

NTMA STRONG:

Are you harnessing the power of membership?
Put your tools to work.



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Take Advantage of Members Only Savings and Options. - p.9

KEEPING YOUR COMPANY HEALTHY:

You asked. We heard. Introducing the new NTMA healthcare program. - pp.10-11

MFG DAY:

See how members showcased manufacturing across the country. - p.14-15

ONE VOICE:

Learn how NTMA advocates for you and the industry. - p.25

NTMA  2017
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SERVING THE NEEDS OF MANUFACTURING COMPANIES FOR 74 YEARS



MANUFACTURING AMERICA'S FUTURE

January 28-30

Chapter Leadership Summit, New Orleans, LA

March 7-10

The MFG Meeting, Miami, FL

March 19-20

Plant Managers Roundtable, Chicago, IL

April 16-18

Legislative Conference, Washington, DC

April 22-28

Japan Tour, Japan

April 30-May 2

Emerging Leaders Conference, Pittsburgh, PA

May 10-11

Software Bootcamp, Cleveland, OH

May 18-19

National Robotics League Competition, California, PA

June 6-8

Sales & Marketing Conference, TBA

August 23

Emerging Leaders Roundtable, Nashville, TN

September 24-25

Plant Managers Roundtable, Cleveland, OH

October 23-26

Fall Conference, Denver, CO

November 7-9

Financial Managers Conference, TBA

2018 NATIONAL EVENTS AND TECHNICAL SEMINARS



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LOOK FOR THIS SYMBOL THROUGHOUT THE ISSUE FOR STORIES RELATED TO THIS MONTH'S FEATURED TOPIC.



NTMA NEWS



WELCOMES NEW MEMBERS

ARK-PLAS PRODUCTS, INC.

General
Mike Kerwood
165 Industry Lane
Flippin, AR 72634

BIONIX DEVELOPMENT CORPORATION

Western Lake Erie Chapter
Jim Huttner
5154 Enterprise Blvd
Toledo, OH 43612

C & H MACHINE, INC.

San Diego Chapter
Lyle Anderson
939 S Andreasen Dr
Escondido, CA 92029

CCT PLASTICS

North Texas Chapter
Greg Mince
804 Port America Place
Grapevine, TX 76051

DS MACHINE LP

North Texas Chapter
Eric Sill
4515 Waldemar Street
Fort Worth, TX 76117-5410

MARTIN PRECISION, INC.

Rock River Valley Chapter
Jay M Lundberg
3230 Pyramid Drive
Rockford, IL 61109-2765

MWI, INC.

Los Angeles Chapter
Sean Carroll
2000 W Gaylord Street
Long Beach, CA 90813-1032

REGO-FIX TOOL CORP.

Indiana Chapter
Andreas Weber
4420 Anson Blvd
Whitestown, IN 46075

TOOLCOMP TOOLING & COMPONENTS CO.

Western Lake Erie Chapter
David Gonzalez
5261 Tractor Road
Toledo, OH 43612-3439



NATIONAL TOOLING AND MACHINING ASSOCIATION

75 YEARS OF MANUFACTURING SUCCESS AND EXCELLENCE

In 2018, the National Tooling and Machining Association will celebrate our 75th Anniversary. We'll share stories, information and the history of the organization throughout the year. Do you have something that you would like to share? Please contact Kelly LaMarca at klamarca@ntma.org with any stories, photos or ideas. We look forward to celebrating our diamond anniversary together!

CHAPTER NEWS

In the October issue, we inadvertently used the wrong logo next to the memorial story about Martin "Marty" Mechsnr. He was an active member of the Los Angeles Chapter and the San Fernando Chapter.





PRESIDENT'S UPDATE

DAVE TILSTONE / NTMA PRESIDENT



MAXIMIZING THE VALUE OF YOUR MEMBERSHIP

As an NTMA member, you have numerous ways to realize the value of your NTMA membership. Our foundation and focus on Networking, Learning and Advocating are the pillars of NTMA membership. There are programs and services designed to help you improve your business, provide savings on products and services you need, supply valuable industry and market knowledge, offer training for your employees and an effective “voice” to advance U.S. manufacturing. Many members would argue that to receive the maximum value from your membership, you must become involved with your local chapter and with national events. Those that do have consistently grown their businesses and achieved significant personal and financial rewards.

When we survey our members, the most engaged are the top 10 percent. Their financial performance consistently outperforms their peers, and their revenue growth outpaces their competitors and the market. Many use the business development tools. With the OCEC report, members can benchmark their companies to identify areas for improvement and use the Wage and Fringe Benefits report for budgeting as well as paying a wage consistent or above the market wage to retain key employees. As mentioned earlier, they also participate in their chapters, hold leadership positions in their chapters and attend national events. Some become involved with the NTMA teams to support

the NTMA and pursue their interests and passion. Because of their leadership in their company, chapter and community, some become leaders of the NTMA as a member of the Executive Committee (EC). EC members are some of the most committed, passionate and engaged member and often say, “I get more from the NTMA than I give.”

In some of my earlier articles I’ve mentioned that networking and learning from others consistently ranks as the most important member value. Collaborating with like-minded individuals and developing a trusted network of members and National Associates ranks supreme. Continuously improving their own businesses through technology, peer counseling and having connections with industry leading technology partners are paramount to their strategy.

The top 10 percent also invest in people and technology. Educating their workforce and budgeting for training is integral to their strategy. In doing so, they are able to recruit and retain the best people. Supplementing their involvement with local schools, NTMA-U has become a valuable resource and training program. In areas that do not offer local technical education, NTMA-U is the defacto source of technical and apprentice training. As you may have heard at our Fall Conference, NTMA-U and the NTMA-U chapter portals have been a significant membership and retention tool. The online e-learning platform provides a convenient and easy to access series of courses for an apprenticeship program or supplementing your training needs.

Regarding the ever-changing technology

landscape, the NTMA National Associates are an invaluable source to assess and determine the best options for you. National Associates are committed to helping NTMA members identify the most cost-effective solutions. In the not-so-distant past, deciding on the best machine tool to purchase was the focus, however now the decision more than likely includes things like material handling via a robot, conveyor or pallet system, in process or on machine metrology, integration with your ERP and CAM programs, tooling systems, machine monitoring and much more. A partner that can provide an integrated solution is invaluable—this is the value that many of the NTMA National Associate Members offer you.

Advocating for American manufacturing and providing the skilled labor to our industry is the sole reason the NTMA was formed 75 years ago. It remains a core value with advocacy being pivotal to attracting talent to our industry and having a voice in Washington. I have yet to meet a member who doesn’t support America and their family. Made by American Families, our adopted theme strikes true to these core values we share. NTMA members are strong advocates for American manufacturing, but a single company cannot influence the bureaucracy in Washington. With One Voice, NTMA and PMA have a powerful and influential voice in Washington. One Voice, with our partners, The Franklin Partnership and Bracewell, have influenced lawmakers and regulators in favor of American manufacturing. Having a voice that is heard in Washington is not easy,

SEE “PRESIDENT” NEXT PAGE

THE RECORD

OPERATIONS & EDITORIAL

Dave Tilstone, President

Molly West, Editor

NTMA EXECUTIVE COMMITTEE

Mark Vaughn, Chairman

Vaughn Manufacturing Co., Inc. - Nashville, TN

Mark Lashinske, Vice Chairman

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Herb Homeyer, Board Member

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Konecranes, Inc. - Dayton, Ohio

ADVERTISING INQUIRIES

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

tbryson@ntma.org for advertising,

mwest@ntma.org for editorial content.

Design & layout by Z Graphics

dave@DaveZgraphics.com

"PRESIDENT" CONTINUED

however with the power of collaboration and support from our partners, we have changed tax laws, avoided harmful regulations and represented American manufacturing in a meaningful and professional way.

Advocating for our industry also includes attracting youth to our industry. The National Robotics League (NRL) is a powerful influence on youth, parents and educators regarding the image and careers offered by American manufacturing. Like NTMA-U, the NRL is another program to help fill the skills gap. With the demand for skilled labor increasing exponentially over the next several years, advocating on behalf of our industry to young adults cannot be

overstated. Investing in the NRL is not only a good investment for the NTMA but for the future of American manufacturing. As an NTMA member you already have a voice in DC and can make a difference in our (your) future by getting involved and supporting the NRL. If your chapter already has an active NRL program and you're not involved, open your doors and support the students and their competitions. If you're chapter isn't involved with the NRL, contact Bill Padnos (Tel: 412-258-6629 or padnos@ncsquared.com) and he will help you and your chapter get started. With over 5,000 students involved with the NRL, we are making a difference but this represents only

SEE "PRESIDENT" PAGE 7

Win More Business.



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EMO EXECUTIVE TECHNOLOGY TOUR: GLOBAL MANUFACTURING WITH THE NTMA

September 17 through September 21, 2017, 10 NTMA members and spouses joined the NTMA's EMO Executive Technology Tour to Hannover, Germany.

"More business, more international drawing power and more innovations: EMO has once again lived up to its reputation as the leading global trade-show for the world of metalworking," remarked Carl Martin Welcker, General Commissioner for EMO Hannover 2017, adding that it was also the definitive exhibition for machine tool makers worldwide and a pacesetter for the future of production technology.

From Ohio, Colorado, Tennessee, Missouri and Pennsylvania, as well as Brazil and Canada, our NTMA international group traveled to Europe

to tour facilities and attend the global-scale event. More than half of the show's 130,000 attendees came from abroad, with 70 percent originating from European countries. There was a sharp rise in attendance from Asia in 2017.

The show's motto this year was connecting systems for intelligent production. In this spirit, most exhibitors touted connectivity solutions,

data analysis applications and innovative services. The emphasis was on systems capable of interconnecting multiple





partners, cloud-based machine monitoring solutions, simulation software, augmented reality for machine maintenance, blockchain technology for secure data transfer and new business models.

The NTMA group's schedule kicked-off with a full day plant tour at Volkswagen Wolfsburg followed by three packed days at EMO. Together, the group toured National Associate Member booths: ZEISS, GROB, Weiler, FANUC, GF Machining Solutions, Heidenhain, Mastercam, BIG KAISER, Doosan, Okuma, DMG MORI, Zoller, Kennametal, Walter and Mayfran. Additionally, NTMA attendees partici-

pated in a VIP tour and meet and greet with members of the VDW.

The date for EMO 2019 is already set, September 16-September 21, 2019. Mark it on your calendar and plan to attend with the NTMA. "The themes of digitization and connectivity will still be high on the agenda in two years' time," reported General Commissioner Welcker. "And by then we will have an even better grasp of what lies ahead."



"PRESIDENT" CONTINUED

a fraction of the future demand. I encourage you to get involved and be rewarded with smiling faces and some of the best talent America has to offer.

In closing, there are many ways to maximize your membership. Being involved with NTMA offers numerous ways to improve your business, your personal life, your community and the NTMA. Member engagement is the key to maximizing membership value. The top performing member companies are engaged with the NTMA by taking advantage of the business development tools, attending conferences, chapter meetings, cost savings programs, education and advocacy programs. If you would like any additional information on the NTMA, its programs or services, please contact me at dtilstone@ntma.org. We have the resources to help you maximize your membership.

DAVE TILSTONE / NTMA PRESIDENT



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NTMA LIVE WEBINAR: HOW TO FIND VETERANS TO FILL YOUR JOBS, NOVEMBER 30

BY STEVE NOWLAN, PRESIDENT, CENTER FOR AMERICA



How to Find Veterans to Fill Your Jobs

NTMA Webinar : November 30, 2017 1 PM EDT

I've been on the phone this week interviewing CEOs of manufacturing companies about their strategies to deal with the scarcity of skilled employees. I was surprised that, although all of the CEOs I talked with said that the shortage is serious, one said, "We're at a point of desperation." Unfortunately, none of them has a focused effort in place to recruit veterans, National Guard and Reservists.

"We would love to hire veterans," one told me, "because

they are very disciplined and loyal employees, but we're just not getting military candidates through our job

postings."

This comment doesn't surprise me. It lines up with the findings of our national small employer survey in which 60 percent of 384 companies with 500 or fewer employees said that their job postings aren't attracting veterans, National Guard members or Reservists.

There are still hundreds of thousands of veterans who are unemployed, and an estimated 500,000 veterans and service members who are looking for full-time career jobs while

working two or three part-time jobs. And, about 200,000 service members will leave the military for the civilian workforce every year for the next five years. There are plenty of skilled and experienced military candidates who want to match up with good jobs.

If your company needs to tap this large pool of capable and proven people, NTMA is hosting a free webinar on November 30th designed to help you do this faster and easier. Here is the registration link:

<https://attendee.gotowebinar.com/register/1991976805928217347>

The webinar speaker is Brigadier General (ret) Marianne Watson who served

as the Chief Human Resources Officer of the Air and Army National Guard based in Washington, DC. Marianne was involved in the efforts of the 50 state and 4 territorial Guard commands to actively help service members and veterans to find career jobs with civilian employers. She also coordinated closely with the other military branches on their employment initiatives for veterans, and worked with the U.S. Department of Labor and many nonprofits providing employment services to veterans and service members. During her deployment in Afghanistan when Guard members represented about 45 percent of the U.S. troops in the country, she served as the head of National

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Brigadier General (ret) Marianne Watson, Director of Outreach at Center for America

Guard Affairs.

Now, as Director of Outreach at Center for America, Marianne works closely with a host of trade associations and their Workforce Development Councils to help them establish strategic veteran recruiting programs for their members. In October, she was a speaker at several trade association conferences including the recent NTMA conference in San Antonio.

The main focus of the November 30 webinar is to explain how you can identify and engage with the military employment transition counselors in the military branches so they will help you connect with veterans and service members qualified for your jobs. Marianne will help you understand how these teams work and what you can do to get their best efforts on your behalf.

Other key topics include: How career information and job postings tailored to veterans can attract more candidates; how you can interpret military candidate skills and experience accurately going beyond just relying too greatly on a candidate's MOS; how to avoid interview mistakes that may cause you to reject candidates who are actually well qualified; and, how GI Bill Educational Benefits can be used for on-the-job training to close any skills gap that exists.

This informal webinar will provide you with a lot of good ideas and networking connections and the chance to interact directly with Marianne. You'll also be able to follow-up with her about your challenges after the webinar.



AFFINITY DISCOUNT PROGRAMS: SAVE ON YOUR BOTTOMLINE



Affinity partners offer services at specially negotiated rates—available only to NTMA members. As you've heard it said, membership has its privileges—are you maximizing yours?

APPI ENERGY BUYERS PROGRAM:

- Energy contracting services to manage electricity and natural gas costs
- Available to members located in deregulated states



NTMA SHIPPING PROGRAM MANAGED BY PARTNERSHIP@:

- 29% savings on small package shipping with select services from FedEx, FedEx Ground and FedEx Home Delivery
- 70% savings on LTL Freight
- Best rates in the industry on full truckload deliveries



GRAINGER:

- 1.5 million items to choose from
- Minimum 10% discount on all items
- Deeper discounts up to 40% on industry-related categories (lubricants, cutting tools, safety)
- Free freight on all items
- Grainger value added services – consulting, inventory management and lighting



MULTIVIEW:

- NTMA's digital advertising and marketing partner
- Provide advertising opportunities on NTMA's website, online buyer's guide and electronic newsletter – a great way to connect with members!



HEARTLAND OVATION PAYROLL:

- Easy-to-manage payroll solutions that help grow your business
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- Payment processing solutions
- Integrates with Eascentral HR platform



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- Create a custom catalogue of your most needed and most used items
- Promotional materials perfect to promote your shop!



XOMETRY:

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- Real orders with no bidding, no commitment and no registration fee
- Easy online application process and get paid within 20 business days



AVIS/BUDGET RENTAL CAR:

- 40% off base rentals throughout the United States on all vehicle classes
- Also applies to truck rental for moving equipment or expanding a facility
- For business or personal rentals for all of your employees



IT'S HERE: NTMA MEMBER HEALTH INSURANCE PROGRAM

INFORMATION PRESENTED BY JIM DUSTIN



Health insurance is a major issue for all businesses, and the manufacturing sector is no different. You spoke, and NTMA heard you. The NTMA is in the process of establishing a fully-insured Association model to house a member health insurance program through NFP, a leading insurance broker. This structure will allow members to be treated collectively, as a large group, reducing volatility as the benefits program grows over time. Additionally, renewals will be pooled for the NTMA specifically and renewals will be tiered based on loss ratio.

The program is in its infancy now, but it has been designed with staying-power and with the potential for additional benefits as



it grows. As the program matures, members will benefit from carrier stability, lower, internal expenses and trend factors, more predictable renewals as well as enhanced benefits specific to NTMA members.

Here's where things stand. Federal filings have been completed. State filings are being vetted and finalized. It's important to

recognize that details are subject to change based on recent announcements at the federal level, but at the present time, the ancillary programs are set to launch with effective dates of December 1, 2017 and forward. We anticipate healthcare programs January 1, 2018, but it could possibly be as late as April 1, 2018 depending on state filing status changes at the federal level and member support of the program.

Please refer to the options on the following page and visit the NTMA website for additional details and announcements. A healthcare program is just one more benefit of your NTMA membership.

CONTINUED NEXT PAGE

NTMA-U REIMAGINED

BY STACEY SCHROEDER, DIRECTOR, NTMA WORKFORCE DEVELOPMENT



As an NTMA member, you have access to many resources and opportunities. All of these resources are truly focused on people. Networking, advocacy, conferences and seminars, webinars, NTMA-U and the NRL are all about growing and developing our current members, engaging with the next generation, and driving regulations and policies that allow manufacturing to remain the backbone of the U.S. economy.

As I have learned more about you, your companies and the challenges you face to find the right people, train them, keep them and continue to meet changing expectations and technologies – the more dedicated I become to making a difference for each of you.

NTMA-U is an industry-leading program with deep, relevant content for precision machining. But, it can be – and will become – so much more.

We have solicited your input through a workforce development needs assessment. We have combed through your individual comments on economic business conditions reports. I have participated in nearly a year's worth of Education Team calls. We got tasked with evaluating the long-term sustainability of NTMA-U, which lead to a clear call to action.

What I'm most proud of so far in this journey is the formation of an advisory / steering committee for NTMA-U. This

group includes members, Chapter Leaders, Education Team members, Executive Committee members, educators, and interested third parties with unique perspectives. Rest assured that this team includes people that aren't afraid to clearly articulate what they don't like, what we're missing, where we need to go, and what to keep. Each team member brings open and honest comments, challenging questions and a genuine desire to remold NTMA-U into the absolute best training program possible for our diverse members.

This team has reached consensus on our top two priorities: refreshing our existing core training content, and expanding the program to cover business skills and soft skills. Our current core content is solid, but to meet the needs of today's learners, and ever-changing technologies and systems, we need to update it. As for the second priority, don't let the term soft skills fool you – these are core skills that nearly every team member shared stories about. Without the ability to communicate effectively with people at work, handle conflict professionally, give and receive feedback, and exhibit professional behavior – it doesn't really matter how technically sound you are in today's companies. I would ven-



ture to say that each and every person in your company needs to work with someone else for some aspect of their job. Of course there are many other important content areas and sub-projects to tackle, but I believe we are starting with the most impactful ones.

I am excited about the direction we are moving with NTMA-U, and I encourage each of you to get involved in a way that works for you. If you have subject matter experts, people that are great at technical writing or taking and editing videos, people that like to be part of the testing and validation process, or anyone else with an interest in making our training program the best it can be – send them my way! You can reach me at sschroeder@ntma.org.

I would also like to offer a sincere thank you to everyone that has been involved in this process thus far, and to those that continue to be a part of the journey.





EASECENTRAL

- All groups will get the benefit administration platform at no cost if they use one or more of the benefit programs
- It provides an HR platform with compliance tools for ACA and other key areas that usually cause employer concerns
- The portal is highly secure and complies with all privacy regulations and can assist with the ACA reporting



AETNA

- Five (5) plan designs options will be available that cover a broad range of offerings including HSA
- Renewals will be group-rated under a large group format and will be tiered based on loss ratio
- Initial pricing has been estimated at 3-5% better than standard rates



GUARDIAN

- Multi-year rate guarantees on most products
- Higher guarantee issue amounts for group life insurance and disability due to large group format
- No minimum participation requirements
- Multiple value added benefits
- Initial pricing estimates reflect an average reduction of 10-15% from current rates

INTERESTED? HERE'S HOW YOU CAN GET INVOLVED:

- Employer groups will need to complete an information template through the website in order to receive a quote.
- The information and process is similar to what you provide through your current insurance marketing channel.
- Ultimately, the NTMA will authorize a select marketing channel to distribute the program through key brokers in high volume states.
- The HR technology build-out process will be handled by the NTMA and NFP. Limited customization will be permitted but will be reviewed periodically to determine the impact to the workload.



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WHY NRL: ROI – IT'S A BENEFIT OF MEMBERSHIP

BY BILL PADNOS, NTMA, DIRECTOR OF YOUTH ENGAGEMENT



As a leader in your company, I am sure that you have an understanding of the following formula for return on investment.

$$ROI = \frac{\text{Gain from Investment} - \text{Cost of Investment}}{\text{Cost of Investment}}$$

Standard ROI is very easy to calculate and interpret. If the cost of investment outweighs the gains, then it is not worth your time. However, nothing is that simple.

For your investment of support in your local NRL program, it is very hard to determine the actual “gain from investment.” Using the “cut and dried” ROI formula, you can make the calculation at the end of the year based on whether or not your investment in time serving as an NRL Industry Advisor resulted in hiring one of the students from that team. If you did not hire one of those students, then you can definitely save that this was not worth your investment of time and resources.

LET'S START TO ADD SOME ADDITIONAL FACTORS INTO THIS ROI CALCULATOR.

- By volunteering as a safety inspector at an NRL competition, you were able to connect with other manufacturers attending the event, and months later they asked if you would help them on a client project because you had the capabilities to machine a part that they

did not possess.

- By dedicating your talents to be the local NRL champion, you had the opportunity to connect with other business and community leaders to promote awareness of the program. This extra “PR” for you and your company, resulted in a 20 percent increase in sales the following year.

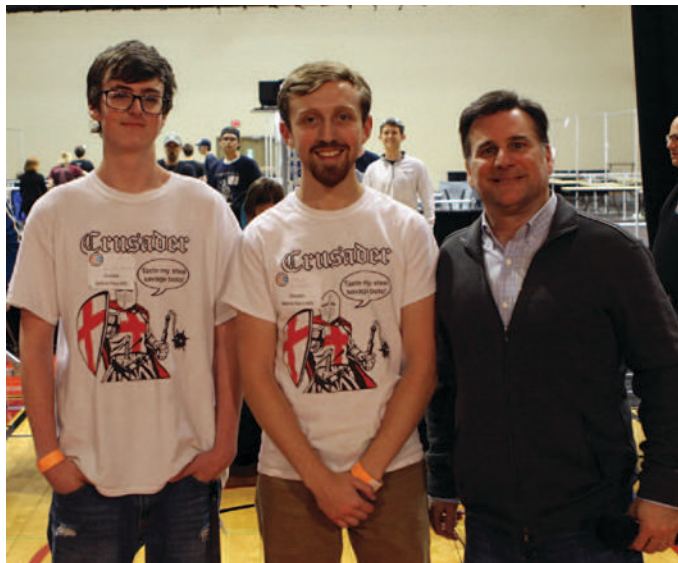
- By serving as an Industry Advisor, an alumnus of the team that you supported has graduated from college with a mechanical engineering degree. For her first project at her new engineering firm, she contacts you about machining a part for them.

None of the scenarios above would have given you an ROI that you can calculate at the end of a fiscal year, but the payoff

would be well-worth your time investment. The payoff will never happen if you stay on the sidelines. The same goes for attending a chapter function or utilizing one of the NTMA affinity programs. They are membership benefits that you should take advantage of. Could attending a chapter function and connecting with other members result in new business? YES! Could engaging students at your local high school by serving as their NRL Industry Advisor result in building your company's next generation? YES! Could sitting on the sidelines and waiting to see what happens result in a bright future for your company? NO!

Whether you are an NRL Champion, Supporter, Industry Advisor, or all three,

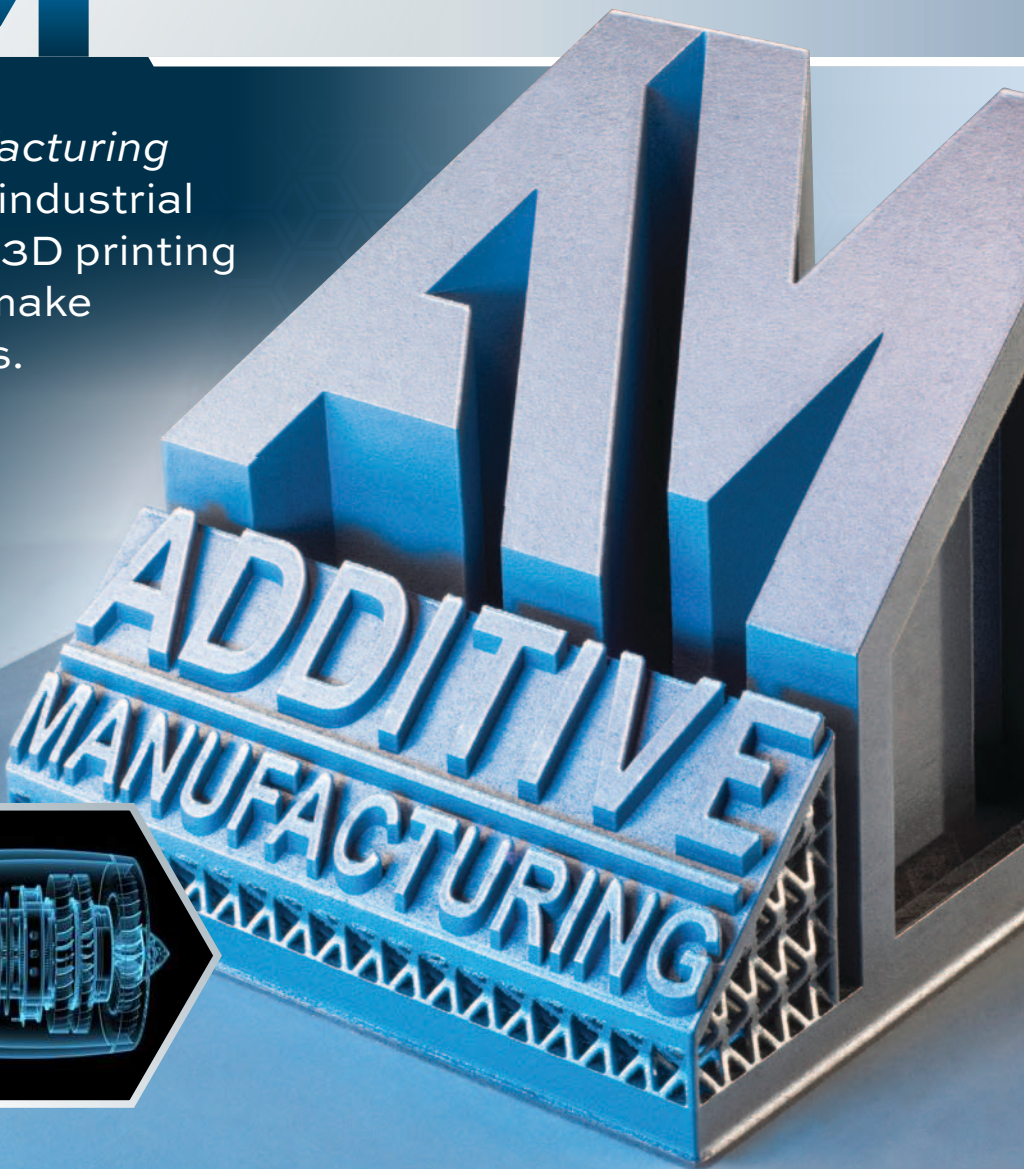
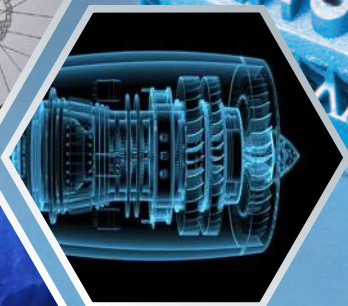
the potential for your company to remain successful improves greatly versus waiting for people to come to you. The NTMA has made an investment in the NRL to ensure that you have a future workforce. This program is designed to be a membership benefit. If you have not taken advantage of it, then isn't it time? If you have and continue to be involved, be a champion and take this opportunity to recruit others to join you.





Additive + Production

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ACCUROUNDS HOSTS MFG DAY!

AccuRounds hosted MFG day on Friday, 10/6!

Southeastern Regional Vocational Technical High School and South Shore Vocational Technical High School visited AccuRounds for a tour of their Avon, Massachusetts shop on MFG Day. Students from Southeastern were able to speak to their fellow classmate, an AccuRounds co-op student, about manufacturing.

The company hosted several other tours during the month of October to share the message of advanced manufacturing.



JERGENS OPENS ITS DOORS FOR MFG DAY

Jergens of Cleveland, Ohio welcomed 140 visitors from the

Cleveland Metropolitan School District as well as the Mentor, Euclid and Mayfield school districts. Additionally, recruiters and other local manufacturing associations attending the company's MFG Day event.

"MFG Day is a great way to increase awareness about

the industry and show students what American manufacturing really looks like in 2017," said Matt Schron, Cleveland Chapter president and Jergens general manager.





BACHMAN MACHINE IN ST. LOUIS HOSTED STUDENTS FOR NATIONAL MFG DAY

More than 100 students from the greater St Louis area high schools and technical schools visited Bachman Machine at their north downtown location. Students had the opportunity to witness, firsthand, the facilities, machinery, manufacturing processes, design process and materials that are part of a manufacturing operation. Bachman Machine is a premier metalworking and plastics supplier to the Automotive and other industries. Students who attend MFG Day events become much more aware of manufacturing jobs in their communities and learn that manufacturing provides careers that interesting and rewarding.



CELEBRATING MFG DAY AT ACE WIRE SPRING & FORM

Ace Wire Spring & Form Co., Inc. celebrated and promoted MFG Day 2017 for the second year in a row. Ace Wire Spring has been a manufacturer of Custom Compression Springs, Extension Springs, Torsion Springs and Wire Forms in the Pittsburgh, Pennsylvania area since 1939.

Ace Wire Spring believes in supporting the local community and the education of young people in the field of manufacturing. To help students experience what manufacturing is, and in celebration of Manufacturing Day, Ace Wire Spring hosted two separate

groups of students for a presentation and tour of the company's facility. In the morning, Ace Wire Spring welcomed a group of Sto-Rox 8th grade middle school students. In the afternoon, the company hosted a group of Brashear High School students. Bill Padnos, Director of Youth Engagement for the NTMA & Executive Director of SWPA BotsIQ, and David Fair, President & CEO of SMC Business Councils also attended. After the tour, Ace Wire Spring invited the students back into the office to perform a hands-on experiment, making their own

springs using small pipe cleaners and pencils for the shaping possibilities. The company's goal: to expand the minds of the students that visited Ace Wire Spring, and educate students about the many opportunities for a career in the manufacturing industry.



MICHIANA CHAPTER PARTNERS WITH REGIONAL ORGANIZATIONS FOR MFG DAY

BY KELLY KASNER, NTMA MIDWEST & WESTERN REGIONS MEMBERSHIP & CHAPTER SERVICES EXECUTIVE



The Michiana Chapter of NTMA collaborated again this year with Kinexus of southwestern Michigan, St. Joseph County Chamber of Commerce, Ivy Tech Community College, Lake Michigan College, Southwestern Michigan College and six metro school corporations to host approximately 2000 middle and high-school students to tour at 21 manufacturing facilities on MFG Day 2017. The Michiana Chapter of NTMA was the transportation sponsor for this event, supporting the bussing efforts for the students to witness modern manufacturing in their hometown.

In Michiana, all events were plant tours. Larger employers invited other area employers to exhibit in a 'career fair' style to demonstrate the products they make and what careers they could have at their company. Local educators were present as well, featuring their apprentice programs and classes available to train for these careers. One location invited area student robotics teams to demonstrate their robotics and chat with fellow students about opportunities. All sites had innovative giveaways including backpacks with sponsor logos, safety-glasses which looked like cool sunglasses, t-shirts and food coupons from local restaurants. A definitive key to a positive student experience: the ability to be hands-on. Students did not just hear a presentation, but instead, touched material, made a part, operated a robotic arm and touched parts and tools.

Overall, the event is being heralded as a success among students, educators and manufacturers.



NORTHERN UTAH CHAPTER HOSTS GOLF TOURNAMENT

BY MADDIE DAHL, NORTHERN UTAH CHAPTER, CHAPTER EXECUTIVE



A big thanks to everyone who attended the Northern Utah Chapter golf tournament this year, which was held on September 8 at Stonebridge Golf Club. Awesome raffle prizes were won, delicious food was served, along with a beautiful day on the golf course.

More than 130 golfers represented 56 shops and sponsors.

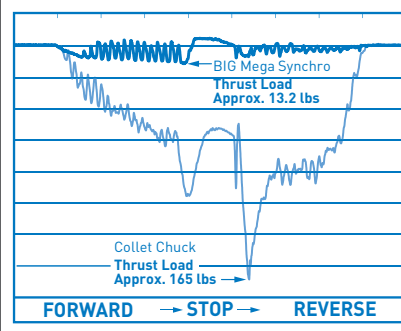
A special thanks goes out to the event's Platinum Sponsors - MSC and JM Grisley, as well as the planning committee.



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NATIONAL ASSOCIATE MEMBERS



Businesses that support manufacturing recognize that there is power in numbers. A select group of these businesses have made the investment in the manufacturing industry and have been selected to be our National Associate Members (NAMs). National Associate Members not only support NTMA through sponsorships, but also through education and opportunities. Many of our

NAMs attend NTMA functions to bring answers directly to you. Additionally, many choose to offer special rates, incentives and programs available for ONLY NTMA members. Review the list of NAMs. If you are already a customer, talk to your representative about the opportunities they provide for NTMA members. If you are not a customer and are interested in the services that a particular NAM of-

fers, we encourage you to contact Matt Gilmore at the NTMA for more information and an introduction to the National Associate Member's NTMA representative. (Matt Gilmore: P.216.264.2858 • TF.800.248.6862 • mgilmore@ntma.org)



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MEMBER NEWS

NATIONAL TOOLING AND MACHINING ASSOCIATION

AFFINITY PARTNER, APPI, RECOGNIZED FOR EXCELLENCE

APPI Energy is honored to announce that it has been selected as ABC (aggregator, broker, and consultant) of the Year by The Energy Professionals Association (TEPA). This is TEPA's third year presenting the award, which recognizes one company on its promise and innovation in areas such as contract negotiation, ethical business practices, and customer service. The winner is selected by a vote of the association's supplier membership.

"We're pleased to be recognized for our commitment to customer service and best practices," said Walter Moore, President and CEO of APPI Energy. "None of this would be possible without the hard work and dedication of our team, and the culture of communication and ethics we've built over 21 years in the industry. APPI Energy is more than a group of consultants; we're a coordinated team of professionals, with an obligation to do the right thing



for our customers."

"The retail energy market is incredibly dynamic and largely driven by data and stats," said Andrew Barth, president of the National TEPA Board. "But a company's success goes far beyond simply crunching numbers for the best possible price. The TEPA ABC of the Year award recognizes our member compa-

nies who also strive to connect with their customers and partners to effect positive change in our industry. We appreciate APPI Energy's efforts in these regards and congratulate them on earning this recent award."



THE BENEFITS OF ENGAGING AT THE CHAPTER LEVEL

BY MATT GILMORE, NTMA DIRECTOR OF MEMBERSHIP AND BUSINESS DEVELOPMENT



National participation is a great way to grow your business and your network, but the launching point for these relationships begin at the chapter. The benefits of fully engaging at the chapter level are immense and long-standing and cannot be understated.

"WHEN ALLE-KISKI INDUSTRIES FIRST BEGAN, A LITTLE OVER 12-YEARS AGO, ONE OF THE FIRST THINGS WE DID WAS TO JOIN THE NTMA'S PITTSBURGH CHAPTER. THEIR WORKERS COMP INSURANCE WAS ONE OF THE FIRST THINGS THAT ATTRACTED US. IN FACT, OUR SAVINGS FROM THE WORKERS COMP PROGRAM MORE THAN PAID FOR OUR MEMBERSHIP. AS TIME WENT ON AND WE BECAME MORE INVOLVED IN THE CHAPTER, WE BEGAN TO MEET AND REALLY GET TO KNOW LIKE-MINDED FOLKS WHO SHARED OUR VALUES, CONCERNS, GOALS AND ASPIRATIONS. THAT HAS LED TO US COLLABORATING ON VARIOUS PROJECTS OVER THE YEARS WITH SEVERAL CHAPTER MEMBERS. IT TRULY HAS BEEN A WIN FOR US AS A COMPANY."

Kevin Hartford, president, Alle-Kiski Industries

NTMA chapters provide a strong calendar of programming throughout the year which showcases important industry updates, provides access to new technology and technology leaders and delivers unique networking events right in your own backyard. Chapter events are a great opportunity to meet your next supplier, partner, mentor or a lifelong friend. Local chapter associate partners bring their expertise in a wide range of fields to local meetings and present information that can help a business grow or move it in a new direction.

Chapter events are open and informative, but they also can be a great deal of fun. Chapters often coordinate shop tours and visits to shooting ranges, golf outings and sometimes legendary holiday parties-- and the great thing is that each chapter is unique based on its own history, membership and location.



"MY OBSERVATIONS FROM EIGHT YEARS AS CHAPTER EXECUTIVE OF A STRONG ST. LOUIS CHAPTER ARE THAT THOSE PEOPLE WHO SHOW UP, WHO ARE ENGAGED IN AND COMMITTED TO NTMA AT THE CHAPTER LEVEL TRULY REAP THE BENEFITS OF THEIR MEMBERSHIP. THEY NETWORK. THEY UNDERSTAND EACH OTHER'S BUSINESSES - THEIR WINS AND THEIR CHALLENGES. THEY EMBRACE EACH OTHER'S GOALS AND WORK COLLECTIVELY TO CREATE SOLUTIONS THAT ARE GREATER THAN AN INDIVIDUAL COULD. MOST IMPORTANTLY, I HAVE SEEN FRIENDSHIPS AND DEEP RELATIONSHIPS OF TRUST AND RESPECT. THESE CAME FROM AND AMONG THOSE WHO SHOW UP AND ARE INVOLVED - WHO ARE TRULY COMMITTED TO EACH OTHER'S HAPPINESS AND SUCCESS. ST. LOUIS (AND OTHER CHAPTERS) WORK BEST WHEN PEOPLE ENGAGE. NO DOUBT IN MY MIND.."

Sally Safranski, St. Louis Chapter executive

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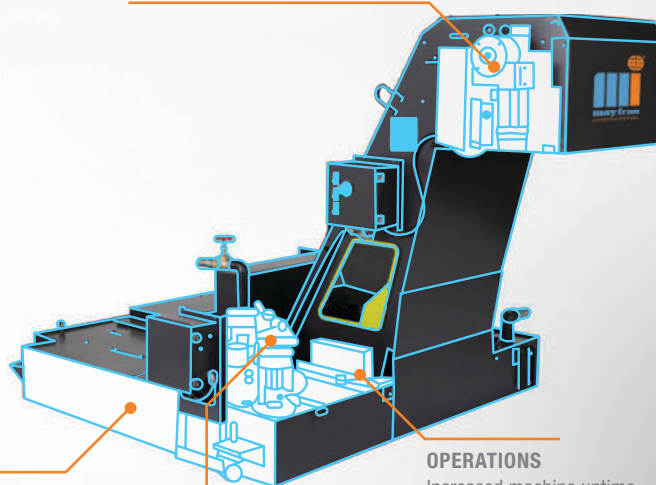
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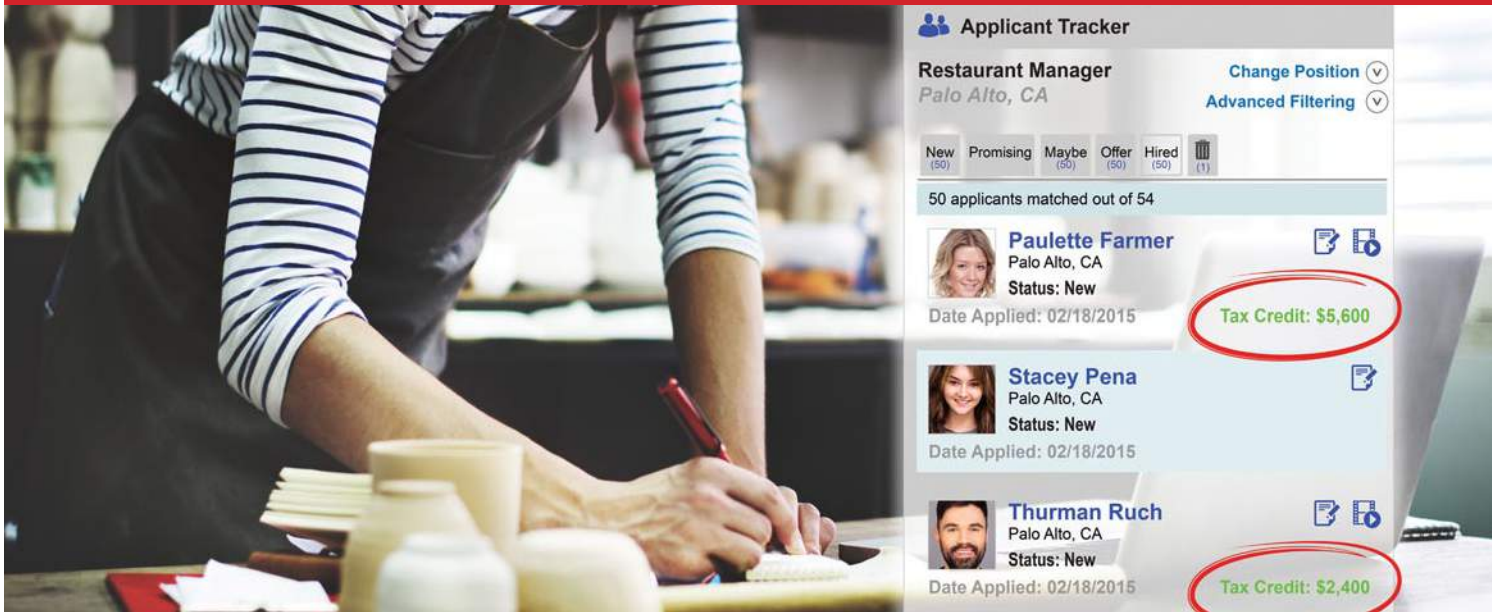
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NTMA ANNUAL MANAGEMENT REPORTS

BY JOHN MACKAY, MACKAY RESEARCH GROUP



NTMA members can participate in two annual management reporting programs free of charge. The Operating Costs & Executive Compensation (OCEC) study provides financial benchmarks to evaluate the degree to which a business is successful in not just the good times, but how the benchmarks can help a business owner navigate the truly difficult times, as well. The Wage & Fringe Benefits Survey helps companies determine what competitive rates of pay are and to determine what benefit programs are expected by today's employees.

Knowing the key benchmarks that drive your business can help business owners make sound decisions and keep their business moving in the right direction.



OPERATING COSTS AND EXECUTIVE COMPENSATION REPORT (OCEC)

HOW IT WORKS:

The OCEC survey is sent in late February to a specified individual at each NTMA member company. Because that individual sends the survey directly to Mackay Research Group, no one from NTMA or its staff has access to your specific company data. Participant data is aggregated in a manner that prevents identification of any individual company.

ONE SURVEY. TWO REPORTS:

1. Operating Costs Report—This report is a profitability or cost of doing business study of NTMA members designed to obtain, understand and analyze “best practices” in the precision custom tooling and machining industry. It can help you improve your financial results by benchmarking “typical” financial performance targets and by analyzing how “high-profit” companies in the industry achieve their success.

2. Executive Compensation Report—Closely-held corporations are often the target of IRS “reasonable” compensation challenges. The Executive Compensation Report examines issues relating to reasonable compensation by analyzing the range of pay, including base salary, bonus, benefits & perks, that executives earn in the precision custom tooling and machining industry.

WHAT'S IN IT FOR YOU?

Individual Company Report—Each survey participant receives an individual Financial Performance Report analyzing your company. This report compares your financial performance to industry standards, to others in the same line of business category (Tools & Dies, Molds, General Precision Machining, Aerospace Machining, Special Machines, Production Operations, and Sheet Metal Fabrication) and to others in the same sales volume group. In order to protect your confidential data, Mackay Research Group sends this report directly to you...and it's free to you through NTMA!



WAGE & FRINGE BENEFIT SURVEY

HOW IT WORKS...

The wage survey is sent in September to each NTMA member company. Only Mackay Research Group, NTMA's statistical consultant, views the returned surveys.

THE BENEFIT:

Plant labor is obviously one of the largest expense categories a manufacturer faces. In today's competitive business atmosphere, experienced, productive employees are vital for your success. Balancing wage rates with employee productivity is always a challenge. This report can help you manage your workforce more effectively, make the most of your labor dollars and attract the best employees.

WHAT YOU GET:

The Wage & Fringe Benefit Report provides a wide range of wage and benefit statistics on topics such as:

- **Wage Rates:** high, low, and average wage rates for 34 plant job functions
- Three levels of machining skills for each job title
 - **Level 1** machinists have minimal machining skills
 - **Level 2** machinists also make minor program adjustments
 - **Level 3** machinists can set up, program and run a job from start to finish without supervision
- Healthcare plans & premiums
- Retirement income plans
- Paid vacation & holidays

The report, of course, covers the details you would expect, like raises and wage rates specific to jobs, but it also contains the benchmarks that you need to determine if the fringe benefits you offer are competitive and cost effective. Due to the extensive sample in this study, survey participants are provided with a wide range of information on your local chapter, regional and national wage rates.

The report is a significant source of meaningful information not available anywhere else...for any price... and it is FREE to participating NTMA members.



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David Monette
President and Owner, David G. Monette Corp.

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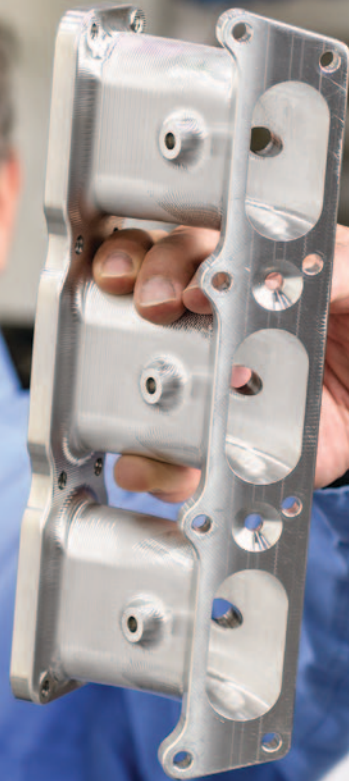
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THE POWER OF ONE VOICE

BY CAITLIN ANDREWS,
DIRECTOR PRG



One Voice, the joint NTMA/PMA partnership for advocacy, is the voice of small- and medium-sized manufacturers in Washington. Through One Voice, NTMA member companies are well represented on Capitol Hill and in traditional and social media.

The federal government is your not-so-silent business partner, affecting every aspect of manufacturing in America. Regulatory compliance alone costs businesses over \$2.2 trillion each year. Through constant communication, NTMA's DC-based One Voice team stays up-to-date with what matters most to members across the country, and works to advocate for your interests with policy-

makers. In recent years, One Voice has served a pivotal role in the passage of laws related to advancing job training programs, protecting tax credits, delaying pro-union anti-workplace rules, and developing the first U.S. National Manufacturing Strategy.

Through the annual One Voice Legislative Conference, NTMA members have the unique and valuable opportunity

to visit Washington and meet directly with members of Congress and their staff each Spring. Additionally, One Voice makes it easy for NTMA members to become more engaged in policy year-round by providing tools to join the conversation. One Voice tracks how senators and representatives vote on key manufacturing issues, develops toolkits to plan plant tours for government officials, and provides tips for

speaking to the media and managing social media.

Tax reform and other important issues to the manufacturing sector are on the immediate agenda for Congress. Find out how you can make your voice heard by visiting www.metalworkingadvocate.org.



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WHAT IS THE NATIONAL ROBOTICS LEAGUE?

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EMERGING LEADER:

An interview with Bill Jordan, Allied Tool and Die



HOW DID YOU FIRST GET INTO THE INDUSTRY?

When I came out of high school I wanted to be a math teacher. My father wanted me to have something to fall back on and made me take an apprentice machinist course over the summer while working at the company. I discovered that I liked to make things on a lathe or mill or press. My love of math made it easy for me to visualize prints and drawings in my head.

WHO IS ALLIED TOOL? CAN YOU GIVE US A LITTLE BACKGROUND ON THE COMPANY?

Allied Tool and Die was started in 1951 making dies, jigs, and fixtures for the aerospace industry. The company soon began piece production for stamping and manual machining. In the 1980s it was the first job shop in Arizona to offer laser cutting as a service. In the 1990s CNC machining and welding were added as capabilities. The ISO 9000 standard was adopted in 1997 for its quality system. Allied is currently registered to ISO 9001 and AS9100 for quality and NADCAP for welding. In 2010, a production facility was opened in Mexicali, Mexico to provide sheet metal and CNC machined products to a large customer with a division there. The core capabilities of Allied Tool & Die are split 50/50 between Sheet Metal Fabrication (dies, forms, flat patterns, bending) and CNC machining (3,4,5 axis mills & lathes). Several secondary capabilities including welding (TIG, Resistance, Laser), grinding, and assembly

(riveting, hardware, helicoils, adhesives) allow for Allied to provide components to our customers that are assembly ready.

WHAT IS YOUR ROLE WITH YOUR COMPANY?

As the CEO I provide the direction and strategy for the company, as well as resource management.

WHAT DO YOU LIKE BEST ABOUT THE INDUSTRY?

I like that I make a product that you can actually see, touch, and feel. I'm proud to be a manufacturer involved in both domestic and international supply chains.

HOW DID YOU GET INVOLVED WITH THE NTMA EMERGING LEADERS?

The previous CEO chose to stop participating with the ATMA and NTMA back in 2000 for personal reasons. When I took over in 2015, I attended some of the monthly ATMA meetings and found the monthly topics and open discussion with other members beneficial. I attended the 2016 NTMA Southwestern conference and found more money-saving ideas. I decided to attend the MFG meeting sponsored by the NTMA in March 2017. I attended an EL roundtable and thus became involved.

WHAT DO YOU LIKE BEST ABOUT THE EL GROUP?

The ability to openly discuss topics within a group of peers. To clarify, this peer group comes from small to medium private businesses and is made up of owners, managers reporting to an owner, and owner progeny working in the business.

WHY DO YOU THINK THE EL GROUP IS IMPORTANT TO THE FUTURE OF YOUR INDUSTRY?

The importance of the EL group is intrinsic to the importance of the manufacturing industry to our country as a whole. Manufacturing in the U.S. has always been accomplished by a majority of small businesses feeding into larger ones. The existence of this supply chain is necessary to keep manufacturing as a key component of the U.S. economic output. If the supply chains fold in on themselves it will weaken the nation's overall ability to produce items for its own use while also putting the knowledge and ability of manufacturing into smaller groups of large corporations. This may sound alarmist, but it is not inconceivable over time. So, why is the EL group important? It provides a way for new owners and managers to discuss lessons learned for the continued existence of small, privately

owned manufacturers. Their existence in the domestic supply chain is only ensured by easing change into the business. Change can come from technological innovation and adoption, differences of communication styles from one owner to another, etc. If the change is not managed correctly it can cause disruptions in business that lead to lost efficiency, wasted time, loss of wealth, and worst: a loss of family relationships. In an EL group the challenges of change can be discussed from that peer groups unique point of view and ideas bounced off each other. I don't know of another group where I could ask the question, "How would you get your father/mother to accept the idea of technology that could outmode the activities they do daily?" or "What are the common pitfalls when buying the company from your parents or other family members?" The current statistics for family business succession is that only 30 percent survive the transition to the second generation and merely 10 percent survive to the third. If a successful transition is an important goal, then the EL group should be of importance to you. As either the first generation planning for succession by your children, or as a younger generation looking to assume control and modernize practices, then the EL group can provide insights on how to do it without destroying the family relationship.

WHAT CAN YOU TELL US ABOUT YOURSELF THAT PEOPLE MAY NOT KNOW?

I've lived in Arizona for the majority of my life and I love my state. We have the best sunsets and sunrises in the entire nation (imho). I lived in Brazil for two years as a missionary and upon returning to the US I was introduced to a lovely Brazilian woman. We have been married for over 20 years and have 5 children. My two main hobbies are the Boy Scouts and soccer. My family has been participating in both since my boys were little. I'm also a polyglot (English, Portuguese, Spanish). It has definitely helped in business and as a referee on the soccer field. It's always fun to communicate with someone in their native language.



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In 2018, the National Tooling and Machining Association will celebrate our 75th Anniversary. We'll share stories, information and the history of the organization throughout the year. Do you have something that you would like to share? Please contact Kelly LaMarca at klamarca@ntma.org with any stories, photos or ideas. We look forward to celebrating our diamond anniversary together!