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# THE RECORD

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## PRESIDENTIAL CAMPAIGN BRINGS CANDIDATES TO NTMA MEMBER FACILITIES IN OHIO

NTMA members are accustomed to hosting elected officials and political candidates —p3

## TIME TO VOTE.... FOR MANUFACTURING!

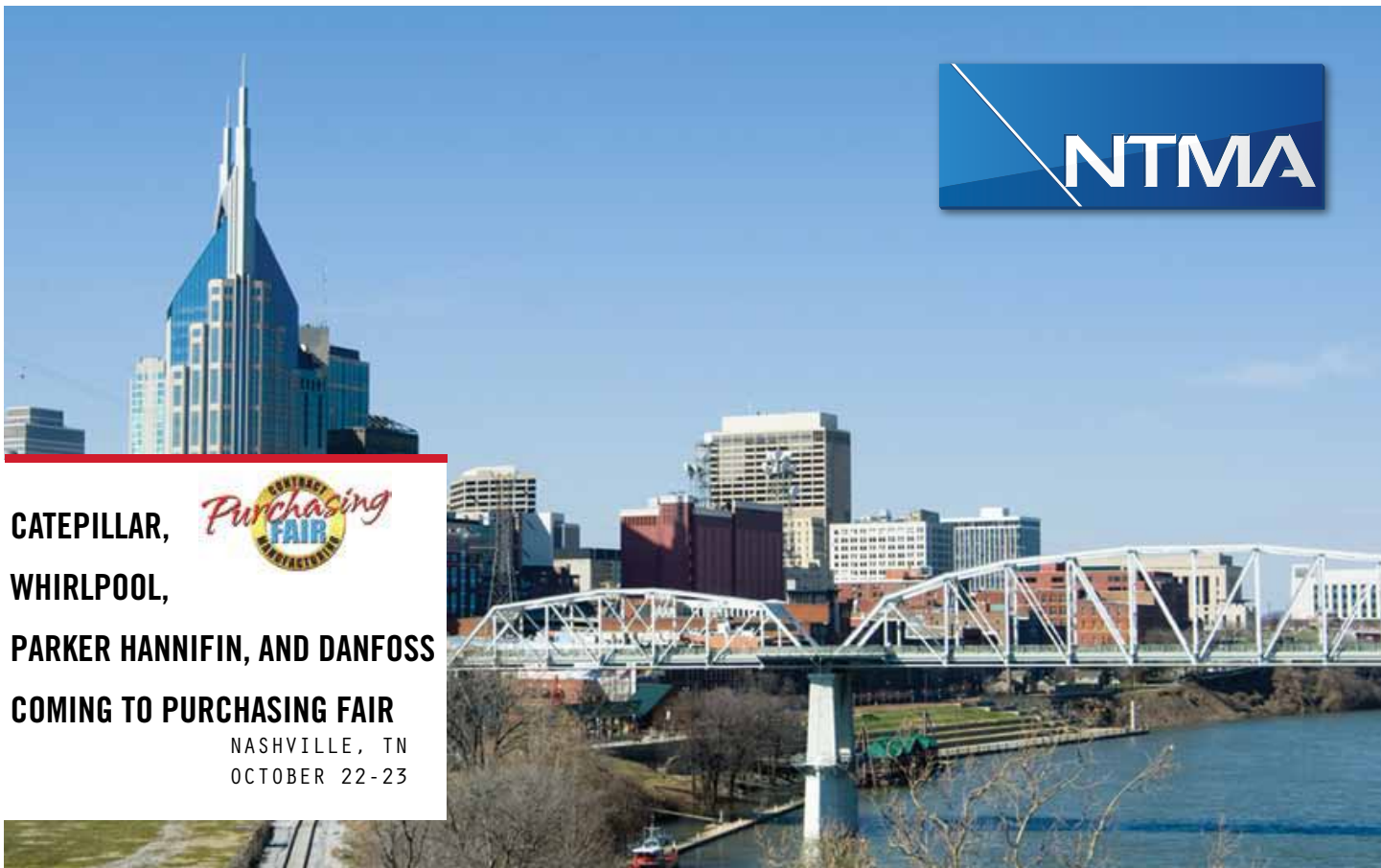
As the dust settles on the Republican and Democratic party conventions —p11

## "WE ARE NTMA-U"


NTMA-U is now training the future "Surgeons of Steel". —p17

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## PRESIDENTIAL CAMPAIGN BRINGS CANDIDATES TO NTMA MEMBER FACILITIES IN OHIO

PR MACHINE WORKS HOSTS MITT ROMNEY

NTMA members are accustomed to hosting elected officials and political candidates with NTMA members hosting Members of Congress (both Democrats and Republicans) for plant tours throughout the year. In a sign of the continued importance of manufacturing and its influence in Washington and to this election, Republican presidential nomi-



Sen. Portman speaks at PR Machine Works event

nee Mitt Romney visited PR Machine Works, a manufacturing shop in Ontario, Ohio, a battleground state. This is the fourth time an NTMA member has hosted a presidential candidate in Ohio in the past three months.

PR Machine Works owners Zoi and



Mark and Zoi Romanchuk

Mark Romanchuk are active supporters of NTMA's advocacy initiatives in Washington to urge elected officials to strengthen American manufacturing. Zoi is a former NTMA Government Affairs Committee Chair and Mark not only plays an important role in NTMA's advocacy effort, he has taken matters in his own hands by running as a candidate for State Representative in Ohio's 2nd District.

Manufacturing's comeback is at the centerpiece of both presidential election cam-



Sen. Portman being introduced by Mark Romanchuk at PR Machine Works event"

paigns and issues such as tax reform, regulations, trade and job training are discussed daily on the campaign trail. Manufacturers across the country have been speaking out about the devastating impact of that potential tax increase and politicians from both sides of the aisle have been listening.

During his 25-minute remarks to a crowd of approximately 2,500, Romney outlined his plan for the manufacturing sector by reforming health care, focusing on energy independence, increasing access to skilled training programs, curtailing unfair trade practices with countries like China and cutting the federal budget deficit. U.S. Senator Rob Portman (R-OH), Rep. Bob Gibbs (R-OH) and numerous local officials also attended the event.

Political insiders are predicting that the 2012 presidential election will be among the closest races in history. So every vote counts like never before! Manufacturers and their families make up roughly seven percent of the voting age population. That means that if just half of the eligible manufacturers vote, their ballots alone could determine the outcome of the election.

These events show the importance that candidates are giving to the issue of strengthening manufacturing in this country and NTMA's growing influence as the face of small and medium-sized manufacturing in America. Our voices are growing stronger -- to keep manufacturing strong -- thanks to our members!

Learn more about where the candidates stand on issues important to manufacturers and how to get involved in the election at [www.metalworkingadvocate.org](http://www.metalworkingadvocate.org).







## CHAIRMAN'S CORNER

ROGER ATKINS / NTMA CHAIRMAN OF THE BOARD

As I write this article I find that there is a hint of Fall in the air; more in some places than others. Regardless of where you are and how prevalent the Fall weather, reality for all and as scary as it may seem the fourth quarter is here and year end is just around the corner. For many that means finishing the year strong, for others preparing budgets and plans for next year, and yet for others it's just another day at the office. Wherever you find yourself or your company, one thing I have learned over the years and confirmed through my travels with NTMA, if you don't plan for "IT" or schedule "IT", "IT" does not happen. My question for each of us is "what is your IT"?

In my role as Chairman of NTMA my "IT" is assuring that NTMA is providing each of you our members with the greatest service and opportunities to support you in "transforming" yourself, you people, and your company. Even in the midst of a couple years of transition, I firmly believe that NTMA is beginning to come into its own in services and opportunities for you our members. Through our new staff and new offices we are making much headway on your behalf. Under Dave Tilstone's leadership as President of NTMA, Dave has developed and enhanced relationships with many industry partners at the very highest levels of their organizations. As such, doors are opening for us the entrepreneurial based manufacturing companies to truly help us move towards "Transforming for Competitiveness". Membership

is growing through all type memberships; educational members, national associate members, and then regular membership. Our services are rapidly growing as reviewed below;

- NTMA-U our on line training is growing students at an accelerated rate as well as drawing in new member companies wanting to take advantage of the training opportunity.

- Our Royalty Programs are increasing with our signature Grainger Program's usage growing at a 17-19% increase over last year. Driving your business to Grainger and other royalty partners not only supports your company's needs but also helps support NTMA. A real win for all.

- Our NTMA Sponsored Insurance program continues to grow with a strong and competitive offering of services focused solely on our industry. With a focus on our industry you can be assured of the services needed, as well as the services and coverage not needed. Several members have found our program to be more inclusive and at a more competitive price; some companies saving thousands of dollars. Just give them a chance to quote your business.

- Our growing commitment to the National Robotics League continues as the National Tooling and Machining Foundation just approved a grant to hire a full time dedicated resource to this program. Couple a new full time resource to a very active volunteer team headed by long time NTMA member Steve Tamasi, of Boston

Centerless; and the team's dedication to this program, the future is bright to draw young men and women into the multi-faceted world of manufacturing.

- Our Political Action Team through partnerships with Franklin Partners and Bracewell Giuliani are doing a great job to keep manufacturing related issues in front of our local and national political leaders especially in this critical election year. If you have questions about particular issues or leaders in your area of the country, please reach out to this team for input and support.

- Our Customer Service Team is doing a great job and our member retention rate is nearing 90%. Their real success has been their ability to walk questioning members through the services their membership offers and that they are underutilizing. Once the identified services are reviewed and explained, staying as a member is no longer a question.

- Our NTMA Marketing efforts on our member's behalf continues to grow; from conference speakers, to NTMA Purchasing Fairs, to on-line advertising through new national associate Multi View and the on-line project opportunities utilizing another new national associate MFG.com.

- Our National Conferences continue to focus of value added programs, speakers, technology suites, and industry partners; bring together 3-4 days of action packed opportunities to impact you, your people, and your company. Even with the outstanding programs,

networking with industry peers continues to be one of the highest rate values of these meetings. On that note, a study was done that the retention rate of member companies who attend national conferences is 95-100%. Whether an old member or a new member, be a first timer and come to Nashville and see for yourself.

Folks you can see the services of NTMA continues to grow and continues to improve. Again based on our Staff leadership and many great volunteers across this great land, NTMA is forging the way for its members in this ever changing world of manufacturing. As we continue to see the manufacturing world change, it is critical that we join together as friendly competitors and move forward in mass making the importance of US manufacturing known across our country and the world.

Many NTMA member companies, along with myself and thousands more just attended the IMTS Show in Chicago in mid-September. The final number of attendees was around 103K people and I understand it to have been the largest show since 2004. There is no doubt that the buzz around manufacturing continues to grow from our MFG Meeting 2012 this past March in Orlando to the present. The momentum continues to swell even as a degree of hesitation lingers due to issues such as the upcoming election, pending legislation, certain industry specific challenges, and global uncertainties and stability. None

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# THE RECORD

## OPERATIONS & EDITORIAL

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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](mailto:tbryson@ntma.org) for advertising, [elipovan@ntma.org](mailto:elipovan@ntma.org) for editorial content.

the less, we must prepare and be ready to seize the moment as manufacturing opportunities come our way. Part of that preparation continues to include “transformation”. As stated in the beginning of this article, do you know your “IT”???

This past month had had the pleasure of visiting the Tri-States Chapter in Cincinnati, Ohio. What a great group with strong members, and as is the common theme with strong chapters; a strong Chapter Executive. Visiting with them and seeing their respective companies from volume investment casting, to Tool & Dies, to complex repairs, and to close tolerance machining. I never cease to be amazed at what our members do, what our industry produces, and the critical role we each of our company's play.

I look forward to seeing many of you in my

coming travels and I personally want to reach out to each of you to attend the Fall Conference in Nashville. It is action packed and value driven; guaranteed to be well worth your time and expense. I hope to see you there, but until then my commitment to each of you remains “Transforming for Competitiveness”.



*Roger Atkins*

ROGER ATKINS / CHAIRMAN



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# IN MEMORIAM: BILL KUBAN

By Precision Manufacturing

The passing of William G. (Bill) Kuban in March 2012 marks the end of an era. Kuban was something special. He combined shrewd, home-grown business acumen with the irreverent charisma of a regular guy who truly cared about people. His life and career truly personified a season within the fabric of Minnesota's manufacturing community that has been known for tough but collegial competition, the forging of an association to promote manufacturing, a humble yet strategic flair that has mobilized this sector towards ever more sophistication, productivity, and competitive advantage.

Those of us fortunate enough to have known Kuban have lost a dear friend, a father, and an inspiring mentor. Our community is better because of Kuban. He will be missed.

## THE CURIOUS ENTREPRENEUR

**"As a legend, Bill spanned the gap between our industry founders and the leaders of today. In creating a legacy, Bill stewarded his father's company into a secure future with an excellent management team and the employees who helped build it."**

**Steve Carlsen**  
President, Kurt Manufacturing

baton, for example," Carlsen remembered with a grin. "He spent hours tweaking the design until he came up with several designs. The designs then became tool room prototypes that would be tested by everyone who came to his office. He was like that with everything, always energizing off of new ideas, looking for that 'better mousetrap.' And for every success, he wrestled through 100 failures. That's what an entrepreneurial genius looks like on the ground. In truth, for Kuban, often the creation itself was more fun than the ensuing sales dollars."

Kern Walker, long time employee and friend, picked up the story with a chuckle. "Another one of Kuban's ideas came from our days of racquetball together. We played all the time. Kuban would tell me that he couldn't afford all the racquetballs we had to buy because we wore so many out. So he started chewing this idea, and finally designed a re-pressurization chamber from a used milk can canister. He put some balls in there, re-pressurized the canister and took them to the court ... we didn't have racquetballs anymore, we had bullets!"

This entrepreneurial spirit was channeled in business through Kuban's extraordinary vision. A voracious reader, Kuban studied economics, politics and, of course, his first love—manufacturing. He was remarkably astute at deciphering the effect of economic or political activities for manufacturing and making savvy business decisions to capitalize on those anticipated leanings. He kept alert for the next good business opportunity that could contribute to the company's growth.

And he shared what he learned. "As did many others, I often called or met with Kuban, over the years, in an effort to better understand some technical concept or get his take on some public policy or economic event that might impact manufacturing," said Fred Zimmerman, professor emeritus, University of St. Thomas. "His in-

Known for his trademark sessions of opining in the office, asking such questions as "I was wondering about ...," Kuban always was "working on a new idea." He tinkered with technology as esoteric as metallurgy and as earthy as creating racquetballs with more bounce.

"Kuban became intrigued with the design of a police



**"As a legend, Bill spanned the gap between our industry founders and the leaders of today. In creating a legacy, Bill stewarded his father's company into a secure future with an excellent management team and the employees who helped build it."**

**Mike Neeley**  
President, Technology Reps

sights into the personalities of large corporations were profoundly instructional—

insights that never would be found in any academic article or textbook. He was very much part of my own education—and that of others."

"Conversely, Kuban was deeply sentimental," finished Carlsen. "For years we had a 1960s vintage Omnimill OM120 sitting on our floor. It hasn't turned a spindle in years. When I would broach the subject of selling the machine, Kuban would shoot back, 'that is a good machine, but the engineers just won't put a job on it.' He just liked having it around.

I kept the machine on the floor till Kuban passed away."

## GROWING THE BUSINESS

Kuban was an entrepreneur who grew his company into so much more. He developed his leaders' strengths and released them with authority and empowerment. This is still a people business, and Kuban knew that.

In his book, *The Science to Success*, Charles Koch talks about "decision rights." Leaders earn them by making good decisions. It's a process; it happens over time. The owner ultimately can release, detach appropriately, to the point that an organization moves beyond a personal enterprise into a business. "Kuban would employ this," said Carlsen. "At a division meeting, when I had a suggestion for something to change or employ, he'd ask me, 'Do you have the money to do that?' It was his company, ultimately his money, and yet he had released it—he was empowering me to make my decisions for my division."

"Kuban was very, very good at letting go," confirmed Walker. "He led Steve as he led me. He gave us latitude, he empowered us. Even when he didn't approve of a decision, he'd let us give it a try—he'd let us fail. That says so much about Kuban's leadership."

## A SAVVY BUSINESS PERSON WHO CARED ABOUT PEOPLE

"He just cared about what you said, what you were doing, why you were doing it, and what was going on in your life," said Walker. "It made him easy to talk to and he got along with just about

everybody. And he was funny. Oh, the stories he would tell—the stories we could tell. Kuban had no problem laughing at life. He was a good man—not perfect, but very good. And he wore his success so humbly. We worked together for almost 40 years and

**"Bill was funny, hard working, loyal, charming, and outrageous. Once you were Bill's friend, you were friends for life. And he would drop everything if you called needing help."**

**Ralph Hegman**  
President, Hegman Machine Tool

CONTINUED ON — P9



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we were real friends.”

“Kuban always was available to meet with fellow members of the manufacturing community to exchange ideas, to appraise the economy, or to listen and appreciate any misfortune that anyone may have been having,” said Zimmerman. “His regard for other manufacturers was genuine. ‘We are competitors, but we are not enemies,’ he would say. During less robust periods, I can remember his being deeply concerned about some of the difficulties competitors, or associates, were experiencing. Often these concerns resulted in quiet, unknown help. In addition to his technical and managerial prowess, Kuban was a true friend to many.”

Chuck Hales, a friend and business colleague for over 40 years, proudly recalled their friendship. “Kuban was a soft spoken man with the highest integrity, and one of the most caring people I’ve ever had the privilege of knowing. A couple days before Kuban went to heaven, he called me at home to see how I was doing after my recent heart surgery. Not one word about himself the whole time we talked. Our conversation ended with my asking him if he could make our annual fishing trip to South Dakota. He answered, ‘we’ll see.’ Kuban and I were friends to the end.”

#### HISTORY OF KURT MANUFACTURING

Kuban succeeded his father as head of Kurt Manufacturing in the mid-1970s, when the company’s annual sales were at \$7 million. That foundation led to decades of long term global growth and expansion for Kurt under Kuban’s direction. He was a true visionary, developing branded products, which today account for over half of Kurt’s \$100 million in annual sales. Among these is a broad base of products for the hydraulics, machine tool and fitness markets.

Active in the business as chairman until his death, Kuban completed an Employee Stock Ownership Plan (ESOP) in 2011. The completed sale transaction provided for the continuation of Kurt Manufacturing with its present senior executive management team and employees as owners of the company.

“With the employees now owning the company, we are continuing to expand with the addition of new products and services, ongoing additions of highly automated manufacturing systems, and potential acquisitions,” said president Steve Carlsen. “The ownership transition put in place by Kuban is working well and we look forward to a bright future.”



## KANSAS CITY CHAPTER OF NTMA HOLDS SHOP MEETING AT PRO-CON

The Kansas City Chapter of the National Tooling & Machining Association (NTMA) held a Shop Meeting at Pro-Con in Lee’s Summit, Missouri on September 27th. Over 80 attended the event.



The 17-year-old precision components manufacturer offers design work, prototyping and production machining (CNC milling/turning). Its owners are Gary Dominique and Chris Hinkebein.

The firm operates in a 23,000-sq.-ft. facility with 26 employees and 17 pieces of CNC machining/turning equipment and a complete QC lab.

Industries served by the company include: truck, medical, aerospace, road construction, lawn & garden, pharmaceutical, agriculture and hydraulics.

The meeting was sponsored by Deco Tool-Prism Division Integrations & Vending Group.

The first speaker was Rohina Behrmann

of Missouri’s Full Employment Council. She spoke about the numerous programs and opportunities available to NTMA member firms.

The second speaker was Brad Burch from Deco-Prism. He discussed about how process and inventory systems management can save companies time and money.

The final speaker was Franklin Partners’ Omar Nashashibi, the NTMA’s government relations firm. He updated the group on events in Washington D.C. regarding legislation and regulations impacting manufacturing. These included regulations, tax reform and workforce development. He also covered the current status of national and local political campaigns.



Pro-Con can be contacted at: (816) 697-3300 or [www.pro-conmfg.com](http://www.pro-conmfg.com);

The KC NTMA chapter can be contacted at (816) 739-4422 or [www.kcntma.org](http://www.kcntma.org).



## NTMA HIRES NRL PROGRAM MANAGER

Please welcome Maureen Carruthers who will join the NTMA Team in Ohio as our newest associate. She will be the NRL Program Manager starting on November 1, 2012.

Carruthers brings experience in NRL from the Dayton Chapter where she managed the Dayton Regional Bots program which is a twice yearly competition for student-built 15 pound remote controlled fighting robots. Her work included volunteer recruitment and management, publicity, fundraising oversight, school recruitment, program evaluation and event management. In addition to her work with robotics, Carruthers also managed the day

to day activity for the DTMA Foundation Workforce Development programming.

Carruthers will be working with our Managing Director Emily Lipovan and Event Planner Kristen Reitz on delivering the 2013 NRL Competition that is being held in Indianapolis, IN May 16-19, 2013. The 2013 event will be partnering with the Sea Perch Aquatic Robotics League at the IUPUI Campus.

Thank you to Team Leader, Steve Tamasi and Dave Tilstone for coming into Cleveland for final interviews. Congratulations NRL!



# THANK YOU FOR YOUR SUPPORT!

Thanks to the generous donations received at the 2012 MFG Meeting held in Orlando Florida, the National Tooling and Machining Association (NTMA) raised \$62,849.00 toward its \$100,000 goal in support of the Wounded Warriors Project™ (WWP)!

NTMA would like to recognize and give a special thank you to the NTMA members that generously donated the following items that were raffled and auctioned off at the this meeting, with 100% of the proceeds going toward the WWP:

- MITTLER BROTHERS MACHINE & TOOL – TWO LARGE, COMPANY SIZE, CUSTOM BUILT BBQ GRILLS



Winner bids went to Member's, Joe Tenebria, Myers Precision Grinding Co, Ohio and Joe O'Dell, Plano Machine & Instrument, Texas.

- OVERTON INDUSTRIES, MOORESVILLE, IN – 2012 HARLEY DAVIDSON MOTORCYCLE



Winner of the Harley Davidson Motorcycle! NTMA Member and 2012 NTMA Chairman, Roger Atkins, MIC Group, Brenham, TX

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NTMA is proudly continuing its efforts to meet its goal to raise \$100,000 in support of this amazing organization that helps thousands of injured warriors and their families.

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Or by mailing to NTMA at 1357 Rockside Road, Cleveland Ohio 44134

(Please make checks payable to the Wounded Warrior Project).

Each supporter will receive a tax deductible letter once the donation is processed.



## DAVE EMBRY OF RITE-WAY INDUSTRIES, PASSES

DAVID KEITH "DAVE" EMBRY, 56, passed away on September 21, 2012 at Floyd Memorial Hospital.

He was president and owner of Rite-Way Industries, a member of Graceland Baptist Church, past president and present Board member of Kentucky Machine Association, a Ky. Colonel, and a graduate of Butler High School. Dave was an NTMA champion in Louisville. Dave was one of the "alphas" of the Louisville chapter when it was growing and doing so much for the NTMA and the industry in Central KY. He knew everyone. He and one other member got the training program started at the tech school in downtown Louisville and that was a central point getting members to join.



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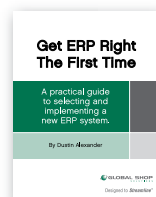
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# TIME TO VOTE.... FOR MANUFACTURING!

Washington, DC – As the dust settles on the Republican and Democratic party conventions and members of Congress return to town for a couple busy weeks before returning to their districts, it's clear that campaign season is in full force – and that now is the time for manufacturers to have their voices heard in this election.

During the 2008 campaign, both Republicans and Democrats invested enormous time and resources to capture independent and undecided voters. This time around, it's clear that the number of truly undecided voters across the country has shrunk drastically. The game has shifted to turnout, and whichever campaign does a better job of motivating voters to show up on November 6 will have an edge.

Both Gov. Romney and President Obama are spending extensive time campaigning in Midwestern states. Ohio and Pennsylvania have seen frequent appearances from the President and Vice President, and Gov. Romney recently

made his third stop at an NTMA member facility in Ohio in just the past several months.

The stakes are high for manufacturing. \$5.4 trillion in tax increases are set to take effect January 1, 2013 if Congress fails to act, and work on more far-reaching tax reform is a virtual certainty next year, with winners and losers determined in part by the results of the upcoming elections.

Manufacturers can do their part. One way is to host plant tours for political candidates to help them understand what is needed to make a business operate, and how manufacturing is contributing to the broader economy. Another way is help drive voter turnout by downloading "Vote for Manufacturing" posters at [www.metalworkingadvocate.org](http://www.metalworkingadvocate.org) and hanging it in a prominent place so everyone can see it. The website also provides information how Members of Congress have voted on key issues.

Our industry has been trying for years

to get Washington's attention. Now that we have their attention, let's use the opportunity wisely and make sure that between now and November 6 we do all we can to educate and invigorate candidates about manufacturing and make certain that we all get out and vote.

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



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- Excellent corrosion inhibition
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- Very machinist friendly with respect to skin

Syn-Cut 3440 is a "Gen 3" product that solves the problems of previous synthetic coolant technologies. A proprietary corrosion inhibitor package gives three times the corrosion protection of synthetic fluids in the market while bio-based friction modifiers provide extreme lubricity not found in competitive products.

Syn-Cut 3440 is the synthetic coolant you've been looking for! It will enhance your current machining practices like no other synthetic coolant you have tried.

#### October 2012: Tip of the Month

*One of the main sources of tool wear comes from the buildup of heat during machining. To optimize machining, assure your coolant has been formulated and balanced for both friction reducing properties and cooling properties. Most coolants focus on only one of these properties.*



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# 2012 *Fall Conference*

Gaylord Opryland  
Nashville, TN  
October 23-27



## *Featuring:*

- Captain Michael Abrashoff author of *It's your Ship: Management Techniques from the Best Damn Ship in the Navy* speaking on "Transforming Your Organization and Achieving Sustainable Growth"
- Joe Knight author of "Financial Intelligence" will speak on "Knowing What Numbers Really Mean"
- Dan Bagley continuing his series on marketing your company
- Industry round tables to join fellow members in discussing business conditions, challenges and opportunities in your industry sector
- A trip to the #1 dining and entertainment destination in Nashville, The Wildhorse Saloon for a night of dinner and line dancing
- Savings of \$378 by registering for the Fall Conference & Purchasing Fair by September 28th
- Opportunities to learn about new technologies, processes & equipment in our Tech Suites
- Numerous chances to network with over 250 of your industry peers



# 2012 NTMA Fall Conference Program

October 24-27, 2012  
Nashville, TN

## SCHEDULE OF EVENTS:

### Wednesday, October 24

7:00am - 6:00pm.....Registration  
 7:30am - 9:00am.....Continental Breakfast  
   Hear from One Voice-  
   2012 Election  
 7:45am - 8:30am.....First Timers Breakfast  
 9:00am - 10:45am.....NTMA General Assembly/Awards  
   & Updates/Keynote Speaker  
 11:00am - 12:30pm.....Team Meetings  
   *Robotics Team*  
   *Education Team*  
   *Next Generation Team*  
   *NTMA Board of Directors Meeting*  
 12:30pm - 2:30pm.....Workforce Developmental Plan  
   *Working Lunch*  
 2:00pm - 3:30pm.....Kitchen Tour of Gaylord Opryland  
   *Optional Activity*  
 2:30pm - 4:00pm.....Team Meetings  
   *Government Affairs*  
   *Manufacturing Technology*  
   *NTMA Chapter Executives*  
 2:30pm - 5:00pm.....Insurance Board Meeting  
 6:00pm - 8:00pm.....NTMA Welcome Reception

### Thursday, October 25

7:00am - 6:00pm.....Registration  
 7:00am - 8:30am.....Continental Breakfast  
 8:30am - 10:30am.....NTMA Membership  
   Value Meeting  
 8:00am - 5:00pm.....Technology Seminar I  
   Technology Seminar II  
   Technology Seminar III  
 9:00am - 11:30am.....Music & Memories:  
   *Nashville Style*  
 10:30am - 12:00pm.....NTMA Chapter Leadership  
   Developmental Seminar  
 1:00pm - 3:00pm.....Industry Advocacy Meeting  
 2:00pm - 4:00pm.....Budget & Finance Meeting  
 3:00pm - 5:00pm.....Chapter Executives Roundtable  
 6:00pm - 12:00am.....Must Attend Event  
   Denim & Diamonds Dinner &  
   Line Dancing at *Wildhorse Saloon*

### Friday, October 26

7:00am - 6:00pm.....Registration  
 7:00am - 8:30am.....Continental Breakfast  
 8:00am - 10:30am.....NTMA Industry Roundtables:  
   *Precision Machining I*  
   *Precision Machining II*  
   *Precision Machining III*  
   *Special Machines*  
   *Tool, Dies & Molds*  
 10:30am - 12:00pm.....NTMA Team Leaders Meeting  
 12:30pm - 2:30pm.....Marketing Business Track  
 1:30pm - 3:30pm.....R&D Business Track  
 2:30pm - 4:30pm.....ESOPS Business Track  
 3:30pm - 5:30pm.....Offshore Business Track  
 5:30pm - 10:00pm.....Grand Ole Opry Show  
   *Optional Activity*  
 7:00pm - 10:00pm.....Next Generation  
   Networking Dinner

### Saturday, October 27

7:00am - 6:00pm.....Registration  
 7:00am - 8:00am.....Continental Breakfast  
 8:00am - 9:30am.....Board of Trustees Meeting  
 10:00am - 12:00pm.....General Session/Keynote Speaker  
 12:00pm - 5:00pm.....Downtown Shuttle  
   *Optional Activity*  
 12:30pm - 5:30pm.....Golf at Gaylord Springs  
   (1:00pm Shotgun Start)  
 6:30pm - 10:30pm.....Dinner & Fundraiser



To register go to [www.NTMA.org](http://www.NTMA.org) or call 800.248.6962

For Sponsorship Opportunities contact Tiffany Bryson  
[tbryson@ntma.org](mailto:tbryson@ntma.org) or directly at 216.264.2847

# Northeast Regional NTMA Conference



## Planning For A Success - Filled Future

**October 25 –27, 2012**

Woodstock Inn & Resort

Woodstock, VT

- ✦ Keynote by Futurist ~ Ken Gronbach ✦
- ✦ "Hear From The Customer" Panel ✦
- ✦ Expert-Facilitated Break Out Sessions ✦
  - ✦ Economic Update ✦
  - ✦ Reception & Tour at the  
*American Precision Museum* ✦

*Join us and industry leaders from across New England for this knowledge-centered event!*

For more info, email: [neregional@gmail.com](mailto:neregional@gmail.com)  
Conference details and registration information can be found on the NTMA website "Events" page or at  
<http://tinyurl.com/74hqkmy>

## TITANOVA 2012 MISSOURI ENTREPRENEUR OF THE YEAR

Titanova was a recipient of Missouri's 2012 Entrepreneur of the Year Award. John Haake, President of Titanova was presented with the award by Governor Jay Nixon.

John would like to thank all of Titanova's employees for helping achieve this award.

The Governor's Entrepreneur of the Year Award is presented to a principal with an entrepreneurial company who has demonstrated significant leadership in launching a new business, creating private sector employment opportunities through an innovative business concept, or developing a new technology or adopting/ applying an innovative manufacturing process. To be considered for the award, the entrepreneur must be affiliated with a company headquartered in Missouri that has been in existence for less than 10 years and has fewer than 100 full-time employees



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# FREE NORTON ABRASIVES APP FOR GRINDING CALCULATIONS, PRODUCT SELECTION & MORE

NEW APP WAS SHOWCASED AT IMTS, BOOTH N-7051, SEPTEMBER 10-15, 2012.

Saint-Gobain Abrasives, the world's largest abrasives manufacturer, has recently introduced a Norton Abrasives Grinding App. This application includes three calculators including a wheel speed conversion calculator, as well as a coolant and dressing parameter calculator for abrasives applications. The Norton Grinding App also features a right angle grinding product selector and distributor locator. A link to Norton's abrasives connection and website to find and order product, check orders and inventory is available, in addition to a convenient button to contact Norton. (<http://www.nortonindustrial.com/>)



"With the increasing use of handheld digital technology, we are pleased to offer our customers with a convenient, simple-to-use grinding app," said Mr. David Long, Director of Marketing and Strategy at Norton Abrasives. "The app is designed for manufacturers to quickly simplify the process of calculating the requirements for their grinding application."

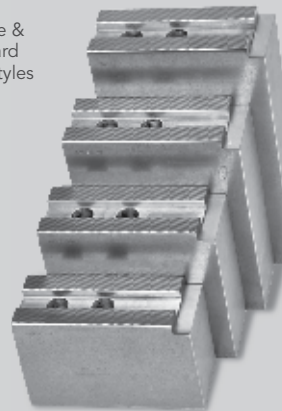
The new Norton Grinding App is available for IOS and Android operating systems on mobile devices. Norton will have the new app on display with iPad stations in their IMTS 2012 booth from September 10-15 in Chicago. To download the Free Norton Grinding app, visit Norton at IMTS Booth N-7051, or go to (<http://www.nortonindustrial.com/GrindingCalculationApp.aspx>).

To learn more about the entire Norton Abrasives Industrial product line, visit (<http://www.nortonindustrial.com/>)



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# Save the Date!

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

## **Have Your Voice Heard in Washington!**

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

### **Agenda**

#### *Monday, April 22, 2013*

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

#### *Tuesday, April 23, 2013*

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

#### *Wednesday, April 24, 2013*

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

Additional information about registration is coming soon. For more information, visit [www.metalworkingadvocate.org](http://www.metalworkingadvocate.org) or contact [onevoice@metalworkingadvocate.org](mailto:onevoice@metalworkingadvocate.org) or call 202-393-8250.





## "WE ARE NTMA-U"

NTMA-U is now training the future "Surgeons of Steel"

The introduction just one year ago of the NTMA-U online program for employees of NTMA member companies, whose employees lead busy lives, has proven to be a huge success with student enrollment exceeding anything that was ever expected by anyone. We believe this is because now education, and a machine trades apprenticeship qualifications can be earned without having to physically attend a trade school, college or University. The students of NTMA-U are training today to become tomorrow's "Surgeons of Steel". We are "NTMA-U".

NTMA-U is cost effective to our members, and it has been introduced as a member added value with tuition per semester only \$449.00 per student. NTMA-U has already been credited for eleven companies joining, or being retained as members just to use this outstanding training opportunity that is

greatly needed in our industry.

The focus of NTMA-U is manufacturing content that is focused on our ever changing trade and the workforce development that is required to keep up with the industry. NTMA-U focuses on Shop Safety, Machine Theory, Special Tooling, Practical / Applied Shop Mathematics (as you would find on shop blueprints), Blueprint Reading, CNC, GDT, SPC, Quality Control, Metallurgy. We use the technology terms that are used within a shop environment so communication is interchangeable throughout the program and the workplace.

This program exceeds the curriculum requirements of the Federal Bureau of Apprenticeship Training education standards and is approved as a Certified Apprenticeship Training program. Graduates of the NTMA-U program are also eligible to receive 21 college credits from The University of Akron, and we are working with other colleges and

Universities across the United States to secure Articulation agreements with a consortium of colleges.

The NTMA Education Team (NTMA shop owners / members) have also created the New On-Line Electronic version of NTMA pre-Employment, Mechanical Aptitude tests that is now available to our members for just \$35.00 per test, or \$150.00 for non-NTMA members.

For more information, or to enroll in the quickly filling NTMA-U Spring Semester, please contact Ken McCreight – NTMA-Vice President at 216-264-2834

For more information regarding the Pre-employment / Mechanical Aptitude test please contact Rich Basalla at: 800-248-6862





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# NAMII BRINGS RAPID – ADDITIVE MANUFACTURING SOLUTIONS CONFERENCE TO PITTSBURGH

NAMII, the National Additive Manufacturing Innovation Institute, awarded on August 16, 2012 and driven by NCDMM, is already having an impact on the regional manufacturing community. The Society of Manufacturing Engineers' (SME) announced their major Additive Manufacturing Event, RAPID - Additive Manufacturing Solutions, will be held in Pittsburgh's David Lawrence Convention Center on June 10-13, 2013.

RAPID is North America's Definitive Additive Manufacturing Event and the longest running industry forum for promoting the advancements and latest developments that combine 3D Imaging with additive processes and 3D printing. It is an extravaganza of AM business and technology presentations by leading international experts coupled with an exhibition of the latest in additive equipment.

Debbie Holton, SME director of industry strategy and events said, "NAMII will be driving the transition of additive manufacturing innovation into mainstream manufacturing, so the SME and RAPID team thought where better to hold RAPID than nearby Pittsburgh? We look to leverage our local NAMII partners and offer facility tours that will deliver first hand Additive Manufacturing experiences."

"We are very excited to partner with SME and bring this significant event to Pittsburgh. This is a unique opportunity for the local region to get involved in AM and understand its potential impact on U.S. manufacturing," said Ralph Resnick, NCDMM President and Executive Director and Acting Director for NAMII, "We are planning some innovative activities within and around the conference and promise an incredible experience for all involved."





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Mike Ambrogio, General Manager  
**TURBOCAM International Aerospace Division**

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WHEN YOU **MAKE WHAT MATTERS**



# ONE-STOP SHOPPING WITH THE NTMA-ENDORSED METALWORKERS INSURANCE PROGRAM

Wouldn't it be nice to handle all your business insurance needs with one firm that truly understands the precision tool and machining industry? Now your agent can, with the Britt/Paulk Metalworkers Insurance Program.

This program, offered through an exclusive partnership between Britt/Paulk Insurance Underwriters and the National Tool and Machining Association (NTMA), provides customized coverage to meet the specific insurance needs of the precision tool, machining, and manufacturing industry. Available through Britt/Paulk in every state except California, Arizona, Hawaii, and Alaska, the program covers property, casualty, workers' compensation, auto, general liability, product liability, and equipment breakdown.

## A COMPLETE INSURANCE SOLUTION FOR METALWORKING COMPANIES

Britt/Paulk coordinates on-site inspections to review your current practices, identify potential exposures, and recommend custom solutions to meet your company's unique needs. In addition, to provide financial stability, the program works exclusively with an A+ rated carrier.

The program also offers enhanced coverage options and services available only through this NTMA program. These include:

- Property coverage specifically designed to protect the expensive high-tech equipment and machinery of precision manufacturers
- Focused loss control and risk management services
- Coverage for off-site plating, heat treating, and other processing
- Four online defensive driver courses, with additional safety courses available for a nominal fee
- Aviation products coverage for some NTMA members

## AN INSURANCE FIRM THAT UNDERSTANDS METALWORKING

Few insurance providers that serve precision tool and machining companies have the depth of industry experience offered by the Britt/Paulk team.

For example, before transitioning to the insurance industry, Program Manager Joe Davis worked for seven years in the metal goods manufacturing industry, gaining valuable experience in purchasing, scheduling, and other shop-floor production management areas. This experience, combined with his 30 years as a multi-line underwriter, gives him a unique understanding of the challenges that metalworking companies face on a daily basis.

The program's lead underwriter, Jeanine Collins, has extensive experience as a retail insurance agent and multi-line underwriter. This knowledge helps her assist the agents representing the Metalworkers Insurance Program to provide the right coverage at competitive prices.

"We understand how precision machining companies work and what exposures they face," says Davis. "We know how insurance can protect against unexpected losses. And by partnering with the NTMA, we're offering a custom insurance program that protects metalworking companies at competitive prices while strengthening the industry association."

To learn more about the Britt/Paulk Metalworkers Insurance Program, contact John Paulk III at (770) 214-7617 or [john.paulkIII@brittpaulk.com](mailto:john.paulkIII@brittpaulk.com)



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# NTMA WAGE AND FRINGE BENEFIT SURVEY

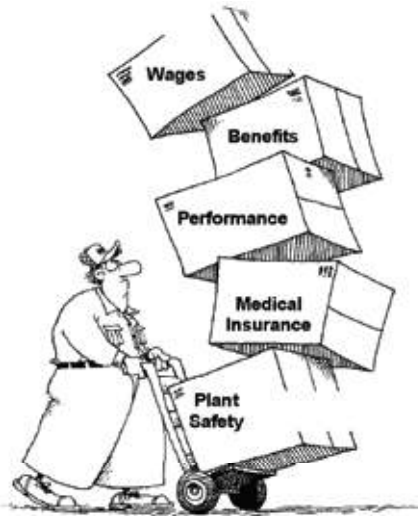
BENCHMARKING TOOLS TO HELP MAINTAIN YOUR TOTAL COMPENSATION PACKAGE

Are you overpaying or underpaying your employees?

How do your benefits stack up?

Find out by taking part in the NTMA Wage and Fringe Benefit Survey.

Maintaining a competitive and effective compensation program helps you get and keep top-notch employees. Do you know what employees with similar experience earn at other companies? Is your benefits package competitive? NTMA can help you determine how you compare to the market—in your chapter, in your industry segment (Tools & Dies, Molds, General Precision Machining, Aerospace Machining & Fabrication, Special Machines, Production Operations) and at similar size companies. We have survey data to help you make sound compensation decisions that benefit you and your



employees.

All organizations must pay competitive wages in the market place if they intend to attract and retain qualified employees. The wage and fringe benefit report gives you insight into benefits,

practices, and compensation being offered at precision custom machining organizations in your NTMA chapter, region and nationally. The survey reports jobspecific compensation data, thus providing your company the ability to make reliable and equitable financial decisions regarding wages and benefits.

Participating firms will receive information on topics such as:

#### WAGE RATES

- Low, high & average wages by job title

- Manual Machining Operations
- CNC Operations Wages
- Support Function Wages

#### BENEFIT PROGRAMS INCLUDING:

- Health Care Plans
- Retirement Income Plans
- Paid Vacation & Holidays

#### SCHEDULE

Questionnaires will be mailed to all NTMA members in early September. They are due back by the November 1st. Don't miss this opportunity!




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## GUIDE TO MEMBER SERVICES

### AS AN NTMA MEMBER, YOUR COMPANY IS ELIGIBLE TO RECEIVE GREAT BENEFITS AVAILABLE EXCLUSIVELY THROUGH STAPLES ADVANTAGE!

#### Program Highlights

##### ONE STOP SHOPPING!

Office Supplies, Furniture, Technology Products, Business Machines, Custom Stamps, Custom Imprinted and Embroidered Promotional Items, Custom Stationery, Janitorial & Breakroom Supplies and more.

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##### CUSTOMER APPRECIATION SHOPPING DAYS!

Employee benefit discount shopping days for personal purchases at local Staples retail stores throughout the year!

##### CONVENIENCE CARD!

Make emergency purchases at any of Staples' 1200 stores and receive your NTMA contract price; purchases invoice to your Staples Advantage account.

##### REBATES!

NTMA Chapter offices can qualify for rebates based on member purchases!

##### AWARD WINNING CUSTOMER SERVICE!

The Staples Advantage customer service team is the best in the industry!

##### MEMBER TESTIMONIAL

"AS A ONE-PERSON, SMALL ASSOCIATION OFFICE, HAVING THE NTMA STAPLES BUSINESS ADVANTAGE PROGRAM IS INVALUABLE. I CAN PLACE ORDERS AT ANY TIME OF DAY FROM ANYWHERE, BUT HAVING A STAPLES CONVENIENCE CARD IS ALSO AN EXCELLENT BENEFIT! I CAN USE IT TO GET CONTRACT PRICING AT THOSE TIMES WHEN I HAVE TO RUN INTO A STAPLES STORE FOR LAST MINUTE SUPPLIES. GETTING A CHAPTER REBATE ISN'T BAD EITHER!"

NTMA Chapter Executive

##### MEMBER TESTIMONIAL

"I ORDER AT LEAST ONCE A WEEK USING THE STAPLES BUSINESS PROGRAM. IT IS EASY TO USE AND THE REPRESENTATIVES ARE VERY HELPFUL. FREE SHIPPING IS AWESOME AND THE DELIVERY PEOPLE ARE FRIENDLY AND EFFICIENT"

Norway, ME Member

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## CALENDAR OF EVENTS

##### PURCHASING FAIR

October 22-23, 2012  
Nashville, TN

##### FALL CONFERENCE

October 24-28, 2012  
Nashville, TN

##### NEW ENGLAND REGIONAL CONFERENCE

Woodstock Inn & Resort  
October 25-27, 2012  
Woodstock, VT

##### MFG HAWAII

Hilton Waikola Village  
March 2-9, 2013  
Waikola, Hawaii

##### NTMA/PMA ONE VOICE LEGISLATIVE CONFERENCE

Marriot Wardman  
Park Hotel  
April 23-24, 2013  
Washington, DC

##### PURCHASING FAIR

May 16-17, 2013  
Indianapolis, IN

##### NRL

IUPUI Campus  
May 17-19, 2013  
Indianapolis, IN

##### FALL CONFERENCE - BOSTON

Omni Hotel  
October 15-19, 2013  
Boston, MA





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## SAVE THE DATES!

### **PURCHASING FAIR**

October 22-23, 2012  
Nashville, TN

### **FALL CONFERENCE**

October 24-28, 2012  
Nashville, TN

### **NEW ENGLAND REGIONAL CONFERENCE**

Woodstock Inn & Resort  
October 25-27, 2012  
Woodstock, VT

### **MFG HAWAII**

Hilton Waikola Village  
March 2-9, 2013  
Waikola, Hawaii

### **NTMA/PMA ONE VOICE**

### **LEGISLATIVE CONFERENCE**

Marriot Wardman Park Hotel  
April 23-24, 2013  
Washington, D.C.

### **PURCHASING FAIR**

May 16-17, 2013  
Indianapolis, IN

### **NRL**

IUPUI Campus  
May 17-19, 2013  
Indianapolis, IN

### **FALL CONFERENCE**

Omni Hotel  
October 15-19, 2013  
Boston, MA