostly guys and completed university engineering programs — most were envious of the opportunities I had. That really opened my eyes to how valuable my community college program was. I was also extremely lucky to study under a female department chair who had her own successful manufacturing career before turning to teaching, which was a special advantage for me.”

Karolina began her career at Milton Industries as an intern and obtained diverse experiences in areas such as purchasing, design engineering, quality control, and production engineering.

She was invited to apply for an NBT scholarship in 2014. “I have never attended a conference of any sort that lives up to the reputation FABTECH has established. I’ve heard that the equipment to be seen, people to be met, and knowledge to be gained far surpass anything one could dream of. Currently, I am seven years into my experience within the welding field and my passion only grows deeper as I continue to learn what all it has to offer. Now enduring my fifth and final year of college, I am financially drained as anyone could guess, which is why I did not see FABTECH as an option for myself this year. However, it is through generous donations such as the FABTECH 2019 Travel Grant that a few fortunate students are able to expand their understanding of just what this field is capable of and feel empowered to get out there and make a difference.”

MATTHEW PAPE
Pennsylvania College of Technology
Welding and Fabrication Engineering

ROBERT STAUDIGEL
Pennsylvania College of Technology
Welding and Fabrication Engineering

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MATTHEW PAPE
Pennsylvania College of Technology
Welding and Fabrication Engineering

“T"
“There are now 16 middle school girls who have learned what a career in welding, machine tool, and mechanical design entails. The students learned, through the opportunity to have hands-on learning, how to create and design their unique projects which gave them ownership. Students were excited to watch their creation ‘come to life’ through the manufacturing process. The students went home with tangible products as constant reminders about their experience.”

**GIFFS MAKE IT REAL: IMAGINE, DESIGN, MANUFACTURE CAMP**
Northcentral Technical College, Wausau, Wis.

“Students love to explore manufacturing industry skills when delivered in a game-style manner. Working with large machines and complex programs can be intimidating, overwhelming, and make students feel incapable and unsure. Presenting the material in a more relaxed, fun, and competitive environment enabled the students to feel comfortable and enjoy the process of learning and creating using these advanced manufacturing tools.”

**ADVANCED MANUFACTURING CAMP**
Ulster BOCES, Port Ewen, N.Y.

“Combining welding with a manufacturing focus and welding with an artistic focus is really a great combination for engaging girls in the field. We had five girls return from last year because they couldn’t wait to get their hands on the equipment again and make things!”

**THE ART & SCIENCE OF METALWORK: WELDING CAMP FOR GIRLS**
Weber State University, Ogden, Utah

“We know that educating the community and exposing students early on to career pathways must be done if we are to close the gap between skilled workers available and demand for employees to fill jobs. Local industry is partnering with local K-12 schools like never before — they recognize that it requires their active involvement at all levels if the future workforce will be in place for them in the coming years. This camp will be an annual event for us — no doubt. I expect it to grow significantly. I highly recommend any school or school system look into an exploration camp such as this and focus on students prior to their final years in high school.”

**HARTSELLE WORKS! CAREER EXPLORATION CAMP**
Hartselle High School, Hartselle, Ala.

The $1 million milestone was reached for grants awarded to schools who host summer manufacturing camps since the first camp took place in 2005. Summer camps help keep manufacturing in America vital by developing the next generation of a skilled workforce. Ideally, after a student attends a camp, and upon high school graduation, he or she will enroll at the same college that hosted the camp where their passion for a career in manufacturing began. After graduation, students have the necessary technical abilities to begin immediate employment in their community — keeping skilled labor local. Area businesses save time and money by avoiding extensive training programs and continue to grow and prosper.

In 2019 NBT awarded a total of $246,500 in funding grants along with support materials to 125 community colleges and technical high schools offering summer day camp experiences. Camps target middle and high school-aged youth, introducing them to practical applications of math, science, and engineering principles. The camps afford students the opportunities to tour local manufacturing companies, work directly with technology, and design and manufacture a product they can take home. SolidWorks Corporation supports NBT camps with a generous donation of 365-day licenses of their CAD / CAM student edition design software.

For a complete list, visit nbtfoundation.org/camps.
Gifts Impact NBT Programs Across the U.S.

The PMMI Foundation and NBT are partnering to develop summer camps that educate and inspire the future workforce to explore careers in manufacturing with the goal of narrowing the growing skills gap. The PMMI Foundation will support 10 camps in 2020 and 10 camps in 2021 with a $100,000 grant. The co-branded camps will allow approximately 300 students, ages 12-16, to be introduced to the manufacturing process from design through production.

“One of the most widespread challenges cited by our members is how to address the growing skills gap within the packaging and processing equipment manufacturing industry,” says Jim Pittas, president and CEO, PMMI. “The partnership between the PMMI Foundation and Nuts, Bolts & Thingamajigs is an exciting opportunity to reach and inspire young people to pursue careers in manufacturing.”

East Iowa Machine Company (EIMCo) will support NBT summer manufacturing camps taking place throughout Iowa and the surrounding area over the next five years with a $100,000 donation. EIMCo’s top executives see the value of introducing manufacturing skills to the area’s local youth at an early age. Showing students the countless career paths and job opportunities, the dream of making a living doing what they truly enjoy, and the advanced tools and machines they’ve never seen before is the first step in addressing the skilled labor shortage.

CNA’s support and commitment have been at the forefront of donations to NBT. The CNA Foundation’s annual $15,000 donation to NBT’s summer manufacturing camp program has significantly contributed to the program’s growth. This contribution has exposed hundreds of young students to the numerous career opportunities available in the manufacturing industry.

CNA’s ongoing support and sponsorships of NBT’s fundraising events such as GOLF4MFG, RUN4MFG, and the NBT Awards Gala have been instrumental in the success and growth of the foundation’s summer manufacturing camp and scholarship programs.

Wisconsin-based Miller Electric Mfg LLC donated $10,000 to support NBT summer manufacturing camps throughout the state. Nearly 200 students in Wisconsin worked on some of the most advanced manufacturing equipment and built a project with their own hands this past summer. Introducing new skills and growing the local talent pool is extremely important to Miller.

“Miller Electric Mfg LLC believes welding is a key process to the future of manufacturing. We are proud to provide camp and scholarship donations for the young people to connect with a career in such fields. Welding is a key part of the manufacturing economy, and we need these future leaders to keep it going,” said Bruce Albrecht, vice president, global innovation and technology, Miller Electric Mfg LLC.

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Mastercut Tool Corp and The Shaluly Foundation LLC held the fifth annual Manufacturing SK Run or Walk for Education on October 27 in Safety Harbor, Florida. Funds raised at this annual event are donated to NBT and other organizations that support manufacturing education. Michael Shaluly, the owner of Mastercut, began the race to connect the educational community with employers in the Tampa area to build interest in manufacturing careers. Michael and his team inspired other companies to join the cause and the Race for Education was born.
Letter From the NBT Board Chair

“Hardship often prepares an ordinary person for an extraordinary destiny.” – C.S. Lewis

The NBT Foundation board of directors cannot thank you enough for your willingness to support our mission of engaging, nurturing, and exciting individuals of all ages to pursue a career in manufacturing.

I have spent the last twenty years in the steel distribution side of manufacturing. I can tell you, without hesitation, that it has been an amazing journey. Very early in my career, I became involved with this organization and its efforts in creating opportunities, especially for young people, to find a path in this industry. Those young people represent our future, and it is only through the support and generosity of folks just like you that help encourage them on this endeavor.

This annual report is a summary of the incredible opportunities that some of these young people were able to experience through the foundation. This past year we hosted over 1,800 students at 125 camps across the country. We were also able to award $77,000 in scholarships for students attending four-year universities or two-year community college and trade school programs. Our plans for 2020 are to continue the growth trend by supporting 185 camps and awarding an estimated $90,000 in scholarships.

Your generosity matters. On behalf of the board, we are very appreciative of support that you have given and continue to give. Each and every gift is essential to the NBT Foundation’s mission, and even in these tough times, we have to look beyond the obstacles before us and set the path for the manufacturing force of the future.

Sincerely,

DAVID PETTIGREW
New Process Steel

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NBT Board of Directors
Going the Extra Mile to Help the Next Generation Discover Manufacturing

In addition to their leadership and service, past and current members of the NBT, FMA, and TPA boards of directors have committed to building a strong legacy for the manufacturing industry.

The Board Chairs’ Endowment fund was established by this group of dedicated volunteers, with initial backing from NBT / FMA President and CEO Ed Youdell, to provide sustained support for first-year NBT manufacturing camp grants. By providing exposure to modern manufacturing facilities and hands-on experiences, NBT camps are focused on helping the next generation further develop the interest, skills, and passion to pursue careers in manufacturing.

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. Former FMA board chairs have donated $21,000 in gifts to date.

“NBT’s purpose is to support individuals in discovering their interest in manufacturing and to encourage the pursuit of careers in manufacturing. With summer camps taking place in technical high schools and community colleges across the U.S., students gain exposure to hands-on learning, manufacturing facilities, and the skills needed for high-tech manufacturing careers. It is only through care, planning, diligence, determination, and financial support from the entire manufacturing community that NBT continues to grow its impact on students and the manufacturers.”

ROSEMARY SWIERK
President, Direct Steel and Construction
NBT Board Member

Silent Auctions

The annual silent auction takes place each year at the opening reception of FMA’s Annual Meeting. It provides donors a unique opportunity to promote their company while supporting a great cause. Bidders get the chance to purchase one-of-a-kind items and experiences, online and in person, to support the foundation.

NBT raised over $43,000 for its camp and scholarship programs at the exciting silent auction in Nashville. Tables were full of a variety of offerings that caught the attention of the Annual Meeting crowd. A couple of favorite items were the Takamine guitar signed by Blake Shelton, the enchanted forest fire pit, and the Kooima farm pheasant hunt.

Dedication stops at nothing — FMA / NBT President Ed Youdell and Foundation Director Ed Dernulc took a “Pool-er Plunge” in the chilly 36-degree temps. The “plunge” into the Westin’s unheated rooftop swimming pool generated an additional $5,000 for the foundation.

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, transportation, and other items such as sports tickets and theme baskets. Over $15,000 raised at the 2019 auction benefited the John Grossheim Memorial Scholarship fund, named after the event’s founder.

“John Grossheim was passionate about encouraging the next-generation workers to consider a career in the metals industry. He was the originator and driving force behind the silent auctions held at the Motor City Slitters golf event.”

TIM BILKEY
Voss Industries
Auction Chair
Golfers enjoyed a wonderful day of camaraderie and competition at the new venue. Games, contests, and prizes made this day memorable. During a meaningful reception, special guests from College of DuPage and Richard J. Daley College addressed the group and shared inspirational stories of the impressions made at their summer manufacturing camps.

At its first-ever gala fundraiser held on October 24, 2019, Nuts, Bolts & Thingamajigs celebrated manufacturing’s finest contributors. The NBT board of directors, along with presenting sponsor Amada, recognized individuals, companies, and schools that have made notable contributions to the manufacturing industry through their generosity and commitment to supporting NBT programs.

Three prestigious awards were presented during the event: the Power of Industry, Impact on Industry, and the Future of Industry. The award recipients graciously accepted their honors and had an opportunity to share their motives and inspiration behind their industry support.

**Power of Industry award**: Vivek Gupta, president of Texas ProFab Corporation, a precision sheet metal fabricator and finisher located in Carrollton, Texas, received the Power of Industry Award. Vivek was acknowledged for his passion for advancing the fabrication and manufacturing industry. In 2010, Vivek and his family established the U.K. Gupta & Family Scholarship Endowment fund with NBT. To date, the endowment has funded over 13 scholarships totaling $25,500.

**Impact on Industry award**: Miller Electric Mfg LLC, headquartered in Appleton, Wisconsin, and wholly owned by Illinois Tool Works (ITW), received the Impact on Industry Award. Miller was recognized for its commitment to the metals manufacturing industry through its leadership involvement with NBT, its financial support of the summer manufacturing camp program, and the dedicated support of philanthropic efforts the company embraces. Miller’s generous support of NBT has been extensive, including an annual gift of $10,000 to support summer manufacturing camps in Wisconsin.

**Future of Industry award**: Itawamba Community College (ICC) was presented with the Future of Industry Award in recognition of hosting an NBT summer manufacturing camp program for the past nine years, as well as its innovative approach to solving the skills gap by educating the educators. ICC, located in Belden, Mississippi, has a tradition of academic excellence combined with a friendly, caring atmosphere.

The evening concluded with a metal art auction showcasing the talents and creativity of professional metal-working artisans from across the country. One-of-a-kind art pieces stirred the interest of the gala attendees during the live auction.

Many thanks to Amada for its Diamond sponsorship of the 2019 gala. In addition, Gold and Silver sponsors CNA, Turner, Huntington Bank, Mitsubishi Laser, and Triton College helped make the night an unforgettable success. Thanks to our generous donors, sponsors, and attendees, the inaugural gala raised over $45,000 to benefit NBT's manufacturing camp and scholarship programs.
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.

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.

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.

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 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.

NUTS, BOLTS & THINGAMAJIGS®
The Foundation of the Fabricators & Manufacturers Association, Intl.

2135 Point Blvd · Elgin, IL 60123

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