

NTMA

THE RECORD



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. —p12

IS MANUFACTURING “COOL” AGAIN?

Once upon a time, ambitious young people with a knack for math and science went to work in manufacturing. —p17

NTMA MEMBER ROY SWEATMAN REAPPOINTED TO COMMERCE DEPARTMENT'S MANUFACTURING COUNCIL

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. —p30

FEDERAL ADVOCACY UPDATE

The new 113th Congress officially began on Thursday, January 3rd, following what many are describing as the worst Congress in history. —p44



NTMA'S NEW CHAIRMAN SPEAKS AT MFG MEETING

I FIND IT AMAZING HOW THE RIGHT PEOPLE ARE IN THE RIGHT PLACE AT THE RIGHT TIME. —p4

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CYGNUS MANUFACTURING CO. LLC
Pittsburgh Chapter
Ms. Jodi Ricketts
491 Chantler Drive
Saxonburg, PA 16056

HUTCHINSON MACHINE
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.





CHAIRMAN'S CORNER

ROBERT MOSEY / NTMA CHAIRMAN OF THE BOARD

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

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THE RECORD

OPERATIONS & EDITORIAL

Dave Tilstone, President

Emily Lipovan, Managing Director
Editor

NTMA EXECUTIVE TEAM

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*Moseys' Production Machinists Inc. –
Anaheim, CA*

Theodore O. Toth, Jr., Vice Chairman
Toth Technologies – Pennsauken, NJ

Herb Homeyer, Treasurer
Homeyer Tool and Die – St. Louis, MO

Dave Sattler, Secretary
Sattler Companies, – Sharon Center, OH

Roger Atkins, Past Chairman of the Board
MIC Group – Brenham, TX

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To advertise in *The Record*, or for information on publishing your corporate newsletter or sales literature, contact NTMA at (216) 264-2847 or tbryson@ntma.org for advertising, elipovan@ntma.org for editorial content. Design & layout by Z Graphics david.zablo@gmail.com www.davezgraphics.com



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training, our involvement and support of National Institute for Metalworking Skills (NIMS), and our library of educational materials. Our educational foundation, the NTMF, continues to support many training and educational programs across the country with financial grants.

Again, it is our personal responsibility to continually promote manufacturing as a career choice and train our current and future employees. We need to be involved at the local level by promoting manufacturing to our teachers, counselors, even to our next generation's parents. We can extend that effort by offering those same people, personal tours of our plants. And of course we need to support the NTMA foundation financially so that it can continue to support the great programs that will ultimately keep the pipeline full.

• 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-

CONTINUED ON – P6

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The advertisement features a man in a light blue shirt with his hands clasped behind his head, looking stressed. In the foreground, a computer monitor displays a 3D simulation of a CNC machine tool cutting a part. The text "VERICUT is the world's leading CNC simulation software - used in all industries with all CAD/CAM/PLM systems to simulate CNC code, whether programmed manually or post-processed from your CAM system. Simulate and optimize the entire machining process with VERICUT's virtual machining environment." is displayed below the monitor. To the right of the text is a QR code. At the bottom, the text "With direct sales and support throughout North America, CGTech is here to help you. Scan the QR code or visit cgttech.com to learn more." is shown. The bottom of the advertisement has a blue banner with the "VERICUT" logo and the "CGTECH.com" logo.

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tunately, it was required at the time. We are now at a point where we are once again looking forward as we should be and quite honestly, things are looking great. We have a very competent staff that is managing operations very well. We have a president that is just as focused on the success of the association as any one of us. This is allowing the Executive Team to finally begin to, once again, work on the association rather than in the association.

This same example of good governance holds true for our member companies. We all need to find a way to have the time to look at our companies from the outside and set the direction for the future. This is our responsibility to our employees and our customers. This is our responsibility to the future success of our businesses and the manufacturing industry.

With these objectives in mind, we see that the NTMA has and is continuing to be a great steward of our industry. We need to ask ourselves, "Am I being a good steward of this industry that has given my family and me so much?"

- When you are asked to participate on a team or make a few calls to get people to a meeting, are you saying "yes"?

- When you are invited to make a donation to our Political Action Committee – Committee For a Strong Economy (CFASE) or the Government Affairs Administrative Fund (GAAP), are you saying "yes"?

- When you are asked to make a donation to the NTMF to help in education and training, are you saying "yes"?

- When you have the opportunity to attend a

meeting, either a local chapter or national conference, are you saying "yes"?

- When you are asked to complete a survey, are you?

Many of you already do these things and that's great! But let's not stop there. Reach out to those other manufacturing companies, members or not, and invite them to help us in our stewardship of this industry.

I've been thinking a lot about this—Why do we do these things? Why do we volunteer our valuable time? Why do we make financial contributions? I believe that is because we are emotional involved. It has been said that we buy emotionally and justify the purchase rationally. How else do you explain the motorcycle – Better gas mileage right?

Look at all of the great stewards in this room that have given countless hours to our industry... and for what? It certainly isn't the money. It's because we are emotionally involved. We are passionate about manufacturing – In this country!

If we are to keep manufacturing in this country, and I believe that we must!, we need to all be emotionally involved and get all of those around us feeling the same way. We all need to be good stewards of the Manufacturing Industry.

We must never forget that our role as leaders is to be good stewards for our future generations. I challenge each of you to be good stewards by becoming involved in all of the activities that will promote and strengthen our manufacturing industry. Buddy up with that local High School and sponsor an NRL Team. Give shop tours to a Scout Troop or youth group in your area. Invite

a local Representative to tour your company. Volunteer your time on a NTMA team. This is how you get your value out of the NTMA. This is how you become a good Steward of the Manufacturing Industry.

And if you ever doubt that all these things that we do make a difference, think about what the industry would be like if we didn't. When I asked Milt Thomas why he continues to train his employees even though many leave to work elsewhere or start their own business, he says "just think what it would be like if none of us did any training". He goes on to say "We have a choice: train them and maybe they'll leave, or not train them and maybe they'll stay". Milt is training for the industry, not just him. That, my friends, is a great example of a true steward.

So now I'll leave you as I started; with a question. What does Stewardship of the Manufacturing Industry mean to you?

Again, I am truly honored to be on the Executive Team and to be your NTMA Chairman in 2013. I promise to be a good Steward of our Association and the Manufacturing Industry.



ROBERT MOSEY / CHAIRMAN

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 visibil-

ity 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, up front work that can help customers find you tomorrow!



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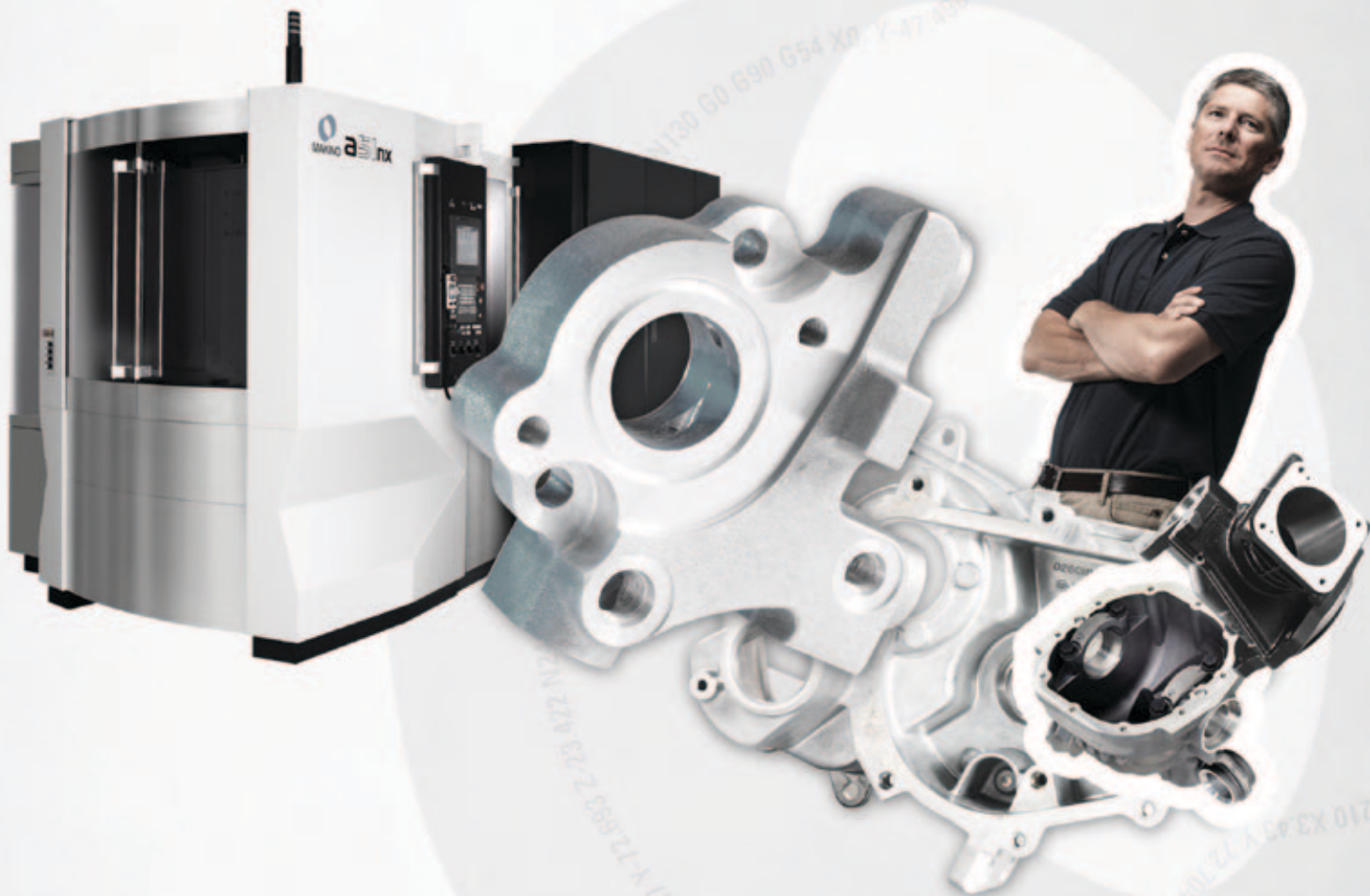
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WHEN YOU MAKE WHAT MATTERS



JOHN GUZIK: SEEING DC IN DEPTH

BY ERIK WASSON

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 since 1986, and regularly confers with Guzik. “John’s judgment and advice is something I respect,” Camp 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,’” Guzik 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 salesmen 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.”



SLIPS, TRIPS AND FALLS: PREVENTION AND REGULATIONS

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 fatality 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



Save the Date!

NTMA Fall Conference



**October 16th - 19th
Boston, MA**

For more information,
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KENNAMETAL CEO APPOINTED TO U.S. DEPARTMENT OF COMMERCE MANUFACTURING COUNCIL

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 well-being 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

Manufacturers Alliance for Productivity and Innovation (MAPI), and on the board of the National Association of Manufacturers (NAM). A tireless advocate for manufacturing, Cardoso emigrated to the United States from Portugal at the age of 17 to pursue an education at Fairfield University, which he credits for providing the foundation and language skills he needed to achieve his American Dream.

"Keeping our manufacturing sector strong is critical to job growth in the United States," said U.S. Deputy Secretary of Commerce Rebecca Blank. "The Department of Commerce is focused on supporting U.S. manufacturers as they build things here, so they can sell them everywhere. The Council has an important role to play in shaping the direction of our nation's manufacturing strategy and supporting American businesses and workers."

The Manufacturing Council is comprised of up to 30 members from various industries working together to sustain the strength of the U.S. as the global front-runner in manufacturing investments and innovation.



LASER OPTICS CLEANING KIT HELPS OPTIMIZE LASER PERFORMANCE

An optics cleaning kit that includes everything necessary for removing spatter and dirt in the field to help prevent coating damage and improve transmission is available from Laser Research Optics of Providence, RI.

The LRO Advanced Optical Cleaning Kit was developed by an optics manufacturer to help users remove splatter and blow-back in the field to optimize the performance of their CO2 lasers. The kit includes complete step-by-step instructions and everything necessary to prevent damage to coatings and help improve transmission, especially in harsh industrial environments.

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 mats, 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.



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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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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

Additive Mfg, Specialty Steels, Advanced manufacturing technologies, processes, performance objectives in modern manufacturing, increased output and quality by integrating the right tools. Jig and Fixture building, CNC, PLC, automation, and software. Calculations of critical performance objectives. The 5S tool used for organizing and maintaining the workplace: Sort, Straighten, Shine, Standardize, and Sustain. properties, elements, and types of ferrous materials commonly employed in metal manufacturing.

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 devel-

oped 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.

PUSHING THE LIMITS

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 sped-

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



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.



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.



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IS MANUFACTURING “COOL” AGAIN?

Project Syndicate Blog , By: Martin N. Baily and James Manyika

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 outsize 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 gradu-

ation, 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 TecheGroup, 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 Journal 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

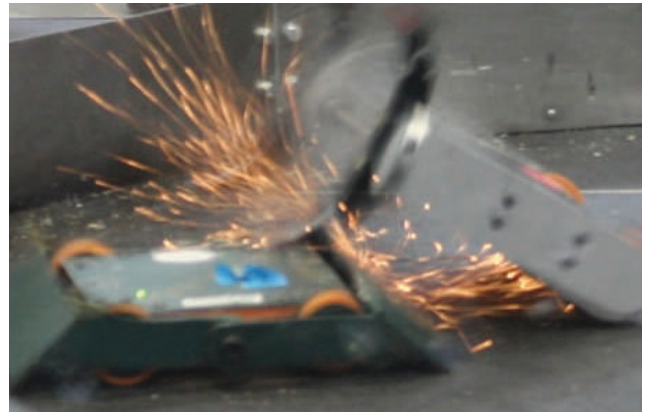
Mr. Williams is currently the Managing Director of Paramount Industries, a 3D Systems Company, where prior to this role he served as President and CEO of Paramount Industries, Inc., until April 2012 when it was acquired by 3D Systems Corporation. Mr. Williams, a veteran of more than 46 years in the product 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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Los Angeles Chapter – NTMA Chapter of the Year –
NTMA Chairman, Bob Mosey and LA NTMA Chapter
President Darrin Martinez



2012 Chairman Recognition – Roger Atkins



2012 First Lady Recognition – Juanita Atkins



Rocky Mountain Chapter – Most Improved 2013



Milt Thomas receiving the William Hardman Award



Team Leaders recognized



Bob Mosey and Michael Kerwin

Star Chapter
Recipients for 2013



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

The Kerwin's, The Thomas' and The Moser's



Ted and Micky Toth, Reid and Susie Leland

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



John Dalrmpole, Jim Trecokas,
Mike Kartsonis, Roger Sustar



Alice Overton



Omar and Rend Nashashibi



Gisbert & Dorothe Ledvon,
Juanita Atkins, Herb Homeyer

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

Kennedy & Bowden Machine Company, Inc. has provided quality custom equipment and tooling to industry since 1913. In a partnership formed between David Joseph Kennedy and the Lawrence Brothers, this 100 year old company calls home in LaVergne, TN.

This NTMA Company survived the Great Depression, the last two Recessions and the bounce. In 1956, Kennedy & Bowden Machine Company, Inc. began specializing in the design and building of top quality plastic injection molds and related equipment. Over the 100 year span of the company, several partnerships have evolved. The company was re-organized as a corporation in 1968, and commenced operating as such on January 1, 1970.

Today, Kennedy & Bowden continues to bring full service value to its customers through experienced engineering, skilled craftsmanship and state-of-the-art machinery.

Core services include Design Machine components and assemble new injection molds for plastic parts; Repairing and modifying existing molds per customer specifications, making replacement components or modifying existing ones; Providing engineering services in mold design, mold measurements, and testing of dimensions; Contract texturing, welding and heat treating for customers when required on their molds.

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.



NTMA LEADERSHIP Negotiates Deep Discount for MT Connect Conference in Cincinnati April 10-11

The leadership of NTMA has worked with the MTConnect Institute to provide our members with a special offer to the upcoming 2013 MTConnect: Connecting Manufacturing Conference - [MC]2, April 10-11, at the Millennium Hotel in Cincinnati, Ohio.

What is MTConnect? MTConnect is the standard way to get real time data from manufacturing equipment - such as machine tools and other types of equipment on the shop floor.

One of the top trends in shops today is the need to better monitor shop floor data. Increasingly, manufacturers are demanding this type of capability with their new equipment, and many of them are using MTConnect as the means to get data off the shop floor from both new and legacy equipment. The huge advantage of MTConnect is that it is a universal standard and not unique to just one CNC control or manufacturing equipment provider. In most cases, you can keep your current shop floor network infrastructure. MTConnect is basically the language that your machines will speak over your network.

Examples of MTConnect enabled equipment are machine tools, bar feeders, high pressure pumps, air compressors, coolant chillers and a whole world of other types of manufacturing equipment. Examples of how

this MTConnect data can be used are for shop floor monitoring software, as well as other types of manufacturing software; some people even have the MTConnect data tying into their ERP's systems, as an example. It is not unusual for shops to see a 20% improvement in Overall Equipment Effectiveness (OEE) in three to four months, with a payback in six to nine months when using MTConnect enabled equipment with shop floor monitoring software.

Ted Toth, NTMA's current Vice Chairman, says, "We should look at this innovation the same as updating from NC paper tape to the RS232 interface. MTConnect is and will be

the next generation of machine communications. We are sharing this emerging technology with our members to give them an advantage in the market place."

We have arranged a special discount for our NTMA members to learn all about this exciting technology. The special NTMA/MTConnect promo code is NTMAMC2 and this will get NTMA members the special pricing of \$695. To take advantage of this promo, simply go to the [MC]2 2013 registration and remember to enter in NTMAMC2 under the promo code.



**OIL MIST & SMOKE
IN YOUR SHOP?**

www.mistcollectors.com
Tel: 1-800-645-4174

The advertisement features a black and white photograph of a bottle of Royal Filtermist AX1200 oil mist collector. The bottle is dark with a white label that includes the brand name and model. The background of the ad is yellow with a black oval border.

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 Association's 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.



2013 CONTRACT MANUFACTURING

MAY 16-17
INDIANAPOLIS

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

WHERE BUYERS HAVE MET
For more information please visit www.purchasingfair.com

NTMA PURCHASING FAIR

APRIL 17, 2013

INDIANAPOLIS, IN

The NTMA logo is displayed in white capital letters on a dark blue rectangular background.

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

SUPPLIERS FOR 30 YEARS

purchasingfair.com or call 1.800.248.6862

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 THE HOU

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.



CONGRESSMAN PETE SESSIONS DISCUSSING THE IMPACT THE SKILLS ACT WILL HAVE ON JOBS IN NORTH TEXAS

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](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.



Mikron HEM 500U

The Game Changer in 5-Axis Milling

To access the GF AgieCharmilles mobile website, download a QR code app and scan this image.



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.

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THE RECORD — APRIL 2013 / P27

THE NATIONAL TOOLING AND MACHINING ASSOCIATION

NEXT GENERATION TEAM

BY KELLY K. SCHNEIDER, NTMA CHAPTER EXECUTIVE

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. GenNexts 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 elder 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...

Age		
The national consumer average head of household age is 51.7 years old, while small-business owners are slightly younger with an average age of 50.3 years old. While several industries, such as mining and wholesale trade, rank on or around the national average, it's significant to note that small-business owners in the finance, insurance and real-estate industry have the highest average age of any industry, with an average age of 54.1 years old. However, this number is only about two years older than the national average. In general, most small-business owners fall within three to four years of the national average.		
Average age of a small-business owner by industry, as compared with the overall U.S. population		
Rank	Industry	Average age (years)
1	Finance, insurance, real estate	54.1
2	Agriculture, forestry, fishing	53.5
3	Wholesale trade	52.4
4	Mining	51.7
5	Services	50.8
6	Public administration	50.2
7	Manufacturing	50.1
8	Retail trade	49.9
9	Transportation	49.2
10	Construction	48.3

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.

GRAINGER 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

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.



ONE VOICE GAT MEMBERS

BY: THE FRANKLIN PARTNERSHIP

Tax Template (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-corps 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 OneVoice 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**

APPRENTICESHIP, WORKFORCE DEVELOPMENT, COLLEGE CREDIT

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

ELIGIBILITY REQUIREMENTS:

1. 18 years of age at the 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. Reside within the United States, and attend an accredited college, or University in the United States.
5. Hold a minimum High School GPA of 2.5
6. Submit a scholarship application and supporting documentation by April 1st of applicable year.
7. Must be nominated by an NTMA Member Company that is in good standing.
8. Provide a written essay stating career goals and why they should receive the scholarship.
9. Provide a resume describing interests, classes, and any work related activities voluntary or paid.
10. Provide two letters of recommendation from business professionals who are aware of their desire to pursue a career in manufacturing.

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:

Be at least 18 years at time of class start

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.

Must be a high school graduate and achieved a minimum high school GPA of 2.5.

Submit scholarship application and supporting documentation by April 1st of applicable year.

Provide a written essay stating career goals, and why they should receive the Scholarship.

Provide a written resume describing interests, classes, and any work-related activities voluntary or paid.

Provide two (2) letters of recommendation from Business professionals (employer, teachers, clergy etc.) who are aware of their desire to pursue a career in manufacturing.

APPLICATION

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:



As a reminder, the NTMA Shipping Program, managed by PartnerShip, also includes savings on all express and ground small package delivery services, residential small-package delivery services, and tradeshow shipping services to and from events.

- 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.





Ship and Save with the NTMA Shipping Program

NTMA is pleased to offer the **FREE NTMA Shipping Program**, managed by PartnerShip®. This **FREE** member benefit provides significant savings on every shipment. These savings go straight to your bottom line, to help your business operate more profitably. There is **NO COST** to enroll and **NO MINIMUM SHIPPING** requirements to meet — *only terrific savings!*



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MADE IN AMERICA

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 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,

"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

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



Made in USA

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," Haley said in her State of the State address.

Haley says one of the reasons her state is so attractive is because of its labor policies. "We're a state that's not going to have unions," she has said.

ATTRACTING FOREIGN MANUFACTURERS

The products Haley mentioned may be built in union-free South Carolina factories, but many of the companies that own the factories are foreign. It is an in-

CONTINUED ON — P37

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creasingly 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 stand-alone 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."

But even with those new jobs, just un-

der 12 million Americans work in manufacturing, down from a peak of 19.6 million in 1979. The president acknowledges that some of those jobs will never return. "We're not going to bring back every job that's been lost to outsourcing and automation over the last decade," Obama told workers at Linamar Corp. in North Carolina, where he touted his plan.

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.'"



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NEW MT FOCUS® PRODUCTS SIMPLIFY MACHINE TOOL MONITORING

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



MT Focus Adapter/Agent Module

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>.

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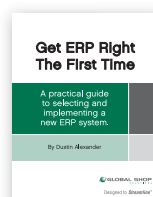
“The busier we got, the more we needed a powerful ERP system up and running. Out here, there’s no time for down time.”

Andy Bubulka,
Manufacturing Plant Manager
H-J Enterprises, St. Louis, MO



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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

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:

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MEDIA INFORMATION:

Gail Bergman or Ashley Pergolas

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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
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Marriott Wardman Park Hotel
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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.



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2013 Chapter Leadership Summit Series



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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.

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Track 2—Chapter Operations and Practices

Track 3—Board Development

Track 4—Promotion and Marketing

Track 5—Maximizing NTMA Membership



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**ROBOTS BATTLE IT OUT
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CHAMPIONSHIPS**



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), PM_{2.5} (fine particle), PM₁₀ and PM_{10-2.5} (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 combust-

ing 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 health benefits to employees.

The New Year's Eve rules proposed by the Internal Revenue Service said that an employer's obligation was to provide affordable insurance to cover their full-time employees. The IRS interprets the law as offering no guarantee of affordable insurance for a worker's children or spouse. To avoid a possible tax penalty under the law, employers with 50 or more full-time employees must offer "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 proposed interpretation of the rule, it is very significant in that it 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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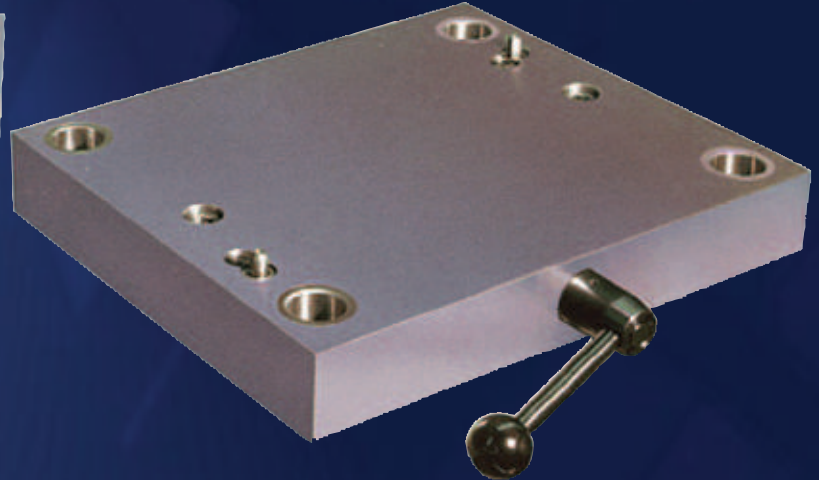


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CALENDAR OF EVENTS

January

HANOVER MESSA 2013 (TRADE SHOW)
April 8-12, 2013
Hanover, Germany

February

NTMA PURCHASING FAIR
May 16-17, 2013
Indianapolis, IN

March

EMO HANOVER 2013
September 16-21, 2013
Hanover, Germany

BAUMA 2013 (TRADE SHOW)
April 15-21, 2013
Munich, Germany

NATIONAL ROBOTICS LEAGUE COMPETITION
IUPUI Campus
May 17-19, 2013
Indianapolis, IN

FALL CONFERENCE - BOSTON
Omni Hotel
October 15-20, 2013
Boston, MA

NTMA/PMA ONE VOICE LEGISLATIVE CONFERENCE
Marriot Wardman Park Hotel
April 23-24, 2013
Washington, DC

CHAPTER LEADERSHIP SUMMIT
May 17-18, 2013
Indianapolis, IN

IMX 2013
November 18-20, 2013
Las Vegas, NV

OFF-SHORE TECHNOLOGY CONFERENCE
Reliant Park
May 6-9, 2013
Houston, TX

AMERIMOLD 2013
Donald E. Stephens Center
June 12-13, 2013
Rosemont, IL

