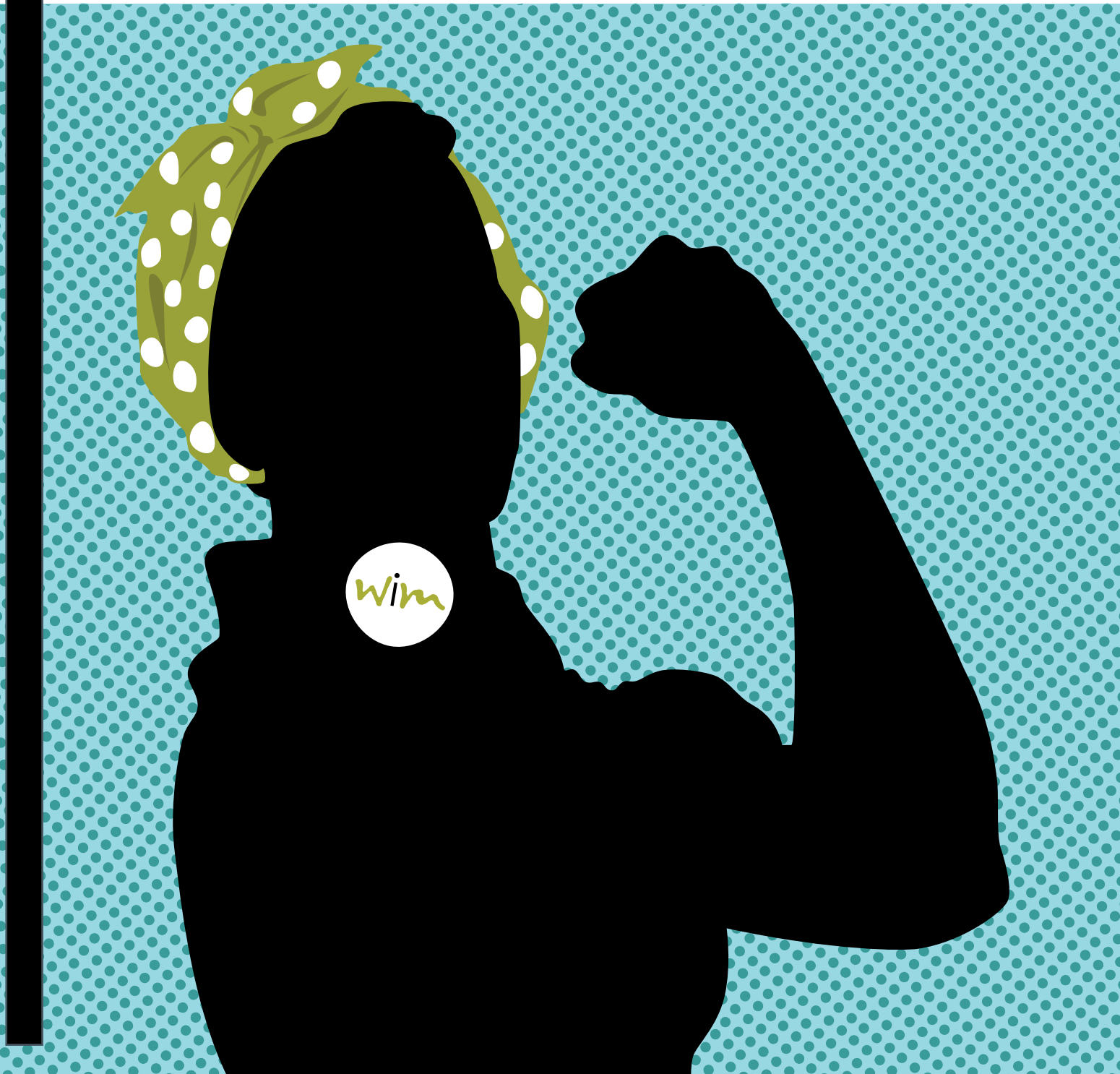


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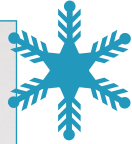
WINTER 2016

The Official Publication of Women in Manufacturing

IMPACT



FROM OUR EXECUTIVE DIRECTOR



Looking Forward in 2016

What a year for WiM! 2015 was a fantastic year for Women in Manufacturing, and this issue celebrates our past accomplishments and highlights the many exciting things to come. In short, we look forward to expanding our national network, enhancing our current membership benefits and finding new ways to fulfill the needs of our members.

The success of our fifth annual SUMMIT sparked a resurgence of interest in WiM's mission to support, promote and inspire women who have chosen a career in the manufacturing industry. New community chapters are presently being established all around the country. These chapters provide manufacturing women with access to networking, education, social events and industry updates at the local level. Check out our community chapter map on page 12, and if there's a chapter within or near your state, I encourage you to get involved!

Our newest venture is the Leadership Lab for Women in Manufacturing, which is the result of a collaborative effort with Case Western Reserve University's Weatherhead School of Management, and is generously supported by the General Electric Foundation. This executive education program offers manufacturing women in mid-to-high level leadership roles the opportunity to further develop the critical skills necessary to succeed in the sector. Class of 2016 registration is now open and additional details are on page 9.

Please know that we sincerely appreciate the support and guidance that we have received from our members over these past five years. Going into our sixth year of establishment, it is inspiring to know that we have such a powerful and dedicated group standing beside us.

Warmest regards,

Allison Grealis
President and Founder, Women in Manufacturing

 @allisongrealis

P.S. Stay connected to us year-round via  @womeninmfg &  [facebook.com/womeninmfg](https://www.facebook.com/womeninmfg)

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Erin Cuellar

Manufacturing Engineer

AGCO Corporation



1 Please tell our readers a little bit about your job and what your work looks like every day.

I am currently the manufacturing engineer for our three AGCO assembly centers and production supervisor for our Edgewood facility. My day begins with lining out the team with their daily build and adjusting according to headcount. I also run reports for all three sites to know how they did the day before. Most of my day is filled with keeping the team focused as well as backfilling with documentation and standardization for the three locations. I am definitely not bored in this position!

2 How did you arrive at your current position? What attracted you to a career in manufacturing?

I was working as the machine shop supervisor in our Beloit facility when this position opened up. I was eager to try an engineering role and see a new part of the country. We moved to Pennsylvania about a year ago and in April I was asked to take on the supervisor role. It has been very educational as far as learning a new side of the business. It is very different from what I was doing in Beloit.

I grew up in Michigan, where manufacturing is everywhere. I became attracted to manufacturing when I realized that I could make a lot more money in manufacturing than I could by working in a restaurant. I was hooked when I found out about all the different career opportunities. Seeing a finished product, and knowing that I built it, made me realize that manufacturing is the right fit for me.

3 At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

I have been refuting these stereotypes throughout my entire career. At my first job, I was the first and only female to complete the Millwright apprenticeship program. It was very tough in the beginning, because when I started I literally did not know the difference between an Allen wrench and an adjustable wrench. Once the guys I worked with realized I wasn't going anywhere, they really helped me out. I think the skills I learned during that experience really gave me the foundation for my path.

At my next job, I was given the opportunity to be on the front end of relocating a facility from Tallahassee to Kansas City. I was responsible for hiring a whole new team and training them, setting up the inventory and work stations, and ensuring our products were shipped out on time. And to add some pressure, I was 6 months pregnant when we started this project, so the window for success was pretty small. There was definitely some negativity about whether or not I could pull it off in such a short period of time. To overcome this, I was putting in long hours, working (waddling) side-by-side with my team all the way. We ended up shipping a week early and my team was very successful while I was out on maternity leave.

The last example I have was when I worked in our Beloit facility. I was the first female floor supervisor in that plant. I was in charge of several men that could have been my father and they had always worked there. There was a lot of discussion about whether a woman could or should be in charge of a machine shop. To overcome this, I learned how to run some of the equipment and then I would ask for input from the operators before making decisions that would affect them. It was rough in the beginning, but by the time I was promoted to my current position, our department was running much more efficiently than when I had started. My overall view on stereotypes is to not look at a job as a "man's" or "woman's". Look at it like it's a job, and if you want to do it, then do it. Who cares what people say, once they realize you are doing the job and doing it well, they will back off.

4 Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

Mentorship is HUGE for me. I would not be where I am today without strong mentors. These were the people that were not afraid to tell me the truth no matter how I would take it. All of the journeymen who worked with me during my first job helped



give me thick skin and guided me on how to get a job done. At my second job, my plant manager took me under his wing and taught me the beginning steps to supervision and team building. At my current role, AGWN has connected me with my sponsor/mentor who has guided me through some new experiences associated with a different position. On a personal level, I have people that help keep me in check when I feel I may be going astray. It is about surrounding yourself with supporters that are going to champion you through your experiences, while giving you honest feedback to keep you on track.

5 One of the key findings in WiM's recently survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

We all need to get out there and spread the word. I am focusing on school age kids. I think if we can make them curious at a younger age, the STEM initiatives that are being put in place will have a greater impact when kids are ready to participate. I use social media to help keep it in front of all the people I know and I am willing to talk to anyone who will listen. We need action from everyone to give this movement some steam.

6 Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

Absolutely. I have had the opportunity to work for some amazing companies all over the United States (Pennsylvania is state #4). I have also had the opportunity to travel to China for my job and there is potential to visit other countries. Manufacturing can give you a career where you will never be bored and you can have the chance to travel to just about anywhere you can think of. It is very satisfying to know that you are building something that is helping people. Right now, I am building farm equipment. I get to go home every night knowing that I helped a farmer feed the world. That is just cool.

Karen Norheim

Executive Vice President

American Crane and Equipment Corporation

1 Please tell our readers a little bit about your job and what your work looks like every day.

I am the executive vice president at American Crane and Equipment Corporation located in Douglassville, PA. American Crane is recognized as a leader in the design and manufacture of electric overhead traveling cranes, wire rope hoists and custom engineered lifting equipment. In my role, I support the president in overseeing all company operations with emphasis on continued expansion, growth and long term strategy. My daily activities can vary from planning sales and marketing activities to evaluating a business process for efficiency and cost savings. Some days I am on the shop floor, while others I am on my computer or meeting with my coworkers. There is a lot of variety in my work and I love that. We have a great team here which makes it very enjoyable to come to work.

2 How did you arrive at your current position? What attracted you to a career in manufacturing?

I was recruited by a family member. One of the major milestones in my life was the decision to work for my father. At the time, I wondered "How fun could manufacturing be?" It's been more than 13 years since I made one of the best decisions of my life. Through my work with American Crane and Equipment Corporation, I found my passion for manufacturing and engineering. Where else can you bring something from concept to physical existence? I get to help solve complex problems that have real impact for our customers.

3 At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector; stereotypes like the workplaces are dirty and dangerous and that



the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

I definitely think that manufacturing needs to work on its reputation. No more dated, uncool stereotypes of mechanical engineers and dirty shop floors. If it hadn't been for my father, I may not have considered a career in manufacturing. I would have missed out on the most rewarding job I have ever had. This is why we need to get the word out and share our passion with others!

4 Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

I have had several informal mentors in the course of my career who have been integral to my success.

I am grateful to one of my old mentors who told me to follow the opportunity in front of me even if it meant leaving her to work somewhere else. She taught me the ability to see opportunities before me and be confident enough to take the plunge whether fruitful or not. Even in failures there are valuable lessons learned. Since then, I have had a couple of other mentors including my father who have been incredible in helping me find my way. I am very grateful to have them in my life. I hope to pay it forward and become a mentor myself, helping others through the lessons I have learned.

5 One of the key findings in WiM's recent survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

As Hillary Clinton so aptly put it, "It takes a village" to raise a child. In the case of raising the next generation of women entering the manufacturing workforce, this is particularly true.

It takes a village — every one of us women in manufacturing — to ensure that there is a next generation of skilled women workers. When it comes to inspiring young women, it takes a village filled with those of us who are passionate about our careers and willing to be role models for those who hopefully will follow in our work boots and high heels.

So how do we change the stereotype and spread the word? We start with our circles of influence. You can start small with manageable chunks so it's not so overwhelming. Start with your family and friends. Then look in your community for opportunities. Focus local, then expand. But start.

I've started with my own family. I gave my three-year-old niece a gift of GoldieBlox, books and building toys for girls. I took my six-year-old nephew and older niece to tour our facility at American Crane. Remember, it's never too early to start that flicker of interest. My friends are also not immune to my zeal; I share interesting manufacturing articles with them via social media.

Next, I've reached out to high schools and other community groups regarding possible partnerships, internships, site tours and mentoring. I've connected with coworkers at my company to encourage their participation in such efforts. I've expanded my circle to include trade groups, and I'm advising my alma mater, Penn State University, in hopes of growing support. And there are so many great efforts already happening that you can just pick one that suits your interests and start making a difference.

With your help, we can do more than create a spark of interest; we can turn that spark into a burning desire for women to join the ranks of American manufacturers.

6 Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

Absolutely! Manufacturing is an orchestra of different people and skills coming together to create an end product. This can include sales, engineering, fabricating, purchasing, accounting, information technology and more. The coordination can provide an exciting work environment. Manufacturing also offers well-paying jobs with work that is both fun and rewarding. Plus, these days the manufacturing floor has so much technology integration which adds to the excitement. And, it's just cool! I love to see our products go from concept to creation. It's amazing!

5th ANNUAL SUMMIT PACKED WITH POWERHOUSE LEADERS

From September 23-25, 2015, more than 300 women in the manufacturing sector came together in Minneapolis, MN for the most inspirational and well-attended SUMMIT yet. New and returning attendees joined fellow women from around the country for keynote presentations, enlightening educational sessions, roundtable discussions, numerous networking opportunities and plant tours.

Among the attendees were powerful keynote speakers, such as co-founder and executive director of Amy Poehler's Smart Girls, Meredith

Walker, who warmly challenged her audience to, "Change the world by being yourself" and "Get your hair wet." Generational guru, Hannah Ubl of Bridgeworks, shared valuable tips and actionable solutions for multi-generational workplaces. Sarah Krasley, founder and principal of Unreasonable Women, discussed the evolution of 'Rosie the Riveter' and how modern women can adopt her game-changing message of, "We Can Do It!" Cynthia Arnold, chief technology officer at Valspar Corporation, outlined how to lead an innovative organization and Maureen Midgley, VP WW engineering, ACES and real estate

at Amazon Fulfillment, revealed the biological, social and political factors which can hinder women's advancement in the workplace.

Before the keynote presentation on Saturday night, Allison Grealis, founder and president of Women in Manufacturing, surprised the crowd by accepting a \$100,000 grant from the General Electric Foundation. The grant was presented by WiM board member, Catherine Werner, an environmental, health and safety leader at General Electric. This generous donation will be used to further develop WiM's educational



opportunities, such as the Leadership Lab for Women in Manufacturing, so that more women in the field may advance into higher positions.

In addition to the keynote presentations, small groups of highly qualified and engaging leaders led panel discussions which addressed the topics that most affect women in the manufacturing industry. Attendees also were encouraged to sign-up for educational sessions, which gave participants an opportunity to receive in-depth knowledge about a specific subject of interest. Plant tours

of H.B. Fuller, Ultra Machining Company (UMC), Medtronic, Pentair and Caterpillar allowed for exclusive access inside each plant to learn industry best practices and gain cutting-edge manufacturing information. More than \$10,000 was raised at the third annual Silent Auction, with proceeds supporting WiM's mission to support, promote and inspire women in the manufacturing industry. Social engagements expanded participants' networks and many women left Minneapolis having made several new business contacts and friends.





The sixth annual Women in Manufacturing SUMMIT is heading to Music City.
 Mark your calendar for SUMMIT 2016, scheduled for September 19-21, 2016, in Nashville, TN.
 Please contact Kristin Moore at 216-503-5700 or kmoore@womeninmfg.org for more information.



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2016 SUMMIT
 Nashville



LEADERSHIP LAB for Women in Manufacturing



women in
manufacturing



WEATHERHEAD
SCHOOL OF MANAGEMENT
CASE WESTERN RESERVE
UNIVERSITY

Case Western Reserve University's (CWRU) Weatherhead School of Management and Women in Manufacturing (WiM) have collaborated to produce the "Leadership Lab for Women in Manufacturing."

This research-based, development program will provide manufacturing women in mid-to-high level leadership roles with executive education that concentrates on issues pertinent to women working in male-dominated fields and is presented with a specific focus on the field of manufacturing.

Scheduled to launch in the spring of 2016, the program consists of three sessions over eight days on topics including Women in Manufacturing: Bias Barriers and Opportunities; High-impact Leadership for Women in Manufacturing; and Skills and Strategies for Leading the Way Forward in Manufacturing.

"WiM is thrilled to be partnering with the Case Weatherhead School of Management to offer this outstanding program to our members," said Allison Grealis, president of WiM. "As the only national trade association dedicated to providing year-round support to women in manufacturing careers, WiM is always looking for new ways to help our members thrive. The LManufacturing program is an example of our ongoing commitment to women's leadership in the manufacturing sector today and into the future."

LManufacturing builds on the success of the CWRU's Leadership Lab for Women that was created in 2014 to provide professional and leadership development for women in male-dominated occupations. Courses will be held on the campus of CWRU and taught by

faculty members Diana Billimoria, PhD., Ellen Van Oosten, PhD., and Kathleen Buse, PhD.

"We are excited to be launching the Leadership Lab for Women in Manufacturing to provide WiM members with the tools, skills and competencies needed to create opportunities for themselves in the manufacturing sector," said Buse, faculty director, Leadership Lab for Women. "From our past Leadership Labs, we have found that within six months of finishing the program 40 percent of the women had sought out and obtained a promotion. We look forward to working with WiM members

to help them leverage their strengths to achieve continued success in their careers."

This program is generously supported by the GE Education Foundation. Their funding will allow the participation of women in manufacturing who work in small to mid-size companies.

Registration rates for the LManufacturing program are dependent upon the size of the company, and scholarship opportunities may be available from WiM if certain eligibility requirements are met. For more information, contact Kristin Moore at 216.503.5700 or kmoore@womeninmfg.org.

12TH ANNUAL MANUFACTURING LEADERSHIP SUMMIT

Featuring the black-tie Manufacturing Leadership Awards Gala
June 6-9, 2016 | Omni La Costa Resort & Spa | Carlsbad, CA

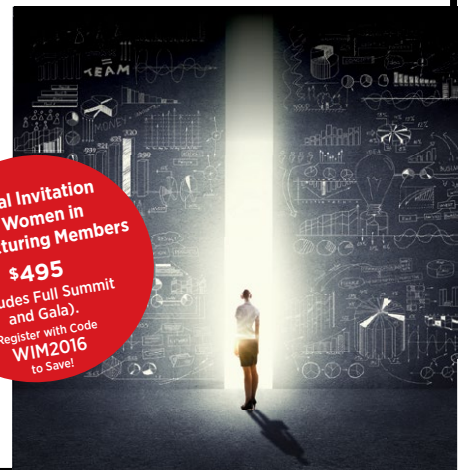
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and Gala).
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The Manufacturing Leadership Summit is made possible by the Manufacturing Leadership Council, a Frost & Sullivan company.



5TH ANNUAL WOMEN IN AUTOMOTIVE CONFERENCE



Over the past four years, we have received numerous suggestions regarding the expansion of our annual Women in Automotive event. Taking these recommendations to heart, we have decided that our traditional luncheon format doesn't provide enough time for attendees to network with fellow industry peers and learn the latest automotive tips and trends.

Therefore, we are thrilled to announce that our 5th annual Women in Automotive event has been developed into a one-and-a-half-day conference! This year's event includes a networking cocktail reception on the evening of April 26 and then kicks off the following morning with breakfast, presentations and panel discussions, and ends with a luncheon and signature keynote speaker.

Women in Automotive is one of our most popular events due to the incredible turnout of women who make it a priority to attend each year. With the continued support of the Automotive Women's Alliance Foundation (AWAF) and the addition of our newest supporter, Inforum, we expect this program to sell out for the third time in a row.

Plan to join us on April 26-27, 2016 in Troy, MI! Please contact Kristin Moore at kmoore@womeninmfg.org or 216.503.5700 for additional information.

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April 26, 2016



5 p.m. – 7 p.m.
 VIP Networking Cocktail Reception

Location:
Ruth's Chris Steak House
 755 W. Big Beaver Rd. #151
 Troy, MI 48084

April 27, 2016

- 7 a.m.* Continental Breakfast
- 8 a.m.* Auto Forecast
- 8:45 a.m.* Customer Experience
- 9:15 a.m.* Training, Education & Developing Talent
- 10 a.m.* Morning Break
- 10:30 a.m.* Crash Course: Vehicle Cyber Security | Panel Discussion
- 12 p.m.* Luncheon
- 1 p.m.* Closing Keynote
- 2 p.m.* Adjourn

SAVE THE DATE
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"It is not enough to have a good mind; the main thing is to use it well."

- Rene Descartes

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Farmington, Connecticut / www.us.trumpf.com

WomenInManufacturing.org

11

WIM CHAPTER LOCATIONS

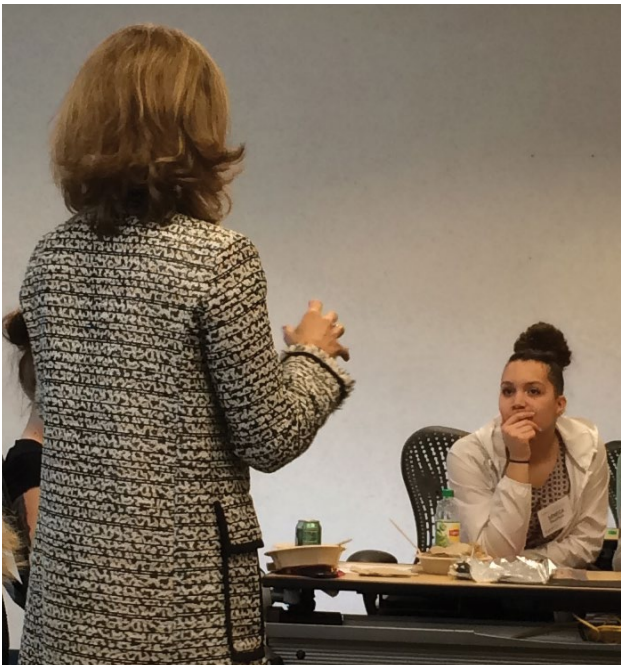


If you don't see your state represented and are interested in starting a community chapter in your area, please contact **Kristin Moore** at kmoore@womeninmfg.org or 216.503.5700 for additional information.

WIM KENTUCKY'S FIRST 2016 EVENT ATTRACTS LOCAL MANUFACTURERS, STUDENTS



The Women in Manufacturing KY Chapter kicked off its 2016 activities with more than 45 attendees representing 15 companies. Trane/Ingersoll Rand hosted the session and provided a tour of their facility, talking about how their company and employees have changed through growth and being acquired. Catherine Werner from GE engaged the team on leadership principles and how the new Leadership Lab program will help women grow their skills. Three students and one teacher from a local high school also participated in dialogue about why young women should choose manufacturing fields. Coming soon - sessions hosted by GE and Compari! It is a great time to join the WiM KY Chapter.



WIM OHIO 'JINGLED & MINGLED' TO CELEBRATE HOLIDAY SEASON



On December 8, 2015, WiM Ohio hosted a holiday cocktail party in downtown Cleveland at BIN 216. With nearly 40 people in attendance, the event provided an excellent opportunity to build relationships with local industry peers while celebrating the season. Many attendees came with their fellow co-workers in small groups or pairs, and left the party with an expanded network of business contacts and friends. WiM Ohio would like to extend a special thank you to its event sponsors: Automation Tool & Die, Inc., Demag, Magnet and Western Reserve Partners, LLC.



INAUGURAL COLORADO CHAPTER EVENT SPARKS INTEREST IN EVENTS, MEMBERSHIP



WiM Colorado hosted an exciting kickoff event on January 13, 2016, at Tapas Restaurant in Centennial, CO. Around 40 women, and several men, came together to discuss expansion plans and exchange ideas for this new chapter. Due to the enthusiasm and dedication of the first meeting's attendees, the chapter plans to host another membership meeting at the end of March.



WIM'S MOVING OUT WEST; WIM CALIFORNIA EVENT WITH FITBIT AND CARBON3D



The WiM California community chapter brought together industry innovators in cutting edge technologies for their kickoff event on February 22. WiM President Allison Grealis offered opening remarks and a presentation was given by Fitbit Director of New Product Introduction Operations Milo Werner. Fitbit is a leader in connected health and fitness whose wearable activity tracker revolutionized the market. The event was sponsored by Silicon Valley-based 3D printing

company, Carbon, and featured a live demonstration of the company's latest 3D Printing technology. WiM California is directed by Dana McCallum, business development manager at Carbon.



WIM ILLINOIS WINTER ROUNDTABLE



The WiM Illinois Chapter met on February 24 for their first roundtable luncheon. Beth Falls, an employee benefits advisor with Assurance and the Illinois Chapter Leader said, "We were pleased with outstanding attendance from local manufacturers and supporting service providers. Each roundtable tackled issues pertinent to their businesses and job roles specific to the top challenges facing them in manufacturing. From this, we walked away with a deliverable list of notable ideas

and concepts from the discussions. A special thanks to our generous sponsor, MB Financial Bank for making the day possible!"



WIM IS HEADED TO WASHINGTON

8th Annual NTMA/PMA/WiM One Voice Legislative Conference

April 12-13, 2016

Melrose Georgetown Hotel
Washington, D.C.



Help bring common-sense solutions to Washington by joining us for the eighth-annual NTMA/PMA/WiM One Voice Legislative Conference in Washington, D.C., April 12-13, 2016. This is your chance to have your voice heard by the policymakers who are making decisions that directly impact your business.

Manufacturers need to build on their recent major victory: making the R&D Tax Credit and Section 179 Equipment Expensing permanent while extending Bonus Depreciation at the end of 2015. In this election year, lawmakers need to hear from manufacturers to make certain that support for U.S. manufacturing plays a central role in their campaigns and on the 2016 congressional agenda. In this final year of the Obama Administration, businesses must stand up against the onslaught of regulations and make their voices heard in Washington.

For first timers and those seeking a refresher, the One Voice Washington Office will offer a pre-conference webinar on April 5 to brief participants on what to expect during the congressional visits and the latest policy developments. You do not need to be a "policy expert." All you need to do is to talk about your own experience and business.

We need your help and participation to make certain that Washington hears our voice. Please join your industry peers on April 12-13 in Washington, D.C. to represent manufacturing in America.

Legislative Conference Agenda

Monday, April 11, 2016

3:30 p.m. – 5:30 p.m.

Media Training & State
of Manufacturing Briefing
(WiM attendees only)

4:00 p.m. – 5:30 p.m.

Early Conference Registration

5:30 p.m. – 6:30 p.m.

Optional Early Arrivals Reception
(sponsored by Bracewell)

Tuesday, April 12, 2016

8:00 a.m. – 11:30 a.m.

Conference Registration

11:30 a.m. – 1:00 p.m.

Conference Opening Remarks,
Briefing and Lunch

2:00 p.m. – 4:30 p.m.

Capitol Hill Visits

5:30 p.m. – 6:30 p.m.

Networking Reception

Wednesday, April 13, 2016

8:00 a.m. – 9:30 a.m.

Breakfast, Issues Presentation

10:00 a.m. – 4:00 p.m.

Capitol Hill Visits
(includes lunch with members of Congress)

Conference Location/Hotel Accommodations

Melrose Georgetown Hotel
2430 Pennsylvania Ave. NW
Washington, DC 20037

Phone: 202-955-6400
Rate: \$299 per night (plus tax)

To make your hotel reservation, please call 202-955-6400 and reference One Voice 2016. Deadline to make reservations in our group room block is March 11. Rooms reserved after this date are subject to space and rate availability.

To register, visit womeninmanufacturing.org/events/calendar and go to '8th Annual WiM / NTMA / PMA One Voice Legislative Conference.' Registration deadline is March 18, 2016. Questions? Contact kmoore@womeninmfg.org or 216.503.5700.



FORGING INDUSTRY

Women's SCHOLARSHIP PROGRAM

Up to 3 Awards Valued up to \$5,000* and Renewable for One Additional Year.



Eligibility Requirements:

- Women currently enrolled as full-time students seeking an associate's, baccalaureate or master's degree in engineering (mechanical, industrial, electrical, metallurgical, materials science), or business (marketing or manufacturing) or a comparable area of study at an accredited two- or four-year college or university
- Cumulative GPA of 2.75 or above
- A citizen of the United States, Canada or Mexico

First Consideration is Given to:

Applicants with a connection to the Forging Industry and who have demonstrated strategic, technical and leadership skills.

Applications Available at:

<http://sms.scholarshipamerica.org/forgingw>

Deadline for Receipt:

April 15th, 2016



* Award levels vary, with higher awards offered at later stages in an eligible course of study.

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MEMBERSHIP AT A GLANCE

Benefits	Student (\$25)	Professional (\$125)	Corporate (\$2,500)
Subscription to our quarterly e-newsletter, IMPACT	✓	✓	✓
Participation in the WiM online mentoring program	✓	✓	✓
Access to events, special programming and partnerships with like-minded organizations	✓	✓	✓
A professional profile on the only national directory of women in manufacturing	✓	✓	✓
Ability to use WiM logo on all company collateral		✓	✓
Opportunity to be profiled in a WiM Hear Her Story feature		✓	✓
Access to the Center for Women in Manufacturing (<i>coming soon</i>)		✓	✓
Discounts to post or seek job opportunities on WiMWorks, our WiM powered job board		✓	✓
Ability to participate in Community Chapters		✓	✓
Webinars		✓	✓
Discounted registration to the SUMMIT, our annual meeting		✓	✓
One seat on the WiM Corporate Partnership Council, which meets annually in conjunction with WiM's summer board meeting, to guide and influence WiM initiatives			✓
Up to 10 primary individual memberships and an unlimited amount of your female employees being able to individually join WiM at a reduced membership rate of \$75 per person			✓
Four ¼ page advertisements in IMPACT (value \$2,000)			✓
Logo and link on WiM's website			✓
Company membership plaque			✓
Up to 30% shipping discount through UPS, a WiM affinity partner			✓
One annual pass to Precision Metalforming Association's Sourcing Solutions event			✓

CORPORATE MEMBERS

Thank you to our current Corporate Members! We expect this to be the largest growing portion of our membership base in 2016. One benefit of corporate membership is the opportunity to have one seat on the Corporate Partnership Council, which meets annually to guide and influence WiM initiatives. If your company is interested in joining as a corporate member, please visit www.womeninmanufacturing.org/join or contact contact Kristin Moore at kmoore@womeninmfg.org or 216.503.5700 for additional information.



Corporate Partnership Council



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WOMEN OF FABTECH EXPLORE THE FUTURE OF MANUFACTURING



Women in Manufacturing proudly supported and facilitated the Women of FABTECH event on November 11, 2015. FABTECH is North America's largest metal forming, fabricating, welding and finishing event, and nearly 44,000 people were in attendance at the 2015 show. After months of collaboration with SME, FMA, PMA, AWS and CCAI, WiM and these fellow industry partners hosted a breakfast, signature keynote speaker and guided mini-tour of the FABTECH floor. This event was open to all who attended FABTECH and nearly 50 women participated.

Karen Kerr, director for advanced manufacturing at General Electric, gave an insightful presentation on

the future of manufacturing and what critical skills the industry must further develop in order to thrive. She stressed the importance of digital capabilities and programming skills, especially when seeking new talent. Kerr conveyed how additive manufacturing and 3D printing create incredible energy efficiency and cost savings, and she discussed how leveraging robotics capabilities will make for more flexible factories. She concluded her presentation by stating, "We need brilliant minds to continue to innovate and move forward. Tomorrow's manufacturing future begins today," and the crowd certainly agreed.

After the keynote presentation, four groups of 12-15 women were then given a guided tour of some of FABTECH's largest exhibiting booths, including TRUMPF, Inc., Hypertherm and Lincoln Electric. This provided an exclusive opportunity for participants to get an up-close look at the newest manufacturing technology and hear first-hand accounts of how this technology is used on the shop floor.

Participants were excited to have attended the Women of FABTECH event and look forward to similar events in the future.

NEW WIM MEMBERS (AS OF 2/23/16)

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Fafinski Mark & Johnson

TRACY ARIEL
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Orange Research

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UPCOMING INDUSTRY EVENTS

WIM GEORGIA PLANT TOUR: TOTO USA

March 16, 2016

Atlanta, GA

WIM CONNECTICUT: MASTERTIME!

March 30, 2016

Hartford, CT

WIM/NTMA/PMA ONE VOICE LEGISLATIVE FLY-IN

April 11-13, 2016

Washington, D.C.

WOMEN IN MANUFACTURING

SPRING BOARD MEETING

April 11-13, 2016

Washington, D.C.

LEADERSHIP LAB FOR WOMEN IN MANUFACTURING

April 19-21, May 24-26 and June 21-22, 2016

(8 days total)

Cleveland, OH

WOMEN IN AUTOMOTIVE CONFERENCE

April 26-27, 2016

Troy, MI

WIM COLORADO: WHY WIM?

April 27, 2016

Denver, CO

WOMEN IN TECHNOLOGY SUMMIT

June 5-7, 2016

San Jose, CA

MANUFACTURING LEADERSHIP SUMMIT

June 6-9, 2016

Carlsbad, CA

WIM SUMMER LEADERSHIP CONFERENCE

August 7-9, 2016

Madison, WI

WIM SUMMER BOARD MEETING

August 8, 2016

Madison, WI

WOMEN IN MANUFACTURING SUMMIT 2016

September 19-21, 2016

Nashville, TN

AMERICA'S MANUFACTURING SUMMIT

October 24-25, 2016

Chicago, IL

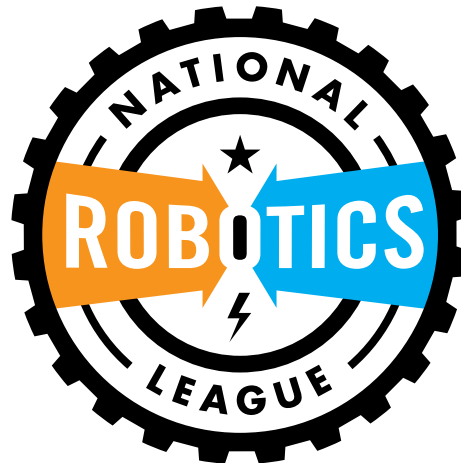
NATIONAL ROBOTICS LEAGUE (NRL)

The National Robotics League (NRL) is a manufacturing workforce development program of the National Tooling & Machining Association (NTMA) where students design and build remote controlled robots to face-off in a gladiator-style competition. Through this program, students gain practical knowledge of STEM skills while learning about careers in manufacturing and the benefits of working within the industry.

Among those leading the NRL cause is Sarah Brooks, WiM member and program manager of SWPA BotsIQ. The largest regional competition of the NRL and program of the Pittsburgh Chapter National Tooling & Machining Foundation, SWPA BotsIQ has grown from 46 to 63 teams and become the managing staff of the NRL since Brooks came aboard in August of 2013. Along with NTMA National Account Manager and NRL support generator Tiffany Bryson, Brooks and the NRL have teamed with WiM in an Education Collaboration to introduce more young girls to the program and STEM careers.

"Studies indicate that girls begin to lose interest in STEM concepts as early as middle school,"

says Brooks. "The idea behind the WiM/NRL Education Collaboration is to present ideas on how to engage all ages of girls in manufactur-



ing concepts, projects and field trips which are to be offered by an area WiM Chapter. The chapters would be able to pool their resources in order to expose girls to manufacturing in a positive manner in which the girls can understand and relate to."

"My youngest daughter wants to be an engineer, and has volunteered now for two years at the NRL competition," says Bryson, who also serves on the board for the Cleveland Chapter of WiM and has been a national member since 2012. "I became passionate about this initiative when my daughter took a summer robotics class, where I noticed she took a back seat in an all boys' class. She didn't bring her whole self to the class and had less confidence about being an engineer. That is when I really took notice and decided girls needed mentors and support in this all male field or we were going to lose them at a young age."

Through this collaboration, WiM and the NRL will work to positively introduce more girls to manufacturing and show them the benefits of having a career within the industry. By working together, women can combat current stigmas and foster opportunities for younger generations and advance the industry.



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