

The Foundation of the Fabricators & Manufacturers Association, Intl.

NBT's Mission:

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

ANNUAL REPORT 2017

Fabricators & Manufacturers
Association, International®



Why is NBT's mission important?

The goal of NBT is to inspire young people that employers need and value.

The Skills Gap in Manufacturing by the **Numbers!**



A recent Korn Ferry study found that by 2030 there will be a global **human talent shortage** of more than **85 million people**, or roughly the population of Germany.¹



Advanced manufacturing supports over 17.6 million jobs in the U.S., yet studies indicate that, within the next decade, as many as **2 million manufacturing jobs** will remain **unfilled**.²



77% of manufacturing executives surveyed say their **#1 challenge** is the ability to attract and retain a qualified workforce.³



32% of manufacturers estimate the cost of the skilled worker shortage to their operation could be as high as **\$100 million**.⁴

Letter from the President



Edward Youdell

President and CEO
Nuts, Bolts & Thingamajigs®,
the Foundation of the Fabricators
& Manufacturers Association,
International

For the first time since 2013, a shortage of skilled workers overtakes the economy as the greatest hurdle manufacturers anticipate facing in the year ahead, according to the ASQ 2018 Manufacturing Outlook Survey. When asked what the top challenge will be for 2018, 41% of manufacturers say finding skilled workers is their most pressing concern. This tops the 30% who say the economy will be their biggest hurdle. This comes as no surprise to me — and most likely you would agree, if you work in manufacturing.

NBT is working diligently to recruit the next generation workforce, and in 2017 awarded 51 scholarships to students attending two-year technical schools, community colleges, and four-year universities. The common thread that connects our scholarship recipients is that they are all pursuing a field of study leading to a career in manufacturing.

to learn about manufacturing careers and support them in acquiring the skills



Within the last decade, nearly **\$1 billion** in grants have gone to vocational schools and technical colleges to support STEM (Science, Technology, Engineering, and Math) education and the creation of **Advanced Manufacturing** programs.⁵



On average, the **costs to attend** a two-year trade school or community college are **70% less** than a four-year university.⁶



Graduates of STEM programs consistently **out-earn** their classmates in non-STEM fields by as much as **30%**.⁷



As of 2015, the average annual wage for skilled manufacturing positions in the U.S. is over **\$82,000** and 92% of manufacturing positions include **medical benefits**.⁸

1 \$8.5 Trillion Talent Shortage, Korn Ferry Institute, <https://www.kornferry.com/institute/talent-crunch-future-of-work>, May 2018

2 The Skills Gap in Manufacturing, 2015 and Beyond, Deloitte and The Manufacturing Institute

3 National Association of Manufacturers, Manufacturers Outlook Survey, 2nd Quarter, 2018

4 National Association of Manufacturers, www.nam.org/newsroom/Facts-About-Manufacturing

5 <https://obamawhitehouse.archives.gov/innovation/strategy/appendix-a>

6 <https://www.thesimpledollar.com/why-you-should-consider-trade-school-instead-of-college/>

7 State of STEM, Defining the Landscape to Determine High-Impact Pathways for the Future Workforce, Erin S. White, author, STEMconnector, 2018, pg 17

8 National Association of Manufacturers, www.nam.org/newsroom/Facts-About-Manufacturing

Our summer manufacturing camp grant program has gained great momentum, and NBT is supporting more than double the number of camps than just two years ago. 2018 grant funding will support 88 camps across 26 states. This means more than 1,500 campers between the ages of 12 and 16 will participate in a hands-on program where learning about manufacturing skills and manufacturing careers is the focus of their week. With so many camps, there may be one in your area. Visit www.nbtfoundation.org/camps to see the current roster of camps.

Since the foundation's inception more than 20 years ago, NBT has been committed to supporting our industry's workforce needs. I'm proud to say that by the end of this year, thanks to the continued support of individual industry professionals and their companies, we will have provided nearly \$1,000,000 in scholarships and over \$750,000 in manufacturing camp grants. NBT is here to stay for as

long as we can help the manufacturing industry by inspiring its future workforce. However, to fulfill our mission we need your continued support. No donation is insignificant, as every dollar we receive helps us provide additional scholarships and camp grants.

I am bullish on manufacturing's future and believe more than ever that a career path in manufacturing is a great way to secure an individual's future, as well as the future competitiveness of our great nation. I hope that you will find the success stories included in this annual report to be inspiring.

As always, thank you in advance for your generosity.

Sincerely,

Sparkling Innovation: Manufacturing Camps

For nearly twenty years, NBT has partnered with high schools, technical colleges, and universities to provide a unique experience for young students looking to discover the manufacturing industry. NBT camps provide the initial spark which ignites their interest in the creative and innovative world of manufacturing. Students, ages 12-16,

are encouraged to explore the world of manufacturing and what it is like to be an entrepreneur, creator, problem-solver, and innovator. Within these camps, we provide initial exposure to potential manufacturing careers. **NBT has committed over \$750,000 to support summer manufacturing camps** over the past two decades.

Do NBT camps make a difference?

In the words of camp directors, parents, or the student campers themselves, here are a few impact stories from 2017 NBT manufacturing camps:



Photo courtesy of Midlands Technical College Student Success Center at Fairfield Central High, Nuts, Bolts & Thingamajigs 2017 Manufacturing Outreach Camp

Bergen Community College, Paramus, New Jersey

"This camp really empowers the student to take charge and be creative. They learn to communicate their ideas, a very important skill. The process of being creative within a team environment is excellent practice for future work environments."

One of the students who was new to this program had such an outstanding week that he wanted to do it again. On the last day of camp, we invite the parents to a show where students give a demonstration of the projects they made and prepare a presentation complete with colorful posters. This particular student was so thrilled with his camp experience, he asked his mother during the parent show if he could come back, and do the camp again next year."

- Bergen Community College, LASR (Land, Air, Sea, Robotics) Academy Camp Director

The host schools, along with assistance from NBT, seek partnerships with local manufacturers who provide plant tours, materials to create projects, guest speakers who expound on what manufacturing has meant to them, as well as other resources and financial support. Because the host schools partner with local businesses, campers get first-hand knowledge about

the career potential manufacturing offers in their own communities.

And the need has never been greater. With an expected shortfall of close to two million job applicants over the next decade, the need for skilled workers is urgent. NBT sees this need and tries to encourage students to pursue a course of technical training,

which will lead to much needed craftsmen for the industry. NBT is proud to collaborate with the schools, the local manufacturers, the community at large, and the students who are engaged in this endeavor. **NBT will continue to pursue its mission which, at its most basic level, is to help individuals discover the passion for making things!**



Photo courtesy of Indian Hills Community College,
Nuts, Bolts & Thingamajigs Camp

Indian Hills Community College, Ottumwa, Iowa

"I was impressed with the campers' level of abilities utilizing soldering guns, CAD software, and electronics. While I feared that the activity we had planned was too difficult for the age group, the campers jumped right in and were very adept. This goes to show how technology has changed dramatically and students have better skills using software, computers, and electronics."

"One of the campers was very engaged, was interested in all aspects of manufacturing, and excelled with the hands-on activities. He reported, that as a result of the camp, he will likely pursue a career in Machining or Welding Technology."

- Greg Kepner, Indian Hills Community College, 2017 Nuts, Bolts & Thingamajigs Camp Director



Manufacturing Camps



Photo courtesy of Manatee Technical College,
Robots, Machines & Making Things Camp

Manatee Technical College, Bradenton, Florida

"My boys loved the camp. They wouldn't stop talking about it! They were up early, every morning—they couldn't wait to get there! I was a little jealous and wish I could have gone to camp with them every day."

- Parent of 12-year-old twin boys attending the Robots, Machines & Making Things Camp



Letter from the NBT Board Chair



Bruce Benedict
Chairman
Nuts, Bolts & Thingamajigs
Board of Directors, 2018-2019

Dear Friends and Colleagues:

On behalf of the Board of Directors of the Nuts, Bolts & Thingamajigs® (NBT) Foundation, I would like to extend a heartfelt thank you to our supporters. With your help, NBT has been able to continue to create change within the manufacturing industry by igniting the sparks of innovation in the next generation of manufacturers, inventors, and entrepreneurs and to inspire those venturing into our ever-expanding industry. Your contributions and support make a lasting impact on the industry we serve, the manufacturing employers in need of a skilled workforce, the communities we reside in, and the families that make up the core of each neighborhood that is positively affected by NBT's programs. I am extremely grateful and humbled by each person's support of the Foundation's efforts.

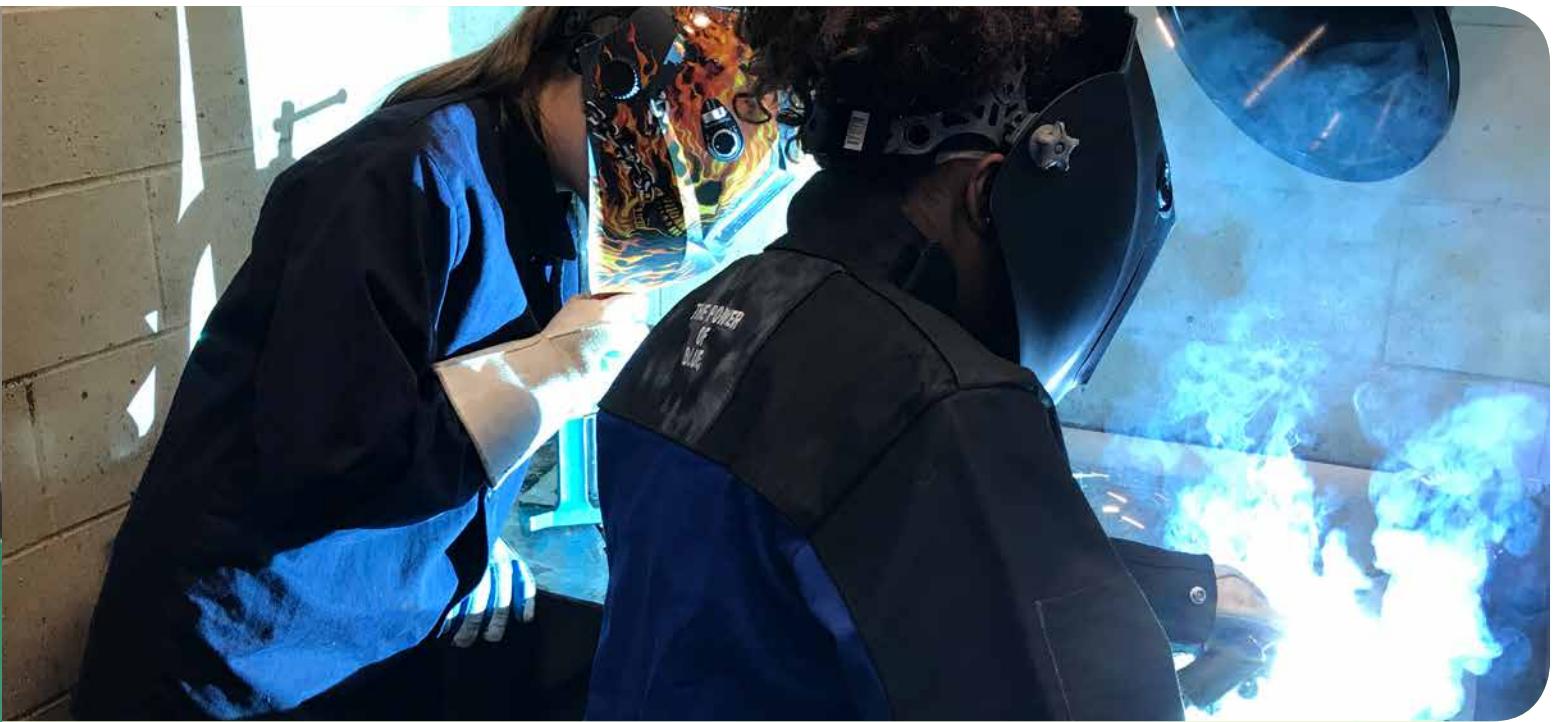


Photo courtesy of Fox Valley Technical College,
Power of Manufacturing Camp

Ranken Technical College, St. Louis, Missouri

"I've attended a manufacturing camp at Ranken every year since they were offered. The camps really inspired me to pursue a technical career because they were fun and hands on. When I receive my associate degree, I will be a multi-specialist, with training in hydraulics, welding, plumbing, carpentry, heating/ventilation/air conditioning/refrigeration (HVACR), and facilities maintenance."

- Current Ranken Technical College Industrial Technology student and former attendee of Ranken's Summer Adventure Camps

RANKEN
TECHNICAL COLLEGE

The 2017 Annual Report celebrates your generosity and details how your support is helping young professionals navigate their way into the manufacturing industry building a pipeline of skilled, trained workers for years to come. Over the past two years, your gifts have allowed NBT to establish manufacturing camps and award scholarships in over 31 states, making a lasting impact on more than 3,500 students and their families. These efforts are laying the foundation for those who will pick up the torch to become the next generation of manufacturers and fabricators.

Every dollar you give goes directly to support the Foundation's scholarship and camp programs and, as you will see, makes an incredible difference. This report outlines how your support has made a difference to many who, if not for your generosity, might not experience the world of manufacturing. Your contributions will have an impact today, tomorrow, and for years to come!

Thank you again for your wonderful support of the NBT Foundation. Manufacturing's future is bright, and because of your generosity so many more individuals will be supported as they train for careers in the industry or will be inspired as they investigate its career potential. We at the Foundation are proud to make a difference, but it is only through your contributions that we are able to make a positive impact on tomorrow's manufacturing industry.

With kind regards,
Bruce Benedict

Exploring the Future: Scholarships

Nuts, Bolts & Thingamajigs

continues to be a leader in providing students with financial assistance for pursuing studies that will lead to a career in the manufacturing industry. NBT partners with trade schools, two- and four-year colleges, and universities that offer curricula focused on manufacturing-related programs. Over the past two decades, the generosity of corporate and individual supporters has made it possible for NBT to provide more than 400 scholarship awards totaling over \$900,000 to the next generation of skilled workers.

What does this investment in tomorrow's manufacturing professionals ultimately mean for the industry?

These stories from past scholarship recipients demonstrate that students who pursued manufacturing degrees with NBT's support have gone on to become talented contributors to the industry with a passion for innovation, problem-solving, and leadership.

Technical Program is Recipe for Success



Aaron Joos, 2013 scholarship recipient, Chippewa Valley Technical College

As a student in one of the most respected manufacturing training programs in the state of Wisconsin, Aaron could have easily taken only the courses required to get his Machine Tooling Technics certificate and been immediately employable – probably even before he graduated. Instead, he took advantage of adding courses in CAD, metrology, and both manual and CNC machining. The extra effort paid off. In just five years since entering the program, Aaron is employed as a Lead Machinist at Phillips-Medisize, a highly respected manufacturing corporation where his potential for future advancement is unlimited.

"I was never afraid to pursue a technical program after high school, even though most of my friends were focused on four-year university degrees," he said. "What I didn't know at the time was how many job openings and opportunities there really were in manufacturing."

"I'm so lucky that my role at Phillips-Medisize allows me to gain experience in so many areas such as purchasing, tooling, fixturing, and running the CNC secondary work area. I'm even working on researching and getting ready to propose the purchase of a new horizontal machining center, which is a big investment. But my favorite thing is working with our engineering group in the sampling process for new parts. We figure out the production process – what will make it run smoothest and produce the highest yield. I work with the customers and engineers, design the fixturing we use for production, and work with the first article inspectors. It's so rewarding to see a new part through from initial quoting into production. There's always something new and exciting to focus on in addition to our continuing production."

A Mentor Made All the Difference



Caitlin Simpson, 2013, 2016 scholarship recipient, Triton College

Securing a Legacy: Endowments



There's a lot of talk about how females go from being interested in science, math, and technology when they are young, to avoiding it like the plague as they become teenagers. There's also much discussion about how difficult it is to get women to even consider manufacturing careers – an industry where the male/female ratio is very one-sided in favor of the men.

NBT scholarship winner Caitlin Simpson was a perfect example of this challenge up until a few years ago when she was introduced to Antigone Sharris, chair of the engineering technology department at Triton College. Being introduced to a woman who had both succeeded in a manufacturing career and was now teaching others how to succeed opened Caitlin's eyes to the potential such a career might hold for her. If it hadn't been for that meeting, and the mentoring relationship which developed, Caitlin thought she might become a makeup artist. At the time they met, Caitlin was a single mother who had been a high school dropout and was struggling to make ends meet in a minimum wage job. Because of that meeting, which happened in 2010, she is close to completing her master's degree in Industrial Technology and Operations.

"I knew I had to find a career in which I could be successful financially, so that I

could take care of my daughter," Caitlin said. "When I met Antigone at Triton I learned that manufacturing could provide me with that financial stability."

As is true with many of the students who receive NBT scholarships for manufacturing studies, Caitlin overcame circumstances that seemed to be stacked against her and is emerging just a few short years later as a well-trained, skilled, and dedicated future manufacturing leader.

Product Development Visionary



Eurydice Kanimba, 2014, 2017, 2018 scholarship recipient, Midwestern State University and Virginia Tech

Few students have impressed the industry volunteers who serve as NBT scholarship application reviewers like this young woman who is a three-time award winner. Now completing her final year in a PhD program at Virginia Tech, Eurydice has

already contributed to the industry's knowledge base through her research. She designed a CAD model of a solid thermoelectric generator, which transforms waste heat into electricity, which developed into an opportunity to author a book chapter on the subject.

"My current research project is the design of a bio-inspired heat exchanger which is designed after the bone structure of a cuttlefish which, because of its intricate structure, can sustain a high compressible load while having 93% porosity," she described. "I'm still using my SolidWorks software to reproduce the structure which has gone through multiple modeling iterations. Because of the complexity of the structure, I am now considering additive manufacturing as the method of achieving production. This is a device that could, because of its low weight, small size, and high level of effectiveness, be utilized in the aerospace sector."

Endowments provide a lasting benefit to the manufacturing industry by supporting NBT's camps and scholarship programs in perpetuity.

As of Dec. 31, 2017, three endowments have been established under NBT:

- The Fabricators & Manufacturers Association, NBT's parent organization, has established an operating endowment with a goal of fully funding the foundation to \$7 million by 2030.
- The Outside Processors Council (OPC) established an endowment in 2011 which supports the John Grossheim Memorial Scholarship fund. These awards are granted to students pursuing degrees in

manufacturing specifically related to the steel or metal industry, with priority given to employees of OPC member companies and their dependents.

- The U.K. Gupta and Family Scholarship Endowment provides financial awards to students from North Texas enrolled in study programs leading to a career in manufacturing.

NBT will continue to partner with industry donors who wish to establish a legacy by providing scholarships and/or camp

grants to support young adults exploring manufacturing and becoming skilled contributors at every level of the industry.

If an endowed scholarship or camp grant fund is something that you or your company wishes to explore, please contact Foundation Director Edward Dernulc at 815-227-8240 or by email at edernulc@fmanet.org.

Partnering with Leadership: Industry Volunteers

At NBT, we are extremely proud of our board of directors and the impact they have on our efforts and the positive effect it has on the industry. NBT is confident our board provides industry leadership reflecting the needs of the manufacturing community. The board is focused on providing education, strong learning experiences, and hands-on experience for those who value a career in the manufacturing industry.

The NBT Board represents more than 200 years of industry experience collectively. We are fortunate to have such a supportive and knowledgeable group that is focused on the industry's future.



NBT Board member **Mike Cattelino** shares a teaching moment with a future manufacturing student.

NBT Board of Directors



Bruce Benedict
Production Tube Cutting
Chair



Mike A Cattelino
Fox Valley Technical College
Vice Chair



David Pettigrew
Alliance Steel LLC
Secretary and Treasurer



Warren Long
Briggs & Stratton Corp.
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Bruce Albrecht
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Jay Phillips
Valley Iron Inc.
Director



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A Subsidiary of Steel & Pipe Co.
Director



James Rogowski
TRUMPF Inc.
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Jason Hillenbrand
Amada America Inc.
Director



Roger Wilson
CNA
Director

Sharing Knowledge: Camp Visits

NBT president Ed Youdell and NBT board members Warren Long (top photo, back row right) and David Brown (bottom photo, right) visit with future manufacturers at summer manufacturing camps.



Sustaining the Mission: Events & Campaigns

Generous supporters make it possible for NBT to exert a positive impact on the lives of more than 3,500 individuals each year through its scholarship and manufacturing camp programs. This support is critical to provide a steady source of reliable, inspired, and educated skilled workers who can meet the needs of the manufacturing industry today and into the future.

Fundraising events are part of the strategy that allows NBT to engage the industry in creating an impact on its future.



The annual Golf4MFG event is held in the Chicagoland area and is a diverse gathering of professionals from the manufacturing industry. The 2017 event held at the Cantigny Golf Course in Wheaton, Ill., raised over \$22,200. The day provided members of FMA, educators, vendors, and industry suppliers with time to renew old friendships, make new friends, and support the future of the industry.



Team **Mitsubishi Laser** members were Pat Simon, Mitsubishi Laser, Keri Foster & Mike Leali of Laser Technologies Inc., and Jim Grasse of Advanced Fabricating Machinery.

Auctions

The FMA Annual Meeting silent auction, held in March 2017, raised not only incredible awareness for our cause, but over \$17,500 in financial support for NBT programs.

The NBT Processors auction held at the Motor City Slitters golf outing, in Detroit, Mich., directly benefits the John Grossheim Memorial Scholarship fund. This venture offers a unique opportunity for participants to bid on donated metal processing services such as slitting or pickling, raising money that will provide scholarship support for craftsmen-in-training. This auction has been held each year since 2006 and to date, proceeds from this event totaled over \$150,000.

Campaigns

Ed Youdell, the president and CEO of NBT and FMA, made his annual President's Challenge gift with a personal donation of \$1,500. He invited other company presidents to do the same in support of NBT camp and scholarship programs. Ed understands the impact this challenge can have on NBT programs and ultimately on the companies of the corporate presidents he invites to participate. In 2017, through the Presidents Challenge, NBT raised \$40,000.

President's Challenge



A day well spent, supporting a great cause



Donors

Leadership Circle

\$10,000 or more

CNA Foundation

Founders Society

\$5,000-\$9,999

FMA Communications Inc

Miller Electric Mfg Co

Production Tube Cutting Inc

Shaluly Foundation

Presidents Club

\$1,500-\$4,999

Ace Metal Crafts

Airgas Inc

American Metal Market

ASKO Inc

Al Bohlen

David Brambert

Dupps Company

Eberl Iron Works Inc

FMA

Fulton County Processing

G E Mathis Company

Vivek Kumar Gupta

Heidtman Steel Products

Heidtman Steel Products Inc

Douglas Hermann

Independence Tube Corp

William Isaac

Jack Goldstein Charitable Trust

Johnson Pro Services

Rick Keefer

KOOIMA Co

Warren Long

Scott LoSasso

Ludlow Manufacturing Inc

Lyle Menke

Mitsubishi Laser

Ohio Pickling & Processing LLC

Carl G Peddinghaus

Jay Phillips

Bill Sanborn

Shickel Corporation

Pam Swanson

TRUMPF Inc

Voss Clark

Voss Industries

WAFIOS Machinery Corp

Roger Wilson

Ed Youdell

Manufacturers

\$500-\$1,499

Affiliations Unlimited Inc

Alliance Steel LLC

Kurt Billsten

Joseph Cress

Elgin Sweeper Co

Fabtech International

Hawkeye Industries Inc

Industrial Machine & Engineering Co

L Bruce Johnson

Debbie Lembcke

Miller Electric Mfg

Miller Welding & Machine

Moore Fans LLC

Ometek Inc

Progressive Metal Manufacturing Co

Rick Schwer

Antigone Sharris

Sperko Engineering Services

Taylor Coil Processing

The John Doar Foundation

Industrialists

\$100-\$499

Jeff Ahrstrom

Airgas North Central

Butech Bliss

Cantigny Golf Club

Chicago Bears

Jen Christian

Kelly Clark

Daunel Czarnecki

Dan Davis

Cindy Day

Disney ABC Television Group

EMF Company Inc

Mark S Ernst

Fab Supply Inc

Feralloy Corporation

Jay Finn

Florida Stainless Fabricators

Fox Valley Technical College

Christine Frazier

Freedman Seating Company

Freedom Machinery Co Inc

John Freudenberg

Genesis Systems Group LLC

Georgia Trade School

Industrial Machinery Specialties Inc

International West Inc - DBA

Continental Industries

ITW

Douglas Kasai

Gary L Koester

Dieter Korte

K - Zell Metals Inc

Mike Lacny

Stephen Lamb

Pat Lee

Rick Lehnhardt

Lisa Liposchak

Todd A Ludlow

Eric Lundin

Kirk McCauley

Mike McIntosh

Metalworking Solutions LLC

Miller Electric Mfg Co

Nancy Miller

Mill Steel Co

National Metalwares Ip

Scott Nelson

Nema Enclosures Mfg Corp LLC

Leon Neumann

Amy Nickel

Rick Olson

Paragon Industrial Controls Inc

Passline Performance

Peddinghaus Corp

Michael A Pellecchia

Jim Pirages

Plymouth Tube Company

Production Cutting Services Inc

John Reinhart

Sue Roberts

Robovent

Ryerson Coil Processing

Sable Metal Fabrication Inc

Salem Metal Fabricators Inc

Valarie Schwartz

Michael Scott

Maurine Semevolos

Mary Simons

SteelPro - Wayne Industries

Judy Steinbach

Sureway Tool & Engineering Co

Peter C Swenson

Sara Tanberg

Michael A Taubitz

Texas ProFab Corporation

The Bradbury Co Inc

Helen Tsupros

Universal Tube & Rollform



USA Dutch Inc

Valley Iron Inc

Jim Warren

Waukesha Metal Products

Vicki Webb

Frank Wymore

Bob Young

Supporters

\$99 or less

Addition Manufacturing Technologies

Advanced Laser Machining

Advance Industrial Manufacturing Inc

A & E Machine Shop Inc

AIM Computer Solutions

Aljon Tool Inc

Andersen Industries Inc

John Anton

Armada Corporate Intelligence

William Armendariz

Timothy J Baber

Beck Automation

Lisa Bilik

Ryan Blythe

Rob Bohn

James R Bond

Celeste Branstrom

Jeff Cass

CCM

Chemetall

Chicago Cubs

Edward Cochran

Coilplus - Alabama Div

Steven M Dobos

Don R Fruchey Inc

D & S Manufacturing Co

DW Machinery Sales

Diane Engel

Ernst Enterprises LLC

Everhard Products

Excel Industrial Electronics Inc

Fabricaciones De Inoxidable S de RL

Brody Fanning

Judith Feinstein

GH Metal Solutions

Granite City Pickling & Warehouse

Jerry Gunderson

Anthony Halvatzes

Rick J Hargrove

Nancy Hatten

Heidtman Steel Products

Torey Heinz

Stephen Herndon

Tim Heston

Iron Tiger Mfg Inc

Jan - Air Inc

JB Laser

J & D Tube Benders Inc

Sterling Jensen

Jett Cutting Service

Johnston Mfg Co Inc / JMC

Rollmasters Div

Jordan Craig Machinery Intl LLC

Kammetal

Kane Welding & Supply

Michael Kennamer

Kent Group Inc

Brian Kopack

Craig Kyle

Lake Park High School District 108

Laser Access

Laspar

Laystrom Manufacturing Co

Gwen Lehman

Audrey Long

Julie Maddock

Jackie McBain

Michael McGuire

Phil Meinczinger

Metamation

Mary Mincemoyer

Miracle Welding Inc

Lee Motluck

Nelson Tool Corp

Francis C Nielsen

Ogden-Weber Applied Technology College

Okay Industries Inc

Megan Paja

Anna Peacock

PICO Chemical Corporation

Pittsburgh Steelers

Prairie Partners LLC

Mark Prasek

Prestige Equipment Corp

Quail Run Building Materials Inc

Rapid Cure Technologies Inc

Kathleen Raymer

Sarah Richards

Robinson Metal Inc

Samuel Steel Pickling Co

Rahul Sarkar

Michael Schumacher

SET Enterprises

Shape Corp

Chris Smith

Spencer Fane LLP

SSAB Iowa Inc

Steel Market Update

Michael Strand

Sugarpost

The Audubon Group At Morgan Stanley

Thomas Nelson Community College

Richard M Tomaszewski

Tower Metalworking Fluids

Tube Bending Concepts Inc

Dan Turner

Vance Metal Fabricators

Adrian Wagner

Westport Precision LLC

David Winkler

Wintriss Controls Group

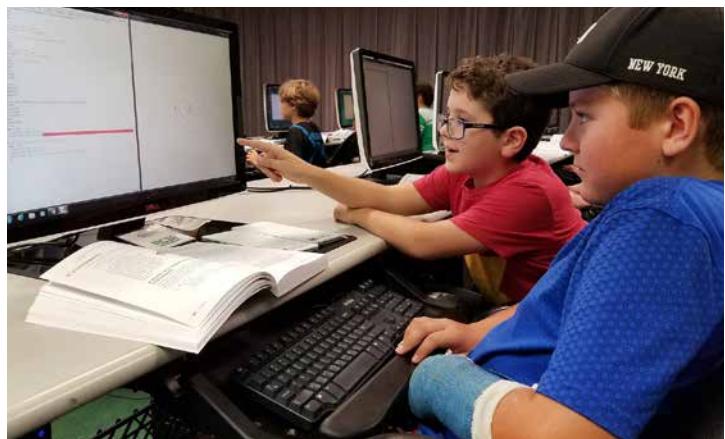
Withrow Industries Inc

Zehnder Rittling

Al Zelt

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 2017 and your name has been misspelled, listed incorrectly, or mistakenly omitted, we apologize and hope that you will contact us at foundation@fmanet.org or (888) 394-4362.

Manufacturing the Future



NBT Foundation Financials

| | For the Twelve Months Ending December 31, 2017 | For the Twelve Months Ending December 31, 2016 |
|--------------------------------------|---|---|
| PROGRAM REVENUE | | |
| DONATION INCOME: | | |
| UNRESTRICTED CONTRIBUTIONS | \$199,718 | \$159,335 |
| EVENT REVENUE | \$83,272 | \$72,765 |
| FMA DONATED SERVICES | \$293,042 | \$191,763 |
| TEMPORARILY RESTRICTED CONTRIBUTIONS | \$18,810 | \$34,320 |
| PERMANENTLY RESTRICTED CONTRIBUTIONS | \$151,500 | \$300,000 |
| TOTAL DONATIONS | \$746,342 | \$758,183 |
| PROGRAM DISTRIBUTION EXPENSE | | |
| SCHOLARSHIPS | \$75,000 | \$71,000 |
| CAMP GRANTS | \$81,250 | \$56,250 |
| DISCRETIONARY GRANTS | \$12,810 | \$12,950 |
| TOTAL DISTRIBUTIONS | \$169,060 | \$140,200 |
| NET GIFT REVENUE | \$577,282 | \$617,983 |
| OPERATING EXPENSE | | |
| FUND RAISING EXPENSE | \$125,153 | \$100,509 |
| ADMINISTRATION EXPENSE | \$183,532 | \$126,956 |
| OTHER PROGRAM EXPENSE | \$99,849 | \$61,578 |
| TOTAL OPERATING EXPENSE | \$408,534 | \$289,043 |
| NET OPERATING | \$168,748 | \$328,940 |
| NON-OPERATING | | |
| INVESTMENT INCOME NET OF FEES | \$290,342 | \$114,087 |
| EQUITY IN NET INCOME - FMAC | (\$69,641) | \$128,556 |
| NET NON-OPERATING | \$220,701 | \$242,643 |
| CHANGE IN NET ASSETS | \$389,449 | \$571,583 |

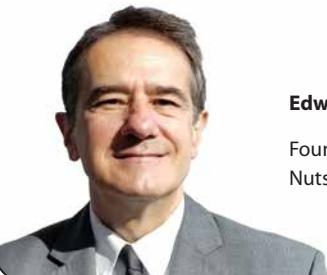
How You Can Help



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.

Letter from the NBT Director



Edward C. Dernulc
Foundation Director
Nuts, Bolts & Thingamajigs

Thank you to all the dedicated supporters of Nuts, Bolts & Thingamajigs, where we continue to focus on creating a lasting impact within the manufacturing and fabricating industry. As a result of your support we will influence more than 3,500 kids and their families this year alone. Naturally, we hope to grow that number over the coming years. Over the past two decades, we have given nearly \$1,000,000 to scholarships and \$750,000 to manufacturing camps, which is a remarkable \$1,700,000 in donations because of the support of people like you.

To say we are proud of the work we do would be an understatement. We support our camp and scholarship programs, which directly create the next generation of innovators and entrepreneurs for the manufacturing industry. In 2005, we started with five camps and we are now up to 88 in 27 states; we are focused on growing that number to more than 100 camps by 2019. On the scholarship side, we had 602 applicants in 2017 and awarded 41 scholarships which



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 allow 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.

totaled \$74,500. And it is the goal of NBT to be able to fund 100 worthy candidates annually by 2022. Individuals who take their first step towards entering the industry by beginning post-secondary training will quickly make a difference by bringing fresh ideas and new improvements, which will make manufacturing the place for people who want to change the world and positively impact lives. If you read the scholarship success stories in this report, you will see that's exactly what our alumni are doing!

We hope you realize that your impact on the industry, the communities it serves, and the families in those communities is immense. We are truly grateful for your support. As we move forward we will continue to be stewards of those who will be the next generation of leaders within the manufacturing industry. With your support, the impact that NBT makes will continue to grow and support more and more people who might not otherwise have an opportunity to choose this career direction. We plan to initiate that spark of innovation and creativity for years to come.

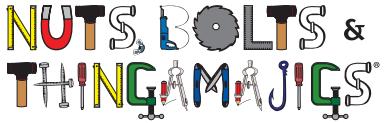
Thank you once again for your continued support. We, at NBT, are humbled and grateful for your assistance and look forward to working with you over the coming years.

With sincerest gratitude,
Edward C. Dernulc

A handwritten signature in black ink, appearing to read "Edward C. Dernulc".

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.



The Foundation of the Fabricators & Manufacturers Association, Inc.

nbtfoundation.org

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