

# MEMBER Connections

Summer 2017

NEWS AND INFORMATION FOR AFS MEMBERS AND CHAPTERS

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## AFS Event Calendar Backpage



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www.afsinc.org

**Kirk Lippold**  
Commander, USS Cole

**James Rosen**  
Chief Washington Correspondent, FOX News

**Jack Uldrich**  
Author and Futurist

**Celina Peerman, Ph.D.**  
CEO, The Peerman Group

**Peter Reich**  
Director, Laempe Reich and 2nd Vice President AFS

**FOUNDRY EXECUTIVE & LEADERSHIP CONFERENCE**  
Join other leaders to hear from world-renowned speakers and industry peers for unique ideas on how to elevate your business during uncertain times

Stowe Mountain Lodge, Stowe, VT • September 17-19, 2017

## 2017 Foundry Executive & Leadership Conference Preview on Page 3

## Government Affairs Fly-In Connects Metalcasters to Policymakers in Important Moment for Industry

AFS members, metalcasters and suppliers gathered June 20-21 in Washington, D.C to share the positive significant contribution of metalcasting to the nation's economy, infrastructure and defense, and advocated for better policies affecting our industry. This year, hope for change was in the air and attendance was up more than 50%.

On the first day of the Fly-In, attendees heard from a variety of highly reputable experts on infrastructure, trade policy, OSHA issues, tax reform and environmental regulations.

Earlier in the day during the luncheon, Stephen Hayes, FOX News contributor and editor-in-chief, *The Weekly Standard*, gave a compelling and insightful keynote speech that gave a high-level view of the confusing political environment in Washington.

"The dust is not going to settle anytime soon," Hayes said. "The question is, what will get done de-

*Continued on page 7*



Past AFS Board Member Sandy Salisbury-Linton is pictured with Senator Jim Inhofe (R-Oklahoma) who received the 2017 Metalcasting Industry Eagle Award at this year's AFS Fly-In.

# Attracting the Next Generation of Employees

A 2015 survey by Deloitte for The Manufacturing Institute found “the public is unwilling to encourage their children to pursue a career in manufacturing.” Those findings documented the challenges that all manufacturers, including metalcasters, face in recruiting top young talent to our industry.

The need is compelling. Every day, about 10,000 Baby Boomer employees enter retirement. Our industry is not exempt from this trend. As I visit foundries, many display plaques showing the names of employees with 25, 35, and even 50 years of service. As one foundry manager told me, “These experienced employees have great knowledge, and are a treasure to our company. As they retire, it is important that we find and retain excellent new employees to take their place.”

AFS is the premier national trade association working tirelessly to attract and retain talent for our industry. A portion of your membership dues each year is applied to these efforts.

Some of this work starts at the local level, where our chapters expose teenagers to metalcasting in a foundry-in-a-box type program in which students pour molten tin and create their own small castings in a metalcasting simulation. AFS chapters also provide immense support to Foundry Education Foundation (FEF) scholarships, which are presented to promising students. Throughout each year, AFS collaborates with FEF to reinforce its essential work in cultivating

the next generation. We do so through joint marketing efforts, access to chapter meetings, the sharing of databases, scholarships, and other support.

AFS also produces a highly creative magazine and website called *Melting Point* to help young people understand the importance of castings and the career opportunities our industry offers those with the right skills.

At the college and university level, our organization also sponsors casting competitions, where metalcasting students design and produce a casting and compete in a contest to win a prize for the best casting. AFS staff liaisons ensure our AFS college chapters have all of the support and information they need to thrive. AFS Past President Jeff Cook held a town hall meeting with student chapter leaders at April's Metalcasting Congress, as well.

When an employee enters our profession, it's important that they receive support. AFS has a young professionals group called Future Leaders in Metalcasting (FLM) that meets at least twice per year for lectures and discussions that promote professional growth. The October meeting will be in Defiance, Ohio, and will include a tour of the General Motors–Defiance casting facility and a foundry-in-a-box demonstration at a local school. FLM is a great way for these people to pursue their careers together, as they move into and through leadership positions.

On the first Friday of every October,

AFS opens its doors on Manufacturing Day to students to learn about our industry, and we encourage you to do the same. It's another way to expose future employees to the opportunities in metalcasting. Moreover, AFS is now undertaking to design a new website, and one of the primary goals is to better express the importance of castings and the wonderful careers available in our industry. The new site will go live in the winter of 2017-2018.

So each time you pay your individual – or better yet, your corporate – membership dues, know that you are investing in the future of our industry. Also know that we appreciate all that you do personally to encourage young people to consider metalcasting as a career they can enjoy for decades to come!

## 2016-17 AFS Officers

### President

Patricio Gil, Blackhawk de Mexico

### Vice President

Jean Bye, Dotson Iron Castings

### 2<sup>nd</sup> Vice President

Peter C. Reich, Director, Laempe Reich

### Immediate Past President

Jeff Cook, Eagle Alloy, Inc.

## AFS Senior Staff Leaders

### CEO

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### Vice President Technology

Zayna Connor, zconnor@afsinc.org

### Vice President IT & Operations

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### Vice President Marketing & Communications

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### Director of Finance & Accounting

Kris Drager, kdrager@afsinc.org

### Director of Education

Shelly Dutler, sdutler@afsinc.org

### Director of Human Resources & Administrative Services

Cathy Potts, cpotts@afsinc.org

### Director of Membership Services

Leo Baran, lbaran@afsinc.org



# Why Attend the Foundry Executive and Leadership Conference?

A lineup of highly accomplished speakers will provide the kind of fresh insights and practical solutions that can transform your foundry business, create new possibilities, and maybe even enhance your life.

Learn new leadership techniques when the world is exploding around you and you need answers, now. You crave insights into what's really happening in the news media. You want to know, who can you really believe? How can you get your firm's leadership team to share the right vision and pull on the oars to forge ahead?

Attend the Foundry Executive and Leadership Conference to glimpse into the future of your business, gain awareness on where the world is headed and align your company's strategic goals with practical business solutions.

Our speakers will answer these questions and more. You will hear from other

executives and leaders in attendance and will get the answers you are searching for at this conference.

The Foundry Executive and Leadership Conference, chaired by Jean Bye of Dotson Iron Castings, is scheduled for Stowe Mountain Lodge, Vermont, September 17-19, 2017.

**AFS has an exceptional speaker lineup for the conference:**

1. Kirk Lippold, Commander, USS Cole: **Leadership & Accountability When it Counts.**
2. James Rosen, Chief Washington Correspondent, FOX News: **Down the Foxhole: Today's Political Climate.**
3. Jack Uldrich Author and Futurist: **Ten Factors Affecting the Future.**
4. Celina Peerman, Ph.D. CEO, The Peerman Group: **Developing**

**Your Senior Leadership Team to Achieve Optimal Results.**

5. Peter Reich, Director, Laempe Reich and 2nd Vice President AFS: **Marketplace DNA Relationships.**
6. Jim Folk, CEO of the Folk Group: **The State of the Metalcasting Industry in North America.**
7. Denny Dotson, Chairman, Dotson Company: Perspectives on the Global Foundry Industry.

Who should attend:

- Company owners.
- Foundry general managers and plant managers.
- Human resources directors.
- Sales managers and business strategists.
- Suppliers to the foundry industry.

**For registration and the full agenda visit [www.afsinc.org/felc](http://www.afsinc.org/felc).**

## Coming Fall 2017: Sand and EHS Conferences!



**AFS SAND CASTING CONFERENCE**

**October 16-18, 2017**  
**Hilton Indianapolis Hotel & Suites**  
**Indianapolis**

Hear from leading experts in green sand molding and chemically bonded molds and cores, benchmark best practices with other foundries and learn the newest research and technological developments.

Registration and a full agenda for the AFS Sand Casting Conference can be found at: [www.afsinc.org/sandconference](http://www.afsinc.org/sandconference)



**Foundry Environmental 101 Seminar** and **AFS Environmental Health and Safety Conference**

Oct 29-30, 2017  
 Hyatt Regency  
 Birmingham, AL

Oct 31-Nov 2, 2017  
 Hyatt Regency  
 Birmingham, AL

**AFS**

Registration and a full agenda for the EHS will be posted here: [www.afsinc.org/EHSconference](http://www.afsinc.org/EHSconference); the agenda and registration for Environmental 101 Seminar will be posted here: [www.afsinc.org/environmental101](http://www.afsinc.org/environmental101)

# E-Learning Provides Just-In-Time Metalcasting Skills Training to Growing Number of Foundries

The AFS Institute e-Learning program has more than tripled the number of modules since its launch on July 1, 2016. Over the course of this past year, our catalog has expanded to 65 modules in 11 categories from the original 20 modules in four categories. AFS members, like you, helped us accomplish this incredible amount of work through volunteering their time and metalcasting expertise. Knowledge transfer from one generation to the next is happening now and it's rewarding to be a part of that.

E-learning can achieve your workforce development goals. It is an essential component of a thoughtful, long-term plan for developing a skilled workforce across your organization. This past year, subscribers to our e-learning program have reported using introductory met-

alcasting modules in their new hire training plans across all departments of their organization, shop floor, sales, engineering, etc. E-learning subscribers have also set up computer access and time for the shop floor staff to learn new technical skills. As we continue to develop new modules in the coming year, those skills will grow in content as well as complexity.

E-learning delivers new skills on your timeline. E-learning is ready when you are. Learn new or refresh existing but dormant skills exactly when you need

them. My favorite examples are the modules teaching the proper methods and evaluation for the AFS Mold & Core Tests. Wouldn't it be great for a new sand tech to complete the simulated test procedure in e-learning before performing the test in the lab? It's also great for us old sand techs who may not have performed

that test in awhile. Industry experts have also added real world guidelines for evaluating test results.

E-learning fits your budget. We offer individual module access and subscription plans. Need one skill accessed by one student one time? Individual modules fit that need. Our subscribers implemented e-learning across departments and to additional staff because it's economical. With a subscription, all employees at one location have all access, all year long.

E-learning is interactive and engaging (and fun). Skills development requires not just knowledge, but the ability to perform a task. AFS e-learning modules provide interactive opportunities to be engaged with the content. We receive feedback that students are enjoying the learning process. New skills are developed and tested providing correction as needed in a simulated environment.

To learn more about e-Learning, call Neal Bender at 847-824-0181 ext. 213

**Quick Check**

Match the consequence to appropriate property for binder selection

Cure speed	Higher cost for replacing binder product
Shelf life	Slower productivity
Dimensional accuracy	Environmental costs
Gas and smoke evolution	Worn tooling

**Core and Casting Defects**

**Broken cores during casting**

The core is strong enough to make it into the mold, but is subsequently broken by either the mold closing or by metal pressure.

**Causes:**

- Too little resin
- Bench life exceeded with PUCB or ECPCB
- Cores warped
- Poor gating practices
- Excessive material handling forces



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Click the numbers onscreen to learn more.

**Shelly Dutler**



Director of Education  
American Foundry Society  
sdutler@afsinc.org



New AFS Corporate Members



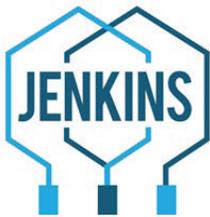
Seaport Mold and Casting



Unicast Company



Gemini Inc.



Jenkins Electric USA



Elyria Foundry Co.



Eirich Machines



Solex Thermal Science



C Reiss Coke  
(Robindale Energy & Companies)



Liberty Pattern Company



Poitras Foundry Ltd.

# The Top Ten Compensation Program Considerations

When it comes to compensation programs, their effectiveness must be measured by how well they drive desired business and operational results for your organization and assist in hiring, growing and retaining talented employees. What are some universal compensation design and administration principles linked to program success that transcend organization and industry? The Overture Group has outlined its picks in this Compensation Top-10 List.

1. Align program design and administration with the organization's culture and its goals and objectives. Compensation program success is relative and should be defined in terms of how well it supports organization culture and meets desired goals and objectives. Use market-defined "best practices" to influence, not dictate, compensation program design.
2. Take a total compensation view and integrate all compensation programs. An organization's total compensation system encompasses all aspects of compensation: base pay, variable pay, benefits, work environment, and non-cash rewards. Added up, the value of working at your organization is the total of all these programs combined.
3. Don't overpay. The Overture Group recommends targeting competitive pay for expected performance and paying above the competitive rate for performance that exceeds expectations.
4. Look to the external market to establish pay opportunity and then review and address internal equity.

The Overture Group thinks market-based pay systems are easier to maintain than those focused on internal equity and also more relevant to today's work force, given that the typical employee is more likely to stay with one organization for three to seven years rather than 30 years, which was a fairly common tenure just a generation ago.

5. Put some pay at risk and create strong employee line-of-sight. Well-designed and implemented variable pay programs often help employers meet their financial and operational goals by focusing employees on behaviors and results that make a positive difference.
6. Take care of your high performers. Do whatever you can within reason to keep these employees happy and challenged—it is worth it. Their contributions and results should be recognized and rewarded appropriately.
7. Communicate effectively and often. Effective communication (verbal and written) identifies what the organization values and is willing to pay for and explains how the compensation program works and how employees influence their pay rates.
8. Keep it simple. Program design and administration should be straightforward and easy to explain and understand.
9. Measure compensation program success by fairness and consistency. Strive for pay fairness and consistency which will enhance employee satisfaction in the long run.



*John D. Liacone, Managing Director,  
The Overture Group.*

10. Continually assess total compensation program effectiveness. Review each component of your total compensation system on an annual basis to make sure it is meeting your organization's needs and aligned with your objectives.

While this is not a comprehensive list of effective compensation program design and administration elements, these are the ones The Overture Group considers to be the most important. Appropriate design is a necessary component to compensation program success, but it must be combined with effective roll-out and communication and ongoing commitment from managers to make fair and reasonable pay decisions.

For more information on compensation topics, please contact Mark Reilly, Partner 708-606-9861, [MReilly@TheOvertureGroupcomp.com](mailto:MReilly@TheOvertureGroupcomp.com).

# Metalcasters Make Voices Heard in D.C. at Government Affairs Fly-In in June

*Continued from page 1*

spite the chaos?” Although the president exercised executive authority to accomplish several important tasks in his first months in office – a dramatic rollback on regulations in critical areas and the appointment of Neil Gorsuch to the Supreme Court – the rest of the agenda will require working with Congress. Success with Congress depends on the administration speaking clearly and with one voice saying the same things on important topics, like health care and tax reform, Hayes said.

On the second day, Fly-In attendees participated in more than 100 meetings on Capitol Hill, providing dozens of legislators and their staffs with persuasive arguments and position papers on a wide range of issues affecting foundries.

Meetings were focused on:

- Comprehensive tax reform.
- Fair trade policies.
- Harmonized regulations.
- Sustained infrastructure package.
- The need to reopen OSHA's new

one-size fits-all crystalline silica rule, which will be enforced beginning June 2018.

At the evening reception Senator Jim Inhofe (R-Oklahoma) and Congressman Robert Aderholt (R-Alabama) were presented with the 2017 Metalcasting Industry Eagle Award during a reception on Capitol Hill. The award is given



*AFS Metalcasting Eagle Award-winner Rep. Robert Aderholt addresses attendees.*

to elected officials who have shown outstanding leadership on behalf of the industry. Both lawmakers have been leaders on robust infrastructure investment, lower taxes, eliminating unnecessary regulatory burdens and the importance of educating the next generation of skilled workers.

AFS leadership showed strong support for the Fly-In. Along with Government Affairs Chair Brad Muller of Charlotte Pipe, all four AFS officers participated—Patricio Gill, Blackhawk de Mexico; Jean Bye, Dotson Iron Castings; Peter Reich, Laempe Reich; and Jeff Cook, Eagle Alloy; as well as the association's 2015-2016 president, Bruce Dienst, Simpson Technologies and several Board members.

Thanks to these officers, the other attendees, and Casting Industry Suppliers Association (CISA) for participating in this year's event, our metalcasting message was delivered clearly.

Photos: J. Stuart Harris



*(Left to right) Andy Austin, operations manager, John Deere; Dalton Meyer, maintenance & facilities manager, John Deere; Congressman David Young (R-Iowa, 3rd District Iowa); Tom Christie, president, Atek Metal Technologies and AFS Board Member discussed AFS priorities.*



*(Left to right) Doug Kurkul, AFS CEO; Jean Bye, AFS Vice President; and Patricio Gil, AFS President; greeted Stephen Hayes, Fly-In keynote speaker and editor of *The Weekly Standard*.*

# Reshoring, Innovation, & Student Engagement

More than 2,100 metalcasters, suppliers, casting users, and students participated in the 121st Metalcasting Congress, April 25-27 in Milwaukee. The show was marked by brisk attendance, featuring more than 220 exhibitors—including 15 first-time exhibitors—and a standing-room-only keynote address that drew well over 400 attendees. Presented solely by AFS, the Congress is the largest metalcasting trade show in the Americas.

The Congress featured important changes in 2017, including increased outreach to students; increased deployment of social media throughout the show; and the newly integrated AFS Hub which won rave reviews, featuring the AFS bookstore, a display of award-winning castings, a test-drive of AFS e-Learning program advances, a working 3-D printer, and student volunteers conducting metalcasting demonstrations with Foundry in a Box.

Douglas Dallmer, president of CMS Associates (Naperville, Illinois), an AFS Member, said the annual Metalcasting Congress is the most important event in the year.

“The most cost-effective marketing I can do every year is to attend Metalcasting Congress,” Dallmer said. “I can reach dozens of businesses in one place, on the show floor, for the same cost of traveling to visit one. The access you get at Congress is unmatched in the industry.”

## Focus on Reshoring

In the \$30.3 billion metalcasting industry, there are two main ways to grow the size of the overall market. One is through conversions and new applications—converting fabricated or other manufactured parts to castings. The other way is through reshoring—by bringing back work that has been offshored to Asia or Europe. AFS is committed to help-



*Harry Moser delivers his keynote address. AFS is helping foundries work with customers to reshore work.*

ing foundries pursue both strategies.

At the Congress, Reshoring Initiative Founder Harry Moser addressed more than 400 attendees—likely a record for a Metalcasting Congress keynote speaker—and provided specific instructions and inspiration on how to win back business from Asia and Europe by demonstrating economic realities.

“Foundries can convince their customers that even though the price may be higher in the U.S., the total cost might be lower,” Moser said.

The discussion continued into Moser’s free afternoon workshop with highly engaged attendees. To further help AFS members pursue reshoring, Moser has agreed to work with the AFS Marketing Committee to create webinars that will provide more information as a follow-up.

## Student Engagement to Shape the Future Workforce

Students, who are the future of the industry, played a prominent role in the first unified AFS Hub experience on the show floor. Foundry Education Foundation (FEF) student volunteers from Kent State University (Kent, Ohio) oversaw 150 castings made with Foundry in a Box.

Andres Covarrubias, a student at Instituto Tecnológico de Saltillo (Saltillo,

Coahuila, Mexico), won the AFS/FEF Student Technology Contest. His paper “Thermal Fatigue Behavior of Cast Irons Used in the Automotive Industry” beat a strong field of competitors, and he was named the winner during a ceremony at the Congress.

FEF student chapters learned from successful industry professionals, such as AFS President Jeff Cook, vice president, sales and marketing, Eagle Alloy (Muskegon, Michigan) who hosted a candid town hall discussion with student chapter leaders.

## Talent Development and Education

Attendees enjoyed 2 1/2 days of technical and management sessions covering the business of metalcasting, engineering and technology, casting design and purchasing, nonferrous and ferrous alloys, molding processes, environmental health and safety, and professional development.

The AFS bookstore, integrated into the Hub, sold more books per day by dollar value than in the previous two Metalcasting Congress events held in years without CastExpo.

The AFS Institute offered four well-attended short-format courses on Casting Material Properties, Identifying the Correct Casting Defect, Virtual Casting Process, and Building Positive Buzz: Intentionally Shaping Your Reputation Through Emotional Intelligence (EI).

“This session was a very humorous reminder of the importance of making an intentional choice on how we are going to impact the people around us... I really enjoyed the theatrical method of presentation as well,” said AFS Vice President Jean Bye, and president and chief executive Officer, Dotson Iron Castings (Mankato, Minnesota).

# Key Themes at 121st Metalcasting Congress

For the fourth straight year, the Women in Metalcasting (WIM) shared interest group held an event, with participation steadily building off the inaugural breakfast. The shared interest group is a platform for women in the industry to develop avenues for networking, mentorship and the sharing of ideas, experiences, and best practices. This year, 100 women met over breakfast and discussed topics including personal branding, management skills, government affairs, and conflict resolution. WIM also co-sponsored the Institute educational course on EI.

Other networking events included the Division Recognition Luncheon, President's Luncheon, Alumni Dinner and Copper Luncheon. AFS was pleased to welcome back many past presidents, including Burleigh Jacobs, AFS president from 1972-73.

## Focus on Innovation

Doug Trinowski, vice president—technical, HA International (Westmont, Illinois), outgoing chair of the AFS Research Board, closed out the program on April 27. His Hoyt Memorial Lecture, “The Power and Need for Research in Metalcasting,” compared how research is conducted in various countries, and discussed the need for improving technology transfer and commercialization.

AFS presented its top industry awards for the year—the Peter L. Simpson and William H. McFadden gold medals.

The Simpson Gold Medal for long-term contributions to the sustainability of the metalcasting industry through environmental stewardship, technological advances, and the development of people in the industry was awarded to **Gary M. Gigante**, CEO (Retired) Waupaca

Foundry Inc. (Waupaca, Wisconsin).

The McFadden Gold Medal for technical contribution to the foundry industry through ground-breaking research, technical articles and presentations, contributions to books, committee service, and a commitment to advancing the industry went to **Sara A. Joyce**, vice president of quality and technical support, Badger Mining Corp. (Berlin, Wisconsin).

**The AFS Awards of Scientific Merit were presented to:**

**Gregory V. Miskinis**, Waupaca Foundry Inc. (Waupaca, Wisconsin) for major contributions to the metalcasting industry through industrial research and



*Congress attendees listen to an additive manufacturing panel at the Congress.*

mentoring newcomers to the industry and service to the Northeastern Wisconsin chapter of AFS.

**Pradeep Kumar Rohatgi**, University of Wisconsin-Milwaukee (Milwaukee) for significant contributions over 50 years to the metalcasting industry in research presentations at AFS events, and the education of casting engineers.

**The AFS Service Citation was presented to:**

**Godfrey F. Sergeant**, MPG Casting Technologies-Grede (New Castle, Indiana) for meritorious contributions to the AFS Division 4 Technical Committees and the Central Indiana AFS Chapter.

**Steve Sikorski**, Magma Foundry Tech-

nologies Inc. (Schaumburg, Illinois) for dedication and commitment to the metalcasting industry of North America and commitment to supporting and developing the next generation of metalcasting professionals.

AFS annually honors Corporate Members who have contributed a significant amount of employee time and company resources to the society and the metalcasting industry through involvement in AFS volunteer activities with the Corporate Contribution Award. This year, **Foseco (Cleveland)** received the honor.

The AFS Applied Research Award, which is given to the principle investigators of AFS-funded research projects and the companies that collaborate with them to transfer research to the industry, was presented to **Yemi Fasoyinu**, CanmetMATERIALS (Hamilton, Ontario, Canada); **David Weiss**, Eck Industries Inc. (Manitowoc, Wisconsin); **Jitendra Shah**, Product Development & Analysis LLC (Naperville, Illinois); and **Rob Bailey**, Tool-

ing & Equipment International (Livonia, Michigan) for the project “Permanent Mold Casting of a Structural Component from Al Alloy 206” that was sponsored by AFS Division 2.

The Howard F. Taylor Award, in recognition of the paper having the greatest long-range technical significance in the field of cast metals technology, went to **Bruno Bourassa**, **Danny Jean**, and **J. Fred Major** of Rio Tinto Alcan for their work “Alloy Development for Highly Stressed Diesel Engine Cylinder Heads.”

**The 122nd Metalcasting Congress will be held April 3-5, 2018, in Fort Worth, Texas. The next CastExpo will take place April 27-30, 2019, in Atlanta.**

# AFS Future Leaders in Metalcasting: Going Boldly Forward

The sustainability of the metalcasting industry depends on having capable leaders in positions of responsibility. Future Leaders in Metalcasting (FLM) is a key AFS program to develop the next generation of leaders in the evolving metalcasting industry as they make their journey through the early stages of management tracks.

Sixty up-and-coming leaders met during the 121st Metalcasting Congress this April 26 in Milwaukee for interaction, networking and discussion of topics relevant to young leaders who are maturing into our industry's future class of leaders. The event was one of at least two FLM meetings per year the group conducts to encourage its members to discover together best practices in team building, decision-making, strategic planning and plant operations.

At the FLM meeting in April, members discussed issues that they will consistently need to revisit and address over the years as they develop into leaders, such as:

- Making continuous improvements in the plant that lead to lean successes.
- Overcoming obstacles on the way to career growth.
- Building agile teams to bridge the generation gap.
- Managing automation in the plant.
- Long-term strategies for local and



*FLM leaders facilitated round table discussions at this year's meeting at Metalcasting Congress.*

global competition.

FLM participants were energized with the networking and looking to the future.

The FLM Meeting at the 121st Metalcasting Congress was one of the largest gatherings for the group.

"One of the best things FLM offers is an opportunity for the new generation to be involved in sharing their knowledge and experiences of the non-technical issues we all deal with," said Steve Sikorski, vice president of operations, MAGMA Foundry Technologies Inc. (Schaumburg, Illinois), and FLM officer. "AFS and the Institute do a great job in providing technical education and support; FLM was initiated to address the needs of developing leaders, because in the end, we are all leaders of the industry—from the molder to the CEO."

All FLM members must be members of AFS who are on or aspire to be on the management track at their firm. Through two meetings per year, members have ac-

cess to networking events, executive skills training and community outreach. One prominent facet of FLM is an executive development program, which looks at strategic planning, human resources, finance, marketing, sales, and technology. Another major facet is student outreach, where FLM members

work to recruit students, from elementary school to college, to the metalcasting industry.

During the April meeting, college students affiliated with the Foundry Education Foundation were invited to get a jump start on their own leadership development.

"The reality is we are faced with an aging workforce, personnel skill gap and a continual need to educate on the value our industry provides," Sikorski said. "This is something that FLM is trying to assist with."

Interested in being involved with the Future Leaders of Metalcasting? Come to the next FLM Meeting, October 16-18 hosted by the General Motors Foundry in Defiance, Ohio. For more information email Cathy Potts, AFS Director of Human Resources & Administrative Services, at [cpotts@afsinc.org](mailto:cpotts@afsinc.org) for more information.

There is much more to come.

# Record Student Attendance at Metalcasting Congress Is Encouraging for Industry

If student attendance at the 121st Metalcasting Congress is any indication, the future of the industry is strong.

An impressive total of 150 students were at Congress in Milwaukee, which is believed to be a record. They participated in all facets of the event and impressed with their acumen and ability, highlighting what metalcasting can look forward to in the coming years.

“Increasing the size and scope of student attendance at Casting Congress was a win-win for both the Foundry Educational Foundation and the metalcasting industry,” said Brian Lewis, the executive director of FEF. “FEF continues to bring to the attention of our industry the importance of having university programs that develop technical talent for the metalcasting industry.”

A handful of students took part in a town hall-style meeting with then-AFS president Jeff Cook, the vice president, sales and marketing at Eagle Alloy (Muskegon, Michigan). During the dis-

be lucky to have them as an employee someday,” Cook said. “AFS will continue to create opportunities for young professionals and students to interact with industry leaders to give them every chance

possible to impress their future employer, and vice versa.”

Cook also had an explanation for why student turnout was so strong.

“They were directly engaged and encouraged to do so and they had events that were

designed specifically for them such as the competitions, mixers, Student Chapter town hall and Foundry in a Box demonstrations,” Cook said. “They are networking more, spreading the message and feeling empowered to make a difference. AFS has done a great job taking advantage of opportunities to connect interested students with business professionals.”

**AFS has done a great job taking advantage of opportunities to connect interested students with business professionals.**

*—Jeff Cook, AFS Immediate Past President*

cussion that took place at The Hub on the show floor, Cook and the students went over many topics.

The experience left a lasting impression with Cook.

“I learned more from them than they ever will from me. The students and Future Leaders that attended the town hall were engaging, imaginative, outspoken and proud and any foundry would



*Then-AFS President Jeff Cook leads a town hall-style meeting with AFS student chapter leaders at the 121st Metalcasting Congress in Milwaukee. At right in the photo, he is joined by AFS Institute Director of Education Shelly Dutler and AFS IT Manager Katie Matticks who are the staff liasons to the student chapters.*



# AFS Chapter Directory and Updates

AFS provides the means for you to network with local metalcasters. Reach out to a chapter leader and get involved today.

## United States

### Alabama

#### Birmingham District

[bbushpwi@gmail.com](mailto:bbushpwi@gmail.com)

B. Bush

The AFS Birmingham chapter recently held its past Chairman's award dinner. We have our annual Ben Dunning golf outing scheduled for August 26th.

### California

#### Southern California

[jason@smccast.com](mailto:jason@smccast.com)

J. Gutierrez

Check out [www.afssocal.org](http://www.afssocal.org), for more information about our chapter and for a listing of upcoming chapter events.

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The Saginaw Valley Chapter ran a Foundry-in-a-Box program for 8-12 grade students at Caseville Public School in May.

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**AFS Volunteer Leadership Training Conference**  
**August 20-21 • Visit [afsinc.org/volunteer](http://afsinc.org/volunteer) to register!**

## Chapter Directory

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The Oregon Chapter Recently hosted a Foundry-in-a-Box booth at one of the local Boy Scout Camporees.

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The Pittsburgh Chapter presented Foundry in a Box at Norwin High School and held an all-day seminar of foundry processes for high school students.

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The chapter recently held its first recognition gala night on a dinner-cruise on the St-Laurence river aside the beautiful Quebec city recognizing the involvement of three of our executive members that have been involved in our Chapter for over 30 years. Our next activity will be our annual assembly and golf tournament on September 14 and then a seminar organized in conjunction with the CFA, CMQ and CSMO which will take place on October 19 and 20.

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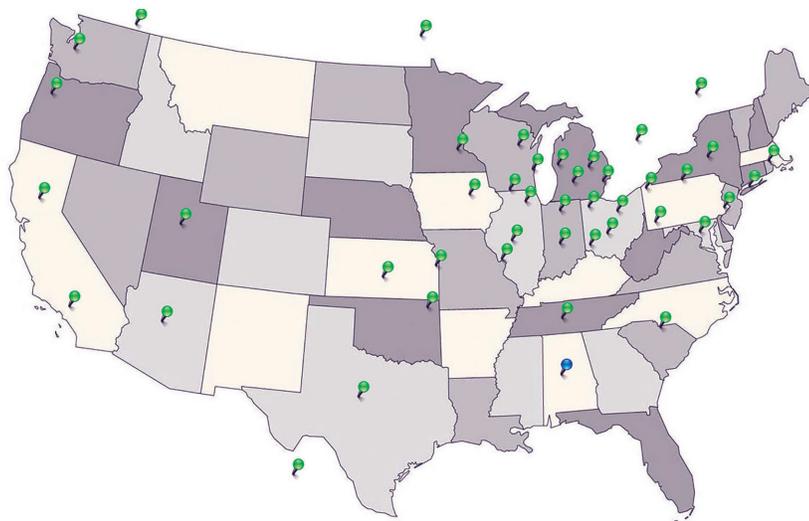
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### **Getting involved in AFS Chapters makes all the difference.**

Chapters are your opportunity to engage locally with the next generation of metalcasters. You will also have the opportunity to develop your own expertise and advance your career. Participating in AFS Chapters is your chance to do all this, and more.

# New England Chapter Challenges Its Members to Get Involved

The New England Chapter of AFS is maintaining its strong record for community outreach and chapter advocacy.

On June 1, engineers Bryan Charette and Daniel Hufziger of the Burndy LLC (Bethel, Connecticut) participated in the STEM night event at Swift Middle School in Watertown, Connecticut.

The two brought a Foundry in a Box and demonstrated the process of making molds and castings to the students that attended. They also



*Then-AFS President Jeff Cook presented to the New England Chapter's April meeting on continuously improving and gave an AFS update on OSHA Silica Regulations.*

explained the importance of castings and their use in the manufacturing of various products including aircraft, automobiles, appliance, machinery and electrical connectors.

The students and teachers listened to the presentation and assisted in the process of making sand molds, which were used to cast small trinkets that were later given to the students to help remember they made a metal casting.

Events like these are par for the course for the New England chapter, which also held a meeting last month about "Opportunities and Subsidies for Lighting Improvements." Ed Marczyzak, plant manager, Burndy LLC, stressed the importance of community outreach.

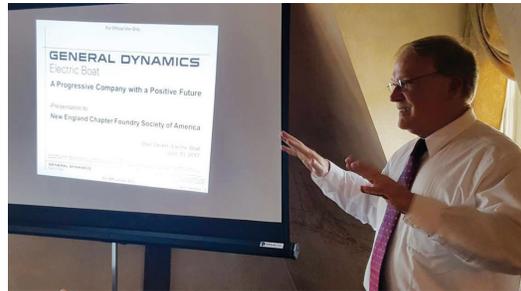
"Our chapter's motivation stems from our desire to provide young people opportunities that they might not be aware of, to educate them so that they know about how things are made and their potential role in it, that things or products don't magically appear on eBay or Amazon," Marczyzak said. "Someone has to design it, create the drawings or electronic files and then obtain the raw materials and using labor and equipment actually create the finished product. Most of them have never thought of where it came from and how it was made, so exposure to the process in a small, fun way really provided them with an eye opener and sparked a fire in a few of them to learn even more about the various manufacturing processes."

Marczyzak has advice for chapters looking to up their outreach game:

"Involve and challenge your members to donate a little time to introduce the next generation to castings and the manufacturing process," he said. "Sometimes you have to be a bit of a nudge to get people moving but once they have done something with the kids I think they'll be back for more. I was lucky in that I have two young engineers who were happy to present and not that far removed from school themselves so it was exciting to them also to meet and present to the kids at the middle school.

"You never know whether you have found the next Thomas Edison, or Elon Musk with this presentation but it gives them a real experience and an idea on what it takes to make something," he added. "While technology is replacing a lot of the tasks in the foundry, there will always be a need for someone to design, manage or operate the new equipment and it's to our own benefit to create a farm system to feed the big leagues in the future."

The New England Chapter sets the bar high when it comes to communication. In addition to a chapter website, Chairman Marczyzak maintains LinkedIn and Facebook chapter pages along with monthly newsletters to keep members abreast of everything happening in the chapter. If your chapter is doing great things, email Kevin Bartholomae, [kbartholomae@afsinc.org](mailto:kbartholomae@afsinc.org) and share your story.



*T. Blair Decker, VP Supply Chain General Dynamics Electric Boat, presented at the June meeting on How to Join Electric Boat's Network of Sub-contractors.*



*Michael Tarkanian, MIT Lecturer, explaining the improvements in the newly rebuilt foundry at MIT. The chapter toured the facility as a part of their October 2016 chapter meeting.*



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## Upcoming AFS Events

- August 21-22 • AFS Volunteer Leadership Training Conference • AFS/Schaumburg, Illinois
- September 17-19 • 2017 Foundry Executive and Leadership Conference • Stowe, Vermont
- October 16-18 • AFS Conference on Sand Casting Technology & Materials • Indianapolis
- October 29-30 • 2017 Environmental 101 Seminar • Birmingham, Alabama
- October 31 -November 2 • 29th Environmental, Health & Safety Conference • Birmingham, Alabama
- November 16-17 • FEF College Industry Conference • Chicago, Illinois

## Upcoming Institute Courses

- July 25-26 • Gating and Riser Design 201 • AFS/Schaumburg, Illinois
- September 13-14 • Casting Cost Estimating • AFS/Schaumburg, Illinois
- September 20-21 • Introduction to Metalcasting • AFS/Schaumburg, Illinois
- October 10 • Iron 101 • AFS/Schaumburg, Illinois
- October 11-12 • Casting Defect Analysis • AFS/Schaumburg, Illinois
- November 14-15 • Gating and Riser Design 101 • AFS/Schaumburg, Illinois

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For more information on upcoming courses and events, visit [www.afsinc.org/events](http://www.afsinc.org/events).

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