

MAZAK DISTRIBUTOR EXPANDS OPERATIONS IN WASHINGTON

Machine Toolworks' new corporate facility supports manufacturing growth in Pacific Northwest. —p3

NTMA IS ANNOUNCING A NEW ON-LINE PRE-EMPLOYMENT TEST

NTMA is announcing a new on-line Pre-Employment – Mechanical Aptitude test that establishes a new standard for the hiring, or denial of a position of employment. —p12

CERTIFIED AGENT PROGRAM

The NTMA has introduced a Certified Agents Program. Developed under the auspices of the NTMA Insurance Board it is now available throughout the country for independent insurance agents. —p13

34,127 PAGES OF NEW REGULATIONS IN 2012 AND COUNTING

Regulatory reform is an issue where the rhetoric has yet to match the reality in Washington, DC. —p15



ROMNEY: OBAMA HASN'T DELIVERED ON ECONOMY

REPUBLICAN PRESIDENTIAL CANDIDATE MITT ROMNEY TOOK AIM AT PRESIDENT OBAMA, SAYING HIS RIVAL'S SPEECH ON ECONOMIC IMPROVEMENT THE SAME DAY WAS BEING MADE "BECAUSE HE HASN'T DELIVERED A RECOVERY." —p8



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MAZAK DISTRIBUTOR EXPANDS OPERATIONS IN WASHINGTON

MACHINE TOOLWORKS' NEW CORPORATE FACILITY SUPPORTS MANUFACTURING GROWTH IN PACIFIC NORTHWEST

Machine Toolworks, Inc., a leading distributor of Mazak machine tools and systems in Oregon, Washington, Northern Idaho and Western Canada, recently moved its headquarters to a larger, more advanced 10,000-squarefoot facility in Seattle, which serves the Pacific Northwest region. A grand opening of this new location is slated for July 25 and 26 and will include cutting demonstrations on various Mazak products.

The new facility enables Machine Toolworks to further support the growth of its business, as well as provide its customers with even more advanced technology and support. A new technology learning center and display area allow Mazak customers from all industry segments to experience the most innovative machine tools available and gain valuable solutions knowledge for boosting productivity and profitability.



"Business across all industry segments is improving nationwide, and it's exciting to see that one of our key strategic partners, Machine Toolworks, is part of this progress," said Brian Papke, president of Mazak Corporation. "Machine Toolworks has long used their vast manufacturing knowledge and problem-solving expertise to help Mazak customers increase productivity, but this expansion will enable them to increase customer competitiveness like never before."

Grand opening attendees will discover advanced technology in action on several Mazak machine tools, including the HORIZONTAL CENTER NEXUS 6000, INTEGREGX i-200S, VARIAXIS i-600, VERTICAL CENTER SMART 530C and QUICK TURN SMART 250.

The HORIZONTAL CENTER NEXUS 6000 will demonstrate its high-speed machining capabilities. The horizontal machining center's advanced headstock design and highspeed, high-accuracy positioning provide unsurpassed part-processing flexibility and significant reductions in non-cut time. The machine's powerful, 50-taper spindle with a maximum speed of 10,000-rpm utilizes an advanced compact integral spindle/motor, which is designed with low vibration and low heat generation. Attendees looking to expand their operations through single-setup, multiple-process capability will see the Done-In-One part production power of the INTEGREGX i-200S. By consolidating manufacturing operations, this Multi-Tasking machine streamlines workflow and eliminates the inaccuracies that often occur when moving components across multiple machines. The INTEGREGX i-200S accurately processes mid-size complex components through twin turning spindles and a milling spindle with the power of a vertical machining center spindle.

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CHAIRMAN'S CORNER

ROGER ATKINS / NTMA CHAIRMAN OF THE BOARD

It seems that as each month flashes before my very eyes that my excitement and passion for NTMA, our industry, and my own company seems to grow. What I have realized that much of that excitement comes from each of those areas mentioned above building upon each other. My involvement in NTMA, first as a member and then as Chairman has opened my world up to a host of new thoughts, ideas, and opportunities to improve myself, my company, and those around of which I influence. I can honestly tell each of you that as a member of NTMA, the same opportunity is afforded to you and your company as well.

As we move forward "Transforming" ourselves, our companies, and our chapters it is all about acknowledging and changing with the times and challenges around us. As I travel across the country visiting you our members, I am constantly reminded of the transformation happening across America in the manufacturing industry. What each of you do in your business is nothing short of amazing and unknown to most of America; however, if not provided would literally bring America to her knees. It is up to us as leaders to stand, promote, educate, and encourage our companies and communities about the key role America Manufacturing plays in the world around us. The innovations of today are the manufacturing opportunities of tomorrow. Ladies and gentlemen, do not

down play the important role that each of you and your employees play.

Over the past month I have traveled north to Minneapolis and visited one of our affiliated association the Minnesota Precision Manufacturing Association of which has several NTMA members. What we celebrate with them and others is the common thread of working together for the good of the metal working industry. As I shared with them the services they provide to their members on a state level are available to them on a national level through their joint membership in NTMA. It is imperative that we join together building on the each other's strengths and focusing on the future. I invite them and others to consider the value of dual memberships and to join us at NTMA.

I continue to be overwhelmed at the involvement and desire that our National Associates have to partner with NTMA member companies with the focus of bring value and making us more competitive and "not" just selling to us. They too realize the need to be competitive and through their involvement with NTMA are working to that end. But as in any relationship it is up to both sides to work together. Our role is to engage and ask for their involvement and support while giving them the access they need within our organizations to our people and processes to assure success in the venture. There must be a trust on both sides. This

month I did have the pleasure to meet with two National Associates and their message was clear they want to be our partners for the future and are committed to maximizing the opportunity. I encourage each of you to find out who are National Associates via the NTMA Website or the 2012 Membership Directory and then support them by giving them the opportunity to compete for your business. This is a WIN – WIN proposition.

We just completed another NTMA Purchasing Fair held in Detroit. It turned out not to be the largest fair or the highest attended fair, but again what rang true is those there had demand for our services. As any trade show, purchasing fair, etc., you reap what you sow. There is always an opportunity, it's just did you work hard enough to find it or pursue it aggressively enough. The goal of NTMA is to bring you opportunity and the purchasing fair remains one of those opportunities. On this note, let me give you a "save the date" request of October 22-23 for our next Purchasing Fair to be held prior to our Fall Conference in Nashville, Tennessee October 24-28. The combination of these two events will be an outstanding opportunity for you personally and for your company.

My newest phrase that I continue to repeat about NTMA is that "it is a new day in NTMA". With that that new day in mind, I wanted to inform you that NTMA has decided to dissolve our shared ser-

vices company MSI (Metalworking Services Incorporated) that we own with PMA (Precision Metalforming Association). The Executive Team and the NTMA Board Members of MSI felt that to best service NTMA's future and to best manage a shared service organization that we needed to be the sole owner. Our relationship with PMA has been and remains strong; however, our visions for the future vary from each other and thus the agreement of both organizations to dissolve the MSI organization. Both organizations agree that we will continue to build on those areas that we have had success such as "One Voice", the MFG Meetings, and other affinity related relationships. This change will allow for both organizations to focus on their individual futures. The NTMA Executive Team held an informational conference call June 7th with the NTMA Board of Trustees, Chapter Presidents, Chapter Executives, and Past Chairman to inform them of the decision to dissolve MSI. What does this mean for NTMA??? It means a new day and a bright future. I am excited to announce that our NTMA Team has been identified and we will be relocating to new offices in Cleveland area. Whereas our immediate focus is and will be on NTMA, we are also in the process of setting up a new shared services company that we feel will best service the association world going forward and

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THE RECORD

OPERATIONS & EDITORIAL

Dave Tilstone, President
Emily Lipovan, Managing Editor

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Robert Mosey, Vice Chairman
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To advertise in *The Record*, or for information on publishing your corporate newsletter or sales literature, contact MSI at (216) 503-5006 or tbryson@ntma.org for advertising, elipovan@ntma.org for editorial content.



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enhance association management across the metal working industry. We have a great team and as an NTMA member you can be assured they are working diligently for your best interest. We expect this transition to be complete and NTMA to be relocated by August 1. I hope you will share my excitement and will encourage our NTMA team in every way possible as they work through this transition.

Like our own businesses, things do not always go as planned and in this case that is very true. However, in many cases the change of plans result in unplanned successes we could never have imagined. I strongly believe this will be the result of this change for NTMA and our future. I continue to ask you to join with me in our quest to lead the metal working indus-

try. Our focus is "YOU" and our commitment remains "Transforming for Competitiveness". I look forward to our paths crossing as I travel across this great land meeting and visiting you our members.



ROGER ATKINS / CHAIRMAN

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The VARIAXIS i-600 is a full simultaneous 5-axis Multi-Tasking vertical machining center that falls within Mazak's Done-In-One concept as it incorporates all processes from raw material input through final machining in just one machine. As such, the VARIAXIS i-600 reduces production lead times, improves machining accuracy and lowers operating expenses. Its fully capable of handling workpieces up to 27.56" in diameter and 17.72" high and for those complex components, such as impellers, requiring ample Y-axis and Z-axis machine strokes.

The VERTICAL CENTER SMART 530C is a compact, highly productive vertical machining center that provides unsurpassed performance and value for a variety of applications requiring heavy-duty machining, high-speed machining or both. It features a powerful 12,000-rpm, 25 hp, 40-taper spindle that delivers 70 ft-lbs. of torque for both high-speed cutting and heavy metal-removal jobs.

Perfect for job shops and other high-production environments, the QUICK TURN SMART 250 CNC turning center will demonstrate how it effectively fuses technology, productivity and value in a high-performance compact 2-axis turning center machine platform. The machine features a highly rigid integral spindle/motor, programmable tailstock, and automatic tool measuring capability for increasing machining efficiency of a variety of applications from aluminum to heavy-duty cutting of steel.

"We take a lot of pride in what we do, and our new facility will enable us to further assist our customers in achieving their production goals by offering part processing support and training," said Gary Anderegg, owner of Machine Toolworks, Inc. "The manufacturing climate is improving, and we are in a unique position to connect customers with the technology they need to be competitive."

The new Machine Toolworks facility is located at 14600 Interurban Avenue South, Tukwila, Washington 98168. For questions regarding the facility's grand opening in July, please call 800.426.2052 or email Anderegg at ganderegg@machinetoolworks.com.

In addition to its Washington facility, Machine Toolworks has offices in Wilsonville, Oregon and Edmonton, Alberta, Canada. Machine Toolworks employs 11 sales, eight service and four applications engineers to provide support in the regions the company serves. Visit Machine Toolworks online at machinetoolworks.com for more information.



EXSYS TOOL, INC. TO HIGHLIGHT INNOVATIVE TOOLING SYSTEMS AT IMTS

EXSYS Tool, Inc. will display a variety of tooling system innovations for CNC turning centers in booth W-1664 at the International Manufacturing Technology Show (IMTS), taking place Sept. 10-15 at the McCormick Place in Chicago, Ill. Products to be highlighted include the company's PRECI-FLEX® modular toolholder system and specialized tooling such as a gear hobbing system as well as Double Square Shank and Quad Square Shank static toolholders.

The company's industry-leading PRECI-FLEX toolholder system is a fast, accurate and cost-effective solution for lathe tooling changeovers. It is the first system of its kind to have a single base holder and multiple tooling adapters that utilize the ER collet pocket. The PRECI-FLEX's compact design assures maximum torque transmission and rigidity, resulting in increased machining accuracy and improved productivity. Available in a range of sizes, PRECI-FLEX provides unsurpassed performance consistency, with every toolholder

offering repeatability within five microns. The system also virtually eliminates machine downtime, and allows for the interchanging of tooling adapters between fixed and rotary base holders for fast, economical machining.

IMTS attendees will find EXSYS manufactures specialized tooling systems for use with various machine tool models and brands. One such system is a special compact gear hobber system that allows shops to generate splines, spur or helical gears in one operation. As an adjustable toolholding system, it eliminates having to rough gears on one machine, and then transfer them to another for gear hobbing. Built for heavy machining loads, the gear hobber system delivers 45 Nm of torque and speeds of up to 3,000 rpm for hobs or slotting saws up to 2.48" (63 mm) in diameter.

Designed to increase tool turret capacity, the EXSYS Double Square Shank and Quad Square Shank static specialized toolholders allow for having two or four inserts, as opposed to just one, in a single tool turret station. With multiple insert capability, different types of inserts can be located in the same station, saving time and money.



In IMTS booth W-1664, EXSYS Tool, Inc. will display a variety of tooling system innovations for CNC turning centers, including its PRECI-FLEX® modular toolholder system.



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ROMNEY: OBAMA HASN'T DELIVERED ON ECONOMY



"Don't forget, he's been president for three-and-a-half years and talk is cheap," he said. "Action speaks very loud."

Romney made his remarks during a campaign stop at Epcor Foundry, a Seilkop Industries company, to several employees and scores of business leaders from throughout southwest Ohio.

"If you want to see the results of his economic policy, look around Ohio, look around the country," he said. "You'll see that a lot of people are hurt, a lot of people have had some real tough times and the policies the president put in place did not make America create more jobs. As a matter of fact he made it harder for America to create more jobs."

Romney, the former governor of Massachusetts, said if elected, he would eradicate Obamacare and do the opposite of what he said Obama neglected to do during his presidency so far: protect American companies from intellectual property theft overseas, especially in China, and take advantage of the nation's natural resources, especially oil, coal and natural gas.

Romney blasted the president for not creating the proposed Keystone XL oil pipeline.

"I can guarantee you if I'm president on Day One we're going to get that approval for that pipeline from Canada and if I have to build it myself to get it here I'll get that oil to America," he said to enthusiastic applause.

Obama spokeswoman Lis Smith called Romney's positions on China a "campaign-year conversion."

"Threatening to label China a currency manipulator is reckless and unnecessary," Smith said in a statement.

Ohio Democratic Party Chairman Chris Redfern said what Obama and Romney said during their campaign stops in Ohio on Thursday were "two very different directions in which our country can go."

"In Cleveland, President Obama displayed a clear vision of how he would continue to move our country forward," Redfern said. "Mitt Romney on the other hand, laid out plans to take our country backward, to the failed policies that crashed the economy and devastated working families in the first place."

Romney said that as president, he would reduce America's

economic deficit, something he said Obama had created almost as much debt as all prior presidents combined.

"Do you want four more years of that?" he said. "You call that forward? That's forward over a cliff? That's forward on the way to Greece? I don't want that. I will finally get America on track to a balanced budget and we will limit the size of government."

He also took issue with Obama's statement last week that the private sector is "doing fine."

The current administration's policies, including the stimulus package and the Dodd-Frank Wall Street Reform and Consumer Protection Act have made it more difficult for U.S. business owners to boost employment levels, he said. A Romney presidency, he said, would make American the most attractive place in the world for job creators.

"It's not just because I love job creators, it's because I love jobs," Romney said. "I want more good jobs for the American people and I want such competition for good, hard workers that salaries and wages go up so people make more money. I want to help the middle class of America and I'm going to do it."

David Lippert, president of Hamilton Caster in Butler County, said that in contrast to Obama, Romney's remarks today included "things he actually could do to improve business."

"It frustrates me when any politician at any level says he or she creates jobs because I know they can't," Lippert said. "The best they can do is to create a climate that helps us create more jobs and that's the kinds of things he talked about, getting rid of the burden of the healthcare plan that most of us are pretty afraid of."

Redfern disagreed.

Ohio is seeing things turn around because of the leadership of Obama and Ohio Sen. Sherrod Brown, and "especially because of their courageous decision to save our auto industry."

"Because President Obama and Sherrod Brown bet on Ohio workers and American companies, nearly 850,000 auto industry jobs were saved," he said. "Ohioans know that is crucial in a state where one in eight jobs are tied to the auto supply chain."



THE 2012 JAMES C. DENNENY III SPIRIT AWARD WINNER - RON BORST

The James C Denny Spirit Award is given each year to an individual who embodies Denny's spirit, dedication and civic pride.

This year's James C Denny III Spirit Award honors Ron Borst, who is the Chairman and CEO of Clay & Bailey Manufacturing, a maker of aboveground and underground tank accessories for the petroleum industry as well as construction castings including man-hole covers for municipalities. Ron has spent his entire career in the foundry and machining business, starting in 1963 as a shakeout man in Oshkosh, Wisconsin and then moving to Kansas City in 1972 to continue his career. Under his leadership, Clay & Bailey has grown and serves customers across the country. Ron is a friend to everyone he meets and he has a great sense of humor. He also has a strong commitment to his wife, Patsy, his five children and eleven grandchildren. You can often find him out at his property appropriately named "Grandkids Resort" having fun with his family.

Ron has a gift for finding solutions to complex problems - in fact, he's inventor or co-inventor of eight patents. His strategic approach and persistent dedication to issues and causes have made Ron into a creative catalyst for Kansas City. Starting back in the early 80s, he traveled to Washington D.C twice a year for 20 years to lobby for federal flood control funding netting over \$250 million to fix the flooding problems in the Blue Valley area of KCMO. He then took on the task of helping flood control efforts in Turkey Creek.

Ron is one of the founding members of the Kansas City Industrial Council representing over 70,000 employees. He has been on the national board of the Steelworker's national pension program, the Steel Tank Institute and many other local and national organizations. Ron also was the EDC's longest serving Board member and recently retired from that post after 21 years.

Ron embodies the commitment and dedication of the award's namesake, Jim Denny. His efforts helped us maintain and grow jobs and investment in our industrial areas. His tireless devotion to the EDC, to Kansas City and its workers and residents has inspired the EDC staff and the community around him. He is truly an economic hero for Kansas City.



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SUPREME COURT HEALTH CARE RULING

REPORT BY THE FRANKLIN PARTNERSHIP

On June 28, 2012, the U.S. Supreme Court, in a 5-4 decision, issued its landmark ruling upholding most of the Affordable Care Act (ACA), the health care law signed by President Obama March 23, 2010. In his opinion supporting the ruling, Chief Justice John Roberts, appointed by President George W. Bush, wrote that Congress had the authority to impose an individual mandate to purchase health insurance as part of its powers to “lay and collect Taxes” under Article I Section 8 of the Constitution. While some of the law’s provisions have already taken effect, most substantive parts will impact all Americans starting in 2014. House Republicans have scheduled a vote to fully repeal the law on July 11 that is expected to pass but fail in the Senate. Other Republicans have suggested Congress could withhold funding to prevent from the government implementing the law while other groups are considering their legal options. Regardless, the heart of the law stands, and the Affordable Care Act will move forward.

INDIVIDUAL MANDATE DECISION

The Court upheld the individual mandate in the law which requires most Americans to maintain “minimum essential” health insurance coverage. The majority of people will likely continue to receive coverage through their employer while the remainder will purchase coverage through a State-based exchange. In the fall, the administration is expected to issue more guidance to states and businesses on what will constitute the minimum essential health benefits an employer must provide to employees and the minimum individual coverage that qualifies. Beginning in 2014, individuals who cannot prove they have health insurance coverage will have to pay a 2.5 percent penalty of their household income or \$695 per year, whichever is greater. Effective 2014, employers must provide minimal essential benefits coverage and contribute at least 60 percent.

As the law now stands, small businesses with over 50 employees are mandated to provide their employees with a group insurance rate, or pay a penalty. Businesses that are exempt from the small business mandate receive tax credits to help lower the cost of providing insurance to employees.

The Federal Government argued that

Congress had the power to include the individual mandate under the Commerce and Necessary and Proper Clauses. However, the Government also argued that if the Court rejected the Commerce Clause argument, the Court should uphold the law because Congress used its constitutional power to impose a tax (referring to the penalties as a tax has legal and political implications). It is important to note, that politically, labeling the health care law as a tax is problematic for the President in an election year as Republicans will say he taxed the middle class. With this ruling, it appears Obama will happily settle for calling it a “tax” on Americans if it means the law is upheld. The Court did in fact rule the penalty is a tax.

Chief Justice Roberts rejected the Government’s Commerce Clause argument in part because the health care law compels people to become active and does not regulate existing commercial activity for those who do not have health care. An uninsured individual simply doing nothing and choosing to not purchase insurance does not constitute commercial activity as Roberts said the Government claimed. The Chief Justice went further to say that the Government’s logic could justify a mandatory purchase to solve almost any problem. The Chief Justice wrote that because the “Commerce Clause does not support the individual mandate, it is necessary to turn to the Government’s second argument: that the mandate may be upheld as within Congress’s enumerated power to ‘lay and collect Taxes.’”

This is a very important distinction by the Chief Justice that will have long lasting implications for many priorities of “liberal Democrats” on social policy who have long used the Commerce Clause to justify Government action. The Roberts Opinion places significant limits on the powers of Congress to compel State and individual action under the Commerce and Necessary and Proper clauses which could impact affirmative action, planned parenthood funding, and immigration reform to name a few. Many believe the Chief Justice’s opinion extends far beyond health care. While voting with the Majority to uphold the law, Justice Ruth Bader Ginsberg wrote in her own opinion that the limits Chief Justice Roberts

placed on the Commerce clause will negatively impact the social welfare of workers and citizens.

To support his contention that the penalty is in fact a “tax,” Chief Justice Roberts asserted that the law states that the “penalty” is paid to the IRS and “shall be assessed and collected in the same manner” as tax penalties. When lower courts rejected the health care law, several judges specifically said the individual mandate did not impose a tax and thus could not be authorized by Congress’s power to “lay and collect Taxes” under Article I Section 8 of the Constitution. The Chief Justice rejected those lower Court rulings and the individual mandate stands moving forward with the penalties being deemed a “tax” for legal purposes.

While on a much different scale, six years after then Governor Mitt Romney signed the Massachusetts public healthcare bill into law, nearly 98 percent of its residents are insured, the highest percentage in the nation. Estimates are that 439,000 previously uninsured people now have coverage. However, in 2006, prior to implementation of the law, healthcare spending represented 36 percent of all state spending. By 2011, that percentage had risen to 43 percent; on average Massachusetts spends \$9,278/person on healthcare. During that same six year period, the average health insurance premium has risen from \$331 to \$401.

Nationally, had the Court struck down the mandate but upheld the law, estimates were that 4 million fewer people would have employer provided insurance and the country could have faced a situation similar to one in Washington State during the mid-1990’s when the State government enacted an individual mandate in 1993. Two years later, State House Republicans repealed the mandate but left in place most of the popular provisions requiring insurance companies not discriminate. Subsequently, by 1998, 17 insurance providers left the state and costs rose by 78 percent.

STATE MEDICAID EXPANSION DECISION

Separate from the individual mandate, the Supreme Court rejected some of the Medicaid requirements imposed on the States under the Affordable Care Act. Enacted in 1965, Medicaid offers federal funding to States to

assist pregnant women, children, needy families, the blind, the elderly, and the disabled in obtaining medical care. By 1982, every State had chosen to participate in Medicaid and federal funds received by the States under the program have become a substantial part of State budgets – now constituting over 10 percent of most States' total revenue.

The healthcare law expands the scope of the Medicaid program and increases the number of individuals states must cover. Prior to the ruling, if a State did not comply with the law's coverage requirements, it served to lose not only the federal funding for those requirements, but all of its federal Medicaid funds. The Supreme Court ruled that the Government does not have the authority to withhold all Medicaid funding from a State but may choose to not give States additional funds they would have received under expansion. Some States led by Republican governors have discussed dropping out of Medicaid entirely.

NEXT STEPS

House Republicans will hold a vote to fully repeal the Affordable Care Act on July 11 which is expected to pass along party lines, but not see action in the Senate. Senate Minority Leader Mitch McConnell and other Senate Republicans have indicated they may force a vote on a repeal bill as well. Others have suggested using the appropriations process in Congress to withhold funding the agencies need to implement the law. Regardless their strategy, unless the politics change after the November elections, opponents of the law clearly lack the votes they need in the Democratic-controlled Senate.

The best hopes for those seeking repeal is through a Governor Mitt Romney win in the Presidential election coupled with Republicans taking control of the Senate. Senate Republican staffers are indicating they are exploring options to repeal the law through the budget reconciliation process, which Democrats initially used to pass the law in 2010. This is important because unlike other bills which require 60 votes to move in the Senate, to pass a bill under the budget reconciliation process only takes 51 votes but comes with significant legal hurdles.

The Federal Government will continue implementing the rest of the Affordable Care Act, focusing especially on building State-based health care exchanges, which is how many Americans and businesses will purchase and receive health insurance. The law mandated that all States create an internet-based exchange where individuals and businesses can go online to compare

and purchase health insurance. To date, 41 states and the District of Columbia have introduced legislation that would establish a State exchange program, including ten which have already passed laws creating the exchanges. States which do not comply or demonstrate significant efforts at creating exchanges by January 2013 will risk having the federal government taking over the health insurance market within the State. Recently, the federal government released directions to the States on how to set up the exchanges as well as information on the structure of the Small Business Health Options Plans (SHOP) which is how most small businesses will purchase insurance for their employees.

Legal challenges to individual parts of the law are expected to continue, especially as taxes and penalties are phased in and begin to impact individuals. Most attention now turns to federal regulators at the agencies who have an unprecedented amount of power and work ahead of them to finish drafting the rules and regulations implementing the Affordable Care Act. Keep in mind, six pages of the law represents 429 pages of regulations...

We will continue to keep you updated on developments, please feel free to contact us should you have any questions.

INSIDE THE HEALTH CARE LAW.

COST:

The Congressional Budget Office (CBO) estimates the package would cost \$940 billion over the next ten years, reduce the deficit by \$130 billion between 2010 and 2019, and potentially reduce the deficit by more than \$1 trillion from 2019 to 2029.

COVERAGE:

The Congressional Budget Office (CBO) estimates that the new system will reduce the number of uninsured non-elderly people by 32 million, leaving roughly 23 million without insurance - thus covering 94% of Americans. Officials believe between 8 and 9 million such people will lose employer coverage

INDIVIDUAL RESPONSIBILITIES:

Beginning in 2014, individuals must prove they have health insurance through their employer or family member. If not covered, must purchase through a non-profit state-managed insurance exchange or pay a penalty (\$695/individual or 2.5% of income, whichever is greater in 2016). Within those exchanges, people may choose among four categories of coverage, plus a "young invincible" plan for those under 21 years old. Sliding scale subsidies phase out completely for households with income above \$88,000 for a family of four.

EMPLOYER RESPONSIBILITIES:

Effective 2014, employers must provide sufficient coverage similar to base plans in the state exchange and contribute at least 60%. Businesses with more than 50 employees will pay a penalty of \$2,000 per person if one of their workers lacks coverage (exempts first 30 employees when calculating the tax). For example, a company with 51 employees would pay 21 times \$2,000, for a total of \$42,000 penalty. If an employer does not cover at least 60% of the actuarial value or if the employee's cost share of the premium exceeds 9.8% of their income, then the employee is eligible for a subsidy in the exchange and employers must pay the penalty.

SMALL BUSINESS SUPPORT:

Exempts businesses with fewer than 50 employees from penalties. From 2010 to 2013, a tax credit will be offered of up to 35% for businesses with fewer than 50 workers and an average wage under \$50,000 and then a credit of up to 50% is available for 2 additional years if the employer purchases coverage in the exchange. Small businesses with 100 or fewer employees are permitted to participate in alternate state exchanges for employers, however, they may not pool across state lines despite the fact that insurance companies can sell coverage in any state.

"CADILLAC PLAN" TAX:

Beginning in 2018, for individuals with annual coverage exceeding \$10,200 per year and \$27,500 for a family, anything in excess of those amounts is subject to a 40% tax.

FLEXIBLE SPENDING ACCOUNTS:

Limits the use of Flexible Spending Accounts (FSA) to \$2,500 per year, with its usage counting towards the total that triggers the excise tax.

MEDICAL DEVICE MANUFACTURER TAX:

Imposes a 2.3% excise tax beginning in 2013 on the sale of medical devices by manufacturers, producers, or importers. This provision would exempt eyeglasses, contact lenses, hearing aids, and any device of a type that is generally purchased by the public at retail for individual use.

MEDICARE PAYROLL TAX:

Increases the Medicare payroll tax 0.9% on those individuals who report unearned income of over \$200,000 (\$250,000 per couple). The additional tax only applies to wages above these thresholds.

TORT REFORM:

Establishes grants to the states for pilot programs to explore alternative mechanisms for liability reform.



NTMA IS ANNOUNCING A NEW ON-LINE PRE-EMPLOYMENT TEST

NTMA is announcing a new on-line Pre-Employment – Mechanical Aptitude test that establishes a new standard for the hiring, or denial of a position of employment within a company without fear of litigation proceedings to be brought against an NTMA Member company. The basis of non decimation of employment is supported as a non-liability, because the testing process is on an individual based outcome that identifies the candidates Mechanical Ability and Educational Skill Sets. The new Pre-Employment – Mechanical Aptitude test is “Manufacturing Trade Specific”.

The NTMA Pre-Employment – Mechanical Aptitude test helps our members increase the effectiveness of, and achieve better business outcomes with, applicants that meet business needs with potential reliable performance ability.

“The Pre-Employment – Mechanical Aptitude test is the key indicator to the success of a future NTMA-U Apprentice,” said Ken McCreight, Vice President of NTMA. “NTMA-U provides a modular training as well as lock-step Apprenticeship train-

ing that will bridge the gap between much needed Workforce Development at the individual members shop, and today’s standard of On-Line learning. Moreover, NTMA-U offers our graduates 21 articulated college



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Support

Students can download application and support files from the “Course Tools > Downloads” page after logging into the system. Additional learning system information can be found at <http://ntma.immerse2learn.com/support/>.

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credits towards the University of Akron’s prestigious Mechanical Degree, NTMA-U is also recognized as NIMS Certification tracked training program that also complies with the Federal Bureau of Apprenticeship Training requirements as a Certified Apprenticeship Training Program.”

As a once leader in Education and quality testing certification, the NTMA is quickly making up for any lost ground through the direction and guidance of a highly engaged Education Team. Team members Alice Overton, Herb Homeyer, Dave Sattler, Joe O’Dell, John Dalrymple, Kevin Ahaus, Mark Romanchuck, Michael Kerwin, Pam Rubenstein, Phyllis Miller, Rich Ditto, Tim McCord and Executive Team representative Ted Toth have met on a monthly basis and this team has been identified by an outside evaluator at our last conference as “The most Engaged, Driven and Enthusiastic Team in the NTMA”. The NTMA-U Education Team is currently working to develop more effective methodologies and Workforce Development programs that deliver better business out-



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comes through education.

Enrollment for the Fall Semester which begins in September is now open.

Courses include Blueprint Reading, Applied Shop Mathematics, Shop Technology – NIMS guidelines, and CNC training that includes student interaction of writing code and computer animated tool path emulation.



NTMA INSURANCE: CERTIFIED AGENT PROGRAM

The NTMA has introduced a Certified Agents Program. Developed under the auspices of the NTMA Insurance Board it is now available throughout the country for independent insurance agents. Someone named a Certified Agent has received a professional designation. It signifies that the agent has a demonstrated knowledge and acumen to properly execute insurance transactions within the scope of the NTMA programs. Conversely, nothing should be implied by this designation for types of insurance not covered by the NTMA programs such as life and health insurance and surety bonds.

A driving reason for the establishment of this program was the recognition of the unique insurable exposures of the tooling and machining companies. For your protection we want to provide for your consideration independent agents who have been trained in your business. To that end only individuals will become certified agents not agencies. For example if Benjamin Franklin of Founding Fathers Insurance Agency is designated. It will be only he and not Founding Fathers who is the Certified Agent. Multi people from the same agency can be certified. This requirement is important in maintaining the integrity of the program.

So that you are aware of some of the structural quality issues we built into the program. Here are some of the other rules and agreements:

- The agency that the prospective certified agent is associated with must be held in esteem in the community, be in good financial condition and be in good standing with the carriers they represent.

- They must agree that all agency staff

CONTINUED ON — P15

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involved with NTMA customers participate in current and future training developed by the NTMA and their program carriers.

- A Certified Agent is not an appointment in perpetuity. To maintain certified agent status one must continue to meet expectations.
- They will be advocates of NTMA membership and involved in enrollment of members.

We are moving forward with a countrywide expansion of our insurance program with our Program Agent partners Britt/Paulk and B&B programs. It is our belief that the certified agent program will be an important force in achieving a successful result.

Your NTMA Insurance Board has the mission to make available to you the best coverage options, services, and advice so that you will have your business properly protected from insurable loss. Having your needs satisfied by knowledgeable people is one important step in delivering on the mission.

You can expect more new beneficial developments from us in the future.



34,127 PAGES OF NEW REGULATIONS IN 2012 AND COUNTING

Regulation -- which is based on force and fear -- undermines the moral base of business dealings. -- Allan Greenspan

federal agencies change the way they regulate Americans and their businesses, and directing federal agencies to "only propose or adopt a regulation if its benefits justify its cost." President Obama called for every agency to review pending regulations for compliance with his Executive Order.

In reality, not much has changed for businesses in the past 18 months. In fact, the federal government in 2012 has already issued more than 1,600 new regulations, rules, and notices totaling 34,127 pages.

NTMA is a leading voice among manufacturers advocating for regulatory reform. In June, NTMA joined with other metalworking associations in submitting a letter to House Oversight and Government Reform Committee Chairman Darrell Issa (R-CA) and Subcommittee Chairman Jim Jordan (R-OH) at their request providing specific examples of burdensome and ineffective federal rules and regulations. The associations listed several regulations that directly impact the industry, including EPA's Toxic Release Inventories list (TRI) rule; EPA regulation of Nickel as a harmful carcinogen; OSHA Employer Safety Incentive and Disincentive Policies and Practices; and the SEC Conflict Minerals Rule, among others.

The letter also specifically focused on the impact of over-regulation on small and medium-sized manufacturers. The associations wrote: "Even if a regulation does not specifically target small businesses or the metalworking industry, these businesses and their employees still feel the trickledown effect... if the cost of manufacturing in America increases for a key supplier or customer, then the cost also increases for small businesses. All actions have unintended consequences and we encourage federal policymakers to examine the impact their actions will have on all sectors of the economy even if targeting a specific industry."

In May, President Obama issued another Executive Order (E.O.13610) -- "Identifying and Reducing Regulatory Burdens" that

CONTINUED ON — P17

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for the first time officially requires agencies to establish review processes to examine whether previously-issued rules and regulations should be "modified, streamlined, expanded, or repealed." Some are calling the Executive Order (if actually implemented) one of the most significant regulatory reform efforts since Ronald Reagan.

NTMA through One Voice will continue to press the Obama Administration and Congress to embrace real regulatory reform. Real world examples are essential to this effort and we hope NTMA members will continue to come forward with their own experiences in dealing with over-regulation.

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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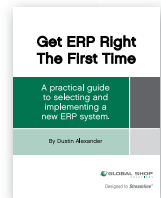
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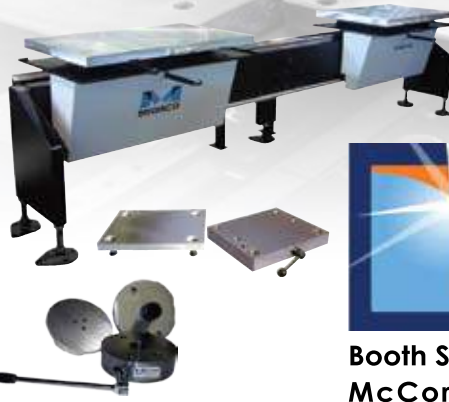
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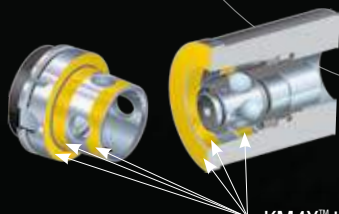


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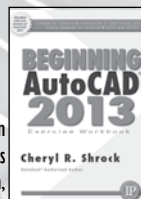
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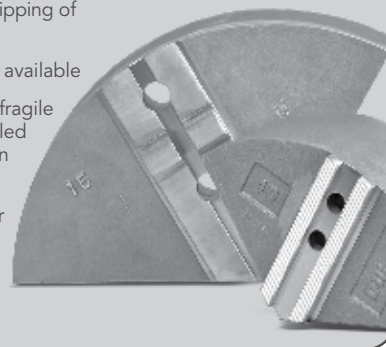
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