



**FINISHING
EDUCATION
FOUNDATION**

**2021
ANNUAL REPORT**

OUR MISSION

To support education and training programs that improve skills at all levels within the industrial finishing and coatings industry, for the benefit of our industry today and to build a stronger foundation for the future.

OUR PURPOSE

CCAI Finishing Education Foundation (CCAIFEF) is the charitable foundation of the Chemical Coaters Association International. Our purpose is:

- To develop and deliver high impact educational and training opportunities to improve skills at all levels of the industrial finishing and coatings industry.
- To provide effective and affordable educational and training opportunities that support the advancement of the industrial finishing and coatings industry.
- To develop educational partnerships with, and make grants, gifts, or other payments to, other organizations to support the industrial finishing and coatings industry.



FOUNDATION FOR THE FUTURE

Recognizing a need for increased training and education for the industrial finishing industry, the Chemical Coaters Association International established the CCAI Finishing Education Foundation (CCAIFEF) in November 2018. Following receipt of our determination letter from the IRS acknowledging CCAIFEF's status as a 501 (c)(3) tax-exempt charitable organization in June 2019, the next six to nine months were spent getting our ducks in a row – building our Board of Directors, finalizing policies, applying for state charitable solicitation registrations throughout the U.S., and zeroing in on how CCAIFEF could make an impact, even in its infancy.

The backbone of CCAIFEF is its Board of Directors, a small but mighty group of industry veterans with a passion for the education and development of our industry, not only today, but far into the future. How fortunate we have been to have their input and leadership as we worked together to get CCAIFEF off the ground. In addition to determining the best way to build our finances, our Board and staff quickly identified three areas of initial focus – scholarships, Women in Finishing, and the CCAI Finishing Academy. You can read more about these impactful programs in the following pages.

Funding is an ongoing challenge for all charitable organizations, but a significantly higher hurdle for new foundations like ours. So, you may be wondering how CCAIFEF was able to support these initiatives in its infancy. While we anticipate funding to come from a variety of sources as CCAIFEF develops and grows, many of these sources look for financial stability and program impact in the application process – regardless of how long the organization has been in existence. Therefore, the decision was made to begin building our financial foundation through a Founding Member campaign. Founding Members share a commitment to supporting the advancement of industrial finishing and it is with their donations of \$5,000 or greater that CCAIFEF could begin to take action. By the end of 2021, CCAIFEF welcomed eight Founding Members with contributions totaling more than \$70,000. I am eternally grateful to these companies and individuals who see the value in what CCAIFEF strives to accomplish, and their willingness to invest in the early stages of our efforts. I am proud to share with them, and you, the accomplishments we've achieved in 2021 as a direct result of their generosity. Several more companies have committed to joining this elite group of supporters in the coming months and I encourage you to give some thought to becoming a Founding Member, too. The campaign will run through December 31, 2022.

Often the focus is on bringing new talent into the finishing industry - to manufacturing in general. However, it is just as crucial that we retain those who have already chosen a career in finishing and help them grow through ongoing training and development. It is this sentiment that formed the mission of CCAIFEF. It is this mission that I am proud to support and honored to lead through my position as executive director. I cannot overstate the excitement and passion I have for the potential of CCAIFEF and the impact it can, and will, have on the future of industrial finishing. We've hit the ground running, but this is a marathon not a sprint. I hope you will join me in supporting our efforts in any way you can – whether it be financial donations, spreading the word about CCAIFEF to your networks, getting involved with our programs, lending your expertise, or a combination of these valuable contributions. Together, we are building a better finishing industry.

A handwritten signature in cursive script that reads "Sheila Lamothe".

SHEILA LAMOTHE,
CCAIFEF EXECUTIVE DIRECTOR

MATT HEURTZ SCHOLARSHIP PROGRAM

The Matt Heurtz Scholarship Program provides funding for students pursuing studies that could lead to a career in industrial finishing. Working with the Chemical Coaters Association International (CCAI), CCAIFEFF oversees the administration of the scholarship program and disperses scholarship funds. The program is open to high school seniors as well as technical school and university students that meet requirements set by the Board of Directors. The application period typically opens in early January and closes in early spring. The CCAIFEFF Board of Directors reviews qualifying applications and selects scholarship recipients. In 2021 ten scholarship were awarded.

2021 MATT HEURTZ SCHOLARSHIP RECIPIENTS



Genna Andreae
Mechanical Engineering
University of Wisconsin – Platteville



Scott Andreae
Mechanical Engineering
University of Wisconsin – Stout



Caiden Atienza
Mechanical Engineering
University of Iowa



Joseph Ekes
Industrial Engineering
Iowa State University



Katie Engle
Chemical Engineering
University of Cincinnati



Emma Filipkowski
Chemical Engineering
University of Cincinnati



Dray Gibson
Chemical Engineering
University of Cincinnati



Tyler Kleinsasser
*M.S. Engineering,
Management and Business*
South Dakota
School of Mines and
Technology



Gladwin Bryan Labrague
Chemistry
Missouri University of
Science and Technology



Billy Martin
Chemical Engineering
University of Cincinnati

MEET 2021 MATT HEURTZ SCHOLARSHIP RECIPIENT EMMA FILIPKOWSKI



Emma is a third-year chemical engineering student at the University of Cincinnati. She recently completed two semesters of a co-op internship working in the research and development lab at Calvary Industries in Fairfield, OH. At Calvary, she was introduced to powder coating and had the opportunity to treat and paint a wide variety of parts from different customers. Emma shares, “I really enjoyed that aspect of the job because the science behind the adhesion of the powder to the metal is really interesting to me, and some of the parts came out looking beautiful!”

With her co-op at Calvary complete, Emma’s focus is on excelling in her studies. However, her long-term goal is to get back in the R&D lab. “I’m glad I chose to pursue chemical engineering because I love the creativity and experimentation that goes into the work,” she adds.

ELIZABETH TESKA WOMEN IN FINISHING FORUM SCHOLARSHIP

Recruiting and retaining women in our industry is essential if we are to satisfy the ongoing employment challenges we face. Women in Finishing (WiF) offers a variety of resources tailored towards women in the industry, including webinars, networking, and the Women in Finishing FORUM - an outstanding annual two-day professional development conference.

2021 marked the debut of the Elizabeth Teska Women in Finishing (WiF) FORUM Scholarship Program. Named in memory of one of WiF's first members, the program was established by CCAIFEF to give more women in the finishing industry the opportunity to attend the annual two-day conference, benefit from its high-quality professional development sessions, and build their professional networks. Applications are reviewed and recipients selected by the CCAIFEF Board of Directors. The scholarship covers registration fees and accommodations for up to two successful applicants annually.

Applications received in 2021 represented women from suppliers and end users in a variety of roles. The diversity in applicants is reflective of the diversity in FORUM participants. With attendees from the finishing line to executive management, the event fosters a unique learning environment from which all participants benefit.

2021 ELIZABETH TESKA WIF FORUM SCHOLARSHIP RECIPIENTS



“The Women in Finishing FORUM Scholarship allowed me the opportunity to engage with other women in the industry. It was refreshing to hear their stories and discuss skill sets and problem-solving techniques with others from a women-based perspective. The overall experience was motivating and inspirational. Not only was I able to walk away from the experience feeling more confident, but I was also able to build my professional network and create friendships with like-minded women. I encourage all women in the industry to attend and I’m grateful for the opportunity provided by the FORUM Scholarship.”

- Jessica Sclafani, Co-General Manager, AR Iron, LLC, Henderson, NV

“It was uplifting to meet so many women involved in finishing. As a person in a predominately male profession, it was amazing to interact with strong women who deal with similar issues and learn the tools that they use to navigate their careers. I met so many awesome people and made connections that I am confident will be beneficial in the future. Receiving the Elizabeth Teska scholarship made this all possible and I am grateful for the opportunity.”

- Molly Sanchez, Manufacturing Quality Engineer, Fort Recovery Industries, Fort Recovery, OH



CCAI FINISHING ACADEMY - ONLINE COURSES

There is an ongoing and expansive need for skilled employees in the world of industrial finishing. The CCAI Finishing Academy aims to provide education and training for those who are new to the industry as well as those who have already chosen a career in finishing. In 2021, the CCAI Finishing Academy launched its first two online training courses: Powder Coating and Liquid Coating. Both 7-week, self-paced courses include weekly assignments, regular quizzes, a final project, and are led by an instructor with extensive industrial finishing experience. The response to the courses, both selling out and generating rave reviews, is indicative of the industry's need for continued education programs delivered in diverse learning formats. CCAIFE is a proud contributor to the 2021 online course program and plans to continue to support the educational initiatives of the CCAI Finishing Academy in 2022 and beyond.



POWDER COATING COURSE

This course addresses all aspects of the powder coating process, including formulation, manufacturing of powder coatings, powder coating materials, material handling, surface preparation, powder application equipment and systems, curing technology, quality, maintenance, troubleshooting and overall costs for operating a powder coating line. Each student receives a copy of CCAI's "Powder Coating for Industrial Finishing Applications (Sixth Edition)" training manual.



LIQUID COATING COURSE

This course addresses all aspects of the liquid coating process including material handling, hanging methods, surface preparation and curing. Students will learn about the benefits and various types of liquid coatings, including formulating and testing. The course also covers the operational costing of a liquid coating system, health and safety, and maintenance and troubleshooting of liquid coating equipment. Each student receives a copy of CCAI's "Liquid Coatings & Equipment for Industrial Finishing Applications" training manual.

CCAIFEF FOUNDING MEMBERS

THROUGH DECEMBER 31, 2021

PATRON

\$25,000 - \$49,999

Bob Warren & Carole Curry-Warren

ADVOCATE

\$10,000 - \$24,999



SHERWIN-WILLIAMS®

SUPPORTER

\$5,000 - \$9,999



THANK YOU FOR YOUR COMMITMENT TO
EDUCATING THE FINISHING INDUSTRY.

CCAIFEF BOARD OF DIRECTORS



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President



DR. VICTORIA GELLING

Sherwin-Williams

Vice President



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Director



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Director



BOB WARREN

Director



CHALLENGING TIMES – PROMISING FUTURE

Today's labor environment is amongst the most challenging in history. Finding and retaining qualified workers is perhaps the largest problem facing business, regardless of industry. With an aging and diminishing workforce, education and training of new employees has never been more important.

It's no secret that United States manufacturing faces extreme workforce shortages. Decades of encouraging youth to pursue university degrees and discouraging technical training have contributed to fewer and fewer youths entering the manufacturing labor pool. By 2020, approximately a quarter of U.S. manufacturing workers were 55 years of age or older. COVID-19 has compounded the phenomenon; the Bureau of Labor Statistics reports that manufacturing job openings have doubled since the start of the pandemic.

The CCAI Finishing Education Foundation (CCAIFE) plays an important role in helping recruit new workers into manufacturing jobs, retain existing employees, and provide exceptional skills training to meet growing demands. There are a wide variety of education and training initiatives underway throughout industrial finishing. However, adequate funding is key to their implementation and long-term success. As a 501(c)(3) charitable organization, CCAIFE is uniquely positioned to help provide the resources that build and sustain education and training programs in our industry—whether they be through CCAIFE, industry associations like the Chemical Coaters Association International, or other qualifying organizations.

Addressing the skilled-employee deficit in our industry is a three-pronged effort:

- Recruitment of new talent,
- Engagement of underrepresented groups, and
- Retention of existing personnel.

In 2021, CCAIFE provided funding supporting each of these three critical areas through scholarships targeting students, professional development for women in the finishing industry, and in-depth online courses for the development of new and existing employees.

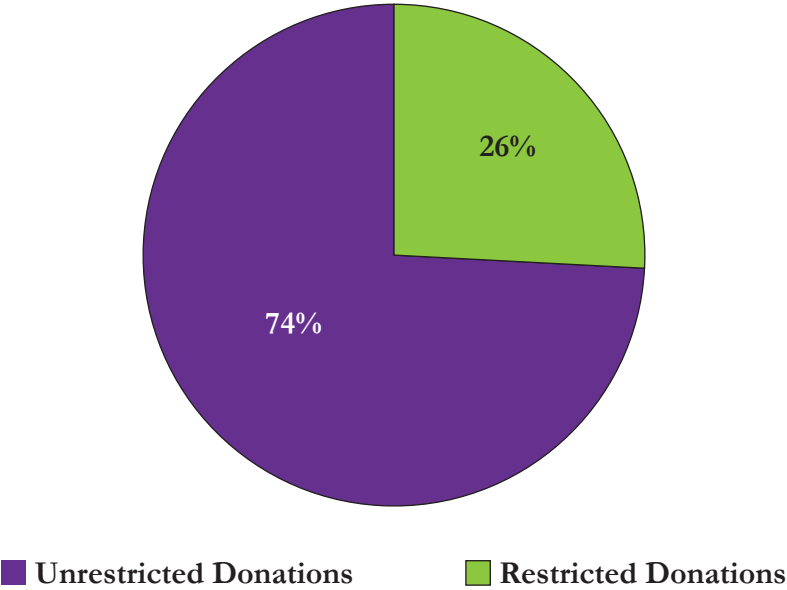
As CCAIFE's first President, I am proud to serve alongside the industry leaders that make up our Board of Directors and an exceptional staff, all of whom are dedicated to education and training programs that improve skills at all levels. I am confident CCAIFE will make a difference in our industry and hope that you will find the resources it supports helpful to your organization.

A stylized, handwritten signature in black ink, appearing to read 'S. Woehler'.

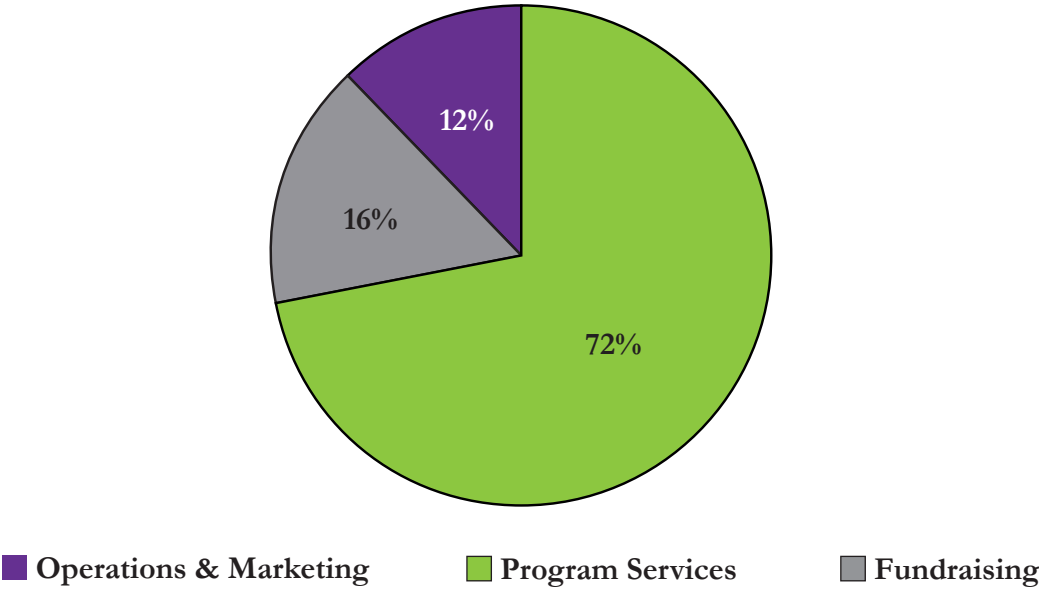
SAM WOEHLE,
CCAIFE PRESIDENT

FINANCIAL INFORMATION

2021 CCAIFE FUNDING SOURCES



2021 CCAIFE EXPENDITURES



Administrative and staffing services provided at no cost by Goyer Management International, Inc.

HOW YOU CAN HELP

BECOME A FOUNDING MEMBER

Founding Members of CCAIFEF share a commitment to support the advancement of the industrial finishing and coatings industry. Through the generosity of these corporations, organizations, and individuals, CCAIFEF is able to establish and grow crucial education and training programs that benefit our industry today and build a strong foundation for the future.

Corporations, organizations, and individuals contributing \$5,000 or more on or before December 31, 2022 are granted Founding Member status.

FOUNDING MEMBER DONOR LEVELS:

- Champion \$100,000+
- Partner \$50,000-\$99,999
- Patron \$25,000-\$49,999
- Advocate \$10,000-\$24,999
- Supporter \$5,000-\$9,999

To become a Founding Member, please contact Sheila LaMothe at 859-356-1030 or by email at sheila@finishingfoundation.org. Or visit www.finishingfoundation.org/donate.

DONATE

CCAIFEF relies on donations from corporations, foundations and individuals to support, develop, and implement education and training programs designed to advance the industrial finishing and coatings industry. Donations can be earmarked for a specific program or applied to the Foundation's general fund to support programs and services at the discretion of the Board of Directors.

To make an online, tax-deductible donation, visit www.finishingfoundation.org/donate. For donation by check, make check payable to CCAI Finishing Education Foundation. Donations for a specific scholarship or program should be noted in the memo. Checks with no program notation will be applied to the general fund. Checks should be mailed to:

CCAI Finishing Education Foundation

P.O. Box 110578

Lakewood Ranch, FL 34211-0578

LEAVE A LEGACY

Remembering CCAIFEF in your will can reduce estate taxes while supporting and ensuring the longevity of our mission. Designate CCAIFEF as a beneficiary of your IRA or other retirement plan assets. By leaving a portion of your assets to the Foundation, you can protect family members from heavy taxes and get the most value from your retirement savings.

VOLUNTEER

Share your expertise and passion with others in the industry. Contact CCAIFEF to discuss where your skills can be applied to best support our initiatives.



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FINISHINGFOUNDATION.ORG