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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- MODERN ADVANCED MANUFACTURING
- MODERN ADVANCED MANUFACTURING
- TECHNIPLAS
- TECHNIPLAS
- WILLIAMS MFG, INC.
- WILLIAMS MFG, INC.

NTMA NATIONAL TOOLS 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 with any stories, photos or ideas.

We look forward to celebrating our diamond anniversary together!
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.

Mark Vaughn / NTMA Chairman

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

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Mark Vaughn / NTMA Chairman
JAPAN TOUR
April 22–28, 2018
Learn, network and get inspired!

THIS IS YOUR OPPORTUNITY TO BREAK AWAY FROM YOUR ROUTINE AND GET INSPIRED! TOUR MANUFACTURING FACILITIES, NETWORK WITH PEERS AND NATIONAL ASSOCIATES AND GAIN INSIGHT AND IDEAS THAT CAN IMPROVE YOUR OPERATIONS.

Confirmed 2018 National Associate Member Sponsors:
More to come!

BIG KAISER
OSG/Outlines / BIG KAISER

OKUMA

You ONLY pay for flights + $495 admin fee.

Our Sponsors cover ALL logistics, ground transportation, meals & hotel costs.

FLIGHTS MUST ARRIVE IN JAPAN ON APRIL 22 AND DEPART ON APRIL 28. SPECIFIC FLIGHT DETAILS WILL BE PROVIDED AFTER YOU REGISTER. DO NOT BOOK YOUR FLIGHTS UNTIL YOU ARE CONFIRMED FOR THE TOUR.

Only 25 spots available!

Register Today:
Contact: Brittany Belko at BBelko@ntma.org
Registration & Payment Deadline: 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 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.
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 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 NTMA-SMFF 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.

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 by Stacey Schroeder, NTMA, workforce development
APPRENTICESHIP WORKS, WHEN DONE RIGHT

BY MONTÉZ 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/industry 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 program has these components, it delivers for the apprentice, the employer and the community:

**Competency-Based Structure:** Apprenticeships should be designed to promote learning in specific areas of need. Apprenticeships need to be de- signed 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 opportunities 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.

By Montez King, NIMS Executive Director
# Make It Count With Mazak

**THIS IS MY OFFICE.**

It doesn’t have a chair or a desk, but it comes with a view. Each day, I watch jobs come in and go out, executed with reliability and precision. My Mazak gives me everything I need — from simple controls to versatile machining capabilities — to make my office productive.

**MADE IT COUNT WITH MAZAK**

Jeff Schoenfelder
Vice President, Black Diamond Xtreme

# Make It Count With Mazak

**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.

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.
The decades...

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

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

1955: 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: Association’s name changed to the National Tool & Die Precision Manufacturers Association (NTDPMFA)

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 NTDMPA 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 NTDMPA 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: NTDPMFA Became a 501(c)(6)

1967: Signed a contract with DOL for $2.6 million

1966: First BUYER’S GUIDE was published

1980: Association’s name changed to the National Tooling & Machining Association (NTMA)

1983: National Tooling and Machining Foundation (NTMF) was created

1984: Moved HQ back to Cleveland, Ohio

2008: National Robotics League (NRL) was created

2011: NTMA-U Established

1956: Published the first “Business Management Aids” for the industry

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.

L. A. Sommer – Founding President of the Association

“ 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

Cleveland, Ohio: E. A. Barth, Barth Stamping & Machine Works


Buffalo, New York: Ben Buhrk, Buhrk Tool Works

Chicago, Illinois: S. J. Palermo, Federal Tool Corporation

Grand Rapids, Michigan: C. W. Peters, Peters Tool Company

Minneapolis, Minnesota: J. E. Anderson, Paltool Company

Milwaukee, Wisconsin: A. W. Gieringer, A. R. Gieringer Tool & Manufacturing Company


St. Louis, Missouri: William Bachman, Bachman Machine Works

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 your company, your industry and your community.

government officials need to hear from you about the priorities that affect the momentum going as we work to keep metalworking manufacturing.

The 10th Annual One Voice Legislative Conference is your chance to keep Washington has undergone profound changes since the 2016 elections and the profile of apprenticeships in the nation’s capital.

The 10th Annual One Voice Legislative Conference is your chance to keep Washington, D.C.

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

Multiple departments and agencies in Washington, D.C.

TO REGISTER,

VISIT www.metalworkingadvocate.org

NTMA | PMA | WiM members $299 per person
Nonmember $499 per person
Registration deadline March 16, 2018.

Questions? Contact onevoice@metalworkingadvocate.org or 202-393-8250.

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.

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.

Why 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.

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• 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.

Online purchasing solutions

From advanced purchasing options to mobile apps, count on Grainger for online solutions to simplify your day. Whether you’re in the office or on the go, take advantage of time-saving solutions to place orders, streamline your approval process and manage your spend. Just register on Grainger.com® to access your pricing, view your order history, save favorite items to your personal lists and check real-time product availability.

Our online solutions for your purchasing needs include:

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• Order Management on Grainger.com®: Fast track your order approvals and generate usage reports.
• Mobile Apps: Get the products and services you need no matter what device you use or where you go.
• eProcurement Connections: Manage your spend, help ensure procurement compliance and automate processes.

Visit grainger.com/onlinepurchasing for more information.
With over 1.5 million items to choose from, Grainger carries the products, supplies and equipment you need to help get your job done.

### CATEGORY: Abrasives
- Blasting, Brushes & Wheel Kits
- Sharpening Stones
- Grinding Wheels
- Deburring Tools
- Polishing
- Sanding Belts
- Sandpaper
- Tumblers

### Category: Adhesives, Sealants & Tape
- Caulk
- Concrete & Asphalt
- Dispensing Guns
- Glues & Adhesives
- Putties, Tapes, Thread & Gasket Sealants

### Category: Cleaning & Janitorial
- Cleaning Chemicals & Supplies
- Dispensers, Deodorizers, Paper Products
- Dispensers, Personal Care, Restroom Equipment
- Trash & Recycling

### Category: Electrical
- Industrial Controls
- Automation & Machine Safety
- Motor Controls
- Power Management
- Voice & Data
- Wire, Cable, Carrier Systems

### Category: Electronics, Appliances & Batteries
- Dishwashers
- Dryers, Ranges
- Refrigerators
- Freezers
- Ice Dispensers
- Communications, Electronics
- Intercoms & Speakers

### Category: Fasteners
- Anchors
- Bolts, Hardware, Hooks
- Lanyards, Manuals
- Measuring Equipment
- Nails, Nuts, Retaining Rings
- Rivets, Screws, Spacers
- Staples, Washers

### Category: Fleet & Vehicle Maintenance
- Auto Body Tools
- Chemicals, Diagnostics
- Automotive Exterior & Interior
- Lifts, Lubricants
- Maintenance Tools, Towing, Storage

### Category: Furniture, Hospitality & Food Service
- Flooring, Food Processing
- Beds, Office & Outdoor Furniture
- Guest Room Amenities
- Uniforms, Laundry Supplies
- Sports & Recreational Equipment

### Category: HVAC & Refrigeration
- A/C Refrigeration
- Air Filters, Air Treatment
- Cooling Fans & Air Circulators
- Heaters, HVAC Controls
- Test Instruments, Replacement Parts
- Ventilation Supplies

### Category: Hand Tools
- Bender Clamps, Cutting Tools, Drywall Tools
- Electrical Tools, Files, Hammers, Hand Saws
- Pliers, Pullers, Punches, Screwdrivers, Sockets, Wrenches

### Category: Hardware
- Braces, Brackets
- Door Hardware, Cabinet Hardware, Hooks, Springs, Window Hardware

### Category: Hydraulics
- Filtration, Hoses & Fittings, Motors, Seals
- System Components, Tools, Oil Coolers
- Pumps, Valves

### Category: Lab Supplies
- Testing Equipment, Chemicals
- Consumables, Diagnostics
- Filtration, Fume Hoods, Lab Overalls
- Uterineis, Labware
- Solvent Testing, Water Quality

### Category: Lighting
- Bulbs & Lamps
- Ballasts, Flashlights, Exit & Emergency Lighting
- Indoor & Outdoor Lighting

### Category: Lubrication
- Fittings & Hose Systems
- Grease Guns, Greases, Lubricants
- Oilers, Oils, Storage & Dispensing Systems

### Category: Machining
- Drilling Tools
- Finishing Supplies, Indexable Tools, Fluids, Milling, Precision Measuring, Threading

**Note:** Yellow highlight indicates key categories.
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:

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

These companies are part of a long history of dedication to the machinist profession. 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.

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 Brug, Gen, (ret) Marianne Hatson, 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 how these proven performers?

Why isn’t industry hiring more veterans? The record — January 2018 / P21
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A promising future with the G-series

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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.
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 of 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 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.

Clearly, using the correct service level to meet your needs is critical in keeping your transportation costs down.

**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 ($136 savings!).

Using 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, for industry leading discounts with national carriers.

**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**

Who 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, for industry leading discounts with national carriers.

Since 1989, PartnerShip has helped over 17,000 businesses case their shipping process and save money. 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.
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Ace Wire Spring & Form Company
Inc., hires new manufacturing sales representative

Ace Wire Spring & Form Company, Inc., a manufacturer of custom precision springs, recently announced that Deanna Oliwani 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 welcoming 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.

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 which is 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 metalwork- ers) 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 McCoy?

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.
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 with any stories, photos or ideas. We look forward to celebrating our diamond anniversary together!