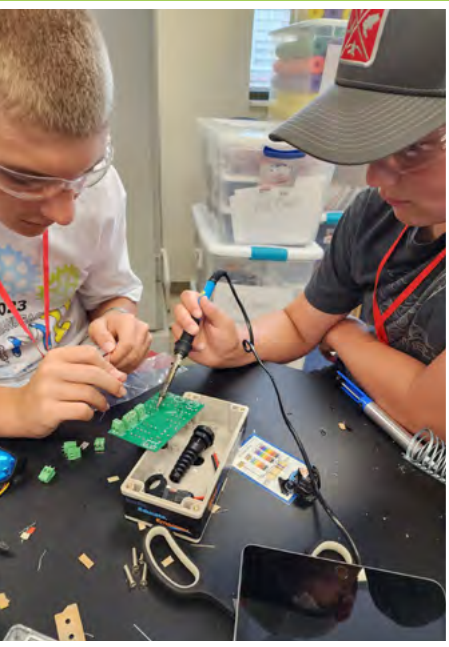


NUTS, BOLTS & THINGAMAJIGS®

The Foundation of the Fabricators & Manufacturers Association, Intl.



2023 ANNUAL REPORT

MESSAGE FROM OUR CEO



Edward Youdell

President and CEO
Fabricators & Manufacturers Association,
International

Nuts, Bolts & Thingamajigs Foundation

On a roll. Momentum is a fickle and elusive thing. No matter the enterprise, it seems to me that you're either trying to create it, have it and want to speed it up, sustain it, or had it and need to get it back. NBT has gone through all these various stages, and as I look back over the past four years to 2019, we were clearly on an accelerating path, only to run headfirst into Covid. However, we were down, but not out. 2021 found the foundation starting to climb back to previous levels of success as both our Summer Manufacturing Camp grants and scholarship offerings began to expand once again. 2022 brought further acceleration as NBT was awarded several grants and major gifts that, at the time, helped us achieve our best fundraising year ever. However, that only set the stage for 2023!

NBT was able to secure several major grants, including one from the National Institute of Standards and Technology (NIST), as well as a transformative grant from BlueForge Alliance, a nonprofit integrator for the U.S. Navy's Submarine Industrial Base, to create manufacturing camps that will teach youth the necessary skills for building submarines. Additionally, we were thrilled to receive a generous gift from the Alro Steel Foundation and continued significant support for our Inclusion Manufacturing Camps from the

Mitsubishi Electric America Foundation. These gifts, in conjunction with many corporate donations and individual contributions, fueled NBT's growth as we provided support to 222 Summer Manufacturing Camps across 27 U.S. states and Canada and awarded scholarships to 62 individuals to support their pursuit of certificates or degrees in manufacturing-related fields of study. When the final tally was taken, \$1.8 million dollars had been raised to further expand our future camp programs and scholarships.

NBT is fortunate to have great partners that believe in our core purpose which is to support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career. The support we received in 2023 was beyond our greatest expectations and now have us setting our sights even higher to help more students learn about the manufacturing career opportunities available to them, and the education pathways that they can access to achieve their goals and dreams. The NBT team is committed to taking the lead in solving the manufacturing industry's greatest challenge, finding a qualified workforce. With your help and continued support, we can get there, and if the past is prologue, we are well on our way to achieving this lofty goal.

OUR MISSION

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

FINANCIALS

NBT Foundation

For the 12 months ending Dec. 31, 2023

	2023	2022
PROGRAM REVENUE		
Donation Income		
Unrestricted contributions	\$589,334	\$72,900
Event revenue	\$ 178,674	\$142,047
In Kind Contributions	\$1,241,682	\$888,489
Temporarily restricted contributions	\$882,681	\$436,459
Permanently restricted contributions	\$255,990	\$5,170
TOTAL DONATIONS	\$3,148,361	\$1,545,065
PROGRAM DISTRIBUTION EXPENSE		
Scholarships	\$104,006	\$95,341
Camp grants	\$553,700	\$370,482
Discretionary grants	\$125	\$3,914
TOTAL DISTRIBUTIONS	\$657,831	\$469,737
NET GIFT REVENUE	\$2,490,530	\$1,075,328
OPERATING EXPENSE		
Fundraising expenses	\$421,966	\$360,234
Administration expenses	\$539,601	\$290,944
Other program expenses	\$238,495	\$187,486
TOTAL OPERATING EXPENSES	\$1,200,062	\$838,664
NET OPERATING	\$1,290,468	\$236,664
NON-OPERATING		
Investment income net of fees	\$526,523	(\$513,286)
Equity in net income - FMAC	(\$271,453)	\$414,153
NET NON-OPERATING	\$255,070	(\$99,133)
CHANGE IN NET ASSETS	\$1,545,538	\$137,531

SUMMER MANUFACTURING CAMPS

Summer Manufacturing Camps offer engaging, hands-on experiences for young participants while delivering significant benefits to host organizations. The 2023 camp season concluded with a record 222 camps in 27 U.S. states and Canada, a remarkable 35% increase from the previous year. This substantial growth underscores the camps' expanding influence and popularity.

Targeted to youth aged 12-16, NBT Summer Manufacturing

Camps play a crucial role in increasing participants' awareness of manufacturing career opportunities in their communities, informing students and parents about their local school's technical education curricula, and helping to boost enrollment in the host school's trades or skills training programs. Additionally, the unique structure of each camp encourages forging new and strengthening current relationships with the host organization's area manufacturers, often leading to partnerships that last well beyond a single camp season.



Testimonials

"This camp experience reinforced the power of exposing students to design processes and fields such as manufacturing that they aren't normally exposed to at this age. We received such positive feedback and excitement from the campers each day; they were fascinated with the equipment and felt empowered by working inside our technical manufacturing workshop. Camps such as this will impact the manufacturing industry as they help spark interests in manufacturing careers as well as demystify what manufacturing actually is, which in turn can result in more students entering the manufacturing workforce in future years."

NBT Camp Director

*2023 "Summer Fun with Tinkercad and 3D Printing" Camp,
Blackstone Valley Hub for Workforce Development
Whitinsville, Mass.*

"Participation in this camp has shown how enthusiastic students and parents can be for manufacturing when hands-on opportunities are plentiful. Giving students the opportunity to present their projects increases parents' "buy-in" and encourages a deeper understanding of manufacturing careers. We believe this camp will help build a future pipeline of skilled employees in the manufacturing industry."

NBT Camp Director

*2023 "Dream It, Build It" Camp,
College of DuPage,
Glen Ellyn, Ill.*

NBT IS GRATEFUL TO THESE SUPPORTERS OF 2023 SUMMER MANUFACTURING CAMPS



PROGRAM IMPACT 2023: SUMMER MANUFACTURING CAMPS

222

Summer
Manufacturing
Camps

27

States with
camps, plus
one in Canada

OVER
80

Host schools
and partner
organizations

OVER
400

manufacturers
business, and
community sup-
porters engaged

3,316

camp participants -- a 40
percent increase over 2022

INCLUSION MANUFACTURING CAMPS

Momentum from the two pilot Inclusion Manufacturing Camps in 2022 set NBT up for success in 2023 as the foundation doubled the number of camps hosted and more than doubled the participants served. Inclusion Manufacturing Camps aim to provide transition age (16+) young adults with disabilities with soft skills and job training that prepares them for employment in a manufacturing setting.

By adapting NBT's traditional camp model and adding a strong base of soft skills, job readiness training, and real-world work experiences, camp participants are prepared

to leave camp ready for employment in manufacturing. This structure has allowed several participants to move directly into employment from the program.

Filling the employment gap in manufacturing is of vital importance, and finding qualified staff is a key challenge for employers. The four Inclusion Manufacturing Camps held in 2023 introduced 70 young people to manufacturing jobs that their unique skills and talents are often well suited to, while also encouraging industry partners to see an often-overlooked population as a valuable talent pool to help address their worker shortage.



Building an Inclusive Workforce for the Future

"Ian, one of our 2023 camp participants, is a 16-year-old high school student diagnosed with autism and anxiety. During the camp, he was interested in and able to work with our Business Process and Inventory Control team. As part of his work with the Inventory Control team, he was able to learn warehouse processes, including warehouse management software, scanners, and inventory control software. Ian worked closely with his mentor to learn all of these processes and caught on quickly to all the tasks. Moreover, he really enjoyed the work he was doing, and he was having a significant positive impact on that team. Internally, we've had a vacant, difficult to fill position in Inventory Control for over three months, and the team has been stretched very thin. Our team recognized Ian's impact and offered him a position in Inventory Control. Ian

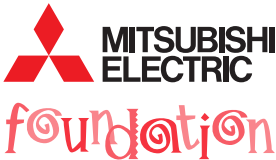
accepted and will be working part-time with our team, helping to manage 300,000 square feet of warehouse space in our production facility while he continues his high school education. Our team was able to help him get into a work program so he can work part-time during the school day while attending his high school courses. We believe this is the start of great things for Ian. Our team is committed to helping him continue to grow and develop his skills. This is the first step towards many great opportunities for Ian while he is still in high school, and we know Ian will be a strong asset to the manufacturing field as he continues his education."

Megan Gerl

*Vice President of Community Programs, VPI Inc.,
Appleton, Wis.*



NBT IS GRATEFUL TO THESE
2023 INCLUSION MANUFACTURING
CAMP SUPPORTERS:



Larry and Gloria Dlouhy
Wertzbaugher Family



PROGRAM IMPACT 2023: INCLUSION MANUFACTURING CAMPS

4

Inclusion
Manufacturing
Camps held in 4
states

28

manufacturing, education
and community supports
engaged

70

camp
participants
impacted

10%

% of participants employed
in a manufacturing job
upon conclusion of camp

2023 SCHOLARSHIP RECIPIENTS

Rebecca Agaba, Long Beach City College, Welding
Thomas Barker IV, Arkansas Elite Welding Academy, Welding
Jeremy Bergman, Rose-Hulman Institute of Technology, Mechanical Engineering
Dylan Berguson, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Kayla Berry, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Madelin Billings, Purdue University, Industrial Engineering
Brenton Bilyeu, State Technical College of Missouri, Machine Tool Technology
Kaitlyn Bush, Miami University, Mechanical Engineering
Casey Campbell, Pennsylvania College of Technology, Engineering Design Technologies
Lance Carbaugh, Pennsylvania College of Technology, Welding
Ryder Collupy, Madison Area Technical College, Electrical Engineering Technology
Caleb Coots, Pennsylvania College of Technology, Metal Fabrication Technology
Caden Cope, Pennsylvania College of Technology, Welding
Thomas Craven, Rock Valley College, Manufacturing Technology
Miguel Cruces, Long Beach City College, Welding
Aydan Day, Hobart Institute of Welding Technology, Welding
Tyler Dubien, Pennsylvania College of Technology, Welding
Micah Duke, San Diego State University, Mechanical Engineering
Kamden Edens, Tennessee Technological University, Electrical Engineering
Jacqueline Fisher, Iowa State University, Mechanical Engineering
Michael Fuccile *, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Jared Gonding, Georgia Trade School, Welding
Leah Griesmer, University of Cincinnati, Mechanical Engineering
Matthew Haley, Oakland University, Mechanical Engineering
Austin Hart, Kentucky Welding Institute, Welding
Charles Harter IV, Pennsylvania College of Technology, Manufacturing Technology
Hezekiah Heard, Southern Arkansas University Tech, Welding
Victoria Hohol, Moraine Park Technical College, CNC Setup/Operator
Chad Holt, College of Lake County, Automation / Robotics / Mechatronics
Jedediah Hovey, State Technical College of Missouri, CNC Machining/Manufacturing
Asher Johnson, University of Wisconsin – Milwaukee, Mechanical Engineering
Elijah Johnson, Georgia Trade School, Welding

Tyler Kleinsasser, SD School of Mines and Technology, Industrial Engineering and Engineering Management
Albert Ly, Illinois Institute of Technology, Engineering Technology / Mechatronics
William Makovsky *, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Sergio Martinez, Grand Canyon University, Mechanical Engineering
Mackenzie Matheny, Eastern Michigan University, Technology
Wyatt Meanix, Pennsylvania College of Technology, Welding
Raahi Mehta, University of Illinois Urbana-Champaign, Industrial Engineering
Tyler Millard, Madison College, Computer Aided Design/ CAD Technology
Cierra Miller *, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Joel Mink, Cincinnati State Technical and Community College, Technology
Michael Montilla *, Triton College, Computer Aided Design/ CAD Technology
Nicholas Odle, Rochester Institute of Technology, Electrical Engineering
Robert Ponder, Gwinnett Technical College, Engineering Technology
Kevin Potthast, Purdue University - West Lafayette, Aeronautics and Astronautics Engineering
Cameron Quinn, Pennsylvania College of Technology, Welding
Alec Rees *, Pennsylvania College of Technology, Manufacturing Engineering Technology
Stephanie Ressel, Mississippi State University, Aerospace Engineering
Jakob Ripp, Madison Area Technical College, Metal Fabrication / Welding
Brenten Rodgers *, Trine University, Design Engineering Technology
Connor Simmons, North Carolina State University, Electrical Engineering
Lucas Simon, University of Wisconsin-Madison, Mechanical Engineering
Lauryn Stauffer, Pennsylvania College of Technology, Automation Engineering Technology: Robotics and Automation
Jack Stump, Pennsylvania College of Technology, Machine Tool Technology
Jared Svetlev, Purdue University, Mechanical Engineering
Richard Taylor, Arkansas Elite Welding Academy, Welding
Jason Theodore, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology
Jadon Uecker, Moraine Park Technical College, Tool & Die
Haleyannne Walter, Pennsylvania College of Technology, Welding
Niles Walter, Oregon Institute of Technology, Mechanical Engineering
Matthew Woolcock *, Pennsylvania College of Technology, Welding & Fabrication Engineering Technology

**Recipient of both a spring and fall 2023 Scholarship*

Meet a few recipients of 2023 NBT scholarships

Madelin Billings

Fall 2023 Scholarship Recipient

"When you think about manufacturing and factories, your first thoughts might be the machinery or the products, but I first thought of the people. The people spending long hours [making] products and goods that we take for granted. When I learned that my expertise and knowledge could make their lives easier, I was sold. Being able to go in and take a process and make it better and safer for hundreds of people is why I've steered my education towards manufacturing."

Industrial Engineering, Purdue University, West Lafayette, IN



always said I would be an engineer of some sort, but the idea of just coming up with concepts or solutions without having a literal hand in the manufacturing process was not my passion. Machine tooling technology is the best of both worlds for me... In a world where so few of my generation are pursuing the technology track, I look forward to being a leader in the field."

*Machine Tool Technology,
Pennsylvania College of Technology, Williamsport, PA*

Richard Taylor

Fall 2023 Scholarship Recipient

"The welding career excites me because of the endless possibilities it offers, the diversity of work that can be done with a welding certificate, meeting other hard-working Americans that "get it." Welding is a trade that no one can take away from you. You can build on it and set goals, and the possibilities are endless. My goals are set, and I am ready to get out there and show them what I can do."

Welding, Arkansas Elite Welding Academy, Quitman, AR



Jack Stump

Spring 2023 Scholarship Recipient

"As a young kid, I was always taking things apart, to see how they worked. Then I'd put them back together in a different way, to see if I could make the object do something different. People

Areas of study for NBT scholarships

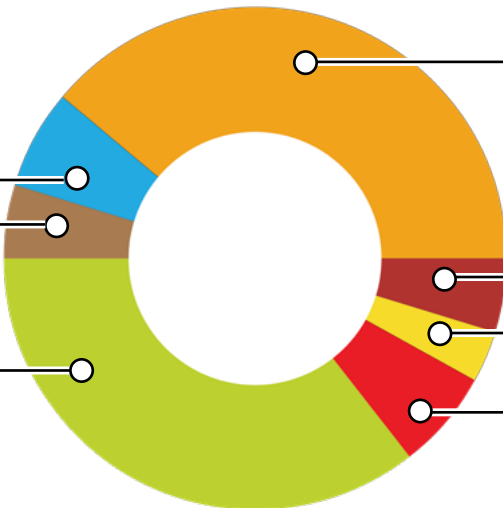
Electrical Engineering

Aerospace Sciences

Aeronautics and Astronautics Engineering
Aerospace Engineering
Aviation Maintenance Technology

Welding and Fabrication

Welding and Fabrication
Engineering Technology
Welding and Metal Fabrication



Mechanical and Manufacturing Sciences

Mechanical Engineering
CNC
Design Engineering Technology
Machine Tool Technology
Manufacturing Technology
Tool and Die

Industrial Engineering and Engineering Management

Computer Aided Design/CAD Technology

Robotics and Automation

Automation Engineering Technology
Engineering Technology/Mechatronics

PROGRAM IMPACT 2023: SCHOLARSHIPS

\$103,500

distributed in scholarship awards in 2023

69

scholarships awarded to help students pursue education or training

Over \$1.37M

scholarships awarded to help students pursue education or training

FUNDRAISING EVENTS

Silent Auction at the FMA Annual Meeting

February 28, 2023 | JW Marriott Las Vegas

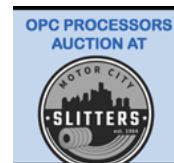
Proceeds raised: **\$43,270.00**



Outside Processors Auction at Motor City Slitters

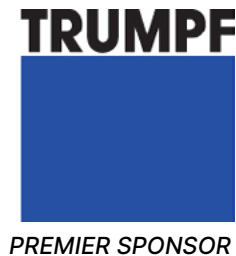
August 28, 2023 | Fox Hills Golf Club | Plymouth, MI

Proceeds raised: **\$14,850.00**



May 22, 2023 | Firethorne Country Club | Marvin, NC

Proceeds Raised: **\$10,547.75**



August 21, 2023 | Glen Flora Country Club | Waukegan, IL

Proceeds raised: **\$59,798.68**



PREMIER SPONSOR

AWARDS GALA

Nuts, Bolts & Thingamajigs Awards Gala

October 19, 2023 | Victoria in the Park, Mount Prospect, Ill.

Proceeds raised: **\$83,868.19**

2023 NBT Award Winners



Foundation leadership pauses for a photo with award recipients during the 2023 gala, (from left) Edward Dernulc, NBT director; Megan Hamann, Peddinghaus Corporation; Deshjuana Bagley, State College of Florida, Manatee-Sarasota; Henry Peddinghaus, Peddinghaus Corporation; and Ed Youdell, FMA president and CEO.



**Power of Industry Award
(Individual or Family Foundation):**
Jay Phillips of Valley Iron, Inc.

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

**Future of Industry Award
(Manufacturing Camp Host):**
State College of Florida, Manatee-Sarasota

PRESENTING SPONSOR:



AND THANK YOU TO THESE OTHER SPONSORS:

Bystronic

TRUMPF

MITSUBISHI LASER

ANOSH INC
FOUNDATION

MERRILL
A BANK OF AMERICA COMPANY

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NBT BOARD OF DIRECTORS



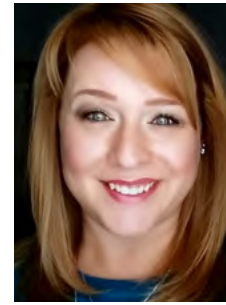
Joseph Dagnese

PECO Pallet Inc.
Chair



Gina Black

Community Development Foundation
First Vice Chair



Julie Miller

JointPivot LLC
Secretary and Treasurer



Jeff Schroeder

ITW Welding North America
Immediate Past Chair



Robert St. Aubin

Bystronic, Inc.
Director



Patrick Crowley

Merrill Lynch
Director



Steven Dobos

Butler Weldments Corp.
Director



Stephen Girard

PMMI
Director



Meg Hamann

Peddinghaus Corp.
Director



Emily Hathcoat

Risk Placement Services
Director



Rakesh Kumar

Cincinnati Inc.
Director



Brad Michael

Alro Steel
Director



Scott Myran

Mississippi Welders Supply Co., Inc.
Director



Matthew J. Sharpe

Sharpe Unlimited
Director

MESSAGE FROM THE NBT BOARD CHAIR



Joseph Dagnese

Chair

NBT Board of Directors

NBT has now eclipsed over 10 years of being dedicated to its mission, “to engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing.” I am extremely proud to be a Nuts, Bolts & Thingamajigs volunteer and have the great honor and privilege of leading our Board to continue to build on the tremendous success of the organization through supporting the NBT staff whose monumental efforts have been driving our success.

2023 once again saw NBT post records across the board with the largest number of camps and participants in attendance, scholarship dollars awarded, and funds raised since they began. We were able to positively influence more than 3,300 young minds to consider the world of manufacturing through traditional manufacturing camps, oftentimes introducing the realities and possibilities to them for the first time. The number of Inclusion Manufacturing Camps NBT offered doubled while more than doubling the number of participants served, helping to fill the manufacturing skills gap by exposing young adults with special needs to manufacturing jobs through both soft and hard skill work experiences. We supported more than 60 students through scholarships that help them continue their education and follow career paths into the industry when they graduate.

We understand the hard reality that economic growth is dependent on manufacturing’s growth. The future of North American manufacturing relies on a skilled, talented workforce that is ready to step into the two million jobs in manufacturing that will need to be filled by 2025 to keep this engine running. At NBT, we continue to be committed to our mission and have set goals that will broaden our reach to young minds, allowing us to introduce them to the world of manufacturing careers.

We are grateful to have outstanding partnership from learning institutions and educators who facilitate NBT’s camp programs. Their professionalism, commitment and enthusiasm for our mission truly creates an inspirational experience for all our manufacturing camp attendees.

Finally, we know that none of what we do at NBT is possible without your support. The tremendous donations and contributions you have made, both personally and through your organizations, are the driving force that creates opportunities for young minds to be sparked with the inspiration to pursue careers in manufacturing. It is our hope that someday one, or more, of our camp attendees will be a valuable employee in your workforce. We look forward to continuing our path of exponential growth with your continued support.

NBT FOUNDATION STAFF

Edward Youdell, President and CEO

Edward Dernelc, Foundation Director

Cindy Day, Senior Foundation Manager

Daunel Czarnecki, Grant and Fundraising Specialist

Dana Brown, Foundation Program Specialist

Lori Alanis, Foundation Event Coordinator

Suzie Dahlke-Beard, Program Development Specialist

MESSAGE FROM NBT'S DIRECTOR



Edward C. Dernulc

Director

Nuts, Bolts & Thingamajigs Foundation

2 023 will go down as one of the most gratifying and productive years in the history of Nuts, Bolts & Thingamajigs (NBT). This past year, our programs have experienced remarkable growth, our grant efforts yielded tremendous success, our fundraising reached unprecedented levels, and our mission became a fundamental piece in the rebranding of the Fabricators and Manufacturers Association's vision of a workforce lifecycle. Overall, 2023 was a very successful year and one we should be very proud of.

In 2023, NBT continued to make a substantial impact through our programs. Expanding our reach across 27 states and Canada, we supported 222 traditional manufacturing camps, nearly a 35% increase in camps offered from 2022. Achieving another record high, these camps successfully introduced 3,316 young kids to the world of manufacturing, often for the first time. NBT's scholarship program continued to support students who are looking to complete their educational journey and aim to be the next generation of entrepreneurs and professionals in our industry. NBT awarded 69 scholarships last year to students enrolled in 2 and 4-year programs that focus on metal fabrication and related manufacturing fields of study. Another notable increase in impact by NBT was seen in our Inclusion Manufacturing Camps program, where we saw a doubling in the number of camps and participants. This growth granted access to soft skills training and hands-on experiences in the manufacturing industry for nearly 100 young adults with disabilities. As this program continues to grow, many participants are finding gainful employment, and the partner companies that participate are seeing how much of a positive impact is possible when they expand their potential employee pool to include an all-too-often overlooked demographic.

Speaking of growth, NBT's 2023 events surpassed all expectations, achieving record-breaking attendance and fundraising success. This success underscores our aim to

sustain the continued growth and reach of our programs. NBT was awarded over \$1 million in funding, in large part due to a transformational grant from the National Institute of Standards and Technology (NIST), as well as funding from Mitsubishi Electric America Foundation (MEAF) that is intended to help expand our Inclusion Manufacturing Camps program. Beyond these remarkable grants, we were also privileged to receive two substantial major gifts: one from the Alro Steel Foundation and one from Blue Forge Alliance, the nonprofit integrator supporting the U.S. Navy's submarine industrial base, aimed at propelling the expansion of new programs.

None of this phenomenal growth would have been possible without the tremendous support of our many partners. The NBT board's incredible assistance in spreading the mission and vision of the foundation and their unwavering support and dedication has been significant and is truly appreciated. As always, our donors and supporters were instrumental in the evolution of our camp programs and scholarships throughout the year. FMA's senior management, alongside the entire staff at FMA, provided invaluable support to the foundation and made a significant impact on our success. Finally, the NBT team, as always, did a great job of navigating and embracing the expansion and advancement of our entire organization. We cannot fully express how grateful we are for the generosity and kindness everyone showed to our efforts in 2023.

In closing, the NBT Foundation is proud of the work that was made possible in 2023 through the many efforts and steadfast dedication to meeting our mission. To all supporting NBT, we want to extend our sincerest gratitude for allowing us the opportunity to find continued success and grant us the ability to reach new heights in our impact on the future of the manufacturing industry. We look forward to the coming year and the opportunity to shape the world and make a difference with all our members and stakeholders.

MAJOR GIFTS AND GRANTS

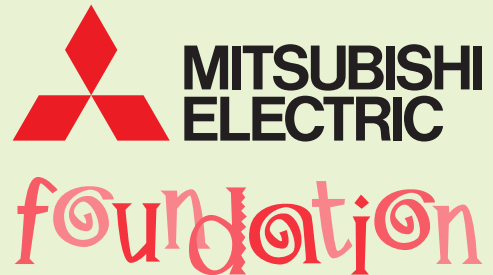


Alro Steel

Alro Steel Foundation's pledge of \$500,000 over five years, the largest single donation in NBT's history, is intended to enhance NBT's infrastructure and expand its impactful manufacturing camp programs nationwide, with a special focus on increasing camp offerings in the Midwest.

Alro Steel Foundation's commitment reflects its profound dedication to both the manufacturing industry and community engagement. The Michigan-based metals distributor has a robust history of supporting youth education, notably through hosting MFG Day events that introduce high school students to manufacturing career paths. The ir generous support will enable NBT to expand skills training programs such as the new Inclusion Manufacturing Camp model and sustain continued growth in its traditional Summer Manufacturing Camps program.

This partnership underscores Alro Steel Foundation's and NBT's shared commitment to advancing manufacturing education and preparing young people for successful careers in the industry.



Mitsubishi Electric America Foundation (MEAF)

Mitsubishi Electric America Foundation (MEAF)'s continued support and collaboration has been essential in allowing for the growth of the Inclusion Manufacturing Camps program and exposing manufacturing partners to the skills and abilities of an underemployed segment of the population.

Kevin R. Webb, Senior Director of Sustainability and Social Impact with Mitsubishi Electric US, Inc. shared how NBT's program aligns with MEAF's mission and goal of inviting and empowering individuals to take on vital careers in manufacturing. "Our vision is to empower youth with disabilities to lead productive lives. We see the NBT Inclusion Manufacturing Camps as a unique way to introduce youth with disabilities to job opportunities and help develop a pipeline of talent for the manufacturing industry. MEAF is proud to support this innovative program and see it expand around the country."



DONORS AND SUPPORTERS

The success of NBT relies on both the dedication from our team as well as generous supporters like you. Thank you to the following contributors who invested in tomorrow's manufacturing workforce. Your gifts help change our Industry's future for the better!

Patrons (\$100,000+)

Alro Steel Foundation
Mitsubishi Electric America Foundation
(MEAF)

Leaders (\$10,000 - \$99,999)

Bett-a-Way Pallet Systems, Inc.
Bystronic Inc
Chemical Coaters Association Int'l.
Finishing Education Foundation (CCAI FEF)
CNA
Cincinnati Incorporated
Commonwealth of Pennsylvania,
Department of Community and
Economic Development
Larry and Gloria Dlouhy
Farmers Insurance Exchange
The John C. and Carolyn Noonan
Parmer Private Foundation
Johnson Pro Services
Mathis Family Charitable Trust
Miller Electric Mfg Co.
Peddinghaus Corp.
PMMI Education and Training Foundation
Union Pacific Foundation

Founders (\$5,000 - \$9,999)

Alvin Glick Foundation
Anonymous
Taylor Berenyi
The Blackburn Giving Fund
Fabricators and Manufacturers
Association
Nicor Gas
The Shaluly Foundation LLC
Edward & Elizabeth Youdell

Benefactors (\$1,000 \$4,999)

Anonymous
John T Axelberg
R Bruce Benedict
Carlos Borjas
Richard Buskey
Sam Coxe
Patrick Crowley
Joseph Michael Dagnese
Edward C. Dernulc
Steven M. Dobos
Fulton County Processing
Grand Steel Products Inc
Vivek Kumar Gupta
Heidtman Steel

ITW Welding
Jones Metal, Inc.
The Lozick Family Foundation
Todd A Ludlow
Mammoth Metals
Mike McIntosh
JP and Julie Miller
Ohio Pickling & Processing, LLC
Jay & Michale Phillips
Jim & Lucy Pirages
Sarah Richards
Risk Placement Services
Jeff Schroeder
Richard Schwer
Sharpe Products
Antigone Sharris
The Shirley and Stuart Speyer Advised Fund
Alex Springer
TRUMPF Inc.
Valley Iron Inc
Voss Clark
Voss Industries
Wertzbaugher Family

Manufacturers (\$500 - \$999)

Armanino Foundation
The Backyard Experience
Gary Bjorkquist
Chicago Tube & Iron
The Dupps Company Charitable
Foundation
Eberl Iron Works Inc.
Kathleen Fitzgerald
Andrew Flando
Tina G. Fogarty
Alan R Gildemeister
Steve Griffin
Goldman Sachs
Grounded Art by Mason
Natalie Haefliger
Robert Hasty
Hawkeye Industries Inc
Jason Hillenbrand
Mark Hoper
Sterling Jensen
The John Doar Foundation
Donald Kammerzell
Rakesh Kumar
Mayville Engineering Co - MEC
Brad A. Michael
Mitsubishi Laser / MC Machinery
Systems Inc.

James A. Rogowski
Brian Roscoe
Steelpoint Machine Tool
Lori A Tapani
Michael Voss, Sr.

Industrialists (\$100 - \$499)

Advanced Fabricating Machinery Inc.
Kari Aken
Alro Steel
Bob Anderson
ANDRITZ Metals USA Inc.
Anonymous
Shanen Aranmor
Angela Arndt
Axion Risk Management Strategies
Kate Bachman
Paige Benedict
Tim Bilkey
Glenn Binder
Michael & Valerie Borzych
Kimberly S. Bottomley
Dana Brown
Butech Bliss
Butler Weldments Corp.
Jared Carlow
Amanda Carlson
Jessica Coleman
College of the Canyons
Controlled Automation Inc
Raissa Correa
Michael J. Crowley
Michael Crowley
Daunel Czarnecki
Chuck Damore
Cindy Day
Mary Demeules
Dewys Metal Solutions
Tim Doyle
Brody Fanning
Laura Fisher
Emanuel Fitzgerald
Frank Fontana
GSM Industrial Inc
Elizabeth Gavin
Georgia Trade School
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The NBT Foundation has made every effort to ensure that the information contained in this annual report is accurate. If you were a donor to the foundation in 2023 and your name has been misspelled, listed incorrectly, or mistakenly omitted, we apologize and hope that you will notify us at foundation@fmamfg.org or 888-394-4362.

HOW YOU CAN HELP

Give to Nuts, Bolts & Thingamajigs and help secure the future of manufacturing!

Donate

NBT relies on the generosity of corporations, foundations, and individuals like you to fund programs that inspire, prepare, and support tomorrow's manufacturing workforce. Make a cash contribution to support a scholarship or manufacturing camp at a school near you, ask your employer if they have a matching gifts program, donate items or services to a silent auction, participate in NBT fundraisers, or be creative and host a fundraising event in your area to benefit NBT.

Make an In-Kind Gift

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.

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.

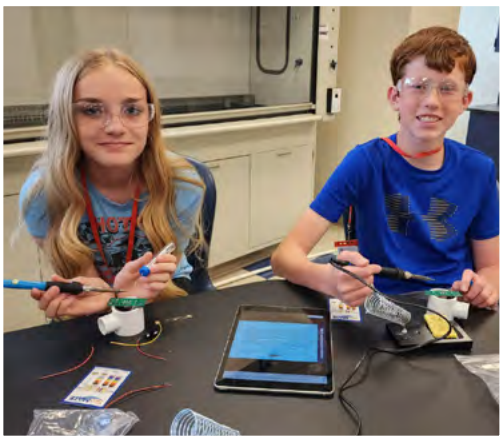
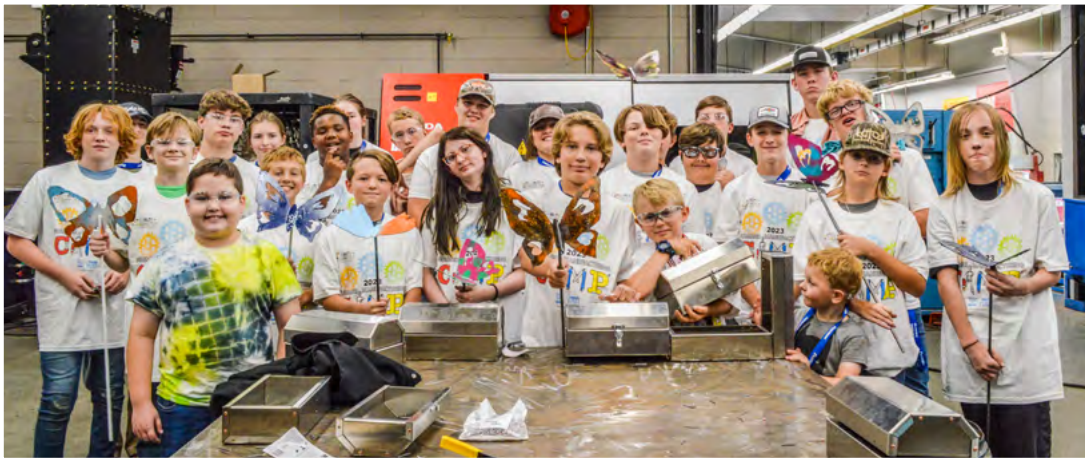
Volunteer

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.

FOR MORE INFORMATION

To learn more about how you can support NBT's mission, please visit fmamfg.org/foundation.

Contact us at foundation@fmamfg.org or call 888-394-4362.





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