

## AFS Institute Completes \$1 Million Investment

A five-year, \$1 million investment is set to pay off for the AFS Institute and its students.

Since 2013, the Institute has redeveloped its course catalog with the backing of a \$1 million pledge approved by the Board of Directors. Recently, that work concluded, and the results are sweeping: 37 new instructor-led classes and 108 e-Learning modules covering all areas of metalcasting.

"Today's catalog of modern metalcasting classroom courses and e-Learning curriculum is the best available to help foundries consistently achieve excellence in metalcasting," said Doug Kurkul, AFS CEO. "The AFS Board of Directors warrants credit for making the investment in developing this curriculum. Clarence Trowbridge and the Institute team of instructors and staff are now prepared to deliver training that is customized for any foundry's unique needs."

Revamping the Institute's courses was an anticipation of the needs of the industry. Metalcasters asked for shorter, more interactive classes that emphasized



*Students master gating and risering techniques at an AFS Institute class.*

hands-on tasks. They also wanted courses that covered entry-level concepts for new employees, and advanced material for experienced metalcasters.

Twenty Spanish-language e-Learning modules—interactive, online training programs—were also added to the catalog.

The classes and modules were created by instructional designers who worked with subject-matter experts to develop the curriculum. Courses empha-

size discussion, activities, and practice, and they incorporate the latest technology and industry best practices.

The AFS Institute is the educational arm of AFS. It offers instructor-led, in-plant and e-Learning courses to metalcasters across all materials and processes. To learn more, contact Clarence Trowbridge, AFS vice president of education and workforce development, at [ctrowbridge@afsinc.org](mailto:ctrowbridge@afsinc.org).

## Foundries Primed for Metalcasting Success at Revamped Cast in North America Exhibit

Metalcasters are getting ready for big crowds—and big success—in the revamped Cast in North America (CINA) exhibit at CastExpo 2019, April 27-30 in Atlanta, Georgia.

The new-look CINA has big changes in store this year: a new educational track just for designers and buyers, the return

of the popular "Bring Your Own Blueprint" or "BYOB" program, and a prime location right on the show floor at the Georgia World Congress Center.

Besides the full-scale exhibits, innovative technology and exciting demos, CastExpo is known for its education and training, including session tracks aimed

*Continued on page 7*



*The CastExpo 2016 show floor is packed with visitors.*



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# AFS: Changing with You

How much has your business evolved over the last several years? Think of the new products or services you have introduced, and new technologies, processes, and policies you have adopted, to keep up with the demands of the marketplace and to serve your customers.

Much like foundries, trade associations must also evolve. This column focuses on 10 changes that AFS has made to better serve our membership and our industry.

## 1. New Strategic Plan

Under the leadership of then-President Patricio Gil, the AFS Board adopted a new strategic plan, mission and vision statement in March 2018. Linchpins of the plan are: a) Member Success & Sustainability; b) Industry Stewardship; c) Policy Advocacy; d) Promotion of Castings; e) Workforce Development; and f) Technical Innovation.

## 2. Streamlined Research Procedures

Technical research is a key AFS function. The Research Board and staff have adopted procedures to evaluate proposals more expeditiously and encourage higher-impact projects for the benefit of our members.

## 3. Governance Modernization

AFS has built on governance-modernization efforts initiated by Past Presidents Bruce Dienst and Jeff Cook. This includes creation of the Management Council, an initiative led by current President Jean Bye. This Council operates parallel with the Technical Council, and will drive AFS leadership in management matters. AFS also made Additive Manufacturing a standing division, with three committees. Moreover, AFS adopted a Code of Conduct to ensure that attendees may participate in events with a spirit of collegiality, collaboration, professionalism and respect.

## 4. Silica Compliance

While disappointed that our lawsuit against OSHA was not successful, AFS has been delivering expert compliance guidance via webinars, website, and other channels.

## 5. Technical Library

New software implemented in January 2018 provides much easier digital access to thousands of metalcasting articles. Unlimited access is now a free member benefit.

## 6. New Website & Communications

Also receiving high marks is the new AFS website that went live in April 2018 with streamlined navigation and one-click access to metalcasting and career information, buyer-designer resources and other new content. AFS has upgraded its print and social media communications and launched *AFS Insider News* to help members get involved in AFS.

## 7. Member-Only Webinars

AFS has expanded from eight webinars per year to more than 30 in 2018 on a variety of technical, management, and public policy topics. Webinars cost \$250 each for non-members and are free to members. This is a great value for members.

## 8. Designer-Buyer Track

AFS is bringing back this popular track, with eight to 10 sessions at

CastExpo 2019 in Atlanta, right on the exhibit show floor. Buyers are encouraged to “Bring Your Own Blueprint” to discuss with foundries exhibiting at the Cast in North America section.

## 9. Training for Excellence in Metalcasting

If your foundry seeks to set itself apart from the competition in terms of casting quality and foundry profitability, the AFS Institute can help. AFS has completed a five-year, \$1 million investment in modernized curriculum. Clarence Trowbridge will sit down with your plant or HR manager to discuss customized training plans. He can be reached at [ctrowbridge@afsinc.org](mailto:ctrowbridge@afsinc.org).

## 10. Superior Chapter Support

AFS brought back and retooled the annual Chapter Officers Conference, and launched a monthly *Chapter Bulletin*, to support chapter operations.

AFS has many traditions which we respect and cherish. The member-led changes we adopt today will ensure that our association remains relevant and delivers optimal member ROI long into the future. Thank you as always for your involvement and support.

Doug Kurkul



CEO

American Foundry Society  
[dkurkul@afsinc.org](mailto:dkurkul@afsinc.org)



## New Institute Chief To Focus on Delivery of Education Services

The AFS Institute recently completed a \$1 million investment in metalcasting classroom-course and e-Learning curriculum. Now AFS has hired a new Institute leader, Clarence Trowbridge, to optimize the delivery of education and training to the metalcasting community. Trowbridge joined AFS as vice president of education and workforce development on Aug. 20. The AFS Institute, formerly known as CMI, is the educational arm of AFS.

“The skills shortage is affecting metalcasters from coast to coast, making it harder to hire talent,” said Doug Kurkul, CEO of AFS. “That puts a premium on retaining existing employees and training them for success. Clarence Trowbridge is especially well-positioned to help foundries achieve their workforce-related goals at this time.”

Trowbridge brings 30 years of workforce development experience for companies including Inland Steel Company and BP. From 1996 to 2006, he built a successful education program for ESW Inc. In

2016, he published a book, *Maintenance Workforce Solutions: An Organizational Development Approach*.

Trowbridge, who also has experience working in a foundry, is a former sergeant in the U.S. Army, where he was an electronics repair technician. As a reservist, he was an instructor for the Army Non-Commissioned Officer Academy in Indiana. He has an MBA in organizational development and a bachelor’s degree in communications.

“I’m honored to be part of the continuing AFS traditions of advocacy, education and innovation,” Trowbridge said. “Speaking of innovation, we’ll be expanding the Institute’s services to a suite of customized training programs based on companies’ specific workforce needs. I look forward to meeting face-to-face with many foundry leaders in the months and years to come.”

The AFS Institute offers classroom instruction, e-Learning and in-plant training



Clarence Trowbridge

to metalcasters across all materials and processes. A calendar of classroom courses scheduled through spring 2019 can be found at [www.afsinc.org/training-excellence-metalcasting](http://www.afsinc.org/training-excellence-metalcasting), as can a list of 108 e-Learning modules available through the Institute. In-plant training can be scheduled by calling Bo Wallace at 847-824-0181, ext. 249.

## Spanish e-Learning Modules

As part of its \$1 million investment, the AFS Institute expanded its curriculum for Spanish-speakers. Twenty e-Learning modules are now offered in Spanish. For more information, visit [www.afsinc.org/e-learning](http://www.afsinc.org/e-learning).

- Panorama General del Proceso de Fundición (Big Picture of the Casting Process)
- Introducción al Hierro Fundido (Introduction to Cast Iron)
- Introducción a la Microestructura del Hierro Fundido (Introduction to Cast Iron Microstructure)
- Prácticas Básicas de Fusión para Hierro (Basic Melt Iron Practices for Cast Iron)
- Materias Primas de Arena Verde (Green Sand Raw Materials)
- Compactación de Arena Verde (Green Sand Compaction)
- Introducción al Análisis de Defectos de Fundición (Introduction to Casting Defect Analysis)
- Preparación de Arena Verde y Control de Calidad (Green Sand Preparation and Quality Control)
- Equipo de Moldeo de Arena Verde (Green Sand Molding Equipment)
- Proceso de Moldeo de Arena Verde (Green Sand Molding Process)
- Introducción a los Defectos de la Arena Verde (Introduction to Green Sand Defects)
- Defectos Relacionados con el Gas (Gas Related Defects)
- Defectos Relacionados con el Óxido (Oxide Related Defects)
- Defectos Relacionados con la Contracción (Shrink Related Defects)
- Práctica para el Análisis de Defectos en Piezas y Conclusión (Casting Defect Analysis Practice and Conclusion)
- Defectos Relacionados con la Arena (Sand Related Defects)
- Las Seis Familias de Hierro Fundido (Six Families of Cast Iron)
- Elementos en el Hierro Fundido (Elements in Cast Iron)
- Introducción a la Fusión de Hierro Fundido (Introduction to Cast Iron Melting)
- Introducción a los Tratamientos Térmicos de Fundición de Hierro (Introduction to Cast Iron Heat Treatments)
- Defectos en el Hierro Fundido: Contracción por Solidificación en Hierro Gris (Cast Iron Defects: Solidification Shrinkage in Gray Cast Iron)

To purchase a module, visit [www.afsinc.org/e-learning](http://www.afsinc.org/e-learning) or contact Neal Bender or Jennifer Morton at 800-537-4237.

# 21st Century Leadership and Creating an Ideal Culture

By Margaret Graziano, guest columnist

*Editor's note: This comes to AFS from talent management expert Margaret Graziano. Graziano, an engaging speaker and an authority on workplace leadership, will bring her program, "Mastering 21st Century Leadership," to the 2018 Future Leaders of Metalcasting Meeting, Oct. 15-17 at Dotson Iron Castings in Mankato, Minnesota. AFS President Jean Bye, president and CEO of Dotson Iron Castings, also will be presenting at this event. To register for the 2018 Future Leaders of Metalcasting Meeting, visit [www.afsinc.org/2018FLM-Meeting](http://www.afsinc.org/2018FLM-Meeting).*

One of the most compelling and disturbing issues affecting the workplace today is the lack of employee engagement. The media call it the Blue Monday Syndrome, psychologists call it employee resignation, and business leaders call it poor performance.

The best way to shift the Blue Monday Syndrome is to create the type of culture that people want to be a part of—the kind of culture that inspires people to be their best.

Improving employee performance and raising the engagement of the workforce requires both strong leadership and a constructive culture. Twenty-first century leaders must pave the path for highly functioning, progressive teams to perform. Developing the level of skill to bring out the best in their people, and hold accountability for both performance and effective operating behavior, is a primary component of how our leaders will need to spend their time.

Ultimately, it is the chief business leader's responsibility to shift the culture and raise the level of competency of the leadership team to be in alignment with that culture. The way people are led, the way they interpret their relationships with their bosses, and what they witness must be congruent with the spoken core values, operating principles and mission of the enterprise, or effectiveness will not improve. While the business leaders are the ones who set the tone of the culture,

it is the managers and supervisors who directly impact the way it feels around the workplace. Team members who experience incongruence with how they are treated or how things are done in the business will most often talk to each other first and turn to gossip rather than take the perceived risk of going up against poor management.

Creating or turning around unified corporate culture is challenging as it is, and when people are not fully aligned with the values and operating styles, it becomes quite a painful journey. To get people more productive, smart leaders need to create a culture where people are connected to the company mission, vision and purpose, and convey the employee's unique contribution to the fulfillment of it, and to do that takes up-leveling the leadership acumen of the entire team of business leaders.

Today, up-leveling the leadership team's ability to actually lead requires a clear assessment of how leadership competencies impact culture. The top leadership competencies that drive culture are encompassed in the following seven leadership categories: Envisioning an Outcome, Understanding Your Supporters, Communicating the Vision, Serving Others, Inspiring Others, Guiding Others and Developing Yourself. Encompassed in these seven categories are multiple underlying competencies that drive leadership performance overall.

1. **Envisioning an Outcome**—Leading begins with realizing and clearly envisioning the overall mission to accomplish. A mission is what is going to happen, not how. Realizing your mission leads to the understanding of where change is required and why it is needed now. It takes initiative and determination to solidify the vision and set goals around its achievement. "Starting with the End in Mind," as Stephen Covey wrote in *The 7 Habits of Highly Successful*



Margaret Graziano

*People*, is how you point the way for others who can't see it yet.

2. **Understanding Your Supporters**—Understanding how your vision satisfies peoples' perceived needs is crucial to engage them. You must know what changes others are receptive to and ready for. Listening carefully and objectively will ensure that your mission is one that others will embrace. Without followers, you can't be a leader, and followers will only voluntarily engage in something they think satisfies their needs as well as your goals.
3. **Communicating Your Vision**—In order to engage people to follow, you must clearly communicate your vision to them. The most powerful movements for change are created by people who have an emotional commitment to the mission and are passionate about it. Therefore, you must be able to communicate with people not just through logical arguments, but in a way that touches them emotionally. You must first have that passion for your mission and to allow others to see your passion. It takes a certain amount of courage to champion a new idea, which by definition, others can't yet see.
4. **Serving Others**—People will not chase a difficult dream for very long unless they think it supports their own personal goals. You must

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# AFS-Supported Workforce Legislation Signed By President Trump

Metalcasters and other manufacturers concerned about the skills gap earned a victory July 31, when workforce legislation supported by AFS was signed into law by President Donald Trump.

The bipartisan Strengthening Career and Technical Education for the 21st Century Act overhauls the nation’s career and technical education law, a legislative priority for AFS.

The law increases funding for the Carl D. Perkins Career and Technical Education (CTE) Act, the main source of funding for secondary and postsecondary career and technical education in the U.S. The Perkins Act hadn’t been updated in more than a decade.

“Congress took an important step in updating and creating the kind of programs needed to recruit and prepare students for careers in metalcasting and other manufacturing industries,” said AFS CEO Doug Kurkul.

More than 80 percent of metalcasters report a talent shortage in the industry—from production, maintenance, and technician positions, to machinists, electricians, patternmakers, and foundry engineers.

The law will align CTE programs to the needs of regional, state and local labor markets. It also supports better collaboration between schools and employers, increases student participation in work-based learning, and promotes the use of industry-recognized credentials and other recognized postsecondary credentials, including those used by AFS and the metalcasting industry.

AFS members advocated in favor of the legislation over the past two years, including during the May Government Affairs Fly-In, and testified on the workforce shortage at a House of Representatives Small Business Committee meeting in June.



*AFS 2nd Vice President Mike Lenahan (Covia) speaks at the 2018 AFS Government Affairs Fly-In.*

*Continued from page 4*

ensure that people connect both your vision and your actions with their own goals. They initially chose to follow you because they thought that by helping you, they would help themselves. Now that they are engaged, you must work at reinforcing the initial faith they placed in you.

5. **Inspiring Others**—Embarking on difficult and uncertain journeys requires a special kind of energy in order to continue for the long term. Inspiration draws forth that special energy that can only come from the individual. Therefore, leading others for the long term requires that you are able to recognize and bring this energy. People become inspired when they start believing they have more ability than they thought they did. Therefore, leading includes challenging people to do more than they have before, and empowering them to make efforts that will yield a positive result. Sharing hope and courage will keep people motivated

to continue on with the mission, even when it seems like the goal is still a long way off.

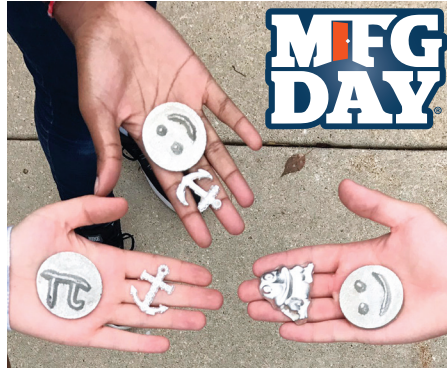
- 6. **Guiding Others**—In taking action and moving toward completion of your mission and vision, there will inevitably be surprises and unexpected results. A person skilled in leading will continually assess the plan for achieving the stated goals and make course corrections along the way. Part of this process is to test, in the real world, the initial assumptions that were made. Leading requires a focus on the milestones along the way, not only on the long-term mission. Followers require some indication that they are on the right track, and this builds confidence in the leader. A leader requires great courage and character to be tenacious about moving forward, and not exhibiting loss of confidence, even in the face of disappointment.
- 7. **Developing Yourself**—In order to understand, motivate and lead others,

you must first understand yourself. As Chris McCusker, chairman and CEO of Motorola once said, “Leadership is going first in a new direction—and being followed.” So, before a person can lead others, they must lead the way. This applies to helping people become better. Leaders must practice what they preach and be able to see and develop themselves before they can do so for others.

Elevating corporate culture and improving employee engagement are both tied to raising the level of leadership competency within your organization. Gallup’s recent poll on leadership reported that less than 18% of people in leadership roles actually are qualified to lead. This means that the biggest constraint to improving culture and raising the level of employee engagement within your organization is the lack of leadership ability.

*Margaret Graziano is chief evangelist for KeenAlignment, a global people consultancy firm.*

## How Did Your Manufacturing Day Go?



Thank you for helping share the excitement of metalcasting with students on Manufacturing Day. Because of your generosity, you created a lasting impression with the next generation of workers.

When students toured your business, they learned first-hand about the nearly 200,000 jobs in our industry. They also gained an appreciation for the importance of castings and the role they play in the U.S. economy.

You did a great thing by hosting a Manufacturing Day event. Now, AFS wants to help you. If your company participated in Manufacturing Day, send your photos and stories to Richard Jefferson ([rjefferson@afsinc.org](mailto:rjefferson@afsinc.org)). We want to share with the metalcasting community your company's Manufacturing Day event success.



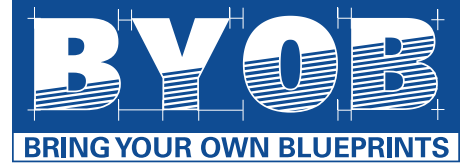
# ALUMINUM CASTING CONFERENCE

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## Designers and Buyers: Bring Your Own Blueprints

Designers and buyers can source their castings at CastExpo 2019 when they bring their own blueprints to foundries exhibiting in Cast in North America (CINA).

Whether they're looking to change metalcasters, bring a new component into production, or just explore their options, designers and buyers will meet with representatives from North America's leading foundries exhibiting in CINA. Metalcasters representing a variety of metals and processes will be on hand, answering questions, assessing blueprints, and striking up new business relationships. Designers and buyers will be able to verify foundry capabilities, feasibility, costs, and material options to meet their metalcasting needs.

As a designer or buyer, it's easy to participate: just bring your casting drawings (and machining drawings) in blueprint form, or as a 3D model in digital form, to CINA foundries during CastExpo 2019, April 27-30 in Atlanta, Georgia.

CINA exhibitors are all based in North America. They sell and/or manufacture cast metal components produced in North America or provide casting design, rapid prototyping or other casting development-related services to OEMs and other end-users.

For more information, or to reserve exhibit space, visit [www.castexpo.com](http://www.castexpo.com).

## Metalcasting Success Starts Here



Attendees visit with exhibitors on the CastExpo 2016 show floor.

Continued from page 1

at different groups. The Designers & Buyers Track is tailored to their needs, with expert instruction to help designers and buyers better understand the casting process. This will drive floor traffic to exhibiting foundries, too.

Visitors will be primed to make the most of their trip to CINA by closing deals and creating new business relationships with foundry representatives. Foundries, likewise, will want to be at the continent's largest metalcasting trade show to take advantage of this opportunity.

Of course, wise metalcasters embrace big growth, but they also plan for slow-downs. Exhibiting in CINA is an ideal way

to prepare for the possibility of slower growth by reaching the customers who matter most—exactly the kinds of designers and buyers who visit CastExpo.

Interested in exhibiting as a CINA foundry? CINA exhibitors must be based in North America and either sell and/or manufacture cast metal components produced in North America or provide casting design, rapid prototyping or other casting development-related services to OEMs and other end-users.

For more information, or to reserve exhibit space, visit [www.castexpo.com](http://www.castexpo.com).



APRIL 27-30, 2019

ATLANTA, GEORGIA

# CASTEXPO

## & METALCASTING CONGRESS

connecting SUPPLIERS | METALCASTERS | CASTING BUYERS

## CastExpo 2019 Key Dates

Are you ready for CastExpo? The biggest metalcasting event in North America is coming to the Georgia World Congress Center in Atlanta, Georgia. Here are a few of the key dates:

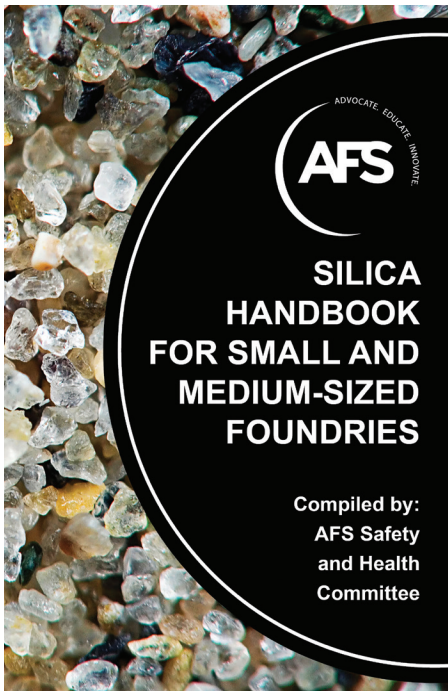
**Panel presentation and copyright agreement due:**  
Oct. 15, 2018

**Attendee registration:**  
Nov. 1, 2018

**Show begins:**  
April 27, 2019

**Show ends:**  
April 30, 2019

**For more information, visit**  
[castexpo.com](http://castexpo.com).



*The Silica Handbook for Small and Medium-Sized Foundries.*

## AFS Releases Handbook on Silica Compliance, No Cost to Members

AFS members soon will have a step-by-step guide to silica compliance.

*The Silica Handbook for Small and Medium-Sized Foundries* was compiled by AFS Safety and Health Committee members. All AFS members, corporate and individual, will have access to the digital book this fall.

“This handbook describes a process for foundries to follow as they work toward compliance with the new silica rules,” said Juliette Garesché, senior EHS technical director for AFS. “It’s jam-packed with useful resources, forms, and templates to help foundries organize their information and walk them through the process of developing a silica exposure control plan.”

AFS created the handbook to help

foundries work toward compliance with OSHA’s 2016 silica rules, which became enforceable on June 23, 2018. The regulation cut permissible exposure levels in half.

The book includes sections on record-keeping and documentation, regulated areas, medical surveillance, training, and more. It guides metalcasters through the silica compliance process, although it doesn’t replace the need to refer to, fully read, and understand the complete silica standard. (A copy of OSHA’s standard appears in the book.)

*The Silica Handbook for Small and Medium-Sized Foundries* will be available to members via download in the AFS Store at [www.afsinc.org](http://www.afsinc.org). Watch the AFS website and your email inbox for the official release date.

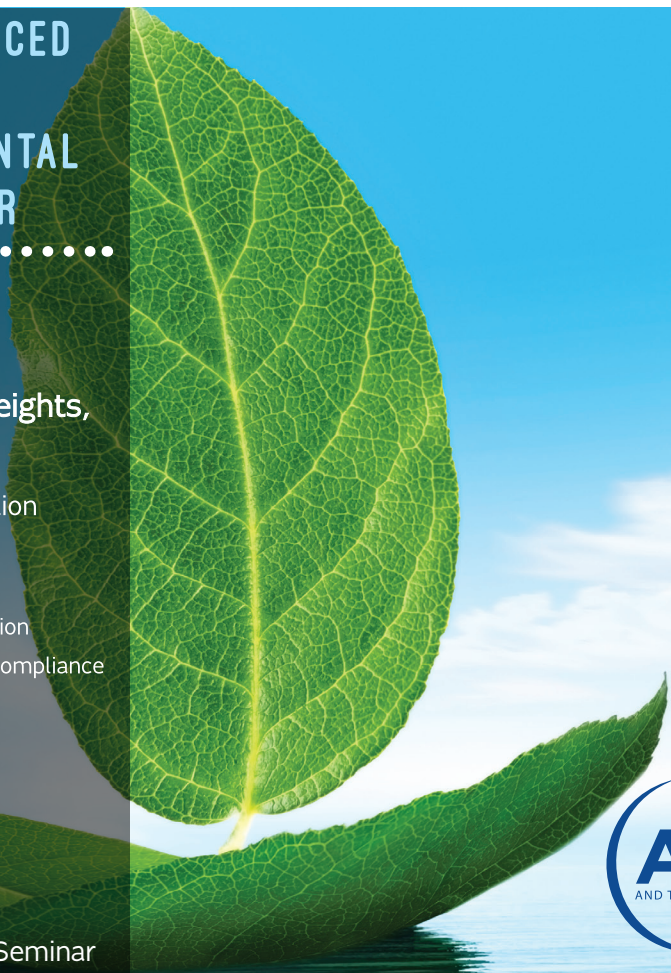
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Warrensville Heights,  
OH*

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- Demonstrating compliance
- Permitting
- Regulatory requirements
- Practical control technologies

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2018AdvancedAirSeminar](http://www.afsinc.org/2018AdvancedAirSeminar)



### ENVIRONMENTAL, HEALTH, AND SAFETY CONFERENCE

Oct. 9-11, 2018  
*Cleveland  
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Warrensville Heights,  
OH*

Register today at  
[www.afsinc.org/  
2018EHSConference](http://www.afsinc.org/2018EHSConference)



# Chapter Officers Race to AFS Headquarters for Conference



*Chapter Officers Conference attendees gather for a group photo outside AFS Headquarters.*

What does it take to be an AFS Chapter officer? Dedication, enthusiasm—and a feather touch on the gas pedal.

Those were key requirements for leaders who came to AFS Headquarters in Schaumburg, Illinois, Aug. 13-14 for the Chapter Officers Conference.

Twenty-three officers representing 17 chapters across the U.S. and Canada attended the conference, which began with networking in the form of a mini grand prix at K1 Speed, a go-kart racetrack.

The leaders exchanged tips for successful events and member initiatives, reviewed resources available to their chapters through AFS, and checked out Foundry-in-a-Box. Staff from AFS and the Foundry Educational Foundation also gave

talks on industry stewardship, student engagement, workforce development, promotion of castings, technical innovation, CastExpo 2019, and other topics.

The conference was capped by a roundtable discussion and closing comments from AFS President Jean Bye (Dotson Iron Castings).

"It's always great to get like-minded people in the same room discussing their own challenges, successes, and aspirations for their chapters," said Ben Yates, AFS vice president of business development. "The goal is for everyone to return to their chapter with new ideas and information about what is going on at AFS, what resources are available to them and how they can advance the metalcasting industry."



*Attendees race each other at the K1 Speed, a go-kart racetrack.*

## Thanks for attending the 2018 Chapter Officers Conference:

William Shambley, *New England*

Neal McCain, *Ontario*

Patrick Carlin, *Northern Indiana*

Tara Bittle, *Chesapeake*

Doug Orndorff, *Piedmont*

Garrett Smith, *Chesapeake*

Peter Kim, *Central Ohio*

Travis Bodick, *Twin Cities*

Dylan Thomas, *Central Indiana*

Gerald Krupp, *Central Indiana*

Clarice Smith, *Central Indiana*

Trent Weaver, *Central Illinois*

Zachary Birky, *Central Illinois*

Robert Smith, *Saginaw Valley*

Ryan Bratrud, *Hawkeye*

Norwin Merens, *Chicago*

Jonathan Giove, *Saginaw Valley*

Alex Rasch, *Wisconsin*

Andrew Ceretto, *Wisconsin*

Emily Shedlarski, *Tennessee*

John Anderson, *Stateline*

Jean Bye, *Twin Cities*

Michael Lenahan, *Western Michigan*



# 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. ***Include your chapter news in the AFS Chapter Directory!***

This is your way to share your chapter's stories and successes with AFS members. Please send chapter updates, events, meeting schedules and other news to Katelyn Stanek, AFS Marketing & Communications Specialist, at [kstanek@afsinc.org](mailto:kstanek@afsinc.org).

## United States

### Alabama

#### Birmingham District

[jboyd@gfmco.com](mailto:jboyd@gfmco.com)

John Boyd

### California

#### Northern California

[detria.mixon@abifoundry.com](mailto:detria.mixon@abifoundry.com)

Detria Mixon

#### Southern California

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

Jason Gutierrez

On Aug. 17, the Southern California Chapter partnered with NADCA Chapter 30 for their annual golf tournament at Los Serranos Country Club in Chino Hills, California.

### Connecticut

#### New England

[emarczyszak@burndy.com](mailto:emarczyszak@burndy.com)

Edward Marczyszak

On Sept. 5, the New England Chapter attended a presentation by Adam Henson, OSHA compliance officer, on OSHA's new silica regulations. The PowerPoint presentation is available for members to download by going to the chapter's Facebook page or at [www.newenglandafs.com](http://www.newenglandafs.com). The chapter will hold another meeting Oct. 17.

### Georgia

#### Piedmont

[mstowe@advancedenergy.org](mailto:mstowe@advancedenergy.org)

Michael Stowe

The Piedmont Chapter held a joint meeting with AFS committee members Sept. 19 and 20.

### Illinois

#### Central Illinois

[weaver\\_d\\_trent@cat.com](mailto:weaver_d_trent@cat.com)

Trent Weaver

#### Chicago

[nmerens@nmmarketingbiz.com](mailto:nmerens@nmmarketingbiz.com)

Norwin Merens

The Chicago Chapter will host a meeting at AFS Headquarters on Oct. 18. The meeting will include a panel moderated by FEF Executive Director Brian Lewis on student engagement and recruitment.

#### Stateline

[sean@slfcastings.com](mailto:sean@slfcastings.com)

Sean McGough

On Sept. 11, the Stateline Chapter hosted a meeting at the Butterfly Supper Club. They will hold another meeting Oct. 9.

### Indiana

#### Central Indiana

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

Jeffrey Craig

#### Northern Indiana

[lagness@fordmeterbox.com](mailto:lagness@fordmeterbox.com)

Lance Agness

### Iowa

#### Hawkeye

[gammillwilliamj@johndeere.com](mailto:gammillwilliamj@johndeere.com)

William Gammill

The Hawkeye Chapter held its 40th annual golf outing on July 14.

### Kansas

#### Plains States

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Schott Sprueill

### Michigan

#### Central Michigan

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Charles Prater

#### Detroit Windsor

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David Goettsch

The Detroit Windsor Chapter held its golf outing Aug. 11.

#### Saginaw Valley

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Robert Smith

#### Western Michigan

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Eric Gildner

On Aug. 4, the Western Michigan Chapter held its annual golf outing and a bags tournament. The chapter held a meeting at New Holland Brewing Company on Sept. 11.

### Minnesota

#### Twin Cities

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Alan Jacobson

On Aug. 13, the Twin Cities Chapter held a golf outing.

### Missouri

#### Mo Kan

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Vicki Brock

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Douglas Imrie

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#### Central New York

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John Lisi

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Harry Seibel

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Dale Welsh

## Oklahoma

### Tri-State

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Robert Hall

## Pennsylvania

### Chesapeake

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Garrett Smith

The Chesapeake Chapter held its annual Crab Feast on Aug. 11.

### Keystone

Pending

### Northwestern Pennsylvania

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Kelly Welsler

The Northwestern Pennsylvania Chapter held its golf outing July 26. It will host the AFS East Coast Regional Oct. 25 and 26.

## Pittsburgh

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Roman Pankiw

## Tennessee

### Tennessee

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David Fletcher

## Texas

### Texas

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Brett Morehead

The Texas Chapter hosted a meeting in Fort Worth on Sept. 14. AFS Vice President of Business Development Ben Yates spoke to members.

## Utah

### Utah

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Reed Larson

## Washington

### Washington

Pending

## Wisconsin

### Northeastern Wisconsin

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Scott Stiefvater

## Wisconsin

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Carey Chapman

The Wisconsin Chapter held a golf outing on Aug. 3. On Sept. 10, the chapter hosted a supply chain challenges meeting.

## Mexico

### North Mexico

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José Lobo

## Canada

### British Columbia

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Craig Chamberlain

The British Columbia Chapter held its golf outing Sept. 19.

### Eastern Canada

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Rejean Mailhot

The Eastern Canada Chapter hosted a golf event Sept. 13 at Club de Golf Le Drummond.

### Manitoba

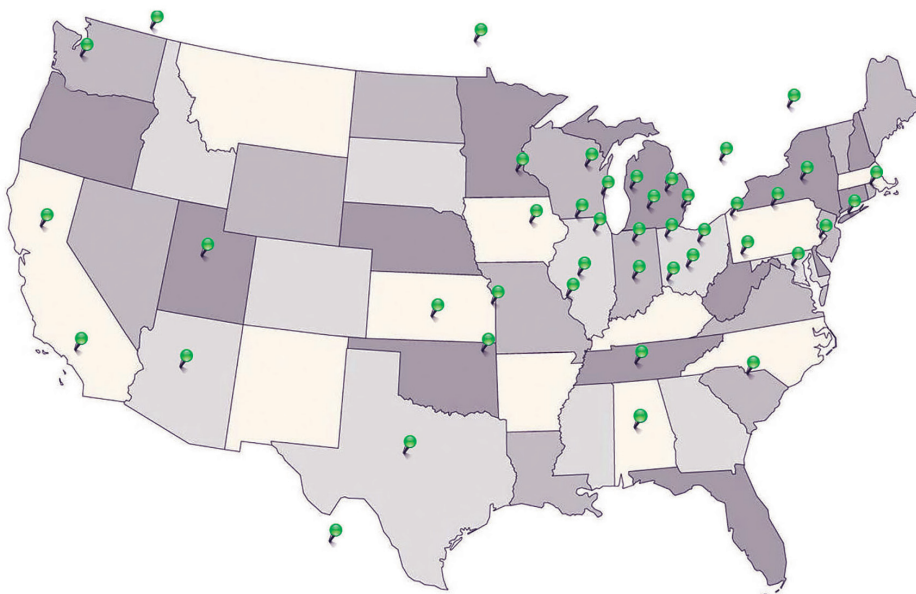
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Jason Brooks

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Neal McCain

# 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.



## Scholarships are Par for the Course at W. Michigan

The AFS Western Michigan Chapter knows its way around the links.

After 79 years, it should. That's how long the chapter's annual golf outing has raised scholarship money for metalcasting students.

"It all goes back to, 'How do we keep people in the industry and how do we promote the industry?'" said Eric Gildner, the chapter's scholarship chairman. He and the rest of the chapter's board organized this year's outing, held Aug. 4 at Chase Hammond Golf Club in Muskegon, Michigan.

The outing is the Western Michigan Chapter's primary scholarship fundraiser. Last year, the chapter awarded more than \$22,000 to students in the STEM fields, at Muskegon Community College, and as AFS family stipends.

This year's totals haven't been tabulated, but the chapter expects to serve roughly the same number of people this time around—about 19 students.

"We're able to do a pretty good job of giving," Gildner said. The chapter also administers the D.J. Campbell Scholarship, which is distributed through the Foundry Educational Foundation.

At the 79th annual outing, 136 golfers competed. Although most were chapter members, others came from different shops around the area, from AFS Corporate Members, and from suppliers.

"Our chapter really thanks the industry for its support, and we hope it continues for many years," Gildner said.

The scholarships will be presented March 12, 2019, during Student Night at Muskegon Community College. Besides the recipients, 11th- and 12th-graders will be there to tour the campus, which has its own AFS Student Chapter, and learn more about metalcasting.

"The whole premise behind that is to get students involved, to show students there are careers available in this field," Gildner said. "We have to continue working on building the next generation of foundry workers."



*The AFS Western Michigan Chapter raises money each year for metalcasting student scholarships. Last year's golf outing earned more than \$22,000.*



*Golfers line up to take part in the 79th annual AFS Western Michigan Chapter Golf Outing Aug. 4 in Muskegon, Michigan.*

## Congressman Visits Kansas Castings



*Congressman Ron Estes (R-Kansas) tours AFS Corporate Member Kansas Castings in Belle Plaine, Kansas, on Aug. 9. Estes, center, was hosted by Ron Pomeroy, president, left, and Don Hastings, GM, right.*

# Meet the AFS Staff

*A periodic feature in AFS Member Connections*



## Steve Robison

Steve Robison's distinguished career includes 13 years in foundry management and production roles, and eight years in foundry supply sales and service. He has served many years at AFS as senior technical director, Metalcasting Congress technical program manager, and liaison to the Technical Council before being named chief technical services officer in April 2018. He has acted informally as division leader and implemented key process improvements related to AFS research endeavors. Robison has a degree from Biola University in La Mirada, California.

## Frank Headington

Frank Headington is senior technical director at AFS. Headington joined Neenah Foundry in 1989 and has served in various capacities, including corporate vice president for technology. He has a Master of Science in industrial management from Georgia Institute of Technology and a Master of Science in ceramics engineering from the University of Illinois at Urbana-Champaign. Respected for his expertise in metalcasting, Headington was the 2016 recipient of the AFS Peter L. Simpson Gold Medal.



## Juliette Garesché

Juliette Garesché is AFS senior EHS technical director. Her work experience includes nearly five years with Kemper Valve & Fittings, six years with the New Hampshire Department of Environmental Services, four years with the Marine Department of Environmental Protection and seven years with the Metropolitan Water Reclamation District in Chicago. Garesché has a Master of Science degree in environmental science and a Bachelor of Science degree in ecology.

## Bo Wallace

AFS Institute Course Coordinator Bo Wallace graduated from the University of Northern Iowa with a Bachelor of Science in manufacturing technology with a metalcasting emphasis. While at UNI, he worked in the research center as a foundry assistant and later as a lead foundry assistant. Wallace also worked with 3D sand printing applications at the UNI Additive Manufacturing Center. Before arriving at AFS, Wallace held an internship at a Seattle-based manganese steel foundry.





# The AFS Corporate Member Advantage

## Business Intelligence and Technical Resources

### Value

- **Annual Economic Forecast** – No cost to Corporate Members *\$1,000*
  - **Technical & Management Webinars** – No cost to Corporate Members *\$250 each*
  - **World Foundry Organization Annual Census** – No cost to Corporate Members *Priceless*
  - **Wage & Benefit Survey** – No cost to Participating Corporate Members *\$700*
  - **Member Connections** *\$40*
  - **International Journal of Metalcasting** *\$199*
- 

## Savings

### Value

- **Trade Show Exhibit Discounts** *\$ Hundreds*
  - **In-Plant Training Discounts** *\$2,000 to \$4,000*
  - **Books on Metalcasting** *50% Discount*
  - **Metalcasting Classroom Course Discounts** *\$200/Student*
  - **Energy, Logistics, Casting Design & Insurance Savings** *\$ Hundreds/Month*
- 

## Exclusive Benefit

### Value

- **E-Learning Company** – Wide Subscriptions – Corporate Members Only *Priceless*
  - **Event Sponsorships** – Corporate Members Only *Great Visibility*
  - **Referrals & Use of AFS Logo** *Leads & Credibility*
- 

## Sustainability for Your Company

### Value

- **Advocacy – Business Climate** *\$ 1 Million +*
    - o Regulator Overreach
    - o Fair Trade Policy
    - o Infrastructure Investment
    - o Pro-manufacturing workforce development
  - **Developing Leaders and Employees** *Priceless*
    - o Student Chapters, Metalcasting Demonstrations for Students
    - o Melting Point Website & Magazine for Young People
    - o Future Leaders in Metalcasting
  - **Research – 8% of Corporate Dues – Corp. Members Get First Access** *Priceless*
- 

For more information, contact Ben Yates at  
800-537-4237 or [byates@afsinc.org](mailto:byates@afsinc.org).

# AFS WELCOMES TWELVE NEW CORPORATE MEMBERS



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Carley Foundry



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Herzog Automation



Induction Iron



Juggerbot 3D



Lung Kee Metal Ltd



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Polyrix Inc



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## AFS Events

- Oct. 5 | **Manufacturing Day** | AFS/Schaumburg, IL  
Oct. 7-8 | **Advanced Foundry Environmental Air Seminar** | Warrensville Heights, OH  
Oct. 9-11 | **Environmental, Health, and Safety Conference** | Warrensville Heights, OH  
Oct. 10 | **Advanced Cupola Concepts Seminar** | Coshocton, OH  
Oct. 15-17 | **Future Leaders of Metalcasting Meeting** | Mankato, MN  
Nov. 5-7 | **Aluminum Casting Conference** | Knoxville, TN  
Dec. 11-12 | **Marketing & Sales Conference** | Rosemont, IL

## Institute Courses

- Oct. 2 | **Iron 101** | AFS/Schaumburg, IL  
Oct. 3-4 | **Casting Defect Analysis** | AFS/Schaumburg, IL  
Oct. 9 | **Steel 101** | Toledo, OH  
Oct. 10-11 | **Steel Melting 201** | Toledo, OH  
Oct. 24 | **Aluminum 101** | AFS/Schaumburg, IL  
Nov. 14-15 | **Gating and Riser Design 101** | AFS/Schaumburg, IL  
Dec. 4 | **Coldbox Process 101** | AFS/Schaumburg, IL

**Advocate. Educate. Innovate.**

## 2018-2019 AFS Officers

### President

Jean Bye, President and CEO,  
Dotson Iron Castings

### Vice President

Peter C. Reich, Director,  
Laempe Reich

### 2nd Vice President

Michael L. Lenahan, Vice President - Sales,  
Covia

### Immediate Past President

Patricio Gil, CEO,  
Blackhawk de Mexico

## AFS Senior Staff

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*Member Connections* is a newsletter for all current **AFS members**. Send all inquiries to Katelyn Stanek at [kstanek@afsinc.org](mailto:kstanek@afsinc.org) or 847-824-0181 ext. 286.