

# NUTS, BOLTS & THINGAMAJIGS®

The Foundation of the Fabricators & Manufacturers Association, Intl.

2022 ANNUAL  
REPORT





## OUR MISSION:

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

## OUR CORE PURPOSE:

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To support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.



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



## MESSAGE FROM OUR CEO

2022 marked the 10-year anniversary of NBT's adoption of its current mission statement, "to engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing." In reflecting on how our work measured up to the organization's mission, we made excellent progress this past year. In 2022, NBT awarded \$95,000 in scholarship awards to 62 students to support their pursuit of degrees in manufacturing industry-related fields of study. These scholarship winners attend two-year technical schools, community colleges, trade institutions, and four-year universities. Helping the next generation of the manufacturing workforce address the affordability of acquiring an advanced degree or certification is rewarding for the organization and important to our efforts of getting the best and the brightest into the manufacturing workforce as quickly as possible and is vital to helping businesses prosper and improve their operations. We continue to expand our scholarship support and are appreciative of the many individuals and companies who are providing the necessary support to grow this program.

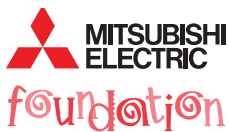
During the summer of 2022, our manufacturing camp program achieved new levels of success by supporting 165 camps across 26 U.S. states

and, for the first time, a camp in British Columbia, Canada. We estimate that over 2,500 students ages 12 to 16 participated in our camps where they could build or manufacture a project such as metal clocks, program a robot, or build metal furniture. In addition, the campers toured manufacturing companies in their local communities to learn more about careers available in their own back yards.

This past year, NBT also introduced two inclusion camps. These camps are designed to introduce special needs young adults to career opportunities in manufacturing. The camps gave participants a wide scope of skills training ranging from interview techniques, communication strategies for learning how to speak to a supervisor, and direct exposure to working in a manufacturing setting. We are grateful to the Mitsubishi Electric America Foundation who provided the necessary financial support to get these programs up and running.

We are pleased with our progress in 2022, and look forward to supporting more students, campers, and schools to achieve our mission of building the next generation manufacturing workforce. **Are you ready to help?**

NBT IS GRATEFUL TO THESE 2022  
**INCLUSION MANUFACTURING CAMP**  
**SUPPORTERS:**



LARRY & GLORIA  
**DLOUHY**

**WERTZBAUGHER**  
**FAMILY**



## PROGRAM IMPACT

**2** Inclusion Manufacturing Camps  
held in **2** states

**4** manufacturing, education,  
and agency partner organizations  
engaged

**30** camp participants served

**70%** of participants were  
employed in a manufacturing job  
upon conclusion of camp





# INCLUSION MANUFACTURING CAMPS

While the demand for manufacturing workers remains high and employers claim that finding qualified staff is still their biggest challenge, many young people with special needs have been overlooked for manufacturing jobs that might be perfectly suited to their unique talents. NBT launched its newest program in 2022 to address that problem.

Working closely with experts in the field and partner organizations, NBT piloted the first-ever Inclusion Manufacturing Camps at two locations. These programs are adapted from NBT's traditional camp model and designed for young adults with disabilities to provide soft skills, job readiness training, and real-world work experiences that prepare camp participants for employment in a manufacturing setting.



## Building an Inclusive Workforce for the Future

"Kaylee's first work experience arranged through VPI was in a retail garden setting. We had observed her struggle with the type of work (stocking, watering plants, customer service), the work environment (outdoor, less structured, changing priorities), and her communication skills due to her disability. Her parents said they were concerned about what Kaylee would do after high school.

At the NBT Inclusion Manufacturing Camp, Kaylee made significant strides in her progress towards community employment. She (and we) learned that Kaylee does best in an environment where she can see the work being completed, so manufacturing is a great fit for her. Kaylee started out the summer with some refusal to participate, but during the camp, she was able and willing to participate in all activities and work experiences. Her communication skills and ability to advocate for herself improved over the course of the camp as well. Suddenly, she was at the front of tour groups asking questions, advocating for herself about what job she wanted to do on the production line, and bringing her parents into the plant to show them where she worked. By the end of camp, Kaylee was able to work independently with little assistance on multiple production lines. Kaylee's parents reported that they had underestimated what she was capable of, and this experience has opened their minds about the possibilities for Kaylee and her future. Kaylee is now continuing with employment at VPI while she completes high school so she can build on her skills in a manufacturing setting and continue her progress towards her goals."

– Megan Gerl

Vice President of Community Programs, VPI, Inc.,  
Appleton, Wisc.



*Upper left photo:  
Participants  
of the Inclusion  
Manufacturing Camp  
held at Triton College in  
River Grove, Ill.*

*Lower right photo: Participants  
and instructors of the Inclusion Camp  
held at VPI, Inc. in Appleton, Wisc.*

# SUMMER MANUFACTURING CAMPS



Summer Manufacturing Camps not only provide fun, hands-on experiences for their young participants, the programs provide meaningful benefits to the schools and organizations that host NBT camps. From informing students and parents about the school's technical education curricula and boosting enrollment in their trades or skills training programs to strengthening relationships with area manufacturers, NBT Camps give host organizations many positive results that extend beyond just the summer months.

**"Through our relationship with the Nuts, Bolts & Thingamajigs Foundation and the FMA, we were [connected to AMADA AMERICA, INC. and the school was] loaned an AMADA Fiber Laser worth [approximately] \$500K-600K. We have used the donation of this piece of equipment to introduce laser programming and cutting to our camp participants and [developed curricula for our] community college students."**

**– NBT Camp Director**

2022 Exploring Metal Fabrication Camp,  
Long Beach City College, Long Beach, Calif.



**"Parents shared positive feedback [about the camp] regarding the benefits of [watching their kids] work with tools and building or creating something with the tools during camp. They also expressed appreciation that students were able to visit a manufacturing facility and learn about future career pathways."**

**– NBT Camp Director**

2022 GADgET Girls (Girls Adventuring in Design, Engineering and Technology) Camp, College of DuPage, Glen Ellyn, Ill.



**"As our NBT Welding Camp has become more widely known in the community and surrounding area, we have been able to expose more students, parents, and local businesses to the opportunities available for welding and manufacturing CTE programs within the school district. The NBT camp program has helped us build a strong relationship with local manufacturer and employer, Trident Maritime Systems, who provided financial support, materials in kind, and a plant tour for our camp participants."**

**– NBT Camp Director**

2022 GOISD Summer Welding Camp,  
Gogebic Ontonagon ISD, Bergland, Mich.



**"As a direct result of our Underwater Robotics Camp, campers had the opportunity to participate in a regional competition at East Tennessee State University. The experience showcased the breadth and depth of skill levels [taught at the camp to a larger community] and allowed the students to engage in friendly competition."**

**– NBT Camp Director**

2022 NBT Underwater Robotics Camp,  
Walters State Community College  
Morristown, Tenn.





## NBT CAMP SUPPORTERS

NBT is proud to be working with these companies and foundations that have provided grant funding or sponsorships in 2022 to support Summer Manufacturing Camps:

**CINCINNATI****CNA**

THE DRISKILL FOUNDATION

pennsylvania  
DEPARTMENT OF COMMUNITY  
& ECONOMIC DEVELOPMENTThe Association for Packaging  
and Processing Technologies

BUILDING AMERICA®

## PROGRAM IMPACT

**165** Summer Manufacturing Camps

**26** U.S. states + **1** in Canada

**75** Host schools and partner organizations

**200+** manufacturer, business, and community  
supporters engaged

**2,500+** camp participants served

**92%** of participants increased their  
awareness of manufacturing  
careers in their  
community



# SCHOLARSHIPS

## MEET A FEW RECIPIENTS OF 2022 NBT SCHOLARSHIPS



**Edgar Corona** – Spring 2022  
NBT Scholarship recipient

“I have always been interested in making and maintaining mechanical objects. In school, I enjoy using 2D and 3D CAD to make parts and their designs and then watching them be built and put together.”

Mechanical Design Technology,  
Milwaukee Area Technical  
College, Milwaukee, Wis.



**Alec Rees** – Spring 2022  
NBT Scholarship recipient

“Since a young age I have always had a passion for working with my hands. I love the fact that a career in manufacturing will allow me to be hands-on and create unique things to solve unique problems. I like to think of myself as a problem solver, and I feel confident that a career in manufacturing will allow me to solve advanced problems in the world.”

Metal Fabrication Technology  
/ Manufacturing Engineering  
Technology, Pennsylvania College  
of Technology, Williamsport, Pa.



**Jackson Brockman** – Fall 2022  
NBT Scholarship recipient

“I have enjoyed making things with my hands for as long as I can remember. My grandfather taught me how to weld when I was in the eighth grade. Since then, I have spent the majority of my free time making things from metal. The past three years, I have had the opportunity to take several welding classes at my high school, and these have helped make me a better welder as well as further my love for fabrication.”

Welding Technology, New River  
Community College, Dublin, Va.

# FABTECH TRAVEL GRANTS

## THE 2022 FABTECH TRAVEL GRANT RECIPIENTS

In addition to receiving the financial assistance for their manufacturing education pursuits, past and present NBT scholarship recipients also have the opportunity to apply for FABTECH Travel Grants. These grants help cover travel expenses and conference session fees for students attending the FABTECH expo.



**Caleb Coots** – Fall 2021,  
Spring 2022, and Fall 2022 NBT  
Scholarship Winner

Metal Fabrication, Pennsylvania  
College of Technology,  
Williamsport, Pa.



**Nick Forsha** – Spring 2021 NBT  
Scholarship Winner

Welding and Metal Fabrication,  
Dunwoody College of Technology,  
Eagan, Minn.





**Dylan Berguson** – Fall 2022  
NBT Scholarship recipient

“Since elementary school, my answer to the question of “What do you want to be when you grow up?” has always been, ‘a welder.’ I purchased equipment to teach myself to weld at home and joined my school’s manufacturing classes as soon as I could to work on my welding skills throughout high school. I also served as my high school Manufacturing Club’s president for two years.”

Welding and Fabrication  
Engineering, Pennsylvania College  
of Technology, Williamsport, Pa.

See the current season’s  
award recipients and all  
previous scholarship winners at  
[nbtfoundation.org/scholarships](https://nbtfoundation.org/scholarships).

## PROGRAM IMPACT

**\$95,000** distributed in  
scholarship awards in 2022

**62** students received financial help  
to pursue education or training

**Over \$1.3 million** awarded in  
scholarships since 1990



**Christie Hasbrouck** – Fall 2021  
NBT Scholarship Winner

Industrial and Manufacturing  
Engineering, The Pennsylvania State  
University, University Park, Pa.  
*John Grossheim Memorial (OPC)  
Scholarship Recipient*



**Leslie Torgow** – Fall 2022 NBT  
Scholarship Winner

CNC Machining & Welding,  
Asheville Buncombe Technical  
Community College, Asheville, N.C.



# FUNDRAISING EVENTS

## SILENT AUCTION AT THE FMA ANNUAL MEETING



March 1, 2022  
Marriott Biscayne Bay  
Miami, Fla.  
Proceeds raised: **\$30,738**



## OUTSIDE PROCESSORS AUCTION AT THE MOTOR CITY SLITTERS



August 26, 2022  
Fox Hills Golf Club  
Plymouth, Mich.  
Proceeds raised: **\$10,825**



August 15, 2022  
Arrowhead Golf Club  
Wheaton, Ill.  
Proceeds raised: **\$44,113**



Thank you to these sponsors:





# AWARDS GALA

## NUTS, BOLTS & THINGAMAJIGS AWARDS GALA

## NUTS, BOLTS & THINGAMAJIGS AWARDS *Gala*

October 20, 2022  
Manzo's Banquets  
Des Plaines, Ill..  
Proceeds raised: **\$102,160**



## 2022 NBT AWARD WINNERS



**Power of Industry Award**  
(Individual or Family Foundation):  
**BRYAN HAWKINS**

**Impact on Industry Award**  
(Corporation or Company Foundation):  
**MASTERCUT TOOL**

**Future of Industry Award**  
(Manufacturing Camp Host):  
**PENNSYLVANIA COLLEGE  
OF TECHNOLOGY**

**Recipients of the 2022 Nuts, Bolts & Thingamajigs Industry Awards**  
(from left to right): Michael Allen and Kathy Chesmel,  
Pennsylvania College of Technology;  
Bryan Hawkins, Hawkeye Industries;  
Michael and Mia Shaluly, Mastercut Tool

**Presenting Sponsor:**



**Thank you to these other sponsors:**



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America  
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## MESSAGE FROM THE NBT BOARD CHAIR

I have been blessed to be in the welding industry, as a maker of welding equipment, for over 30 years. For more than ten years we have been talking about a shortage of skilled labor. Welding, along with other fabrication businesses, help to build the world. Though we continue to build the products our customers need to build the world, we cannot supply them with the skilled people it takes to use our welding products. That is where organizations like Nuts, Bolts & Thingamajigs are critical to the success of the fabrication industry and, ultimately, to the prosperity of the world. NBT has a proven track record of exposing young people to the great career opportunities that exist in fabricating, whether that is welding, machining, forming, engineering, or accounting, just to name a few.

I am proud to be an NBT volunteer and board member, supporting the

dedicated NBT staff, and helping all of us in the fabrication and manufacturing industries to be successful. This past year was a record-breaking year for the NBT team in many ways:

- Supporting 165 traditional Summer Manufacturing Camps, giving kids hands-on fabrication experiences, impacting over 2,500 students
- Facilitating two Inclusion Camps for the first time ever, giving all individuals, regardless of a disability, a chance to find employment in a manufacturing career
- Distributing \$95,000 in scholarships awarded to 62 individuals

Any of these accomplishments individually would be impressive but doing them all in one year is a testament to the hard work

and dedication of the students attending the camps, the learning institutions and the educators that support them, the manufacturers that provide backing and facility tours, and the NBT team that brings it all together.

You are a critical member of the team that allows NBT to create these opportunities for our youth. You provide the contributions and support necessary to continue NBT's expansive reach across North America, guiding more and more students to manufacturing careers. Your companies provide opportunities for good paying jobs for these young people to move into when they graduate. On behalf of the NBT board, thank you for supporting the team and their record-breaking year and for your continued support as we move into this new year.

## NBT FOUNDATION STAFF

**Edward Youdell**, President and CEO  
**Edward Dernalc**, Foundation Director  
**Cindy Day**, Senior Manager, Foundation and Credentialing

**Daunel Czarnecki**, Foundation Event and Fundraising Coordinator  
**Dana Brown**, Foundation Program Coordinator

**Edward C. Dernulc**

Director

Nuts, Bolts & Thingamajigs  
Foundation

# MESSAGE

## FROM NBT'S DIRECTOR

2022 will be, for Nuts, Bolts & Thingamajigs, a year where we reflect on the tremendous impact we have had on our industry and the people we serve. It was a year of incredible growth in our traditional Summer Manufacturing Camp program and in our scholarship program where we continued to support the educational pursuits of over 60 students who will be the next generation of entrepreneurs in the fabrication arena. In addition, with the help of so many supporters, we developed our newest program, the Inclusion Manufacturing Camp initiative, which focuses on helping young adults with special abilities obtain meaningful job development skills and find gainful employment.

In 2022, NBT supported 165 traditional camps in 26 U.S. states, and for the first time, we supported a camp that was hosted in British Columbia, Canada. The total camp count was almost a 30% increase from 2021 as more and more schools opened their facilities and much of the uncertainty of the past two years started to diminish. Again, we partnered with technical high schools, community colleges, universities, trade schools, maker spaces, and other organizations to host these camps that expose youth to the fascinating world of manufacturing. NBT manufacturing camps reached a record number of more than 2,500 students for the year. The camps focus on manufacturing processes that are prevalent in each host organization's region including welding, machining, coding, 3D printing, design, and many other areas.

Support for NBT camp and scholarship programs came from various sources including grants, donations, and fundraising events. In 2022, NBT received over

\$140,000 in grant funding from state, corporate, and family foundations, which was a 400% increase over 2021. In addition to receiving several substantial individual and company gifts, we announced Nestlé USA as the national sponsor of all NBT camps, and their welcomed support helped to fund the incredible growth of our manufacturing camps program. We had record levels of fundraising success at our two premier events in 2022. With 18 sponsors and 110 golfers, the GOLF4MFG outing raised 25% more than our goal. We again proudly partnered with AMADA AMERICA, INC. as the Presenting Sponsor of the Nuts, Bolts & Thingamajigs Awards Gala. For the first time ever, our revenues for the gala event were over \$100,000, and we exceeded our net fundraising goal by 60%. The evening was full of fun, friends, and fundraising as we raised money for such a worthy cause.

While 2022 brought us much fundraising success, where NBT had the most transformative impact was in establishing our newest program, the first-ever Inclusion Manufacturing Camps. With the generous support of Mitsubishi Electric America Foundation (MEAF), NBT facilitated two Inclusion Camps – one held in the Chicago area at Triton College in River Grove, Ill., and the second at Valley Packaging, Inc. (VPI) in Appleton, Wis.—that helped train young adults with special abilities to be valued employees in the manufacturing industry. From teaching soft skills where participants learned to interview, write a resume, and integrate into a manufacturing setting, to instruction in hard skills where they got hands-on experiences and on-the-job training at local manufacturers, the program was a rousing success. Scott Summerville, President of

Mitsubishi Electric, stated, “this [Inclusion Camp program] is not just about job placement for individuals with disabilities, but rather it is transforming a culture of an organization to think outside of the box to fulfill the diversity, inclusion, and human resource needs of the company.” VPI's Inclusion Camp in Appleton, Wis. was featured in a news story by the local television station and the media coverage received national exposure from Montana to Maine. The most impressive success of the VPI camp is that every one of the camp participants were offered job placement when the four-week camp was concluded. Talk about transformational!

None of this could have been done without the incredible support from so many. The NBT staff is second to none, all the FMA employees who rally around our foundation, and our senior management team who is always there for NBT when we need them most. I am proud of the NBT board who has continually supported and dedicated themselves to our mission; we could not have asked for such a great group of individuals who support our efforts. And mostly, our donors, sponsors, volunteers, and FMA members, who are incredibly generous with their time, talent, and treasures as they help us prepare the next generation's manufacturing workforce.

In closing, the NBT Foundation proudly strives to meet our mission with passion and dedication, and we are so thankful and grateful to all our partners and friends. To everyone involved with NBT, thank you for making 2022 a year of transformation, a year of progress, and a year of success. We thank you for your kindness and generosity and look forward to continuing the prospects of a new year.



# FINANCIALS

## NBT FOUNDATION

For the 12 months ending December 31, 2022

PROGRAM REVENUE	2022	2021*
<b>Donation Income</b>		
Unrestricted contributions	\$72,900	\$65,106
Event revenue	\$142,047	\$98,965
In Kind Contributions	\$888,489	\$771,728
Temporarily restricted contributions	\$436,459	\$151,278
Permanently restricted contributions	\$5,170	\$6,170
<b>TOTAL DONATIONS</b>	<b>\$1,545,065</b>	<b>\$1,093,247</b>
<b>PROGRAM DISTRIBUTION EXPENSE</b>	<b>2022</b>	<b>2021</b>
Scholarships	\$95,341	\$90,500
Camp grants	\$370,482	\$210,608
Discretionary grants	\$3,914	\$1,850
<b>TOTAL DISTRIBUTIONS</b>	<b>\$469,737</b>	<b>\$302,958</b>
<b>NET GIFT REVENUE</b>	<b>\$1,075,328</b>	<b>\$790,289</b>
<b>OPERATING EXPENSE</b>	<b>2022</b>	<b>2021</b>
Fundraising expenses	\$360,234	\$314,020
Administration expenses	\$290,944	\$259,160
Other program expenses	\$187,486	\$124,828
<b>TOTAL OPERATING EXPENSES</b>	<b>\$838,664</b>	<b>\$698,008</b>
<b>NET OPERATING</b>	<b>\$236,664</b>	<b>\$92,281</b>
<b>NON-OPERATING</b>	<b>2022</b>	<b>2021</b>
Investment income net of fees	-\$513,286	\$415,869
Equity in net income - FMAC	\$414,153	\$825,118
<b>NET NON-OPERATING</b>	<b>-\$99,133</b>	<b>\$1,240,987</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$137,531</b>	<b>\$1,333,268</b>

\* NBT adopted (ASU) No. 2020-07, Not-for-Profit Entities (Topic 958): Presentation and Disclosures by Not-for-Profit Entities for Contributed Non Financial Assets for fiscal year end 2022. 2021 donation income has been restated to reflect this standard for comparability purposes.



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The work NBT is doing requires dedication from our team and from generous supporters like you. Thank you to the following contributors who invested in tomorrow's manufacturing workforce.

**Your gifts move our industry forward!**

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Wertzbaugher Consulting  
Brenda Wilson  
Caitlyn Young  
Heather Zahory  
Zeeco Metals, Inc.

# HOW YOU CAN HELP

## 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.

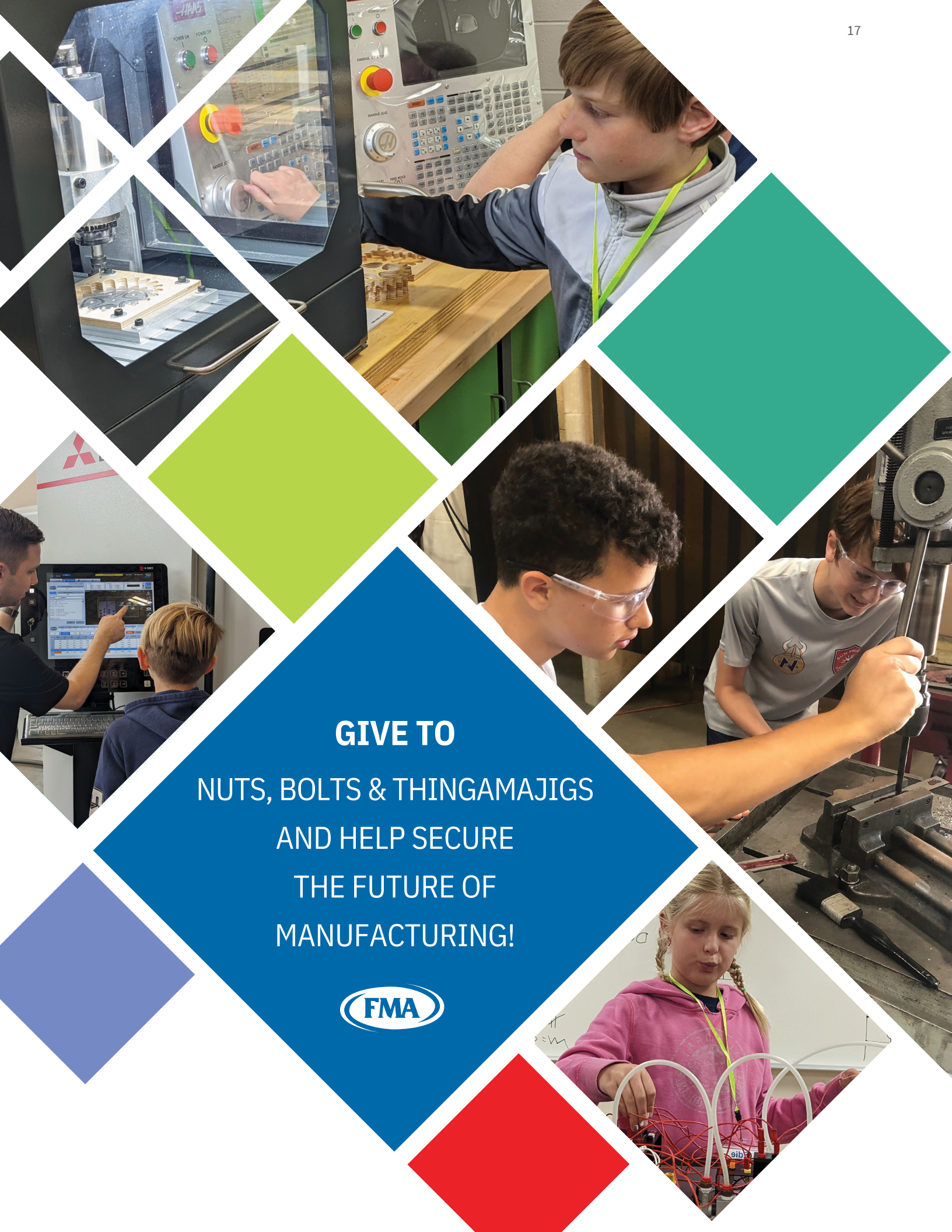
## Volunteer

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 learn more about how you can support NBT's mission, please visit [nbtfoundation.org](https://nbtfoundation.org). Contact us at [foundation@fmanet.org](mailto:foundation@fmanet.org) or call 888-394-4362.

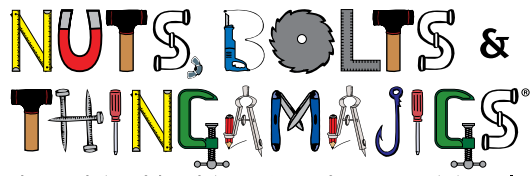






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