Everybody loves a comeback story. Moments such as when back in 1970, Willis Reed limped out of the locker room and onto the Madison Square Garden court to lead the New York Knicks to a game seven victory of the Lakers to win the NBA championship. In business, there’s no more dramatic a comeback than Apple rehiring Steve Jobs, 12 years after they fired him, and him leading it to become one of the world’s most valuable companies. History is filled with similar tales of people and organizations making a great comeback, and while there was no championship trophy for Nuts, Bolts & Thingamajigs® (NBT) team to raise at the end of the year, our comeback from an environment that featured virtual events and working exclusively from home is impactful and important in real, if not less popular, ways.

Through the continued generous support of so many wonderful organizations and individuals, NBT was able to drive its mission forward in a manner more like pre-COVID 19 days. In 2021, NBT supported 120 summer manufacturing camps, up substantially from the 80, mostly virtual, camps that were held in 2020. This meant that nearly 2,000 kids aged 12-16 experienced the joy of making and manufacturing a finished product with their own hands. Peddinghaus Corporation, a 110-year-old steel fabrication machinery company in Bradley, Illinois, provided NBT one of the most generous gifts we’ve ever received, donating $50,000 in support of our camp program. Cincinnati Incorporated stepped forward with a gift of $30,000, and CNA Insurance, one of our longest supporting partners, once again donated $15,000 in support of our camp and scholarship programs. The group of organizations that donated more than $10,000 include some of the most familiar companies in the U.S. including Farmers Insurance, Marathon Petroleum, Miller Electric, and Union Pacific. Several private foundations also provided significant grant awards to NBT including the John C. and Carolyn Noonan Parme Private Foundation, the Alvin Glick Foundation, and The Walter S. and Lucienne B. Driskill Foundation.

We are so honored to have their support and belief in our good work. Like he has throughout his long association with the foundation, NBT’s past board chair, Bruce Benedict of Production Tube Cutting Inc, provided a wonderful gift to help ensure our comeback would be successful.

AMADA AMERICA, Inc. was once again the presenting sponsor of the Nuts, Bolts & Thingamajigs Awards Gala as the event returned to an in-person format with 125 well-dressed people enjoying the awards presentations, a live and silent art auction, dinner, and dancing. The highlight of the evening was an incredibly inspirational speech from a former NBT summer manufacturing camp participant, Madison Martin, who shared her personal story on how she was first introduced to welding as a middle-schooler at camp, and how because of that, welding has become the skill and career that has defined her path in life.

In addition to the organizations mentioned here, I am humbled by the many individuals and companies who stepped up to help us move our mission forward. We are committed to be good stewards of both their financial support and trust, and we will look to use this momentum to carry NBT to new heights of success in the year ahead.

Our Mission: To engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing.

Our core purpose: To support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.
SUMMER MANUFACTURING CAMPS

WHAT 2021 CAMPERS LIKED MOST ABOUT NBT SUMMER MANUFACTURING CAMPS:

“I liked that it opened my view to the world of manufacturing and all the possible careers I can have in it.”
— 8th-grade camper, College of Central Florida

“I liked how we were able to learn during hands-on activities, instead of just watching the instructor. We got to make a chair and we were able to take it home after the camp was over.”
— 8th-grade camper, Northcentral Technical College

“I enjoyed the hovercraft and the rocket ship project; they were very fun to make and very fun to test out.”
— 6th-grade camper, Alliance for Working Together (AWT) Foundation

Nearly 2,000 middle school and high school students were introduced to the world of manufacturing and exposed to a variety of career options in their community at NBT Summer Manufacturing Camps last year. Hosted at partner schools across the country, NBT camps support STEM education to students aged 12-16 and increase their awareness of fulfilling manufacturing career opportunities at an impressionable age before they’ve already chosen their career path. In 2021, NBT supported 120 camps held at community colleges or technical high schools throughout 23 U.S. states. To address the notable shortage of women in manufacturing roles throughout the industry, NBT has recruited and supported several camps designed to attract and exclusively serve girls. Of the 120 camps, 18 were focused on serving all girls.

NBT Summer Manufacturing Camps help students to form positive associations, dispel negative work stereotypes, and encourage them to consider an associated career in manufacturing. Because they provide a pipeline of prospective students to their manufacturing programs, the camps are beneficial to the host schools as well. In addition, NBT camps benefit manufacturers. By hosting plant tours, serving as guest speakers, and providing support to camp hosts, manufacturers make a lasting impression on participants, influencing young talent to stay in their local community. The camps allow employers to get an early start on recruiting their future workforce, and subsequently, regional economies benefit from a thriving manufacturing industry.

NBT CAMP SPONSORS
NBT is proud to be working with these companies that provided grant funding or sponsorships to support summer manufacturing camps in 2021.
To support college and high school manufacturing-focused programs and their students, FMA offered a one-year free FMA School membership to first-year NBT camp host schools. In addition, all metal fabrication and welding instructors received free access to FMA’s library of digital training courses and resources.

Responding to FMA member companies’ needs and their imminent demand for skilled workers, NBT awarded 56 scholarships in 2021 to students pursuing training and technical education pathways that lead to a career in manufacturing. Of the scholarships distributed by NBT for the spring 2021 semester, 84% of the dollars awarded went to students enrolled in a two-year technical degree or certification program. That figure was 61% of the scholarships awarded for the fall 2021 semester.

### Meet a Few Recipients of NBT Scholarships in 2021

**Favour Butterfield**  
(Spring 2021)  
Electro-Mechanical Technology  
Northeast Wisconsin Technical College  
Green Bay, Wis.

**Alan Montaño**  
(Spring 2021)  
Engineering Technology / Mechatronics  
Triton College  
River Grove, Ill.

**Caleb Coots**  
(Fall 2021)  
Metal Fabrication Technology  
Pennsylvania College of Technology  
Williamsport, Penn.

**Maurice Van Heesch**  
(Fall 2021)  
Welding  
Moraine Park Technical College  
Fond du Lac, Wis.

See the current season’s award recipients and all previous scholarship winners at nbtfoundation.org/scholarships.
**Fundraising Events**

**April 26, 2021**  
Ballantyne Country Club, Charlotte, N.C.  
46 golfers attended this inaugural event to raise $9,600. In addition, the NBT silent auction held at the reception raised $13,470.

**August 8, 2021**  
Arrowhead Golf Club, Wheaton, Ill.  
108 golfers came out to support the future of manufacturing while enjoying a round of golf, on-course games, camaraderie, and networking, raising $33,728 for NBT’s programs.

**July 12, 2021**  
Detroit Golf Club  
Detroit, Mich.  
$10,905 raised to benefit the John Grossheim Memorial Scholarship fund.

Thank you to the donors to the auction:
FUNDRAISING EVENTS

NUTS, BOLTS & THINGAMAJIGS

AWARDS Gala

October 21, 2021
Manzo’s Banquets, Des Plaines, Ill.

Over 120 people gathered in celebration of those who have made a positive impact on the metals manufacturing industry.

Guests were also able to hear a first-hand account of the impact summer manufacturing camp made on former camp participant Madison Martin and how it influenced her decision to pursue welding as a career choice.

The work of professional and student artisans was showcased during the Gala Art Auction that took place during the event.

The event raised $39,538 for NBT camp and scholarship programs.

Presenting Sponsor:

Additional sponsors:

2021 NBT AWARD WINNERS

Power of Industry Award
Individual or Family Foundation

R. Bruce Benedict
Production Tube Cutting
Dayton, Ohio

Impact on Industry Award
Corporation or Company Foundation

Tom Doyle accepts the Impact on Industry award on behalf of CNA.

Future of Industry Award
Manufacturing Camp Host

Linda Nellen accepts the Future of Industry award on behalf of Madison College.

Bruce Benedict accepts the Power of Industry award.

Madison Martin's speech

Watch Madison’s speech here.
I have had the good fortune of being associated with the foundation of FMA for over 15 years now. It is a group that is very passionate about the success of the next generation of our children, our industry, and our country. Explicitly, our purpose stated here is “to support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.” We focus on this goal by giving children exposure to, and opportunity in, our industry as well as providing a way for them to harness their joy and creativity into what may become a lucrative and successful career path for their future.

One question that always comes up at gatherings, meetings, and events is whether these efforts are bearing the fruit we hope they do for this next generation and our industry. A significant benefit of being involved with this organization for such a long time is that I have been able to see former interns and scholarship recipients send gratitude as they start their manufacturing engineering careers at top tier defense contractors and elsewhere out in the industry. Several have mentioned that without the help, they would not have been able to take such a path.

In my first year serving on the board, we awarded a scholarship to a young man who was excited about welding, very intelligent, and showed a lot of promise. Recently, when our company was deploying a new robotic welding cell, and the vendor needed to bring in experts to train our staff, it was a nice surprise to see that same young man who came in to further develop my team and our company’s place in the industry.

My family and I also had the opportunity to make a donation to NBT to establish an endowment in my family’s name to award scholarships in our local area in perpetuity, and that effort has been equally fruitful. I have been able to see former interns and scholarship recipients send gratitude as they start their manufacturing engineering careers at top tier defense contractors and elsewhere out in the industry.

In a world that often seems dark and uncertain, I thank all of you for your continued generosity, support, and passion for this wonderful organization — it is a bright and shining star that helps lead us all with an air of positivity.
As we reflect on 2021, we are humbled and full of gratitude for the support and success the foundation was able to accomplish despite the uncertainty that continued throughout the year. During the year, we saw the foundation continue to build new partnerships, build new avenues of fundraising, and gather with friends at our events. This past year, I am most proud of our perseverance, continued adaptability, and our resourcefulness to make an impact in the manufacturing industry.

We were able to expand our fundraising events to include a first-ever GOLF4MFG® South outing in Charlotte, North Carolina, where close to 50 golfers enjoyed a beautiful day on the links and the opportunity to connect with our mission. Our GOLF4MFG event in the Chicagoland area had 108 golfers and raised over $33,000 to support NBT’s programs that help young adults as they consider a career within our industry. The entire foundation is truly humbled by your support.

Finally, none of this would be possible without the support of so many. The NBT staff, FMA employees and senior management team, our dedicated board members, donors, and sponsors — without your backing and guidance, we would be unable to inspire the next generation of manufacturers. To everyone involved with NBT, we thank you from the bottom of our hearts and relish the prospects of the new year.

**NBT FOUNDATION**

For the 12 months ending Dec. 31, 2021

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<tr>
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<td>Donation Income</td>
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<td>Event revenue</td>
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<td><strong>PROGRAM DISTRIBUTION EXPENSE</strong></td>
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<td>Scholarships</td>
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<tr>
<td><strong>NET GIFT REVENUE</strong></td>
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<td>Fundraising expenses</td>
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<td>Administration expenses</td>
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<td>Other program expenses</td>
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<td><strong>TOTAL OPERATING EXPENSES</strong></td>
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<td><strong>NET OPERATING</strong></td>
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<tr>
<td><strong>NON-OPERATING</strong></td>
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<tr>
<td>Investment income net of fees</td>
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<td>Equity in net income - FMAC</td>
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<td><strong>NET NON-OPERATING</strong></td>
<td>$1,240,987</td>
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<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>$1,333,268</td>
<td>$437,438</td>
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The work NBT is doing requires dedication from our team and from generous donors like you. Thank you to the following contributors who invested in tomorrow's manufacturing workforce. Your gifts move our industry forward!

**DONORS & SUPPORTERS**

The NBT Foundation has made every effort to ensure that the information contained in this annual report is accurate. If you were a donor to the foundation in 2021 and your name has been misspelled, listed incorrectly, or mistakenly omitted, we apologize and hope that you will notify us at foundation@fmanet.org or 888-394-4362.

**LEADERSHIP CIRCLE ($10,000+)**
- Anonymous
- Cincinnati Incorporeted CNA
- Farmers Insurance Exchange FMA
- Marathon Petroleum Foundation, Inc. Miller Electric Mtg LLC
- The John C. and Carolyn Noonan Parmer Private Foundation
- Peddinghaus Corporation
- Union Pacific Foundation

**FOUNDER’S SOCIETY ($5,000+)**
- The Walter S. and Lucienne B. Driskill Foundation
- Alvin Glick Foundation
- Production Tube Cutting Inc
- Alvin Glick Foundation
- The Walter S. and Lucienne B.
- Miller Electric Mfg LLC
- Marathon Petroleum Foundation, Inc.
- FMA
- Farmers Insurance Exchange
- CNA
- Cincinnati Incorporated

**PRESIDENT’S CLUB ($1,000+)**
- Edward and Elizabeth Youdell
- Edward C Dernulc
- Joseph Dagnese
- Sam Coxe
- Briscoe Family Foundation
- Eric Borman
- The Backyard Experience
- Anonymous

**INDUSTRIALISTS ($100+)**
- Tony Russo
- Red Bud Industries
- Tony Russo

**MANUFACTURERS ($500+)**
- Anonymous
- The Dupps Company Charitable Foundation
- EIMCo
- Andrew Flando
- Tina O Fogarty
- Grand Steel
- The John Doar Foundation
- MEC
- Madison Area Technical College
- Mitsubishi Laser / MC Machinery Systems Inc
- Red Bud Industries
- Tony Russo

**SUPPORTERS (UP TO $100)**
- Aimee Ackard
- Bob Anderson
- Anonymous
- Tony Amone
- Russ Bagby
- Mark Brooks
- Callie Check
- The Neathery Family
- Don Nelson
- Amy Nickel
- Northcentral Technical College
- Mike Owens
- Henry Peddinghaus

**MIGRANT WORKERS**
- Miguel Pulido
- Mills Steel Company
- Network For Good
- Jay and Michale Philips
- Jeff and Leslie Schroeder
- The Shaly Foundation
- Mr. and Mrs. Stuart Speyer, Shirley and Stuart Family Fund of The Community Foundation of Middle Tennessee
- Steel Market Update
- Lori Tapani
- Voss Clark
- Voss Industries
- Gary Bjoerkquist
- Kimberly Bottomley
- Dana Brown
- Butech Bliss
- CBC BANK USA
- Kelly Clark
- Community Development Foundation
- Lou Ann & Michael Crowley
- Dauna Czarniecki
- Cindy Day
- Lawrence T Demoules
- Leslie Demulc
- Ember Faltter
- Jan Ford
- Vivek Kumar Gupta
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- Shane Herendeen
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- Mike Lacny
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- Rick Lehnhardt
- Warren Long
- Eric Lundin
- Mark & Anne Marie McCool
- Merril Lynch
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- The Neathery Family
- Don Nelson
- Amy Nickel
- Northcentral Technical College
- Mike Owens
- Henry Peddinghaus
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- Renee Rizzo
- Kymberi Ross
- Ann Schneider
- Richard Schwer
- Michael Scott
- Mauritine Semevolos
- Tim L. Shouemakr
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- Sean Smith
- Judy Steinbach
- T&H Lemont
- Mike Taubitz
- Triton College
- Helen Tsupsos
- Upkeep Technologies
- Vicki Webb
- Wertzbaugher Services/ Wertzbaugher Consulting
- Williamson Grill
- Dave and Sue Yundt
- Steve Zorio
- Paul T Farrell
- Patricia Fanning
- Rhonda Fletcher
- Georgia Trade School
- Gogebic Ontonagon ISD
- Goldman Sachs
- Jim Gorzek
- Jerry Gunderson
- Tim Heston
- Infra - Metals Co
- Dena Kramer
- Mike Kusnzelman
- Pat Lee
- Audrey Long
- Julie Maddock
- Janet Mallan
- Rose Merlino
- Julie Millar
- Mary Minnemoyer
- Linda Nellen
- Joseph Ollie
- Megan Paja
- Kelly Palmer
- Nan & Larry Pardee
- Anna Peacock
- Thomas Smeekr
- Michael S. Strand
- United Precision Services Inc
- Nilda Valdez-Johnson
- Dana Wiley
- Brenda Wilson

**OTHER CONTRIBUTORS**
- AMADA AMERICA, Inc
- Michael Barnett
- Andy Black
- Carlos Borjas
- Bystronic Inc
- Ken Carpenter
- Nancy Coleman
- Cottingham & Butler
- John G Czarnecki
- DriWys Manufacturing Inc
- Steven M Dobos
- Martin Gavac
- GE Mathis Company
- Jim P Grasse
- Michael Gugger
- Emily Hathcoat
- HK Laser & Systems
- Mark Hipser
- Industrial Opportunity Partners LLC
- Laser Precision LLC
- Troy Libby
- LUSMAC Corporation
- Miami Valley Steel Service
- NuCor Corporation
- Jason T Ray
- Lisa Reed
- Patty Schroer
- Antigone Sharris
- Jason Stadler
- TopSpot Internet Marketing
- Tower Metalworking Fluids
- TRUMPF Inc
- West Walker Steel

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GIVE TO NUTS, BOLTS & THINGAMAJIGS AND HELP SECURE THE FUTURE OF MANUFACTURING!

Donate
NBT relies on the generosity of corporations, foundations, and individuals like you to 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 Gifts
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 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 support NBT’s mission, please visit nbtfoundation.org. Contact us at foundation@fmanet.org or call 888-394-4362.

“I liked the ability to better my skills in welding and learn more about different careers in manufacturing.”

— 11th-grade camper
Northwest Louisiana Technical Community College

ENSURING OUR PROGRAMS ARE MAKING A DIFFERENCE
Read the full NBT Program Impact Study and learn more at nbtfoundation.org/about-us.