

## A Strong Foundation and a Brilliant Future

*NTMA celebrates our diamond anniversary*

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# 2018 EVENTS

## LEARNING

Plant Managers Roundtable • Chicago, IL • March 19—20  
Software Bootcamp • Cleveland, OH • May 10—11  
Sales & Marketing Conference • TBA • June 6—8  
Emerging Leaders Roundtable • Nashville, TN • August 22  
Plant Managers Roundtable • Cleveland, OH • September 24—25  
Financial Managers Conference • Dallas, TX • November 7—9

## GLOBAL

Japan Tour • Japan • April 22—28

## NETWORKING

Chapter Leadership Summit • New Orleans, LA • January 28—30  
MFG Meeting • Miami, FL • March 7—10  
Emerging Leaders Conference • Pittsburgh, PA • April 30—May 2  
Fall Conference • Denver, CO • October 23—26

## ADVOCACY

Legislative Conference • Washington, DC • April 16—18  
NRL Competition • California, PA • May 18—19

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LOOK FOR THIS SYMBOL THROUGHOUT THE ISSUE FOR STORIES  
RELATED TO THIS MONTH'S FEATURED TOPIC.



NATIONAL TOOLING AND MACHINING ASSOCIATION

## 75 YEARS OF MANUFACTURING SUCCESS AND EXCELLENCE



In 2018, the National Tooling and Machining Association is celebrating our 75th Anniversary. We'll share stories, information and the history of the organization throughout the year. Do you have something that you would like to share? Please contact Kelly LaMarca at [klamarca@ntma.org](mailto:klamarca@ntma.org) with any stories, photos or ideas. We look forward to celebrating our diamond anniversary together!

## NTMA NEWS



## WELCOMES NEW MEMBERS

**AMERICAN METAL MASTERS, INC.**  
Connecticut Chapter  
Frank Carbone  
P.O. Box 327  
Plantsville, CT 06479

**BECKO MACHINE WORKS**  
General  
Rhonda Stewart  
1000 Dodson Avenue  
Fort Smith, AR 72901

**CLARKE PRECISION MACHINE, INC.**  
General  
Sandra Clarke  
P.O. Box 1407  
Wytheville, VA 24382

**DRILEX CORP.**  
Houston Chapter  
Stanislav Holak  
16311 Aldine Westfield RD  
Houston, TX 77032

**JOHN R. BROMILEY CO., INC.**  
Philadelphia Delaware  
Valley Chapter  
Jason Bromiley  
105 South Bristol Rd  
Chalfont, PA 18914

**MODERN ADVANCED MANUFACTURING**  
Rock River Valley Chapter  
Keith McDonald  
4301 Kishwaukee Street  
Rockford, IL 61109

**NEU DYNAMICS CORPORATION**  
Philadelphia Delaware  
Valley Chapter  
Kevin Hartsoe  
110 Steam Whistle Drive  
Ivyland, PA 18974

**TECHNIPLAS**  
Michiana Chapter  
William Graham  
616 W McKinley Avenue  
Mishawaka, IN 46545

**WHALLEY PRECISION, INC.**  
Western Massachusetts Chapter  
Chris Garvey  
28 Hudson Dr  
Southwick, MA 01077

**WILLIAMSBURG MANUFACTURING CO.**  
General  
Jason Gault  
408 N Maplewood Avenue  
Williamsburg, IA 52361



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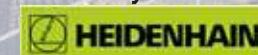


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## A MESSAGE FROM OUR CHAIRMAN

MARK VAUGHN / NTMA CHAIRMAN



In 2018, we celebrate 75 years of the National Tooling and Machining Association. It all began in 1943. Companies were losing their skilled labor to the war effort. Our founding members knew that we had to train new workers for the future success of our businesses. The NTMA was born. Our organization was founded to develop the metalworking workforce in the United States—and now, seventy-five years later, it is still at the core of what we do. Our companies and our organization have not only endured, but thrived thanks to the strength of our American spirit.

There are many facets to that strength: strength of design, strength of materials, strength of process to deliver the finest quality and precision in the world. But, there's more. There's strength in our traditions, in our values,

in our ingenuity. There's strength in our tenacity, flexibility and agility. Our customers are constantly changing their products, and this environment requires our companies to change, learn and constantly improve our operations. Our strength comes in our ability to adapt to current conditions.

Workforce development remains the NTMA's major focus. Built by American families, our organization's success lies in that same strength. As an organization, the last 75 years have brought change. As an organization, we've adapted and grown to meet our members' changing needs. Over the course of the next year, you'll see the stories of the members who have lead the way—in our founding and in our strength. You'll have the opportunity to learn more about where our organization began and where we're going. Our past 75 years have laid an unshakable foundation for the future of our organization and our industry. We will draw on that history to propel us forward to the next 75 years.

There's strength in our traditions and values, but the longevity of our companies and our organizations are a result of flexibility and agility. Happy 75th anniversary NTMA. Thank you to everyone who has been part of our history—and thank you to those who are creating our future.

MARK VAUGHN / NTMA CHAIRMAN



## THE RECORD

### OPERATIONS & EDITORIAL

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Molly West, Editor

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## TAX CREDITS FOR CONTRACT MANUFACTURERS WEBINAR OFFERED BY ALLIANTGROUP

Due to a number of pro-business changes, contract manufacturers are qualifying for valuable tax credits like never before. Already one of the largest incentives available for the benefit of contract manufacturers, modifications made to the Research and Development (R&D) Tax Credit have not only increased the number of companies eligible for the credit, but its total value for many businesses.

If you are a contract manufacturer or a

job shop involved in any of the following industries, it is critical that you attend our upcoming webinar regarding the R&D Tax Credit—otherwise you may be leaving significant cash on the table:

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- Die casting
- Electronic contract manufacturing
- Foundry
- Metal fabrication

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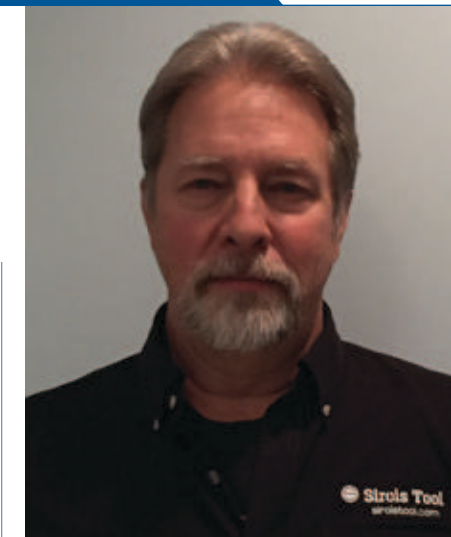
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**Registration &  
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MARCH 23, 2018

## ALAN E. ORTNER PRESIDENT, SIROIS TOOL CO., INC.

Alan Ortner is the President and Owner of Sirois Tool Co., Inc. Along with his key managers and support staff, he leads and manages Sirois Tool and its divisions, Dow Gage and North American Spring Tool. Sirois Tool and its divisions manufacture precision tooling, fixtures and gages, along with low-volume production of precision machine parts and sub-assemblies. The company supports major manufacturing firms in many industries, including Aerospace, Bearings, Firearms, Medical, Military and Special Machine manufacturing.

Alan started his career in manufacturing by earning a Certificate in Mechanical Drafting from E.C. Goodwin Vocational Technical High School. He then apprenticed as a tool designer at Fafnir Bearing Company before joining Sirois Tool. He subsequently earned an AS in Accounting from Tunxis Community College, a BS in Business Management from Charter Oak College and JD (Law) Degree



from Nova Southeastern University.

Supporting and serving organizations important to him has always been a goal. He has served on the NTMA Global Industry Marketing Team and the NTMA Budget and Finance Team, including terms as team leader of both. He has also served on the CTMA (Connecticut Chapter of NTMA) Board, including two years as president. Alan is also a member of the Board of the New England Spring and MetalStamping Association. In addition to these business associations, he is also president of the Homeowners Association

"WEBINAR" CONTINUED

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- Precision machining
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- Tool & die

JOIN US: Tuesday, Jan. 23 | 12:00 – 12:30 p.m. EASTERN.

To register, visit [www.NTMA.org](http://www.NTMA.org) and click on the webinar tab under events.



**alliantgroup**

where he lives in Connecticut and of the Condominium Association in Florida, where he has a second home.

Alan and his wife, Joyce, enjoy traveling throughout the U.S. and the Caribbean, and when they are home they enjoy boating, shooting, fine food and wine, and their sports cars. They also enjoy spending time with their two sons and eight grandchildren in Connecticut, and their daughter in Southern California.



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## NTMA: BUILT ON WORKFORCE DEVELOPMENT — STILL STRIVING AND THRIVING

BY STACEY SCHROEDER, NTMA, WORKFORCE DEVELOPMENT



As the NTMA kicks off its 75th year, it's useful to reflect on why the founders of the association came together. About 40 forward-thinking company owners from major industrial regions around the country came together to address the skills and tools shortage caused by the draft for World War II. The founders, while not knowing much about the inner workings of associations, were able to come together and accomplish incredible results!

Many of the stories about NTMA's history are still relevant today. Even though your shop might compete with other members for business, every member understands the critical importance of working together to solve the skills gap, the perception gap and other key issues that impact our industries and our regions. I believe that there have been cycles of change in our educational institutions, our economy, family structure, technology and other areas that make workforce development a complex and multi-faceted topic.

One quote from our 25th anniversary archives about our founders really caught my attention: "They had an almost insatiable appetite to learn and improve themselves and their businesses." In my 12 months with the NTMA, this describes the passion, dedication and genuine interest I see and hear from our members at events, on calls, in meetings and in every other forum imaginable.

NTMA was founded on workforce development — finding, training and retaining the right people, and on getting the appropriate recognition and policies put in place at the government level to support our industries. As you read about in last month's issue, and heard about at our Fall Conference, we are committed to growing our investment in workforce development. Our NTMA Education team exhibits many of the same attributes as our founders and early members. Our conversations are broad-reaching, high-energy and productive — and we continue to be surprised

at how fast an hour flies by when we're together!

The momentum is building, and I look forward to our members' deeper engagement with NTMA-U, the NRL, partnership with local schools, MFG Day events and other outreach efforts. As our founders knew, no one shop can do it alone — at least not at the scale our industries need. Collectively, we wield a powerful voice, and have many excellent best practices that need to be replicated and multiplied!

As we move into 2018, I encourage you to engage with us in whatever ways might help your shop and your community to continue to strengthen the backbone of our economy — manufacturing. As always, please reach out to me if you are interested in helping drive NTMA-U or other workforce development programs to the next level.



## THOUGHTS ON DIVERSITY AND INCLUSION IN MANUFACTURING

BY STACEY SCHROEDER, NTMA DIRECTOR OF WORKFORCE DEVELOPMENT



While the usage of the word 'diversity' has spiked in the past 15 years, there are still opportunities to discuss what it means, its relationship with inclusion, why they both benefit businesses and how to reap those rewards at your own company.

As business owners and leaders — I'm willing to bet that you want to hire the right people — the ones with the aptitude, drive, and interpersonal skills to push your company to new heights. A person's 'profile' of attributes has nothing to do with those key characteristics, but those differences are often what we notice first. A continual focus on results and accountability helps make the rules clear and consistent for everyone, which helps reduce the unconscious bias that many of us have.

Diversity means more than ethnicity or race. Differing education levels, sexual orientation, gender, religious and political beliefs, socioeconomic background and geographic location are also elements of diversity. It's interesting to note that the makeup of qualified individuals with master's or doctoral degrees has been majority women for eight straight years. From the latest NSF research, underrepresented minority women earn a higher proportion of degrees than their male counterparts — at the bachelors, masters and doctorate

level. In general, underrepresented minorities are earning three times as many bachelors, four times as many master's, and seven times as many doctorate's than was the case in 1977. Why wouldn't you want to hire and retain talented people that have shown these levels of drive and ambition — and have likely overcome adversity along the way?

Inclusion is the necessary companion of diversity. Just picking a team made of people with differences isn't enough. Inclusion means respecting and appreciating the differences in people. Not just the more visible elements like ethnicity, gender, age, national origin, disability, sexual orientation, education and religion, but the aspects that make each of us bring unique value — our diverse perspectives, work experiences, life styles and cultures. Without inclusion — without making people feel safe being their authentic, whole selves — diversity initiatives will not be successful.



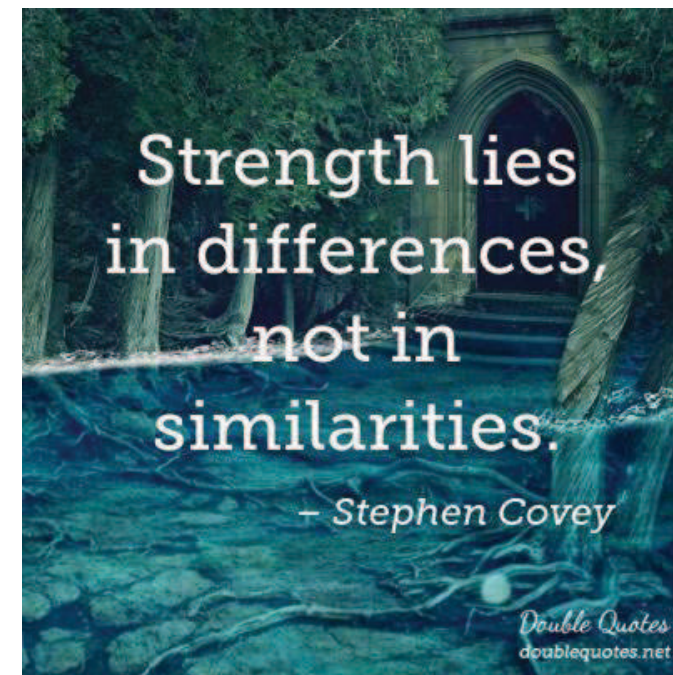
authentic, whole selves — diversity initiatives will not be successful.

A 2015 report by McKinsey & Co. based on a survey of 366 public companies found that those with more ethnic and racial diversity among leaders had better financial returns. A 2009 study found that racial and gender diversity correlate with higher sales revenue, more customers and more profit. Research has shown that diverse teams are smarter, better at problem solving, make fewer errors and are

more innovative. This makes sense — if people on a team have had novel experiences, have divergent opinions and different ways of thinking — the end result will be more carefully thought out, and better.

The good news is, there are many self-assessments, training courses and other tools and resources to help make your company the most productive and effective it can be — by valuing the differences that each person brings. If your company is in the beginning stages of welcoming more diverse perspectives and people, remember that the first person or two that's 'different' can cause friction when they join a previously homogeneous group. While this may be uncomfortable at first, the addition of an 'outsider' will help prevent teams from lapsing into groupthink or mindless conformity. It's important to remember this may happen — and to make it comfortable for everyone to give and receive feedback as the journey continues.

Throughout the year, we will be sharing research, stories, and case studies from within and outside our membership and our industries to help raise awareness, make the business case, educate and inspire you to take action. If you have a story to share, we want to hear it! Please reach out to me at [sschroeder@ntma.org](mailto:sschroeder@ntma.org).





## APPRENTICESHIP WORKS, WHEN DONE RIGHT

BY MONTEZ KING, NIMS EXECUTIVE DIRECTOR

REPRINTED WITH PERMISSION FROM INDUSTRY TODAY

Now is the time to dig a promising model out of its entrenched past, to the real benefit of employers, students and workers.

As manufacturers face a significant and growing skills gap, we can no longer sit back and wait for students and workers to prepare themselves for today's and tomorrow's jobs. Instead, we must take a proactive role in building our future workforce, shaping today's students into tomorrow's adaptable and technology-savvy employees. But what is the vehicle for ensuring students and workers have the skills and experiences they need to succeed in a manufacturing career? How do we avoid one-off training programs that train workers in the short term, but fail to build a long-term talent pipeline? When done right, apprenticeship works. As a blended classroom and workplace learning—aka “work-and-learn”—model, an apprenticeship offers an effective and sustainable approach to developing talent.

For nearly two decades, the National Institute for Metalworking Skills (NIMS) has worked with employers across the manufacturing sector to develop apprenticeship programs for machining and metalworking occupations. While many programs have withstood the test of time, others have failed as a result of outdated methodologies and lack of employer/in-dustry influence.

In 1995, I completed a Machinist apprenticeship. Looking back, I realize that the program missed the mark as a tool to recruit, train and retain a skilled workforce. It was an entirely time-based model that required apprentices to spend a certain amount of time acquiring skills, no matter if apprentices actually learned the skill before the allotted time. It was discouraging, but I persisted as I set my sights on a career in the industry. To this day, I think of all of my classmates who dropped out of the program because of stringent time requirements and a lack of mentorship.

At NIMS, we've worked with employers, education professionals and apprentices to identify what makes an apprenticeship high quality. When a pro-

gram has these components, it delivers for the apprentice, the employer and the community:

**Competency-Based Structure:** apprentices learn and progress through the training by mastering and performing certain skills and competencies, in lieu of a rigid set of hours. This enables individuals to move through the training more efficiently and companies to focus on the training that's needed for the individual and the job. Individuals advance at their own pace and employers are able to effectively monitor and measure progress and reward individual initiative.

**Employer - and Apprentice - Driven:** apprenticeships need to be designed by and for employers and students who are looking to optimize working and learning towards a career.

**Standards-Based, Industry-Recognized Credentials:** national, industry-recognized credentials ensure the consistency, quality and rigor of training, while allowing for flexibility and customization. NIMS develops credentials based on skill standards that are defined by industry, resulting in apprenticeship programs that meet labor-market demands and apprentices with validated and relevant skill sets.

**Career Pathway Focus:** apprenticeship programs provide the most value for apprentices and employers when they are structured as part of a education and career pathway, enabling work-and-learn options for students from high school through to their ultimate educational and career goals. Apprenticeships should therefore articulate into college credit, bridge to and from other work-and-learn programs like pre-apprenticeships, internships, work-studies, and ultimately lead to full-time employment.

**Consistent Mentorship:** workplace mentors are tantamount to an apprentice's development and success. Mentorship should focus on imparting technical skills

as well as employability skills—like teamwork and problem solving—that enable the apprentice to thrive in a professional environment.

With the Trump Administration calling for the expansion of apprenticeships economy wide, now is the time to look closely at the model and key in on what works and what does not. The National Network of Business and Industry Associations (National Network), of which NIMS is a member, just released a paper on the challenges with the current Registered Apprenticeship System, and offers solutions for fixing issues that are presenting significant barriers for companies—particularly small and mid-sized businesses—to adopt apprenticeships. If we want to bring apprenticeships out of the Dark Ages, we must re-think the current regulations enforced by both the Federal Office of Apprenticeship at the U.S. Department of Labor and State-level Office of Apprenticeships that are based on historical political and economic circumstances and are not relevant to the changing nature of learning and working.

We need to re-imagine a 21st-Century Competency- Based Apprenticeship that complements the new realities of the job market and the student/worker. Jobs are becoming increasingly more multi-disciplined and technology-driven, and employers in every sector face a shortage of talent. Meanwhile, students and workers are looking for alternative pathways to careers through lower-cost work-and-learn opportunities. Through a modern approach to apprenticeship, we can align these two phenomena and create more effective talent development strategies, a better-prepared workforce, more competitive companies, and stronger communities.



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## FEATURE

NATIONAL TOOLING AND MACHINING ASSOCIATION

## IT ALL BEGAN WITH A VISION FOR A FUTURE: THE ORIGINS OF NTMA

BY KELLY LAMARCA, NTMA MEMBERSHIP & CHAPTER SUPPORT SPECIALIST



With these words spoken by L.A. Sommer, (a Cleveland tool and die manufacturer) the National Tool & Die Manufacturers Association (NTDMA) was formed on September 29, 1943:

"I hereby declare the name of this organization to be the National Tooling and Die Manufacturers Association, the purpose of which is to promote by any lawful means, the general development and improvement of the Tool and Die Industry. During the war, the industry was being crippled at the Federal level and the contract tool and die industry was not rated as "essential" in Washington and it became apparent, as long as our young men were being drafted to the war, they weren't able to be trained, which would inevitably bring an end to the tool and die industry."

L.A. Sommers was one of three individuals who were instrumental in forming the NTDMA, which would later come to be known as the NTMA. L.A. Sommer (Sommer and Adams Tool Co.), F.C. McKinney (McKinney Tool and Manufacturing Co.) and E.B. Bunnell (Bunnell Machine and Tool Co.) had foresight as keen as their determination.

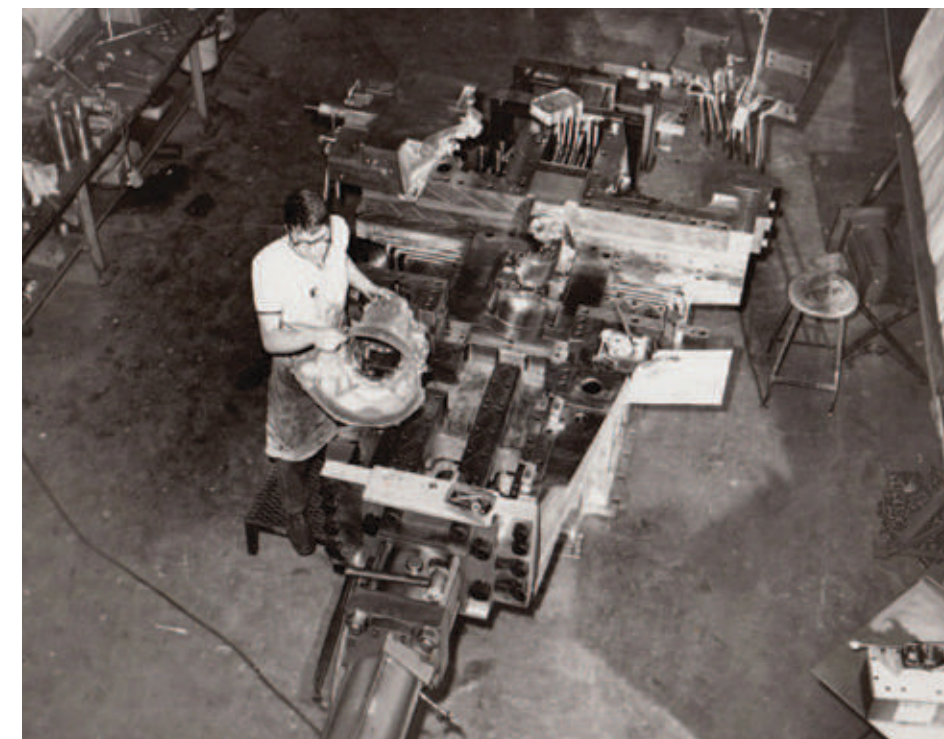
These manufacturers understood that THEIR industry was a major industry which deserved recognition on a national level. M. W. Rowell, the first salaried employee of the NTDMA, visited all the major tool and die centers across the country selling the idea of a national industry organization. Nearly six months after the first conception of the NTDMA, 40 forward-thinking, progressive tool and die executives representing ten important industrial arenas met at the Palmer House in Chicago to organize the National Tool & Die Manufacturers Association. Each, independent in their own right, used each other as sounding boards for ideas.



L.A. Sommers

According to Fred Wittner who served as public relations counsel to the organization for 25 years, these men formed an unlikely trade organization. He wondered, "whether any other trade association had ever been formed by a group of men who started out knowing so little about business management, cost accounting practices, public relations, marketing or any other reason for a trade organization- and who accomplished so much."

In Chicago, on that autumn day in 1943, these 40 delegates who may not have known much about how to run a trade organization DID recognize that this organization was beneficial and necessary to the future of the industry and their personal businesses. They recognized that they were stronger as a whole than they could be individually. At the organizational meeting, the delegates called for the passage of the Articles of the Association and the Association's Bylaws. With the 78 tool and die companies who had pledged their support the association, the National Tool & Die Manufacturers Association (NTDMA) was officially established.





**“I HEREBY DECLARE THE NAME OF THIS ORGANIZATION TO BE THE NATIONAL TOOL AND DIE MANUFACTURERS ASSOCIATION, THE PURPOSE OF WHICH IS TO PROMOTE BY ANY MEANS, THE GENERAL DEVELOPMENT AND IMPROVEMENT OF THE TOOL & DIE INDUSTRY”**

**L.A. Sommer – Founding President of the Association**

- 1940's**
- September 29, 1943:** The National Tool & Die Manufacturing Association was formed (NTDMA) and headquartered in Cleveland, OH
  - October 1943:** M. W. Rowell was the first salaried executive that went around the country to see if he could get interest in forming a national group
  - Membership Dues in 1943:** \$100 for the initiation fee and then \$1.00/member with a \$500 limit for larger companies
  - Projected budget in 1943:** \$52,000
- 1950's**
- 1955:** 1,000 member mark
  - 1955:** NTDMA received the Grand Award from the Society of American Trade Association Executives for outstanding service to the industry
  - 1956:** NTDMA set up its first group insurance program for member companies
  - 1956:** Published the first “Business Management Aids” for the industry
  - 1957:** Tool & Die Industry aids the National Defense by producing the M-60 machine gun
- 1960's**
- 1960:** Association's name changed to the National Tool & Die Precision Manufacturers Association (NTDPMA)
  - 1961:** Formation of the first International Tool and Die Conference tour
  - 1964:** Moved HQ to Washington D.C.
  - May 1964:** Secretary of Labor Willard Wirtz announced NTDPMA was authorized to launch 40 on-the-job apprentice training programs, which trained 500 qualified young people for careers in the tool and die making and machining industry. Later that year, the first NTDPMA Department of Labor apprentice training program launched. The program began with 45 people starting 12 weeks of classroom work.
  - 1964:** The first three training publications were created; mathematics, machine shop theory and blueprint reading
  - 1965:** NTDPMA Became a 501(c)6
  - 1967:** Signed a contract with DOL for \$2.6 million
  - 1968:** First BUYER'S GUIDE was published
- 1980's+**
- 1980:** Association's name changed to the National Tooling & Machining Association (NTMA)
  - 1983:** National Tooling and Machining Foundation (NTMF) was created
  - 2008:** Moved HQ back to Cleveland, Ohio
  - 2009:** National Robotics League (NRL) was created
  - 2011:** NTMA-U Established

Meeting in Chicago in the fall of 1943, it was these men - more than any others - who helped shape the immediate destiny of the National Tool and Die Manufacturers Association. The articles they drew and the by-laws they formulated are still an integral part of the association as it functions today.

## FOUNDING DELEGATES - 1943

### BRIDGEPORT, CONNECTICUT:

Fred Lacey, Lacey Manufacturing Company  
R. F. Moore, Moore Machine Tool Company

### BUFFALO, NEW YORK:

Ben Buerk, Buerk Tool Works

### CHICAGO, ILLINOIS:

R. Bernhardt, Federal Tool Corporation  
E. L. Danielson, Service Tool Die & Manufacturing Company  
E. W. Fritzell, Phoenix Tool & Manufacturing Company  
Harry N. Haas, Boyar-Schultz Corporation  
Karl Harig, Harig Manufacturing Company  
M. P. Heinze, President, M.P. Heinze Machine Company  
V. A. Weiland, Weiland Tool & Die Company  
William R. White, Jr., Vice President and Production Manager, Midwestern Tool Company

### CLEVELAND, OHIO:

T. A. Barth, Barth Stamping & Machine Works  
R. H. Cope, The Bunnell Machine & Tool Company  
F. W. Denning, The Denning Manufacturing Company  
Harley L. Freeman, President, The Industrial Machine Company  
George J. Huebner, Tool & Die Journal  
Robert Kiffer, Kiffer Tool & Die Company  
F. C. McKinney, Treasurer, The McKinney Tool & Manufacturing Company

M. W. Rowell, Vice President, The Sommer & Adams Company  
L. A. Sommer, The Sommer & Adams Company  
William L. Warrander, Tools & Gages, Inc.

### HARTFORD, CONNECTICUT:

O. J. Grandahl, Grandahl Tool & Machine Company  
Charles W. Neumann, The ArguEngineering Company

### MILWAUKEE, WISCONSIN:

A. R. Gieringer, A. R. Gieringer Tool & Manufacturing Company  
K. Janiszewski, President, Superior Steel Products Corporation  
Ed. L. Michalski, Milwaukee Parts Corporation  
Charles W. Peters, Peters Tool Company, Inc.  
Henry G. Peterson, Peterson Tool & Machine Company  
Jerome H. Stanek, Stanek Tool & Manufacturing Company  
L. A. Wacker, Vice President, Sterling Tool & Manufacturing Company

### MINNEAPOLIS, MINNESOTA:

J. E. Anderson, Paltool Company  
Carl A. Erickson, President, Erickson Machine Works, Inc.

### NEW BRITAIN, CONNECTICUT:

H. F. Jahn, The B. Jahn Manufacturing Company



### ROCKFORD, ILLINOIS:

E. I. Ackerson, Globe Tool & Molded Products Company  
Harry V. Anderson, Crescent Manufacturing Company  
Carl A. Dahlgren, Rockford Die & Tool Works  
Bernard C. Klint, Ny-Lint Tool & Manufacturing Company  
R. L. Olson, Ekstrom Carlson & Company  
Philip West, Service Engineering Company

### ST. LOUIS, MISSOURI:

William Bachman, Bachman Machine  
Willis G. Ehrhardt, Ehrhardt Tool & Machine Company  
R. F. Mueller, Vice President, General Metal Products Company



## SAVE THE DATE

10th Annual

# NTMA/PMA One Voice

Legislative Conference

April 17-18, 2018

Dupont Circle Hotel | Washington, D.C.



## HAVE YOUR VOICE HEARD IN WASHINGTON!

Washington has undergone profound changes since the 2016 elections and One Voice wants to continue building on our successes by keeping the pressure on Congress. We have passed a major tax bill, rolled back significant environmental regulations and raised the profile of apprenticeships in the nation's capital.



The 10th Annual One Voice Legislative Conference is your chance to keep the momentum going as we work to keep metalworking manufacturing front and center. We are heading into a contentious mid-term election and government officials need to hear from you about the priorities that affect your company, your industry and your community.

Join together to speak with One Voice, April 17-18, 2018 in Washington, D.C.

TO REGISTER,

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**NTMA | PMA | WiM members** \$299 per person

**Nonmember** \$499 per person

**Registration deadline** March 16, 2018.

**Questions?** Contact [onevoice@metalworkingadvocate.org](mailto:onevoice@metalworkingadvocate.org) or 202-393-8250.



THE NATIONAL TOOLING & MACHINING ASSOCIATION — [WWW.NTMA.ORG](http://WWW.NTMA.ORG)

## LEGISLATIVE CONFERENCE AGENDA

### Monday, April 16, 2018

4:00 p.m. – 5:30 p.m.

Early Conference Registration

5:30 p.m. – 6:30 p.m.

Optional Early Arrivals Reception

### Tuesday, April 17, 2018

8:00 a.m. – 11:30 a.m.

Conference Registration

11:30 a.m. – 1:00 p.m.

Conference Opening Remarks, Briefing and Lunch

2:00 p.m. – 4:30 p.m.

Capitol Hill Visits

5:30 p.m. – 6:30 p.m.

Networking Reception

### Wednesday, April 18, 2018

8:00 a.m. – 9:30 a.m.

Breakfast, Issues Presentation

10:00 a.m. – 4:00 p.m.

Capitol Hill Visits

## CONFERENCE LOCATION/ HOTEL ACCOMMODATIONS

The Dupont Circle Hotel  
1500 New Hampshire Ave., NW  
Washington, DC 20036  
Phone: 202-483-6000  
Rate: \$289 per night (plus tax)

To make your hotel reservation, please call 202-483-6000 and reference NTMA/PMA One Voice Conference. Deadline to make reservations in our group block is **March 26**. Rooms reserved after this date are subject to space and rate availability.

## WHY GRAINGER?

Time-Saving Solutions to Get the Products and Services You Need

This guide can be used to understand how to leverage the NTMA and Grainger national contract. It is designed to help you maximize NTMA sales opportunities and support local promotional efforts for the NTMA discount offered through Grainger.



## WHO IS GRAINGER?

Grainger is a business-to-business distributor of products used to help maintain, repair and operate facilities. Approximately 3 million businesses and institutions worldwide rely on Grainger for products such as safety supplies, ladders, motors and janitorial products, along with services like inventory management and technical support.

These customers represent a broad collection of industries including healthcare, manufacturing, government and hospitality. They place orders online, with mobile devices, over the phone and at local branches. More than 4,800 key manufacturers supply Grainger with 1.5 million products stocked in Grainger's nationwide network of distribution centers and branches.

## THE VALUE OF GRAINGER

Grainger serves to help customers take costs out of their operations while managing their facilities by focusing on four key areas:

- **How you purchase supplies:** It starts with purchasing less, buying only what you need, when you need it. Standardizing products and reducing suppliers also help improve the purchasing process.
- **How you manage inventory:** Grainger can help you determine what's the right amount of critical inventory items so you have what you need, when and where you need it, saving you money, time and space. Having the right supplies helps you maintain a productive environment, avoid costly downtime from stock-outs and reduce expensive overstock.

- **How you manage safety:** Grainger has the products, services and resources to help keep your people and facilities safe. Get the safety solutions you need to help reduce injuries, facilitate compliance, manage risk and increase productivity.
- **How you operate sustainably:** Grainger offers environmentally preferable solutions to help you manage your energy consumption, conserve water, reduce waste and improve air quality.

Driving costs out of these four areas helps Grainger customers put their resources toward managing and growing their business.

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- **Order Management on Grainger.com®:** Fast track your order approvals and generate usage reports.
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CATEGORY	RANGE OF PRODUCTS	
Abrasives	Blasting, Brushes & Wheel Kits, Sharpening Stones, Grinding Wheels, Deburring Tools, Polishing, Sanding Belts, Sandpaper, Tumblers	
Adhesives, Sealants & Tape	Caulk, Concrete & Asphalt, Dispensing Guns, Glues & Cements, Putties, Tapes, Thread & Gasket Sealants	
Cleaning & Janitorial	Cleaning Chemicals & Supplies, Dispensers, Deodorizers, Paper Products & Dispensers, Personal Care, Restroom Equipment, Trash & Recycling	
Electrical	Industrial Controls, Automation & Machine Safety, Motor Controls, Power Management, Voice & Data, Wire, Cable, Carrier Systems	
Electronics, Appliances & Batteries	Dishwashers, Dryers, Ranges, Refrigerators, Freezers, Ice Dispensers, Communications, Electronics, Intercoms & Speakers	
Fasteners	Anchors, Bolts, Hardware, Hooks, Lanyards, Manuals, Measuring Equipment, Nails, Nuts, Retaining Rings, Rivets, Screws, Spacers, Staples, Washers	
Fleet & Vehicle Maintenance	Auto Body Tools, Chemicals, Diagnostics, Automotive Exterior & Interior, Lifting Tools, Lubricants, Maintenance Tools, Towing, Storage	
Furniture, Hospitality & Food Service	Flooring, Food Processing, Beds, Office & Outdoor Furniture, Guest Room Amenities, Uniforms, Laundry Supplies, Sports & Recreational Equipment	
HVAC & Refrigeration	A/C Refrigeration, Air Filters, Air Treatment, Cooling Fans & Air Circulators, Heaters, HVAC Controls, Test Instruments, Replacement Parts, Ventilation Supplies	
Hand Tools	Benders, Clamps, Cutting Tools, Drywall Tools, Electrical Tools, Files, Hammers, Hand Saws, Pliers, Pullers, Punches, Screwdrivers, Sockets, Wrenches	
Hardware	Braces, Brackets, Door Hardware, Cabinet Hardware, Hooks, Springs, Window Hardware	
Hydraulics	Filtration, Hoses & Fittings, Motors, Seals, System Components, Tools, Oil Coolers, Pumps, Valves	
Lab Supplies	Testing Equipment, Chemicals, Consumables, Diagnostics, Filtration, Fume Hoods, Lab Ovens, Utensils, Labware, Soil Testing, Water Quality	
Lighting	Bulbs & Lamps, Ballasts, Flashlights, Exit & Emergency Lighting, Indoor & Outdoor Lighting	
Lubrication	Fittings & Hose Systems, Grease Guns, Greases, Lubricants, Oilers, Oils, Storage & Dispensing Systems	
Machining	Drilling Tools, Finishing Supplies, Indexable Tools, Fluids, Milling, Precision Measuring, Threading	

Note: Yellow highlight indicates key categories.

CATEGORY	RANGE OF PRODUCTS	
Material Handling	Cabinets, Carts & Trucks, Casters, Conveyors, Cranes, Dock Equipment, Dollies, Drum Handling, Forklifts, Hoists, Ladders, Packaging & Shipping, Pallet Jacks	
Motors	DC Motors, Definite-Purpose AC Motors, General-Purpose AC Motors, HVAC Motors, Motor Supplies, Pump Motors, Replacement Parts	
Office Supplies	Audio Visual Equipment, Binders, Clipboards, Easels, Calendars, File Folders, Ink & Toner, Cleaners, Office Machines, Office Paper & Notebooks, Staplers	
Outdoor Equipment	Cutting & Pruning Tools, Fencing, Generators, Hoses & Sprinkler Systems, Landscaping, Mowers & Trimmers, Pressure Washers, Rakes, Shovels, Snow & Ice Removal	
Paint, Equipment & Supplies	Automotive Paints, Brushes & Rollers, Exterior & Interior Paints, Paint Mixers, Sprayers, Spray Paints, Primers	
Plumbing	Bathroom Hardware, Drains, Faucets, Filtration, Fixtures, Garbage Disposals, Gaskets, Insulation, Pipe, Tubing, Fittings, Valves, Sinks, Toilets, Water Heaters	
Pneumatics	Air Compressors, Compressed Air Treatment, Hose Clamps, Hose Reels, Pneumatic Hoses & Motors, Pneumatic Tools, Replacement Parts, Valves	
Power Tools	Cordless Tools, Demolition Tools, Finishing Tools, Heat Guns, Masonry, Pipe Threading, Drills, Saws, Shears, Power Tool Storage, Replacement Parts, Routers	
Power Transmission	Bearings, Belts, Brakes & Clutches, Bushings, Chain, Couplings, Gearing, Gearmotors, Speed Reducers, Sprockets, Tensioners, Vibrators	
Pumps	Aeration, Centrifugal Pumps, Chemical Pumps, Coolant Pumps, Drum & Barrel Pumps, Filtration, Fuel Pumps, Pool & Spa Pumps, Rotary Pumps	
Raw Materials	Alloy Steel, Aluminum, Brass, Bronze, Carbon Steel, Cast Iron, Ceramic, Copper, Cork, Felt, Fiberglass, Foam, Plastics, Rubber, Stainless Steel, Tin, Vinyl	
Reference & Learning Supplies	Books, Classroom Supplies, Decoration, Games, Incentives, Toys	
Safety	Arc Flash, Eye Wash & Showers, Eye & Face Protection, Fall Protection, First Aid, Gloves, Lockout/Tagout, Signs, Spill Control, Traffic Safety, Workwear	
Security	Barriers & Crowd Control, Detectors, Key Control, Mailboxes, Padlocks, Safes, Security Alarms, Specialty Locks, Two-Way Radios, Video Surveillance	
Test Instruments	Air Movement, Automotive Testing, Data Recording, Electrical Power Testing, Indoor Air Quality, Pressure Measuring, Temperature & Humidity Measuring	
Welding	Arc Cutting & Gouging, Filler Metals, Gas Welding, MIG Welding, Plasma Cutting, Soldering, Spot Welding, Stick Welding, TIG Welding, Helmets	

For a full listing of products and accessories and to see your contract pricing, visit [Grainger.com](https://www.grainger.com)



## CLEVELAND CHAPTER RECOGNIZES SERVICE AWARD RECIPIENTS



On Tuesday, November 14, the Cleveland Chapter NTMA had a great turnout at St. Michael's Woodside in Broadview Heights, OH. Nick Raich from The Earnings Scout presented an economic update and Mark Lashinske, NTMA national vice chairman, spoke about workforce development.

The Cleveland Chapter is proud to recognize eight 2017 NTMA Service Award recipients ranging in service from 25 years to 72 years:

25 years - Fargo Machine Company and Laser Automation  
 35 years - William Sopko & Sons  
 40 years - Pahl Tool Services  
 45 years - Kennick Mold & Die  
 50 years - Rockstedt Tool & Die  
 65 years - Christopher Tool  
 72 years - JW Harwood Company



Kennick Mold & Die receiving their 45 year NTMA Service Award (L to R: Mark Lashinske, Brian Rosenstock (Cleveland NTMA chapter board member from Tri-Craft), Nick Hotujac, Bob Hotujac)

## LA CHAPTER HOSTS GOLF TOURNAMENT TO BENEFIT FUTURE MANUFACTURERS



You are invited to the annual LA/NTMA Golf Tournament sponsored by PMIS on Thursday, April 19, 2018 at Oak Creek Golf Club. This year, the tournament will benefit the newly formed LA/NTMA Foundation which gives scholarships to students going into manufacturing careers. LA/NTMA is seeking donations for the silent auction and raffle now. Please call Kaity Van Amersfort for more information and to donate: 949-369-7309.



## WHY ISN'T INDUSTRY HIRING MORE VETERANS?

BY BRIG. GEN. (RET) MARIANNE WATSON, DIRECTOR OF OUTREACH, CENTER FOR AMERICA

The skills shortage is real and serious, so what can we do in the short term?

At Center for America, we talk with CEOs of small to mid-size companies across the country on a regular basis about their strategies to deal with the scarcity of skilled employees. Recently, one CEO told us, “We’re at a point of desperation.” However, we’ve been surprised that, although all of the CEOs we talked with said that the shortage is serious, none of them has a focused effort in place to recruit veterans, National Guard and Reservists.

Many company managers don’t realize how large the talent pool is of veterans and service members looking for full-time career jobs equivalent to their military training, skills and experience. Today the total number is over one million. Over the next two months, we’ll address who these veterans are, and how to find them.

So let’s break this down. There are hundreds of thousands who are not employed at all. There are several hundred thousand who are “under-employed” – that is, they are working one, two or three part-time jobs just for the income while they look for good full-time jobs. Additionally, there are about 200,000 active duty military who leave the service every year to transition to the civilian workforce.

Members of the National Guard and the Reserves also add to this potential talent pool. The Army National Guard across the country

has an authorized strength of about 342,000 soldiers, and represents about 40 percent of the U.S. Total Army Force. These service members are expected to have civilian jobs. The Guard recognizes that the economic stability of its members and their families is an important factor in overall “force readiness.”

So why is it that with a million or so veterans and service members eager to have full-time career jobs in industries like yours, so many companies are not making it a high priority to recruit these proven performers?

One reason may be that many company managers are not familiar with how closely military training and experience for thousands of veterans and service members track with the core competencies required in their companies.

Skills training and occupational specialties are somewhat different in each military branch, although the training and specialties in the U.S. Army and the Army National Guard are identical. Guard members receive the same training as U.S. Army soldiers.

The training starts with the selection of a Military Occupational Specialty, or MOS, when a new recruit volunteers to join the Guard or the Army. This is based on discussions with a counselor and the results of testing focusing on aptitudes and interests.

In the Army National Guard, there are many occupational specialties for enlisted personnel,

warrant officers and officers that help prepare service members for careers with your industry. For example: Information Technology Specialist; Plumber; Utilities Equipment Repairer; Cable Systems Installer-Maintainer; Chemical Equipment Repairer; Interior Electrician – the list goes on. The list even includes Allied Trade Specialists who are primarily responsible for supervising and performing the fabrication, repair and modification of metallic and nonmetallic parts. They operate lathes, drill presses, grinders and other machine shop equipment.

In the Navy, Marines, Air Force and Coast Guard, there are many occupational specialties covering a wide range of environmental, hydraulic, electronic, safety and other technical systems management and maintenance skills. You can think of it as a huge range of equipment types that require advanced skills to keep the services running at full potential.

Think of all the systems on ships that are electronic and mechanical in nature: all the machines that Marines use, including communications gear, landing craft, water distribution and treatment; all the components of airplanes, helicopters, and weapons systems that include electronic, hydraulic and mechanical subsystems; all the supply logistics management that support these.

After choosing the MOS and completing ba-

SEE “VETERANS” NEXT PAGE



"VETERANS" CONTINUED

sic training, the service member takes an intensive MOS training program which includes both classroom and field experiences. This training can range from eight to 21 weeks depending on the complexity of the specialty. When the service member completes the course successfully, he or she is assigned as a junior member of an operational team performing the work.

This is where the most important part of the service member's professional growth really takes off. His or her team is made up of people who have been successfully doing real-world work for several years. The team supervisor is continually mentoring the team. The performance of each member is evaluated all the time with feedback given regularly.

In the military's culture, all members of the team are encouraged to support each other by sharing ideas and suggestions based on their experience. So, here we have the new junior member, immersed in a wide range of challenging projects, in demanding environmental conditions and locations, being taught the ropes by more experienced people.

Over the course of several years, the junior recruit becomes a real expert. Often, once they have served for a few years in one occupational specialty, they will be asked to transfer to another specialty where their skills and experience are very relevant, thus enabling them to master a wide range of advanced skills.

Those in the military who install and maintain equipment often do so on short deadlines, in emergency circumstances or in hostile environments around the world. They are trained to overcome problems of weather, ground conditions and equipment malfunctions to complete their missions successfully because lives depend on them.

I know this from personal experience during my deployment to Afghanistan as head of National Guard Affairs where 45 percent of the U.S. troops on the ground were drawn from the Guard. I saw our soldiers performing the most demanding missions. They always went the extra mile and delivered amazing results that reflected well on their training and discipline and their commitment to each other.

On the maintenance side, nearly all military bases around the world and the 2,300 Guard Armories around the U.S. have specialists who perform routine maintenance on the huge range of equipment.

As you know, the National Guard has disaster relief as one of their missions. They regularly train for repairing and restoring vital systems on short notice, often having to improvise solutions to missing parts or supplies to get the job done.

They restore electrical systems, install emergency heating systems, rebuild water and sanitation systems and restore telecommunications systems.

Their teams work productively with local

residents and other emergency response teams and keep focused on completing the mission and saving lives. They bring commitment, discipline and endless energy to their jobs.

As you would expect, safety training and risk management are the focus of every training program and the focus of all service members and their supervisors. Safety is the daily mantra at every level, just as it is in your companies.

Throughout their training, service members are being taught to implement best practices in team work, project management, inclusiveness, leadership and continuous learning. They are ready and able to work domestically or in cultures around the world where their partners may be men and women of the armed forces in Europe, Africa, the Middle East, Asia or South America.

With this background in mind, I hope you have a greater sense of the opportunity you have to recruit veterans and service members to join your companies. It's highly likely that there are veterans and service members who would fit very well into your positions from entry level right up to senior supervisors and equipment managers.

Next month, we'll address how to find these potential employees and how to put their expertise to work for your company.



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## NTMA MEMBER AREA TOOL HITS THE MARK

CONTRIBUTED BY TAMI ADAMS,  
NORTHWESTERN PA CHAPTER  
EXECUTIVE DIRECTOR

This fall, the USA Mens Archery team took the gold in Robion, France at the World Archery 3D Championship. You could also say it was a win for an NTMA member that played an important part



in the victory. Three of the U.S. archers were using CD Archery bows, with bare-bow risers manufactured by Area Tool Manufacturing Company of Meadville, PA.

In 2014, CD Archery designed a riser that is a tad bit heavier than other risers, and the weight of the riser is equally distributed above and below the centerline making it a very stable bow to shoot. The risers have taken off and the best archers across the country as well as many abroad are shooting it, and shooting it well.

This is the first time USA Archery took a team comprised of qualifying archers from across the USA to the 3D Archery event (targets are animals in real case scenarios). USA Archery took 22 participants to France where 30 countries represented.

Congratulations to team USA and congratulations to Area Tool for a job that was on target!





## 5 KEY STRATEGIES TO CONTROL SHIPPING COSTS

Many companies feel a constant strain on their businesses in the form of ever-increasing expenses. Day-to-day business expenses such as rent, utilities and insurance all continue to climb, while competitive pressures deter companies from raising prices to cover any shortfall. Businesses must find a way to cut operating expenses.

Reducing shipping costs is an often overlooked way to combat rising expenses. With annual carrier rate increases,

skyrocketing fuel costs and accessorial charges that may increase 20 percent or more year over year, finding a way to reduce your shipping expenses can make a serious impact on your overall balance sheet.

But how do you know if you're spending too much on shipping? One easy way is to determine your shipping expenses as a percentage of total sales. On average a business spends 1.5 percent to 4 percent of total sales on shipping. This can vary

by the size of the company, total company sales volume, or the type of products the company is shipping and receiving. How much is your business spending on shipping? Conduct an analysis.

Here are five key strategies to help you get your shipping costs in line. Implement one or all five of them and watch your shipping costs go down—increasing profits.



### KEY STRATEGY #1: OBTAIN DISCOUNTS WITH CARRIERS

If you think you have to be the size of Wal-Mart or Home Depot to obtain discounts with carriers, think again. Many larger businesses have the volume and favorable shipping characteristics to negotiate directly with carriers. If you, too, have been able to successfully navigate this process, you are on the right track. If you have not been successful, or simply don't have enough volume to negotiate such discounts, there are still opportunities available to obtain them. One available option is working with a third party logistics provider, such as PartnerShip®, who can leverage its buying power to obtain discounts for you through your NTMA membership, with the free NTMA Shipping Program.



### KEY STRATEGY #2: DEVELOP AN INBOUND SHIPPING PROGRAM

Reducing inbound shipping costs is one of the easiest, yet most overlooked ways to reduce overall transportation expenses. Vendors typically receive volume discounts from carriers—but are your vendors passing those discounts along to you? When you control and route your inbound shipments, you have an excellent opportunity to significantly lower your costs. If you allow suppliers to route your shipment and invoice you for shipping charges, your transportation costs are probably higher than they should be. Being the buyer allows you to not only determine what you purchase from a particular vendor, but also how it is shipped to you.

As the buyer and receiver of the goods, you can—and should—designate the carrier and arrange for shipping charges to be billed directly to you at rates you've established with carriers. This is called routing inbound “Collect.” Collect is a billing option, in which you are invoiced by the carrier. It does not mean paying the driver at the time of delivery. Routing shipments Inbound Collect can save you significant dollars. If you continue to allow vendors to prepay for shipping and add it to your merchandise invoice, in most instances you will continue to pay more than you should for incoming product.

The first step in reducing inbound shipping costs is to notify your vendors that you want your shipments routed Inbound Collect (Example: Send all ground shipments under 250 lbs. FedEx Ground Collect). A customized Routing Instruction Letter specifically states to your vendors how you want your merchandise shipped to your store. In the Routing Instructions Letter, indicate to the vendor that if they do not follow your shipping instructions, you will not pay for shipping charges on merchandise invoices. Allow no exceptions to these instructions. Send the Routing Instructions Letter to your sales representative, customer service manager, or to the accounts payable department. Do not send your instructions directly to the shipping department.



### KEY STRATEGY #3: USE THE CORRECT MODE & SERVICE LEVEL

Examine where you spend your transportation dollars. Is your spending concentrated in less-than-truckload (LTL) freight rather than small package, or air instead of ground? These distinctions are called modes of transportation. Ground shipping and air shipping are the two most common transportation modes that businesses use on a day-to-day basis. An example here helps illustrate the impact of using the correct mode. For two-day guaranteed service, you can send a 35 lb. package from Cleveland to Boston and pay a ground rate of \$31. Sending the same package second day air would cost approximately \$87. That's a difference of \$56 to ship air versus ground for the same two-day level of service.

Service level refers to the timeframe in which the carrier will ship the package from origin to destination, such as same day

service, next day, two day, three day, etc. Why pay for next day service if you don't need next day service? Another example helps illustrate the impact on your bottom line by using the wrong level of service. Let's use the same example above. To get a 35 lb. package from Cleveland to Boston the next day, you would need to use the services of an air express carrier and your cost would be around \$223. If time permitted, you can send the same package second day air at a cost of approximately \$87 (a \$136 savings!). Clearly, using the correct service level to meet your needs is critical in keeping your transportation costs down.

### KEY STRATEGY #4: AUDIT ALL INVOICES

It is estimated that between 5 percent and 10 percent of freight invoices contain some sort of error. Auditing your freight invoices can help you catch and receive credit for costly mistakes. You should audit several line items on a carrier invoice, most notably: checking for the correct discount, making sure you are billed for the service you requested, verifying product classification (freight shipments only) and monitoring extra service charges. Also, if you have an inbound shipping program in place, be aware of double billing for shipments. If you're routing inbound shipments from vendors, shipping charges should never be on the merchandise invoice from the vendor.



### KEY STRATEGY #5: CONSOLIDATION OF SHIPMENTS

Why send three separate shipments if you can consolidate and send just one? Consolidation will save you time and money, as an example here helps illustrate. For two-day guaranteed service, you can send a 20 lb. package from Cleveland to Boston and pay a ground rate of \$16. Sending two separate 10 lb. packages would cost approximately \$26. That's a difference of \$10 to ship one versus two separate shipments!

Utilizing some or all of the 5 key strategies to control shipping costs can eliminate the strain shipping expenses put on your business. The NTMA Shipping Program, managed by PartnerShip, provides competitive discounts on all of your shipping needs, from a single envelope to dedicated truckload. PartnerShip is here to help streamline your process for worry-free shipping. Enroll in the

FREE NTMA Shipping Program at [PartnerShip.com/54NTMA](http://PartnerShip.com/54NTMA), for industry leading discounts with national carriers.

Since 1989, PartnerShip has helped over 17,000 businesses ease their shipping process and save on cost. PartnerShip got its start in Cleveland, Ohio as part of a trade association and has quickly expanded in assisting all sizes of businesses across the country. To find

out how PartnerShip can help you ship smarter, call 800-599-2902 or email [sales@PartnerShip.com](mailto:sales@PartnerShip.com).



**PartnerShip**  
Your Shipping Connection



# Heartland

## Hire and onboard...like a boss!

Heartland has 3 easy ways to save time and money.



1

### WOTC Savings

- Identify top candidates and screen for work opportunity tax credits (WOTC) automatically.
- Save up to \$9,600 per eligible new hire.
- No cap on the number of new hires that can qualify.

2

### Electronic Onboarding

- Onboard new hires in just a few clicks.
- Documentation stored securely in the cloud.
- Automates compliance tasks.

3

### Applicant Tracking

- Automate job application process.
- Access all applicant information from a single dashboard.
- Stay in compliance with HR laws.

The onboarding and WOTC features of Heartland Hire can save your small business up to \$9,600 per new hire.

When you spend less time and money hiring, you can focus on building your business. And we're committed to helping you. That's why Heartland is our endorsed partner.

**Contact us today to learn more**

Randall.Pumputis@e-hps.com

585-622-2993

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## MEET OUR NATIONAL ASSOCIATE: ALLIANTGROUP

*An interview with CEO Dhaval Jadav*



### WHAT IS YOUR COMPANY SPECIALTY?

alliantgroup is a premier tax consultancy that helps U.S. businesses properly identify and claim the federal and state tax incentives designed for their benefit. These incentives were put in place by our government to ensure companies remain competitive on a global scale and to keep high-paying technical jobs here in the U.S. Our government wants American businesses to use these incentive programs that will promote broader economic prosperity and job growth—and our firm's core purpose is to ensure every qualified company takes advantage of these pro-business initiatives.

Our firm focuses on a number of different incentive programs, but our largest service line (and the one most relevant to NTMA members) is our Research and Development (R&D) Tax Credit practice. To date, alliantgroup has helped NTMA members claim over \$30 million in federal and state tax savings, the vast majority of that coming from R&D-based incentives such as the federal R&D Tax Credit.

### WHAT IS YOUR COMPANY HISTORY? WHEN/HOW DID YOU START?

Prior to founding the company back in 2002 with my friend and now alliantgroup COO, Shane Frank, I worked at Deloitte & Touche as a tax consultant for a variety of different clients. It was in this capacity that I witnessed small and mid-size businesses overlook the government-sponsored incentives that were created for their express benefit, generally either because they had never heard of them, or they simply assumed that these incentives were only for large companies. That was basically the genesis of alliantgroup and our mission—to educate U.S. businesses on the value of these incentives and to ensure every qualified business (not just the Fortune 500) was claiming these incentives to put them on equal footing with foreign competitors.

### WHO ARE YOUR CLIENTS? WHAT TYPE OF WORK SHOULD A COMPANY CONTACT YOU ABOUT?

alliantgroup has clients from a broad range of industries, from traditional manufacturers to high tech companies. As manufacturers account for the largest number of R&D Tax Credit claims each year, the manufacturing sector is of particular importance to our firm. The R&D Tax Credit rewards manufacturers (especially contract manufacturers such as fabricators and metalworkers) that are making technical improvements to their products or production processes. For the work a manufacturer does on the factory floor

to enhance a product (or the process to make that product), a company can be substantially rewarded in the form of federal and state tax savings.

### WHAT COMPANY ACCOMPLISHMENT ARE YOU MOST PROUD OF?

Since its founding, I am proud to say that alliantgroup has helped more than 12,000 U.S. businesses claim more than \$6 billion in tax savings. This amounts to tremendous value that has been put right back into the pockets of small and mid-size businesses across the country and would not have been possible without the standard of cultural excellence and accountability that has been built at alliantgroup. Our corporate culture and our core mission to serve U.S. businesses—that is what I am most proud of.

### WHAT SETS YOUR COMPANY APART?

Our people. A company is only as good as its people, and our professionals are 100 percent committed to the firm's mission to create Raving Fans out of each and every NTMA client. Additionally, no other consultant in this space possesses the combination of our technical industry expertise and our firm's immense knowledge of the tax code. Our firm has three former IRS Commissioners on staff as well as other former IRS leaders and executives, ensuring each and every tax study is done in line with



standard IRS guidelines.

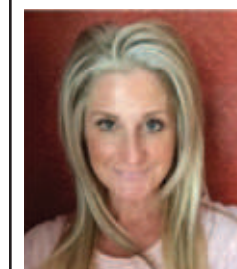
### WHAT IS YOUR COMPANY MOTTO?

The official sponsor of American Innovation and Job Creation!

### WHAT ELSE WOULD YOU LIKE OUR READERS TO KNOW?

That we are here to serve NTMA in any way that we can and that we are committed to the success and growth of the association's members.

For additional information, please contact: Jennifer Groff by phone at: 713.552.5657 or via email at: jennifer.groff@alliantgroup.com



## ACE WIRE SPRING & FORM CO., INC. HIRES NEW MANUFACTURING SALES REPRESENTATIVE

CONTRIBUTED BY JOHN HIGGINS, ACE WIRE SPRING & FORM COMPANY, INC.

Ace Wire Spring & Form Company, Inc., a manufacturer of custom precision springs, recently announced that Deanna Olivani has joined the company as their new Manufacturing Sales Representative for the states of Texas and Oklahoma. Keeping with the tradition of the family owned business, Deanna has been an integral part of the company for years in various forms, learning many aspects of the family business and the springs industry as a whole.

Please join us in welcom-

ing Deanna to the Ace Wire Spring family. Send your messages to dolivani@acewirespring.com.

Ace Wire Spring & Form Company (www.acewirespring.com) has manufactured custom precision springs for diverse applications since 1939. The ISO certified company develops and manufactures a wide variety of compression springs, extension springs, torsion springs, and wire forms.





NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Rd.

Cleveland, OH 44134



MANUFACTURING AMERICA'S FUTURE

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**75**  
**YEARS**  
**MADE**  
**STRONG**



NATIONAL TOOLING AND MACHINING ASSOCIATION

## 75 YEARS OF MANUFACTURING SUCCESS AND EXCELLENCE

In 2018, the National Tooling and Machining Association is celebrating our 75th Anniversary. We'll share stories, information and the history of the organization throughout the year. Do you have something that you would like to share? Please contact Kelly LaMarca at [klamarca@ntma.org](mailto:klamarca@ntma.org) with any stories, photos or ideas. We look forward to celebrating our diamond anniversary together!