

## ECONOMIC TRENDS IN MANUFACTURING:

*A closer look at what impacts  
bottom line balance*

### Inside this issue

#### **BASES LOADED:**

How the Trump Administration's Policy Impact the Final Score. pp. 8-9

#### **A NEW SOURCE FOR QUALIFIED WORKERS:**

p.15

#### **RESHORING:**

Putting the Trend to Work for Your Company.  
pp.16-17



# 2018 EVENTS

## LEARNING

- ✓ Software Bootcamp • Cleveland, OH • May 10—11
- ✓ Big Hairy Audacious Growth Conference • St. Louis, MO • June 6—8
- ✓ Emerging Leaders Roundtable • Nashville, TN • August 22

## GLOBAL

Japan Tour • Japan • April 22—28 ✓

## NETWORKING

- ✓ Chapter Leadership Summit • New Orleans, LA • January 28—30
- ✓ MFG Meeting • Miami, FL • March 7—10
- ✓ Emerging Leaders Conference • Pittsburgh, PA • April 30—May 2
- Fall Conference • Denver, CO • October 23—26

## ADVOCACY

- Legislative Conference • Washington, DC • April 16—18 ✓
- NRL Competition • California, PA • May 18—19 ✓



# TABLE OF CONTENTS

PRESIDENT'S UPDATE ..... 4

2018 EVENTS ..... 2

## NTMA NEWS

CHAPTER LEADERSHIP SUMMIT 2019 .....	3
NTMA WELCOMES NEW MEMBERS .....	3
THE ANNUAL NTMA WAGE & FRINGE BENEFIT SURVEY IS UNDER WAY! .....	7
NATIONAL ASSOCIATE MEMBERS: WHO ARE THEY? .....	11
EMERGING LEADERS ROUNDTABLE .....	12
NRL RAFFLE .....	14
NTMA MEMBERSHIP HEALTHCARE PLANS .....	24

## CHAPTER NEWS

SO. CAL MANUFACTURERS OPENED THEIR DOORS SHOWCASING HIGH-TECH FACILITIES AND CAREER OPPORTUNITIES .....	18
12TH ANNUAL MAINLINE DRIVE PIG ROAST IN WESTFIELD .....	18
SPONSOR. PLAY. INSPIRE. ....	19

## MEMBER NEWS

OKUMA AMERICA CORPORATION NAMES SUMMER CLINE AS VICE PRESIDENT OF FINANCE .....	21
NORTHEAST OHIO MANUFACTURING COMPANY RECEIVES TOP QUALITY CERTIFICATION .....	21

## FEATURES

RESILIENCE — LIKE WATER ROLLING OFF A DUCK .....	6
IMPACT OF YOUR GOVERNMENT ON MANUFACTURING OUTLOOK .....	8
HELP WANTED: THE MANUFACTURING HIRING DILEMMA .....	11
A NEW SOURCE FOR CNC MACHINISTS .....	15
U.S. RESHORING AND FDI SURGE 2800 PERCENT SINCE 2010: POTENTIAL TO INCREASE MANUFACTURING 40 PERCENT .....	16
SECOND NATIONAL METALWORKING RESHORING AWARD .....	17
BUSINESS CONDITIONS REPORT. ....	22



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



# CHAPTER LEADERSHIP SUMMIT 2019

January 30 - Feb 1, 2019  
Nashville, TN



## WELCOMES NEW MEMBERS

### AIRCRAFT GEAR CORPORATION

Rock River Valley Chapter  
Dean Olson  
611 Beacon Street  
Loves Park, IL 61111-5902

### BLUSA DEFENSE MANUFACTURING

Philadelphia Delaware Valley Chapter  
Daniel Farber  
145 Shreve Avenue  
Barrington, NJ 08007

### CEPHEID - LODI

San Francisco Bay Area Chapter  
Narashiman Vaidianatha  
225 N Guild Avenue  
Lodi, CA 95240-0844

### JARVIS MANUFACTURING, INC.

San Francisco Bay Area Chapter  
Tony Grewal  
195 Lewis Road, Suite 36  
San Jose, CA 95111-2192

### MODERN MACHINE, LLC

San Francisco Bay Area Chapter  
Bret Sherrell  
1633 Old Bayshore Highway  
San Jose, CA 95112-4305

### NORTHROP GRUMMAN

Northern Utah Chapter  
Clay Wilker  
9160 N Highway 83  
Promontory, UT 84307-9501

### PARAGON MANUFACTURING, INC.

Western Massachusetts Chapter  
Karen Beals  
61 Union St  
Westfield, MA 01085-2477

### VANDER-BEND MANUFACTURING, INC.

San Francisco Bay Area Chapter  
Greg Biggs  
2701 Orchard Parkway  
San Jose, CA 95134-2008

### WINDSOR BEACH TECHNOLOGIES, INC.

Northwestern Pennsylvania Chapter  
Robert Macyko  
7321 Klier Drive East  
Fairview, PA 16415-2465



## PRESIDENT'S UPDATE

DEAN BARTLES / NTMA PRESIDENT

**75**  
YEARS  
MADE  
STRONG

Greetings from Cleveland, Ohio! For those of you that haven't met me yet, I'm Dean Bartles, the new President of the National Tooling and Machining Association. I am both honored and humbled to step into this role during this historic 75th anniversary year. I started on 13 August and have spent my first two months visiting chapters, speaking at chapter events, getting to know the professional staff, and attending various NTMA and manufacturing related events. It's been what you might call a fast start and a big thanks goes out to Dave Tilstone and the NTMA professional staff for making the transition as smooth as possible!

A little about me—I've worked in the manufacturing sector for over five decades. I literally grew up in my father's welding and machine shop prior to working for Grove Manufacturing running a Warner and Swayse turret lathe. Most recently I was employed by the University of New Hampshire where I designed and built the John Olson Advanced Manufacturing Center. Prior to that, I served as the founding executive director of the Digital Manufacturing & Design Innovation Institute (DMDII)—a consortium that works in partnership with the Department of Defense to equip U.S. factories with the digital tools and expertise they need to improve their manufacturing processes. During my thirty-five years in the aerospace and defense business I managed several overseas machining center installation projects and managed three manufacturing plants in the US. I had

the pleasure of serving as the 2016 President of the International Board of Directors of the Society of Manufacturing Engineers and the 2017 President of the North American Manufacturing Research Institution. I was also the founding chairman of the Smart Manufacturing Leadership Coalition (SMLC), which is building the nation's first open smart manufacturing platform for collaborative industrial-networked information applications.

Manufacturing - specifically, equipping manufacturers for what comes next - is my passion. This is why I'm thrilled to be at the NTMA, and I've jumped right in.

During my second week, I was able to attend NTMA's Emerging Leaders event held in Nashville. Hat's off to the NTMA Events and Membership Teams for putting on the excellent workshop! The speakers were excellent, and it was great to meet all of the emerging leaders who were in attendance. I left Nashville and flew to Tampa where I was hosted by Roy Sweatman and the Florida Westcoast Chapter. We were able to visit several member plants along with John Guzik of The Franklin Partnership who gave an excellent update at the chapter dinner that night on what's happening in Washington.

During my third week, I headed back to Nashville for my first Executive Committee meeting. How lucky NTMA is to have such an excellent group of volunteer members serving on behalf of the membership. I have had the pleasure of serving as a volunteer

board member myself with various organizations over the last dozen or so years and I am pleased to say that NTMA's EC is one of the best I have ever worked with!

During my fourth week, I was asked by the American Society of Mechanical Engineers to participate in a strategy workshop at their headquarters in New York. ASME has over 100,000 individual members and puts on various technical conferences every year. I am exploring how NTMA might collaborate with ASME. More to come on this in the future.

Week five was IMTS in Chicago. Although I have attended IMTS many times before, this time was jam packed every day. Dave Tilstone introduced me to so many people my head was spinning. Mark Vaughn accompanied me as we met with many of NTMA's National Associate Members. The new technologies Mark and I were able to preview were amazing! NTMA's own Dave Tilstone introduced us to Athena, a Natural Language Processing software that allows a machine operator to literally speak commands to the machine. Truly amazing! This was just one example - there were so many more! It was also great to meet so many NTMA members and have a chance to get to know some.

Since IMTS, I have had the pleasure of speaking at the Tri-State Tooling and Manufacturing Association Meeting in Cincinnati, as well as attending NTMA's

CONTINUED NEXT PAGE

# THE RECORD

## OPERATIONS & EDITORIAL

Dean Bartles, President

Molly West, Editor

## NTMA EXECUTIVE COMMITTEE

Mark Vaughn, Chairman

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

Mark Lashinske, Vice Chairman

*Modern Industries Inc. - Phoenix, AZ*

Samuel Griffith, Board Member

*National Jet Company - Cumberland, Maryland*

Herb Homeyer, Board Member

*Homeyer Precision Manufacturing - St. Louis, MO*

Alan Ortner, Board Member

*Sirois Tool Co., Inc. - Berlin, CT*

Tom Sothard, Board Member

*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 [mgilmore@ntma.org](mailto:mgilmore@ntma.org) for advertising, [mwest@ntma.org](mailto:mwest@ntma.org) for editorial content.

Layout by Z Graphics

[dave@DaveZgraphics.com](mailto:dave@DaveZgraphics.com)



## NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Road

Cleveland, OH 44134

1-800-248-6862

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

© Copyright 2018 NTMA

Volume 39 / No 10



## NTMA NEWS

### PRESIDENT'S UPDATE CONTINUED

Northwest Pennsylvania Chapter meeting. I also had the opportunity to provide a keynote speech at the 16th Global Conference on Sustainable Manufacturing at the University of Kentucky as well as be recognized at the 2018 Smart Industry conference as part of their 2018 class of "Smart Industry 50" awardees.

Lastly, I was recently able to deliver the keynote speech at the Florida Suncoast Manufacturers Association Annual Awards Ceremony in Tampa. It was great to hear the personal stories of some amazing people who were honored for how they are working to advance U.S. manufacturing.

I'm truly honored to have been chosen by

the NTMA board to succeed Dave Tilstone as president of NTMA. Dave has created a legacy of delivering value to NTMA members and I look forward to continuing this tradition. I am looking forward to our upcoming Fall Conference in Denver where we will celebrate NTMA's 75th anniversary! I hope to meet many of you there!

DEAN BARTLES / NTMA PRESIDENT



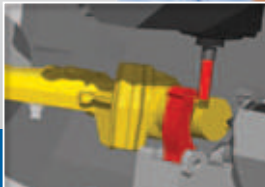
## VERICUT<sup>®</sup> CNC Machine Simulation Software

### Running your first part without VERICUT...

**CAMX**  
NEW CONCEPTS AND MANAGED MATERIALS EXP.  
Booth #BB28



**CRASH DETECTED!**



- **Optimize** feed rates for faster cycle times
- **Test** alternative machining strategies virtually
- **Speed up** new CNC machine implementation
- **Reduce** collisions, scrapped parts & prove-outs

**Right the first time. Every time.**

9000 Research Dr, Irvine, California 92618  
(949) 753-1050 • [info@cgtech.com](mailto:info@cgtech.com)

**30 YEARS**  
**CGTECH.com**



# RESILIENCE – LIKE WATER ROLLING OFF A DUCK

BY STACEY SCHROEDER, NTMA DIRECTOR OF  
WORKFORCE DEVELOPMENT



Are you ever stressed at work? How about at home? I'm betting you answered yes – at least some of the time! You are not alone. A recent Global Corporate Challenge study of 1.5 million employees in 4,500 companies in 185 countries found that approximately 75 percent of the workforce experienced moderate to high stress levels. Not just a mild amount of stress – which can lead to creativity and great results – but moderate to high levels of stress, which can be damaging both mentally and physically.

There are many sources of stress at work – how demanding your job responsibilities are, how clear your role is, how much control you have over the way you do your work, how much support you receive from managers and peers, relationships at work, the behaviors that are accepted and how change is handled at your company. Our 24/7/365 connectivity probably also bears part of the blame, as does the ever-increasing scope, speed and scale of businesses. The good news is, there are strategies that each and every one of us can use to improve how we handle stress, anxiety and negative thoughts.

According to Psychology Today, resilience is defined as “that ineffable quality that allows some people to be knocked down by life and come back stronger than ever. Rather than letting failure overcome them and drain their resolve, they find a way to rise from the ashes.” Resilience allows people to recover from challenges, learn and grow through adversity and make positive changes.

Resilience is founded on a person's attitudes and behaviors, and their social support system. People that are resilient are optimistic and have the ability to both stay balanced and manage strong or difficult emotions. They feel safe within their social support system and are able to adapt to and handle all types of situations.

Resilience is an exercise in mental agility. We each have the ability to switch the neural networks with which we process the experi-

ence of stress in order to respond to rather than react to a difficult situation or person. This is a critical shift in behavior. Focus on taking a pause. Step back. Reflect. Shift your perspective about the situation or person. Create new options. Choose wisely. This is the professional version of “stop and count to 10,” and takes it even further, for greater reward. To shift from your reptilian brain that cannot handle higher-level thought, stop to ask yourself what you're feeling. Taking the time to stop and label your emotions turns on the thinking center of the brain versus staying in the emotional center.

Resilience matters – not just in work results, but also in terms of mental and physical health. Employees that exhibit resiliency have generally more positive emotions, and those are linked to immune systems that simply work better. According to a survey from Conduent HR Services, 22 percent of companies already have resilience programs, and 28 percent are planning to offer them soon.

Resiliency is something that can be learned and honed. It's worth the work. Here's how to do it:

1. Lead by example. Review the strategies below and make a conscious effort to demonstrate these behaviors at work and at home.
2. Develop high-quality connections – build authentic relationships with people at your company. Communicate supportively, listen effectively. Build trust, help others.
3. Work to develop mindfulness – it predicts judgment accuracy and effective problem solving, as well as cognitive flexibility. There are many ways to start – do an Internet search on books, articles and apps and find ones that resonate with you.
4. Compartmentalize your ‘brain load’. One piece of research says that we come in contact with 11 million bits of information every second, but the thinking

centers of our brain can only process 40 bits per second. We can't decrease the amount of information coming in, but we can take steps to optimize how we process info. To the extent possible, avoid context-switching (multi-tasking). Serial monotasking – dedicating a certain amount of time to similar tasks versus switching constantly, has been shown to be effective.

5. Take breaks. Pay attention to your natural peaks and valleys of energy and productivity during the day. Mental focus, clarity and energy cycles are typically 90-120 minutes long. It's healthy to take breaks and truly detach from your work for a few minutes several times throughout the day.
6. Be your authentic self. Never undermine your values and strengths. Demonstrate grit – have passion and perseverance to pursue your long-term goals.
7. Stay inspired. Connect to the meaning of your work. Foster a sense of purpose. Promote a sense of control and confidence. Manage change. Take and provide opportunities for learning and development.
8. Cultivate compassion – for self and others. This increases positive emotions, creates positive work relationships and increases cooperation and collaboration.

Developing resilience in yourself is just the start. In a 2014 PwC study, imitative and programs that fostered a resilient and mentally healthy workplace returned \$2.30 for every dollar spent – in form of lower health care costs, higher productivity, lower absenteeism and decreased turnover. Try weaving resilience practice into your conversations at work, and reinforce good behaviors! Best of luck, and as always, I'm interested to hear your stories and perspectives at [sschroeder@ntma.org](mailto:sschroeder@ntma.org).



## THE ANNUAL NTMA WAGE & FRINGE BENEFIT SURVEY IS UNDER WAY!

There have been a number of articles in the Wall Street Journal lately on the low unemployment and challenges manufacturers face retaining skilled workers, let alone trying to hire new employees. The wage rate benchmarks in today's employment environment may be more valuable to NTMA members now than at any time in the last decade.

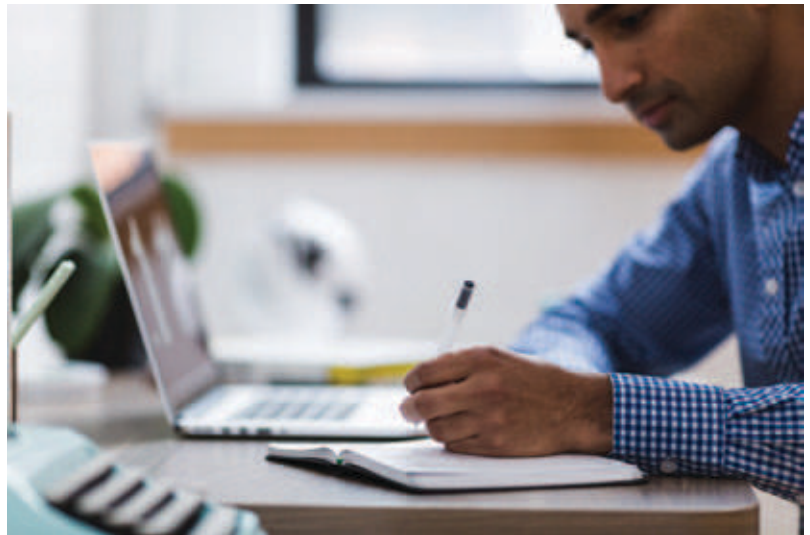
The NTMA Wage & Fringe Benefit Survey examines high, low and average wage rates for 34 job functions giving you better feedback than ever before for the range of competitive plant wages in your NTMA chapter and your region, by sales size and by line of business. The survey also covers fringe benefits offered for plant employees. This data is useful for recruiting and employee promotion purposes.

**To guarantee complete confidentiality of your company's data**, all responses will be sent directly to and compiled by Mackay Research Group, an outside organization that specializes in survey research. Only aggregate results of the survey will be released.

**To ensure a comprehensive report we need your participation!** To complete a survey, visit [www.NTMA.org](http://www.NTMA.org) and click on the link for the format you wish to use and return your completed survey to Mackay Research Group as noted on the survey.

Please, be sure to send in your **completed survey by November 1, 2018.**

**IMPORTANT:** Only members that participate in the survey will receive the final report at no charge. Non-participants may purchase the final report for a cost of \$125.



**Royal Quick Grip™ CNC Collet Chucks set a new standard featuring superior design, incredible accuracy, and easy, 10-second collet changes.**



Check out the  
Royal Quick-Grip™ Video  
at: [colletchucks.com](http://colletchucks.com)

**ROYAL**  
PRODUCTS  
Optimize everything.

1-800-645-4174  
[www.royalprod.com](http://www.royalprod.com)

## 10-SECOND COLLET CHANGES PLUS....



### Ultra-Precision Accuracy

- Chuck and collets guaranteed to 0.0002" TIR or better
- Total system accuracy guaranteed to 0.0004" TIR or better



### Outstanding Grip Force

- Much greater than three-jaw chucks at high rpm
- Enables much more aggressive chip removal rates, resulting in shorter cycle times and increased throughput



### Widest Gripping Range

- Full 0.062" grip range – 50% greater than the competition
- Parallel clamping collet segments remain in contact with the workpiece over their entire length for maximum holding power and accuracy
- Compensates for oversized or undersized bar stock



### Most Compact Chucks in the Industry

- Ultra-compact lengths maximize z-axis capacity
- Super slim nose diameters provide outstanding tool clearance





## IMPACT OF YOUR GOVERNMENT ON MANUFACTURING OUTLOOK

BY OMAR S. NASHASHIBI, FOUNDING PARTNER, THE FRANKLIN PARTNERSHIP



Ronald Reagan once said, “Government’s view of the economy could be summed up in a few short phrases: If it moves, tax it. If it keeps moving, regulate it. And if it stops moving, subsidize it.” This saying held true two hundred years prior to his taking office and remains a cautionary tale for American manufacturers today. The Federal Government is the silent business partner you cannot fire, and rarely can you cut its pay.

There are four major factors affecting the outlook for manufacturing in America every day that are controlled by politicians and bureaucrats in Washington – tariffs, taxes, regulations and a heavy hand on workforce training policy.

After years of regulatory burdens placed on employers over the years, manufacturers have finally begun to see relief. On the campaign trail, President Trump promised to repeal two regulations for every new one issued. In a rare example of a politician delivering, the administration is on pace to eliminate seven federal rules for every new regulation proposed. Reducing the regulatory burden while providing stability for manufacturers, energy providers, and construction companies is critical to ensuring economic growth and prosperity. This is a positive mark

for manufacturing’s outlook— score one run.

While tariffs are on the mind of all manufacturers, the most glaring long-term challenge facing employers today is attracting workers, qualified or not, that will show up on time and stay past their second paycheck. As of June 2018, the Federal Government reported that U.S. manufacturers had 482,000 job openings at companies such as those belonging to the members of the National Tooling and Machining Association (NTMA). In just one year, manufacturers have seen the number of durable goods job openings increase by 79,000, an unsustainable level for businesses who rely on people for productivity as older workers retire at an increasingly rapid rate. Many observers believe a prolonged workforce shortage leads to increased automation and robotics as the void in the human pipeline is significant and carries a major risk of not only slowing growth but innovation and research and development as well.

However, Washington, for once, is “working,” and in a bipartisan manner, to address the skills gap. President Trump in July signed into law a bill endorsed by the NTMA, which passed both the House and Senate unanimously – bipartisanship is virtually unheard of in

today’s Washington, with unanimous votes even more rare. The new law authorizes additional resources for the Perkins Loan program and emphasizes career and technical education programs. In addition, President Trump in the middle of July signed an Executive Order forming the National Council for the American Worker to promote making nearly four million job training opportunities available to U.S. workers and allowing manufacturing trade associations to design their own government-recognized apprenticeship programs. Manufacturing outlook: up two runs.

Manufacturers need two main inputs to succeed globally: qualified workers and resources to hire them. The new tax bill signed into law by President Trump last December clearly helped provide relief to American businesses by freeing up capital to invest in workers and machines. The NTMA helped lead the way, lobbying for several new, key tax provisions that allow manufacturers to deduct 100 percent of their business expenses, in addition to fully and immediately being able to expense capital equipment under the Section 179 Equipment Expensing provision now made permanent. For C-corporations the law also provided some significant stability, permanently lowering the



corporate tax rate to 21 percent and providing relief for the countless NTMA members who file taxes at the individual rate. The association fought hard for years to have the rate lowered, successfully securing a 20 percent deduction for the majority of American manufacturers who are pass-through businesses, guaranteeing them a rate of no higher than 29.6 percent and making them among the most competitive in the world. While most would consider this a grand slam, we'll nonetheless take the Manufacturing Outlook to a 3-0 shutout.

This brings us to tariffs. While Washington has brought American manufacturers some stability on workforce, regulations, and tax activity, the outlook on trade is far from certain. President Trump is delivering on a different promise, to shake things up in the global economy and disrupt trading norms.

Virtually all manufacturers and policymakers agree that China and others continue to violate U.S. and international trade laws, putting tool and die makers around the country at a significant global disadvantage. NTMA has fought for years for greater enforcement of existing laws and ways to hold other countries accountable for their actions.

Beginning in early 2018, President Trump started his maximum leverage, maximum pressure strategy on U.S. trading partners.

Unfortunately, rather than focusing on China, some staff in the administration have chosen a broad-based approach placing tariffs on imported tool steel and other products from Japan, western Europe, Canada – traditional trading and national security allies without a history of significant trade violations.

The U.S. has already imposed tariffs on imported steel and aluminum from virtually every country, additional tariffs on over 6,000 products from China, many warranted, and is threatening additional taxes on imported autos. All these actions on trade undermine the runs scored for the manufacturing outlook on workforce, regulation and taxes. Whether you support tariffs on imported products, or want full duty-free treatment as the president proposed to Europe, the uncertainty over the price of American manufactured products and inputs causes customers to hesitate.

This hesitation in turn leads to the uncertainty holding back a positive manufacturing outlook into 2019 and beyond. Few economists expect a nation-wide recession next year, though many sources in Washington working for publicly traded companies caution against poor third quarter earnings reports that reflect the uncertainty in steel and aluminum markets and trade in general. This also factors in America's farmers who will export fewer goods

and require less heavy equipment made with tooling and components manufactured by U.S. workers.

Many expect an increased focus on local sourcing where multinationals seek to source the inputs, tooling and components they need from in-country or regional suppliers to minimize the risk and maximize certainty. This is clearly a negative for U.S. manufacturers as 95 percent of the world's population resides outside our American borders.

We are advising downstream suppliers including those manufacturing tooling, dies and controls for machines, to identify their company's exposure to the uncertainty surrounding tariffs on imported inputs and how trade may affect their customers who face retaliations for exports from the U.S. Manufacturers are advised to have candid conversations with their customers about their costs, but also reassure them that concerns about long-term disruption in their supply chain should outweigh short-term pricing challenges.

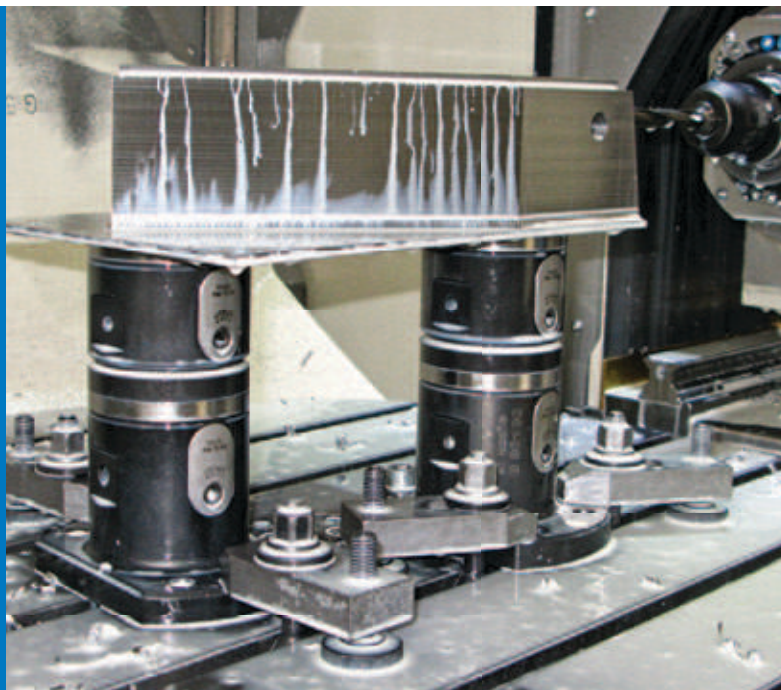
While the outlook for American manufacturing is strong, the uncertainty over trade may eliminate the 3 runs scored on regulations, workforce, and taxes. Until U.S. businesses have greater certainty on trade, it looks like we are heading for extra innings.



## EXPERIENCE THE ECONOMY OF QUALITY

Invest in world-class UNILOCK Workholding to reduce changeover time, increase output and eliminate scrap of first-piece setups.

SEE US AT THE NTMA FALL CONFERENCE



# BIG KAISER



Tool Holders | Boring Tools | Cutting Tools | Workholding | Tool Measuring | [bigkaiser.com](http://bigkaiser.com)

NEW

# THEY SAY GOOD THINGS COME IN PAIRS. THEY'RE RIGHT.

Meet the **new** MU-S600V machining center



At Okuma it is our passion to create products that open new doors for our customers. Our latest innovation—the all-new 5-axis MU-S600V vertical machining center—does just that! This machine has the ability to connect with multiple machines for unattended and automated production line processes. Specifically, these compact MU-S600V machines work together seamlessly when placed side-by-side, since built-in robotics capabilities allow them to pass parts back and forth using our cutting-edge work handoff system. Take advantage of new opportunities for your business by pairing with Okuma.



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

**Okuma. Welcome to open possibilities.**

CONTACT YOUR LOCAL  
OKUMA DISTRIBUTOR

**ARIZONA CNC EQUIPMENT**  
[www.arizonacnc.com](http://www.arizonacnc.com)

**EMEC MACHINE TOOLS, INC.**  
[www.emecmt.com](http://www.emecmt.com)

**HEMAQ**  
[www.hemaq.com](http://www.hemaq.com)

**GOSIGER**  
[www.gosiger.com](http://www.gosiger.com)

**MORRIS GROUP, INC.**  
[www.morrisgroupinc.com](http://www.morrisgroupinc.com)

**HARTWIG**  
[www.hartwiginc.com](http://www.hartwiginc.com)

**THOMAS SKINNER & SON**  
[www.thomasskinner.com](http://www.thomasskinner.com)



# NATIONAL ASSOCIATE MEMBERS: WHO ARE THEY?

BY JAMES MAYER, NTMA, NATIONAL ACCOUNTS MANAGER

In the first few months of my tenure with the NTMA, I have had the pleasure to speak at a number of both national and local events, and I always take advantage of the ability to speak with the members about the National Associate program. More times than not, I find that not only do the members not know who the National Associate Members (NAMs) are, but they don't know what value they provide or how to engage with the NAMs to realize that value. I am going to use this platform to communicate not just who they are, but what value they bring, and how to use them in your shops. This month we will explore who the NAMs are, as I expect you are currently using many of them in your business.

As of publication, there are 48 NAMs who are dues paying members of the NTMA, with two more in negotiation to come on board. They are companies who provide everything from machine tools, software to monitor those tools, cutting tools and workholding, automation and secondary processes like heat treating. There are also companies that provide professional services in staffing, tax credit and incentives and investment services. The current National Associate Members are:

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"> <li>• Aerotek, Inc.</li> <li>• alliantgroup</li> <li>• Allied Machine &amp; Engineering Corp.</li> <li>• Alpine Bearing Company</li> <li>• Alro Steel Corporation</li> <li>• Astrix Networks America, Inc.</li> <li>• dba MEMEX, Inc.</li> <li>• BIG KAISER Precision Tooling Inc.</li> <li>• Blaser Swisslube, Inc.</li> <li>• Carl Zeiss Industrial Metrology, LLC</li> <li>• CBIZ</li> <li>• CGTECH</li> <li>• Chemetall</li> <li>• CIMCOOL Fluid Technology</li> <li>• CliftonLarsonAllen, LLP</li> <li>• CNC Software, Inc.</li> <li>• DMG Mori USA, Inc.</li> </ul> | <ul style="list-style-type: none"> <li>• Doosan Machine Tools</li> <li>• EMAG, LLC</li> <li>• Epicor Software Corporation</li> <li>• FANUC America Corporation</li> <li>• Fastems LLC</li> <li>• GF Machining Solutions LLC</li> <li>• Global Shop Solutions</li> <li>• Grob Systems, Inc.</li> <li>• Heidenhain Corporation</li> <li>• Hurco Companies, Inc.</li> <li>• INDEX Corporation</li> <li>• Kennametal Inc.</li> <li>• KeyedIn Solutions</li> <li>• MachineMetrics, Inc.</li> <li>• Makino</li> <li>• Mayfran International</li> <li>• Mazak Corporation</li> </ul> | <ul style="list-style-type: none"> <li>• Midaco Corporation</li> <li>• Okuma America Corporation</li> <li>• Omax Corporation</li> <li>• Owner Resource Group</li> <li>• Paulo</li> <li>• Refresh Your Memory, Inc. / FactoryWiz Monitoring</li> <li>• Royal Products</li> <li>• Sandvik Coromant Company</li> <li>• SCHUNK</li> <li>• Seco Tools Inc.</li> <li>• ShopTech Software</li> <li>• Siemens Industry Inc. (Digital Factory)</li> <li>• Synergy Resources</li> <li>• Weiler NA Corporation</li> <li>• ZPS America LLC</li> </ul> |
|--|---|---|

As always, I am interested in feedback on the current National Associate Members as well as what types of companies you would like to see added to the program. Please reach out to me, James Mayer, at [jmayer@ntma.org](mailto:jmayer@ntma.org) or 480-532-2717 if you have any questions or comments.



## FEATURE

NATIONAL TOOLING AND MACHINING ASSOCIATION

# HELP WANTED: THE MANUFACTURING HIRING DILEMMA

BY NATHAN COIN, AEROTEK



Manufacturing continues to be a major driver of economic growth in the U.S., generating more than 11 percent of America's gross domestic product (GDP) in 2017. However, as a host of fiscal, geographic and competitive issues challenge the industry, recruiting and retaining a sufficient workforce continues to be a major concern.

With \$6.2 trillion in annual revenue, business is booming across the manufacturing industry today, fueled by a strong economy and steady demand for consumer and industrial products. But companies are also keeping an eye on potential obstacles, and making workforce plans for a future that could look very different, according to a new Aerotek white paper.

## SHALLOW LABOR POOL

One of the most significant challenges

facing manufacturers today is the industry's historically low unemployment rate, which hit 3.8 percent in July 2018.

Meanwhile, a reduced but still robust demand for entry-level general labor suffers from a relatively new issue — higher wages from industries that compete for the same talent.

Although wages in general have been slow to rise despite positive employment trends, an increasing number of states have raised their own minimum wage rate well beyond the \$7.25/hour federally mandated in 2009. This has had a disproportionately suppressive effect on the pool of available factory workers.

## TECHNOLOGY INFLUENCES SKILLS NEEDED

Advanced manufacturing covers a whole host of new industrial processes that im-

prove upon traditional methods in quality, speed and cost. Because of this, in addition to a need for traditional manufacturing roles, employers are looking for more technical skill sets, including knowledge or experience in:

- Mechanical and electrical engineering processes
- Computerized systems
- Machine programming code
- Manufacturing blueprints
- Automated manufacturing systems
- Hydraulic, pneumatic and electrical systems

## ON- OR OFF-SHORE?

Whether to locate manufacturing facilities on- or off-shore continues to depend on the availability and cost of labor, facilities,

SEE "HELP WANTED" PAGE 13

## EMERGING LEADERS ROUNDTABLE

In August, the NTMA Emerging Leaders gathered in the Music City in record numbers for the 2018 Emerging Leaders Roundtable. Nashville provided a great backdrop for both networking to a fusion of live country and rock music and unique education sessions in a one-of-a-kind hotel space.

The morning began with a world class tour of Paulo's Nashville heat treating facility hosted by Paulo's Marketing Manager, Phil Harris. After the tour, the sessions opened with a panel discussion on "Building Your Personal Brand" moderated by NTMA's National Account Manager, James Mayer. NTMA Chairman Mark Vaughn highlighted a panel that included Tennessee Chapter President Bob Young and Phil Harris and led to an in-depth discussion on how developing a personal brand can lead directly to new career opportunities and professional and personal success.

The panel discussion was followed by a fresh presentation from NTMA's newest partner, the Corps Group. The firm is comprised solely of former military pilots and presents leadership training to large organizations throughout the country. Kyle "Cruiser" Howlin outlined the importance of designing and executing a personal development plan and provided a template to the participants to get started on their own. NTMA and the Emerging Leaders are developing a year-long leadership training program with the Corps Group designed to take personal and professional development planning to the next level.

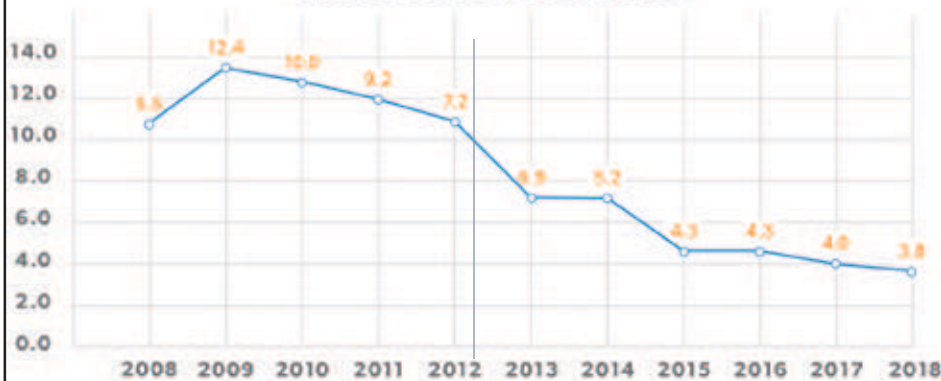
After the traditional robust discussion during an NTMA roundtable, Mark Gonska, the Chief Connections Officer from Dise and Company, closed out the day strong with a presentation on developing a career pathway for the Emerging Leaders.

***Be on the look out for our next Emerging Leaders event and more information on our leadership training opportunity!***





## MANUFACTURING'S UNEMPLOYMENT RATE HAS PLUNGED



Source: Bureau of Labor Statistics, July 2008 to July 2018

### "HELP WANTED" CONTINUED

transportation and taxes. As costs rise in offshore locations, some manufacturers are re-evaluating where they locate their manufacturing operations, now embracing a "hybrid method that incorporates onshore, offshore and offsite locations."

Companies looking to reshore, attracted by lower labor, energy and water costs, should consider potential unplanned costs associated with state and/or local economic development incentives. These incentive

packages typically have clauses obligating the manufacturer to maintain a certain number of employees or risk forfeiting some of the incentives.

### MANUFACTURERS ARE OPTIMISTIC

Despite challenges, manufacturers are bullish on the future. The National Association of Manufacturers (NAM)'s Manufacturers' Outlook Survey for the second quarter of 2018 found that 95.1 percent of manufacturers have a positive outlook for

their companies, with expectations of:

- Hiring workers
- Raising wages
- Increasing investments
- Higher sales

This response reflects an all-time high in the survey's 20-year history of measuring industry optimism.

**Help Wanted:** The Manufacturing Hiring Dilemma examines trends in manufacturing and how they're affecting the hiring landscape, with a focus on offering employers tips on creating an agile and responsive strategy to maintaining full employment. To read the full white paper, please visit: [https://www.aerotek.com/en/2018-manufacturing-day?ecid=pr\\_aero\\_n\\_gen\\_aerotek-pr\\_xx\\_na\\_usa\\_20180928\\_51557039](https://www.aerotek.com/en/2018-manufacturing-day?ecid=pr_aero_n_gen_aerotek-pr_xx_na_usa_20180928_51557039).

### NATHAN COIN

*Nathan Coin is Aerotek's director of Division Operations. He specializes in commercial manufacturing, skilled trades, talent acquisition and workforce management. To learn more, contact Nathan at [nacoin@aerotek.com](mailto:nacoin@aerotek.com) or 281-671-1293, or visit [Aerotek.com](http://Aerotek.com).*



## G-series

## Precision at the highest level



**GROB SYSTEMS, INC.**  
Bluffton, Ohio, USA  
[www.grobgroup.com](http://www.grobgroup.com)  
[info@us.grobgroup.com](mailto:info@us.grobgroup.com)

### A promising future with the G-series

GROB 5-axis universal machining centers stand out thanks to their absolute precision and reliability in the automotive, aerospace, medical and mechanical engineering as well as tool and mold industries. The proven 5-axis simultaneous technology with horizontal spindle position enables you to machine parts of various sizes and materials in a flexible and failure-free way while offering maximum stability of the machine. Fast chip-to-chip times and the innovative further development of our spindle technology guarantee a high economic efficiency and productivity.

**The GROB G-series – for the most versatile machining possibilities.**



# ENGAGE MANUFACTURING'S NEXT GENERATION RAFFLE

To Benefit the National Robotics League

Purchase tickets at <https://raffles.ticketprinting.com/?r=7955>



## WIN AN ALL NEW FULLY LOADED TORMACH PCNC 440 CNC MACHINE FOR YOUR LOCAL SCHOOL

### **Ticket Price**

### **\$100 each / 3 for \$250**

Seed the future of manufacturing in your community and across the country. Take advantage of this opportunity to directly influence technology education at your local high school and prepare students for careers in modern manufacturing. Tormach has generously donated to the NRL a PCNC 440 CNC Mill for this raffle. This machine is the perfect combination of performance and affordability with the precision and power for real-life manufacturing projects. Be the catalyst to develop a trained future workforce tailored to meet your business growth needs.



All proceeds to benefit the National Robotics League, NTMA's job-driven, project-based STEM learning experience to close the skills gap and promote pathways to careers in manufacturing.

Drawing will take place at the NTMA Fall Conference at 7 PM on October 24, 2018.

Need not be present to win. Winner will not be responsible for any taxes if the prize is donated directly to a school or qualified youth organization.



Purchase tickets at <https://raffles.ticketprinting.com/?r=7955>



# A NEW SOURCE FOR CNC MACHINISTS

BY IVAN ROSENBERG

FOUNDER & PRESIDENT, THE UNIQUELY ABLED PROJECT  
CO-FOUNDER & EXECUTIVE DIRECTOR,  
THE AEROSPACE & DEFENSE FORUM

A major issue for all manufacturers is hiring and keeping a skilled workforce. The demand for CNC machinists is large and growing. Companies go to job boards or try to entice workers from other companies, but with limited success.

## THERE IS ANOTHER WAY.

It turns out that the unique abilities of most adults with high functioning autism are a perfect match for the job requirements for CNC machinists. These individuals can also be ideal employees. Through my organization, the Uniquely Abled Project, after only 13 weeks of training these individuals have demonstrated the following skills and competencies:

- Skilled in and enjoy programming and operating CNC machines.
- Rigorously follow rules.
- Focused and not easily distracted.
- Comfortable working alone and on repetitive tasks.
- Have an innate ability to tell when something is not as it is supposed to be.
- Highly appreciative of having a job.
- More likely to stay at their current company.

To date, two Uniquely Abled Academies (UAAs) in Southern California have graduated 37 entry level CNC machinists, 90 percent of whom are employed full-time. Their performance has been so exceptional that employers have said:

- “After only two and a half months, he is equal to, or better



than, the best CNC operator I have ever had.”

- “They learn in weeks what takes other people months.”
- “Given the performance of your first six months we are giving you a raise, and this does not preclude us from giving you another raise at your annual review.”

There is also a transformational impact on the graduates: they are transitioning from being financially subsidized through aid programs to having a career where they can be the best at what they do, utilize their unique skills, and are appreciated and rewarded.

To learn more, see the video “When Autism Meets CNC Machining” at

<https://www.youtube.com/watch?v=Qgu0Esp0Qqo>

The Uniquely Abled Project plans to establish UAAs across the country. To see if there is an UAA in your area whose graduates you can hire, or to download information on the role that you could play in establishing an UAA in your area, go to:

<http://UniquelyAbledProject.org/id-like-to-bring-a-uaa-to-my-area/>

We can solve the CNC machinist shortage with this win-win solution! Individuals in UAA’s are also a great fit for other high-precision, repetitive roles such as inspection, quality control, grinding, etc., with the right tailored training.

Please feel free to contact me with your questions, ideas or relevant experiences you would like to share. I can be reached at:

[IRosenberg@UniquelyAbledProject.org](mailto:IRosenberg@UniquelyAbledProject.org).



# U.S. RESHORING AND FDI SURGE 2800 PERCENT SINCE 2010: POTENTIAL TO INCREASE MANUFACTURING 40 PERCENT

BY HARRY MOSER, RESHORING INITIATIVE



Companies have been shifting jobs to the United States in unprecedented numbers. The number of job announcements in 2017 soared to an all-time high in the first quarter and continued at a record pace throughout the year. Annual announcements of manufacturing jobs coming to the U.S. from offshore climbed to 171,000 in 2017, up a staggering 2,800 percent since 2010 and equaling 90 percent of the 189,000 total manufacturing jobs added in 2017. This brought the number of jobs returned to well over a half million since 2010. We believe that at least half of these jobs are at various levels of the supply chain, creating a great opportunity for NTMA members.

This data proves that some work can and will be successfully brought to the U.S. from offshore. When measured by our \$700 billion non-petroleum goods trade deficit, there are still five million U.S. manufacturing jobs offshore at current levels of U.S. productivity, representing a potential for 40 percent growth in U.S. manufacturing. The right national and corporate policies will bring these jobs back.

for retaliation or make some domestic sectors more competitive at the expense of others, as is happening with the steel tariffs.

## HOW NTMA MEMBERS CAN TAKE ADVANTAGE OF THE TREND

An NTMA member can reshore two ways. First, it can decide to source or produce components or tooling domestically instead of offshore. Second, it can supply parts or tooling to a customer that has decided to reshore.

Several trends are driving the shift from offshoring to reshoring: the rising costs of offshore production; the impact of distance on quality, innovation, flexibility, responsiveness, inventory and availability; improved U.S. competitiveness via new production technologies; and the increased use of the more sophisticated TCO (Total Cost of Ownership) cost model to quantify the hidden costs and risks of offshoring. Companies are increasingly deciding to use a “local for local” strategy and bring production and sourcing closer to home.

## USE THE RESHORING INITIATIVE'S TOOLS

Use the Reshoring Initiative Library to see which industries or companies are reshoring. Sell to them. Reevaluate your offshoring. Help your customers reevaluate their offshoring. Recognize and quantify the often ignored costs and risks mentioned above by using the free Total Cost of Ownership Estimator®, a great tool to help your company and your customers make better sourcing decisions.

TCO helps companies account for all relevant factors — overhead, balance sheet, risks, corporate strategy and other external and internal business considerations — to determine the true total cost.

Many companies are finding that rising offshore labor rates combined with other “hidden” costs of offshoring often counterbalance any remaining savings from cheap prices or labor abroad.

## CONTRACT MANUFACTURER USES TCO TO SAVE \$60M ORDER

Here is a real-world example of a company that used TCO to sell against imports. EMS contract manufacturer Morey Corporation was in pursuit of a \$60 million electronics build opportunity vs. a lower priced Asian competitor. Morey, helped by the Reshoring Initiative, used the TCO Estimator to show the customer that although Morey's price was higher, its TCO was lower. Tony Woodall, VP of sales reported, “We used the TCO calculator from the Reshoring Initiative.

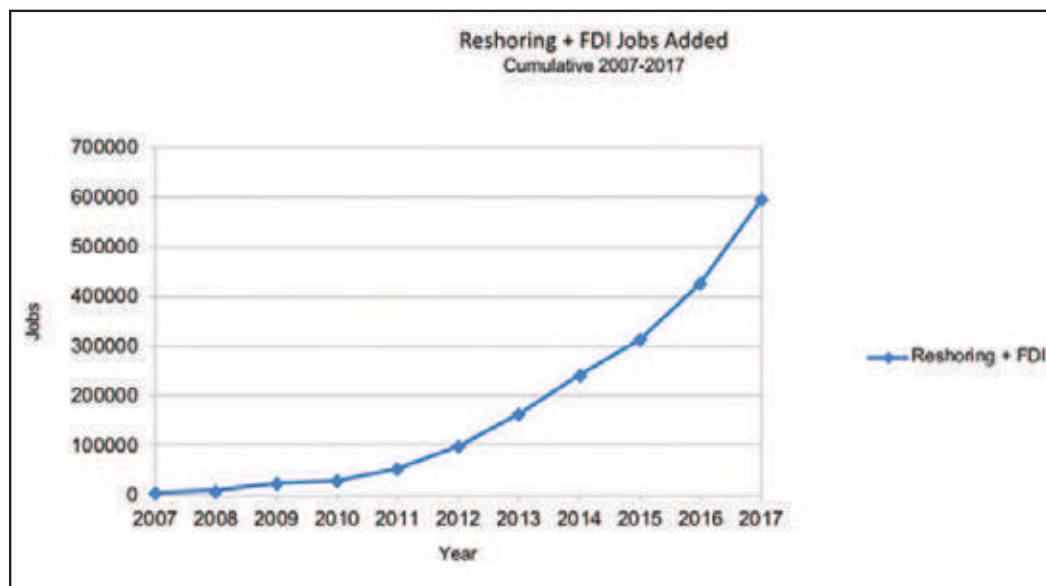


Fig. 1 Cumulative reshoring and FDI jobs announced.

Source: Reshoring Initiative® Library.

## TARIFFS/TRADE WAR VS. ALTERNATIVE ACTIONS

The reduction in U.S. corporate tax rates and regulatory costs played a key role in bringing jobs to the U.S. and makes 2018 the right time for companies to reevaluate their offshoring decisions. On trade, the Reshoring Initiative supports the administration's objectives but not the tools, i.e. tariffs. We have offered the administration our Competitiveness Toolkit, which outlines and quantifies alternative actions. Our proposed actions provide twice the impact needed to eliminate the goods trade deficit and would generally not be grounds



This tool framed the costs and risks of both options and was a crucial piece to our winning strategy.”

#### IMPORT SUBSTITUTION PROGRAM

The Reshoring Initiative's Import Substitution Program (ISP) creates opportunities for U.S. companies to compete against imported products and thus, reshore. The ISP is designed to enable companies, industry associations, equipment suppliers and economic developers to cooperate to substitute domestic production for imports. ISP identifies



and qualifies major relevant importers and helps you convince them to reshore. Keep up with ISP updates by signing up for our eNewsletter or contact us directly to learn more.

#### GAIN PUBLICITY FOR YOUR RESHORING AND FDI SUCCESSES

Share your company's reshoring success story. Many companies have already successfully brought the manufacturing of parts or products back to the U.S. from offshore. Submit your own reshoring case for free publicity and get a Manufacturing is Cool t-shirt, which is made in the U.S.A. It is not necessary to identify customers.

#### COMPETE IN THE SECOND NATIONAL METALWORKING RESHORING AWARD COMPETITION.

The First National Metalworking Reshoring Award was won by Mitchell Metal Products, Merrill, WI. The Reshoring Initiative, the Precision Metalforming Association (PMA), the Association for Manufacturing Technology (AMT), and the National Tooling and Machining Association (NTMA), invite companies that have successfully reshored products, parts or tooling made primarily by metal forming, fabricating, casting or machining to compete for the second National Metalworking Reshoring Award. Buyers (your customers) and suppliers (NTMA members) are both eligible to enter. There is still time to reshore and enter. Contact me for help today and win the Award in 2019!



## SECOND NATIONAL METALWORKING RESHORING AWARD

#### ELIGIBILITY

1. Reshoring of the work occurred between 1/1/2013 and 12/31/2018.
2. Work came back from outside North America to North America.
3. Products, parts or tooling reshored must be made primarily by forming, casting, fabricating or machining, including additive machining.
4. Application must be submitted by 1/31/2019.

A complete definition of reshoring is available at: <http://reshorennow.org/blog/definitions-of-reshoring/>. You can view award details [http://www.amtonline.org/article\\_display.cfm?article\\_id=200033](http://www.amtonline.org/article_display.cfm?article_id=200033)

**THE AWARD WINNER WILL BE ANNOUNCED ON MARCH 8, 2019 AT THE MFG MEETING IN TUCSON, AZ, CO-ORGANIZED BY NTMA.**

For any questions, please contact Harry Moser, founder and president of the Reshoring Initiative, at [harry.moser@reshorennow.org](mailto:harry.moser@reshorennow.org) or 847-867-1144.

Enter and receive free publicity for your reshoring success!



# SO. CAL MANUFACTURERS OPENED THEIR DOORS SHOWCASING HIGH-TECH FACILITIES AND CAREER OPPORTUNITIES

SUBMITTED BY KAITY VAN AMERSFORT



Many firms within Southern California's vibrant manufacturing sector welcomed the public on Manufacturing Day, October 5, to see their state-of-the-art facilities and to highlight career opportunities available right now to properly trained applicants.

Manufacturing Day highlights the many career opportunities the industry holds for young people. The Los Angeles Chapter of National Tooling & Machining Association (LA/NTMA) welcomed students of all ages and the general public's interest. The event partnered well with the LANTMA Foundation's mission of encouraging people to enroll in good manufacturing training programs. The entire manufacturing sector

needs well-prepared applicants.

"We are working with Southern California's community colleges to give input to their manufacturing track programs," says Mark Osterstock, president of the non-profit LANTMA Foundation. "During the recession, many colleges cut back their industrial classes. In doing so, local manufacturers were left without enough properly trained applicants for the many jobs now opening in the strong economic landscape we currently enjoy."

The Los Angeles County Economic Development Corporation (LAEDC) urged the industry to show off the advances made in manufacturing, noting that LA County has more diverse manufacturing employment than anywhere else in the nation.

LA/NTMA President Brian Grigson urges high school and even junior high teachers to plan a field trip to tour one of the association members' businesses. "I'm pretty sure young people will be amazed at the role our county plays in making parts for firms like SpaceX, aircraft manufacturers, and even so many of the consumer products they use every day."



## 12TH ANNUAL MAINLINE DRIVE PIG ROAST IN WESTFIELD

Kristin Carlson, president of Peerless Precision, Inc., in Westfield, holds a ceremonial check over her head as part of a \$1,000 donation from the Larry A. Maier Memorial Education Fund which was donated to representatives from the Agawam High School to help support the machining and tooling program at the school. The presentation was part of the 12th Annual Mainline Drive Pig Roast hosted by the Western Mass Chapter National Tooling & Machining Association and Peerless Precision, Inc., in Westfield.





# SPONSOR. PLAY. INSPIRE.

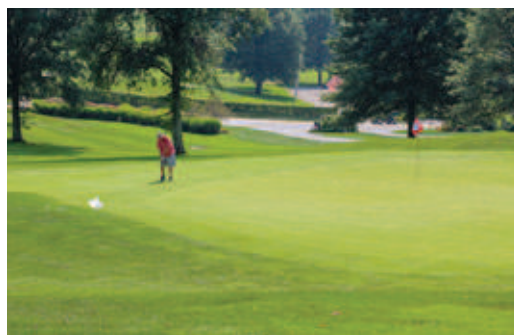
CONTRIBUTED BY MICHEL CONKLIN, DIRECTOR, BOTSIQ



It was another perfect day for this year's Pittsburgh Chapter National Tooling and Machining Foundation (NTMF) charity golf tournament to raise funds for the Chapter's high school manufacturing workforce development program, BotsIQ. Starting its fourteenth year, BotsIQ has grown from six schools to over 60 schools across southwestern Pennsylvania and includes over 6,000 alumni.

BotsIQ has three overarching goals: to advance STEM and provide resources to local high schools to facilitate their participation in the BotsIQ program; to link students with industry mentors and promote an understanding of manufacturing career pathways to high school students in southwestern Pennsylvania; and to promote an understanding of manufacturing career pathways to parents of high school students in southwestern Pennsylvania.

The Pittsburgh Chapter NTMF understands the importance of attracting, preparing, and inspiring our future workforce. Through the 2017-18 BotsIQ program year, 82 percent of student participants report being interested in or planning to explore a manufacturing or



science, technology, engineering, or math (STEM) related career and 83 percent recognize that manufacturing is important to the U.S. and local economy. In the past few years, we have seen increasing numbers of BotsIQ graduates continue their training at a short term training program such as New Century Careers, enter the workforce directly after high school, or begin apprenticeships with their employers.

Starting this fall, BotsIQ high school students will not only be introduced to manufacturing and STEM careers, but also be given opportunities to formally complete coursework related to specific industry competencies. "BotsIQ wanted to provide our students with more opportunities. Through BotsIQ Academy, we look forward to strengthening our students' technical knowledge and skills and increase their understanding of manu-

facturing careers," BotsIQ Executive Director Michel Conklin said. With the addition of BotsIQ Academy, students will begin their training in high school and transition easily to careers or further training or education programs with some coursework and competencies completed.

This year's Pittsburgh Chapter NTMF Golf Outing was held on Monday, August 27th at the Westmoreland Country Club. Over 80 golfers enjoyed 18-holes of golf,

followed by a delicious barbeque dinner and reception. Golfers had the opportunity to try their luck in the 50/50 card raffle and basket raffles that also benefit the BotsIQ program. Thank you to all of the sponsors, golfers, and volunteers that attended and supported the event.

We look forward to next year's golf event and the opportunity to continue to inspire the next generation of manufacturers. If you are interested in getting involved or learning more about the BotsIQ program, please contact Michel Conklin, Executive Director, BotsIQ ([conklin@ncsquared.com](mailto:conklin@ncsquared.com)).



**PMTS**  
**2019**

SAVE THE DATE!  
**APRIL 2-4, 2019**  
C L E V E L A N D

See you in  
Cleveland!  
**2019**

PRESENTED BY:



CO-PRESENTED BY:





## OKUMA AMERICA CORPORATION NAMES SUMMER CLINE AS VICE PRESIDENT OF FINANCE

*Cline brings several years of successful finance experience to her new role.*

SUBMITTED BY PAUL LALLI, OKUMA AMERICA CORPORATION

Okuma America Corporation, a world leading builder of CNC machine tools, announces that Summer Cline has joined the company as vice president of Finance. In her new role, Cline will handle finance responsibilities as well as oversight of accounting, human resources, and information technology.

“Summer brings 12 years of successful project management experience, along with the ability to analyze and investigate scenarios for enhancement and continuous improvement. This skill set will enable Ms. Cline to lead Okuma’s finance, information technology and human resource departments into the future,” said Lisa Rummel, Okuma Chief Financial Officer.

“Okuma is a well-known, world-leading manufacturer of machine tools, and I’m delighted to be a part of the team. I look

forward to focusing on our day-to-day fiscal operations and the various ways we can grow the company in support of our corporate goals,” said Cline.

Prior to joining Okuma, Cline served as VP of Finance for Source Technologies and Director of Strategic Projects with Compass Group North America. She holds a Master of Accounting and Bachelor of Science in Accounting from NC State University.

*Okuma America Corporation is the U.S.-based sales and service affiliate of Okuma Corporation, a world leader in CNC (computer numeric control) machine tools, founded in 1898 in Nagoya, Japan. The company is the industry’s only single-source provider, with the CNC machine, drive, motors, encoders and spindle*



*all manufactured by Okuma. The company also designs its own CNC controls to integrate seamlessly with each machine tool’s functionality. For more information, visit [www.okuma.com/americas](http://www.okuma.com/americas) or follow us on <https://www.facebook.com/OkumaAmericaCorporation> or Twitter @OkumaAmerica.*



## NORTHEAST OHIO MANUFACTURING COMPANY RECEIVES TOP QUALITY CERTIFICATION

*In past year, productivity and profitability increases*

SUBMITTED BY JENNIFER COMPTON, AUTOMATION TOOL & DIE

Automation Tool & Die set itself apart in the North American automotive manufacturing industry by being one of the first manufacturers audited by SAI Global to achieve IATF 16949 certification last year. Since then, results show ATD has made strides in improving customer relations, profitability and its manufacturing processes.

The Medina, Ohio company has improved its understanding of all operations from a customer point of view since adopting the certification in July 2017. Furthermore, it has established a foundation identifying continual improvement activities with more discipline, resulting in expanded value-added services, full toolroom support

and shipping that’s improved part quality, according to SAI Global.

Additionally, ATD has cut costs and boosted profitability: Gross profit rose 4 percent 2017-2018; while sales rose about 7 percent.

The certification aligns with ATD’s commitment to be innovative, best in class and on board with industry changes, according to ATD Quality Assurance Manager Dan Carter.

The IATF 16949 standard was set by the International Automotive Task Force to redefine quality management system parameters. It replaced the previous ISO/TS 16949 specification.

### **About Automation Tool & Die:**

*Automation Tool & Die began producing high-quality custom tooling solutions in 1974. Our entry into the metal stamping industry in 1989 was in direct response to the need we recognized for expert involvement at every level of the manufacturing process. Since then, we have introduced value-added services ranging from plating and tapping to assembly and distribution.*



## BUSINESS CONDITIONS REPORT

The latest NTMA Business Conditions Report covers the first half of 2018, a projection for the second half of 2018, and is a geographical “snapshot” of business trends and conditions in the special tooling and machining industry.

This report, based on information from 82 NTMA member companies, indicates that overall business conditions during the 6-month period ending June 30, 2018 were Very Good to Excellent for 62 percent of respondents, while business conditions were considered Good by another 27 percent of respondents. This is considerably better than reported at the end of December 2017. Looking ahead, 57 percent are projecting that the next six months will bring a moderate-to-substantial increase in business conditions. The greatest optimism was expressed by members in the Central Southwest Region (Arkansas, Louisiana, Oklahoma, Texas, Nevada, Colorado) and by those serving the aerospace machining & fabrication sector.

Average work week per employee increased to 53 hours. Future work on the books increased slightly to 16.6 weeks. Average Sales Per Employee came in at \$119,890 – down \$2,400 from the December report.

### TOP BUSINESS PRIORITIES HAVE BEEN REORDERED AS FOLLOWS:

- #1: Increase Productivity
- #2: Finding Skilled Employees
- #3: Increase Sales (existing customers)
- #4: Cost Reductions
- #5: Finding New Customers
- #6: Leadership Staffing

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




HEIDENHAIN



+

## Connected Machining – Efficient Processes through Customized Networking

The workpiece comes into being at the machine. Your knowledge and skill are crucial for efficient production, but you'll need to leverage your know-how and make use of all available information. Connected Machining from HEIDENHAIN makes this possible —turning your machine control into the hub of a process chain with a completely digital flow of information.

HEIDENHAIN CORPORATION, 333 East State Parkway, Schaumburg IL, 60173
847-490-1191
[www.heidenhain.us](http://www.heidenhain.us)

Angle Encoders + Linear Encoders + Contouring Controls + Subsequent Electronics + Length Gauges + Rotary Encoders





# 2019 TOP SHOPS WORKSHOP

SEPTEMBER | CINCINNATI, OH

**BUILD YOUR MACHINING BUSINESS**  
*Modern Machine Shop Top Shops Workshop is the place to build your business. The event connects the leaders in machining and metalworking – the top shops, the top suppliers, the top innovators.*

**SAVE THE DATE!**



Gardner Business Media Metalworking Group

Modern  
Machine  
Shop

PM/PRODUCTION  
Machining

**MoldMaking**  
TECHNOLOGY

**AM** ADDITIVE  
MANUFACTURING

**D&P**

**TECHSPEX**

**TopShopsEvent.com**

IN PARTNERSHIP WITH:





## NTMA Membership Healthcare Plans

### Medical, Dental, Vision, Life, Disability

Using the buying power of its members, the NTMA offers the NTMA Membership Healthcare Plans. The plans offer comprehensive healthcare coverage and ancillary programs to provide the best healthcare coverage at reasonable rates and renewals only for NTMA members. The NTMA plan helps American manufacturing stay strong by providing health and wellness opportunities for its members and their employees.

**ENROLLMENTS FOR JANUARY STARTING NOW THROUGH THE NTMA**



#### MEDICAL PLANS:

- Six (6) PPO plan options to choose from
- National Open Choice PPO network
- Savings potential for the employer and employee
- Teledoc and other value adds
- Composite Rating
- Calendar Year Deductible



#### ANCILLARY PLANS:

Dental, Vision, Life, Disability

- Multi-year rate guarantees
- No participation requirements
- Projected cost reduction to NTMA members



#### ONLINE BENEFITS ADMINISTRATION SYSTEM:

- Easy, online enrollment of benefits
- Increase employee engagement
- Manage the HR function

**Contact the  
NTMA for more details:**

**Matt Gilmore**  
**216-264-2858**  
**mgilmore@ntma.org**  
**or**  
**www.ntma.org to**  
**request a quote**

**NTMA MEMBERSHIP HAS ITS BENEFITS -**  
**CONTACT THE NTMA TODAY AT 216-264-2858 OR WWW.NTMA.ORG**

