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IMTS 2024

Tomorrow's Tech Today



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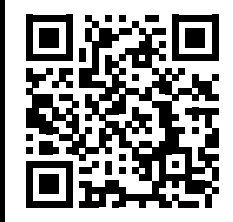
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SEND US YOUR STORY

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 1st of the month prior to publication.

For more information, contact editor@ntma.org or call 800.248.6862.



UPCOMING NTMA EVENTS



IMTS TECH LUNCHEON
 September 11, Chicago, IL



ENGAGE 2024
 October 16-19, Nashville, TN



FROM ROGER

a message from the president

Believe it or not, the first half of the year is over and we are headed down the back stretch towards the final turn for home...year-end. However, there are still a lot of activities in 2024 and you need look no further than the largest US Manufacturing Trade Show (IMTS) slated for September 9-14. It began in 1927 as the National Machine Tool Builders' Exposition and has grown to be one of the premier industrial machinery and technology shows in the world. We'll follow IMTS 2024 with NTMA's signature event, Engage 2024 hosted in Nashville, Tennessee, from October 16-19. These are two "must attend" events for NTMA manufacturers.

Having grown up in this industry, I first learned about IMTS as a kid. In my early career, I discovered more about the show and experienced some of what it had to offer. However, now when I attend IMTS I actually know many of the leading exhibitors from around the world. NTMA introduced me to so many of the industry's leading builders

and suppliers.

Whether you are a small or large shop, that same relationship is available to you through NTMA. If you need introductions, please let us know and we will facilitate those prior to the show.

Many wonder if they should attend IMTS. As with many opportunities, we focus more on the reason not to do something than why we should do something. IMTS is no different. Honestly, I think deep down we would all like to go to IMTS, purchase equipment and have our company name posted on a machine tool sitting on the show floor. The reality is, this isn't the experience most of us will have. So, why go? You go for the exposure to technology — you go for the what is, what could be and what is coming. More importantly, attend for exposure to what you do not know or have not considered. That exposure can change the entire direction of your company. Consider every trade magazine or online industrial/technical publications you

read. All the pages come to life in front of your very eyes at IMTS.

As manufacturers, what makes us special is our creative ability to see things, take ideas, analyze technology and then put it all together and create products for the world. The world cannot live without our services. We, as an industry, fly below the radar. Banding together, the world sees the importance of US manufacturing. IMTS is a very visual expression of this.

NTMA is this collaboration in action. NTMA can unite our industry by consolidating services for all members, educating and training individuals entering our industry and being a voice for manufacturers to speak in unison to our nation's political leaders and policy makers.

I see members and chapters with the best of intentions "working in silos." They are expending their limited time, money and resources. They may move the needle locally, but if we pool our resources, we can make a difference on a much larger

scale. NTMA's national and chapter structure is designed for broad reach, but we must unite for it to be effective.

In times past, companies united around trade associations and worked together. NTMA was no different. At one time, we had a national staff of 50 people and more than 4,000 members working together for the industry at-large. Offshoring led to a steep decline. Simultaneously, the internet evolved and we were convinced it was our

answer. Companies began to take up the fight for manufacturing alone and it continues today. We've become an industry of individuals spending the same time money and resources without the united effort our trade association provides. However, the tide is changing.

The manufacturing movement across the US is poised for trade associations to return as the rallying point for U.S. manufacturers. For NTMA, that means growing our membership and joining our efforts.

I encourage you to imagine what could be for our industry. Imagine what IMTS could be for your company. Imagine what we could do together to Advance America's Future.

Now, let's do it.

Roger Atkins, President, NTMA

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CNC CUSTOM PARTS MANUFACTURING LLC

Northern Utah Chapter

Founded in February 2023 by industry veterans David Soares and AJ Tucker, CNC Custom Parts Mfg is a cutting-edge machining job shop located in West Jordan, Utah. With more than 29 years of combined experience in the manufacturing sector, David and AJ left their secure roles at a leading machine tool distributor to embark on a new venture. They were driven by a shared vision of becoming a renowned machine shop in Utah. At CNC Custom Parts Mfg, we recognize the critical need for the next generation to uphold and advance the legacy of American manufacturing. Inspired by this mission, David and AJ bring a wealth of knowledge gleaned from their industry experience. This expertise, coupled with a robust network of manufacturing professionals, positions CNC Custom Parts Mfg for exceptional success. Our shop is not just any machining facility; it's a modern powerhouse equipped with the latest technologies. From fully automated, lights-out production to precision bar-fed turning and state-of-the-art pallet-fed 5-axis machinery from Mazak, we ensure top-tier quality and efficiency. We also tackle smaller machining projects, including reverse engineering and prototyping, catering to a wide array of needs.

In just over a year, the company has made significant strides, serving diverse industries such as aerospace, diesel, oil and gas, mining, construction, food, medical and recreation. Our expertise spans a variety of materials. Stainless steel is the most common material in our shop, but we also adeptly handle aluminum, mild steels, brass and plastics.

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MARTON PRECISION MANUFACTURING

Southern California Chapter

Marton Precision Manufacturing was founded in 1986 by Dan and Mary Marton with a single CNC machine based out of their garage in Orange County, California. Giving hard work and dedication a new meaning, they started to build on their vision to become a leading force in the manufacturing world. Year by year, the company continued to expand, adding square footage, personnel and machines. From humble beginnings to leading a large premier CNC machine shop, one can still find Dan walking through any of our three shops providing knowledge and motivation to anyone willing to listen. Now, Marton specializes in large 5-axis milling, VTL turning, thin wall and high-speed machining. We support several diverse markets including aerospace, space and satellite, defense, scientific instruments, medical and the oil and energy industry. Our primary focus is to deliver the best quality product possible on time and for the most competitive, sustainable price. We have accomplished this by employing only the industry's best personnel, equipment and methods in an environment focused on efficiency, excellence and integrity.

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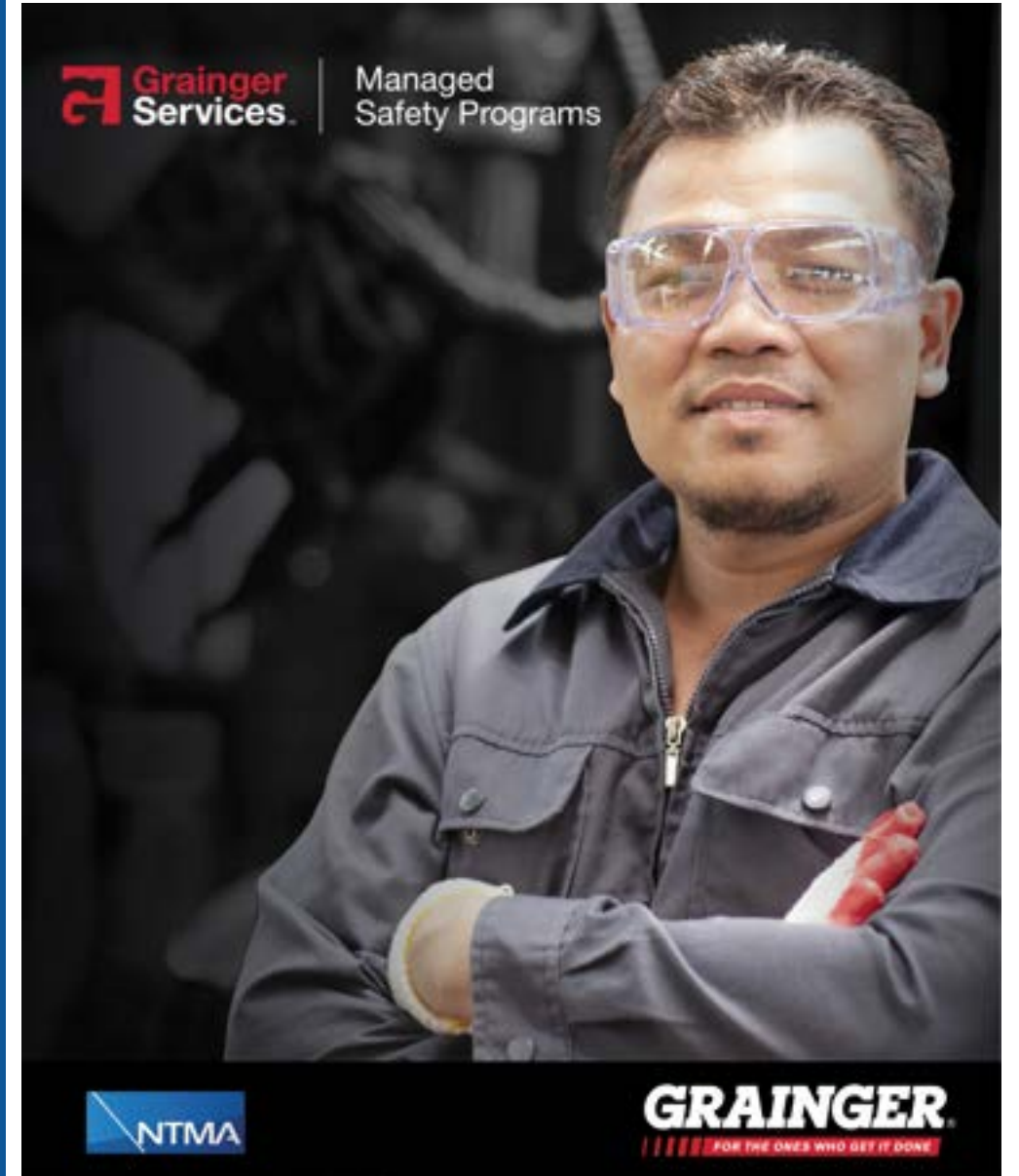
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LEGAL: HOW MUCH IS ENOUGH WHEN RESPONDING TO A HARASSMENT CLAIM?



A recent court decision provides important guidance to employers in how to respond properly to a harassment complaint and how the failure to act can result in potential liability.

In *Payne v. JetBlue Airways Corp.*, the plaintiff alleged she was sexually assaulted when a co-worker hugged her in an elevator, violently pulled her off the elevator and attempted

to drag her to his hotel room. After she complained, the employer promptly separated the two employees, investigated her allegations, issued the alleged harasser a written warning and provided the harasser with access to the company's scheduling system so that he could avoid working with her in the future. Significantly, no more instances of inappropriate conduct were reported.

The court denied the employer's attempt to dismiss the case and held the plaintiff could present her case to a jury. Specifically, the court held a jury could find the employer failed to ensure the plaintiff and the other employee would not be working together in the future. Importantly, the court disagreed with the company's approach of putting the burden on the plaintiff to make sure she did not work with the other employee again. The plaintiff established that forcing her to avoid the other employee denied her employment opportunities she might otherwise have had because she had to wait to see if the other employee signed up for certain work assignments, thereby preventing her from obtaining preferred assignments.

In summary, simply because alleged harassment ceases after the employer investigates misconduct and takes remedial action, liability for the harassment may still be found. Employers must evaluate each allegation of harassment separately and make an independent determination whether it has done everything it can to ensure not only that it has addressed the incident that led to the complaint, but also prevents future incidents. Employers also must not place any additional burdens on employees who complain about harassment, but rather should take the lead in limiting or eliminating contact between the employees.



Stephen B. Maule, of McMahon Berger Attorneys at Law, practices in all areas of labor and employment law. He is based out of St. Louis, Missouri. He may be reached at: maule@mcmahonberger.com

ADVOCACY: NLRB WITHDRAWS JOINT EMPLOYER APPEAL; NTMA FILES COMMENTS ON WORKFORCE BILL



The National Labor Relations Board (NLRB) on July 19 withdrew its appeal of the federal judge's decision to block the Agency's broadened criteria for establishing a joint employment relationship. The standard for determining a joint employer relationship now reverts to the standard put in place in 2020, which held that a business is a joint employer of workers directly employed by another employer only if the two employers share or co-determine the workers' essential terms and conditions of

employment. Employers using temporary workers or staffing agencies repeatedly raised alarm over exposure to legal liability due to actions by an unrelated company.

Published on October 26, 2023, the final rule aimed to replace the previous standard introduced during the Trump administration, which had protected companies from shared liability in unfair labor practices and union bargaining responsibilities since April 2020. The new rule would have considered employers joint employers if they had a role in determining key aspects of employment like scheduling, wages, and benefits.

In other news out of Washington, the Senate Health, Education, Labor, and Pensions Committee released draft legislation renewing the Workforce Innovation and Opportunity Act (WIOA) for the first time since 2014. The U.S. House of Representatives overwhelmingly passed their version of a bill updating WIOA, the law governing federal government policies to support access to employment, education, training, and other services while matching employers with skilled workers and supporting Workforce Investment Boards.

NTMA's comments focused on several differences between the House and Senate legislation. The Senate does not include House language requiring at least 50 percent of the adult and dislocated worker funding go toward upskilling workers through Individual Training Accounts" (ITAs), on-the-job learning, and other employer-led and industry relevant initiatives. NTMA also joined a broad coalition of employers in opposing language included in the Senate draft to effectively blacklist employers alleged of labor law violations being denied access to the WIOA program and funding. Many expect the House and Senate to reconcile their differences once the Committee formally moves forward on the legislation.



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: ALIGNING HR STRATEGIES TO YOUR BUSINESS PLAN AND MISSION



Are you focusing your efforts on the wrong HR modalities? Reaching the full potential of your company starts with aligning HR strategies to your business plan and mission. Ignoring this crucial link can lead to a host of challenges:

Misalignment of Culture: HR practices that don't resonate with the company's mission can lead to a disjointed organizational culture. Employees may feel disconnected

from the company's values and goals, affecting morale and productivity.

Ineffective Talent Management: Without tailored HR strategies, recruitment, onboarding and talent development efforts may not attract or retain the right employees. This can result in high turnover rates, skill gaps and difficulties in achieving business objectives.

Legal and Compliance Risks: Failing to align HR practices with legal requirements and industry standards can expose the company to compliance issues, lawsuits and reputational damage. This includes areas such as employment contracts, discrimination policies and workplace safety regulations.

Wasted Resources: Implementing generic HR modalities that don't fit the company's needs can waste time, money and effort. Investing in initiatives that don't contribute to business objectives or employee well-being can be counterproductive.

Poor Employee Engagement: If HR practices don't address employees' needs or recognize their contributions, engagement levels may suffer. This can lead to decreased motivation, higher absenteeism and lower job satisfaction.

Lack of Innovation and Adaptability: HR modalities should support innovation and adaptability within the organization. Without a tailored approach, companies may struggle to foster a culture of creativity, risk-taking and continuous improvement.

It's essential for HR leaders to understand the company's strategic objectives and customize their approaches to support them effectively.



As a senior account executive at ADDA, Sally Avent leverages the power of strategic HR to help optimize employee performance, engagement, and retention. With 20+ years of industry experience, she understands the challenges and opportunities in today's market. She may be reached at: sally.avent@addainfusion.com.

REVENUE: MOST SALES REPS ARE QUITTERS... JUST NOT HOW YOU THINK



We all use sports and military analogies in our business conversations. Grit, determination, perseverance and a never-quit attitude are valued attributes. We disdain quitters. So that label stings. It should.

Yet most of your salespeople are quitters. That's the bad news.

The good news is that it's not in the way you might assume. Most continue to grind and work. They might not be seeing

the results you both hope for, but they're not giving up at sales.

Too often they quit in the sales process. We've trained them to quickly switch to selling solutions when they uncover pain in a discovery call. They pivot and quit asking the really important questions to uncover important answers upon which winning deals hinge.

Nobody buys based on nagging pain. They ignore it until it becomes acute. If there's acute pain, they've already initiated their buying process and you don't need discovery to uncover the pain. Buyers will generally tell you.

What does it look like when reps don't quit? When they discover pain and then anchor down on the important process of consultative selling?

Well-trained and coached reps note the pain and start to ask questions around it. What business conditions are causing it? How long has it been going on? What have they tried to alleviate it? What resulted? What are the secondary implications costs, workload, overtime, missed opportunities, stress, other work going undone, lower compensation, regulatory consequences, etc., etc.)?

It's only after uncovering all of this, and helping the buyer quantify the cost of inaction, that salespeople can decide whether they have an appropriate solution to sell.

You owe it to your salespeople to coach them not to quit when they uncover pain — especially if they're grinding out the work.



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 www.EdMarshConsulting.com

MAKE IT FASTER AND BETTER:

Finding New Solutions at IMTS 2024



If you feel the need for speed — and optimism — then The International Manufacturing Technology Show (IMTS 2024) is the right place to be. The largest gathering of the manufacturing community this year, IMTS runs Sept. 9-14 at Chicago's McCormick Place.

You'll find that the technologies exhibited at IMTS 2024 can be deployed faster, programmed faster and data can be leveraged faster. Speed improves customer responsiveness and reduces time-to-market, making manufacturing in North America more attractive.

"Each IMTS takes on a unique vibe reflective of the current technology advances, issues and prevailing sentiment," said Peter R. Eelman, chief experience officer at AMT – The Association For Manufacturing Technology, which owns and produces IMTS. "In the months leading up to the show, industry leaders express optimism and confidence, which is driven by the ability of their people and technologies to solve today's challenges."

SOME OF THE EXHIBITOR HIGHLIGHTS INCLUDE:

- Siemens (booth #133249) will introduce MACHINUM, which brings together machine tool controls, digitalization software and machine shop services from Siemens to provide agility for quick adaptation to changing customer requirements.



BENJAMIN MOSES
DIRECTOR — TECHNOLOGY
AMT

- HEIDENHAIN (booth # 339440) will help end users feel confident in automating their process. The company will demonstrate tool quality and tool life-monitoring features using the TNC7 control's integrated tool table database.
- Mazak (booth #338300) will demonstrate the next-generation productivity and versatility of its HCN-4000 NEO Horizontal Machining Center with High Rise PALLETECH system.
- ZOLLER (booth #432018) will introduce the »coraMeasure LG« automated tool measurement system to improve precision and speed for fully automated execution of measurement sequences.
- ZEISS (booth #134302) will demonstrate the ScanBox 5130, which features an ATOS 5 high-speed blue light 3D sensor mounted on a robot.
- THK America (booth #236207), linear motion guide pioneer, will show how its OMNIedge IoT system combines connected sensors and artificial intelligence to detect parts failures before they occur, improve machine operating rates and make maintenance more efficient.
- Universal Robotics (booth #236131) will showcase advancements in vision systems and machine learning that enable automated systems to perform a wider variety of tasks with greater reliability.

- Formalloy (booth #433018) will feature large-scale metal additive technologies that can replace forgings, castings and tooling while slashing lead times and encouraging domestic production.

FASTER CONNECTIONS

The speed at which challenges are solved is directly proportional to knowing who can help you solve them, which is why IMTS is known for bringing manufacturing communities together to build relationships and share ideas. IMTS 2024 fosters this exchange through its extensive Conferences Program, IMTS ELEVATE Programs, forums and speakers — a total of more than 100 events.

"IMTS 2024 surrounds you with thousands of people who want to help improve your business," said Eelman.

Don't miss your opportunity to explore the world of advanced manufacturing to increase your production, gain insights from conference sessions and make new connections at IMTS 2024, Sept. 9-14.

REGISTER AT [IMTS.COM/REGISTER](https://www.imts.com/register)

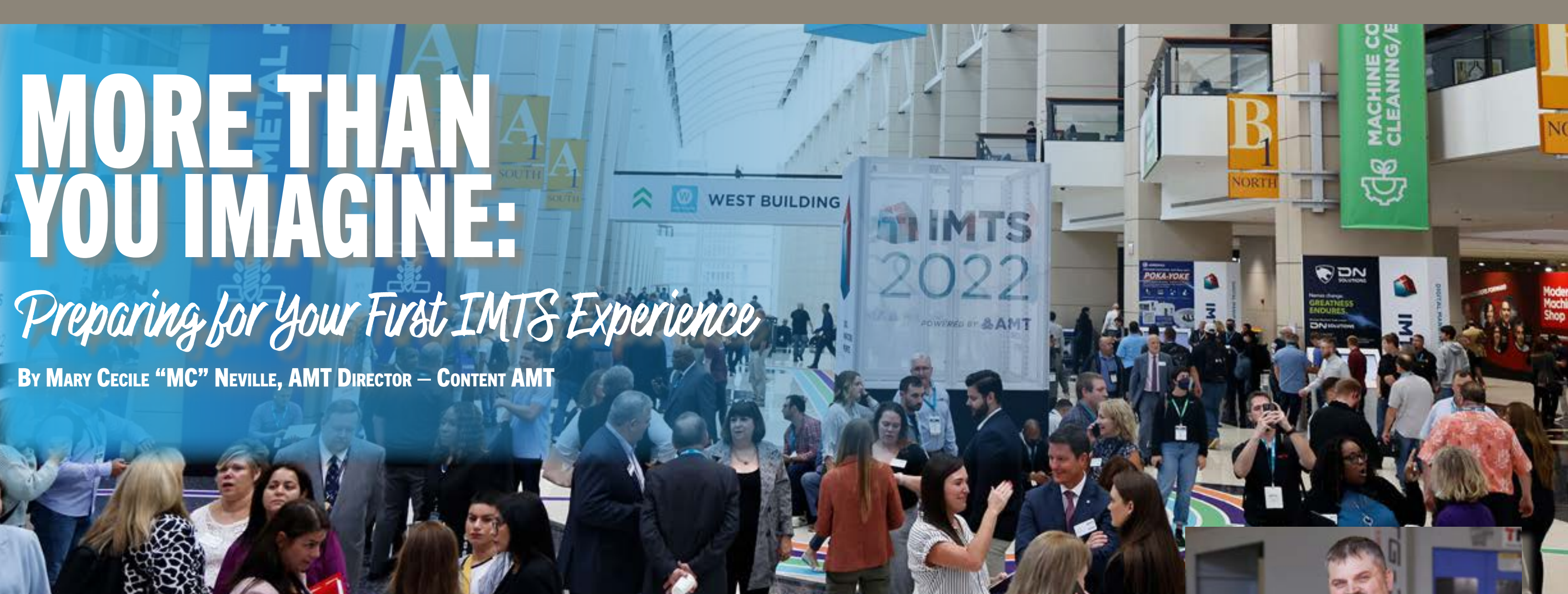


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MORE THAN YOU IMAGINE:

Preparing for Your First IMTS Experience

BY MARY CECILE “MC” NEVILLE, AMT DIRECTOR — CONTENT AMT



Show veterans describe IMTS —The International Manufacturing Technology Show — as “The Super Bowl of Manufacturing,” and they are right.

IMTS 2024, held Sept. 9-14 at Chicago’s McCormick Place, is the industry’s largest gathering of all-star talent and amazing technology. It features more than 40 million pounds of equipment covering 1.2 million square feet of exhibit and conference space — that’s the equivalent of 22 football fields!

“IMTS 2022 was my first show. My business partner warned me, ‘Wear your walking shoes,’ but oh my gosh, there’s a lot of people,

“IN THE
MANUFACTURING
AND ENGINEERING
COMMUNITY, WHERE
DOES EVERYBODY
MEET? AT IMTS.”

JAY SIMPSON
MULTI-AXIS TECHNOLOGIES

a lot of machines, a lot of workholding, a lot of software... IMTS is a lot of everything,” recalls Daisy Kelly, co-owner of Multi-Axis Technologies. “It’s overwhelming for a first-time person. Now I’m excited to go to IMTS 2024 because I have an idea and can narrow my focus.”

To avoid feeling overwhelmed, first-time visitors need to develop a good game plan. To start, register for the show at [IMTS.com/Register](https://www.imts.com/register), then create a free Show Planner account. The Show Planner is your playbook where you create a personalized agenda that includes bookmarking companies of interest, making notes, emailing or booking appointments with companies, seeing special offers and mapping a route for booth visits.

Presentations, Conferences and Events

IMTS also offers educational conferences, networking events, forums and keynote speakers on the IMTS+ Main Stage from companies that include Google Cloud, Siemens and Hexagon. In fact, people plan their show dates around these events. Visit [IMTS.com/Conferences](https://www.imts.com/conferences) to find schedules,

which include 68 technology presentations from exhibitors and the IMTS Elevate programs for job shops, women manufacturers, the Latin manufacturing community, investors, supply chains, automation, 3D printing and more.

When attending IMTS, be prepared to make new friends and share your journey, your challenges and your wins. Jay Simpson, an IMTS veteran and co-owner of Multi-Axis Technologies, summarizes the power of meeting people.

“In the manufacturing and engineering community, where does everybody meet? At IMTS,” he says. “These connections are critical in manufacturing because you’re only one person away from solving any problem. If the person you’re talking to doesn’t know the solution, he’s got a guy that does. The community is so tight that somebody knows somebody, and I guarantee you’ll find it at IMTS.”

**Register now for IMTS 2024, Sept. 9-14,
at McCormick Place in Chicago:**

[IMTS.com/Register](https://www.imts.com/register)



Pictured are Daisy Kelly and Jay Simpson, co-founders and co-owners of Multi-Axis Technologies, in Kent, Wash. Discover their fascinating manufacturing journey, from leading manufacturing teams at Blue Origin to opening their own manufacturing business, Multi-Axis Technologies, at:

[IMTS.com/Community](https://www.imts.com/community).

SEE YOU AT IMTS

NTMA

Look for your NTMA colleagues at this year's show.

It's no secret that NTMA members make things happen. They are at the forefront of design and development. They are streamlining processes and crafting efficiencies. NTMA members don't just build it — they build it better. This year there will be 50 NTMA members, associate members and affiliates exhibiting at the industry's largest manufacturing technology trade show. Because NTMA members don't just do it, they do it well and they want to share their expertise, knowledge and products with you.

Be sure to visit the companies that invest in the future and success of American manufacturing. Be sure to visit the members of the National Tooling & Machining Association.

You'll find a complete listing of those who plan to attend on the following page including their booth number.

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Event Schedule

Wednesday, October 16th

- 1:30PM-5:00PM Registration
- 1:30PM-4:00PM Community Outreach Program
- 2:30PM-3:30PM Trustees Roundtable *
- 3:45PM-5:00PM Board of Trustees Meeting
- 6:00PM-8:30PM Welcome Reception & Cornhole Tournament

Thursday, October 17th

- 8:00AM-5:00PM Registration
- 7:30AM-8:00AM Breakfast
- 8:00AM-5:00PM Exhibit Tables
- 8:00AM-9:30AM Conference Kickoff, NTMA Update & Awards
- 9:30AM-9:50AM Networking Break
- 9:50AM-10:50AM Opening Keynote:
Manufacturing Movement
Presented by: Tony Gunn, MTDCNC
- 10:50AM-11:10AM Networking Break
- 11:10AM-12:10PM General Session 1:
Maximizing Manufacturing
Efficiency: The Role of
Artificial Intelligence
Presented by: Frank Braski, Softura
& Chris Stephenson, alliantgroup
- 12:10PM-2:00PM Open Lunch
- 12:00PM-2:10PM NTMF Meeting & Lunch *
- 2:00PM-3:00PM General Session 2:
Workforce Innovation Beyond the Box
Panel Discussion Moderated by:
Jenny Stupica, NTMA
- 3:00PM-3:20PM Networking Break
- 3:20PM-4:15PM General Session 3: Succession Strategy:
Navigating Logistics & Transition Processes
Presented by: Dave Capkovitz & Mike Watkins,
EBITDA Growth Systems
- 4:15PM-5:00PM General Session 4: Adapting to Change:
Economic Trends Impacting Manufacturing
Presented by: Beth Ann Bovino, U.S. Bank
- 5:00PM-6:00PM PAC Cocktail Reception
- 6:00PM Free Night to Explore Nashville

Friday, October 18th

- 8:00AM-5:00PM Registration
- 7:30AM-8:00AM Breakfast
- 8:00AM-5:00PM Exhibit Tables
- 8:00AM-9:00AM General Session 5: Embracing Tomorrow:
Traversing New Horizons with
Emerging Technologies
Presented by: Doug Woods, AMT
& Dan Janka, Mazak
- 9:00AM-12:00PM Plant Tours
- 12:30PM-1:45PM Luncheon & General Session 6:
Manufacturing Outcomes - Election 2024
Presented by: Omar Nashashibi,
The Franklin Partnership
Caitlin Sickles,
Policy Resolution Group
- 2:00PM-3:30PM Roundtables
Artificial Intelligence
Moderated by: Frank Braski, Softura &
Chris Stephenson, alliantgroup
Sales & Marketing
Moderated by: Tony Gunn, MTDCNC
Succession Planning
Moderated by: Mike Watkins & Dave Capkovitz,
EBITDA Growth Systems
Workforce Development
Moderated by: Jenny Stupica, NTMA
- 3:30PM-3:45PM Networking Break
- 3:45PM-5:00PM Closing Keynote: Committing to Change
Live Recording of "The Gunn Show" Podcast
- 7:00PM-11:00PM Evening Event:
Musicians Hall of Fame & Museum
Featuring Singer-Songwriter: Tony Arata

Saturday, October 19th

- 8:00AM-10:00AM Traveler's Breakfast

*INDICATES FOR TEAM MEMBERS ONLY *SCHEDULE IS SUBJECT TO CHANGE*

MEMBER PROFILE: PARAMOUNT MACHINE

JENEAN GOODSSELL, CPO/HR MANAGER & RICK STREHL PROJECT MANAGER, PARAMOUNT MACHINE



WHO WE ARE:

Paramount Machine is a precision machining company established in 1995 and located in Salt Lake City, Utah. We specialize in high-quality precision machining and assembly services for various industries, including aerospace, defense, electronics, medical and commercial sectors.

Our company operates from a state-of-the-art facility with over 25,800 square feet of manufacturing space and employs more than 70 full-time staff members. Paramount Machine has over 30 advanced CNC machines and offers 4 and 5-axis CNC milling and turning capabilities. We work with various materials, from aluminum and titanium to aircraft steels and high-temperature alloys.

Our quality management system is certified to the AS9100D and ISO 9001:2015 standards, ensuring high-quality parts. We emphasize strong customer relationships and have built a reputation for reliability and excellence.



WHAT WE DO:

Paramount Machine specializes in precision machining and assembly services, offering various capabilities and services tailored to various industries' needs. Our key capabilities are:

CNC Machining:

- 4 and 5-Axis CNC Milling/Turning: Paramount Machine has the latest generation of CNC machine tools, including 4 and 5-axis CNC milling and turning machines, which produce high tolerance, complex and precise components.
- Advanced CAD/CAM Capabilities: We use MasterCam and Esprit for CNC programming and tooling design. These programs support digital datasets in all standard file formats, ensuring an efficient workflow from planning through production to final inspection.

Materials Expertise:

We have extensive experience working with various materials, including aluminum, titanium, aircraft steels, high-temperature alloys and plastics. This versatility allows us to cater to diverse industry requirements.

Precision and Quality Control:

- Quality Assurance: Our proactive quality system is certified to AS9100D and ISO 9001:2015. We emphasize zero defects and maintain high-quality standards through advanced technology and continuous improvement.
- Inspection Capabilities: Our facility includes a dedicated inspection area equipped with the latest machines and software to ensure the highest quality of parts produced.

Paramount Machine provides comprehensive precision machining and assembly services, focusing on high quality, precision and reliability across various demanding industries. Our advanced equipment, skilled workforce and stringent quality control processes make us a trusted partner in the manufacturing sector.

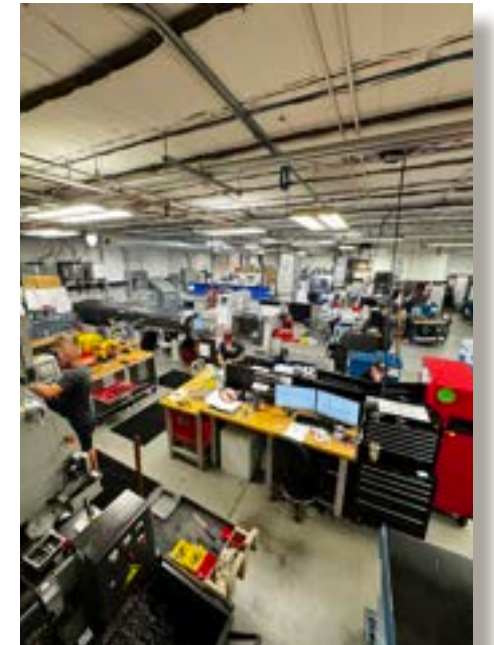
WHAT WE DO REALLY WELL:

Over the years, we have earned and maintained the trust of our customers, fostering long-term relationships that have been instrumental in our company's growth. This success is mirrored internally, where we highly value and trust our diverse team. By delegating responsibilities and empowering each individual, we create an environment where everyone can perform, learn and be productive. This approach boosts team morale and drives innovation and efficiency across the board.

WHY WE ARE MEMBERS OF THE NTMA:



Joining the NTMA offers unparalleled professional and personal growth opportunities through both the local and national chapters. The networking and community aspects foster invaluable relationships that drive business success and personal development. Over the past three years, Paramount Machine has experienced remarkable growth and secured its future through our local chapter's robust workforce development and apprenticeship programs. Additionally, the events and educational offerings are second to none, providing cutting-edge insights and fostering continuous learning.



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OFFERING SERVICES AND BENEFITS TO NTMA EMPLOYERS AND THEIR EMPLOYEES THROUGH EMPLOYERS FOR CHEAPER HEALTHCARE

Employers for Cheaper Healthcare (ECH) is a non-profit organization dedicated to providing cost-effective, quality healthcare solutions for employees and their employers. Our mission is rooted in the belief that access to affordable healthcare is a fundamental right and we strive to make this a reality through our comprehensive range of services and benefits. ECH was founded with the goal of providing leadership on employee retention and employer-related healthcare issues.

ECH has entered a strategic partnership with Qualex Healthcare to enhance its service offerings for employer groups, payers, risk-bearing providers, managed care health plan organizations and associations like NTMA. Qualex Healthcare is renowned for its comprehensive administrative services, tailored to meet diverse and evolving business needs. Whether the requirement is for full, partial, a-la-carte or Concierge services, Qualex Healthcare excels in delivering flexible and high-quality solutions. This partnership underscores ECH's commitment to providing cost-effective healthcare options while ensuring superior service delivery through Qualex's expertise and extensive service portfolio. Together, ECH and Qualex Healthcare aim to elevate healthcare management standards and optimize operational efficiencies for their clients.

At the core of our organization lies a comprehensive benefits program tailored to meet the diverse needs of our members. ECH provides a broad array of options to enhance the overall well-being of employees and their families. According to EBN, employers can lower out-of-pocket healthcare costs by forging strategic partnerships with healthcare networks offering competitive rates and negotiated discounts. This approach ensures that employees can access in-network providers and services, thereby minimizing the financial burden associated with out-of-network care. Moreover, implementing robust healthcare plans focused on preventive care and wellness initiatives not only promotes healthier lifestyles but also facilitates early intervention, leading to sustained reductions in medical expenditures over time.

ECH utilizes its partnership with Qualex to significantly expand access to medical networks. Qualex Healthcare facilitates seamless entry into a broad spectrum of local and national networks, including prestigious hospitals, ancillary

services, physicians and advanced practice providers. Through this collaboration, ECH ensures its clients



Employers for Cheaper Healthcare

have access to comprehensive healthcare providers and a wide range of services. This underscores ECH's dedication to delivering high-quality, accessible healthcare solutions tailored to employer groups, payers and managed care health plan organizations.

According to a study by the Kaiser Family Foundation on Americans facing challenges with medical bills, 32% received care from out-of-network providers that their insurance did not fully cover. Additionally, 21% of respondents were unaware that their provider was out-of-network.

While our primary focus is on employee well-being, we also recognize the importance of supporting employers in their efforts to attract and retain top talent. Our industry experts will outline how we collaborate with employers to create a comprehensive benefits package that meets the needs of their workforce.

Employers can enhance employee retention rates by offering competitive healthcare benefits and creating a more productive and engaged workforce. Our team works closely with employers to tailor solutions that align with their unique business needs and budget constraints.

At ECH, we are more than just a healthcare provider; we are a community of individuals united by a common goal: to ensure that quality healthcare is accessible and affordable for all. By joining our organization, you become part of a movement that prioritizes the well-being of employees and the success of employers.

To learn more please visit <https://ech-llc.com>

Sources:
The Burden of Medical Debt - Introduction - 8806 _ KFF
KFF Study- Out of network issues
New Kaiser New York Times Survey Finds One in Five Working-Age Americans With Health Insurance Report Problems Paying Medical Bills _ KFF
4 ways to lower out-of-pocket healthcare costs _ Employee Benefit News edit

Here to Help



EMPOWERING SUCCESS STORIES

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

When talking about workforce challenges, I'm most often asked, "What are other members doing that's working for them?" That is a great question and I'm on a mission to find the best answer.

I hear about programs and initiatives that are successful in helping companies recruit and retain employees and I try to learn as much as I can so I'm able to share the information. However, opportunities are sporadic and we want to hear about best practices that help members find, hire, train and promote individuals to help their companies prosper and grow. We know our members are partnering in workforce development programs for students and adults, and we want to capture that work

so we can celebrate your success and share it across the country.

The Workforce Development Team is creating a Resource Library to host information on programs and initiatives that are creating awareness of manufacturing careers as well as building a talent pipeline. These templates will include information on how the program works, recruitment strategies, funding streams, partners and collaborators, marketing as well as program challenges and outcomes. Most importantly, there will be contact information for someone knowledgeable about the program who is

willing to answer questions and provide guidance should a member/chapter want to consider starting a similar program or emulate the program in their area.

Follow the QR code below to a template that is easy to fill out. If you are participating in a program, please send your information for the Resource Library. It can be anything from a summer camp for middle school students to a training program for justice-impacted individuals to a Manufacturing Day event. Anything and everything is important to share. As we gather these forms, you'll find the library on the

website, accessible only to members through your log-in credentials.

We encourage you to complete this form for every program you are running so we can build a library that has something for everyone. Let's learn from one another and be inspired to try something new to solve our talent challenges.



FIFTY YEARS OF EXCELLENCE

MARK R. PROPER, PRESIDENT, PROPER CUTTER

Located in Northwestern Pennsylvania, PROper Cutter specializes in the reconditioning of industrial metal cutting tools that include high-quality sharpening services as well as extensive PVD coatings to enhance cutting tool performance. From our humble beginnings in 1974, we have evolved over the past 50 years into an industry-leading service company with a relentless focus on operational excellence, value-added solutions, advanced manufacturing techniques and superior customer service.



Our company was founded by Larry D. Proper in a small garage located just outside of Meadville, Pennsylvania, famously nicknamed Tool City, USA. With just a couple used manual grinding machines and a ton of sweat equity, the company began to develop a local customer base to support future growth goals. Today, PROper Cutter occupies a newly expanded facility

with 5,500 square feet of manufacturing space and the latest advancements in 5-axis CNC grinding technology to meet the challenging demands of the cutting tool market. We service industrial machining markets across the United States, with route trucks covering the Pennsylvania, Ohio and New York markets.

The second generation owners, Mark and Jennifer Proper, are continuing the mission Larry began 50 years ago: leading innovation in tool reconditioning. Our team of dedicated employees and recent machine acquisitions allow us to keep up with customer demand.



We'll be opening our doors to the public for a 50th Anniversary Open House this month. We are excited for loyal customers, industry partners, retired employees and supportive community members to see our latest technology in action. We welcome our fellow NTMA members across the country to join us if they find themselves in Guys Mills, Pennsylvania on the afternoon of Aug. 19.

JK TOOL ACQUIRES PRECISE TOOL & DIE

KEVIN LEMIRE, WEISS-AUG GROUP

JK Tool, a division of Weiss-Aug Group in New Kensington, Pennsylvania, announced the acquisition of assets of Precise Tool & Die of Leechburg, Pennsylvania, on July 16. Weiss-Aug Group, a leader in the industry with 50 years of expertise in precision metal stamping, injection molding and value-added assembly solutions, offers tailored solutions to a wide range of industries, including medical devices, automotive and industrial sectors.

Dieter Weissenrieder, president and CEO of Weiss-Aug Group explains, "With tool making at the heart of our business, we are invested in continuing to grow our capabilities and capacity for progressive dies, spares and components."

Evan Slee, President of Precise Tool & Die, adds, "There is a great synergy between our two businesses, and joining with the JK Tool division of Weiss-Aug Group really will elevate our capability to support customers with best-in-class technology."

High speed progressive die stamping, with a focus on robust tooling is the hallmark of Weiss-Aug Group's core. With its vertically integrated capabilities, JK Tool can help streamline its customer's

supply chain logistics while offering the highest tolerance, quality and on-time delivery. With many metal stamping customers, precision is a universal requirement that both Precise Tool & Die and JK Tool embrace.



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CHAPTER CHECK-IN

FLORIDA WEST COAST CHAPTER NIGHT OF ACCOLADES

KELLY SINAY, CHAPTER EXECUTIVE, NTMA FLORIDA WEST COAST CHAPTER

The spirit of accomplishment filled the air on Friday, June 14, 2024, as the Florida West Coast (FWC) Chapter of the NTMA held its 33rd annual Apprenticeship and Recognition Banquet. This year's event proved to be particularly heartwarming, celebrating the dedication and talent of apprentices within the manufacturing field.

Throughout the evening, a delightful atmosphere buzzed with conversation and camaraderie as attendees enjoyed a delicious meal. The true centerpiece, however, was the recognition ceremony. One of the most celebrated moments came when Matthew Kurutz, a graduating apprentice, was presented with his certificate along with the 2024 apprentices receiving certificates. The room erupted in applause as their hard work and perseverance were recognized.

Guest speaker Gisbert Ledvon of Heidenhain Corporation further underscored the significance of skilled trades and the promising future that awaits these talented individuals.

The NTMA FWC Apprenticeship and Recognition

Banquet not only serves as a platform to acknowledge achievement, but also fosters a strong sense of community within the manufacturing industry. With Matthew's accomplishment at the forefront, the evening solidified the importance of apprenticeship programs in cultivating the next generation of manufacturing leaders.



THRIVE WITH RMTMA

KAITY VAN AMERSFORT AND BETTY VRCEK, CO-CHAPTER EXECUTIVES, RMTMA



On June 26, 2024, Rocky Mountain Tooling & Machining Association (RMTMA) hosted its first *Thrive with RMTMA* member recruiting event at

New Terrain Brewing Co. in Golden, Colorado. It was sponsored by MidFirst Bank.

The attendees listened to a presentation by Carrie Marsico, the NTMA Membership and Chapter Relations Manager, who provided an overview of NTMA and member programs. Board member Peter Hancock gave an update on RMTMA's Apprenticeship Program, upskilling with Tooling U and funding opportunities available to members.

IF YOU'D LIKE A MEMBER OF OUR NATIONAL TEAM TO MAKE A PRESENTATION ABOUT BENEFITS AT ONE OF YOUR UPCOMING EVENTS, PLEASE CONTACT CARRIE MARSICO AT: CMARSICO@NTMA.ORG



FORE! CHAPTER GOLF OUTINGS

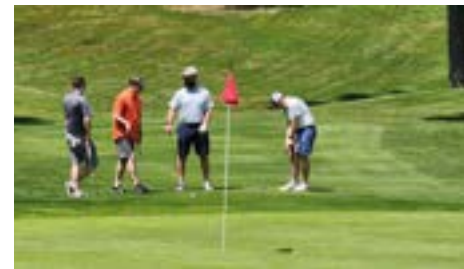
BETTY VRCEK, CHAPTER EXECUTIVE, AKRON NTMA & NORTH TEXAS NTMA



The Akron NTMA's Annual Golf Outing on June 13, 2024, was a tremendous success. Members and friends gathered for a day of camaraderie and fun at JE

Good Park in Akron, Ohio. We extend a huge thank you to our Title Sponsor, Blaser Swisslube, for their tremendous support.

The North Texas NTMA held their Annual Golf Outing at Indian Creek Golf Course in Carrollton, Texas. Members and friends teed up on April 25, 2024 for a great day, coming together for a single cause—to raise funds for workforce development. A special thank you goes to our Title



Sponsor, US Bank, for their wonderful support.

Many NTMA chapters across the country host annual golf events taking the opportunity to relax, network and raise money for special chapter programs.



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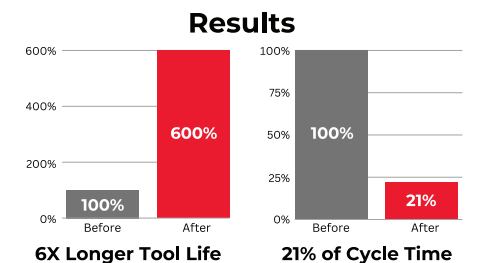


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ALMOST EVERYTHING WE DO USES ENERGY IN THE FORM OF BATTERIES, OIL, GAS OR ELECTRICITY. HYDRAULIC COMPONENTS ARE ESSENTIAL TO TAPPING INTO THESE POWER SOURCES. THIS INCLUDES TRANSPORTING, DRILLING AND PUMPING THE OIL, COAL AND MINERALS TO PRODUCE THE ENERGY THAT KEEPS OUR WORLD MOVING FORWARD.

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HTS COATINGS' MISSION IS THAT OUR COATING SOLUTIONS WOULD ENHANCE LIVES FOR THE GLORY OF GOD. WITH THIS IN MIND OUR CRAFTSMAN TAKE GREAT CARE OF EACH AND EVERY PART THAT GOES OUT TO MAKE SURE IT MEETS OR EXCEEDS ALL OF OUR CUSTOMERS' REQUIREMENTS TO OPERATE EFFICIENTLY AND WITH INCREASED LIFE.

AS A MEMBER OF THE NTMA, HTS COATINGS IS DEDICATED TO DRIVING INNOVATION AND SUSTAINABILITY IN MANUFACTURING. OUR THERMAL SPRAY COATINGS EXTEND COMPONENT LIFE, LOWER MAINTENANCE COSTS, INCREASE PRODUCTION EFFICIENCY AND REDUCE HAZARDOUS WASTE, CONTRIBUTING POSITIVELY TO ENVIRONMENTAL PRESERVATION.

ASHLEY HUNSAKER, CEO
HTS COATINGS



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For more information, please contact:
Linda Warner at lwarn@ntma.org or 216-264-2824.
Applications and self-assessment documents can be found here:
<https://ntma.org/resources/ntma-awards>
Applications should be sent to 6Saward@ntma.org

NTMA 6S Excellence Award

PURPOSE:

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

HOW IT WORKS:

NTMA companies apply for the award by submitting a self-assessment based on criteria that demonstrate best-in-class practice in the six S's:

- 1. Safety | 2. Sort | 3. Set in Order
- 4. Shine | 5. Standardize | 6. Sustain

Certificates are awarded every year for the first five years based on self-assessments submitted. Once the recipients receive five certificates, they are also presented with a trophy.

SUBMISSION DUE DATE:

Please submit your application by Friday, September 6th, 2024 to be considered.



Has Graciously Agreed To Provide
A Free Kaizen Shadow Foam®

This year each company qualifying for the NTMA 6S Excellence Award will be entered into a drawing to win custom Kaizen Shadow Foam from Kaiser Manufacturing, valued at over \$1,500.

Kaizen Shadow Foam® is the perfect enhancement to any 6S program. It creates an intuitive, visual workspace, keeps track of tools and gauges, and ensures every item is properly stored. By reducing the time operators spend searching for tools, it streamlines workflows and minimizes equipment replacement costs for companies.

The two-color foam is professional-grade tool storage material. It is very durable, will not absorb moisture, oils or solvents, and can be cleaned. It will last for years even in tough industrial environments.

One winner will be selected at random from qualifying companies at the Engage Conference in Nashville Oct 16-19, 2024. The winner will receive:

1. Free 2-day tool scanning kit rental (value \$350) with unlimited tool scanning (OR) the equivalent value in tool scanning at Kaiser Manufacturing (roughly 3-4 hours).
2. Minimum \$1,500 in custom, two-color Kaizen Shadow Foam (10 or more drawers, depending on size). Available colors are charcoal over red, blue or yellow.
3. Laser engraving of company logo and/or pocket labels as needed.
4. Copies of all tool layout CAD files at the end of the project.

Terms: Project must be completed by February 28, 2025. Recipient is responsible for all shipping costs for the finished product, the rental kit, and/or sending tools to and from Kaiser Manufacturing. Recipient agrees Kaiser Manufacturing is authorized to photograph finished Shadow Foam, excluding any proprietary parts, and use images and company name for marketing purposes.



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