

**NTMA**

# THE RECORD

> SERVING THE NEEDS OF  
MANUFACTURING COMPANIES  
FOR 71 YEARS

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## FALL CONFERENCE 2015 IS RIGHT AROUND THE CORNER

What's new at Fall Conference 2015?  
Who are the keynote speakers?  
What's the schedule?  
— pp8-12

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## BREAKING NEWS: NTMA ANNOUNCES NEW SUPPLY CHAIN NETWORK

The Supply Chain Network is envisioned to be a community of buyers and sellers who want to get to know each other, and who need to network beyond just RFQs and exchanges. — p16, 25

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## NTMA'S NEW SUPPLY CHAIN NETWORK/SALES & MARKETING WORKSHOP

Capitalize on the 1st new Supply Chain Network (f.k.a. Purchasing Fair) in November – and get a double value by attending the Sales and Marketing Workshop the day before. Two full days of win-win! pp4, 16, 20

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## NEW 2016 INTERACTIVE MEMBERSHIP DIRECTORY

Take your Membership Directory listing to the next level by updating your online ad throughout the year. — p32

# NTMA MEMBERS RECOGNIZED AS



**LEANWERKS**

Precision Manufacturing & Engineering

**WE MAKE EVERYTHING BETTER™**

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THE NTMA COMMUNITY CELEBRATES TWO MEMBER FIRMS – APPLIED ENGINEERING, INC. AND LEANWERKS, LLC FOR THEIR RECENT “TOP SHOPS” RECOGNITION ACCORDING TO MODERN MACHINE SHOP. - PP 6-7

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MEMBER

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## WELCOMES NEW MEMBERS

**A.W. BRUEGGEMANN COMPANY, INC.**  
General Member  
Ms. Ann Thain  
412 N. Independence Street  
Enid, OK 73701-3116  
www.awbrueggemann.com

**ALLEN TOOL & DIE, LLC**  
Western Lake Erie Chapter  
Mr. Timothy Allen  
7355 Sulier Drive  
Temperance, MI 48182-9510

**FUSION MANUFACTURING SOLUTIONS, LLC**  
Western Lake Erie Chapter  
Mr. Michael Kujda  
7215 Sulier Drive  
Temperance, MI 48182-9510  
www.fusionmanufacturingsolutions.com

**HEDGES SLECTIVE TOOL &  
PRODUCTION, INC.**  
Western Lake Erie Chapter  
Mr. Jeff LaChapelle  
702 W. Laskey Road  
Toledo, OH 43612-3209

**JC MILLING COMPANY, CO., INC.**  
Rock River Valley Chapter  
Mr. Dean Svarc  
988 Industrial Court  
Loves Park, IL 61111-7512  
www.jcmilling.com

**JET INDUSTRIES, INC.**  
Western Massachusetts  
Chapter  
Mr. John Twardowski  
307 Silver Street  
Agawam, MA 01001-2919  
www.jetindinc.com

**SCHULTZ PRECISION TOOLING, INC.**  
Pittsburgh Chapter  
Mr. Keith Schultz  
111 Kathleen Road  
Leechburg, PA 15656-2065  
www.schultzprecision.com

**SCHUNK, INC.**  
National Associate  
Mr. Alexandra Altvater  
211 Kitty Hawk Drive  
Morrisville, NC 27560-8548  
www.us.schunk.com

**W.L. GORE & ASSOCIATES, INC.**  
Arizona Chapter  
Mr. Rod Horn  
1505 N. 4th Street  
Flagstaff, AZ 86044-5867  
www.gore.com

## NTMA WELCOMES NEW NATIONAL ASSOCIATE MEMBER



SCHUNK designs and manufactures leading gripping systems and clamping technology such as toolholders, lathe chucks, chuck jaws, vises, and magnetic workholding. With 2,300 employees located in more than 50 countries, SCHUNK offers global customer service and technical support. SCHUNK is a family owned operation with over 60 years of experience.

### NTMA TEAM SPOTLIGHT

GOVERNANCE LEADERSHIP TEAM .....

### RESOURCE PARTNER SPOTLIGHT

BLR® — BUSINESS & LEGAL RESOURCES. ....

### TECHNOLOGY

FIVES GIDDINGS & LEWIS INTRODUCES NEW V SERIES

VERTICAL TURNING CENTER PRODUCT LINE .....



## PRESIDENT'S UPDATE

DAVE TILSTONE / NTMA PRESIDENT

With summer behind us, the economic data published in late July indicates that the June quarter had stronger growth than earlier in the year. This coincides with economists' forecasts, with most expecting stronger growth for the remainder of 2015.

I recently visited with Mazak, Fives, Makino and Kennametal and discussed this very subject. Their input was cautiously optimistic, having endured the downturn in the oil and gas industry and expecting lower business levels to exist for the foreseeable future in that sector. While enjoying robust growth in aerospace, automotive and medical, few indicated year over year growth for January to June 2015.

**Supply Chain Network/Sales & Marketing Workshop: Shared marketing and Sales Challenges.** To help members grow their businesses, NTMA continues to work hard, further enhancing regional roundtables as well as rebranding and restructuring the Supply Chain Network Fair (fka Purchasing Fair).

The second 2015 Sales and Marketing Workshop was held in July at Mazak's Tech Center in Windsor Locks, CT. Fifteen members attended. Workshop attendees shared marketing challenges and learned new sales techniques from our experts

panel – sales and marketing executives from Mazak, Big Kaiser and FANUC. Dan Bagley facilitated the workshop, with presentation materials for best practices in selling and marketing precision manufacturing services. Members were asked to list their most challenging issues so that panelists could help offer guidance and suggestions. Each panelists also presented processes and “lessons learned” throughout their careers that lead to their success. It was one of the most highly rated workshops conducted to date.

The next Sales and Marketing Workshop will take place in Indianapolis on November 4 at Hurco, with the Supply Chain Network Fair immediately following on November 5. In order to better support members interested in growing their sales and bottom line, the Fair will include buyers who need to subcontract work as well as help reduce costs for products and services that NTMA members can source. We are working closely with ISM (Institute of Supply Management) to attract buyers to the Fair as well as participate in educational webinars that will be held prior to the Fair. These webinars will help members understand the logic and strategy buyers utilize to help improve sales effectiveness and process. The Supply Chain Network Fair

is a must-attend event if you are looking to grow your business with existing customers or looking to generate business with new customers and/or new industries.

**The Fall Conference (Meet me in St Louis!).** As you'll see later in this issue, the Fall Conference schedule is filled with business tracks designed to improve your business and new ways to learn about technologies. The Manufacturing Technology Team and staff have worked hard to put together even more powerful content and unique ways to interface with the world's leading providers of technology. The Technology Bars are one-on-one, hands-on interface opportunities with technology. You'll be able to discuss your particular interests and learn first-hand how technologies can improve your business. You'll also hear experts speak on various topics from Additive to MTConnect.

According to Wikipedia “MTConnect is a lightweight, open, and extensible protocol designed for the exchange of data between shop floor equipment and software applications used for monitoring and data analysis.” MTConnect provides the opportunity to collect valuable information on machine uptime, machine utilization and other key metrics. Nearly all new machine tools have controllers

that are MTConnect compatible; many older machines can be adapted with additional software. A panel of MTConnect users and technology suppliers is part of the Fall Conference program – there to answer your questions and concerns. Members who have successfully implemented MTConnect and realized its benefits will be on hand throughout the conference.

Speaking of MTConnect, winners of the 2015 MTConnect Student Challenge will be announced (and their projects discussed) at the Fall Conference.

Fall Conference hosts, Lisa and Herb Homeyer and the team at Homeyer Precision will host one of the most original networking events ever – an Oktoberfest!

Brats and beer plus plenty of fun is in store so please bring your lederhosen and dress the part. Upon your arrival on Tuesday afternoon, the first networking reception will be coupled with registration – a “Regiception”! The next evening we'll have a Tech Networking session with our premier event at Ballpark Village, hosted by Kennametal.

This year's Fall Conference is unique in that it will not take place at a resort destination. Why? Besides being the hometown of Homeyer Precision, the Executive Team and staff

CONTINUED ON – P5



# THE RECORD

## OPERATIONS & EDITORIAL

Dave Tilstone, President

Sally Safranski, Executive Editor

## NTMA EXECUTIVE TEAM

Herb Homeyer, Chairman

*Homeyer Precision Manufacturing – St. Louis, MO*

Matt Wardle, Vice Chairman

*J D Machine – Ogden, UT*

Ken Seilkop

*Seilkop Industries – Cincinnati, OH*

Mark Vaughn

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

Theodore O. Toth, Jr.

*Rosenberger-Toth – Pennsauken, NJ*

## ADVERTISING INQUIRIES

To advertise in *The Record*, or for information on publishing your corporate newsletter or sales literature, contact NTMA at (216) 264-2847 or [tbryson@ntma.org](mailto:tbryson@ntma.org) for advertising, [ssafranski@ntma.org](mailto:ssafranski@ntma.org) for editorial content. Design & layout by Z Graphics [david.zablo@gmail.com](mailto:david.zablo@gmail.com)



## NATIONAL TOOLING & MACHINING ASSOCIATION

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Cleveland, OH 44134  
1-800-248-6862  
[www.ntma.org](http://www.ntma.org)

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decided to produce a first-class experience with great content at a lower price point for hotels rooms, etc. Members have shared that while they are keenly interested in attending national conferences to learn about new technologies, to network with like-minded business owners and to learn how to run their businesses better, they don't necessarily view the venue as a vacation destination. We promise to mix business with pleasure – there will be plenty of opportunities to enjoy St. Louis and all that it offers, combined with a content-rich agenda coupled with a much lower cost for accommodations, easy airport access and within driving distance of many members.

NTMA is responding you, the member.

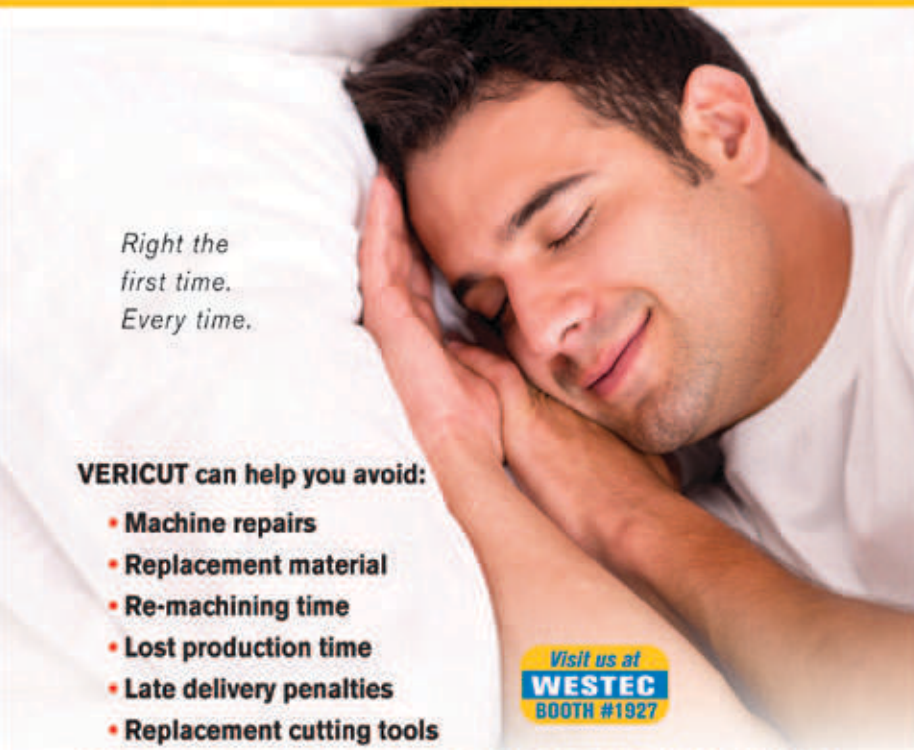
Please let me know your thoughts after attending the Fall Conference. Is this a better value and use of your time? Email me your feedback ([dtilstone@ntma.org](mailto:dtilstone@ntma.org)) and please let us know what you think when you receive an email with your post-event survey.

I look forward to seeing you in St. Louis!

DAVE TILSTONE /  
NTMA PRESIDENT



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## VERICUT



# NTMA MEMBERS RECOGNIZED AS TOP SHOPS



**LEANWERKS**  
Precision Manufacturing & Engineering

**WE MAKE EVERYTHING BETTER™**

Sometimes we just need to pause and recognize some good stuff going on around us. This appears to be one of those times. The NTMA community celebrates two member firms – Applied Engineering, Inc. and LeanWerks, LLC for their recent “Top Shops” recognition according to Modern Machine Shop.

## Applied Engineering – Machining Technology category

Applied Engineering specializes in the high speed machining of precision aluminum and stainless steel components and assemblies for major aerospace, defense, medical and archery manufacturers. Their machining centers can produce parts up to 35”x35”x35” for applications in heat sinks, chassis, flat panel bezels, radar components, missile components, aircraft emergency power components, compound bows and many more.

Applied Engineering’s use of technology and innovation places them among the top suppliers for all of their customers. High speed machining coupled with multi-pallet rail systems is key to producing precision, low cost, high quality products. Robotic machining and innovative machining solutions have automated labor intensive operations, achieving controlled processes, while reducing both costs and machine cycle times.

Combining their skilled work force, state of the art equipment and Lean manufacturing principles has positioned Applied Engineering as a first class supplier to meet the machining challenges of today and the future.

“Applied Engineering is honored to have been selected as one of the Top Shops by Modern Machine Shop Magazine,” said Tom Bohnet, company President. He explained that they applied the first year the Top Shops survey came out, but did not make the cut. “We used

the results of the Top Shops surveys to determine areas of opportunity and wrote new annual goals, focusing on those areas where we were not performing as a Top Shop.” For the past three years the Applied Engineering team worked hard on making improvements to their processes and documentation of best practices. Bohnet con-

cluded that these changes “have not only had a tremendous impact on our plant’s four primary priorities: Safety, Quality, On Time Performance and Costs, but have helped us achieve a long-standing goal of being identified as a Top Shop.”

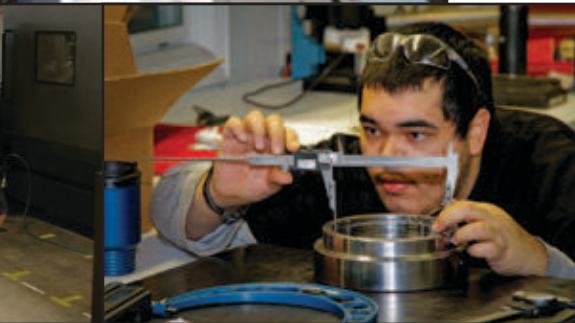
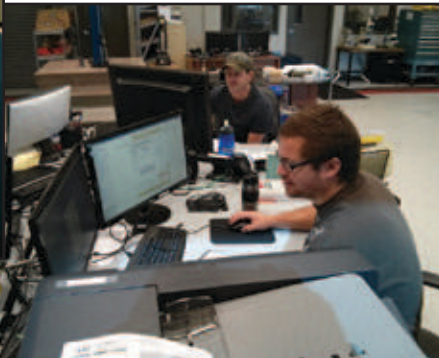




# LeanWerks – Human Resources category

LeanWerks' innovative manufacturing and engineering specialists create parts for the most demanding conditions in the most demanding environments: drilling, pumping, pressing, high-speed automation and heavy loads, to name a few.

LeanWerks is more than a precision machine shop. Their lean manufacturing and engineering processes have been used by customers to help make their own processes and products better. And with AS 9100C, ISO 9001:2008, and DDTC registrations, the company is production-ready for multiple industries including aerospace, fluid power, high-speed manufacturing, oil and gas, and defense.



But it's not just what LeanWerks makes that sets the company apart, noted Reid Leland, LeanWerks Founder and President. "It's how we make it, deliver it and support our customers in every way. From customer service to logistics; from scheduling to strategy; from employee development to the communities in which we live, everything LeanWerks does starts with our asking, 'how can we make it better?'" Making things better is in LeanWerks' DNA. It's who they are. It's what they do.

LeanWerks account manager Sean Trumble summarized this award and LeanWerks well, saying "I'm excited about winning this award because it recognizes our culture. LeanWerks is the most unique place I've ever worked – with open book management, profit sharing, and all the training . . . we all have a real sense of ownership."



## TOP SHOPS IS A COMPREHENSIVE BENCHMARKING PROGRAM FOR MACHINE SHOPS OF ALL TYPES AND SIZES.

Using data from surveys completed by a number of machining businesses, Top Shops identifies optimal shop floor practices as well as operational and business metrics that define world-class competitiveness in discrete parts manufacturing. Companies ranging from small job shops to large captive operations can see how they compare against the country's leading machining businesses, which enables them to make sound decisions to emulate those identified as top-performing operations. Not only does the benchmarking data serve as a baseline "report card" of sorts for them, but it eliminates the need for shop executives to rely on gut feelings as a method of identifying and prioritizing improvement efforts.

This year marks the fifth edition of the Top Shops benchmarking survey. An Executive Summary of the results (available at [www.mmsonline.com/topshops](http://www.mmsonline.com/topshops)) compares responses from the benchmarking group with the other shops that participated in the survey. Modern



Machine Shop calculates the results by totaling the points assigned to select survey questions.

Modern Machine Shop challenges you to consider which practices the Top Shops are leveraging that might be appropriate to implement in your operation.

Also, please consider being part of the next survey, which goes live in January 2016. Since 2011, approximately 1,700 shop owners or managers have participated in the survey. Several NTMA member companies have been honored with Top Shop recognition, including 3D Machine (LA Chapter), C&R Manufacturing (Kansas City Chapter), Complexus Medical (Michiana Chapter), Davan Manufacturing (Pittsburgh Chapter), JD Machine (Northern Utah Chapter), Southern Machine Works (general NTMA member) and Rosenberger-Toth (Philadelphia Delaware Valley Chapter). NTMA Chairman, Herb Homeyer observed that it's not insignificant that so many NTMA firms are recognized by Modern Machine Shop's benchmarking program. "NTMA firms are the cream

of the crop in many of these indices," he noted, adding that "we (NTMA members) should be more diligent about participating by completing the survey – I know it's on my company's radar! It's a great tool for us all."



  
Benchmark Your Machining Business

The Top Shops benchmarking survey aims to identify optimal shopfloor practices and performance levels as well as operational and business metrics that define world-class competitiveness in discrete parts manufacturing. Senior Editor Derek Korn noted, "I've heard from past participants that the survey offers information that can be hard to come by particularly for small and medium-sized shops."

For more information about the Top Shops program, visit Modern Machine Shop's Top Shop Zone ([www.mmsonline.com/topshops](http://www.mmsonline.com/topshops)).



# 2015 FALL CONFERENCE

October 21, 2015 – October 23, 2015  
St. Louis, MO

REGICEPTION

KNOWLEDGE BARS

NETWORKING

BUSINESS  
DEVELOPMENT TRACKS

KEYNOTE SPEAKER

TECHNOLOGY SEMINARS

HOMYERS' OKTOBERFEST

KENNAMEAL EVENT

ROUNDTABLES

REGISTER TODAY!



# 2015 NTMA Fall Conference Schedule of Events

## Tuesday, October 20

**2:00P-6:00P**     **Registration**  
**3:00P-5:00P**     Trustee & Chapter Leadership Roundtable

## Wednesday, October 21

**8:00A-5:00P**     **Registration**  
**8:00A-5:00P**     Exhibit Tables  
**7:30A-9:00A**     Nominating Team Meeting & Breakfast\*  
**8:00A-9:00A**     Continental Breakfast  
**8:00A-9:00A**     First Timers Breakfast\*  
**8:00A-9:00A**     Chapter Executives Breakfast\*  
**9:00A-11:00A**     **General Assembly – Updates & Awards**  
**11:00A-11:30A**     **Knowledge Bars**  
**11:30A-1:15P**     Lunch Break  
                          NTMF Board Meeting Lunch\*  
                          GAT Team Meeting Lunch\*\*  
                          Tech Team Roundtable Lunch\*\*  
**1:00P-3:30P**     Optional Activity - City Museum

### **\*\*Technology Day 1\*\***

**1:30-2:30**     Democratization of Additive Manufacturing  
**2:40-3:40**     Machining Workshop: General Considerations & Best Practices  
**4:00-5:00**     How to Automate your Machine Shop

**3:40P-4:00P**     **Knowledge Bars**  
**5:00P-6:00P**     Tech Cocktail Reception  
**6:00P-7:00P**     Transportation to Homeyer's  
**7:00P-10:00P**     **Oktoberfest**

## Thursday, October 22

**8:00A-1:00P**     **Registration**  
**8:00A-5:00P**     Exhibit Tables  
**8:00A-9:00A**     WOW! Breakfast  
**8:30A-9:30A**     **The Franklin Partnership Update**

### **\*\*Technology Day 2\*\***

**9:45-10:45**     Industrial Internet of Things (IIoT)  
**11:15-12:15**     Is your Shop Ready for 5-Axis Machining?  
                          -- Lunch Included  
**12:15-1:15**     On-machine Probing at the Machine vs.  
                          Using a CMM System

**10:45A-11:15A**     **Knowledge Bars**  
**11:15A-12:15P**     Chapter Executives Lunch\*

## Thursday, October 22 (continued)

**1:00P-5:00P**     **Registration**  
**1:00P-4:00P**     Spouse Program - Wine and Paint  
**1:30P-3:00P**     Business Development Tracks  
                          • Operational Development & Improvement  
                          • MTConnect Panel  
                          • Sales & Marketing  
                          • Improving the Bottom Line  
                          • Authentic Leadership Workshop  
**3:00P-3:30P**     **Knowledge Bars**  
**3:30P-5:00P**     Business Development Tracks  
                          *(All Sessions Repeat)*  
**5:00P-6:00P**     PAC Reception  
**7:00P-10:00P**     **Kennametal Event: Ballpark Village**

## Friday, October 23

**8:00A-12:00P**     **Registration**  
**8:00A-1:00P**     Exhibit Tables  
**8:00A-8:30A**     Continental Breakfast  
**8:30A-10:00A**     **General Assembly - Closing Keynote**  
**10:00A-10:30A**     **Knowledge Bars**  
**10:30A-12:30P**     Board of Trustees Meeting  
**12:30P-2:00P**     Lunch  
                          Past Chairmen & Wives Lunch\*  
                          Emerging Leaders Lunch\*\*  
                          Workforce Development Lunch\*\*  
**2:00P-4:30P**     Optional Activity - Anheuser Busch Tour  
**2:00P-4:00P**     Industry Roundtables  
                          • Precision Machining  
                          • Tools, Dies, and Molds  
                          • Transportation  
                          • Medical  
                          • Oil & Gas  
**6:00P-7:00P**     Cocktail Hour  
**7:00P-10:00P**     **Gala Fundraiser**  
                          **Proceeds benefit the NRL**

**Meetings Marked \* are open to Team Members only**

**Meetings Marked \*\* have limited lunches available and are first come first served**

**\*Schedule Subject to Change\***

# Keynote Speaker



Named one of the “Top 30 Best Minds on Leadership” by *Leadership Excellence* magazine, Dr. Freiberg is among the most influential voices on the speaking circuit today. Dr. Freiberg has appeared on CNBC, CBS Sunday Morning and the CBS Morning News for his views on the critical links between leadership, corporate culture, innovation and exceptional customer loyalty. He has also appeared on the television series *Lessons in Excellence* for CNBC India. His articles and interviews have been published in the *Wall Street Journal*, *Business Week*, *Washington Post*, *Investor’s Business Daily*, *India’s Economic Times*, *India’s Business Standard*, *India’s Financial Times*, and *Capital Business & Finance Magazine* of Dubai.

## Technology Seminars



Democratization of Additive Manufacturing



Machining Workshop – General Considerations & Best Practices



How To Automate Your Machine Shop



Industrial Internet of Things (IIoT)



Is Your Shop Ready for 5-Axis Machining?



On-machine Probing at the Machine vs. Using a CMM System

## Business Development Tracks



Authentic Leadership Workshop



Automotive Vendor Tooling: Key Data to Optimize Your Business



Improving the Bottom Line



MTConnect Panel



Sales and Marketing

**NEW this year!**

**Come for the goodies and  
stay for the knowledge!**

**When:** These knowledge bars will be taking place during breaks throughout the conference, offering participants a new way to refresh themselves between sessions, while gaining valuable ideas. Each knowledge bar will have beverages and snacks offered at each station.

# Knowledge Bars

What to expect: High impact knowledge sharing, with energized delivery of innovative solutions to help enhance your business.

**Presented by: Industry Experts**

## WEDNESDAY

**Walter** Faster, Deeper, Straighter: Deep Hole Competence Builder

**Datix** Why Business Processes are More Important than Software

## THURSDAY

**Doosan** Unmanned/Unattended Operation

**Zeiss** Non-Traditional Inspection Techniques

## FRIDAY

**Calyx** Cloud Navigation

**Bracewell Giuliani** Social Media







Building America's technology leaders, one robot at a time.  
**GONRL.ORG**



## NTMA 2015 Fall Conference 50/50 Raffle

*Official drawing on Friday, October 23, 2015 during the Conference Gala\**

The NTMA is holding a special 50/50 raffle to support the NRL, the only job-driven, industry-created & project-based STEM learning program with the goal of promoting manufacturing as a viable career option to students.

For just \$100 a ticket, you can help support to the NRL and, in return, secure a future workforce for your company. Also, you may buy a chance to win half of what we collect. Last year's winner went home with \$12,000 – a true win-win-win situation.

**Purchase your raffle tickets right now at <https://nrlraffle2015.eventbrite.com>.**

\*Please Note: You do not need to be present, or even an NTMA member to win. We'll announce the winner at the Fall Conference Gala as well as on the NRL web site ([www.gonrl.org](http://www.gonrl.org)). If the winner isn't present, we'll contact him or her after the conference and send a check with their winnings.

## WHY IT IS WORTH THE INVESTMENT

- ⇒ 40% of the manufacturing workforce will be at retirement age by the year 2020 and 77% by year 2030. The time for action is right now.
- ⇒ The NRL doesn't aim to maintain. We want our industry to thrive with the next generation of innovators. With your help, it will.
- ⇒ With your support, the NRL will build a workforce for your company's future. Stand up and let everyone know that you are doing something about the future of manufacturing.

## THE TIME IS NOW TO SUPPORT THE FUTURE OF MANUFACTURING

### 2015 FALL CONFERENCE GALA IN OCTOBER: AUCTION DONATIONS SOUGHT

*It's that time of year when your NTMA staff starts to work on fundraising activities for the Fall Conference. This year we are going to change things up and host an online auction instead of the traditional live and silent auctions.*

- As always, this auction will support the Government Affairs Administrative Fund (GAAF) and winners will be announced at the Fall Conference Gala on Friday, October 23rd. New this year, this online auction will be available prior to the Fall Conference and will be open to all members and also non-members, giving people an opportunity to bid for a longer period of time, hopefully increasing interest and moving the bidding higher than usual.

- Before we can get this auction up and running, we need donations. That is where you come in! We are asking all members to take a moment and consider what they might donate to the auction this year. Any donation is greatly appreciated and the auction's success depends on the generosity of members like you!

- The online auction site opened for bidding in mid-August, with a link on the NTMA website. Even if you decide not to donate an item, we hope that you will visit this site and place a bid on an item.

- To make a donation, please contact Sandy Bailey ([sbailey@ntma.org](mailto:sbailey@ntma.org)) or Kristen Hrusch ([khursch@ntma.org](mailto:khursch@ntma.org)). We will need a brief description of the item, a photo and the estimated value/minimum bid. Your donation will ensure the continuation of important programs that benefit NTMA members and the industry.

*Note:* The NTMA Government Affairs Administrative Fund supports expenses generated by our advocacy efforts in DC. These costs include funding for One Voice, which helps inform government legislative and policy makers of NTMA members' interests and introduces NTMA members to members of Congress, helping to influence the direction Congress moves. You can see the many One Voice 2015 successes posted on the NTMA website. This fund also helps pay for some of the travel of our DC team to chapters throughout the year, thus bringing the One Voice message out to the chapters.

# HERB HOMEYER ADDRESSES MYTHS ABOUT THE MANUFACTURING SKILLS GAP IN THE BOSTON GLOBE



The skills gap is an ongoing issue that continues to plague the growth of the manufacturing sector. A 2015 study published by Deloitte and the National Association of Manufacturers' Manufacturing Institute showed that six out of ten available skilled positions are open, and that, over the next decade, an estimated two million jobs will remain unfilled.

Despite predictions like this and others, The Boston Globe published an article in August 2015 entitled, "Is the skills gap real?". The article suggested that concern about the skills gap is overblown and author David Scharfenberg pointed to skeptical economists who recommend raising wages and assert that manufacturers are blaming workers for the problem.

But NTMA members don't need economists to tell them whether the skills gap is real. Many NTMA members participate in the annual One Voice survey and the results consistently show that NTMA members are doing everything they can to recruit workers and still

facing a crippling shortage of new talent.

In a letter to the editor which was published by the Globe on August 9, 2015, NTMA Chairman Herb Homeyer pointed to this research and emphasized NTMA member concerns about the struggle to find skilled workers. The full text of Homeyer's letter follows:

"In response to the Aug. 2 article "Is the skills gap real?", I offer a resounding yes. As president of a manufacturing company, and chairman of the National Tooling and Machining Association, I know firsthand the difficulty of finding skilled workers. According to a 2015 survey, 84 percent of our member companies have open skilled positions, and 95 percent of those are facing "moderate" or "severe" problems finding employees.

Manufacturers know that this problem cannot be solved by raising wages, though we wish it were that simple. For example, in Massachusetts last year, the average tool and die maker earned more than \$50,000, which is consistent with average salaries for other

Bay Staters. In some states, wages are considerably higher.

Finally, any notion that industry is blaming American workers for this problem is false. We are not relying on workers to solve it alone. Nearly 70 percent of our members work directly with community and vocational colleges, and another 40 percent recruit from high schools. In addition, many of our members foot the bill for skills training programs.

For us, the biggest challenge is not proving that there is a skills gap — we know it exists. Our challenge is showing a new generation of workers that manufacturing offers great careers and helping them excel in manufacturing today."

Homeyer's letter is an example how member information can support NTMA's ongoing advocacy efforts in the media and with policymakers on behalf of small and medium sized manufacturers. Manufacturers have a lot at stake, and to make a difference in Washington, those who know the industry

SEE "ONE VOICE" NEXT PAGE



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# THE WAGE RATE CHALLENGE: BENCHMARKING AS A TOOL

One of the most important issues in manufacturing today is generating maximum productivity on the shop floor. A wide range of approaches can be employed to generate those higher productivity levels. A key factor is ensuring that shop floor employees are adequately compensated while at the same time avoiding excessive expenditures on compensation. In walking this tightrope, some specific benchmarks are essential.

The NTMA Wage and Fringe Benefit Report is designed to provide just such benchmarking data. The report is divided into two sections: compensation and fringe benefits. Each section provides a wide range of information for the typical manufacturer as well as various breakouts by company characteristics.

## • COMPENSATION

This section provides information on 40 different job titles, ranging from apprentices to toolmakers. For each specific title, information will be provided for the median pay levels as well as the range of common experience to gauge high and low compensation levels.

## • FRINGE BENEFIT PROGRAMS

A wide range of specific issues will be examined, including life and health insurance, retirement programs, vacation pay, holidays and the level of unionization.

## SCOPE OF THE SURVEY

Survey results will be reported at the national level. In addition, three specific operating breakouts will be provided:

## • CHAPTER & REGIONAL ANALYSIS

Results will be provided for your chapter (if enough chapter members participate), your state and your geographic region.

## • SALES SIZE

Results will be broken out for eight volume categories, from companies under \$1 million to companies over \$25 million.

## • LINE OF BUSINESS

Information will be provided by your line of business: Tools & Dies, Molds, General Precision Machining, Aerospace Machining & Fabrication, Special Machines, Production Operations, and Diversified Manufacturers.

## CONFIDENTIALITY AND SCHEDULING

To obtain information at this level of detail requires absolute confidentiality in the reporting process. No one from NTMA or its staff will have access to any of your confidential response information. All questionnaires are returned directly to the Mackay Research Group, the research group conducting the survey.

Wage and Fringe Benefits Surveys were sent to NTMA members in early September and are due back by late October. This should give you ample time to complete your questionnaire.

Don't miss this important opportunity to develop essential, highly specific benchmarks for targeting shop floor compensation levels. If you have questions or need a copy of the survey contact Kelly LaMarca (klamarca@ntma.org) or your Chapter Executive.



"ONE VOICE" CONTINUED

best have to participate in the process. Keep up with One Voice advocacy efforts and find ways to get involved on the One Voice website - [www.metalworkingadvocate.com](http://www.metalworkingadvocate.com) - and by following @onevoiceformfg on Twitter.

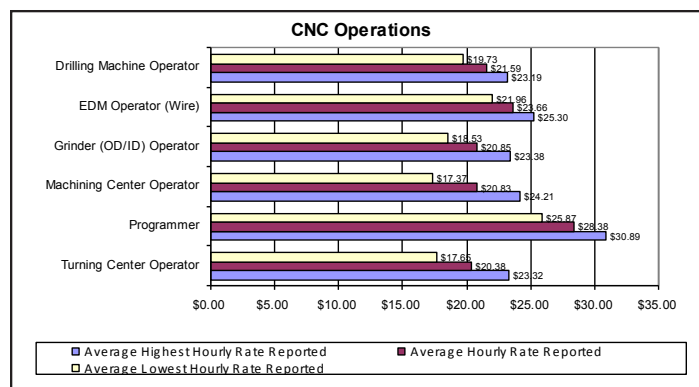
Remember that NTMA members can

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.



|                                    | Lowest<br>Hourly<br>Rate<br>Reported | Average<br>Lowest<br>Hourly<br>Rate<br>Reported | Average<br>Hourly<br>Rate<br>Reported | Average<br>Highest<br>Hourly<br>Rate<br>Reported | Highest<br>Hourly<br>Rate<br>Reported |
|------------------------------------|--------------------------------------|---|---------------------------------------|--|---------------------------------------|
| <b>Manual Machining Operations</b> |                                      |   |                                       |  |                                       |
| Boring Mill Operator               | \$12.50                              | \$22.31   | \$22.84                               | \$23.51  | \$32.00                               |
| Diemaker                           | \$15.00                              | \$24.01   | \$26.61                               | \$28.61  | \$38.73                               |
| Drill Press Operator               | \$9.00                               | \$15.93   | \$16.52                               | \$17.11  | \$26.00                               |
| EDM Operator (Electrode)           | \$10.60                              | \$20.52   | \$22.81                               | \$24.65  | \$40.00                               |
| Grinder Operator                   | \$10.00                              | \$18.10   | \$20.26                               | \$22.45  | \$31.00                               |
| Jig Borer/Grinder Operator         | \$12.08                              | \$21.58   | \$22.17                               | \$22.71  | \$29.25                               |
| Lathe Operator (Automatic)         | \$10.00                              | \$18.14   | \$19.67                               | \$22.10  | \$36.00                               |
| Lathe Operator (Engine)            | \$12.00                              | \$19.36   | \$20.89                               | \$22.22  | \$34.00                               |
| Machinist, All Around              | \$12.00                              | \$21.45   | \$23.09                               | \$24.68  | \$39.50                               |
| Milling Machine Operator           | \$10.00                              | \$18.13   | \$19.83                               | \$21.77  | \$33.50                               |
| Moldmaker/Die Cast Diemaker        | \$12.00                              | \$21.66   | \$24.60                               | \$25.70  | \$32.00                               |
| Polisher (Molds)                   | \$11.00                              | \$19.31   | \$20.36                               | \$21.58  | \$30.04                               |
| Punch Press Set-up & Operator      | \$9.00                               | \$15.82   | \$17.62                               | \$19.48  | \$27.05                               |
| Saw Operator                       | \$9.00                               | \$14.37   | \$14.80                               | \$15.24  | \$28.00                               |
| Special Machine Builder            | \$11.50                              | \$22.15   | \$23.94                               | \$26.96  | \$40.87                               |
| Toolmaker (Jigs, Fixtures, Gages)  | \$10.50                              | \$23.06   | \$24.20                               | \$25.73  | \$39.40                               |



|                         | Typical<br>NTMA | New<br>England | Mid<br>Atlantic | South<br>East | Mid-<br>West | North<br>Central | South<br>Central | West |
|-------------------------|-----------------|----------------|-----------------|---------------|--------------|------------------|------------------|------|
| <b>Benefit Programs</b> |                 |                |                 |               |              |                  |                  |      |
| Medical/Hospitalization | 95              | 86%            | 88%             | 100           | 89           | 88               | 93               | 97   |
| Medical/Hospitalization | 86              | 56%            | 88%             | 100           | 89           | 88               | 73               | 92   |
| Prescription Drug Plan  | 89              | 72%            | 93%             | 100           | 90           | 90               | 82               | 89   |
| Dental Plan             | 81              | 72%            | 76%             | 75            | 83           | 83               | 73               | 93   |
| Vision/Optical Plan     | 50              | 28%            | 55%             | 58            | 47           | 48               | 55               | 67   |
| Cafeteria Plan          | 54              | 78%            | 46%             | 67            | 52           | 43               | 45               | 68   |
| Group Term Life         | 82              | 89%            | 76%             | 92            | 94           | 79               | 55               | 67   |
| Long-term Disability    | 53              | 50%            | 53%             | 67            | 56           | 56               | 45               | 37   |
| Short-term Disability   | 64              | 78%            | 69%             | 75            | 81           | 54               | 55               | 22   |
| Employee Assistance     | 28              | 39%            | 26%             | 42            | 37           | 19               | 18               | 15   |

# BREAKING NEWS: NTMA ANNOUNCES NEW SUPPLY CHAIN NETWORK



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

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

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

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

Some history ... for many years, NTMA has held "purchasing fairs" where member companies were invited to attend sessions

in which buyers would come with their lists of needs. These events have yielded some very large work for a number of participating companies. Members and buyers alike observed, however, that the follow up is difficult and that staying in touch and keeping new relationships made at these fairs going amid competing priorities is challenging. From that challenge came the development of a Network with a focus on dialogue with the supply chain community.

Many NTMA members want to grow. They want connection to customers, who very often are procurement executives. If you ever attended an NTMA Purchasing Fair, then you got a taste of an event setting where buyers (who need reliable new suppliers) and sellers (with those capabilities) meet to find one another. The thinking goes that if we couple this concept with the #1 benefit that active NTMA members refer to as "networking," then you have the NTMA Supply Chain Network. Over time we can have NTMA Supply Chain Networking Events, social media communities, and even concierge networking to actively connect buyers with sellers. Members often say that networking is their number one payoff from NTMA participation – this takes that networking to a completely new level!

An important potential partner in this Network could be the ISM – the Institute for Supply Management ([www.instituteforsupplymanagement.org](http://www.instituteforsupplymanagement.org)). NTMA members usually do not have procurement professionals (certified, degreed, experienced, etc.) as our customers do. This a community of buyers along with the procurement,

logistics, provisioning and development of supply for companies. We see that ISM could play two roles in the network. First, connecting their manufacturing buyers with our Supply Chain Network members to help accomplish their initiatives. Second, to bring ISM mastery tools to NTMA members, potentially saving them thousands of dollars in direct and indirect spending. ISM is keen to share its procurement certification with NTMA members! This is an important organizational skill that impacts direct and MRO costs, inventory and lead time.

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

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

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



## NEW TWIST TO "OLD SCHOOL" PROGRAM FILLS MANUFACTURING ENGINEERING TALENT POOL



Fives Cincinnati's modern approach to proven apprenticeship program is producing the company's next generation of manufacturing technology workforce.

2012 U.S. Bureau of Labor statistics indicated the average manufacturing worker's age was 50, and half of the workforce was 10-15 years away from retirement. How will

we support high-tech manufacturing as the baby boomers leave the workforce? Most U.S. manufacturers are feeling the impact of the talent shortage in our industry, so this is a question many of us in human resources face. The method that is working well for Fives Machining Systems, Inc. is a new twist on a tried-and-true approach

to passing experience and knowledge to the next generation – the apprenticeship. Apprenticeships have been part of their company since its beginnings as Cincinnati Milacron in the late 1800s. The most recent iteration of the program was established in 2007, when the company was still MAG.

SEE "FIVES" NEXT PAGE



## 6S EXCELLENCE AWARD

### PURPOSE:

To improve the perception of American manufacturing by promoting and recognizing excellence in member shop organization and efficiency.

### HOW IT WORKS:

- NTMA companies apply for the award by submitting a self-assessment based on criteria that demonstrate best in class practice in the six S's: 1. Safety, 2. Sort, 3. Set in Order, 4. Shine, 5. Standardize, 6. Sustain.
- Certificates are awarded for 5 years based on self assessments submitted. If recipient receives 5 in row, then they get a trophy. The trophy is modular such that additions could be added for 10, 15, 20 year achievements.

### SPONSORSHIP OPPORTUNITY:

- Award naming rights
- Conference exposure via introductions, etc.
- Promotional exposure: web, print, blogs, emails that promote and support the award.

Submit application by  
October 1, 2015  
to [6saward@ntma.org](mailto:6saward@ntma.org)



## TECHNOLOGY EXCELLENCE AWARD

### PURPOSE:

To strengthen the precision custom manufacturing industry by recognizing and sharing excellence.

### HOW IT WORKS:

- Members who demonstrate advanced application of a technology or business practice that results in improved business performance are eligible to be nominated for this award
- Nominations submitted to Tech Team from: Chairman, Chapter Execs, Regular members, and associate members
- Nominations are to be electronically completed and submitted on web site
- Winners are selected by the Technology Team as judged against selection criteria: (business impact, innovation, longevity, etc.)
- Winners presented at Fall Conference general assembly
- Winners present a brief description of their awarded technology or practice at the NTMA Fall Conference

### SPONSORSHIP OPPORTUNITIES:

- Award naming rights
- Conference exposure via introductions, etc.
- Promotional exposure: web, print, blogs, emails that promote and support the award.



Submit nomination by  
January 15, 2016  
to [klamarca@ntma.org](mailto:klamarca@ntma.org)

### "FIVES" CONTINUED

The current program supports effective succession planning to replace exiting skill sets, while at the same time raising the bar by challenging apprentice candidates to earn a higher education degree, while they learn on the job.

Through a partnership with Gateway Community and Technical College in Florence, KY, Fives' apprentices complete a rigorous academic program and "earn as they learn" through an intense 8,000-hour on-the-job-training rotation. A unique aspect of the program is that Fives has participated in the development of the curriculum, which includes more lab hours than programs offered by typical four-year schools. The program is now in its seventh year; six apprentices have graduated from the program, with eight others currently enrolled. The results have exceeded expectations in terms of both numbers and the quality of the graduated employees. A common trait among the apprentices is

that they are driven to succeed. This program provides them an opportunity to back up their ambition with technical skills and work ethic and, at the same time, bring vitality to the workplace that is often contagious to all employees.

Today's high tech manufacturing requires a strong skill set underpinned by a solid grasp of mathematics, so Fives works with high school guidance counselors to identify potential apprentice candidates, as well as promote the program to current college students and displaced workers. They use extensive outreach pathways to secure the best and brightest candidates available, including job fairs and recruitment of military personnel whose enlistments are ending. Many veterans received technical training while in the service and they typically have desirable traits such as dependability, accountability and maturity.

As job creation continues to be a hot topic in the U.S., this program has gained

national attention through the NBC Nightly News segment "America at the Crossroads," hosted by Tom Brokaw, as well as in articles in trade magazines and newspapers. This further demonstrates the importance developing U.S.-based manufacturing technology jobs.

With an investment of approximately \$200,000 per candidate, Fives Cincinnati demonstrates a commitment to developing best-in-class service, products and manufacturing solutions for their global customer base. This Apprenticeship Program not only provides a means to promote manufacturing as a career choice for highly motivated individuals, it also ensures that some of the "best and brightest" young manufacturing minds in the U.S. are working to bring the latest machine tool and manufacturing technologies in the name of Fives.





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# EMO Executive Technology Tour Milan, Italy

OCTOBER 4-9, 2015

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

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PRECISION TOOLING INC.

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Your Partner for Innovation

**KENNAMETAL**

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**WALTER**

**LOKUMA**

## Trip Details

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

**Registration deadline extended to September 11!**

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

## PRICING INFO:

### EMO Executive Technology Tour Administrative Fee

\$1,395 - NTMA Member Rate

This fee includes an EMO show pass, World Expo pass and five group dinners.

\$495 - NTMA Member Spouse Rate

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

### Optional Ferrari Factory Tour :

\$150 - Monday, October 5th

Includes transportation between hotel and Ferrari plant and lunch.

(Limited to first 20 individuals to register)

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

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

## NTMA CHAPTER ORGANIZATION QUESTIONNAIRE



By now each Chapter Executive has received (and many have already completed!) the ninth annual Chapter Organization Questionnaire. The primary purpose of this survey is to help chapter leadership better understand what is needed to organize a successful chapter. The secondary purpose is to help guide NTMA in our commitment to provide necessary resources and tools the chapters can use to attain organizational excellence.

An added benefit of completing the questionnaire is that chapter leadership will gain a greater awareness of the practices necessary for achieving and maintaining a successful chapter. Chapter Executives are encouraged to share this questionnaire with their Board of Directors and Trustees and to collaboratively submit their response. The completed survey can be a tool in further developing the chapter going forward, too.

Chapters demonstrating a high level of organizational excellence and measureable engagement with NTMA on a national level will be recognized with NTMA Star Chapter Status at the 2015 Fall Conference. Awards and recognition are based upon audited survey responses in accordance with the NTMA Star Chapter Program.

NTMA requests that every NTMA chapter participate in this questionnaire, which is due

September 21, 2015. If you have any questions please contact Kelly LaMarca ([klamarca@ntma.org](mailto:klamarca@ntma.org)) or Chapter Executive Team Leader Torree Pederson ([execdir@kcntma.org](mailto:execdir@kcntma.org)).



**NTMA** FINANCIAL MANAGERS  
ROUNDTABLE

KANSAS CITY



Date | Wednesday, November 11

Where | CBIZ  
700 West 47th Street  
Kansas City, MO 64112

Cost | **NTMA MEMBERS**  
\$400 - Early Bird Member Rate  
\*Deadline 10/14/15\*  
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To register or for more information contact Brittany Belko • 216-264-2848 • [bbelko@ntma.org](mailto:bbelko@ntma.org)



## RESOURCE PARTNER SPOTLIGHT

### NTMA MEMBERS-ONLY RESOURCES

NTMA offers a variety of members-only advisory resources – resources that can help with member companies' operations and compliance. Like Affinity Partners, these resources are among the most tangible benefits of NTMA membership.

NTMA is proud to help our members save millions of dollars each year on products, services and resources essential to the operation of their businesses. Look right here each month to learn more.

## BLR® — BUSINESS & LEGAL RESOURCES

BLR simplifies compliance with state and federal legal requirements to help compliance professionals become more successful. With authoritative answers and practical, easy-to-use tools, in-house experts and an exclusive attorney network, BLR provides comprehensive, reliable, state-specific information.

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- BLR's Ask the Expert service will ensure you find answers to even your toughest questions

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Comply with OSHA and create a safety culture that works. Using BLR's content, tools, and best practices, NTMA members can boost employee engagement and understanding of what matters at your workplace. By mastering the complexities of OSHA standards, you'll be able to train workers to avoid injuries and fines and keep employees focused on reducing risk.

Meet the highest workplace safety standards with:

- Ready-to-use safety training online or on-site, with interactive exercises, quizzes, handouts and more
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tion, news and alerts, as well as industry best practices

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- Ask-the-Expert feature with personalized responses to your compliance questions
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- Employee safety newsletter templates, articles and features

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Find an online collection of environmental news, federal and state regulatory updates, webinars, guidance, and tools that you can use every day to ensure compliance with water, air, chemical, storage tank and hazardous waste regulations.

- Reliable information, written in Plain English, on complex EPA and DOT laws like CAA, EPCRA, RCRA, CERCLA, SPCC, SDWA, and NPDES, and regulatory requirements for GHG, chemical and hazardous waste management
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- EHS newsletter templates, articles and features
- Twice a week regulatory email alerts to your desktop
- Ask the Expert: Stumped by the regulations? Ask our Environmental professionals a question and get a personalized response within three business days

**ARE YOU TAKING ADVANTAGE OF ALL THAT BLR OFFERS NTMA MEMBERS?** If you're not sure, you'll access

BLR resources through NTMA's members only section ([www.ntma.org](http://www.ntma.org)) in the Resources tab. For further assistance contact the Member and Chapter Services Executive for your region or Sarah Shoaff, NTMA Director of Membership and Business Development ([sshoaff@ntma.org](mailto:sshoaff@ntma.org)).



## SALES AND MARKETING WORKSHOP: SHARED CHALLENGES AND LEARNED TECHNIQUES FROM INDUSTRY EXPERTS

NTMA Sales and Marketing professionals as well as owners looking to enhance their sales skills have a unique opportunity to learn from experts in the manufacturing world – specifically accomplished sales and marketing professionals from industry leaders such as BIG Kaiser, Mazak and FANUC. That's what was on the agenda at the July Sales and Marketing Workshop at Mazak's Northeast Technology Center in Windsor Locks, CT. Nine states were represented among the 14 attendees – from across the Midwest, south to Texas and the eastern part of the U.S.

Moderated by NTMA Strategist Dan Bagley, panelists addressed sales processes and resources, benchmarking and measur-





# 2015 RMTMA FALL CONFERENCE

Friday, September 18, 2015  
11 a.m. to 6:00 p.m.

Hyatt Regency Tech Center  
7800 E Tufts Ave  
Denver, Colorado 80237  
Lunch and Cocktail Reception



## "Manufacturing Your Future in 2016 and Beyond"

Details: [www.RMTMA.org/Events](http://www.RMTMA.org/Events)



Learn how today's fast changing world is affecting...

- The future of manufacturing technology;
- Relationships with employees and customers;
- Your company's business plan.

### Sponsored by:



ing, and engineered selling. Drilling down into attendees' sales models and challenges and then roundtable discussions brought these concepts down to a more focused level, one of the highlights of the Workshop according to feedback received.

Alan Ortner, Sirois Tool Company of Berlin, CT observed that he "took home several good ideas" that he is putting to use in his business now.

Gary Poesnecker of Spectrum Machine and Design (Windsor Locks, CT) noted "I found value in the Sales and Marketing Workshop in that it gave me ideas on how to develop new business, information on the things I was doing properly as well as correction to the things that I was doing improperly." He added, "not coming from a sales background, the workshop gave me additional confidence to develop new customers more effectively."

This Sales and Marketing Workshop was hosted and sponsored by Mazak at their Northeast Technology Center, one of Mazak's eight Technology Centers in North America. The Center works closely with manufacturers from all industry segments, with a special focus on the medical, and jet engine / aerospace sector, to gener-



Above: Brainstorming session to start the day, led by Dan Bagley, NTMA Strategist

Below: Rick Ware, VP of Marketing, Mazak, presenting to the group



ate the most innovative ideas for increasing productivity, efficiency and equipment utilization.

The Technology Center helps optimize their customers' part-processing operations by providing:

- Access to the latest Mazak machine tool technology for testing new product solutions
- Process and application engineering
- Training facilities and educational seminars
- Collaboration opportunities with their cutting tool, workholding and automation partners to develop new manufacturing solutions



Thank you to Mazak for their generous support that helped make this one of the most highly rated workshops conducted to date. The next Sales and Marketing Workshop is scheduled for November 4 at Hurco (Indianapolis) just prior to the Supply Chain Network Fair scheduled at that same site on November 5.





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WE'RE OPENING POSSIBILITIES.**

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## INTELLIGENT TECHNOLOGY IS OPEN TECHNOLOGY.

Okuma's OSP Control is the only truly open-architecture, highly reliable, easy-to-use control with user-driven customization. Multiple USB ports and standard Ethernet capabilities enable easy access to peripheral equipment, business systems, and online documentation.

Further flexibility comes with machine tool apps. The Okuma App Store delivers the full potential of what's possible with the OSP-P Control. For even further customization, Okuma offers the API associated with the control free of charge so that you can even write your own apps to perfectly suit your manufacturing needs.

And new from Okuma is the next generation intelligent CNC functionality, OSP Suite. This control features premium applications to increase the efficiency of each manufacturing process by increasing status visibility and digitizing shop floor production instructions and other documentation. Okuma's technology strength becomes your strength to grow and expand in the future.

## SMART SERVICE FOR MANY YEARS RUNNING.

Okuma Customer Service is all about keeping you up and running. For instance, our OEM certified exchange parts are designed to maintain peak performance, are in most cases shipped within a day and come with a one-year warranty.

To ensure that manufacturers have fast access to local service and support, Okuma employs the industry's largest independently-owned distribution network with 45 locations throughout North and South America and over 550 dedicated service and parts professionals. Okuma trained and customer focused, they know our machines front-to-back and top-to-bottom. Their long-standing relationships with our company ensure that you have consistent, highly capable support for the life of your machine.

Other Okuma customer-centric services include: 24/7 tech support, Constant CARE, remote access assistance, and Q24 emergency door-to-door global parts shipping.

## OPEN POSSIBILITIES

The road to tomorrow starts here. Open Possibilities.  
Endless opportunities. Okuma.





CLEVELAND  
CHAPTER



## CLEVELAND CHAPTER NETWORKING EVENT EXPLORES FUTURE OF DIGITAL MANUFACTURING



Cleveland chapter members and Kennametal staff

The NTMA Cleveland Chapter held their July chapter meeting and networking event at the Kennametal manufacturing facility in Solon, OH. NTMA members continually rank “networking events” highest among membership benefits; so, it was no surprise that this event was well attended by over 30 people from 10 different shops.

The event was organized by Cleveland Chapter President, Tanya DiSalvo, a big believer in the value of networking opportunities. In her leadership role, Tanya is continuously on the lookout for networking experiences in which members “can take something away and apply it tomorrow to be successful.” She added that “the digital manufacturing topic seems to be everywhere these days, so an event focused on this topic was easy to run with.”

“Every company is co-existing with the opportunities and challenges which new

doing. We wanted to create a dialogue for all of us to learn from each other in this journey to the Digital Factory,” said Chris Merlin, Kennametal Liaison to NTMA.

Dave Cope, Kennametal Manager of Engineered Solutions, started the event with a presentation about the capabilities of their custom engineering team as well as the role of new digital technology in areas of estimating, quoting, process planning and customer experience. Following a short introduction about Digital Manufacturing from Merlin, NTMA members toured the Solon facility, a large steel tool holder production facility. Throughout the tour they witnessed various degrees of Digital Manufacturing technology adoption, including the latest NOVO Optimize program, which collects machining data for use in process optimization. Many groups had detailed discussion about “what could be possible” with use of new digital tools.



Chris Merlin, Kennametal Commercial Activities Leader, Key Accounts discusses digital manufacturing with Cleveland Chapter members.



Above: Kennametal welcomes the Cleveland NTMA chapter  
Right: Kennametal staff gives a tour to Cleveland chapter members



technology and The Internet of Things is bringing into manufacturing. Our company (Kennametal) has been on the journey for a while with our NOVO program, and we thought, wouldn't it be great to open our doors and show what we have been

Based on members' feedback, the event provided

real, tangible ideas and tools to take back to their shops. For example, Don Andraski, Vice President at Diemaster Tool & Mold said “I thought the tour was very informative. The employees were knowledgeable and willing to answer all questions. One of

the tools I found very interesting was the NOVO app. I am hoping to incorporate it into my business.”

“What we see is that every precision shop is continuously innovating each day in order to thrive. It's not just in the areas of digital. When it comes to innovation and being on the cutting edge, NTMA members are always pushing the limits. This event was about getting together to discuss how we could help them in the areas of technology, cutting tools, processes and opportunities,” noted Marc Helman, Sales Manager for Kennametal.

“Our members got an update on the newest system, NOVO, and how it can impact smaller shops. We are excited about partnership opportunities with Kennametal and to use the NOVO tool and to really take advantage of the time savings they spoke about. Specifically for my company (Criterion) these resources can make us more competitive – that would be a huge advantage for us as a small shop!” concluded DiSalvo.





The NTMA logo features the letters "NTMA" in a bold, white, sans-serif font. The "N" and "T" are connected, and the "M" and "A" are also connected. The logo is set against a dark blue background that is part of a larger banner held by two hands.The Supply Chain Network logo consists of the words "SUPPLY CHAIN NETWORK" in a white, sans-serif font. To the right of the text is a white icon of two hands shaking, symbolizing a partnership or agreement. The logo is set against a dark purple background that is part of a larger banner held by two hands.

*More than your traditional Purchasing Fair, the Supply Chain Network Fair will bring together buyers and sellers and provide an ongoing forum to stay connected.*

**Thursday, November 5, 2015**

**Welcome Reception:**

**Wednesday, November 4, 2015**

**5:30pm - 7:00pm**

**Host Location**

**HURCO®**  
mind over metal™

**Hurco USA**  
**One Technology Way**  
**Indianapolis, IN**

**Supply Chain Network Fair Rates**

Member Early Bird.....\$795  
(until Friday, October, 9)  
Member Regular .....\$995  
Non-Member Early Bird.....\$1495  
(until Friday, October, 9)  
Non-Member Regular .....\$1695

*Are you also attending the Sales & Marketing  
Workshop on November 4th?  
A discounted early bird registration rate  
to attend both is only \$1145*

**Hotel Information**



**Wingate by Wyndham Inn**  
**Indianapolis Northwest**  
**6240 Intech Commons Drive**  
**Indianapolis, IN 46278**

Room block is available

*NTMA Rate is \$79 plus tax per night  
Cut-off Date is Friday, October 9*

*Call 317-275-7000 and use the group code  
"NTMA (HURCO)" to make a reservation.*

**Contact**

For questions, please contact  
Brittany Belko at 216-264-2848 or  
bbelko@ntma.org

"As a supplier, we have attended several NTMA Supply Chain Network Fairs over the last several years and they've been tremendous sales opportunities for us. This allows us to have face-to-face meetings with new potential customers and buyers whom we had previously been unable to gain access to. We typically send two of our people who each talk to 11 or 12 potential qualified customers. For the cost of registration, there is simply no other sales opportunity for us that comes close to the value we receive."

**Ron Overton, Overton Industries, Mooresville, IN**



**Now** Join the  
NTMA Supply Chain  
Network LinkedIn group to  
begin connecting with other buyers  
and suppliers looking to connect and  
communicate on an on-going basis.

An important connection within the Supply Chain Network Fair is ISM – The Institute of Supply Management. ISM is a community of buyers, procurement managers, logistics managers and much more and they can play two important roles in the network. First, connecting their buyers with NTMA members to help accomplish their initiatives, and second, bringing their mastery tools to NTMA members to potentially save them thousands of dollars in direct and indirect spending.



**Wednesday, Sept. 2nd** 1 hour Introduction webinar  
presented by Dan Bagley, NTMA Strategist, and featuring other  
procurement professionals. A chance to learn more about the Supply Chain  
Network Fair and how to make this new concept beneficial to you and your organization.



**Wednesday, Oct. 28th** Receive a list of confirmed Buyers and their  
outsourcing requirements via email to prepare for the Supply Chain Network Fair. You  
will also receive instructions on how to schedule your Buyer appointments. You will be  
responsible for making your appointments and they will be on a first come basis (limited  
based on registration numbers).



**Wednesday, Nov. 4th** 1.5 hour Sales Seminar presented by Dan Bagley,  
NTMA Strategist. Join Dan for a conversation on sales techniques and tips to make  
your experience at the Supply Chain Network Fair a great one. (Full Sales & Marketing  
Workshop is available at an additional registration fee.)



**Wednesday, Nov. 4th** 1.5 hour Welcome Reception sponsored by Hurco  
USA. Take advantage of this opportunity to network and mingle with other buyers and  
sellers.



**Thursday, Nov. 5th** Supply Chain Network Fair. Featuring scheduled 15  
minute appointments, you will have the opportunity to sit down and connect with  
numerous buyers. Lunch will be provided as an additional networking opportunity.

**Register today and get connected to this new concept –  
The Supply Chain Network Fair**



## GOVERNANCE LEADERSHIP TEAM

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

The NTMA Governance Leadership Team's primary purpose is to focus and lead NTMA in a way that brings value to its members while ensuring there is consistent governance and forward looking direction for the association.

### THE GOVERNANCE LEADERSHIP TEAM'S FOCUS AREAS ARE:

- Governance of NTMA
- Policy
- Budget
- Strategic Planning

Among its roles and responsibilities are: management of Association affairs, fiscal responsibility, governance and policy, strategic planning and industry awards. Team

Leader Herb Homeyer noted that leadership teams are vital to the financial and operational excellence of NTMA. He added that without high quality team leaders and members, NTMA could not continue to operate at its high standards.

The Standing Teams, many of which have been profiled in past issues of The Record are:

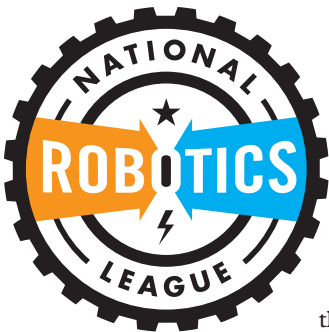
- Executive Team
- Audit Team
- Budget and Finance Team
- Nominating Team
- Leadership Teams

### GOVERNANCE LEADERSHIP TEAM MEMBERS:

Herb Homeyer, Team Leader  
Dave Tilstone, Governance Leadership Team Staff Liaison

### NTMA 2015 EXECUTIVE TEAM MEMBERS ARE:

Herb Homeyer, Chairman of the Board  
Ken Seilkop, Board Member  
Mark Vaughn, Board Member  
Matt Wardle, Board Member  
Ted Toth, Board Member  
Dave Tilstone, President/Staff Liaison  
Doug DeRose, Secretary/Treasurer



I have to admit, I am a person that reads the spoilers. I want to know if I should invest my time in a TV show, movie or book. We all have limited time to spend on leisure activities. Doesn't it help to have a little inside information before making a huge commitment?

Therefore, I am going to give you the spoiler to Jennifer McNelly's keynote address at the NTMA SW Conference. Her last slide displayed the following:

### GET UP. GET INVOLVED. GET ENGAGED.

The other 46 slides in her extremely informative presentation made the case for why manufacturing companies need to take the leadership role in building a quality workforce. Ms. McNelly is the President of The Manufacturing Institute and, in my opinion, the driving force of manufacturing workforce development in our nation. During her presentation, she

## GET UP. GET INVOLVED. GET ENGAGED.

BY BILL PADNOS, NTMA DIRECTOR OF YOUTH ENGAGEMENT



Zack Stewart, L & S Machine Company

stated that an unfilled position at a manufacturing company costs 11% of potential earnings. If that statistic is coming from her, consider it to be 100% accurate and very scary at the same time.

Let's get back to her last slide. It was a charge to the audience that the only real players in the Closing Skills Gap game are

"L&S MACHINE COMPANY IN LATROBE, PA IS A SUPPORTS THE BOTS IQ PROGRAM FOR A VARIETY OF REASONS BUT MAINLY IT ALLOWS US TO INTERFACE WITH THE KIDS THAT SOMEDAY EVENTUALLY ENTER THE WORK FORCE FROM JUST OUT OF HIGH SCHOOL TO COLLEGE GRADUATES. ONE IN PARTICULAR, ZACK STEWART, FOUND HIS CALLING IN WORKING IN A MACHINE SHOP FROM HIGH SCHOOL AND GOING ON TO EMPLOYER PAID STUDIES AT WESTMORELAND COUNTY COMMUNITY COLLEGE. I BELIEVE IF NOT FOR THE BOTS IQ PROGRAM HE WOULD HAVE FLOATED FROM MENIAL JOB TO MENIAL JOB WITH LITTLE EDUCATION. WE ALSO SUPPORT THE BOTS-IQ KIDS THROUGH THEIR COLLEGE YEARS AS THEY MAKE GREAT INTERNS WITH THE MECHANICAL KNOWLEDGE NOT TO MENTION THE TEAM INACTIONS THEY GET FROM THE PROGRAM."

Rob DiNardi, President, L&S Machine Company

manufacturing companies. So, what are you going to do about it?

Yes, it is my responsibility to say to you that the best way to Get Up, Get Involved and Get Engaged is to utilize the NRL program as one of your company's workforce development projects. The program

is designed by industry to build a pipeline of talented, skilled and enthusiastic workers. I believe in the product that I am selling and want your buy-in. Do not just take my word for it; listen to what your colleagues are saying.

"MEETING JAKE ON THE ROBOTICS TEAM WAS ANOTHER GREAT EXPERIENCE FOR SATTTLER COMPANIES. WHAT IMPRESSED ME THE MOST WAS THAT HE CONVINCED ME HE WAS THE BEST INVESTMENT I COULD MAKE IN A NEW EMPLOYEE. HE WAS ABSOLUTELY CORRECT. JAKE HAS THE ACADEMIC AND TECHNICAL SKILLS FOR SATTTLER COMPANIES AND IS ENTERING AS A FRESHMAN IN MANUFACTURING ENGINEERING AT THE UNIVERSITY OF AKRON. HE IS A GREAT EMPLOYEE AND I OBSERVED ALL THAT FIRST HAND DURING OUR NRL TEAM EXPERIENCE."

Emily Lipovan, President, Sattler Companies



Jake Williams, Sattler Companies

This is why the NRL is in existence. It is to connect students like Zack and Jake with manufacturing companies willing to serve as Industry Advisors to their respective NRL team. L&S Machine Company and the Sattler Companies Got Up, Got Involved, Got Engaged and most of all, GOT WORKERS. These students might never have been on the pathway to a career in manufacturing without the combination of being involved in the NRL program and having an Industry Advisor take an interest in their future.

Involvement in the NRL program is 50% community support and 50% self-interest. It is wonderful to provide the human and material resources for a school so they can build a Bot, but it is even better if this small investment of your company's time, talent and treasure turns into a workforce pipeline.



**Register  
Now!**



## FINANCIAL MANAGERS ROUNDTABLE

LOS ANGELES / SANTA FE SPRINGS

### Date:

Wednesday, September 30

Welcome Reception & Dinner: Tuesday, September 29 - 6:00pm

### Where:

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

### Cost:

#### NTMA MEMBERS

\$400 - Early Bird Member Rate

*\*Deadline 9/9/15\**

\$475 - Regular Member Rate

#### NON-MEMBERS

\$525 - Non-Member Rate

*Continental Breakfast & Lunch Included*

Financial Managers  
Roundtables  
Sponsored by:



There is no cancellation fee prior to 10 days before event.

If cancelled less than 10 days prior, it is non-refundable.

\*For more information regarding our cancellation policy, event registration refunds or other concerns, please contact the NTMA office at 216-264-2822.\*

### CPE Information:

At this conference, participants will learn about:

- Tax Update
- Benefits & Usage of 13 Week Cash Flow
- Pros/Cons of Corporate Structures in Current Tax Environments
- Benchmarking

Speakers from the industry and the profession will present new ideas and valuable information on financial management. With session on tax update, benefits & usage of 13 week cash flow, pros/cons of corporate structures in current tax environments and benchmarking, your organization will want to be represented as participants deal with the current issues facing financial managers in manufacturing.

### CPE Credits Available

- Details Coming Soon -

### Additional Information:

**Who Should Attend:** CFOs/Controllers/Accounting Managers/  
Financial Managers of Manufacturing Companies

**Delivery Method:** Group Live

**Prerequisites:** None

**Advanced Preparation:** None

**Program Level:** Intermediate

### About CBIZ:

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

**For more information or to register contact:**

**Brittany Belko** ([bbelko@ntma.org](mailto:bbelko@ntma.org)) or phone 216-264-2848

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## YOUNG APPRENTICE WINS TOP HONOR IN PITTSBURGH



Tradition is important to Pittsburghers. When the national apprentice competition was suspended in 2012, the Pittsburgh Chapter leadership made a choice – the Southwestern Pennsylvania contest would continue.

Apprentices who meet entrance qualifications, typically third and fourth-year apprentices, compete at New Century Careers Training Innovation Center on Pittsburgh's Southside each spring for the coveted title of best metalworking apprentice in Southwestern Pennsylvania. The apprentices are judged on a written exam as well as the precision of their machined parts. However, 2015 brought a new twist to tradition.

This year, it wasn't just the experienced apprentices making the qualifying cut. In fact, a second-year apprentice made his mark on the contest. To participate, apprentices must either be in their third or fourth year, OR earn a minimum of five National Institute for Metalworking Skills (NIMS) credentials, which usually limits participants to those who are further along in their training. This year, however, second-year apprentice Josh Sanner qualified for the competition – and walked away as

the 2015 winner.

Sanner is from North Huntingdon, PA and is an apprentice machinist at Hamill Manufacturing Company in Trafford, PA. He has worked at Hamill for two years.

"Josh Sanner is proof that manufacturing is still alive and well with our younger generation. He has shown skill, dedication and the proper attitude to become an excellent machinist," according to Dan DiFonso, the first shift foreman and apprentice supervisor at Hamill. Sanner says his career is a natural extension of his interest in cars and mechanics. As for professional goals, Sanner said he wants to "make a good living doing something I like to do."

Founded in 1952, Hamill Manufacturing Company specializes in precision machining, welding and fabrication of complex components and also offers engineering



services. The Trafford company works in the defense, power generation, glass, steel, semi-conductor, aerospace and transportation industries. Hamill is a veteran-owned business.

The Pittsburgh Chapter NTMA congratulates Josh Sanner on his progress, commitment and achievements. Sanner won an NTMA/Gerstner toolbox... and his place in Pittsburgh Chapter NTMA history.



## RELIEVE THE GRID AND REDUCE ENERGY COSTS



Manufacturers greatly benefit from reducing energy consumption on the five days of the year when they suspect peak electricity demand on the grid could occur. Electricity utility companies measure and average each customer's energy usage in kilowatts on the five highest demand days of each year. That average, known as peak load contribution (PLC), can be reduced and managed through best practices. Usage can be reduced by dimming lighting, adjusting thermostat settings, shutting down equipment, using onsite power generators, or scheduling operations during nighttime hours.

Although customers and electricity utility companies can't predict on which five days the highest demand will occur, peak demand typically arises in afternoon hours during summer months. In the case of polar vortex weather events, exceptionally high peak demand may be

recorded in winter months.

Many electricity utilities notify local news outlets on days when peak demand is likely to occur, prompting the media to encourage consumers to reduce usage during peak demand hours. In some regions, manufacturers can subscribe to alerts that notify them to reduce consumption during specific peak demand timeframes. Utility websites and local news websites are good resources to check for notifications, as well as grid system websites, such as the PJM webpage.

Additionally, manufacturers can enroll in Demand Response programs to receive payments for agreeing to voluntarily reduce consumption when notified. Demand Response programs are beneficial because customers are alerted when the five peak demand days each year are likely to occur, enabling them to po-

tentially reduce their PLC. Plus, participants receive payments.

Electric utilities provide each customer's PLC, or "installed capacity tag," to electricity suppliers. Suppliers use each customer's PLC from the prior year to calculate monthly capacity costs/obligations. Customers should be able to review their bills and identify their PLCs at a glance. The PLC may be listed as "demand charge" or "billed load KW" on some customer bills. Since 2001, NTMA has endorsed APPI Energy to provide data-driven procurement and consulting solutions to members. If you have any questions regarding your PLC or energy bill, contact the APPI Energy customer service team for a courtesy evaluation at 800-520-6685.





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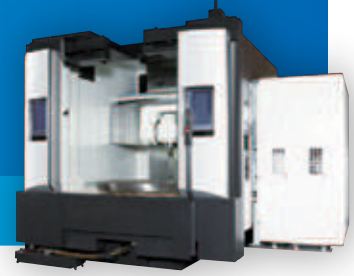
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4-axis lathes



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turning centers



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5-axis combination  
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From small parts to large parts, the range of Okuma vertical lathes includes chuck diameters from 17.72" to 78.74" and handles parts from a few pounds to 11 tons. At Okuma, our number one job is to open possibilities for the future of manufacturing. Which Okuma vertical lathe will open exciting possibilities for your company's future?

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**OPEN POSSIBILITIES**



# FIVES GIDDINGS & LEWIS INTRODUCES NEW V SERIES VERTICAL TURNING CENTER PRODUCT LINE



The new Giddings & Lewis V Series from Fives is a versatile line of vertical turning centers for shops looking for a dependable, multi-purpose lathe capable of handling a wide range of parts, including pumps, valves, gears, bearings, compressors, wheel hubs, jet engine housings and more. With high metal removal rates and high precision, the 800 to 2500 mm (31.5 to 98.4 in) V Series lathes offer unmatched standard features and superior value.

The company recently introduced the new product line to more than 60 representatives and regional managers from across the country during a two-day training session. "I think G&L has a real winner here," said Bob Jurack, General Manager of Concept Machine Tool and Fives Giddings & Lewis Midwest representative. "To be able to offer a Giddings & Lewis quality machine tool, built in the US, at an affordable price should appeal to a lot of job shops." A V 1250 will be on display in the Concept booth at the upcoming Wisconsin Manufacturing and Technology show October 6 – 8 at State Fair Park in West Allis.

"We're excited about this new line and with the strong support of our parent company, Fives, expect to see more new products and innovations from Fives Giddings & Lewis in the near future," said Kevin Lichtenberg, Fives Giddings & Lewis vice president and general manager.

For additional information on the Giddings & Lewis V Series, as well as the entire line of Fives' Metal Cutting | Composites, see: [fivesgroup.com](http://fivesgroup.com) or the dedicated Metal Cutting | Composites website <http://www.metal-cutting-composites.fivesgroup.com>.

About Fives in Metal Cutting | Composites

Fives designs and supplies machine tool and complete manufacturing solutions in a broad range of industrial sectors.

With a strong foundation based upon renowned legacy names such as Cincinnati,

Giddings & Lewis, Forest-Liné, Liné Machines and Rouchaud, Fives is recognized as the preeminent provider of outstanding manufacturing solutions which are at the heart of its customers' performance.



Fives Metal Cutting | Composites dedicated teams – approximately 1200 people in over 15 countries – serve key industrial markets including aerospace, automotive and truck, heavy equipment, oil and gas, rail, wind, energy and general machining. With manufacturing and support operations strategically located worldwide, Fives and its Metal Cutting & Composites businesses offer comprehensive lines of

equipment and technologies including automated assembly, laser welding and cutting, turning, milling, composites processing and software with the associated support services (maintenance, spare parts, retrofit, overhauling and upgrading).

## ABOUT FIVES

Fives is an industrial engineering Group with a heritage of over 200 years of engineering excellence and expertise. Fives designs and supplies machines, process equipment and production lines for the world's largest industrial groups in various sectors such as aluminum, steel, glass, automotive, logistics, aerospace, cement and energy, in both developing and developed countries.

In all these sectors, Fives designs and manufactures equipment and innovative solutions, which better anticipate and meet the needs of its customers in terms of performance, quality, safety and respect for the environment.

In 2014, Fives achieved a turnover of 1.560 million Euros and employed close to 8,000 people in about thirty countries.



SAVE THE DATE



PLANT MANAGERS  
ROUNDTABLE

ST. LOUIS

## NTMA PLANT MANAGERS ROUNDTABLE

TUESDAY, OCTOBER 20, 2015

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8:00AM - 4:30PM

### Sponsored by:



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# EXPLORE THE FUTURE OF DATA-DRIVEN MANUFACTURING AT DISCOVER 2015

**Mazak**  
Your Partner for Innovation

Current industry discussions on smart machines, in-depth analytics and the Industrial Internet of Things are giving rise to the next-generation of products and technologies intended to revolutionize parts manufacturing via big data. At its DISCOVER 2015 event this fall, Mazak will spotlight how it is leading the way in data-driven manufacturing and what modern machine tools, advanced software and interconnectivity practices can be applied today to prepare for the future.

More than 30 of Mazak's latest machine tools will be on display during the event, taking place October 27 - 29 and November 3 - 5 at the company's North American Headquarters in Florence, Kentucky. The machines will perform cutting demonstrations of real-world parts, including blisks, aircraft engine casings, spiral bevel gears, aircraft propellers, tibia trays, brake rotors and fly fishing reels, via modern Multi-Tasking, HYBRID Multi-Tasking, 5-axis, milling and turning techniques.

The majority of the machines will feature the company's new SMOOTH TECHNOLOGY platform that has transformed the way Mazak equipment performs, especially in terms of 5-axis and contouring operations. Revolutionary CNC technology, advanced machine design and unequalled engineering resources are the foundation of this platform and, together, provide unsurpassed ease of operation and unmatched productivity.

Automation will play a role in some of the cutting demonstrations to showcase the value fully integrated production systems bring to data-driven manufacturing. Robotic cells and Mazak's modular PALLETECH palletized manufacturing system for lights-out operations will be



among the automation solutions on display. Additionally, the company will debut new software that makes it easy to monitor a PALLETECH-based manufacturing cell from almost anywhere using a smartphone or tablet.

A select number of Kentucky-made Mazak machines will also make their official debut at the event. Designed and built in the company's newly transformed North American manufacturing plant, these models feature

never-before-seen iterations of the SMOOTH TECHNOLOGY CNC.

Mazak will give tours of its renewed manufacturing plant, which encompasses 536,000 square feet of the company's overall 800,000-square-foot manufacturing campus. Having invested \$30 million in its campus last year, Mazak has implemented what it refers to as the iSMART Factory concept into its plant. The concept harnesses the power of

connectivity to optimize Mazak's Production-On-Demand manufacturing operations at every level.

In conjunction with the iSMART Factory tours, Mazak will discuss how manufacturers can tap into the data available to them now to gain real-time actionable intelligence using advanced communications protocols such as MTConnect.

Additional DISCOVER 2015 event details, including open registration, are available at [MazakUSA.com/DISCOVER2015](http://MazakUSA.com/DISCOVER2015). Mazak will post new information to the site over the coming months so those interested in attending the event should check back often. Event updates will also be available on Mazak's Facebook and Twitter pages.

For more information on Mazak's products and solutions visit [www.MazakUSA.com](http://www.MazakUSA.com) or follow them on Twitter and Facebook.





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INDIANAPOLIS

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# ONE MILLION VETERANS LOOKING FOR FULL-TIME JOBS — “THE GOVERNMENT’S PROBLEM?”



Most Americans have a vivid impression of the D-Day landings in Normandy when the Allies stormed the French beaches fortified by the Nazis. Heralded as the largest allied invasion force of WWII, our troops fought their way through every obstacle and deadly fire to gain a foothold. These soldiers, drawn from every corner of America and beyond, put their lives on the line to do our country's bidding.

One month into the invasion, there were about one million Allied troops and support teams on the ground with more landing every day. It is easy for most of us to visualize in thought the map of their deployments up and down the Normandy coastline.

It's not so easy for us to visualize now the “deployment” of more than a million U.S. veterans across the country who are looking for full-time jobs even though they equal in number Allied forces in Normandy one month into the invasion. There are unemployed veterans and underemployed veterans (those working part-time while they look for full-time jobs) in every town, city and state in the country. But since they are not wearing the uniform, we don't even realize it when we pass them on the sidewalk.

Among the half-million-plus who are unemployed, most have exhausted their unemployment compensation (26 weeks in most states) and are living on food stamps and the charity of friends and family. Veteran support nonprofits providing many services from counseling, transportation and housing are going all-out to help veterans cope with the hardships of being without full-time jobs.

For all the efforts of state and federal government, military employment counselors and employment-oriented nonprofits,



Everette Historical/Shutterstock

and even though the economy is improving, the simple fact remains: There are still one million veterans looking for full-time jobs. Think of it: A group equal in number to all the Allied troops in France a month after D-Day.

At a time when many industries are looking for skilled and mature employees, why isn't the number of veterans looking for full-time jobs going down more quickly?

One answer is that it is often not easy for small businesses — which account for 70+% of the new employee hires every month — to find “the right candidates” to meet job requirements. All of us who have managed smaller companies know first-hand that recruiting new employees time-consuming, frustrating and is often delegated down the line to colleagues who have little recruiting experience.

The key point here is that because small businesses are making the decisions on far and away the majority of new job offers every month, the transition of veterans into the full-time workplace is ultimately in the hands of small business owners and managers.

Large companies, such as

those in the Fortune 1000, on average hire 12,000 to 17,000 a month, whereas small businesses hire 160,000 to 200,000 people a month, only a small fraction of whom are veterans. With so many new hires made by small businesses every month, it is clear that greater commitment to veteran hiring by small business leaders is the primary deciding factor in reducing veteran unemployment and underemployment by a significant degree.

In our experience in working with the employers over the last few years, we've met many companies that have a stated commitment to hiring veterans. But many of these companies have taken a very passive approach, waiting for veterans to find them. Job postings are often cryptic and leave out the type of information about career opportunities and benefits that would attract veterans. Those screening resumes and interviewing candidates often don't understand how to evaluate military training, skills and experience, and so overlook high potential candidates. Many companies make little or no effort to reach out to military employment counselors or nonprofit

employment facilitators and so don't have an effective referral network.

These are generally easy problems to overcome when company leadership makes it clear that hiring veterans is “really” a key priority. It's our experience in working with employers that when company leaders indicate a continuing interest in hiring veterans, recruiters and recruiting agencies take this seriously and get the job done.

There are plenty of resources to help and a good place to start is with the free download of our Guide to Military Hiring for Small Employers — a 20-page step-by-step guide that provides very practical steps for small employers to take to break through whatever problems they are encountering in hiring veterans. The Guide will lead you to other resources too. <http://www.CenterForAmerica.org/bpg.html>

Over the years, the business community has responded to proposals for government programs and regulations by saying “don't do this — business can handle this problem on our own.” This is certainly true when it comes to getting one million veterans into full-time jobs — as many people as our Allied Forces a month after the Normandy landing. Every small company hiring employees has a role to play in bringing veterans into the workforce. Today is a good day to renew your company's commitment to hiring at least one veteran. Think of it as your own D-Day.

For more information, contact Steve Nowlan, president, Center for America. 201-513-0379 or [snowlan@CenterForAmerica.org](mailto:snowlan@CenterForAmerica.org)







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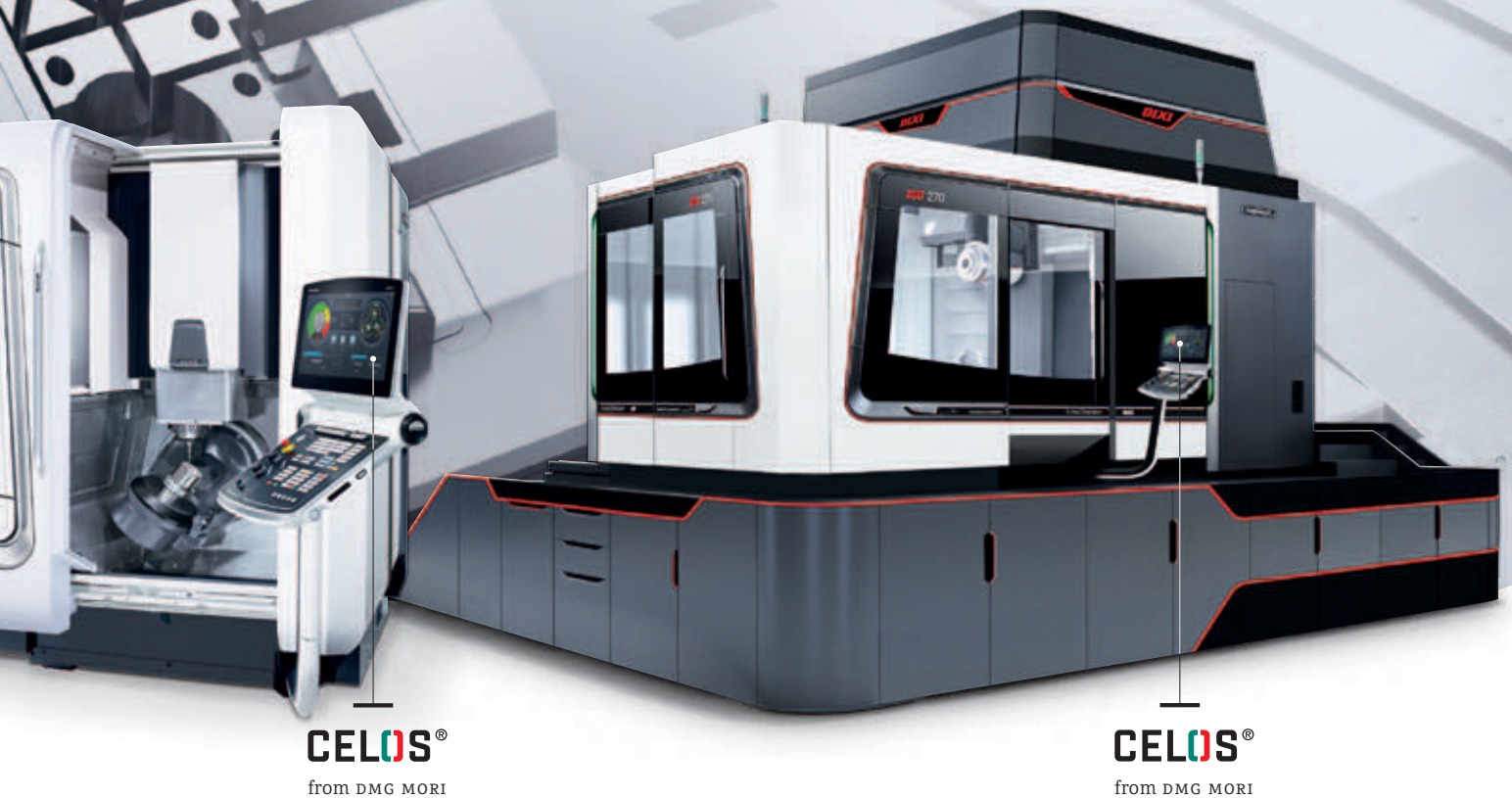


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**Machining time:** 16 hours



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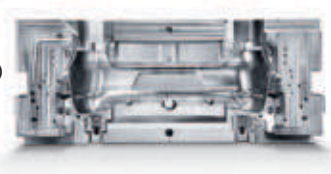
**Mold insert for bumper //**  
**Automotive**

**Material:** Steel (21CrNiMo2)

**Dimensions:**

98.4 × 39.4 × 55.1 in.

**Machining time:** 33 hours





# THE WEB OF ACA COMPLIANCE

BY MEGAN BECKMAN, PHR, SHRM-CP  
CBIZ HUMAN RESOURCES CONSULTANT



With health care reform in full force, 2015 is on target as a pivotal year for compliance. Business leaders and HR professionals are scrambling to untangle their data in order to successfully meet ACA's reporting requirements now in effect for the year-end. Like a spider web, not one company is the same and companies are left asking themselves, "are we prepared or are we stuck in our own intricate web?"

Each organization's benefit plan structures, data collection tools, and employee classifications are presenting unique challenges for maintaining ACA Compliance. However, with the challenges come new solutions and options, allowing organization to successfully handle the new hurdle.

Outlined below are general guidelines to ensure you are prepared for this imminent deadline:

#### • REVIEWING COMMON OWNERSHIP:

The first step to determine your level of ACA compliance is to determine which employees are considered under common ownership. According to the IRS common ownership typically applies for benefits and taxation purposes. A group of employers with sufficient common ownership are considered a single employer and all employees of each of the entities are added together to determine whether the employer has 50 or more employees.

#### • IDENTIFY YOUR ACA TOOL:

Payroll and HRIS vendors can support a company's software needs to track the Full Time Employee Equivalent (FTEE). With accurate and easy tracking, companies can more effectively report the required information to the IRS. The best vendors will meet your compliance requirements for tracking and reporting, and will provide consultation along the way. Three key features to look for in a solution are:

- Calculation of status by determining large or small employer status
- Tracking of hours and benefit plans offered to ensure compliance with shared responsibility
- Producing year end reports including the IRS Forms 1094 and 1095.

#### • CONFIRM SHARED RESPONSIBILITY COMPLIANCE:

Shared responsibility, for covered entities, requires every employee who works 30 or more hours per week (monthly average) to be considered as a full time employee (FTE). These FTE's must be considered eligible for benefit coverage under the employers' health plan, or the employer is at risk for a penalty. This is further explained in the IRS definition of a Full Time Employee (<http://www.irs.gov/Affordable-Care-Act/Employers/Identifying-Full-time-Employees>). In addition, the cost of this coverage may not exceed 9.5% of the employee's household income. Other stipulations must also be considered, like covering at least 60% of the costs associated with maternity care and prescriptions.

#### • DEFINE PROCESS FOR REPORTING:

Covered employers are required to complete and file IRS forms 1094 and 1095 beginning this year (forms are due in

early 2016). There are different versions of these forms based on each organization's benefit structure. Drafts of these forms were just released this month. (1095-C <http://www.irs.gov/uac/About-Form-1095-C> 1094-C <http://www.irs.gov/uac/About-Form-1094-C>)

While ACA continually evolves into a web with many designs, finding the right partner can make navigating it easier. With the proper tools, guidance and preparedness, every company can confidently come untangled and be on their way to a smooth transition heading into 2016!

For more information, contact: Ed Hinders 314-692-5822 or write [ehinders@cbiz.com](mailto:ehinders@cbiz.com)



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# IN MEMORIAM: TOM JENNISON

On April 22, 2015, the manufacturing industry in Pittsburgh lost an icon. Thomas A. Jennison, founder of the Jennison Manufacturing Group, passed away at the age of 70. Tom was a successful entrepreneur, a respected business owner, a caring father and grandfather and a loving husband. He spent most of his life building his business, The Jennison Manufacturing Group, which is comprised of Jennison Corporation, Jennison Precision Machine, Jennison Quality Components, Jennison Energy and Jennison Ice. He wanted to leave a legacy behind for his children and grandchildren, most of whom worked in the family businesses alongside Tom until just weeks before his passing. His penchant and excitement for growing his business and imagining new and better products and ideas was apparent by the long list of successful ventures he cre-

ated and helped others to create over a lifetime in the manufacturing industry. It was a gift and a passion shared by few and respected by so many of his colleagues and friends.


As a long-time member of the Pittsburgh Chapter NTMA, Tom was vocal about the need to train qualified workers to fill positions in area shops. His input helped to shape the NTMA apprentice training program.

Tom was a caring, proud, loving and well-respected man. He lived his life to the very fullest. He enjoyed golfing, boating, fishing and baseball. He and his wife of 25 years, Kathy, spent winters at their homes in the Bahamas and Naples, Florida. But Tom never left Pittsburgh for long. He spent every summer back at his home in Rosslyn Farms to be near his family. When he was in Pittsburgh, not a day went by that he didn't stop in at

the shop, just to say hello or to ask some of the employees how they were doing or to see what was new. That was important to him. He was proud of all that he had accomplished. Tom's children, Michael Jennison and Deborah Jennison Henry both assure that the Jennison Manufacturing Group will continue to grow and be successful for many generations to come.

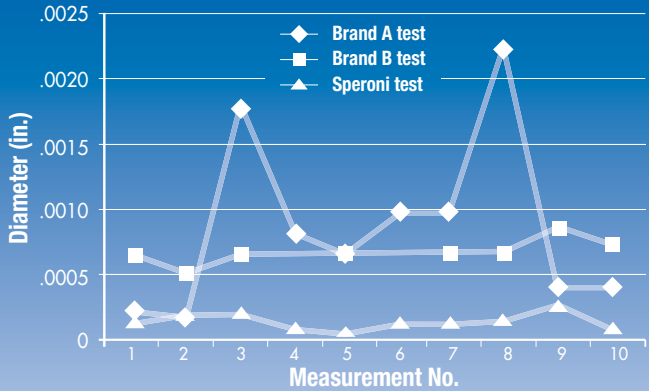
Tom Jennison's family asks that any donations be made to the American Cancer Society for Research in his honor and memory. Donations may be sent to: Western Region, 320 Bilmar Drive, Pittsburgh, PA 15205.





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| 5               | 0.0007             | 0.0007             | 0.0001             |
| 6               | 0.0010             | 0.0007             | 0.0002             |
| 7               | 0.0010             | 0.0007             | 0.0002             |
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# FINANCIAL MANAGERS ROUNDTABLE NEW NAME REFLECTS WIDER AUDIENCE



You may have noticed that a couple of months ago we moved our June CFO Roundtable in Cleveland to late August. We did it for a number of reasons, but the most significant one I can come up with is “because we are still figuring out these roundtables.”

We started with the NTMA roundtables last June, with a CFO event in Cleveland. We realized this year, that although we had good attendance last year, June and July are not good months for members to attend technical seminars. So, we did what we have been doing a lot of this year – adjusting on the fly to better serve the needs of membership.

In that same regard, we are going to tweak the CFO Roundtable one more time and give it a new, more inclusive name starting in September: Financial Managers Roundtable. We have looked at our membership and realized most mem-

bers don’t have CFOs, nor do you have Controllers. This Roundtable provides information for these positions, as well as for Finance Directors, Accounting Managers, etc. We think the new name will be more attractive to your employees with those titles and we will continue to add content to meet that requirement.

## HERE IS A LIST OF THE FINANCIAL MANAGERS ROUNDTABLES FOR 2015:

- September 30, Los Angeles, CA
- November 11, Kansas City, MO

As far as the future is concerned, the NTMA event staff is busy planning the 2016 technical seminars schedule. By the time the 2015 Fall Conference rolls around in St. Louis the schedule set and you will receive a brochure of all 2016 events. All dates will be posted on the website and upcoming issues of The Record and E-trends, too.

NTMA will continue to hold the

Financial Managers Roundtable, the Sales and Marketing Workshop, the Plant Managers Roundtable and the HR Roundtable numerous times during the year in 2016. We also plan to add a new seminar that will complement the existing, popular NTMA programs.

With even better content, consistent promotion and reduced pricing, we hope to see increased interest and increased attendance at NTMA Technical Seminars in 2016! For a list of all current technical seminars visit [www.NTMA.org](http://www.NTMA.org).

DOUG DEROSE

VICE PRESIDENT/CHIEF FINANCIAL AND ADMINISTRATIVE OFFICER

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## Upcoming NTMA 2015 Events

### September 30, 2015

Financial Managers Roundtable  
Los Angeles/  
Santa Fe Springs, CA

### October 4-9, 2015

EMO Milano 2015  
Milan, Italy

### October 20, 2015

Plant Managers Roundtable  
St. Louis, MO

### October 21-23, 2015

NTMA Fall Conference  
St. Louis, MO

### November 4, 2015 \*

Sales & Marketing Workshop  
Indianapolis, IN

### November 5, 2015 \*

Supply Chain  
Network Fair  
Indianapolis, IN

### November 11, 2015

Financial Managers  
Roundtable  
Kansas City, MO

### November 18, 2015

Human Resources  
Roundtable  
Boston, MA

## 2015

| January   | February  | March   |
|---|---|---|
| Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7<br>8 9 10 11 12 13 14<br>15 16 17 18 19 20 21<br>22 23 24 25 26 27 28<br>29 30 31 | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7<br>8 9 10 11 12 13 14<br>15 16 17 18 19 20 21<br>22 23 24 25 26 27 28<br>29 30    | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7<br>8 9 10 11 12 13 14<br>15 16 17 18 19 20 21<br>22 23 24 25 26 27 28<br>29 30 31 |
| April   | May   | June  |
| Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11<br>12 13 14 15 16 17 18<br>19 20 21 22 23 24 25<br>26 27 28 29 30       | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9<br>10 11 12 13 14 15 16<br>17 18 19 20 21 22 23<br>24 25 26 27 28 29 30<br>31 | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11 12<br>13 14 15 16 17 18 19 20<br>21 22 23 24 25 26 27<br>28 29 30       |
| July  | August  | September   |
| Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11<br>12 13 14 15 16 17 18<br>19 20 21 22 23 24 25<br>26 27 28 29 30 31    | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11 12<br>13 14 15 16 17 18 19 20<br>21 22 23 24 25 26 27 28<br>29 30 31    | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11 12<br>13 14 15 16 17 18 19<br>20 21 22 23 24 25 26<br>27 28 29 30       |
| October   | November  | December  |
| Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11<br>12 13 14 15 16 17 18<br>19 20 21 22 23 24 25<br>26 27 28 29 30 31    | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11 12<br>13 14 15 16 17 18 19 20<br>21 22 23 24 25 26 27 28<br>29 30       | Su Mo Tu We Th Fr Sa<br>1 2 3 4 5 6 7 8 9 10 11 12<br>13 14 15 16 17 18 19<br>20 21 22 23 24 25 26<br>27 28 29 30 31    |

\*Discounted rate available for those who register for both the Sales & Marketing Workshop and the Supply Chain Network Fair

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# THE RECORD

NATIONAL TOOLING & MACHINING ASSOCIATION

1357 Rockside Rd.  
Cleveland, OH 44134



## 2015 FALL CONFERENCE

National Tooling & Machining Association

NTMA

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10.21.15

to

10.23.15

ST. LOUIS, MO



AUTHENTIC LEADERSHIP

★ 2015 ★

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