

**NTMA**

# THE RECORD

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## **NTMA ANNOUNCES NEW SUPPLY CHAIN NETWORK**

The Supply Chain Network is envisioned to be a community of buyers and sellers who want to get to know each other, and who need to network beyond just RFQs and exchanges. — p8

## **MANUFACTURING STRIKES BACK: HERB HOMEYER PENS ADVOCACY LETTER TO THE EDITOR IN THE WALL STREET JOURNAL**

In May 2015, The Wall Street Journal published an op-ed on the status of capital investment in the United States and its impact on economic growth. — p8

## **FINALLY ... AN ERP SELECTION PROCESS THAT GUARANTEES RESULTS!**

There are over 1,000 manufacturing systems in North America and yet The Wall Street Journal has stated that “73.8% of all manufacturers are dissatisfied with their current ERP systems.” Why? — p13

## **GRAINGER CONTINUES TO ADD SAFETY EXPERTISE AND RESOURCES TO HELP CUSTOMERS STAY SAFE ON THE JOB**

Grainger recently announced that nearly 40 additional Grainger team members earned the designation of Qualified Safety Sales Profession (QSSP). — p25

# 2015 FALL CONFERENCE



## October 21, 2015 – October 23, 2015

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WELCOMES  
NEW MEMBERS

**FANUC AMERICA CORPORATION**  
National Associate Member  
Mr. Geoff Dawson  
3900 W. Hamlin Road  
Rochester Hills, MI 48309  
www.fanucamerica.com

**POLYFAB**  
Boston Chapter  
Mr. Preston Fiske  
60 Johspin Road  
Wilmington, MA 01887  
www.polyfab.com

**REPUBLIC INDUSTRIES  
INTERNATIONAL**  
Louisville Chapter  
Mr. Carl Coslow  
3000 W. Broadway  
Louisville, KY 40211-1433  
www.republic-ind.com

**SOUTHERN ILLINOIS CRANKSHAFT, INC.**  
St. Louis Chapter  
Ms. Jeannie Schaefer  
225 Kaskaskia Drive  
Red Bud, IL 62278  
www.sicrankshaft.com

**SYMMCO INC.**  
Northwestern Pennsylvania  
Chapter  
Mr. Rob Peoples  
40 South Park Street  
Sykesville, PA 15865  
www.symmco.com

## NTMA WELCOMES NEW NATIONAL ASSOCIATE MEMBER

**FANUC**

FANUC America Corporation is a subsidiary of FANUC Corporation in Japan, and provides industry-leading robotics, CNC systems, and factory automation. FANUC's innovative technologies and proven expertise help manufacturers in the Americas maximize efficiency, reliability and profitability.

## THE MANY FACES OF NTMA COMMUNICATIONS

The Record is available in .pdf format on the home page of the website.

**2015 Directory** is available online: [www.ntma.org/resources](http://www.ntma.org/resources)  
You can elect now to have your 2016 Directory emailed rather than have a printed copy mailed. Email [sbailey@ntma.org](mailto:sbailey@ntma.org) to request link.

Do you receive **E-Trends** each Wednesday? If not, subscribe via the link on website home page.

NTMA has a **LinkedIn group** - a great place to read and share news or post questions for your peers.

**www.ntma.org**  
NEWS. RESOURCES. EVENTS.



## PRESIDENT'S UPDATE

DAVE TILSTONE / NTMA PRESIDENT

### CHAPTER LEADERSHIP SUMMIT.

We concluded the first half of the 2015 events calendar with a very successful Chapter Leadership Summit (CLS). Forty-seven leaders (officers, trustees and chapter executives) from across the NTMA membership set aside two days in Cleveland to learn, to explore opportunities that will enrich their chapters and to help NTMA grow as an organization.

To that end and as another value-added opportunity, NTMA has recently become a Certified Association Executive (CAE) approved provider through ASAE (American Society of Assn. Executives). ASAE represents more than 21,000 association executives and industry partners with more than 9,300 organizations. Their members manage leading trade associations, individual membership societies and voluntary organizations across the United States and in nearly 50 countries around the world.

CAE Approved Providers are formally registered with the CAE Program and are committed to providing education that meets the CAE Commission's standards for helping individuals earn or maintain the Certified Association

Executive Credential. As a CAE Approved Provider, we have received guidance on such standards, and have pledged to properly represent course eligibility for CAE credit. For the first time we were able to offer CAE credits with 7 of the 12 classes qualifying, with each class rewarding attendees with up to 1.5 CAE credits/session. Look at future event agendas as CAE credits will be noted when applicable. Chapter Executives will now have NTMA's support toward an end-goal of becoming CAE Certified through this program launch.

NTMA's Executive Team scheduled their summer meeting immediately before the CLS so they could meet and greet attendees as well as attend the CLS classes.

### GRAINGER.

On another front, Grainger, NTMA's premier Affinity Partner for the past several years, will continue to support and offer a wide variety of products and services members use on a daily basis. The NTMA-Grainger website was launched last year to make it easier for you to identify the best savings for your shop needs. Deep members-only discounts are noted on the website so you can select the highest value at

the lowest cost.

Grainger began offering metalworking products several months ago, now offering 200,000+ metalworking items in their catalog. I was just informed that significantly deeper discounts will be offered to NTMA members to complement their MRO products – watch for an announcement with more details. We have been campaigning for metalworking products to be part of the NTMA discount program and look forward to this enhancement to be in place by mid-summer.

### EMO EXECUTIVE TECHNOLOGY TOUR, MILAN, ITALY.

The EMO Technology Tour announcement was sent to each of you in June. EMO will be held in Milan, Italy this year, the very last time the world's premier trade fair for the metalworking sector will be held in Milan. This bi-annual event is 50% larger than IMTS and features many technologies and technology partners not offered in the U.S.

A key personal goal of mine is to help members who want global technology and growth opportunities to gain access that they perhaps would find elusive. Part of what I bring to NTMA and our industry is my

corporate professional network and global connections for our members who are ready to use them. I would suggest EMO is one excellent resource to tap into this global awareness.

EMO will be held from October 4-9, 2015. The EMO Executive Technology Tour (October 6 - 8) will include prearranged visits to booths featuring the world's technology leaders. If you've never attended or haven't gone recently, let me encourage you to attend. EMO has grown to be one of the top technology shows in the world, with over 1500 exhibitors and many new global technology suppliers, many whom you might never otherwise encounter. This is one of the best opportunities available to spend time and energy "on your company rather than in your company."

NTMA will have organized booth tours at key machine tool builders as well as cutting tool, metrology and automation suppliers and others throughout the week. With some advance notice, executive level meetings can be arranged for you with specific technology providers.

CONTINUED ON — P7



# THE RECORD

## OPERATIONS & EDITORIAL

Dave Tilstone, President

Sally Safranski, Executive Editor

## NTMA EXECUTIVE TEAM

Herb Homeyer, Chairman

*Homeyer Precision Manufacturing – St. Louis, MO*

Matt Wardle, Vice Chairman

*J D Machine – Ogden, UT*

Ken Seilkop

*Seilkop Industries – Cincinnati, OH*

Mark Vaughn

*Vaughn Manufacturing Co., Inc. – Nashville, TN*

Theodore O. Toth, Jr.

*Rosenberger-Toth – Pennsauken, NJ*

## 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](mailto:tbryson@ntma.org) for advertising, [ssafranski@ntma.org](mailto:ssafranski@ntma.org) for editorial content. Design & layout by Z Graphics [david.zablo@gmail.com](mailto:david.zablo@gmail.com)



## NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Road

Cleveland, OH 44134

1-800-248-6862

[www.ntma.org](http://www.ntma.org)

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## ARE YOU CLAIMING YOUR NTMA MEMBERSHIP?

Four years ago NTMA engaged in an extensive branding initiative, with the goal of communicating a modern brand across the organization.



Does your company collateral (website, letterhead, business cards) identify you as an NTMA member? Are you using the new logo? Do you know/use the "Proud Member of



NTMA" logo? All of these are available by logging into the members-only part of the website – you'll find these tools in the Resources tab of the website (<http://www.ntma.org/resources/assets/>). You'll also find identity/branding guidelines posted there.



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#### WHY YOU SHOULD ATTEND EMO.

- Examine technologies used by European and Asian competitors
- Gain executive level access to world-class production and automation companies
- Take advantage of the global economy and your productivity
- Line up with suppliers from Turkey, Germany, Spain and others supplying your U.S. customers and target accounts
- Develop relationships with other leaders on pursuit strategies and pursuit plans for building exports
- Examine parts produced in your target served industries at technologies firm booths
- Connect with representative and distribution contacts enhance your export or key market pursuits
- Create a short list of resources and connections to help gain the edge in building your global business development capability
- Create a list of marketing steps you want to take to make your company visible and to communicate effectively among global customers

• Learn how global competition competes – gain ideas, benchmarks and competitive intelligence

A non-refundable deposit of \$1100 for single rooms and \$1300 for double rooms covers the cost of your room for five nights, Sunday through Thursday. Call Brittany Belko (216-264-2848) by August 1 to reserve your spot. An administration fee of \$1395 per attendee will cover the tour, including group dinners on Sunday through Thursday evenings. Spouses can join the dinners for \$495. It is recommended that you leave the U.S. on Saturday, October 3 and arrive on Sunday, October 4 to help you with jet lag. Attendees are responsible for reserving and paying for their own air transportation and arrival/departure ground transportation costs.

For those of you who wish to extend your stay in Milan to Sunday, October 11, we do have a limited number of hotel rooms available. To secure hotel accommodations through Saturday evening, the deposit is \$1550 for single rooms and \$1800 for double rooms. Again, these are on a first come, first served basis.

On Monday, October 5 there is an

optional tour to the Ferrari Factory in Maranello with lunch at the famous Ferrari Restaurant (Ristorante Cavallino). Attendance is limited to 20 people, so if you are interested please be sure to let Brittany know as soon as possible. Transportation will be provided to and from Maranello and lunch is included in the \$150 fee.

I have visited Ferrari's manufacturing facilities and will note that they are the pinnacle of precision machining. Ferrari facilities tours are usually limited to Ferrari owners only, so this is a very unique and rare opportunity to see one of the world's most impressive automotive manufacturing facilities. I hope you will join us this year!

DAVE TILSTONE /  
NTMA PRESIDENT



## EMO Executive Technology Tour Milan, Italy

OCTOBER 4-9, 2015

Attend the EMO show Tuesday, October 6th - Thursday, October 8th with prearranged visits to booths of the world's technology leaders:

**BIG KAISER**  
PRECISION TOOLING INC.

**+GF+**

**DMG MORI**

**GROB**

**MAKINO**

**Mazak**  
Your Partner for Innovation

**KENNAMETAL**

**ZEISS**

**SANDVIK**  
Coromant

**WALTER**

**OKUMA**

### Trip Details

- All NTMA members are invited to participate in the EMO Executive Technology Tour in Milan, Italy this October 4th-9th. Attendees should plan to arrive on October 4th and depart on October 9th.
- Hotel accommodations are not included in the administrative fee and the cost of hotel accommodations will be the responsibility of the participant. We have reserved a limited number of hotel rooms in Milan for our members and these are available on a first come first served basis.
  - A non-refundable deposit of \$1100 for single rooms; Or \$1550 to extend your stay through the weekend
  - A non-refundable deposit of \$1300 for double rooms; Or \$1800 to extend your stay through the weekend
- You will be responsible for making and paying for your own air transportation, along with your ground transportation in Italy. Please do not make any travel arrangements until you are confirmed for the tour.

To register or for questions, contact Brittany Belko by August 1, at [bbelko@ntma.org](mailto:bbelko@ntma.org) or 216-264-2848

### PRICING INFO:

#### EMO Executive Technology Tour Administrative Fee

\$1,395 - NTMA Member Rate

\$495 - NTMA Member Spouse Rate

- Participants will have the option to either depart for the US on Friday, October 9th or extend their stay in Milan through Sunday, October 11th to explore the EMO show on their own or tour Milan.

#### Optional Ferrari Factory Tour :

\$150 - Monday, October 5th

Includes transportation between hotel and Ferrari plant and lunch.

(Limited to first 20 individuals to register)

\*Due to limited availability, the Ferrari Tour is only open to full paying registrants.

\*The Ferrari Tour is limited to 2 full paying registrants per company.



# BREAKING NEWS: NTMA ANNOUNCES NEW SUPPLY CHAIN NETWORK



The Supply Chain Network is envisioned to be a community of buyers and sellers who want to get to know each other, and who need to network beyond just RFQs and exchanges. The idea grew from strategic work that the Executive Team and NTMA staff began in January of 2015 focusing on building the awareness and connectivity of NTMA member companies to target companies and the people in them who choose suppliers. More than a single purchasing fair, where we have a couple of individual buyers, we envision this community will be open to the larger audience of buyers in companies who may never engage at a purchasing event, but who are involved in significant streams of outsourcing and component procurement for their firms.

The Network concept not only brings us together, but provides an ongoing forum to stay together and communicate to bridge the needs of both Buyers and Sellers.

There is value in working to understand the buyer side of our customers' supply chains, especially now. Procurement executives in the U.S. and abroad have large strategic initiatives, including:

- Reshoring or onshoring production to North America
- Launching new products
- Reducing inventory and WIP
- Integrate assembly and test
- Upgrade their supply chain
- Reducing Total Cost of Ownership (TCO)

Some history ... for many years now, maybe 10 or so, NTMA has held "purchasing fairs" where member companies were invited to attend sessions where buyers would come with their lists of needs. These events have yielded some very large work for a number of participating companies. Members and buyers alike observed, though, that the follow up is difficult and that staying in touch and keeping new relationships made at these fairs going amid the lists we all have is challenging. So the ideas came to focus on a Network where we have much more dialogue together with the supply chain community.

Many NTMA members want to grow. They want connection to customers, who very often are procurement executives. If you ever attended an NTMA Purchasing Fair, then you got a taste of an event setting where buyers (who need reliable new suppliers) and sellers (with those capabilities) meet to find

one another. The thinking goes that if we couple this concept with the #1 benefit that active NTMA members refer to as "networking," then you have the NTMA Supply Chain Network. Over time we can have NTMA Supply Chain Networking Events, social media communities, and even concierge networking to actively connect buyers with sellers. Members often say that networking is their number one payoff from NTMA participation – this moves takes that networking to a completely new level.



An important potential partner in this Network could be the ISM – The Institute for Supply Management ([www.instituteforsupplymanagement.org](http://www.instituteforsupplymanagement.org)). NTMA members usually do not have procurement professionals (certified, degreed, experienced, etc.) as our customers do. This is a community of buyers along with the procurement, logistics, provisioning, and development of supply for companies. We see that ISM could play two roles in the network. First, connecting their buyers in manufacturing with our Supply Chain Network members to help accomplish their initiatives. And second, to bring ISM mastery tools to NTMA members, potentially saving them thousands

of dollars in direct and indirect spending. ISM is keen to share its procurement certification with NTMA members! This is an important organizational skill that impacts direct and MRO costs, inventory and lead time.



Perhaps your firm does business with Eaton, and you want to pursue that same work at perhaps Parker Hannifin or Bosch? Do you have a couple of medical sales applications that you would like to expand in the marketplace, but need contacts who already sell in that space to perhaps give you some tips and introductions?

How to participate? First, join the NTMA Supply Chain Network when you get your invitation. Sign up to attend the webinars and briefings. And sign up to come to the new NTMA Supply Chain Network Fairs as they are announced! More to come....

The plan includes building a curated, invitation-only Social Media site that enables NTMA membership to interact with the buying community, and to network with companies to extend and expand relationships.



## MANUFACTURING STRIKES BACK: HERB HOMER PENS ADVOCACY LETTER TO THE EDITOR OF THE WALL STREET JOURNAL

In May 2015, The Wall Street Journal published an op-ed on the status of capital investment in the United States and its impact on economic growth. Stating that investment is historically weak, although corporate profits are at a high, the piece pointed to flaws in current policies and incentives as the culprit for the fall-off in productivity growth.

The op-ed highlighted several issues that NTMA members know well. First, the current corporate tax rates in the U.S. are higher than ever and exceed those of other industrialized countries. These high rates serve to discourage domestic investment. Secondly, increased regulation, especially when compared to lower regu-

latory burdens around the world, plays a big role in curtailing economic freedom for American industry.

According to the most recent One Voice survey, The Wall Street Journal is among the most popular publications with One Voice members. The publication is also a valuable news source for policymakers and opinion leaders. With both of those factors in mind, NTMA Chairman Herb Homer and other NTMA leaders knew that it was important to weigh in on the question of capital investment.

In a letter to the editor which was published by the Journal on May 18, 2015, Homer emphasized NTMA member concerns about



the uncertainty that challenges the future of manufacturing as well as the failure by lawmakers to enact effective policies to assist the sector's growth. The full text of Homeyer's letter follows:

"As president of a precision manufacturing company and chairman of the National Tooling and Machining Association, I know that uncertainty from Washington cripples manufacturing investment. To continue productive growth, we need the active support of lawmakers on policy issues we cannot control. While we work to achieve growth in our facilities, we need Congress to work to enact policies that encourage investment in the future of U.S. manufacturing.

To invest in our businesses, we need certainty from the federal government. We need comprehensive tax reform to provide stability in the tax code. It is critical that tax reform not be limited to corporations because data show that many manufacturing companies are structured as pass-throughs. In addition, we need predictability in the tax credits we depend on for growth. A recent survey of our industry showed that in 2014 91% of metalworking manufacturers claimed Section 179 Equipment Expensing, 89% used Bonus Depreciation and about 50% claimed the R&D tax credit. At the start of 2015, Congress allowed the R&D credit to lapse for the 16th time, bonus depreciation to expire and 179 expensing to revert to \$25,000.

NTMA members want to continue to foster growth in U.S. manufacturing by purchasing new, modern machines and hiring skilled workers to operate them. It's time for a true industrial investment policy that supports this progress."

Homeyer's letter is an example of NTMA's ongoing advocacy efforts in the media and with policymakers on behalf of small and medium sized manufacturers. Manufacturers have a lot at stake, and to make a difference in Washington, those who know the industry best have to participate in the process. Keep up with One Voice advocacy efforts and find ways to get involved on the One Voice website - [www.metalworkingadvocate.com](http://www.metalworkingadvocate.com) - and by following @onevoiceformfg on Twitter.

Another way that NTMA members can be involved in the process is to 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.



**Save the Date!**

**CFO  
ROUNDTABLE**

CLEVELAND

**Date:** Wednesday, August 19  
Welcome Reception & Dinner: Tuesday, August 18 - 6:00pm

**Where:** CBIZ Corporate Headquarters  
6050 Oak Tree Blvd. Suite 500  
Cleveland, OH 44131

**Cost:**

NTMA MEMBERS  
\$400 - Early Bird Member Rate  
*\*Deadline 7/29/15\**  
\$475 - Regular Member Rate

NON-MEMBERS  
\$525 - Non-Member Rate

*Continental Breakfast & Lunch Included*

**CFO Roundtables  
Sponsored by:**

There is no cancellation fee prior to 10 days before event.  
If cancelled less than 10 days prior, it is non-refundable.  
\*For more information regarding our cancellation policy, event registration refunds or other concerns, please contact the NTMA office at 216-264-2822.\*

**CPE Information:**

At this conference, participants will learn about:

- ERP systems
- Affordable Care Act
- Tax Landscape
- 401K

Speakers from the industry and the profession will present new ideas and valuable information on financial management. With session on ERP systems, tax landscape, 401k and the Affordable Care Act, your organization will want to be represented as participants deal with the current issues facing financial managers in manufacturing.

**CPE Credits Available**

\* 1.5 hours – Tax  
\* Additional CPE Credits TBA

**Additional Information:**

**Who Should Attend:** CFOs/Controller of Manufacturing Companies  
**Delivery Method:** Group Live  
**Prerequisites:** None  
**Advanced Preparation:** None  
**Program Level:** Intermediate

**About CBIZ:** CBIZ, Inc. is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have the final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.learningmarket.org](http://www.learningmarket.org).

**For more information or to register contact:**  
**Brittany Belko** ([bbelko@ntma.org](mailto:bbelko@ntma.org)) or phone 216-264-2848

# AKRON NTMA CHAPTER LEADERSHIP STRIKES GOLD WITH WORKFORCE DEVELOPMENT INITIATIVE IN SUMMIT COUNTY



A growing void of skilled machinists and operators was created in 2007 with the closing of the Akron Machining Institute. AMI graduated hundreds of CNC machinists, tool and die specialists, and mold makers annually as the training focal point of Akron's precision custom manufacturing community.

Recognizing the impact this has had on local industry, the Akron NTMA Chapter has focused the past three years on creating a conduit between the public school systems, providers of training, and employers looking to hire qualified skilled labor. Leading this effort have been Akron NTMA Board Members Brian Vincelette (EGI Financials-American Heritage), Dave Sattler (Sattler Companies) and Steve Schler (Pro-MoldGauer).

The effort caught the eye of Summit County executive, Russ Pry (President, Summit Workforce Solutions). From rubber to polymers, Summit County has been at the forefront of innovation. For this reason, the community attracts investment from emerging technology companies, advanced manufacturing and the biomedical sector. Sattler and Schler were invited to participate on a working committee of manufacturing that helped shape the strategic plan, marketing strategy and roll-out of the newly formed program.

Pry led a funding initiative of government and foundations with the end-goal of executing this systemic approach to talent development that will be capable of meeting precision custom manufacturers' workforce needs. This has happened quickly and easily due to the three previous years' relationships, research, and collection of data and communication of said data to stakeholders of the region by the Akron NTMA Chapter. "This program would have taken much longer to develop and complete had we not met the Akron NTMA. The accuracy and integrity in this process is strong due to their effort and involvement" Lacy said.

The Akron NTMA Chapter has been the table setter for Summit County – organizing, connecting and communicating the existing resources from all of the educational partners providing certified training to government, non-profits and employers. They are now funding a targeted program to graduate CNC machinists and industrial mechanics. This collaboration has pulled in MAGNET, Team NEO, and the larger foundation community.



L to R - Akron NTMA Board members, Brian Vincelette, Steve Schler, Joel Christian, Summit County Executive Russ Pry, Gary McAfee, Dave Sattler pose after exclusive announcement of manufacturing initiative is showcased at May Chapter Membership Meeting.

Why is this so important? The Akron NTMA members streamlined the process, translating their priorities in a language that was easily understood by government and the foundation community. The resulting pilot program has machining as the focus. After fine tuning, the same approach and programming will be offered in IT and healthcare.

Pry announced this program at the Akron Chapter's May meeting, recognizing the Chapter for its significant contribution and outstanding work. He noted that he would continue to take counsel from the Akron NTMA leadership and thanked them for this great collection of work, relationships and opportunities for employment.



## MAZAK CONGRATULATES TEAM PENSKE ON INDY 500 WIN



Mazak Corporation, a Penske Racing technical sponsor, congratulates Team Penske and driver Juan Pablo Montoya on their outstanding performances at this year's Indy 500 on Sunday, May 24, in Indianapolis. Montoya took the checkered flag, and his win marks a record-setting 16th victory at the Indy 500 for Team

Penske.

This year's Indy 500 win is the second for Montoya, and it joins the many highlights of his second season driving the No. 2 Verizon Team Penske Dallara/Chevrolet. Completing the 1-2 Team Penske punch in Indianapolis, Will Power in the Team Penske No. 1 Verizon Chevy crossed the

finish line just 0.1046 of a second behind Montoya to clench second place. And Team Penske drivers Helio Castroneves, three-time Indy 500 winner in the No. 3 Shell V-Power Nitro+ Chevy, and Simon Pagenaud in the No. 22 Avaya Team Penske car both finished strong within the top 10 of the field.

Roger Penske's Penske Racing is the winningest team in Indy 500 history and relies on Mazak machine tool technology. With the equipment, the team produces highly engineered components that must quickly go from design to the racetrack and give the team a competitive advantage.

"We are extremely honored to be one of Penske Racing's key technical partners," said Brian Papke, president of Mazak Corporation. "Knowing that our machine tool technology helps Juan Pablo Montoya, as well as all the other Penske team drivers, beat out the competition instills a true sense of pride in all of us here at Mazak."

Mazak has been a Penske Racing sponsor since 1994, and the Mazak logo can be seen on all of the IndyCar mirrors, as well as on the NASCAR Series cars.

#### ABOUT MAZAK CORPORATION

Mazak Corporation is a leader in the design and manufacture of productive machine tool solutions. Committed to being a partner to customers with innovative technology, its world-class facility in Florence, Kentucky, produces over 100 models of turning centers, Multi-Tasking machines and vertical machining centers,



including 5- axis models. Continuously investing in manufacturing technology allows the Kentucky iSMART Factory to be the most advanced and efficient in the industry, providing high-quality and reliable products through its "Production-On-Demand" practice. Mazak maintains eight Technology Centers across North America to provide local hands-on ap-

plications, service and sales support to customers. For more information on Mazak's products and solutions, visit [www.mazakusa.com](http://www.mazakusa.com) or follow them on Twitter and Facebook.



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# PLANT MANAGERS ON THE WEST COAST: MAY ROUNDTABLE

Plant managers are one of the target groups that benefit from NTMA's (new in 2015) Technical Seminars. These regional, focused roundtable workshops allow an in-depth examination of relevant topics specific to a role within precision manufacturing.

This second Plant Managers Roundtable of the year was hosted and sponsored by Sandvik Coromant at their Cypress/Los Angeles Center (see accompanying feature about the Center). A pre-Roundtable tour of Wire Cut Company (see accompanying company profile) was one of the highlights.

Roundtable presentations focused on Metrics ("Machine Up Time, Production Throughput, Gross Margin, etc." by CliftonLarsonAllen), Machining Economics ("What's More Important: Cycle Time, Tool Wear or Tool Cost" and "Attack the Productivity Gap Between Cost and Price of Your Components" – both by Sandvik Coromant), and Laser Technology ("EDM vs. Laser Texturing and Other Nontraditional Machining" by +GF+). The afternoon concluded with Craig St John's observation of "Ten Mistakes Machine Tool Buyers Make" and a group roundtable discussion.

John Zmuda (Mosey's Production Machinists, Anaheim, CA) noted, "I value the time spent listening to and learning from the various speakers at these events. Networking with others in our industry is a sure fire way to gather valuable information from which ideas and improvements are often born. I would consider the Plant Managers Roundtable time well spent.

"The tour of Wire Cut was great," said Chris Peterson. "Mr. Thomas was very hospitable; he has a great facility. Sandvik's Center was a perfect spot to hold the roundtable. All of the seminars were very helpful, I was able to gain more knowledge that will surely be beneficial to me as I continue to grow in my management responsibilities. Overall, it was well worth the trip."

The next Plant Managers Roundtable is scheduled for October 20 in St. Louis.



Left and Above: Plant Manager Roundtable attendees enjoyed seeing all that is offered at the Sandvik Coromant Center.



Left and Above: Wire Cut Company President Milton Thomas explains his company's rich manufacturing history.



Above and Right: Plant tours are often highlights for members. The Wire Cut Company tours were no exception.







## ROUNDTABLE SITE: SANDVIK COROMANT CENTER

The Sandvik Coromant Center in Cypress, CA was the perfect place for a group of NTMA plant managers to gather. Center manager Robert Page noted, "with several large machine builders and industry partners located close by, the Sandvik Coromant Center make(s) it easier for our southwest customers to develop their workforce,

see cutting tool solutions in action and determine which machines to invest in." He further noted that "we (are) able to show customers how to equip their machines to achieve the best productivity and quickest payback."

The facility serves as an added resource to local customers and distributors, focusing on maximizing produc-

tivity and profitability for customers. The 17,051 square foot center houses a well-equipped demo lab featuring the latest in machine tool technology, comfortable classrooms and a number of training and meeting spaces.



## ROUNDTABLE PLANT TOUR: WIRE CUT COMPANY

Wire Cut Company President Milton Thomas hosted NTMA Plant Managers on a tour of his Buena Park, CA plant as part of the May Roundtable. The Wire Cut Company has earned a reputation for quickly and economically producing parts that defy traditional manufacturing techniques that are ultra fine. Their EDM services offer excellence in electrical discharge machining and the company has been the industry leader since 1978, with capabilities including

WIRE EDM, small micro hole EDM drilling and conventional EDM/sinker. They specialize in industrial specific manufacturing including: aerospace machining, defense, satellite machining and commercial EDM machining.

Wire Cut Company has been an NTMA member since 1981. Thomas noted that this membership affords him extraordinary networking opportunities. He's able to talk with successful business peers at the highest level – something

he finds unique and tremendously valuable. He noted that he can phone anyone in his NTMA network and they "pick up the phone." Hosting the plant managers is one more way he can continue to engage with this network and give back to the industry. To learn more about Wire Cut Company go to [www.wirecutcompany.com](http://www.wirecutcompany.com).



## FINALLY ... AN ERP SELECTION PROCESS THAT GUARANTEES RESULTS!

ANDY PRATICO, SYNERGY RESOURCES



There are over 1,000 manufacturing systems in North America and yet The Wall Street Journal has stated that "73.8% of all manufacturers are dissatisfied with their current ERP systems." Why?

There are a number of theories why implementations have problems:

- Poor planning or no planning at all
- Top management not involved or did not commit to the project
- Unreliable data
- Lack of training or implementation assistance

- Poor selection process
- Lost project momentum
- Business processes are not corrected

But the main reason that implementations fail is *the legacy selection process commonly used is flawed.*

### THE BUDGET APPROVAL DANCE

The first step in any selection process is expenditure approval. Middle managers spend days defining their selection process plan. The more detailed the budget approval request is, the more detailed the selection plan is, the more due diligence

is assumed and therefore upper management's perceived risk is lessened. The legacy selection plan usually contains:

- A multiple page, detailed system requirements definition (sent to a short list of vendors for confirmation), and submitted as a Request for Proposal (RFP)
- Multiple, onerous "sales demos" with various systems
- Telephone reference calls on the selected vendor

The middle manager can get so ob-

CONTINUED ON — P15



## BEST IN CLASS

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Built on Okuma's proven, double-column design and featuring a standard 15k spindle and a 22x51 table, the ultra-rigid, thermally-stable construction withstands thermal deformation, which reduces thermal growth and increases machining performance. GENOS M560-V also provides the top level of productivity and profitability that qualify it for Okuma's Affordable Excellence offerings.

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sessed with budget approval; and the upper manager can get so consumed in confirming the selection process is sound, that the most important objective in selecting a new system is often overlooked. The most important goal should be to ensure your company is successful with the new system! All other consideration should be secondary.

#### **SYSTEMS TODAY ARE FUNCTION-RICH**

The more you evaluate systems, the more you realize none lack functionality. The reason they fail is not because they are missing features, it is the exact opposite. They are so feature rich they are cumbersome and too difficult to learn.

Then why do we devote our entire search to evaluating which system has the best and/or most functionality? Is it because new systems are purchased only every ten years, therefore, no one individual has the experience to learn from their mistakes?

#### **LET'S REVIEW THE LEGACY SELECTION APPROACH DESCRIBED ABOVE**

1 - Issue a detailed multi-page novel called the "system requirements list" to all software vendors to fill out (honestly) thereby confirming which match. However software companies want to remain in consideration, and are motivated to answer each question with a carefully worded "yes we do that!"

2 - The selection team then shoulders the arduous task of reviewing "sales demos" in an attempt to decipher the differences. All sales demos are designed to look good. If the sales demo did not look good, the software company would go out of business. Software companies hire professional presenters who know how to navigate around the weaknesses of their system and precisely which keystrokes will present their software in the best light.

Remember the first day you looked at the system you use now? How difficult did it seem then versus today? How many months did it take before the haze lifted and the system became second nature? Is it possible to recognize the pros and cons of a system you are reviewing for the first time in an eight hour sales demo?

3 - You now call references to confirm that companies are happy with their systems. Where did you get the references from? Did the software vendor carefully select their very best customers that swear the software turns water into wine?

4 - And voila ... you have selected the



very best system for your company. Or have you?

#### **A FRESH APPROACH TO SELECTING ERP SYSTEMS**

If time is money, then condensing tasks like evaluating software is profit to your bottom line. The step-by-step, due diligence process historically used costs \$10,000s of internal resource time. How can we speed up the ERP selection process, and at the same time ensure our result will be successful?

The most important factor in selecting a new system is to make sure your company is successful with the new system. If 73% of manufacturers are not satisfied with their current ERP system and used the same selection process as you, why will yours be different? Maybe a different process should be investigated.

This 5-Step Plan is only common sense. But even better, it will take far less time to conclude and your results will be guaranteed!

What is the ultimate goal when selecting a system? *To make sure the system will achieve the promise and results you expect.*

Step 1 – Justify the ERP purchase with a business case. Will a new system provide you with a measureable return on investment? Or would streamlining your processes get the results you desire? Converting to a new system is difficult enough. Make sure that the effort is warranted – or else don't do it. Remember, if you do not streamline your processes, a new ERP will only place pretty screens in front of your current problems.

Step 2 - Document critical requirements that are unique to your company. Then match these must haves to the ERPs. Please note: Critical requirements only. We can all assume that most systems will have an "Aged Trial Balance." This list should not be longer than two pages.

Step 3 – Learn from un-biased experiences by visiting other companies using these ERPs. However, not the three the ERP vendor gives you. Ask them to be local, a similar size, in a similar industry (or with similar "must have" requirements) and have been using this version for more than 12 months (past the learning curve).

Step 4 – Software price is a certainty. Implementation and training costs are directly relate to how much you contribute

versus the vendor. All ERPs require the same steps to implement. You decide who does what and therefore how much it will cost.

Step 5 – If you plan to review sales demos, demand that the vendors bring in the trainer you will work with post sale, to show the software. You will never see pre-sales presenters after you purchase. Trainers have to live with their promises after the sale, and should be quite forward about what the system can, or cannot do. Trainers are not offered to companies only looking because existing customers are paying them to implement their projects. This proof of concept pilot may cost a few thousand dollars, but will be far less expensive than the time-consuming legacy method.

Have the trainer set up the software around your requirements and enter a sub-set of your data. The intention is to present the system as if it were live at your facility. Again, you may have to pay for this service. Trainers are not offered to companies only looking because existing customers are paying them to implement their projects.

The ultimate goal when selecting a system is to make sure the system will provide the results you expect and you are happy with it. By following this simple process, emphasizing your critical requirements, you will not only get the right fit system for your company, you will be successful. Why would you use any other method?

Remember, if you fail to implement, *why do you care what the software does?*

For more than 30 years, Andy Pratico has worked with hundreds of manufacturers. During this time he has seen many implementation success stories, but sadly even more failures. To help companies increase their probability of success, Andy presents common sense workshops on how to select systems. You can attend one of Andy's free web workshops to learn more and to have all of your questions answered during a live presentation (<http://synergyresources.net/register-how-to-select-erp-june-july/>) To learn more about Synergy Resources go to [www.synergyresources.net](http://www.synergyresources.net).



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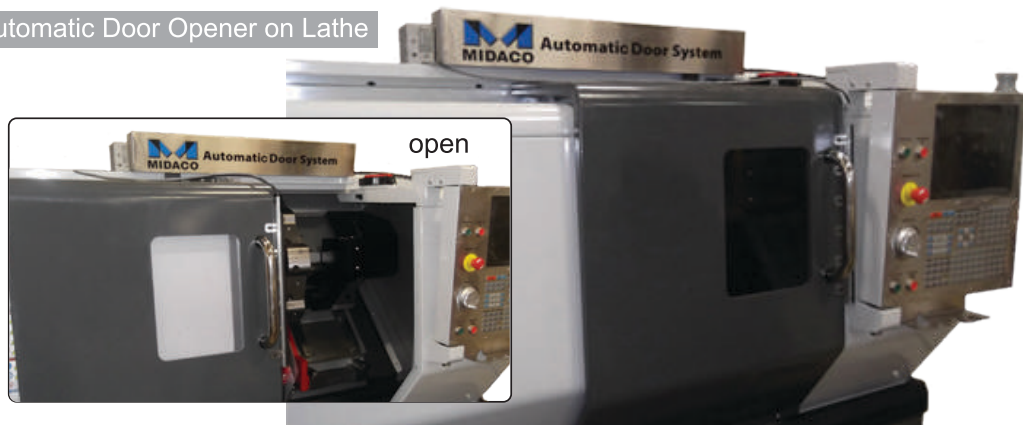
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# NTMA AFFINITY PROGRAM SPOTLIGHT

## AFFINITY PROGRAMS - A SIMPLE DEFINITION

NTMA is able to save members significant amounts of money on products and services they are already using. These cost-savings programs are what we call "Affinity" programs and they are among the most tangible benefits of NTMA membership. Over the course of 2015 we are going to highlight the companies and their products and services so members better understand the benefits our Affinity Partners offer.

NTMA is proud to be able to help our members save millions of dollars each year on products and services essential to the operation of their business. Who isn't looking to save money, right? Look right here each month.

## REDUCE COSTS WITH APPI ENERGY'S DATA-DRIVEN PROCUREMENT AND CONSULTING SOLUTIONS

How much money does your facility spend annually on energy costs? Energy expenses are a substantial percentage of total manufacturing operational expenses. Since 2001, NTMA has endorsed APPI Energy to provide data-driven procurement and consulting solutions that help members reduce electricity and natural gas costs on an ongoing basis. Founded in 1996, the APPI Energy team of unbiased energy experts helps NTMA members make smart business decisions about energy procurement, so you can focus on your business.

### THE APPI ENERGY PROCUREMENT PROCESS IS EFFECTIVE

1. Evaluate your energy needs and analyze your energy usage.
2. Vet energy suppliers, compare supply prices and negotiate supply contracts.
3. Manage transitions and provide ongoing customer service.
4. Monitor your accounts and the energy markets for future solutions.

APPI Energy maintains a proprietary database of daily supplier prices that benchmarks historical and real-time supply prices in every deregulated energy market in the U.S. The firm reviews thousands of supply prices every day to deliver data-driven solutions and true apples-to-apples price comparisons. APPI Energy's in-house corporate counsel has vetted and approved 54 electricity and natural gas supplier companies, reviewing each company's financial stability, billing accuracy, customer service, management experience and contract terms and conditions.

Serving as your advocate, the APPI Energy customer service team provides ongoing follow-up benefits, including verifica-

tion of bill accuracy, evaluation of financial incentives and reimbursement programs, assistance with account adjustments and help with energy sales tax exemption.

Creating custom energy solutions, APPI Energy gives NTMA members a competitive edge to make informed purchasing decisions. To take advantage of this valuable NTMA member benefit, contact the NTMA-endorsed team of energy consultants at 800-520-6685 or [info@appienergy.com](mailto:info@appienergy.com).



## Energy by the numbers

The chart right illustrates APPI Energy's proprietary database of 45 million price points compiled during 19 years of experience. Prices are updated daily across all service territories.

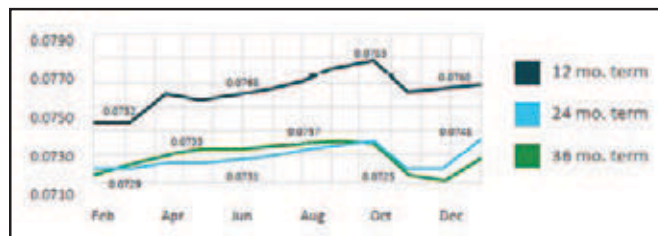
\*All prices are per kWh and for reference only

"APPI ENERGY HELPED MAKE THE DEREGULATION PROCESS SO MUCH EASIER FOR US. WHILE WE CONCENTRATED ON OUR JOBS, THEY CONCENTRATED ON MANAGING OUR ELECTRICITY. THEY SHOPPED FOR A SUPPLIER, MADE THE BEST SELECTION, AND CLEARLY PRESENTED THE OFFER AND CONTRACT TO ME. NOW I'M ON MY WAY TO SAVING MONEY THIS YEAR FOR OUR ELECTRICITY. THANKS APPI ENERGY FOR MAKING THIS PROCESS SO EASY."

Andy Ellard, Owner of Manda Machine Company

Deregulated States	LAST MONTH	PRIOR WEEK	LAST WEEK
D.C.	0.0819*	0.0840	0.0846
Delaware	0.0817	0.0837	0.0842
Illinois	0.0615	0.0628	0.0625
Maryland	0.0812	0.0831	0.0837
New Jersey	0.0987	0.1005	0.1010
Ohio	0.0695	0.0710	0.0707
Pennsylvania	0.0751	0.0766	0.0777
Texas	0.0450	0.0459	0.0449

## Average Price Benchmarks for Future Start Date



APPI monitors electricity and natural gas markets across the U.S. every day. Access to wholesale market intelligence equips them to identify buying opportunities and prudent

energy solutions. A proprietary pricing database enables APPI to benchmark contract start dates and terms, and to identify the lowest supply prices to help clients make sound, data-driven buying decisions.



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## CHAPTER LEADERS WORK (AND PLAY) HARD AT LEADERSHIP SUMMIT

Chapter Executives along with Chapter Board Members and Trustees met early in June in Cleveland for a 1½ day Chapter Leadership Summit. Workshops, meals and social events were all sponsored by NTMA Associate Members and Affinity Partners, with representatives from each offering a brief summary of how NTMA members benefit from their services and asking about how they might partner with Chapters to bring even more value to the NTMA partnership. NTMA staff and Executive Team members were there, too. All these helped put a name with a face, and helped chapter leaders learn more to take back to their chapters.

Among the learning opportunities were sessions on chapter growth, how to effectively use social media, benchmarking, chapter by-laws, the new CAE Certification offered to Chapter Executives, and chapter operations. Additional sessions on identifying speakers that drive attendance, NRL and membership benefits were part of the second morning, with a review by Chapter Executive Team Leader Torree Pederson (Kansas City Chapter) on the Star Chapter questionnaire and qualifications to be a Star Chapter.

New to this year's Summit was an evening of bowling together. This, along with a networking lunch and opening reception gave everyone a chance to meet new people and enjoy old friendships – sharing ideas and developing relationships that will help each of the Chapters grow and thrive.

The conclusion at the end of the Summit was that it was time well-spent. Those new in their respective roles learned and absorbed a lot of details and nuances of Chapter operations and planning. Those more seasoned attendees found value in digging deeper, learned new ways to do things, picked up new ideas and reinforced their current successes. Kudos! to the Summit organizers, Kelly LaMarca and Torree Pederson for putting together a great Leadership Summit.



Left: John Mackay helped chapter leaders understand NTMA benchmarking surveys.

Right: Moly West and Caitlan Andrews were presenters on the options and benefits of using social media.



Throughout the Summit, NTMA leaders heard from experts in various parts of NTMA operations.



Right: Chapter Execs aren't always a serious group as shown here at a networking lunch.



Left: Grainger Reps Kristen Chapic and Eugene Kim welcome NTMA leaders to an evening of bowling.

Right: Andy Jordan was honored to receive the unique bowling pin trophy.

## THE NTMA BUDGET & FINANCE TEAM

Some NTMA leadership happens at the Team level, as member volunteers drive many of the projects and events that happen each year. Throughout 2015 The Record will feature overviews of the various NTMA Teams.

The Budget and Finance Team is responsible for keeping NTMA's financial affairs consistent with the by-laws and policies established by the Board. The team serves as the Association's financial advisor and makes recommendations as appropriate.

Objectives include approving an annual budget of income and expenses and making recommendations as appropriate. They review and report, at least quarterly, on the budget, income and expense statement, and the balance sheet and make recommendations. As NTMA's fiscal advisory group, they review its investment policy. Because they are charged with monitoring investment performance, they meet with the Association's investment advisor quarterly to review investment performance against benchmarks.

They are charged with seeing that proper financial records are kept in the most desirable format to provide

adequate control of the Association's finances in accordance with generally accepted accounting principles.

The following items reflect specific charges to the Team by the NTMA Board of Trustees. While these specific charges may not be mentioned above in the summary of the Team's Goals and Objectives, they relate specifically and have been assigned to the purview of the Team for oversight and responsibility. The Budget and Finance Team is to operate independently in an advisory capacity to the NTMA Board and the Executive Team. In accordance with the by-laws of the NTMA, decisions relative to disposition of assets, budgetary matters, or allocation of funds for team or staff projects must rest entirely with the Board or Executive Team who should in turn consult with the Budget and Finance Team for advice and counsel when necessary. In the event of an unreconciled dispute, the Budget and Finance Team and the Executive

Team shall present their respective positions to the Trustees for resolution at the Trustees' next meeting.

The Team is led by NTMA's Past Chairman, with two members of the Executive Team serving as liaisons as well. In addition, four NTMA members who are not currently serving as officers round out the Budget and Finance Team.

### BUDGET AND FINANCE TEAM MEMBERS:

Ron Overton, Team Leader  
Ken Seilkop, Executive Team Liaison  
Matt Wardle, Executive Team Liaison  
Tim Martens  
Dave Buttner  
Courtney Wagner  
Alan Ortnier  
Doug DeRose, NTMA Staff Liaison



## MODERN MACHINE SHOP'S BLOG: SWISS TECHNOLOGY TOUR

ERIC KORN, MODERN MACHINE SHOP

Early this month, I got the chance to visit a number of manufacturers in Switzerland as part of a tour set up by the NTMA. I and a number of NTMA members got a chance to tour the facilities of Blaser Swisslube, Kaiser (aka BIG Kaiser), and Mikron and Liechti (both part of the GF Machining Solutions group). We also saw some large-scale manufacturing performed at SR Technics (aircraft refurbisher and turbine engine rebuilder) and Burckhardt Compression (world's largest manufacturer of reciprocating compressors).

At Mikron, we saw a presentation about the company's Machine and Spindle Protection (MSP) option avail-



The Swiss tour wrapped up with a visit to the Kaiser plant to see the machining equipment and assembly processes behind the company's digital boring heads.

able on Mikron HPM 600U and HPM 800U machines. MSP uses a mechanical system that allows the spindle to slightly deflect in X, Y and Z axes at the moment of a collision, using a sensor to detect this and trigger the machine to stop before the spindle/spindle bearings are damaged. This video shows a collision that demonstrates how quickly the system stops the spindle travel.

GF Machining Solutions acquired Liechti last year, a builder of machine tools like this one for turbine blades, blisks and impellers. Key to high material removal rates and quality surface finishes on these contoured parts is the com-



pany's Turbosoft Plus CAM software, which uses toolpath strategies designed specifically for efficient roughing and finishing of airfoil shapes.

Blaser has an impressive laboratory as well as tech center with a number of high-end machine tools where various cutting tests are performed. Its Liquidtool concept combines advanced cutting fluids and oils, application and consulting knowledge, and customer and training services. It is ideal for tough applications such as this deep-hole drilling operation, in which an 8-mm-diameter hole that's 200 mm deep is drilled into chromium molybdenum steel in only 10 seconds (without pecking).

The visit to the Kaiser plant was interesting because we were able to see the machining equipment and assembly processes behind the company's digital boring heads. Test cuts in the company's tech center showed how easy adjustments can be made thanks to the digital technology. (As a side note, Kaiser has decided to strengthen its partnership with long-term partner BIG Daishowa Seiki of Japan, agreeing to become a company of the BIG Daishowa group as of



**SALES & MARKETING WORKSHOP**

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April 15, 2015.)

My hat's off to the NTMA and hosts for an informative and interesting trip.

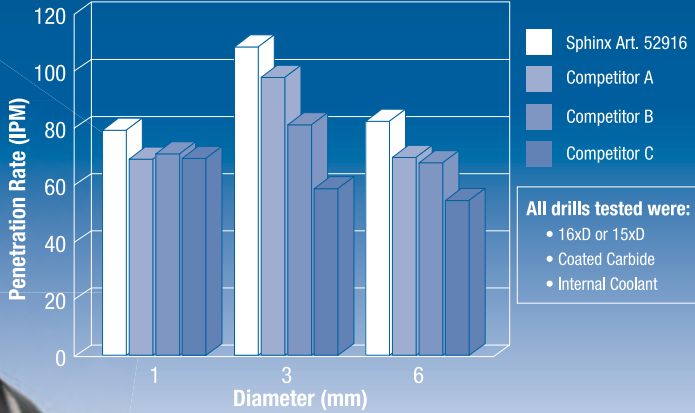
Originally appeared in Modern Machine Shop magazine (mmsonline.com).

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### Penetration Rate Comparison – Grey Cast Iron



Diameter (mm)	Sphinx Art. 52916 (IPM)	Competitor A (IPM)	Competitor B (IPM)	Competitor C (IPM)
1	85	75	75	75
3	110	100	85	65
6	85	75	75	65

**All drills tested were:**

- 16xD or 15xD
- Coated Carbide
- Internal Coolant

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## WHEN YOU MAKE WHAT MATTERS



# NTMA-U NOW OFFERS SHOP SAFETY AWARENESS

EVERY NTMA MEMBER COMPANY EMPLOYEE WHO SUCCESSFULLY COMPLETES THIS COURSE WILL RECEIVE CERTIFICATION OF SAFETY AWARENESS



## EMPLOYEE AND PLANT SAFETY IS A PRIORITY

NTMA-U now offers a complete Safety Training package – a single source for your industrial safety needs – at a price that can't be beat!

\$149 per employee  
or  
Enroll 10 employees for  
only \$99 each!

One of the primary workforce issues that NTMA members face today besides finding and developing a highly skilled workforce is the safety of their existing employees. Workplace accidents are increasingly common. In 2013,

for instance, the Bureau of Labor Statistics (BLS) reported a total of 4.4 million nonfatal workplace injuries in private industries. Safety awareness and well-being of NTMA member company employees has been thrust to the forefront and members are looking for workforce development around the critical issue of safety awareness. Practices that promote safety can also help a member company establish competitive advantage by reducing costs while complying with safety laws.

Workplace safety can be extremely expensive. Unintentional injuries alone cost more than \$146.6 billion per year for medical and insurance costs, workers compensation, survivor benefits, lost wages, damaged equipment and materials, production delays, other workers' time losses, selection and training costs for replacement workers, and accident reporting.

OSHA strictly regulates organizational safety practices. As everyone knows, OSHA views safety violations very seriously and penalties for violating safety laws can be quite severe. In addition to being issued large fines, employers who violate safety regulations can be held liable for criminal charges.

*We have listened to our members. NTMA-U has developed a Safety Awareness Training Program that includes:*

### INTRO TO SHOP SAFETY

- General safety guidelines
- Compressed air safety
- Basic lifting
- Hazardous materials
- Basic shop safety rules
- Housekeeping
- Fire prevention

### MACHINE GUARDING

- Guarding methods
- Hazards
- Types of guards

### LOCKOUT/TAGOUT DURING MACHINE REPAIR

- Roles and responsibilities for shop owners and operators
- Basic safe procedures for machine shops
- Common shop equipment and their safe operation
- Common warning signs and labels

### MSDS

- What is GHS?
- What is SDS?
- Hazard Identification
- Physical and Chemical Properties

### SAFE LIFTING

- Back and spine
- Common causes of injury
- How to avoid back injury
- Techniques for safe lifting

### BLOODBORNE PATHOGENS

- Defining bloodborne pathogens
- Recognize OSHA Standards
- Know employer responsibilities related to OSHA Compliance



## THE CRITICAL IMPORTANCE OF SAFETY AWARENESS

A CASE STUDY BY NTMA VICE PRESIDENT KEN MCCREIGHT

By focusing on a safety awareness course, a precision manufacturing company improved its safety and health performance, reducing injury/illness frequencies by 80% over five years, as well as drastically reducing its workers compensation costs.

The company had experienced a high number of serious accidents and illnesses. The experience not only seriously damaged employee relations, but also spilled over into public relations. Every injury, ambulance run, and whistle blow had the potential to bring OSHA to the plant. It was evident things had to change.

Under the leadership of the company's executive management, a new safety team was brought in. After a short review, the team concluded that a revision of the company's overall safety program was a must. In addition, it was clear that something more was needed. A real change in culture was required to incorporate safety as a value. The best safety program could work only if all employees (both management and hourly workers) were properly motivated to follow established safety and health rules.

The new team went about revising the safety program to train all employees on safety awareness. Safety awareness was developed after years of work and study in heavy industry and construction. It was designed with the premise that workers and managers know how to do their jobs safely. They know better, but sometimes they don't do better. Even though safety and health rules are designed to prevent accidents and illnesses, employees

sometimes fail to follow them. Even though personal protective equipment protects them, sometimes employees don't wear it. At times, employees can be more interested saving time or being more comfortable than in following safety rules or wearing the proper equipment.

The end result of the program's implementation: injuries and illnesses down 80%. In the first 24 months, the total recordable injury/illness frequency rate dropped significantly. By the end of the fifth year, the improvement was well over 80% and continues to be world-class performance to this day.

To complement the drop in total recordable frequency, the serious injury rate also dropped dramatically. Workers compensation costs were reduced significantly in the first five years, a trend that continues to the present time. So what improvements were directly attributable to the safety awareness effort? Many executives believe that the safety awareness program — although not the only initiative — set the foundation for all the implemented safety and health initiatives that followed.

This company's safety awareness program established the objectives of safety as a value as well as a personal accountability. These two themes also influenced production and quality issues. Employees realized that they were personally accountable for their own safety and health as well as for following rules regarding quality and production. This steel company went from helicopters flying over to being recognized as a world leader in occupational safety and health.



# New Giddings & Lewis V Series

## Vertical Turning Centers



V Series available with tables from 800 to 2500 mm

## Dare to Compare before you buy

	Giddings & Lewis V Series	Competition
U.S. designed and built	Yes, proudly built in Fond du Lac, WI	Japan, Taiwan, China, E. Europe...
High performance features	Hydrostatic ram and infinitely adjustable crossrail - STANDARD	No other company offers these high-value features
Customer support	Fives Global Services, unmatched 24/7/365 customer support	Not even close
Price	Best in class	They can't equal the value

Fives Giddings & Lewis  
142 Doty Street, Fond du Lac, WI, 54935  
920 906-2860 — [fivesmsi-sales@fivesgroup.com](mailto:fivesmsi-sales@fivesgroup.com)

[www.fivesgroup.com](http://www.fivesgroup.com)





# FIVES DELIVERS VERSATILITY AND VALUE WITH NEW V SERIES VERTICAL TURNING CENTERS

The new Giddings & Lewis V Series from Fives Machining Systems is a versatile line of vertical turning centers for shops looking for a dependable, multi-purpose lathe capable of handling a wide range of parts, including pumps, valves, gears, bearings, compressors, wheel hubs, jet engine housings and more. With high metal removal rates and high precision, the V Series lathes offer unmatched standard features and superior value.

All six models, with table sizes ranging from 800 mm to 2500 mm, have a hydrostatic ram that adds rigidity for heavy cutting and produce less friction for improved part finish. The hydrostatic wear-free guides require less maintenance. The infinitely adjustable cross rail is a programmable positioning axis able to handle a wide range of parts and minimize ram extension. Dual scale feedback delivers precision and ensures parallelism while the hydraulic cylinder elevation adds secure 1000 kN (225,000 lb) of mechanical clamping force per side. No other vertical turning center offers these high-value features standard.

"The V Series is engineered to be flexible, reliable and affordable in response to feedback from our job shop customers," said Brad Nelson, V Series Product Manager at Fives Giddings & Lewis. "All models have a compact footprint, and there is no requirement for special foundations, so the machine can be easily relocated, if necessary. We encourage customers to compare the capabilities and value of the V Series, and we're confident these new machines will impress."

The Giddings & Lewis VLock tooling system provides a stiff interface



for modular tooling adaptors, long cutting tools and the optional heavy-duty right angle milling attachment. Modular turning tools more than double the taper stiffness at loads up to 1800 Nm," added Nelson. Standard modular tools offer significant savings over the proprietary vertical lathe tooling offered on most vertical lathes. "Modular tools are also lighter, easier and safer to handle, requiring less time to maintain."

Through-the-tool coolant and 8 bar (116 psi) flood coolant is standard, as is a 12-position tool storage disk. Options include 70-bar (1015-psi) high-pressure coolant and an 18-tool storage disk. Other options include tool and part probes to increase utilization and ensure part quality, and enclosures from standard to fully enclosed.

The V Series is designed and built at the Fives Giddings & Lewis plant in Fond du Lac, WI and stays true to Giddings & Lewis design traditions, with solid cast iron base construction and versatility offered by optional live spindle attachments and a C-axis table. "By adding the V Series, starting with 800 mm tables, to our existing VTC Series of vertical turning centers, with swings up to 9 meters, we are positioned to offer manufacturers the broadest and best range of the turning solutions, said Kevin Lichtenberg, Fives Giddings & Lewis Vice President and General Manager.

For additional information on the Giddings & Lewis V Series, as well as the entire line of Fives Machining Systems, see: [www.metal-cutting-composites.fivesgroup.com](http://www.metal-cutting-composites.fivesgroup.com).



## **GRAINGER** GRAINGER CONTINUES TO ADD SAFETY EXPERTISE AND RESOURCES TO HELP CUSTOMERS STAY SAFE ON THE JOB

FOR THE ONES WHO GET IT DONE

NEW QSSP-TRAINED PROFESSIONALS READY TO ASSIST WITH WORKPLACE SAFETY

Grainger, the leading broad line supplier of maintenance, repair and operating (MRO) products serving businesses and institutions, recently announced that nearly 40 additional Grainger team members earned the designation of Qualified Safety Sales Profession (QSSP), as the company continues to expand its safety expertise in an effort to best serve its customers.

The QSSP program is sponsored by the International Safety Equipment Association (ISEA), the association for personal protective equipment and technologies. The week-long QSSP course focuses on the technical and regulatory fundamentals of workplace safety and health, which includes OSHA 30 certification. Nearly 80 Grainger team members are now QSSP certified.

"QSSP increases the knowledge and competency of safety sales professionals, which in turn, builds trust and credibility in the customer relationship," said QSSP course director Rick Raymer, CSP. "The resulting partnership can be instrumental in reducing injury and illness in the workplace."

QSSP is just one of many safety resources available to Grainger customers. The company also has a dedicated team of safety experts who are available via the phone to help customers with the information they need to identify products, comply with complex regulations and implement new safety initiatives. In addition, there are on-site safety experts, who are OSHA

30-Hour General Industry trained and QSSP certified, available to work with customers to help solve their safety challenges, offer cost-saving proposals and recommend program standardization strategies.

Grainger offers a new online Safety Solution Center as well, which gives customers access to the latest safety news, trends and information on regulatory issues. This all-access site is designed to help customers identify, control and prevent workplace hazards through quick tips, safety data sheets, newsletters and click-to-chat support.

"Safety is a critical area for all customers, which is why Grainger continues to grow its safety expertise and is working to create a comprehensive safety offering," said Nino Granatiero, vice president, Safety Business Line with Grainger. "We partner with companies to help them keep their employees safe and operate safer facilities. If customers are struggling due to a lack of dedicated safety resources, complex regulations or changes occurring in their organizations, Grainger can offer the services and solutions to help them successfully tackle these challenges."



**ECOLINE – HIGHEST FUNCTIONALITY, BEST PRICE!**

**ECOLINE** – impressive functionality  
with fast 3D control systems.

**ecoTurn Series**

ecoTurn 310  
ecoTurn 450  
ecoTurn 510  
ecoTurn 650

**HIGHLIGHTS**

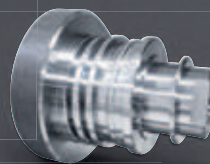
- Dynamic, rapid servo turret<sup>(1)</sup> with VDI 30 / 40 / 50 toolholders featuring max. 12 driven tool slots (optional) & 6 block toolholders (not available for ecoTurn 310)
- Large bar capacities (optional):  $\varnothing$  2.6 to 4.3 in.
- Automation interfaces for streamlined production
- Hollow clamping cylinder (comes standard)

# ecoTurn



**Coupling rod**

**Material:** Stainless steel (type 1.4305)  
**Dimensions:**  $\varnothing$  4.7 × 15.6 in.  
**Production time:** 48 minutes  
**Industry:** Machine construction



**Drive shaft**

**Material:** Steel (C45)  
**Dimensions:**  $\varnothing$  19.7 × 15.7 in.  
**Production time:** 55 minutes  
**Industry:** Machine construction



For ECOLINE events, please visit:  
[www.ecoline.dmgmori.com](http://www.ecoline.dmgmori.com)

All DMG MORI information is available  
online or through a local representative



**1-855-364-6674 (DMG MORI)**  
Support when you need it!

# ecoMill

## ecoMill Series

ecoMill 50  
ecoMill 70

## HIGHLIGHTS

- Unmatched efficiency – NC swivel rotary table with digital drives for 5-sided machining
- Reduced idling: 944.9 ipm. rapid traverse
- 32-slot tool magazine with quick double gripper (standard with ecoMill 70, optional with ecoMill 50)
- Thermally stable mineral composite bed with four-point support

NEW: 12,000 rpm.  
in-line spindle now  
comes standard<sup>(2)</sup>



### Main shaft support

**Material:** Aluminum  
**Dimensions:** 4.9 × 3.7 × 2.4 in.  
**Production time:** 40 minutes  
**Industry:** Automotive



### Support bearing

**Material:** Aluminum  
**Dimensions:** 19.7 × 15.7 in.  
**Production time:** 55 minutes  
**Industry:** Automotive

(1) Optional

(2) With SIEMENS 840D solutionline or HEIDENHAIN TNC 620 (only for ecoMill 70)



## NEED FOR INCREASED VET, GUARD HIRING IN COLORADO, NATION

BY DON RICE, 17TH SECRETARY OF THE AIR FORCE

The great state of Colorado is home to several prominent Air Force bases, including Cheyenne Mountain, as well as the U.S. Air Force Academy and Ft. Carson, a major Army base. It's also home to more than 14,000 unemployed veterans over the age of 18, and as many as that number underemployed with part-time jobs. The situation is similar in every other state too.

Nationally, 573,000 veterans are still unemployed and more than that underemployed. With all the programs out there to address this issue, we need to look hard at what challenges are holding back employers who want to hire veterans.

The conventional approach to dealing with veteran unemployment has been to focus the government, military and non-profit resources on preparing veterans to seek jobs on the assumption that enough employers are ready to hire the veterans and actually know the steps to take to do so.

However, the evidence shows long lines of veteran job applicants and a host of community programs set up to help unemployed veterans and their families cope with financial, emotional and homelessness issues that arise from not having full-time jobs equal to their skills and experience.

While many employers, especially large companies, have created well organized and successful veteran hiring programs, it is the small and medium size employers - those with fewer than 500 employees - which account for about 80% of new employee hires. Large firms with 1,000 or more employees, which sponsor most of the highly publicized veteran hiring campaigns, account for only about 12% of new hires.

No number of military placement counselors, nonprofit organizations or government agencies will be able to end the problem of veteran unemployment and underemployment - veterans working well below their skill level - until those recruiters doing the hiring in 500,000 smaller businesses across the nation are

better able to find and hire them.

"Business as usual" isn't getting the job done. The focus must turn to motivating and educating the employee recruiters whose daily performance in hiring veterans is "the critical success factor" to make it a priority, and to be truly proficient in recruiting and hiring our proud veterans.

A good start in this education process is the recent release of a free "Best Practices Guide to Hiring Military," with two versions for large and small businesses, by Center for America (<http://www.CenterForAmerica.org/bpg.html>) which also provides free webinars and other resources to help employers improve their veteran recruiting results.

Dr. Donald B. Rice was the 17th Secretary of the Air Force from 1989-1993, appointed by President George H.W. Bush. He served as president and CEO of RAND Corporation and headed three for-profit companies in diversified manufacturing and biotech. He is a supporter of the American Jobs for America's Heroes military hiring campaign, managed by Center for America.



Don Rice, 17th Secretary of the Air Force





**CFO  
ROUNDTABLE**

Save  
the  
Date!

LOS ANGELES/SANTA FE SPRINGS

Date | Wednesday, September 30

Where | NTMA Training Center  
12131 Telegraph Road  
Santa Fe Springs, CA 90670

Cost | NTMA MEMBERS  
\$400 - Early Bird Member Rate  
\*Deadline 9/9/15\*  
\$475 - Regular Member Rate  
NON-MEMBERS  
\$525 - Non-Member Rate

**Continental Breakfast and Lunch included**  
**Welcome Reception & Dinner on Tuesday September 29th**

To register or for more information contact Brittany Belko • 216-264-2848 • [bbelko@ntma.org](mailto:bbelko@ntma.org)

CPE credits will  
be available

## EARLY TERMINATIONS

The APPI Energy Customer Service team has resolved an increasing number of issues involving electricity supply contract terminations. Early termination occurs for a variety of reasons, most often because a customer authorizes an electricity supplier contract with a start date that overlaps with an existing supply contract.

Most electricity suppliers charge Early Termination Fees (ETFs) to customers that terminate contracts before expiration. If customers request to reenroll dropped accounts, many suppliers charge "gap in service" penalties. The APPI Energy Customer Service team has noticed that suppliers are less likely to reenroll accounts that are terminated within a three month timeframe before contract expiration dates.

Each supplier contract is different in how ETFs are calculated. Some suppliers assess specific dollar amounts per meter. Other suppliers calculate ETFs based on each contract's remaining term and electricity usage profile, or electricity market prices at the time of early termination. Survey reports by the Energy Research Council show that seven out of every 10 small-to-medium business owners are unaware or do not believe that their electricity supply contract has an early termination provision.

### SLAMMING

Customers that engage with solicitors risk exposure to early termination without their consent. Adding to the problem of early terminations is the notable increase of assertive energy salespeople targeting customers through mailings, phone calls, and door-to-door soliciting. "Slamming" occurs when a misleading salesperson obtains a customer's electricity account number, and then switches the account to a different supplier without the customer's knowledge or consent. This effectively terminates the customer's existing supplier contract. Businesses like multi-location franchises and healthcare entities are particularly vulnerable to slamming. Moreover, businesses that experience staff turnover or changes in managerial structure have a higher risk of early contract termination.

Some energy salespeople are unlicensed, inexperienced, or simply unscrupulous. Not only do these unethical solicitors dupe customers, but also they often violate "do not call" lists and marketing regulations set forth by state public utility commissions (PUCs).

Awareness and education are your best defense against the unnecessary costs and hassles associated with ETFs.

### BEST PRACTICES

To prevent early electricity supply contract termination from happening:

1. Make your employees aware that misleading callers and visitors are active. Even employees that are not authorized to discuss your utility bills or make contract decisions can be hounded by callers and tricked into providing confidential information.
2. Protect your energy bills, account numbers, and related information as you would treat any confidential business information. Your electricity account number is often the only requirement for an unauthorized supplier switch.
3. Beware of an energy salesperson that walks into your business and claims to represent the electric utility. Anyone who works for the electric utility already has digital access to all of your account information.
4. Beware of promotional offers that require your signature or verbal commitment.
5. Advise your employees to block salespeople from engaging with other employees.
6. Ask callers if they are properly licensed with the PUC.
7. Request to be removed from call lists.
8. Review your electricity bill each month for unauthorized charges or changes.

### CUSTOMER STORY: AUTOMOBILE DEALERSHIP OWNER, PITTSBURGH, PENNSYLVANIA

"Like so many business owners in Pennsylvania, I'm bombarded with phone calls from energy salespeople. Recently, I told one particular caller that I was locked into a supplier contract. The caller assured me that he wouldn't jeopardize my current contract, but he promised me an additional 10% discount on my current locked-in fixed price. I reluctantly agreed. Soon afterward, APPI Energy alerted me that my supplier dropped my account and would charge me early termination fees. I attempted to contact the salesperson that misled me, and he was unreachable. Fortunately, APPI Energy's customer service team worked with my supplier to reenroll my account without termination fees or 'gap in service' penalties. I'm grateful that APPI Energy serves as an advocate on my behalf, and its customer service team is always here to help."

APPI Energy has vetted and approved 54 supplier companies, and analyzed more than 100 different supply contracts. They deliver data-driven solutions, and true apples-to-apples comparisons. Their proprietary platform gives clients a competitive edge as they make informed, customized purchasing decisions. For more information call 800-520-6685 or go to [www.appi.com](http://www.appi.com).



SALES & MARKETING WORKSHOP

INDIANAPOLIS

NTMA SALES & MARKETING WORKSHOP  
TUESDAY SEPTEMBER 15, 2015  
  
Hosted by Hurco USA  
ONE TECHNOLOGY WAY  
INDIANAPOLIS, INDIANA 46268  
8:00am - 4:30pm

Registration Rates\*  
\$500 - Members - Early Bird  
(by 8/21/15)  
\$575 - Members - Regular  
(after 8/21/15)  
\$625 - Non-Members

\* Looking to attend both the Sales & Marketing Workshop and the Supply Chain Network Fair? Discounted rate is available for those who attend both events.

Continental Breakfast and Lunch included  
Welcome Reception & Dinner on Monday September 14th @ 6:00 pm  
To register or for more information contact Brittany Belko • 216-264-2848 • [bbelko@ntma.org](mailto:bbelko@ntma.org)

# NTMA FALL CONFERENCE

St. Louis, MO

October 21-23, 2015



*Sponsoring Opportunities Now Open*

Contact Tiffany Bryson • [tbryson@ntma.org](mailto:tbryson@ntma.org)

Already on Stage:

**EPICOR**

**+GF+**

**DMG MORI**

**EDGE** TECHNOLOGIES

**tei** PRECISION METALS

**BIG KAISER**  
PRECISION TOOLING INC.

**fives**  
ultimate machines  
ultimate factory

**K** KENNAMETAL

**MAKINO**

**AEROTEK**  
People Fit Perfectly

**OKUMA**

**CGTECH**.com

Black Line Group

**CBIZ**

**INDEX** **TRAUB**

**HARTWIG**  
Manufacture with Passion

**Blaser**  
SWISSLUBE

**PAULO**

**CultureShoc**  
engaging teams • shocking results

**GROB**

**NTMA**  
ST. LOUIS  
CHAPTER

**GRAINGER**  
FOR THE ONES WHO GET IT DONE

**machinemetrics**

**WALTER**

**DOOSAN**

**GLOBAL SHOP**  
SOLUTIONS

**ROYAL**  
PRODUCTS  
Optimize everything

**SNK**

**ZEISS**

**Partner Ship**  
Your Shipping Connection

**Mazak**  
Your Partner for Innovation

**SYNERGY**  
DRIVING INDUSTRY FORWARD



# Upcoming NTMA 2015 Events

**July 29, 2015**

Sales & Marketing Workshop  
Hartford, CT

**August 19, 2015**

CFO Roundtable  
Cleveland, OH

**September 15, 2015**

Sales & Marketing Workshop  
Indianapolis, IN

**September 30, 2015**

CFO Roundtable  
Los Angeles, CA

**October 4-9, 2015**

EMO Milano 2015  
Milan, Italy

**October 20, 2015**

Plant Managers Roundtable  
St. Louis, MO

**October 21-23, 2015**

NTMA Fall Conference  
St. Louis, MO

**November, 2015 - TBD**

Supply Chain Network Fair  
Indianapolis, IN

**November 11, 2015**

CFO Roundtable  
Kansas City, MO

**November 18, 2015**

Human Resources Roundtable  
Boston, MA

2015

January							February							March						
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# Tackling the things that keep you **up** at night!

**Friday & Saturday,  
July 24<sup>th</sup> & 25<sup>th</sup>, 2015**

*Come down for the day or make it  
a weekend get-away!*

**Conference location:**

Chateau on the Lake Resort • 415 North State Highway 265 • Branson, MO 65616  
[www.chateauonthelakebranson.com](http://www.chateauonthelakebranson.com) • 1-888-333-LAKE

**Information & Register:**



Call: 816-739-4422



E-mail: [execdir@kcntma.org](mailto:execdir@kcntma.org)



# THE RECORD

NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Rd.  
Cleveland, OH 44134



## NTMA-U now offers Shop Safety Awareness

EMPLOYEE AND  
PLANT SAFETY IS A  
PRIORITY

NTMA-U now offers a  
complete Safety Training  
package – a single source  
for your industrial safety  
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Enroll 10 employees for  
only \$99 each!

- One of the primary workforce issues that NTMA members face today besides finding and developing a highly skilled workforce is the safety of their existing employees.
- Safety awareness and well-being of company employees has been thrust to the forefront and members are looking for workforce development around the critical issue of safety awareness.
- We have listened to our members. NTMA-U has developed a Safety Awareness Training Program.  
(See full details inside this issue of The Record)

# CAUTION