



FINISHING EDUCATION FOUNDATION

2022
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 (CCAI FEF) 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.



GROWTH AND GRATITUDE

Throughout 2022, the CCAI Finishing Education Foundation (CCAI FEF) continued to build upon 2021 programs and initiatives. The education, training, and scholarship programs supported during what was essentially CCAI FEF's rookie season provided diverse and lasting value to the industrial finishing industry. The success and growth of these programs earned continued financial support from CCAI FEF in 2022. Among those benefitting from these programs, and CCAI FEF's financial support, are professionals looking to improve skills and/or learn about a new area of finishing, women who have chosen a finishing-related career, and students pursuing academics that could lead to future employment in our great industry.

2022 also marked the end of our Founding Member campaign. CCAI FEF Founding Members share a commitment to support the advancement of the industrial finishing and coatings industry and donated a minimum of \$5,000 in support of our mission. I am excited to share that the campaign recruited 17 Founding Members comprised of individuals, corporations, and organizations with total donations exceeding \$125,000. My sincere thanks to all of our Founding Members. Without you, the successes CCAI FEF has experienced in its first two years would not have been possible.

While the Founding Member campaign provided a cornerstone to establish a financial foundation for CCAI FEF, fundraising is an ongoing component crucial to the success of any 501(c)3 charitable organization. Therefore, new methods of fundraising are underway including the pursuit of grants, automatically renewing financial support for specific programs, and a new fundraising campaign that will appeal to a wide range of donor levels.

Growth over the last year also extended to CCAI FEF's Board of Directors as the organization increased the number of board members from six to seven and welcomed two new directors. Aaron Hughes of GAT Finishing Systems and Courtney Jungjohann-Deemer with PPG are proving to be fantastic additions to our already dedicated and impactful Board of Directors. We are grateful to have them as part of our leadership team.

Certainly 2022 was a successful year for CCAI FEF, but there is much more work to be done. My sincerest gratitude to those who have donated to support the Foundation's mission and to our passionate and committed Board of Directors. To those who are interested in supporting CCAI FEF but have not yet done so, I invite you to get off the sidelines and get in the game. It takes a diverse and talented team to build a better finishing industry for today and tomorrow.

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

SHEILA LAMOTHE,
CCAI FEF EXECUTIVE DIRECTOR

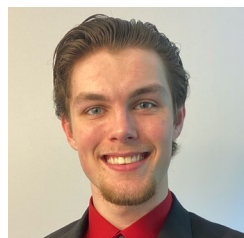
MATT HEURTZ SCHOLARSHIP PROGRAM

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), CCAI FEF oversees the administration of the scholarship program and dispenses 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 CCAI FEF Board of Directors reviews qualifying applications and selects scholarship recipients. In 2022, nine scholarships were awarded. In addition to monetary awards, scholarship recipients receive a one-year CCAI student membership.

JIM GALLAGHER AWARD

2022 marked the debut of the **Jim Gallagher Award** presented to the most outstanding scholarship applicant. This award was established in honor of long-time CCAI member Jim Gallagher, who served on the National Board of Directors as well as the Wisconsin Chapter Board of Directors for many years. Jim participated on the Education Committee and co-authored and edited countless CCAI technical manuals. The CCAI FEF Board of Directors selected **Daniel Knecht**, University of Cincinnati, to receive the inaugural award.

2022 MATT HEURTZ SCHOLARSHIP RECIPIENTS



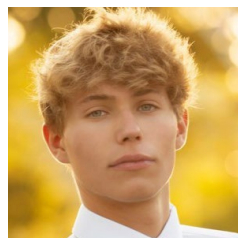
Jim Gallagher
Award Recipient
Daniel Knecht
Environmental Engineering
University of Cincinnati



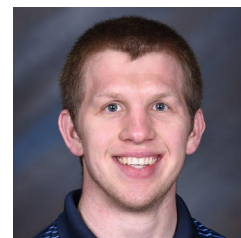
Scott Andreae
Engineering Technology
University of Wisconsin – Stout



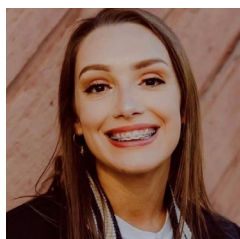
Kay Borgerding
Architecture
North Dakota State University



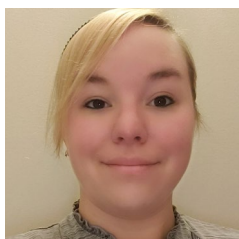
Jordan Clabaugh
Aerospace Engineering
Iowa State University



Tyler Kleinsasser
M.S. Engineering Mgmt.
South Dakota School of Mines and Technology



Elle Routhe
Marketing
University of North Georgia



Molly Sanchez
Industrial and Manufacturing Engineering
Indiana Tech



Carter Stommel
Mechanical Engineering
University of Wisconsin - Milwaukee



Chloe Yeagley
Chemical Engineering
University of Cincinnati

MEET 2022 JIM GALLAGHER AWARD RECIPIENT DANIEL KNECHT

An environmental engineering major and materials engineering minor at the University of Cincinnati, Daniel's coursework features an emphasis on analytical testing, organic chemistry, material processing, metal corrosion, and electrochemistry. The Dean's list student shares that through his studies he is developing an understanding of the chemistry behind pretreatment.

A co-op at Calvary Industries, where he worked on projects such as running multi-stage pretreatment processes on a variety of substrates and developing test methods to determine the percentage of chemistry in a customer's treatment line, introduced Daniel to the practical applications of his studies. Daniel shares his experience at Calvary, "opened my mind to a new career choice where I can grow professionally and create new and improved chemistries."

Outside of the lab and classroom, Daniel volunteers at a local homeless shelter and worked as a water sampler of one of the largest tributaries into the Ohio River. The combination of Daniel's studies, finishing-related work experience, and contributions to his community made him the perfect inaugural Jim Gallagher Award recipient.



ELIZABETH TESKA WOMEN IN FINISHING FORUM SCHOLARSHIP

Recruiting and retaining women in our industry is essential if we are to satisfy ongoing employment challenges. Women in Finishing (WiF) offers professional development and networking tailored towards women in the industry. WiF's signature program, the WiF FORUM, is an outstanding annual two-day conference that offers professional development sessions, presentations on industry trends and technologies, team building, and networking.

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

Applications received in 2022 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.

2022 ELIZABETH TESKA WIF FORUM SCHOLARSHIP RECIPIENTS



"Attending the WiF FORUM for the first time this year in Cleveland was such a humbling and rewarding experience for me. It was an honor to go and represent HMC and be one of two recipients of the Elizabeth Teska Scholarship. Being surrounded by intelligent, professional women in such a male-dominated industry was more than empowering. I feel truly inspired by all the wonderful women that I had the chance to meet! I am able to take what I learned at the FORUM and apply these skills to my everyday life at home and work. My journey in the finishing industry is just beginning and I'm excited for future opportunities that CCAI has to offer. I am eternally grateful for the entire experience and encourage any woman in this industry to attend future WiF events!"

- Jamie Smith

Director Business Development
HMC Performance Coatings LLC | Tonganoxie, KS



"I enjoyed the WiF FORUM immensely and would encourage others to make this event a priority. I learned that I'm not alone as a woman in this field. It was empowering to see the strong presence women have in finishing and encouraging to know I'm not alone as a woman in manufacturing."

- Julia Brooke

Powder Coater
Coatings Plus | Boise, ID



CCAI FINISHING ACADEMY - ONLINE COURSES

The CCAI Finishing Academy launched its online course program in 2021 featuring 7-week, self-paced courses, one focused on powder coating and another on liquid coating. The courses are led by instructors with extensive industrial finishing experience and include weekly assignments, regular quizzes, and a final project. In 2022, each of the popular online courses was held three times. A total of 90 students benefitted from the in-depth material designed to provide professional development in a flexible and efficient format.



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.

Student Comments:

- *The amount of information in the book and course is great and very detailed.*
- *Learned a lot about different powders and ways to be a better powder coater.*
- *Not one thing that I did not like. Very good training and education.*



LIQUID COATING COURSE

This course addresses all aspects of the liquid coating process including material handling, hanging methods, surface preparation, application and curing. Students 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.

Student Comments:

- *I liked that it was completely at my own pace. My schedule can vary from week to week, so the flexibility was nice.*
- *I liked learning about the different types of spray equipment, booths, and ovens.*
- *The final exam being a mockup of a real-life scenario was a nice ending.*

CCAI FEF is proud to continue financial support of the CCAI Finishing Academy and its online courses in 2022.

CCAI FEF FOUNDING MEMBERS

THROUGH DECEMBER 31, 2021

PATRON

\$25,000 - \$49,999

Bob Warren & Carole Curry-Warren

ADVOCATE

\$10,000 - \$24,999



SUPPORTER

\$5,000 - \$9,999



THANK YOU FOR YOUR COMMITMENT TO
EDUCATING THE FINISHING INDUSTRY.

CCAI FEF BOARD OF DIRECTORS



**DR. VICTORIA
GELLING**
Sherwin-Williams
President



PATRICIA HENDRICK
Vice-President



BOB WARREN
Secretary/Treasurer



SAM WOEHLE
Past President



AARON HUGHES
GAT Finishing Systems
Director



**COURTNEY
JUNGJOHANN-
DEEMER**
PPG
Director



FRANK LASTER
*A1 Paint, Powder and
Sandblasting*
Director



SUCCESS IN THE FACE OF ADVERSITY

2022 was a challenging year with low unemployment and high inflation causing many to consider new opportunities. A recent PwC survey found that over a quarter of workers plan to change jobs within the next year. This figure is even more severe when looking at the younger generations with 35% of Generation Z and 31% of millennials workers considering a move.

Younger employees searching for new opportunities is compounded with the high number of 55+ employees in our industry, many looking at retirement; as highlighted in last year's letter from our past-President, Sam Woehler. This creates the perfect storm of our most knowledgeable employees exiting the workforce and unable to mentor and guide those new to our industry.

These industry challenges indicate the efforts of the CCAI FEF are more important now than ever.

CCAI FEF has been and will play a critical role in the recruitment and training of new workers into the finishing industry. The scholarship opportunities offer a way for both high school and college students to find out more about our great industry. Companies can further this via Co-Op and internship opportunities. We have efforts to reach out to under-represented members of our industry, such as the Elizabeth Teska Women in Finishing FORUM scholarship program which enables more women to attend the very successful WiF FORUM. We are also supporting the development and launch of an in-person finishing curriculum and lab for those interested in joining our industry or existing employees interested in increasing their skillset.

These efforts require funding, from development of the coursework to the yearly scholarship funds. CCAI FEF is a 501(c)(3) charitable organization; allowing us to be positioned to execute on the prior mentioned activities as well as consistently striving to push for new ways to impact our industry.

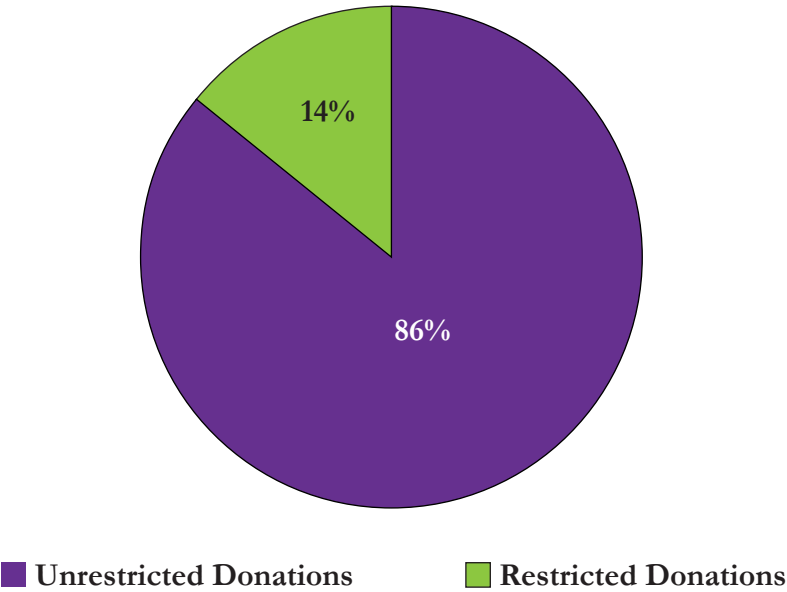
As the current CCAI FEF President, I am proud of our excellent Board of Directors and staff who are dedicated to serve the industry in these efforts. Even in the face of adversity, I'm confident that through their efforts, we will be successful in our over-arching goal to increase the population of skilled employees within our industry.

A handwritten signature in black ink, appearing to read 'Vicki Gelling'.

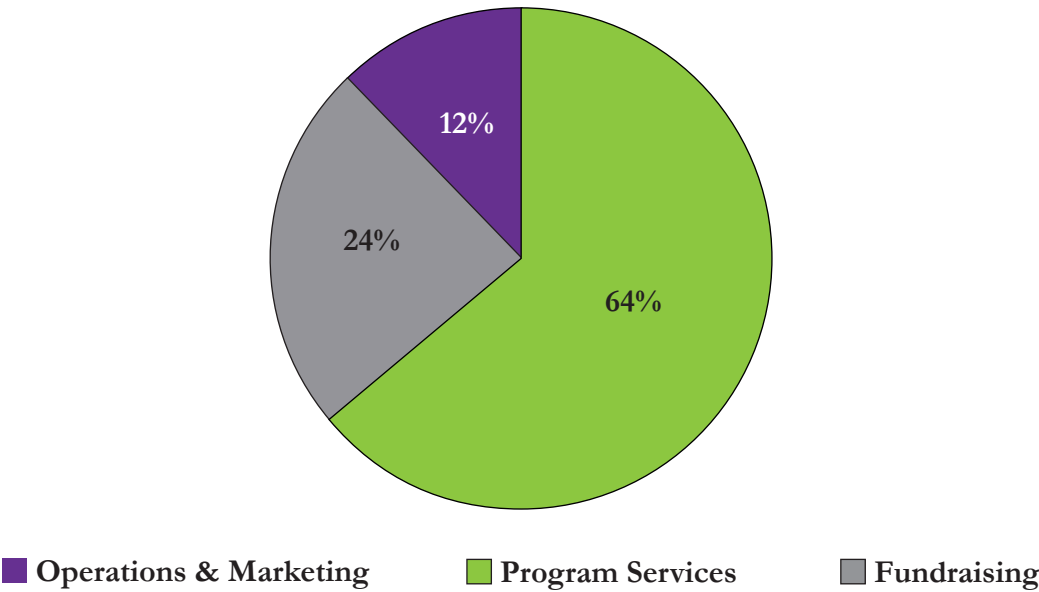
VICKI GELLING,
CCAI FEF PRESIDENT

FINANCIAL INFORMATION

2022 CCAI FEF FUNDING SOURCES



2022 CCAI FEF EXPENDITURES



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

HOW YOU CAN HELP

DONATE

CCAI FEF relies on donations from corporations, organizations 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 CCAI FEF in your will can reduce estate taxes while supporting and ensuring the longevity of our mission. Designate CCAI FEF 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 CCAI FEF to discuss where your skills can be applied to best support our initiatives.



**FINISHING
EDUCATION
FOUNDATION**

FINISHINGFOUNDATION.ORG