

2021 ANNUAL REPORT



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.

MESSAGE FROM OUR CEO

THE COMEBACK



Edward Youdell
President and CEO
Fabricators & Manufacturers
Association, International
Nuts, Bolts & Thingamajigs
Foundation

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 Parmer 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.

SUMMER MANUFACTURING CAMPS



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.

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

Race to Manufacturing: Engineering Technology Camp, Hosted by College of Central Florida (Ocala, Fla.)



Fab Lab Tech Camp, Hosted by Lakeshore Technical College (Cleveland, Wis.)

“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



Girls Make it Real: Imagine, Design, Manufacture Camp, Hosted by Northcentral Technical College (Wausau, Wis.)

“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

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.



SUPPORTING SCHOOLS AND STUDENTS

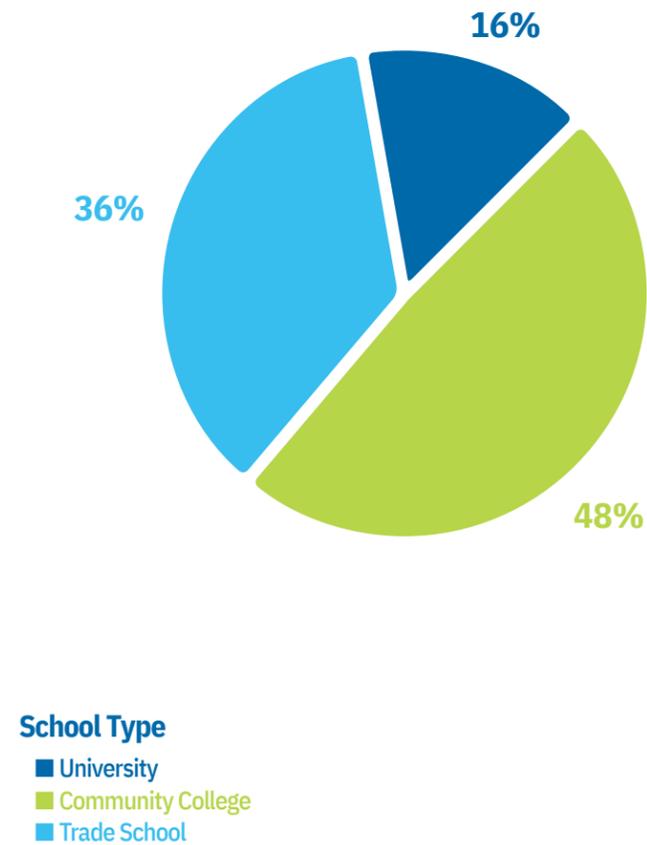


To support college and high school manufacturing-focused programs and their students, FMA offered a one-year free FMA School membership to first-year NBT camp host schools. In addition, all metal fabrication and welding instructors received free access to FMA's library of digital training courses and 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.

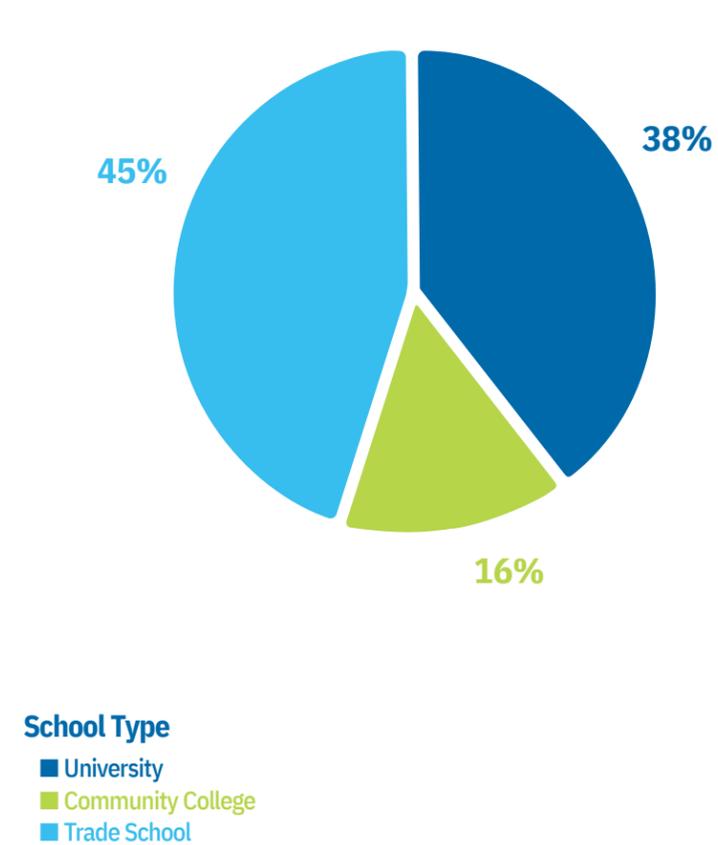
SPRING 2021

Percentage of Scholarships Awarded by School Type



FALL 2021

Percentage of Scholarships Awarded by School Type



See the current season's award recipients and all previous scholarship winners at nbtfoundation.org/scholarships.

MEET A FEW RECIPIENTS OF NBT SCHOLARSHIPS IN 2021



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



Alan Montaña
(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.

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.



Event Sponsors:



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:



Event Sponsors:



FUNDRAISING EVENTS

NUTS, BOLTS & THINGAMAJIGS AWARDS Gala

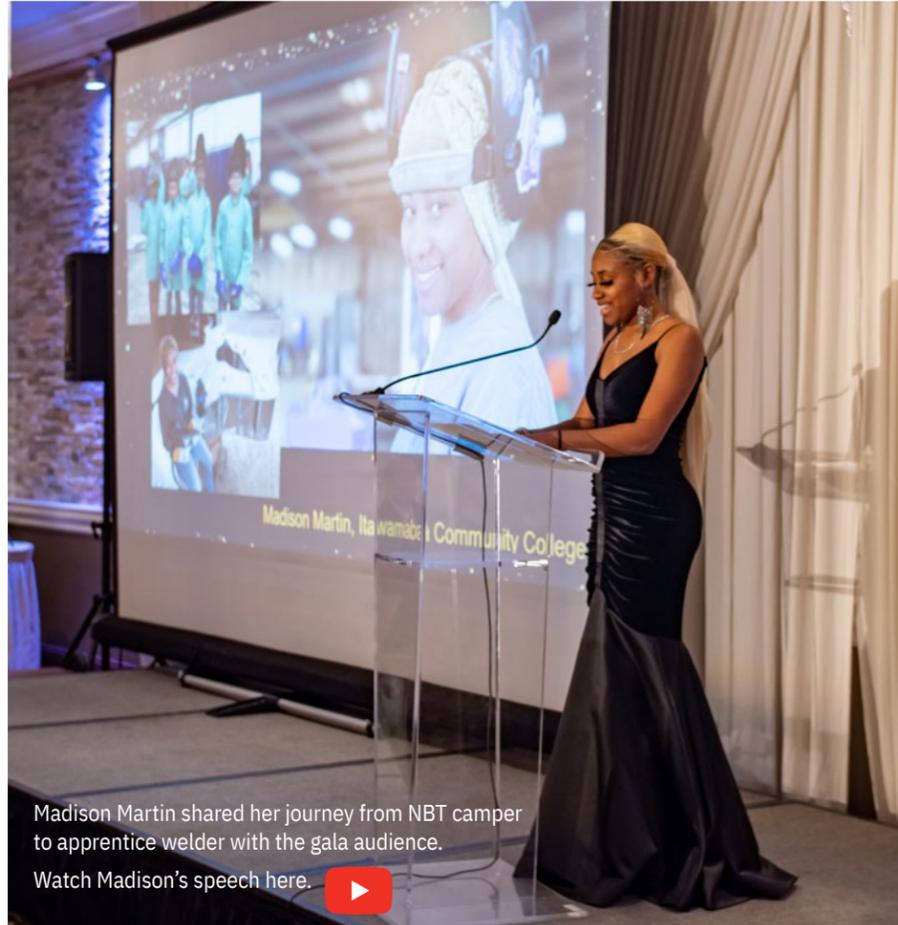
October 21, 2021
Manzo's Banquets, Des Plaines, Ill.

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.



Madison Martin shared her journey from NBT camper to apprentice welder with the gala audience.
Watch Madison's speech here.

Presenting Sponsor:



Additional sponsors:



Antigone Sharris

2021 NBT AWARD WINNERS

Power of Industry Award
Individual or Family Foundation

R. Bruce Benedict
Production Tube Cutting
Dayton, Ohio



Bruce Benedict accepts the Power of Industry award.

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.

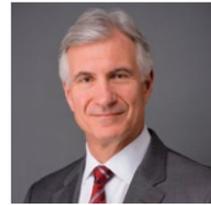
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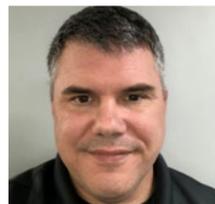
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JASON STADLER
John Deere



LORI TAPANI
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MESSAGE FROM THE BOARD CHAIR



Vivek Gupta
President
Texas ProFab Corporation
Chair
NBT Board of Directors

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 it has been long enough for me to see some things come full circle.

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. Several have mentioned that without the help, they would not have been able to take such a path.

I was brought in to help lead the foundation board, but no such leadership has been required. It has been a humbling experience to see the shared passion for these young students, this industry, and this country from board members, staff, partners, educators, volunteers, industry and community leaders, donors, and more. These people come together and make magic happen through their passion and hard work, and I simply get to watch with awe the wonderful and heartwarming stories that have resulted.

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.

NBT Foundation Staff

- EDWARD YUDELL** President and CEO
- EDWARD DERNULC** Foundation Director
- CINDY DAY** Senior Manager, Foundation and Credentialing
- DAUNEL CZARNECKI** Foundation Event and Program Coordinator
- DANA BROWN** Foundation Program Coordinator

MESSAGE FROM NBT'S DIRECTOR



Edward C. Dernulc

Director
Nuts, Bolts & Thingamajigs Foundation

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.

As uncertainty continued to swirl around us, our board members, NBT staff, and all the FMA employees met every challenge we faced. After a year of nearly all virtual-format camps in 2020, we were able to

hold 105 in-person summer manufacturing camps along with 15 virtual camps in 23 states in 2021, exceeding all expectations and truly reviving this wonderful program. NBT partnered with outstanding camp directors at host schools to hold 18 all-girl camps, 36 welding camps, and a host of other camp formats throughout the U.S. We are proud that, despite the obstacles, NBT manufacturing camps were able to impact almost 2,000 young adults who may now be considering a career pathway into 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. And who can forget the NBT Awards Gala held in October with Madison Martin as our guest speaker who spoke about the impact that attending NBT manufacturing camps has had on her life, as it helped inspire her to pursue a career in welding. The NBT board presented three awards honoring the individual, company, and camp host school that made the strongest impact in helping NBT build a pipeline of skilled workers for the metals manufacturing

industry. Through the generosity of the gala sponsors and all our partners who support NBT's mission, we were able to raise close to \$40,000 to benefit the scholarship and manufacturing camp programs.

We continue to diversify our avenues of fundraising as we partnered with a consulting firm to explore grant opportunities for additional funding. Because of this partnership, we were able to apply for both state and federal grants which will allow us to expand our programs to help make a greater impact with many young adults.

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. The entire foundation is truly humbled by your support.

In closing, the NBT Foundation continues to meet our mission with a passion and dedication that would make all our partners proud. To everyone involved with NBT, we thank you from the bottom of our hearts and relish the prospects of the new year.

FINANCIALS

NBT FOUNDATION

For the 12 months ending Dec. 31, 2021

PROGRAM REVENUE	2021	2020
Donation Income		
Unrestricted contributions	\$226,919	\$197,053
Event revenue	\$164,395	\$116,506
FMA donated services	\$544,485	\$652,098
Temporarily restricted contributions	\$151,278	\$60,125
Permanently restricted contributions	\$6,170	\$5,575
TOTAL DONATIONS	\$1,093,247	\$1,031,357
PROGRAM DISTRIBUTION EXPENSE		
Scholarships	\$90,500	\$89,625
Camp grants	\$212,458	\$96,910
Discretionary grants	\$0	\$0
TOTAL DISTRIBUTIONS	\$302,958	\$186,535
NET GIFT REVENUE	\$790,289	\$844,822
OPERATING EXPENSE		
Fundraising expenses	\$314,020	\$300,594
Administration expenses	\$259,160	\$311,507
Other program expenses	\$124,828	\$157,237
TOTAL OPERATING EXPENSES	\$698,008	\$769,338
NET OPERATING	\$92,281	\$75,484
NON-OPERATING		
Investment income net of fees	\$415,869	\$320,640
Equity in net income - FMAC	\$825,118	\$41,314
NET NON-OPERATING	\$1,240,987	\$361,954
CHANGE IN NET ASSETS	\$1,333,268	\$437,438

DONORS & SUPPORTERS

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!

LEADERSHIP CIRCLE (\$10,000+)

Anonymous
Cincinnati Incorporated
CNA
Farmers Insurance Exchange
FMA
Marathon Petroleum Foundation, Inc.
Miller Electric Mfg 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
Edward and Elizabeth Youdell

PRESIDENT'S CLUB (\$1,000+)

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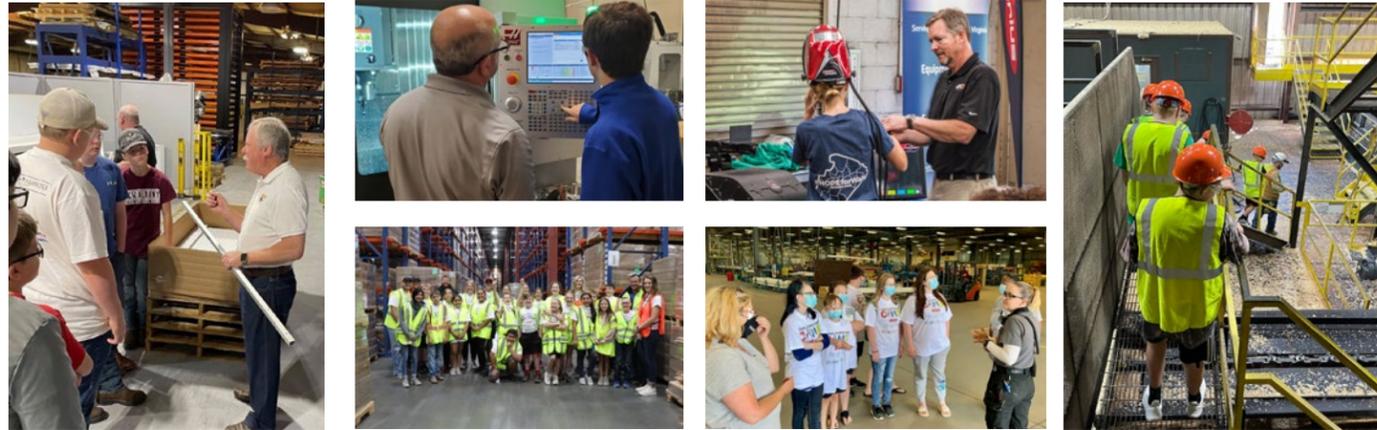
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The NBT Foundation has made every effort to ensure that the information contained in this annual report is accurate. If you were a donor to the foundation in 2021 and your name has been misspelled, listed incorrectly, or mistakenly omitted, we apologize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

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.



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

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