

# THE RECORD

Published by the National Tooling and Machining Association

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*and so much more...*

## YEAR IN REVIEW



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## THE RECORD

### OPERATIONS & EDITORIAL

Roger Atkins, President  
Doug DeRose, Editor

### ADVERTISING INQUIRIES

To advertise in The Record, or for information on publishing your corporate newsletter or sales literature, contact Kelly LaMarca at (216) 264-2837 or via email at [klamarca@ntma.org](mailto:klamarca@ntma.org) for advertising and editorial content.

### DESIGN & LAYOUT

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### NTMA EXECUTIVE COMMITTEE

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Tom Sothard, External Board Member  
Debbie Holton, External Board Member



## Upcoming NTMA National Events



**Chapter Leadership Summit**  
NTMA Connect - All Virtual Conference  
January 31-February 2, 2021



**NTMA Spring Conference**  
Denver, CO  
March 29-31, 2021



**Emerging Leaders Conference**  
Phoenix, AZ  
May 3-5, 2021



**NTMA Summer Conference**  
Indianapolis, IN  
June 14-16, 2021

DATES AND LOCATIONS ARE SUBJECT TO CHANGE



# PRESIDENT'S UPDATE

Well, as hard as it is to believe, as you read this article, we will be ending the year 2020. A year many of us long to see in our rearview mirrors. That said, let me remind each of you, our members, our associate members, and affinity partners that, if you are reading this article, you and your team have survived the greatest unplanned challenge ever faced by your business.

Looking at the year in review from an associational viewpoint, we started the year with a new President, yours truly. From an industry standpoint the year started out strong and therefore, as an association, things began strong. We were able to have a successful spring conference in Cleveland literally a week prior to the pandemic and eventual shutdown. From that point on, as an association, our focus became 100% on you, our members and learning how to best navigate during these unprecedented times.

Considering the unknown and the ever-changing dynamics of the situation, I am proud of what we did together as an association/members/associates/affinity partners to support each other during these times. Stronger Together. As I have shared previously, our retention numbers have remained at three to four year highs with our resignations at three to four year lows. As the year ends, we have also seen an increase in new members joining NTMA. New companies who

now see the value of being a part of a larger industry community rather than going it alone.

Whereas the challenge is not over, we have proven our resilience to overcome and move forward even in the midst of the pandemic. There is no doubt that the playing field has changed and I believe this is where the value of our association has and will prove itself to you our members. We will lead and charter the new roads for our industry while you continue to run your businesses. I believe the new industry partnerships NTMA presented at Engage 2020 not only will support you financially, but I also believe these to be some of the hottest areas of change and need within our companies and industry. I am convinced your utilization of these new services will pay great dividends for your company.

As I made comment above, we just completed our first ever "VIRTUAL" conference, Engage 2020. It proved to be the largest member participation at an NTMA only conference in recent years and confirmed that content rich presentations and job specific breakout sessions were the draw of the conference. To top it off, the low registration cost allowed our members and partners to include multiple people from their companies which I believe will pay dividends from within. The more people that we can share industry rich information with will be good for us all.

I too am ready to close the book on 2020; however, I am reminded of the many things we overcame together. Those memories which we would love to forget, will be the memories that take us into the future stronger and more determined than ever. That said, I am extremely excited and encouraged about what I believe is ahead for our companies, association, and industry.

It's time to look forward and focus on growth for our companies and our association. Working together for the good of all will be the winning formula that strengthens us all.

In closing, I say "Thank You" for allowing me to serve as your president and "Thank You" for your continued membership in NTMA. Know that you have my and my staff's total commitment to your success.

**Together we are NTMA, the largest national association of elite manufacturers in the United States.**

Roger Atkins, President - NTMA



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## How NTMA Members Stay Connected During Unprecedented Times

Many NTMA members are looking for ways to stay connected during these uncertain times. While we are not able to gather together in person, we can still connect virtually. To address this issue, in May 2020, NTMA started hosting a bi-weekly "Member Drop-In" virtual meeting. This is a unique opportunity to check in with your fellow NTMA members, discuss complex problems, and get ideas or solutions from your peers.

This virtual roundtable has been very beneficial to the members who have attended and we encourage you to take advantage of this quick, easy, and free networking opportunity.

“

The Drop-Ins have been very informational for me and have helped me keep in touch with membership... I think it is has really helped me get to know and interact with different members across the country. I see many old friends there as well as making some new ones. The NTMA remains a very important organization for Blaser and we will remain committed to participation in events.

**Drew Borders**  
Business Development Manager, Global Markets  
Blaser Swisslube Inc.



**Upcoming Member Drop-Ins are scheduled on the following dates:**

January 12, 2pm EST; January 26, 2pm EST;

Please check your email for future invites, or contact NTMA's Member & Chapter Relations Manager, Kelly LaMarca at [klaMarca@ntma.org](mailto:klaMarca@ntma.org) or (216) 264-2837.

**We hope to see you on the next call!**

## New Member Highlights



Novus Manufacturing Solutions has been in business for 21 years and recently changed ownership at the same location in Murfreesboro, TN. Previously, an NTMA member and anxious to get back involved with the local chapter and learn about the new NTMA programs. The new owners have extensive experience in contract manufacturing dating back to 1981. Over the last 2 years, under new management, Novus' major efforts were directed to replacing equipment and instituting a quality system to meet the requirements of today's discerning customers.

Customers come from aerospace, medical, military, and general industrial companies. Specialties include close tolerance work using 5 axis milling equipment.

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## FANUC Honored as a Top Workplace



NTMA Member and Supporter FANUC, the world's leading supplier of CNCs, robotics and ROBOMACHINEs was named a top workplace in Michigan by the Detroit Free Press for the ninth consecutive year. In addition, the *Chicago Tribune* named FANUC's Hoffman Estate, IL regional office a top workplace in Illinois for the third year in a row.

*"I'm so honored that even during these challenging and unprecedented times of a global pandemic we've been named a top workplace,"* said Mike Cicco, President and CEO, FANUC America. *"This recognition is based on our employees' feedback, and I'm proud they feel that FANUC is an ideal place to work."*

*"Our team of talented professionals is our greatest asset – integral to our company's mission and key to FANUC's competitive advantage,"* added Cicco.

### FANUC America's Achievements in 2020 include:

- Utilizing a number of new CNC and robotics products, including the new 30i-B Plus Series; 5-axis CNC simulation; QSSR G-Code; CRX collaborative robots; and high performance SCARA robots for increased processing and better workflow, as well as ease of use, safety, and reliability.
- The opening of a new regional office in Bessemer, AL to provide automation for

aerospace, automotive OEMs, their tier suppliers, consumer products, and a wide range of other industries.

- Recognition from the U.S. Department of Labor for apprenticeship programs designed to help companies overcome the skills gap.
- Holding its first virtual event - "Take Control" - launched Oct. 19-22, includes three distinct zones: which included three distinct zones--knowledge, solutions, and exploration--all aiming to solve manufacturing problems and learn how automation is helping companies achieve their goals.

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Number of Machine Tools

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Weekly Machining Hours

80

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- Has it been difficult finding new business during Covid19?
- Do new technologies such as blockchain & cryptocurrency interest you?
- Looking to reduce costs associated with marketing and business development?

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## Metalquest's Impressive 2020 Includes OSHA Recognition

Safety has always been a priority for NTMA member MetalQuest, Unlimited, Inc. and its work with OSHA's On-Site Consultation Program resulted in the company becoming the 11th Nebraska business to earn Safety and Health Achievement Recognition Program (SHARP) recognition in July 2019. To commemorate this accomplishment, Nebraska Governor Pete Ricketts came to MetalQuest's plant and signed an official certificate verifying the company's entrance into SHARP.

MetalQuest has been performing tight tolerance, precision machined manufacturing for the oil, agriculture, firearm, and other industries since 1996. The company specializes in vertical integration of manufacturing processes, including reshoring.

For MetalQuest, safety goes hand in hand with its business model of helping customers meet logistical challenges and simplifying supply chains with the highest quality parts and on-time delivery.

To ensure the highest levels of safety in the plant, MetalQuest's safety team investigates all incidents and follows through with implementing proper preventative measures to ensure incidents are not repeated.

MetalQuest has experienced fewer lost-time injuries as a result of its work NDOL consultation. In 2019, the company's Total Recordable Cases (TRC) and Days Away, Restricted and Transferred (DART) rates were zero.

**The recognition by OSHA and the SHARP program is just one of a number of phenomenal accomplishments by MetalQuest this past year, including:**

- MetalQuest of Hebron being named the Nebraska Small Manufacturer of the Year by the Nebraska Chamber of Commerce and Industry for 2020.
- Recognition from Innovative Captive Strategies for innovation and great employee benefits – for the third year in a row.

For receiving the Pratt Industries Award for Sustainability, being named a Top Shop by Modern Machine Shop, receiving NTMA Shop Safety Recognition, and plenty more, NTMA salutes MetalQuest's continued success and example being set in excellence for our industry!



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## NTMF: Investing in our Future

By: Mike Kartsonis

### Remember the saying: “Good help is hard to find?”

Over the last ten years, good help has been hard to find, and getting more difficult each year. This is why it is so important to help the National Tool and Machining Foundation NOW. When you donate to NTMF, you are investing in, and building towards, your future workforce; helping ensure there will be workers to hire; and keeping manufacturing alive and well into the future.

NTMF supports many programs that educate and train our workforce and develop future leaders. They include NRL, NIMS, NTMA-U, and various chapter programs that help foster a strong manufacturing industry.

The NTMF is not only an investment in our future, but also for our children's future along with generations to follow.

In 2009, I personally committed \$100,000 to the Foundation. It was easy: I gave \$25,000 each year for four years, using appreciated assets from stocks. All it took was one quick phone call to my broker.

**What is your definition of success?** Remember, it is not what you take, but what you leave behind that defines greatness. Leave a legacy behind helping people. It feels good.

I believe that the most important things in life are people and helping making a difference in their lives. Please give to NTMF to help insure that manufacturing in the United States will have a future to be proud of.

Feel free to contact me or any NTMF board members to inquire about giving to this worthwhile cause.

Mike Kartsonis  
714-271-2978





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- Back Cover	1	\$9,000.00	\$3,100.00	\$1,600.00	\$825.00
- Inside Back Cover	1	\$8,300.00	\$2,800.00	\$1,450.00	\$750.00
- Opposite President Letter	1-sold out	\$8,300.00	\$2,800.00	\$1,450.00	\$750.00

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- Full Page	4	\$7,500.00	\$2,600.00	\$1,350.00	\$700.00
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\*MEMBERS ONLY

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# NTMA-U 2020 Graduates

By Bill Padnos, Workforce Development Manager, NTMA



AMPED is proud to acknowledge the 2020 Graduates of NTMA-U! We also want to salute their employers for investing their time and resources to support the education and training of these graduates - to ensure that our industry has the skilled workforce it needs for today and the future.

## WINTER/SPRING 2020

### Arizona Chapter Portal

Zach Schulte, W.L. Gore

### NTMA Main Portal

Steven Alderman, Micro Plastics

Derek Burleson, Components Repair Technologies

## SUMMER 2020

### NTMA Main Portal

Ian Davis, Components Repair Technologies

Drake Olsen, Korry Electronics

### Rocky Mountain Portal

David Bilisoly, Hirsh

## FALL 2020

### Akron Chapter Portal

Tyler Zerbe, Quadra Tool

### NTMA Main Portal

Jacob Burley, Seaway Bolt

Christopher MacDonald, Faith Tool & Machine

Prior to the pandemic, workforce development was the number one issue facing our industry. While securing PPE, PPP loans, or new business has taken center stage, inspiring, attracting, and preparing America's precision manufacturing workforce is still critically important. When you are ready, we are here to support your efforts to inspire, attract, and prepare your incumbent and future workforce.



Jacob Burley



Ian Davis



## 2020 VISION

# A Challenging Year Moving Toward the Rearview Mirror

By: Caitlin Sickles, Director, PRG at Bracewell

**As 2020 comes to a close, we're taking time to reflect on a truly unprecedented year. Our nation, our industry, our association, and our members were faced with profound challenges. But, working together, NTMA members, supported by your association staff and advocacy representatives, faced up to the challenges and even found opportunities for growth.**

**The following article outlines just three advocacy challenges faced by NTMA members in 2020 and how your team in Washington worked with members to overcome obstacles, to survive and thrive.**

2

## COVID-19 PANDEMIC

Few things can shake the foundation of a company, or an industry, like a global pandemic. From the earliest cases in the U.S., through the springtime shutdown orders and into this tumultuous winter season, the COVID-19 pandemic has profoundly impacted our industry. Manufacturers have been on the frontlines as essential businesses working every day to create the products that keep Americans safe, healthy, and comfortable.

While NTMA members kept lights on and machines running, your NTMA advocacy team pushed for the creation – and the improvement – of the Paycheck Protection Program (PPP) from Washington. Our member surveys show that 86% of members took advantage of the PPP program, and most used the funds to retain employees they otherwise might have had to let go. NTMA's lobbyists also pushed to improve borrower flexibility and extended loan forgiveness as well as to defer 2020 payroll taxes among other changes to benefit small- and medium-sized manufacturers.

The reality is that the COVID-19 pandemic, and the resulting economic fallout, is far from behind us. NTMA and your Washington-based advocacy team continue to work on your behalf to secure additional support for manufacturers in the form of another PPP package and other measures.

Look for more information and materials from your NTMA advocacy team online at [www.onevoiceinfo.org](http://www.onevoiceinfo.org).



# 20

## TRADE

The last few years, including 2020, have been the most volatile period in international trade in decades. Your team in Washington is advocating for policies that incentivize the reshoring and onshoring of supply chains, while working to ensure that NTMA members do not fall victim to the unintended consequences of trade restrictions.

Supply shortages created by the COVID-19 pandemic, along with trade volatility, have resulted in policymakers considering policies to strengthen our domestic manufacturing base. NTMA's lobbyists are working to insert language that would encourage supply chain reshoring/onshoring in any stimulus bill considered by Congress.

The Washington team also successfully fought potential tariffs on specialty metals from Europe that are used by members that could have resulted from the Boeing-Airbus dispute between the United States and Europe. Working with other organizations, the NTMA advocacy team succeeded in strengthening trade law enforcement, including a new U.S. Commerce Department rule that allows U.S. companies to pursue relief from the effects of currency manipulation through countervailing duties in trade cases.

## WORKFORCE

One thing that never changes in the manufacturing industry is the need for a highly skilled workforce – and 2020 has been no exception. This year, NTMA has scored some important goals in the long game to recruit, train, and retain the workers member companies need now and in the future.

Not only did 2020 bring the first update to the National Apprenticeship Act since 1937, but your NTMA advocacy team also secured over \$1 billion for job training, technical education, and expanded WIOA training funds for e-learning. Right now, your NTMA lobbyists are working to expand career technical education in middle schools, reaching students in critical interest-building years.

2020 was an unprecedented year, and NTMA met the challenge, advocating for policies that helped members cope with the pandemic, succeed in a volatile trade environment, and build their workforce pipeline for the future.

## One Voice: Federal Government Advocacy Program

Although 2020 has offered new and unique challenges to our industry, it's important to continue to have a partner in advocacy. NTMA continues to work closely with the team at One Voice: the combined federal government advocacy program representing small and medium-sized business manufacturing in America.





In addition to providing guidance through the uncertainties caused by COVID-19, One Voice has an innumerable amount of fantastic resources, not only to help you answer questions in your shop, but to continue to make the most of your business. This includes sponsored virtual events, news releases, educational materials, the Talking with One Voice podcast, and much more.

We hope you continue to utilize this key partner in One Voice—one that ensures that millions of manufacturers across the country have their voices heard.

Please visit [www.metalworkingadvocate.com](http://www.metalworkingadvocate.com) for more information.

[www.OneVoiceInfo.org](http://www.OneVoiceInfo.org)  
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A JOINT EFFORT BY NTMA AND PMA

## Emerging Leaders: An NTMA Interview With Justin Quinn

Justin Quinn is President of Focused on Machining. He sat down with Caitlin Sickles, NTMA's communications consultant, to discuss his unconventional entrance into manufacturing, how coronavirus has impacted the industry and his business, and the role of a next-generation leader.

**NTMA: Let's start with your own story. How did you get into the industry?**

**JQ:** I had a unique entry into this industry. I joined the Air Force right out of high school and spent 6 years there as an aircraft mechanic. When I decided to leave the Air Force, I wanted to get my finance degree because, at the time, the finance industry was attractive to me. I got my degree and went into banking. I started as an intern and worked my way up to Assistant Vice President. During those 5 years, I realized that banking and finance didn't excite me like I hoped it would and I really missed the more blue collar environment.

I had always wanted to own my own business and, after talking about it with my wife, I decided to start looking for companies to purchase. An insurance representative for manufacturers, who I met through NTMA, helped me find this opportunity, excited that someone young and new was interested in getting into the business.

So, ultimately, my entry into the industry was – I bought it. I literally bought my ticket. I went from being a banker to being the president of a manufacturing company with no manufacturing experience. I just jumped in with both feet and started dog paddling as hard as I could.

**NTMA: You said that you bought the company with the assistance of NTMA. How do you buy a company in an industry you have no experience in? Did you depend on the association as you were getting started?**

**JQ:** Despite having no manufacturing experience, I did have my military aircraft background so I

really understood some aspects. Through the Rocky Mountain Chapter of NTMA, I was able to meet people who helped fill gaps in my weaker areas. I met the insurance representative I mentioned and others. Through the chapter I also met and hired an early, essential coworker who brought a lifetime of manufacturing experience and helped me develop our ISO system, implement ERP systems, and build the foundation of a manufacturing business.

**NTMA: When did you get involved with NTMA at the national level?**

**JQ:** In 2018, I attended both the Emerging Leaders Conference in Denver and the Fall Conference. Those events made me realize what NTMA was really about on the national level, and how powerful being a part of the national scene was. I had a great experience and met so many new people. Shortly after, I got on the board of the Rocky Mountain Chapter of NTMA and I've been very involved ever since.

**NTMA: What has been of greatest value of NTMA to your association?**

**JQ:** That's easy for me to answer. The number one thing is the network of people. You meet these people – they might be executives with unbelievable shops who have been in the industry for a long time – and you meet them after sitting next to them during a seminar or while having lunch, and it's like you're best friends. They give you their card, and they say, "Call me. Email me. Whatever you need, don't hesitate to reach out." I think a lot of people from the outside look at that and say it is just lip service, but it's not. These people are genuine, and they really do want to help.

**NTMA: Let's talk about the current situation as our country battles the coronavirus. It's impacting everyone and has especially hurt manufacturers. What has your experience been like leading a company through this challenging time?**

**JQ:** I've gone through a wave of emotions throughout this whole period. Early on, I think I was worried



Justin Quinn

about both the virus and the business. But, I'm a big optimist, and I'm always looking for opportunity. First, I focused on being as safe and prepared as possible to ensure that the workforce is healthy and our families are healthy because that's the most important thing. Then, I started looking for every opportunity for manufacturing. I relentlessly pursued everything I could. Some of those pursuits did not turn into anything. For example, I never got to make any ventilator parts. But, we do support a lot of other frontline industries. We do a ton of food and beverage work, we support a handful of meat packing machines, and we support canning. We also do a lot of aerospace work. None of those industries have slowed down; they are only getting busier. Looking back, I'm thankful we didn't land any of those initial opportunities because we have still had an unbelievable year due to the diversity of industries that we support that our country is depending on in this time.

**NTMA: What has your experience been like leading your employees?**

**JQ:** I have a pretty diverse group of employees in terms of age, but none of them have ever been worried or scared. The most important part for me has been managing everyone's safety. Thankfully, we have a big enough shop where no one is within 15 to 20 feet of each other. Still, in the beginning, my wife and I actually handmade masks for everybody because we couldn't buy any. Now we have a healthy stock of surgical masks, rubber gloves, and hand sanitizer. We provide everybody with the tools they need to be safe and, thankfully, we've been healthy. Through this crazy time, I've actually hired two new people because of our growth and the increase in business demand.



**NTMA: Is there anything else that you think is important to add about your experience as a next-generation CEO in the industry?**

**JQ:** One thing that's intimidating about this industry is that it is so technical. There can be a mentality out there that you need to spend 15-20 years being a machinist before you truly understand everything. That's not true, and it's a mentality that I think will drive away young people. I look at my kids and they're at that age where they're just learning everything and there are no dumb questions. That's the approach I've taken here at the company. If we don't know, the answer is out there somewhere. And, if we are the first ones to ever do something, we are going to figure it out. We can do it.

When I moved my production manager into his current role, he was 24 years old at the time, and he was nervous. He had been a machinist for 4 or 5 years, and felt like he didn't know everything about machines and wasn't ready to be manager of the shop floor. I reassured him that I didn't expect him to know everything. As leaders, it's not about knowing all the right answers, it's about knowing how to ask the right questions and find the right answers.



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**Have an interesting story you  
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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  
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Email to Kelly LaMarca at [klamarca@ntma.org](mailto:klamarca@ntma.org).

### **Upcoming Record Themes:**

**January**

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