

THE RECORD

Published by the National Tooling and Machining Association

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Avoid These Cybersecurity Mistakes
to Win Government Contracts
in 2020 - p 8

2020: The Year of "The Manufacturing
Election" - p 10

Do Nothing Congress? Not Quite,
Washington Still "Works" - p 19

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THE RECORD

OPERATIONS & EDITORIAL

Roger Atkins, President
Doug DeRose, Editor

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Upcoming NTMA National Events



Emerging Leaders Conference

April 27-29, 2020
Kansas City, MO



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NRL Competition

May 14-16, 2020
California, PA



Summer Conference

June 15-17, 2020
Phoenix, AZ



PRESIDENT'S UPDATE

I now have one month under my belt as President of NTMA and it has been fantastic. It reminds me just how much I love manufacturing. The idea of being able to help support and encourage our 1200 members, national associates, and industry partners is overwhelming. As a longtime member and now as President of NTMA, I realize the potential we have if we just work in unison to utilize the values of our association. Our potential is even greater when members fully utilize the services and offerings of our national associates and industry partners. Does utilization mean we might have to change some of the suppliers and services we currently use in our businesses today? Yes, but joining together and combining our buying power and volume is a win for all. As small businesses, there is no way that we can counteract larger manufacturers and OEM's who benefit from buying power. We are pressed daily for price reductions, and as small businesses, we cannot allow those demanded reductions to come out of our daily operations and profits.

This month's Record theme is on Advocacy. I am taking a little different approach and not only focusing on our political advocacy, but on advocating at large on behalf of our great association. One of my main focuses is working with our staff and associate members on how we can make the utilization of services and offerings transparent for our members. Not only does participation help you as an individual company, combining our buying power also helps support our chapters and Association to provide additional services and support to our members.

The first major event I had the opportunity to attend in my short tenure was the Chapter Leadership Summit. This was a gathering of our chapter volunteer leaders (your business peers) and the chapter executives who support you at the local level. What an AMAZING group of people who are committed to support you as members and advocate on behalf of all manufacturing. Their energy and ideas were unreal and inspiring. However, as we know, desire without action is discouraging and wasteful. The pipeline of our organization works like this: National>Chapter>Members. This is a pipeline that flows both ways. Action, ideas, and insight flow from any of the three contributors to each other with the sole purpose of serving our members and strengthening the entire US contract manufacturing community. Our combined efforts to grow our association benefits us all in many ways. If you have not told your local volunteer leaders and chapter executives "THANKS" lately, please do--they deserve it.

One of those benefits mentioned above includes this month's Record theme "Advocacy;" our association's political advocacy efforts. For many of us as small businesses, we feel that our voices do not matter, or are not heard. Frankly, one would be hard pressed to convince us otherwise; however, as a combined voice of the contract manufacturing community we do have a voice. Do you wonder if it really does matter? I would ask: do higher taxes, crippling regulations, strangling HR requirements, controlled minerals in your raw materials, and other non-pro-business positions make any difference in your business? The answer is

a big "YES." The good news is, we as an association have outside support in The Franklin Partnership and Bracewell Policy Resolution Group to represent our voice. The reality is, our little combined voice through these two groups has made a difference in things which could highly affect each of our businesses!

As you may know, our normal Legislative Day in Washington, D.C. has been changed from April to September 21-23 due to Congress not being in session. You might ask what is the value of this event? I would tell you this event is an opportunity to make the combined voices of the contract manufacturing community heard. Being in Washington will open the door to being heard in our individual states and in our local communities.

I hope you will join me and your fellow NTMA members in supporting and utilizing the advocacy arm of our Association to advocate on behalf of our members, chapters, industry, and political business positions. NTMA truly is a group of like-minded people, with like-minded causes, working together for like-minded results.

As I shared at the Chapter Leadership Summit with all our fantastic leaders, under my leadership it will be **US – WE – TOGETHER – TEAM – THE FUTURE.**

Roger Atkins, President - NTMA

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Emerging Leaders Rising - 2020 Class Nominations

We are still taking nominations from managers and supervisors of talented manufacturing professionals who show leadership promise for the future of the manufacturing industry to be selected for the EL Rising 2020 class. Up to 15 individuals will be selected to join the EL Rising 2020 class, offering them an opportunity to connect with one another, gain valuable recognition, and develop their skills and knowledge throughout the year.

The selected individuals will be recognized in the July issue of The Record, with their photo, professional information, and their accomplishments.

The EL Rising 2020 class will be invited to attend the Fall Conference at a special rate and will be recognized on stage during the awards ceremony. They will also be invited to attend the 2021 Emerging Leaders Conference, where they can continue to grow and learn in this great profession.

Nominations for the EL Rising 2020 class are open to all regular members, including our National Associates. **The process to nominate is simple:** Email Kristen Hrusch (khrusch@ntma.org) with the following information by Friday, May 15, 2020.

- *Name of nominee*
- *Company name*
- *Contact information for nominee*
- *Achievements and contributions*
- *Any additional information that is pertinent*

The group will be notified by the first week in June, in order to obtain more details for the July issue of the Record. **Please do not delay, enter your outstanding Emerging Leaders today!**

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2020

NTMA CALENDAR OF EVENTS



NATIONAL TIRE LINE AND MANUFACTURERS ASSOCIATION

Emerging Leaders Conference

April 27-28 – Kansas City, MO

Because the future success of our businesses and our industry requires us to build the future today, NTMA invites the best and brightest new and current industry leaders to network, share knowledge, and exchange ideas about tomorrow's manufacturing industry.

NHL Competition

May 14-16 – Tallahassee, FL

Coach your people. Bring yours — it's a rigorous, elite competition between select dealers and their top students. Come witness tomorrow's winners in action today. It's a battle of elite associates that will be a win for both students and dealer.

Summer Conference

June 15-17 – Phoenix, AZ

Summerize, network, and let NTMA know how and how business with the help you'll need to succeed. Join NTMA during our Summer Conference for fun, networking, development, vendor, education, speakers, and our highly anticipated trade show and networking events — there are conferences out to meet!

Legislative Conference

September 21-23 – Washington, D.C.

Don't miss it or call it in later. Join NTMA member companies from across the country as we convene in Washington to meet with legislators and policymakers.

Annual Fall Conference

October 27-30 – Kansas City, MO

NTMA's management is not to be missed! Our annual conference will feature all that is great about NTMA — the latest developments with revolutionary technology, an exhibition hall with nationally acclaimed dealers, worldwide distributors, speakers, and speakers dedicated to educate and inspire — consider it an opportunity to network both personally and professionally.

Please contact Kristin Bruscia, our Events Manager for more information and to register:

Kristin Bruscia kbruscia@ntma.org

216-264-2845 or visit

www.ntma.org/upcoming-events

Avoid These Cybersecurity Mistakes to Win Government Contracts in 2020

Contributed by Scott Sawyer, Paperless Parts' CTO and co-founder, intended for NTMA

The manufacturing industry is a critical part of the United States' defense infrastructure. Shops across the country make crucial parts for the national defense program, such as aircraft and ground systems. In fact, the defense industry comprises 10% of U.S. manufacturing—a percentage which is likely even higher for job shops. Suffice it to say, the defense market is ripe with opportunity, and every job shop has—or wants—its fair share of contracts.

Research shows that in 2019, there were 352 cybersecurity breaches among manufacturing shops. This statistic highlights the need for cybersecurity prioritization for job shops of all sizes in 2020. The reality is that most job shops are years behind in terms of cybersecurity. Most still use on-premises systems, outdated versions of Windows (for which they can't get security patches), and large file servers through which everyone on the network can access any file they want via a shared drive. If a cybercriminal hacks into a network, they could gain access to a tremendous amount of manufacturing data for—for a defense article or other classified and/or secure information.

Job shops must develop a modern-day cybersecurity strategy that ensures the information about defense customers—and all customers—is protected. Here are the top mistakes job shops are making and how to rectify them to win and retain the government jobs that are crucial to a shop's financial well-being.

Mistake #1: Thinking that Cyber Criminals Won't Target a Small Job Shop

Job shops may not think they are a primary target for cyber criminals due to their size. However, job shops are targeted frequently. Hackers assume that small shops may not be as cyber-savvy as state-of-the-art military networks and stealing sensitive data from them is easy.

In many cases, attacks are not manufacturing-specific (hackers are interested in stealing financial information or using a shop's network for spam).

352

Cybersecurity Breaches Among Manufacturing Shops in 2019

However, when hackers target job shops they are often looking for technical data. Using phishing emails or social engineering, hackers can exploit a weakness on a server or PC, and attacks can easily spread throughout unprotected systems. In the case of defense contracts, malware can spread through Outlook contacts to reach government employees, who within an hour of receiving a phishing email, can have their personal information compromised. When this happens, credibility, reputation, and customer trust are immediately tarnished—sometimes even resulting in the demise of a shop.

Mistake #2: Ignoring Federal Compliance Guidelines

Standards, such as NIST SP800-171, have already impacted the manufacturing industry—so job shops should become familiar with what is expected of them to ensure full compliance. If a job shop is doing defense work, their compliance efforts should focus on ITAR and export control, which encompasses both parts that are shipped overseas as well as any technical data disclosed to a non-U.S. citizen. In the past, complying with NIST standards has been difficult, though the industry is now adopting a maturity model approach, which gives supply chains the opportunity to ramp up compliance depending on the sensitivity of data and parts.

While these cybersecurity standards are not enforced by the law, they are specified in defense contracts. During the proposal phase, when government bodies are evaluating quotes, they are required to weigh job shops' cybersecurity compliance as a factor and even request documentation. Contractors are under pressure to police their own supply chains, which means job shops must be ready when auditors come

knocking on their doors. While some job shops have yet to take this reality—and the potential criminal or civil fines—seriously, others have begun to invest hundreds of thousands of dollars in IT consultants and modernizations to reach compliance, and they are pursuing state funding to help cover costs. Increasingly, compliance will be (and already is) essential to a job shop's business and ability to sign defense contracts.

Mistake #3: Sharing Customer Data—Unknowingly

Manufacturers usually have policies on how data needs to be secured internally and within their networks. Yet those policies very rarely extend to govern how data is transferred to vendors for communication purposes, such as emailing CAD files or drawings back and forth, which puts the manufacturer at risk. Every shop should ask if their suppliers, finishers, and material distributors are compliant with cybersecurity standards. They must revamp the ways in which they share customer information. The days of unencrypted data sent via email are over—especially because, in an investigation, auditors track who sent the data and where. Job shops that aren't careful can easily find themselves in breach of contract.

Collaboration tools help combat this risk by securely sharing files with third parties. More secure than email, these tools ensure data is encrypted, in transit and at rest, and sharing access expires in case the email is compromised in the future. Additionally, with cloud-based viewer technology, users don't have to download files, helping to reduce risk. While manufacturing has been slower than other industries to adopt the cloud than other industries, it can be a cost-effective way for job shops to enhance their cybersecurity.

Being small doesn't mean a job shop can't think big—or long-term. As cyberattacks, ransomware and malware continue to increase, it will be more important than ever that shops can protect themselves and their defense contracts. The stakes are raised when it comes to defense-related data, and the job shop that will win won't just be the best or the fastest—it will also be the safest.

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2020: The Year of “The Manufacturing Election”

The 2020 election campaign is here and there is more attention being paid to manufacturers and manufacturing issues than in years, perhaps decades past. Candidates are focused on manufacturing for a good reason. In a recent Association of Equipment Manufacturers (AEM) survey, 76% of registered voters want to know how 2020 presidential candidates plan to support and grow U.S. manufacturing, and 91% of those surveyed believe that manufacturing is critical or important to the economy.

That same survey found that seven in ten voters would be more likely to vote for a candidate who supports efforts to bolster the economy of rural America and prepare students for careers in manufacturing.

Manufacturers therefore have a unique opportunity this election season to be

heard by candidates and elected officials—but they need to take action. The upcoming presidential and congressional elections will have widespread ramifications for manufacturers. We have their attention, but now we need to make certain they understand our issues.

Most elected officials and candidates don't come from the manufacturing sector but truly want to learn more about issues faced by their constituents. They will take the time to get to know you and your business but only if you reach out to them.

What can NTMA members do?

One way to get involved is to host the candidate or elected official at your plant. While this may sound intimidating, NTMA provides the tools and resources on the NTMA website to make such a visit easy to organize. The NTMA Advocacy Resource page provides a “How to Guide for Plant Tours” that starts with instructions on how to invite the elected official or candidate to your plant. The guide also includes the do's and don'ts while hosting (for example, federal

law prevents members of Congress from receiving anything valued at \$10.00 or more including drinks, food, tickets, and many other items) and takes you step-by-step through the process. NTMA's One Voice Washington, D.C. advocacy team can also help you and answer your questions.

President Trump emphasized the importance of manufacturing in his State of the Union address in January when he called for expanded vocational training and industry job training.

The President followed up his address with a proposal in his budget for a \$900 million increase in federal funding for Career Technical Education (CTE), a substantial and much needed increase to a chronically underfunded federal program that provides learners with a path to living wage and in-demand

careers. Proposals to boost manufacturing won't become a reality unless Congress appropriates the funds, meaning that your elected representative needs to hear from you.

NTMA provides a variety of ways for you to get involved this election season and throughout the year. The annual One Voice Legislative Conference is a great way to meet members of Congress and their staff face-to-face to discuss manufacturing issues. You can keep up-to-date on manufacturing policy issues by listening to the new NTMA podcast “Talking with One Voice” that is co-produced with the Precision Metalforming Association (PMA) and features NTMA's and PMA's One Voice advocacy team in Washington, DC. Also, make certain to follow NTMA on Twitter at @NTMATalk and @OneVoiceforMFG.

As NTMA members, it's up to us to educate elected officials and candidates about the importance of manufacturing in the U.S. and the immense contributions made by our industry to the U.S. economy. After all, there is no one better to explain how policies impact manufacturing than manufacturers.



Talking with One Voice Podcast

Contributed by: Caitlyn Sickles, Policy Resolution Group



Podcasts are an increasingly popular method for sharing news and information. Today, some 90 million Americans regularly tune in to podcasts. This month, NTMA took to the microphone when we launched the first NTMA-backed manufacturing industry advocacy podcast, “Talking with One Voice.” The podcast is produced by NTMA and the Precision Metalforming Association (PMA), together known as One Voice for Manufacturing.

Each week, the One Voice advocacy team in Washington, D.C. — Paul Nathanson and Caitlin Sickles from the Policy Resolution Group at Bracewell, LLP and John Guzik and Omar Nashashibi from the Franklin Partnership — will break down how the latest news from Washington impacts manufacturing businesses across the country. Hot topics will include workforce development, taxes, trade, health care, and regulation. And, you can expect plenty of real-time reaction and analysis as we head toward Election 2020.

Find new episodes on all podcast platforms including Apple Podcasts, Spotify, Stitcher, Google Podcasts, and Soundcloud.

Or, visit the link on the NTMA website at: <https://ntma.org/programs/advocacy/talking-with-one-voice/>

Ask your policy and politics questions — and get answers on upcoming episodes — by emailing onevoice@policyres.com.



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How to Increase Your Productivity by 200% for FREE

Contributed by Bill Padnos

One of my favorite comedy movies of all time is “Dave.” I just love the scene when Dave is pretending to be President Mitchell and doing what all politicians do — visiting a manufacturing facility. He is in the facility with his hard hat on, suit coat off and has fun with two robotic arms.

When I watched the movie when it came out in 1993, I had just graduated Indiana University with a BS degree in marketing and was applying for jobs at advertising agencies in the Chicago area. Dave playing with the robotic arms in the factory resonated with me as a classic comedic movie scene. It took over 20 years later, for me to realize that the scene is really about the close connection between government and manufacturing.

That connection has perhaps never been stronger. Thomas’ 2019 Survey on US Manufacturing reported the perception of manufacturing by the general public. Some of the findings include:

- **95% of all respondents stated that manufacturing is important to the US economy**
- **87% of respondents feel a strong manufacturing sector is very, or at least somewhat, important to national security**
- **79% of respondents think government funding should be used to support apprenticeship initiatives**

With these numbers, it’s no wonder that politicians understand the importance of touring manufacturing facilities, especially in an election year.

For manufacturers, face time with elected officials is not just about photos in the paper or stories on the evening newscasts, those visits, those connections, and that support can be about funding for training and education.

NTMA members and friends are in the forefront of capitalizing on enthusiasm for manufacturing, turning the support of politicians into real opportunities to grow their businesses and the industry.

In his 2018 State of the Union Address, President Trump highlighted NRL Champion Staub Manufacturing from Dayton, OH, as an example the administration’s support for manufacturing companies and apprenticeship programs. This year, the president announced a commitment to bring vocational training to every high school in America. NTMA immediately issued a supportive press release. If our members need to have 2.4 million industry workers by 2028, more vocational programs need to be part of the picture.

Funding from the federal government is filtered to agencies and states to support manufacturing companies in the education and training of their employees. NTMA member Penn United Technologies in southwestern Pennsylvania has its own company NTMA-U portal to support their employee education and training along with their community outreach initiatives.

The company utilizes WEDnetPA funding from the Commonwealth to cover the cost of the portal. Their web site states that “In FY 2019-2020, we’re placing a renewed commitment to help companies achieve technical training for their employees, expanding access to safety training.” I suggest that all NTMA member companies in Pennsylvania check out <https://dced.pa.gov/programs/wednetpa/> to explore how they can access funds to be used for incumbent worker training.

In every state, there are resources available to support incumbent worker training with access to both courses and funding. You can find those links through Google, or in the Member-only section of the NTMA web site. Also, your NTMA membership provides you with immediate access to worker apprenticeship training

through NTMA-U; youth and community engagement through the Pre-Apprenticeship program; and pre-employment testing through the Mechanical Aptitude Test. In addition, our National Associate Members provide excellent training and educational resources on their web sites that are easy to access.

Let’s look at more numbers:

According to the Association for Talent Development (ATD), companies that offer comprehensive training programs have 218% higher income per employee than companies without formalized training and also enjoy a 24% higher profit margin than those who spend less on training. Also, if you do not engage your current employees, research shows that 40% of them who don’t receive the necessary job training to become effective will leave their positions within the first year.

If you lose those first year employees, you are back in the game of needing to recruit new workers. Then, according to RecruiterBox, the average cost-per-hire in the manufacturing industry is \$5,159. On top of the recruitment expense, the Accenture Manufacturing Skills and Training Study states that manufacturing companies have their earnings reduced by 11% due to open positions.

The investment in training and educating your employees has a direct impact on your bottom-line from increases in productivity and decreases in turnover. The government understands how critical it is for national security and the economy to have a strong manufacturing community, so they offer funds and tax credits to support your training programs. NTMA and its partners are able to provide you with the education and training programs that your company needs.

If you are not sure how to get started, or need any information about funding and training resources, please reach out to Bill Padnos at bpadnos@ntma.org.

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Emerging Leader Success

Interview With Sam Griffith



At just 31 years old, Sam B. Griffith is owner and president of National Jet Co., a full-service precision machine shop in LaVale, Maryland that specializes in microhole manufacturing. He took over from his father, R. Samuel Griffith, at the start of 2020. Two months into his new role, Sam sat down with Caitlin Sickles, NTMA's communications consultant, to discuss what it's like being in the CEO seat, how he's managing the transition, and where he finds value in NTMA.

NTMA: Let's start from the beginning. What's your background and how did you come to your current role? **SBG:** My father bought National Jet when I was four years old and moved our family from Virginia to Maryland. I grew up in the business. Throughout school, I worked in the shop in the summertime as a toolmaker. I pursued mechanical engineering at the University of Maryland, but I wasn't necessarily thinking about a career in manufacturing; I just liked math and problem solving. When I entered the workforce, my dad pushed me to get experience with other companies. So, I worked in DC for several years as a project manager for Schindler Elevator Corporation and enjoyed that. When I was ready to get out of the construction industry and find a new opportunity, my dad asked if I wanted to come back. I was surprised and wasn't sure if I was ready, but I decided to take the risk. I started as a project engineer, was promoted to vice president and took over as owner and president on January 1, 2020.

NTMA: Congratulations! So, you've had about two months in the top job. What is it like being in charge?

SBG: It's still taking a little while to get used to, but starting to sink in. In one way, it's a freeing feeling — I don't have a boss! I have the opportunity to change and guide the business. I can take action and try to create my desired outcomes instead of operating within the confines of a defined role and hoping for an outcome. In another way, it's a very binding feeling — I am wholeheartedly vested in the well-being of this company and all its people. I now understand and appreciate the gravity of the responsibility that my father, and all owners, silently carry on their shoulders. While careful to protect what makes National Jet successful, I am slowly pushing on our traditional boundaries to push our niche capabilities even further, and that's endlessly exciting. There are a lot of customers, employees and families all relying on me and the way that I run the business. And, of course, my own family is also relying on me to keep everything together.

NTMA: What's the response been like — internally and externally — to the transition and to your new leadership role? **SBG:** Well, we were working toward the transition for a long time. We brought on Roger Atkins [now NTMA President] as our business consultant for two years to help us navigate the transition and shift business operations appropriately. We focused on being transparent. And, we set a timeline and stayed with it. All of that made things run smoothly.

NTMA: One challenge many manufacturing CEOs face is leading a multi-generational workforce, communicating in a way that works for people with significantly different life experiences and expectations. Is that something you're grappling with — and how are you handling it? **SBG:** I try to stay away from conflict and focus on performance. We are all working toward one goal. We are all trying to support each other to be better individually and to be a better company. This is our culture that I take to heart and fight to protect. Learning and mentorship need to flow in both directions. While it's usually a more experienced person training a newer person, our newer employees can teach the experienced people, too. For example, newer generations grew up with different technologies. I have a newer machinist now who holds an associate degree in computer science and pretty much anything computer-wise, I get him on it. No one should be struggling when we have lots of people with different skills and expertise. We just need to get the issue to the right person who has the skills and tools to solve it.

NTMA: So, as you're balancing the different generations working together in your shop, you also know that you need to continue to recruit more young people to join you. That's a major issue for all manufacturers. Do you think you bring a new perspective to the marketing and recruiting effort?

SBG: The recruiting issue isn't new and it's a problem for everybody. You can't fix that overnight. But we have a really close relationship with our local university. I personally work with the program instructor and that helps us pick up one or two people every year. And, obviously, we're willing to train anybody here on any skill they want. Beyond that, I'm definitely trying to make a marketing push. Historically, we have emphasized protecting our knowledge, but I'm a little more daring. Of course I want to protect what's proprietary know-how, but I also want to get our story out there. So I recently brought on a marketing intern. Just like everyone else on our team, we know she has a unique skill and we let her do what she does best. She's doing everything from internal communications to press releases to social media. Working with her, we made a video for Instagram of us drilling a hole in a hair. It got about 15,000 views. People liked to see that — it's cool! — and it helps with name recognition.

NTMA: What do you see as the role of NTMA as your trade association now that you're in this leadership role?

SBG: The value of NTMA is simple — networking. When I go to NTMA events, I am rubbing shoulders with real leaders in the manufacturing industry. For example, Matt Wardle runs JD Machine a highly successful shop in Salt Lake City and he knows my name. How amazing is that? He and many others in NTMA are really successful manufacturers and I could email or call them and they would be really candid and walk me through a situation. And then, NTMA has the Emerging Leaders Group where I've found my own niche of people in a similar situation who are a sounding board for me. Through the EL I met Mike Jenkins, president of Jenkins Machine, who also transitioned into the owner of his company at a young age. From this commonality, we've not only become close friends and confidants, we've been able to do some business for one another. Also, through NTMA, if I need an operation or a part or a sub-vendor, I know every NTMA member is a vetted company and I can trust their quality so I have a list of people I can call. It's really valuable.

Do Nothing Congress? Not Quite, Washington Still “Works”

Contributed by Omar Nashashibi, The Franklin Partnership, LLP

President Harry Truman infamously called his counterparts up Pennsylvania Avenue the Do-Nothing Congress. Since then, it seems in each election cycle, the opposition party and current White House occupant take great joy in affixing the same phrase to Republicans and Democrats alike.

Having worked in Washington, D.C. since the summer of 1998, I have seen my share of do-nothing elected officials, but I would caution against using that term too often. If politicians are evaluated by how much time they spend in the nation's capital, affectionately referred as the “swamp,” then yes, they do not have much to show based on the number of days “working” in Washington.

On the other hand, manufacturers continue to grow this economy by improving their productivity per worker. We see this in production and in training, especially as employers move away from time-based training to a competency-based approach for credentials, apprenticeships, and other skills programs. I have been around Washington long enough to know better than to call members of Congress “competent,” but they have been maximizing their time legislating, regulating, and improving the environment for manufacturing in America. Take the recent spending bill the President signed into law. As the lobbyists for NTMA in Washington, our firm worked with a bipartisan group of lawmakers in Congress to increase resources for skills training and recruitment – the top priority for our Association members.

A January 2020 survey conducted by the NTMA jointly with the Precision Metalforming Association revealed what we already know – 86 percent of members report having job openings with over half stating they have severe challenges recruiting qualified employees. Despite proposed cuts to select training programs, the NTMA succeeded in adding more resources for our manufacturing communities. For Fiscal Year 2020, we worked with members of Congress on both sides of the aisle to increase funding by \$15 million for registered apprenticeship programs; \$16 million for Manufacturing Extension Partnership programs (MEPs); \$30

million for Workforce Innovation and Opportunities Act grants, and raised the award amount for Pell Grants. While Americans should express more concern over the growing federal budget deficit, funding for manufacturing job training programs generates a significant return on investment for the U.S. taxpayer.

The major news networks, CNN, FoxNews, and MSNBC are doing their jobs selling advertisements to return a profit to their shareholders. Unfortunately, bipartisan stories about job training like this is not the type of “click bait” that sells ads and so few television reporters will cover substance when they can feature their paid opinion analysts to focus on the Tweet of the day. The NTMA members who have traveled to Washington, D.C. in the past to meet with their

Higher Education Act: \$60 Million for Apprenticeships & Training

lawmakers for the annual Legislative Conference (September 22-23, 2020) can attest that Washington can work, when the cameras are off and people who disagree with one another stop being disagreeable.

We did not secure these victories overnight. It took years of meetings on Capitol Hill explaining to lawmakers during the depth of the Great Recession the importance of investing in the manufacturing pipeline. Politicians began to take notice around 2013, having heard the calls of employers across the country after years of neglecting workforce recruitment, training, and placement.

NTMA members lobbied throughout that year and into the next until then-President Obama signed into law the Workforce Investment and Opportunities Act (WIOA). Six members of the U.S. House of Representatives voted against the bipartisan

measure. In the U.S. Senate, three voted against. This is not the Washington you see on TV. In July 2018, our current President, Donald Trump, signed into law the Perkins Career and Technical Education Act, requiring states to develop plans for how they would meet the needs of the thousands of manufacturing employers looking to hire “qualifiable” Americans. This bill was so universally accepted and because not a single U.S. Senator nor Representative objected, Congress did not even hold a vote – they just sent the bill to the White House for Trump's signature.

One would think the national news networks would report this unicorn legislation – a law so rare and bipartisan it received not a single objection in either chamber. In this case, a tree was planted in a barren forest and no one covered it.

This brings us back to the recent victories for NTMA's Washington advocacy program. The House in October passed a long overdue update to the Higher Education Act and President Trump signed into law a bill with over \$60 million in new funding for apprenticeships and training. Unfortunately, these occurred in the midst of failed impeachment trials, twitter attacks, and news executives using both to boost their bottom lines at the expense of American voters.

Sources on Capitol Hill indicate that this summer, the House Democrats and Senate Republicans are likely to send to the White House for the President's signature a bipartisan Higher Education Act that supports credentials and short term training grants. This would mark yet another instance of Congress catching that bipartisan unicorn – the question remains whether any of the national news networks will cover this achievement? Unlikely, as it will not sell ads but the members of NTMA know what their victories mean to growing manufacturing in America.

Omar Nashashibi is a Founding Partner at The Franklin Partnership, LLC, a bipartisan government relations firm retained by the National Tooling and Machining Association in Washington, D.C.

February 2020 Manufacturing Forum: Planning for the Workforce of Today and the Future

On Friday, February 14th, 2020, the Western MA Chapter of the National Tooling and Machining Association (WMNTMA) in collaboration with the Masshires Hampden County Workforce Board, convened an open forum on existing and future-forward topics in manufacturing.

This event was open to all manufacturing and supply chain organizations, educators, legislators, and economic and workforce development professionals in the region. Many great discussions took place on activities and initiatives in workforce development in addition to an open forum on the staffing challenges and skill requirements across all manufacturing sectors.



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Questions? Contact Kristen Hrusch - khrusch@ntma.org or 216-264-2845



Good Paying, Steady Employment in CNC Machining is Just One Training Program Away

Contributed by David Kettlewell

Many people do not know that there are 1200 CNC machining businesses in the Akron, OH area, and most everyone has job openings, offering good pay and opportunities for advancement, every day.

"It's a demand for employees that never stops," said Lee Combs, co-founder with his daughter Laurie Norval, school director, of Akron CNC Training Center. Combs also built one of the most successful machining businesses in Akron. ***"Many people do not know that the CNC machining industry today involves skills many young people are very good at already... working with computers. The lathes and mills used to shape metal today are actually controlled by computer programs, as this way you can make identical parts in a cost effective manner,"*** said Norval.

Job opportunities fall into 4 main areas:

CNC machinist, CAD or computer designer, inspector, and shop foreman. Jobs in the industry



Laurie Norval, director of Akron CNC Training Center, says CNC machining offers students quality pay employment for a lifetime, with benefits and opportunities for advancement.

include benefits packages.

The jobs appeal to people who enjoy actually creating something they can hold. ***"I like working with something that involves my hands and has a finished product I can hold in my hands, and the skills sets I'm learning continuously keep me interested. The schooling takes about 4 months in the morning or evening and government programs often pay the entire cost."*** Said student Lance Garrett, who is sponsored by his current employer,

"Almost all of our students actually have a job placement before or shortly after they graduate,

given the demand for machinists," said Laurie Norval, "and it's been that way for years. It's steady work, it pays well, and they can work the rest of their lives with their skill sets."

Today's machining world has more and more participation from women, ***"I have a 6-month-old, and I'm here to gain steady employment, to have a good life,"*** said student Rebecca Yeager. Those interested in learning more should contact Laurie Norval, director of Akron CNC Training Center, at 1169 Brittain Road, Phone 330-849-5179.

Author David Kettlewell was a journalist for many years, and visited the school for safety training on lathes. PBS Producer Blue Green, who hosts "Around Akron with Blue Green," recently shot a segment about the school, airing soon.



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The Indiana Chapter Held its 17th Annual High School Precision Machining Competition on February 15, 2020



30 students from 11 Indiana high schools and career centers competed in either manual or CNC tracks, and the three top students in each category took home the honors and incredible prize packages and scholarships. This event started in 2003 to help encourage Indiana high school students studying machining to pursue careers in the field. Over the years, some of the most outstanding machinists in the state have come through the competition, meeting their future employers — our INTMA members — as they competed. Many have also applied for and won the annual INTMA scholarships as well.

Manual Machining

1st Place-Paul Malinosky, Central Nine Career Center
(Darryl Willoughby, instructor)

2nd Place-Dalton Godler, Pike Central High School
(Mark Scott, instructor)

3rd Place-Samuel Henson, Pike Central High School
(Mark Scott, instructor)

CNC

1st Place-Jacob Prather, Prosser Career Center
(Frank McPhillips, instructor)

2nd Place-Gus Kleffman, Columbus North High School
(Dalton Foley, instructor)

3rd Place-Alec Frederick, Pike Central High School
(Mark Scott, instructor)

The following schools brought students to compete this year:

- Huntington North High School
- White River Valley High School
- Richmond High School
- Southeastern Career Center
- Pike Central High School
- Vincennes University (high school program)
- Central Nine Career Center
- Area 31 Career Center
- Prosser Career Center
- Columbus North High School
- Southern Indiana Career & Technical Center



Manual Machining
1st Place-Paul Malinosky, Central Nine Career Center
(Darryl Willoughby, instructor)



CNC
1st Place-Jacob Prather, Prosser Career Center
(Frank McPhillips, instructor)



A heartfelt thank you to all of the volunteers and sponsors who helped to make this year's event a success!

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Chapter Leadership Summit Recap



Partnership Award

Chapter with the Highest Savings
Tennessee Chapter

Your chapter leaders were hard at work this past January at Chapter Leadership Summit in sunny and cool Orlando, FL. CLS is geared towards learning how to maximize the benefits and how to use the power of our chapters to get to the heart of what matters most at the local and national levels. We kicked off CLS with an evening reception at Main Event where the participants enjoyed an icebreaker where they guessed which Disney/Universal character they were. After a night of exploring International Drive, the CLS morning session started with a welcome from our new President, Roger Atkins, followed by our annual awards presentation recognizing chapters who promote our affinity and national programs that benefit the member companies.

The theme this year was **COMMUNICATION, ENGAGEMENT, and RETENTION**, as those are three key areas that play a huge role in the success of our chapters and the Association. Back by popular demand, Peggy Hoffman led the chapter leaders through terrific



Membership Growth Award

Chapter With The Most New Members
Western Massachusetts Chapter and
San Francisco Chapter

sessions on communication and engagement and how those two directly tie into retention and an interactive workshops, which allowed our chapter leaders the ability to brainstorm with each other. She ended CLS by “bringing it all together” where each chapter committed to implementing two to three takeaways.

Our Connectivity Zones have always been a big hit and this year was no different. The Chapter Executives Team selected board governance, the NRL, events/sponsorships, and social media as the topics for this session. To help facilitate the sharing of best practices, the individual zones were led by experience chapter executives and Caitlin Sickles from Bracewell/PRG.

A tradition of CLS has been our team building event and this year’s event was spectacular to say the least. Held at Universal Studio’s Islands of Adventure, chapter leaders, NTMA staff, partners, and guests



APPI Award

Chapter with the Most Members Enrolled
North Texas Chapter

were divided into teams for an intense scavenger hunt across the park. For two hours, the teams raced through the 110 acre theme park gaining a ton of inside knowledge about the attractions at Islands of Adventure and most of all, bonding with their teammates. In the end, Team Shrek edged Team Minions by one question to win the hunt and brand new Harry Potter wand pens and notebooks.

The CLS is a 36-hour intense opportunity for the NTMA chapter and national leadership to take an important timeout from their daily lives to connect and learn from each other. Within this limited time frame, these dedicated individuals work together to strengthen and improve our Association on a national and local level. This yearly investment brings so much value to NTMA, and we strive to have 100% of the chapters in attendance. If you are not sure about attending next year, read what the North Texas Chapter had to say about their participation at CLS, below.

“

I would say CLS was very fast paced! I learned that I need to be more open regarding communication and broaden my horizons so to speak. It was eye opening and a relief to know that there are other chapters who struggle with the same issues we do and now I have other chapter executives that I can lean on when I have a question or need some advice.

Olga Garcia, Chapter Executive - North Texas Chapter

“

Was an absolute great use of my time! For my first exposure to the NTMA national event, I found myself surrounded by so many people with a mutual passion. What I learned about how other chapters are operating and how important the boards and committees are to the overall success of a chapter. I’m going to use some of the examples I learned to polish up some opportunities here in North Texas. Better event planning and more member engagement.

Chris Flemming, Chapter President - North Texas Chapter

COMMUNICATION, ENGAGEMENT, and RETENTION



Grainger Award
Chapter With The Highest Growth
Arizona Chapter



National Robotics Award
Chapter With Highest Ratio of Member
Volunteers to Teams
Rocky Mountain Chapter



NTMA –U Portal Award
Most Creative Way of Using Portal for Community Outreach
Michiana Chapter



Solution Circle



Solution Circle



Solution Circle



Scavenger Hunt Awards
Winners – Team Shrek



Scavenger Hunt at Universal Studios
Team Spiderman



Chapter Leadership Summit Group



All Teams at Universal Studios

CDC's Recommended Strategies for Employers Dealing With the Coronavirus Announced

Dear NTMA Member,

Below are the CDC's recommended strategies for Employers dealing with the coronavirus (COVID-19). We encourage you to review these recommendations and implement them as needed in your workplace to prevent the spread of this and other communicable diseases.

Actively encourage sick employees to stay home:

- Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick.
- Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.
- Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way.
- Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual.

Separate sick employees:

- CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. Sick employees should cover their noses and mouths with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).

Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees:

- Place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance to your workplace and in other workplace areas where they are likely to be seen.
- Provide tissues and no-touch disposal receptacles for use by employees.
- Instruct employees to clean their hands often with an alcohol-based hand sanitizer that contains at least 60-95% alcohol, or wash their hands with soap and water for at least 20 seconds. Soap and water should be used preferentially if hands are visibly dirty.
- Provide soap and water and alcohol-based hand rubs in the workplace. Ensure that adequate supplies are maintained. Place hand rubs in multiple locations or in conference rooms to encourage hand hygiene.
- Visit the coughing and sneezing etiquette and clean hands webpage for more information.

Perform routine environmental cleaning:

- Routinely clean all frequently touched surfaces in the workplace, such as workstations, countertops, and doorknobs. Use the cleaning agents that are usually used in these areas and follow the directions on the label.
- No additional disinfection beyond routine cleaning is recommended at this time.
- Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use.

Advise employees before traveling to take certain steps:

- Check the CDC's Traveler's Health Notices for the latest guidance and recommendations for each country to which you will travel. Specific travel information for travelers going to and returning from China, and information for aircrew, can be found at on the CDC website.
- Advise employees to check themselves for symptoms of acute respiratory illness before starting travel and notify their supervisor and stay home if they are sick.
- Ensure employees who become sick while traveling or on temporary assignment understand that they should notify their supervisor and should promptly call a healthcare provider for advice if needed.
- If outside the United States, sick employees should follow your company's policy for obtaining medical care or contact a healthcare provider or overseas medical assistance company to assist them with finding an appropriate healthcare provider in that country. A U.S. consular officer can help locate healthcare services. However, U.S. embassies, consulates, and military facilities do not have the legal authority, capability, and resources to evacuate or give medicines, vaccines, or medical care to private U.S. citizens overseas.
- Additional Measures in Response to Currently Occurring Sporadic Importations of the COVID-19:
- Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure.
- If an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employees exposed to a co-worker with confirmed COVID-19 should refer to CDC guidance for how to conduct a risk assessment of their potential exposure.



Energy Procurement

Unbiased and independent since 1996, APPI Energy provides data-driven energy consulting and procurement solutions that reduce electricity and natural gas costs. As energy management consultants, we perform due diligence of competitive suppliers in every deregulated market.

National Tooling and Machining Association selected APPI Energy as its endorsed energy consultant. NTMA members have access to customized consulting and 22 years of experience and expertise to help reduce and manage energy expenses.

OUR PROCUREMENT PROCESS IS EFFECTIVE

1. Evaluate energy needs
2. Analyze energy usage
3. Vet suppliers
4. Compare pricing
5. Negotiate contracts
6. Transition new services
7. Maintain customer service excellence
8. Monitor the market and your accounts
9. Identify future solutions

APPI ENERGY ONLY WORKS WITH TRUSTED SUPPLIERS



APPI ENERGY maintains a working relationship with 46 suppliers whom we trust to meet our clients' energy needs.

- 250 possible suppliers in market
- 121 suppliers researched by APPI Energy Corporate Counsel
- 46 suppliers are APPI Energy approved. Less than 18% of suppliers meet our stringent, due diligence evaluation

Our depth of supplier research includes review of financial stability, billing accuracy, customer service and resolution timing, management experience, and contract terms & conditions.

OUR CUSTOMER SOLUTIONS MAKE SENSE

1. We verify bill accuracy and resolve billing errors and credit issues. During the last year, APPI Energy resolved 599 customer service cases.
2. We evaluate local utility and government policies for financial incentives and reimbursements that save you money.
3. We assist with account adjustments, including adding or dropping meters, to ensure a smooth transition.
4. We interact on your behalf with utilities and suppliers.
5. We determine if you qualify for energy sales tax exemptions and manage reimbursements at no cost to you.

In their words

"APPI Energy provided us with several options from which we could choose, saving us thousands over the contract term. Effort on my part was minimal and required no upfront cost. APPI Energy took care of all necessary paperwork, and will provide ongoing customer service to my account. I recommend APPI Energy to NTMA members."

Steve Staszak, President
Esterle Mold and Machine Company
Stow, OH

By the numbers

| Deregulated States | LAST MONTH | PRIOR WEEK | LAST WEEK |
|--------------------|------------|------------|-----------|
| D.C. | 0.0702* | 0.0723 | 0.0704 |
| Delaware | 0.0732 | 0.0759 | 0.0728 |
| Illinois | 0.0548 | 0.0548 | 0.0541 |
| Maryland | 0.0674 | 0.0686 | 0.0678 |
| New Jersey | 0.0951 | 0.0982 | 0.0937 |
| Ohio | 0.0568 | 0.0574 | 0.0564 |
| Pennsylvania | 0.0652 | 0.0667 | 0.0652 |
| Texas | 0.0415 | 0.0425 | 0.0416 |

The above chart illustrates a look at APPI Energy's proprietary database of more than 250 million records compiled during 22 years of experience. We update prices daily across all service territories.

**All prices are per kWh and for reference only*



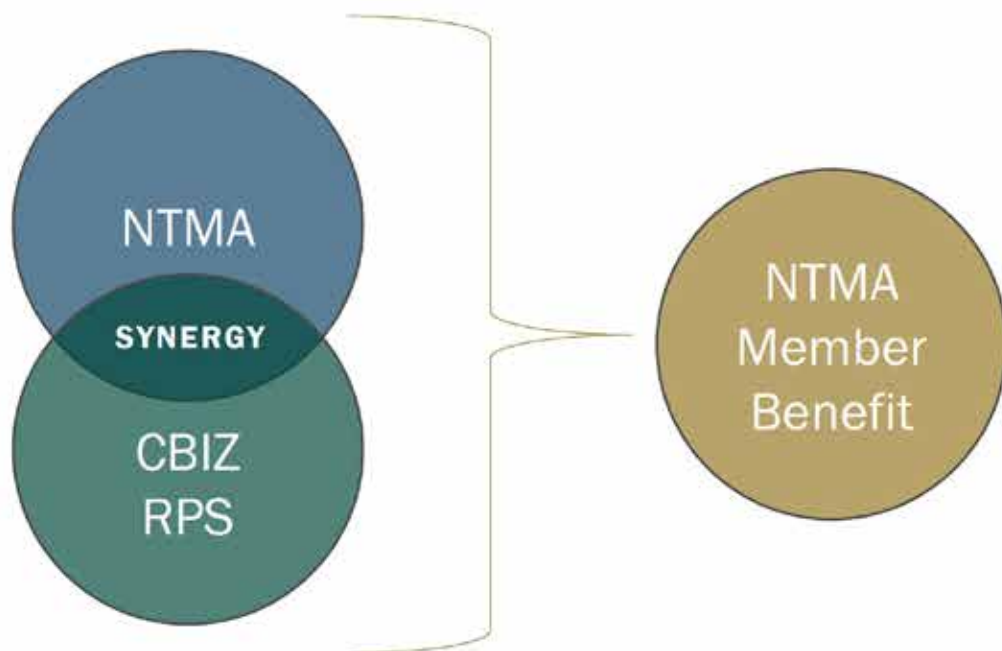
Data-Driven Procurement & Consulting

1-800-520-6685 | www.APPIenergy.com | Info@APPIenergy.com

The CBIZ Retirement Plan Services Precision Manufacturing 401(k) Offering

OUR PARTNERSHIP BENEFITS YOU.

In synergy with the National Tool and Machining Association, CBIZ Retirement Plan Services has developed a comprehensive and cost effective offering for plan sponsors in the precision manufacturing industry. Our proprietary process, The CBIZ RPS Fiduciary Risk Manager™, helps you manage the risks and maximize the benefits of your 401(k) plan.



Governance



**Limited 3(16)
Administration**



Fees and Expenses



Conversion



3(38) Investment Advice



Recordkeeping



Participant Education



**CBIZ
Retirement
Plan Services**

CBIZ Retirement Plan Services is a trade name under which certain subsidiaries of CBIZ, Inc. (NYSE Listed: CBZ) market investment advisory, investment management, third party administration, actuarial and other retirement plan services. Investments, investment advisory and investment management services offered through CBIZ Financial Solutions, Inc., Member FINRA, SIPC and SEC Registered Investment Adviser, dba CBIZ Retirement Plan Advisory Services. Investment advisory and investment management services may also be offered through CBIZ Investment Advisory Services, LLC, SEC Registered Investment Adviser. Third party administration, actuarial and other consulting services offered through CBIZ Benefits & Insurance Services, Inc.

SAVE THE DATE

12th Annual NTMA/PMA One Voice Legislative Conference

September 22-23, 2020

Washington Court Hotel | Washington, D.C.



During the 2016 elections, presidential candidate Donald Trump put a spotlight on manufacturing. In the 2020 White House race, manufacturing is certain to take center stage once again, making it critical that we have our voices heard. On September 22-23, 2020, NTMA and PMA will host members in Washington, D.C., scheduling meetings with senators, representatives and key policymakers.



During this 12th annual Washington fly-in, PMA and NTMA will seek to build on prior victories, bringing attention to and securing resources for apprenticeships and job training. Closing the skills gap and raising awareness of manufacturing careers is our top priority, and visiting D.C. in the middle of the most consequential election in decades gives you an opportunity to make sure politicians are focusing on manufacturing in America. Attendees also will have the opportunity to discuss the impact of tariffs, taxes and regulations on their businesses.

One Voice will schedule all of your meetings in advance, freeing you up to speak to policymakers about what you know best – your business. Join your fellow NTMA and PMA members in Washington, D.C. to speak with One Voice!

LEGISLATIVE CONFERENCE AGENDA

Monday, September 21, 2020

4:00 p.m. – 5:30 p.m.

Early Conference Registration

5:30 p.m. – 6:30 p.m.

Optional Early Arrivals Reception

Tuesday, September 22, 2020

8:00 a.m. – 11:30 a.m.

Conference Registration

11:30 a.m. – 1:00 p.m.

Conference Opening Remarks, Briefing and Lunch

2:00 p.m. – 4:30 p.m.

Capitol Hill Visits

5:30 p.m. – 6:30 p.m.

Networking Reception

Wednesday, September 23, 2020

8:00 a.m. – 9:30 a.m.

Breakfast

10:00 a.m. – 4:00 p.m.

Capitol Hill Visits

(includes lunch with members of Congress)

TO REGISTER,

VISIT **WWW.PMA.ORG** OR **WWW.NTMA.ORG**

PMA | NTMA members \$199 per person

Nonmembers \$499 per person

Registration deadline August 24, 2020

Questions? Contact info@metalworkingadvocate.org or **202-393-8250**.



CONFERENCE LOCATION/ HOTEL ACCOMMODATIONS

The Washington Court Hotel

525 New Jersey Ave., NW

Washington, DC 20001

Phone: 800-321-3010

Rate: \$325 per night (plus tax)

To make your hotel reservation, please call 800-321-3010 and reference NTMA/PMA One Voice Conference. Deadline to make reservations in our group block is **August 24**. Rooms reserved after this date are subject to space and rate availability.



NATIONAL TOOLING AND MACHINING ASSOCIATION

1375 Rockside Rd.
Cleveland, OH 44134

Manufacturing America's Future

**Have an interesting story you would like to
share with other NTMA members?**

Each issue of The Record will feature one or more stories
from members that fit the month's theme.

The submission deadline will be the first
of the month prior to the publication date.

Email to Kelly LaMarca at klamarca@ntma.org.

Upcoming Record Themes:

April

Data Driven Manufacturing

May

Skilling up The Workforce

June

Fall Conference Preview

What's Your Story?

