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MANUFACTURING COMPANIES
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US MANUFACTURING NEEDS A BRAND MAKEOVER

To engage this new generation of manufacturers, we must restore -- and elevate -- the perception of manufacturing in America. —p8

WHY DO WE NEED "LOBBYING"?

The NTMA was formed in 1943 based on training and lobbying. —p10

NTMA COMPANIES WITH AVAILABLE POSITIONS OFTEN STRUGGLE TO FIND QUALIFIED WORKERS.

NTMA-U is one of 6 training programs in the US to receive the prestigious SME TUPEC (Tooling U Education Center) Platinum Training Program Award. —p15

HOW ONE INDIANA MANUFACTURING COMPANY TOOK ACTION TO CREATE A SAFER WORK ENVIRONMENT

Bremen Castings Implements Near-Miss Reports To Aid in Safety Procedures. —p23

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CONVENTION.

THE
MFG
MEETING
MARCH 5 - 8, 2013 · WAIKOLOA, HAWAII
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THE MFG MEETING WILL BRING YOU TOGETHER WITH YOUR INDUSTRY PEERS FOR CONVERSATION THAT MATTERS, AND NETWORKING OPPORTUNITIES YOU WON'T FIND ELSEWHERE. —p6

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*Join Us In Indianapolis
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This Chapter Leadership Summit Series is developed to provide comprehensive training and development for Chapter Officers and Chapter Executives. This high-impact event includes vehicles to strengthen the relationship between the local chapters and the NTMA, build strength in local Boards of Directors and grow capacity of Chapter Executives.

This event delivers small group settings with Officers and Executives joined by an industry expert in specific 'tracks'; and have customized 'take-away' for each curriculum aimed at your chapter.

Track 1—Chapter Organization

Track 2—Chapter Operations and Practices

Track 3—Board Development

Track 4—Promotion and Marketing

Track 5—Maximizing NTMA Membership



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IN INDIANA AT NRL
CHAMPIONSHIPS**

For Additional Information Please Contact:
NTMA National Office 1-800-248-6862
Kelly K. Schneider 1-574-220-9111
kschneider@ntma.org



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CALENDAR OF EVENTS

EDWIN VOBEDA MEMORIAL SCHOLARSHIP



PURPOSE

The Edwin Vobeda Memorial Scholarship is an annual tuition scholarship created through a charitable donation to the National Tooling and Machining Foundation from the Edwin F. and Mildred Vobeda Charitable Remainder Trust in support of students residing in the Central Time Zone advancing their education in a tool and die apprenticeship program to pursue careers in the tool and die industry. Successful scholarship applicants will receive a minimum award of \$1,000.00 and a maximum award of \$5,000.00 annually. It is the intent of the Foundation to award up to three (3) scholarships annually.

SELECTION

The NTMA Education Team shall serve as the selection committee, and shall make the final selection of the scholarship recipient from a list of those students making application under criteria outlined in the Eligibility Requirements.

ELIGIBILITY REQUIREMENTS

All Applicants Must:

- Be at least 18 years at time of class start
- Be an employee of and nominated in writing by an NTMA Member Company in Good Standing located in the Central Time Zone and enrolled in a registered tool and die apprenticeship program.
- Must be a high school graduate and achieved a minimum high school GPA of 2.5.
- Submit scholarship application and supporting documentation by April 1st of applicable year.
- Provide a written essay stating career goals, and why they should receive the Scholarship.
- Provide a written resume describing interests, classes, and any work-related activities voluntary or paid.
- Provide two (2) letters of recommendation from Business professionals (employer, teachers, clergy etc.) who are aware of their desire to pursue a career in manufacturing.

APPLICATION

Applicants are requested to read carefully all of the above conditions of this program and submit a fully executed Application by April 1st of applicable year.

AWARD

The NTMF Edwin Vobeda Memorial Scholarship will be paid upon proof of acceptance into appropriate education facility as defined above.

SUBMISSION

Submit all information to:

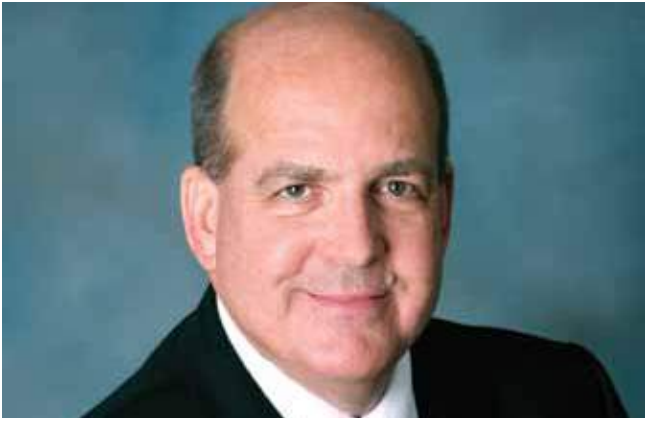
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Cleveland, OH 44134
Phone: 1.800.248.6862
E-mail: dsansone@ntma.org



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The advertisement features a black and white image of a "Royal Filtermist AK1200" oil mist collector. The image is set against a bright yellow background that is framed by a thick black oval border. To the right of the image, the text "OIL MIST & SMOKE IN YOUR SHOP?" is written in bold, black, sans-serif capital letters. Below this, the website "www.mistcollectors.com" and the phone number "Tel: 1-800-645-4174" are listed in a standard black font.



CHAIRMAN'S CORNER

ROGER ATKINS / NTMA CHAIRMAN OF THE BOARD

As I write this article it will be the last article I write for 2012. Hard to believe that the year is over and that the culmination of all we done this year whether personally, professionally, or associationally comes to an end. Not necessarily an "end" but at least to a point of reference or measure.

It seems each month's articles have been "pre or post" some national event/issue from hurricanes, to the Presidential election, to the Fiscal Cliff, and now to a New Year. What I have come to realize that our industry continually goes through "pre or post" national events/issues. We continue to maneuver our businesses through the maze of such events and most of the times come through eventually stronger....we are survivors, thus the reason we are so critical to our nation's economy.

Regardless of the challenges thrown our way, the entrepreneurial based businesses across America have withstood the test of time. The real test of our sustainability going forward will be our ability to "transform" the next generation of leaders who will lead our companies into the future.

As in raising children, we cannot teach them or make them aware of everything that will come their way but what we can prepare them for is

how they react to the challenges and temptations that come their way.

As my Dad told me when I joined the business that it was not the issue, challenge, or scrapped part that was the most important thing at the moment, but rather it was the next decision on how you handled it that was the most important. That statement has held true for my entire career to date. The challenges of tomorrow will be different, but the process for handling them never changes. We must continue to move and look forward, using our past experiences good and bad as the wind in our sails.

For NTMA, 2012 has continued to be a year of transition both planned and yet some unplanned. What I can proudly say is that as we close this year that the words stability, growth, and momentum will be the words that describe NTMA as we enter into 2013. This year we saw the second physical move of our association's offices in the past two years, now to be in our own newly built leased property in Cleveland. We have seen a change in our national staff new and old, while being able to boast about the current strength of our national staff and their commitment to NTMA's success, which is you the member's success. We will have completed the year having held two value packed

Conferences in Orlando (MFG Meeting) and in Nashville (Fall Conference) along with two Purchasing Fairs.

Our list of industry partners and Affinity Partners has grown and is highlighted by another record year in our purchasing power with Grainger. We are anticipating that our rebate check will be the highest to date of our partnership. Other highlights of the year have been our continued commitment to the National Robotics League and our hiring of a dedicated staff person to lead our efforts into the future.

One of our crowning successes this year has been the progress and growth of our on-line training program NTMA-U. It alone has been the leading draw of new members to NTMA for 2012 and is poised to continue into 2013. Hat's off to all those who have worked to make this happen both on staff and our Education Team.

I would personally recognize Ken McCreight who has lead and championed this program to its current level and success.

Our NTMA Insurance program continues to mature with our sponsored program with AIX focusing on industry specific coverage's including an aerospace rider for those serving the aerospace market at no additional costs.

Realizing that there are other insurances partners in many Chapters, we just say give NTMA Insurance an opportunity when you renew.

Again, midst of all the challenges, changes, and successes we have seen net membership growth and an all-time high retention rate of our members. Thanks to all our staff membership team for their commitment to assure that our members know, understand, and utilize the many services NTMA has to offer making the cost of membership unquestionable.

One could not close out the year without recognizing the outstanding job NTMA President Dave Tilstone has done leading our great organization. Dave's leadership, understanding, and vision of and for our industry has helped position NTMA as one of the national leaders in the manufacturing arena. His network within the industry and his ability to build partnerships has opened many doors for you the member. Dave has worked relentlessly on each of our behalf's and I encourage each of you to thank Dave for his leadership of NTMA. The future is ours for the taking and your involvement is critical.

One last reflection of note for 2012 has been the passing of several of our industry colleagues, many of which

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THE RECORD

OPERATIONS & EDITORIAL

Dave Tilstone, President
Emily Lipovan, Managing Editor

NTMA EXECUTIVE TEAM

Roger Atkins, Chairman
MIC Group – Brenham, TX

Robert Mosey, Vice Chairman
*Moseys' Production Machinists Inc. –
Anaheim, CA*

Theodore O. Toth, Jr., Treasurer
Toth Technologies – Pennsauken, NJ

Grady Cope, Past Chairman of the Board
*Reata Engineering & Machine Works –
Englewood, CO*

John Belzer
President, TCI Precision Metals

ADVERTISING INQUIRIES

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



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left memorable footprints on the future of manufacturing in America. I can only hope that each of us can leave such a passion and heritage on our industry.

So in closing, I ask each of us to reflect on the year 2012 both personally and professionally; how did we measure up this year? Use your reflection of the year as the roadmap for the future and as stated earlier, the wind in your sails. We are a hard working industry, so take time to catch your breath and refresh yourself mentally, physically and spiritually. Time with family and friends is a miracle worker.

It is honor and privilege to serve as Chairman of NTMA and I look forward

to leading us into 2013. So from my family to each of yours I wish you only the best for 2013: Health, Happiness, Peace and Prosperity." My commitment remains "Transforming for Competitiveness."



ROGER ATKINS / CHAIRMAN

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The MFG Meeting will bring you together with your industry peers for conversation that matters, and networking opportunities you won't find elsewhere.

For discussion on what matters most to our industry ... speakers that will educate and inform you on ways to improve your business practices ... and networking opportunities like no other ... it all happens at The MFG Meeting 2013.



In its third year, The MFG Meeting heads to the beautiful Hilton Waikoloa Village in Waikoloa, Hawaii. Time and again, MFG attendees rave about the session content presented at this event, as well as the many peer networking opportunities with industry decision makers. It's a great time to build on relationships you've had for years, and form new ones that will matter for years to come.

If you've already been to MFG in the past, you know about the important dialogue that takes place at this event about what needs to be done to build a stronger future for our industry. We hope you'll take part in that conversation again in 2013. If you haven't yet experienced MFG, we look forward to welcoming you – you won't be disappointed!

Learn details about the dynamic speakers and exciting business sessions by visiting

www.TheMFGMeeting.com. You'll also find information about hotel and travel arrangements, as well as activities offered by the resort.

We look forward to seeing you soon, and welcoming you to everything The MFG Meeting has to offer.

KEYNOTE SPEAKERS

ROLAND MARTEL, ITW

ITW: 100 Years of Producing Commercial Innovations for its Customers

Mr. Martel joined ITW in 1994 as the General Manager of ITW Anchor Stampings. Over the years, he has held various Vice President and President positions in the ITW Metal Components division. Prior to his current position, he served as President of ITW's Global Automotive Division, and in 2006, became Executive President of the Global Automotive Components businesses. In 2010, Mr. Martel became Executive Vice President for the entire Global Automotive and Appliance Components businesses.



SCOTT KLOSOSKY

Trends, Technology and Taking the Lead

Scott Klososky is a thought leader who specializes in helping leaders see the world

in new ways. He has used innovation, velocity, and future vision to build his own companies and advise clients. Speaking to audiences across the market spectrum, he never fails to send them home with at least three new ideas that can be applied right away. Scott has the ability to translate where technology and trends are going in an engaging and entertaining way. He also has a rare combination of both "over the horizon" vision and "in the trenches" experience. His goal is not just to inform, but to transform the audience's way of thinking.

LT. COL. ROB 'WALDO' WALDMAN

Never Fly Solo! The Power of Partnership to Reach New Heights in Business

Lt. Col. Rob 'Waldo' Waldman, professional business motivational speaker, best-selling author and former combat

fighter pilot, will make a presentation titled "Never Fly Solo! The Power of Partnership to Reach New Heights in Business." His message promoting organizational cultures that embrace disciplined training, dedicated teamwork, courageous leadership and unwavering trust will provide the insight you can apply in your companies and the motivation to carry it out.





NTMA INSURANCE

WE KNOW YOU

WHO KNOWS YOU BETTER THAN WE DO?

Whether you are a small shop or a large company, the National Tooling and Machining Association (NTMA) knows the workforce you manage and the best interests you serve. We know the valuable equipment used to hone your products, the facilities you maintain on a daily basis, the concerns you face – and we know how to guard against them.

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Jim Grosmann
314-409-3799
ntmainurance@ntma.org



NTMA INSURANCE



Eileen Markowitz is the president of Thomas Industrial Network

US MANUFACTURING NEEDS A BRAND MAKEOVER

To engage this new generation of manufacturers, we must restore -- and elevate -- the perception of manufacturing in America.

When I was growing up, it seemed like everyone believed that United States manufacturers made the greatest products in the world. From our home appliances to our cars, we all chose Made in America products for their quality and their value. No other country put as much pride, innovation, and workmanship into their design, and looking elsewhere wasn't even an option.

U.S. manufacturing was a flagship of our economy, and nothing could knock it from its pedestal -- or so we thought.

Of course, the sentiment has changed since then as the economy has grown more global, and countries like China

compete on price. But the pendulum is swinging back -- or should I say forward -- as Made in America quality once again becomes a status symbol for consumers and a competitive advantage for manufacturers here at home.

My company recently conducted its annual Industry Market Barometer® survey of U.S. manufacturers on the growth and outlook of the industrial sector as well as strategies companies are employing to get there. The findings confirm this transformation.

In the end, we heard from more than 1,600 manufacturers, and nearly eight out of 10 of them indicated that they ex-

pect growth this year.

By standing behind their Made in America quality, these manufacturers are even taking back business from the Chinese. They're borrowing a page from the playbook of The Rodon Group of Hatfield, Pennsylvania, an injection molder of small plastic parts. A few years ago, when they sensed Chinese competitors gaining ground, Rodon launched an online "Cheaper than China" campaign to focus on their American manufacturing values. Within two years, their sales jumped more than 30%.

These companies never lost sight of

CONTINUED ON — P10



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the glory of American manufacturing, and now the world is coming to share their point of view.

Our research shows that U.S. manufacturers are entering new markets, expanding into new regions, and increasing their exports. With their gears fully in motion, American companies are looking to hire more workers to meet new market demand.

And that's where this engine of economic growth suddenly starts to sputter.

Our research supports what we are all seeing every day: Despite an unemployment rate of close to 8%, manufacturing jobs are going unfilled. Nearly half of our respondents want to bring in line workers, skilled trade workers, and engineers. But the people who are qualified for these jobs are either untrained, or uninterested.

This is a symptom of a larger problem. Despite the resurging interest in U.S. products, American manufacturing is in need of a brand makeover.

THE CHANGING FACE OF U.S. MANUFACTURING

While Americans are proud of the quality of our products, many have a far different perception of manufacturing jobs. They see manufacturing as "dead," lacking opportunities or challenges, and even as dirty or "undesirable" work. They're blind to the reality that today's manufacturing jobs blend design with technology and robotics, and many pay extremely well.

With shop classes disappearing and families and educators pushing students of all abilities toward a bachelor's degree, however, younger generations have no opportunity to be exposed to the rewards of a manufacturing career.

Respondents to our survey are vocal about this issue. They stress the importance of STEM (science, technology, engineering and mathematics) curricula, along with support for technical and vocational schools. One of them notes that we must "get the message out that manufacturing isn't dead in the U.S.; it has just gone high-tech."

It's gratifying to hear from individuals like Tracy Tenpenny, vice president of sales and marketing with Tailored Label Products (TLP) in Menomonee Falls, Wisconsin.

Tracy advocated for TLP's sponsorship of a program called Second Chance Partners, which helps high school stu-

dents to gain manufacturing skills. Many of these students come from challenging backgrounds, and they are at risk of not finishing high school. Through Second Chance, they continue working toward their diplomas while beginning to learn a trade. TLP actually installed a classroom at their plant so that these students can continue their academics there for two hours a day. The rest of the time, they are working at TLP and other area manufacturers. TLP is not only introducing them to a new profession; the company has hired two of these students.

"While Americans are proud of the quality of our products, many have a far different perception of manufacturing jobs. They see manufacturing as "dead", lacking opportunities or challenges, and even as dirty or "undesirable" work. They're blind to the reality that today's manufacturing jobs blend design with technology and robotics, and many pay extremely well."

Eileen Markowitz,
President, Thomas Industrial Network

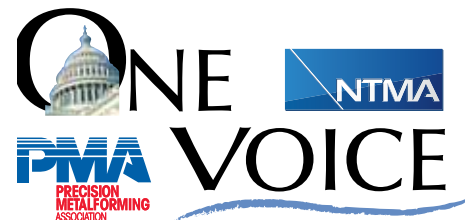
Rodon, too, has innovated to develop a solution. The company formed a consortium of about 50 local manufacturers. Together, these firms have approached two-year colleges and trade schools in their area, asking them to send graduates their way. Not only does this help Rodon and neighboring companies to grow; it's a competitive advantage for the schools, who are able to demonstrate a return on their training. In addition, consortium members are presenting at middle schools and high schools to ignite students' interest in manufacturing.

These are just two of many examples of manufacturers who are taking the initiative to help their industry make a comeback. Families, educators, associations, government, and businesses are all stepping up. We were gratified to endorse National Manufacturing Day, another wonderful example, with manufacturers opening their doors to students and their families, and associations offering insights and resources to aspiring and current manufacturers alike.

U.S. manufacturers, after all, have a passion for their industry. Eight out of 10 of those we surveyed would choose their industries all over again, and they want to share their enthusiasm with the next generation. Great things are possible when bright, ambitious young people have the opportunity to apply

skills and knowledge to real-world applications, and contribute meaningfully to the growth of a company, a sector – and ultimately the economic vitality of our nation. To engage this new generation, we must restore -- and elevate -- the U.S. manufacturing brand.

Eileen Markowitz is president of Thomas Industrial Network, an information and technology company that connects manufacturing and industrial buyers and sellers. You may contact her at emarkowitz@thomasnet.com.



WHY DO WE NEED "LOBBYING"?

The NTMA was formed in 1943 based on training and lobbying. In the last few years, "lobbying" has gotten a bad connotation. People envision lobbyist in DC or state capitals handing over huge amounts of cash to influence the decision-makers in DC in front of everyone. This is not how your DC team operates.

If you look at the dictionary for lobbying; "to try to influence the actions of others to one's own position" It also means advocacy: "the act of pleading for, supporting, or recommending; active espousal"

If this is the case, then everyone is a lobbyist or advocate every day. As parents we "advocate" to our children they need to "eat their dinner, clean their room, go to the Doctor or (my favorite) "Because I said so!" We also lobby when buying large items

like a house, car or other large purchases.

Whether we like it or not, as an industry, we need to “lobby or advocate” to the decision-makers in DC how what they do damages your ability to compete in the global economy and they are your business partners forcing you to pay higher and higher taxes and fees just to exist. The vast majority in DC have never had a “real job” or had to make payroll at the end of the month. Your One Voice Team in DC is working hard every day on your behalf. Our advocacy efforts are not huge like AARP, NRA or groups like organized labor. The later group doesn’t have to ask their members to donate money to support their agendas in DC. They automatically take part of their dues and spend it on whatever they please. Even a few years ago when the “Employee Free Choice Act” (card check) was on everyone’s minds, a survey of union members reported that over 60% of dues-paying members were against the measure because it took away basic freedoms, like the ability to cast a private vote without revealing how any one person voted. Your “One Voice” Advocacy efforts paid off by not allowing the White House to do what

they wanted. They had the numbers (60) in the Senate to do anything they wanted, but they didn’t have the votes because your team in DC worked behind the scenes and “educated” key Senators to see the truth and they refused to support the measure. The team also stopped the “Cap and Trade” bill by intelligently educating certain key people about the danger of this measure to all U.S. citizens but especially your industry because the bill, as written, would have sent thousands of more US jobs offshore.

This work doesn’t come easy and doesn’t come cheap. We continue to have dialog with key staff on both sides of the aisle because we’re able to provide them with small donations and that provides your industry, your association (speaking for you), a seat at the table. One of the best quotes is, “If you don’t have a seat at the table, you’re on the menu!”

It doesn’t come easy either. In order for an industry non-profit organization to have a “PAC” we must abide by certain rules the Federal Election Commission (FEC) has written. These rules were influenced heavily by organized labor in order to slow down efforts of those groups opposed to

some legislation they want to get passed. Even with these obstacles, your Advocacy team got legislation passed that actually helps you if you so choose. The R&D tax credit is one the NTMA group worked on for years and now we continue to support it as part of the “One Voice” effort. In the rest of this article written by members of your DC team they count off what some of this all means to you as a business owner. I am sure most people don’t know that, according to a Small Business Administration report, U.S. small business owners pay more than \$11,000/employee each year to keep current on rules, regulations and taxes passed in DC over the years.

Now that this talk of the “Fiscal Cliff” is in every media outlet, the “One Voice” Advocacy team is at the table where tax talks are being held. They asked us to create a tax template showing if they reduced the top tax tier rate to certain amounts how would it affect the total taxes you’d have to pay if they balanced that cut by doing away with most of the current business tax incentives. We’re still looking for more members to fill out this template. The more data we

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have, the better we look aiding them in these talks. In one scenario, the top tax rate went down to 25% but some would still pay more in taxes with the tax incentives taken away. We finally have key people to understand your industry is at the heart of the U.S. economy and none of the OEM's could build anything without this industry. We're also seeing companies bringing back work to the U.S. and foreign companies building or expanding plants in the U.S. creating more jobs and more need for your skills. Their profits may go back to their home country but their employees are paid here and they pay state payroll taxes and all of this generates spending here. This adds more service jobs and other related business. Key people in DC now contact us for information about manufacturing. An NTMA member now sits on a Dept. of Commerce board and has regular contacts with the members on this board, giving his view (and yours) on what your industry needs DC to do for you to remain successful. This would not have happened without "One Voice" taking the lead and forming coalitions.

In the recent 2013 NTMA dues invoicing, an "Approval to Solicit" form was included. It is a simple form that we are asking every NTMA member to fill out and return to the OH office. Please remember to sign all five lines so we don't have to do this every year. It doesn't mean you have to contribute any money, just gives us the ability to discuss with you about what the team is working on and why we need to raise funds. This is another hurdle the FEC throws out there to slow us down. It is a house-keeping chore only. You can also fax it in a well.

So don't forget, lobbying (advocating) on your behalf keeps your opinions at the table instead of on the junk pile. If you should have any questions about this form or article, please contact Jim Grosmann (jgrosmann@ntma.org). If your form was lost, Jim can also send you another one. We only need one person in a managerial role to sign for the member company. Also, go to the "One Voice" website and mark it as a "favorite" to stay current on all the issues. If you have friends or peers or local associate members that might be interested in what your organization does ask them to go to the site and register to get regular e mails. (www.metalworkingadvocate.org)

Groups in DC that are opposed to just letting U.S. companies manufacture anything here are getting their agendas heard, so why not yours? The summary below was written by your DC team leaders to help everyone understand why we have to do what we do and to explain why you need to stay active too:

The Federal Government has the single largest impact on your business of any factor. They have a saying in Washington – "If you don't have a seat at the table, you're on the menu." And right now, small business owners are the special of the day.

If our voice is not heard, Congress will continue to pass anti-business laws. By being more proactive, we can elect members of Congress who support us and stop these bills before they become law. We can't afford to be reactive anymore and mobilize when it's too late.

We can't afford not to be involved anymore. We've seen the cost of manufacturing in America skyrocket the last few years. How can we compete when Washington keeps tying our hands? Washington must hear from you or they will keep doing this to us.

We pay tens and hundreds of thousands of dollars to labor lawyers, environmental consultants, and tax accountants to deal with the expanding government and countless new regulations. We shouldn't have to.

For example, fighting a union organizing campaign at your shop

could cost you \$50,000 in legal fees upfront and years of problems. By giving \$1,000 or \$2,000 to our efforts in Washington, we can stop bills like the Employee Free Choice Act or "card check" bill from becoming law that will make forming a union much easier. Why wait until these bills become laws that cost our businesses thousands each year. Big Labor spent over \$400 million to pass the card check bill, but we've fought it back because of contributions from people like you.

A contribution will allow you to help elect people in your state with a strong pro-manufacturing agenda. One Union alone spent \$50 million on campaigns to elect pro-labor candidates.

Your contribution will go directly towards fighting against the card check bill, to oppose expansion of OSHA laws that include criminal penalties and jail time. By helping us support you in Washington we can beat back the tax on manufacturing emissions and stop the White House from appointing more labor lawyers to the NLRB.

This is why we need you to help yourself and the industry by contributing to your cause.



UNIVERSITY OF PITTSBURGH AT GREENSBURG'S MANUFACTURING MANAGEMENT PROGRAM ENROLLING NOW!

THE UNIVERSITY OF PITTSBURGH AT GREENSBURG IS CURRENTLY RECRUITING STUDENTS FOR ITS NEWLY ANNOUNCED MANUFACTURING MANAGEMENT PROGRAM. THE FIRST COHORT WILL BEGIN CLASSES IN JANUARY 2013.

Working closely with representatives from the precision manufacturing industry in southwestern Pennsylvania, Pitt-Greensburg developed the program to fulfill the

CONTINUED ON — P15

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WHEN YOU MAKE WHAT MATTERS



industry's need for educational programs that will enable the industry's workforce to attain, maintain, or upgrade skills to adapt to changing needs.

Using an immersion format that will meet once each month on a Friday and Saturday, students enter as part of a cohort and take two classes at a time, completing six or seven credits every four months during a 16-month period. Courses include professional communication, probability and statistics for business, accounting for managers, management science, and operations management. Students will choose three of the following four courses to round out their experience: quality control, supply chain management, project management, or organizational behavior.

The content for this program is customized to provide courses in management and related areas that are most relevant to current work experiences. The program also is designed so that the credits earned could be applied toward a bachelor's degree in business management. The schedule minimizes the time employees are away from their jobs while maximizing their learning experience.

This new educational opportunity is designed specifically for working learners who already have technical training in manufacturing and have been identified by their employers as candidates for future leadership roles. Others who would benefit from this program include military veterans who would like to enhance their skills as well as displaced workers

who would like to enter this sector of the workforce.

A component of the program would require participants who receive tuition reimbursement to agree to stay with their employer for a designated time period or become responsible for repayment of their educational costs.

Employers and prospective students interested in participating in the program should contact Matthew Zidek, admissions counselor, at 724-836-9880 or mdz6@pitt.edu.

For more information: <http://www.greensburg.pitt.edu/academics/academic-programs/manufacturing>



NTMA COMPANIES WITH AVAILABLE POSITIONS OFTEN STRUGGLE TO FIND QUALIFIED WORKERS.

NTMA-U IS ONE OF 6 TRAINING PROGRAMS IN THE US TO RECEIVE THE PRESTIGIOUS SME TUPEC (TOOLING U EDUCATION CENTER) PLATINUM TRAINING PROGRAM AWARD. NTMA-U IS PLEASED TO ANNOUNCE THAT REGISTRATIONS FOR THE SPRING SEMESTER ARE NOW UNDERWAY. THIS NEW CUTTING EDGE ON-LINE TRAINING APPRENTICESHIP COMBINES ACADEMIC COURSE WORK, WITH ON-THE-JOB EXPERIENCE.

The NTMA on-line training program began in the fall of 2011 with a class of 32 students, and in a very short time NTMA-U has achieved Articulated College Credits (21 awarded from the University of Akron), The SME TUPEC – Manufacturing Excellence in Education Platinum Award, and it has grown to over 120 students nationwide.

Apprentices attend NTMA-U entirely on-line, which usually requires between three to six hours per week at the apprentices convenience since NTMA-U on-line courses are available to the students 24 hours a day, 7 days a week.

At the end of the six-semester program, apprentices will graduate with 21 articulated college credits towards an associate degree at the University of Akron,

and they will be eligible for Federal Bureau of Apprenticeship Training journeyman's status once they complete the required 8,000 hours of shop time.

Apprentices in the program will study over 576 hours or total training in topics including basic, intermediate and advanced Blueprint Reading and Applied Mathematics, Machine Technology, CNC, Robotics, Metallurgy for the Machinist, Problem-solving, Specialty Materials and tooling, SPC, GDT, and Composite materials.

NTMA-U is now preparing people for great careers in manufacturing through NTMA's Workforce Development initiative.

According to The Manufacturing Institute, which is an affiliate of the

National Association of Manufacturers, employers are facing a shortage of trained workers to fill skilled positions.

In a 2011 report by The Manufacturing Institute 83 percent of companies said they are facing either a moderate or serious shortage of skilled production workers. In that report, 69 percent of companies said they expect that shortage to intensify over the next three to five years.

The NTMA through NTMA-U offers our members a way to train their workforce and maintain a competitive edge.

For more information please contact NTMA Vice President Ken McCreight at 216-264-2834.





TOOLING U-SME RECOGNIZES SIX AWARD-WINNING SCHOOLS FOR THEIR EXCELLENCE

In its ongoing commitment to support the manufacturing community, Tooling U-SME recognizes – for the second year – outstanding educational facilities that are developing a learning culture that works to overcome the manufacturing skill gap that is rampant in the U.S. and abroad. Tooling U-SME's Platinum Education Centers (TUPECs) are educational programs that embrace technology and are active in developing manufacturers for today and tomorrow.

The TUPEC program was created in part because of the crisis facing manufacturing. Business research firms like Deloitte report that, by 2021, one million skilled jobs such as machinists, assemblers, inspectors, among others will go unfilled

due to retirement and the lack of individuals with the right manufacturing skills and knowledge to replace them. Schools in the manufacturing industry are doing their part, and Tooling U-SME applauds those who have stepped up to meet the global challenge.

THE SIX PROGRAMS HONORED THIS YEAR ARE:

NTMA-U National Apprenticeship Program
Northcentral Technical College, WI
Davidson County Community College, NC
Wilbur Wright College, IL
Virginia Western CC, VA
Middle Georgia Technical College, GA

The schools chosen have invested in their curriculum with Tooling U-SME's

online training program, which offers a blended learning format that trains specifically to the daily job functions of skilled workers. Pre- and post-exams help identify learning disparities with a learning portal that allows for reporting for teachers and multimedia, key manufacturing content and assessment exams for students. The 400+ online classes in departments like abrasives, metal cutting, welding, among others allow students to learn at their own pace while giving instructors extra time to teach in the classroom. Tooling U-SME's content is robust and maps to industry credential standards: NIMS, SME, MSSC and AWS. Following the adoption of Tooling U-SME educational programs on average, educational institutions noted a marked 16-18-percent increase in post-exam testing. Tooling U's efforts to support the manufacturing community will continue as industry partners with schools to produce a knowledgeable and skilled workforce.

"Manufacturing in the U.S. is thriving and we need to ensure that we have a strong pipeline of workers to fill the gaps to keep our manufacturers competitive," says Toni Neary from Tooling U-SME's Government and Education Group. "We are dedicated to working with instructors, programs and school systems throughout the U.S. to make sure students are well-trained, competent and, where applicable, certified. Our programs use Tooling U-SME to deliver knowledge to their students while conducting hands-on and in-person training to instill the skills needed for today's cutting edge jobs. We are so proud of all of our schools and wanted to congratulate our six newest TUPECs. They are shining examples of where career and technical education is moving."

For more information about Tooling U, email info@toolingu.com or visit www.toolingu.com.

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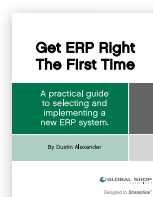
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Andy Bubulka,
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Save the Date!

**5th Annual NTMA/PMA One Voice
Legislative Conference
April 23-24, 2013
Marriott Wardman Park Hotel
Washington, D.C.**

Have Your Voice Heard in Washington!

Following a monumental election and the swearing in of a new Congress, manufacturers have an opportunity to speak directly with the nation's leading lawmakers at the 5th Annual One Voice Legislative Conference. With tax reform looming on the horizon, Washington needs to hear from manufacturers now more than ever. Join together to speak with One Voice April 23-24, 2013.

Agenda

Monday, April 22, 2013

4:00p.m. – 5:30p.m. – Early Conference Registration
5:30p.m. – 6:30p.m. – Optional Early Arrivals Reception

Tuesday, April 23, 2013

8:00a.m. – 11:30a.m. – Conference Registration
11:30a.m. – 1:00p.m. – Conference Opening
Remarks, Briefing, and Lunch
2:00p.m. – 4:30p.m. – Capitol Hill Visits
5:30p.m. – 6:30p.m. – Networking Reception

Wednesday, April 24, 2013

8:00a.m. – 9:30a.m. – Breakfast, Issues Presentation
10:00a.m. – 4:00p.m. – Capitol Hill Visits

Additional information about registration is coming soon. For more information, visit www.metalworkingadvocate.org or contact onevoice@metalworkingadvocate.org or call 202-393-8250.





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LEARNING FROM THE FISCAL CLIFF

With the drama of the year-end fiscal cliff fresh in our minds, it's worth putting the whole episode into perspective and considering the future implications for manufacturers.

First, let's review what brought us there. The fiscal cliff originated in part in the battle over whether to raise the ceiling on our nation's debt. In an August 2011 compromise to end the debt crisis, Congress agreed to form a bipartisan "super committee" to find ways to decrease the deficit by \$1.2 trillion over ten years. When the super committee failed, it triggered "sequestration", the automatic elimination of \$109 billion in federal spending – 50% from military spending and 50% in cuts to education, health care, law enforcement and more, all set to hit January 2, 2013.

Around that same time, the Bush tax cuts that lowered rates for most Americans were set to expire, the Alternative Minimum Tax patch would elapse, and the temporary payroll tax reduction would end – a total of \$5.4 trillion in tax increases

beginning January 1st. The implications for manufacturers were tough: on top of the increases to individual tax rates, the rates for small businesses organized as "S" corporations or other "flow-through" entities would rise, as well as the estate tax, set to increase from the 35 percent rate and \$5 million exemption to a 55 percent rate and \$1 million exemption. All this on top of the 101 tax deductions and credits set to expire by December 31st such as the R&D Tax Credit, expanded capital equipment expensing, and other provisions critical to manufacturers.

Neither party actually wanted the situation to get to this point. When Democrats and Republicans agreed to sequestration, it was thought to be so threatening to both sides that it would force a deficit reduction agreement. And knowing the damage that widespread tax hikes could create amidst a fragile economic recovery, neither party wanted all the tax cuts to simply expire at once. Yet recognizing all this, lawmakers still struggled to find a way out.

So how should manufacturers contend with Washington "decision-making" today? It sounds counterintuitive, but the lesson is that we have to stay involved. As talks shift and bargains are struck during negotiation, all sides must understand how their actions affect industries like ours. When major tax reform starts happening, our industry needs a strong voice to make sure our interests are recognized.

Manufacturers can make a difference in Washington, but only if they participate in the process. NTMA members can give unlimited corporate or individual contributions to the NTMA Government Affairs Administrative Fund which supports the work done by The Franklin Partnership and Policy Resolution Group at Bracewell & Giuliani LLP. Additionally, NTMA members can make limited personal donations to the Committee for a Strong Economy (CFASE) PAC, which supports pro-manufacturing Congressional candidates.



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January 2013: Tip of the Month

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CLEVELAND, OHIO: AN UPDATE FROM NTMA HEADQUARTERS

Happy New Year! As our chairman Roger Atkins has said over and over again, "It's a new day at NTMA." 2013 continues to bring growth, improvements and progress to the association and its members.

We have had some transitions in 2012 that included an office move from Independence where we shared space with PMA, to our own headquarters located in Cleveland, Ohio. For those of you who have not updated your contact list, NTMA's new home is at 1357 Rockside Road, Cleveland, Ohio 44134.

In addition to a new home, Jeff Walmsley was promoted to Director of Membership and Business Development. Jeff will continue to manage all aspects of our membership activities as well as assuming the management of our Affinity Partners and National Associates as a result of Rob Akers' departure at the end of October 2012. Wait, there's more....Along with Jeff, our membership team includes Tiffany Bryson, our National Associate Account Manager and Jim Grosmann our Manager of Sales and Marketing. Together with our Membership Department Team of Rich Basalla, Michelle Marquard, Gail House, and Kelly Schneider we anticipate a super year in 2013!


Also, in light of the announcement to postpone the development of the for profit association management company, the NTMA is internalizing the services for Chapter Executive Services with the Akron Chapter. Good news and growth...The Toledo Chapter has also signed on with the NTMA to provide those same services to their chapter.

With news like that, the NTMA Headquarters made reassignments that members should know about. First off, Kelly Schneider, best known for her outstanding work as the Michiana Chapter Executive has signed on for another year to provide Chapter Executive Program Support as well as full staffing and supporting our Next Gen Team. Second, the National Robotics League has a new program manager, too. With generous support from the NTMF, Maureen Carruthers, former Dayton NTMA Chapter staff managing their Robotics and Workforce Development programs, came on board with NTMA. Third, with the explosion of growth in our Workforce Development and Education business lines and NTMA-U acting as our number one catalyst for membership growth, Vice President Ken McCreight required program support. With that Alice Overton, from Indianapolis, is providing that to the NTMA.

The close up the report, Vicki Satterfield continues to provide administrative support to the Executive Team. Emily Lipovan, Managing Director is providing association operations management at our new headquarters in Cleveland, Ohio with the guidance and direction from President Dave Tilstone along with our accounting department of John Capka, CFO, Yvonne Halejko and Dory Giffin. Please reference your 2013 NTMA Membership Directory for more details on programs and resources.



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DID YOU KNOW?

GUIDE TO MEMBER SERVICES



THE NTMA FOUNDED THE NATIONAL ROBOTICS LEAGUE (NRL) TO INTRODUCE A NEW GENERATION TO AMERICAN MANUFACTURING, WHILE BUILDING A SOLID FOUNDATION OF NEXT GENERATION SKILLED WORKERS.

Teams of middle school, high school, and post-secondary school students partner with local NTMA manufacturers and work together to build machines designed to do battle and test ingenuity in a Plexiglas arena – A win-win for the students, parents, educators and NTMA members, as well as the entire manufacturing industry!

- Students participate in a fun and exciting event while building high-tech skills and sparking their interest in manufacturing careers.
- Parents develop a new perspective of the high-tech careers in manufacturing.
- NTMA Members and Educators build valuable relationships and build a solid foundation of next generation skilled workers for the Manufacturing Industry!

GET INVOLVED!

Whether you are a student, parent, educator or manufacturer, learn more how you can get involved by visiting the NRL website at http://gonrl.org/getting_started.php or by contacting the NRL Program Manager, Maureen Carruthers at mcarruthers@ntma.org.

SAVE-THE-DATE!

The 2013 NRL National Competition is scheduled to be held on May 17-19, 2013 at the IUPUI Campus in Indianapolis, IN.

KEEP UP WITH THE NRL!

Stay up-to-date with the program's newest offerings by signing up today to start receiving the National Robotics League's new monthly newsletter. Contact NRL Program Manager, Maureen Carruthers at mcarruthers@ntma.org to get on the list!



MEMBER TESTIMONIAL

"WE OFTEN FIND OURSELVES WISHING MORE YOUNG PEOPLE WERE WELL-VERSED IN PROBLEM SOLVING, MATH, COMMUNICATION AND TEAMWORK, AND NRL HELPS WITH ALL THESE THINGS."

Lynn Mahuta, Mahuta Tool Corp, NTMA Member

HOW ONE INDIANA MANUFACTURING COMPANY TOOK ACTION TO CREATE A SAFER WORK ENVIRONMENT

BREMEN CASTINGS IMPLEMENTS NEAR-MISS REPORTS TO AID IN SAFETY PROCEDURES

Foundries and machine shops can be dangerous places. You're dealing with hot molten metal and large machines and that can sometimes lead to an accident, but one Indiana foundry has changed the focus of their business to a model of shared responsibility. President JB Brown notes, "Instead of seeing a potential accident and ignoring it or stepping over an obstruction, we wanted our employees to take responsibility for everyone, including themselves." As a result, Bremen Castings, Inc. implemented the near-miss accident reports.

This report is filed every time there is a near-miss or potential accident. This could qualify as anything ranging from a puddle of water to stepping over a wire or cable which could cause tripping.

The report is filed by any employee who encounters an obstacle or potential accident. The report is then emailed to entire management and safety committee then reviewed by the safety team and discussed issues like that could be avoided in the future. Brown notes, "I think the near miss reports have had a big impact on the shift from individual responsibility to shared responsibility of the foundry and machine shop. We have had over 561 days and over 850,000 hours of zero lost time filings and the near-miss reports attribute to that milestone."



NATIONAL TOOLING & MACHINING ASSOCIATION

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CALENDAR OF EVENTS

January

PROCURE CONFERENCE 2013
February 11-13, 2013
Atlanta, GA

February

March

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

MFG HAWAII
Hilton Waikola Village
March 5-8, 2013
Waikola, HI

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

April

May

June

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

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

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

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

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

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

October

November

December

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

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

