

# *for* **THE RECORD**

YOUR Trade Magazine... published by the National Tooling and Machining Association

## DRIVING OUR SUCCESS

A look at the people, places & accomplishments of 2023  
... and the map for the road ahead.



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Reshoring Excellence Recognized  
page 20

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SEND US YOUR STORY

Each issue of The Record features our members. We want to hear from you. Send us stories of successes, innovations or experiences.

The submission deadline is the 5th of the month prior to publication.

For more information, contact  
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UPCOMING NTMA EVENTS



EMERGING LEADERS CONFERENCE  
March 20–22, Greenville, SC



ENGAGE 2024  
October 16–19, Nashville, TN





# FROM ROGER

*a message from the president*

As we finish the first month of 2024, it's a good time to look back at the accomplishments of 2023 and the opportunities for the coming year. Often in the hustle and bustle of our busy lives we just move from one month to the next and from one year to another without ever looking back to reflect.

NTMA is no different than each of you; however, this year we are stopping to review and share the many successes of 2023 and how these accomplishments can open the door to continued success. I truly hope that when you read this month's features and open to the center section of this issue that you will see the many things NTMA has accomplished for you, and with you, over the past year. We want you to be proud of your membership in NTMA and of the industry we all serve.

NTMA's true value is the sum of its pieces, which is each of you. All of us join together for the good of our companies, our families, our employees, our customers and our country.

We asked new members what prompted them to join the NTMA in 2023. The reasons, in order, were: networking, workforce development/training and benefits. I am so proud of the benefits and partnerships NTMA provides for you, the members, but I am also constantly reminded that it is the strength, knowledge, relationships, encouragement and motivation that we get from each that makes NTMA members who they are and sets NTMA companies apart from others. From a national perspective, our goal is to help you fight the battles and challenges outside the four walls of your facilities, allowing you the time to focus on the challenges within your own company.

We serve an industry that has been devastated by the offshoring of manufacturing, the pandemic, the crushing demands of our original equipment manufacturer (OEM) customers, as well as onerous government regulations. We are continually challenged by the need for a skilled workforce, or even an unskilled workforce willing to

work and learn. Small and mid-size businesses (SMB) are the backbone of America's manufacturing, and yet it is up to us to overcome the challenges that come our way, or are forced on us by OEMs and government regulations. The NTMA community is working together to overcome those challenges. That's what makes our organization so valuable.

You don't have to go it alone. Collectively, SMBs can flex their political and industrial clout as a team. Right now, facing growing conflicts and wars around the world, our country's political leaders are waking up to the fact that they need SMB manufacturers. They are questioning the readiness of the U.S. industrial base. They're talking about us. NTMA is involved in numerous readiness meetings with the Department of Defense. We are representing you and our industry.

NTMA members, I am convinced that the need for our services is rising to the top. We must be prepared as individual companies and as an

association. If we all join together to grow and involve others in our association we can strengthen our position, importance and contribution. We can no longer be convinced that we are small and don't matter. Nothing could be further from the truth. By joining together and getting others to join our cause, SMBs in America will be able to take our rightful position and truly have

a voice in the U.S. manufacturing arena.

NTMA is here to provide services, training, networking and advocacy to contribute to your success. Please let us know if you need help or want to get more involved in our mission, training cohorts or networking opportunities. Let's work together for the good of all, remembering, "A

rising tide lifts all boats." We are truly Stronger Together as we Advance Manufacturing's Future.

Roger Atkins, President, NTMA

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# WELCOME

*We're glad to count you among our members.*

## ADVANCED PROTOTYPING SOLUTIONS

New Jersey - Eastern PA Chapter

Located just outside of Wilmington, Delaware, Advanced Prototyping Solutions (APS) is a new modern American machine shop dedicated to precision manufacturing and innovation.

With a passionate team leveraging the latest technologies, APS specializes in crafting custom prototype parts and low – mid volume production components for industries such as aerospace, bio-science, automation and more.

Our capabilities span CNC turning, mill-turning, multi-axis milling, 3D printing and engineering design services, empowering us to realize projects of any scope.

Beyond traditional manufacturing services, APS provides value-added solutions. Our personalized approach ensures seamless collaboration and successful project outcomes.

As a full-cycle partner from design to production, APS is invested in the unique needs of each client.

APS's skilled machinists and engineers take immense pride in their craft, always seeking new ways to enhance quality and efficiency.

Through their commitment to continual innovation, APS adopts emerging technologies including developing AI tools to streamline operations.

Clients appreciate APS's unwavering focus on customer satisfaction, exemplified by our track record of on-time and on-budget deliverables meeting the strictest of specifications. Clients experience not just quality products but a collaborative process bringing ideas into reality through precision manufacturing.

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

## J&J MACHINE COMPANY, INC.

Boston Chapter

J&J Machine is a CNC machine shop in Marlborough, Massachusetts, that offers precision prototyping and production for medical, aerospace and commercial customers.

We machine precision components from metal, plastics and other materials. Our core capabilities include programming, turning, milling, laser engraving, 3D printing and assembly. Our network of suppliers provides sheet metal fabrication, plating, painting, welding, grinding and other related specialties. We employ a small team of highly capable professionals who enjoy a challenge and work hard to meet the demanding requirements of our customers.

Our 11,000 square foot facility in Marlborough, Massachusetts is equipped with five Nakamura-Tome lathes, 12 Haas mill machines, three ProtoTrak machines, a full metrology laboratory, a 3D printer, a laser engraver, a Zeiss CMM and all the necessary equipment to create and inspect precision components. J&J Machine is ISO and 13485 certified and ITAR registered. In 2022, J&J Machine was named the Massachusetts Small Manufacturer of the Year by the Small Business Association.

66 B Brigham St., Marlborough, MA 01752  
508.481.8166  
[www.jjmachine.com](http://www.jjmachine.com)

## K&K INCORPORATED

Michiana Chapter

K&K Inc., a veteran-owned and operated company, has been a leading business in the industry for 27 years.

Based in Northern Indiana, our reach extends beyond the local community, serving a diverse range of customers across the United States. As a custom tool and die facility, we bring multifaceted expertise to the table, specializing in several areas.

Our core competencies include building molds for thermal and vacuum forming, blow molding, roto molding, along with RIM and injection molding. In addition, we excel in both manual and automated assembly and check fixtures, as well as manual and automated weld fixtures suited for both manual and robotic welding. Our welding processes cover both MIG and TIG capabilities, backed by certified welders. We have in-house engineers and programmers enhancing our ability to meet our customer's needs.

K&K Inc. also operates in production machining and turning, which highlights our versatile skill set. Our commitment to excellence can be seen not only by our end product, but also by our dedication to the training of future professionals through our apprenticeship program. Our experienced journeymen take pride in passing on their knowledge to the next generation in the skilled trades.

Serving a varied customer base in sectors like medical, automotive, agricultural, aerospace, Department of Defense (DOD) and recreational vehicles, we are proud of our ability to adapt and excel in multiple markets. Our pride as a veteran-led team drives us towards continual growth and excellence in all our endeavors.

2617 Glenview Drive, Elkhart, IN 46514  
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[www.intertoolgroup.com](http://www.intertoolgroup.com)

## FIRSTAR PRECISION CORPORATION

Cleveland Chapter

Founded in 2000, Firstar Precision Corp. is a 100% employee-owned, full-service precision

machining company located in Brunswick, Ohio. Firstar manufactures tight tolerance components for the medical, aerospace, food processing, industrial assembly and hydraulics industries. With our highly trained team of engineers and machinists, state-of-the-art equipment and quality department certified to ISO 9001:2015, Firstar manufactures even the most complex parts economically and reliably, enabling us to be a value-added partner and solution provider for our customers.

We manage all aspects of the manufacturing process to bring finished product to our customer including raw material purchasing, CNC machining, heat treating, plating, grinding, gear cutting and many other specialized services that we perform in-house or we utilize our established network of trusted partners. Our goal is our customer's peace of mind knowing that when they place a purchase order with us, they can expect delivery of finished, quality parts on time.

2867 Nationwide Parkway, Brunswick, OH 44212  
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## COLORADO RENEWABLES LLC

Rocky Mountain Chapter

Colorado Renewables LLC, aka THE CORE, is the manufacturing arm of Emrgy Inc. Founded in 2014, Emrgy Inc. is a transformational technology company that is redefining hydro power to remain the world's most reliable, continuous and cost-effective renewable energy resource in an energy economy shifting to distributed, intermittent renewables. Emrgy Inc is a leader in microgrid energy generation using hydrokinetic turbines.

In order to support Emrgy, Colorado Renewables has invested in capital equipment so we can be the preeminent R&D facility for Emrgy and our other customers both in the renewable energy sector and general manufacturing industry.

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## LEGAL: THE IMPORTANCE OF FORM I-9 COMPLIANCE



Pursuant to federal law, it is unlawful to “knowingly hire or continue to employ” a worker who is unauthorized to work in the U.S. To determine an employee’s work authorization, employers must have a completed Form I-9 on file for each employee.

To minimize potential liability, have a procedure in place to comply with Form I-9 requirements. Designate at least

one person to oversee ensuring Form I-9’s are completed and retained properly. At least one additional person should be trained on the process in the event of a transition or absence. Also, go to [www.uscis.gov](http://www.uscis.gov) to make sure you are using the most recent version of the Form.

Complete all sections of Form I-9 accurately and timely. Section 1 must be filled out and signed by the employee on their first day. The employee must provide certain documents to support their identity and authorization to work and the employer must complete its review of these documents and fill out Section 2 of Form I-9 within three business days of employment. Importantly, the employer cannot specify which documents the employee must provide — the employee simply must comply with the list of acceptable documents set forth on the form.

Also, consider whether enrollment in E-Verify, an electronic verification program operated by the federal government, would be beneficial. Federal contractors are required to participate in E-Verify. Participation provides employers with a potential defense to a claim that an employee is not authorized to work.

Actual knowledge of an employee’s unauthorized status is not required to establish a violation; rather, liability can be found based on constructive knowledge of such status. In other words, if an employer would or should have known an individual was not authorized to work in the U.S., they can be liable. Thus, strict adherence to Form I-9 requirements is crucial to minimizing the potential for fines and more significant penalties if found to be in violation.



*Stephen B. Maule, of McMahon Berger Attorneys at Law, practices in all areas of labor and employment law, including litigation, client counseling, and document preparation and review. He is based out of St. Louis, Missouri. He may be reached at: [maule@mcmahonberger.com](mailto:maule@mcmahonberger.com)*

## ADVOCACY: R&D TAX ON THE TABLE



The U.S. Congress wasted no time starting off 2024 by taking head on NTMA’s top priority — eliminating the tax on Research and Development activities.

Despite bipartisan support, and the efforts of manufacturers and others who have been lobbying lawmakers, Congress began the new year not having acted to reverse several harmful tax changes put in place by the Tax Cuts and Jobs Act of 2017 (TCJA), such as the change

to Section 174 requiring businesses to amortize and pay taxes on R&D activities, a drop from 100% to 60% expensing and the Section 163(j) deduction.

The 2017 tax law eliminated the ability to immediately expense a company’s R&D activities and required manufacturers to capitalize their R&D and amortize those expenses over five years starting on Jan. 1, 2022. Additionally, while the TCJA provided manufacturers with the ability to immediately expense 100% of their capital expenditures, the law reduced 100% full expensing to 60% effective Jan. 1, 2024, and is set to continue to decrease annually before the full elimination of expensing in 2027. Also taking effect on January 1, 2023, was a provision eliminating the ability of companies to include Depreciation and Amortization when calculating their business loan interest deduction under Section 163(j).

In January, the Congress began moving legislation restoring R&D deduction for expenses retroactive to January 2022 while eliminating the amortization requirement, restored full expensing to 100% from 60%, and made borrowers whole by allowing the full EBITDA deduction for interest on loans under Section 163(j). In addition, the House bill that NTMA endorsed also increased the Section 179 small business expensing limit from \$1.16 million to \$1.29 million.

Your voice matters. You made a difference by notifying Congress about the negative consequences of not acting to reverse the changes made to these tax provisions. Continue to contact members of Congress. Stand with American manufacturers. Support legislation such as the bill One Voice endorsed to reinstate R&D expensing, restoring 100% Bonus Depreciation, and including the full EBITDA standard for interest deductibility on business loans.

Questions about the latest news? Contact your NTMA representative Jenny Stupica at: [jstupica@ntma.org](mailto:jstupica@ntma.org).



*Omar S. Nashashibi is a founding partner with The Franklin Partnership, LLC, a bipartisan lobbying and strategic consulting firm based in Washington, D.C., and a member of NTMA’s advocacy team in Washington, D.C.*

## HR: CONSIDERATIONS FOR 2024



With the start of a new year, it is an excellent time to take a good look at your people strategy and HR department. Is it the experience you want for happy, productive and focused employees? Below are a few things to think about.

**BUSINESS STRATEGY TIP: WHEN WRITING OR REVIEWING YOUR BUSINESS PLAN, DON’T FORGET ABOUT HR.**

Planning your business’s success starts with managing your greatest asset – your people. Writing the human resources aspect into your business plan will keep you focused and keep your people top of mind.

### What to include:

- Outline key roles, skills needed, and growth projections to ensure your current or future team aligns with your business goals.
- Share your strategies for employee development and training in your plan.
- Describe how your company values diversity and promotes an inclusive workplace.
- Create a roadmap for your talent acquisition strategy. Highlight your approach to finding, attracting and retaining top talent.

### WHAT’S NEW? POLICY UPDATES

**Benefit Plan Limits Increase in 2024:** The IRS has announced increases in annual limits and the phase-out of deductions for retirement and other benefits in 2024.

### Some of these include:

- 401(k) limits increase from \$22,500 to \$23,000
- HSA maximums increase from \$3,850 to \$4,150 for individuals and from \$7,750 to \$8,300 for families
- Health FSA limits increase from \$3,050 to \$3,200
- Social Security taxable wage base increases from \$160,00 to \$168,600



*Adam Daines, ADDA’s founder and CEO brings many years of experience and expertise in Building HR Departments, Human Capital Planning, Employee Coaching, Interview Training, International HR, Talent Management and is a Certified EI Trainer. He may be reached at: [adam.daines@addainfusion.com](mailto:adam.daines@addainfusion.com).*

## REVENUE: LEADS ARE WORTHLESS IF NOBODY SELLS THEM



Many executives say things like “When we’re at the table, we win more than our fair share of deals. Lately our reps have just had a hard time getting to the table.”

Their diagnosis is that they need more leads. So they invest in trade shows and other lead generation. And, nothing changes.

There are several causes, but here’s the one that deserves your immediate attention before your leads from last fall age out. Industrial sales teams typically

only follow up on about 30% of their leads!

Improving your lead management requires a strong commitment and some process engineering. Here’s what’s required:

- Create a common language — What’s a lead? Suspect? Prospect? Qualified lead? Get everyone using the same terms.
- Set expectations — Just as for order processing and operational tasks, establish the goal and minimum acceptable standard. For leads this means number of follow up attempts, timeliness, and range of channels (phone, email, social, direct mail, etc.)
- Coaching and role-playing — Your sales managers train prospecting.
- Reporting — A dashboard for you and sales management that lists leads not contacted within 24 hours, and any with no meeting and less than 10 follow ups in a month.
- Accountability — Sales managers have to reassign leads if they’re not followed up on.
- Data-driven decisions — For every lead source you should know your cost/lead, \$/meeting, \$/qualified opportunity and even lead \$/10K of revenue. This will drive informed decisions on marketing investment in the future.

It’s not enough to assume that reps will follow up. After all, we assume they’ll be grateful for the leads and eager to do so, except it doesn’t happen. Want to really stir things up? Consider invoicing reps for leads at your cost, then rebating for those fully followed up.

As the saying goes, “What gets measured gets managed.”



*Ed Marsh helps B2B industrial companies grow revenue by improving strategy, marketing, sales and technology. He’s a veteran, independent board director and has run industrial companies. He can be reached at [em@cgbadv.com](mailto:em@cgbadv.com).*



# WHAT HAVE YOU DONE FOR ME LATELY?

Carrie Marsico, Membership and Chapter Relations Manager, NTMA

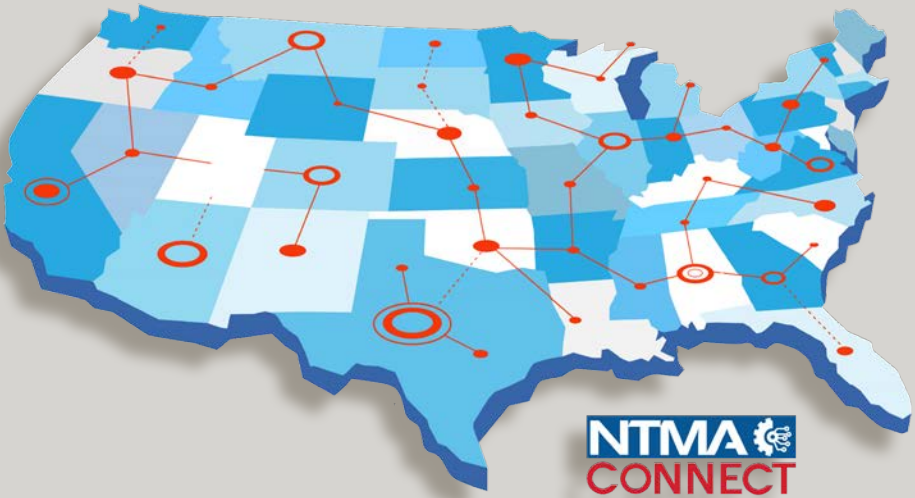


How can we bring additional value to our members? That was the question of 2023 and it was a question we asked quite a lot. Between the staff and the Executive Committee, we made personal visits to more than half of the NTMA chapters over the past year. What we heard is that you want connection—to your colleagues, your organization and to the services you need. And of course, you want it to be easy, expedient and affordable. We heard you and we have solutions.

This year we launched our first cohort programs beginning with Emerging Leaders and HR Cohorts. The cohort groups bring peer groups together to ask questions, brainstorm, learn and grow. These groups didn’t just meet once, but repeatedly throughout the year in person and virtually. In addition to the value of new information, participants now have a sounding board of their peers to help take their expertise to the next level. These initial groups were so successful that we have branched out in 2024 to include Sales Training and Executive Cohorts.

While cohort groups are a terrific way

to really dig deep into career growth, we also recognize that they can be time-intensive and not practical for everyone. What about the company owner or shop manager who just has a specific question? Are you wondering about a particular service or best practices for a new process? We rolled out NTMA Connect for just these types of circumstances. Everyone is familiar with social media. NTMA Connect is social media for the manufacturing world — specifically, NTMA members. If you haven’t created an account yet, you are encouraged to do so. This on-line community is open to you 24 hours



a day, seven days a week to network with others who share your interests and manufacturing insight. For more information, please visit: <https://ntma.connectedcommunity.org>.

NTMA Connect isn’t the only new on-line service of 2023. NTMA also launched a new Association Management Software (AMS) called Impexium. This is the new one-stop-shop for all your NTMA membership services. You can manage your account anytime from anywhere. You can use the new platform to pay invoices, update contact information and even to

register for events.

In addition to connecting with each other and the NTMA, members told us that they wanted to connect with partners who understand our industry and offer professional services at member pricing. Our staff has worked tirelessly to find the best partners and the best programs for NTMA members. We’re proud to offer you an extended menu of service providers who are now partnering with the NTMA

to bring our members top-notch products with exceptional service. You’ll find a list below.

...And we’re not done. We value your membership in the NTMA, and we are committed to PROVIDING you value for your membership. Our organizational offerings expanded in new and exciting directions in 2023. Wait until you see what 2024 has in store.

*Looking for a Partner Provider?*  
**NTMA HAS YOUR CONNECTION.**

<b>BANKING/MACHINE FINANCE</b>	<b>US BANK</b>
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FOR MORE INFORMATION, VISIT: [WWW.NTMA.ORG](http://WWW.NTMA.ORG) OR EMAIL: [CMARSICO@NTMA.ORG](mailto:CMARSICO@NTMA.ORG)



# YOU SHOULD JOIN US

*Consider this your invitation to a 2024 event.*



**KRISTEN HRUSCH, EVENTS MANAGER, NTMA**

There's no better way to fully immerse yourself in the NTMA experience than attending an NTMA event. Time spent with industry peers inspires, educates and reinvigorates even veteran manufacturers.

The NTMA is proud to offer a full gamut of opportunities that provide a chance for everyone from the entry-level employee to the seasoned executive the opportunity to expand their horizons.

In 2023, we zigzagged across the country visiting Albuquerque, New Mexico; Knoxville, Tennessee; Washington, D.C.; Phoenix, Arizona; and Indianapolis, Indiana.

In March, Emerging Leaders learned about Influencing the Future of the Industry, How NOT to Sweat the Small Stuff and Foundations of Decision Analysis from our dynamic speakers Doug Woods, Lisa Ryan and Dr. Jaydeep Karandikar.

Joining forces with the Precision Metalforming Association (PMA), NTMA participated in the One Voice D.C. Fly-In event. In addition to

attending briefings about the issues facing our industry, 15 NTMA members took the opportunity to meet with their elected representatives and advocate for the metalworking industry.

In partnership with the Association for Manufacturing Technology (AMT), NTMA hosted the MFG 2023 conference in April. This unique opportunity connected leaders who build, integrate, sell, service and utilize manufacturing technology and offered the opportunity to hear from leading industry experts about current and potential trends impacting manufacturing. The lineup was outstanding. Nationally acclaimed speakers delivered messages on critical topics like Gauging the Risks Going Forward 2023 – 2024 with renowned economist Alan Beaulieu of ITR Economics, Demographic Strategies for the Post-Corona Era with speaker Ken Gronbach and Materials, Methods and the People Manufacturing Humanity's Future in Space and Below with the Jeff Angstrom, CEO from Ingersoll Machine Tool. At this event, the NTMA was also proud to present the

Technology Excellence Award to Justin Quinn of Focused on Machining and the Leadership and Cultural Excellence Award to Steve Tamasi of Boston Centerless.

In October, we had a terrific turnout for our signature event, Engage 2023 which truly offered something for everyone from small roundtable discussions to keynote speakers like Sam Goodwin, motivational speaker, Scott Carter from AT&T, Jennifer Desrosiers from Strategix, and Andy Sauer from Sentinel Blue. We recognized nearly 200 companies for their loyal membership to NTMA with our Years of Service Awards, dozens more with Safety Awards, an elite group that met the criteria for our 6S Awards, and those that completed our first-ever Emerging Leaders Cohort.

It wouldn't be an NTMA function without the opportunity for attendees to socialize, network and enjoy the venue. Every NTMA event also provides the chance to connect in a more relaxed environment. This past year we tried our hand at racing via demos at the Dallara Indy Car Factory, toured



Major Tool and Machine and even danced the night away with the Spazmatics!

But that's not all. The NTMA and AMT Technology Teams joined forces once again for their annual meeting near Atlanta at the host site, Mazak Southeast Technology Center in Suwanee, Georgia. A contingency of 16 traveled abroad to our International Tech Tour visiting Germany and Switzerland with Big Daishowa, HEIDENHAIN, DMG MORI and Heule Tool. We provided virtual events like advocacy webinars, our Emerging Leaders and Human Resources Cohort and technical webinars from National Associates and Members alike.



It was a big year for the NTMA and we're committed to constant growth and improvement. If you didn't attend an event in 2023, make 2024 your year.

You'll find a list of some of our key events below. Put them on your calendar. Plan to attend at least one. We know it can be difficult to afford the time away from your business, but sometimes, you can't afford not to. Time with your NTMA colleagues is always time well spent.



## 2024 NTMA EVENTS CALENDAR

Please contact Kristen Hrusch, our Events Manager for more information and to register:

Kristen Hrusch - [Khrusch@ntma.org](mailto:Khrusch@ntma.org) 216.264.2845  
or visit [www.ntma.org/upcoming-events](http://www.ntma.org/upcoming-events)

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

\* Events Subject to Change\*



**JANUARY 17-19, 2024**  
SAN ANTONIO, TEXAS



**MARCH 20-22, 2024**  
GREENVILLE, SOUTH CAROLINA



**SEPTEMBER 9-14, 2024**  
CHICAGO, ILLINOIS



**OCTOBER 16-19, 2024**  
NASHVILLE, TENNESSEE



# BUILDING YOUR TEAM: TODAY AND TOMORROW

**Jenny Stupica, Workforce Development Director, NTMA**

*Workforce development – it’s the topic of countless presentations, webinars, books and water cooler discussions. If you work in any aspect of the manufacturing industry, you’ve likely heard the tale of an aging baby boomer workforce and the generational gap in trade education for Generation X, Millennials and Generation Z. Awareness is certainly an essential step, but action is the key to shops fully staffed with skilled teams. At the NTMA, workforce development is more than a buzz word, it’s a critical part of our mission.*

*With a renewed focus in 2023, NTMA took a good look at existing programs and retooled them to maximize opportunities for our membership. NTMA is committed to supporting you, our members, through efforts to understand your needs, provide valuable resources and create a supportive community. Our efforts center around three key elements: education, collaboration and support.*

## EDUCATION

NTMA-U is a fully online apprenticeship curriculum registered with the Department of Labor and was one of the first training programs of its kind. In 2023, we had 360 unique users monthly. This year, we’re delving into training and producing updated video presentations to utilize current technology, become ADA compliant and provide additional languages. Consider tapping into the program for some, or all your apprentice training.

Apprenticeship doesn’t follow the same model that it did decades ago. Very few high school seniors are taking stock of their lives and looking at careers upon graduation. Most are arriving at that milestone with a plan. Our members

recognize that young people are making decisions about their future earlier than ever. They are choosing career paths and tracks as early as middle school and working toward those professional goals. Pre-apprenticeship provides information and options for students who would like to get on the path to a career in manufacturing. High school students may complete five of our NTMA-U courses before their graduation. These courses may be applied toward the NTMA-U registered apprenticeship program and will fill the requirements of the first year of apprenticeship. It gets better. We’re taking the pre-apprenticeship program to the next level. Soon, the program will be registered with the Department of Labor and students will also earn high school points toward graduation in some states.

## COLLABORATION

Being a member of the NTMA means you’re connected to programs and initiatives that are successfully implemented by members and chapters across the country. Take advantage of the collective knowledge of best practices and opportunities and put it to work for you. To make it easier, in 2024, we’re compiling a resource library. It’s a members-only online repository of information. There will be templates for workforce programs,

student involvement, and contact lists for resources in each state. At NTMA, our vast membership is our strength — and workforce development is no exception. We have 28 chapters across the country, sharing resources and innovations. This year, we’re proud to announce virtual meetings for our At-Large members so they have a new way to connect and network with their NTMA colleagues. Watch for regular meetups and opportunities. In 2023, our executive committee made a pivotal shift in how the NTMA will handle workforce development efforts.

Workforce development is now part of the NTMA Foundation (NTMF). The change signals a renewed focus and a proactive approach to workforce challenges. Expect innovative solutions for skill development and talent retention. We’re building a new strategic team under the NTMF to identify and promote beneficial workforce and training initiatives and programs. We want to zero in on the needs of our members and provide the necessary resources. We welcome your input and participation.

## SUPPORT

All the programs and connections mean nothing without a way to decipher what will and won’t work in your organization. NTMA staff is dedicated to helping you connect, plan and implement programs and initiatives around recruiting, training and retention. NTMA is always on the lookout for funding streams to cover expenses related to training and upskilling your employees. When we find those sources, we pass them on to you. In conjunction

with the Franklin Partnership, the NTMA publishes a monthly list of available grants for workforce initiatives and programs. Look for this and expanded resources in the year ahead. We recognize the value of maximizing your whole team when it comes to finding competent staff. We’re making it easy. The NTMA is creating the OnRamp™ Program, which will turn all your employees into recruiters. Watch for details and opportunities to make it work in your company. Let NTMA help you implement

strategies that bridge gaps to enhance professional development in YOUR company. Together, we can build a sustainable and dynamic workforce. We understand that you can talk about workforce development all day long, but workforce development truly happens when you are in action.





# 2023

## BY THE NUMBERS

BOASTING A MEMBERSHIP OF APPROXIMATELY **1,000** COMPANIES,  
THE NATIONAL TOOLING & MACHINING ASSOCIATION REPRESENTS  
**31,516** INDIVIDUALS AND **\$8 BILLION** IN ANNUAL REVENUE.

### Networking

Number of members who took advantage of NTMA multi-day, off-site opportunities to connect, learn and grow:

**343**

ATTENDEES AT  
**5** EVENTS  
**2** COHORTS

**NTMA CONNECT**  
LAUNCHED PROVIDING MEMBERS  
WITH AN ONLINE COMMUNITY FOR  
QUESTIONS AND PEER RESOURCES.  
**JANUARY 2023**

### Advocacy



**12**

ADVOCACY  
WEBINARS



**688**

MEMBER MESSAGES  
TO CAPITOL HILL



**14**

TALKING WITH  
ONEVOICE  
PODCASTS



**30**

MEMBER VISITS  
TO SENATORS AND  
REPRESENTATIVES

### Workforce Development

This year marked the strategic shift of the management of NTMA Workforce Development to the NTMA Foundation for a renewed focus on practice and possibilities.



**360**

NUMBER OF UNIQUE MONTHLY USERS

**1,506**

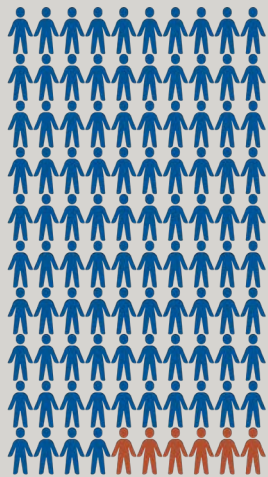
NTMA-U  
TEXTBOOKS SOLD

WE'RE IMPACTING MANUFACTURING AT EVERY LEVEL  
FROM YOUR SHOP TO INTERNATIONAL MARKETS.

### TAKE A LOOK.

**94%**

MEMBERSHIP  
RETENTION  
RATE



### Excellence

**8** Star Chapters

**193** Years of Service Awards

**72** Safety Awards

**12** 6 S Awards

### Communication

BLOG VIEWS **10,246**

EMAIL REACH **10,133**

SOCIAL MEDIA POSTS **473**

WEBSITE VISITORS **68,600**

**12** AFFINITY PROGRAMS

BROUGHT IN REVENUE OF

**\$842,000**

SUPPORTING MEMBER SERVICES  
& PROGRAMMING.

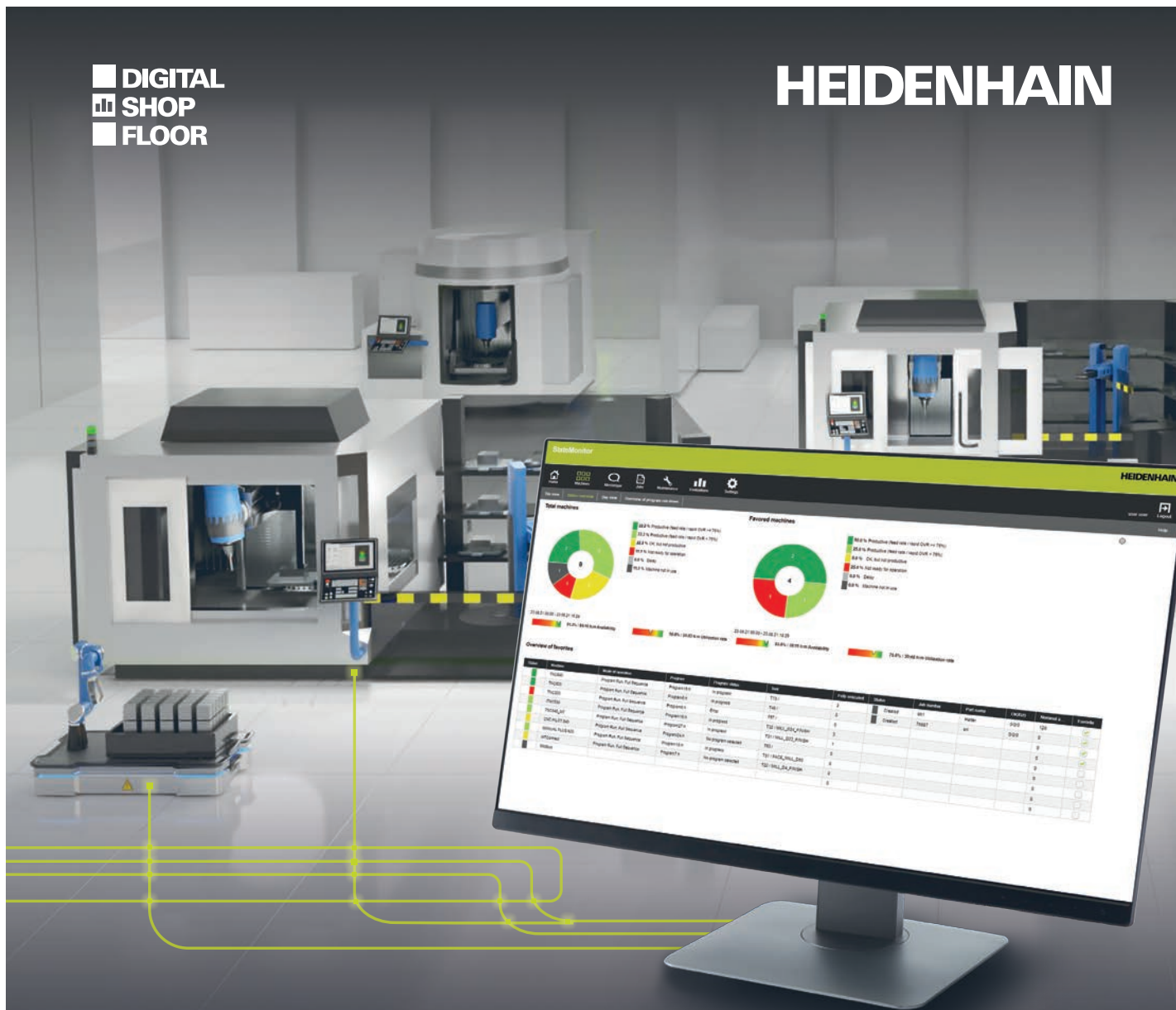
**14.8%**

The amount NTMA members saved on Grainger purchases through our partner program.



DIGITAL  
SHOP  
FLOOR

HEIDENHAIN



## Data-driven manufacturing with StateMonitor

### Gain continuous insight into machine data

What if your machine tool processes were transparent at all times? You could become more efficient, optimize your workflow and operate continuously. StateMonitor from HEIDENHAIN gives you process transparency by capturing a variety of machine data. This intuitive software gathers and analyzes tool information,

machine statuses and program run times. Along with documenting your setup times and productivity, you can also anticipate maintenance and react faster to malfunctions. Whether you're a machine operator, production planner or shopfloor manager, StateMonitor gives you continuous insight into your machine data.

360° of  
production  
insight

[digital-shop-floor.heidenhain.com](http://digital-shop-floor.heidenhain.com)

HEIDENHAIN CORPORATION  
[www.heidenhain.us](http://www.heidenhain.us)

# NATIONAL ASSOCIATE MEMBER SPOTLIGHT: BLASER SWISSLUBE

*Metalworking Fluid as a Liquid Tool*

CARSTEN WITTHUSER, MANAGING DIRECTOR AMERICAS, BLASER SWISSLUBE



Everyone understands the importance of having the right CNC machine, choosing the best cutting tools for the application, figuring out the workholding and assigning the right operator to the job. These are major factors attributed to manufacturing any part, along with an overhead burden such as building and utilities, or indirect costs like scrap.

With so many decisions, coolant can be an afterthought. Many shops do not take time to consider the critical importance of choosing the right one for their application. At the same time, coolant has a significant influence because fluids touch virtually everything in the shop, from tools to machines to people.

When a metalworking fluid is well-matched on all parameters—from the material and cutting tool to the machine and its environment—it can significantly impact the entire production process. It helps produce more parts through faster cycle times,

save money by extending tool life and reduce maintenance tasks.

As a long-time National Associate Member, Blaser Swisslube, provides NTMA members with assistance on manufacturing applications and technical support to find the right metalworking fluid for your individual situation, with the goal of achieving measurable improvements and lowering overall operating costs.

The Blaser approach always begins with a thorough analysis of all aspects of your unique situation and environment, such as the local water quality, types of materials being machined in your shop, cutting processes and specific machine capabilities (i.e., high-pressure systems).

As a next step, we jointly define measurable improvement goals, which can be different for every shop. You might wish to reduce tool wear, improve part finish, achieve faster cutting speeds

or reduce maintenance frequency, for example. We have developed products for every metal-removal application and industry and will recommend the right products to achieve your goals.

When it is time to test, we will try out our suggested metalworking fluid in your manufacturing environment. Finally, when convincing improvements are achieved, we are ready to help you implement the new process and provide ongoing training and support.

NTMA members can also take advantage of Blaser know-how through videos in our online knowledge center and YouTube channel (@BlaserSwisslubetube). We share experience gained from applications and industries around the world in interesting case studies and educational videos. Learn more about the importance of water quality, how to monitor and maintain coolant, proper cleaning procedures and more.



Serving Members





# MEMBER PROFILE: FLOHR MACHINE COMPANY

**KIMBERLY SPENCER, DIRECTOR OF OPERATIONS, ADMINISTRATION AND PRODUCTION, FLOHR MACHINE COMPANY**

**WHO WE ARE:**

For over 50 years, Flohr Machine has been committed to meeting our customers’ precision machining needs. As a family-owned full-service precision machining company, we utilize our state-of-the-art equipment, exceptional machining abilities and network of subcontract service providers to help us on our path to becoming a world-class precision machine shop.

After working with precision machining equipment at Goodyear for 14 years, Ivan Flohr founded Flohr Machine in 1966. When he retired, his son Jerry Flohr, resolved to carry on the family legacy. Under his visionary leadership, our company has grown while prioritizing the production of exceptional products and maintaining a flexible delivery schedule.

**WHAT WE DO:**

Flohr Machine serves a range of industries including aerospace, automotive, defense, oil and gas and many others. For over four decades, our largest client has been a multinational tire manufacturing company. Our range of services include CNC turning and CNC milling with a wide variety of materials such as alloys, aluminum, bronze, exotic materials and steel.

Our state-of-the-art quality management system has continuously met the standards of ISO since 2019 to ensure that all customer requirements are defined and the required products are made. Continuous improvement is our mindset at Flohr Machine, and it drives everything we do. We are always finding new ways to refine our methods and processes to both meet and exceed customer expectations.



**WHAT WE DO REALLY WELL:**

As a smaller machine shop, we are capable of being flexible and accommodating difficult customer specifications. With our core values of honesty and integrity, we adapt to the changing needs of our customers and build long-term relationships. Our relationships and connections allow us to work closely with both our customers and vendors to solve complications involved with any job. Our commitment to customer satisfaction and flexibility is only rivaled by our ability to produce quality cost-effective parts with our value-added services. As a company, we find creative solutions to produce finished parts that perfectly meet our customers’ needs.

**WHY WE ARE MEMBERS OF THE NTMA:**

In an age of limited trade worker supply, the NTMA is committed to training and inspiring the next generation to develop the skills we need in the manufacturing workforce. Flohr Machine has the same priority and promotes continuing education in our community for entrepreneurship and manufacturing. Through an annual scholarship award, a hands-on



mentorship program and local school involvement, we work to bring students into manufacturing and help them to build strong and lasting careers.

Flohr Machine has been a deeply involved member of the NTMA for many years with the goal of building a strong community and growing as a business. Kim Spencer, our director of operations, is an active member of the NTMA board. We work with the NTMA to expand our community beyond our own backyard and connect with other machine shops nationally. In this community, the NTMA makes it their mission to help with both the common and the unique obstacles that any machine shop faces.



Who We Are 

## COMING SOON

WE'RE PLEASED TO ANNOUNCE THE INSURANCE PROGRAM BY NTMA, FOR NTMA. SEE THE MARCH ISSUE OF THE RECORD FOR DETAILS. THIS IS ONE YOU WON'T WANT TO MISS.

PROPERTY \* LIABILITY \* AUTO \* WORKERS COMP

We're offering our members a chance to tell us who they are and what they do. We're showcasing NTMA companies that make our organization and our industry great. Would you like to see your business here?

**ANSWER THESE QUESTIONS:**

- Who are we?
- What do we do?
- What do we do REALLY well?
- Why are we members of the NTMA?

Send your response to:  
[editor@ntma.org](mailto:editor@ntma.org)



# NATIONAL METALWORKING RESHORING HONOR AWARDED

**HARRY MOSER, FOUNDER AND PRESIDENT, RESHORING INITIATIVE**

Hobson & Motzer, a Connecticut-based precision machining and assembly contract manufacturer specializing in the medical device industry, received the 2023 National Metalworking Reshoring Award in recognition of its success in bringing manufacturing back to the United States.

The award honors companies that have effectively reshored products, parts or tooling made primarily by metal forming, fabricating, casting or machining, including additive manufacturing. The award is made possible by: the Reshoring Initiative; the Precision Metalforming Association (PMA); AMT— The Association For

Manufacturing Technology, SME; and the NTMA.

Moser believes that reshoring work done by companies like Hobson & Motzer has helped invigorate manufacturing in the United States, and recognizing their accomplishments is important, saying, “The Reshoring Award has helped accelerate reshoring from 6,000 manufacturing jobs per year in 2010 to 350,000 per year in 2022.”

The 2024 National Metalworking Reshoring Award will be presented at IMTS 2024 in Chicago. OEMs and contract manufacturers are encouraged to apply by June 30, 2024. There is still lots of time to reshore and apply.

For questions about the National Metalworking Reshoring Award, contact Harry Moser at 847-867-1144 or [harry.moser@reshorennow.org](mailto:harry.moser@reshorennow.org).

For more information on AMT’s reshoring work and supply chain efforts, visit the supply chain resources page on [IMTS.com](https://www.imts.com).



ANTHONY BRACALE, DIRECTOR, SALES & MARKETING, RECEIVED THE AWARD ON BEHALF OF HOBSON & MOTZER OF DURHAM, CONNECTICUT. HE SPOKE OF WHAT RECEIVING THE AWARD MEANT TO THE COMPANY:

*“Hobson & Motzer is a manufacturer of precision metal components and assemblies. Our company was founded in 1912, which means we are in our 111th year as an American manufacturer, something we are very proud of. More than a century ago, two very skilled toolmakers with surnames Hobson and Motzer set out to build a business – a tool and die shop. Their plan was to do the ‘hard’ jobs that most tool and die shops either would not or could not do.*

*Today, we primarily serve the medical device industry. Like in 1912, we still take on jobs that many won’t or can’t do. It’s the kind of work we look for and often is the kind of work that finds us.*

*It’s hard to talk about reshoring without feeling a little patriotic; as Americans, we all like to see the broader benefits of our successes: job creation that strengthens our communities and, just in general, contributing to the success of our nation.*

*At the same time, we recognize that our playing field is global. To Hobson & Motzer, this is the real win: We are competing handily in the global arena.”*



# CONNECTIONS ABROAD AND BACK HOME

**By BONNIE GURNEY, VICE PRESIDENT — STRATEGIC CONTENT & PARTNERSHIPS, AMT**

Traveling always broadens your horizons, and it also helps you to relate more to things back home, which is a recurring theme in the newest IMTS+ miniseries, *Adventures With*. The series follows AMT executives and industry leaders at three international trade shows, EMO 2023, Formnext 2023, and Smart Production Solutions (SPS) 2023. The series connects with AMT members exhibiting internationally and with industry standouts to discuss the similarities and differences between the shows and cultures, highlights technologies making their world debut and provides a preview of what might come to IMTS 2024, Formnext Chicago 2025 and SPS Atlanta 2025.

## BRINGING THE EUROPEAN MARKET TO THE US

The *Adventures With* series starts in Hannover, Germany, at EMO 2023. While EMO might be a new experience for many American manufacturers, there are similarities with industry sectors and market trends that are explored in this series. Peter Eelman, AMT’s chief experience officer, provides a tour of the Hannover Fairgrounds, while co-hosts Travis Egan, AMT’s chief revenue officer, and Nicole Wolter, president and CEO of HM Manufacturing, interview FANUC America, Haimer USA, HEIDENHAIN, ZOLLER Inc., and RoboJob. They dive into digitalization, automation, robotics, supply chains, labor, reducing energy consumption and building relationships the European way.

For Wolter, the highlight of the trip was her interview with Barbara Colombo, CEO of FICEP S.p.A., a three-generation family company. Colombo holds officer positions at several



international manufacturing trade organizations, and she notes that female leaders in European manufacturing also face challenges with breaking the glass ceiling.

## THE GOLD STANDARD OF AM EVENTS

In the second *Adventures With* series, Egan joins me and Debbie Holton, principal at Converge Consulting, at Formnext 2023. Held in Frankfurt, Germany, Formnext is the largest additive manufacturing (AM) show in the world, and it covers the full breadth of AM ecosystems.

We interviewed several AM luminaries for key takeaways, including former AMT Chair David Burns on the interdependency of digital technologies and Jay Rogers on using AM to bridge the generational gap. Viewers also get updates on Makino’s Formnext debut (with a 5-axis LMD system), an ultrafast quad-laser system from Renishaw, and EOS’ outlook on AM markets.

## SMART ENDING

The *Adventures With* season ends with AMT President Doug Woods Vice President Michelle Edmonson and

exploring the SPS – Smart Production Solutions show in Nuremberg, Germany. With 1,200 exhibitors and approximately 50,000 visitors, SPS represents the complete spectrum of smart and digital automation— from simple sensors to intelligent solutions.

## EXCITEMENT BREWING

While German in origin, Formnext and SPS will become familiar to U.S. audiences on Sept. 9–14 at IMTS 2024 as a result of the partnerships that AMT, the owner and producer of IMTS, has established with these organizations. At IMTS, they will showcase their respective technologies in the Additive Manufacturing Sector, accelerated by Formnext, and the new Automation Sector, accelerated by SPS – Smart Production Solutions. Each sector will also feature an embedded stage for technical presentations. Save the dates for Formnext’s arrival to North America with Formnext Chicago, April 8-10, 2025, and for SPS Atlanta on Sept. 16-18, 2025.

To explore the excitement, register now at [IMTS.com/Register](https://www.imts.com/Register).

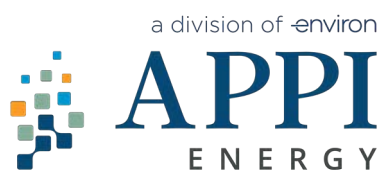
*In the News*





## APPI: POWERING AHEAD — AN ANNUAL REVIEW OF ENERGY MARKETS

SUSAN SKIRTA, DIGITAL MARKETING SPECIALIST, APPI ENERGY



The energy sector underwent substantial changes in 2023, encompassing regulatory shifts, progress in energy procurement and the emergence of innovative energy solutions. Throughout these transformations, APPI Energy demonstrated steadfast expertise in the field. Since 2001, the APPI has collaborated with NTMA members, offering services such as analyzing energy usage, assessing energy bills, providing supplier price and contract comparisons and negotiating customized supply solutions aligned with budgetary requirements and sustainability objectives.

Let's dive into the highlights that defined 2023's transformative year and what lies ahead in 2024.

### WHERE THE ENERGY MARKETS STARTED KEY MARKET DRIVERS IN 2023:

- U.S. natural gas storage started 1% above the five-year average in January, reaching a 22% surplus by the end of the first quarter.
- Despite falling prices and rig counts, U.S. natural gas production set records, reaching 103 Bcf/day in March and surpassing it with over 106 Bcf/day in November.

- Liquefied natural gas (LNG) prices worldwide saw a substantial decline from the record levels of 2022.
- Winter of 2022/2023 was relatively mild in both the United States and Europe, avoiding a devastating energy crisis during the first full winter post-invasion.
- The Inflation Reduction Act of 2022 showed its impact this year, with tax credits and incentives driving increased investments in clean energy initiatives, making projects more economically viable.

### WHERE THE ENERGY MARKETS ARE NOW CURRENT KEY MARKET DRIVERS:

- Anticipation of a robust El Niño suggests warmer winters in the northern U.S. region will impact near-term pricing.
- The U.S. began the winter season with the most natural gas in storage since 2020, 5% above the five-year average, as U.S. storage facilities were 90% full at the end of October, marking the traditional end of injection season.
- Gas storage levels in Europe were estimated to be over 97% full heading into winter, but a lack of redundancy and back-up sources in the event of supply disruption will keep a high demand for U.S. LNG for years to come.

- The momentum of renewable energy transition will continue into next year as the nation strives to reach a carbon-free power sector by 2035.
- Solar photovoltaic generation expects a 39% growth and wind power is projected to increase by 6%.
- The Securities Exchange Commission (SEC) is poised to mandate climate-related risk disclosures in April 2024, encompassing scopes 1, 2, and 3 emissions, influencing corporate practices in emissions and risk management.

### A GLIMPSE INTO THE FUTURE

APPI Energy, a division of Environ Energy, has been a true extension of your team providing holistic, tailored solutions that help you set and meet your energy goals while reducing overall energy costs. APPI's recent merge with Environ Energy brings enhanced capabilities, including internal engineering, design and full-scope ESG strategy teams. We are now able to specialize in specific solutions such as carbon reporting and reduction planning. We look forward to a future shaped by sustainability, innovation and a continued commitment to our clients. With 26 years of experience, APPI Energy commits to sustainability and innovation, and to continually provide exceptional service. To learn more about the member benefit, contact Noel Temple at [ntemple@appienergy.com](mailto:ntemple@appienergy.com) or 667-330-1159.

## 2024 FINANCIAL ROADMAP: 4 INSIGHTS FOR MACHINE SHOPS TO THRIVE AMID CHANGE

JASON RAY, Co-FOUNDER AND CEO, PAPERLESS PARTS

Last year, 2023 provided a masterclass in resilience and adaptability for American manufacturers. A year of mixed signals, many machine shops experienced explosive growth and demand, while others felt their industries contracting. Factors like industry consolidation and reshoring impacted everyone in different ways. The cornerstone of financial stability was working capital, as soaring interest rates sucked the wind out of nearly everybody's sails.

So how do you make sense of it all to build a resilient business in 2024? Here are four best practices to keep top of mind when navigating ever-changing tides:

### 1. PLANNING AROUND INTEREST RATES

Experts predict interest rates will come down by Q3, but plan as if they'll stay steady (and be pleasantly surprised when they fall). If you're financing anything this year, ensure at least part can be refinanced later this year. Before talking to banks, do your homework and go in with a plan—and don't be afraid to shop around.

### 2. STRATEGIC PRICING

If you're quoting repeat customers at the same price you were five years ago, you're probably undercharging. Resist the urge to spit out a price from your ERP based on the last time you quoted the job; too much has changed. The right price is the price your customer is willing to pay that maximizes profit margins for your shop.

### 3. ASSERTING YOUR WORTH

Not all bids are created equal. By clearly communicating how you arrived at your price, offering dynamic pricing with lead times and being upfront about your payment terms, buyers can make more informed decisions—even if that means choosing a more expensive shop.

### 4. ADOPTING A GROWTH MINDSET (VS. AN EXPENSE MINDSET)

Strengthening and optimizing your sales and marketing efforts can help you generate more leads and focus on high-

value work. A growth mindset also means investing in your employees by providing tools to enhance efficiency and performance. It also means staying on top of your quote backlog; a backlog exceeding six months restricts flexibility in attracting new clients and removing unproductive ones.

### CONSOLIDATION CONSIDERATIONS

As industry consolidation continues into 2024, long-term preparation is critical.

If you're in the market to sell, start with realistic expectations. Most shops should expect a valuation of 3-5x EBITDA. Don't wait until you're ready to start planning; maximizing value and ensuring a smooth transition means putting the right plans in place three years out.

If you're in the market to buy, be wary of shops that are overly reliant on the owner's legacy knowledge. The least risky shops have clearly-documented processes, modern tech stacks and a repeatable business model.

### NAVIGATING THE ROAD AHEAD

Prioritizing your shop's financial health is not just an option but an imperative priority for shops looking to sustainably succeed in 2024.

Paperless Parts is the top-rated quoting and estimating software in manufacturing. The company's patented technology levels up the way machine shops communicate with buyers by rapidly pinpointing manufacturability issues, creating quotes and processing orders for CNC machining, sheet metal fabrication and additive manufacturing processes. The secure, ITAR-registered and CMMC-compliant platform streamlines the entire RFQ-to-cash cycle, enabling shops to generate more accurate quotes faster and more efficiently while providing real-time analytics to help you make more informed long-term decisions.

NTMA members will receive a 25% discount on Paperless Parts' onboarding fee; visit [www.paperlessparts.com/ntma](http://www.paperlessparts.com/ntma) to learn more.

**paperlessPARTS**

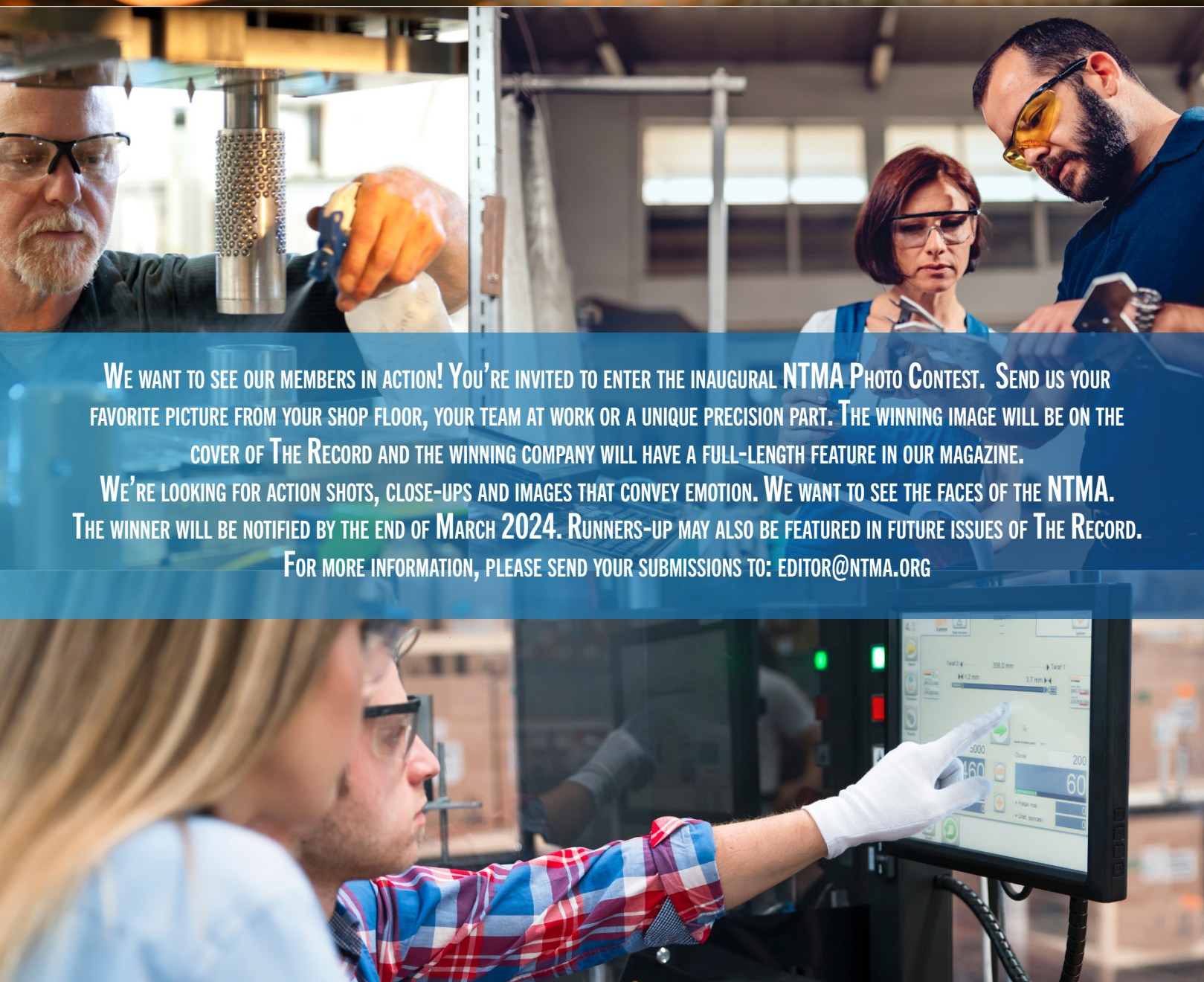


*Here to Help*



# GIVE US YOUR BEST SHOT.

## NTMA PHOTO CONTEST



WE WANT TO SEE OUR MEMBERS IN ACTION! YOU'RE INVITED TO ENTER THE INAUGURAL NTMA PHOTO CONTEST. SEND US YOUR FAVORITE PICTURE FROM YOUR SHOP FLOOR, YOUR TEAM AT WORK OR A UNIQUE PRECISION PART. THE WINNING IMAGE WILL BE ON THE COVER OF THE RECORD AND THE WINNING COMPANY WILL HAVE A FULL-LENGTH FEATURE IN OUR MAGAZINE.

WE'RE LOOKING FOR ACTION SHOTS, CLOSE-UPS AND IMAGES THAT CONVEY EMOTION. WE WANT TO SEE THE FACES OF THE NTMA. THE WINNER WILL BE NOTIFIED BY THE END OF MARCH 2024. RUNNERS-UP MAY ALSO BE FEATURED IN FUTURE ISSUES OF THE RECORD.

FOR MORE INFORMATION, PLEASE SEND YOUR SUBMISSIONS TO: [EDITOR@NTMA.ORG](mailto:EDITOR@NTMA.ORG)

# APPLY FOR GRANTS: IT PAYS.

## JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

Every month, our friends at Franklin Partnership publish a list of grant funding and tax incentive opportunities for manufacturing workforce investment. Admittedly, it's a big spreadsheet. It can be a bit daunting to know where to begin to look. However, it is well worth your time to investigate what your company may be eligible for as these opportunities can positively impact not only your employees but your bottom line, as well.

For example, Ohio's TechCred Program gives employers the chance to up-skill current and future employees in today's tech-infused economy. Employers who submit successful applications will be reimbursed up to \$2,000 per credential

when current or prospective employees complete eligible technology-focused credentials. These credentials are found in many manufacturing related fields, including robotics and automation, manufacturing technologies, IoT and information technology. There are six application cycles each year and companies are limited to \$30,000 each application window.

It's easy math—if you max out each application at \$30,000, over six application cycles you save \$180,000 annually in training costs. Imagine how much training you can provide for your employees! And, now you have an extra \$180,000 to save, spend elsewhere or reinvest in the company.

This is just one illustration of what you'll find when you explore the matrix. Many states have similar funding opportunities. With workforce being a primary concern for most companies, providing training for your employees is one of the best ways to retain your top talent and recruit new talent. Discovering grants to pay for that training makes it all the sweeter, kind of like finding the golden ticket in a Wonka bar.

If you miss the monthly funding matrix in the Weekly Chatter, you can always find it on our website under the Workforce Tab.

## Workforce WINS



## HIGH-PERFORMANCE TOOLING. GUARANTEED.

The right tooling solution can make a big difference. That's why the most demanding industries rely on our precision tooling solutions to get the job done right the first time—and every time. Trust BIG DAISHOWA to deliver the right tooling solution to meet your needs.

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Tool Holders | Boring Tools | Cutting Tools | Workholding | Tool Measuring





# CHAPTER CHECK-IN

## NTMA CHAIRMAN WELCOMED IN WESTERN MASSACHUSETTS

ANGIE BEAVIS, CHAPTER EXECUTIVE, WESTERN MASSACHUSETTS

With an eye on the new year, NTMA’s Western Massachusetts Chapter board gathered at Pilot Precision Products headquarters in South Deerfield, Massachusetts, for a meet and greet with Chairman Gillen Young.

It’s a period of transition for the WMNTMA board. Several new teammates join the board from member companies along with the veteran talent from the former board. The youthful and engaged board members will deliver the value of NTMA locally with fresh faces, great enthusiasm and eagerness to collaborate with and learn from other precision machining companies in the region. With these changes, the chapter is poised for growth both in membership and outstanding chapter events.

With 23 years of experience on the WMNTMA, Eric Hagopian now serves on the NTMA’s Executive Committee. He is currently helping the chapter “seed” the new board, then will be an as-needed resource for the chapter leadership.


Western Massachusetts is home to many outstanding companies focused on aerospace, defense, semiconductor, medical and firearms industries, to name a few. In the late 1800s, the Connecticut River Valley became known as Precision Valley for the abundance of precision interchangeable



component manufacturing and machine tool companies, much the same as Silicon Valley in California is known for technology companies today. While many of the OEM manufacturers left the region for more “friendly” environments, the small and medium-sized companies that supplied those businesses remain and are thriving in today’s era of vertical disintegration, serving companies across North America and the globe.

Among the membership is Mitchell Machine Company, one of NTMA’s oldest and longest continual members.

Many thanks to Chairman Young for coming to visit and encouraging our new board.




GRAINGER.COM®

FOR THE ONES WHO GET IT DONE


### Why consolidate, why Grainger?

Grainger can deliver **12 to 15%**, or more, in total cost savings when you leverage more of your MRO spend with us




Consumption

Increased inventory controls with SKU-level visibility to reduce consumption




Standardization

Product standardization optimizes and right-sizes inventory to reduce carrying costs




Consolidation

Process savings from fewer supplier PO's, invoices and relationships to manage



Productivity

Simplified processes reduce hours spent looking for product, managing inventory, purchasing and receiving



Price

Higher discounts, from increased spend, reduces item costs

Helping Drive Savings in All of These Areas

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