

BOARD OF TRUSTEES ELECTS 2012 OFFICERS

The slate of officers for 2012 was unanimously approved by the Board of Trustees during the Fall Conference. —p10

MEET JOHN LEWIS

John Lewis, newest member of the NTMA Executive Team, is CEO of Lewis Aerospace. —p12

NTMA FOUNDING MEMBER HOPPE TECHNOLOGIES CHANGES OWNERSHIP

After 70 years, and three generations of successful family ownership, Eric and Douglas Hagopian have sold their interest. —p12

VICE PRESIDENT BIDEN MEETS PRESIDENT TILSTONE

When Vice President Joe Biden stepped off the stage at the University of Pittsburgh after giving a speech on the economy, jobs, and the American Jobs Act on November 4 —p16



FALL CONFERENCE ROUNDUP

THE BROADMOOR'S FIVE-STAR ACCOMMODATIONS, ALONG WITH PERFECT FALL WEATHER, SET THE TONE FOR A GREAT MEETING. — P6

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CHAIRMAN'S CORNER

GRADY COPE / NTMA CHAIRMAN OF THE BOARD

I want to wish everyone a Happy Holiday Season and a prosperous New Year! This year has been an incredible experience for me visiting with many of you and seeing your businesses in operation. I want to thank everyone for their hospitality and generosity in hosting me at your Chapters. I consider myself extremely lucky to have had the opportunity to serve as your Chairman this year.

As we look into the next year, it is important to remember that many of the issues facing us will continue for some time. This includes raising awareness of the importance of manufacturing in our society, thereby enabling us to attract skilled labor. In addition, we must continue to make sure our customers value us as trusted partners and not a commodity that grows on a tree or can be pumped from the ground.

Yes, we have begun making progress. Politicians are starting to talk about U.S. manufacturing as something important, although I'm not convinced they understand that U.S. manufacturing can fix most of their problems. For example, we can add jobs tomorrow; we pay taxes and lots of them. The more U.S. manufacturing prospers, the more our nation will prosper. The data exists and is

right there in front of them, all they have to do is read it. One problem is that our nation's leaders don't have technical or science backgrounds; for that matter, neither does our nation. This is a big problem and one that needs to be addressed sooner rather than later.

As I write this, the Super Committee is about seven days from reaching an agreement or not. My guess is they lack the leadership and intestinal fortitude to make the hard decisions required to start solving our nation's problems. The chances of them making "real" cuts in the budget and understanding the consequences of not doing so remains to be seen. Of course, the other item is raising taxes, which many business owners would agree to if they truly believed the deficit would be reduced. If the Super Committee could just look at the big picture and imagine a society with people working in highly skilled jobs inventing, engineering and producing actual products, the money problems of the nation would go away. We would return to a nation of wealth instead of a debtor nation. Again I ask the question, which nations operate from a position of wealth today? Where are they located and what do they do to pro-

duce that wealth? We all know the answers – Asia and they manufacture!

As most of you know, I'm an engineer and a geek at heart. For years I have loved Apple and their products. I even compared them to Goldman Sachs in my speech. However, I have always struggled with all of their manufacturing being done offshore. I always explained it away by saying that the electronics technology has left us and we don't have the technical skills to do it here anymore. Well, I was partially correct. I recently finished the Steve Jobs biography written by Walter Isaacson and learned that Steve Jobs and other Silicone Valley CEO's had a dinner with President Obama to discuss the economy and the role business can play. During dinner Jobs became frustrated and said, "... politics can lead to paralysis." He indicated that all the President could do was give them "... reasons why things can't get done." Sound familiar?

The next paragraph in the book really hits it out of the ball park.

"Jobs went on to urge that a way be found to train American engineers. Apple had 700,000 factory workers employed in China, he said, and that was

because it needs 30,000 engineers onsite to support those workers. 'You can't find that many in America to hire,' he said. These factory engineers did not have to be PhDs or geniuses; they simply needed to have basic engineering skills for manufacturing. Tech schools, community colleges, or trade schools could train them. 'If you could educate these engineers,' he said, 'we could move more manufacturing plants here.'"

That sounds like what we have been saying. We have to keep the grassroots effort up. The message is out there and it is gaining traction. Keep up your efforts to educate the public and our elected leaders. This is especially true in the upcoming election year. The renaissance of manufacturing in America has begun and it's up to us to keep it on the front page. Change takes time, leadership, and intestinal fortitude. As business leaders we can do that!

Happy Holidays,

A handwritten signature in dark ink, appearing to read "Grady Cope".

GRADY COPE / CHAIRMAN

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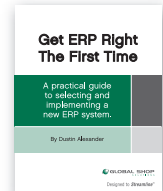
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FALL CONFERENCE IN REVIEW

As evaluations from the Fall Conference come in,
I think we can safely say we “hit a home run!”

The Broadmoor’s Five-Star accommodations and service, along with perfect Fall weather, and the warm welcome from the Rocky Mountain Chapter definitely set the tone for a great meeting. Our thanks to Grady and Anne Cope for bringing the Fall Conference to their home state!

The real success of the Conference, however, is measured in the “take-aways” from the business sessions and the networking opportunities. This Conference provided more opportunities for both than any previous NTMA event.

The new Technology Suites provided a new environment for members to network with suppliers and learn from them. Okuma America Corp., along with their partners Gosiger Automation, Iscar, Hexagon Metrology, and Caron Engineering, provided an on-going series of 1-hour presentations throughout the conference. One of the most popular presentations was Larry Schwartz’s “Fearless Use of Today’s Technology.” Other technical presentations included Automation Made Simple, Milling Process Improvement, Achieving Cost Savings through On-Machine Gauging, Improving Productivity through Real-time Information Sharing, and Real-Time Machine Control.

Tom Sheridan and Brian Mecca from Royal Products were on hand to take members on a tour of their fully equipped Freightliner van designed to bring manufacturing solutions right to the doorsteps of America’s shops and factories. Inside Royal’s mobile showroom members saw a wide range of machine tool performance accessories, including a fully functional Rota-Rack Parts Accumulator,

2 Filtermist Mist Collectors, several CNC Collet Chucks, and a working Albrecht APC grip-torque demonstration.

Other exhibitors also brought their considerable expertise to complement the conference theme of Marketing Manufacturing to America. Our thanks to:

Abbott Workholding Products
Big Kaiser Precision Tooling Inc.
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CGTECH
DMG/Mori Seiki U.S.A., Inc.
Doosan/Foothills Machinery
Fastems LLC
Fifth Third Bank
Kennametal
Mazak Corporation

Mazak/Action Machinery International
Mazak/Weiser Engineering
Midaco Corporation
Okuma America Corporation
Precision Fluids Inc.
Resource Manufacturing
Royal Products
T & D Tool Services, Inc.
W. W. Grainger, Inc.

One member commented that the Technology Suites and exhibits, “...definitely added value. I wish I would have brought more of my technical people.”

The Technology Suites and exhibits were in addition to the wide array of topics presented in regular seminar sessions. There was something for everyone: Controlling Your Business in Uncertain Times, Leveraging a Legacy, Labor & Employment Update, Building Your Firm’s Strategy for Growth, Value Proposition,




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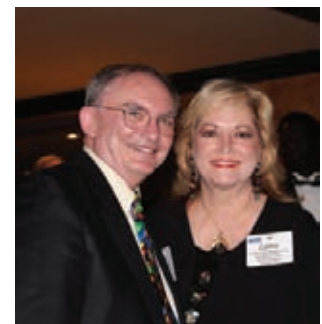


Branding-Marketing-Sales, Increasing the Value of Your Business, Benefiting from the R & D Tax Credit, and Supercharging Your Chapter's Growth. Many of these speaker presentations are available for download on NTMA's website. These make a great refresher and can be shared with your employees.

You need only browse through the photos to see that everyone enjoyed the social side of the Fall Conference and took full advantage of the networking fun.

One comment from the evaluation survey really sums up the Fall Conference – “One of the best meetings I have been to in many years.” If you attended, we think you will agree.

We hope that all of you are making plans for MFG 2012 at the Hyatt Regency Grand Cypress, Orlando, FL, March 7-11. Details are available at www.themfgmeeting.org.





SPECIAL THANKS TO OUR SPONSORS FOR THEIR FINANCIAL SUPPORT OF THE FALL CONFERENCE



BOARD OF TRUSTEES ELECTS 2012 OFFICERS



NTMA 2012 Executive Team (left to right): John Lewis, Ted Toth, Roger Atkins, Bob Mosey, and Grady Cope.

The slate of officers for 2012 was unanimously approved by the Board of Trustees during the Fall Conference in Colorado Springs. The current 2011 officers will each move up one position and John Lewis, Lewis Aerospace, Phoenix, AZ, will join the Team as Association Secretary.

NTMA officers for 2012 will be sworn in on Thursday, March 8 during the MFG 2012 meeting in Orlando, FL. The full slate of officers for 2012 is:

- Chairman of the Board
Roger Atkins, MIC Group, Brenham, TX
- Vice Chairman
Robert Mosey, Moseys' Production Machinists, Inc. Anaheim, CA
- Treasurer
Theodore Toth, Jr., Toth Technologies, Pennsauken, NJ
- Secretary
John Lewis, Lewis Aerospace, Phoenix, AZ

2011 Chairman Grady Cope, Reata Engineering & Machine Works, Englewood, CO will serve on the Executive Team in the capacity of immediate past chairman. Also serving on the Team will be NTMA President Dave Tilstone.





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MEET JOHN LEWIS



John Lewis, newest member of the NTMA Executive Team, is CEO of Lewis Aerospace. After 15 years in the trenches in the Aerospace Industry, John left corporate America in 1998 and started Lewis Aerospace from scratch with his father Tom.

Before moving to Arizona from Oklahoma in 1984, John worked as an engineer at Webco Industries in Tulsa. In Arizona, John held various leadership positions at

Honeywell (AlliedSignal) Engines and Honeywell Aftermarket. He was involved in introducing some of the first lean manufacturing concepts at both Honeywell Engines and Honeywell Repair & Overhaul.

Today Lewis Aerospace employs 14 people and serves major aerospace customers. Lewis Aerospace has been a member of NTMA since 1999.

John has been active at both the national and chapter levels. He is a former president of the Arizona Tooling & Machining Association and member of the NTMA Budget & Finance Team. He is currently serving as Chapter Trustee. He is also serving on the Board of Governors for the Oklahoma State University Foundation and the Associates Board for the College of Engineering, Architecture and Technology at Oklahoma State University.

John is married to Judy, a veterinarian. They have three sons in college – two at Oklahoma State University and one at The Citadel.



NTMA FOUNDING MEMBER HOPPE TECHNOLOGIES CHANGES OWNERSHIP

After 70 years, and three generations of successful family ownership, Eric and Douglas Hagopian have sold their interest in Hoppe Technologies of Chicopee, MA to GenNx360 Capital Partners, L.P. They report this is a very positive move for the business. GenNx360 is a private equity firm focused on industrial business-to-business assets, and its partners have more than 100 years of combined global portfolio management experience with a strong, proven track record of success.

Eric and Douglas will maintain their current roles in the day-to-day management of Hoppe, and look forward to introducing you to the rest of the GenNx360 team. They are excited by this acquisition, as they are confident that this represents an exceptional opportunity for Hoppe Technologies, their employees, customers, and suppliers.

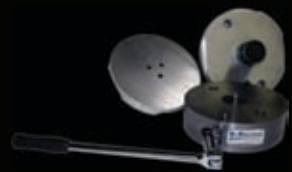
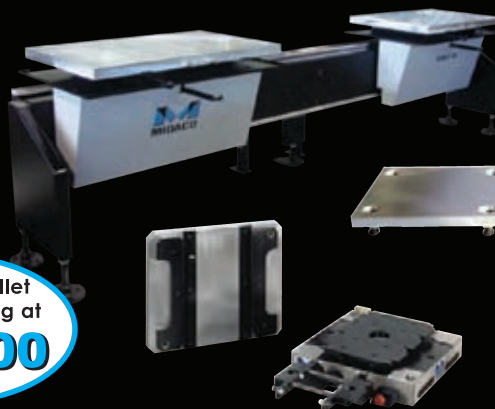
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Their strategic alignment with GenNx360 and certainty of its portfolio companies, will allow them to grow and improve, while continuing to provide the quality products and services that they've offered to their customers for the past 70 years.

This change represents a new day for Hoppe Technologies. Eric and Douglas are looking forward to growing the business under the guidance, and with the added resources of the GenNx360 team.

Should you have any questions regarding this transaction, please contact Eric Hagopian at 413.592.9213 or ehagopian@hoppetech.com.



NTMA, SWIC AND EHRHARDT TOOLING AND MACHINING TEAM UP TO INTRODUCE STUDENTS TO CAREERS IN MANUFACTURING



In an effort to address the very real shortage of trained, skilled workers in manufacturing, Southwestern Illinois College (SWIC), Ehrhardt Tool and Machine Company and the National Tooling and Machining Association (NTMA) St. Louis Chapter announced today that they will jointly sponsor "Tour the Field Day – Introduction to Machining" at SWIC's Sam Wolf Granite City Campus on Wednesday, November 2.

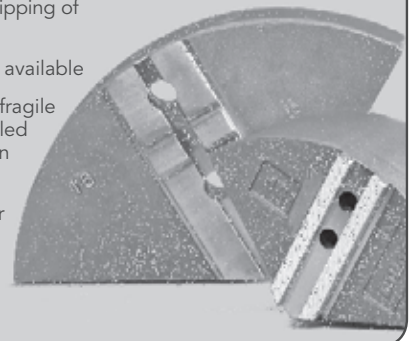
This unique event, expected to attract more than 250 students, will give student an inside look at careers in the machining industry. The event will feature NTMA National Chair Grady Cope, whose theme for his 2011 chairmanship is *Marketing Manufacturing to America*. He will address the students on the tremendous career opportunities in manufacturing and discuss his personal experience as President and CEO of Reata Engineering & Machine Works, Englewood, CO.

Students will then have the opportunity to tour SWIC's state-of-the-art classrooms and labs where students received training and become highly sought skilled workers. They will then tour Ehrhardt Tooling and Machine to see how SWIC's training is put to use in a real manufacturing environment. Students will hear first-hand about the demand for skilled workers, both locally and nationally, and how training in the field can lead to immediate, higher paying careers.



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ONE VOICE SPEAKING LOUDLY ON TAX REFORM

Two words that will dominate the policy debate in Washington, DC in the coming year: Tax reform. Your One Voice team in Washington, DC has positioned NTMA and PMA to be the voices of small and medium-sized manufacturers in this important debate.

House Ways and Means Committee Chairman Dave Camp (R-MI), for whom One Voice Team Member John Guzik served as Chief of Staff for ten years, has released sections of a comprehensive tax reform proposal, including conversion to a territorial tax system, allowing for repatriation of foreign earnings and lowering the C Corporation tax rate to 25%. One Voice is providing input to the Committee, focusing on Subchapter S Corporations, LLCs, LLPs, and other passthrough companies, followed by addressing individual rates.

Approximately 95% of U.S. businesses, and more than 80% of small firms, are organized as passthroughs, which pay taxes on their share of the profits on their individual income tax returns. These companies account for 54% of all U.S. business net in-

come, and employ 54% of the private-sector workforce. Passthrough companies are taxed at the individual rate, leaving most of the money in the business. Due to the current U.S. tax code, these companies are taxed on income that is not taken out of the company but left in the business to reinvest, meaning that they have fewer resources to put towards hiring, training and buying new machines.

One Voice is briefing Members of Congress on steps to reduce the effective tax rate in order to free up funds to reinvest in new technologies and people to remain globally competitive, while also educating Members on the importance of tax deductions and credits. These include the R&D tax credit, bonus depreciation and the Section 199 Domestic Production Activity Deduction.

One Voice is distributing a tax template to NTMA and PMA members that demonstrates the impact of 25%, 35%, and 39.6% statutory rates on an S Corp. Please take the time to fill out the template and return to the One Voice Team in Washington, DC. The information will be extremely important to the



One Voice advocacy efforts with Congress.

Manufacturers can make a difference in Washington, but only if they participate in the process. NTMA members can give unlimited corporate or individual contributions to the NTMA Government Affairs Administrative Fund, which supports the work done by The Franklin Partnership and Bracewell & Giuliani LLP. Additionally, NTMA members can make limited personal donations to the Committee for a Strong Economy (CFASE) PAC which supports pro-manufacturing Congressional candidates. Also, please consider participating in the 2012 Legislative Conference and other Government Affairs activities.



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VICE PRESIDENT BIDEN MEETS PRESIDENT TILSTONE

When Vice President Joe Biden stepped off the stage at the University of Pittsburgh after giving a speech on the economy, jobs, and the American Jobs Act on November 4, NTMA President Dave Tilstone was waiting at the bottom of the stairs to talk to him about NTMA's efforts to help educate and attract skilled workers to manufacturing.

"When I heard the Vice President was going to speak at the University, I knew I had to take the opportunity to brief him on NTMA's efforts to promote manufacturing jobs and our programs to provide students with the skills needed to enter the workforce," said Tilstone, who is a trustee of the University.

Vice President Biden's remarks focused on the importance of higher education to American competitiveness internationally, as well as the steps the Obama Administration is taking to increase college affordability by making it easier to manage student loan debt. During their encounter, Tilstone pointed out to him that, according to a recent Deloitte and Manufacturing Institute Study, U.S. manufacturers have as many as 600,000 vacant positions.

"I told the Vice President that NTMA member companies alone have the capacity to hire five to eight thousand workers immediately, but they cannot find people who have the skills needed for the open positions," said Tilstone.

"Vice President Biden asked me what NTMA is doing about training and education to prepare students," continued Tilstone. "His question gave me the opportunity to talk about NTMA U and its partnership with participating colleges to offer online curriculum that gives college credit toward an associate degree and a head start toward a future in manufacturing."

"We also discussed NTMA's sponsorship of the National Institute for Metalworking Skills (NIMS) program," said Tilstone. "I explained how NIMS is helping achieve President Obama's stated goal of credentialing a half million community college students over the next five years with skills certifications. NIMS sets skills standards for the industry, certifies individual skills against the standards and accredits training programs that meet NIMS quality requirements."

Tilstone summed up his encounter with Vice President Biden: "You don't get many opportunities to speak one-on-one with the second most powerful elected official in the United States, said Tilstone. "I can say with confidence that the Vice President now knows who the NTMA is and how our association is tackling the problem of recruiting and training the next generation of Americans to enter the workforce with our innovative education and training programs."



DETROIT FREE PRESS AGAIN NAMES SECO TOOLS A TOP 100 WORKPLACE

For the second year in a row, The Detroit Free Press has named Seco Tools one of the Top 100 Workplaces in the entire state of Michigan, an honor bestowed by the Troy-based company's employees.

"This is certainly a proud moment for our company," said Jennifer Ostroff, HR programs manager for Seco. "Our employees are our most valuable assets and the key to Seco's success. Therefore, we're committed to keeping them motivated, engaged and inspired. Earning this top workplace distinction a second time further validates our efforts."

Employee feedback from a survey administered by Workplace Dynamics served as the foundation for this Top 100 Workplace competition. The survey drew responses from thousands of employees from 215 companies. Each employee responded to a set of statements about his or her workplace, ranging from "I believe this organization is going in the right direction" to "My pay is fair for what I do."

Seco's commitment to its employees includes:

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- Building cross-functional teams to drive future company growth,
- Maintaining a comprehensive benefits plan that exceeds traditional practices,
- Providing an environment where employees feel valued and rewarded.

In addition to the 2011 Top Workplaces accolade, Seco recently earned its third acknowledgement from Corp! magazine for being one of "Metropolitan Detroit's 101 Best and Brightest Companies to Work For." The company received the honor for its innovative employee-engagement strategies, which represent best practices in human resources.



PARTNERS IN THINC WELCOMES BUSCHE AS A NEW PARTNER

Okuma America Corporation is pleased to announce that Busche, a leader in quality, custom-crafted workholding, has joined Partners in THINC.

Specializing in custom crafted, hydraulic vertical and horizontal, 4th and 5th-axis and manual workholding solutions, Busche provides engineering and design services as well as finished goods. Dedicated to maximizing the work envelope, Busche's in-house designers and master machinists strive to optimize fixture design and improve productivity for their customers. Servicing a diverse group of industries, including aerospace and automotive, for more than ten years, the company has built a substantial library of fixture models.

Known for speed and customer service, the Busche Workholding facility is over 37,000 square feet in size, located in Albion, Indiana and is ISO 9001:2008 Certified.

Busche products can be seen and demonstrated at the Partners in THINC facility in Charlotte, North Carolina and at the Okuma Tech Centers in Chicago and Houston.

For more information visit www.okuma.com, www.partnersin-thinc.com and visit www.buscheworkholding.com.



WELCOME INNOVATIVE MACHINE & TOOL



Left to right: Bill Bachman, Bachman Machine, St. Louis, MO, new members Tim and Julie Strubberg, Innovative Machine & Tool, Union, MO, Dave Tilstone, NTMA President and Grady Cope, NTMA Chairman. Thank you to David Lippe, Mid-America Commerce & Industry Magazine for the photo.



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Boring Tools • Tool Holders • Cutting Tools • Presetting • Workholding • Accessories

Misconception #11

HELICAL INTERPOLATION WITH A MILLING CUTTER IS FASTER THAN USING A TWIN CUTTER BORING HEAD

The Truth Is: When axial feeds are compared for both operations in multiple materials, rough boring heads such as the new Kaiser SW Series are faster for roughing operations, especially as the depth of the bore increases. Additionally, two cutting edges are less costly and faster to index versus helical cutters with several inserts per cutting flute.

The new Kaiser 319 SW Series rough boring heads are exceptionally rigid and extremely versatile – simply reverse the insert holders to switch between balanced- and step-cutting with no additional components!



Learn about more common misconceptions and productivity solutions at www.bigkaiser.com/truth or call 888-866-5776.

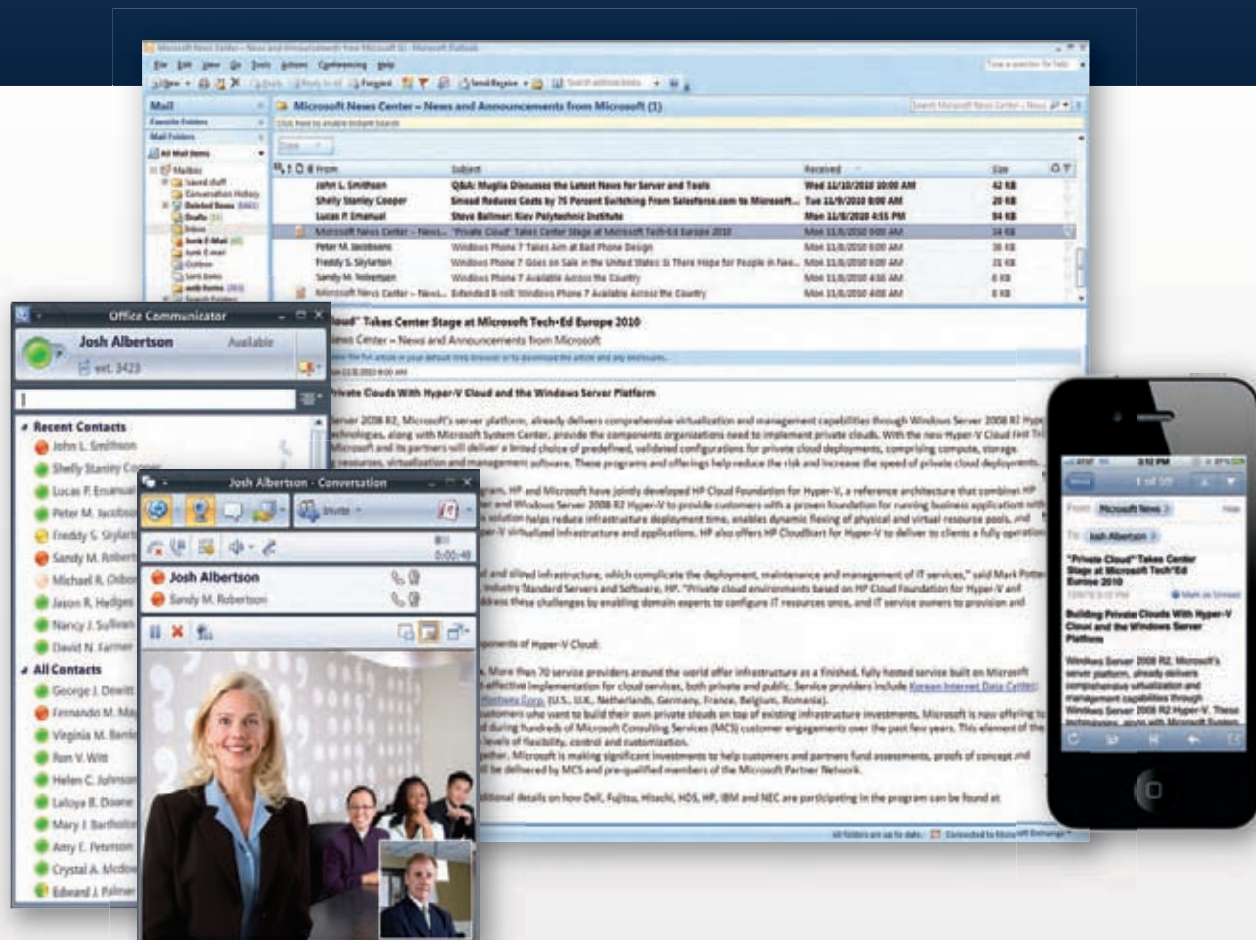
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IN MEMORIAM

The Kansas City Chapter of the National Tooling & Machining Association is mourning the recent passing of Charles "Charlie" W. Hubbard, 94, a long-time member and chapter leader. Hubbard was born in 1917 and lived in Merriam, Kansas, for 60 years. He is survived by his wife of 73 years, Virginia, a daughter, two sons, as well as 4 grandchildren and 5 great-grandchildren.

In 1956 he was a co-founder of Best Tool & Mfg., Inc. where he handled the marketing and sales until he sold his interest in 1978 and became a manufacturing representative. In 1991 he received the NTMA Honor Award for his many years of service in the industry. He was a private pilot for over 65 years having last piloted his plane at the young age of 88. He was a football and basketball fan, a Kansas City Chiefs season ticket holder since 1963, attended the 1971 Super Bowl when the Chiefs won, and attended several Final Fours, as well as several football and bowl games of K-State, Missouri and KU, and many tail gate parties along the way.

"Charlie was a great example to everyone in the NTMA and the industry," noted George Crossland, NTMA board member and past chapter president. "His enthusiasm was contagious. When you consider everything he accomplished it is easy to say his was a life well lived."

The Hubbard family suggests contributions in Charlie's memory to the Shawnee United Methodist Church or other charity of your choice.



DID YOU KNOW?

GUIDE TO MEMBER SERVICES

Many members are getting back much more than the cost of their annual dues by using a few of the NTMA member group discounts available to them?

There are many hidden costs of doing business, and the NTMA has attempted to lower as many costs as possible by partnering with leading businesses. While none of the programs will pay off the national debt, together they add up to significant savings for manufacturing companies like yours.

ENERGY ELECTRICITY AND NATURAL GAS PROGRAM: Competitive electrical rates negotiated, and lower natural gas rates secured for participants in states where laws allow the program.

BUSINESS INSURANCE: Competitive business insurance for members; created by small manufacturers, for small manufacturers; backed by an A- rated carrier; and focused on the unique needs of metalworking manufacturers.

CORPORATE BUSINESS SERVICES: "Guaranteed" savings on outside payroll services; and member discount on hosted Microsoft Exchange & Outlook business class email service.

INDUSTRY SOFTWARE: Member discounts on purchases from leading industry software companies.

INDUSTRY SUPPLIES: Member discounts from some of the largest distributors of industrial supplies, MRO equipment, tools and materials. Some offer FREE shipping on online purchases, as well as discounts to employees for personal purchases.

OFFICE SUPPLIES: Member discounts on office supplies; including a variety of top-selling computer hardware, software and electronic name brand products, from well-known office supply businesses; in stores and online.

PRINTING/COPYING/FINISHING: Member discounts on b/w & color print/copy services, as well as on signs, graphics, and other finishing services.

PROFESSIONAL LEGAL SERVICES: State and Federal regulatory information at your fingertips on Human Resources, Safety and Environmental, as well as legal advice, and employee handbook review.

SHIPPING: Member discounts on a variety

MEMBER TESTIMONIAL

We at Toth Technologies manufacture small parts for many of the large defense prime contractors. The issue we have is that the same part might need to be sent to two different platters, if the first platter is not on the program's qualified vendor list. Along with always seeming to cut the delivery close; we are forced to use next day delivery. For the last few years we saved enough from the Fed-Ex discount thru the NTMA Partnership Discount program that it has covered more than the cost of our membership. Last year we saved over \$2600, and we expect to save over \$3000 this year.

Ted Toth, Toth Technologies, Pennsauken, NJ

of the nations largest LTL carriers (ground or express; large and small; regional, national, or international shipments; and outbound prepaid, inbound collect, third party billing, and recipient billing).

For more information on the member discount group buying programs, contact NTMA Customer Service toll-free at 800-248-NTMA, or visit the NTMA website at www.ntma.org.



CALENDAR OF EVENTS

THE MFG MEETING

Hyatt Regency Grand Cypress
Orlando, Florida
March 7-11, 2012

NTMA/PMA LEGISLATIVE CONFERENCE

Westin Washington, D.C. City
Center Hotel
Washington, D.C.
May 8-9, 2012

NTMA/PMA CONTRACT MANUFACTURING PURCHASING FAIR

June 13-14, 2012



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Have you put The MFG Meeting on your calendar yet?

Get ready now — March 8 - 11, 2012, in Orlando.
NTMA members - March 7 - 11, 2012.



Hotels will fill up quickly...
You'll want to book the best flights available...
The agenda is filling fast with great speakers...



Visit www.theMFGmeeting.com for details and updates.

