

THE NTMA TECHNOLOGY EXCELLENCE AWARD

Nominations are being accepted for NTMA members now through January 15, 2016. — p11

OSHA'S TOP 10 MOST CITED VIOLATIONS: ARE YOU IN COMPLIANCE?

Inspect your space for this year's most cited violations to create a safer and code-compliant work space. — p25

TAKE 10 MINUTES TO INCREASE VETERAN HIRING IN THE MACHINING INDUSTRY

Many NTMA members are having trouble recruiting veterans even though there are one million very capable veterans looking for full-time jobs. — p26

SIX TRAITS OF THE NEXT GENERATION OF LEADERS

A recent study by CareerBuilder.com and Harris Poll found that corporate leaders are increasingly worried that there are "not enough good leaders within the organization." — p27



FALL CONFERENCE 2015

A LOOK BACK ON THE AWARDS, DISCUSSIONS, NETWORKING, INDUSTRY INSIGHT AND "AUTHENTIC LEADERSHIP" SHARED AND CELEBRATED DURING THE NTMA FALL CONFERENCE HOSTED IN ST. LOUIS, OCTOBER 2015. RELIVE THE WEEK THROUGH PHOTOS, REVIEWS AND RECAPS. — P15-21

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MEMBER

TABLE OF CONTENTS

PRESIDENT'S UPDATE 4

COVER STORY

2015 FALL CONFERENCE "AUTHENTIC LEADERSHIP" IN REVIEW. 15-21

2016 CALENDAR OF EVENTS. 14

COMPANY NEWS

NIMS OPENS NEW GENE HAAS EDUCATION CENTER 3

OSHA'S TOP 10 MOST CITED VIOLATIONS: ARE YOU IN COMPLIANCE? 25

ECONOMY

CBIZ FINANCIAL SERVICES NOW AVAILABLE TO NTMA MEMBERS 25

TAKE 10 MINUTES TO INCREASE VETERAN HIRING
IN THE MACHINING INDUSTRY 26

EDUCATION

KEEP IT SIMPLE STUPID 23

EMERGING LEADERS

SIX TRAITS OF THE NEXT GENERATION OF LEADERS. 27

IN MEMORIAM 27

NATIONAL EVENTS

OCTOBER PLANT MANAGERS ROUNDTABLE IN ST. LOUIS 7

NTMA TECHNOLOGY TOUR 2016 - JAPAN. 9

NTMA REGIONAL MAP 13

JANUARY PLANT MANAGERS ROUNDTABLE - CHARLOTTE 23

FEBRUARY SALES & MARKETING WORKSHOP - DALLAS 25

NOVEMBER SALES & MARKETING WORKSHOP IN INDIANAPOLIS 26

FEBRUARY FINANCIAL MANAGERS ROUNDTABLE - ATLANTA 26

NTMA CHAPTER NEWS

NTMA WELCOMES NEW MEMBERS. 3

BTMA MEMBERS HOST 500+ ON 4TH ANNUAL NATIONAL
MANUFACTURING DAY 11

TECHNOLOGY

THE NTMA TECHNOLOGY EXCELLENCE AWARD. 11



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Manhattan, KS 66502-5032

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San Francisco Bay
Area Chapter
Jamie Storck
19038 Orange Ave
Sonoma, CA 95476-5238

BLANDFORD MACHINE & TOOL CO., INC.

Louisville Chapter
Todd Bello
5604 Fern Valley Road
Louisville, KY 40228-1056

BRATEK ENGINEERING & MANUFACTURING

Rocky Mountain Chapter
Brett Renck
2020 S. Osage Street
Denver, CO 80223

CENTRAL TOOLS, INC.

General
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456 Wellington Ave
Cranston, RI 02910

CITY STEEL HEAT TREATING

Los Angeles Chapter
Samuel Boyer
12030 Rivera Rd
Sante Fe Springs, CA 90670

PMI INDUSTRIES,LLC

General
Roger D. Reiner
350 Buell Road
Rochester, NY 14624-3124

SAMTEC TOOL

Northwestern PA Chapter
Mr. Chris Schreck
2215 Powell Ave. Suite 200
Erie, PA 16506



NIMS OPENS NEW GENE HAAS EDUCATION CENTER

On November 4, 2015, NIMS officially opened its new education center to help educators and businesses deliver the highest-quality and most relevant manufacturing training for students and employees. The Gene Haas Education Center, located on NIMS' campus in Fairfax, VA, will provide workshops and training for instructors and industry representatives, and will further NIMS' mission to offer more frequent and targeted learning opportunities for stakeholders.

The first series of workshops are focused on supporting educators and businesses in developing curriculum that aligns with industry developed standards.

THE WORKSHOP SERIES INCLUDES:

- NIMS Ready
- Geometric Dimensioning and Tolerancing (GD&T) Trainer
- On-the-Job (OJT) Trainer Preparation
- Establishing an Apprenticeship Program

For more information about the Gene Haas Education Center and to view the schedule of upcoming workshops, visit www.nimsready.org.



"NIMS IS COMMITTED TO EMPOWERING COMPANIES AND EDUCATION INSTITUTIONS TO BUILD A SKILLED WORKFORCE IN THEIR COMMUNITIES BY EQUIPPING THEM WITH THE RIGHT KNOWLEDGE, TOOLS, AND RESOURCES. THE GENE HAAS EDUCATION CENTER WILL ALLOW US TO FURTHER THIS MISSION AND OFFER MORE FREQUENT AND TARGETED LEARNING OPPORTUNITIES FOR ALL OF OUR STAKEHOLDERS."

James Wall, NIMS Executive Director



PRESIDENT'S UPDATE

DAVE TILSTONE / NTMA PRESIDENT

2015: A YEAR IN REVIEW

2015 was a banner year for NTMA on many fronts: a record number of events, solid financial performance, a newly formed regional membership and chapter support team, record enrollment in NTMA-U, membership retention remaining high and the first ever Emerging Leaders Conference. None of this exciting news would have been possible if it were not for you, the members, our strong federation of chapters and chapter leadership, the dedication of our Executive Committee, and passionate and dedicated staff coupled with our Affinity and National Associate partnerships.

NTMA-U

NTMA-U and the success with the NTMA-U modules could not have been predicted a year ago. The introduction of the modules one year ago had a slow start; however, with almost 1,500 modules subscribed to date, there is no question that NTMA-U is valued by our members. To help you and others take advantage of the training offered, Ken McCreight, who developed the training, is now integral to our membership value and retention efforts. Pilot programs have been initi-

ated to both elevate awareness to current and future members as well as reward members for their years of service. We are also working with schools who want to utilize NTMA-U in their course curriculum, which would allow middle and high school students to learn the course work while also receiving college credits through the University of Akron toward an associates degree in Advanced Mechanical Engineering Technology. If you aren't aware of the benefits of NTMA-U or the courses offered, please visit our website (www.ntma.org) for additional information and to view the demo, or contact Ken who can schedule a live demo for you and your staff (kmccreight@ntma.org). I guarantee you that you won't be disappointed.

NTMA EVENTS

2015 was a successful year for NTMA Events. In March, we partnered with AMT and PMA for the fourth annual MFG Meeting, held in Orlando, Florida. We kept things moving into April, as members had their voices heard in Washington during our One Voice Legislative Conference. Also in April, we had several of our National Associate

Members graciously host NTMA members at their facilities in Switzerland; this was the start of our International Technology Tours. National Associate Members Blaser Swisslube, BIG Kaiser and +GF+ opened the doors of their shops and presented our members with a tour of their latest technologies. We had more of our members join us overseas later in the year for EMO. We coordinated over 19 booth tours with National Associate Members and other key industry technology leaders. We rounded out October with our Fall Conference, held in St. Louis, Missouri. We had over 260 attendees who had the opportunity to participate in six different technology seminars, six different business development tracks and our ever popular industry roundtables. Attendees also had a chance to enjoy many different networking events including our first ever Regiception (registration + reception) hosted by BIG Kaiser, dressing up in traditional Oktoberfest wear for the Oktoberfest at Homeyer Precision Manufacturing and sporting their favorite baseball gear for the Kennametal Event at Ballpark Village. Our Fall

Conference is an event you don't want to miss, so be sure to mark your calendars for next year's conference, October 12th – 14th in Charlotte, North Carolina!

This year was also the inaugural year of our regional Technical Seminars. We hosted four different tracks of Technical Seminars throughout the country, including three Financial Managers Roundtables, three Sales and Marketing Workshops, three Plant Managers Roundtables and two Human Resources Roundtables. Our roundtables and workshops were hosted by member companies and National Associate Members. We had presenters from different National Associate Member companies represented at each roundtable or workshop. Each roundtable consisted of four one-and-a-half hour presentations and concluded with a moderated, member-driven roundtable to discuss key issues. The Sales and Marketing Workshops were facilitated by Dan Bagley and consisted of panelists from four different National Associate Members. The panelists helped to generate hot button topics and

CONTINUED ON — P5

THE RECORD

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NATIONAL TOOLING & MACHINING ASSOCIATION

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discussions with the attendees. We had a successful turnout from our membership during this first year of Technical Seminars, and our goal is to grow that number throughout the Technical Seminars we have planned for 2016. They are a great way to take advantage of your NTMA Membership.

EMERGING LEADERS

Many of you heard during my speech at the Fall Conference that our Emerging Leaders are the future of our industry and the NTMA. The future of business and its leaders is taking the next generation a level up, 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. It has become apparent that over time, and due to a variety of reasons, consistency in strength and effectiveness from the team to NTMA members 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.

2015 marked revitalization of this group, in part to the passion and focus of

CONTINUED ON – P6

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team leader, Zac Overton, to rebrand itself as the 'Emerging Leaders Team'. The time to leverage the talents and welcome new leaders into organizations and the association is now. The new focus in 2015 was to meet the 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, owners over the age of 50, existing non-family management and anyone emerging as a leader in their current role of sales, finance, quality, production, human resources, etc.

The inaugural Emerging Leaders Conference held on May 15th & 16th in Cleveland drew over 40 emerging leaders from across the country to a high-impact, fast-paced event filled with lots of great professional development sessions, networking opportunities and roundtable discussions. Popular topics covered included Financial Management for Non-Financial Managers; Sales & Marketing - Finding Your Strengths; Building a Stronger, Cohesive Team; and Preparing for the Next Level of Leadership. This event served as the foundation of assembling like-minded individuals from NTMA membership, and other industry groups creating a cohesive network of up-and-coming executives, technical managers and machining experts to rely on as they develop in leadership.

"WE ARE MANUFACTURING!" AND "NTMA-THE FACES OF MANUFACTURING" VIDEOS

A strategic goal of the NTMA is to highlight the talent and future leadership of our industry. We received an offer from CliftonLarsonAllen to sponsor and produce a video featuring the Emerging Leaders initiative and NTMA. It is an honor our valued National Associate Member considers

NTMA a worthy cause and investment that mirrors their mission of helping clients' enterprise value and assist in their succession, particularly in small-business manufacturing.

We collaborated with their video production company onsite during the Emerging Leaders Conference to record most of the video footage, including personal interviews of attendees sharing their stories as leaders in the manufacturing industry. The response to the production premiere at the NTMA Fall Conference in St. Louis was emotional and moving, to say the least.

These two productions are designed for your use in promoting manufacturing career awareness, motivation and inspiration; and furthering the Emerging Leaders initiative and the NTMA. We strategically selected Emerging Leaders to participate who have a compelling story and exemplify a future leader of our industry in their own capacity. Please notice those participants and contributors in the video credits, and join us in thanking them for their support and participation by sharing our message with others.

For future reference, these video links are available on our website's 'News' tab.

The Emerging Leaders Team is committed to improving identification and participation of emerging leaders in NTMA member companies in 2016 by guiding and providing necessary resources and tools to attain desired leadership excellence and measurable engagement with educational and mentoring programs. The initiative will accomplish this via conference events, webinars, social media connections and other innovative networking opportunities. To stay up-to-date and prepare for your next level of leadership, I invite you to join the Emerging Leaders group on LinkedIn.

NRL

Our focus on workforce development and advocacy was taken to a new level when we decided to escalate our focus and resources on the National Robotic League (NRL). In order to attract the talent needed to fulfill current and future positions in our shops, we need to present our industry as a high-tech, career-oriented path for our youth, their parents, educators and legislators. The NRL made great strides in 2015 with the passion and hard work of Bill Padnos and Sarah Brooks. The National Competition was held at Baldwin Wallace University in Berea, Ohio, on May 15-16, 2015. 64 teams, representing 8 states and Puerto Rico, had 400 students competing.

In addition to double elimination bouts, teams completed stringent engineering and detailed documentation requirements and face-to-face interviews with NRL officials to determine points toward the Grand Champion title. The Grand Champion Award and \$500 prize goes to the team with the highest combined score. The Grand Champion was awarded to Ponitz CTC of Dayton, Ohio, with their robot, R.O.N. The First Place Award went to Plum Borough School District of Pittsburgh, Pennsylvania, with their robot,

Knockout. Tied for the Best Engineered Bot, awards went to the Beaumont School of Cleveland Heights, Ohio, with their robot, Joan of Arc, and Dunwoody College of Technology of Minneapolis, MN with their robot, Wedgey. Best Documentation was awarded to Ringgold High School of Monongahela, PA with their robot, Mark 42.

During 2015, over 250 schools and 4,000 students participated in the program nationally during 14 regional competitions. Already, four more regional competitions are

projected to form in 2016.

The year also saw the development of NRL Industry Advisor Toolkit with LoSasso Integrated Marketing; Additional Toolkits for "How to Run a Regional Program"; Implementation of NRL program minimum standards including competition, technical and safety regulations and liability forms and waivers; and new GoNRL.org web site with enhanced sections on providing team resources and promoting manufacturing career pathways

As you can see, 2015 brought the NRL to a totally new level of performance and involvement with much more to come in 2016!

CHAPTER LEADERSHIP SUMMIT

Without a federation of strong and active chapters, the NTMA would not be able to provide you with all the member value or the regional programs you have come to expect from membership. A very successful and well attended Chapter Leadership Summit took place in Cleveland, Ohio, on June 11th and 12th. We had 52 attendees representing 17 chapters and had representations from six Affinity Partners: Staples, APPI, Ovation, Citrix, Partnership and Grainger. We had a jam-packed schedule, including topics such as Chapter Growth, Chapter Bylaws, What it Takes to be a Star, etc. We ended the conference with a bowling competition, which allowed Chapter Leaders, the Executive Committee and NTMA staff to bring out their competitive side. It was announced at the conference that NTMA became a Certified Association Executive (CAE) approved provider. For the first time, we were able to offer CAE credits with 7 of the 12 classes qualifying. Each of the classes rewarded attendees with up to 1.5 CAE credits per session. Overall, the feedback we received was that this was one of the best Summits we

have had to date. For 2016, we have decided to have the Chapter Leadership Summit leading into the 2016 MFG Conference, hopefully bringing more Chapter Leaders to both conferences. Chapter Leadership Summit will be February 28th – March 1st at the Hard Rock Palm Springs, so be on the lookout for your Save the Date postcard.

THANK YOU

In closing, our dedicated and invaluable contributions from our National Associates and Affinity Partners made our conferences and our international tours possible. They have been instrumental in providing record levels of new technologies, services and cost savings to you. In addition, they provided over \$2 million of financial support in 2015. A very special note of thanks to them! In 2015 we added the following world-class partners to our portfolio of National Associates:

- Machine Metrics
- Synergy Resources (INFOR)
- SCHUNK
- FANUC
- MEMEX
- Paulo Products

On behalf of the entire NTMA, I thank you for your membership. We are all looking forward to another successful year in 2016! We are here to serve our members and want to hear from you on how we can make NTMA better for you, your company and your employees.

Happy Holidays, we wish you a very prosperous 2016!

DAVE TILSTONE /
NTMA PRESIDENT

Dave Tilstone



OCTOBER PLANT MANAGERS ROUNDTABLE IN ST. LOUIS



Attendees from California, Texas, Pennsylvania, Missouri and Kansas joined together for the final Plant Managers Roundtable of the year October 20th in St. Louis. The event, held at the Chase Park Plaza, covered topics from “Managing the Relationship with Your Heat Treater,” presented by Tim Mohr, Production Manager from the event sponsor, Paulo, to “EDM vs. Laser Technology: How Laser Compares to Other Nontraditional Machining,” presented by GF Machining Solutions Director of Business Development, Gisbert Ledvon.

Attendees shared positive feedback on the event, highlighting the value of hearing different perspectives from companies and individuals on common plant manager issues. Many also found value in the ‘Key Employment Training, Development and Retention’ session presented by CliftonLarsonAllen Managing Principal, Erik Skie, which gave everyone a chance to discuss workplace culture.

Prior to the roundtable, a welcome reception and dinner was held at Hendricks BBQ on October 19th, as well as a member company plant tour hosted by Shane Hammond of J&S Tool. The next Plant Managers Roundtable will be held January 13, 2016, in Charlotte, North Carolina.



Tim Mohr from Paulo presents ‘Managing the Relationship with Your Heat Treater’



Upper right: Attendees gather during the welcome reception

Bottom 3 pictures: Members take advantage of the networking opportunities between presentations



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NTMA Technology Tour 2016

Japan

APRIL 17-24, 2016



National Associate Members BIG KAISER Precision Tooling, Mazak, Memex, and Blaser Swisslube will host a 6-day tour for NTMA members to manufacturing facilities in Japan.

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Japan Tour Schedule

Date	Day	Activity	Accommodation
17-April	Sunday	US Departures / Monday arrivals to NGO (Nagoya Int'l Airport)	n/a
18-April	Monday	Day 1 - Arrivals to Nagoya / Welcome Dinner (TBD based on arrivals)	Nagoya - TBD
19-April	Tuesday	Day 2 - Visit MAZAK facilities Minokamo and Minokamo 2 Tour MAZAK Optonics	Nagoya - TBD
20-April	Wednesday	Day 3 - MEMEX demonstration "Data-Driven Manufacturing" Mazak Headquarters Tour Visit Mazak Museum of Art in Nagoya Depart PM by coach to Kyoto (2 hrs)	Grand Prince Hotel, Kyoto
21-April	Thursday	Day 4 - Kinkaku-ji (Golden Pavilion at Deer Park) Shopping at Handicraft Center Visit Nijo Castle (home of the shogun) Continue by coach to Awaji Island	XIV, Awaji
22-April	Friday	Day 5 - Tour BIG Daishowa's/ BIG KAISER's manufacturing plants Blaser "Liquid Tool" presentation & machining demonstrations	XIV, Awaji
23-April	Saturday	Day 6 - Depart Awaji by coach to Osaka - Free time in Osaka	Swissotel
24-April	Sunday	Day 7 - Departures to U.S. from Kansai Int'l Airport (KIX) or Osaka Hami Airport. Same day arrivals to U.S. destinations	n/a



NTMA Tech Tour 2016 is a special opportunity for NTMA members to learn, network and tour manufacturing facilities in Japan. While challenges in manufacturing are universal, methods applied in other parts of the world can bring unique insight and ideas to improve your own operations. Break away from your routine for one week and get inspired during NTMA Tech Tour 2016 - Japan!

REGISTRATION AND PRICING INFO:

Administration Fee: \$495

** Payment deadline: March 15, 2016

For Registration Contact:

Brittany Belko

bbelko@ntma.org

Maximun capacity is 25

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- Most meals

Flight Information:

- Participants should book their own flight departing the U.S. on Sunday, April 17, arriving Chūbu Centrair International Airport in Nagoya (NGO) on Monday, April 18.
- Select a return flight departing Sunday, April 24, from Kansai International Airport in Osaka (KIX) or Osaka Itami Airport (ITM)



BTMA MEMBERS HOST 500+ ON 4TH ANNUAL NATIONAL MANUFACTURING DAY



Eight member companies of the Boston Chapter opened their doors to students, educators, and local and state officials for the fourth annual National Manufacturing Day on October 2, 2015. AccuRounds, Boston Centerless, the Custom Group Center for Manufacturing Technology, FH Peterson Machine Corp., Lavelle Machine, Magellan Aerospace, North Easton Machine Co., and United Tool & Machine Corp. all hosted tours and activities for over 500 people, combined. These events provided participants with critical information and insights into the importance of the industry and the varied careers available.

Three members located south of Boston worked together to rotate students and teachers from four vocational high schools through their facilities. For the third consecutive year, AccuRounds (Avon), F.H. Peterson Machine Corp. (Stoughton), and North Easton Machine Co. (North Easton) provided the schools with great opportunities to compare the different processes, products, and services of these companies.

THE PARTICIPATING HIGH SCHOOLS INCLUDED:

- Bristol-Plymouth Regional Tech
- South Shore V-Tech
- Diman Regional V-Tech
- Old Colony V-Tech

In addition to the above schools, Bridgewater State University & Plouffe Academy toured AccuRounds, while North Easton Machine hosted Greater New Bedford Regional V-Tech, Oliver Ames, and Bridgewater-Raynham High Schools. North Easton Machine also welcomed State Representative, Claire D. Cronin, 11-Plymouth. Workforce Investment Board staff and local and state officials also took part in the activities.

North of Boston, members Boston Centerless and the Center for Manufacturing Technology in Woburn, along with United Tool & Machine Corp. in Wilmington, played hosts to 50 students and teachers from three local high schools – Malden, Somerville, and Woburn – and from local LARE and Youth Build training programs. Boston Centerless proudly welcomed the Massachusetts Secretary of



Left: Boston Centerless CEO, Steve Tamasi, with MA Secretary of Housing & Economic Development, Jay Ash



Right: North Easton Machine Co. Owner and President, Jon Holbrook, speaks to students from Bristol-Plymouth Regional High School



Housing & Economic Development, Jay Ash, during one of the school tours that day.

In the Merrimack Valley, Lavelle Machine Company in Westford MA hosted 30 students and teachers from two local vocational high schools, Greater Lowell Tech and Greater Lawrence Tech. Magellan Aerospace in Haverhill, MA, welcomed 19 students and teachers from the new IT Academy at Haverhill High School.

BTMA is grateful to each of these

companies for their leadership in organizing and engaging their communities in Manufacturing Day events. The participation of over 500 visitors at members' facilities is a testament to each company's dedication to promoting the industry and manufacturing careers. They look forward to building more support among BTMA companies for Manufacturing Day 2016.



THE NTMA TECHNOLOGY EXCELLENCE AWARD

Guided by Team Leader Mike Hirsh of Hirsh Precision Products in Boulder, Colorado, the NTMA Technology Team delivers value to NTMA members in the areas of manufacturing technologies and best practices. The NTMA Technology Excellence Award is designed to recognize and share excellence shown in these fields, strengthening the precision contract manufacturing industry.

The Technology Team focuses on two award categories: Technology (advanced development/integration or lead time reduction through flow, safety and organization) and Business/Cultural (Leader/Associate partnerships or goal/visual management system deployment that has yielded world class performance). Each award recipient receives \$2,500 (less trophy, shipping, etc.).

The Association for Manufacturing Technology's (AMT) Technology Issues Committee (TIC) is a proud sponsor of this award that demonstrates a best-

practice or best-use of NTMA member's products and services. AMT has underwritten the NTMA Technology Excellence Award in the amount of \$5,000.

HOW IT WORKS:

- NTMA members who demonstrate advanced application of a technology or business practice which results in improved business performance are eligible for nomination.

- Nominations are submitted to the Technology Team by the Chairman, Chapter Executives, regular members and/or associate members.

- Nominations are to be electronically completed and submitted on the NTMA website.

- Winners are selected by the Technology Team with input consideration from AMT's TIC as judged against selection criteria: business impact, innovation, longevity, etc.

- Winners are presented at the NTMA

general assembly at the MFG Meeting in Desert Palm, California, on March 2nd, 2016.

- Recipients will present a brief description of their awarded technology or practice at the MFG Meeting following the NTMA general assembly.

NOMINATE NOW!

Nominations are being accepted for NTMA members now through January 15, 2016. For a background description of the award, questionnaire and nomination form, visit <http://www.ntma.org/resources/documents/technology-award-program/> or contact Mike Hirsh at mike.hirsh@hppi.com.



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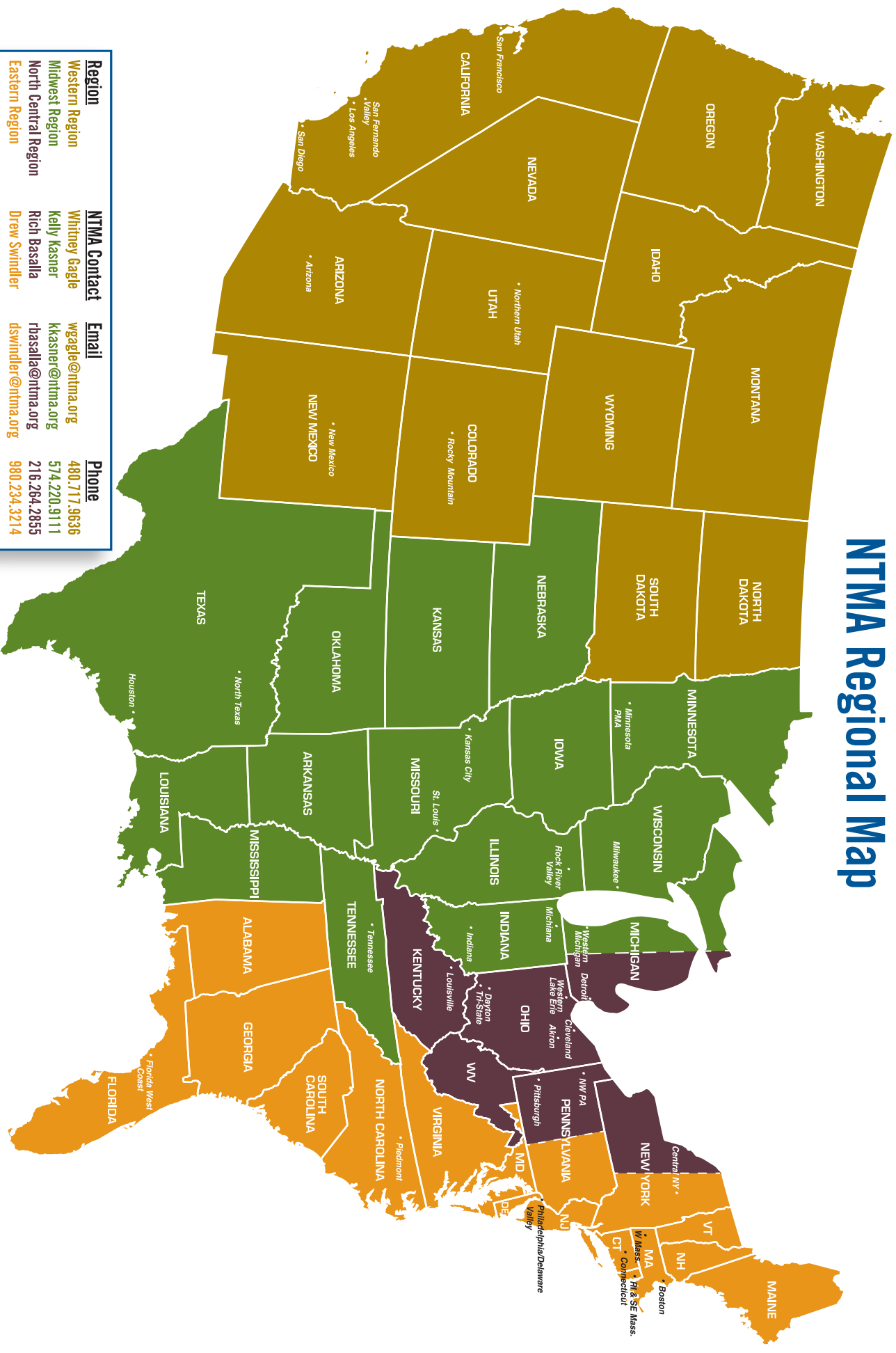
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NTMA Regional Map



Region	NTMA Contact	Email	Phone
Western Region	Whitney Gagle	wgagle@ntma.org	480.717.9636
Midwest Region	Kelly Kasner	kkasner@ntma.org	574.220.9111
North Central Region	Rich Basalla	rbasalla@ntma.org	216.264.2855
Eastern Region	Drew Swindler	dswindler@ntma.org	980.234.3214

NTMA 2016 EVENTS

JANUARY 13, 2016

Plant Managers Roundtable
North Carolina

FEBRUARY 10, 2016

Sales & Marketing Workshop
Dallas/Austin, TX

FEBRUARY 17, 2016

Financial Managers Roundtable
Atlanta, GA

FEBRUARY 28- MARCH 1, 2016

Chapter Leadership Summit
Palm Springs, CA

MARCH 2-5, 2016

MFG Meeting
Palm Desert, CA

MARCH 23, 2016

Human Resources Roundtable
Indianapolis, IN

APRIL 11-13, 2016

NTMA/PMA Legislative Conference &
Emerging Leaders Conference
Washington, D.C.

APRIL 17-24, 2016

Japan Tech Tour

APRIL 20, 2016

Financial Managers Roundtable
Pittsburgh, PA

MAY 20, 2016

Workforce Development Roundtable
California University of Pennsylvania
California, PA

MAY 20-22, 2016

NRL Competition
California University of Pennsylvania
California, PA

JUNE 8, 2016

Financial Managers Roundtable
Denver, CO

JUNE 8-10, 2016

Emerging Leaders Conference
Chicago, IL

2016

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SEPTEMBER 12-17, 2016

IMTS
Chicago, IL

SEPTEMBER 28, 2016

Sales & Marketing Workshop
Philadelphia, PA

OCTOBER 12-14, 2016

Fall Conference
Charlotte, NC

OCTOBER 26, 2016

Plant Managers Roundtable
Boston, MA

NOVEMBER 2, 2016

Sales & Marketing Workshop
TBD

NOVEMBER 2-3, 2016

Supply Chain Network Fair
TBD

NOVEMBER 16, 2016

Plant Managers Roundtable
Denver, CO

*All Tech Seminars have a reception Tuesday evening

2015 Fall Conference “Authentic Leadership” in Review



NTMA members from across the country gathered in St. Louis for the NTMA Fall Conference held October 21-23 to learn, network, and celebrate “Authentic Leadership” – a theme truly fit for all our attendees, sponsors, staff, and guests! The three day conference was action-packed with general sessions, roundtables, Technology Day events, and industry updates. Of course the trip wasn’t all work – there was plenty of time to play, with an Oktoberfest themed evening hosted by the Homeys and sponsored by Okuma and Hartwig, a night of food and baseball sponsored by Kennemetal, and a closing Gala Fundraiser sponsored by Makino that made a real splash! Attendees shared positive feedback on the week, with one guest describing the experience as an “opportunity to meet NTMA members and discuss their business in a non-sales environment, and get to know the members on a more personal level!”



FIRST TIME EVENTS

New events were introduced into this year's schedule to provide more networking opportunities. Tuesday evening began with the first “BIG Kaiser Regiception.” Chris Kaiser, President of BIG Kaiser, welcomed guest after their travels with complimentary wine and beer while they got settled and registered for the week's events. The evening was well-received by members, with one saying, “Starting the conference with social events at Regiception and on the first night held a lot of merit. You are able to establish connections that can be built throughout the weekly sessions.”

New NTMA National Associate, SCHUNK, sponsored the conference Conversation Lounge, a quiet space where attendees could grab refreshments and catch up on work or simply relax. Also new to the conference was the additional of Knowledge Bars, which acted as a break between sessions where attendees could refresh over drinks, snacks, and idea-sharing. Members appreciated these spaces and breaks, with one saying they offered a “great balance between conference time and social time. After all, networking is one of NTMA's greatest values.”



KENNEMETAL EVENT



Everyone knows St. Louis is a baseball town! Kennametal hosted Thursday night's reception at Ballpark Village, the first ever sports-anchored entertainment district located next to Busch Stadium – home of the St. Louis Cardinals.

The evening's festivities happened at the Budweiser Brew House, a three-level, 26,000-square-foot venue which offers an unparalleled beer and dining experience for baseball fans and visitors. Guests arrived in their favorite team jersey to enjoy great food, drinks, and a sports heritage that is so celebrated in St. Louis.

St. Louis Chapter attendees noted that while they were sorry that they couldn't offer a playoff game to top off the experience, perhaps traffic and crowd control was a whole lot less challenging. Nevertheless, they welcome you back any time next baseball season! Thank you, Kennametal for a great evening.



NTMA GENERAL SESSION – AWARDS AND RECOGNITION

As the formal kick-off for the Fall Conference, attendees gathered at the General Assembly for the year's updates, awards, and recognitions. The first honors of the morning recognized Eric Kurzhal of Allied Specialty Precision, Inc. in Mishawaka, Indiana, for their 35 years of NTMA membership, and Bob Guam, of Guam, Inc. in Robbinsville, New Jersey, celebrating 50 years of NTMA membership. How impressive!

The morning also recognized recipients of the 6S Award. NTMA companies apply for the award by submitting a self-assessment based on criteria that demonstrates best-in-class practice in the six S's: Safety, Sort, Set in Order, Shine, Standardize and Sustain. Other awards for the day included Most Improved Chapter in 2015, awarded to San Francisco Bay Area Chapter, 2015 Star Chapter of the Year, awarded to New Mexico Chapter Area, and the Star Chapter awards for outstanding achievements in advancing the NTMA and manufacturing industry, presented to:

- Boston Chapter
- Kansas City Chapter
- Los Angeles Chapter
- Michiana Chapter
- N. Texas Chapter
- New Mexico Chapter
- NW PA Chapter
- Pittsburgh Chapter
- Rock River Chapter
- Rocky Mountain Chapter
- San Francisco Area Chapter
- St. Louis Chapter
- Western Mass Chapter

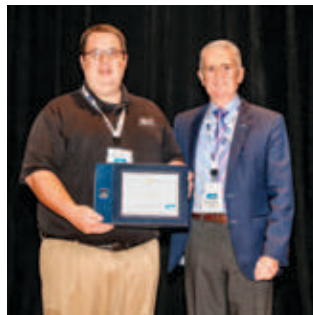
After the awards ceremony, the Emerging Leaders videos sponsored by CliftonLarsonAllen premiered with an impressive and emotional response. Erik Skie and his team were an important part of the development of this momentous video that will take the Emerging Leaders Network to the next level. Bill Padnos and Sarah Brooks of the NTMA NRL, along with Scott LoSasso and Jamie Goff from LoSasso Integrated Marketing, also revealed the new NRL Industry Toolkit at the NTMA General Session. LoSasso graciously provided the NRL with \$25,000 worth of marketing services to help develop and create the toolkit.



Jai Prasad & Ivan Wade Clay accept Chapter of the Year for the New Mexico Chapter, pictured with Dave Tilstone and Herb Homeyer



Star Chapter recipients



Eric Kurzhal of Allied Specialty Precision, Inc. is recognized for 35 years of service



Bob Guam of Guam, Inc. is recognized for 50 years of service



Tami Adams, NWPA Chapter, accepts the Team Leader Award



6S Award Recipients: Ahaus Tool and Engineering, Inc., Overton Industries, Homeyer Precision & Hirsh Precision Products



Nils Kjell accepts the Most Improved Chapter award for the San Francisco Bay Area Chapter

TECHNOLOGY DAY

With so many new technologies and hot-button issues to discuss, one Technology Day event just wasn't enough. Instead, these workshops and discussions were spread throughout two days allowing more guests to attend and learn. Day one of Technology Day Seminars focused on Additive Manufacturing and Machining Workshop automation and best practices, while day two dove into the Industrial Internet of Things, 5-Axis Machining, and on-machine probing at the machine versus using a CAM system.

Those who attended one or both of the Technology Day Seminars shared high ratings for the sessions' importance, and found the two-day schedule a welcome and helpful change that allowed them to take part in other activities and discussions without missing out on valuable presentations. These days would not have been possible without the presentations and discussions from DMG MORI, Renishaw, Fives Machining Systems, GF Machining Solutions, Okuma America Corporation and GROB.



Gisbert Ledvon, +GF+



Peter Byer, Fives



Brothers Jonathon and Jared Veteto (above) of Cogitic MC'ed the Technology day events



Jared Veteto welcoming Christian Mueller from GROB to the stage



Tech Day Crowd

INFORMATIONAL SESSIONS AND ROUNDTABLES

As always, the informational sessions and roundtables drew crowds of eager listeners and participants ready to share in industry discussions. Thursday’s Business Development Tracks covered everything from “Operational Development and Improvement” to “Improving the Bottom Line.” Ron Kaminski from CultureShoc ended the breakout sessions by leading an Authentic Leadership Workshop focused on developing and growing as an effective leader in 2015. The workshop resonated with many, with one member saying “We may end up bringing him in to work with us!”

Friday’s roundtables offered a more industry-specific experience, with discussions broken down into Precision Machining, Tools, Dies, and Molds, Medical, and Oil & Gas. Members shared positive feedback about the day, with one member saying, “It was the best one I’ve attended in some time.” Another attendee summed up the experience by saying, “The NTMA conference is like going to business class for several days. You get to pick other business associates minds on all different topics to help your business.”



GALA FUNDRAISER

As the perfect end to a fun-filled week, guests spent the closing evening of the conference dancing, socializing, and supporting the National Robotics League at the Gala Fundraiser sponsored by Makino. While enjoying food and drinks, guests joined together to raise \$21,600 in PAC donations, a cause that also earned the Executive Committee, Dave Tilstone and more a dip in the pool. The scene made for a truly memorable final lap of the 2015 Fall Conference.





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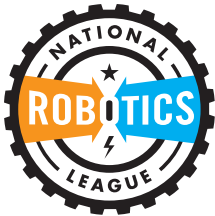


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KEEP IT SIMPLE STUPID

BY BILL PADNOS, NRL

It is so easy to overcomplicate things, especially in today's global environment. No matter how many times I tell myself to "Keep it Simple Stupid" (KISS) as taught in primary school, I always find myself taking the road less travelled to accomplish any particular goal. If there is a way to over analyze and over prepare, I will generally gravitate toward the path of more resistance.

As the Director of Youth Engagement for the NTMA, it is my privilege and responsibility to promote manufacturing as a viable career option to students through their involvement in the National Robotics League (NRL). However, the task can be challenging at times, as it is easy to get bogged down in trying to figure out how best to change existing misconceptions about working in manufacturing.

These fallacies that manufacturing is menial work or for the under-educated have had decades to become ingrained in societal perception. A recent survey points out the fact that manufacturing is viewed as an unattractive career option for Generation Y.

There are numerous stakeholders and avenues of approaching this task. Lucky for the NTMA, there are resources readily available to assist in this endeavor.

For example, on Manufacturing Day 2015, the Manufacturing Institute, in partnership with SkillsUSA and the Educational Research Center of America, released a survey on what impacts high school students' career choices. The overall take away from that study was an overwhelming number of students identified personal experience as having the greatest influence over their career decisions. Specifically cited as having influenced their future career pathways include: their own interests and experiences (64%); father (22%); mother (19 %); teacher (11%); social media (4%); and school counselor (3%).

This survey data coincides with the results from Manufacturing Institute & Deloitte's 2015 Public Perception of Manufacturing Report, which found that individuals who are familiar with manufacturing are more than twice as likely to recommend or pursue a career in the industry.

By applying the KISS method, the data in these two reports can be utilized to change the perception of the manufacturing industry and inspire high school students to consider manufacturing as a worthwhile career. The simple solution: industry must engage students in project-based learning experiences that utilize the manufacturing process to inspire, engage and innovate.

NTMA's NRL is just the customized program to get the job done. The robotics competition offers students the perfect opportunity to experience the manufacturing process while developing an understanding of the benefits of a career in manufacturing. Through the NRL, you have the ability to personally develop and then recruit your future workforce. Apply the KISS method to the current skills and interest gap; utilize this NTMA member benefit.

It's this simple: Go to www.gonrl.org/ toolkit to learn more about becoming an NRL Industry Advisor. As a result, stu-

dents will not just want to pursue a career in manufacturing; they will want to work for you.



Jesse Porter, former member of the Plum Senior High School BotsIQ team and current employee of Matt Machine & Manufacturing, Inc.

SAVE
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PLANT MANAGERS
ROUNDTABLE

CHARLOTTE

NTMA PLANT MANAGERS ROUNDTABLE

WEDNESDAY JANUARY 13, 2016

Hosted by



PARTNERS IN THING

12428 SAM NEELY ROAD

CHARLOTTE, NC 28278

8:00am - 4:30pm

Continental Breakfast and Lunch included

Tuesday January 12 - Networking Reception

For registration information or questions contact: Kristen Hrusch • khrusch@ntma.org • 216-264-2845

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in 2016!

Registration Rates:

Early Bird Member	\$300
Deadline 12/23/15	
Regular Member	\$375
Non-Member	\$500

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NOW AVAILABLE TO NTMA MEMBERS

CBIZ, Inc. has teamed up with NTMA to increase the financial services resources that are available to its current members. As one of the nation's largest providers of tax and business consulting services, CBIZ is able to assist small and midsize manufacturing and distribution companies by providing dedicated professionals with expertise in a wide range of financial and employee services, including:

TAX SPECIALTIES

- International Tax
- State and local Tax
- Tax Credits and Incentives
- Estate Planning

CONSULTING SERVICES

- CFO Support Services
- Strategic Planning
- Valuation
- Transactional Services (Mergers and Acquisitions)
- Risk Management

EMPLOYEE SERVICES

- Affordable Care Act Compliance
- Compliance Reviews, Support & Counsel
- Employee Benefits Plan Design & Consulting
- Human Capital Services
- Retirement Plan Services
- Full Function Payroll

CBIZ, Inc. (NYSE:CBZ) is a publically traded, national company that was recently ranked the #1 employer in consulting and accounting in Forbes' list of "America's Best Employers." CBIZ provides financial and employee business services to organizations of all sizes, as well as individual clients. With over 100 offices and over 4,000 associates in major metropolitan areas and suburban cities throughout the U.S., CBIZ clients benefit from access to a combination of national expertise and highly personalized service, delivered at the local level.

By providing innovative, timely and customized solutions to help business leaders manage their finances and employees, CBIZ is able to help companies maximize opportunities while minimizing the risks associated with an ever-changing financial and regulatory landscape.



OSHA'S TOP 10 MOST CITED VIOLATIONS: ARE YOU IN COMPLIANCE?



Each year, the Occupational Safety and Health Administration (OSHA) releases the top ten most cited violations it encounters during workplace safety inspections the agency conducts throughout the U. S. Inspect your space for this year's most cited violations to create a safer and code-compliant work space:

1. Fall Protection: Equip all of your employees who are working at heights with appropriate fall protection gear that complies with the ANSI Z359 safety standard.
2. Hazard Communication: Be sure to identify and evaluate all chemical hazards in your workplace and share that critical information with all of your employees.
3. Scaffolding: Follow established guidelines to help protect your employees who are working on or near scaffolding at heights of 10 feet or higher.
4. Respiratory Protection: NIOSH-certified respirators help protect your employees from air contaminants such as dust, fumes, gases, mist, sprays and vapors.
5. Lockout/Tagout: Follow proper lockout or tagout procedures and get the products you need to help prevent the accidental startup of your machinery.
6. Industrial Trucks: Maintenance, operator training and certification on forklifts, motorized hand trucks and pallet trucks is a crucial component of facility safety.
7. Ladders: When selecting a ladder, consider the needed length, the ladder's duty rating and the environment in which the work will be performed.
8. Electrical Wiring: To help avoid potential violations, inspect your wiring and insulation, and take steps to ensure proper grounding of electrical equipment.
9. Machine Guarding: Guard your machinery to help protect operators and others from hazards, such as rotating parts, flying chips, sparks and other dangers.
10. Electrical Systems: Follow factory instructions when designing, installing and using electrical equipment to help stay in compliance and avoid workplace accidents.

Learn to manage these and other safety risks more efficiently and cost-effectively with easy-to-use online tools and content provided by Grainger Online SafetyManager, including Audits & Checklists, Written Programs, Policies & Procedures and both Online and Instructor-Led Training Content. For more information, visit <http://www.grainger.com/content/safety-services>.



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NTMA
 DALLAS

SALES & MARKETING
WORKSHOP

NTMA SALES & MARKETING WORKSHOP

WEDNESDAY FEBRUARY 10, 2016

DALLAS, TX

Connect with NTMA Sales and Marketing professionals and industry experts to learn how to boost your business and increase leads. You won't want to miss this opportunity!

8:00am - 4:30pm

Continental Breakfast and Lunch included

Tuesday February 9 - Networking Reception

New Lower Rates
in 2016!

Registration Rates:

Early Bird Member <small>Deadline 1/20/16</small>	\$450
Regular Member	\$525
Non-Member	\$650

For registration information or questions contact: Kristen Hrusch • khrusch@ntma.org • 216-264-2845

NOVEMBER SALES & MARKETING WORKSHOP IN INDIANAPOLIS



SALES & MARKETING
WORKSHOP

The last Sales & Marketing Workshop for the year gathered attendees from Indiana, Texas, Ohio, Tennessee, Maine, Utah, Pennsylvania, Illinois and Oklahoma to discuss building a sales process and creating a presentation style. Moderator Dan Bagley, NTMA Strategist, led the workshop held at the sponsoring HURCO facility in Indianapolis.

The workshop brought sales managers, project leaders, marketing personnel and company presidents from attending businesses together to brainstorm the best selling techniques, process resources and tracking systems. The workshop proved to be a positive networking and learning experience for companies of all size.

"The comments from the panel and moderator definitely gave me direction as our team works to increase its outside sales efforts, and the members of the panel have all been great as I have reached out to them

since the workshop," says one attendee. "I also met several other NTMA members that are making similar efforts to grow their sales, so those contact were great too." The next Sales & Marketing Workshop will be held February 10, 2016, in Dallas, Texas.



Above: Jon Braun of HURCO leading the tour; Below: Attendees network during a session break



TAKE 10 MINUTES TO INCREASE VETERAN HIRING IN THE MACHINING INDUSTRY



Many NTMA members are having trouble recruiting veterans even though there are one million very capable veterans looking for full-time jobs.

In collaboration with NTMA and other trade associations, Center for America is conducting a national employer survey and we want you to participate. Understanding the unique problems and needs of NTMA members will enable us to develop tailored resources for NTMA members.

Your participation in this 10-minute survey – anonymously if you wish – can make a big difference in tailoring free resources for NTMA members. These may include free webcasts, guides, networking connections, panel presentations, conference calls and answer hotlines. You and your recruiters will have access to better resources through NTMA that will lead to successful hires.

To join with other NTMA members, visit:

https://www.surveymonkey.com/r/36PW85F_CFA. Please be sure to input "NTMA" in the first question where

it asks for the association code.

Steve Nowlan is president of Center for America. For free help with your veteran recruiting, contact Steve at 201-513-0379 or SNowlan@CenterForAmerica.org.

org. Download a free copy of CFA's Best Practices Guide for Veteran Hiring at <http://www.CenterForAmerica.org/bpg.html>



SAVE
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**FINANCIAL MANAGERS
ROUNDTABLE**

NTMA FINANCIAL MANAGERS ROUNDTABLE

ATLANTA

WEDNESDAY FEBRUARY 17, 2016

Sponsored by

8:00am - 4:30pm

Continental Breakfast and Lunch included

Tuesday February 16 at 6:00pm - Networking Reception

For registration information or questions contact: Brittany Belko • bbelko@ntma.org • 216-264-2848

New Lower Rates
in 2016!

Registration Rates:

Early Bird Member	\$300
Deadline 1/27/16	
Regular Member	\$375
Non-Member	\$500

SIX TRAITS OF THE NEXT GENERATION OF LEADERS



A few weeks ago, Aerotek set out to uncover the concerns that keep CEOs up at night. The first culprit was the skills gap: a lack of skilled workers. And unfortunately, there's more for CEOs to worry about. As large numbers of Baby Boomers transition into retirement, organizations have seen a leadership gap emerge, as well.

A recent study by CareerBuilder.com and Harris Poll found that corporate leaders are increasingly worried that there are "not enough good leaders within the organization." It's a worry with huge implications as the workforce ages and current leaders retire with few qualified younger contenders for their positions. Without good leadership, even the strongest company can flounder.

However, regardless of what stage you are in in your career, there is good news; this impending gap can provide you with unprecedented opportunities.

As the global economy continues to evolve, driven by technology, politics and changing attitudes, the traits of successful leaders may also evolve. Characteristics of successful leadership fifty years ago may fall flat today. With that in mind, Aerotek compiled some important traits to encourage in the leaders of tomorrow to help bridge the widening leadership gap:

1. AN UNWAVERING WILLINGNESS TO TELL THE TRUTH. ALWAYS

"[Leaders] who lose credibility can never regain it," writes Joel Trammell, noted author, entrepreneur and leadership expert, in his CEO advice column in Forbes. "When you communicate, do people believe that you are telling [employees and stakeholders] the objective truth? If they do, then you have credibility. To maintain credibility you have to tell the truth 100 percent of the time."

2. AN INTREPID SPIRIT

Recently, Russell Reynolds Associates, a noted management consulting company, analyzed its database of over 3,700 CEO evaluations to determine what set leaders apart from other executives. What they found was the secret to their intrepid qualities: "the ability to perform effectively in complex and difficult environments." Top executives, they found, were good at "calculated risk taking,"

had a "bias toward (thoughtful) action," took an "optimistic" view of the world, and were "constructively tough minded" when it came to achieving their goals.

3. A RELENTLESS DRIVE TO INNOVATE

Elon Musk, CEO of SpaceX and Tesla Motors, put it simply in a recent article in Entrepreneur magazine that examined some of the skills visionary leaders have mastered. "If things are not failing," says Musk, "you're not innovating enough." Having the courage to take risks to better your organization and your career could mean the difference between stardom and stagnation.

4. RESILIENCE

Of course, not every risk pays off. Some bold moves flop. That's why the ability to bounce back from adversity is one of the most important qualities a CEO can have. Consider Amazon Founder Jeff Bezos. "I've made billions of dollars of failures at Amazon.com. Literally billions," he admits at a 2014 conference. But he perseveres — and so far it's paid off. For example, it took two massive product flops to lead Bezos' team to create the wildly successful Amazon Marketplace. It now accounts for 40 percent of the company's sales.

5. SELF-AWARENESS

All leaders should possess the ability to be honest with themselves about their strengths and, more importantly, limitations. Constantly working towards self-awareness isn't easy. It requires asking some tough questions and being willing to hear the answers. Writing in 'Fast Company' about what he looks for in the leadership of companies he invests in, Jim Madden, cofounder and managing director of Carrick Capital Partners, boils it all down to one simple question. "The ultimate test," he says, "is that a CEO should be willing to ask him/herself every quarter, 'Am I still the best person to run this company?'" To answer that question, you need to be brutally honest with yourself.

6. A COMMITMENT TO EMPOWERING OTHERS

In a recent interview in Diversity Journal, Aerotek President Todd Mohr identified the impact great leaders can have on individuals within their organization. "Leaders deliver honest, real-time coaching and feedback, and recognize that doing so is important not only to help each employee succeed in the now," says Mohr, "but also to help him or her build a successful future."

Do you think you have what it takes to be

a leader? If you can answer that question with an unequivocal "yes," then you just might have what it takes to fill the leadership gap.

Do you have additional suggestions for characteristics that future leaders should have? Share them with using hashtag #leadershipgap.



IN MEMORIAM

JOSEPH LODOR

Joseph Lodor, 76, of Dallas, TX, passed away the evening of October 17, 2015. A member of the North Texas NTMA Chapter, Joe's natural knack for machining metals and belief that everyone is blessed with a talent made him a strong leader and friend.

Joe founded Commerce Grinding in 1976. The business grew into the additional companies Superior Saw and Commerce Plating. In 2007, Joe consolidated all of the companies into Lodor Enterprises, Inc. Later that year, he transferred ownership of Lodor Enterprises, Inc. to his employees through an employee stock ownership plan.

KURT JOHN LESKER III

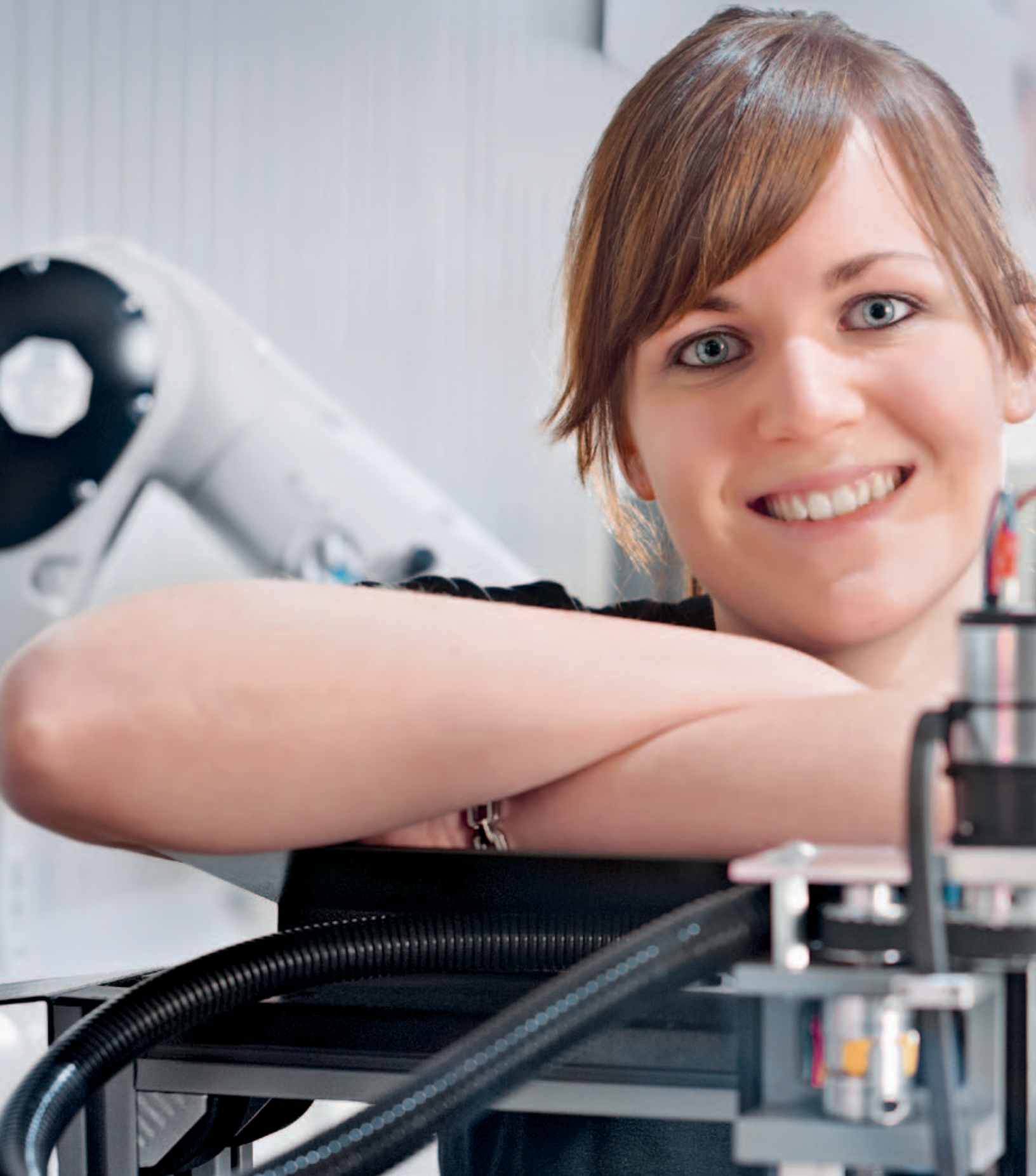
Kurt John Lesker III, 66, of Jefferson Hills, PA, passed away on October 24, 2015. Kurt III served as President of the Kurt J. Lesker Company (KJLC), the science based technology and equipment business founded by his father, since 1979.

Over the past 36 years, Kurt's vision and leadership have been instrumental in expanding KJLC from a regional distributor into an international manufacturer. As a respected global business leader Kurt III was nominated for several entrepreneurship awards and served on a variety of boards. Kurt was extremely proud of his KJLC family for their role in "Enabling Technology for a Better World."

BILL MUCK

Bill Muck, 66, of Fairview, PA, passed away October 31, 2015. A machinist, Bill was the former owner of Merit tool and active with the NWPA Chapter.





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Bryan Kusiak, Corporate Recruiter

Phone: 847-387-1236

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DMG MORI



A blurred background image showing a worker in a dark blue shirt operating a machine, with a robotic arm visible in the foreground.



Happy Holidays Seasons Greetings

**On behalf of the Executive Committee,
Board of Trustees and staff of the National
Tooling and Machining Association, we wish
you happy holiday season.**

**Thank you to all of our members, partners,
and supporters of NTMA for letting us be
part of your manufacturing family. May your
holidays be bright, and may your new year
be filled with continued growth and success.**