



2023

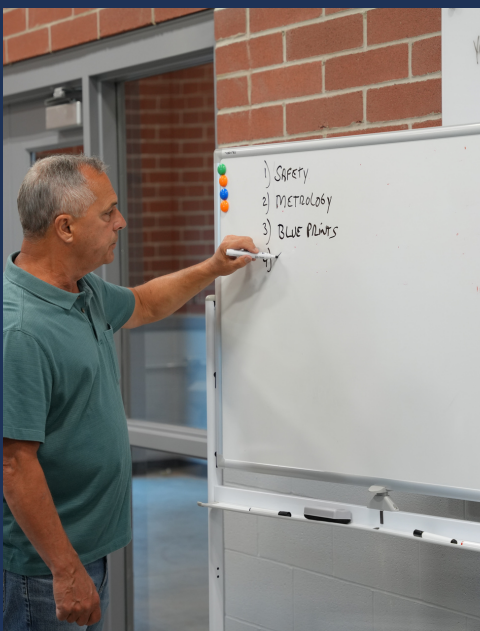
# Annual Report

The Alliance for Working Together Foundation



WORKING TOGETHER  
TO PROMOTE  
REWARDING CAREERS  
IN MANUFACTURING





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## WHO WE ARE

The Alliance for Working Together was started in 2002 as a small, informal group of manufacturers who met to discuss topics of interest and as a way to reach out to other manufacturers in the region. Finding skilled workers was quickly identified as one of the top challenges for our manufacturers. Promoting rewarding careers in manufacturing became the core mission of the organization. In 2012, the AWT Foundation became a 501(c)3 non-profit. AWT is the Endorsed Industry Sector Partner for Lake, Geauga, and Ashtabula counties, serving as the training provider for manufacturing and the intermediary connecting our community and educational partners to careers in manufacturing.

## OUR SUCCESS

With the help of our strategic partners, the AWT provides STEM-to-Career educational programs, including short-term credential training, pre-apprenticeship pathways, and apprenticeship programs for the manufacturing community. AWT Foundation has exposed more than 2,500+ students to manufacturing careers in our local communities through camps, events, facility tours, and school visits. We have been instrumental in access to transportation for manufacturing employees.

## A SPECIAL THANK YOU TO OUR INCONEL MEMBERS





# BOARD OF DIRECTORS



**Alyson Scott**

**President**

Fredon Corporation



**Sara Spence**

**Vice President**

Spence Technologies



**Colin Cutts**

**Secretary**

G&T Manufacturing



**Roger Sustar**

**Treasurer**

Fredon Corporation



**Kristin Jenkins**

**Director**

Universal Metal Products



**Roxanne Putnam**

**Director**

Swagelok



**Jessica Moles**

**Director**

STERIS Corporation



**John Ribic**

**Director**

Rimeco Products



**Joel DiMare**

**Director**

The Office of the Lake Co.  
Commissioners



**Chad Sanders**

**Director**

Habco Tool & Dev Corp



**Dr. Joe Glavan**

**Director**

Lake Shore Compact &  
Mentor Public Schools



**Rich Wilson**

**Director**

Matrix Tool



**Meghin Lombardi**

**Director**

Eaton Corporation



**Al Adams**

**Director**

Ohio Ordnance Works



**Phillip Fulgenzi**

**Director**

Lincoln Electric

## Staff



**Teresa Simons**  
Executive Director



**Kailyn Clarke**  
Program Manager



**Steven Dohm**  
Technology Coordinator



**Ronald Balcomb**  
Technology & Program  
Support Specialist



**Maria Triozzi**  
Bookkeeper

## Committees and Committee Chairs

### Executive Board

Alyson Scott  
Fredon

### Marketing

Chris Trombley  
Deepwood Industries

### Membership

Teresa Simons  
AWT Foundation

### Apprenticeship & Training

Kailyn Clarke  
AWT Foundation

## Programs & Outreach

### Lake & Geauga SMI

Roxanna Putnam, Swagelok  
Margo Reda, OhioMeansJobs  
Geauga Co.

### Opportunity Lake County: Communicating & Connecting

Cory Vojack  
Lake County Board of Commissioners

### RoboBots

Alyson Scott  
Fredon

### Think Manufacturing Expo

Dana Wolfe, WWLCC  
Christine Weber, Mentor Chamber  
Kelly Donahue, ELC

### STEAM-to-Career

Roxanne Putnam, Swagelok  
Tony Marinelli,  
PSE/W.E.Schools

### JuniorBots

Rich Wilson, Matrix Tool

# ▶▶ OUR FOCUS & STRATEGY



## **Advance the Image of Manufacturing Careers**

Promoting manufacturing careers is our mission and priority. Marketing and Education Committees are responsible for this priority.

## **Develop A Sustainable Organizational Framework**

AWT began as an informal consortium in 2002. As our mission became clearer, we've grown and adapted to the needs of our members. As the skills gap becomes wider and more experts in the field retire, our organization is poised for growth. The skills gap is a big issue, gaining more attention throughout Northeast Ohio and the United States. AWT will be able to scale up and is dedicated to continuous improvement.

## **Form Strategic partnerships to Develop A Prepared Workforce**

We are committed to collaborating with community and educational partners to attain the most significant impact for our community. AWT has the unique ability to flex and change to best serve the needs of our manufacturing membership. We are excited about the future we are able to build and secure through our working network.

Working together makes us stronger.

## **ENGAGE & GROW MEMBERSHIPS TO SUPPORT THE MISSION**

As a membership organization, we succeed together as a network of engaged members who recognize the value of investing in the future through AWT programs, events, and outreach. AWT was established to show the future generation of innovators and their parents the rewarding careers and opportunities in manufacturing. Manufacturing ambassadors, 'Bots coaches, judges, and SMI Tour sites are a few ways you can engage the next generation. Creating ways to get our members involved, finding new companies and people who want to help, and matching them with opportunities are essential to our growth.

## **CREATE, EVALUATE, & PROMOTE PROGRAMS THAT ADVANCE THE MISSION**

We are optimists. We get excited about big ideas. We must make sure that AWT is evaluating existing and proposed programs to be sure that they are working as well as they should be, and whether we are the right organization to take on proposed projects. Program Committee is responsible for evaluation tools & annual process.

# Financial 2023 Revenue

Program	FY'22
RoboBots and JuniorBots	\$99,050.53
Golf Outing and Member Events	\$6,758.79
Think Manufacturing Career Expo	\$5,156.33
Apprenticeship & Training	\$67,534.78
Lake and Geauga SMI and STEM Outreach	\$295,062.65
Membership & Administration	\$106,564.10
Training Center	\$656,374.11

## AWT Receives Stock Donations

A special thank you to Randy Carver and his team at Carver Financial Services. AWT is now able to receive stock donations through our brokerage account. Donating stock is a great way to support the initiatives you care about while saving on your taxes. Through the direct transfer of stock from your broker to ours you avoid capital gains taxes and you are able to take an income tax deduction. For additional information or to initiate a gift today contact Teresa Simons, AWT Executive Director [teresa\\_simons@thinkmfg.com](mailto:teresa_simons@thinkmfg.com).



## FUNDING SOURCES

### **EDA GOOD JOBS CHALLENGE GRANT**

In 2022, the AWT Foundation was awarded \$930,000 from Federal American Rescue Plan Funds' Good Jobs Challenge Program. AWT's funds are part of a \$23.5 million dollar grant awarded to the Ohio Manufacturers Association for a 3-year workforce development action plan focused on recruiting and upskilling manufacturing workers across the state. AWT secured \$120,000 of this funding to provide Auburn Career Center the ability to purchase a Haas VF2SS with TRT160 5th Axis Machine for their advanced manufacturing machining lab.

AWT launched WorkAdvance through this grant funding. This program is an entry-level two-week boot camp-style program that provides a pathway to a career in manufacturing regardless of the participant's current experience level. Participants are exposed to blueprint reading, shop math, metrics and measurement, resume building, interview prep, and financial literacy. Our Program Manager works with each individual to set up interviews for employment with AWT member manufacturing companies hiring out of this program.

### **STEM-to-CAREER GRANT**

AWT received a grant of \$500,000 to support STEM initiatives in Lake, Geauga, and Ashtabula counties to provide students with early access to programming, engineering design, and problem-solving skills, the goal of which is to build a strong regional pipeline of future manufacturing workers who can fill high-paying, sustainable positions in the automated manufacturing industry.

### **THE LOZICK FOUNDATION GRANT**

AWT received the final \$250,000 match on the original \$1,000,000 pledge in 2023. We are grateful for the partnership of the Lozick Foundation. Planning for the construction of the AWT Transformation Training Center began with a challenge from the Lozick Foundation Executive Director to Roger. I will give you a million dollars if you build a training center. Northeast Ohio and our manufacturing companies will benefit for years to come because of the generosity of the Lozick Foundation.



# FUNDING SOURCES

## **OHIO DEPARTMENT OF DEVELOPMENT - INDUSTRY SECTOR PARTNERSHIP GRANT**

The AWT Foundation was awarded \$250,000 as the OMA Endorsed Industry Sector Partner for Lake, Geauga and Ashtabula counties in round four. The competitive grant program will help fund collaborative efforts between local businesses, education and training providers, and community stakeholders that are invested in improving their region's workforce. The goal of the Grant is to increase collaboration to benefit Ohio residents and Ohio job creators. Industry sector partnerships design and implement workforce strategies for specific sectors and individual regions.

Parker Foundation - Operating of AWT Transformation Training Center

AWT Foundation was nominated by our friends and neighbors at Parker Hannifin Gas Turbine Division and received a \$3,000 grant for general operations of the AWT Transformation Training Center.

## **2022 STATE CAPITAL FUNDS**

Received in early 2023, the AWT Foundation was awarded \$500,000 in State Capital Funds toward the construction costs of the AWT Transformation Training Center.

## **OHIO REGISTERED APPRENTICESHIP INCENTIVE PROGRAM**

As an apprenticeship sponsor organization, AWT applied for and received reimbursement of \$100,000 through the Ohio Registered Apprenticeship Incentive Program. This ApprenticeOhio grant was awarded to help cover apprenticeship training costs AWT has incurred since July 1, 2020, for an additional 40 apprentices. The program is available through the Ohio Department of Job and Family Services (ODJFS).

This is the second application AWT has completed and been awarded as part of the Ohio Registered Apprenticeship Incentive Program. AWT Foundation received \$25,000 during the first round of applications to cover expenses incurred for 10 apprentices.

# APPRENTICESHIPS



## HANDS-ON TRAINING

Students will have in person instruction one day a week to complete machining projects and work on various machining processes and theory.

## ONLINE INSTRUCTION

Our program is geared toward equipping apprentices with the necessary technical skills that meet the requirements of businesses in the trade.

## ON-THE-JOB TRAINING

Through the earn-and-learn model, employees will spend normal workdays learning their craft at the workplace, completing jobs related to the apprenticeship occupation.

## TERMS OF APPRENTICESHIP

- 4-year or 2-year training program
- 8,000 hours of on-the-job training
- 576 hours of related instruction online
- Wage increases for the apprentice
- Employees receive OSHA10 Certification
- Employees receive a Journeyman Certificate upon completion

## EMPLOYER BENEFITS

- Employees will learn customized skills
- Build a pipeline of skilled workers
- Boost retention and reduce employee turnover
- Make a positive return on investment
- Up to \$2,000/employee/year is reimbursable through Ohio TechCred



For more information on the AWT apprenticeship go to:  
[thinkmfg.com/apprenticeships](http://thinkmfg.com/apprenticeships)

# »» AWT TRANSFORMATION TRAINING CENTER

The AWT Transformation Training Center provides training and pathways for Northeast Ohio's collective skilled manufacturing labor force and serves as a hub for workforce development, industry, and manufacturing training for Northeast Ohio. The AWT Foundation has partnered with area manufacturing companies, and county, state, and federal legislators to provide training for skilled manufacturing jobs.

Since opening in October of 2022, this facility serves the region as a center for education and industry sector collaboration. The AWT Training Center addresses the gap in K-12 and adult new and incumbent worker training. This center provides the technically trained workforce area manufacturers need.

AWT Members have the opportunity to utilize the training center for their business/event needs. Contact us today to get involved!



**1,600+**  
**VISITORS**  
**IN FIRST YEAR**



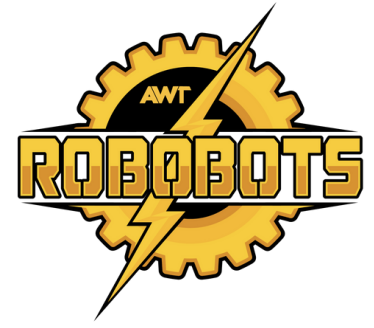
**4.6M**  
**RAISED**  
**FUNDS**



**100**  
**STUDENTS**  
**EVERY WEEK**



**200+**  
**WORKERS**  
**TRAINED**



# » ROBOBOTS & JUNIORBOTS

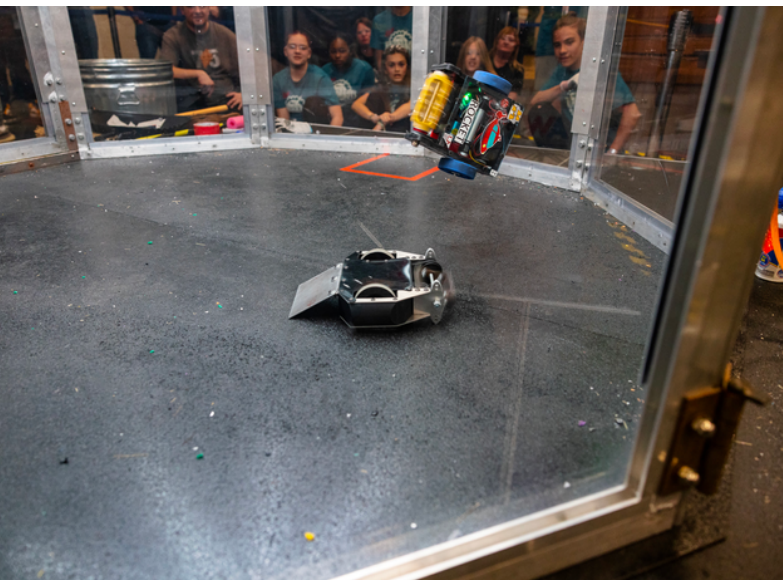
The Alliance for Working Together (AWT) Foundation works to promote rewarding manufacturing careers for the long-term economic success of Northeast Ohio. Our largest program, RoboBots, enables students to gain experience and an understanding of manufacturing while having fun.

We look forward to the 2024 competition original format, open to the public with concessions and fun activities. We are so proud of the student’s hard work and dedication to their RoboBot.

## 2023 RoboBots Results

AWARD	SCHOOL	TEAM	BOT NAME	SPONSOR
1st Place	A-Tech	A-Tech Machinists	War Machine	Short Run Machine Products, Wecall Inc., Austinburg Machine, Reese Machine, Penco Tool, Spring Team, MD&A, LCF,LLC
2nd Place	Lake Catholic / Lake Shore Compact	Thunderstruck	Bolt	Fredon
3rd Place	Madison High School	Athena	Athena	CESO & University of Akron NASA Robotics Team
Best Documentation	Mentor High School	Ranunculus	Buttercup 2.0	Libra
Best Interview	Cuyahoga Valley Career Academy	CVCA Royal Technic	Storm Breaker	
Best Engineered	A-Tech	A-Tech Machinists	War Machine	Short Run Machine Products, Wecall Inc., Austinburg Machine, Reese Machine, Penco Tool, Spring Team, MD&A, LCF,LLC
Most Innovative Team	Berkshire High School	e-LEMON-ators	Lemon	Sheet Metal Products

Stay up to date on  
**RoboBots at:**  
[awtrobobots.com](http://awtrobobots.com)



# »» SUMMER MANUFACTURING INSTITUTE

The Summer Manufacturing Institute camp connects Science, Technology, Engineering, and Mathematics (STEM) concepts to local careers. Campers complete hands-on STEM projects and go on tours to local manufacturers. In 2023, AWT hosted 2-weeks of camp in Lake and Geauga County at the AWT Transformation Training Center. The program targets 5th and 6th graders to get students interested in STEM and Manufacturing at a young age.

**For more information go to: [thinkmfg.com/smi](https://thinkmfg.com/smi)**



## 2023 Camps

- Mad Scientist Week (Co-Ed)
  - June 5-7, 2023
- RoboTech Week (Girls-Only)
  - June 13-16, 2023

## 2024 Camps

- RoboTech Week (Co-Ed)
  - June 10-14, 2024
- Mad Scientist (Girls-Only)
  - June 17-21, 2024





## »» THINK MANUFACTURING CAREER EXPO

For the tenth year, the Lake County Chambers and the AWT Foundation partnered to host the Annual Lake County Think Manufacturing Career Expo on October 5th, 2023, from 8 am- 12:00 pm at Harvey High School.

Recognizing the great need of our county manufacturers to find new qualified employees and recognizing the economic impact of the manufacturing industry in Lake County, we created this event to connect our manufacturers and students in Lake County and surrounding areas. The Think Manufacturing Student Expo gives teachers, guidance counselors, principals, students, and parents the ability to learn more about high-tech careers, competitive pay, and other benefits manufacturing offers. We look forward to providing the annual comprehensive Think Manufacturing Career Expo again on October 3, 2024.

**For more information go to: [thinkmfgexpo.com](http://thinkmfgexpo.com)**





# OUR MANUFACTURING MEMBERS

Fredon Corporation	BWX Technologies, Inc (BWXT)	North American Coating Labs
Norman Noble	C&W Grinding, Inc.	North Coast Machining
STERIS	Clear Process Solutions	Nova Manufacturing
Truline Industries	Component Repair	Numerequip
Avery Dennison	Technologies (CRT)	Ordnance Technology Service
Habco Tool	Cleveland Steel Services	Olympic Steel
TDC Systems	De Nora Tech LLC	Pace Engineering
Alloy Precision	Die Co., Inc.	Process Technology
Technologies Inc.	David Wolfe Design	Profile Grinding, Inc.
Christopher Tool & Mfg.	Etna Products, INC	Roll-Kraft
Dworken & Bernstein	Exact Tool & Die, Inc.	Royal Plastics
Earle M Jorgenson Co	Extreme Green Fabrication	Shop Supply & Tool Company
Eaton Corporation	Euclid Heat Treat	SC Industries, Inc
Fives Landis Corp.	Express Employment	Spence Technologies, Inc
Matrix Tool & Machine	Fargo Machine Company	Stratus
Rimeco Products, Inc.	Fastenal	Stripmatic Products
Wells Fargo Advisors	Fastener Tool & Supply	Swagelok
DMG Mori USA Inc.	Faith Tool	T.J. Davies Company, Inc.
Advanced Controls, Inc.	Federal Gear and Machine	Talan Products
Cres Cor	Fischer Special Tooling	Technical Tool & Gage
Clark Oil	FMC Architects LLC	Tendon Manufacturing
Slabe Machine Products	G & T Manufacturing	The Gent Machine Company
Sunset Industries	Gosiger Machine Tools	The Lubrizol Corporation
Universal Metal Products	Highland Products	The Malish Corporation
Alcon Tool Company	IC Automation	The Kennedy Group
Allen Aircraft Products	Industrial Mold & Machine	Torque Transmission
American Punch Co	International Paper	Tyke Machine LLC
Astro Manufacturing &	Jergens	Vecmar
Design	Kaeper Machine Inc	Vector Technical Inc.
AT&F	K-J Fasteners	Virtual Manufacturing
Bickford Flavors	Lake Erie Distillery	Services
Bowden Manufacturing	MachineTracking	William Sopko & Sons Co
	Mar-Bal	Zagar Inc
	Micro Laboratories, Inc.	
	MUM Industries	
	Mitsubishi	





# OUR EDUCATIONAL MEMBERS

Akron Garfield High School	Garfield Heights Schools	Polaris Career Center
All Saints of John Vianney	Gilmour Academy	Rittman High School
Andrews Osborne Academy	Grand Valley Schools	Riverside Schools
Ashtabula After School Discovery (ASD)	Grand River Academy	Shaker Heights School
Ashtabula County Young Marines	Harvey High School	St. Albert
Assumption Academy	Hawken School	St. Anselm
A-tech	Heights High School	St Edward
Auburn Career Center	Heritage Middle School - Painesville City	St. Gabriel
Area 19 Workforce Development Board	Hershey Montessori School	St Helen
Beaumont School	iSTEM	St. Mark
Benedictine	Kenston High School	St. Martin De Porres High School
Berkshire Schools	Kenston Middle School	St Mary of the Assumption
Bio-Med Science Academy	Kent Roosevelt High School	St. Mary Chardon
Cardinal Schools	Kirtland Local School District	Tallmadge High School
Chagrin Valley Career Academy	Lake Catholic	Ursuline College
Chardon Public Schools	Lake Erie College	Upper Arlington City Schools
Cleveland Central Catholic	Lakeland Community College	Vanguard-Sentinel Career & Tech. Centers
Cleveland Heights Schools	Lake Shore Compact	VASJ
Cleveland Industrial Training Center	LaMuth Middle School - Riverside	Wadsworth Schools
Cleveland Metropolitan School District	LEAF	Wellington Exempted Village Schools
Conneaut Public Schools	Madison High School	West Geuga High School
Cornerstone Christian Academy	Madison Middle School	West Geuga Middle School
Crawford County Career Center	Madison Public Library	ESC of Western Reserve
Crestwood High School	Maplewood Career Center	ESC Northeast Ohio
Cuyahoga Falls High School	Mater Dei Academy	Wickliffe High School
Cuyahoga Valley Career Center	Max S. Hayes Schools	Wickliffe Middle School
Cuyahoga Valley Christian Academy	Mayfield High School	Willoughby-Eastlake
Davis Aerospace and Maritime High School	Memorial Middle School	North High School
East CLC	Mentor High School	Willoughby Eastlake Public Library
Eastlake Middle School	Mentor Public Library	Willoughby-Eastlake South High School
EdgeFactor	Montessori High School at University Circle	Willoughby-Eastlake
Educational Service Center of Northeast Ohio	Nextwork	School of Innovation
Elyria Catholic	North Coast Tutoring Services	Willowick Middle School
Euclid High School	Northern Career Institute	
Fairport Schools	Notre Dame-Cathedral Latin Painesville City Schools	
	Partners in Science Excellence (PSE)	
	Perry High School	
	Perry Middle School	



# OUR COMMUNITY MEMBERS

The Catherine L. and Edward A. Lozick Foundation	Deepwood Industries	Magnet
Buckley King	Deer Valley Foundation	Mentor Area Chamber
Dworken & Bernstein	Eastern Lake County Chamber	Mentor Economic Assistance Corporation
Erie Bank	Eaton Charitable Fund	Mentor Public Library
Global Real Estate Advisors	ERC	Mentor Lumber
Junction Auto Family	EdgeFactor	National Robotics League
Kirtland Capital Partners	Geauga Growth Partnership (GGP)	Nuts, Bolts & Thingamajigs
Kinetic	Geauga Maple Leaf	National Center for Urban Solutions
Lake County Commissioners	Geauga County of Inclusion	NTMA
MJ Crocker & Associates	Girl Scouts NEO	Ohio Manufacturers Association (OMA)
US Bank	Greater Cleveland Partnership	Ohio State University
Wells Fargo	Greater Cleveland Career Consortium	OhioGuideStone
100+ Women Lake County	Growth Partnership for Ashtabula County	Lake County
Ashtabula County Commissioners	Hola Ohio	OhioMeansJobs
Ashtabula County Department of Job & Family Services	J&J Catering	Geauga County
Ashtabula County Safety Council	Junction Auto Family	OhioMeansJobs
Ashtabula Foundation	KeyBank	Open Doors Academy
Ashtabula Ohio State University Extension	Lake County Board of Developmental Disabilities (Deepwood) Lake County	Lake County
Ashtabula Soil and Water Conservation District	Development Authority	Painesville Community Improvement Corporation
Association for Manufacturing Technology	Lake County Development Council	Project Hope
Beaumont Camp	Lake County General Health District	Smart Manufacturing Cluster
Birthright	Lake County Workforce Development Board	Salvation Army
BotsIQ	Lake County Council on Aging	SME
City of Mentor	Laketrans	SHRM
City of Painesville	Leadership Lake County	Team IBB
Cleveland Museum of Natural History	Lincoln Electric Foundation	Team NEO
Corrigan Krause CPA	Lake Geauga Recovery Center	The Murch Foundation
Country Neighbor	Lifeline	Torchlight
Cintas	Lake County United Way	Willoughby Western Lake County Chamber
Classic Auto Group	Felber Marketing	Willoughby-Eastlake Public Library
Cardinal Credit Union	M Mark Weaver	Women in Manufacturing
Carver Financial Services	Memorial Foundation Inc.	Youth
The Business of Good	Madison Public Library	Opportunities Unlimited YMCA

# AWT CALENDAR OF EVENTS

2024

## January

Membership Drive	1/1
Manufacturers Roundtable	1/10
STEM Day	1/15
GibbsCAM Training	1/16
Employer Resource Fair	1/25
AI in Manufacturing	1/26

## February

WorkAdvance	2/5-2/16
Manufacturers Roundtable	2/14
Annual Meeting	2/16
STEM Day	2/19
STEAM-to-Career Collaborative Event	2/21
Employer Upscaling Training Session*	

## March

SMI Registration Opens	3/1
WorkAdvance	3/11-3/22
Manufacturers Roundtable	3/13
STEM Day	3/29
Employer Upscaling Training Session*	

## April

Manufacturers Roundtable	4/10
Supervisory Bootcamp with ERC	4/17
RoboBots Interview/Safety Check	4/26
RoboBots Competition Day	4/27
Employer Upscaling Training Session*	

## May

WorkAdvance	5/6-5/17
Manufacturers Roundtable	5/8
Employer Upscaling Training Session*	

## June

Apprenticeship Cohort 1 Graduation	6/3
Lake & Geauga SMI Camp	6/10-6/14
Manufacturers Roundtable	6/12
Lake & Geauga SMI Camp	6/17-6/24
YMCA Collaboration Day Camp	6/25
YMCA Collaboration Day Camp	6/27

## July

WorkAdvance	7/8-7/19
Manufacturers Roundtable	7/10
AWT Summer Mixer	7/11
YMCA Collaboration Day Camp	7/16
YMCA Collaboration Day Camp	7/18
YMCA Collaboration Day Camp	7/30
Employer Upscaling Training Session*	

## August

YMCA Collaboration Day Camp	8/1
WorkAdvance	8/5-8/16
Apprenticeship Starts	8/12
Manufacturers Roundtable	8/14
Golf Outing	8/26
Employer Upscaling Training Session*	

## September

Manufacturers Roundtable	9/11
WorkAdvance	9/16-9/27
Educational Open House	9/18
Employer Upscaling Training Session*	

## October

Think Manufacturing Expo	10/3
Manufacturers Roundtable	10/9
STEM Day	10/11
RoboBots Kick-off	10/28
JuniorBots Kick-off	10/29
Employer Upscaling Training Session*	

## November

WorkAdvance	11/4-11/15
Manufacturers Roundtable	11/13
National Apprenticeship Wk.	11/18-11/24
Employer Upscaling Training Session*	

## December

Manufacturers Roundtable	12/11
AWT Holiday Mixer	12/12
Employer Upscaling Training Session*	

REGISTER TO ATTEND, SPONSOR, OR VOLUNTEER AT OUR AWT EVENTS BY VISITING  
[WWW.THINKMFG.COM/EVENTS](http://WWW.THINKMFG.COM/EVENTS)

\*INFORMATION WILL BE RELEASED ON OUR WEBSITE AND SOCIAL MEDIA.

# Annual Report

2023



The Alliance for Working Together Foundation

ThinkMFG.com | [contact@thinkmfg.com](mailto:contact@thinkmfg.com)

# Thank You

