

for **THE RECORD**

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



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MAXIMIZE YOUR NTMA CONNECTIONS

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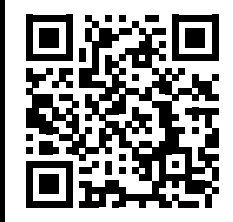
EXCLUSIVE NTMA MEMBER PROGRAMS
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2025 COHORTS ANNOUNCED
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To advertise in The Record, contact editor@ntma.org or call 800.248.6862.

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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

2025 CHAPTER LEADERSHIP SUMMIT

JANUARY 15-17, 2025
NEW ORLEANS, LA

MFG2025

FEBRUARY 19-21, 2025
SAN ANTONIO, TX



FROM ROGER

a message from the president

As we end 2024, many members look back at the year as having been a tough year, while others celebrate a prosperous one. It's interesting how diverse the results can be across our association and industry. There are normally explainable reasons for such differences. Those who had a great year can usually point to areas internally or externally that contributed to their success, while often those that had a tough time struggle to identify the primary reasons. At a minimum, they don't know how to solve the challenges that contributed to their difficult year. Trust me. I have been on both ends of this conversation. Honestly, anyone that's been in this industry for very long can probably relate to both scenarios.

Regardless of where the close of 2024 finds you, the key is to review the year's results, the year's challenges and the outlook on the horizon. Your 2024 results do not dictate 2025. Great can go to bad, and bad can go to great. The results depend on you. Sometimes we do not know what to do or where to turn and therefore just hope that next year will be different. We have all heard and learned that hope is not a strategy. I've learned this lesson personally, as well.

As an NTMA lifer, I would say that early in my career NTMA's external focus was on affinity and special discount programs while emphasizing

networking, workforce, advocacy and benchmarking. While these focal points remain, over the last ten years our scope has grown as our industry changed. Our industry has been crushed by offshoring, price reduction demands and global competition. NTMA saw that small and medium-size manufacturers needed Industry Partners. Our members would benefit from relationships with experts in multiple fields of discipline supporting our industry. Today, NTMA has developed and vetted numerous Industry Partners to support NTMA members.

This month, we are spotlighting those partners to make sure you know who they are and what they do. We find that many of our members who have had a great year are the very companies using NTMA's Industry Partners. While using Industry Partners does not assure success, they do assure an objective view or review of your company, your challenges and potential areas for improvement. They can help you identify those areas that can make a difference to your bottom line. Often we see the challenges, but it is more difficult to identify the solution and implement changes to overcome the challenges. It is these improvements that contribute to positive change organizationally and financially.

As the Executive Committee and I

travel the country visiting members and hearing your stories and challenges, we are taken aback when we ask if you have contacted one of our Industry Partners that specializes in your problem area. Often the response is, "we were not aware of them." Statistics show us that the number one reason companies site for leave NTMA is that they don't use the services. Meanwhile, many of those same companies are facing difficulties. We want you to know and use the services your membership provides.

The NTMA staff's sole purpose is to support you, our members. Prior to becoming president of the NTMA, I spent my entire career working directly in the manufacturing industry. I have been in your shoes. I know and understand most of your challenges. To fully appreciate all of the benefits that your NTMA membership offers, you must read AND participate in what we send you; things like The Record, e-blasts and surveys. These are all designed to SERVE you. If you are going to unsubscribe from emails, I would suggest you unsubscribe from those that bring no value to you or your business. NTMA emails serve one purpose, to HELP you. Chapters exist for one reason and that is to HELP you.

Whether At-Large members or chapter members, you must know the services and opportunities NTMA provides nationally and regionally. The NTMA

staff's job is to inform you, it is up to you to receive that information and apply it, or store it away for the next time you might need it.

NTMA's trusted Industry Partners are here for you. In most cases, we have negotiated reduced prices for NTMA members. If you need or desire introductions please reach out to me, the NTMA staff or the Executive Committee and we will be happy to help you.

Here is a list of Industry Partners' services:

- Cutting Tools/Tooling Specialist
- Sales and Marketing
- Growth and Profitability
- Shipping Partners
- Labor/Law Attorneys
- MRO Products
- ERP & Quoting Processes
- Sales Platforms (Buyers/Sellers)
- Energy/Utility (Negotiators)

- Insurance (P&C, Health, Vision)
- Tax Credits and Incentives

Let's remember, we are in this together. We are here to support you. Your needs are our focus. We are stronger together as we Advance America's Future.

Roger Atkins, President, NTMA

NTMA

2025

NTMA CALENDAR OF EVENTS

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

Kristen Hrusch - Khrusch@ntma.org 216.264.2845 or visit www.ntma.org/upcoming-events

www.ntma.org/events

* Events Subject to Change*

2025 CHAPTER LEADERSHIP SUMMIT POWERED BY NTMA

JANUARY 15-17, 2025
NEW ORLEANS, LA

MFG2025 POWERED BY AMT

FEBRUARY 19-21, 2025
SAN ANTONIO, TX



MARCH 30 - APRIL 5, 2025
MILAN, ITALY



MAY 5-7, 2025
ORLANDO, FL

The Precision Manufacturing Conference

ENGAGE 2025 PRESENTED BY NTMA

OCTOBER 7-10, 2025
DETROIT, MI

WELCOME

We're glad to count you among our members.

MIDWEST FABRICATIONS

Akron Chapter

Founded in 1979, Midwest Fabrications has established itself as a leader in the metal



fabrication industry, driven by a best-in-class technical ability and a customer-centric approach. From the outset, our philosophy has been to view our customers as partners, offering not just fabrication capacity but also valuable assistance in tackling design and process challenges. This ethos has enabled Midwest to experience steady growth over the years, a testament to our commitment to building a great team. We are proud to highlight that the average tenure of our employees stands at 16 years, underscoring a deep-seated expertise and dedication to our craft.

In 2024, Midwest Fabrications embarked on a new chapter with the acquisition by two brothers, Bepo and Mate Zuzic, bringing together a unique blend of engineering excellence and business acumen. Bepo Zuzic, a mechanical engineer, brings a wealth of experience from his tenure with some of the largest manufacturing companies in Ohio. His diverse background spans from operations management to design engineering, equipping him with the insights necessary to drive operational efficiency and innovation. Mate Zuzic, on the other hand, has carved a career in finance and management consulting, having worked for leading institutions such as KeyBanc Capital Markets and McKinsey & Company. While at McKinsey, he consulted for global industry leaders, focused on finding solutions to the customers' toughest problems.

Midwest Fabrications is more than a service provider; we are a partner committed to excellence. With a legacy spanning over four decades, enhanced by fresh leadership and a data driven approach, we are set to continue offering innovative solutions in sheet metal fabrication, welding, press braking, laser cutting and much more. Our dedication to quality, combined with a deep understanding of our customers' needs, positions us uniquely to tackle the challenges of today and the opportunities of tomorrow.

516 Commerce St., Tallmadge, OH 44278
330.633.0191
www.mwmetalfab.com

MORSE CUTTING TOOLS

National Associate Member

Morse Cutting Tools has been a trusted name in cutting tool engineering and manufacturing for generations, providing top-quality, precision tools that empower a wide range of industries. Specializing in both standard and custom solutions, Morse delivers high-performance endmills, drills, and specialized cutters crafted to meet the exacting needs of sectors such as aerospace, automotive, medical, die and mold and general engineering.



COMMITMENT TO INNOVATION

At the core of Morse Cutting Tools is an unwavering commitment to innovation. Through rigorous research and development, our team of skilled engineers consistently advances cutting-edge solutions that drive efficiency, accuracy and cost-effectiveness for our clients. Our dedication to research ensures that we stay ahead of industry trends and bring the most effective technologies and materials into our products.

STATE-OF-THE-ART FACILITY

Our manufacturing facility, equipped with the latest in CNC and automation technologies, exemplifies our commitment to excellence. This modern, meticulously maintained environment allows us to maintain strict quality control and produce tools that meet the highest industry standards.

GLOBAL REACH AND INDUSTRY EXPERTISE

Morse Cutting Tools serves a global client base, bringing industry-leading expertise to every project. By participating in international exhibitions and fostering a culture of continuous learning and improvement, we ensure that our team remains at the forefront of global technology trends, ready to meet the evolving needs of our clients.

WHY CHOOSE MORSE

With a legacy of innovation and a commitment to quality, Morse Cutting Tools is more than just a supplier—it's a trusted partner for businesses looking to elevate their machining capabilities. From saving time and reducing costs to ensuring precision and performance, Morse Cutting Tools is dedicated to helping our clients succeed in today's competitive market.

Morse Cutting Tools – Precision. Quality. Performance.

40333 W 14 Mile Rd, Novi, MI 48377
248.588.2220
www.morsecuttingtools.com

CGS PRECISION TECHNOLOGIES

Eastern At-Large

CGS Precision Technologies is a leading provider of high-quality precision manufacturing solutions, specializing in the production of custom components for a wide range of industries. With a commitment to excellence, CGS Precision Technologies leverages advanced machining techniques, state-of-the-art equipment and a highly skilled team to deliver products that meet the most stringent specifications and tolerances.



Founded with a vision to support industries such as aerospace, automation, automotive, medical devices, defense and energy, CGS Precision Technologies offers a comprehensive range of services, including CNC machining, precision turning, milling and assembly. Their focus on innovation, quality control, and customer satisfaction has made them a trusted partner for companies seeking reliable and high-performance solutions.

By combining cutting-edge technology with a customer-centric approach, CGS Precision Technologies continues to push the boundaries of what's possible in the world of precision manufacturing, delivering accuracy and consistency in every project they undertake.

855 Publishers Pkwy, Webster, NY 14580
585.347.6127
www.cgspt.com

CORRECTION:

ON PAGE 12 OF OUR OCTOBER ISSUE IN THE BYLINE OF OUR INTERVIEW WITH MIKE HOLMES, HIS COMPANY WAS IDENTIFIED INCORRECTLY.
IT IS WALBAR DIVISION OF KINETIC ENGINE SYSTEMS.

NORTEK, INC.

Western Massachusetts Chapter

Nortek Inc. is a premier precision machine shop located in West Springfield, Mass.,

Nortek Inc.

dedicated to manufacturing high-quality components with exceptional accuracy and reliability. With a steadfast commitment to excellence, we pride ourselves on our ability to meet the diverse needs of our clients through innovative solutions, state-of-the-art technology and a highly skilled team. Our ITAR and ISO 9001 certifications underscore our dedication to maintaining the highest standards of quality and compliance. We are compliant to AS9100 with full certification to be completed by the first quarter of 2025. At Nortek Inc., we believe in providing impeccable support, on-time deliveries and competitive pricing, making us a trusted partner in the precision machining industry.

70 Doty Cir, West Springfield, MA 01089
413.781.4777
<https://www.nortekinc.net/>

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ADVOCACY: NLRB OVERRULES PRECEDENT FOR STATEMENTS ON THE IMPACT OF UNIONIZATION



In a decision on November 8, 2024, the National Labor Relations Board ruled that employer statements to workers regarding the impact of unionization may violate the National Labor Relations Act.

The 3-1 ruling in the case *Siren Retail Corp. d/b/a Starbucks*, 373 NLRB 135, overrules the 1985 *Tri-Cast, Inc.*, 274 NLRB 377 decision, which said most employer statements about the effects of unionization on

the relationship between workers and management are lawful holding that “[t]here is no threat, either explicit or implicit, in a statement which explains to employees that, when they select a union to represent them, the relationship that existed between the employees and the employer will not be as before.”

In the *Siren Retail* ruling, the board determined that *Tri-Cast* went too far and had “erred in deeming categorically lawful nearly any employer statement to employees touching on the impact that unionization would have on the relationship between individual employees and their employer.” Instead, the Board will evaluate employer statements according to the 1969 Supreme Court decision in *NLRB v. Gissel Packing Co.*, which mandates that to be deemed lawful, “employer predictions of negative impacts from unionization ‘must be carefully phrased on the basis of objective fact to convey an employer’s belief as to demonstrably probable consequences beyond [its] control.’ If such a prediction is not grounded in objective fact or predicts negative consequences that would result from the employer’s own actions, it is ‘no longer a reasonable prediction based on available facts but a threat of retaliation based on misrepresentation and coercion.’”

REVENUE: BEWARE OF SALES BLACKMAIL



Would it be catastrophic if your entire sales force quit?

Many owners hesitate to make business decisions out of concern for creating discontent among their sales reps.

We should always treat people fairly and respectfully, honor loyalty and compensate fairly, but sometimes changes in the business environment demand changes in sales.

Perhaps compensation plans should evolve to reduce salary and add bonus or commission based on profit rather than revenue. Territories might need realignment. You might incentivize new business with higher commission than the stream of repeat orders from long-time customers.

Pondering changes like that may cause worry that reps will rebel, and even leave. And they might.

But would it matter?

Let’s work back from the worst case. After you announce changes well in advance, and explain the business situation and rationale, some or all of your reps might leave. What would be the realistic business impact?

For most companies the revenue impact would be minimal. Yes, you’d have to reassure other employees, some customers and perhaps lenders. Customer service reps would bear additional burden. But revenue wouldn’t likely be impacted significantly. Really? Why?

Most industrial sales are received and not won, particularly in industries where reorders are common. Normally, the first deal is done based on price and delivery, not sales skill. And reorders follow when the service and quality are consistent.

It’s realistically unlikely they’ll all leave. Departures create opportunities to hire stronger talent and to build a team that actually sells and wins orders, rather than just receiving them. You do need sales to grow, but strong, effective sales.

Make your business decisions carefully, based on what’s important for the business and fair to people. But don’t allow yourself to be held hostage by folks who are harvesting money without adding much value.

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



LEGAL: COURT STRIKES DOWN NEW DEPARTMENT OF LABOR OVERTIME RULE



On November 15, 2024, the U.S. District Court for the Eastern District of Texas struck down the U.S. Department of Labor’s 2024 Rule increasing the minimum salary threshold for executive, administrative and professional employees under the Fair Labor Standards Act (FLSA). *Texas v. Dept. of Labor*, E.D. Tex., No. 24-00499. The court held that each of the rule’s three components exceed the Department’s statutory authority under the FLSA. The decision appears to invalidate the rule for all employers nationwide, halting the next round of changes scheduled to go into effect January 1, 2025.

The FLSA generally requires covered employers to pay employees an overtime premium of one and one-half times their regular rate of pay for hours worked over 40 hours in a workweek. The FLSA exempts certain “white-collar” workers who (1) perform executive, administrative and professional duties, (2) are paid on a “salary basis” and (3) are paid a minimum salary amount determined by the Department. In order for an employee to be exempt from overtime pay, all three factors must be met.

The 2024 rule impacted the third requirement to claim the exemption by increasing the minimum salary threshold in two phases. In the first phase, the rule increased the minimum salary threshold from \$684 per week to \$844 per week effective July 1, 2024. The second phase, slated to take effect January 1, 2025, would have increased the threshold to \$1,128 per week. The 2024 Rule also provided for an automatic triennial increase to the minimum salary beginning July 1, 2027, based on inflation.

In its decision, the court ruled that the Department overstepped by creating a “salary only” test for these exemptions while essentially eliminating the test used for considering whether a given employee’s job duties are of a bona fide executive, administrative or professional capacity. The court further ruled the Department exceeded its authority by including future automatic increases to the salary threshold in the rule itself. The court’s decision demonstrates an ongoing shift away from the ability of administrative agencies to create sweeping rules that affect employers and employees nationwide.

While the Department can appeal this decision to the Court of Appeals for the Fifth Circuit, the appeal will not likely be resolved before President Trump takes office. It is unlikely that President Trump’s administration will defend the 2024 Rule, in which case the court’s ruling may remain in effect. Employers should consider the effect of this ruling on their decision to increase wages for 2025.

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



LET'S DOUBLE CHECK

We want to be sure that your company’s information is correct in our database. This ensures that your listing in the 2025 NTMA Membership Directory is accurate and that we are communicating with the correct people at your company.

PLEASE REVIEW YOUR COMPANY INFORMATION.

First and second principal contacts also have the ability to manage company information by logging on to: <https://portal.ntma.org/>

If you are logging in for the first time, please enter your email address and the reset password link. A link will then be emailed to you to set up a password and begin using.

WITH A PROFILE YOU CAN:

- Review and update your customer record under “Individual Profile” with contact information, company, etc.
- Renew your membership
- Register for events
- Search the Directory



Omar S. Nashashibi is founding member of Inside the Beltway, a bipartisan lobbying and strategic consultant based in Washington, D.C. He may be reached at: omar@insidebeltway.com



PARTNERS ARE THE PLUS

Are you connecting?

DOUG DeROSE, VICE PRESIDENT/CFO, NTMA

Companies join the NTMA for many reasons: advocacy, networking, educational opportunities and workforce development. While it's true these are all extremely important benefits of membership, just as advantageous are the often overlooked partnerships.

NTMA partnerships fall in two distinct categories: Benefit Partners and National Associate Members (NAMs). What's the difference? We're glad you asked.

Benefit Partners

To help control your company's costs, NTMA has negotiated "member pricing" through our Benefit Partner programs, giving you the chance to experience substantial savings on products and services for your shop. These companies offer everything from front office support like payroll and HR to insurance, legal advice and marketing. We have partners who offer brokerage services for your energy needs, shop supplies and tooling. You can contact these partners directly

to get more information on what they can do for you – just mention that you are a member of NTMA to take advantage of the specially negotiated member savings. Carrie Marsico, membership and chapter relations manager, is our Benefit Partner liaison. She'll be the first to encourage you to explore your options with these companies. "We have a broad, solid lineup of Benefit Partners for our NTMA members. These companies aren't just offering a general discount, but have customized offers that were designed with our manufacturing community in mind. They understand your needs and they will work to earn your business," she explains.

National Associate Members

The second type of partnership is our National Associate Members who believe in the importance of a strong U.S. manufacturing industry. These companies are committed to supporting NTMA members with the goods and services

that bolster member business and build a better future for us all. Dan Ott, our NTMA marketing manager, coordinates these memberships. "NAMs join the NTMA because they understand the strategic importance of their relationship with the manufacturing industry. It's their way of showing camaraderie and solidarity with our sector. They understand that when manufacturing succeeds, we all succeed."

Any proprietorship, partnership, corporation or other business entity located in the United States and regularly engaged in providing materials, services or supplies to the precision custom manufacturing industry is eligible for National Associate membership. Our NAMs build CNC machines, robots and AI. They specialize in areas like banking, efficiency, planning and modeling. Some offer member discounts and programs. All support the mission of our NTMA manufacturers.

Our members are saving thousands of dollars and forging strong alliances with our partner providers.

If you haven't already, I would encourage you to explore the listings of both our Benefit Partners and our National Associate Members on the pages of this issue. If you'd like to take a deeper dive into their offerings, please visit our website for links to partner pages and a greater explanation of the services they provide. The NTMA leadership and staff has worked tirelessly to develop relationships with these companies to connect our members with the skills, services and products that make their companies successful.

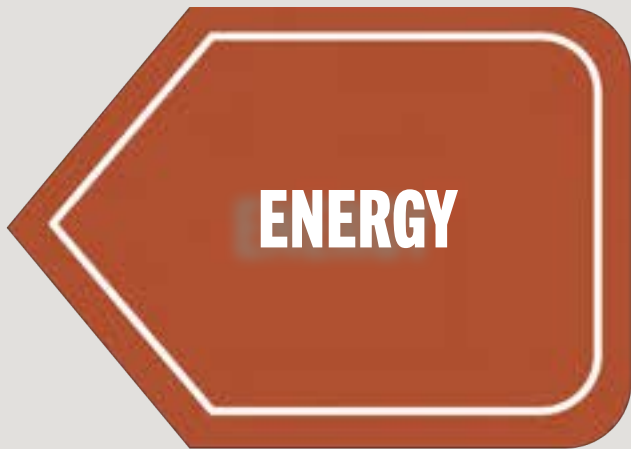
If you are already working with one of our partner companies, terrific. I would encourage you to visit our website and membership guide regularly. You may also want to reach out to a member of our staff to discuss your company's unique needs. We are always adding partners who we believe will improve our members' business experience.

As with any organization, you'll get out of your NTMA membership what you put into it. But we believe with just a small investment of your time, you'll reap dividends through our partner programs. Take the time to explore your options. We're confident you won't regret it.



BENEFIT PARTNERS

ENVIRON
a full-service energy consulting firm researching, recommending, and procuring customized energy solutions and offering members a discounted rate on both electricity and natural gas.



ADDA
a consulting firm offering HR, payroll, benefits and talent solutions.



DOCHTERMAN
insuring NTMA members through an exclusive partnership that can save members up to 30%.



VBA
helping find a vision plan with options that make sense for your employees.

ZYNERGIA
non-profit membership program solving small and mid-sized business owners' challenges obtaining an affordable healthcare benefit.



EBITDA
helping business owners and executives substantially increase the profitability and value of their companies through coaching, training and business services.

McMAHON BERGER
labor and employment lawyers offering members one FREE hour per month of legal consultation.

SUCCESSION PLUS
consulting on small business succession, transition, exit and value maximization.



FACTOR
assisting industrial companies find customers to grow revenue and diversify.

PAPERLESS PARTS
offering a secure platform that helps manufacturers communicate better, quote with precision and speed and win more jobs.



PARTNERSHIP
helping members save time and up to 30% on shipping and logistics, including LTL freight, truckload, trade show, expedited and small package shipping.

GRAINGER
providing members an exclusive discount program on the products to keep your shop and team up and running.



NPP
offering discounts on a broad variety of recognized brands that help businesses thrive.

PTSOLUTIONS
delivering deep discounts on cutting tools, services and support for NTMA members.



CONNEX
connecting all U.S. manufacturers and suppliers through a single, accurate, searchable supply-chain database.

THOMAS
facilitating strategic decision making by connecting buyers and suppliers.



What our members are saying...



RICARTE PRECISION INC. (RPI) IS A PRECISION MACHINING (CNC) COMPANY SERVING THE AEROSPACE, SPACE, DEFENSE AND MEDICAL INDUSTRIES BASED IN ORANGE COUNTY, CALIFORNIA. WE'VE HAD

THE PRIVILEGE OF WORKING CLOSELY WITH **EBITDA GROWTH SYSTEM (EGS)** OVER THE PAST THREE YEARS. DURING THIS TIME, WE'VE ACHIEVED OVER **25% YEAR-OVER-YEAR GROWTH** WHILE SIMULTANEOUSLY STRENGTHENING OUR BOTTOM LINE—A TESTAMENT TO THE INVALUABLE SUPPORT **EGS** HAS PROVIDED ACROSS ALL AREAS OF OUR OPERATIONS.

AS SMALL BUSINESS OWNERS, WE FACE THE UNIQUE CHALLENGE OF BALANCING COUNTLESS RESPONSIBILITIES WHILE MAINTAINING THE VISION NEEDED TO MEET OUR GOALS. **EGS** HAS BEEN INSTRUMENTAL IN HELPING US NOT ONLY ACHIEVE OUR TARGETS BUT ALSO IN HELPING US CULTIVATE A TEAM OF STRONG LEADERS, ENABLING **RPI** TO SCALE EFFECTIVELY.

LIKE ANY PARTNERSHIP, THE RESULTS YOU ACHIEVE DEPEND ON THE EFFORT YOU INVEST, AND THE JOURNEY WITH **EGS** HAS BEEN BOTH REWARDING AND TRANSFORMATIVE. WE ARE EXCITED TO CONTINUE THIS JOURNEY AND LOOK FORWARD TO FURTHER GROWTH WITH **EGS** BY OUR SIDE.

- **HERNAN RICARTE, PRESIDENT**
RICARTE PRECISION INC.



ANY SITUATION WE ENCOUNTER WITH AN EMPLOYEE THAT MAY HAVE LEGAL RAMIFICATIONS, OUR FIRST CALL IS TO **McMAHON BERGER**. **TOM MCCARTHY** AND HIS TEAM ALWAYS ANSWER THE PHONE AND PROVIDE EXCELLENT ADVICE.

THEY EXPLAIN POTENTIAL SCENARIOS FROM A LEGAL PERSPECTIVE, GIVING YOU THE INFORMATION NEEDED TO MAKE DECISIONS. HAVING AN **NTMA** AFFILIATE SUCH AS **McMAHON BERGER** SAVES LOTS OF TIME AND MONEY, A TREMENDOUS BENEFIT!

- **MICHAEL TAMASI, PRESIDENT & CEO**
AccuRounds



PT SOLUTIONS HAS BEEN GREAT TO WORK WITH. THEY HAVE BEEN **AHAUS'S** TOOLING SUPPLIER FOR OVER **15 YEARS** (**SPECIALTY TOOL** BEFORE THE NAME CHANGE TO **PT SOLUTIONS**). SERVICE AND SUPPORT HAS BEEN TOP NOTCH.

SINCE WE HAVE SIGNED ON TO THE NEW **NTMA** MEMBER PRICING STRUCTURE, WE HAVE SAVED APPROXIMATELY **\$8,500** IN CUTTING TOOL COSTS OVER FIVE MONTHS.

PT SOLUTIONS CUTTING TOOL REPS AND APPLICATION ENGINEERS ARE THE VERY BEST TO BE FOUND IN THE INDUSTRY. THEIR KNOWLEDGE BASE IS VERY BROAD AND THEY ARE ALWAYS ABLE TO PROVIDE SUPPORT WHEN TACKLING CHALLENGING MACHINING APPLICATIONS.

- **STEVE ZODA, MANUFACTURING OPERATIONS MANAGER**
AHAUS



I DECIDED TO GET A QUOTE FOR OUR BUSINESS INSURANCE THROUGH **DOCHTERMAN** THIS YEAR (2024) WHEN I FOUND OUT THAT THEY HAD BECOME A SPONSOR OF THE **NTMA** AND ALSO WERE HELPING OUT AT OUR LOCAL CHAPTER OF **NTMA** IN THE **DENVER** AREA. AFTER RECEIVING THE QUOTE, I FOUND THAT THE PLAN WAS RICHER THAN THE PLAN I PREVIOUSLY HAD AND WE WERE ABLE TO GET SUBSTANTIAL SAVINGS. SHORTLY AFTER PURCHASING OUR POLICY, OUR BUILDING WAS HIT BY TWO-INCH HAIL AND OUR ROOF WAS DAMAGED. THE CLAIM WAS HANDLED IN A PROFESSIONAL MANNER AND THE INSURANCE COMPANY CAME THROUGH WITHOUT ANY ISSUES. IF YOU RUN A MANUFACTURING BUSINESS, I HIGHLY RECOMMEND YOU GIVE THEM A CHANCE FOR YOUR BUSINESS!



- **SCOTT WHITE, PRESIDENT**
DENVER MACHINE SHOP/KENDO

NATIONAL ASSOCIATE MEMBERS

companies that support American manufacturing

When a company joins the NTMA as a National Associate Member (NAM), they're making a statement. They're saying that they recognize the importance of American manufacturing. They're saying they believe in the future of precision manufacturing. Some offer discounts or special programs for NTMA members. All offer their products and services to help you build a thriving business. Ready to make a new connection? You can reach out to an NTMA staff member for an introduction to our NTMA point of contact at any of these reputable businesses.

1FACTORY

ALLIANTGROUP

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BLASER SWISSLUBE, Inc.

CARL ZEISS INDUSTRIAL QUALITY SOLUTIONS, LLC

CGTECH

CLIENT GROWTH RESOURCES, Inc.

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CHAPTER CHECK-IN

AKRON ANNUAL MEETING

BETTY VRCEK, CHAPTER EXECUTIVE AKRON CHAPTER

The Akron Chapter hosted their annual meeting in October. The speaker, Dr. Ethan Karp of MAGNET, delivered an informative presentation with valuable insights into the challenges and opportunities facing our industry today, including discussions on industry trends and challenges. National NTMA President, Roger Atkins, provided an update on NTMA initiatives.



HOLE-IN-ONE FOR MANUFACTURING TECHNOLOGY PROGRAMS IN WESTERN MA

GAVIN GIGUERE, VP WMNTMA CHAPTER / ENGINEERING MANAGER, PILOT PRECISION PRODUCTS

The Western Massachusetts Chapter held their annual WMNTMA Educational Fundraising Golf Tournament on Thursday, September 5, 2024 at Oak Ridge Golf Club in Agawam to support precision manufacturing in western Massachusetts.

With 21 Sponsors and more than 130 participants teeing off for a great cause, the tournament raised a phenomenal \$19,740, exceeding last year's tournament. This year's proceeds were divided between two deserving manufacturing technology programs: Westfield Technical Academy and

Lower Pioneer Valley Career and Technical Education Center. Each will receive \$9,370 to cover the costs of tooling and items necessary to keep the machines operating.

A \$1,000 scholarship will also be awarded to a student attending a vocational high school in western Massachusetts.

The event featured a day filled with friendly competition, contests and a post-game dinner and raffle. Winners received prizes for several categories including longest drive, closest to the pin and best team score. Mercedes Benz of Springfield, Robert E Morris Company and Teddy Bear Pools & Spas sponsored Hole-in-One contests and Golf Tournament Solutions supplied an air cannon in which participants traded their clubs for an air gun. In addition, Nation Wide Hole in One supported a \$10,000 putting contest.

Ben Grande, president of the WMNTMA said, "Our annual WMNTMA Golf Tournament was a

resounding success, bringing together industry leaders, educators and community members to support the next generation of manufacturing. This event highlighted the crucial role that the manufacturing sector plays in fostering a skilled workforce. By attending and contributing to career technical education, companies not only strengthen the local economy but also help shape a well-prepared and capable labor pool for the future. It's vital for the manufacturing community to continue its support, ensuring the continued growth and innovation of an industry that drives our region forward."



Regional Connections

NTMA

MEMBER PROFILE: CRITERION TOOL

ELIZABETH BILLINGTON, CMO, CRITERION TOOL

WHO WE ARE:

At Criterion Tool, we are precision-driven creators, a team of passionate problem-solvers dedicated to shaping the future of critical industries from our base in Brook Park, Ohio. Led by President Tanya DiSalvo, we are a woman-owned small business with an unwavering commitment to excellence. Our journey is fueled by the desire not only to manufacture parts but to create solutions that enable medical devices, aerospace components, defense systems and photonics applications to perform flawlessly when it matters most.

WHAT WE DO:

We specialize in high-tolerance machining, producing small, intricate parts for industries where precision is an absolute necessity. Criterion Tool combines Swiss turning, CNC turning and CNC milling to deliver parts that perform to exact specifications every time. From prototyping to full production, our work is all about taking concepts and making them tangible, functional and reliable. With state-of-the-art equipment and a climate-controlled environment, we ensure every part meets the highest standards.

But we don't stop there. Manufacturing at Criterion is a team sport, and we rely on the expertise of every member. We invest heavily in continuous education and training, making sure each individual on our team not only meets today's demands but is also prepared for the challenges of tomorrow. The result is a thriving workforce equipped with the latest knowledge and skills to keep us at the forefront of precision machining.



Who We Are

WHAT WE DO REALLY WELL:

At Criterion, we excel at precision—period. Our ISO 13485 and ISO 9001 certifications are a testament to our commitment to quality, and our FDA registration means we're always prepared to support the stringent requirements of the medical industry. For us, precision is more than a requirement; it's a way of life. Our parts are expected to perform without fail, and that expectation drives us to be relentless in our pursuit of excellence. We understand that every component, regardless of size, has a significant impact on the larger system it supports.

But our true edge lies in our people — building strong, lasting relationships with our customers is at the heart of what we do. From the moment a project begins, we're just a phone call away, working side-by-side with our customers to ensure every detail is precisely executed. We're dedicated to making the process seamless, transparent and collaborative — because when our customers succeed, we succeed.



WHY WE ARE MEMBERS OF THE NTMA:

For us, being a member of the National Tooling and Machining Association (NTMA) is about more than just networking; it's about building a community. The NTMA provides a space for like-minded professionals who share our passion for precision and our commitment to pushing the industry forward. NTMA helps us to connect, share ideas and access resources to stay competitive.

The NTMA also embodies our belief in the power of diverse perspectives. Through their initiatives, we're able to contribute to advancing careers in manufacturing, supporting the next generation and promoting the inclusion of women and underrepresented groups in the field. This isn't just about Criterion's success; it's about the future of American manufacturing and ensuring that our industry continues to thrive. Being part of the NTMA gives us a platform to advocate for these values and to stay aligned with the best in the business.

EMERGING LEADERS I COHORT

This program will give new and aspiring leaders the foundation for leadership and business acumen. It will provide the knowledge, skills, and abilities required to build confidence, productivity, and the capability to delegate and manage others.

EMERGING LEADERS II - ADVANCED COHORT

Building on EL I, this program strengthens leadership and business skills through hands-on experience, advancing participants' vision and maturity. Updated annually, it offers cutting-edge insights for those committed to leading the future of manufacturing.

*Must have attended Emerging Leader I Cohort to be eligible for the Emerging Leader II - Advanced Cohort

EXECUTIVE A COHORT

This executive cohort, for owner/top management from similar-sized companies (74 or fewer employees), addresses the unique challenges and opportunities of running a manufacturing business. It fosters collaboration, learning, and idea-sharing among peers in a confidential setting to inspire innovation and best practices.

Eligible to companies with 74 employees or less

EXECUTIVE B COHORT

This executive cohort, for owners and top management from similar-sized companies (75+ employees), tackles the unique challenges and opportunities of running a manufacturing business. It fosters peer collaboration, learning, and best-practice sharing in a confidential setting to spark innovation and insights.

Eligible to companies with 75 employees or more

ANOPLATE EXPANDS: CONTINUING A 64-YEAR LEGACY OF INVESTMENT IN SYRACUSE

KELLIE STEVENSON, TALENT ACQUISITION SPECIALIST, ANOPLATE CORPORATION

Anoplate is thrilled to announce the completion of phase one of our “Reimagine 459” project. For over 64 years, Anoplate has been deeply committed to the Syracuse community, and this latest expansion is a testament to our ongoing investment.

The original 459 complex — a network of six interconnected buildings totaling approximately 42,000 square feet — has been our home for decades. In the late 1990s, we expanded by acquiring an adjacent building, known as Building 400, which enabled us to serve more customers and broaden our capabilities. In 2017, we undertook a significant capital investment to revamp this facility, introducing state-of-the-art chemical film, chromic anodize, hardcoat anodize and sulfuric anodize processing lines.

Today, we are excited to unveil Building 7, marking the beginning of our “Reimagine 459” initiative. This new 20,300 square-foot space represents our latest commitment to Syracuse and its local community. We are grateful for the trust our customers place in us to provide essential surface enhancements for their critical components.

The new facility will streamline our shipping and receiving operations, creating a safer and more efficient product flow into our production areas. This expansion allows us to upgrade and modernize some of our existing lines, paving the way for future advancements.

Our talented and enthusiastic team is ready to embrace this reimagined facility and tackle our customers’ most challenging projects. From robotic equipment and space exploration to medical, aerospace and defense applications, we are prepared to meet the evolving demands of these industries.



Anoplate’s expansion is not just about infrastructure; it’s about community growth and support. This project will create more jobs in Syracuse, providing opportunities for both new hires and our current workforce of over 230 employees to support their families. We recognize the dedication and hard work of our employees, both new and long-standing, who have built our company’s reputation and culture. Their contributions, alongside the vision of our founder, Milt Stevenson Sr., and the leadership of our current President and CEO, Jim Stevenson, have been the cornerstone of our success. As a second-generation leader, Jim Stevenson continues to uphold the values and vision that have driven Anoplate’s success. Under his strong leadership, Jim has filled key roles with talented individuals who are instrumental in steering the company toward a successful future. With the added involvement of a third generation of the Stevenson family, Anoplate’s legacy of commitment to the community, culture and our customers will continue to

thrive for years to come.

Our dedication to quality and innovation ensures that our customers receive quality service and surface treatments that meet rigid specifications. Our philosophy of “getting it right the first time” means we focus on precision and excellence in every project. The new facility is equipped with the latest technologies, allowing us to enhance our processes and improve lead times significantly. Customers can rely on Anoplate for consistent, high-quality results delivered efficiently.

We are also proud of our collaboration with our design-build firm VIP Structures, CenterState CEO and Syracuse City/SIDA, whose expertise has been invaluable throughout this project, along with all the subcontractors who converted this vision into reality.

Anoplate remains dedicated to innovation and excellence, ensuring that we continue to support our Anoplate family, customers and the Syracuse community for many years to come.

IN MEMORIAM: KENNETH HG SEILKOP

The NTMA mourns the loss of friend and colleague, Ken Seilkop, who passed away Oct. 13, 2024 at the age of 86.

Known for his kindness, generosity, leadership, mentorship and motivational drive, Ken spent his entire working career (never retired) building Seilkop Industries in Cincinnati, Ohio. He served on the executive boards of the National Tooling & Machining Association and the Tri-State Tooling & Manufacturing Association (TTMA). He was active in government affairs and passionately collaborated with his congressmen.

Ken was a graduate from Mt. Healthy High School (1956) where he played football for four years and was a member of the marching band. He also graduated from The Ohio State

University with a BS in Agriculture Science (1960), was a member of the SAE Fraternity and played football for four years. He was a part of the 1957 National Championship Football Team.

Ken was faithful and active in his church, Fleming Road UCC, where he served as trustee for many years. Ken enjoyed traveling with his wife and family, spending time with his dog Molly, religiously attending OSU football games and hosting epic family get togethers. Ken’s greatest accomplishment was his family.

Ken is survived by his wife Marilyn, their five children, 13 grandchildren and three great-grandchildren.



In The News **NTMA**

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PARTNERSHIPS & PUZZLE PIECES

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

In today's competitive manufacturing world, having a skilled, reliable workforce is more essential than ever. But with talent shortages impacting the industry nationwide, solving this challenge requires a team effort. Partnerships across education, government, industry and community organizations are the key to building a sustainable talent pipeline.

Each partner in the workforce ecosystem holds a piece of the puzzle, but manufacturers are uniquely positioned to lead the way. As the ones most up-to-date on emerging technologies and required skills, manufacturers know best what's needed to remain competitive. By reaching out to partners and building collaborative relationships, manufacturers can ensure that workforce development programs are effective, forward-looking and aligned with the industry's evolving demands.

The time is ripe for manufacturers to think differently about workforce development. This might mean connecting with partners they've never considered before — organizations that bring fresh perspectives, new resources or unique access to untapped talent pools. Educational institutions play a crucial role in developing foundational skills and offering hands-on training. Community organizations and workforce development boards help connect underrepresented groups, second-career seekers and people with limited access to traditional job training, expanding the pool of potential talent

in new ways. Meanwhile, government agencies can offer grants and policy support, making workforce development more affordable and accessible.

By stepping out of traditional silos and connecting with new avenues of potential job seekers, manufacturers can discover talent in unexpected places and foster a culture of inclusion and growth. It's vital for all stakeholders to have a seat at the table, with manufacturers guiding the conversation. Open communication and shared goals allow each partner to leverage their strengths while addressing any gaps in the workforce puzzle.

Manufacturers who actively reach out to both familiar and new partners build

stronger, more resilient talent ecosystems, ensuring their teams are skilled, adaptable and ready for future challenges. Solving the talent shortage isn't a one-sided effort; it requires the combined strength of every

partner working in concert to complete the puzzle. So reach out, connect and build the ecosystem that will support your workforce today — and for years to come.



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NATIONAL ASSOCIATE MEMBER: HEIDENHAIN

HEIDENHAIN stands as a global leader in precision measurement and control solutions, with a network of eight innovative subsidiaries — AMO, ETEL, Acu-Rite Solutions, RSF, Numerik Jena, LTN, RENCO and Leine Linde. Each subsidiary specializes in unique aspects of motion control, collectively offering a diverse spectrum of solutions to meet the varied demands of manufacturing, from high-accuracy machine tools to robotics, electronics and more. This global reach, paired with a dedicated North American team, allows HEIDENHAIN to support job shops and manufacturers in achieving seamless, efficient operations. HEIDENHAIN North America is part of DR. JOHANNES HEIDENHAIN GmbH, headquartered in Traunreut, Germany, which oversees all HEIDENHAIN subsidiaries. With locations across Asia, Europe, South America and other regions, HEIDENHAIN's global presence with more than 7000 employees allows it to support the diverse demands of manufacturing worldwide.

In North America, HEIDENHAIN's presence includes headquarters in Schaumburg, Illinois, and a new state-of-the-art CONNECT center in Fremont, California, which showcases HEIDENHAIN technology and extends support to the West Coast. More than just a display, the CONNECT center is a hands-on resource for local schools and universities to collaborate on manufacturing and engineering projects, helping educate and inspire the next generation of manufacturing professionals.

HEIDENHAIN's extensive product line empowers job shops to enhance productivity and stay competitive. For instance, the TNC7 control platform redefines machining with features like smart probing and 6D alignment capabilities, which streamline processes and improve operator ease. The TD 110 tool breakage detector enhances process reliability preventing production scrap parts, while HEIDENHAIN's StateMonitor software offers remote monitoring and data evaluation, which

is critical for Industry 4.0 readiness — not only for TNC but for all other major CNC's interfacing with OPC-UA, MT-Connect and other communication protocols.

Through the Acu-Rite Solutions brand, HEIDENHAIN brings accessible precision to a broader market, offering solutions that range from recreating classic auto parts to prototyping niche items like tattoo machines. The Acu-Rite Solutions product line is user-friendly technology that empowers machinists, educators and even hobbyists to achieve greater accuracy while saving time and costs. It makes it seamless to retrofit existing manual machines like knee mills through a robust channel partner network across North America. All the products are proudly manufactured right here in Schaumburg, Illinois, with a dedicated workforce who always has quality in mind following an ISO 9001 Quality standard.



HEIDENHAIN's commitment to supporting high-demand industries, such as medical technology, electronics and metrology, stems from a profound expertise in developing control and measurement technology. With a focus on creating stable, network-ready solutions, HEIDENHAIN controls provide the connectivity and consistency needed to support Smart Manufacturing concepts, allowing end-users to better manage machine flexibility, predictive maintenance and data integration.

By maintaining an extensive support network across North America, HEIDENHAIN ensures that job shops, large facilities and educational institutions alike have reliable access to technical assistance and innovative solutions. This combination of global expertise, localized support and advanced technology positions HEIDENHAIN as a key partner in modern manufacturing, making a tangible impact in every facility it reaches.

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FEATURING THE FUTURE: IMTS+ MAIN STAGE

BONNIE GURNEY, VICE PRESIDENT — STRATEGIC PARTNERSHIPS & INDUSTRY RELATIONS AMT

If there is a race to the future, manufacturing is winning. Throughout IMTS 2024, visitors found new groundbreaking machines, process improvements, software innovations, automation solutions and advancements in additive manufacturing and robotics, along with lots of peers eager to talk technology. That focus on the future was also featured on the IMTS+ Main Stage.

From industry icons to next-generation innovators, presenters on the IMTS+ Main Stage shared a common conviction that the future of the manufacturing industry is limited only by imagination — and there is no shortage of that. Featured speakers also emphasized how technology is helping to democratize manufacturing by creating more opportunities for more trailblazers, entrepreneurs and visionaries to compete and win.

Here are a few highlights from four industry leaders who appeared on the IMTS+ Main Stage.

A GLOBAL FUTURE

“We are now entering an era where we’ll see creators anywhere designing products being able to transmit those designs to a manufacturer. At Siemens, we believe that the future of manufacturing is global and open to all. We’re looking for small and medium enterprises who want to be part of that network to be able to manufacture

what’s needed closer to the point of demand using technologies like the digital twin.”

— Barbara Humpton, President and CEO, Siemens USA (IMTS booth #133249)

Watch her session at IMTS.com/Democratization.

DESIGNING THE FUTURE

“We want to give the power back to the designers, the really talented ones, that people don’t know about. We want to help bring their pieces to fruition using 3D printing technology.”



— Alex Tholl, CEO and Co-founder, DIVE

Watch his session at IMTS.com/IconicBrands.

THE WORKFORCE OF THE FUTURE

“Companies tell me they wish that engineers had hands-on skills, and they wish that technicians had analytical skills. There is a gap between the technicians and the engineers. I am proposing a new type of workforce to help move forward advanced manufacturing, and I am calling it the technologist — a technician-engineer

hybrid who is on the shop floor to integrate advanced technologies.”

—Dr. John Liu, Director and Principal Investigator, the MIT Learning Engineering and Practice (LEAP) Group
Watch his session at IMTS.com/Technologist.

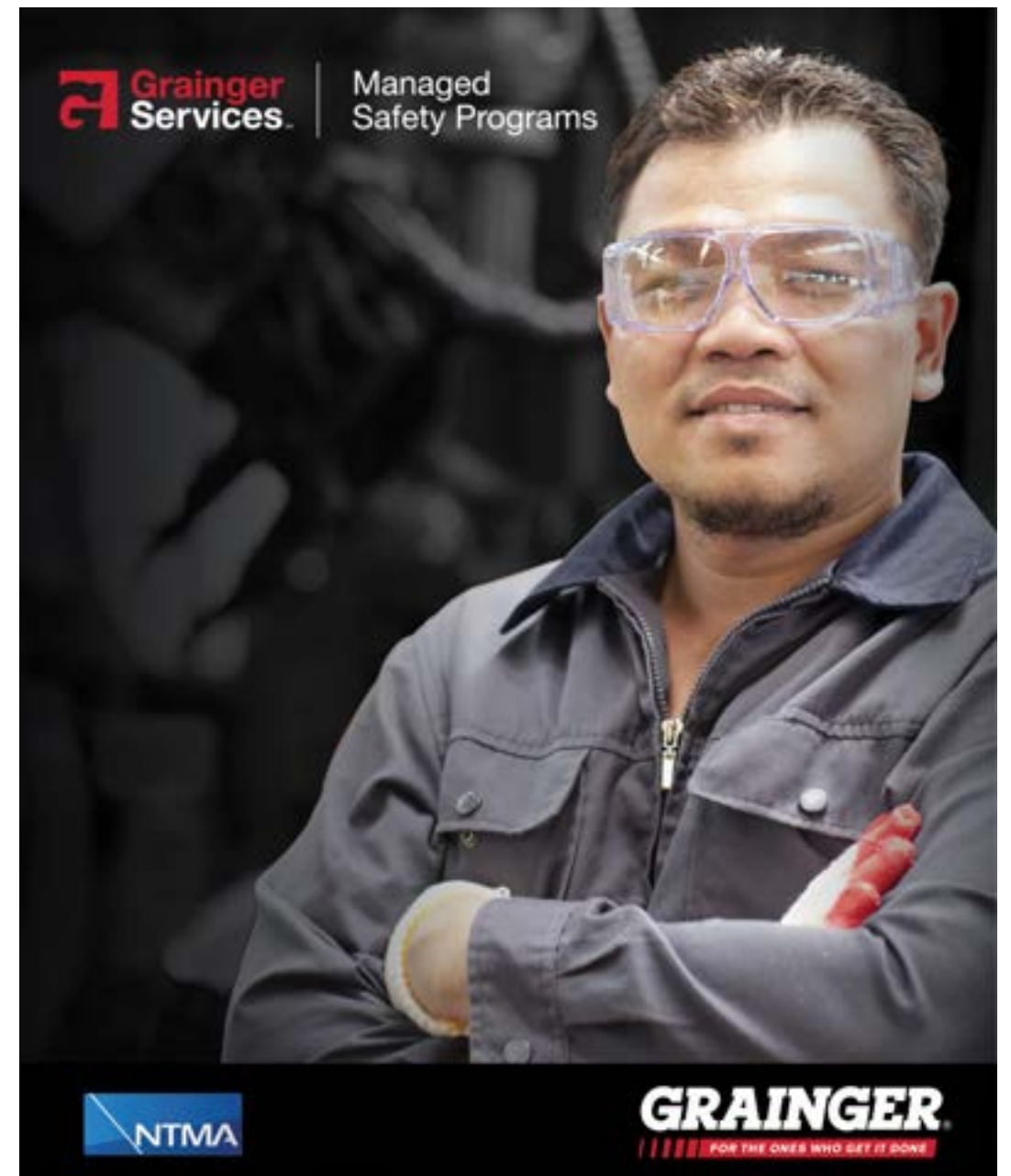
PARTNERING FOR THE FUTURE

“The MDF (Manufacturing Demonstration Facility) at ORNL is really embracing industry partnerships. We have 280 different partnerships to date. Industry is not only giving us problems to solve, but they are also a part of the solution. We work at the speed of industry and are focused on being fast and agile with our products and solutions.”

— Ryan Dehoff, Director, Manufacturing Demonstration Facility at Oak Ridge National Laboratory (AMT Emerging Technology Center, IMTS booth #236700)

Watch his session at IMTS.com/Convergent.

Watch the presentations, panels and live shows featured on the IMTS+ Main Stage at IMTS 2024 at IMTS.com/MainStage. For more must-read manufacturing content from IMTS 2024, visit IMTS.com/Read.



From Our Partners

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WE HAVE BEEN STAMPING THESE COMPONENTS SINCE THE EARLY 1970s; HOWEVER, OVER THE YEARS THE DESIGN AND THE SCIENCE BEHIND THE PROCESS HAS CONTINUED TO EVOLVE. IN 2022, WE WORKED WITH RAWLINGS TO CHANGE THE BASE SIZE FROM 15 INCHES TO 18 INCHES, AN INTEGRAL EVOLUTION TO HELP INCREASE THE OFFENSIVE ASPECT OF THE GAME.

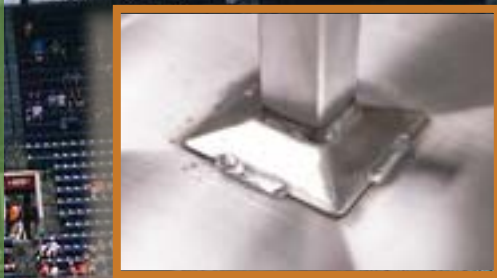
OUR EXPERTISE DOESN'T STOP THERE. WE WORK CLOSELY WITH CUSTOMERS ACROSS VARIOUS INDUSTRIES TO DETERMINE THE MOST EFFICIENT MANUFACTURING PROCESS FOR THEIR METAL PRODUCTS. WITH SEVEN FULL-TIME TOOLMAKERS AVERAGING OVER 20 YEARS OF EXPERIENCE, OUR TECHNICAL KNOW-HOW IS SECOND TO NONE.

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HOME-GROWN MANUFACTURING PRIDE RUNS DEEP AT VELOCITY. WE HOST TOURS FOR HIGH SCHOOL STUDENTS AND EDUCATORS. WE CONDUCT SIGNING DAYS AT AREA TRADE SCHOOLS WHEN BRINGING ON APPRENTICES AND NEW HIRES FOR TOOL MAKING, WELDING OR STAMPING. WE ARE COMMITTED TO GROWING JOBS HERE IN THE UNITED STATES AND PROVIDING EXCEPTIONAL CAREER OPPORTUNITIES FOR THOSE INTERESTED IN THE TRADES. AS NTMA PRESIDENT FOR THE ST. LOUIS CHAPTER, I'M COMMITTED TO EVANGELIZING CAREERS IN THE TRADES. OUR OPERATIONS LEADERS HAVE PARTICIPATED IN THE EMERGING LEADERS PROGRAM AS WELL.

SO THE NEXT TIME YOU WATCH YOUR FAVORITE TEAM ROUND THE BASES, REMEMBER THE CREW AT VELOCITY METALWORKS IS KEEPING THE GAME WE LOVE RUNNING.

BRIAN WORT, PRESIDENT/OWNER, VELOCITY METALWORKS



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