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# 2017 WIRE-NET ANNUAL REPORT



# A REVITALIZED VISION, MISSION AND VALUES

## Vision

We envision a prosperous, connected manufacturing community in Greater Cleveland.

## Mission

WIRE-Net is a leading force to strengthen manufacturing, a foundation of healthy communities that fuels economic growth in Greater Cleveland. We provide leading edge expertise and resources that proactively assist manufacturers in understanding and adapting to fast changing trends in technology, talent, and organizational leadership. WIRE-Net connects leaders to each other and engages them in their communities. We lead, we connect, we partner.

## Values

WIRE-Net's values are the "big rocks in the river" around which our work flows. Along with our mission, these values guide our decisions, shape behaviors, and ultimately move us towards attaining our vision. These core values were developed by WIRE-Net leadership and staff, and are paired with commitment statements developed by WIRE-Net staff.

Excellence	Integrity	Community	Leadership
<ul style="list-style-type: none"> <li>▸ I use all the resources at my disposal to fill company needs</li> <li>▸ I work to achieve shared goals with coworkers and stakeholders</li> <li>▸ I embrace new and innovative ideas</li> </ul>	<ul style="list-style-type: none"> <li>▸ I focus on making WIRE-Net's mission come alive through my work in the community</li> <li>▸ I approach tough conversations with truth and kindness</li> <li>▸ I take responsibility for my actions and decisions</li> <li>▸ I do what I say I am going to do</li> </ul>	<ul style="list-style-type: none"> <li>▸ I build Internal and external relationships that are the foundation of WIRE-Net's work</li> <li>▸ I actively engage in community partner initiatives</li> <li>▸ I respond to the needs of stakeholders through action or connection</li> </ul>	<ul style="list-style-type: none"> <li>▸ I regularly reflect on the work that I do to maintain alignment with mission and values</li> <li>▸ I respect the expertise of others and will ask and embrace questions to gain clarity</li> <li>▸ I recognize my strengths and weaknesses and strive for continuous improvement</li> </ul>

# LETTER FROM THE BOARD CHAIR AND PRESIDENT

2017 was a busy year for WIRE-Net.

As WIRE-Net looked ahead to our work in the coming years, it became apparent that we and our stakeholders were facing challenges. Rather than take a patch-work approach to them, we felt that the time was right to revisit our overall strategic direction. A planning committee was organized which drew upon the resources of our community and stakeholders to create a strategy we named our 2020 VISION Strategic Direction.

There are rapid changes afoot in manufacturing. Technology, labor force, and leadership are all evolving in ways that create both challenges and opportunities. WIRE-Net's role in this fast-changing environment is to continue to strengthen manufacturing because of the opportunities, jobs, tax base and wealth creation that the sector drives across greater Cleveland. Our relationships with our several hundred member companies put us in a unique position to create awareness, and develop solutions that will benefit our communities by strengthening manufacturing.

Our current work didn't stop as we planned for the future!

We continued managing the Cleveland Industrial Retention Initiative (CIRI), which conducted in-plant outreach visits to 485 manufacturing and related firms in the City of Cleveland. Those firms represented 19,759 jobs. CIRI identified 597 opportunities to provide valuable services and completed 382 services primarily in the areas of safety & security, employment & training, infrastructure, and business operations.

In the fall, our adult workforce program launched the first cohorts of the Northeast Ohio Manufacturing Apprenticeship Consortium (NOMAC). The program's WorkSource placement service saw a 50% increase in placement results from 2016.

During 2017 we continued our work with Max S. Hayes Vocational High School and started a new partnership with Parma Senior High School. Overall, our work has impacted over 350 students in the past year with work-based learning experiences, including plant tours, job shadows, and internships.

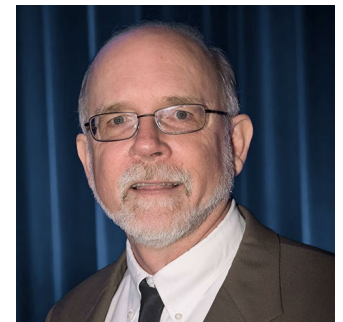
Supporting our members' need for the best in manufacturing learning opportunities is central to WIRE-Net's mission to strengthen manufacturing. In 2017, we featured manufacturing-focused events, including Lunch 'n' Learns, Plant Tours, and Seminars. Our members learn from peers and industry professionals to overcome barriers to growth and improve business results.

Best regards,



A handwritten signature in blue ink that reads "J. O'Neill".

**Jay O'Neill**  
Lane Steel Co.  
Chair, WIRE-Net  
Board of Directors



A handwritten signature in blue ink that reads "John P. Colm".

**John Colm**  
WIRE-Net  
President and  
Executive Director





## PROGRAM HIGHLIGHTS

# 2020 VISION

In March 2017, WIRE-Net's board and staff set out to develop 2020 Vision, a strategic plan for the next three years. WIRE-Net used a five-stage strategic planning approach that is rooted in appreciative inquiry, based on a deep sense of organizational self-awareness. Implementation planning was a core part of the process, leveraging the skills and expertise of WIRE-Net's planning team.

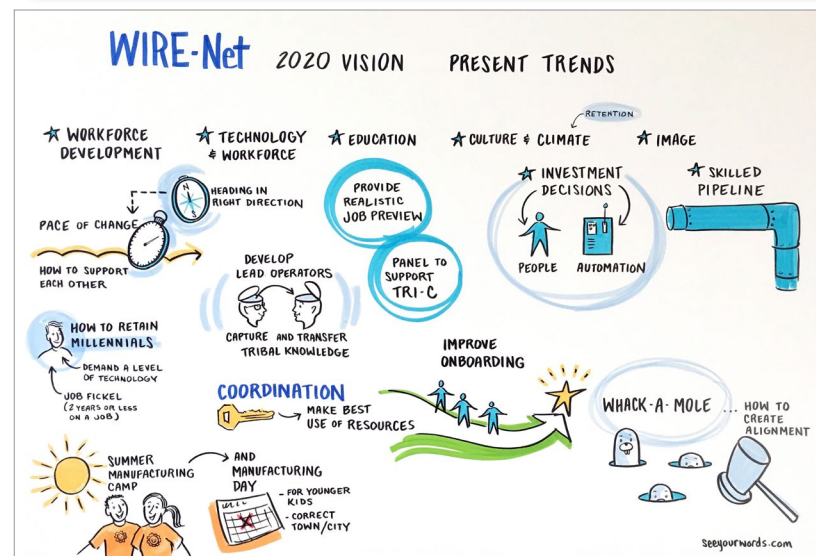
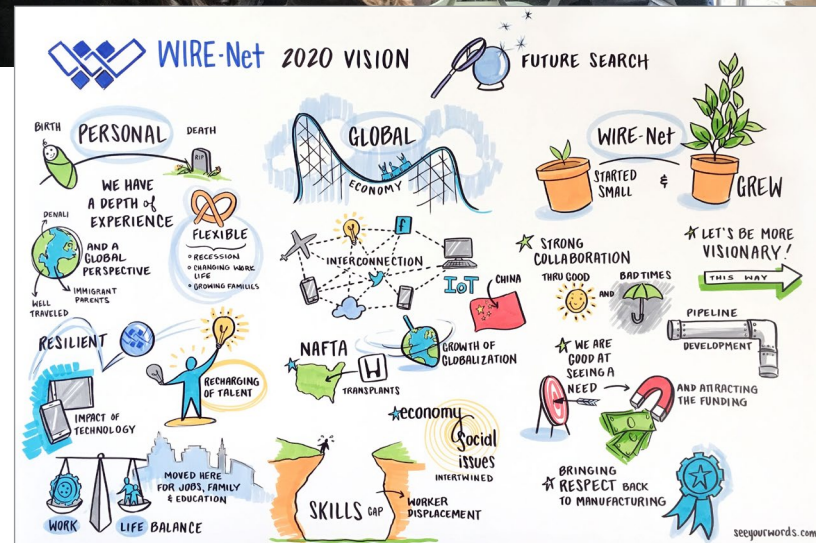
### Design Principles

At the onset, the planning team mapped out a deep, comprehensive, and manufacturing-responsive process that was actionable, attainable, and measurable. The 2020 Vision features four strategic priorities to guide WIRE-Net's work into 2020.

### Initiate Investment

*Initiate investment by member and potential member manufacturing firms in workforce, technology, and leadership succession and development.*

By spurring investment in workforce, technology, and leadership succession and development, WIRE-Net will shift its work to focus on building pathways for the region's companies to thrive in the face of the three largest threats – and opportunities – to the future of manufacturers. Shifting to a proactive approach to leading and supporting manufacturers will pave the way for WIRE-Net to become focused, align its activities directly to the needs of the industry, and carve out its role as a leader in workforce development for adults and youth, assisting companies in mapping their Manufacturing 4.0 future, and planning for leadership succession.

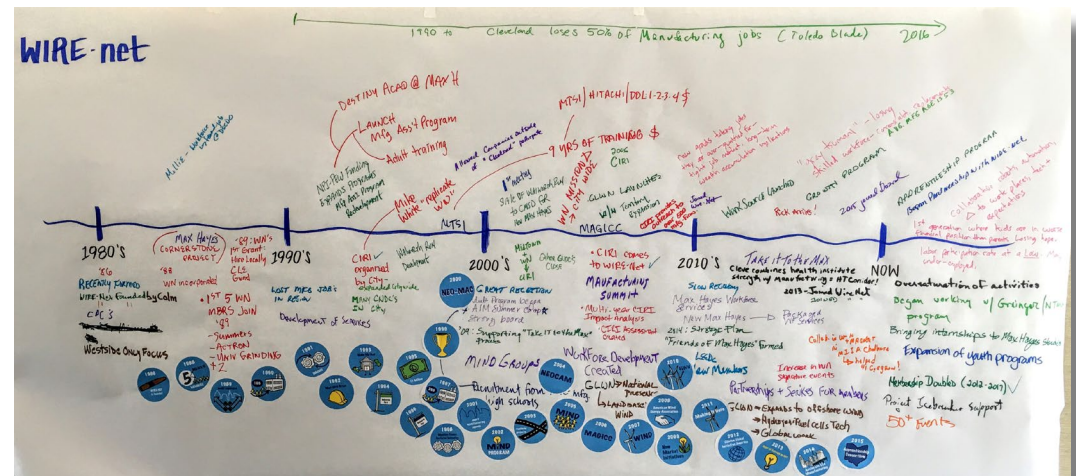




## Workforce

*Build, develop, and retain the pipeline of qualified workers in manufacturing careers among WIRE-Net members and potential members throughout Greater Cleveland.*

Workforce development and retention remains one of the largest challenges impacting the region's community of manufacturers. WIRE-Net's continued focus on building, developing, and retaining the adult workforce pipeline will help fill the regional demand for more employees and equip companies with the resources they need to get their employees ready for future leadership positions.



## The Image of Manufacturing

*Grow the number of qualified students entering manufacturing careers among WIRE-Net members and potential members across Greater Cleveland.*

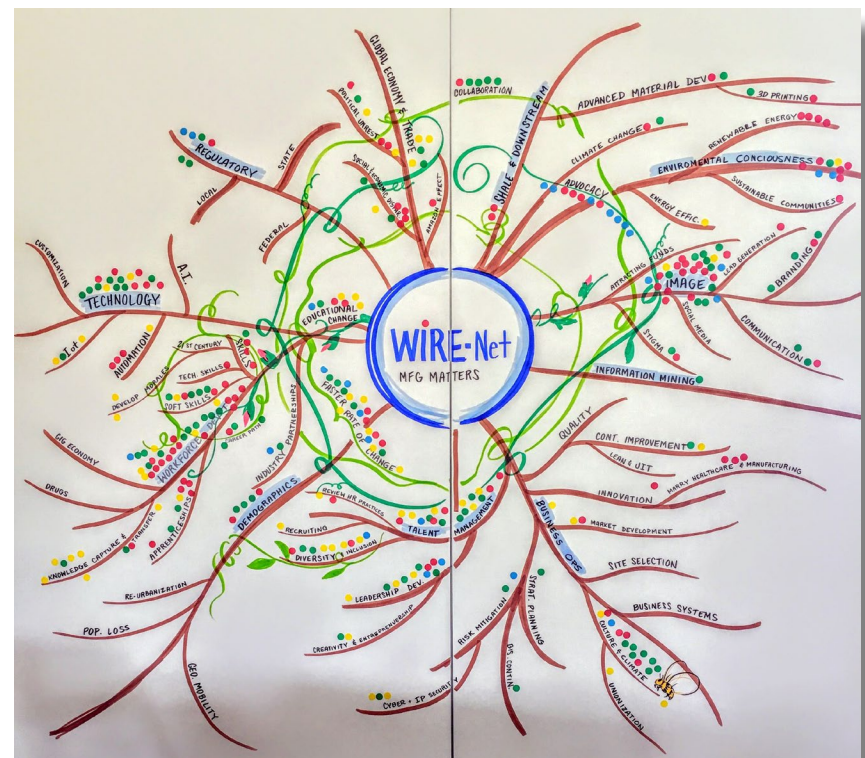
In addition to addressing companies' immediate workforce needs, WIRE-Net must continue to think about the long-term development of a skilled workforce to support the region's manufacturing ecosystem. By growing the number of qualified students entering manufacturing careers from WIRE-Net's youth programs, WIRE-Net will ensure that the next generation of manufacturers are being prepared for the workforce.

## Organizational Strength

*Build the professional and volunteer leadership, and organizational structure that secures the needed to execute the 2020 plan, and that ensures WIRE-Net's financial strength.*

As WIRE-Net looks to deepen and expand the reach of their work externally, they must ensure they have the internal leadership structure and capacity to support their success. Through building the professional and volunteer leadership capacity within the organization, WIRE-Net will increase the strength and voice it has in the community. A clear focus on leadership, including succession planning, board engagement, revisiting organizational structure and ensuring financial capacity will ensure WIRE-Net can achieve its 2020 VISION and setting itself up for long-term sustainability.

2020 Vision provides a pathway for WIRE-Net to meet the needs of the Greater Cleveland manufacturing community through 2020 and beyond.



## PROGRAM HIGHLIGHTS

### CIRI



The Cleveland Industrial Retention Initiative (CIRI) is a program of the City of Cleveland, managed by WIRE-Net. In 2017 WIRE-Net's manufacturing retention specialists conducted in-plant visits to 485 manufacturing and manufacturing related firms in the City of Cleveland. Those firms represented 19,759 jobs. CIRI identified 597 opportunities to provide valuable services to manufacturers in a variety of industries from additive manufacturing to distribution. CIRI completed 382 services primarily in the areas of safety & security, employment & training, infrastructure, and business operations. CIRI engaged partners including the City of Cleveland, Cuyahoga County, Accelerate Cleveland Manufacturing (ACM), and Towards Employment.

### 8 service interventions to unique firms\*

- ▶ These interventions affected 223 existing direct manufacturing and manufacturing related jobs with an estimated annual payroll of over \$13.9M\*\*
- ▶ Added \$410,000 in increased sales
- ▶ Retained \$2.9M in sales
- ▶ Retained 58 jobs
- ▶ Created \$279,500 in operation improvements that reduced costs in labor, materials, energy, or overhead allowing for the reinvestment in workforce skills, facility maintenance, process improvements, and other business areas\*\*\*
- ▶ Generated \$4,944,000 in increased investment in new products/processes, plant and equipment, information systems, and workforce skills

\* Interventions are defined as services where new jobs were added, jobs were at risk, operation improvements led to cost reductions, or investment was made

\*\* Payroll is estimated based on payroll data from the State of Ohio Labor Market Information System

\*\*\* Cost Reductions include reductions in operation cost associated with supply purchases, shipping, security, energy management, and employment & training costs

## PROGRAM HIGHLIGHTS

# ADULT WORKFORCE



### Northeast Ohio Manufacturing Apprenticeship Consortium (NOMAC)

In the fall of 2017 WIRE-Net launched the first cohorts of six apprentices in two disciplines—**industrial maintenance mechanics** and **NIMS-certified machinists**. In August we partnered with Cuyahoga Community College to secure an ApprenticeshipUSA State of Ohio Expansion Grant that provided firms with up to \$1,750 towards new apprenticeships, to reduce the cost of apprenticeship training. NOMAC supports its members by identifying curriculum that augments structured on-the-job training, negotiating with training providers, and administering and tracking apprentices' progress.

### Pre-Apprenticeship

In November, during National Apprenticeship Week, we launched the first High School CNC Machining Pre-Apprenticeship Program in Northeast Ohio. We invited juniors and seniors at Max S. Hayes High School to apply for enrollment in our inaugural class. This offers student apprentices an earn and learn program connected to local apprenticeship-sponsoring employers and providing industry recognized credentials towards graduation and a career. This effort helps ensure a future pipeline of skilled technical workers who enter the workforce with skills and experience tied to an adult apprenticeship.

### WorkSource

Finding qualified candidates in 2017 continued to be a challenge for manufacturers. WIRE-Net's WorkSource placement service assisted with 29 job orders that on average paid \$24.50 per hour. We saw a 50% increase in our placement results from 2016, landing 12 candidates in fulltime positions, and more than doubling our placement revenues topping out at over \$95,000 of unrestricted program revenues. In a tightening labor market, our members continue to value our ability to uncover hidden talent to find highly qualified candidates at competitive placement rates.



## PROGRAM HIGHLIGHTS

# YOUTH WORKFORCE

During 2017 WIRE-Net continued our work with Max S. Hayes Vocational High School and started a new partnership with Parma Senior High School. Overall, our work served over 350 students in the past year.

### Classroom Speakers

WIRE-Net hosted/delivered classroom presentations to approximately 250 students. One of the highlights of classroom presentations came when we helped with the recruitment of machining students at Max Hayes. At the beginning of the school year, there were two 10th grade students enrolled in the precision machining technology program at Max Hayes. We worked closely with the guidance counselor to develop a presentation to be given to all 10th graders to help boost enrollment in the program. After our presentation, 25 students wanted to learn more about machining and eight ended up enrolling in the program.

### Plant Tours

WIRE-Net coordinated 16 different plant tours and job shadow opportunities, with 125 students participating. Tours ranged from students learning about under-water welding at Great Lakes Towing to exploring robotics at Rockwell Automation. Students who participated in job shadows had a chance to experience a mock interview with their shadow company as well. Students received feedback on their interview and job shadow to facilitate more skill building and learning.

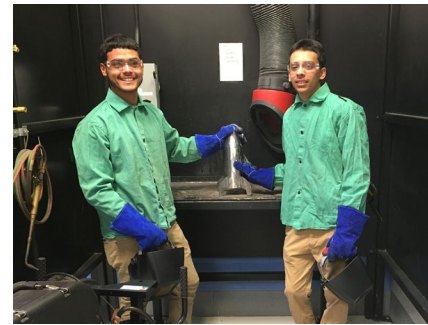




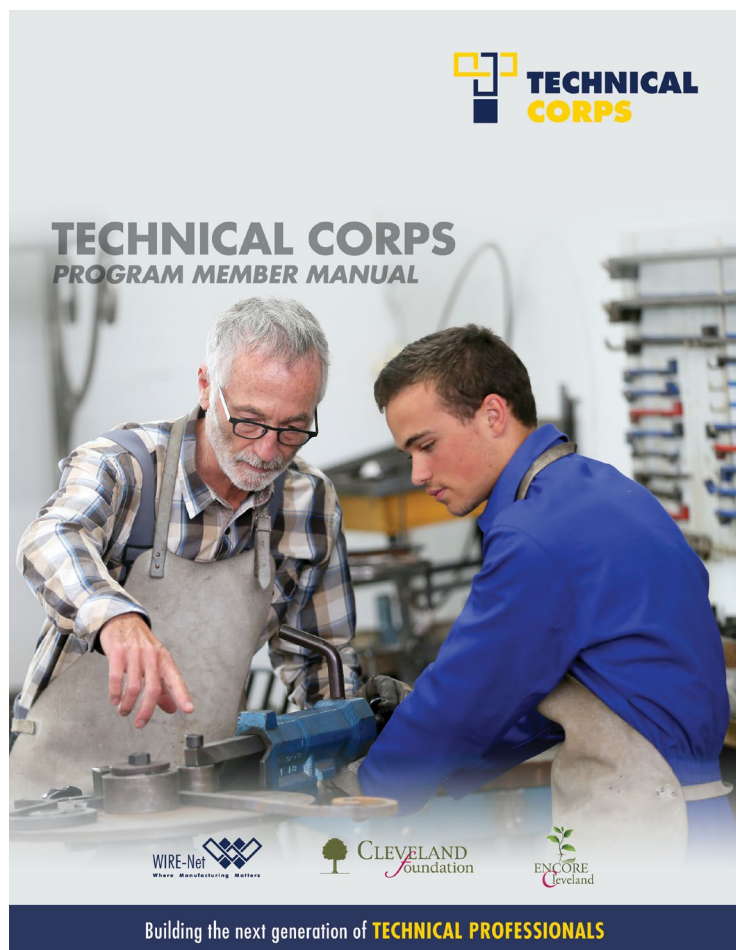
## Internships and Pre-Apprenticeship

WIRE-Net developed customized paid internship opportunities for 16 students within manufacturing career pathways. Internships provided students with real hands-on experience and a chance to learn 21st century skills through work. Of the 10 students who started internships with us during the 2016-2017 school year, three were offered full-time positions upon graduation in May.

Internships are also an integral part of our work to strengthen greater Cleveland's apprenticeship system, by tying work-based learning (including job shadows and internships) to the attainment of industry recognized credentials and classroom training. Pre-apprentices can apply to get credit for their high school and work-based experience towards their journey person's card.



**Yasiel Colon**, 12th grade CADD student was interested in pursuing an internship to prepare him for entering the mechanical engineering program at Cleveland State University. Buschman Inc. actively seeks students from Max S. Hayes High School for internship opportunities and recently developed an internship program called the Advanced Manufacturing Practicum (AMP). Through WIRE-Net's support, Buschman offered Yasiel an exciting opportunity as a CADD intern for a machine rebuilding project. While in his internship, he gained practical experience with SolidWorks, observed machinists, knowledge of industrial controls, and learned many new skills that will place him ahead of many of his classmates at Cleveland State University in the fall. Yasiel received more than great work experience at this internship though. Buschman awarded Yasiel with a \$2,000 scholarship and is already preparing to hire a new Max Hayes intern in next school year.



## Encore Cleveland: Technical Corps Program

This year, we placed six Technical Corps Members in **Max Hayes High School** classrooms. These members provided a variety of support to teachers by assisting with 9th grade survey classes. These are the largest and most challenging classes for teachers and having an extra hand proved to be very helpful. For the second year in a row, the Technical Corps Member assisting in the welding lab was able to help more students receive their AWS certifications. By the end of the year, 30 certifications had been earned by students.

## PROGRAM HIGHLIGHTS

### GLWN

GLWN, launched by WIRE-Net as the Great Lakes WIND Network in 2007 to grow the US supply chain for the wind industry, was instrumental in organizing a supplier open house for the Cleveland Ice Breaker project that attracted over 300 businesses. GLWN partnered with the Massachusetts Clean Energy Center and the New York State Energy Research and Development Authority and STANTEC to support supply chain projects in those two states.

### Hydrogen and Fuel Cell Systems

In 2015, the GLWN team was awarded a four-year contract to prepare a detailed manufacturing global competitiveness analysis of hydrogen and fuel cell systems and components manufactured in the U.S., Europe, and Asia to determine the global cost leaders, the best current manufacturing processes, the key factors determining competitiveness and the potential means of cost reductions. The report was presented to the Department of Energy in June, 2017 to accolades by the DOE. The additional two years of the contract will provide updates to analysis.

On June 6, 2017, Patrick Fullenkamp, GLWN Director of Technical Services, was awarded the 2017 DOE Hydrogen and Fuel Cells Program R&D Award for outstanding leadership in the methodology development and assessment of global competitiveness in the hydrogen and fuel cells industry.





# MEMBERSHIP

WIRE-Net is the largest manufacturing-focused membership organization in Northeast Ohio. WIRE-Net connects leaders to each other and engages them in their communities. Our organization is over 325 member companies strong and growing. Besides the opportunity to network with peers, our members also learn from industry experts on the hottest topics facing manufacturers today: talent development, leadership succession and fast changing technologies like Manufacturing 4.0.

## Membership Benefits

Members save thousands on:

- Talent recruitment
- Workers' compensation group and group retro programs
- Grainger supply catalog discounts
- Electric, natural gas, and LED lighting costs
- Occupational safety consulting services
- FedEx, LTL, full truckload, and trade show shipping
- Supervisory training
- Online employee perks, reward and recognition program

## 40+ Events Led by Industry Experts

Each month WIRE-Net featured manufacturing-focused events, including Lunch 'n' Learns, plant tours, and seminars. Our members learn from peers and industry professionals to overcome barriers to growth and improve business results.





## Annual Meeting

WIRE-Net Members and friends assembled to celebrate manufacturing growth with WIRE-Net and keynote speaker, Mark "Puck" Mykleby. Always a highlight, the meeting also featured our annual Mission Builder Award winners, recognizing companies that have invested in themselves and in our community.

- ▶ Control Electric Company, Inc.
- ▶ Euro USA Inc.
- ▶ Evergreen Industrial Batteries
- ▶ Melin Tool Company
- ▶ Oatey



## Nuts & Bolts Bash

In October, WIRE-Net's signature fundraiser launched our giving season with generous sponsorships and donations of in-kind prizes or cash contributions invested in our mission-driven activities. We're pleased to announce that we raised nearly \$30,000 in net revenue, breaking budget expectations!



# 2017 MEMBERS

21st Century Concrete Construction, Inc	Allied Tool & Die Inc.	Auto Bolt Co.	Centurion Security Screen, Inc.
3-D Materials Management, LLC	ALNI Ltd	Automated Packaging Systems	Chimney Screens, Inc.
3P Brava, Inc.	Alpha Group Agency	Awesome Wares	Chromascape
Acclaim Communications	Alphaport, Inc.	Barnes Wendling CPAs	Cinecraft
ACE Equipment Company	AMCLO Group, Inc.	Bassett Sprinkler Protection Inc.	City Plating
Ace Paper Tube Corporation	AMECO USA	Battle & Polly LLC	City Thermoelectrics LLC
ACO Polymer Products, Inc.	Amros Industries, Inc.	Beacon Marshall Companies	Ciuni & Panichi, Inc.
Action Industries	Anchor Manufacturing Group, Inc.	BeaconCFO Plus LLC	Cleveland Engineering Society
Adalet	ANG Marketing Group, LLC	Bellaire-Puritas Development Corp.	Cleveland Industrial Innovation Center
Adams Automatic, Inc.	APEC Engineering, Inc.	Wayne Bergman	Cleveland Industrial Training Center Inc
Advance Manufacturing Corporation	Apex Paper Box Co	Beverage Machine & Fabricators, Inc.	Cleveland Machinery Sales, Inc.
Advance Paint Technology, Ltd.	ArcAlloy Custom Metal Fab & Welding	Bitboyz	Cleveland Museum of Natural History
Advanced Controls, Inc.	ArcelorMittal	Blaser & Mericle, Inc.	Cleveland Specialty Products/GET
Advanced Secondaries, Inc.	Architectural Products Development, Inc.	Blue Point Capital Partners, LLC	Cleveland Steel Tool Co.
Aetna Plastics - Fabrication Division	Arkinetics Inc.	BoxIt	Cleveland Track Material, Inc.
Aetna Plastics Corp.	Arrowhead Industries Corp.	BroCo Products Inc.	Cleveland Track Material, Inc.-Central
Aetna Plating Company Inc.	Art Galvanizing Works	Buckeye Fasteners Company	Cleveland-Cuyahoga County Port Authority
Air Force One	ASK Chemicals LP	Bush Integrated	ColemanWick - Market Research/Analytics
Air Products and Chemicals, Inc.	ASM International	C. A. Litzler Company	College Now Greater Cleveland
Aisco Metallizing Corp	AT&F	Carleton McKenna	Compliance Technologies, Inc
Alliance Industrial Solutions	August Mack Environmental, Inc.	Catalyst Consulting Group, Inc.	



Control Electric Company, Inc.	Dise & Company	ERC	Maria Gaeta
Control Line Equipment, Inc.	Dollar Bank	Erievue Metal Treating Company	Geauga Machine & Tool
Conveyer & Caster Corp.	Drabik Manufacturing Inc.	ETNA Products, Inc.	Gebauer Co.
Cook-Leitch & Associates, Inc.	Du West Tool & Die, Inc	Euro-USA Midwest	Gem Tool
CRESCO Real Estate, Cushman & Wakefield	Duffy+Duffy Cost Segregation Services	Eveready Products Corporation	General Metal Heat Treating, Inc.
Criterion Tool & Die, Inc.	Duraflow Industries, Inc	Evergreen Business Services	Genus Solutions, Inc.
Crown Warehousing & Logistics, Inc.	Duray Plating Company	Evergreen Industrial Batteries LLC	Globe Pipe Hanger Products, Inc.
Cudell Improvement, Inc.	DVUV, LLC	Fastar E D M Inc.	Gotta Groove Records
Custom Imprint	e2b Teknologies	Fastener Industries, Inc.	Grafix
Custom Paper Tubes, Inc.	Earnest Machine Products Company	Fastsigns Downtown Cleveland	Granite Steel & Processing, Inc.
Cyrid Media	Effectium	Federal Gear	Grategy
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Dan T. Moore Company	EGC Enterprises Inc.	Ferrous Processing & Trading Company	Great Lakes Brewing Co.
Dan Toussant & Associates	Elco Corporation	Fisher & Phillips, LLP	Great Lakes Computer
Decker Steel & Supply, Inc.	Electric Cord Sets, Inc	Flow Polymers, LLC	Great Lakes Integrated
DeMilta Iron & Metal Co.	Enerco Group Inc.	FMC Architects LLC	Great Lakes Integrated Distribution
Dennison Creative	Energy Focus	FocusCFO	Great Lakes Towing Company
Design Molded Plastics	Energy Management Specialists, Inc.	Food for Thought	Greater Cleveland Construction
Detroit Shoreway Community Development	Envalo, Inc.	ForkLiftsNow.com LLC	Greenwald Enterprises
Diane McNally Consulting, LLC	Envirofab, Inc.	Fredon Corporation	Greenwich Capital Group LLC
Die-Matic Corporation	Equipment Manufacturers International	Fulcrum ConsultingWorks, Inc.	Halvorsen Co.
	Equipment Sales and Service	Fully Promoted / EmbroidMe North Olmsted	Heat Seal/Ampak

MJ Hilker	Jergens, Inc.	Lowe Chemical	Midwest Box Company/Walford Industrial Park
Hinkley Lighting, Inc.	Johnson Matthey Process Technologies Inc	LSQ Funding	Midwest Compressor Co., Inc.
HKB Enterprises	JRN Group, Inc.	Lytkowski & Co. Inc	Modern Fasteners Co.
HKM Direct Market Communications	Karyall-Telday Co.	Magna Industries	Molding Dynamics
Home Savings Bank	Keep It Local Cleveland	MainStreet Growth LLC	Monroe Tool & Manufacturing Co.
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HP Manufacturing Company, Inc.	Kent Elastomer - Winesburg	Maloney + Novotny LLC	Morgan Linen Services
Hubbell Machine Tooling, Inc.	Kent Elastomer Products, Inc.	Mansour Gavin LPA	MotionSource International LLC
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Jakprints Inc.	Howard Lichtig	Miceli Dairy Products Co.	Northwest Bank
Jamestown Container Companies	Lincoln Electric Holdings Inc.	microBites(R) Training and Consulting	Northwest Services Inc

NPA Coatings, Inc.	Peoples Bank	R.L. Wurz Company, Inc.	Sikich, LLP
NSL Analytical Services Inc	Phalanx Logistics	Ray's Sausage Inc.	Simplex-IT
Numerequip, Inc.	Phoenix Steel Service, Inc.	Rea & Associates	Singleton Corporation
Nu-Tool Industries, Inc.	Plante & Moran	Red Seal Electric Company, Inc.	Skoda Minotti
Oatey	PNC Commercial Banking	RH Blake	Smithers Quality Assessments
Oatey Company	PPG Industries - Commercial Coatings	RML Tool & Die	Solon Manufacturing Co.
ODA Strategy	PRADCO	Rockport Ready Mix	Soundwich Inc.
Ohio Advanced Energy Economy	Pre-Check Company	Roeder Consulting	South Shore Controls Inc
Ohio Fuel Cell Coalition	Precision Door Service	Rose Metal Industries	SPEED Exterminating Company
Ohio Travel Bag	Precision Overhead Garage Door	Tony Rospert	Spooner Incorporated
Olympic Forest Products Co.	Precision Production, Inc.	Roth Construction Company	SSECO
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Ten09 Consulting LLC

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# 2017 INVESTORS

## Individual Leaders in Giving (\$1,000-\$4,999)

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John Colm

Gary Davis

Mark and Rita Dawson

Mark Kovach

Patricia and Charles Mintz  
Philanthropic Fund of the Jewish  
Federation of Cleveland

Schron Family Foundation

Anne Schaum

Brianna Schultz

Thomas Schumann

Bruce Waterhouse

Ed Weston

Leslie Yerkes

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Cleveland Steel Tool Co.

Consistent Business Growth

Cook-Leitch & Associates, Inc.

The Domingo Group LLC

Du West Tool & Die, Inc

Elco Corporation

Equipment Manufacturers International

Gotta Groove Records

Industrial Wheels

JRN Group, Inc.

Martindale Electric Co.

Metal Alloy Reclaimers, Inc. II

Midwest Box Company/Walford  
Industrial Park

Northwest Bank

Oswald Companies

Partners Environmental Consulting, Inc.

Sikich, LLP

Swagelok Company

Talan Products, Inc.

Wood Dimensions

## Program Support

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City of Cleveland – Department of  
Economic Development

The Cleveland Foundation

Cleveland Metropolitan School District

Cuyahoga Community College

Eaton Foundation

Euclid City Schools

Friends of Max Hayes

The George Gund Foundation

LEEDCo

The Catherine and Edward Lozick  
Foundation

MAGNET

Massachusetts Clean Energy Center

O'Neill Brothers Foundation

Parma City School District

The Kent H. Smith Charitable Trust

Stantec Consulting

Swagelok Foundation

U.S. Department of Energy

## Membership Program Partners

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Spooner Safety Services

TPI Efficiency Consulting

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Alpha Group Agency

ArcelorMittal

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AT&F

Bush Integrated

Cargill Deicing Technology-Cargill Salt

Catalyst Consulting Group, Inc.

Cleveland Steel Tool Co.

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Colonial Beverage

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Felber PR & Marketing

Fully Promoted / EmbroidMe North  
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Great Lakes Brewing Co.

Great Lakes Towing Company

Kristen Haning

Michael Hoag

JRN Group, Inc.

Chip Kullik

Mansour Gavin LPA

Market Garden Brewery

Midwest Box Company/Walford  
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Air Force One

Alphaport, Inc.

Arkinetics Inc.

Blue Point Capital Partners, LLC

Conveyer & Caster Corp.

Detroit Shoreway Community Development

Equipment Manufacturers International

Fully Promoted / EmbroidMe

North Olmsted

General Metal Heat Treating, Inc

Lane Steel Co., Inc.

Shana Marbury

MJ Crocker & Associates

Neighborhood Family Practice

NPA Coatings, Inc.

Profile Grinding, Inc

# 2017 LEADERS

## Board of Directors

### CHAIR

\* Jay O'Neill,  
Regional General Manager  
Lane Steel

### VICE CHAIR

\* Gary Davis, President & Owner  
Aetna Plastics Corp.

### SECRETARY/TREASURER

\* Steve Paavola, Controller  
Equipment Manufacturers  
International

Pete Accorti, President  
Talan Products, Inc.

\* Renee Avampato, President  
JRN Group, Inc.

Arianne Black,  
Manager - Human Resources  
Eaton Corporation

Robert Carpenter, Sr Vice President  
PNC Commercial Banking

David Chilcote, Chairman & CEO  
Tap Packaging Solutions and The  
Chilcote Company

Dan Collins, VP of Sales & Marketing  
Wire Products Company

Mark Dawson, President  
Cleveland Steel Tool Co.

Tanya DiSalvo,  
President & Operations Manager  
Criterion Tool & Die, Inc.

\* James Domingo, President  
The Domingo Group LLC

Windsor Ford,  
Acquisitions/New Ventures  
Dan T. Moore Company

\* Jennifer Horn, Attorney at Law  
Mansour Gavin LPA

Mark Kovach, Division Manager,  
Finishing and Shipping  
ArcelorMittal

Dave McCarthy, Director of Profit  
Enhancement Services  
Rea & Associates

Susan Hecht Remer, President  
Midwest Box Company/Walford  
Industrial Park

Tim Rosengarten, formerly Vice  
President of Operations

Swagelok Company

Jack Schron, Jr, President & CEO  
Jergens, Inc.

Thomas Schumann, President  
Kitzel Inc.

Leslie Yerkes, President  
Catalyst Consulting Group, Inc.

## Employment & Training Committee

### CHAIR

Arianne Black, Eaton Corporation

Bob Beesley, Oatey

Caitlin Christie, NPA Coatings, Inc.

Annette Dockus, Magna Industries

Jason Drake, Dan T. Moore Company

Bonnetta DuBreuil, Adalet

Chelsie Hammond, Hose Master

Kim Harris, ADP

Don Kish, North Coast Container  
Corp.

Laura Knaak, Integrity Staffing Services

Diane Rossa, MAGNET

Thomas Schumann, Kitzel Inc.

William Swan, Swagelok Company

## Finance Committee

### CHAIR

Steve Paavola, Equipment  
Manufacturers International

Tanya DiSalvo, Criterion Tool & Die,  
Inc.

Jessica Hartman, RSM US LLP

David Jablonowski, Citizens Bank

Dave McCarthy, Rea & Associates

Jon Shoop, Skoda Minotti

Brian Spitz, AT&F

\* Denotes Executive Committee member

## Governance Committee

### CHAIR

Jennifer Horn, Mansour Gavin LPA

Pete Accorti, Talan Products, Inc.

Tim Rosengarten, formerly Swagelok Company

Jack Schron, Jr, Jergens, Inc.

Bruce Waterhouse, Nicola, Gudbranson & Cooper, LLC

Larry Fulton, LEFCO Worthington

Brian Harrington, Conveyer & Caster Corp.

Ed Kubek, Royal Chemical Company

Tim Rosengarten, formerly Swagelok Company

Bob Rowland, Evergreen Industrial Batteries LLC

Ned Swift, Swift Filters, Inc.

Ron Zieske, Heat Seal/Ampak

## Manufacturing Services Committee

### CHAIR

Mark Dawson, Cleveland Steel Tool Co.

Pete Accorti, Talan Products, Inc.

Linus Biliunas, Martindale Electric Co.

David Chilcote, Tap Packaging Solutions and The Chilcote Company

Dan Collins, Wire Products Company

Annette Dockus, Magna Industries

Kevin Ellman, Oatey

## Membership Committee

### CHAIR

James Domingo, The Domingo Group LLC

Rob Felber, Felber PR & Marketing

Barney Klevay, Industrial Wheels

Todd Lancaster, Oswald Companies

Cheryl Madsen, Northwest Bank

Brett Neate, Zinner & Co., LLP

Susan Hecht Remer, Midwest Box

Company/Walford Industrial Park

Kiley Smith, Home Savings Bank

Jason Tuma, Sikich, LLP

## Personnel Committee

### CHAIR

Jay O'Neill, Lane Steel

Pete Accorti, Talan Products, Inc.

Caitlin Christie, NPA Coatings, Inc.

Tim Rosengarten, formerly Swagelok Company

Thomas Schumann, Kitzel Inc.

Leslie Yerkes, Catalyst Consulting Group, Inc.

## Resource Development Committee

### CHAIR

Renee Avampato, JRN Group, Inc.

Fernando Bertero, Fully Promoted / EmbroidMe North Olmsted

Bridgette Berthelot, AT&F

Robert Carpenter, PNC Commercial Banking

Mark Dawson, Cleveland Steel Tool Co.

Windsor Ford, Dan T. Moore Company

Dan Konstantinovskiy, RH Blake

Mark Kovach, ArcelorMittal

Liana Lake, Arkinetics Inc.

Mark Mazzone, Greater Cleveland Construction

Allison Miller, Felber PR & Marketing

Jay O'Neill, Lane Steel Co., Inc.

Tony Rospert, Thompson Hine

Thomas Schumann, Kitzel Inc.



## 2020 Planning Team

Pete Accorti, Talan Products, Inc.

Renee Anderson, WIRE-Net

John Colm, WIRE-Net

Gary Davis, Aetna Plastics Corp.

Rick Dawson, WIRE-Net

James Domingo, The Domingo Group LLC

Windsor Ford, Dan T. Moore Company

Jay O'Neill, Lane Steel Co., Inc.

Brianna Schultz, WIRE-Net

Thomas Schumann, Kitzel Inc.

Leslie Yerkes, Catalyst Consulting Group, Inc.

Millie Caraballo

Rick Dawson

Linda Ferguson

Patrick Fullenkamp

Kristen Haning

Michael Hoag

Dee Holody

Julie King

T.J. McGowan

Jonathan Rivera

Mari-Elen Sammon

Anne Schaum

Brianna Schultz

Ed Weston

Jessica Westropp

Kareemah Williams

## WIRE-Net Staff

John Colm

President and Executive Director

Renee Anderson

Thomas Birkel

# FINANCE REPORT

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

ASSETS	2017	2016
<b>Current Assets</b>		
Cash and Cash Equivalents	<b>\$429,159</b>	\$491,341
Grants Receivable	<b>173,899</b>	377,160
Accounts Receivable	<b>65,534</b>	77,784
Prepaid Expenses	<b>4,693</b>	4,476
<b>Total Current Assets</b>	<b>673,285</b>	950,761
<b>Property and Equipment</b>		
Office Furniture and Equipment	<b>73,037</b>	73,037
Less: Accumulated Depreciation	<b>(73,037)</b>	(70,430)
	-	2,607
<b>Other Assets</b>		
Deposits	<b>6,809</b>	6,809
<b>TOTAL ASSETS</b>	<b>\$680,094</b>	\$960,177

LIABILITIES AND NET ASSETS		
<b>Current Liabilities</b>		
Line Of Credit	<b>\$-</b>	\$-
Accounts Payable	<b>30,991</b>	69,199
Accrued Expenses	<b>38,060</b>	49,148
<b>Total Current Liabilities</b>	<b>69,051</b>	118,347
<b>Net Assets</b>		
Unrestricted:		
Undesignated	<b>197,879</b>	104,122
Board Designated	<b>182,000</b>	157,000
Total Unrestricted	<b>379,879</b>	261,122
Temporarily Restricted	<b>231,164</b>	580,708
<b>Total Net Assets</b>	<b>611,043</b>	841,830

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$680,094</b>	\$960,177
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## CONSOLIDATED STATEMENT OF ACTIVITIES

	2017			2016		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
<b>REVENUE AND OTHER SUPPORT</b>						
Net Grants Released from Donor Restrictions	\$764,054	\$349,544	<b>\$1,113,598</b>	\$1,467,440	\$190,713	\$1,658,153
Consulting Fees	465,120		<b>\$465,120</b>	242,656		\$242,656
Membership Dues and Contributions	266,517		<b>\$266,517</b>	309,565		\$309,565
Interest Income	98		<b>\$98</b>	106		\$106
Program Events and Workshops	200,250		<b>\$200,250</b>	228,455		\$228,455
<b>TOTAL REVENUE AND OTHER SUPPORT</b>	1,696,039	349,544	<b>2,045,583</b>	2,248,222	190,713	2,438,935

<b>EXPENSES</b>						
Program Services:						
Manufacturing Assistance	305,317		<b>\$305,317</b>	296,225		\$296,225
GLWN	265,779		<b>\$265,779</b>	557,344		\$557,344
Growth Initiative	69,303		<b>\$69,303</b>	134,622		\$134,622
Adult Workforce Development	222,488		<b>\$222,488</b>	244,629		\$244,629
Youth Workforce Development	315,930		<b>\$315,930</b>	275,181		\$275,181
Membership	414,244		<b>\$414,244</b>	405,214		\$405,214
Technology	8,835		<b>\$8,835</b>	21,478		\$21,478
Supporting Services:			<b>\$-</b>			\$-
Management and General Expenses	268,067		<b>\$268,067</b>	390,666		\$390,666
Fundraising Expenses	65,246		<b>\$65,246</b>	46,373		\$46,373
<b>TOTAL EXPENSES</b>	1,935,209	-	<b>1,935,209</b>	2,371,732	-	2,371,732

<b>CHANGE IN NET ASSETS</b>	(239,170)	349,544	<b>110,374</b>	(123,510)	190,713	67,203
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<b>NET ASSETS AT BEGINNING OF YEAR</b>	261,122	580,708	<b>841,830</b>	384,632	389,995	774,627
<b>NET ASSETS AT END OF YEAR</b>	\$21,952	\$930,252	<b>\$952,204</b>	\$261,122	\$580,708	\$841,830



## **The WIRE-Net Industrial Network**

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