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3 NTMA WELCOMES NEW MEMBERS

4 CHAIRMAN’S CORNER

6 THE NTMA RE-INTRODUCES THE NTMA ONLINE MANUFACTURING SUPPLIERS GUIDE

9 JOHN GUZIK: SEEING DC IN DEPTH

10 SLIPS, TRIPS AND FALLS: PREVENTION AND REGULATIONS

10 KENNAMETAL CEO APPOINTED TO U.S. DEPARTMENT OF COMMERCE MANUFACTURING COUNCIL

11 LASER OPTICS CLEANING KIT HELPS OPTIMIZE LASER PERFORMANCE

12 BOSTON CHAPTER MEMBERS RECEIVE MASSACHUSETTS WORKFORCE TRAINING GRANTS TOTALING OVER $247,000

13 NTMA-U ONLINE

14 TAKING THE HEAT OFF LIVE TOOLING FOR LONGER LIFE IN HIGH-CYCLE OPERATIONS

15 DRUM SCALE RESISTS CHEMICAL ATTACK

15 INDIANA FOUNDRY RECORDS ONE MILLION MAN HOURS WITHOUT A LOST TIME ACCIDENT

17 IS MANUFACTURING “COOL” AGAIN?

18 NCDMM WELCOMES THREE NEW MANUFACTURING LEADERS TO ITS BOARD OF DIRECTORS

20 MFG MEETING 2013 - HAWAII

22 TENNESEE CHAPTER MEMBER, KENNEDY & BOWDEN MACHINE CO. CELEBRATES 100th ANNIVERSARY

22 NTMA LEADERSHIP NEGOTIATES DEEP DISCOUNT FOR MT CONNECT CONFERENCE IN CINCINNATI APRIL 10-11

23 MEMBER VALUE TEAM UPDATE

23 NEW PRESIDENT AND CHIEF OPERATING OFFICER ANNOUNCED

24 2013 CONTRACT MANUFACTURING PURCHASING FAIR

26 CONGRESSMAN SESSIONS R - TEXAS HILL REPORT

26 GRAND CANYON HIKE TO RAISE MONEY FOR LEUKEMIA & LYMPHOMA SOCIETY

28 THE NATIONAL TOOLING AND MACHINING ASSOCIATION NEXT GENERATION TEAM

29 GRAINGER RECEIVES INDUSTRY PARTNER AWARD FROM NTMA

29 ONE VOICE GAT MEMBERS

30 NTMA MEMBER ROY SWEATMAN REAPPOINTED TO COMMERCE DEPARTMENT’S MANUFACTURING COUNCIL

30 BOSTON CHAPTER MEMBERS RECOGNIZED FOR MEMBERSHIP MILESTONES

31 NTMA SCHOLARSHIPS

32 INTRODUCING AN EXPANDED MEMBER BENEFIT: PARTNERSHIP TO MANAGE THE YRC FREIGHT PROGRAM!

34 MADE IN AMERICA

38 NEW MT FOCUS® PRODUCTS SIMPLIFY MACHINE TOOL MONITORING

39 NTMA HOLDS A NEW KIND OF TEAM LEADER MEETING

39 HORST ENGINEERING FEATURED ON CNBC

40 CANADIAN MANUFACTURING TECHNOLOGY SHOW ASKS VISITORS TO EXPECT MORE AS EVENT RETURNS TO INTERNATIONAL CENTRE SEPT. 30-OCT. 3

40 FINAL EPA RULE ON RECIPROCATING INTERNAL COMBUSTION ENGINES REDUCES SMALL FIRM IMPACTS

42 IN MEMORIAM

44 FEDERAL ADVOCACY UPDATE

47 NTMA MEMBERS ARE NETWORKING WITH FELLOW MEMBERS AND INDUSTRY LEADERS WITHOUT EVER LEAVING THE HOME OR OFFICE…

47 CLEVELAND NTMA CHAPTER HOSTS LT. GOV. MARY TAYLOR

48 CALENDAR OF EVENTS

CygNus MAnufaCTuring Co. llC
Pittsburgh Chapter
Ms. Jodi Ricketts
491 Chantler Drive
Saxonburg, PA 16056

Hutchinson MAnufaCTuring
Boston Chapter
Mr. John D. Hutchinson
319 Kent Farm Rd
Hampstead, NH 03841-2193

FosterMation, Inc.
Northwestern Pennsylvania Chapter
Ms. Susan F Ritchey
200 Valleyview Drive
Meadville, PA 16335

New St Louis member
Kevin Menne, Menne Tool and Die, receives his membership plaque from St Louis chapter membership team leader Nick Berilla of Hartwig Inc.
I find it amazing how the right people are in the right place at the right time. Grady was the perfect guy to lead us through all of the turmoil over the last few years. Our move to Cleveland; the hiring of a new President; Creating a business with PMA; Dissolving the business with PMA... and yet another move to Cleveland!

Roger followed with his calming effect after the storm. He helped us focus again on the future of the NTMA rather than the micro managing that had been required over the most recent past. During the past few months, we have finally been able to take a deep breath and start looking at the future for the NTMA. Under Roger’s watch, we started to put processes in place to communicate better with our chapters, our teams, and our members. This process, which is so important, was unfortunately neglected in recent times.

Grady’s theme was “Marketing Manufacturing to America” where his message was to ensure that America understood just how important manufacturing is to our future. Without manufacturing, this country would slowly become insignificant. I cannot remember a time in recent history where our industry was getting this much visibility and exposure. Whether it was due to Grady isn’t the question, but it would suggest that he was definitely on target at the right time with his theme.

Roger followed with “Transforming for Competiveness”. Roger wanted us think of how we will transform our companies to succeed in this new business environment that now encompasses the entire world.

We would like to continue the emphasis on how important our industry is with our 2013 theme “Stewardship of the Manufacturing Industry”.

So what does Stewardship of the Manufacturing Industry mean?

I know the word stewardship from my work at church. I know that it means the sharing of our Time, Talent, and Treasure.

My understanding of a steward is: “One who receives God’s gifts gratefully, cherishes and tends them in a responsible and accountable manner, shares them in justice and love with others, and returns them, with increase, to the Lord.”

But good stewardship applies to more than just church. It applies to the environment, our own health, our children, our employees. Stewardship is the careful and responsible management of something that has been entrusted to us. I suggest that we need to be good stewards of our industry. Stewardship is not a program; rather a way of life. It is the way of giving back… with no strings attached.

2013 marks the 70th Anniversary of the National Tooling and Machining Association. Throughout these seventy years, the NTMA has made significant contributions to the precision manufacturing industry through our efforts in Membership Value, Industry Advocacy, Workforce Development, and Governance. It is only appropriate that we celebrate this milestone by re-visiting these important objectives upon which this great organization was built.

• Membership Value – Focus and lead efforts to strengthen membership value in accordance with the association’s strategic plan.

One of the main purposes of any association is to provide value to its members. The NTMA does this in many ways with discount programs, networking opportunities, educational programs, conferences, purchasing fairs, leadership development and more. But it is not just about the programs. We must strive to get the value to our members and sometimes, get our members to the value. With the help of our Next Generation team and the Chapter Executive team, we will do just that.

It is also important to think of how we personally bring value to each other and the industry. How do we take the things we learn at these conferences and in our roundtables, and pass them along to our employees? How are we communicating the value of our services to our customers?

• Industry Advocacy – Focus and lead efforts to promote the value and increase the awareness of precision custom manufacturing; strengthen relationships among industry leaders and advocate on behalf of our members.

Another very important purpose of an association is advocating on behalf of the industry that it represents. The NTMA Government Affairs Team does this in many ways including our work with One Voice. Our partnership with the Precision Metal Forming Association in One Voice is truly making a difference in how the manufacturing industry is being viewed both in Washington DC and by the American public.

Our re-focus of the National Robotic League is to provide industry awareness to younger generations through robotics. NTMA/NRL is providing them with previously unknown career opportunities and it is making a huge impact across the country.

But don’t think that you can leave it all up to the NTMA to advocate the industry. We must all do our part to help with this objective. We need to promote manufacturing and the importance of “making something” to our country in all of our communications. Communicate directly with our representatives so that they have a full understanding of not only how important our industry is to the country, but also how the decisions that they make affect our business.

We need to financially support the efforts of the NTMA Government Affairs Administration Fund (GAAF) and the NTMA political action committee, Committee for a Strong Economy (CAFSE). Get involved! Our voice needs to be heard. The Crazies certainly are.

• Workforce Development – To provide value to NTMA members in the area of Workforce Development.

70 years ago, this association was created by our founding members for the purpose of workforce development. Our Education Team continues that effort today with our newly developed NTMA-U online...
Governance – Focus and lead the corporation in an ethical manner that brings value to its members while ensuring there is consistent governance and forward looking direction for the NTMA.

Good governance is paramount to any organization. The Executive Team’s main role is to insure the overall health of the association, not only financially but institutionally. It is our duty to look forward and determine where our industry is heading and to put in place the tools that our members will need to be successful in the future.

Over the last several years, the Executive Team has been somewhat distracted from our primary focus and we have been caught up in the day to day operations of the association. This is in direct conflict with good governance but unfor...
The NTMA re-introduces the NTMA Online Manufacturing Suppliers Guide

The NTMA is re-introducing the NTMA online Manufacturing Suppliers Guide to better give members a perspective on how this program works. NTMA’s partner, MultiView, has created and is managing this online program. Included in your NTMA membership is a basic listing in the guide so customers can find you when they’re in need of a metalworking vendor.

**EACH BASIC LISTING INCLUDES:**
- Company Name
- Company address
- Phone number
- Fax number

Each member company’s listing is searchable using the guide’s keyword search function. Companies are also listed under categories and headings based on key terms MultiView identified from indexing their websites.

In order to make sure you’re listed under the categories and headings most relevant to your business, members can email MultiView at ntma@multiview.com and request a password to access your listing and select the appropriate categories and headings.

You can also make sure your company always appears in relevant keyword searches by doing some optimization on your website. A Search Engine Optimization company like NTMA Partner Higher Images (www.industrialmarketingusa.com) can do a SEO evaluation for your website. Optimizing your site will help ensure that guide users find you when they search for your products and services. In addition, MultiView representatives may call you from time to time to verify your listing information. They will also make you aware of opportunities to increase your visibility further, including upgrading to an enhanced, Web- and email-enabled listing or purchasing prominent display ads in the Manufacturing Suppliers Guide.

A second part of the Manufacturing Suppliers Guide is a guide to find suppliers for members’ needs. Again, users can search by keywords or categories and there are all kinds of suppliers listed in this program.

The NTMA will be giving a copy of all marketing pieces for the Manufacturing Suppliers Guide to all Purchasing Fair customers so they have it to use between Purchasing Fairs. Every member should have somebody on their staff look over this program and make sure you’re listed properly. Don’t put off this kind of easy, upfront work that can help customers find you tomorrow!
From property, general liability, equipment breakdown, commercial auto, worker’s compensation and beyond, we work closely with you to draft a customized plan that delivers on your unique business needs and prepares you for unforeseen events.

Our competitors may suggest to you that our aircraft liability exclusion isn’t crucial; however, if the unexpected occurs, you and your employees can be held accountable. Why put your employees and your business at risk? This coverage with NTMA ensures that any costs associated with your legal defense are paid by NTMA Insurance.

We aim to protect you and your employees. Our specialty knowledge, directed claims adjusting, and knowledge of your industry help us to provide you with stability in coverage, cost, and employee safety.

Let the association you support take care of your complete coverage needs. Contact an official NTMA insurance program representative today.

Jim Grosmann
314-409-3799
ntmainsurance@ntma.org

NTMA Insurance is provided by AIX Nova. Britt Paulk Insurance (BPI) and Barney & Barney, LLC are program administrators.
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JOHN GUZIK: SEEING DC IN DEPTH
BY ERIK HASSON

Thirty-five minutes after meeting John Guzik, he springs a surprise.

“Something you don’t know about me: I’m blind,” he said. “I’m the blind lobbyist.” Having not noticed, a reporter questions his own powers of observation.

Guzik has macular degeneration, and his condition has come on gradually. He revealed some of the special techniques he uses to maintain his status as one of Washington’s top tax lobbyists despite being legally blind.

One of his devices enlarges printed handouts for viewing on his computer, while his iPhone reads out emails. “When I first started lobbying, I had a hard time admitting it. So my assistant would take a tape recorder that looked like a cellphone and put my schedule on the tape recorder,” he said.

“Now my schedule is printed on 72-point print and I can barely read that, but my clients all know.”

Guzik served as chief of staff to House Ways and Means Committee Chairman Dave Camp (R-Mich.) from 1991-2001, and they remain very close. Camp said he is amazed by Guzik. “He is still the hard-driving John Guzik I’ve always known,” he said.

Camp is pushing forward with a plan to rewrite the entire tax code, the first overhaul in 80 years. “I think members to more quickly write off equipment purchases — a break known as bonus depreciation — was being used by 88 percent of Guzik’s clients. “When we met with folks from the committee and office level, they say ‘we’ve never seen this stuff before,’” he said.

By comparison, a break that allows members to more quickly write off equipment purchases — a break known as bonus depreciation — was being used by 88 percent of Guzik’s clients. “When we met with folks from the committee and office level, they say ‘we’ve never seen this stuff before,’” he said.

Guzik co-founded The Franklin Partnership in 2005. The boutique lobbying firm has grown, and Guzik now represents some 3,000 small manufacturers. The Precision Metalforming Association (PMA), the National Tooling and Machining Association (NTMA) and the Precision Machine Products Association are major clients.

“We are not the size of [the National Association of Manufacturers] but we are getting darn close,” he said, adding that Capitol Hill “now calls us and says ‘what do you think of these issues?’” Guzik says tax reform has a good chance of happening in 2013 despite divided government and the failed fiscal talks between President Obama and Congress.

“I think it’s the perfect storm. You’ve got the president looking for his legacy … you’ve got Camp, who is term-limited as Ways and Means chairman … you have [Sen.] Max Baucus [(D-Mont.)], who is up for reelec-
tion and has to appeal to a broader electorate in Montana,” Guzik said. “If it happens, it could happen quickly,” he said.

Camp and Baucus are looking to simplify the code and to lower rates while eliminating special-interest tax breaks. Whether such a reform raises new tax revenue remains a sorely contested point. Guzik sees room for compromise. “The core principle on the House Republican side is budget-neutral. But I think as long as it’s within reason, there’s some room for negotiation,” he said.

The small manufacturers that Guzik represents use six tax breaks that are on the table for elimination. “When we have met with Senate Finance and Ways and Means staff … they said ‘which one of your children are you willing to give up?’ And we didn’t know the answer to that question. So we put together a survey,” Guzik said. Some of the preliminary results have been surprising.

“Everybody in this town loves the [research and development] tax credit. When the bill is introduced, it has 200 co-sponsors. But when we surveyed our members, only 41 percent used it,” he said.

By comparison, a break that allows members to more quickly write off equipment purchases — a break known as bonus depreciation — was being used by 88 percent of Guzik’s clients. “When we met with folks from the committee and office level, they say ‘we’ve never seen this stuff before,’ ” he said.

Guzik said the accomplishment for his clients of which he is most proud came after the 2008 financial crisis. “Back in ’09 when banks weren’t lending to manufacturers … we worked to establish the Small Business Lending Fund,” he said. “That was truly a rewarding opportunity.” It has been trickier justifying his past pursuit of appropriations earmarks to his mom. “She thinks a lobbyist is below used-car salesman in the hierarchy of respected professions,” he said. But after he helped secure an earmark for cancer research in Detroit, his mom saw that earmarks are not all bad. The current ban on earmarks has hurt Guzik’s business, but he sees the ban as temporary. “[I think members are] increasingly frustrated having to deal with funds being granted by an administration whether you agree with an administration or not,” Guzik said.

His path to The Franklin Partnership runs through state politics and campaign work, something unexpected for a former international relations major. “I quickly realized that I wasn’t going to become ambassador to the then-Soviet Union, so I had to figure out what I was going to do. I started working on campaigns in college,” he said.

He recalls getting close to Camp later when Camp was running a reelection campaign for former Rep. Bill Schuette (R-Mich.) in 1986 and Guzik was working in Pennsylvania. “We had the same campaign software, which was really bad. And so we would talk at night and figure out how to fix our campaign software,” Guzik said.

The relationship continued until Camp himself ran for Congress and tapped Guzik to run his first campaign.

Camp remembers meeting Guzik a bit differently. “I met him the very first time, when he was running for youth vice chair for the state party. And I was just a volunteer. I saw how he conducted himself and ran that campaign. … Later when I ran for Congress, I thought that he would be a great campaign manager. And he was,” Camp said.

Guzik, with his long campaign experience, says voter participation in primaries needs to be increased. “Republicans have had challenges nominating flawed candidates in primaries because turnout numbers are so horrible,” he said.

Guzik said he is “intrigued” by New Jersey Gov. Chris Christie as a presidential candidate in 2016 and said Sen. Rob Portman (R-Ohio) could make a strong run. He said that Sen. Marco Rubio (R-Fla.) risks being overexposed too early and that Rep. Paul Ryan (R-Wis.) needs to show he can win his home state.

He emphasized that he likes Ryan and sees him becoming House Speaker one day. Guzik has advice for those looking to get into politics. “My advice is move up the ladder of success in your state, and then move over to Washington because you’ll come in at a higher level,” he said.

For Capitol Hill staffers, Guzik said they need to put in serious time before jumping to K Street.

“Don’t jump too early,” he warned. “If you give it more time, the rewards will be greater in the end.”
Following an announcement by the U.S. Department of Commerce, Kennametal Inc. (NYSE: KMT) today confirmed that Chairman, President and CEO Carlos Cardoso has been appointed to serve on the U.S. Manufacturing Council. The Council advises the Secretary of Commerce on matters relating to sector, including global competitiveness and government policies and programs of importance to U.S. manufacturers.

At a time when the industry faces a critical shortage of technical talent, Cardoso commissioned a national study that revealed outdated perceptions of manufacturing among high-school students and their advisors. In response, he established model programs at Kennametal to attract interest in next-generation manufacturing as a viable, technology-oriented career path in a sector most vital to economic growth and a strong middle class.

“We know that a healthy manufacturing sector correlates directly with the wellbeing of society and the promise of the American Dream,” said Cardoso. “I have lived it, and proudly witnessed it realized by thousands of Kennametal employees. This is why I am so honored and committed to serve, that by combining the best efforts of industry, education and government, we can secure that promise for future generations.”

Cardoso also serves as chairman of the

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**Facts**

Slips, trips, and falls constitute the majority of general industry accidents. They cause 15% of all accidental deaths, and are second only to motor vehicles as a cause of fatalities. The U.S. Bureau of Labor Statistics reported a total of 5,657 fatal work injuries for calendar year 2007. Of the fatal cases, 847 were associated with falls. In addition, of the 1,078,140 nonfatal occupational injuries and illnesses involving days away from work in 2008, there were 260,610 cases associated with slips and falls.

Fall injuries constitute a considerable financial burden: workers’ compensation and medical costs associated with occupational fall incidents have been estimated at approximately $70 billion annually in the United States. The most frequent complaints related to slips and falls are shoulder, back, elbow, wrist and knee injuries.

**Regulations**

The two regulatory standards that apply to slips, trips, and fall are OSHA 29 CFR 1910.22, walking-working surfaces, and the ANSI A1264.2-2006, provision for the slip resistance on walking/working surfaces.

**Causes of slips, trips and falls vary considerably and can include one or more of the following:**

- Walkway surface substances and spills; including oil, water, and/or other liquid surface contamination
- Lack of training and/or knowledge about slips, trips and falls
- Mats or rugs which become unanchored or loose
- Weather-related conditions like rain, snow and/or ice
- Use of inappropriate footwear
- Walkway surfaces that are in disrepair
- Sheen/smooth walkway surfaces that do not allow for adequate footwear-traction

Surprisingly, approximately 70 percent of slips, trips, and falls occur on level walking surfaces. Training employees to use hazard-awareness and prevention practices is essential to reducing those numbers. Once trained, common sense also plays an important role in slips, trips and fall prevention.

**Prevention**

OSHA indicates some very good floor safety recommendations for slips, trips and fall prevention, some of which include:

- Keep floor surfaces clean and dry
- Ensure wet-floor warning signs are posted in and around wet floor locations as well as providing and maintaining adequate drainage
- Maintain clear aisles and passageways and prevent obstructions
- Ensure walkway surfaces are in good repair
- Provide floor plugs for power equipment to ensure power cords are not run across walkway paths
- Report and clean up spills immediately
- Provide non-slip coatings or surfaces in slippery locations
- Minimize carpet and matting trip hazards
- Use prudent housekeeping procedures and provide adequate lighting in poorly lit areas such as halls and stairwells
- Maintain and eliminate uneven floor surfaces

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**Save the Date!**

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Capable of extending a laser’s working life, the LRO Advanced Optical Cleaning Kit includes 24 cotton balls, 24 surgical-grade finger cots, 24 lens matts, distilled water, polishing compound, reagent-grade isopropyl alcohol and acetone, and an air bulb for dust removal.

The LRO Advanced Optical Cleaning Kit sells for $39.95 and is available at www.laser-research.net or by phoning 888-239-5545.
Boston Chapter Members Receive Massachusetts Workforce Training Grants Totaling Over $247,000

BTMA is proud to announce that four member companies are recipients of MA Workforce Training Fund Program (WTFP) grants during the latest round of awards. The Workforce Training Fund is a state fund enacted into law in July 1998 and financed entirely by Massachusetts employers. Its purpose is to provide resources to Massachusetts businesses and workers to train current and newly hired employees.

The BTMA Companies Awarded Funds Are:

AccuRounds, Inc., Avon MA
$71,008 awarded to train 57 employees, with six additional jobs expected to be created as a result of training. Training began in October 2012 and is expected to be completed by the end of 2013.

The training offered at AccuRounds consists of:
• Setup Reduction
• Team Development
• Advanced Manufacturing – CNC Swiss Screw Machining and CNC Lathe Machining
• CNC Programming
• Math, GD&T and Blueprint Reading

AccuRounds is a contract manufacturer that machines and assembles precision turned components for the medical, defense, aerospace, semiconductor and emerging technology markets. AccuRounds is dedicated to being the leading value solution for their customers, with an intense focus on operational excellence.

O-D Tool and Cutter Inc., Mansfield MA
$63,077 awarded to train twenty employees, with two additional jobs expected to be created as a result of training. The COMMCORP funded grant will run between January 2013 and December 2014.

The training offered at O-D Tool includes:
• Lean Thinking & Continuous Improvements: Waste reduction, 5S program, Mistake proofing, Six Sigma structure
• Problem Solving and Root cause analysis
• Quality Management skills
• Technical Machine Cross Training Program
• Customer Satisfaction program
• New Software Training “trainers” for new and cross Trained Employees

O-D Tool & Cutter is an innovative leader in the industry, providing 5-axis CNC cutter and grinding services. Established in 1959, O-D Tool is a 3rd generation family owned and operative business.

Boston Centerless, Inc., Woburn MA
$65,400 awarded to train 52 employees. Eight additional jobs are expected to be created as a result of training.

Boston Centerless is the proven and trusted leader for high precision bar materials and services. It has over 50 years of knowledge and experience in precision grinding and provides its customers with the highest level of service in the market today.

United Tool & Die Co., Inc., Wilmington MA
$48,290 awarded to train sixteen employees to be trained. Five additional jobs are expected to be created as a result of training.

United Tool & Die is a premier New England metal forming, fabricating, and machining job shop, services a diverse range of industries including industrial, medical, firearms, and fasteners. For over 60 years, United Tool & Die has brought ideas from prototype to production through its high quality design, manufacturing, and assembly services.

For more information, contact Cindy Zylkuski Norris, Chapter Executive, cindy@bostontooling.org

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**WORKFORCE DEVELOPMENT - APPRENTICESHIP TRAINING – COLLEGE CREDITS**

NTMA Member cost of $449.00 and $100 in textbooks (these textbooks will be used for two Semesters)

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Demo of NTMA-U can be found on the NTMA website at: http://NTMA.org

### THE SMART WAY TO TRAIN YOUR WORKFORCE

**National Precision Machining Apprenticeship Training (Total 600 Hours)**

**21 College Credits Awarded Upon Completion**

#### SEMESTER 1 (100 HOURS)  
**INTRODUCTION TO MACHINING / BASIC SHOP MATH / BASIC BLUEPRINT READING**

A foundation for study of manufacturing methods, processes, related equipment, and tools of industry, shop safety practices, job planning, feeds and speeds, layout tools and procedures, hand tools and bench work, metal cutting saws, drilling machines, lathes, milling machines, jig bore and jig grinder, surface grinder, E.D.M. and abrasives. Blueprint Reading-related to the manufacture of a working part, lines, views, dimensioning, calculating cutting planes, fraction to decimal conversion, practical and applied basic shop math, constructing a sketch of an engineering drawing, auxiliary sections, symbols, and broken lines.

#### SEMESTER 2 (100 HOURS)  
**INTERMEDIATE MACHINING / INTERMEDIATE APPLIED SHOP MATH / INTERMEDIATE BLUEPRINT**

Provides skills in layout techniques and operations, including calculating bolt hole circles, location of surfaces related by non-right angle triangles, and points of tangency and other related applied shop mathematics. Included is all learning outcomes that are necessary to successfully layout drawing by understanding the proper views from an actual part. Continues with a foundation for study of manufacturing methods, processes, related machining equipment, and tools of industry, requiring the student to understand shop safety practices, job planning, feeds and speeds, precision measuring and layout tools and procedures, hand tools and bench work, metal cutting saws, drilling machines, lathes, milling machines, jig bore and jig grinder, surface grinder, E.D.M, and abrasives.

#### SEMESTER 3 (100 HOURS)  
**INTRODUCTION TO CNC / ADVANCED APPLIED SHOP MATH / ADVANCED BLUEPRINT**

Computer applications to machining processes. Engineering drawing analysis, using trigonometry to determine programming points; ascertaining implied part dimensions; determinations of machining parameters; calculation of speeds; feeds and tool offset; establishment of work zero and tool home positions. Manual programming of CNC machines using G-codes; tooling and set-up of CNC operations; verification of toolpaths by simulation. Program upload/download, proper collets and guide bushing setting and adjustment, turning tools setting, milling tools setting, ID tools setting, proof running, first part cutting techniques.

#### SEMESTER 4 (100 HOURS)  
**CNC OPERATIONS / SHOP MATH / BLUEPRINT READING/GDT**

CNC machine controls, setting tools, programming and operations of CNC, and machine limits and capabilities. Fundamentals of work planes and the process of setting work planes, fixture offset, determining work offset shifts, input work offset shifts, writing a CNC mill program. Advantage of using canned cycles in CNC mill manual part programming. Codes and information required to program CNC mill canned cycles. Writing a simple CNC mill program using canned cycles, subprograms, the commands and rules for creating and processing subprograms. The advantages of using subprograms. Writing CNC mill programs using subprograms.

#### SEMESTER 5 (100 HOURS)  
**SPC / MFG PROCESSES**

SPC- Quality tools used to solve problems determined by SPC data collection process, basic statistical parameters, interpret variables and attribute control charts, Interpret process capability, measurements of central tendency and variability, descriptive Analysis of Data, Control Charts for Variables Data and attributes. Job Planning and Control Mfg systems, job flow and decision making, specialty tooling and materials. Metallurgy and Composites. The basics of steel manufacturing, the elements used to create steel and steel alloys, the main types of ferrous materials and their properties, and the common tests used to measure metal properties.

#### SEMESTER 6 (100 HOURS)  
**ADVANCED MANUFACTURING PRACTICES AND PROCEDURES**

TAKING THE HEAT OFF LIVE TOOLING FOR LONGER LIFE IN HIGH-CYCLE OPERATIONS

LIVE TOOL WITH COOLANT-FED BEARINGS CAN RUN AT HIGH SPEEDS AND HIGH DUTY CYCLES WITHOUT THE ACCURACY AND FAILURE FREQUENCY PROBLEMS OF CONVENTIONAL BEARINGS.

As live tooling becomes more popular in many CNC turning centers, the use of tooling with sealed bearing performance is becoming a challenge for shops that produce components in high volumes or with lengthy cycle times.

Today, most common live tooling designs use sealed bearings that may be contaminated or overheat under heavy, repetitive use. This can diminish machining precision, reduce the service life of tools, and result in frequent and costly maintenance that compromises productivity.

“If a shop produces items that are high cycle or high volumes, then thermal growth will usually occur in the tool head,” explains Mike Thompson, Lathe Supervisor at Micro-Tronics (Tempe, AZ), a precision machine shop that produces metal valves and related products for the aerospace and automotive industries. “This is because the sealed bearings in the tool head tend to overheat during continuous use or under heavy loads, and that can cause serious problems.”

Among the problems that Thompson had experienced with live tools having sealed bearings was thermal growth causing offset deviations that adversely affected workpiece tolerances. In another instance, metal chips entered and fouled the tool head bearing after the bearing seal had failed.

To avoid such problems Thompson’s company recently acquired a unique type of tool holder for each of its new Okuma LB300 lathes – a tool holder with a coolant-fed, or externally cooled, bearing assembly from Planet Products, Inc. (PPC), Cincinnati, OH. PPC has developed a patented live tool design for turret lathe applications that utilizes a continuous flow of filtered machine coolant to lubricate and cool the bearings, eliminating many of the existing failure modes.

Unlike conventional bearings, coolant-fed bearings do not rely on seal integrity or the lubricant packing to keep bearings operating normally under even stressful conditions. Instead, the filtered coolant that is used to externally cool and lubricate the live tools and workpieces is directed to flow through the tool, keeping the bearings cool and maintaining accuracy.

Conversely, conventional tooling is designed to prevent coolant from contacting bearings because in the event that coolant contacts the bearing’s grease packing, a sludge is formed that will hinder bearing functionality and eventually cause failure.

Thompson notes that, in some cases when bearing seals fail, foreign objects such as metal shavings from the workpiece can contact the bearing and cause failures. With the externally cooled and lubricated coolant-fed bearing design, this danger is virtually eliminated because the coolant will wash any metal chips or other contaminants away from the bearing assembly.

In addition to standard coolant-fed live tools for turret lathe applications, PPC has also developed a line of “speeder” over-speed heads. These heads feature a gear-up ratio that allows the tool to spin faster than a turret drive. For example, if the user has a 4,000 RPM turret, they may be able to get 12,000-15,000 RPM with a speed-up ratio. This increased speed, along with the coolant-fed bearing feature, is advantageous for lathe operations with high-cycle, high-volume requirements, enabling them to process components considerably faster with dramatically increased tool service life.

Those benefits have proven to be of significant value to manufacturers such as Buku Performance Products (Gambrills, MD), a small business that manufactures aftermarket high-performance components for radio-controlled vehicles.

“We compete directly against overseas manufacturers located in lower-cost environments, so production costs are always a concern for us,” says Dave Maslar, Buku CEO. “Making an investment in new tooling is a serious one that we consider carefully to ensure that we are improving the efficiencies of our existing production equipment.”

When Maslar heard that PPC offered an over-speed live tooling head for his model of turret lathe, a Daewoo (now Doosan) Puma 240MB, he decided to see if that head could enable Buku’s operation to improve production throughput of its aluminum components.

“Our cycle time was approximately six-and-a-half minutes and over four of those minutes were holding a 3/32 end mill in machining aluminum and cutting deep slots,” Maslar explains. “The live tool turret on my machine is limited to 5,000 RPM. That was the limiting factor for the time that it was taking to produce...
these components. So, the over-speed appeared to be a good way to address that issue.”

By using the over-speed head Maslar was able to reduce the cycle time by more than two minutes. Tool cutting reliability and accuracy were maintained, even though the cycle time placed a heavy demand on the tool.

“The bearings are running fast and they are running for a long time,” says Maslar. “But having the coolant lubricate the bearings eliminated any concerns we could have had regarding overusing the a live tool for that amount of time.”

Maslar adds that when bearings are externally lubricated and cooled, as with the PPC over-speed tool, the bearings tolerances can be tighter, which will improve the runout characteristic in the bearing.

There is an upper limit to the how tight you can make bearing if you are going to run the tool it’s in for a long time, he says. Yet, he experienced a significant improvement in runout that he attributes to the active, external cooling and lubrication of the bearings in the tool head.

“That’s a very important result because I’m running a 3/32 in. three-flute end mill, and the feed-per-revolution is distributed among three cutting teeth,” he explains. “Even the slightest bit of runout can cause one tooth to substantially overcut, wear faster, and the tool will fail more quickly than it should. From a tool cost that may be no big deal; but from a production downtime standpoint, that may be very expensive. So far, we’ve not broken one end mill, and that reflects cutting times of 20–30 hours on a single end mill.”

Maslar adds that, while Buku’s operation is cutting aluminum, which is a soft material, shops that are cutting very hard materials should have an even greater appreciation for the tool runout improvements, because runout is usually a very significant issue in pushing the limits of a machining operation.

For more information, contact Planet Products Corporation, 4200 Malsbary Road, Cincinnati, OH 45242; Phone: 513-984-5544; Fax: 513-984-5580; Email: info@planet-products.com; or visit the web site www.planet-products.com

INDIANA FOUNDRY RECORDS ONE MILLION MAN HOURS WITHOUT A LOST TIME ACCIDENT

Bremen Castings Hits the Magnificent Milestone this March

Foundries and machine shops are notoriously known for being dangerous places, but one Indiana foundry is changing the tides of the industry. Bremen Castings Inc. (BCI) in Bremen, Indiana has recorded one million man hours without a lost time accident. A lost time accident is defined as an occurrence that resulted in a fatality, permanent disability or lost time from work of one day or shift, and possibly more.

President JB Brown notes, “We’ve implanted strategies and procedures to make sure that each and every employee is accountable for each others safety while at work,” says Brown. “We require all employees to file ‘near miss’ reports if they notice something is amiss. For example, if a cable is in the way or there is a slippery step, the employee is responsible for moving it and filing a report to inform upper management of the issue.”

Brown adds that the executive team then analyzes the reports to determine how to implement changes that would prevent a potential situation from occurring in the future.

DRUM SCALE RESISTS CHEMICAL ATTACK

A portable floor scale with a folding ramp and battery operated weigh indicator that is available with stainless steel construction to resist chemical attack is being introduced by Alliance Scale, Inc. of Canton, MA.

The DeckHand™ Portable Floor Scale from Alliance features stainless steel construction and is ideally suited for drum weighing applications where the risk of chemical spills are present or frequent wash-downs are required. Suitable for multiple in-plant applications, this portable floor scale has a battery operated digital weight indicator with a 5-digit, 1” LCD display and includes a RS-232 communications port.

For optimum mobility, the DeckHand™ Portable Floor Scale from Alliance has a column with two hand grips and the digital weight indicator is powered by 6 “C” cell alkaline batteries and includes a 110 VAC adapter. Equipped with a 31”W x 41”L x 4.5”H non-skid platform and ramp, this drum weighing scale is available in 500-, 1,000-, and 2,000 lbs. capacity models.

The DeckHand™ Portable Floor Scale from Alliance is priced from $2,695.00 for steel and $4,195.00 for stainless steel. Price quotes are available.

THE RECORD — APRIL 2013 / P15
Innovation Days 2013:
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Learn more about this complimentary event and register at iDays2013.com.
Once upon a time, ambitious young people with a knack for math and science went to work in manufacturing. They designed planes, computers, and furniture, figured out how to lay out an assembly line, helped to make new cars faster and refrigerators more efficient, pushed the limits of computer chips, and invented new medicines. But, as the role of manufacturing diminished in advanced economies, the brightest talents tended to gravitate to finance and other service fields that were growing rapidly—and paying well.

But here’s some news: global manufacturing has the potential to stage a renaissance and once again become a career of choice for the most talented.

Of course, any manufacturing rebound in the advanced economies will not generate mass employment; but it will create many high-quality jobs. There will be more demand for software programmers, engineers, designers, robotics experts, data analytics specialists, and myriad other professional and service-type positions. In some manufacturing sectors, more such people may be hired than will be added on the factory floor.

Exploding demand in developing economies and a wave of innovation in materials, manufacturing processes, and information technology are driving today’s new possibilities for manufacturing. Even as the share of manufacturing in global GDP has fallen—from about 20% in 1990 to 16% in 2010—manufacturing companies have made outsized contributions to innovation, funding as much as 70% of private-sector R&D in some countries. From nanotechnologies that make possible new types of microelectronics and medical treatments to additive manufacturing systems (better known as 3D printing), emerging new materials and methods are set to revolutionize how products are designed and made.

But, to become a genuine driver of growth, the new wave of manufacturing technology needs a broad skills base. For example, it will take many highly-trained and creative workers to move 3D printing from an astounding possibility to a practical production tool.

Consider, too, the challenges of the auto industry, which is shifting from conventional, steel-bodied cars with traditional drive trains to lighter, more fuel-efficient vehicles in which electronics are as important as mechanical parts. The Chevrolet Volt has more lines of software code than the Boeing 787. So the car industry needs people fluent in mechanical engineering, battery chemistry, and electronics.

Manufacturing is already an intensive user of “big data” – the use of massive data sets to discover new patterns, perform simulations, and manage complex systems in real-time. Manufacturing stores more data than any other sector—an estimated two exabytes (two quintillion bytes) in 2010. By enabling more sophisticated simulations that discover glitches at an early stage, big data has helped Toyota, Fiat, and Nissan cut the time needed to develop new models by 30-50%.

Manufacturers in many other branches are using big data to monitor the performance of machinery and equipment, fine-tune maintenance routines, and ferret out consumer insights from social-media chatter. But there aren’t enough people with big-data skills. In the United States alone, there is a potential shortfall of 1.5 million data-savvy managers and analysts needed to drive the emerging data revolution in manufacturing.

The shift of manufacturing demand to developing economies also requires new skills. A recent McKinsey survey of multinationals based in the US and Europe found that, on average, these companies derive only 18% of sales from developing economies. But these economies are projected to account for 70% of global sales of manufactured goods (both consumer and industrial products) by 2025. To develop these markets, companies will need talented people, from ethnographers (to understand consumers’ customs and preferences) to engineers (to design products that fit a new definition of value).

Perhaps most important, manufacturing is becoming more “democratic,” and thus more appealing to bright young people with an entrepreneurial bent. Not only has design technology become more accessible, but an extensive virtual infrastructure exists that enables small and medium-size companies to outsource design, manufacturing, and logistics. Large and small companies alike are crowd-sourcing ideas online for new products and actual designs. “Maker spaces” – shared production facilities built around a spirit of open innovation – are proliferating.

And yet, across the board, manufacturing is vulnerable to a potential shortage of high-skill workers. Research by the McKinsey Global Institute finds that the number of college graduates in 2020 will fall 40 million short of what employers around the world need, largely owing to rapidly aging workforces, particularly in Europe, Japan, and China. In some manufacturing sectors, the gaps could be dauntingly large. In the US, workers over the age of 55 make up 40% of the workforce in agricultural chemicals manufacturing and more than one-third of the workforce in ceramics. Some 8% of the members of the National Association of Manufacturers report having trouble filling positions vacated by retirees.

Indeed, when the NAM conducted a survey of high-school students in Indianapolis, Indiana (which is already experiencing a manufacturing revival), the results were alarming: only 3% of students said that they were interested in careers in manufacturing. In response, the NAM launched a program to change students’ attitudes. But not only young people need persuading: surveys of engineers who leave manufacturing for other fields indicate that a lack of career paths and slow advancement cause some to abandon the sector.

Manufacturing superstars such as Germany and South Korea have always attracted the brightest and the best to the sector. But now manufacturers in economies that do not have these countries’ superior track record must figure out how to be talent magnets. Manufacturing’s rising coolness quotient should prove useful, but turning it into a highly sought-after career requires that companies in the sector back up the shiny new image with the right opportunities—and the right rewards.
NCDMM WELCOMES THREE NEW MANUFACTURING LEADERS TO ITS BOARD OF DIRECTORS

The National Center for Defense Manufacturing and Machining (NCDMM) officially announces the addition of three new members to its Board of Directors.

Joining the NCDMM Board of Directors immediately are Thomas R. Kurfess, Ph.D., P.E., a Professor at the George W. Woodruff School of Mechanical Engineering at the Georgia Institute of Technology and the former Assistant Director for Advanced Manufacturing at the Office of Science and Technology Policy in the Executive Office of the President of the United States of America; Michael D. Packer, Vice President of Advanced Manufacturing Development at Lockheed Martin Aeronautics; and Jim Williams, Managing Director of Paramount Industries, a 3D Systems Company.

“On behalf of all of us at NCDMM, I want to extend a warm welcome to Tom, Mike, and Jim as they join our Board of Directors,” said Ralph Resnick, NCDMM President and Executive Director. “These gentlemen bring a vast background in policy, engineering, defense, and additive manufacturing experience; industry and business acumen; and the leadership qualities to make significant contributions to NCDMM as Board of Director members, helping to guide the NCDMM as it enters its next decade of delivering manufacturing innovations.

“At the same time, I would also like to take the opportunity to recognize and thank Lt. Gen. Lawrence P. Farrell, Jr., USAF (Ret.) for all of his years of service and contributions to NCDMM as a Board of Directors member,” added Resnick. “As his tenure on our Board comes to a close, all of us at NCDMM acknowledge the instrumental role Larry has played throughout the years in NCDMM’s success. We wish our colleague, friend, and champion all the best.”

Condensed biographies of NCDMM’s newest Board of Director members are as follows. Complete biographies can be found on the NCDMM Web site at http://ncdmm.org/about/leadership/.

THOMAS R. KURFESS, PH.D., P.E.

Dr. Kurfess received his S.B., S.M., and Ph.D. degrees in mechanical engineering from M.I.T. in 1986, 1987, and 1989, respectively. He also received a S.M. degree from M.I.T. in electrical engineering and computer science in 1988. Following graduation, he joined Carnegie Mellon University where he rose to the rank of Associate Professor. In 1994, he moved to the Georgia Institute of Technology where he rose to the rank of Professor in the George W. Woodruff School of Mechanical Engineering. In 2005, he was named Professor and BMW Chair of Manufacturing in the Department of Mechanical Engineering at Clemson University’s International Center for Automotive Research. In 2012, Dr. Kurfess returned to Georgia Tech as a Professor of Mechanical Engineering. He also served as the Assistant Director for Advanced Manufacturing at the Office of Science and Technology Policy in the Executive Office of the President of the United States of America. In this position, Dr. Kurfess was responsible for engaging the Federal sector and the greater scientific community to identify possible areas for policy actions. Additionally, Dr. Kurfess is a member of the Board of Directors of the Society of Manufacturing Engineers and International TcheGroup, Inc.; is on the Executive Committee of the International Symposium on Flexible Automation; is a member and Division Leader of the National Academies Panel on Manufacturing Engineering; and is on the Editorial Advisory Board of the International Journal of Engineering Education.

MICHAEL D. PACKER

Mr. Packer is currently the Vice President of Advanced Manufacturing Development at Lockheed Martin Aeronautics. He brings more than 30 years of manufacturing experience across a broad range of increasingly responsible roles in line management and staff capacities at plant, division, and corporate levels. Mr. Packer is active in the Society of Manufacturing Engineers (recently elected to the SME International Board of Directors), American Institute of Aeronautics and Astronautics (conferred Associate Fellow in 2011), and SAE International (General Chair of past AeroTech World Congress). Mr. Packer also serves on the National Defense Industrial Association (NDIA) Manufacturing Division Executive Board, the National Manufacturing Skills Standards Council (MSSC) Executive Board, and is a member of the Manufacturing Executive Leadership Board and Council. Mr. Packer is passionate about manufacturing, consistently promoting it as a career of choice and publishing articles on manufacturing strategy, manufacturing technology, and manufacturing leadership and talent development. He holds a B.S. degree in Industrial Technology from Eastern Michigan University. He has also earned an M.B.A. from Washington University at St. Louis and completed the Manufacturing Executive Program at the University of Michigan.

JIM WILLIAMS

Mr. Williams is currently the Managing Director of Paramount Industries, a 3D Systems Company, where prior to this role he served as President and CEO of Paramount Industries, Inc., until April 2012 when it was acquired by 3D Systems Corporation. Mr. Williams, a veteran of more than 46 years in the product development industry, directs all facets of Paramount’s diversified product design and manufacturing operations, which includes product design, engineering, product realization, additive manufacturing and tooling, and leading-edge direct part manufacturing, as well as off-shore production and assembly of finished goods. He joined Paramount in 1966. After serving a four year pattern-making apprenticeship became a partner in the company, which at that time specialized in pattern making for metal casting industry and model making for consumer, industrial and medical products. Under his direction the company has diversified into a fully-integrated product development facility, widely recognized for early adoption, development, implementation of advanced manufacturing processes and development of new materials in the fast-growing additive manufacturing and digital parts manufacturing sector. The company has been cited for breakthroughs applying additive manufacturing applications in rapid tooling and for pioneering applications of advanced ceramics-based materials in stereolithography. Today, Paramount continues its technical leadership with groundbreaking achievement in laser sintering materials, nanocomposites, process knowledge, process improvement, process control, and design software. Paramount’s emphasis is on components that meet the rigorous requirements of applications in aerospace, defense, medical, and energy.
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MFG MEETING
2013 - HAWAII

Bob Mosey opening the general assembly

Los Angeles Chapter – NTMA Chapter of the Year – NTMA Chairman, Bob Mosey and LA NTMA Chapter President Darrin Martinez

2013 NTMA Executive Team

2012 Chairman Recognition – Roger Atkins

2012 First Lady Recognition – Juanita Atkins

Milt Thomas receiving the William Hardman Award

Team Leaders recognized

Rocky Mountain Chapter – Most Improved 2013

Bob Mosey and Michael Kerwin
Star Chapter
Recipients for 2013

Mike Retzer, Joe O’Dell, Mary Lloyd, Shannon Sweatman

**FUN AT THE LUAU**

Eugene Kim of Grainger and NTMA Staff

Vice President Ken McCreight and his wife, Deb McCreight

Dave Sattler and Gary McAfee

Harry and Joann Moser

Alice Overton

Omar and Rend Nashashibi

John Dalrmple, Jim Trecokas, Mike Kartsonis, Roger Sustar

Gisbert & Dorothe Ledvon, Juanita Atkins, Herb Homeyer
Today, Kennedy & Bowden continues to bring full service value to its customers through experienced engineering, skilled craftsmanship and state-of-the-art machinery.

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Kennedy & Bowden serves a variety of industries handling mostly medium sized, single and multi cavity molds that run on up to 650/750 ton presses. We can repair and modify larger tools upon consultation. Some end industry products include: Automotive, Housewares, Appliances, and Medical.

Congratulations to Ray Kennedy and his family! Here’s to the next 100 years of manufacturing in the USA.
MEMBER VALUE TEAM UPDATE

BY PAUL SAPRA, UPLANDFAB

If you have attended a National Conference in the last 2 years and attended a team meeting you have probably noticed some changes. Your Executive Team and Team Leaders have been hard at work to reorganize our volunteer efforts to be in line with the Associations strategic plan. The Member Value Leadership Team is composed of 2 Standing Teams; Chapter Executives and Next Generation. Because of the specific nature of these two standing teams there is a hard working set of team members that work at the conferences as well as attend conference calls throughout the year. I would like to thank Tami Adams and Frank Birch for their hard work at leading both of these teams.

During our transition from the old team structure to the new, there was some confusion for some as to which team meeting people should attend. The Member Value Team is open to everybody, as our name suggests we are made up of members and therefore anybody who is an employee of a NTMA Member Company (Regular or Associate) is part of the Membership Value Leadership Team. We welcome all to our meetings and encourage everybody to voice their opinion. If our staff and executive team are going to make the right decisions for our organization than the members need to be heard.

At the 2013 MFG Conference in Hawaii the Member Value Team had a great panel discussion where our New Chairman Bob Mosey, President Dave Tilstone, and Membership Director Jeff Walmsley fielded questions and comments from the members in attendance. The feedback they received was extremely valuable and will help them make the right decisions for our organization in the coming months. Thank you to all in attendance we greatly appreciated your input and hopefully you found as much value in it as we did.

I would like to update you on some items the team has been working on over the last few months. At our Meeting in Nashville in the Fall of 2012 there was a lot of discussion that communication at all levels of our organization needed improvement. There were 2 breakout teams that discussed this at length. As a direct result of this, the NTMA held their first association conference call in February of this year. The call was attended by 80 people and from the feedback we have received so far proved to be very valuable. The plan is this call will take place on a semi-annual basis. Communication from our Affinity Partners to the members was another area of concern from our members. The overall feeling was that there is some confusion when members receive direct correspondence from our affinity partners while referencing our NTMA membership. After the Fall conference Jeff Walmsley worked diligently with our affinity partners to coordinate all communications through the NTMA. Hopefully you have noticed this in your inbox in the last few months. As I mentioned, communication seemed to be the underlying theme in Nashville last Fall, I am hoping when we meet again this Fall in Boston that this will no longer be a major issue and we can focus our time and efforts on new tasks to create better value for our members. I hope you will join us at the Membership Value Meeting in Boston. If you cannot then please take the time to answer the pre-conference survey that will be sent out prior to the conference, I will make sure your voice is heard at our meeting.

Our 2 standing teams (Chapter Executives and Next Generation) are also hard at work all year long creating great member value programs. Our Chapter Execs have been diligently working on the Star Chapter program. This program rewards those chapters that have implemented a majority of the best practices that Chapters should have. For those Chapters that do not yet have the items in place to qualify for Star Chapter status, this survey gives the NTMA staff the information they need to better serve you at the local level. Therefore it is important that all chapters complete the survey. Our NTMA staff understands the importance of strong chapters so our members can receive good value at the local level too, if you are in need of help please contact the NTMA office and they will be sure to get you the help you need.

Next Generation is currently working on creating Member Value for the up and coming business leaders in our association. If you have somebody in your company that could possibly be a future leader in your business (They don’t have to be family either) please consider getting them involved in our Next Generation team. Maybe you don’t have that person in your company, then you should attend the Next Generation meetings at the conferences to find out the steps you should be taking to identify and develop that person. Another item the Next Generation team is currently looking into is developing a good resource for our members to gather information and assistance on succession planning. We hope this can be a tool our members can use as they begin this step in their business planning.

As I mentioned previously, the Membership Value Team is for everybody. It is important that we hear from you so our Association can continue to provide the best value to our members. I encourage each of you to get involved on your local boards, National conferences, and participate in the leadership team meetings. There have been a lot of changes at the National Level over the last few years, but rest assured no change was made unless it was going to improve the value to our members, thank you to the Association Leadership for having the courage to make those decisions for us. You are doing an excellent job.

NEW PRESIDENT AND CHIEF OPERATING OFFICER ANNOUNCED

Superior Die Set is thrilled to announce the election of new President and Chief Operating Officer, Frank Janiszewski. As a graduate of Marquette University in Mechanical Engineering, Frank began his career at Superior as an Engineer then moved quickly into plant management responsibilities. He later was named the Executive Vice President, and now brings over 30 years of strong manufacturing and industry experience to his new assignment.

Founded April 9, 1923, Superior Die Set celebrates its 90th Anniversary this year. The family owned business operates four plants: two in the United States, and two in Europe. Superior Die Set plans to celebrate this notable milestone throughout the year alongside sister facilities Greendale Precision Services, and FCPK Bytów.
AGENDA

THURSDAY, MAY 16
Marketing and Sales Sessions

Noon                    Registration
1:00pm - 4:30pm        Sales and Marketing Seminars
4:30pm - 7:00pm        Cocktail Reception

FRIDAY, MAY 17
Contract Manufacturing Purchasing Fair

8:00am                  Registration and Breakfast
9:00am                  Contract Manufacturing Purchasing Fair Begins
Noon                    Industry Lunch
4:00pm                  Contract Manufacturing Purchasing Fair Closes
MEMBER TESTIMONIAL
“MY LARGEST CUSTOMER THAT I’VE HAD FOR OVER FIVE YEARS CAME FROM ME ATTENDING AN NTMA PURCHASING FAIR!”
NTMA CA Member

MEMBER TESTIMONIAL
“I NEEDED TO START DIVERSIFYING MY CUSTOMER BASE BECAUSE I WAS SO DEPENDENT UPON THE AUTOMOTIVE INDUSTRY FOR MY BUSINESS. I WAS OVER 90% AUTOMOTIVE AND OVER 75% IN MICHIGAN. I STARTED GOING TO NTMA PURCHASING FAIRS AND NOW MY CUSTOMER BASE IS ABOUT 60% AUTOMOTIVE BUT 70% OUTSIDE MICHIGAN.”
NTMA MI Member

MEMBER TESTIMONIAL
“ATTENDING NTMA PURCHASING FAIRS HAS GIVEN OUR COMPANY MORE THAN ENOUGH BUSINESS TO PAY OUR DUES FOREVER. I MET ANOTHER MEMBER AT A PURCHASING FAIR AS WE WERE STANDING IN LINE WAITING TO TALK TO A BUYER. SEVERAL MONTHS LATER I GOT A CALL FROM THAT MEMBER THAT HAD JUST LANDED A huge CONTRACT THAT HE NEEDED OUT KIND OF EXPERTISE TO FULFILL. WE ENDED UP WITH A LONG-TERM CONTRACT WORTH OVER $7 MILLION BECAUSE I HAPPENED TO START TALKING TO ANOTHER MEMBER.”
NTMA PA Member

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CONGRESSMAN SESSIONS R- TEXAS HILL REPORT

This week, House Republicans continued to act on our commitment to get Americans back to work by passing two bills to help provide job seekers with a pathway to employment. I was pleased to support both of these bills, and urge the Senate to join us in our efforts to put our nation on a new path of success and increase opportunities for my constituents.

The House passed HR 890, the Preserving the Welfare Work Requirement and Temporary Assistance for Needy Families (TANF) Extension Act of 2013. Last year, President Obama allowed states to waive the work requirements for welfare recipients. This bill stops the Obama Administration’s efforts to dismantle the welfare to work requirements, which have been essential to decreasing welfare dependence and poverty among low-income Americans. Additionally, it extends the TANF welfare program through the end of the year.

The House also passed HR 803, the Supporting Knowledge and Investing in Lifelong Skills (SKILLS) Act, which reforms our broken job training system. When meeting with small business owners in our district, I’ve learned that some businesses struggle to find workers with the skills required for their job openings – leaving them no choice but to either expend precious resources to retrain employees or simply leave jobs unfilled. The SKILLS Act provides real solutions for these companies by preparing our workforce with skills that better match the needs of employers. Watch my remarks below to learn more about this common-sense bill that cuts through bureaucracy, promotes better use of taxpayer dollars, and helps North Texans looking for work.

GRAND CANYON HIKE TO RAISE MONEY FOR LEUKEMIA & LYMPHOMA SOCIETY

Once again I am starting to train for a hike with the Leukemia and Lymphoma Society. This year I will be going to the Grand Canyon for a single day hike of 13 miles, we will take the South Kaibab Trail to the Tonto Trail and then come up the Bright Angel Trail to the top, another challenging hike. And as in the past I will also be fundraising to raise money to help in the battle against these devastating blood cancers.

I believe strongly in the work that LLS does and have personal connections with people who are battling both leukemia and lymphoma. I am hiking in honor of Casey, Bob, Terri, Nelda, John R., Bettina, Klaus and Kurt and in memory of Mike, Ted and John S. who no longer are here in body but who’s spirits live on and continue to inspire so many of us.

Last year I raised $7,700.00, I hope to surpass that amount by $1,000.00 this year. So please join me on this amazing journey by making a tax-deductible donation to LLS at my fundraising website:

HTTP://PAGES.TEAMINTRAINING.ORG/VTNT/CANYONS13/KFUSSelman

Or by mailing a check made out to: Leukemia & Lymphoma Society or LLS and mailing it to me at:

KEN FUSSelman
PERRY TOOL & RESEARCH, INC.
3415 ENTERPRISE AVE.
HAYWARD, CA 94545

Donations must be in no later than May 1st, as soon as possible would be even better.

Thank you in advance for your generosity and compassion for others.
The ideal 5-Axis machine for every job shop, the GF AgieCharmilles Mikron HEM 500U combines Swiss engineering, a powerful and easy-to-use CNC control and an excellent price-performance ratio. Automation features will allow you to run unattended 24/7.

Contact us and we will show you how to make an easy transition into the world of 5-Axis machining.

Mikron HEM 500U
The Game Changer in 5-Axis Milling

The ideal 5-Axis machine for every job shop, the GF AgieCharmilles Mikron HEM 500U combines Swiss engineering, a powerful and easy-to-use CNC control and an excellent price-performance ratio. Automation features will allow you to run unattended 24/7.

Contact us and we will show you how to make an easy transition into the world of 5-Axis machining.
SUMMARY
The mission of the NTMA Next Generation Team is to assist NTMA member companies in the development and support of new and future leaders to ensure the company’s successful operation and succession. The team currently consists of a Team Leader (Frank Burch), nine team members, an Executive Team liaison and a staff liaison. On the average, 50% of team members are active participants providing input, feedback and engage in action items. Mr. Burch’s term ends 12/31/13. Five team members’ terms end 12/31/13. Three team members’ terms end 12/31/14. One new team member from Rochester, NY, ends their term 12/31/15.

INTRODUCTION
The future of business and its leaders is taking the next generation a level up...’Gen Next’...making sense of what is changing in the world of business. Next generation thinking is about more than just demographic change. It is about next generation leadership styles, next generation business models and next generation customer experiences.

TEAM BACKGROUND
It had become apparent that over time, and due to a variety of reasons, the team’s consistency in strength, effectiveness from the team to NTMA members, and engagement with National varied substantially. Clearly, however, there were several networking events and mentoring initiatives with above average success. These successes were in part due to the dedication of NTMA members who are encouraged by their personal business transition experiences and their desire to encourage others.

CURRENT GOALS/OBJECTIVES AND STATUS
2013 Goals: Produce ‘Case Studies’ of members who fully transitioned their succession plan; Fall Conference program content; Work within new member registration process to identify Next Gen contacts; add Next Gen component to website; work with chapters who want/ have Next Gen teams.
• Provide networking opportunities for new and future business leaders. Increasing quality programming and events in 2013+ that is relevant and of interest in subject matter: Case Studies and Panel Discussions @ 2013 Fall Conf. Capture studies via various media and house on NTMA website.
• Increase involvement of new and future business leaders in the NTMA/ Establishing Next Gen opportunities via chapter teams to facilitate engagement and outreach at the chapter level in 2013.
• Provide a rotational education and training program to help businesses plan and train for leadership transition. Developing relationships with outside entities (nationally and regionally) (educational facilities and consultants) as resources to members for Q&A as well as retention for succession planning and consulting.

Once there is an identification of next generation leadership styles, and business models, the next step is to understand the activities and practices that characterize a strong and successful team and program brand.

MARKET SEGMENT ANALYSIS
Born between the years of 1977 – 1997, the ‘Millennials’ are the youngest generation to enter the workplace. Millennials grew up with school shootings, terrorist attacks, global warming, war on TV, and the Internet which influenced their view of the world. As children, they experienced everyone getting awards for playing sports and went to school at a time when gold stars were handed out freely. As a result, Millennials want frequent feedback. Millennials grew up with Baby Boomer parents, many who are self-professed workaholics, and therefore desire more work/life balance than their parents had.

They are resourceful and able to multi-task. They can Google, email and write a report at the same time; they can comfortably find information through the Internet. They work well in team environments and are comfortable speaking up. They also want to make an immediate impact in their jobs and move up quickly. This predominately identifies the ‘GenNext’ emerging leader of our member companies and the small-business manufacturing industry.

First generation business owners/managers express how younger emerging leaders prefer communicating through e-mail; they do not like face to face meetings as much. GenNexters tend to lose concentration easily because of technologies, spending time checking texts, e-mails, etc. GenNexts may choose the fastest path to the solution and think they deserve to be promoted quickly. The energy and enthusiasm they can generate can be considered a challenge by their older managers- they are highly ambitious, but they have short term goals. First generation business leaders perceive they need to understand company policies and work within them as opposed to making up their own rules. GenNexters want to understand and manage politics and learn effective project management strategies.

Although younger individuals are the most popular GenNexters, there is a strong gap between them and the average age of a small-business owner which hosts its own area of opportunities and challenges...

There is also an increasing need to identify and customize training, education, technical assistance, and learning opportunities oriented toward the needs of non-traditional owners and professionals such as women, individuals over the age of 50 and existing non-family management employees.

PROGRAM PROPOSAL
The time to leverage the talents and welcome new leaders into organizations is now. More experienced workers are rapidly nearing retirement age and their accumulated wisdom and expertise could
soon be walking out the door. In addition, emerging leaders are actively asking for more training, coaching and mentoring opportunities. Bringing together older workers’ experience and GenNexters’ creativity can lead to groundbreaking innovations. Here are a few ways to provide mentoring for GenNexters:

- Create an open mentoring culture where people learn from each other in a wide variety of formal and informal relationships.
- Use technology to help people sign up and get connected.
- GenNext coaching and training will be essential for growing and sustaining leaders.

Since a participative culture is essential to multigenerational success, how do you keep that type of culture in place through generational change? The answer is in ‘telling the story’ that can distinguish a family business and promote its longevity.

Family business stories (case studies and mentoring) can share the folklore of the company’s founding. They can explore the rationale for critical decisions that shaped the company’s development. They can recount the achievements, and failures of past business cycles. They can recount meaningful or silly events that led to employee bonding. The more stories are shared in an organization, the more the benefits are felt.

There are many on-line resources, organizations, consultants and training courses across the country providing leadership training, business tools and legal advice for business succession and transition. There is no better resource for ‘relevant experience’ than fellow NTMA members who can provide the best leadership learning and succession tool...‘an example’. I propose the NTMA Next Generation Team capitalize on a mentor program of ‘case studies’ and ‘relational resources’ as its GenNext brand.

A dedicated logo (similar to that of Star Chapters) identifies this particular market segment within NTMA. The proposed logo of ‘GenNext’ could be branded and adopted by national, affiliates, team initiatives and applicable chapters in their appropriate publication, communication and on-line presence.

CONCLUSION

The Next Generation Team is committed to improving identification and participation of first and next generation individuals of NTMA member companies by guiding and providing necessary resources and tools to attain desired leadership excellence and measurable engagement with educational and mentoring programs. In order to modify behavior in the initiative and recognize efforts toward national’s goals and objectives, the Next Generation Team needs revitalization. The proposal calls for market segment identification and enhanced initiatives that complement the strategic plan of the NTMA. It will also highlight best practices for attracting, advancing and retaining strong manufacturing leadership talent. Revitalization of team members is instrumental. A strong team leader and active member recruitment campaign is necessary in order to successfully carry out these commitments in the pivotal years to come.

GREAT WALTER RECEIVES INDUSTRY PARTNER AWARD FROM NTMA

NTMA Chairman Bob Mosey presents our first Industry Partner Award to Eugene Kim of Grainger. NTMA, Grainger’s single largest customer earned over 1 million dollars in royalties in 2012

TaxTemplate (Action Item): During the GAT meeting, it was again discussed how to get more people to fill out the tax template which is an internal tool we are using to help companies understand the impact of tax reform scenarios on your business. Attached is the tax template we need filled out by GAT and other One Voice members ahead of the Legislative Conference (A sample PDF of what a complete summary sheet looks like is attached). To fill out template, open the excel file and select at the bottom, Tab Annual Tax & Distributions. Enter your information into the yellow fields in the first two columns (C-Corp and Flow-Through - the template works for s-corpor too). Some of the fields are drop down menus where you can change options. The program automatically fills in all the other relevant fields for you and adds them to the summary tab 1. The 2013, 35% baseline, 25%, and 39.6% columns will show the impact on you in different scenarios based on assumptions you make (LIFO repeal, etc.). The cells in green are the variables you can change, whether to keep 100% expensing, R&D, and other deductions and credits our manufacturers use or see their impact if they’re eliminated. If you are comfortable sharing the results, such as effective tax increase or other data it would be very helpful to us but please make sure to not put any company identifying information, Omar Nashashibi (omar@franklinpartnership.com<mailto:omar@franklinpartnership.com>) will also scrub it and make sure it is anonymous and he won’t pass any of the templates out to anyone. Appreciate your help on this as we only have about half a dozen completed by One Voice members...
NTMA Member Roy Sweatman Reappointed to Commerce Department’s Manufacturing Council

Sweatman Provides Key Voice for Small and Medium-Sized Manufacturers

Roy Sweatman, President of Southern Manufacturing Technologies (SMT) in Tampa, FL, was reappointed today by the U.S. Department of Commerce to serve on the 2013 Manufacturing Council. A former Chairman of the National Tooling and Machining Association (NTMA), Sweatman joins 25 other U.S. manufacturing leaders on the 2013 Council.

The Manufacturing Council provides advice to the Secretary of Commerce on strategic issues related to the overall competitiveness of the nation’s manufacturing sector, including the adoption and effectiveness of government policies and programs that affect the industry. From his position on a council that includes such companies as Lockheed Martin and Rockwell Automation, Sweatman will help emphasize the need for policies that help small and medium U.S. manufacturing companies, a critical part of the U.S. manufacturing industry.

“I am honored to be reappointed to the Manufacturing Council,” said Sweatman. “Small and medium manufacturers play an enormous role in our nation, both as job creators and as the backbone of many communities. Policies that help support the work of small manufacturing businesses create positive ripple effects throughout the economy. It is gratifying to be part of a process in which policymakers and business leaders can work together to address our most pressing issues, from the potential for comprehensive tax reform to the ongoing shortage of skilled manufacturing workers in our country today. We need to get these things right to ensure that U.S. manufacturing can effectively compete in an international marketplace.”

Sweatman’s company, SMT, specializes in precision machined components and assemblies primarily for the aircraft, aerospace, defense industries. Founded in 1983, SMT was honored as the Tampa Small Business of the Year and in 2009 won the Business Excellence Award from the Tampa Bay Workforce Alliance.

“NTMA is proud of Roy’s work on the Manufacturing Council,” said NTMA 2013 Chairman Bob Mosey. “We all benefit from Roy’s commitment to our industry. The needs of small and medium manufacturers must be recognized by policymakers in Washington, DC for our overall economy to flourish. No one can carry that torch better than Roy.”

BOSTON CHAPTER MEMBERS RECOGNIZED FOR MEMBERSHIP MILESTONES

Three Boston Chapter members were recognized for their many years of NTMA/BTMA membership at the Chapter’s November Meeting at AccuRounds in Avon, MA.

Receiving NTMA award plaques and gifts from the chapter at the meeting were:
Bendon Gear and Machine Inc. – 35 years
North Easton Machine Co. – 25 years
Receiving recognition, but not pictured, was Boston Centerless Inc. – 45 years
BTMA also welcomed new member, Arwood Machine Corp., which joined in October 2012.

(L-R) Doug Tressel, Peter Belezos, both of Bendon Gear & Machine Co., Rockland MA, and BTMA president Tim Martens, M&H Engineering Co.
Jon Holbrook of North Easton Machine, North Easton MA accepts his award from BTMA president Tim Martens, M&H Engineering Co.
Scott Rich of Arwood Machine Corp., Newburyport MA is welcomed to the BTMA by Chapter President, Tim Martens.
THE BROCK BABB MEMORIAL SCHOLARSHIP

The Brock Babb Memorial Scholarship is an annual tuition scholarship created by the National Tooling and Machining Association in support of students advancing their education, and pursuing careers in manufacturing.

Successful scholarship applicants will receive a minimum award of $1,000.

The NTMA Education Team shall serve as the selection committee. Only applicants that meet the eligibility requirements will be considered. MUST BE RETURNED BY APRIL 01, 2013

Eligibility Requirements:
1. Be at least 18 years at time of class start
2. Be a member of a high school class, and plan to attend an accredited educational facility as a full time student; or be a high school graduate enrolled to continue his/her education in a manufacturing industry related discipline. For purposes of this scholarship, a full time student is defined as a minimum of twelve (12) credit hours per semester.
3. Be the son or daughter of an employee of an NTMA Member Company in Good Standing (Owner’s family not eligible to apply.)
4. Be a high school graduate and achieved a minimum high school GPA of 2.5
5. Submit a scholarship application and supporting documentation by April 1st of applicable year.
6. Provide two letters of recommendation from Business professionals who are aware of their desire to pursue a career in manufacturing.

Applicants are requested to read carefully all of the above conditions of this program and submit a fully executed Application by April 1, 2013.

The NTMA Brock Babb Scholarship Fund will be paid upon proof of acceptance into appropriate educational facility as defined above.

Submit all information to:
Mr. Ken McCreight, Vice President
NTMA Education Team Staff Liaison
National Tooling and Machining Association
1357 Rockside Road
Cleveland, Ohio 44134
kmccreight@ntma.org

THE EDWIN VOBEDA MEMORIAL SCHOLARSHIP

PURPOSE
The Edwin Vobeda Memorial Scholarship is an annual tuition scholarship created through a charitable donation to the National Tooling and Machining Foundation from the Edwin F. and Mildred Vobeda Charitable Remainder Trust in support of students residing in the Central Time Zone advancing their education in a tool and die apprenticeship program to pursue careers in the tool and die industry. Successful scholarship applicants will receive a minimum award of $1,000.00 and a maximum award of $5,000.00 annually. It is the intent of the Foundation to award up to three (3) scholarships annually.

SELECTION
The NTMA Education Team shall serve as the selection committee, and shall make the final selection of the scholarship recipient from a list of those students making application under criteria outlined in the Eligibility Requirements.

Eligibility Requirements: All Applicants Must:
1. Be at least 18 years at time of class start
2. Be an employee of and nominated in writing by an NTMA Member Company in Good Standing located in the Central Time Zone and enrolled in a registered tool and die apprenticeship program.
3. Must be a high school graduate and achieved a minimum high school GPA of 2.5.
4. Submit scholarship application and supporting documentation by April 1st of applicable year.
5. Be a high school graduate and achieved a minimum high school GPA of 2.5.
6. Provide two letters of recommendation from Business professionals who are aware of their desire to pursue a career in manufacturing.

APPICLATION
Applicants are requested to read carefully all of the above conditions of this program and submit a fully executed Application by April 1st of applicable year.

AWARD
The NTMF Edwin Vobeda Memorial Scholarship will be paid upon proof of acceptance into appropriate education facility as defined above.

SUBMISSION: Submit all information to:
Ken McCreight
National Tooling and Machining Association
1357 Rockside Road
Cleveland, Ohio 44134
Phone: 1.800.248.6862; Fax: 216.901.9190
E-mail: kmccreight@ntma.org
INTRODUCING AN EXPANDED MEMBER BENEFIT:  
PARTNERSHIP TO MANAGE THE YRC FREIGHT PROGRAM!

NTMA is pleased to announce an expanded agreement with PartnerShip® to take over management of the YRC Freight program. PartnerShip is the freight management company that has been providing discounted small package shipping services to NTMA members the past several years. NTMA members will now have single-source access to industry leading pricing with the most trusted and reliable carriers in the country—including YRC Freight, UPS Freight, Con-way Freight, and more. The expanded NTMA Shipping Program will provide members with savings of at least 70% with a host of national and regional carriers, including:

- Save up to 26%* on select FedEx Express® services
- Save up to 12% on select FedEx Ground® services
- Save up to 10% on select FedEx Home Delivery® services
- Special tradeshow shipment pricing available at TradeshowSelect.com/Quote

The NTMA Shipping Program provides many specialized solutions geared towards helping NTMA members be more successful in all facets of shipping and logistics, including vendor routing tools, online freight management tools, shipping supplies, and much more!

NTMA has endorsed PartnerShip, a leading LTL freight, small package, and tradeshow shipping management company, to manage the expanded NTMA Shipping Program. PartnerShip delivers customized shipping solutions to over 17,000 businesses nationwide, and has been recognized as an industry leader in helping businesses reduce shipping costs since 1989. PartnerShip saves businesses money on every shipment, every time.

Visit PartnerShip.com/54NTMA for complete information and to enroll in the NTMA Shipping Program. This program is FREE, with no obligations and no minimum shipping requirements.

If you have any questions, please call PartnerShip directly at 800-599-2902, or email sales@PartnerShip.com.

Remember, use your association services first. We are proud to offer the NTMA Shipping Program, a true return on your investment in NTMA.

“Now that the PartnerShip has been endorsed to manage LTL freight and small package shipping through NTMA Shipping Program, members will have a single-source for significant savings on all of their shipping. Additionally, members will now be able to choose between a variety of national and regional carriers for their freight shipments, including UPS Freight, YRC Freight, Con-way Freight, and several others. Last year, NTMA members using this program saved an average of $1,150 each on their shipping – I expect even greater savings are in store for members going forward.”

- NTMA President, Dave Tilstone

* Includes a bonus 5% online processing discount. Full details available at www.PartnerShip.com/54NTMA/FedExdiscounts.
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Some of the manufacturing states hardest hit by the recession are climbing back with the help of the very thing that snuffed out so many jobs in the first place: advanced technology.

After decades of decline, American manufacturing is on the upswing, thanks largely to higher oil prices and the natural gas boom that makes it cheaper to fuel a factory in the U.S. New technologies also are contributing to the resurgence.

Ohio, which lost 149,000 manufacturing jobs during the recession, has created 49,000 manufacturing jobs in the last three years, including 2,300 in advanced manufacturing in the last year, according to the latest figures from the Ohio Development Services Agency.

Michigan lost 146,000 manufacturing jobs between December 2007 and December 2009, according to the National Association of Manufacturers. But in the past three years the state has added more than 68,000 manufacturing jobs, the largest increase of any state. While it’s hard to quantify precisely how many are in advanced manufacturing, “most of the increase in the auto industry, and that is definitely an advanced manufacturing industry,” says Robert C. Sherer of the Michigan Workforce Development Agency.

Nationwide, the recession eliminated 2 million manufacturing jobs. In fact, manufacturing and construction were the hardest hit sectors, with the worst percentage declines of the post-WWII era. But manufacturers have created half a million U.S. jobs since 2009.

To add momentum, President Barack Obama wants to create a national network of “manufacturing innovation institutes” to help companies, particularly small manufacturers, capitalize on cutting-edge technologies. The 3-D printing lab in Youngstown, Ohio, highlighted by the president in his State of the Union address is the kind of venture he has in mind. The Youngstown project beat out 11 other competitors to secure what will be a total of $45 million in federal money, becoming the country’s first such institute. The winning consortium, which includes manufacturing firms, universities, community colleges and non-profit organizations, will put up an additional $40 million.

Ultimately the administration would like to create 15 manufacturing institutes, though Congress has to approve the $1 billion needed to pay for that many. In the meantime, the administration will use money already in the budget to create another three projects this year.

**NEXT GENERATION OF MANUFACTURING?**

The governors of Ohio and Pennsylvania, both Republicans, are enthusiastic about Obama’s idea, at least as it is playing out in their states.

“We are seeing nothing less than the beginnings of a new Industrial Revolution,” Pennsylvania Governor Tom Corbett said in a statement touting the new Youngstown center, formally called the National Additive Manufacturing Innovation Institute.

Housed in a formerly abandoned furniture warehouse, the 3-D printing lab in Youngstown uses computers to create a three-dimensional model of an object, anything from a surgical implant to an automobile part to an artistic sculpture. Then a machine uses metals, plastics or ceramic powder to create the object.

The new technology, Corbett said, “means that manufacturing, something we once gave up for lost, is going to come back.” The head of Ohio’s Department of Development called it “the next generation of manufacturing methods.” Pennsylvania gave $5 million and Ohio gave $2 million to the project.

In Illinois, Democratic Governor Pat Quinn is pursuing a similar path. His state is teaming up with the University of Illinois and the National Center for Supercomputing Applications to create an advanced manufacturing hub “where companies – big and small – come to learn and use the world’s most sophisticated tools and software,” he said in his State of the State address.

But some are skeptical that new technologies such as additive manufacturing will create many jobs. “It looks like a new way of fabricating things that will involve relatively few people and a lot of computers,” says Don Grimes, senior research specialist at University of Michigan.

Other critics say the federal government is ill-equipped to choose which technologies are likely to take off and create jobs. “The risk is, especially if the government picks them, that they are picked for political reasons, rather than economic reasons,” says Harry C. Moser, president of the Reshoring Initiative, an industry-led effort to bring manufacturing jobs back to the United States. “The government has shown that it’s not at all very good at picking products, like Solyndra,” referring to the now-bankrupt California solar company that won millions in federal clean energy subsidies.

Some governors in manufacturing states have expressed similar reservations. “We don’t need D.C.’s help,” Republican Governor Nikki Haley of South Carolina said earlier this month. “We can do it right by ourselves,” Greenville.com reported. And Haley thinks the state is doing plenty right. So does the Wall Street Journal. “Anyone still thinking the U.S. has lost its manufacturing chops hasn’t been to South Carolina,” the Journal said.

“South Carolina has announced (itself) as the new superstar of American manufacturing. We build things. We build planes. We build cars. We build tires. We build more ATVs than anywhere else in the world”

South Carolina Republican Governor, Nikki Haley

CONTINUED ON — P37
MAZAK’S FIVE LEVELS OF MULTI-TASKING = INCREASED PRODUCTIVITY AND PROFITABILITY

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It’s your money—our RESULTS

Paradigm Partners
281.558.7100 ext. 139
info@paradigmlp.com
Increasingly common phenomenon: Honda last month opened a plastic components plant in Indiana. BMW is in the midst of adding 300 workers to its plant in South Carolina, making it the company’s largest factory outside of Germany. Airbus, headquartered in France, announced last year it will build airplanes in Mobile, joining Mercedes Benz, Honda, Toyota and Hyundai among overseas manufacturers setting up shop in Alabama in the last few years. The Brazilian aviation manufacturer Embraer opened its first U.S. assembly plant making corporate jets in Florida in 2011.

Today more Rolls-Royce products are built in the U.S. than in Great Britain or anywhere else in the world, with the company announcing late last year plans to build a new advanced manufacturing facility in Virginia. Even Chinese companies have begun manufacturing in the United States: The Lenovo Group is slated this year to start production of ThinkPads in Whitsett, N.C., near Greensboro.

States are feverishly trying to attract foreign business and routinely sweeten the pot with tax breaks. By one estimate, South Carolina gave BMW $250 million in tax breaks.

Nationwide, some 2 million Americans are employed in manufacturing by the U.S. subsidiaries of global companies, accounting for more than 17 percent of the U.S. manufacturing workforce, according to the Organization for International Investment, a trade group. The manufacturing sector is the top sector for global companies investing in the United States.

**STATES IN RECOVERY: MANUFACTURING**

As foreign firms add jobs in the U.S., some American firms are bringing jobs back from overseas, a phenomenon known as “insourcing.”

Ford is bringing back 1,000 jobs from Japan and Mexico to Michigan and Ohio. Caterpillar is bringing jobs back from Japan to Georgia. Apple has promised to start making Mac computers in the U.S., though it hasn’t said where. Numerous states are eager to host Apple, which is so profitable that if the iPad became a standalone business, it would be the 11th largest U.S. tech company, Forbes reported.

Higher wages in China also contribute to what The Atlantic last month called an “insourcing boom.”

For some manufacturers, the problem now is finding enough U.S. workers who know how to use sophisticated equipment. By one industry estimate, as many as 600,000 manufacturing positions remain vacant because employers can’t find skilled workers.

“Two years ago, employers were saying to me, ‘We’re thinking of doing a layoff, or we are doing a layoff,’” Vermont Governor Peter Shumlin said at a forum of the Democratic Governors Association in Washington last week. “If you go back now, they say ‘Great things are happening, we are seeing recovery. Our challenge now is we can’t find enough trained employees to do the work that we have available.’”
SYSCON International has introduced MT Focus®, a monitoring system for new and legacy machine tools. MT Focus connects machines through the universal language of the internet, so a manufacturer can “see” machine performance and make decisions based on accurate data, crucial alerts, current production information and preventative maintenance trends. These insights into the plant floor can be used to improve manufacturing processes and drive innovation throughout the organization.

The heart of the MT Focus product line is its Adapter/Agent Module—it’s a four-in-one machine monitoring tool that collects, stores, translates and displays machine status and performance data. Collected data can be viewed as web-based screenshots on smart devices such as SmartPhones, iPads, PCs and shop floor monitors (no need for external host/client computers), or provided as real-time MTConnect protocol that can be used by third-party applications.

MT Focus delivers these benefits at minimal expense, with little or no disruption to existing manufacturing efforts. “MT Focus addresses the challenges that the average machine shop faces,” said Don Hemler, MT Focus Product Manager. “One day of planning and one day to install and make operational should be sufficient per machine. A maintenance technician can do the installation under the direction of a facilities or manufacturing engineer, and setup/configuration are easily accomplished via menu-driven browser pages.”

An MT Focus Adapter/Agent Module costs only $695, and each machine requires its own module. MTConnect®, an open, royalty-free communication standard that utilizes Internet communications technology to link machines and systems together, comes standard in all modules. MT Focus also offers low-cost licensing of four tiered software options that allow users to choose the amount and type of data to be extracted from their machines. MT Focus hardware options, like the Local Data Collection Hubs, HMIs and Wireless Bridges, further expand the product’s functionality.

Despite its simple installation process and economical pricing structure, MT Focus is flexible and robust enough to handle small machine groupings or large plants with multiple facilities, located around the world. MT Focus can even integrate the plant floor into the company’s ERP system, providing historical data that can be used as a benchmark for Continuous Improvement. Some of the machine information provided by the Module includes:

- Actual vs. Targeted Performance Values (OEE, spindle utilization, average cycle times)
- Production Data (good/reject part counts)
- I/O Status and Counts (with e-mail alerts)
- Job Time Accumulators (In Cycle at Rate, In Cycle Slow, Idle, Down)
- Machine Data Summary
- Current and Next Job Data

Email alerts, provided by the Module, include Slow Cycle Time, Machine Down, Job Started, Job Completed, and Multiple Count-Activated Input Events. For more information, visit the company’s website at http://www.mtfocus.com.

For a FREE copy of “Get ERP Right The First Time™” call 1-800-364-5958 or visit www.GlobalShopSolutions.com.

MT Focus Adapter/Agent Module
NTMA HOLDS A NEW KIND OF TEAM LEADER MEETING

On January 25th and 26th, NTMA held a new kind of Team Leader meeting. This meeting included not only all of our team leaders, but the Staff and Executive Team Liaisons. The main goal for this meeting was to come away with a complete and thorough understanding of the team structure, operations, and roles & responsibilities. We came away with a LOT more.

The agenda for this meeting included a complete review of the new Team Leader/Member Orientation Guide. We also shared the 2013 NTMA Strategic Plan and had each Leadership Team review their team’s purpose, focus, and roles & responsibilities to insure alignment with that strategy.

As each Leadership Team reported to the entire group, it became very apparent that our team leaders had taken the assignment very seriously. Each team rewrote their statements with some very exciting outcomes. Below are the new Purpose, Focus, and Roles & Responsibilities of each of the Leadership Teams.

GOVERNANCE LEADERSHIP TEAM

Purpose: Focus and lead the corporation in an ethical manner that brings value to its members while ensuring there is consistent governance and forward looking direction for the NTMA.

Focus Areas: Governance of NTMA and its Boards, including Insurance and NTMF; Policy; Budget; Strategic Planning

Roles & Responsibilities: Management of Association Affairs; Fiscal Responsibility; Governance & Policy; Strategic Planning; Industry Awards; Leadership Development

INDUSTRY ADVOCACY LEADERSHIP TEAM

Purpose: Focus and lead efforts to promote the value and increase the awareness of precision custom manufacturing; strengthen relationships among industry leaders and advocate on behalf of our members.

Focus Areas: Government Relations; Public Relations; Association Partnerships; Industry Alignment; Community Outreach; Promote connection between manufacturing and STEM

Roles & Responsibilities: Lobby Congress; Legislative Conference; PAC/GAAF; NRL; Inform Membership; On-shoring; ISTMA

WORKFORCE DEVELOPMENT LEADERSHIP TEAM

Purpose: Focus on providing value to NTMA members in the area of Workforce Development.

Focus Areas: Workforce Training; Manufacturing Science

Roles & Responsibilities: NTMA-U; 6S Awards; Tech Suites; Educational Media; Coordinate with related organizations (Participate in AMT’s Technology Issues Committee and imX)

MEMBERSHIP VALUE LEADERSHIP TEAM

Purpose: Focus and lead efforts to strengthen membership value in accordance with the association’s strategic plan.

Focus Areas: Communication; Business Growth Opportunities; Member Engagement; Driving Value Deeper within Member Companies; Chapter Development

Roles & Responsibilities: Purchasing Fairs; Conference Participation; Chapter Awards; Affinity Partners Advisory; Associate Members; Website Advisory; Social Networking Advisory; Next Generation; Chapter Executives

SOME OF THE COMMENTS FROM THE MEETING PARTICIPANTS:

- Good
- Informative
- Very welcoming group
- Well laid out
- Much better understanding of “connection” of programs to overall NTMA
- Appreciation of staff & ET
- Opportunity to communicate back to chapters
- Better understanding of how things work
- Engaged, passionate group
- Liked format – stayed on task
- ET open to new ideas
- Fresh perspective
- Liked that the ET were not wearing ties
- Information creates collaboration
- Great meeting
- Seeing communication improvements – need to continue to improve
- Enjoy staff liaison – education, meet and build relationship
- Liked SWAT and Strategic Plan review
- Open team discussion and across teams
- Liked breakout session – could be a little longer
- Appreciate opportunity to listen and collaborate
- Encouraged to work with staff on team needs
- Great meeting – well prepared
- Meeting contributed to being a member lead organization
- Suggested meeting every year

OTHER OUTCOMES:

- Standard capsule reports templates
- Revised Team leader terms
- Team Leading Best Practices
- Request to have all standing and action teams review their Purpose and Mission

Overall both the attendees and the ET agreed that we would continue this track of communications and training with our teams for the future.

HORST ENGINEERING FEATURED ON CNBC

Scott Livingston, President and CEO of Horst Engineering, was featured on CNBC today. He discussed how the sequester and defense industry related budget cuts will affect the aerospace supply chain. Geoff Cutmore interviewed Livingston at the YPO Global Leadership Summit in Istanbul, Turkey.
Canadian Manufacturing Technology Show asks visitors to expect more as event returns to international centre Sept. 30-Oct. 3

CMTS 2013 to be bigger and better than before, say show organizers

Canada’s manufacturing eyes will be on the newly-improved The International Centre this fall as the country’s national manufacturing event, the Canadian Manufacturing Technology Show (CMTS), returns to the venue after 14 years in downtown Toronto. Asking visitors to “expect more” from the upcoming show, organizers are poised to unveil more details of the dynamic changes to this year’s bigger-and-better event in the months to come.

WHAT:
Canadian Manufacturing Technology Show (CMTS) 2013

WHEN:
September 30 – October 3, 2013

WHERE:
The International Centre, 6900 Airport Road, Mississauga

ABOUT:
Canada’s largest and most respected manufacturing event, presenting the most up-to-date industry developments and solutions to more than 10,000 manufacturing professionals from across the country and around the world. Featured are the latest technologies and solutions in the machine tool, tooling, metal forming and fabricating, automation, design engineering and plant management segments.

FEATURING:
Premiere industry education both on and off the show floor through a combination of 500+ dynamic exhibits and dozens of new products by the industry’s who’s who, live equipment demonstrations, top speakers, interactive panel discussions, cutting-edge conference sessions, multiple networking hubs and one-on-one meeting programs.

AUDIENCE:
Manufacturing representatives from all areas of the industry, including automotive, aerospace, medical, energy, government, agriculture, food processing, construction, electronics, computers, commercial, industrial, oil and gas, and much more.

PRESENTED BY:
Society of Manufacturing Engineers (www.sme.org), the world’s leading resource for manufacturing information and knowledge. With Canadian headquarters in Toronto, SME promotes an increased awareness of the value of manufacturing among industry professionals and the public, while supporting educational initiatives and introducing career options for those entering the industry. For half a million manufacturing engineers, executives and members in more than 70 countries around the globe, SME is the source for knowledge, networking and skills development opportunities that help advance careers, companies and industries.

PARTNERS:
Strategic event partners include Canadian Machine Tools Distributors’ Association, Canadian Tooling and Machining Association, Canadian Manufacturers & Exporters, Automotive Parts Manufacturer’s Association (APMA), Canadian Wind Energy Association (CanWEA) and the Business Information Group.

CONTACT:
For more information, or to register, please visit www.cmts.ca or 1-888-322-7333 ext. 4426.

URL:
http://www.cmts.ca

MEDIA INFORMATION:
Gail Bergman or Ashley Pergolas
Gail Bergman PR
Tel: (905) 886-1340 or (905) 886-3345
E-mail: info@gailbergmanpr.com

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Final EPA rule on reciprocating internal combustion engines reduces small firm impacts

The Office of Advocacy submitted comments in 2009 on the EPA’s proposed rule, National Emissions Standards for Hazardous Air Pollutants (NESHAPs) for Reciprocating Internal Combustion Engines (RICE). This rule affects tens of thousands of small businesses that employ engines for a variety of purposes. These engines are used at such facilities as power-generating plants and chemical and manufacturing plants to generate electricity and to power pumps and compressors. They may also be used by small businesses in oil and gas production, natural gas pipelines, and agriculture (e.g. irrigation pumps). Advocacy suggested that engines fired by natural gas or diesel fuel in areas remote from population should not be subjected to work practice controls.

In a reconsideration of the final rule that was completed in January 2013, EPA adopted Advocacy’s proposed approach for natural gas fueled engines. EPA also allowed additional flexibility for utility companies to utilize emergency generators to avoid power failures. EPA estimated that this modification would reduce capital costs of the 2010 final rules by $287 million and annual costs by $139 million while still making substantial progress towards reducing air pollution.
Save the Date!

5th Annual NTMA/PMA One Voice Legislative Conference
April 23-24, 2013
Marriott Wardman Park Hotel
Washington, D.C.

Have Your Voice Heard in Washington!

Following a monumental election and the swearing in of a new Congress, manufacturers have an opportunity to speak directly with the nation’s leading lawmakers at the 5th Annual One Voice Legislative Conference. With tax reform looming on the horizon, Washington needs to hear from manufacturers now more than ever. Join together to speak with One Voice April 23-24, 2013.

Agenda

Monday, April 22, 2013
4:00p.m. – 5:30p.m. – Early Conference Registration
5:30p.m. – 6:30p.m. – Optional Early Arrivals Reception

Tuesday, April 23, 2013
8:00a.m. – 11:30a.m. – Conference Registration
11:30a.m. – 1:00p.m. – Conference Opening Remarks, Briefing, and Lunch
2:00p.m. – 4:30p.m. – Capitol Hill Visits
5:30p.m. – 6:30p.m. – Networking Reception

Wednesday, April 24, 2013
8:00a.m. – 9:30a.m. – Breakfast, Issues Presentation
10:00a.m. – 4:00p.m. – Capitol Hill Visits

Additional information about registration is coming soon. For more information, visit www.metalworkingadvocate.org or contact onevoice@metalworkingadvocate.org or call 202-393-8250.
IN MEMORIAM

Ernest “Ernie” May, 84, passed away Sunday, February 17, 2013.

Not often are we blessed with a person, that through his efforts has made such a great impact on so many lives. Ernie was born in Romania in 1928. In 1944 during the War, he and his family left their winery and moved to Austria. There he was able to learn the Tool & Die trade and serve his Apprenticeship. He then moved to England, where he spent eight years working and waiting for a Visa to immigrate to the United States. He arrived in the US in December 1955 and was staying with his sister in Lawrence, Kansas. After only a few weeks he traveled to Kansas City, where he met Theresia Reinhart, visiting from Germany, at the German Club of Kansas City’s Christmas Party. They were married in 1956. After starting their family, in 1964 Ernie built his American dream, May Tool & Mold, Co., a Tool & Die Shop. He spent his life building his company and raising his family with a strong, honest work ethic.

He leaves behind a legacy that will be a challenge to surpass. He was one of the most patriotic Citizens you will ever meet. He was forever thankful for being accepted to this Country, and for being able to work with and meet so many great people. He left his mark and will be greatly missed, by Theresia May; their two sons, Steve (Gayla) May and Reno (Ronda) May, both of Grain Valley; 4 grandchildren, Kristin, Erin, Austin, and Alexandra May; and all the employees of May Technology & Mfg Co, Inc. He may have had a small family, but he was loved and respected by many.

COTTON FIBER QUICK CHANGE DISCS
REMOVE SMALL WELDS AND BREAK EDGES

A full line of cotton fiber quick change discs that are ideal for removing small welds and machine tool marks, edge breaking, and related finishing tasks is available from Rex-Cut Abrasives of Fall River, Massachusetts.

Rex-Cut Cotton Fiber Quick Change Discs are rigid enough to reach into small corners, yet flexible for use on flat and contoured surfaces to remove small welds and break edges. Constantly revealing fresh abrasives as they work, they are made from multiple layers of reinforced non-woven cotton which are impregnated with abrasive grains and then pressed and bonded together and fitted with Type R and Type S style fasteners.

Capable of grinding and finishing in one step, Rex-Cut Cotton Fiber Quick Change Discs provide smooth, controlled grinding action with no smearing on titanium and stainless steel and are non-loading on aluminum, Kevlar®, and other composites. Designed for use with right angle grinders, they are available in 2” and 3” sizes with aluminum oxide and silicon carbide abrasives, in seven different grain sizes and three different bonds.

Rex-Cut Cotton Fiber Quick Change Discs are priced according to size and quantity. Free samples and price quotations are available upon request.
This Chapter Leadership Summit Series is developed to provide comprehensive training and development for Chapter Officers and Chapter Executives. This high-impact event includes vehicles to strengthen the relationship between the local chapters and the NTMA, build strength in local Boards of Directors and grow capacity of Chapter Executives.

This event delivers small group settings with Officers and Executives joined by an industry expert in specific ‘tracks’; and have customized ‘take-away’ for each curriculum aimed at your chapter.

**Track 1**—Chapter Organization  
**Track 2**—Chapter Operations and Practices  
**Track 3**—Board Development  
**Track 4**—Promotion and Marketing  
**Track 5**—Maximizing NTMA Membership

For Additional Information Please Contact:  
NTMA National Office 1-800-248-6862  
Kelly K. Schneider 1-574-220-9111  
kschneider@ntma.org

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*Experience These National Events While You Are Here...*

**ROBOTS BATTLE IT OUT IN INDIANA AT NRL CHAMPIONSHIPS**

**Purchasing FAIR**
The new 113th Congress officially began on Thursday, January 3rd, following what many are describing as the worst Congress in history. The 112th Congress managed to enact less than 250 laws, many of which included the naming of post offices and federal buildings. Some say a do-nothing Congress is a good thing; regardless, the nation’s business continues to go unfinished as politicians are too preoccupied fending off primary challenges and keeping their jobs than doing their jobs.

Below is a quick update on developments in the past two months on some of our issues:

- Fiscal Cliff/Tax Provisions
- Tax Reform Update
- New EPA Rules Issued
- Health Care Implementation

**FISCAL CLIFF**

The Franklin Partnership and our coalition succeeded in extending and making permanent several critical tax provisions during the New Year’s Fiscal Cliff negotiations. One Voice actively lobbied members of Congress last year, especially during the holidays, on five specific tax credits and deductions included in the Fiscal Cliff law:

- Estate Tax exemption of $5 million per individual/$10 million per family; excess taxed at 40% rate (this is indexed for inflation meaning in 2020 the first $17 million per family is exempt)
- Bonus Depreciation – 50% rate extended through 2013 and can use AMT credits in lieu
- Section 179 Expensing – extended for 2012 and 2013 expanded 179 with $500,000 maximum amount and the $2 million phase-out threshold
- R&D Tax Credit – extended through 2013 making it retroactive to January 1, 2012 at 20% and 14% for the simplified credit
- Section 127 Employer Education Assistance provision made permanent

Aside from the Section 127 Education Assistance credit and Estate Tax, which were made permanent, all the other provisions are temporary extensions or expansions of credits or deductions. However, indexing the Estate Tax for inflation was a huge victory for small businesses.

**TAX REFORM UPDATE**

The Franklin Partnership has met with every new member of the Senate Finance and House Ways and Means Committees to educate them on tax policies important to small and medium sized manufacturers. We were very successful in extending a number of critical tax credits and deductions during the Fiscal Cliff negotiations, but most of those were temporary extensions.

The outlook for tax reform is murky despite all sides saying they want to move forward. TFP met with a representative from the White House in early February where the Administration reiterated their interest in lowering the corporate tax rate. The Administration believes they can get the corporate rate below 30%, and are still targeting 28% and as low as a 25% effective rate for C-Corporation manufacturers. This still does not address pass-through’s who pay at the individual rate. The White House would like to use deductions and credits such as Section 179 Expensing to lower their effective rate. However, the White House indicated it is not interested in supporting an extension of Bonus “Accelerated” Depreciation as they believe it has served its purpose and an expanded Section 179 is better for small businesses.

The White House also said it is exploring a world-wide tax rate on companies with overseas operations to replace the current taxation structure. They describe it as somewhere between the territorial system multinationals want and the current full global taxation structure.

On Capitol Hill, Senate staff indicate to us that they are in no hurry to introduce a tax reform package. It is more likely that Senate Finance Committee Chairman Baucus will hold more hearings on tax reform in the spring. In the House, Ways and Means Committee Chairman Dave Camp continues to put together pieces of his tax package, releasing a section covering financial instruments such as derivatives. Chairman Camp would still like to move a comprehensive tax reform bill out of the Ways and Means Committee. House Republican Leadership recently announced they would not move any tax-related bills on the House floor until they decide whether to move forward on a tax reform package. This delays consideration of several bills including the Medical Device Tax Repeal Act.

We are still very actively working to make permanent many of these provisions as part of a comprehensive tax reform. Even after this deal, we are still in discussions with our Congressional allies on how to permanently repeal the Estate Tax, but indexing it to inflation was a significant achievement along with capital equipment expensing as critical victories for small and medium sized manufacturers in this Fiscal Cliff deal.

**EPA RULES ISSUED**

As expected, the Environmental Protection Agency (EPA) issued controversial regulations during the cover of Christmas break and the fiscal cliff discussions. On Friday, December 14th, the EPA set the new rules to reduce “soot” by 20%. Formally known as the new National Ambient Air Quality Standards (NAAQS) for fine particulate matter (PM2.5), the rules lower the primary PM2.5 NAAQS from 15 µg/m3 to a stricter standard of 12 µg/m3 (12 micrograms per cubic meter). The Clinton Administration had previously set the standard at 15 micrograms. This new standard creates strict regulations on existing facilities while restricting new permit requirements for the development of new facilities. The rules also place counties in a “penalty box” if a geographic area fails to meet the standard by 2020 — non-attainment — where businesses can face tighter permit restrictions or costly air cleanup costs as the state tries to bring the air up to federal standards. Through our coalition partners, we have been working with White House, EPA, Congressional supporters, and other groups opposing the new standards, especially as OMB only gave industry 48 hours to comment on the proposed rule before it became final. As with all EPA decisions, we expect a court challenge to ensue.

The regulations released December 14th do not mention particular metals in reference to Particulate Matter (PM) but address only the size and levels of the particles. Here are the pollutants mentioned in the regula-
tions: SO₂ (sulfur dioxide), NO₂ (nitrogen dioxide), O₃ (ozone), CO (carbon monoxide), Pb (lead), PM₂.5 (fine particle), PM₁₀ and PM₁₀-2.5 (coarse particle).

Towards the end of December, the EPA issued its “Boiler MACT” rule (pending since 2010) setting the level of emission limits for high emitting boilers and incinerators, which accounts for less than 1 percent of boilers in the sector. For these boilers and incinerators, typically operating at refineries, chemical plants and other industrial facilities, EPA is establishing more targeted emissions limits. Known as Boiler MACT rules, the standards impose the first-ever limits on emissions for mercury, acid gases and fine particulate matter, or soot, for boilers and incinerators. While the rules include a possible delay until 2016, our industry remains very concerned about the impact on manufacturing the potential to more broadly expand the rules to affect other boilers – for example, the EPA eased its standards for cement manufacturers in its final rule, for now.

The boiler rule sets MACT standards in the coal-fired category for Hg, POM, arsenic, beryllium, cadmium, lead, chromium, manganese, nickel, ethylene dioxide, and PCBs. In addition, the final rule sets standards based on GACT for boilers combusting oil or biomass for urban HAP, including Hg, arsenic, beryllium, cadmium, lead, chromium, manganese, nickel, POM, ethylene dioxide, and PCBs. Along with our coalition partners, we are already taking steps for legal action against this rule.

HEALTH CARE IMPLEMENTATION

The Small Business Coalition for Affordable Health Care, of which the Association is an active member, submitted comments to the Administration on December 21st about the proposed Essential Health Benefits required under each health insurance plan offered. Because the Essential Health Benefits (EHB) package only impacts health insurance plans in the individual and small group health insurance markets, it significantly impacts our members, especially small employers. We commented specifically on the cost-sharing requirements included in the rule and the law, the calculation for determining the 60% actuarial value threshold, and the rule’s compliance (or lack thereof) with the Regulatory Flexibility Act which protects small businesses from burdensome regulations.

In another major development, the Administration issued a rule on December 31st regarding the requirement for employers to provide “affordable” coverage to those employees. But, the IRS opinion said the meaning of “affordable” depends entirely on the cost of individual coverage for the employee, what the worker would pay for “self-only coverage,” and is not broad enough to encompass family coverage. While this is an IRS interpreted rule, it is very significant in that is says the law defines “affordable” for individual coverage, but not dependents. An employer-sponsored plan is deemed affordable if the employee’s required contribution for self-only coverage does not exceed 9.5 percent of the employee’s household income.

The Association will host a webinar in the coming months for its members to explain health care implementation and the impact it will have on their business.
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• Generate business opportunities
• Read and/or post news, tips, insights and comments
• Exchange business ideas, leads and referrals

JOIN THE NTMA LINKEDIN GROUP
Join the “member-only” NTMA LinkedIn Group at www.linkedin.com. Recent discussions include:
• Manufacturing jobs available right now
• 5 Common and costly manufacturing mistakes
• States in Recovery: Good News for American Mfg
• 8 Positive impacts of a setup reduction program
• And much more...

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CLEVELAND NTMA CHAPTER HOSTS LT. GOV. MARY TAYLOR

On February 26, 2013, the Cleveland NTMA Chapter hosted Lt. Gov. Mary Taylor to give an update on Ohio politics, business conditions and the state of manufacturing. Lt. Gov. Taylor, who also serves as the Director of the Department of Insurance for the State of Ohio, shared candid comments about OBAMA Care, state taxes, and Ohio politics.
### Calendar of Events

<table>
<thead>
<tr>
<th>January</th>
<th>February</th>
<th>March</th>
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<tbody>
<tr>
<td>HANOVER MESSA 2013 (TRADE SHOW)</td>
<td>NTMA PURCHASING FAIR</td>
<td>EMO HANOVER 2013</td>
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<tr>
<td>April 8-12, 2013</td>
<td>May 16-17, 2013</td>
<td>September 16-21, 2013</td>
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<td>Hanover, Germany</td>
<td>Indianapolis, IN</td>
<td>Hanover, Germany</td>
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<tr>
<td>BAUMA 2013 (TRADE SHOW)</td>
<td>NATIONAL ROBOTICS LEAGUE COMPETITION</td>
<td>FALL CONFERENCE - BOSTON</td>
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<td>April 15-21, 2013</td>
<td>IUPUI Campus</td>
<td>October 15-20, 2013</td>
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<td>Munich, Germany</td>
<td>May 17-19, 2013</td>
<td>Omni Hotel</td>
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<tr>
<td>NTMA/PMA ONE VOICE LEGISLATIVE CONFERENCE</td>
<td>CHAPTER LEADERSHIP SUMMIT</td>
<td>November 18-20, 2013</td>
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<td>Marriot Wardman Park Hotel</td>
<td>May 17-18, 2013</td>
<td>Las Vegas, NV</td>
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<td>April 23-24, 2013</td>
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<td>Washington, DC</td>
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<td>OFF-SHORE TECHNOLOGY CONFERENCE</td>
<td>AMERIMOLD 2013</td>
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<td>Reliant Park</td>
<td>Donald E. Stephens Center</td>
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<td>May 6-9, 2013</td>
<td>June 12-13, 2013</td>
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<td>Houston, TX</td>
<td>Rosemont, IL</td>
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