

**NTMA-U FALL SEMESTER**

NTMA-U Fall Semester begins September 18. Registration is now open — p12

**FALL CONFERENCE 2015 IS RIGHT AROUND THE CORNER**

What's new?  
Who are the keynote speakers?  
What's the schedule?  
Is there still time to sponsor?  
— pp15-17, 23

**MAXIMIZE YOUR MEMBERSHIP ROI**

Whether you just joined NTMA or have been a member for 50+ years, we want to make sure you taking advantage of the cost saving benefits offered to you. — p21

**ONE VOICE**

One Voice successes leading the way. The year ahead in regulations. Why should manufacturers become more involved?. — pp27-31

**UPCOMING 2015 EVENTS**

**FALL CONFERENCE • SUPPLY CHAIN NETWORK FAIR  
REGIONAL WORKSHOPS AND ROUNDTABLES • INTERNATIONAL/GLOBAL CONFERENCE**

**FINANCIAL MANAGERS ROUNDTABLE**  
September 30  
Los Angeles/Santa Fe Springs, CA

**FINANCIAL MANAGERS ROUNDTABLE**  
November 11  
Kansas City, MO

**PLANT MANAGERS ROUNDTABLE**  
October 20

**FALL CONFERENCE**  
October 21-23  
St. Louis, MO

**CFO ROUNDTABLE**  
August 29  
Cleveland, OH

**HR ROUNDTABLE**  
November 18  
Boston, MA

**SALES & MARKETING WORKSHOP**  
November 4

**SUPPLY CHAIN NETWORK FAIR**  
November 5  
Indianapolis, IN

**EMO MILANO 2015**  
October 4-9  
Milan, Italy

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New Mexico Chapter  
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## GF SOLUTIONS DAYS



According to Gisbert Ledvon, director of business development for GF Machining Solutions, the company's June Solutions Days was the year's foremost event for manufacturers that specialize in precision part production for industries such as aerospace, automotive, medical and moldmaking.

Gathering at GF Machining Solution's Lincolnshire, IL Competence Center, attendees saw the company's latest milling, EDM, laser texturing and automation technologies in action as well as had the opportunity to discuss these different forms of part processing with the company's applications experts.

Those interested in learning about new metalworking trends and techniques, attended a series of technology and applications-focused workshops during Solutions Days. Topics included revolutions in high-speed 5-axis machining, how 3DS die-sinking technology can improve tool life and cycle times in mold machining, new developments in laser texturing technology, as well as the latest workholding and automation solutions for the company's System 3R.

Additionally, with the skilled labor shortage still being an issue in the manufacturing industry, GF Machining Solutions discussed ways to overcome this challenge through advanced machine tool technology.

Among the NTMA members attending were NTMA Chairman Herb Homeyer and two of his team from Homeyer Precision Manufacturing. "This event was a 'must attend' for our company and should be for all NTMA members!" said Herb. "Where else can you go to see a builder and all of their partners? This is a unique opportunity to discuss all your technical needs in one place with industry leaders," he observed.

"Solutions Days represents our dedication to helping customers stay ahead of the manufacturing curve," said Ledvon. "Not only did attendees get to see our latest technologies in action, they left the event highly informed on ways to improve their operations in today's competitive global marketplace."



Herb Homeyer, Tiffany Bryson and Gisbert Ledvon at GF Solution Days





## PRESIDENT'S UPDATE

DAVE TILSTONE / NTMA PRESIDENT

As you read this update, the NTMA staff is putting the finishing touches on their efforts to make the remaining events for 2015 the best ever.

### REGIONAL TECHNICAL SEMINARS.

Having garnered valuable input and feedback from you regarding our regional events, the NTMA events and membership teams have made adjustments to the upcoming CFO Roundtable (as of September renamed Financial Managers Roundtable so that members know it's for accounting staff, bookkeepers, owners, etc., as well as for CFOs). You'll note, too, that we rescheduled the Cleveland CFO Roundtable from its original June date to August 19. Also on the docket for the remainder of the year: the Plant Managers Roundtable and the HR Roundtable. The Supply Chain Fair (f.k.a. the Purchasing Fair) was moved from September to November 5 and will be held in conjunction with a Sales and Marketing Workshop on November 4.

### SUPPLY CHAIN NETWORK FAIR.

Looking to grow your business by adding new customers or expanding into new industry segments? Then you should definitely plant

to attend the Supply Chain Network Fair. Your competitors are!

As noted in last month's edition of The Record, the Purchasing Fair has been renamed the Supply Chain Network Fair, rebranded and redesigned to make it more efficient and valuable to you. Aside from offering more time with the buyers at networking sessions and in face-to-face meetings, new buyers are being recruited through our partnership with ISM (Institute for Supply Chain Management). ISM offers a network of 45,000 supply chain professionals, providing exposure to all major industrial sectors.

### 2015 FALL CONFERENCE.

Fall Conference registration is now open. Herb and Lisa Homeyer are hosting this year's Fall Conference in St. Louis. Tremendous support from the St. Louis Chapter, our National Associates and Affinity Partners, local businesses, as well as the Homeyer Precision team will make this one of the very best and most memorable Fall Conferences ever. It's going to be focused around on Herb's theme, Authentic Leadership – which is how Herb and his team have

made Homeyer Precision one of the best performing shops in the country.

Homeyer Precision is hosting an Oktoberfest for everyone to enjoy a relaxing evening with some cold beer and festive foods. And while in St. Louis, as Herb says, "You might even be able to enjoy a World Series Game!" Our September Record will be devoted to the Fall Conference – featuring details on all the Business Tracks, Technology Days and featured speakers.

### EMO MILAN, ITALY.

The European Executive Technology Tour, EMO, in Milan will be a summer highlight. Registration is filling up very quickly, especially for the Ferrari Tour that precedes the visit to EMO. The Ferrari Tour is October 5th followed by three days of prearranged booth visits with the most important technology companies in the world. See what technologies your competitors are using and be introduced to the executive management of these world class companies. Limited spaces have been added. Act now by contacting Brittany Belko (bbelko@ntma.org or call 216-264-2848). For more EMO details EMO see p. 9.

### HOUSTON CHAPTER.

Herb Homeyer and I had the pleasure of visiting our Houston Chapter in early July to meet members, reconnect with Roger Atkins (2012 Past Chairman), visit prospective members and attend Houston's chapter meeting. Donald Lloyd (The Lloyd Company), long time devoted member and Chapter president, hosted us.

Donald is in the early stage of rebuilding the Houston Chapter due to renewed interest and support from members and associates. Kelly Kasner (Membership and Chapter Services Executive) and Donald have arranged August shop visits for BIG Kaiser and Mazak to help members with new technologies. Houston members have been hit hard by difficult market conditions that developed because of the drop in oil prices. However, I was struck by the strong leadership and spirit of cooperation, as companies try to adjust to a 40-80% drop in business while facing severe pricing pressure.

We visited R W Machine, (a former member who may rejoin), The Lloyd Company, AE Machine and Reliable

CONTINUED ON – P5

# THE RECORD

## OPERATIONS & EDITORIAL

Dave Tilstone, President  
Sally Safranski, Executive Editor

## NTMA EXECUTIVE TEAM

Herb Homeyer, Chairman  
*Homeyer Precision Manufacturing – St. Louis, MO*

Matt Wardle, Vice Chairman  
*J D Machine – Ogden, UT*

Ken Seilkop  
*Seilkop Industries – Cincinnati, OH*

Mark Vaughn  
*Vaughn Manufacturing Co., Inc. – Nashville, TN*

Theodore O. Toth, Jr.  
*Rosenberger-Toth – Pennsauken, NJ*

## ADVERTISING INQUIRIES

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](mailto:tbryson@ntma.org) for advertising, [ssafranski@ntma.org](mailto:ssafranski@ntma.org) for editorial content. Design & layout by Z Graphics [david.zablo@gmail.com](mailto:david.zablo@gmail.com)



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EDM. I am always impressed with the dedication and loyalty our members have to their employees. Every shop owner we visited wanted to retain their employees regardless of the hardships they may have to personally face.

Herb and I also had the privilege of speaking at the Houston Chapter meeting hosted by AMTTECH Machine in their new technology center and showroom. It was a great couple of days and it's always interesting to see how creative and tenacious NTMA members can be when challenged with one of the worst economic downturns Houston has seen. Thank you to Mazak, who hosted us at the Tech Center for lunch.

## REGIONAL MEMBERSHIP AND CHAPTER SERVICES.

As I have reviewed in prior updates, we continue to implement our regional membership strategy. Good progress continues to be made, not only adding new members but improving retention to an all-time high. This success is attributed to outstanding support by many of the chapters and their leaders, who work closely with the NTMA Regional Membership and Chapter Services Executives (Drew Swindler, Eastern Region; Kelly Kasner, Midwest; and Rich Basalla, North Central). By the time you read this, we will have filled the Western Region position. Their primary role is to help you realize the most from

CONTINUED ON – P7

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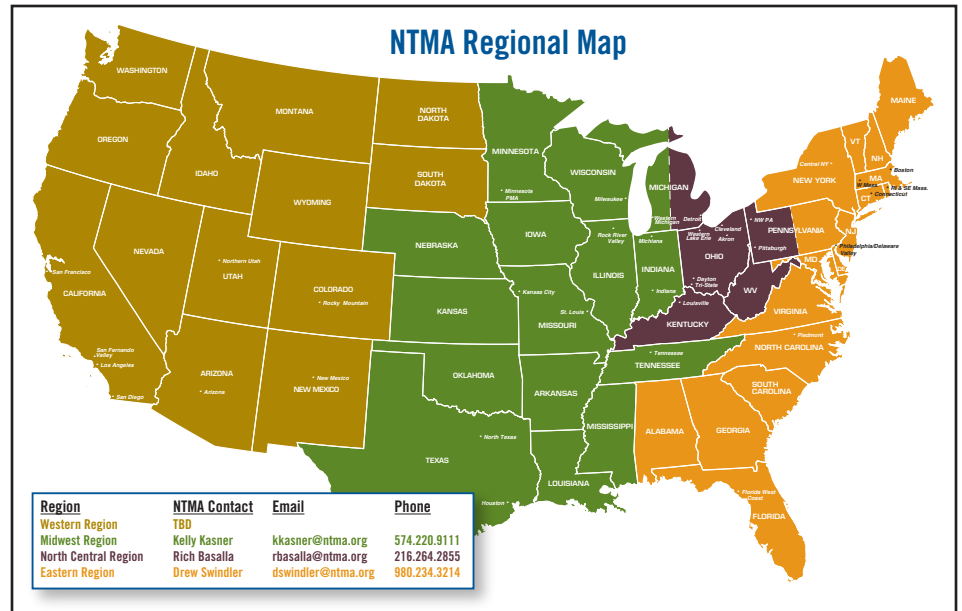
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your membership and help you in any way to better understand how NTMA can help you and your business. Please feel free to contact them. All of their info is shown on the map to the right.

Enjoy the rest of your summer. I look forward to seeing you at one of our regional events, the Supply Chain Network Fair and the Fall Conference.

DAVE TILSTONE /  
NTMA PRESIDENT

## CHAIRMAN'S CORNER

HERB HOMEYER / NTMA CHAIRMAN OF THE BOARD

This year's Chairman's theme is Authentic Leadership. Throughout the year to come you will have the chance to hear and read about my thoughts on the characteristics of Authentic Leadership.

Authentic Leaders are team builders. People are looking for a sense of community. In the old days, we got the sense of community from where we lived. In the new age, employees seek their sense of community from their work place. Authentic Leaders create work places that foster human linkage and create lasting friendships.

I am committed to the team building concept. In our indus-

try, we are scored on individual performance but asked to perform as a team whether it's our company and our customers or our team members in our company. Let me give you an example of team building. Instead of you as the owner or president of your company and buddies playing in a golf tournament, you become the sponsor and let four of your staff play or employees and a customer. The same can happen with a trap shooting tournament or pit passes to a NASCAR event. This will help build your team, build camaraderie, accomplishing much more than the score of your golf game.

Authentic Leaders are dreamers. Einstein said, "Imagination is more important than knowledge." Authentic Leaders dare to dream the impossible. They take in what everyone else sees and they close their eyes and dream the impossible. How often do you close your eyes and dream? Schedule 15 minutes a day or a week. I challenge you to make dreaming a priority.

When I fly long flights, I am astonished at the number of passengers who, as soon as they take their seat, the Tablet, iPad or laptop comes out of their bag and a movie or game is loaded. I use this time to myself to dream. I dream vi-

sion for my company whether it's our next area of growth or a strategy for expanding a sector for which we are targeting growth. I dream vision for NTMA; what will the organization look like when my children celebrate 50 years of membership? I also dream what food plots I will be planting for next gardening season, so it's not all work!

HERB HOMEYER / NTMA  
CHAIRMAN






*More than your traditional Purchasing Fair, the Supply Chain Network Fair will bring together buyers and sellers and provide an ongoing forum to stay connected.*

**Thursday, November 5, 2015**

**Welcome Reception:**

**Wednesday, November 4, 2015**

**5:30pm - 7:00pm**

**Host Location**



**Hurco USA**  
**One Technology Way**  
**Indianapolis, IN**

**Supply Chain Network Fair Rates**

- Member Early Bird.....\$795  
*(until Friday, October, 9)*
- Member Regular .....\$995
- Non-Member Early Bird. \$1495  
*(until Friday, October, 9)*
- Non-Member Regular ....\$1695

***Are you also attending the Sales & Marketing Workshop on November 4th?***

*A discounted early bird registration rate to attend both is only \$1145*

**Contact**

For questions, please contact  
 Brittany Belko at 216-264-2848 or  
 bbelko@ntma.org

“As a supplier, we have attended several NTMA Supply Chain Network Fairs over the last several years and they’ve been tremendous sales opportunities for us. This allows us to have face-to-face meetings with new potential customers and buyers whom we had previously been unable to gain access to. We typically send two of our people who each talk to 11 or 12 potential qualified customers. For the cost of registration, there is simply no other sales opportunity for us that comes close to the value we receive.”

Ron Overton, Overton Industries, Mooresville, IN



**Now** Join the NTMA Supply Chain Network LinkedIn group to begin connecting with other buyers and suppliers looking to connect and communicate on an on-going basis.

An important connection within the Supply Chain Network Fair is ISM – The Institute of Supply Management. ISM is a community of buyers, procurement managers, logistics managers and much more and they can play two important roles in the network. First, connecting their buyers with NTMA members to help accomplish their initiatives, and second, bringing their mastery tools to NTMA members to potentially save them thousands of dollars in direct and indirect spending.

**Wednesday, Sept. 2nd** 1 hour Introduction webinar presented by Dan Bagley, NTMA Strategist, and featuring other procurement professionals. A chance to learn more about the Supply Chain Network Fair and how to make this new concept beneficial to you and your organization.

**Wednesday, Oct. 28th** Receive a list of confirmed Buyers and their outsourcing requirements via email to prepare for the Supply Chain Network Fair. You will also receive instructions on how to schedule your Buyer appointments. You will be responsible for making your appointments and they will be on a first come basis (limited based on registration numbers).

**Wednesday, Nov. 4th** 1.5 hour Sales Seminar presented by Dan Bagley, NTMA Strategist. Join Dan for a conversation on sales techniques and tips to make your experience at the Supply Chain Network Fair a great one. (Full Sales & Marketing Workshop is available at an additional registration fee.)

**Wednesday, Nov. 4th** 1.5 hour Welcome Reception sponsored by Hurco USA. Take advantage of this opportunity to network and mingle with other buyers and sellers.

**Thursday, Nov. 5th** Supply Chain Network Fair. Featuring scheduled 15 minute appointments, you will have the opportunity to sit down and connect with numerous buyers. Lunch will be provided as an additional networking opportunity.

***Register today and get connected to this new concept –  
 The Supply Chain Network Fair***





# EMO Executive Technology Tour Milan, Italy

OCTOBER 4-9, 2015

Attend the EMO show Tuesday, October 6th - Thursday, October 8th with prearranged visits to booths of the world's technology leaders:



## Trip Details

- All NTMA members are invited to participate in the EMO Executive Technology Tour in Milan, Italy this October 4th-9th. Attendees should plan to arrive on October 4th and depart on October 9th.
- Hotel accommodations are not included in the administrative fee and the cost of hotel accommodations will be the responsibility of the participant. We have reserved a limited number of hotel rooms in Milan for our members and these are available on a first come first served basis.
  - A non-refundable deposit of \$1100 for single rooms; Or \$1550 to extend your stay through the weekend
  - A non-refundable deposit of \$1300 for double rooms; Or \$1800 to extend your stay through the weekend
- You will be responsible for making and paying for your own air transportation, along with your ground transportation in Italy. Please do not make any travel arrangements until you are confirmed for the tour.

To register or for questions, contact Brittany Belko by August 1, at [bbelko@ntma.org](mailto:bbelko@ntma.org) or 216-264-2848

## PRICING INFO:

### EMO Executive Technology Tour Administrative Fee

\$1,395 - NTMA Member Rate

\$495 - NTMA Member Spouse Rate

- Participants will have the option to either depart for the US on Friday, October 9th or extend their stay in Milan through Sunday, October 11th to explore the EMO show on their own or tour Milan.

### Optional Ferrari Factory Tour :

\$150 - Monday, October 5th

Includes transportation between hotel and Ferrari plant and lunch.

(Limited to first 20 individuals to register)

\*Due to limited availability, the Ferrari Tour is only open to full paying registrants.

\*The Ferrari Tour is limited to 2 full paying registrants per company.



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# KUHN TOOL MOVES TO NEW SHOP, SEES 'UNLIMITED POTENTIAL'

BY KEITH GUSHARD

It wasn't picking up and moving his machining company about 2.5 miles that made Ken Kuhn anxious — it was making sure nothing would be overlooked that would stop the firm from getting back in business after the move that concerned him.

"Logistics and planning were the biggest challenges," Kuhn said as Kuhn Tool & Die Co. settled into its new, larger location in West Mead Township, PA. Kuhn Tool makes jigs and fixtures used to make turbine blades and vanes and aerospace parts.

It was months of preparation that led to a smooth move of 60 pieces of equipment of all shapes and sizes, according to Kuhn, who is president of the firm.

Kuhn said he talked to personnel at other tool shops that have gone through a move, but he relied on his staff and Hoffman Industrial of Erie, an equipment moving firm, in making the transition.

During the three days, the company moved everything — from sophisticated machine tools valued in the hundreds of thousands of dollars down to office supplies like pens and pencils — to a 41,000-square-foot building. The company previously was located since 1965 in a 13,000-square-foot building on Davis Street on Meadville's south side.

"Understanding a building of this size was a challenge unto itself," Kuhn said.

"It was figuring out, what should go where? How's it going to work? How do we rearrange what we have to fit the space?"

Kuhn began devising — and revising — the floor plan for the new location as soon as the building was purchased in November.

"I must of changed it a dozen times — more like two dozen times, really," he said with a wry smile as he recounted the months of planning.

Kuhn readily gives credit to his wife, Bonnie, the firm's vice president who handles purchasing and sales, as well as its 20 employees in making the transition.

"We had no room to expand or add equipment," Bonnie said. "We were tripping over ourselves."

"If it wasn't for her, we wouldn't have done it," Kuhn said of his wife. "And without her, it couldn't have been done. I couldn't have pulled this off."

"How well the guys have done has been way beyond my expectations," Kuhn continued. "They have been superb about how they've all pitched in to help facilitate the move. On Wednesday, it was all hands on deck. Guys were just



A brand new, mostly empty shop floor to be transformed at Kuhn Tool.  
Photo credit: Meadville Tribune

moving stuff like crazy."

The new location is the former Heatrex Inc. plant. Heatrex was a maker of heating elements. The building had been dormant for about four years when Kuhn Tool bought the property for \$300,000.

Cleanup and painting the building began in early 2015 followed by weeks of electrical work that began in late February.

"It was not new power, but getting the electric where we needed it, lights where we needed them," he said. "We also needed air lines for (the pneumatic portion of) machinery."

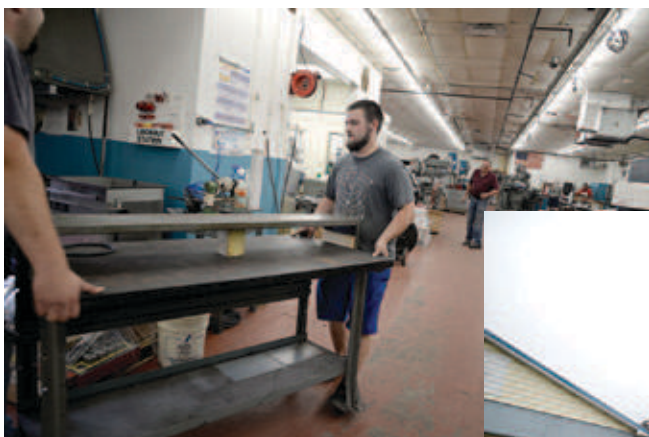
While an exact figure hasn't been determined yet, Kuhn estimates expenses associated with the move are about twice the cost of the building itself.

Kuhn said the new building gives the company the opportunity to expand as its business grows.

"This gives us, in my viewpoint, unlimited potential," he said.

Kuhn said he expects to sell the building on Davis Street in the future.

Reprinted with permission, Meadville Tribune.



Above and Right: "On (moving day), it was all hands on deck. Guys were just moving stuff like crazy," observed Ken Kuhn.

Photo credit: Meadville Tribune



# MAZAK'S DISCOVER MORE WITH MAZAK™ SPOTLIGHTED METALWORKING ADVANCEMENTS



Mazak's June advanced manufacturing event showcased more than 20 of their latest machine tools, with several featuring the company's new SMOOTH TECHNOLOGY platform. Special presentations on additive manufacturing, ancillary machine tool equipment and MTConnect rounded out the Schaumburg, IL program.



Mazak's VP of Marketing, Rick Ware gives an impressive tour.

The broad range of machine tool demonstrations allowed attendees to experience the latest advancements in multi-tasking, 5-axis, milling, turning, automation and CNC technologies for all metalworking sectors. Mazak applications experts were available during the demonstrations to discuss part-processing optimization.

Designed for small parts production, Mazak's new UNIVERSAL products redefine the quality and productivity standards of value-based CNC milling and turning machines. Event attendees got to see several of these machines in action, including the VERTICAL CENTER UNIVERSAL 400A 5X, VERTICAL CENTER UNIVERSAL 400T and VERTICAL CENTER UNIVERSAL 500A with a twin-pallet changer.

Larger part processing was demonstrated on machines that include the INTEGREGX e-1600V/10S, HORIZONTAL CENTER NEXUS 6800-II, MULTIPLEX 6300Y, SLANT TURN NEXUS 500M and VERTICAL TRAVELING COLUMN 200C.

Mazak showcased its new MAZATROL SmoothX CNC on the INTEGREGX i-200, VARIAXIS i-600 and INTEGREGX e-1600V/10S. The company engineered the CNC to offer maximum speeds that are four times faster than previous-generation

CONTINUED ON — P13



# IMAGINE



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DEMAND PERFORMANCE



Fall Semester Begins  
**SEPTEMBER 18**

Registration is  
**NOW OPEN**



**WORKFORCE DEVELOPMENT TRAINING**

**ENROLL NOW!**



NTMA offers  
**Affordable Workforce Development Training**

At ONLY \$449 for a Semester that includes 3 modules and a savings of \$148

Or

\$199 per individual module

For more information contact:  
**NTMA Vice President  
Ken McCreight  
216-264-2834**

Did you ever notice how the most energetic and happy people tend to be the ones who also love to keep learning new things? We have. In fact, we have seen at least 600 of them register in NTMA-U's Department Of Labor approved Education modules. Upon completion of 600 hours of training the students are also awarded 22 College Credits. NTMA Member Company Employees have taken advantage of our more than 2000 learning sections to sharpen their skills, gain professional competencies, or just indulge in an individual module that will increase their skill sets.

**Individual Modules available in:**

**Shop Technology / GDT / Shop Safety / Metrology / SPC / Quality Control / Shop Math / Blueprint Reading / CNC / Metallurgy / Die making / Mold making / Jig and Fixture Building**



**Convenience of learning at home or at the shop.**

Increase employee moral by investing in their future, while they learn skills that increase production.

controls. It also coincides with Mazak's new SMOOTH TECHNOLOGY process-performance platform that spans the entire part-production landscape, from programming to metal removal to data collection. As a result, manufacturers can dramatically shorten machine cycle times, enhance simultaneous 5-axis operations and more.

A special additive manufacturing display focused on the company's recently announced INTEGREGX i-400AM HYBRID Multi-Tasking machine. Attendees saw how this forthcoming turnkey solution represents an innovative alternative to conventional part processing in terms of design and machining.

Mazak designed the INTEGREGX i-400AM primarily for small lot production



Royal Products Brian Mecca, Director of Sales and Tiffany Bryson, NTMA National Account Manager.

of very difficult-to-machine materials such as those used in the aerospace, energy and medical industries. With its additive capability, the machine can easily generate/clad near-net-shape component features then quickly complete them via high-precision finish machining operations.

Throughout the event, attendees were able to connect with several of Mazak's Value Inspired Partners to discuss the latest ancillary machine tool equipment for creating total manufacturing solutions. These partners also hosted a variety of sessions on ways attendees can enhance productivity via their equipment. In addition to the machine tool demonstrations and partner presentations, attendees participated in technical seminars on how to improve factory utilization using the MTConnect open-source, royalty-free manufacturing protocol.



**Register Now!**

# NTMA CFO ROUNDTABLE

## CLEVELAND

**NEW DATE!**

**Date:**

Wednesday, August 19  
Welcome Reception & Dinner: Tuesday, August 18 - 6:00pm

**Where:**

CBIZ Corporate Headquarters  
6050 Oak Tree Blvd. Suite 500  
Cleveland, OH 44131

**Cost:**

NTMA MEMBERS  
\$400 - Early Bird Member Rate  
*\*Deadline 7/29/15\**  
\$475 - Regular Member Rate

NON-MEMBERS  
\$525 - Non-Member Rate

*Continental Breakfast & Lunch Included*

**CFO Roundtables  
Sponsored by:**



There is no cancellation fee prior to 10 days before event.  
If cancelled less than 10 days prior, it is non-refundable.  
*\*For more information regarding our cancellation policy, event registration refunds or other concerns, please contact the NTMA office at 216-264-2822.\**

**CPE Information:**

At this conference, participants will learn about:

- ERP systems
- Affordable Care Act
- Tax Landscape
- 401K

Speakers from the industry and the profession will present new ideas and valuable information on financial management. With session on ERP systems, tax landscape, 401k and the Affordable Care Act, your organization will want to be represented as participants deal with the current issues facing financial managers in manufacturing.

**CPE Credits Available**

- \* 1.5 hours – Tax
- \* 1 hour- Specialized Knowledge & Applications
- \* Additional CPE Credits TBA

**Additional Information:**

**Who Should Attend:** CFOs/Controller of Manufacturing Companies  
**Delivery Method:** Group Live  
**Prerequisites:** None  
**Advanced Preparation:** None  
**Program Level:** Intermediate

**About CBIZ:**

CBIZ, Inc. is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have the final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.learningmarket.org](http://www.learningmarket.org).

**For more information or to register contact:  
Brittany Belko (bbelko@ntma.org) or phone 216-264-2848**



# NTMA AFFINITY PROGRAM SPOTLIGHT

## AFFINITY PROGRAMS - A SIMPLE DEFINITION

NTMA is able to save members significant amounts of money on products and services they are already using. These cost-savings programs are what we call "Affinity" programs and they are among the most tangible benefits of NTMA membership. Over the course of 2015 we are going to highlight the companies and their products and services so members better understand the benefits our Affinity Partners offer.

NTMA is proud to be able to help our members save millions of dollars each year on products and services essential to the operation of their business. Who isn't looking to save money, right? Look right here each month.

## GET THE MOST OUT OF YOUR MEMBERSHIP WITH EXCLUSIVE SHIPPING DISCOUNTS THROUGH THE NTMA SHIPPING PROGRAM

Minimizing expenses is key to running a successful business. That's why NTMA is dedicated to providing members exclusive savings through strategic partnerships that offer discounted products and services. One of these free member benefits is the NTMA Shipping Program, managed by PartnerShip®. Through this advantageous program, NTMA members receive discounts on every shipment – inbound, outbound, small and large.

NTMA chose PartnerShip to develop a shipping program that combines simplicity, excellent service and great savings. PartnerShip has done just that and continues to expand and improve aspects of their service offerings to give NTMA members a benefit they want and need. Whatever you are shipping through the NTMA Shipping Program, from a small envelope up to a large full truckload shipment, PartnerShip has the carrier connections, service options, and shipping discounts in place to save NTMA members significant money.

"PartnerShip is a true asset to our member benefit catalog, offering a constantly evolving program designed to save our members money through valuable shipping solutions," said NTMA President Dave Tilstone. "Last year, NTMA members using this program saved an average of 10-40% each on their shipping – I expect even greater savings are in store for members going forward."

Through the NTMA Shipping Program, managed by PartnerShip, members have access to exclusive discounts on select FedEx® small package services:

- Save up to 29%\* on select FedEx Express® services

- Save up to 20% on select FedEx Ground® services

- Save up to 10% on select FedEx Home Delivery® services

If you already have a FedEx account, PartnerShip will ensure you're receiving the best possible pricing and link the discounts to your existing account. If you are not currently using FedEx, an account will be created for you when you enroll in the NTMA Shipping Program.

NTMA members also receive discounts on LTL freight, truckload, tradeshow and specialized shipping services through this free member benefit:

- Rates discounted at least 70%\*\* on standard and guaranteed LTL freight shipments with UPS Freight, YRC Freight, Con-way Freight and other reputable carriers

- Receive competitive truckload pricing with thousands of dry van, flat bed and refrigerated carriers

- Save 20-40% on exhibit shipments to and from trade shows and events, backed by an on-time delivery guarantee

- Benefit from specialized services in-

cluding inbound management, low-cost shipping supplies, freight bill auditing, invoice consolidation and access to our freight shipping tools on PartnerShip.com

Visit [PartnerShip.com/54NTMA](http://PartnerShip.com/54NTMA) for more information and to enroll in the NTMA Shipping Program. If you have any questions, please call PartnerShip directly at 800-599-2902, or email [sales@PartnerShip.com](mailto:sales@PartnerShip.com).

\* Includes a bonus 5% online processing discount. Full details available at [PartnerShip.com/54NTMA/FedExdiscounts](http://PartnerShip.com/54NTMA/FedExdiscounts).

\*\* Additional discounts available with a qualified shipping analysis by PartnerShip.

"PARTNERSHIP SAVES US HUNDREDS OF DOLLARS ON INDIVIDUAL FREIGHT SHIPMENTS. THIS ENDS UP BEING A HUGE ANNUAL COST SAVING ESPECIALLY CONSIDERING FREIGHT IS ONE OF OUR BIGGEST EXPENSES. I'VE FOUND PARTNERSHIP TO BE EASY TO USE AND THE LEVEL OF SERVICE WE GET IS UNPARALLELED."

Jim Trecokas, Trec Industries

"PARTNERSHIP SAVES US THOUSANDS OF DOLLARS ON OUR SHIPMENTS; WE COVER OUR NTMA MEMBER DUES EACH YEAR WITH THIS PROGRAM. THIS IS A HUGE ANNUAL COST SAVING ESPECIALLY CONSIDERING SHIPPING IS ONE OF OUR LARGEST EXPENSES. WE ARE VERY PLEASED TO BE USING THE NTMA SHIPPING PROGRAM PROVIDED BY PARTNERSHIP, AND WILL CONTINUE TO USE THEM FOR ALL OUR SHIPPING NEEDS!"

Ted Toth, Rosenberger-Toth





# 2015 FALL CONFERENCE

October 21, 2015 – October 23, 2015  
St. Louis, MO

REGISTRATION

KNOWLEDGE BARS

NETWORKING

BUSINESS  
DEVELOPMENT TRACKS

KEYNOTE SPEAKER

TECHNOLOGY SEMINARS

HOMEBYERS' OKTOBERFEST

KENNAMETAL EVENT

ROUNDTABLES

**REGISTER TODAY!**

# Keynote Speaker



Named one of the “Top 30 Best Minds on Leadership” by *Leadership Excellence* magazine, Dr. Freiberg is among the most influential voices on the speaking circuit today. Dr. Freiberg has appeared on CNBC, CBS Sunday Morning and the CBS Morning News for his views on the critical links between leadership, corporate culture, innovation and exceptional customer loyalty. He has also appeared on the television series *Lessons in Excellence* for CNBC India. His articles and interviews have been published in the *Wall Street Journal*, *Business Week*, *Washington Post*, *Investor’s Business Daily*, *India’s Economic Times*, *India’s Business Standard*, *India’s Financial Times*, and *Capital Business & Finance Magazine* of Dubai.

## Technology Seminars

**DMG MORI** Democratization of Additive Manufacturing



Machining Workshop – General Considerations & Best Practices



How To Automate Your Machine Shop



Industrial Internet of Things (IIoT)



Is Your Shop Ready for 5-Axis Machining?

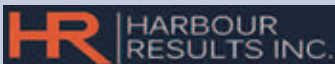


On-machine Probing at the Machine vs. Using a CMM System

## Business Development Tracks



Authentic Leadership Workshop



Automotive Vendor Tooling: Key Data to Optimize Your Business



Improving the Bottom Line



MTConnect Panel



Sales and Marketing





# Networking Activities

## Regiception

Tuesday, October 20th, 2:00pm-6:00pm

Sponsored by BIG Kaiser

This is a mix of registration and a reception, to encourage networking and high energy! Registration starts at 2pm on Tuesday, October 20 and ends at 6pm. Join BIG Kaiser and NTMA conference attendees for a drink and some socializing to kick off a great Conference week.

**BIG KAISER**<sup>®</sup>  
**PRECISION TOOLING INC.**

## Tech Reception

Wednesday, October 21st, 5:00pm-6:00pm

Sponsored by Royal Products

Come enjoy some cocktails while you mix and mingle with some of the world's leading providers in technology and productivity.

**ROYAL**  
**PRODUCTS**  
Optimize everything.

## Oktoberfest at the Homeyers'

Wednesday, October 21st, 7:00pm-10:00pm

Sponsored by Hartwig and Okuma



Sure to be a highlight of the conference, come spend an evening at the Homeyers'. Featuring an Oktoberfest theme, this evening will be filled with music, food, games and plenty of networking. Transportation, sponsored by Aerotek, will depart for the Homeyers' from the Chase Park Plaza at 6:00pm. Transportation from the Homeyers' back to the Chase Park Plaza will depart at 10:00pm.

**OKUMA**

**HARTWIG**  
Manufacture with Passion

## PAC Reception

Thursday, October 22nd, 5:00pm-6:00pm

Come support the Political Action Committee while you enjoy a cocktail. PAC donations will be accepted, and are encouraged, at this reception.



## Kennametal Event: Ballpark Village

Thursday, October 22nd, 7:00pm-10:00pm

Sponsored by Kennametal

A chance to experience baseball from a St. Louis point of view, this event will be held in the heart of St. Louis at the Budweiser Brew House within Ballpark Village at Busch Stadium. Come enjoy one of Herb Homeyer's favorite pastimes, a night at Busch Stadium. And should all go well, a chance to see the St. Louis Cardinals play some post-season baseball.

**KENNAMETAL**<sup>®</sup>

## Gala Fundraiser

Friday, October 23rd, 7:00pm-10:00pm

Join us for an evening of music and dancing as we support the National Robotics League. Don't leave early; this will be a Gala you won't want to miss!

**MAKINO**



To download the complete Fall Conference Brochure or to register, please visit:

[www.ntma.org/upcomingevents](http://www.ntma.org/upcomingevents)

Contact Kristen Hrusch for more information at: [khrusch@ntma.org](mailto:khrusch@ntma.org) or 216-264-2845



# WE AUTOMATE. WE INTEGRATE. YOU WIN.



## AUTOMATION FROM MAKINO. THE KEY TO IMPROVING PRODUCTIVITY.

Your job is to produce more parts and deliver higher profits. Our job is to make it happen. As your complete partner in the development and integration of advanced automation systems, Makino is here to help you improve machine utilization, increase throughput and reduce costs, all to increase productivity and strengthen your competitive advantage.

Learn how Makino is helping production companies reach their goals through 24/7 machining. Right now at [makino.com/auto/win](http://makino.com/auto/win).



# WHAT'S THE VALUE PROPOSITION FOR HIRING VETERANS?

BY STEVE NOWLAN  
PRESIDENT, CENTER FOR AMERICA



If your company is looking for new employees, be sure to watch an episode of TNT's television program, "The Last Ship" (Sundays at 9 PM Eastern or on iTunes). In this compelling series, the crew of the U.S.S. Nathan James, a Navy guided-missile destroyer, is the lead player in finding and developing a cure for a worldwide pandemic that threatens humanity.

While the story is fictional, the producers and the Navy have gone to great lengths to invite us into the real world of today's highly trained, results-oriented service members who apply their talents, ingenuity and teamwork to overcome whatever challenges are thrown at them. Just getting to see the high-tech environment in which they work and how adeptly they use and maintain all the complex systems on the ship is an education in itself.

If you are like me, you'll wind up picking out people on the Nathan James who you wish could be on your company's team because of their tech savvy, their teamwork and their commitment to getting the job done. And this really is the point because with more than a million former service members from all branches of the military like the crew of the Nathan James looking for full-time jobs, there are plenty of veterans like them to hire if you make the effort to find and recruit them.

Our veterans and National Guard mem-

bers have proven themselves in the most sophisticated, high-tech, results-oriented military in the world. Their years of service are invested in constant training in multiple skills and achieving demanding self-improvement goals. They manage technology and equipment worth millions of dollars, often in very hostile environments. They are focused on getting the job done and supporting their team.

When you watch "The Last Ship" and look beyond the story line to see how the crew handles their jobs on the Nathan James, you'll see people who use their intelligence, energy, creativity and commitment to fulfill their objectives. Many shoulder responsibilities well beyond their years. They're prepared to go "above and beyond" and regularly do.

Today there are about 500,000 unemployed veterans and about another 500,000 veterans working part-time while looking for full-time jobs. Service members completing their military service will add tens of thousands to the ranks of job-seekers over the next year.

Among these million-plus veterans are the leaders who can build your company and your



Photo Credit: (June 29, 2015) The Arleigh Burke-class guided-missile destroyer USS Chafee transits the Philippine Sea. (U.S. Navy photo by Mass Communication Specialist 3rd Class Ricardo R. Guzman/Released)

industry. The effort you make to find and recruit these employees will come back to you many times over when they bring their focus, maturity, discipline and skills to fulfill your company's goals.

To help your recruiting effort succeed, download the free Guide to Military Hiring that Center for America has just published. <http://www.CenterForAmerica.org/bpg>. If you would like to talk about your recruiting effort, contact me at [SNowlan@CenterForAmerica.org](mailto:SNowlan@CenterForAmerica.org).



## MFG DAY 2015 (OCTOBER 2)

NTMA IS A SILVER SPONSOR



MFG DAY addresses common misperceptions about manufacturing by giving manufacturers an opportunity to open their doors and show, in a coordinated effort, what manufacturing is – and what it isn't. By working together during and after MFG DAY, manufacturers will begin to address the skilled labor shortage they face, connect with future generations, take charge of the public image of manufacturing, and ensure the ongoing prosperity of the whole industry.

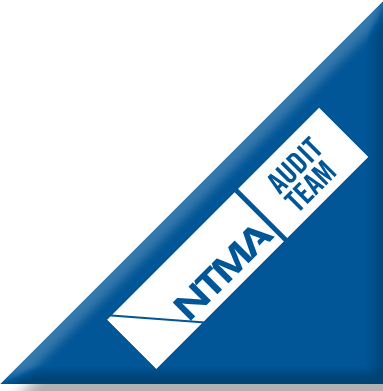
Supported by a group of industry sponsors and co-producers, MFG DAY is designed to amplify the voice of individual manufacturers and coordinate a collective chorus of manufacturers with common concerns and chal-

lenges. The rallying point for a growing mass movement, MFG DAY empowers manufacturers to come together to address their collective challenges so they can help their communities and future generations thrive.

Is your company participating in MFG Day 2015 (and have you registered your event?)? Need more information to help plan an event you want to host? See everything from videos and stories about

past MFG Day events to Host Kits for 2015 on their website [www.mfgday.com](http://www.mfgday.com).





# THE AUDIT TEAM

Some NTMA leadership happens at the Team level, as member volunteers drive many of the projects and events that happen each year. Throughout 2015 The Record will feature overviews of the various NTMA Teams.

NTMA's Audit Team's primary purpose is to assist the Board of Trustees in its oversight responsibilities to NTMA members, specifically with respect to the integrity of the association's financial statements, the association's compliance with legal and regulatory requirements, the qualifications and independence of the independent auditor and the risks associated with the foregoing.

The Team's primary objectives as noted in the NTMA Membership Directory are to:

- Monitor the integrity of the association's internal controls over financial reporting
- Monitor the qualifications, independence and performance of the Company's independent auditor
- Provide a channel of communication among the board of Trustees, the independent auditor, management and other concerned individuals.
- Assist the Board of Trustees in meeting its fiduciary duties to its members and the association.

The Team consists of no less than three non-officer members, one of whom shall be a trustee and shall serve as the Team Leader.

They meet privately in executive session at least annually with the association's independent auditor. They maintain minutes of its meetings and report its findings to the Board of Trustees after each Team meeting.

The audit team met several times during the past year as part of its oversight responsibility. Meetings included the pre audit meeting with the NTMA staff and the audit firm of Mayer Hoffman McCann C.P. as well as conference calls during and after the audit. As part of these meetings the team met with the audit firm on June 23, 2015 to discuss the annual audit for the year ended December 31, 2014. This was the first year that this audit firm had been engaged to audit the NTMA. The audit team meeting went very smoothly and the team thought the auditors felt the audit went as well as could be expected for the first year of an audit engagement, with no major issues or any problems. The auditors were complimentary to the staff for the cooperation that they received. NTMA received a clean opinion that the financial statements of the NTMA were fairly presented in accordance with the accounting principles of the United States for the year ended December 31, 2014.

### BUDGET AND FINANCE TEAM MEMBERS:

- Samuel Griffith, Team Leader
- Matt Wardle, Executive Team Liaison
- Ken Seilkop, Executive Team Liaison
- Frank Burch
- Michael Retzer
- Michael Tamasi
- Mark Vaughn
- Doug DeRose, NTMA Staff Liaison



## NTMA ANNOUNCES NATIONAL SCHOLARSHIP RECIPIENTS

NTMA has awarded national scholarships to two outstanding applicants. Congratulations to Corey Bucholz, who received the Brock Babb Memorial Scholarship and the Edwin Vobeda Memorial Scholarship. Congratulations, as well, to Brock Babb Memorial Scholarship recipient Zachary Zablo (each scholarship was for \$2000).

Brock Babb Memorial Scholarship and the Edwin Vobeda Memorial Scholarship are awarded each year for the upcoming academic year. Applications for the 2016-17 academic year will be available in early 2016. Details on both scholarships and the application process are published in The Record and E-trends and will be posted on the NTMA website.

Many NTMA Chapters support local students with scholarships, as well. Members and interested parties should contact their respective Chapters for details on local and regional scholarship opportunities.



SAVE THE DATE

**PLANT MANAGERS ROUNDTABLE**  
ST. LOUIS

**NTMA PLANT MANAGERS ROUNDTABLE**

**TUESDAY, OCTOBER 20, 2015**

**Location:**  
CHASE PARK PLAZA  
212 N. KINGSHIGHWAY  
ST. LOUIS, MO 63108

**8:00AM - 4:30PM**

**Sponsored by:**

**Registration Rates**

Members - Early Bird: \$425 (by 9/30)

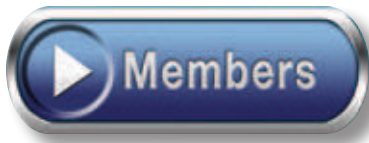
Members - Regular: \$500 (after 9/30)

Non Member: \$550

Continental Breakfast and Lunch included

Member Company Tour followed by Welcome Reception & Dinner on Monday October 19th

Contact Brittany Belko for more information: bbelko@ntma.org • 216-264-2848



# MAXIMIZE YOUR MEMBERSHIP ROI – NTMA MONTHLY MEMBERSHIP MESSAGE

A NEW MONTHLY COLUMN ON MEMBERSHIP AND HOW TO MAXIMIZE YOUR MEMBERSHIP ROI

Whether you just joined NTMA or have been a member for 50+ years, we want to make sure you taking advantage of the cost saving benefits offered to you. This new monthly column will help you navigate through all of NTMA’s discount programs as well as highlight our networking events, advocacy efforts and workforce development.

### AFFINITY PARTNERS.

NTMA has purchasing power. As a member, why not take advantage of the discounts we offer?

We understand you are busy with your business and may not have had the time to enroll or even learn more about NTMA affinity partners. Or perhaps these discounts fall in areas managed by someone on your team? Can you pass along this article to that person?

If you’d like, Sarah Shoaff, Director of Membership and Business Development can help enroll you in these programs or answer any questions you may have. Contact, Sarah at 216-264-2858 or [sshoaff@ntma.org](mailto:sshoaff@ntma.org).

Check out the discounts offered below, enroll and start to save money!

### • APPI ENERGY.

Negotiates competitive electric and/or gas rates. Visit [www.appienergy.com](http://www.appienergy.com) or call 800-520-6685 for current information. Only available in states allowing energy regulation process.

### • CITRIX SYSTEMS INC.

NTMA members receive 15% discount on conferencing, GoToMeeting and GoToTraining services. Visit <http://more.citrix.com/NTMA> to receive your discount. Contact Michael Stephens at [Michael.Stephens@citrix.com](mailto:Michael.Stephens@citrix.com).

### • DYNAMIC SOLUTIONS/US FREIGHTWAYS.

Members receive a 70% LTL discount with Holland and Reddaway and a 65% LTL discount with New Penn. To enroll email [sallen@mydynamicsolutions.com](mailto:sallen@mydynamicsolutions.com) or contact Shane Allen at 512-352-3013.

### • GRAINGER.

Members get a minimum 10% discount that can go to as much as 65% on a wide range of items. Members are automatically enrolled and employees can also purchase from program. Visit [www.grainger.com](http://www.grainger.com).

Online ordering includes FREE shipping. Contact Kristen Chapic, Corporate Sales Manager, [kristen.chapic@grainger.com](mailto:kristen.chapic@grainger.com) or call 630-235-0154.

### • HEARTLAND PAYROLL SERVICES.

Heartland Ovation Payroll, one of the fastest growing payroll providers in the nation, has become NTMA’s payroll partner. When you enroll, you can receive up to a 20% savings when switching from a national competitor. Contact Randy Pumputis 877-510-3526 or [rpumputis@ovationpayroll.com](mailto:rpumputis@ovationpayroll.com) for a complimentary quote today.

### • MULTIVIEW.

MultiView powers NTMA’s Manufacturing Suppliers Guide. A great resource for buyers to find members companies by capabilities. Basic listings are FREE for members. Enhanced listings can help get your company more attention. Contact MultiView at [ntma@multiview.com](mailto:ntma@multiview.com) or call 800-816-6710 for more details.

### • PARTNERSHIP.

NTMA members also save at least 70% on less-than-truckload (LTL) freight shipments arranged through PartnerShip with leading national and regional freight carriers. Go to <http://www.PartnerShip.com/54NTMA> to enroll, view a summary of your discounts or request a free shipping

analysis. If you have any questions about the services offered through the NTMA Shipping Program, call PartnerShip at 800-599-2902 or email [sales@partnership.com](mailto:sales@partnership.com). See p.14 for more PartnerShip information.

### • STAPLES BUSINESS ADVANTAGE.

Staples Advantage® is your one-source solution. Staples Advantage® has helped thousands of offices – of all sizes – drive down office product costs dramatically, with deeply discounted office products and the convenience of free next-day delivery on all orders over \$50. For more information, contact Lisa Finnegan at 800-724-1480, ext. 245 or email [lisa.finnegan@staples.com](mailto:lisa.finnegan@staples.com).

There will be more to come in future Membership Messages. Watch for this in each issue of the Record and maximize your membership ROI. Your regional Chapter Services Executive and Sarah Shoaff are available at any time to answer your membership questions and are a resource to you - our team is here for you! Contact Sarah Shoaff at [sshoaff@ntma.org](mailto:sshoaff@ntma.org) or 216-264-2868 to learn more about maximizing your membership ROI.




## NTMA FINANCIAL MANAGERS ROUNDTABLE

LOS ANGELES/SANTA FE SPRINGS

Date | Wednesday, September 30

Where | NTMA Training Center  
12131 Telegraph Road  
Santa Fe Springs, CA 90670

Cost | NTMA MEMBERS  
\$400 - Early Bird Member Rate  
\*Deadline 9/9/15\*  
\$475 - Regular Member Rate  
NON-MEMBERS  
\$525 - Non-Member Rate

**Continental Breakfast and Lunch included**

**Welcome Reception & Dinner on Tuesday September 29th**

To register or for more information contact Brittany Belko • 216-264-2848 • [bbelko@ntma.org](mailto:bbelko@ntma.org)

# PALLET CHANGE SYSTEMS

AUTOMATIC • MANUAL • Y-AXIS SHIFT • FLEXIBLE



Go **BIG** or **small**



In addition to Automatic and Manual Pallet Changers for NEW and EXISTING VMCs, MIDACO offers **AUTOMATIC DOOR SYSTEMS** for your vertical machining centers, lathes and robotic applications. Not only do they save time in production, but these systems improve ergonomics by eliminating manual door opening tasks causing operator fatigue. MIDACO's Automatic Door Systems are one step in automating your machinery to get more parts out the door.

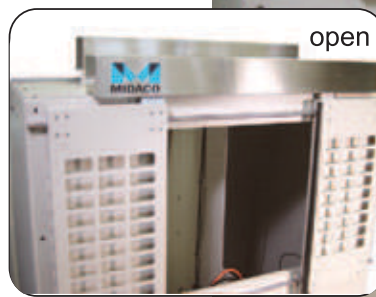


Robot Access Door on VMC



open

Automatic Door Opener on Mill



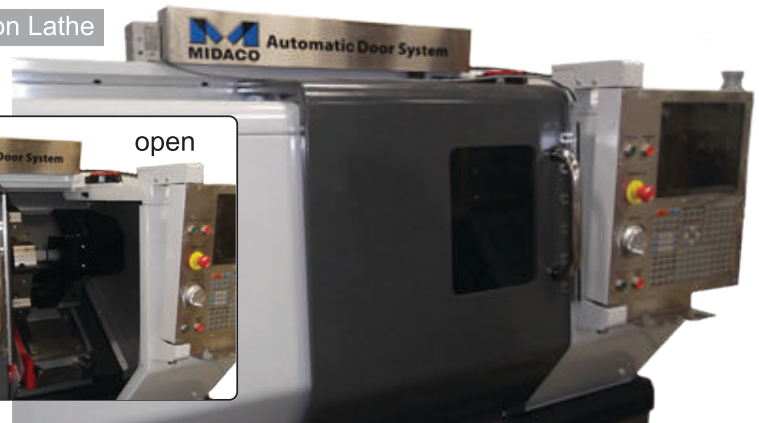
open



Automatic Door Opener on Lathe



open



**Midaco Corporation**

toll free: 888.593.8420

email: [midaco@midaco-corp.com](mailto:midaco@midaco-corp.com)

[www.midaco-corp.com](http://www.midaco-corp.com)

1969 **46** 2015  
celebrating years



# NTMA FALL CONFERENCE

St. Louis, MO

October 21-23, 2015



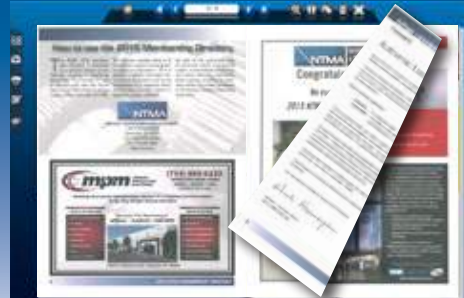
*Sponsoring Opportunities Now Open*

Contact Tiffany Bryson • [tbryson@ntma.org](mailto:tbryson@ntma.org)

Already on Stage:



# NEW 2016 NATIONAL INTERACTIVE MEMBERSHIP DIRECTORY



Take your ad to the next level by updating your online ad throughout the year!

DOUBLE YOUR EXPOSURE WITH YOUR AD BOTH IN PRINT AND ONLINE... AND SAVE!

Reach the premier precision custom manufacturers in the U.S.

Place your order Prior to September 22, 2015, and receive 20% off. \*

## MAKE YOUR LISTINGS STAND OUT FROM THE REST

### Specialty Listing - \$150

Includes: company name  
address-phone-fax-email-web  
up to 25 word description

#### ACE WIRE SPRING & FORM CO., INC

1105 Thompson Ave  
Mc Kees Rocks, PA 15136-3818  
412.331.3353 / Fax: 412.331.3356

Website: [www.acewirespring.com](http://www.acewirespring.com)  
Contact: Linda Froehlich  
[lfroehlich@acewirespring.com](mailto:lfroehlich@acewirespring.com)

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# THE NEXT GENERATION IS HERE!

BY BILL PADNOS, NTMA DIRECTOR OF YOUTH ENGAGEMENT

I came across Laima Rastikis's excellent article published by Ohio Robotics Inc. on its MADEinOHIO.us social media engagement platform, "Will today's high schoolers (Generation Z) rescue American manufacturing?" and decided that I needed to share it with you. The blog post is available at <http://madeinohio.us/will-todays-high-schoolers-generation-z-rescue-american-manufacturing/>.

Rastikis notes that all business related publications, web-based news services or blogs are writing articles about Millennials. The articles all talk about how to relate to Millennials, how to recruit them and then how to get them up to show up to work on time. Yes, it is critical for the Millennials to enter into the manufacturing workforce. It is hard to believe, but this group is getting old now. The youngest component of the group is 18-24 years old. They have already graduated high school and are in college, in the workplace or just in a state of flux.

So, who is up next? That answer is Generation Z (Gen Z), the most diverse and multicultural of any generation in the U.S. This new generation was born in 1998 or after, so it includes everyone who's now in high school or soon to enter high school.

In describing the characteristics that set Gen Z apart from the other generations, Rastikis cited an article that she read in



**Advertising Age** by Ruth Bernstein, "Move Over Millennials – Here Comes Gen Z."

## HERE ARE THE MAIN CHARACTERISTICS:

- **Gen Zers don't demand perfection.** This generation responds better to independence and entrepreneurialism, self-direction and the spirit of ingenuity.

- **Gen Zers like to make their own way.** This generation is highly educated, technology savvy and innovative thinkers. They look for solutions on their own and set out to make things on their own.

- **Gen Z looks at all sides of a problem.** This generation is open-minded and adaptable. They are not set in their ways and understand that there are multiple solutions to a problem.

Rastikis does a great job in her article considering the implications for manufacturing's future based on the characteristics of Gen Zers and then relating them to careers in manufacturing. Let's look at the obvious: we have a new generation upon us that is self-directed, innovative and adaptable. Sounds to me like the perfect description of a future worker in advanced manufacturing.

Just like Millennials, do not expect Gen Zers to be banging on your facility doors begging for a job, because they have no idea that you exist. Gen Zers are being inundated with information about the Maker Movement, but do not have a clue about being a precision machinist. I agree 100% with Rastikis that manufacturing companies must "meet these high school students where they are and en-

gage them in ways that will get them interested in manufacturing careers." Therefore, manufacturing companies need to be aggressive and be the ones knocking on the doors at the high schools to connect with the students and tap into this new generation.

Within the next 5 years, 30 million Gen Zers will be in the workforce. The question is: where? If you want for that "where" to be at your facility, the time to act is *now*. The National Robotics League is a great job-driven outreach program of the NTMA that relates well to the characteristics of Gen Zers while emphasizing the importance of students learning the manufacturing process. This new generation has a strong need for mentors willing to provide them with continuing reeducation to bring out the best in this new emerging young workforce.

Let's take one step back. As a business leader, would you take advantage of all ethical and legal ways to ensure the future sustainability of your company? Through the NRL, NTMA offers you a way to transform the next generation into the manufacturing workers of tomorrow. Why wouldn't you utilize the NRL as a way to achieve long-term success?

Now, let's move one step forward and get engaged before it is too late. For more information about how the NRL is your gateway to the next generation of manufacturing workers, please contact Bill Padnos, NTMA Director of Youth Engagement, at [bpadnos@ntma.org](mailto:bpadnos@ntma.org).



## NORTHERN UTAH CHAPTER RECEIVES \$150K APPRENTICESHIP GRANT



NUNNTMA's Apprenticeship Program will soon be a reality, thanks to a \$150,000 grant recently awarded by Utah's Office of Economic Development and the Utah System of Higher Education (UCAP). The Apprenticeship Program will be tailored to fit the needs of the Northern Utah Chapter's member companies and will be marketed throughout Utah. The goal is to train the state's workforce through the Utah College of Applied Technology's campuses and NTMA-U.

The grant is funded by the Utah System of

Higher Education, Department of Workforce Services and the Utah Governor's Office of Economic Development. The specific funding program, UCAP, was created to address the following four opportunities and concerns – a perfect fit for Utah manufacturers' workforce development needs: 1) increase economic cluster connectivity and educational alignment, 2) respond to industry identified skill gaps, 3) enhance the role of regional institutions in economic development and 4) promote regional stewardship of grantees' contributions to the workforce.



NUNNTMA chapter members pictured with the Utah Governor's Office of Economic Development

For more information on the grant, contact NUNNTMA Chapter Executive Maddie Wardle ([maddie@jdmachine.com](mailto:maddie@jdmachine.com)) or call (801) 337-7097.



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## WHY SHOULD MANUFACTURERS BECOME MORE INVOLVED IN GOVERNMENT ADVOCACY?

It takes leadership in Washington, D.C. to make a difference. The joint NTMA/PMA partnership GAT is leading the way in our nation's capital on behalf of small and medium-sized manufacturers. One Voice is getting the message out to lawmakers and the public, with Twitter followers increasing by 52% in recent months and articles published in national and local media. We need more companies to engage!

### THE FEDERAL GOVERNMENT IS YOUR "NOT-SO-SILENT PARTNER," AFFECTING EVERY ASPECT OF THE BUSINESS:

- Regulatory compliance costs businesses over \$2.2 trillion each year;
- In 2014, federal government agencies issued 3,541 final regulations;
- EPA proposal raises electricity costs up to 20% - \$30,000 avg. annual increase for our industry;
- No renewal of Bonus Depreciation in 2015 will raise taxes by \$400,000 on equipment bought.

### DESPITE THE CHALLENGES, PMA AND NTMA MEMBERS ARE MAKING A DIFFERENCE EVERY DAY IN WASHINGTON:

- Passed a law reforming job training programs – (90% of One Voice members have job openings);
- Moving bills to make permanent Section 179 Expensing (89% use), R&D Tax Credit (50% use);
- Defeated or delayed NLRB pro-union anti-workplace rules on Posters, Persuader Rule;

- Passed a law to develop a U.S. National Manufacturing Strategy for the first time.

### ONE VOICE MAKES IT EASY FOR NTMA AND PMA MEMBERS TO BECOME MORE ENGAGED IN POLICY AND POLITICS:

- Invite a member of Congress to your plant and hold an open house during Manufacturing Day;
- See how your Senators and Representatives voted on key issues;
- Speak to the media on issues important to your company and the industry;

- Donate to the Political Action Committees, which had 98% victory rates supporting candidates.

### ATTENDING THE ONE VOICE ANNUAL LEGISLATIVE CONFERENCE IN APRIL IS CRITICAL. ONE VOICE WILL:

- Arrange meetings with your Senators and Representatives;
- Schedule a special lunch with you and a member of Congress;
- Provide all materials on the issues ahead of the event;
- Make sure your message is heard directly by key decision-makers.

### NTMA/PMA MEMBERS KNOW THE VALUE OF ATTENDING THE ANNUAL LEGISLATIVE CONFERENCE:

"I was skeptical that the legislators would have a genuine interest in our message. To my pleasant surprise, they were very receptive to us. I felt like we accomplished our goals."

"It is very organized and anyone can do

it and feel comfortable. Everyone, like it or not, needs to see and understand the process of our government."

"I participate in the Legislative Conference because it just makes good business sense for my company. Congress and federal agencies make decisions every day that directly impact my business, from imposing new regulations to considering new taxes or ending important tax credits. The cost of a couple of days in Washington is minimal compared to the impact I can have and the money I can save by having a voice in these decisions."

To become more involved with the One Voice Government Affairs Advocacy efforts, please visit [www.metalworkingadvocate.org](http://www.metalworkingadvocate.org) or contact [khrusch@ntma.org](mailto:khrusch@ntma.org) or [ccarmigiano@pma.org](mailto:ccarmigiano@pma.org).



## OUR SUCCESSES: ONE VOICE LEADING THE WAY

### ONE VOICE FILES COMMENTS ON WORKFORCE INNOVATION LAW

One Voice filed comments to the U.S. Department of Labor regarding the government's implementation of the Workforce Innovation and Opportunity Act (WIOA). One Voice strongly endorsed WIOA, which updates the Workforce Investment Act (WIA) of 1998, and whose passage last year was a major victory for One Voice and all manufacturers. The law reforms WIA by eliminating 15 outdated programs, encourages the use of industry recognized skills certifications, and provides a greater role for businesses in implementing workforce programs locally. In the comments, One Voice asked for flexibility, whether in the structure and composition of the Workforce Investment Boards (WIB) or the design of training and apprenticeship programs. The Department is interpreting the law in ways

that could dilute the role of small businesses, increase union influence, and exclude businesses using non-registered apprenticeship programs. In a 2015 survey of One Voice companies, 90 percent reported having skilled job openings.

### HOUSE PASSES ONE VOICE-ENDORSED MEDICAL DEVICE TAX REPEAL

One Voice succeeded in helping the House pass legislation to repeal the costly medical device tax. The legislation repeals the \$29.1 billion excise tax on medical devices established in the Affordable Care Act (ACA). The bill would also allow device companies to seek refunds for taxes already paid under the law, since its implementation in January 2013. One Voice has long supported the repeal of this burdensome and costly tax on America's medical device manufacturers.

CONTINUED ON – P28

## **HOUSE PASSES BILL MAKING R&D TAX CREDIT PERMANENT**

House of Representatives passed the American Research and Competitiveness Act of 2015 to strengthen and make permanent the R&D Tax Credit. The bipartisan bill, introduced by Representatives Kevin Brady (R-TX) and John Larson (D-CT), would permanently extend the credit while allowing small businesses to claim the R&D against tax and AMT liability. It will also increase the Alternative Simplified Credit to 20 percent. On January 1, 2015, Congress allowed the R&D Credit to expire for the sixteenth time and making it permanent will provide stability for millions of manufacturers.

### **ONE VOICE MEMBER TESTIFIES ON TAX REFORM**

A OneVoice member testified before the Congressional Joint Economic Committee on April 15 about the impact of tax reform on manufacturers. In official testimony, the manufacturer told Senators and Representatives that we need comprehensive tax reform for all businesses. Some in Washington are calling for C-Corporation only tax reform, which leaves behind the 81 percent of all manufacturers who are pass-throughs, paying taxes at the individual tax rates. The testimony highlighted the impact of the current tax code on restricting investment due to the uncertainty surrounding expired tax provisions such as the R&D Tax Credit, Section 179 Equipment Expensing, and Bonus Depreciation.

### **NATIONAL MANUFACTURING STRATEGY, INNOVATION BILL BECOMES LAW**

As part of a \$1.1 trillion FY 2015 spending package, Congress passed two critical provisions long supported by One Voice members to create a manufacturing strategy and promote innovation. Negotiators included the Revitalizing American Manufacturing and Innovation (RAMI) Act in the massive spending measure, which requires the federal government to develop a National Strategic Plan for Advanced Manufacturing. The U.S. is one of the few industrialized nations without a comprehensive manufacturing strategy. RAMI also allows for the creation of regional manufacturing innovation centers throughout the country, which will develop partnerships among businesses, researchers, and educators to explore the latest technologies in manufacturing.

### **EPA AGREES TO REVIEW SMALL BUSINESS CONCERNS; TWO MONTH DELAY FOR POWER PLANT RULE**

Following tremendous pressure from outside groups, the EPA agreed to conduct

a small business review panel ahead of releasing a massive new regulation to reduce carbon emissions from existing power plants. The Agency had long contended its rule would have little impact on small businesses, despite their own admission it would increase the cost of electricity by 6-12 percent annually. The EPA had targeted June for a release but objections from the small business community, including One Voice, led to the creation of a small business review panel, in part delaying the rule. While industry studies show the power plant rule could raise prices by 20 percent, even taking the EPA's 12 percent figure is a major increase for metalworking manufacturers who are large energy consumers. One Voice is working with lawmakers on possible legislative solutions to complement legal efforts ahead of the rule's August release.

### **UNDER PRESSURE, OSHA DELAYS MAJOR WORKPLACE RULE**

Under pressure from One Voice and other industry partners, OSHA quietly announced it is delaying a proposed rule requiring employers to implement an Injury and Illness Prevention Program (I2P2), also known in some states as Accident Prevention Programs, Comprehensive Safety and Health Programs, or Occupational Health and Safety Management Systems. The proposal requires employers to maintain written programs involving "planning, implementing, evaluating, and improving processes and activities that protect employee safety and health." The proposal also seeks to hold employers responsible for identifying and correcting hazards in their own workplaces. Currently, 34 U.S. states have established laws or regulations designed to require or encourage an I2P2, including 15 states with mandatory regulations for all or some employers.

### **DEPARTMENT OF LABOR DELAYS PERSUADER RULE**

Following repeated delays since 2011, the Department of Labor announced in May that it was yet again putting off the "Persuader Rule," this time until December 2015. The new regulation requires that employers and their advisors file certain reports with the Department if they use outside labor consultants to interact with their employees during a union organizing activity or collective bargaining dispute. The rule is a top priority for unions, especially as their numbers dwindle and the stakes increase during organizing activity with the implementation of the Ambush Election rule on April 14, 2015.

## **INDUSTRY, ONE VOICE OPPOSING OSHA ELECTRONIC RECORDKEEPING RULE**

One Voice filed comments opposing an OSHA proposal to move forward with the electronic recordkeeping requirements rule. The Administration is trying to require businesses with 20 or more employees to file incident/accident reports electronically on an annual basis (those with more than 250 employees file quarterly) which they will make public. In August 2014, OSHA issued a supplemental notice to amend the original rule to require that employers inform their employees of their right to report injuries and adding whistleblower protections for employees. PMA and NTMA joined coalition partners and filed comments with OSHA opposing the rule, which they are set to finalize in September 2015.

### **COALITION, ONE VOICE DEFEAT NLRB POSTER RULE**

In a significant victory for employers' rights, courts held that the National Labor Relations Board's (NLRB) Poster Rule is unconstitutional because it compels employers to post a notice with which they may not agree. The NLRB attempted to require all employers to post a notice in their facilities informing employees of their rights to join or form a union. One Voice, through its membership in the Coalition for a Democratic Workplace, challenged the NLRB and secured an important win for manufacturers.

### **CHEMICALS USE REFORM BILL ON VERGE OF BECOMING LAW**

For the first time since 1976, Congress is on the verge of passing a major overhaul of the law allowing the EPA to review and regulate chemicals imported, manufactured, disposed of, or used in the U.S. Under the Toxic Substance Control Act (TSCA), EPA requires the reporting, recordkeeping, and testing of chemical substances and/or mixtures (except food, drug, cosmetics, and pesticides). The TSCA inventory contains over 83,000 chemicals, and companies are required to notify the EPA when "pre-manufacturing" a new chemical. Regulators have not updated much of the TSCA list since its creation in 1977, leading many states to create their own chemical regulatory structure, causing significant disruptions throughout the manufacturing supply chain. One Voice has worked for several years with other manufacturers to develop a nation-wide uniform policy.

# THE YEAR AHEAD IN REGULATIONS

The final two years of the Obama Administration promises to bring a flurry of environmental and workplace regulations. In 2014 alone, federal agencies issued 3,541 final rules, costing manufacturers billions of dollars.

Below are a few of the regulatory issues on which One Voice is focusing its attention in 2015:

## NLRB AMBUSH ELECTIONS – TOOK EFFECT APRIL 14, 2015

On Capitol Hill and in the courts, One Voice and coalition partners repeatedly defeated the Ambush Election rule. However, National Labor Relations Board (NLRB) issued a new final rule in December 2014 to shorten the time from when a union election is called and a vote is held to as little as ten days (from the current average of 56 days). It also requires employers provide unions with the personal email and phone numbers of eligible employees 48 hours prior to a vote holding a vote. Through its coalition partners, One Voice continues to challenge the NLRB rule in the courts, even after it took effect April 14.

## WATERS OF THE U.S. – FINALIZED MAY 2015

The White House has formally approved, and the EPA finalized, a new rule expanding the federal government’s jurisdiction over inland waterways from 3.5 million miles to 8 million. Under the “Waters of the U.S.” rule, the EPA may consider industrial ditches as “tributaries,” leading to costly maintenance activities, and expensive and time-consuming dredge and fill permits. The change also affects stormwater retention ponds, fire ponds, and on-site impoundments, leading to point source discharge and other permit requirements. The proposal will open up thousands of manufacturers, farmers, and other businesses to citizen group lawsuits and lengthy environmental reviews – the median cost for some of these permits is \$155,000. One Voice is fighting along with a bipartisan group of lawmakers to stop the rule. The House passed legislation to this effect and the Senate is poised to consider a bill by Sens. Joe Donnelly (D-IN) and John Barrasso (R-WY) also endorsed by One Voice.

## CREATION OF MICRO-UNIONS WITHIN A SINGLE EMPLOYER – UPHELD MAY 2015

One Voice is part of a broad coalition involved in challenging the legality of an NLRB decision allowing as few as two employees to form a micro-union. While additional challenges remain, courts have

upheld the NLRB proposal that is already causing major headaches for employers who now have to negotiate with multiple unions in contract discussions – from production to janitorial to administrative. Several years ago, labor groups embarked on a strategy to create a series of smaller union groups, which added together, would help increase their overall numbers to augment their significant membership losses.

## GREENHOUSE GAS RULE – AUGUST 2015

One Voice filed comments opposing a June 2014 EPA draft regulation aiming to reduce carbon dioxide and other emissions from existing power plants by up to 30 percent by 2030 compared to 2005 levels. More than 2.65 million stakeholders filed comments on the proposal, which the Agency had long contended would have little impact on small businesses, despite their own admission it would increase the cost of electricity by 6-12 percent annually. While industry studies show the power plant rule could raise prices by 20 percent, even taking the EPA’s 12 percent figure is a major increase for metalworking manufacturers who are large energy consumers. EPA is scheduled to finalize the rule in August 2015, with many of the key provisions taking effect in 2017. Simultaneously, the EPA is finalizing a proposal to reduce carbon emissions by up to 60 percent from new power plants. One Voice is opposing both rules.

## OSHA ELECTRONIC RECORDKEEPING – SEPTEMBER 2015

One Voice filed comments opposing an Occupational Safety and Health Administration (OSHA) proposal to post on the internet incident/injury reports similar to Form 300A. The Administration is trying to require businesses with 20 or more employees to file incident/accident reports electronically on an annual basis (those with more than 250 employees file quarterly) which they will make public. In August 2014, OSHA issued a supplemental notice to amend the original rule to require that employers inform their employees of their right to report injuries and adding whistleblower protections for employees. The proposed rule does not improve workplace safety and will only create a misperception of manufacturing as a dangerous occupation. OSHA will issue a final regulation in September 2015.

## GROUND LEVEL OZONE EMISSIONS – OCTOBER 2015

The day before Thanksgiving 2014, the Administration announced it would move forward with further regulation of ground level ozone, the main component of smog. One Voice is strongly opposed to this new initiative, which experts say will cost the U.S. economy \$1.7 trillion by 2040 while increasing compliance costs by \$1.1 trillion. The White House twice ordered the EPA to delay the proposal – ahead of the 2012 Presidential and 2014 Congressional midterm elections.

CONTINUED ON – P31



**SALES & MARKETING WORKSHOP**

INDIANAPOLIS



## NTMA SALES & MARKETING WORKSHOP

WEDNESDAY NOVEMBER 4, 2015

SAVE THE DATE



**Hosted by Hurco USA**

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8:00am - 4:30pm

Registration Rates\*

\$500 - Members - Early Bird  
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The proposal will reduce ground level ozone levels from 75 parts per billion (ppb) to as low as 65ppb. Some environmental groups are calling for a reduction to 60ppb, which would classify the entire U.S. as a non-attainment zone, potentially limiting manufacturing production, expansion of facilities, hiring new employees, and infrastructure projects. The EPA announced it will finalize the new ozone standards by October 1, 2015.

**DEPARTMENT OF LABOR PERSUADER RULE – DECEMBER 2015**

Following repeated delays since 2011, the Department of Labor announced in May that it was yet again putting off the “Persuader Rule,” this time until December 2015. The new regulation requires that employers and their advisors file certain reports with the Department if they use outside labor consultants to interact with their employees during a union organizing activity or collective bargaining dispute. The rule is a top priority for unions, especially as their numbers dwindle and the stakes increase during organizing activity with the implementation of the Ambush Election rule on April 14, 2015.

**IRS 501(C)(4) POLITICAL ACTIVITY REPORT – PENDING 2015**

In May 2014, the IRS announced it will withdraw a proposed rule governing the political activities of IRS(c)(4) groups. One Voice filed comments with the IRS against the proposed rule, which the Agency considered extending to non-profits such as PMA and NTMA. The rule could prevent associations from distributing information to their members about congressional candidates in the final weeks of a campaign. Sources indicate the IRS will now try again and move the rule in 2015.

**COMBUSTIBLE DUST STANDARDS – FEBRUARY 2016**

One of the longest pending OSHA rules covers combustible dust. Anxiously awaited in the manufacturing community for several years, the Administration has repeatedly delayed the rule, which will cover the use of Personal Protective Equipment and engineering technologies and mandate additional changes to manufacturing procedures. In May, OSHA announced it will convene a Small Business Review Panel by February 2016, which means the Administration will likely finalize the rule by next summer.

**INJURY AND ILLNESS PREVENTION PROGRAM (I2P2) – OCTOBER 2016**

In 2014, under pressure from One Voice

and other industry partners, OSHA quietly announced it is delaying a proposed rule requiring employers to implement an Injury and Illness Prevention Program (I2P2). This proposed rule will include new standards of what constitutes an effective workplace safety program. The International Organization for Standardization (ISO) is working on global guidelines it may finalize in October 2016 (ISO 45001: 2016). In addition, the Labor Department announced it will release in Fall 2015 an updated version of OSHA’s 1989 Safety & Health Program Management Guidelines.

**MEDIUM AND HEAVY-DUTY VEHICLE, ENGINE EMISSIONS AND EFFICIENCY REGS – JUNE 2016**

The EPA released its draft Phase II of the Medium and Heavy-Duty Vehicle and Engine Emissions and Efficiency initiative. The Agency outlined four categories for improved efficiency ranging from 4-24 percent affecting Model Years 2019-2027: Heavy-Duty Pickups/Vans; Vocational; Tractors; Trailers. The EPA will finalize the rules in June 2016 with most provisions affecting the 2018 production line. This will build off what some describe as a successful Phase I, which lowered emissions and increased efficiency.



# Upcoming NTMA 2015 Events

**July 29, 2015**

Sales & Marketing Workshop  
Hartford, CT

**August 19, 2015**

CFO Roundtable  
Cleveland, OH

**September 30, 2015**

Financial Managers Roundtable  
Los Angeles/  
Santa Fe Springs, CA

**October 4-9, 2015**

EMO Milano 2015  
Milan, Italy

**October 20, 2015**

Plant Managers Roundtable  
St. Louis, MO

**October 21-23, 2015**

NTMA Fall Conference  
St. Louis, MO

**November 4, 2015 \***

Sales & Marketing  
Workshop  
Indianapolis, IN

**November 5, 2015 \***

Supply Chain  
Network Fair  
Indianapolis, IN

**November 11, 2015**

Financial Managers  
Roundtable  
Kansas City, MO

**November 18, 2015**

Human Resources  
Roundtable  
Boston, MA

2015																						
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12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19		
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26		
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30					
							30	31														
October				November				December														
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
			1	2	3		1	2	3	4	5	6	7	1	2	3	4	5	6	7		
4	5	6	7	8	9	10	8	9	10	11	12	13	14	4	5	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	11	12	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	18	19	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						25	26	27	28	29	30	31		

\* Discounted rate available for those who register for both the Sales & Marketing Workshop and the Supply Chain Network Fair



MANUFACTURING AMERICA'S FUTURE

# THE RECORD

NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Rd.  
Cleveland, OH 44134

## 2016 NTMA Membership Directory\*

**\* New Options!**

Online! Dynamic: Updates in real time! Interactive!

New features guarantee more value than ever

- Interactive online version in addition to the traditional print version
- Ability to change or update online ad
- Each time ad is changed, an announcement will go out to the membership with a hyperlink to your ad
- Special section for new members who join after the print version is mailed – access up-to-date listing at the click of your mouse



**NTMA 2016 NTMA NATIONAL INTERACTIVE MEMBERSHIP DIRECTORY Advertising Insertion Order Form**

**NATIONAL MEMBERSHIP DIRECTORY Advertising Rates & Sizes**

Width x Height (inches)	Rate	Price Per Sq. In.
Business Card 3.5" x 2"	\$250.00	\$350.00
Half Page Horizontal 7" x 4.875"	\$500.00	\$725.00
Full Page 7" x 10"	\$1,040.00	\$1,700.00
Full Page 7" x 10"	\$3,600.00	\$4,600.00
Back Cover 7" x 10"	\$3,600.00	\$4,600.00
Inside Front Cover 7" x 10"	\$2,800.00	\$3,600.00
Inside Back Cover 7" x 10"	\$1,240.00	\$1,600.00
Facing Page of IPC 7" x 10"	\$1,240.00	\$1,590.00
Facing Page of IPC 7" x 10"	\$1,200.00	\$1,500.00
Specialty Listing	\$240.00	\$300.00
Enhanced Listing	\$200.00	\$200.00
Update your Online Ad (see note)	\$50.00	\$50.00
Certification Listing		

**AD SPECIFICS**

- Publication Turn Size is 7.675" x 10.75"
- Please to create process. Ads must be CMYK with 300-dpi resolution.
- Do not use PMS or RGB colors.
- PDFs must be high-resolution with all text and images embedded.
- We will NOT accept Word, MS Publisher, or Corel Draw files.
- Reserve ad space for September 22 for 20% discount.
- Final ad deadline is December 11, 2015.
- Graphic art services are available to create or edit your existing ad for a rate of \$100.

**DATE SUBMITTED** \_\_\_\_\_

**ADVERTISING PLACE (if necessary name)** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_ **STATE** \_\_\_\_\_ **ZIP** \_\_\_\_\_

**CITY** \_\_\_\_\_ **PHONE** \_\_\_\_\_

**E-MAIL ADDRESS** \_\_\_\_\_ **WEB ADDRESS** \_\_\_\_\_

**SIGNATURE** \_\_\_\_\_

**TITLE OF AD** \_\_\_\_\_

Add these coordinates to my hard directory listing - \$95. Limited to 10 locations (including special). Due by October 15th.

**PAYMENT (add company name if not)**

Check enclosed for \$ \_\_\_\_\_ (make checks payable to NTMA)

Please charge my credit card  Visa  Mastercard  American Express  Discover

Account Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

**See full details inside this issue of The Record. Confirm you ad by September 22nd for the greatest savings!**

Easy to complete order form available now - go to [www.ntma.org/news](http://www.ntma.org/news)