

# News

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## Leadership Messages

### **Chairman's Connection**

*Greg Knox, DRMA Chairman of the Board*

Welcome to a brand new year with DRMA!

As the new Chairman I would like to personally thank everyone in the DRMA for 16 years of networking, knowledge, business, fellowship and fun! I would also like to thank you again for your vote of confidence in bestowing this honor upon me.



I never would have dreamed 16 years ago, when I attended my first DTMA meeting that I would one day be the chairman – as a matter of fact I am sure the idea would have petrified me...

But I also never would have dreamed that DRMA would provide me with so much education and experience to ready me for the task.

It all began about a dozen years ago with a call from Don Clouser of Staub Laser who asked me if I would be interested in joining his member recruitment committee with DTMA. To be honest, I had never been part of a committee before, and even though I said "yes", I was totally intimidated at my first meeting. Believe it or not, it took me about 3 meetings before I even opened up my mouth (hard to believe from Knox – right?)

I enjoyed that experience so much that I soon began working with the workforce development committee and the dynamic Bots program – sponsoring 2 bots teams myself, and "connecting the dots" with several schools who needed local shops to provide them with assistance. All of the companies that I got involved in this program have thanked me numerous times over the years.

Somewhere along the line I was also approached to emcee meetings and eventually Bots competitions. This terrified me at first, but helped me to develop confidence in public speaking, which by the way has come in handy since I've been asked to speak many more times in front of thousands of people.

Then came the day Paul Ley asked me to lunch (I figured he was going to try to sell me more steel) and asked me to join the board..."ME?"..."I've got to be honest, Paul – I have never been on a board, and I wouldn't know what to do"

"We will show you", he said, "you'll have lots of good mentors"...Boy was that an understatement.

As I stated in my inaugural speech, I have tried very hard to "give back" to DRMA because I realize just how much this awesome association has done for me – and can do for you, if you get connected!

I would like to thank the likes of Michael Kalter, Mike Collinsworth, Dave Dysinger, Larry Gray, Angelia Erbaugh and so many others who have mentored, coached, worked with (and put up with) me and have helped to prepare me for this day.

So let me ask you – are you connected?

Regards,  
Greg Knox

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## I've Been Thinking . . .

Angelia Erbaugh, DRMA President

People choose to join a professional association (1) to support the organization that supports the industry, (2) to stay current on industry pertinent goings-on, and (3) to connect with other companies and people around a common cause . . . in our case, manufacturing. Connecting is where you get personal bang for your buck. There is a new page on the DRMA website describing the various ways you can connect. [Check it out.](#)

If you like face-to-face connections, check out two upcoming events. On Thursday (January 17), we'll once again join with the Engineer's Club Entrepreneurs Pub Night for an evening of networking. It's relaxed and enjoyable. [Drop in!](#)

And, we're changing up our February 7 member meeting. It will be a breakfast meeting held at the Mandalay Banquet Center featuring a program about how to comply with the new health care law and how you can estimate the costs associated with these rules and regulations. You'll want to bring the person who handles your HR responsibilities to this meeting. [Learn more here.](#)

Thinking of connecting through committee involvement? We're in the process of re-establishing the Sponsored Benefits Program and Workforce Development committees. [Read more about them here](#) and [let me know](#) if you are interested.

Thanks for choosing to be a member of DRMA!

Regards,  
Angelia



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## Member Events

### February Member Meeting – Health Care Reform



Join us on February 7 as Paul Routh from Weprin Folkert & Routh and Scott McGohan and Grant Reed from McGohan Brabender discuss the new health care reform and how it will impact you and your business. The program will explain the rules and provide a real life situation so you can make an informed decision as to how you want to approach the health care reform. This highly informational meeting will also feature a Q & A session after the program so you will have all the information you need to move forward in 2013. Bring your HR person with you!

**Date:** Thursday, February 7, 2013  
**Place:** Mandalay Banquet Center  
2700 East River Rd.  
Dayton, Ohio 45439  
**Time:** 7:30 – 8:00 a.m. Registration and breakfast buffet  
8:00 – 9:30 a.m. Program  
**Attire:** Business/business casual  
**Cost:** \$36 if registered by 2/4 (\$41 after 2/4)

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## **Program: Health Care Reform – Play or Pay Rules: What You Need to Know and What You Need to Do**

Now that the US Supreme Court has spoken and the Presidential elections are over, the reality of health care reform is starting to hit home. The major provisions of health care reform kick in January 1, 2014, and now is the time to start formulating your compliance approach. In fact, one important date has already passed so time is of the essence.

At one end of the spectrum under the employer mandate also known as the “play or pay rules” is to simply “play” or keep the status quo. At the other end, is to terminate your group health plan and simply “pay” the penalty. This meeting will explain the rules and provide you a real life example so that you can make an informed decision as to how you want to approach health care reform. You will realize that the best approach for you will probably be a blended approach where it will make the most sense for you to continue your health plan for some employees and to encourage other employees to get their coverage through the state run health care exchanges. We also can show you a way to reduce your current costs and to avoid the penalty completely.



Paul Routh is both a CPA and attorney. He attended Pennsylvania State University, University of Toledo College of Law and has an advanced law degree from NYU. Paul is the author of the Welfare Benefits Guide: Health Plans and Other Employer Sponsored Benefits. Paul heads up the benefits department where he is a partner at Weprin Folkerth & Routh located in Dayton.

P. Scott McGohan is CEO of McGohan Brabender, one of the largest independent insurance agency in southern Ohio. McGohan Brabender provides consulting and brokerage services to over 1,400 clients and has offices in Cincinnati, Columbus and Dayton.



Grant Reed has extensive experience in the insurance industry. He studied mathematics, business administration, and finance at Miami University and Cleveland State University. At McGohan Brabender, Grant is the Director of Financial and Analytic Services Team and oversees the staff of analysts and directs the company in the financial aspects of insurance cost.

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## **Meeting Sponsor: Frank Gates Service Company Group Rating Program**

The key to operating a business is all about balance. Employers are constantly looking at ways to balance the need to trim expenses with the desire to minimize the sacrifices necessary to make those cuts. Frank Gates is elated to share with you that there is at least one way to reduce your costs that will actually maximize your benefits.

Workers' compensation premiums are certainly one of the more significant business costs that employers must plan for, but fortunately Frank Gates can offer a program that may reduce your premiums up to 50% or more. Group rating is an alternative rating program the Ohio Bureau of Workers' Compensation (BWC) developed more than 10 years ago that allows employers in Ohio to pool together for rating purposes only.

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The principle on how the group rating programs function is based simply on size. The larger the employer or group – based on payroll and job types – the larger their expected losses and therefore the larger the discount they can achieve. When the BWC developed the whole system of merit rating, they wisely put safeguards in to protect smaller employers from having exorbitant premiums because of increased claim activity. By joining a group of similar companies, employers are viewed as one large entity and can earn greater discounts together, than they could on their own.

Every group must be formed of a specific industry group (for example manufacturing, construction, clerical, etc.) and be sponsored by an association to which all participants are members, such as DRMA. One of the best features DRMA offers to their participants is that they have groups for any type of employer – many groups do not – and most all of them are for the maximum discount the BWC offers for group rating, which is a discount of 53%.

If your business is not presently in a group rating program, or is in another group plan other than the DRMA group, contact Cathy Pletz at Frank Gates at 800-777-4283 ext. 25429 for more information on maximizing your savings.

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## January Networking Event

Join us for a casual networking event on January 17 at Entrepreneurs Pub Night held at The Engineers Club of Dayton. This is your chance to come out and network with your DRMA friends and colleagues while meeting local entrepreneurs, engineers and scientists. Don't miss this opportunity to exchange ideas, solve a few problems, or even explore new ways to expand your business.

There will be plenty of hors d'oeuvres and a cash bar. Stop in anytime from 4 and 8 p.m. There is free parking on the premises and overflow parking available at the Wright State Kettering Center. The event is free but don't forget to [register](#) so we can plan accordingly.

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## AMTS

### A New Floor Plan for AMTS 2013



It's the start of a new year... and a new marketing budget. Shouldn't exhibiting at AMTS be part of yours? While October may seem far away, now is the time to reserve your booth, as prime exhibitor floor space gets swept up early. [Check out the new floor plan here](#) with many exciting changes this year, featuring:

- An even more inviting attendee experience and better exposure for all exhibitors
- A centralized, up-scale concessions, bar, and networking area
- Seminar and event space right on the show floor – to attract even more eyes and ears

AMTS gives you the chance to reach your prospects in a way that a normal sales call can't. As one long-time attendee says:

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*"We're manufacturing people; we can look at all the brochures and websites we want, but it's actually seeing that piece of equipment or technology we're going to buy, and asking real-time, face-to-face questions, that generally solidifies our purchase. We can bring an entire team to AMTS, not only to look at specific products that we're thinking of purchasing and want everyone's opinion on, but to see other products and processes that we might be missing out on."*

– Attendee Zach Millat, Millat Industries

Don't miss out. Contact [Deb Perkins](#) to get started, and if you sign a contract with your deposit by January 31, you'll receive 2012's attendee registration list FREE!

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## News You Need

### Meet Your New Board Trustees for 2013!

#### **Bob Lord**

Bob Lord is Director of Sales and Engineering at Auto-Valve Inc., a Miami Valley manufacturer of precision valves and other components used in a wide range of aircraft systems around the world. Bob's broad range of experience in manufacturing for over 40 years has given him a deep understanding of the issues facing manufacturing today and has also given him perspective on the importance of manufacturing to a healthy local, regional and nation economy. Bob has served on the Government Relations Committee for the past three years and has been the committee chair since 2010.

#### **Dennis McLaughlin**

Dennis McLaughlin is a shareholder with Clark Schaefer Hackett, a regional CPA firm operating primarily in Ohio. Dennis has over 25 years' experience with the firm and currently serves as the chair of the Manufacturing & Distribution and International Business Services groups of the firm. Dennis's breadth of experience with client companies who have entered foreign markets has led him to develop the firm's International Business Services group. Dennis has served on our Government Relations Committee and has spearheaded the CSH/DRMA Manufacturing Survey over the last several years.

#### **Brian Ault**

Brian Ault is the industrial/commercial salesperson for Bruns General Contracting, Inc., a third-generation general contractor that offers a full range of design/build and general contracting services to commercial and industrial customers. Prior to joining Bruns, Brian spent over 20 years in the automobile service, body shop, and dealership industry, including owning his own dealership. Brian has been involved with the DRMA since 2009, serving as a committee member and then the chairperson of the Member Services Committee.

## Hot Market Watch Conference Registration Now Open Selling to India, Indonesia, Russia and South Korea

The Xavier/SODEC "Hot Market Watch" Conference is an annual event organized by the U.S. Department of Commerce's U.S. Commercial Service in Cincinnati and hosted by Xavier University's Williams College of Business & the Southern Ohio District Export Council (SODEC).

This year's conference will focus on the "hot markets" of India, Indonesia, Russia & South Korea and will provide market updates, tools, & resources for U.S. companies interested in selling to or expanding further into these countries. The conference will feature U.S. Department of Commerce international trade experts from the U.S. Commercial Service (CS), and international organizations & companies - both large and small - who will share their expertise and experiences in India, Indonesia, Russia & South Korea.

### Featured Keynote Conference Speakers include:

David Gossack, Senior Commercial Officer – U.S. Embassy Jakarta, Indonesia  
John McCaslin, Minister Counselor for Commercial Affairs – U.S. Embassy Moscow, Russia  
Judy Reinke, Minister Counselor for Commercial Affairs – U.S. Embassy New Delhi, India  
Jim Sullivan, Senior Commercial Officer – U.S. Embassy Seoul, South Korea

### When:

Wednesday, April 3

Networking Reception (included w/ conference registration)  
5:30 p.m. – 7:30 p.m.

Thursday, April 4

Hot Market Watch Conference  
7:00 a.m. – 5:00 p.m.

### Where:

Cintas Center at Xavier University  
1624 Herald Ave.  
Cincinnati, OH 45207  
(Parking is included)

### Price:

Networking reception and conference - \$90

Lunch only - \$50

Reception only - \$40

[Click here for more information and to register for this event.](#)

## Connect & Engage

Get the most out of your membership by connecting and engaging with the vibrant and thriving DRMA community. You have great ideas to share and we hope that you'll consider spending some time connecting with your industry peers, volunteering, and sharing your expertise with your industry. The Association offers many different ways to get involved, such as:

 Attend [member meetings and events](#).

 Ask and answer questions and start or join a conversation at our DRMA [LinkedIn Group](#).

 Find your peers in DRMA's [Member Directory](#)

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Join a [Special Interest Group](#).

Get involved and share your passion by [joining a committee](#)

For more information, contact [Amanda](#).

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## RFP for Electric Service

DRMA is seeking proposals for electric service for commercial/industrial businesses as part of the DRMA Sponsored Benefits Program. DRMA provides solutions to member needs through value-added benefits. Known as DRMA Sponsored Benefits Programs, they offer value to members, non-dues revenue to the Association, and promotional assistance to the product/service provider.

Proposals are due by **Thursday, January 31**. Please email [Amanda](#) if you are interested in receiving the RFP packet.

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## RFP for CFO Service

Article: DRMA provides solutions to member needs through value-added benefits. Known as DRMA Sponsored Benefits Programs, they offer value to members, non-dues revenue to the Association, and promotional assistance to the product/service provider.

DRMA is seeking proposals for CFO services as part of the DRMA Sponsored Benefits Program. The program would offer free advice on financial and operational issues that are typically addressed by a Chief Financial Officer (CFO). The DRMA currently has a similar plan for legal matters provided by Dunlevey, Mahan and Furry.

Proposals are due by **Friday, February 8**. Please email [Amanda](#) if you are interested in receiving the RFP packet.

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## Are Referrals Important to Your Business?

Most people find referrals are one of the best ways to generate new business. In today's "connected society" people are happy to tell others about a good experience, product or service. The explosion of Social Media is an example: It's the "new word of mouth."

Many say "word of mouth" or referrals are the best source of new business.

The same is true for the DRMA! As the DRMA looks to grow its membership, we need each and every member's help. Know anyone that would benefit from a strong network of companies with whom they can discuss challenges and share best practices? Who would benefit from Networking with companies with whom they could do business? Who would benefit from being part of *The Solution* (nothing changes in our economy until something is made!)?

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Who would benefit from being part of an organization that works tirelessly to be the *Voice of Manufacturing* in the region?

If so, please give their name to [Deb Perkins](#). Better yet, call them, tell them how much you've benefited from being a DRMA member and to expect a call from Deb, who can give them more information and answer any questions they may have.

A larger DRMA means the DRMA has more influence with the Legislature, gets more attention from the Media and provides greater networking opportunities. We have such a great group of members; let's make it BIGGER and BETTER!

Stay tuned for the official roll-out at January's Member Meeting of the DRMA's "**S.E.A. the Difference, Be the Difference**" Campaign to Increase DRMA Membership (**S**trengthen, **E**ducate & **A**dvocate).

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## Wage and Benefits Survey Results

The 2012 DRMA/Manpower Wage and Benefits Survey results are now available. DRMA members who participated in the survey received a copy free of charge. The results of the survey help members determine their competitiveness in the industry and can serve as standards for hiring practices.

The topics presented in this survey are:

- Business demographics
- Employee wages
- Employee benefits such as medical, dental, vision, short - and long-term disability, holiday, vacation, profit sharing, and pension plans
- Work schedules
- Recruiting strategies
- Retention statistics

You will get the current trends in compensation and benefits for the manufacturing industry in the greater Dayton region when you purchase a copy. DRMA members who participated in the survey received a copy free of charge. If you did not participate, DRMA members may purchase a copy for \$175; non-members may purchase a copy for \$250. [Contact Cindy](#) at the Association office to purchase a copy.

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## Manufacturing Photos Wanted

Hey all you manufacturers! Send us your best photos depicting the coolness of the manufacturing industry and you could see them show up in all kinds of DRMA places. We're looking to refresh DRMA promotional materials and want to use your favorite photos. They will be used at DRMA's discretion. Send them to [Amanda](#) today!

## Website and Newsletter Advertisements

Promote your company by advertising on the DRMA website and/or newsletter. The website and newsletter are the preferred information sources for the region's manufacturing community, DRMA member companies, customers, buyers, organizations, legislators, and other industry stakeholders. Your company logo will appear on the homepage of the DRMA website and/or the front page of the newsletter and can be linked to your company website. There are limited spots available and are offered on a first-come, first-served basis. For more information, contact [Amanda](#).

## Member Meeting Emcee Tryouts!

Do you like to hear yourself talk? More importantly, do other people *like* to listen to you when you talk? If you can answer yes to both of these questions, the DRMA is in need of emcees for member meetings. This is a great way to get in front (literally) of your fellow members. If you are interested, please contact [Amanda](#) at (937) 512-3862.

## Seeking Sponsorships for Member Events

Your Membership Services Committee is looking for different sponsors for some new events we have in the works. These sponsorships will not only help defray the cost of the event but will be a great way for you to get your company name and product in front of DRMA members. Interested in learning more? Contact [Amanda](#) at (937) 512-3862.

## DRMA Calendar of Events

<b>January 17</b>	Entrepreneurs Pub Night – The Engineers Club
<b>February 7</b>	Member Meeting, Health Care Reform – Mandalay Banquet Center
<b>March 7</b>	Member Meeting, Dave Sullivan – Sinclair Ponitz Center
<b>April 4</b>	Member Meeting – Sinclair Ponitz Center
<b>May 2</b>	Member Meeting – Troy Country Club
<b>July 15</b>	Golf Outing – Walnut Grove Country Club
<b>September 5</b>	Member Meeting – Sinclair Ponitz Center
<b>October 23 &amp; 24</b>	AMTS – Dayton Expo Center
<b>November 15</b>	Ignite the Future – Taj Ma Garaj
<b>December 5</b>	Annual Member Meeting – Sinclair Ponitz Center

## Workforce Development

### **Are you a manufacturing professional who wants to understand how Additive Manufacturing can be applied to your business?**

The Additive Manufacturing (AM) process offers the advantages of

- less material waste
- rapid production of limited quantity products, and the
- ability to manufacture products previously difficult or impossible with traditional, subtractive manufacturing techniques

Applications include: aerospace, medical devices, remote sensing, UAS/UAV, automotive and more.

Sinclair Workforce Development is offering *Introduction to Additive Manufacturing*, a 6-hour overview of commercially available AM processes for the fabrication of metal and polymer components for prototype and production environments. Emphasis will be on the operational basics for a variety of commercially available production machines and examples of their products. The processes employed by these machines will be discussed delineating their various capabilities including factors such as part size, quantity, cycle time, and manufacturing readiness. This course is included in the sequence for the *Additive Manufacturing Certificate*.

Upon completion of this course you will have an understanding of:

- Additive Manufacturing (AM) Processes
- Manufacturing Readiness Levels
- Rapid Prototyping and Hobbyist Machines
- Metal Based Additive Manufacturing
- Polymer Based Additive Manufacturing
- Direct write processes
- Production considerations and trade-offs

When: Thursday, February 22, 2013, 8:30 am - 4:00 pm  
Where: Sinclair Workforce Development's AIM – Advanced Integrated Manufacturing Center, Room 13-101, Bldg. 13, on Sinclair's downtown Dayton campus  
Cost: \$345 per person; \$295 per person with 2 or more registrants from the same company  
Instructor: Steve Szaruga, Chief Engineer, Manufacturing & Industrial Technologies Division, AFRL – Air Force Research Laboratory

For more information: Donna Hoying (937) 512-5011 or Herb Stachler (937) 512-4913

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## Legally Speaking

### **New Law on Automatic Meal Break Deductions**

A federal Appellate Court recently rejected an employee's claim to compensation for working during her lunch break. The decision gives guidance to employers on how to avoid the common problem of compensating employees for unauthorized time worked during a meal break. The general rules, of course, are that this time is compensable under the Fair Labor Standards Act – the federal wage-hour law and automatic deduction of the time is unlawful.

As long as an employee pursues his or her meal time adequately or comfortably, is not engaged in the performance of any substantial duties, and does not spend time predominantly for the employer's benefit, the employee is relieved of duty and is not entitled to compensation. But, if the employee actually works unauthorized time, the general rule is that that time is compensable and the employer is only entitled to discipline the employee for the unauthorized work. Now, however, the case of *Baptist Memorial Healthcare* gives an employer the additional right to not pay the employee for the time actually worked during the meal break if the employer has a system to report the extra time worked in order to override the automatic deduction of the break time and has procedures for notifying the employer if the additional compensation is not paid promptly.

In *Baptist*, a disgruntled employee alleged that she had to work through meal breaks and Baptist did not compensate her. Previously, she had reported missing at least one meal break and she was compensated for that time in accordance with Baptist's procedures. But on other occasions when she reported it and did not receive the compensation, she did not raise the issue. The Court determined that Baptist's automatic lunch break deductions were lawful because it had established a reasonable process for an employee to report uncompensated work time and override the automatic deduction but the employee failed to follow it.

Thus, the "hint" for all employers desiring automatic meal break deductions is that they have a policy that: 1) describes meal breaks and prohibits employees from working during meal breaks without prior authorization 2) subjects the employee to discipline for unauthorized work on a meal break 3) accords a procedure for employees to report time worked during a meal break 4) provides an avenue of redress in the event the employee does not receive compensation for the reported additional work time and 5) does not discourage employees from reporting time worked. Once these procedures are in place and the employee fails to abide by them, the employer is "off the hook" for paying for the unauthorized time. The rationale is that where an employer has no knowledge that an employee is engaging in overtime work and that employee fails to notify the employer or deliberately prevents the employer from acquiring knowledge of the overtime worked, an employer's failure to pay for the overtime hours is not a violation of the law.

This case was filed as a "class action" on behalf of all similarly situated employees. Wage-hour collective-action suits are extremely dangerous for employers because a violation can cost an employer hundreds of thousands of dollars in payments not only to the plaintiff but other fellow employees and ex-employees joined in the suit. For example, a few years ago, UPS entered into an \$87 million class action settlement with 20,000 workers who claimed UPS automatically deducted meal periods from their wages. Litigation over unpaid work time can take several forms - 1) automatic deductions for meal periods 2) rounding of hours 3) offsite work 4) in and out of town travel, and 5) white collar salaried employee exemptions from minimum wage and overtime.



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Of all state and federal class/collective actions filed in the United States, approximately 90% are wage-hour claims. Over 6,000 wage-hour suits were filed in each of the recent years representing a 325% increase since 2001. This is an astonishing increase in wage-hour cases. The average settlement in the top ten reported wage-hour collective actions was \$34 million each. Can you afford not to be in compliance?

This flurry of claims has been caused by the increased initiatives by the claimants' attorneys and their advertising for clients. Go online to see just some of the ads! In addition, greater activity by the Department of Labor in investigating claims exists and employers' continuing disregard or misunderstanding of this 1938 federal law remains a constant. It is estimated that in excess of 70% of employers are not in full compliance with wage-hour laws. Recent employer audits by our law firm seem to verify these statistics. With the risk to employers of having to pay back wages to a large class of employees, as well as liquidated damages, attorneys' fees and court costs, each employer is well advised to undergo a wage-hour audit of its pay practices and policies.

For more information, contact Bob Dunlevey, Dunlevey, Mahan & Furry at (937) 223-6003.

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## All About Members

### **Welcome New Members**

Your Association is growing! Check our new members...

**Cincinnati Commercial Contracting** – Melisa Ramsey, 4760 Red Bank Expressway Suite 226, Cincinnati, OH 45227, 513-561-6633

**Day-Pak** – Jack Falter, 2208 Sandridge Dr., Dayton, OH 45439, 937-294-7311

**Dayton-Phoenix Group, Inc.** – Charles Rivera, 1619 Kuntz Rd., Dayton, OH 45404, 937-913-3502

**Glacial Energy** – Scott Crabtree, 2636 Stonehaven Dr., Cincinnati, OH 45245, 413-843-4863

**Galactic Precision Manufacturing** – Sivaram Gogineni, 3345 Huls Dr., Clayton, OH 45315 937-266-9570

**Advanced Engine Technologies LLC.** – Rick Pelfrey, 4850 Hempstead Station Dr., Kettering, OH 45429, 937-439-0224

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## Seminars & Events

Check out these opportunities to improve your business or yourself . . .

### **University of Dayton Center for Competitive Change Offerings**

Contact: [tstemley1@udayton.edu](mailto:tstemley1@udayton.edu) or 937-229-4632

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*Call for your special DRMA member price!*

## SIX SIGMA

February 20: Six Sigma Yellow Belt Certification - Only \$199  
March 13-14 or May 15-16: Six Sigma Green Belt Certification  
April 9: Six Sigma Yellow Belt Certification - Only \$199  
May 6-9: Six Sigma Black Belt Certification  
June 4-6: Six Sigma Black Belt Certification

## LEAN

Get Lean Certification Program: Spring session begins April 18. Contact us for details.  
April 18: Introduction to the Lean Tools  
April 25: Managing Lean Sigma Projects  
May 2: How to Develop New Metrics in a Lean Culture  
May 8-9: Strengthening Your Business Services using Lean Tools  
May 22: Standardizing and Documenting your Processes: a "How To" Workshop

## ISO

New! Webinars covering ISO Standard Internal Auditing (Process Based) per ISO 19011, Control Plans/APQP/PPAP and FMEA Overview, Understanding ISO 9001, Understanding ISO 14001, Understanding ISO/TS 16949, Understanding ISO 13485, Understanding AS9100, Understanding OHSAS 18001

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## **Sinclair Community College Offerings**

### Six Sigma White Belt

Presented by Sinclair's Workforce Development

When: Meets January 18, 2013

Contact Donna Hoying at 512-5011 if you have any interest in Lean and Advanced Manufacturing training.

### Building Blocks for Supervisors & Managers (A Blended Learning Program)

Presented by Sinclair's Workforce Development

When: Kicks off January 24 and runs through July 24, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

### Introduction to Additive Manufacturing

Presented by Sinclair's Workforce Development

When: Meets February 22, 2013

Contact Donna Hoying at 512-5011 if you have any interest in Lean and Advanced Manufacturing training.

### Essential Skills for Managing Projects

Presented by Sinclair's Workforce Development

When: Meets February 28-March 1, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

### Filling Your Leadership Toolbox – A Foundation Course for New Managers

Presented by Sinclair's Workforce Development

When: Meets 3 consecutive Fridays March 8, 15, 22, 2013

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Call 252-9787 if you have any interest in professional development or computer applications training

## Six Sigma Yellow Belt Certification

Presented by Sinclair's Workforce Development

When: Meets April, 3-5, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

## Lean Six Sigma Black Belt Certification

Presented by Sinclair's Workforce Development

When: Meets 16 sessions between April 15 and September 10, 2013

Contact Donna Hoying at 512-5011 if you have any interest in Lean and Advanced Manufacturing training.

## Essential Skills for Managing Projects

Presented by Sinclair's Workforce Development

When: Meets June 13-14, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

## Six Sigma Green Belt Certification

Presented by Sinclair's Workforce Development

When: Meets for 5 Fridays August 16 through October 4, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

## Essential Skills for Managing Projects

Presented by Sinclair's Workforce Development

When: Meets October 10-11, 2013

Call 252-9787 if you have any interest in professional development or computer applications training.

## Online Advanced Manufacturing Classes

Presented by Sinclair's Workforce Development

When: Various

Contact Donna Hoying at 512-5011 if you have any interest in Lean and Advanced Manufacturing training.

## Other Upcoming Offerings

Presented by Sinclair's Workforce Development

When: Various

Call 252-9787 if you have any interest in professional development, or computer applications training.

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## 3DVision Offerings

### DriveWorks Solo Head Start

January 16<sup>th</sup>, 11am – 12pm

DriveWorks Solo Head Start Webinars are led by Certified DriveWorks Solo Application Engineers and are a great way to demonstrate how to Get Started with the Software! You will be taken through the quick and easy steps involved in automating your design process with DriveWorks Solo.

You will learn:

- How to capture the parameters you want to control
- How to create a good looking and intelligent user interface to specify your products
- How to build rules that link the form inputs to the captured parameters that control your designs

1 hour of your time today learning how to set up the software will save you countless more in the future!

[Register Now](#)

### DriveWorks Solo Training Part 1

January 28<sup>th</sup>, 4 – 5am

In this session we will be going over the start of the DriveWorks Solo Training.

This will include:

- Model Capture
- Creating Forms
- Building Rules
- Running your Project
- New File Names and Locations

[Register Now](#)

### DriveWorks Solo Training Part 2

January 29<sup>th</sup>, 11am – 12pm

In this session we will be going over the middle section of the DriveWorks Solo Training.

This will include:

- Replacing Files
- Tables
- Form Navigation
- Improving Your Forms
- Driving Replacement Files
- Controlling Custom Properties

[Register Now](#)

### DriveWorks Solo Training Part 3

January 30<sup>th</sup>, 11am – 12pm

In this session we will be going over the end of the DriveWorks Solo Training.

This will include:

- Documents and Controlling Drawings

[Register Now](#)