

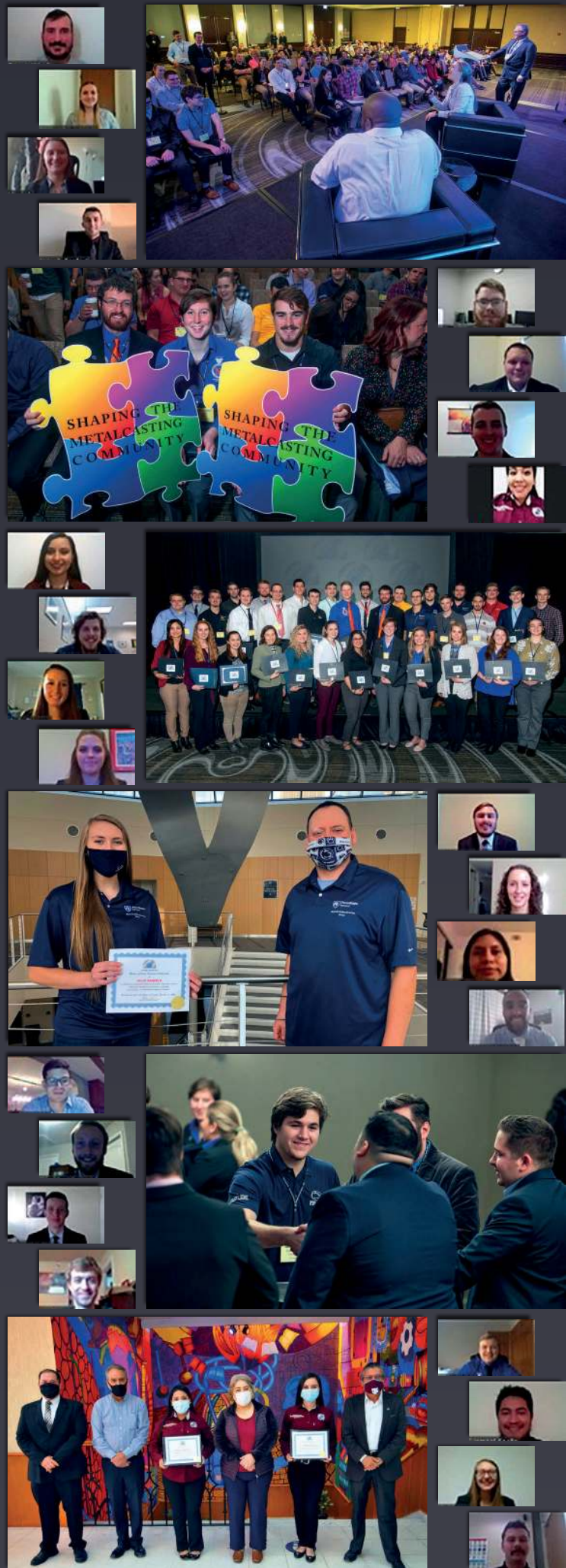
ANNUAL REPORT 2020-2021

Foundry Educational Foundation



PERSISTENCE IN A VIRTUAL WORLD

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Message from the FEF Board President and Executive Director

The FEF Board of Directors and staff thank our company partners, alumni, individuals, organizations, and friends for their continued support of Foundry Educational Foundation during the past year. And, what a year it was! The pandemic has affected the way everyone does business – and FEF is no exception. Still, as an organization we are coming out of this more centered than ever on our purpose and goals.

We plan to maintain a laser focus on executing our key strategic objectives with the help of FEF Committees. In fact, recently we expanded our Board and our officers agreed to stay in-place for another year. This commitment will strengthen FEF's efforts to achieve our goals and remain focused on the mission.

We will continue to engage with hundreds of FEF Alumni and ask them to continue encouraging talented young people toward careers in metalcasting – including high-school students. All the while, with the help of our partners, continue to support the over 34 metalcasting programs led by the highly skilled and dedicated FEF Key Professors.

We thank those Professors who during the past year went well above and beyond their calling to ensure students continued their academic progress in metalcasting programs. This includes numerous hands-on foundry-lab sessions with social distancing and other Covid-protection measures in-place. Also, during this time, FEF had no significant interruption of scholarships and program funds to support the students and professors! We were aided by two PPP loans, 100% of which supported staff payroll.

Now it is time to look ahead. FEF is very excited to commence our 75th Anniversary commemoration with a year-long celebration, starting in late fall of 2021. We will acknowledge our history and share the excitement of initiatives and collaborations ahead. Over 75 years our mission has not changed – supporting programs and cultivating partnerships to develop future generations of leaders to strengthen the metalcasting industry.

We can carry out that mission only with the help of great partners committed to supporting FEF. Our future lies in the investment we make in our students.

Thank you.

Sincerely,
Tom & Brian



FEF Mission: *FEF strengthens the metal casting industry by supporting unique partnerships among students, educators and industry, helping today's students become tomorrow's leaders.*

Throughout the pandemic, FEF continued to focus on ensuring funding for programs and scholarships, with spending at \$885,882. This amount was very near the 2019/20 total. Thanks to the help of our many corporate and individual partners, alumni, board members, and past-presidents, along with government PPP loans, FEF was able to maintain uninterrupted support of program and students during a difficult time.

College Industry Conference 2020 – The Same Vision A Different Presentation

Each November, specifically on the Thursday and Friday prior to Thanksgiving, FEF students, Key Professors, industry personnel, and friends of FEF come together for the annual College Industry Conference (CIC). Who would have guessed that the 2020 version of the CIC would be so different than past events and yet fulfill the same goals and results?!

In November 2020, would there still be graduating students looking for full-time positions and underclassmen looking for internships/co-ops? Would companies still have staff openings needing to be filled with excited, educated, metalcasting-focused young people? The answer was a resounding – YES!

So, based on those 2020 conditions, the decision was made to stage a *virtual CIC*. And because the conference was virtual there were differences, but there were also benefits.

Students: In 2019, FEF was able to bring 120 students to Chicago for the conference. In 2020, there were 140 students who were able to meet with the industry representatives. Benefit – more students were exposed to employers and job openings.

Scholarships: In 2019, 29 CIC students were presented with scholarships totaling \$67,500.00. For the 2020 CIC, 24 students received scholarships totaling \$58,000.00. All of these scholarships were possible due to the generosity of individuals and companies that established endowments specifically for CIC students. Because the 2020 scholarship presentation was virtual, some presenters were able to participate who would not have been able to make the conference in person. Benefit – students “met” benefactors that otherwise they would not have had an opportunity to meet.



Industry attendees: There were 108 people who participated in the career information session in 2019. In 2020 there were 48 personnel and although that is a decrease, because each company rep met individually with the students, more one-to-one discussions were possible in the virtual realm.

Speakers: In both 2019 and 2020 we were able to host multiple speakers who addressed a variety of subjects. Two presenters in 2019 and three in 2020 spoke about technology advancements and personal growth, mainly focusing on the students’ opportunities.

Industry comments: 2019 – “The interaction with the students as well as other people from other companies is invaluable!” 2020 – “I just want to thank you and FEF for coordinating the virtual CIC job fair.. We have hired one full-time employee and two interns as a result of this event. It was a great event with a lot of talent.”

FEF intends to resume our in-person CIC tradition in November 2021 in Downtown Chicago, and will include some refreshed ideas from our two virtual CICs in 2020 and 2021.



FEF's CastCrawler – A New Tool for Recruitment

In order to assist companies recruiting new employees -- interns and full-time entry-level positions -- FEF has developed the FEF CastCrawler. This is a **new and improved web-based recruiting tool** that provides a “one-stop” program which will automatically find the listed opportunity on a company’s website and send it directly to **over 500 metalcasting students!** Then, students can apply directly on the company’s website, making it easier for FEF students and industry leaders to connect!

Companies and Students Benefit From Internships!

An internship provides hands-on learning that integrates knowledge and theory learned in the classroom with practical “real-world” activities at the company. Students who apply their academic knowledge in work settings gain practical experience that adds a vital component to their college education.

Companies benefit from interns’ work on special projects and activities, without increasing their full-time staff and with minimal expenditure. Additionally, companies benefit from an increase in brand recognition due to an enhanced relationship with the university and a positive intern experience that creates goodwill with students.

In fact, a positive internship can lead to potential full-time employment with minimal training required. This employee is immediately able to take on more responsibility and will tend to stay longer with the organization. It is also important to continue to bring interns into the company even if no full-time employment is available, as students can learn and understand your brand.



Some feedback from companies regarding interns from FEF programs:

- The student was very inquisitive and able to retain and develop complex ideas during his internship, while maintaining a professional work output.
- The student intern was able to help with a customer dimensional issue by analyzing the problem, taking corrective measures, and validating the outcome. The most exciting time for our student intern was coming in during the middle of the night to watch one of his projects pour in the foundry.
- His capacity to develop relationships has been effective in bringing together a group and pulling resources from those he needs help on individual projects.



Some feedback from internship students regarding their experiences with the companies:

- I learned that many problems were solved by working with every department, from core make to final inspection. My background has helped me grow in the metalcasting industry when it comes to project planning, teamwork, and communication.
- Another lesson that I learned is to consider solutions or establish my answers to questions before bringing them to my supervisor.
- This first professional experience allowed me to witness engineering outside of the classroom and gave me a model for how real engineers work, and as a result I was able to develop my teamwork and multitasking skills while learning how to operate in a professional setting.

CREATIVE EXPERIENCES

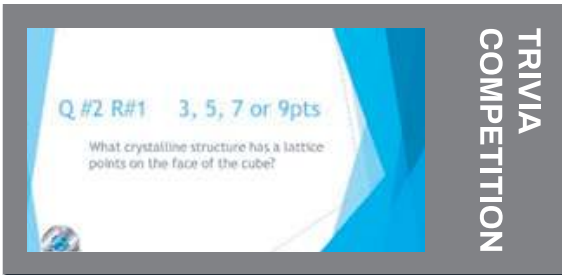
FOR STUDENTS

SUPPLIED BY

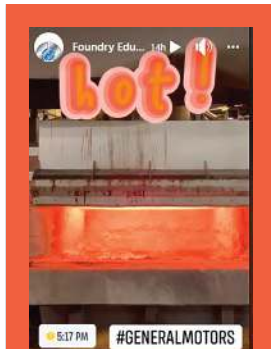
FEF ALUMNI AND

CORPORATE PARTNERS

During the 2020/21 year, FEF alumni and corporate partners supported our students by providing webinars, Facebook live presentations, virtual company tours and student chapter presentations. Social and fundraising activities such as Social Media Takeovers, Trivia Competitions, the FEF Fitness Challenge and Giving Tuesday provided additional interactions and needed financial support. We thank everyone who helped with their participation in these activities. Photos below capture some of these activities.



**TRIVIA
COMPETITION**



**SOCIAL
MEDIA
TAKEOVER
DAY**



FACEBOOK LIVE



VIRTUAL TOURS



**STUDENT
CHAPTER
MEETING
PRESENTATIONS
COVERING:**

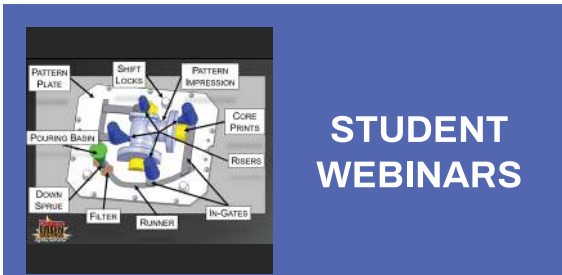
CUPOLAS

FINANCES

SIMULATION

**DUCTILE
IRON
MANUFACTURING**

NETWORKING



**STUDENT
WEBINARS**

14.0: Data Collection

Collecting Data is Nothing New

- Majority of Data is Unused
- Manually Created Reports
- Everything is Hard Coded
- Separate Systems and Availability

Swift America, Inc. | SWT0000 GROUP

103%

\$35,214

raised of \$34,000 target

GIVING TUESDAY

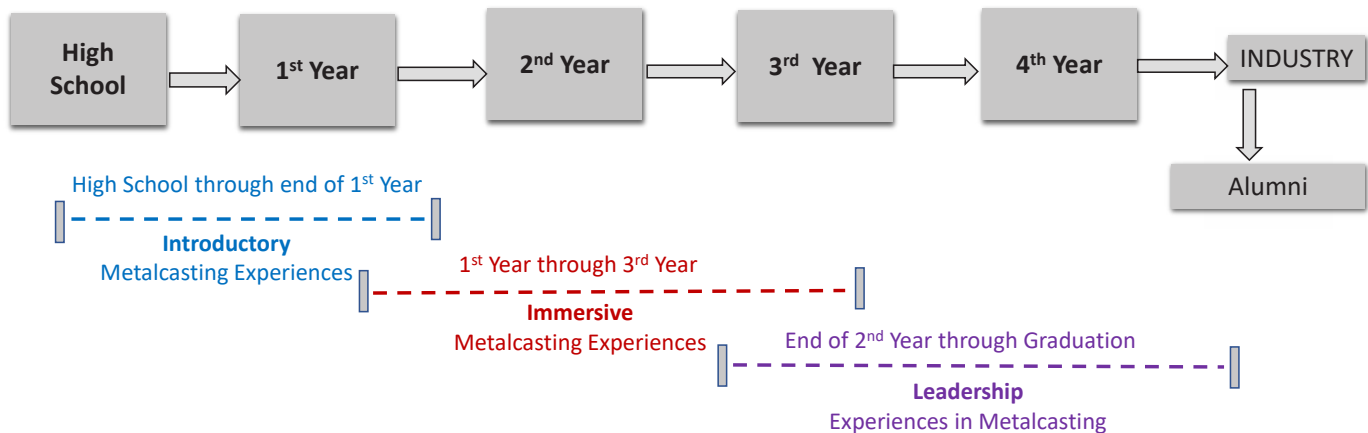


**FEF FITNESS
CHALLENGE**

FEF's Strategic Planning for our Future

The FEF Strategic Plan centers on advancing students across a continuum of educational experiences, from high school through post-secondary education to graduation. The range of engagement and development – from introductory to immersive to leadership experiences – will ensure that the professional talent pipeline remains full and graduates are primed for careers in the metalcasting industry. Along this continuum are critical **strategic areas of focus** as well as several **key drivers** to advance the mission and provide a more sustainable future for FEF, in terms of both funding and organization.

Continuum of Constant Student Engagement and Positive Development Experiences



High School Outreach: FEF is working with high-school (STEM) teachers to add Lead Educators to the existing FEF network. The purpose is to further engage and educate Lead Educators to encourage students toward careers in metalcasting.

Program Recruiting and Retention: FEF is providing over \$100,000 in grants and resources to Key Professors to focus on first- and second-year students. The aim is to provide innovative activities and experiences for recruitment into the first year and to retain students into the critical third year of programs. Over 75% of graduates through the third year of programs continue with a career in the industry.

Elevating Internships and Co-ops: Work experience during post-secondary schooling is an important factor leading graduates to the metalcasting industry. FEF is increasing its focus on our role in marketing, placement and engagement of students and companies towards ensuring all students have multiple workplace experiences prior to graduation.

Transform and Advance Engagement: Continued emphasis on expanding experiences and activities to ensure stronger ties between students and alumni to FEF is critical. Through the actions of highly involved FEF Alumni, we will expose and guide many students to the industry. FEF will effectively direct Alumni to urge administrators to increase emphasis and resources for programs to meet the growing demand for “high-tech” talent.

Key Drivers – Improving Awareness and Reimagining Fundraising: Branding of FEF will further showcase our value to the industry. We plan to take full advantage of our Celebration of 75 Years in a cohesive and memorable way to create awareness of the mission. Additionally, to provide the expanded resources necessary to execute our critical strategic projects, fundraising must be regarded differently. Fundraising will be viewed entirely through our Value Proposition as we continually seek ways to deliver the most benefit to our stakeholders while providing a sustainable future for FEF.

Corporate Donors

A. F. Gelhar Company, Inc.
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Acme Foundry, Inc.
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AFS-Central Indiana Chapter
AFS-Central Ohio Chap
AFS-Detroit-Windsor Chapter
AFS-Hawkeye Chapter
AFS-Northeastern Wisconsin Chapter
AFS-Northern Indiana
AFS-Piedmont Chapter
AFS-PSU Student Chapter
AFS-Southwestern Ohio
AFS-St. Louis District Chapter
AFS-Tennessee Chapter
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Amsted Rail
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Hitchiner Manufacturing Co.
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Keener Sand & Clay Company
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McWane Inc.
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Metal Technologies
Metaltek International
Mid-City Foundry Company
Midvale Industries, Inc.
Midwest Metal Products
Motor Castings Foundation
Mueller Water Products
Nathan Trotter & Co., Inc.
Neenah Enterprises Inc.
Nemak
Non-Ferrous Founders' Society
North American Die Casting Assoc.
Olson Aluminum Castings
OmniSource Corporation
Osco Industries, Inc.
Pacific Alloy Casting Co., Inc.
Peter E Macler Associates
Piedmont Foundry Supply, Inc.
Plymouth Foundry, Inc.
Porter Warner Industries, Inc.
PNC
Quality Castings Company
Refcotec
Reliable Castings Corporation
Reno Refractories Inc.
Rep Co
Rochester Metal Products Corp.
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Selee Corp.
Seneca Foundry, Inc.
Simpson Technologies
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Smith Foundry Company
Soundcast - SMC
Southern Alloy Corporation
Southern Cast Products, Inc.
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Ward Manufacturing, LLC
Waupaca Foundry
Wear-Tek
Weaver Materiel Service, Inc.
Whibco Inc.
*Wisconsin Air Filter
Woodland--Alloy Casting, Inc.
YRC Worldwide

NOTE: * = first time contributor



Celebrate With Us

Our 75th anniversary year-long celebration kicks-off at the 2021 CIC on November 18-19.

Throughout our celebration year, we will remember and celebrate our alumni, our schools, our Key Professors and our partners.

FEF will also unveil more details on our strategic focus areas and our "Commitment to the Future" Challenge in the coming months.

Giving Tuesday November 30, 2021

Join us and compete against your peers to raise funds for your university.



SAVE the DATE

November 18-19, 2021
2021 College Industry Conference
Westin Michigan Ave. - Chicago

Commitment To The Future

Company support is crucial to FEF programs as students continue their academic journey towards graduation and a career in the metalcasting industry. FEF's CIC is the industry's premier event for recruiting young talent for your company and building bench strength. Come meet the next generation of metalcasting professionals!