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survive and flourish in the future...
our nation depends on it! — p25

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OF A COUPLE OF DAYS IN WASHINGTON IS
MINIMAL COMPARED TO THE IMPACT I CAN HAVE
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IN THESE DECISIONS." — p8-9

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WELCOMES
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920 Lone Star Drive
O'Fallon, MO 63366

CONTINENTAL NH, PRODUCTS
North Texas Chapter
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Dallas, TX 75208-2136

INTEGRATED MACHINING COMPANY
New Mexico Chapter
Mr. Bill Ramos
4608 McLeod Road NE
Albuquerque, NM 87109

KORRY ELECTRONICS
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Everett, WA 98204

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Mr. Brad Mowdy
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Duncan, OK 73534-1422

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Rocky Mountain Chapter
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NTMA'S 2015 MEMBERSHIP DIRECTORY – ONLINE

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Nearly 175 members opted to receive their 2015 Membership Directory online this year. Did you know this important tool is available online? Just log into the Members Only section of the website and look under "Resources." NTMA members: you

can even sign up now to receive your membership directory online or to request information on advertising in the 2016 directory. Contact Sandy Bailey (sbailey@ntma.org) for more information.





CHAIRMAN'S CORNER

TED TOTH / NTMA CHAIRMAN OF THE BOARD

I first want to thank all the chapters that hosted me. One of the items that I was looking forward to was visiting our members; I was not disappointed. The broad scope of what you manufacture is amazing! You opened my eyes as to how important networking and training is to every shop, no matter how small or large. This is important as we develop a long-term strategy for the association.

I prepared material for chapter presentations and Record articles around my 2014 theme, "Retooling Manufacturing." I did not even know all the tools that the NTMA offered, and I heard time over time that many members picked up a few new tools as a result of my presentations. I apologize to the chapters that I was not able to visit, but if you read my Chairman's Corner articles since last March, you will have been exposed to most of NTMA's tools and programs.

We still hear from a small minority of members who question the value of their NTMA membership. Like all tools, if you do not use them you will see little to no value. Like the tools in our shops, NTMA tools require maintenance and updates to keep them current. NTMA teams and staff are tasked with re-

viewing and maintaining their related tools on a regular basis.

Another reason some members do not see value in the association is that they have not put efforts in. I was told from an early age that you cannot get anything out of something if you do not put some effort in. I suggest to all members: read The Record and E-trends; attend local chapter meetings, technology seminars and national events. It's kind of like a health club membership: everyone has good intentions to stay healthy and exercise regularly, but you need to go to receive any benefit.

We also hear that some member see value in their local chapter but question the value of belonging to a national association. While I can understand this, it again comes down to not knowing about the tools and/or programs of the association. National provides many tools and programs that chapter do not have the resources to provide.

I believe it simply comes down to communication. Over the last decade the association struggled to find direction and had, at times, lost contact with some chapters. Late in 2010, we hired our new president, Dave Tilstone. The Executive Team now provides the Association and the President

with a road map – a direction. The President is the captain of the ship that takes us there. And he provides stability, year after year.

We have had a few moves and staff changes, but we have been steadily been moving forward. We have developed new ways to better communicate with chapters, such as Chapter Leadership Summits, and Trustee and President roundtables. Our newest plan, as Dave outlined in January's Record is to develop regional Membership and Chapter Services support managers. Kelly Kasner and Rich Basalla are already on board in the Midwest and East Coast respectively; two others will follow in other regions soon. Like our members, each chapter is different and has different needs. These support managers will work with chapters to update members on current and new programs and tools.

Communication from the top is important and traditionally has changed each year as the chairman changed. Going forward, the President will be the voice of the association and the Chairman and the ET will support the communications as needed. To do this it takes funding. Much of your dues fund the National association, which is still less than

half of the operating budget. This helps cover the development and management of new programs or tools, events and our lobbyist and PR firms who help filter through the noise in Washington, D.C. and provide us with information about our own industry. Members and local chapters do not have the time or resource to do this on their own.

Members have asked what I have seen as I traveled and visited member companies. I have noticed that many of our members are growing. What makes these growth members different than the average member?

Growing members use lots of NTMA's tools; they attend local and national meetings; they invest in the industry, the association, their chapter, their companies and their employees – because they get it.

We visited over 70 shops this year, and of course the chapters invited me to tour their pride shops. I thought to myself: what separates these guys from the others? So I listed the top 12 things that I saw that may have made the difference.

1. Clean, bright and modern facilities.
2. They know their cost of doing business.
3. They are innovative and have invested in

CONTINUED ON — P5

THE RECORD

OPERATIONS & EDITORIAL

Dave Tilstone, President

Sally Safranski, Executive Editor

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To advertise in *The Record*, or for information on publishing your corporate newsletter or sales literature, contact NTMA at (216) 264-2847 or

tbryson@ntma.org for advertising,

ssafranski@ntma.org for editorial content.

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NATIONAL TOOLING & MACHINING ASSOCIATION

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Cleveland, OH 44134

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technologies.

4. They know their customers and their competitors, inside and out.
5. They have a steady source of employees, either by in-house training or by sponsoring a local training center or school.
6. They are efficient – they have and use effective processes.
7. They have process improvement and/or idea programs.
8. They have scrap reduction programs and everyone in the company is part of the process.
9. They share important information including financial with their employees.
10. They have their own product, or are a contract manufacturer and work within

their industry and product niches.

11. They give back to the industry and their communities.

12. They have good customer diversity and a few industry niches.


How does your company stack up against this list?

We have approximately 1350 shops. All are different and all have different needs. To give you an idea of quantity and sizes of our members, we have 495 members with 14 or less employees, 558 who have 15-49 employees and 197 which have 50 or more employees.

We know that every shop is tooled differently, has different business models;

CONTINUED ON – P7

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but when you step back and look at the big picture, we are all alike. Each of the small, medium and large shops have the same challenges. While challenges may be ranked differently and may differ from shop to shop, we can learn from each other and help each other. We are like a big family. That is why it is important to belong to a strong association.

To end my last Record article, I would like to review some positive actions that happened on my watch that will change the association. The Executive Team composition will grow from five to seven members: five internal and two external members. Executive Team members' terms will decrease from five years to three.

The process of how we select new Executive Team members will also change. The Association officers - President, Treasurer and Secretary - will be staff. The Executive Team will act more like a board than a team.

We also hope you have seen the association become more transparent. Members are more involved in key decision-making processes. We are engaging more emerging leaders. The input includes: dues structure, board change, change implementation and strategic planning. Our Board of Trustees has become more engaged. We have improved the communication between national, the chapters and our members.

The goal of the Association is to support our chapters, our members, their employees and our industries. To provide information and guidance, to teach about new emerging technology, to help provide training and workforce development. Together we can provide a stronger and more profitable future for all.

It has been my honor to serve as your Chairman during this year.

Thank you.

THEODORE O. TOTH, JR. (TED) /
NTMA CHAIRMAN



MICHIANA “READY FOR TAKE OFF”

(Michiana) manufacturers with ties to the airline industry are looking forward to some good years ahead. “Americans are flying more than we’ve ever flown before. Countries like India and China are going from countries where people don’t fly to countries where people are going to fly a lot,” said Paul Hartz, president of Mack Tool & Engineering*, a South Bend (IN) company that makes carburetors, landing gears, parts for flight-data recorders and other aerospace components.

“The demand is there, but the airplanes aren’t,” Hartz said. “There’s just going to be a big demand for planes.”

Airbus and Boeing — the world’s largest jetliner company — reported in market forecasts last year that more than 30,000 new passenger airplanes will be needed by 2033 to replace older planes and accommodate new growth. That’s almost twice the number of planes made in the previous two decades.

Mack Tool, for one, is preparing to meet the demand. The company, which employs about 60 people, is scheduled to spend nearly \$5 million on new equipment over the next five years. It also plans to hire an additional 35 people.

“Everyone is gearing up to build a lot of airplanes,” Hartz said. “I think the other aerospace companies in town are seeing the same growth.”

The South Bend area isn’t popularly known as a center of the aerospace industry, but there are several companies here that make aircraft components for commercial travel, military purposes and even space exploration.

The industry has had a foothold here since the 1920s, when Vincent Bendix started Bendix Corp. on South Bend’s west side. He needed a community of suppliers to support his company, which ended up being a pioneering force



Ron Gustafson performs an inspection after a part was coated at Mack Tool & Engineering in South Bend. The company, which supplies the aerospace and medical industries, is gearing up to meet additional demand for airplanes. SBT Photos/SANTIAGO FLORES



Paul Hartz is president of Mack Tool & Engineering in South Bend. SBT Photo/SANTIAGO FLORES

in aviation.

“As I understand it, he and other company representatives approached businesses in the local area, or people he felt could potentially form such businesses,” said Pam Rubinstein, owner and CEO of Allied Specialty Precision*, a Mishawaka company that employs about 60 people.

Bendix later went through a series of mergers, but the aerospace division survives in South Bend as part of Honeywell International. Rubinstein said Honeywell is Allied’s largest customer. “Today, because the name Bendix is gone, many people in the area are unaware of that part of South Bend’s history,” Rubinstein said. “Luckily, though, this area hasn’t lost aerospace manufacturing.”

Other local companies involved in the aerospace industry include Curtiss-Wright Controls, Hoosier Spring Co., Indiana Integrated Circuits, Manufacturing Technology Inc.* and Value Tool & Engineering* in South Bend; Kessington Machine Products in Elkhart; Alcoa Howmet in LaPorte, and Niles Precision* in Niles. And that’s not a comprehensive list.

The industry’s ties to this area could grow even stronger when the Notre Dame Turbomachinery Facility opens next year at Ignition Park, south of downtown South Bend. The \$36 million laboratory, a collaboration of the university, General Electric and other partners, will be dedicated to researching and testing technology in the massive gas turbine engines used by commercial and military aircraft, power plants, and the oil and gas industry.

Hartz, of Mack Tool, said many of the aerospace manufacturers in the South Bend area depend on each other.

“We will only succeed together,” he said. “We’re really supplying to the same people. It’s impossible for me to increase my sales if the other companies don’t increase their sales.”

*these companies are all NTMA members!

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WHY SHOULD MANUFACTURERS BECOME MORE INVOLVED IN GOVERNMENT ADVOCACY?

It takes leadership in Washington, D.C. to make a difference, and the joint NTMA/PMA partnership GAT is leading the way in our nation's capital on behalf of small and medium-sized manufacturers. One Voice is getting the message out to lawmakers and the public, with Twitter followers increasing by 52% in recent months and articles published in national and local media. We need more companies to engage!

THE FEDERAL GOVERNMENT IS YOUR "NOT-SO-SILENT PARTNER," AFFECTING EVERY ASPECT OF THE BUSINESS:

- Regulatory compliance costs businesses over \$2.2 trillion each year;
- In 2014, federal government agencies issued 3,541 final regulations;
- EPA proposal raises electricity costs up to 20% - \$30,000 avg. annual increase for our industry;
- Loss of Bonus Depreciation in 2014 would have raised taxes by \$400,000 on equipment bought.

DESPITE THE CHALLENGES, PMA AND NTMA MEMBERS ARE MAKING A DIFFERENCE EVERY DAY IN WASHINGTON:

- Passed a law reforming job training programs – 84% of One Voice members have job openings;
- Extended Section 179 Equipment Expensing (89% used in 2014), R&D Tax Credit (50% used);
- Defeated NLRB pro-union anti-workplace rules on Ambush Elections, Posters;
- Passed a law to develop a U.S. National Manufacturing Strategy for the first time.

ONE VOICE MAKES IT EASY FOR NTMA AND PMA MEMBERS TO BECOME MORE ENGAGED IN POLICY AND POLITICS:

- Invite a member of Congress to your plant and hold an open house during Manufacturing Day;
- See how your Senators and Representatives voted on key issues;
- Speak to the media on issues impor-

tant to your company and the industry;

- Donate to the Political Action Committees, which had 98% victory rates supporting candidates.

ATTENDING THE ONE VOICE ANNUAL LEGISLATIVE CONFERENCE ON APRIL 21-22 IS CRITICAL. ONE VOICE WILL:

- Arrange meetings with your Senators and Representatives;
- Schedule a special lunch with you and a member of Congress;
- Provide all materials on the issues ahead of the event;
- Make sure your message is heard

directly by key decision-makers.

NTMA/PMA MEMBERS KNOW THE VALUE OF ATTENDING THE ANNUAL LEGISLATIVE CONFERENCE

"I was skeptical that the legislators would have a genuine interest in our message. To my pleasant surprise, they were very receptive to us. I felt like we accomplished our goals."

"It is very organized and anyone can do it and feel comfortable. Everyone, like it or not, needs to see and understand the process of our government."

"I participate in the Legislative Conference because it makes good business sense for my company. Congress and federal agencies make decisions every day that directly impact my business, from im-

posing new regulations to considering new taxes or ending important tax credits. The cost of a couple of days in Washington is minimal compared to the impact I can have and the money I can save by having a voice in these decisions."

To become more involved with the One Voice Government Affairs Advocacy efforts, please visit www.metalworkingadvocate.org or contact khrusch@ntma.org.



**7th Annual NTMA/PMA One Voice Legislative Conference
April 21-22, 2015
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Agenda

Monday, April 20

4:00pm - 5:30pm - Early Conference Registration
5:30pm - 6:30pm - Optional Early Arrivals Reception

Tuesday, April 21

8:00am - 11:30am - Conference Registration
11:30am - 1:00pm - Conference Opening Remarks, Briefing and Lunch
2:00pm - 4:30pm - Capitol Hill Visits
5:30pm - 6:30pm - Networking Reception

Wednesday, April 22

8:00am - 9:30am - Breakfast, Issues Presentation
10:00am - 4:00pm - Capitol Hill Visits

For more information, visit www.metalworkingadvocate.org or contact onevoice@metalworkingadvocate.org or call 202-393-8250.

ACTIVITIES ON THE WASHINGTON RADAR IN THE COMING MONTHS



Government regulations are on the mind of Congress these days. In February, the U.S. House of Representatives passed the Small Business Regulatory Flexibility Improvements Act of 2015. The bill requires government regulators who are in the process of analyzing the potential impact of proposed regulations to factor in the indirect impacts of those regulations on small businesses. The bill also calls on agencies like the EPA to form a small business review panel when developing a rule that affects small businesses. The legislation next heads to the Senate for consideration.

The bill aims to reduce the number of burdensome and ineffective regulations issued by agencies such as the EPA and OSHA. In fact, the President's FY2016 federal budget requests an additional \$1.3 billion for OSHA enforcement actions, and the EPA continues to move forward with a new ozone rule and a greenhouse gas rule that non-partisan power sector monitoring organizations fear will jeopardize the reliability of the electrical grid as utilities grapple with meeting unrealistic mandates.

Whether the increased regulation of carbon emissions from power plants, expanding ozone standards, or mandating that injury and incident reports be made public, many agency actions continue to pose a threat to job creators across the country – and small manufacturers face a significant and disproportionate regulatory burden that hampers companies' ability to compete in a tough international market.

Congressional Republicans are taking action. For years, environmental and other interest groups have used a tactic known as "Sue and Settle" to force federal agencies to issue or enhance regulations by, for example, filing a lawsuit against the EPA. The settlements are often negotiated behind closed doors between the EPA and the environmental groups, who seek to compel the agency to make their rules stricter. In an effort to counter what has become somewhat of a tradition, the House is poised to move the Sunshine for Regulatory Decrees and Settlements Act (Sue and Settle bill) and the RAPID Act to expedite environ-

mental reviews (often held up by bureaucratic sluggishness or litigation). The Sue and Settle bill will ban the practice of same-day filings of a complaint coupled with a pre-negotiated settlement agreement resulting from a party trying to force an agency to act. The idea might sound commonsense enough, but in Washington, it represents a big step forward.

There's a lot at stake for manufacturers this year, and to make a difference in Washington, you have to 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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GREAT (PLANT MANAGERS') MINDS THINK ALIKE...AND DIFFERENTLY!

NTMA PLANT MANAGERS SHARE COMMON CHALLENGES & DIFFERENCES, LEARN TOGETHER

Makino headquarters in Cincinnati was host location of this year's first 2015 Technology Seminar: Plant Managers Roundtable. The Roundtable is the first of three planned this year designed specifically for plant managers. Attendees heard from expert speakers, toured the Makino facility – with a Makino Titanium demonstration, and shared conversation with hosts and with their peers.

NTMA member Tomak Precision opened the roundtable with an informative plant tour led by AJ Schaeper, followed by a reception and dinner hosted by lead sponsor, Makino. Presenters during the full day roundtable included Makino, MTConnect, FANUC, CIMCOOL and CliftonLarsonAllen. An MTConnect panel was particularly well-received, led by Hilena Hailu (AMT's MTConnect Product Manager), with panelists Dave Edstrom (Memex Automation), Mohamed Abuali (FORCAM) and Ron Pieper (TechSolve). It was a jam-packed day for the plant managers, who came away with new ideas, some possible solutions to shared challenges and invaluable connections made through networking with both presenters and their peers.

Members were in attendance from Utah, Ohio, Maryland, Indiana and Missouri. Sam Griffith (National Jet Company) applauded the Tomak Precision plant tour, saying "I find it very beneficial any time I can tour a similar job shop, as I can pick up ideas from different approaches

taken to similar problems."

Another attendee noted that the most valuable aspect of the event was "interaction with participants and speakers and time on

the Makino floor." Brad Cashner (Sattler Machine) commented that "it was an excellent event for me to communicate with my peers over shared issues. I would recommend NTMA events like this to anyone who is looking to collaborate and improve their business."

The next Plant Managers Roundtable is being planned for California on May 27 – stay tuned for details, with a third Roundtable scheduled in St. Louis the day before Fall Conference – Tuesday, October 20.



Attendees take a break from the agenda with a Makino Titanium demonstration

NTMA
PLANT MANAGERS
ROUNDTABLE



Panelists getting ready to start the day

1ST SALES & MARKETING WORKSHOP

A HOME RUN ON THIS NEW TECHNOLOGY SEMINAR!

The first in a series of Sales and Marketing Workshops took place in Albuquerque

on February 10-11, hosted by Insight Lighting, one of the New Mexico Chapter's larger NTMA members and sponsored by national associate member, Epicor. It was no surprise that both workshop and pre-workshop networking dinner had a higher-than-expected turnout – after all, New Mexico was NTMA's fastest growing chapter in 2014 and enthusiasm there is high and building for NTMA programs and services.

The Workshop's unique format consisted of a panel of distinguished industry experts, each who have developed and managed marketing and sales programs: Muff Tanriverdi, President of Walter USA; Mark Logan, Vice President of Sales and Marketing from Fives; Bill Vejnovic, GROB's Vice President of Sales, and Chris Kreuter, Sales and Marketing Vice President for Insight Lighting. The panel offered their experiences and best practices, and then answered questions/offered suggestions for attendees' sales and marketing challenges.

One key point emphasized by seminar speaker and facilitator, NTMA Strategist Dan Bagley, was that it is critical to identify what your company offers that differentiates you from your competitors. Being able to "tell your company story" will help you set your company apart from other shops.

The workshop also offered ideas growing business through effective

sales and strategies, as well as strategies for entering new markets, both in the U.S. and globally.

Guest speaker, Ken Jacobson, Director – Salesforce Delivery, LiquidHub spoke about CRM (customer relationship management programs): what it is, why you need it and how CRM helps track and build relationships with both prospects and customers.

Attendees reflected that the Workshop exceeded expectations. It offered very useful information and tools that could immediately help grow sales. Some noted the value of hearing panelists' company histories, which helped establish context and credibility. A common theme is again the value of networking – sharing from within the industry common successes and challenges.

FUTURE EVENTS

Many attendees acknowledged plans to attend future NTMA events; some are especially looking forward to the Emerging Leaders Conference (May 15-16 in Cleveland). The next Sales and Marketing Workshop will be held at Mazak's Technology Center on July 29th in Hartford, CT.

Of note to all: the recently updated Events Calendar in this issue of The Record shows this year's Purchasing Fair has moved from November to September 16th in Indianapolis – it is coupled with a Sales and Marketing Workshop on the 15th. Members who attend both Workshop and Purchasing Fair will receive a discounted registration rate.

See updated Events Calendar, p.31.



NTMA
SALES & MARKETING
WORKSHOP



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.

MAKE IT EASY WITH THE NTMA STAPLES ADVANTAGE PROGRAM!

We don't all use the same pens...and we don't all buy the same toner. Your supply solution should work for you...that's why Staples Advantage provides each NTMA member company a customized solution. With a wide assortment of product options to choose from, Staples Advantage is the efficient way to save time and money. NTMA members save up to 80% off of list price on the items that they use most often, and report a savings of up to 35% over previous vendor programs.

Through the NTMA program with Staples Advantage, member companies have access to thousands of products and services necessary to run an office, including furniture, breakroom, cleaning and facilities supplies, promotional products, custom print and technology items — including Apple brand products. Are you leasing copiers and printers and spending a small fortune on toner and paper? The Staples Advantage program also offers Managed Print Services programs that will help your company save while simultaneously supporting sustainability initiatives.

THE NTMA STAPLES ADVANTAGE PROGRAM INCLUDES:

- Custom Pricing and Shopping Lists which reflect your company's specific needs.

"I THINK THE STAPLES BUSINESS ADVANTAGE PROGRAM IS A TERRIFIC MEMBER BENEFIT THAT SAVES TIME AND MONEY. I ALWAYS USE IT TO PURCHASE ITEMS I NEED FOR THE CHAPTER OFFICE AND EVENTS. THE BEST PRICE GUARANTEE PROVIDES ME WITH GREAT PRICING ON THE ITEMS I USE THE MOST. I'VE USED THE CUSTOM PRINTING SERVICE TO GET DISCOUNTS ON LARGE COLOR COPY RUNS AND SIGNS. NEXT DAY SHIPPING MAKES IT EASY TO GET SUPPLIES FAST. AND, IF I NEED TO RUN OUT TO A LOCAL STAPLES STORE FOR LAST MINUTE ITEMS, I CAN USE THE PROGRAMS' CONVENIENCE CARD TO GET THE CONTRACT DISCOUNT ON MY PURCHASES. THE NTMA'S STAPLES BUSINESS ADVANTAGE PROGRAM REALLY WORKS FOR ME!"

NTMA Executive

- Managed Print Services provides member companies an opportunity to save significant dollars! Staples provides nationwide service and monitoring, brand-neutral custom solutions, auto replenishment of print supplies and expert technical support.

- Digital Copy Services, providing digital color, B&W and large-format reproduction. Staples can produce and distribute all of your print-on-demand for presentations, sales materials, training manuals, signage and more.

- Everyday Technology, including computers, monitors, tablets, headsets, keyboards, mice and Apple brand products.

- Cleaning and Breakroom Supplies including cleaning products, chemicals and paper products to coffee and snacks for your breakroom — we've got that!

- Staples Promotional Products offers a full range of customizable apparel and trade show items to advertise your logo or message.

- Custom Print: create an easy to use, online printing program for your stationery, letterhead, business cards and more.

- Business Interiors by Staples provides the space-planning expertise and furnishings you need.

- Customer Appreciation Shopping Days, offering additional discounts for all of your employees on their personal purchases at Staples retail stores.

- Convenience Cards make emergency purchases at any Staples retail store quick and easy, eliminating the need for petty cash. Receive your NTMA contract price on store purchases and an automatic invoice to your Staples Advantage account.

Visit ntma.org/benefits/discount-programs/supplies to enroll in the NTMA Staples Advantage program.

Questions? Contact Lisa Finnegan at lisa.finnegan@staples.com or at 800-724-1480 x245.



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For more information, contact Lisa Finnegan at (800) 724-1480 x245 or Lisa.Finnegan@staples.com.



NTMA HUMAN RESOURCES ROUNDTABLE

WEDNESDAY MARCH 25, 2015

Hosted by

Modern Industries

2925 S. Roosevelt Street
Tempe, Arizona 85282

8:00am - 4:30pm

Continental Breakfast and Lunch included

Tuesday March 24 - Welcome Reception & Dinner

DoubleTree by Hilton Phoenix Tempe

2100 South Priest Drive

Tempe, AZ 85282

5:30pm

Registration Fees:

Early Bird Member - \$400 (cut-off 2/25/15)

Regular Member - \$475

Non-member - \$525

Sponsored by



Topics & Speakers

Job Match...

A Key Element of the Topgrading Process

Hank Epstein, Partner, The Quality Coach, LLC

Drugs in the Workplace

Sharon Moyer, Attorney, Sacks Tierney P.A.

Legal Compliance Update

Sharon Moyer, Attorney, Sacks Tierney P.A.

Affordable Care Act

Steve Rees, CBIZ

For registration information or questions contact: Brittany Belko • bbelko@ntma.org • 216-264-2848



NW PA CHAPTER BLUE COLLAR BASH A RECORD-SETTING CROWD SALUTES TOOLING AND MACHINING SUCCESSES

BY KONSTANTINE FEKOS, MEADVILLE TRIBUNE

Organizers of the ninth annual Blue Collar Bash were pleased to announce (the January) event sold out for the first time in its history.

Tami Adams, local executive director for the National Tool and Machining Association (NTMA), reported more than 400 attendees this year, topping the usual 350 industry representatives who gather to honor their own at the Meadville Elks Lodge.

"It's very exciting," she said. "It's nice that the event gained such momentum."

In addition to drawing scholarship and service award recipients, the event is a celebration for workers and companies in the tool and machining industry, featuring raffle prizes and live music.

"It's a nice winter break for people to

get out and enjoy themselves," Adams said.

This year's recipients of two \$500 scholarships, awarded by the (Northwestern PA Chapter) NTMA Education Foundation, were Progressive Tool and Die and Area Tool & Manufacturing. The NTMA scholarships are required to be used for continuing education of a recipient company's employees, Adams said, and are often allocated for training.

"We're very appreciative of the Education Foundation," said Ashleigh Smith, office manager for Area Tool & Manufacturing. "We'll probably utilize it for our younger employees who are new to the company."

Progressive Tool & Die's scholarship was accepted by Lynn Setta on behalf of her parents, Nancy and Mike.

I'm sure they'll be pleased," she said.

"They'll put it to good use, I know that."

Other scholarships and training vouchers, provided by Crawford County Career and Technical Center and Precision Manufacturing Inc., were awarded to Talbar Inc., C&J Industries, Tech Molded Plastics, Shorts Tool, Imperial Carbide, Greenleaf Corp. and Highpoint Tool.

Service awards were presented to industry workers Mike Dales, Ryan Park, Karen Styborski, Randy Jones and Melinda Douglas.

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— Machine Tool Builder Project Engineer



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Are you ready to be a **LEADER** within your organization?

The NTMA Emerging Leaders Conference offers up-and-coming professionals from around the country the opportunity to gather in an intimate setting to learn, share insights and discuss the issues that matter most to them and their leadership position.

Emerging Leaders Conference

May 15-16, 2015
Cleveland, Ohio

The Emerging Leaders Conference is a high-impact fast-paced one day event that includes a variety of concurrent professional development sessions, workshops, networking opportunities and moderated roundtable discussions.

Registration Fees:

Member - Early Bird \$325 (by 4/15/15)
Member - Early Bird 2nd Attendee \$250 (by 4/15/15)
Member - Regular \$375
Member - 2nd Attendee \$300
Non-Member \$450

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Non-Financial Managers

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Cohesive Team

Preparing for the Next Level
of Leadership

Sales & Marketing –
Finding Your Strengths

Event Location



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Emerging Leaders Conference brought to you by:



For more information or to register, contact Brittany Belko • bbelko@ntma.org • 216.264.2848

Save the Date

NTMA

**CFO
ROUNDTABLE**

Date | Wednesday, April 29

Where | Philadelphia, PA

Cost | NTMA MEMBERS

\$400 - Early Bird Member Rate *Deadline 4/8/15*

\$475 - Regular Member Rate

2nd attendee from same company:
\$100 off current registration rate

NON-MEMBERS

\$525 - Non-Member Rate

Continental Breakfast & Lunch Included

Welcome Reception:

Tuesday, April 28 - 6:00pm

**CFO Roundtables
Sponsored by:**

CBIZ

For more information or to
register contact Brittany Belko
(bhelko@ntma.org) or
phone 216-264-2848

CONGRESSMAN, NTMA, PROMOTING MANUFACTURING IN OHIO

Members and staff of the NTMA met with Congressman Tim Ryan this month to discuss ways to promote manufacturing in Ohio and how to attract more young people to the industry. As co-Chair of the U.S. House of Representatives Manufacturing Caucus, Congressman Ryan is among the leading voices in Washington developing policies to strengthen manufacturing in America.

The NTMA arranged for members of the Akron Chapter to meet with the Congressman at Allen Aircraft Products, Inc. in Ravenna. The Association is working with lawmakers, the media, and outside groups to help attract more students and sponsors to the National Robotics League (NRL). The NTMA developed the NRL as a way to expose the younger generation to careers in manufacturing. Through local, regional, and national competitions, the NRL is exposing parents, students, and educators to the opportunities manufacturing has to offer, while also filling

the pipeline with new employees. In a recent survey, 84% of NTMA members reported having at least one job opening and 95% are having serious or moderate challenges recruiting qualified employees.

NTMA regularly arranges meetings and plant tours for the membership with leading U.S. Senators and Representatives. Working with Congressman Ryan, the local Chapter hopes to generate additional interest in manufacturing and the activities the Association and elected officials are undertaking to promote the industry. Ohio manufacturers are fortunate to have a number of lawmakers like Rep. Ryan who



Doug DeRose (NTMA), Dave Sattler (Sattler Companies), Neil Mann (Allen Aircraft), Emily Lipovan (Sattler Companies) and Congressman Tim Ryan (R-OH)

understand and support manufacturing in America.

For more information on inviting your elected officials for a plant tour or manufacturing event, visit www.metalworkingadvocate.org/resources or contact khrusch@ntma.org.



THERE'S HONORABLE WORK IN MANUFACTURING

By Bob Funk, CEO and Chairman of the Board

EXPRESS EMPLOYMENT PROFESSIONALS

I'm in my 70s and fortunate enough to still have my health. I still work every day. Sadly, many of my friends haven't been so fortunate. I recently heard from a friend who's living in an assisted living center due to physical ailments. I asked if he could do anything he wanted, what would he do? The answer was get a job. Like me, he always found great joy and hope in a job well done. He has a go-getter spirit.

Throughout American history you'll find go-getters. Many of those go-getters got their start and continue to work in manufacturing. But lately, Americans have given up looking for work. A recent Harris Poll commissioned by Express Employment Professionals revealed that 47 percent of the unemployed have stopped looking for work. And the Bureau of Labor Statistics (BLS) reports that 49 percent of the unemployed are under the age of 30.

At Express, we're encouraging young people to consider all occupations rather than just those that require a college education. Don't get me wrong, I'm not against getting a college degree. I have a college education and I'm glad I made that choice. It was right for me at the time.

We're investing heavily in educating young people about the job opportunities in all sectors including manufacturing. We recently released the "Job Genius" educational video series to prepare people primarily ages 17-24 to choose the right education and career path. This program helps educate young adults on the Job Market Forecast, Finding Job Opportunities, Writing a Resume, Interviewing for the Job and more.

Too many of our nation's leaders, along with private organizations, high school counselors and even parents, have instilled in our youth the idea that if they don't go to college, they won't be employable. Although conventional wisdom wrongly suggests that a four-year degree is always better, there are many technical and skilled jobs available in manufacturing for those ready to embark on a career path.

We're doing a disservice to our young people by portraying skilled labor positions as something less than honorable work. Doug Oberhelman, Chairman and CEO of Caterpillar Inc. and the Chairman of the Board of the National Association of Manufacturers posed the question, "Instead



of pushing all students down a four-year degree pathway, shouldn't we instead focus on developing the skills and knowledge actually needed for the workforce of today and tomorrow?"

One can even learn valuable skills on the job. Many people who are business owners today, once served in a front line capacity in the businesses they now own. For example: most owners of plumbing companies started out installing faucets and fixing leaks. I worked on a dairy farm as a teenager and learned the responsibility of working, starting at 5 a.m. and working well into the evening to ensure all the work was accomplished. It was a tough job but it taught me responsibility and

the value of a day's work.

There are many career opportunities in manufacturing, healthcare, information technology and more, waiting for American workers young and old. As CEO of the largest franchised staffing company in the U.S., I see who's getting hired in today's economy. There are three simple things that employers really want most out of their workers. They want people who will show up for work and on time, demonstrate a strong work ethic and be able to pass a drug screening exam.

Employers are also looking for individuals with work experience. We're seeing so many young people graduate and try to enter the workplace without any work experience. Working part-time jobs in high school, career tech or in college can provide students with the opportunity to learn how a business operates as well as valuable skills that

can benefit their future careers and employers.

People working helps bring hope to America. Working is the greatest social program. I recently learned that 85 percent of Americans are proud to be American. I believe America wants to remain a place of opportunity. Meaningful work can add purpose and fulfillment to your life. It can give us hope. There is honor and fulfillment in hard work. So, let's put honor back into working in manufacturing and get America to work.

We're proud that Staffing Industry Analysts ranked Express Employment Professionals No. 1 in industrial staffing. More than 60 percent of our business mix is comprised of industrial and manufacturing customers.

Express Employment Professionals has a long-term goal to put a million

people to work annually. With our network of more than 700 franchised locations throughout the U.S., Canada and South Africa, we helped a record 456,660 people find work in 2014 and helped more than 60,000 businesses with their staffing needs.



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— WEDNESDAY, APRIL 15, 2015 —



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Featuring **DAYMOND JOHN**

CEO of FUBU and Shark Branding, and TV
Personality on ABC's "Shark Tank"



THE FUNNY THING ABOUT LEADERSHIP

Featuring **DAN AYKROYD**

Actor, Comedian, Screenwriter, Musician,
Businessman ... Ghostbuster



FROM HOMELESS TO HARVARD

Featuring **LIZ MURRAY**

Motivational Speaker and Bestselling Author
of *Breaking Night: A Memoir of Forgiveness,
Survival, and My Journey from
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WHY LOCK IN?

TODAY'S ELECTRICITY AND NATURAL GAS PRICES ARE AT THE LOWEST LEVELS SINCE 2012, BUT ARE EXPECTED TO STEADILY INCREASE. NOW IS A PRUDENT TIME TO CONSIDER A SUPPLY CONTRACT WITH A FIXED PRICE.

ELECTRICITY

- New federal regulations on power plant emissions have caused electric utilities and generators to schedule two dozen coal-burning generators in the U.S. for decommissioning, beginning in 2015. The U.S. Energy Information Administration (EIA) forecasts 16% of coal-fired capacity available at the end of 2012 will be retired by 2020.

- The increasing use of natural gas for power generation will result in price increases for both natural gas and electricity, according to the EIA.

- Thirty states have renewable energy mandates in place for wind and solar generation sources, which will likely put upward pressure on electricity prices.

- Power outages cost the U.S. economy \$18 billion to \$33 billion per year.

- The average U.S. power plant is 30 years old, while 70% of the grid's transmission lines and transformers are at least 25 years old. Modernizing the U.S. grid system will cost \$673 billion by 2020, according to the American Society of Civil Engineers.

NATURAL GAS

- Record-breaking storage injections during summer 2014 replenished historically low natural gas storage inventories to sufficient levels in time for this winter's heating demand.

- Gas demand for heating and power generation is projected to increase steadily.

- Shale gas is plentiful, but is becoming more costly to extract and deliver because of regulatory and transportation costs.

NTMA endorsed consulting firm APPI Energy to reduce electricity and natural gas costs for members. The unbiased, independent team of energy experts has vetted and approved 40 energy suppliers across the U.S. with fair supply contracts and low, competitive pricing. To take advantage of this valuable NTMA member benefit, and to obtain budget certainty, contact our trusted energy consultants at APPI Energy at 800-520-6685 or info@appienergy.com.



NTMA-U LAUNCHES TWO NEW MODULES



NTMA-U continues to evolve as it addresses the industry's workforce development needs at all levels. NTMA Vice-President Ken McCreight announced in early February that NTMA-U has added two new courses this semester.

NRL Safety. A module is now available to all National Robotics League teams that will help the students understand safe handling of the bot. The module also covers safe machining habits.

Dimensional Metrology: Applications and Techniques. This course presents the science of measurement. It is intended for anyone who wishes to learn the basic tools and techniques required for metrology. This on-line course will provide opportunities that demonstrate the proper use of common hand-held measuring tools. Measurement applications for Geometric Dimensioning and Tolerancing (GD&T) and assessment of measurement quality will be introduced. The course will cover the basic uses and interpretation of geometric dimensions and toleranc-

es as specified for machine trade blueprint. In addition, a variety of related topics are included that apply to measurement principles with "best practices" and fundamental considerations for the proper selection, application, and care of typical precision measurement systems. The course's objective is to develop awareness, knowledge and basic skills necessary for manufacturing measurement applications. Technical manufacturing terms and principles will be covered in depth. Also included are the following topics: introductory probability and statistics including organization of data, sample space concepts, random variables, counting problems, binomial and normal distribution, central limit theorem, confidence intervals and test hypotheses for large and small samples, types I and II errors, linear regression and correlation.

For more information on NTMA-U or the new courses, contact NTMA Vice-President, Ken McCreight at (216) 264-2834 or kmccreight@ntma.org.



PACKED WITH TIMELY INSIGHTS, STRATEGIC VIEWS AND ACTIONABLE ITEMS

Big changes are coming in the digital manufacturing and the Industrial Internet of Things (IIoT) space and they're going to create a ripple effect through the entire manufacturing industry. Are you prepared to take advantage of these opportunities to grow your business?

Hear from the industry game-changers and make key business contacts at the [MC]² Conference, April 28-30, 2015, in Chicago. Register today! The first 100 industry professionals will receive a discount of \$100 off the regular conference rate!



ONE OF THE KEYNOTE PRESENTATIONS WILL BE GIVEN BY:

Dr. William King, Chief Technology Officer, Digital Manufacturing & Design Innovation Institute (DMDII) - UI Labs will discuss the Industrial Internet for Manufacturing

Make your hotel reservations at the Hyatt Regency McCormick Place now before the hotel block pricing ends on March 20, 2015. For more information go to www.mc2conference.com.



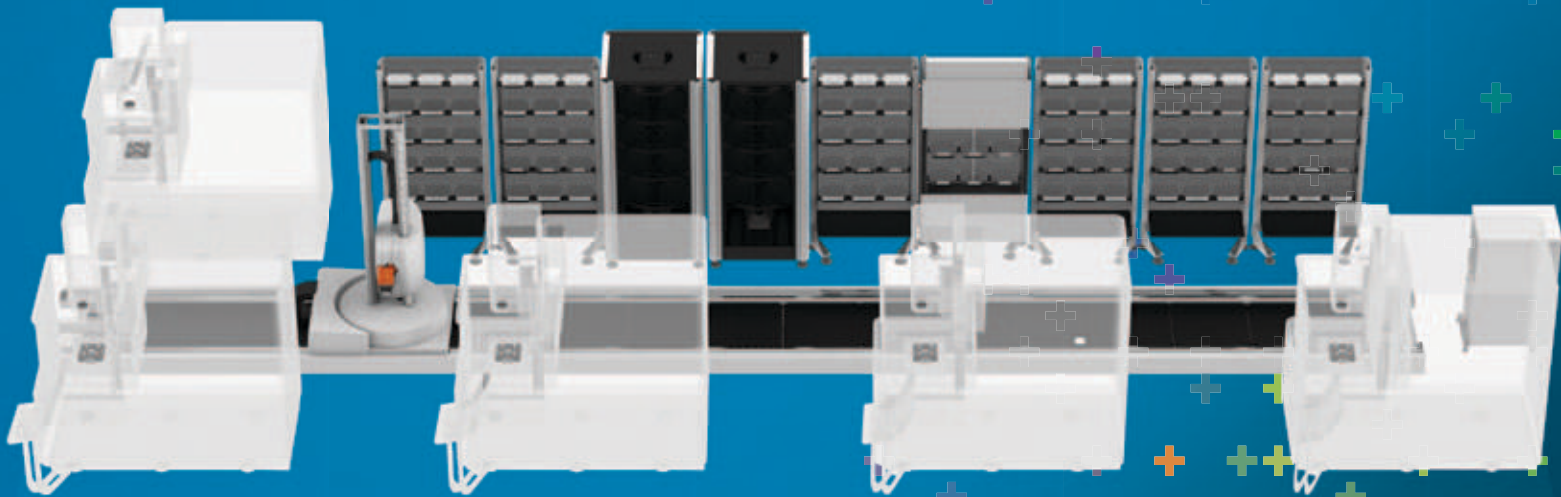
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NIMS: AN IMPORTANT NTMA PARTNER IN WORKFORCE DEVELOPMENT

NIMS ANNOUNCES RECORD NUMBER OF CERTIFICATIONS PURSUED FOR METALWORKING JOBS



The National Institute for Metalworking Skills (NIMS), the metalworking industry's premier standards and skill certification body, recently announced that it awarded a record number of credentials last year to individuals seeking to enter into or advance in jobs in the industry. In 2014, NIMS issued 18,947 industry-recognized credentials, representing a 36% increase from 2013.

"It is clear that the precision manufacturing sector is strong and growing, and more students and workers are preparing for success in the wide variety of jobs our industry offers," said Jim Wall, Executive Director, NIMS. "NIMS would like to congratulate more than 8,000 individuals who earned at least one industry-recognized credential last year and have the 'mark of excellence' that will make them highly sought-after talent."

More than 6,000 metalworking companies and major industry trade associations have invested more than \$7.5 million in private funds to develop NIMS standards and credentials that prepare and advance the industry's workforce, and continue to upgrade and maintain the standards as the industry changes.

"The precision manufacturing industry is constantly evolving, becoming more complex, technology-driven and innovative," said Greg Chambers, Director of Compliance, Oberg Industries, Inc. and chairman of the NIMS board. "NIMS ensures that companies, workers and students keep up with changing industry standards and job requirements and that training programs equip individuals with the knowledge, skills and abilities they need to succeed in in-demand jobs."

AKRON CHAPTER WELCOMES NIMS' JIM WALL

Over 70 manufacturers and educators were in attendance for Akron's Annual Membership Meeting. Keynote speaker, Jim Wall, updated those in attendance on the work of NIMS, on the status of manufacturing on the American agenda, and on the latest Department of Defense program on transportation innovation.

Wall noted that the number of NIMS credentials awarded in Ohio continues to decline, rallying educators and owners to coordinate with local workforce development boards to turn this decline



NIMS Executive Director, James Walls delivers keynote speech at Akron NTMA Annual Membership Meeting

around. Wall gave examples from Tampa, where former NTMA National Chairman, Roy Sweatman instituted a training and apprenticeship program over five years ago - this program alone graduates approximately 100 apprenticeships annually.

Wall also noted that U.S. manufacturing is securing a larger place at the table in Washington D.C. He congratulated NTMA

members on their investment in One Voice, especially around efforts to secure the extension and continued investment in the Workforce Innovation and Opportunity Act. Wall noted that two NTMA members will be at the White House in February to discuss the importance of NIMS - putting into action the import role manufacturing leaders' play in advocacy.

NIMS' INCENTIVE PROGRAM FOR EMPLOYERS IN AL, AZ, CA, IL, MN AND PA

NTMA members in these states: are you aware of NIMS' On-the-Job Training (OJT) Incentive Program for manufacturing employers? The NIMS Technical Skills Training Grant offers employers a \$4.00 wage subsidy for up to 520 hours or (\$2,080) to hire new or current employees who have been unemployed or who have been underemployed for at least 27 weeks. The grant deadline is December 31, 2015.

For more information, please contact NIMS at support@nims-skills.org, call (703) 352-4971 or visit their website www.nims-skills.org.



TOURING GROB SYSTEMS



GROB Systems, Inc. (an NTMA National Associate Member) recently hosted Tiffany Bryson on tour of their Bluffton (OH) facility. In 1990, ground was broken for the original 45,000 SF manufacturing plant, with 18 employees at that time. Over the years, the Ohio location has expanded - with sales of \$162 million for the fiscal year 2012/13 with a total of 400 employees. The Ohio facility is a key facility of the GROB Group. With plants around the world, over 4,000 employees, a turnover of \$1.3 billion, making GROB one of the worldwide leaders in the machine tool business.

GROB Systems Inc. has a large product portfolio ranging from universal machining centers all the way through to flexible production systems with individual automation, and from ancillary assembly machines through to fully automated assembly lines.



Mark Schem, GROB Technical Sales Manager hosts Tiffany Bryson on tour of the GROB facility (Bluffton, OH)

GROB also offers a unique apprenticeship that is largely focused on allowing students to learn in a hands on environment.

For more information go to www.grobgroup.com.



THE NTMA GOVERNMENT AFFAIRS 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.

Team leader John Watkins (JBM Technologies, Inc., Ivyland, PA) heads the Government Affairs Team (GAT), a subgroup of the Industry Advocacy Team.

PURPOSE:

To serve as the voice of the industry before the federal government and to change policy in Washington, D.C. to support manufacturing in America.

MISSION:

It takes leadership in Washington, D.C. to make a difference, and the NTMA GAT is leading the way in our nation's capital on behalf of small and medium sized manufacturers. The federal government is every manufacturer's "not-so-silent partner," affecting every aspect of the business. The GAT leads a comprehensive public policy advocacy effort on behalf of NTMA members. This includes overseeing all lobbying activities on Capitol Hill, at the White House and in federal agencies and coordinates efforts with other industry groups.

To support these lobbying efforts, the GAT directs a nation-wide public relations campaign to promote NTMA's policy positions with the media. Members and staff of the NTMA have become a primary source for reporters throughout the country in issues from workforce training, to tax reform and to environmental regulations. Each year, NTMA members are mentioned in dozens of articles, radio and TV reports. This is a critical service provided to NTMA companies to help promote the industry to customers, policymakers and the general public. The GAT's social media efforts increased NTMA's Twitter followers by 52% in the second half of 2014 alone.

Regulatory compliance costs businesses over \$2.2 trillion each year, money better spent on purchasing equipment and creating jobs. In 2014 alone, federal government agencies issued 3,541 final regulations and proposed another 2,375. The NTMA GAT is working with the EPA, OSHA and NLRB to educate policymakers about the impact their decisions have on manufacturing in America.

GAT members and the NTMA One Voice advocacy program are fighting to prevent unnecessary and ineffective regulations. This includes opposing a new EPA proposal, which could increase the cost of electricity up to 20% for every NTMA

member. If successful, the GAT will have helped prevent a \$30,000 annual energy price increase – the average savings for a typical NTMA company.

On Capitol Hill, the GAT is the voice of small and medium sized manufacturing companies throughout the country. In 2014, the NTMA advocacy program was instrumental in extending several key expired tax credits. NTMA lobbied members of Congress to preserve the R&D Tax credit, which lawmakers allowed to expire for the sixteenth time. More than half of NTMA members claim the credit each year, which fuels investment in U.S. manufacturing.

Purchasing and building new machines is the lifeblood of the manufacturing industry. In 2014, 89% of NTMA members reported using Section 179 Expensing to purchase equipment, while 88% used Bonus Depreciation. NTMA was among the leaders in Washington urging lawmakers to extend these expired business investment provisions. Had the GAT not succeeded in convincing Congress to extend Bonus Depreciation, the average NTMA member would have faced an additional \$400,000 in taxes due in 2015.

Among the GAT's greatest successes was helping pass into law a rewrite of our nation's outdated job training programs. In a recent survey, 84% of NTMA members reported having at least one skilled job opening, with 95% having severe or moderate problems recruiting qualified employees. The new Workforce Innovation and Opportunity Act eliminates 15 outdated programs, allows trade associations to serve on Workforce Investment Boards, and implements accountability standards. NTMA lobbied hard to include in the law requirements that government grant writers give preference to funding programs using industry recognized skills credentials such as those developed by NTMA-U.

On the agenda for Congress and the Administration right now is tax reform. Unfortunately, some in Washington want to lower the tax rate for C-Corporations to 28%, while leaving the top 39.6% rate intact for most small businesses. Nearly 70% of NTMA members are pass-through businesses paying over 40% in total federal taxes. Under some plans being discussed, policymakers would not include these companies in tax relief. The GAT is lobbying members of Congress to reform the tax code for all business,

regardless of their type.

In 2015, the NTMA GAT is increasing its activities ahead of next year's Presidential elections. The NTMA advocacy program assists members with arranging plant tours for their U.S. Senators and Representatives, an excellent opportunity to showcase the industry. The GAT organizes CEO roundtables with lawmakers and congressional candidates, which gives manufacturers a chance to make sure their voices are heard in the elections.

The GAT is responsible for running NTMA's Political Action Committee (PAC), which promotes the voice of the industry in congressional campaigns. In the past two election cycles, the PAC averaged a 98% success rate supporting candidates for federal office. Individual donations from NTMA members support the PAC's efforts to elect members of Congress supportive of manufacturing in America.

Each year, NTMA co-hosts the One Voice Annual Legislative Conference in Washington, D.C. This is a chance for NTMA members to travel to the nation's capital and meet directly with their elected officials to press the issues most important to the industry. The GAT plans the conference and schedules all congressional meetings for one of the most important association events members can attend.

To learn more about supporting the GAT's efforts or donating to the PAC, contact GAT Leader John Watkins. For more information about the Legislative Conference, NTMA public policy positions, scheduling a congressional plant tour and becoming more involved with the media, visit www.metalworkingadvocate.org.

GOVERNMENT AFFAIRS TEAM MEMBERS:

John Watkins, Team Leader
Terry Babb
Paul Bonin
Bruce Dworak
Todd Ellard
Kenneth Kuhn
Chris Merola
Michael Retzer
Zoi Romanchuk
Patrick Shrader
Shannon Sweatman

TECHNOLOGY TEAM STAFF LIAISONS:

Kristen Hrusch

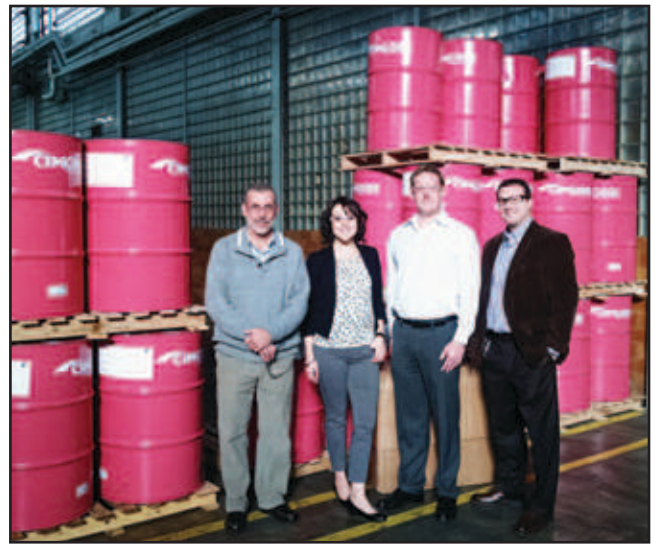
CIMCOOL® INDUSTRIAL PRODUCTS

CIMCOOL® Industrial Products LLC, subsidiary of Milacron Marketing Company LLC, is proud to announce a new partnership with NTMA as national associate members. To kick this relationship program off quickly, CIMCOOL was a presenting sponsor at NTMA's February Plant Managers Roundtable hosted by Makino (Mason, OH). Information was shared to assist manufacturing partners to better understand changing fluid requirements, especially as it relates to the machining of hardened materials. Kyle Walker, Product Manager Aerospace shared "As industries shift toward the use of hardened alloys such as titanium, the importance of fluid selection is becoming more critical than ever before. Selecting the right fluid can decrease downtime, increase tool life and allow manufacturers to push the limits previously set by old technology."

Through its partnership with NTMA, CIMCOOL is able to directly address ever-changing metalworking fluid requirements in the manufacturing environment.

By working closely with NTMA's manufacturing partners, CIMCOOL can identify opportunities to enhance its products portfolio. Regular communication through NTMA meetings and events will offer CIMCOOL the opportunity to more quickly anticipate changes in materials or technologies. This conduit of information is critical to maintain the position as a global market leader.

Troy Ballard, Business Development Manager – Machine Tools added, "We look forward to working with NTMA at both the national and regional level to be a trusted resource for all its members. We appreciate the opportunity to be part of such a well-run and highly respected organization. There is no doubt that the partnership



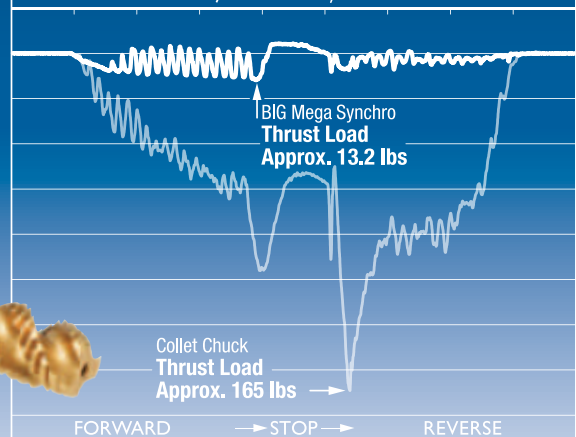
On tour of CIMCOOL headquarters, from left to right: Bruce Koehler, Tiffany Bryson (NTMA), Troy Ballard and Kyle Walker of CIMCOOL Fluid Technology

is valuable to our organization and we look forward to participating in future events and getting to better know the NTMA network."

For more information about CIMCOOL, please visit their website at www.cimcool.com.



SPIRAL TAP: AU1/4-20 @ 1,000 RPM



REDUCES THRUST LOADS BY UP TO 90 PERCENT AND

WE'LL PROVE IT.

The **Mega Synchro Tapping Holder** drastically improves thread quality, measurably increases tool life and taps significantly more holes than the average collet chuck. Don't believe us? Test the Mega Synchro in your shop to see the proof.

Visit BIGKaiser.com/TestUs to request your Mega Synchro free trial today.

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Cutting exotic metals for surgical implants and medical devices requires the sophistication to precisely repeat processes and demands extreme attention to quality. Thermally stable Okuma multifunction machines with 5-axis flexibility produce critical medical devices quickly and efficiently with multiple operations in a single fixturing. My Okuma means My Medical Advancement.

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NATIONAL TOOLING & MACHINING FOUNDATION – A LEGACY FOR THE INDUSTRY’S FUTURE

EACH OF US FACES AN IMPERATIVE TO HAVE A LEGACY THAT ENSURES THAT INDUSTRY THAT GAVE US SO MUCH WILL SURVIVE AND FLOURISH IN THE FUTURE... OUR NATION DEPENDS ON IT!

NTMA members attending The MFG Meeting in Orlando most likely saw many interesting presentations, had a chance to network with colleagues and friends and got to take the pulse of what’s happening in world of precision custom manufacturing. One of the recurring themes they probably heard was that “filling the pipeline” with the next generation of talent for our companies is a daunting challenge.

One organization within NTMA that takes that challenge and related issues very seriously is the National Tooling and Machining Foundation (NTMF). The National Tooling and Machining Foundation is a 501(c)3 non-profit designed to fund manufacturing education – building skills while increasing awareness. Given the enormous need of finding and developing skilled employees, now is the hour for NTMF to shine. For that to happen, your help is needed.

The NTMF has been instrumental in many initiatives through the years to develop our industry’s employees – it helped fund the original stake in NIMS and still provides a yearly donation. It provided the seed money for BattleBots IQ which was the precursor to the National Robotics League (NRL). It provided the initial funding for NTMA-U. Over the years it has supported chapters and other endeavors to develop the manufacturing skill of our members’ employees.

The primary source of income for the foundations has been the largess of members – both past and present. NTMF needs all NTMA members to consider including the Foundation in their giving plans – both immediate and long term.

“HAVING BEEN INVOLVED IN THE MANUFACTURING FIELD FOR MORE THAN 30 YEARS, I’VE BEEN ABLE TO WITNESS THE EXCITING DEVELOPMENTS AS WELL AS UNIQUE CHALLENGES THAT HAVE SHAPED OUR INDUSTRY. AS PROFESSIONALS, IT’S OUR RESPONSIBILITY TO CONTINUE THE MOMENTUM FOR FUTURE INDUSTRY LEADERS BY ENCOURAGING OUR PEERS TO CONTRIBUTE TO THE EDUCATION AND TRAINING OF NEW GENERATIONS.”

Mike Kartsonis, Dynamic Fabrication, Inc.

Several NTMA members have recently taken the initiative to donate substantial funds to the NTMF. Mike Kartsonis of Dynamic Fabrication (LA Chapter) and Jeff Kelly of Hamill Manufacturing Company (Pittsburgh Chapter) each pledged \$100,000 over four years to help fund the NTMF. Immediate past NTMA Chairman, Ted Toth and his wife Mickey made a \$50,000 commitment over 10 years.

In his Chairman’s theme on stewardship, Bob Mosey encouraged all successful NTMA shop owners to be good stewards of and to our

industry. He said “donating to the NTMF is one way to ensure you are.”

Here’s what Kartsonis said about his donation: “Having been involved in the manufacturing field for more than 30 years, I’ve been able to witness the exciting developments as well as unique challenges that have shaped our industry. As professionals, it’s our responsibility to continue the momentum for future industry leaders by encouraging our peers to contribute to the education and training of new generations.”

Kelly said that he believes that every shop owner should reflect on why they’ve been successful. In that reflection they will realize that their vision and hard work was not enough to succeed; the skill and dedication of their employees was a critical ingredient. Manufacturing leaders have to keep growing that talent and the NTMF is a worthy partner in that endeavor. He believes that each of us faces an imperative to have a legacy that ensures that industry that gave us so much will survive and flourish in the future. He said “our nation depends on it!”

NTMF asks each of you to consider giving back to our industry through a gift to the Foundation. You can contact NTMF Chairman Jeff Kelly (jeff.kelly@hamillmfg.com) or call the NTMA office.



BUSINESS CONDITIONS REPORT – WHAT’S TRENDING IN THE INDUSTRY?

The February 2015 NTMA Business Conditions Report covers the second half of 2014, a projection for the first half of 2015, and is a geographical “snapshot” of business trends and conditions in the special tooling and machining industry.

This Report, based on information from 133 NTMA member companies, indicates that overall business conditions during the 6-month period ending December 31, 2014 were Very Good to Excellent for 36% of respondents. This is a slight decline from the 38% who reported Very Good to Excellent business conditions at mid-2014. However, 58% of respondents anticipate that the next six months will bring a moderate-to-substan-

tial increase in business conditions.

KEY BUSINESS PRIORITIES REMAIN UNCHANGED FROM THE JUNE 2014 AND DECEMBER 2013 REPORTS:

- #1: Increase Sales: Seek to identify new business, especially with strategic, long term contracts
- #2: Increase Productivity: Need productivity, including lean, cost reductions, and improved output per person were critical to most
- #3: Finding Skilled Employees. Limited by shortages of skilled machinists, programmers, and processing engineers

Average work week hours per employee remained at 44.4. Future work on the books decreased from 17 weeks to 16 weeks. And, Average Sales Per Employee rebounded

to \$141,648 in the December survey from \$128,618 in June.

A special thanks to the 133 NTMA member companies that participated in the December 2014 NTMA Business Conditions Report. We appreciate your support of this important benchmarking survey and encourage non-participating members to join the next survey in June.

The full report is available to members only and can be downloaded from our website at www.ntma.org. After logging in, Click on Resources>Reports>Business Conditions Report.



SOUTHERN CALIFORNIA: MASSACRE DETHRONES 15 POUND POWERHOUSE OVERLOAD

BY TCRL NRL COORDINATOR RICHARD LOEHNIG



The NTMA Training Centers Robotics League (TCRL) kicked off 2015 with a BANG! In its second season of competition, the Southern California based National Robotics League (NRL) affiliate continues to grow and show the combat robotics world what SoCal has to offer.

Sixteen robots from ten Southern California schools converged on the NTMA Training Centers in Santa Fe Springs, CA on Feb 7th for the Robot Conflict 2015. While many of the league's high school, vo-tech and college competitors are new to combat robotics competition, the entrants' design innovation shows that this league will see massive growth and the potential to take the NRL scene by storm.

What started off as a warm, overcast SoCal day, soon turned dark, as robots were slammed, tossed and mashed against the polycarbonate walls leaving five robots unable to make it through the day, rendering them useless for the King of the Ring rumble. Newcomers to the league saw loads of action and were victorious in the earlier rounds, but by the end of the day, it was the veterans who took the top spots.

The first round gave the nearly 250 fans



2015 Robot Conflict Champions (Mt. San Antonio College team with masSACre) and NTMARL Coordinator Richard Loehning and NTMA Training Center President Michael Kerwin

on hand and hundreds watching on the livestream a glimpse into the future of the 15 pound combat robotics scene in Southern California. While everyone was excited to see league veterans "OverLoad," a vertical disc, ala vintage VD6, and "masSACre," an undercutter, ala vintage Last Rites, fans were intrigued by many newcomers. The event showed off more weaponed robots than the previous six TCRL competitions.

The final match of the day did not disappoint. Perennial powerhouse and 3-time champ "OverLoad" versus the only robot to defeat him twice "masSACre." As NTMA Robotics League announcer, Bradley Hanstad, announced the

bots, the skies turn grey and the rain started to fall. Screams of "Massacccrrrreeee!" could be heard from the hordes of Mt. SAC fans on hand. "3, 2, 1, fight!" 17 seconds later, "OverLoad" was left beaten and defeated. Battery pack and esc are thrown across the arena floor after "masSACre" landed a few deafening blows. A new Champion was crowned!

While Mt. SAC was able to take home the first place trophy, the real winners were all the competitors and the manufacturing industry. Many of the students in the league were unaware of potential careers are available in the manufacturing industry.

TCRL's goal is to build the nation's future by promoting a resurgence of technical education. While only in its second season, the league is seeing continuous growth, and the possibilities are endless. Students are walking away with an experience that will last them a lifetime. Providence High School coach and mentor, Susan Beckenham said it best, "Even though we walked away with scrap metal, it was a great learning experience for the teams." My thoughts exactly!

NTMA Training Centers Robotics League livestreams all of their events at www.twitch.tv/roboterevo. Next up: Regional Competitions on Saturday, April 4. You can learn more about the NTMA Training Centers Robotic League, including more competition highlights and photos at www.trainingcentersroboticsleague.org.



THE STRATI VISITS NTMA TRAINING CENTERS AND GETS THE ATTENTION OF TOMORROW'S MANUFACTURERS

The world's first 3D printed vehicle is touring the U.S. – in January it made a stop at the NTMA Training Centers in Santa Fe Springs (CA). The 3D-printed, zero-emission vehicle was built at the 2014 IMTS, produced by AMT. With its ribbed fenders and plastic body, the Strati looks like nothing else on the road. The vehicle named "Strati," meaning "layers" in homage to its Italian designer, came together through collaboration between AMT, IMTS, Local Motors, Oak Ridge National Laboratory and Cincinnati, Inc. The 1,200-pound Strati had been gutted of the power train that enables it to travel up to 40 mph and 125 miles per charge. "We wanted to remove the temptation to take this on the road because it's not street legal," Greg Jones said. "We haven't crash tested it."

The NTMA Training Centers invited

local youth (intermediate and high school students) to learn more about manufacturing and see firsthand the capabilities of 3D printing with the help of Greg Jones of the Association for Manufacturing Technology.

NTMA Training Centers President, Michael Kerwin knew that bringing the Strati to the Training Centers would be a great way to reach out to the youth of today, who are quite visual. Overall the event did exactly that and was a great success. Dozens of students in shifts crowding around the Strati, asking questions and taking turns for photo ops on the driver's seat – then



Vice President - Smartforce Development Greg Jones and NTMA Training Centers President Michael Kerwin posing in the 3D Printed Strati

instantly uploading their photos to social media.

The goal is to build the nation's future by promoting a resurgence of technical education and by igniting a passion for designing and building in youth who have the attitude and aptitude required for a successful manufacturing career.



THE PREMIER NATIONAL ROBOTICS COMBAT LEAGUE

Join us for a test of students' ingenuity as their own mechanical creations duel in robotic combat.

This event, brought to you by the National Tooling and Machining Association, demonstrates how aligning industry and education can introduce students to the benefits of high-tech careers.

The National Robotics League is powered by:



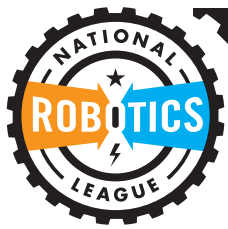
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**BUILDING AMERICA'S
TECHNOLOGY LEADERS,
ONE ROBOT AT A TIME**

**SATURDAY, MAY 16
9 AM- 7 PM**

**Baldwin Wallace University
Lou Higgins Center
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Berea, OH 44017**

**PLUG IN AT GONRL.ORG
OR JOIN US
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Building America's technology leaders, one robot at a time.

2015 SPONSORSHIP OPPORTUNITIES

GONRL.ORG

TITLE SPONSOR \$15,000

Sponsorship Includes:

- "Sponsored by" tag line included in every public mention (tv, social media, press releases, etc) of competition
- Opportunity to be quoted in NRL Competition press releases
- Provide welcome remarks during opening ceremony
- Logo and recognition as a Title Sponsor on the NRL website
- Logo and recognition as a Title Sponsor in the NRL Program Guide

- (1) Full Color ad in the NRL Program Guide
- (1) Post event article to promo your philanthropic support in the NTMA RECORD
- Recognition in the NTMA RECORD as a Title Sponsor
- Logo and recognition on official NRL T-shirts as Title Sponsor
- Social Media recognition on Facebook, Twitter and LinkedIn
- Free Exhibit table to be positioned in the Manufacturing Gallery

NOTE: Additional Branding opportunities of floor clings and other materials are available at the request and expense of the sponsor.

EXCLUSIVE MEDIA SPONSOR \$10,000

Sponsorship Includes:

- Sponsor recognition on final cut of promotional video and LiveStream channel
- Logo and recognition as an Exclusive Sponsor on the NRL website
- Logo and recognition as an Exclusive Sponsor in the NRL Program Guide

- (1) Full Color ad in the NRL Program Guide
- Recognition in the NTMA RECORD as an Exclusive Sponsor
- Logo and recognition on official NRL T-shirts as an Exclusive Sponsor
- Social Media recognition on Facebook, Twitter and LinkedIn
- Free Exhibit table to be positioned in the Manufacturing Gallery

EXCLUSIVE SOCIAL EVENT SPONSOR \$7,000

Sponsorship Includes:

- Provide welcome remarks during social event
- Company logo and branding included in theme of social event decorations
- Logo and recognition as an Exclusive Sponsor on the NRL website
- Logo and recognition as an Exclusive Sponsor in the NRL Program Guide
- (1) Full Color ad in the NRL Program Guide

- Logo Included on Photo Booth photos taken at social event.
- Logo and recognition on official NRL T-shirts as an Exclusive Sponsor
- Social Media recognition on Facebook, Twitter and LinkedIn
- Free Exhibit table to be positioned in the Manufacturing Gallery

NOTE: Additional Branding opportunities of floor clings and other materials are available at the request and expense of the sponsor.

EXCLUSIVE ARENA SPONSOR \$6,000 (2 AVAILABLE)

Sponsorship Includes:

- Introduction of last (4) matches with company recognition
- Logo and recognition as an Exclusive Sponsor on the NRL website
- Logo and recognition as an Exclusive Sponsor in the NRL Program Guide
- (1) Full Color ad in the NRL Program Guide
- Logo prominently displayed around Arena with branded banners
- Logo and recognition on official NRL T-shirts as an Exclusive Sponsor

- Branded Banners prominently displayed throughout competition area (*at expense of sponsor*)
- Arena naming rights for competition
- Social Media recognition on Facebook, Twitter and LinkedIn
- Free Exhibit table to be positioned in the Manufacturing Gallery

NOTE: Additional Branding opportunities of floor clings and other materials are available at the request and expense of the sponsor.

PREMIER COMPETITION AWARDS SPONSOR \$5,000

Sponsorship Includes:

- Award presenter for 1-3rd place winners and company recognition as award presenter
- Logo and recognition on NRL Website
- Logo and recognition in NRL Program Guide
- Option to have logo on 1-3rd place trophies

- Social Media recognition on Facebook, Twitter and LinkedIn

NOTE: Additional branding opportunities and other material are available at the request and expense of the sponsor.



PREMIER ROBO-LOUNGE SPONSOR \$5,000 (2 AVAILABLE)

Sponsorship Includes:

- Logo and recognition as a Premier Sponsor on the NRL website
- Logo and recognition as a Premier Sponsor in the NRL Program Guide
- (1) Full Color ad in the NRL Program Guide
- Logo prominently displayed above Robo-Lounge area
- Branded floor and table clings

- Recognition in the NTMA RECORD as a Premier Sponsor
- Logo and recognition on official NRL T-shirts as a Premier Sponsor
- Social Media recognition on Facebook, Twitter and LinkedIn

NOTE: Additional Branding opportunities and other materials are available at the request and expense of the sponsor.

PREMIER PIT SPONSOR \$3,500 (2 AVAILABLE)

Sponsorship Includes:

- Logo and recognition on the NRL website
- Logo and recognition in the NRL Program Guide
- Logo and recognition above Pit Area
- One (1) ½ page, 4-color ad in the NRL Program Guide
- Recognition in real-time during competition; live and via social media
- Logo and recognition on official NRL T-shirts as a Premier Sponsor



- Logo prominently displayed on Safety Inspection Station (test cages)
 - Logo prominently displayed on each pit table, branded floor clings
 - Social Media recognition on Facebook, Twitter and LinkedIn
- NOTE: Additional Branding opportunities of floor clings and other materials are available at the request and expense of the sponsor.*

PREMIER REGISTRATION SPONSOR \$3,500

Sponsorship Includes:

- Logo and recognition on the NRL website
- Logo and recognition in NRL Program Guide
- One (1) ½ page, 4-color ad in the NRL Program Guide
- Logo prominently displayed on event badge
- Logo prominently displayed at and around registration area
- Logo prominently displayed on registration folder (option to include business card)

- Logo and recognition on official NRL T-shirts as a Premier Sponsor
 - Opportunity to meet and greet the teams at registration
 - Opportunity for company branded give-away or material
 - Social Media recognition on Facebook, Twitter and LinkedIn
- NOTE: Additional branding opportunities and other material are available at the request and expense of the sponsor.*

MERIT AWARDS SPONSOR \$3,000

Sponsorship Includes:

- Opportunity for announcement of 5 awards post event
- Logo and recognition on NRL Website
- Logo and recognition in NRL Program Guide

- One (1) ½ page, 4-color ad in the NRL Program Guide
- NOTE: Additional branding opportunities and other material are available at the request and expense of the sponsor.*

SHIPPING SPONSOR \$2,500

Sponsorship Includes:

- Logo and recognition on the NRL website

- (1) ½ page Ad in NRL Program Guide
- Social Media recognition on Facebook, Twitter and LinkedIn

INTERACTIVE MANUFACTURING GALLERY EXHIBIT TABLE \$1,500 (ASK FOR AVAILABILITY) "BUY A PIECE OF THE ACTION AND SHARE YOUR STORY"

Sponsorship Includes:

- Logo and recognition as an Exhibitor on the NRL website
- Logo and recognition as an Exclusive Sponsor in the NRL Program Guide
- Prominently displayed logo banner above exhibit table
- 6 ft table provided

- Exhibit table to be positioned in the Manufacturing Gallery in high traffic/action area
- Opportunity to tell your company's manufacturing story to the next generation
- Social Media recognition on Facebook, Twitter and LinkedIn

BLEACHER SPONSOR \$1,500 (6 AVAILABLE)

Sponsorship Includes:

- Logo and recognition on the NRL website
- Logo and recognition in the NRL Program Guide
- Prominently displayed LARGE logo banner



- Logo seat clings
- Bleachers located in high traffic/action area

NRL COMPETITION T-SHIRT SUPPORTER \$500

Sponsorship Includes:

- Logo prominently displayed on back of T-Shirts to show your support of this educational initiative

- Logo and recognition in the NRL Program Guide

SUPPORTING PARTNERS OPPORTUNITIES:

Platinum- \$1,000

- (1) Full Page Ad in the NRL Program Guide
- Logo and recognition on the NRL Website

Gold-\$500

- (1) ½ Page Ad in the NRL Program Guide

Silver-\$250

- (1) ¼ Page Ad in the NRL Program Guide

Stainless Steel - \$125

- (1) Business Card Ad in the NRL Program Guide

Don't see a sponsorship that meets your needs? Let's have a conversation and develop a customized package that fits your company's vision of support.

For sponsorship inquiries and discussions, contact: Tiffany Bryson 216.264.2847 • tbryson@ntma.org

**"WE ESTIMATE WE'VE SEEN
A 40 TO 60 PERCENT REDUCTION IN
CYCLE TIMES ON ALL JOBS MOVED
TO THE MAKINO CELL."**

**"THE MACHINE'S RAPID ACCELERATION/
DECELERATION RATES AND 0.9-SECOND
TOOL CHANGES HAVE REDUCED PART
CYCLE TIMES BY 50 PERCENT."**

**"WITH THE MAKINO MACHINING
CELL, WE REPLACED FIVE MACHINES
WITH TWO, WHILE DOUBLING
PRODUCTION CAPACITY AND IMPROVING
QUALITY AND FLEXIBILITY."**



When you talk to people who make what matters, the bottom line on what matters most to them is just that—the bottom line.

See why, for so many manufacturers, Makino and productivity are two words for the same thing. Read their stories. Watch their videos and cutting demos at [Makino.com/productivity](https://www.makino.com/productivity).



NTMA 2015 Events

March 25, 2015

Human Resources Roundtable
Phoenix, AZ

April 6-12, 2015

International Technology Tour
Switzerland

April 20-22, 2015

NTMA/PMA Legislative Conference
Washington, D.C.

April 29, 2015

CFO Roundtable
Philadelphia, PA

May 15-16, 2015

National Robotics League
National Competition
Cleveland, OH

May 15-16, 2015

Emerging Leaders Conference
Cleveland, OH

May 27, 2015

Plant Managers Roundtable
California

June 11-12, 2015

Chapter Leadership Summit
Cleveland, OH

June 24, 2015

CFO Roundtable
Cleveland, OH

July 29, 2015

Sales & Marketing Workshop
Hartford, CT

September 15, 2015 *

Sales & Marketing Workshop
Indianapolis, IN

September 16, 2015 *

NTMA Contract Manufacturing
Purchasing Fair
Indianapolis, IN

2015

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October							November							December						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		

September 30, 2015

CFO Roundtable
Los Angeles, CA

October 5-10, 2015

EMO Milano 2015
Milan, Italy

October 20, 2015

Plant Managers Roundtable
St. Louis, MO

October 21-24, 2015

NTMA Fall Conference
St. Louis, MO

November, 2015 (Dates to be determined)

Human Resources Roundtable
Boston, MA

CFO Roundtable
Kansas City, MO

* Discounted rate available for those who register for both the Sales & Marketing Workshop and the Purchasing Fair



NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Rd.
Cleveland, OH 44134



SCHOLARSHIPS

THE BROCK BABB MEMORIAL SCHOLARSHIP

The Brock Babb Memorial Scholarship is an annual tuition scholarship created by the National Tooling and Machining Association in support of students advancing their education and pursuing careers in manufacturing.

Successful scholarship applicants will receive a minimum award of \$1,000.

The NTMA Education Team shall serve as the selection committee. Only applicants that meet the eligibility requirements will be considered.

Applicants are requested to read carefully all of the following conditions of this program and submit a fully executed Application by April 1, 2015.

The NTMA Brock Babb Scholarship Fund will be paid upon proof of acceptance into appropriate educational facility as defined by the Scholarship.

ELIGIBILITY REQUIREMENTS:

1. 18 years of age at the time of class start.
2. Be a member of a high school senior class, and plan to attend an accredited educational facility as a full time student; or be a high school graduate enrolled to continue his / her education in a manufacturing industry related discipline. For purposes of this scholarship, a full time student is defined as a minimum of twelve (12) credit hours per semester.
3. An individual recommended by an NTMA member company in good standing.
4. Reside within the United States and attend a trade school, technical college, apprenticeship or an accredited college or university in the United States with the intention of enrolling into manufacturing coursework.
5. Provide a high school or college transcript, with a minimum high school GPA of 2.5.
6. Submit a scholarship application and supporting documentation by April 1st of applicable year.
7. Must be nominated by an NTMA Member Company that is in good standing.
8. Provide a written summary describing interests, classes and any work related activities, voluntary or paid.
9. Provide a resume describing interests, classes, and any work related activities voluntary or paid.
10. Provide two letters of recommendation from NTMA sponsor.

THE EDWIN VOBEDA MEMORIAL SCHOLARSHIP

PURPOSE

The Edwin Vobeda Memorial Scholarship is an annual tuition scholarship created through a charitable donation to the National Tooling and Machining Foundation from the Edwin F. and Mildred Vobeda Charitable Remainder Trust to support students residing in the Central Time Zone advancing their education in a tool and die apprenticeship program to pursue careers in the tool and die industry. Successful scholarship applicants will receive a minimum award of \$1,000 and a maximum award of \$5,000 annually. It is the intent of the Foundation to award up to three (3) scholarships annually.

SELECTION

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

ELIGIBILITY REQUIREMENTS: All Applicants Must:

Be at least 18 years at time of class start.

Be an employee of and nominated in writing by an NTMA Member Company in Good Standing located in the Central Time Zone and enrolled in a registered tool and die apprenticeship program.

Must be a high school graduate and achieved a minimum high school GPA of 2.5.

Submit scholarship application and supporting documentation by April 1st of applicable year.

Provide a written essay stating career goals, and why they should receive the Scholarship.

Provide a written resume describing interests, classes and any work-related activities, voluntary or paid.

Provide two (2) letters of recommendation from Business professionals (employer, teachers, clergy, etc.) who are aware of their desire to pursue a career in manufacturing.

APPLICATION

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

AWARD

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

SUBMISSIONS FOR SCHOLARSHIPS MUST BE SUBMITTED BY APRIL 1, 2015 TO:

Ken McCreight, Vice President
National Tooling and Machining Association • 1357 Rockside Road, Cleveland, Ohio 44134
kmcCreight@ntma.org • Phone: (216) 264-2834 • Fax: (216) 901-9090