

# *for* **THE RECORD**

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



## **ADVOCACY:** Your involvement matters.

### **ALSO INSIDE:**

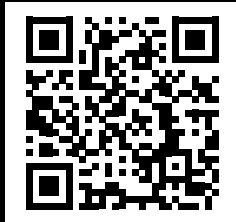
**AMERICAN MANUFACTURING:  
LIKE THE STORY IN A COUNTRY SONG**  
PAGE 26

**NTMA/AMT TECHNOLOGY SUMMIT**  
PAGE 30

AND SO MUCH MORE...

# REGISTER FOR OUR UPCOMING EVENTS!

SCAN THE QR CODE TO VIEW  
ALL DMG MORI EVENTS



# EXPLORE THE WORLD OF

## MX MACHINING TRANSFORMATION



### PROCESS INTEGRATION

- + Reduce Number of Machines
- + Increase Spindle Hours
- + Reduce Cycle Times
- + Improve Process Accuracy

### AUTOMATION SOLUTIONS

- + Produce <sup>24</sup>/<sub>7</sub>
- + Increase Productivity
- + Minimize Idle Time
- + Optimize Floor Space

### DX - DIGITAL TRANSFORMATION

- + Simulate Test Cuts
- + Avoid Crash Situations
- + Optimize Cutting Processes
- + Centralize Maintenance

### GX - GREEN TRANSFORMATION

- + Minimize Energy Consumption
- + Increase Profits
- + Boost Green Technology
- + Conserve Global Resources

## OPERATIONS & EDITORIAL

Roger Atkins, President  
Doug DeRose, Editor-in-Chief  
Molly West, Managing Editor

## 2024 EXECUTIVE COMMITTEE

Chairman - Gillen Young  
Custom Tool, Inc., Cookeville, TN

Vice Chairperson - Bonnie Kuhn  
Kuhn Tool & Die Co., Meadville, PA

Board Member - Eric Hagopian  
Pilot Precision Products, South Deerfield, MA

Board Member - Kevin Ahaus  
Ahaus Tool & Engineering, Inc., Richmond, IN

Board Member - Frank Burch  
Southern Machine Works, Inc., Duncan, OK

External Board Member - Debbie Holton  
Converge Consulting, Wolverine Lake, MI

External Board Member - Barry Laughlin  
Springfield, OH

## ADVERTISING INQUIRIES

To advertise in The Record, contact  
editor@ntma.org  
or call 800.248.6862.

### FEATURES: Advocacy... Did someone say election?

The Manufacturing Economy: Why Presidents Matter.....	10-11
Regulating in an Election Year: Racing the Clock.....	12-13
Manufacturers in DC: The One Voice Advocacy Fly-In.....	14-15

### RECURRING COLUMNS

From Roger: A Message from the President.....	2-3
Welcome New Members.....	4-6
In the Know: Expert Insight.....	8-9
Here to Help: ADDA.....	16
Who We Are: Jergens Inc.....	18-19
Serving Members: Kennametal.....	23
Workforce Wins: OnRamp to Manufacturing.....	25
Chapter Check-In: American Manufacturing: Like a Country Song.....	26-27
Chapter Check-In: Northern Utah Competition Revamp.....	28
In the News: Acutec Precision Aerospace & Global Shop Solutions.....	31
We Made That: JATCO Machine & Tool Co., Inc.....	32

### EVENTS

The Record: Around the World. Around Your Shop.....	7
NTMA 6S Awards.....	19
Engage 2024.....	27
NTMA/AMT Joint Technology Summit 2024.....	30
NTMA Service Awards.....	33

## 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 10, Chicago, IL



ENGAGE 2024  
October 16-19, Nashville, TN



# FROM ROGER

*a message from the president*

After spending a day on Capitol Hill advocating for manufacturing on behalf of all small to medium-size manufacturing companies, I was reminded that a political fight is nearly always an uphill battle. At the onset of this column let me say, I recognize that regardless of my frustration, aggravation and lack of patience with our political system, we live in the greatest country in the world despite those challenges.

But, we can do better and we must do better.

I have traveled to our nation's capital multiple times advocating for manufacturers across this great land. Most often, we are defending manufacturers against potential legislation that would negatively affect our industry. My typical request when I go to Washington: leave us alone and stop burdening us with unfair, uncompetitive, costly and downright senseless laws and regulations.

In recent years, our country has become polarized. It seems few care about the good of all, but rather, a win-at-all-cost mentality regardless of outcomes or ramifications.

More than ever, on this trip it was apparent that elected leaders from both parties were focused more on POLITICS than POLICY. Regardless of what's good for the American people, all sides resist giving the other party a political win despite its positive potential for their constituents.

On many of my visits to both the House and Senate, I felt like I was talking to a bobble head. Many elected officials just grinned, shaking their heads up and down. Some would indirectly inform you how smart they are and how clueless we, their constituents, are. Their arrogance oozes out of both sides of their mouths and they don't even realize it. Those who do listen and have some empathy are limited by the political environment and are afraid to take a stand fearing reprisal from senior political leaders who make committee assignments and other such impactful decisions.

It's interesting to note that 5% of senators are over 80 years old. Thirty percent are in their 70s, 34% are in their 60s and 22% are in their 50s. Only 9% are under 50 years old. While the House of

Representatives is younger, 17% are still over 70 years old, 28% are in their 60s, 26% are in their 50s and 29% are under 50.

However, it's not all about their age. How long someone has been in office can impact their effectiveness. Many have forgotten the real world outside of Washington as they play politics with each other inside the Beltway.

Manufacturers, I am not touting one party over another. Frankly, I was sickened by both. Consider R&D, an issue that is costing small to medium-size manufacturers hundreds of thousands of dollars. Political games hinder legislators from restoring the tax incentives on R&D activities like 100% expensing. All parties agree that US manufacturers desperately need this. It passed the House by a large margin and is being held up in the Senate by leading Republicans. One senator in particular is likely to get a key leadership role next year and wants to wait until next year to pass this legislation so he and his party get credit for something we all need NOW. Sounds great to him, but NOT for industry.

The longer they wait to pass this legislation, the less likely that it can be retroactive to 2022 — which is what we have been fighting for. This senator acts as if this is a slam-dunk for next year. He is not giving any consideration to the numerous other tax incentives that are set to expire in 2025 without congressional approval. Bottom line, he is going to have his hands full, and we will be left holding the bag of these potential failures.

This month's Record theme is, "Advocacy... Did you say election?" This says it all. The real power you, your families, your employees and

others have is our right to VOTE this November. Major changes are needed on all sides. Don't just vote on looks, party affiliation or longevity in office. Investigate what these candidates stand for and how their stances affect you, your company and our industry.

One solution is to VOTE. Our second solution is to grow the critical mass of our industry so that our voice can no longer be silenced. It's going to take thousands of small and medium-size manufacturers uniting together to make a difference. NTMA is committed to being the tip of the spear. How

can you help grow critical mass? Invite others to join NTMA and we will lead the way together. Just call a friend and invite them to join NTMA and become a part of a manufacturing movement that will benefit us all. As Nike would say, "JUST DO IT."

We are Stronger Together as We Advance America's Future.



Roger Atkins, President, NTMA



**PTSolutions**

2 0 2 4

# CUTTING TOOL PROGRAM

Save Thousands on  
All Your Tooling Today!

SCAN THE CODE OR VISIT  
<https://www.pts-tools.com/ntma-member-benefits>  
TO VISIT THEM TODAY!



# WELCOME

## DELAWARE METALS

*New Jersey – Eastern PA Chapter*

Delaware Metals is a precision CNC Machine



shop located in the Wilmington, Delaware area and has been in continuous operation for more than 70 years. We service the metrology, energy, nuclear, aerospace and defense sectors as well as general machining needs with several 5-axis mills and a 9-axis lathe. We use our next-gen state of the art equipment to bring a new set of capabilities to the machining industry. Our customers' success is our top priority. With our culture of quality, continuous improvement and customer-centric approach, we are marching towards our pursuit of perfection. All of it for Americans - by Americans.

Delaware Metals is a female-owned company, with primary owner Katerina Dodbiba. Both Katerina and her husband Scott Bruneau oversee all day-to-day activities and business development. They are only the third owners in the history of the company.

400 Water Street  
Newport, Delaware 19804  
302.994.7444  
[www.delawaremetals.com](http://www.delawaremetals.com)

## GROVER PRECISION

*Boston Chapter*

Founded in 1983 and located in Oxford,



Maine, Grover Precision is known as a world-class contract gundrilling partner and producer of precision tubing and cannulated bar. Using our proprietary processes, we can offer thick-walled tubing in implant-grade and other medical/surgical materials, aerospace metals and many difficult-to-machine industrial materials. ISO 9001:2015/ISO 13485:2016/AS9100D registered; 50+ gundrill spindles; .039 ID to 2.00 ID; prototypes to production; various stainless steels, titanium alloys, nickel- and cobalt-based superalloys, copper and other metals. We set the standard as pioneers in the field of gundrilling, innovating new processes to achieve unmatched results.

59 Industrial Drive  
Oxford, Maine 04270  
207.743.7051  
[www.groverprecision.com](http://www.groverprecision.com)

## LIBERTY PRECISION WORKS

*Arizona Chapter*

Tyler Carroll and Kyle Huth met while they both worked for a machine shop in



Tempe, Arizona. The two got to know each other well and remained friends even after they both left the company. After working in a garage shop with another company for a year, Tyler decided it was time to start something of his own. He approached Kyle to form a partnership in the new entity. They aligned on a vision of a manufacturing business that their children can take over in the coming years, in addition to being a legacy that is also for the next generation of machinists. As Liberty Precision Works (LPW) grows they want to support apprenticeships in this great industry.

Today, the company resides in a 3500 square-foot facility and it offers customers sinker EDM as well as CNC machining. With experience in both small and large companies, LPW is here to combine the best ideas from both worlds. We'll take these lessons to provide our customers with the best pricing, turnaround time and quality. Liberty Precision Works offers you the attention to detail that is best achieved with owners who are also your machinists and programmers.

4820 S Ash Avenue, Ste 101  
Tempe, Arizona 85282  
480.584.5227  
[www.Libertyprecisionworks.com](http://www.Libertyprecisionworks.com)

## Drill, baby, drill!

**THAT'S WHAT WE DO, ALL DAY EVERY DAY.**

**For precision drilling diameters as small as 0.078" and up to 180" deep, Betar does it better.**

Honing, turning, milling and surface grinding, too.

**RAPID QUOTES:**  
[www.betar.net](http://www.betar.net) • 908-359-4200



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

## **EXACTITUDE LLC**

*Arizona Chapter*

Exactitude was founded by Joseph J. Koenig in Mesa, Arizona in 2007. With nearly 40 years of experience in the manufacturing industry, Joseph holds associate degrees in Tool & Die Making and Industrial Engineering and served a state indentured apprenticeship in Wisconsin. He became a Journeyman tool & die moldmaker in 1995. He has extensive experience in the mold building industry and also held the position of general manager for a large aerospace company for six years before starting Exactitude. As a former longtime NTMA Member, Arizona Chapter Board of Directors member and previous Chapter vice president, Joseph and Exactitude are excited about our re-engagement back into the NTMA.



Since its humble beginnings, Exactitude has grown due to the proactive business model and an exceedingly positive reputation in the manufacturing industry. Our business model is to be dynamic and diverse and to offer our customers turnkey solutions for their manufacturing needs. Exactitude believes in building strategic partnerships and collaborating with many other specialists in the manufacturing industry. We know that getting the job done on time and within budget, with a final product that meets or exceeds expectations, is the only way to perform. With that attitude and philosophy in mind, we do whatever it takes to reach this goal. Our approach starts from the very beginning with your end result in mind. This means that our primary focus is to build the right relationship with each client that we commit to.

Exactitude is a full-scale job shop that serves the aerospace, defense, medical and semi-conductor industries. Our core niche is short run and volume production CNC milling and CNC turning. However, with our team's combined years of experience and our own in-house toolroom we also do a fair amount of fixturing, tooling, molds and low quantity prototyping. Exactitude also has the ability to do large part machining, as well. We have heavy duty CNC machining centers that will accommodate parts in excess of 60 inches long and 30 inches wide. We also have large-scale CNC lathe capabilities to turn parts up to 28 inches in diameter and 44 inches between centers. As a complement, our business also offers welding, sheet metal and assembly services.

755 N. Country Club Drive Ste. 5  
Mesa, Arizona 85201  
480.378.2555  
www.exactitudeaz.com

## **MICRO-TRONICS, INC.**

*Arizona Chapter*

Founded in 1968 and based in Tempe, Arizona, Micro-Tronics, Inc. strives to be the contract manufacturer of choice for precision components in the aerospace, medical and semi-conductor industries. With over five decades of expertise, we specialize in advanced manufacturing techniques including Elastomer Molding, Electrical Discharge Machining (EDM), CNC Milling, Turning and Mechanical Assembly.



In addition to our manufacture-from-raw material capabilities, we are also proficient in rubber-to-metal component overhaul and the production of vertically integrated rubber-to-metal seals. Our mechanical assembly services further complement our broad range of manufacturing solutions, making us a versatile partner in complex production scenarios.

Serving vital sectors such as aerospace, medical and semiconductor industries, we ensure top-tier quality and compliance with the strictest industry standards including ISO 9001, AS9100, NADCAP and CMMC. Our 80,000 sq. ft. facility is equipped to handle complex and critical components, with a focus on precision and excellence.

As a proud member of the National Tooling and Machining Association (NTMA), we uphold our core values: integrity, collaboration, continuous improvement and adaptability. Our mission is to contribute to our customers' successes through innovative solutions, efficient production and uncompromising quality.

2905 S. Potter Drive  
Tempe Arizona 85282  
602.437.8995  
www.micro-tronics.com

# & *even more to* WELCOME

## TOPEKA FOUNDRY & IRON WORKS CO.

*Kansas City Chapter*

Topeka Foundry & Iron Works Co.



(TFI) combines nearly a century and a half of craftsmanship with cutting-edge technology to remain at the forefront of the manufacturing industry. TFI is based in Topeka, Kansas, with 150,000 square feet of production space. Certified to ISO9001:2015 and AS9100 standards, our facility is equipped for high-capacity, precision manufacturing, including machining, processing, welding and fabrication. Our comprehensive services range from design and engineering to reverse engineering, ensuring that we meet the highest quality standards for every project.

At TFI, we are dedicated to serving customers across the country and building strong, lasting relationships. Our operations run 24/7, embracing a philosophy of continuous improvement and innovation. We hold R-Stamp Certification and ITAR Registration and adhere to the stringent Cybersecurity Maturity Model Certification. Whether supporting the aerospace, defense or automotive industries, TFI stands as a testament to quality and innovation. Our team's expertise and state-of-the-art equipment allow us to tackle even the most complex challenges, delivering solutions that not only meet but exceed the evolving needs of our customers.

200 SW Jackson St. Ste B  
Topeka, Kansas 66603  
785.232.8212  
[www.topekafoundry.com](http://www.topekafoundry.com)

## TQ MANUFACTURING

*Cleveland Chapter*

Founded in 1996, TQ Manufacturing, with primary



operations in Mentor, Ohio, specializes in machining complex metal shapes, with an emphasis on castings and forgings. We serve diverse sectors including aerospace and defense, transportation, automotive, fluid handling and energy. Our team brings over 30 years of collective machining and engineering experience, ensuring excellence in every project.

We are committed to the highest standards of quality. We hold ISO 9001:2015 certification and leverage technology, including full CAD/CAM capability. Our engineering and quality staff support both our machining team and customers. We preserve the history and flexibility of a high-performing job shop while also pushing into more contract-oriented manufacturing with our APQP-aligned NPI process.

As we look to the future, TQ Manufacturing, as part of Cornerstone Manufacturing Group, remains focused on growth through strategic investments in technology, lean deployment, facility expansions and workforce development. This commitment ensures we remain at the forefront of the machining industry, ready to meet and exceed the evolving demands of our customers.

7345 Production Dr  
Mentor, Ohio 44060  
440.255.9000  
[www.tqmf.com](http://www.tqmf.com)

## XAVIER METAL SPINNING AND MANUFACTURING

*Arizona Chapter*

Xavier Metal Spinning and Manufacturing



is a company based out of Phoenix, Arizona, specializing in precision spun metal components. Xavier Metal Spinning is owned and operated by Luis Xavier Rodriguez, an industry veteran with over 24 years of aerospace manufacturing experience, with 20 of those years having been spent in aerospace, commercial and artistic metal spinning.

Luis began his career for a reputable aerospace manufacturing company at the tender age of 19. For over 10 years, he had the experience of being apprenticed under some of the best metal spinners in the industry, namely Paul D. Clark of Spun Metals / Metal Spinning Solutions and Bob Jordan of Spun Metals, a pair with over 80 combined years of metal spinning experience. Under their tutelage, he worked his way up the ladder to eventually become a shop manager by tackling and excelling at every opportunity offered to him, which has allowed him to accumulate 10 years of machine shop leadership experience in the aerospace industry.

Luis brings the same level of excellence that he has learned throughout his career to Xavier Metal Spinning, a family-run company that aims to bring manufacturing back to America, where it belongs. His pride and signature workmanship go into every single unit that Xavier Metal Spinning delivers.

1721 W. Rose Gard Ln, Suite 9  
Phoenix, Arizona 85027  
602.828.2359  
[www.xaviermetalspinning.com](http://www.xaviermetalspinning.com)



*The Record  
has been  
around the globe.  
Has it been  
around your shop?*

In the last six months, we've made some changes to The Record — your exclusive NTMA membership publication. In addition to the events, dates and news you've come to expect, we have a renewed focus on our members and the amazing things you're doing. We're working hard to provide you with relevant and practical content focused around each month's theme. We hope you've noticed, and we hope it's making a positive impact on how you do business.

If you're a regular reader, you may have noticed that last month we added a Post-It note to our back cover. It's a space and an opportunity to track how

your magazine is circulating among your team. Whether you're the CEO or the CNC operator, we think you'll find something that will interest, inspire or motivate you in the pages of our magazine.

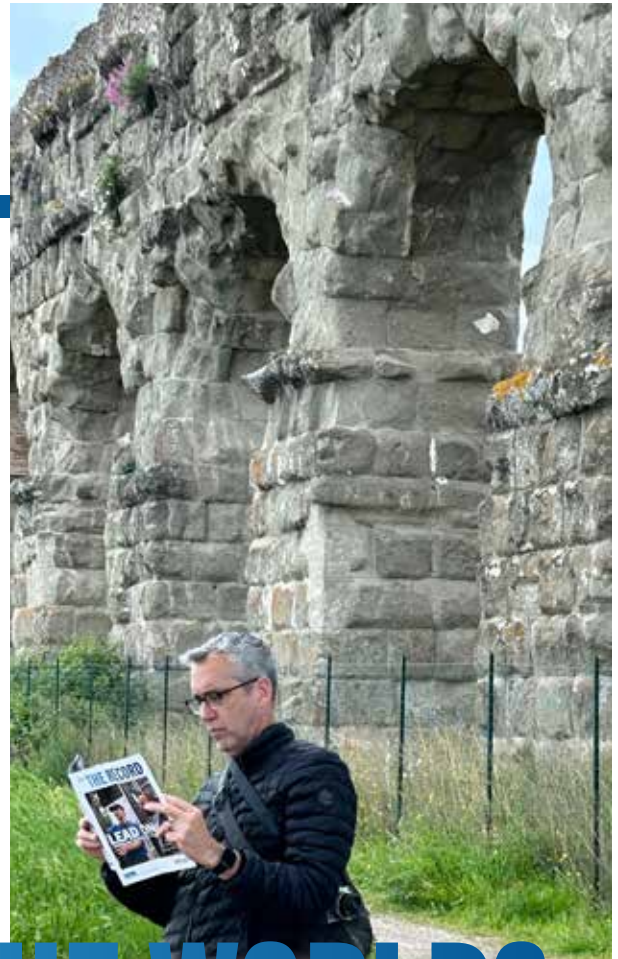
So, here's a little added incentive to pass your publication around. In the coming months, we'll be offering some additional membership bonuses and perks to those that send us a creative photo of their back cover with signatures. Take a picture with your team. Show your copy alongside a part you've completed. Send a shot of your magazine somewhere cool. Heck, I took mine on a recent trip to Italy. Have some fun with it.

We'll share details at our annual Engage conference in October. In the meantime, share your copy of The Record in your shop and send us your submissions. If you have ideas or suggestions for future stories, we want to hear that, too. We are also always on the lookout for companies to feature in our pages. You can send pictures and comments to [editor@ntma.org](mailto:editor@ntma.org).

Thanks for being the best part of the NTMA,



Doug DeRose  
Vice President/CFO/Editor-In-Chief



**WHERE IN THE WORLD?**

# EXPERT INSIGHT

## LEGAL: Preparing Effective Documentation



When handling employee issues, the documentation generated by the employer often provides the best support for the decisions made. Making sure you have strong documentation is critical.

Every time a personnel decision is made, properly document the decision in writing. To be most effective, this should be done at or near the time of the event at issue while memories are fresh.

While formal, typed, neat records are best, it is better to have some documentation, no matter its format, than none at all. Brief, hand-written notes made at the time can be just as effective.

It is also important to avoid the use of subjective statements or opinions; more important and credible are the facts – the who, what, where and when. What matters is what happened, not someone’s belief as to why it occurred.

When documenting employee conduct, use concise language to identify the issue (“Employee violated Rule 12 – Insubordination – when they refused to follow their supervisor’s instructions.”) If applicable, reference prior discussions, warnings or discipline to remind the employee of previous infractions. Also, assuming an investigation occurred, which is always recommended, refer to it in the document (“After investigating your conduct, we have concluded you...”). Conclude with the exact action, if any, to be taken and why (“You are being given a written warning based on violation of Rule 12 due to your refusal to follow your supervisor’s instructions.”)

Taking the time to create effective and timely documentation often makes the difference in being able to defend your personnel decisions later. While managers and supervisors are busy, any time spent to produce strong documents will pay off later.



*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: USTR RELEASES REPORT ON SECTION 301 REVIEW



The Biden administration announced following its Section 301 review of the tariffs on China that it would maintain the existing tariffs of 25% and 7.5% on over 10,000 imports from China, while increasing tariffs on electric vehicles, semiconductors, steel and aluminum, and other targeted imports. The Office of the U.S. Trade Representative (USTR) has concluded its statutory review of the tariff actions in the Section 301 investigation of China’s Acts, Policies, and Practices Related

to Technology Transfer, Intellectual Property, and Innovation. The report released by USTR on May 14, 2024, outlines the findings of the review into the effectiveness of the tariff actions as well as makes recommendations for further actions.

The four-year review examined the effectiveness of the Section 301 tariffs in countering China as well as the effects on the U.S. economy. The report concludes that the tariffs have “burdened China’s economy, imposing meaningful costs.” Not only has China’s market share of U.S. imports decreased since the imposition of the tariffs but USTR analysis found that hundreds of companies, including small and medium-sized businesses moved production capacity out of China as a direct result of the Section 301 tariff actions.

While the report finds that China has been impacted by the 301 tariffs, “many of the technology transfer-related acts, policies, and practices described in the original Section 301 Report persist and increasingly burden or restrict U.S. commerce.” USTR is recommending that the Section 301 tariffs remain in place as well as adding or increasing tariffs for certain products. The increased tariffs are for products in “strategic sectors,” such as those specifically targeted by China or industries where the Biden administration has been focused on making investments, like electric vehicles, semiconductors, and critical minerals.

In the report, USTR specifies that the over-production of steel and aluminum in China has distorted the global market harming U.S. manufacturers and that increasing the tariff rate to 25% on steel and aluminum products from China will reduce “opportunities for circumvention and help ensure the long-term viability of U.S. production.”

As USTR receives input from the public on the new tariff rate and accepts applications for exclusions, manufacturers should take note of any impact on their supply chains and competition.



*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: Managing Layoffs, Due Dates and Payday Employee Benefits



Layoffs are happening everywhere. Large companies like Apple, Ericsson and Stellantis (Chrysler's parent company) recently laid off workers, giving March the highest layoff rates since January 2023.

Unless they are handled carefully, layoffs can damage a company's reputation and make the hiring and retention of top talent difficult.

**As an employer, you and your HR team need to focus on:**

- Sharing as much information as possible
- Offering support to those laid off
- Clear and open communication with those who remain

Read more about how you can handle layoffs here:

<https://tinyurl.com/mr3yt7ej>



### WHAT'S NEW?

Compliance Deadlines

May 15th:

Non-Profit Tax Returns due, including Form 990

### FUN FACT

A survey done by ADP between December 2021 and January 2022 found that 76% of employees said it is important that their employer offers EWA (Earned Wage Access.) Ninety-three percent of surveyed employers who offer EWA said doing so has positively impacted their retention rates.



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

## REVENUE: Do You Know Your Marketing & Sales Defect Rate?



You know and track defect rates. That's natural. It's expected of companies that manufacture precision parts to demanding specs.

Your contracts likely include formal quality KPIs, and your reporting tracks defect rates by line, shift, sku, etc.

And you certainly have protocols in place to react when those numbers drift or spike. You investigate and isolate root causes then perform some PDCA (plan/do/check/act) cycles to get quality back on track.

Yet that's probably different than how you track marketing and sales defects. In fact, you probably don't. Instead, on that side of your business, if you're like most companies, you track vanity numbers: website visits, lead numbers, \$ in pipeline, etc.

That's like tracking production pieces/hour without regard for defects.

Let's harmonize our thinking and measure our defect rate in these areas as well. Will we ever achieve six sigma quality in digital lead generation? Of course not. But until we start to think of our revenue generation activities in a similar context, we'll never adopt the right posture to measure, run a PDCA process and continuously improve.

Based on my experience, here is some of what you may discover.

- 70% defect in trade show lead follow-up (only 30% successfully contacted)
- 40% defects in sales pipeline (unqualified deals in the forecast)
- 40% defects in sales hiring (percentage of sales force who won't hit quota even with training)
- 93% defects in website visits (percentage that bounce)

These are just examples. You wouldn't tolerate them elsewhere. Why not bring the best practices that work in parts of your business to improve revenue growth as well?



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



# THE MANUFACTURING ECONOMY: *Why Presidents Matter*

OMAR S. NASHASHIBI, PARTNER, FRANKLIN PARTNERSHIP

Ask any economist, and they will tell you that, on paper, the President of the United States has little impact on the U.S. economy. Ask any manufacturer operating a business during the past eight years and they will tell you a different reality. He who sits in the Oval Office next year determines what rules regulators impose on businesses, decides whether to impose tariffs on imports and guides discussions on Capitol Hill during the debate over a \$4 trillion tax bill coming due December 31, 2025.

Every four years, candidates and political analysts remark that this is the most important election of our lifetime. What manufacturers must factor in, is how the outcomes of Election Day on November 5, 2024, will impact their operations and those of their customers. Trillions of dollars in tax provisions expire at the end of next year, including the deduction lowering rates for pass-through businesses, the higher exemption threshold for the Estate Tax and others incentivizing investment in domestic industries.

Should former President Trump return to office, he pledged to impose a 10 percent tariff on all imports, 60 percent on goods from China and 100 percent on shipments of Chinese autos made in Mexico. President Biden in a second term will likely explore carbon-based tariffs on imported steel, aluminum and other products and align with the European Union's Carbon Border Adjustment mechanism. As both candidates for office preview billions more in tariffs, manufacturers must adjust accordingly.

And with due respect to the economists, who on stage at conferences minimize the impact of the presidency on the economy, trillions in tax dollars and billions in tariffs do have a sizable effect on manufacturing in America.

The candidates for the White House recognize the impact that manufacturing has on this election. Most political analysts believe that the next President must win at least two, but likely all three key midwestern manufacturing states of Michigan, Pennsylvania, and Wisconsin. Combined, these not only deliver 44 electoral college votes, but also employ 1.5 million Americans in manufacturing occupations.

The Biden campaign is increasingly concerned over the

cost of living in Nevada (6 electoral college votes), border crises in Arizona (11 votes) and turnout in Georgia (16 votes). In the quest towards 270 electoral college votes to secure the White House, each state counts. The National Tooling and Machining Association has 264 member companies in these six battleground states, and the industry is increasingly a top priority for politicians as policymakers seek to strengthen downstream domestic supply chains.

We are already seeing both candidates combining policies and politics as they court manufacturing voters. In April, President Biden visited Pennsylvania to announce he was calling on the U.S. Trade Representative to triple tariffs on steel and aluminum from China. For their part, the Trump campaign intends to make being tough on China a central theme in their effort to retake the White House.

When it comes to the trillions in tax increases coming on December 31, 2025, whoever occupies the Oval Office will have either an ally or opponent on Capitol Hill. To take control of the U.S. Senate, Republicans must net two seats if voters reelect President Biden and one seat should former President Trump win. Control of the Senate will run through Montana, West Virginia, and several manufacturing states including Arizona, Ohio, Pennsylvania and Wisconsin, with Democrats playing defense in each.

Facing only a four-seat advantage, Republicans could just as well lose the U.S. House as they could win the Senate. The map in the lower chamber varies as redistricting in North Carolina may provide the GOP an additional three-seat cushion against other changes to congressional districts in the U.S. South. The Cook Political Report with Amy Walter ranks 22 House seats as toss-ups with no clear favorite. These include races in Arizona, California, Michigan, New York, and Pennsylvania, which account for fourteen of those contests.

Should one party win all three – the White House, U.S. House and Senate, that would allow those in control to draft their own tax bill using the budget reconciliation process without input from the minority party. For Republicans, this could mean lower taxes for some industries. For Democrats, it could mean an increase in the rates for both C-Corporations and passthrough businesses.

A divided Congress would bring some compromise, however, when it comes to taxes, Congressional inaction means trillions in tax increases. Lawmakers and the President next year must act to prevent the tax fiscal cliff that is rapidly approaching. Whether we fall off that cliff or rise depends on who occupies the Oval Office and controls Congress.

While I will not proclaim that this is the most consequential election of our lifetime, I will take exception with those economists, and say yes, when it comes to the economy, Presidents do matter.





# REGULATING IN AN ELECTION YEAR:

*Racing the Clock*

**OMAR S. NASHASHIBI, PARTNER, FRANKLIN PARTNERSHIP**

If you can't legislate it, regulate it. This is the mantra of the party in control of the White House but not fully in charge of the U.S. Congress and all of Washington, D.C. Regulatory activity accelerates regardless of the president when we face a divided government, especially in an election year.

In 2016, following the surprise election of Donald Trump, the

Obama administration rushed to finalize dozens of regulations. A few months later, the new Congress, in full control by the GOP, swiftly reversed many of those actions using the Congressional Review Act (CRA). Similarly, after their loss in November 2020, former President Trump sought to rush through last-minute actions by federal agencies as Democrats

would in turn begin to use the CRA. The CRA allows Congress to block a regulation finalized within the previous 60 legislative business days and forbids the agency from resubmitting the rule in a substantially similar form.

This election year of 2024, regulators are in the midst of the expected flurry of action as they race ahead of the CRA's clock,

which would allow the next Congress, and possibly the next President, to reverse their actions. That race turned to sprint this spring 2024.

In a single week in April, the U.S. Department of Labor finalized a regulation to make nearly four million more full-time salaried employees eligible for overtime. That same week, the Federal Trade Commission barred the use of noncompetes and restricted some nondisclosure and non-solicitation agreements in the workplace. The EPA released restrictions for fossil fuel plants, guidelines for civil-criminal enforcement and permitting instructions for new facilities. Also in April, OSHA released its FAQ on allowing third parties to accompany their inspectors on a worker walkaround.

The rush to regulate is real, and the lasting impact on employers who do not plan can fundamentally change the operations and hiring decisions of a business. A prime example is the new Labor Department overtime threshold increase for earning time and a half. Effective July 1, 2024, the current overtime exemption level jumps from the Trump-set threshold of \$35,568 to \$43,888. Six months later, on January 1, 2025, that rate increases even further to \$58,656.

While the final rule does not make changes to the duties test, those full-time salaried employees earning below that near \$60,000 threshold are eligible for time and a half. The rule will also increase the exemption threshold for Highly Compensated Employees (HCE) from \$107,432 to \$151,164 by January 1, 2025. To account for cost of living increases, both the standard salary level and the HCE total compensation threshold will increase every three years starting in 2027, likely bringing the standard exemption level near \$70,000 by the end of the decade.

The OSHA third-party worker walkaround rule, with an effective date of May 31, was swiftly met with legal challenges. The new rule allows employees to designate a non-employee third party as their representative. However, the third

party permitted into the shop need not be an expert in the industry or hold formal credentials to accompany the inspector.

The focus on increased regulations for the workplace is expected to continue into the summer and the remainder of the year. In May, two advisory committees to OSHA recommended the agency move forward with proposing a rule to regulate indoor and outdoor workspaces when the heat index exceeds 80 degrees Fahrenheit. In 2023, OSHA began receiving input from stakeholders, including the NTMA, on the impact such a rule would have on small businesses.

A one-size-fits-all approach to an OSHA heat rule risks treating outdoor agricultural workers, kitchen employees and manufacturers with the same policies, despite the vastly different workplace settings. OSHA is considering mandating employees take ten-minute breaks every two hours once the heat index reaches 80 degrees, and 15 minutes every two hours starting at 87 degrees. A proposed rule could require weather acclimatization for new employees, water at workstations and recording temperatures throughout the facility.

Earlier this year, the U.S. Labor Department finalized changes to the definitions of independent contractor and joint employer, altering the landscape for businesses that use staffing agencies and work with individuals for services. The scope of employers electronically filing OSHA injury and illness reports increased due to a new rule that applied to the March 2024 reporting. The list continues.

All too often political analysts and financial consultants will proclaim that it is an election year and “nothing will get done!” They focus too closely on Capitol Hill and ignore the regulators who previewed the 2,524 proposed and final rules they planned to issue this year back in December 2023. Towards the end of an administration, even one hoping to secure reelection, the regulators race the clock. This year is no different, and remember, even if they won’t legislate it, they could regulate it.

**“THE RUSH TO REGULATE IS REAL, AND THE LASTING IMPACT ON EMPLOYERS WHO DO NOT PLAN CAN FUNDAMENTALLY CHANGE THE OPERATIONS AND HIRING DECISIONS OF A BUSINESS.”**



# MANUFACTURERS IN DC:



As manufacturers we are business owners, employers and leaders. One other thing we need to be is advocates — advocates for our companies, our industry and for the millions of Americans who work in manufacturing every day.

As part of NTMA, we are represented in Washington, DC by One Voice for Manufacturing, a joint advocacy effort with the Precision Metalforming Association (PMA). One Voice has an on-the-ground advocacy team in Washington made up of lobbyists and strategic communications professionals who work with policymakers in the White House, in Congress and throughout government to make the voices of manufacturers heard.

Ken and I had the honor of going to Washington, DC as part of the One Voice “Fly-In” this April and got the chance to experience first-hand how our advocacy team in Washington works everyday on behalf of NTMA members. We were rewarded for taking time from our busy schedules by getting the chance to meet with members of Congress, or their senior representatives, to directly

discuss issues that affect all of us.

After a preparatory meeting where our One Voice team — John Guzik and Omar Nashashibi from the Franklin Partnership and Caitlin Sickles from Bracewell — briefed us all on the top policy topics and gave us our schedules, we were anxious to begin our meetings on Capitol Hill.

The next morning started early with a walk to the United States Senate building. If you have never been to our nation’s capital, it is well worth the trip. Washington in the spring is a wonderful experience. While we were too late for the cherry blossoms, the rest of the trees and shrubs were in full splendor. The Senate building itself is an impressive office building. We arrived a little early so we could make sure we knew where the specific offices were. As we walked, imagining all the legislation that was being worked on behind closed doors, we came upon a sizable group in the hall. We soon realized it was Texas Senator Ted Cruz giving a live television interview — just one sign of how business gets done in DC!





## *My Experience on the One Voice Advocacy Fly-In*

**BONNIE KUHN, VICE CHAIR, NATIONAL TOOLING AND MACHINING ASSOCIATION**

In our meetings with members of Congress and their staffs, we got the chance to express how current legislation is affecting our businesses. We explained how their actions, or in the case of R&D and Accelerated Expensing their lack of actions, were creating huge issues for all of our businesses.

Of course, our advocacy team has been communicating these issues to Congress on our behalf, but when members' offices get to hear it directly from us, their voting constituents, it helps to make the points more impactful. I believe that, for some members of Congress, once they are inside the beltway they don't always fully consider how the legislation they enact in Washington impacts people back home in their districts.

One thing that seemed to really resonate in our meetings was sharing the number of employees who are represented by our businesses. Every additional cost burden could lead to fewer job openings. That reality seemed to be really important in every office we visited.

While all of the outcomes for this legislative session are still not clear, I do believe that taking the time to deliver our message directly to members of Congress was important. I think it will strengthen the ongoing work of our advocacy team and will help to keep manufacturing issues more in the spotlight.

At the same time, getting the chance to see how our form of government works and to experience our nation's capital was a rewarding experience. If you get the opportunity to attend one of these events and become an advocate for our industry, take it. It is good for our industry, it is good for your business and it is good for you.



# AFFINITY PARTNER

## ADDA:

### WHEN IS THE RIGHT TIME TO CONSIDER OUTSOURCING HR FOR YOUR SMALL BUSINESS? HIRING YOUR FIRST EMPLOYEE? 10TH? 100TH?

**SALLY AVENT, ACCOUNT EXECUTIVE, ADDA**

We often hear this question from entrepreneurs, and the general consensus is that when you hit around five or six employees, it's time to start thinking about it. At this stage, an online service might suffice, especially those bundled with basic

HR templates in addition to payroll services. These can be had relatively inexpensively and will keep you basically compliant.

However, as your team grows to around the 15-employee mark, it's wise to explore more robust HR solutions.

Why start so early in solidifying HR practices? The answer is simple: it's easier to build that foundation sooner rather than later.

Fast forward to when you're approaching 30 employees, and that's the magic number – the signal to solidify your HR practices. The reasoning? Government entities are well aware that small businesses might not have all their HR paperwork in order, and they are looking for gaps in your compliance.

Remember: investing in HR early isn't just a cost – it's a strategic move that sets the stage for a thriving and competitive future.

**What's New? Compliance Deadlines**

April 28 - Deliver summary plan description (SPD) for

calendar year plans subject to ERISA to plan participants

April 30th - Quarterly Form 941 and 720 due

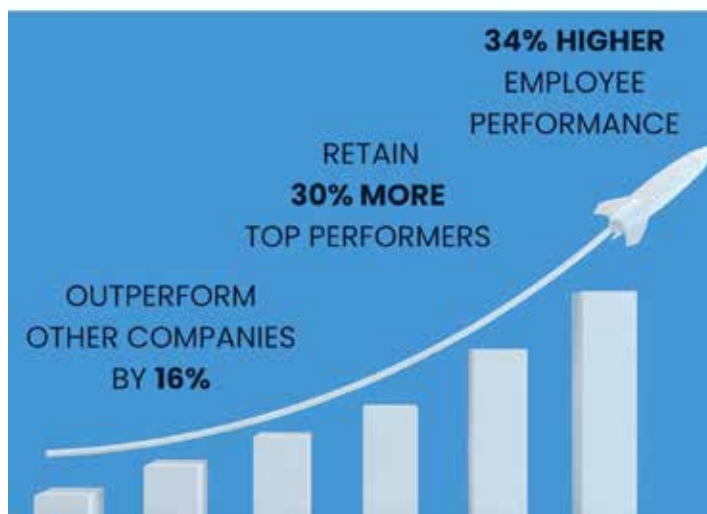
#### FUN FACT

**76%** of respondents surveyed from Conference Board's survey HR Outsourcing: Benefits, Challenges and Trends said their organizations currently outsource one or more major HR functions, and 80% of those said they would do so again.

Want to know more? Give me a call: 719.344.1717



#### COMPANIES THAT ALIGN TALENT WITH BUSINESS STRATEGY



*Here to Help*



# CRAFTED FOR PERFORMANCE.

BIG DAISHOWA is a superior tooling partner that can improve the performance of your toughest applications and deliver savings you can see—and feel. Put BIG DAISHOWA to the test and see the big difference one tool can make for your operation.

**THAT'S BIG**

[224] 770-2999 | bigdaishowa@us.bigdaishowa.com | www.bigdaishowa.com

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



PalbitUSA.com

## Making the Case for Excellence in High Feed Milling

- Higher Productivity
- Ideal for Low Cutting Loads
- Improved Quality
- Lower Tooling Costs

### THE VERDICT

**PALBIT Tooling = 12 Hours Per Edge**

**OTHER Tooling (4 Competitive Brands) =  
Only 1 Hour Per Edge**

**= 12X More Tool Life!**

Scan the QR code to order today!



**SO10 tooling** is ideal for Arbor Mountings, Weldon Shanks, and Threaded Couplings used on workpieces made of Steels, Stainless Steels, Cast Iron, and Heat Resistant Superalloys.



# MEMBER PROFILE: JERGENS, INC.

**JACK H. SCHRON, JR., PRESIDENT, JERGENS, INC.**

## WHO WE ARE:

Jergens is a group of people and companies dedicated for the past 80 years to servicing industries' needs in workholding, specialty fasteners, lifting products and other items. The "who" we are is not just a business, but the people making up the Jergens family, a big tent where all are welcome.

Starting in 1942, the welcome mat has been out for all to be a part of the family. Jergens early adopted women into the workforce. The company brought immigrants from Hungary, due to their revolution, welcoming these new citizens as well as members from all communities.

Today Jergens continues to welcome individuals through a program that started 10 years ago. Everyday, two school teachers greet special needs students — Jergens is their classroom for the year. Many of these students stay on full-time.

The "who" also includes a program for second chance individuals to be part of the Jergens family. This new start has resulted in some of the hardest working people, dedicated to Jergens without a single day of recidivism.

Who we are might have changed throughout these first 80 years but today's philosophy is still the same as it was in the beginning. Jergens is a big tent where all are welcome.



*Who We Are*

## WHAT WE DO:

Jergens manufacturer workholding, specialty fasteners and lifting products in Cleveland. Our ASG division manufactures a sophisticated digital screwdriver for precision fastening. We manufacture key locking threaded inserts and precision bushing at our Acme Industrial plant outside of Chicago. In Jergens Orange County (JOC), California we manufacture custom fixtures to customers' specifications. Customers send JOC their product and we design/build custom solutions for quick change, hydraulic systems, vertical columns or horizontal plates.



## WHAT WE DO REALLY WELL:

Since our beginning in 1942, the “what” is that we pride ourselves on providing the highest level of customer service. Does that mean we never make a mistake? Of course not. We always strive to do better. We work to make the best quality products in the industries we serve. This continues today with the growth in custom tooling. In JOC we are using our knowledge in quick-change fixturing to provide the latest workholding solutions.



## WHY WE ARE MEMBERS OF THE NTMA:

Our roots in the NTMA go back 80 years and have continued ever since. The “why” is very simple. NTMA provides the link in many essential areas like HR knowledge, government impact on our business and special discount programs to help reduce costs. As important as those items are, the most important “why” is the relationship-building and networking that occurs with the fellow NTMA members. This is the glue that binds NTMA and the membership together and why Jergens is an NTMA member.



For more information, please contact Linda Warner at [lwerner@ntma.org](mailto:lwerner@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](mailto: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.

### SPONSORSHIP OPPORTUNITY:

Conference exposure via introductions, etc. Promotional exposure: web, print, blogs, and emails that promote and support the award.

### SUBMISSION DUE DATE:

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

## Modern Machine Shop

Your All-in-One Resource for the Latest Innovations in Metalworking



Subscribe, follow and join us – it all starts at [MMSonline.com](http://MMSonline.com)



## NEW NTMA EXCLUSIVE COMMERCIAL INSURANCE PROGRAM

AMERICAN MADE PROTECTION FOR “MADE IN AMERICA” MANUFACTURERS

PROPERTY | LIABILITY | AUTO | WORKERS COMP

- **Same Day** Response Times.
- Potential savings of **30% or more!**
- **100%** of our resources are dedicated to serving the manufacturing industry.
- Over 2,000+ policies in force



CALL: 626.217.9000 | TEXT: 626.653.5828 | [info@dochterman.com](mailto:info@dochterman.com) | [WWW.DOCHTERMAN.COM](http://WWW.DOCHTERMAN.COM)



# The House of Intelligent Automation



**Less idle times,  
higher and more  
stable quality  
and integrated  
production  
processes**



**High quality combined  
with fast and reliable  
lead times supply the  
customers with the  
right parts, right time  
and right measures  
while keeping you  
profitable.**



**Intelligent Automation  
means an increase in  
capacity, decreases in  
labor and machine tool  
investment costs per  
part equaling  
higher profits**

**To see how efficient your machines are running, call our automation  
experts today for a free Productivity Audit - 513-779-4614**

**Fastems delivers intelligent factory automation solutions that  
help metalworking manufacturers to increase their productivity.  
Learn more about Fastems and visit [www.fastems.com](http://www.fastems.com)**

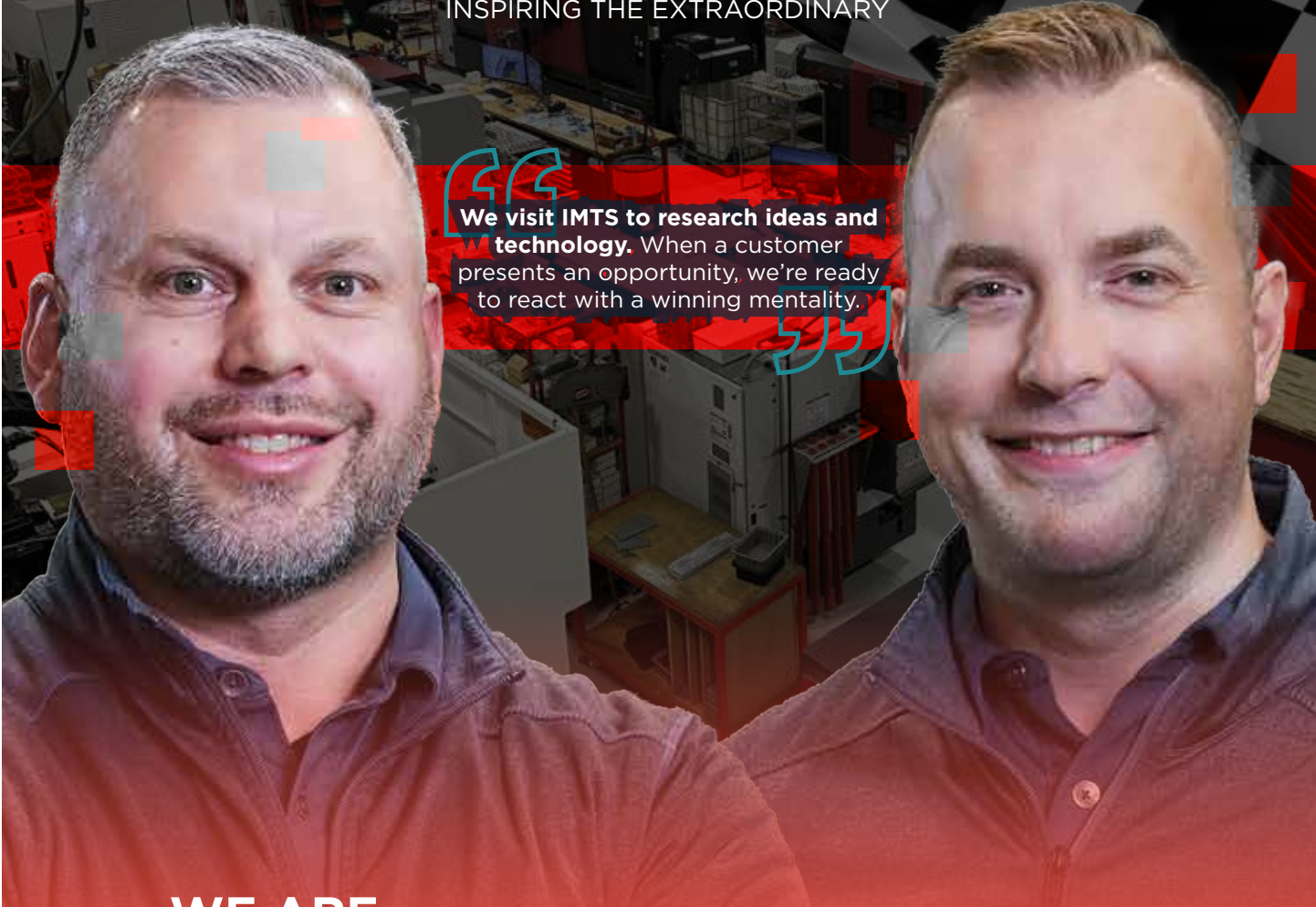


# IMTS2024

INSPIRING THE EXTRAORDINARY



**We visit IMTS to research ideas and technology.** When a customer presents an opportunity, we're ready to react with a winning mentality.



**WE ARE**

Mitch & Brian Olson | Olson Custom Designs

# **WINNERS**

#WeAreIMTS

## **HOW WILL YOU WIN AT IMTS?**

Manufacturing winners come to **IMTS - The International Manufacturing Technology Show** to connect, find inspiration, and discover solutions.

**Join us at McCormick Place in Chicago from September 9-14, 2024.**



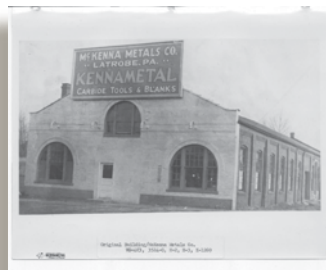
**REGISTER NOW**



# NATIONAL ASSOCIATE MEMBER SPOTLIGHT: KENNAMETAL

*We've Been Cutting Metal Since 1938.*

Kennametal's story is one of continuous innovation. It starts in 1938 with our founder, metallurgist Philip M. McKenna, who after years of research created revolutionary tungsten-titanium carbide alloy cutting tools specifically for working with steel. That single development not only led to a new class of machining tools that cut faster, lasted longer and drove productivity in the manufacturing of everything from the automobile to the airplane, but also led to the opening of McKenna Metals Company in Latrobe, Pennsylvania. Today, that company is Kennametal Inc.— a name synonymous with



high-quality, high-performance tools that can withstand the most strenuous conditions and bring ease to a wide range of machining operations. We help our customers' operations run longer, faster and with greater precision. We don't cut corners. We cut metal. Your toughest materials don't stand a chance.



## NEW PROJECT ENGINEERING

The innovation that drives us can secure you a competitive advantage when it comes to launching new manufacturing lines. We work in collaboration with your engineering team and machine tool builder to offer lean process development, full tooling packages, custom tooling designs and cost per part assessments.

## PROCESS OPTIMIZATION

We are prepared to assist you with everything from tool selection to application to standardization and design. Strategically, we'll assist you to reduce inventory, maximize value, minimize waste and improve process flow.

With our support, Kennametal customers experience:

- Cycle time reductions up to 30%
- Tool life improvements up to 75%
- Cutting tools standardized up to 50%
- Down time reductions up to 70%
- Lead time reductions up to 60%
- Inventory reductions (WIP) up to 75%
- Inventory reductions (Finish) up to 40%
- Service labels and on time delivery up to 75%

## TOOL RECONDITIONING

Reconditioning services are a sustainable way to stretch tool life for reliability and increased profitability in your operations. We evaluate tools to be reconditioned based on wear and have a rigorous and robust process to ensure quick turnaround to deliver a product that closely matches original performance. Reconditioned tools can result in savings of up to 50%.

Reconditioning capabilities at our global facilities include:

- Solid carbide drills (up to five times)
- Modular drills (up to two times)
- Solid carbide end mills (up to 3 times)
- PCD tools (retipping and regrinding)
- Supply Chain Optimization

We can take you to the next level with best practices and premier industry equipment and software solutions for tool and supply management, reduced acquisition, possession and usage costs, creating a transparent purchase platform and increasing operational effectiveness.

Kennametal's ToolBOSS™ tool management systems have been called a “game-changer” by shops like yours for organization and safety. We have custom tool vending solutions for your operations that are a cut above.

## PROGRAMMING

Whether you are working on something entirely new or reprogramming an existing part, we have the technical know-how to help you improve process and productivity. Our team is trained to explore, simulate and recommend the right programming for your unique needs.

Learn more about our tooling and solutions and connect with an expert to talk about your next project at

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

*Serving Members*

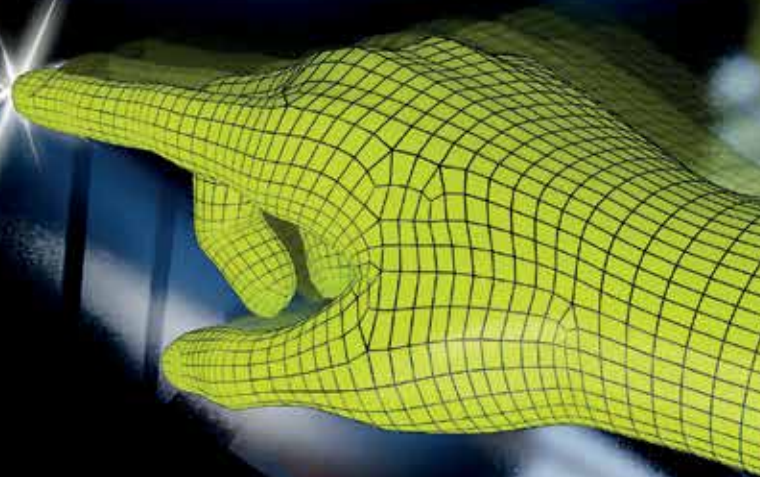


**HEIDENHAIN**

**HEIDENHAIN**

**TNC7**

Enter a new level



**New functions**

Greater process reliability  
Maximum efficiency



**The new TNC7 control**

Intuitive | Task-focused | Customizable

As the next level in CNC control, the TNC7 offers professional machinists completely new possibilities at every stage, from initial design to the finished workpiece. Graphical programming developed from scratch, individual customization of the user interface, perfect visualization of machined parts and the work en-

velope, and numerous smart functions all make your workday immensely easier.

The TNC7 assists you throughout the entire production process. It will advance your operations and add reliability to your processes. So take your manufacturing to a new level. It's the future of machining.

[www.heidenhain.com/tnc7](http://www.heidenhain.com/tnc7)

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

# OnRAMP TO MANUFACTURING™

**JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA**

The growing skills gap is causing new disruptions and challenges for your company. The ability to manufacture your own workforce is more important than ever before.

The OnRamp to Manufacturing™ from the National Tooling and Machining Foundation is a tool for companies to start the process of developing job candidates who have not experienced formal training and have a desire to learn the foundational skills needed by your workforce. Daily, your employees encounter people who demonstrate skills that would be beneficial to a manufacturing career. If each of these employees thinks and acts like a recruiter, they can tap the potential of these everyday encounters and build your talent pipeline.

How does this work, you ask? It couldn't be easier. We print a stack of business cards like the ones pictured below that have your logo and a unique 4-digit code.

Give a stack to your employees and have them hand them out to people they encounter outside of work who they think would be a good fit for your company. This may be a waitress at a restaurant with multiple tables on a busy night who remembers every order, the Walmart employee who has excellent customer service no matter how busy they are or the young adult who is fixing the lawn mower so he can cut the grass.

When the individual scans the QR code, they're taken to a site where they see a short video of opportunities in manufacturing, an impressive list of facts about manufacturing that speaks to the things people care about — innovation and technology, good pay and benefits, and positive impact to economic and sustainability issues. They can view several short videos exhibiting a variety of individuals who have successful careers in manufacturing — showing them that anyone from any background has



career opportunities in our industry. The final step is entering the unique 4-digit code that transports them to your company landing page, allowing them to see the open positions available and connect with someone to talk about taking the next step in becoming a member of your team.

It's time to be proactive in using your workforce to build your workforce. And we've got the tools you need to do it.

*For more information contact:  
Jenny Stupica, WFD Director,  
jstupica@ntma.org or 216.264.2837.*

You have what it takes to  
have a successful career in  
manufacturing. We want  
to help you get there.



Scan the QR code to explore a new opportunity.



1234



Front

Back

Workforce WINS 

# CHAPTER CHECK-IN



## AMERICAN MANUFACTURING:

*Like the Story from a Country Song*



Manufacturing has a story to tell and nobody tells a story like a country songwriter. When the NTMA convenes in Nashville, Tennessee this fall for the annual Engage 2024 conference, Member Nashville Songwriters

Hall of Fame (class of 2012) Tony Arata will lend his voice. Arata has written for big names like Patty Loveless, Lee Roy Parnell, Clay Walker, Trisha Yearwood and Emmylou Harris. Most notably, Garth Brooks took his song “The Dance” to number one on the U.S. country charts in 1990.

Between April and August, NTMA Chairman Gillen will host Arata on visits to a selection of NTMA chapters to see

the heart of American manufacturing. Arata’s visits include Denver/Rocky Mountain Chapter, the Arizona Chapter, the North Texas Chapter, the Pittsburgh Chapter and the Northwestern Pennsylvania Chapter. He wants to hear their stories and in turn, help them to tell their stories.

On his first stop in Colorado, Arata spent time with the Rocky Mountain NTMA, Reata Engineering & Machine Works, Inc., Denver Machine Shop and Accu Precision.

“From the front desk to the owners; from



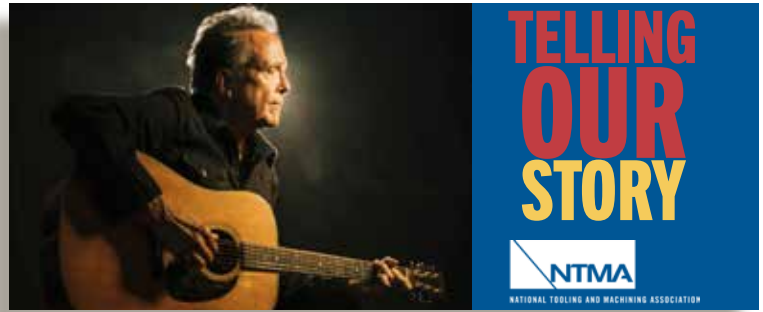
## Regional Connections

the operations managers to the technicians and IT professionals, I only met good and talented souls, who all exuded an air of pride in their area of responsibility, and made a stranger in their midst feel welcome,” Arata said. “I met people who were descendants of those born in the 19th century who started their business, to those only 19-years-old who through imagination and innovation, now help run a business.”

These local visits will culminate with Arata’s attendance at NTMA’s fall conference, Engage 2024 in Nashville, Tennessee from October 16-19.

Arata said, “I know it is a very technically-driven industry, but the feeling I got at every turn was one of being around a group of artists, who just happen to use a different medium than I do to envision and create their works. It was an honor.”

The NTMA is honored to have this accomplished artist helping us to frame and tell the story of U.S. Manufacturing: An American classic with a star-studded future.



**OCTOBER 16-19, 2024**  
N A S H V I L L E , T E N N E S S E E

THE PRECISION MANUFACTURING CONFERENCE

**ENGAGE**  
**2024**

PRESENTED BY 



**SCAN THE CODE OR VISIT**  
**[WWW.MANUFACTURINGENGAGE.ORG](http://WWW.MANUFACTURINGENGAGE.ORG) TO REGISTER TODAY!**

# CHAPTER CHECK-IN

## NORTHERN UTAH CHAPTER REVAMPS COMPETITION

**ART SANTANA, OPERATIONS MANAGER, PARAMOUNT MACHINE**

There's new life for an old Northern Utah NTMA tradition. The chapter's machining contest had been in a state of decline for the last several years. The chapter's board of directors recognized that what was once an instrumental part of their workforce development program needed to be revamped.

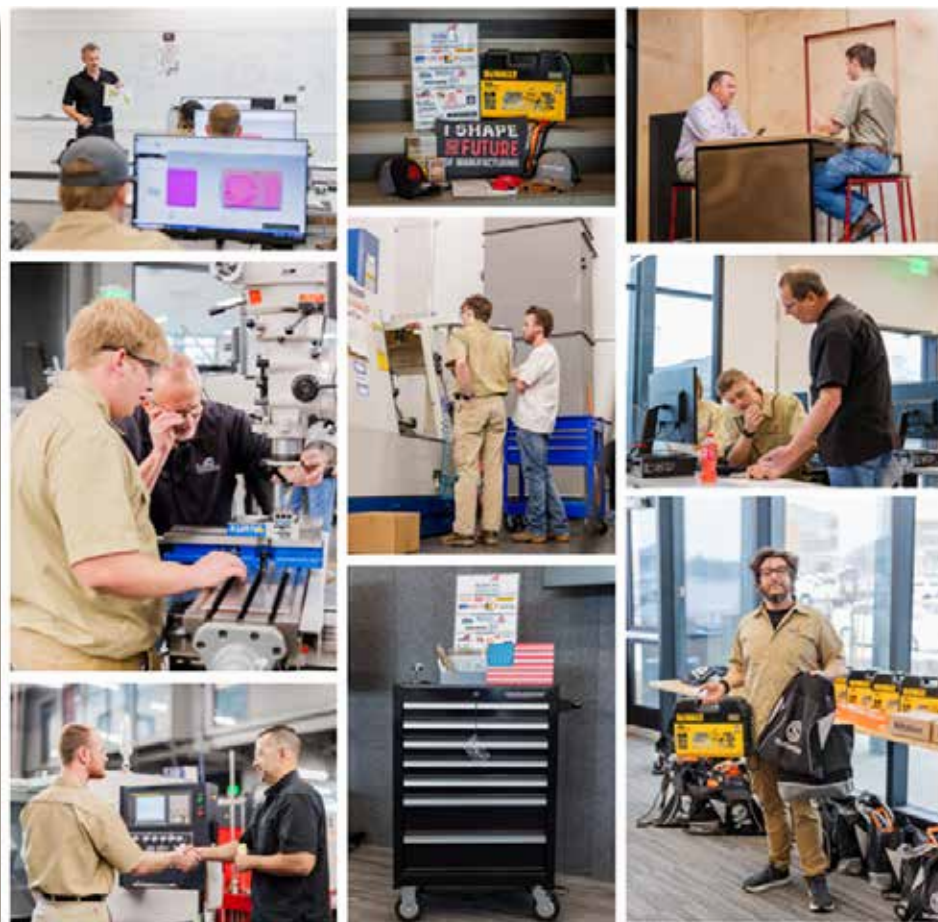
Organizers approached National Committee of Skills USA to rework their competition rubric. The chapter eliminated the manual machining competition and instead offered a CNC competition divided into several categories. Mill programming and Lathe programming began in 2023. Instructors were open to the new

concept and industry shops took a "wait-and-see" approach. Last year, 19 manufacturing students competed, up considerably from the three years prior. Some national brands and local vendors backed the new program, allowing the NUNTMA to award all contestants amazing prizes. Nearly half of the competitors were then placed in industry jobs.

This year, Northern Utah NTMA garnered interest from six high schools and five vocational colleges as well as donations of money, tools, time and talent from 10 machine shops and 13 national and local vendors. This past March, 27 highly motivated and highly capable machinists in training competed by creating a CNC program, setting up and machining a component. They even had a mock job interview. It's safe to say that most, if not all, of the competitors would be considered a highly ranked recruit in any shop. The best part of it all: all the judges acted as mentors. Instead of just judging, the kids gained invaluable coaching that they couldn't get anywhere else. That is priceless! Since March 27, nine competitors have been placed in industry jobs.

Win for Participants. Win for Education. Win for Industry. Win for Tomorrow.

The chapter plans to add 5-axis and team competition in 2025 and hopes to have 60 competitors across multiple venues.



*Regional Connections*

# GRAINGER®

FOR THE ONES WHO GET IT DONE



*For all the latest, follow us:*



[www.facebook.com/NTMANow](http://www.facebook.com/NTMANow)



[www.twitter.com/NTMATalk](http://www.twitter.com/NTMATalk)



[www.linkedin.com/company/ntma](http://www.linkedin.com/company/ntma)



[www.youtube.com/NTMANow](http://www.youtube.com/NTMANow)

# NTMA/AMT JOINT TECHNOLOGY SUMMIT 2024

LINDA WARNER, NTMA, EXECUTIVE & MEMBERSHIP SUPPORT



The NTMA and AMT recently collaborated for their annual technology summit, held at the ARM Institute in Pittsburgh, PA. This year's event, which took place from April 2nd to 3rd, welcomed members AGMA's Emerging Technology Team and the Pittsburgh Chapter of the NTMA.

The primary objective of the summit



was to facilitate the exchange of technological innovations, practical applications and foster collaboration among participating associations. The agenda was packed with insightful presentations on cutting-edge technologies, complemented by interactive roundtable discussions.

On the first day, Ira Moskowitz, CEO of the ARM Institute, and Benjamin Moses of AMT, greeted the 35 attendees. Following introductions, representatives from Liebherr, the Pittsburgh Robotics Network and Softura delivered engaging talks on topics ranging from advancements in machine tools to the journey of robotics startups and the role of AI in digital marketing. Attendees also had the opportunity to explore the ARM Institute facilities through an informative overview and tour, followed by networking opportunities during the evening reception and dinner at Hofbräuhaus.

Day two commenced with a hearty breakfast and continued with presentations from Visionify and ASM International. These sessions

covered Next Generation Workplace Safety with Vision AI and evolving collaboration expectations in material research. The summit concluded with an interactive session led by ARM's senior programmer, focusing on the specific needs of Small to Medium Manufacturers (SMMs).

Plans are already underway for the 2025 Joint Technology Summit, slated for early next year, promising another successful gathering. For further information on the technologies discussed or to suggest topics for future summits, interested parties are encouraged to contact Linda Warner at NTMA or Benjamin Moses at AMT via email at [lwarn@ntma.org](mailto:lwarn@ntma.org) or [bmoses@amtonline.org](mailto:bmoses@amtonline.org).





# AWARD FINALISTS NAMED

*Congratulations to Elisabeth Smith of Acutec Precision Aerospace*



Ernst & Young LLP announced that Elisabeth Smith of Acutec Precision Aerospace was named an Entrepreneur Of The Year® 2024 East Central Award finalist. The East Central

program celebrates entrepreneurs from Western Pennsylvania, West Virginia, Northeast and South-Central Ohio and Kentucky. Now in its 38th year, Entrepreneur Of The Year is the preeminent competitive business award for audacious leaders who disrupt markets, revolutionize sectors and have a transformational impact on lives. Over the past four decades the program has recognized the daring entrepreneurs with

big ideas and bold actions that reshape our world.

Elisabeth was one of 29 regional entrepreneurs selected as finalists by an independent panel of judges. The candidates were evaluated based on their demonstration of building long-term value through entrepreneurial spirit, purpose, growth and impact, among other core contributions and attributes.

Elisabeth is a second-generation owner of Acutec Precision Aerospace, a growing manufacturer of machined flight-critical parts and subassemblies. Acutec has 500 employees across three locations, in Saegertown and Meadville, Pennsylvania, and St. Stephen, South Carolina. In 2021, Elisabeth formed an ESOP and gave 25% of the business to her employees so they could benefit from the post-pandemic resurgence of the aerospace industry. Acutec was recently named Best Performer by Safran

Landing Systems, a world-wide leader in aerospace landing systems, for 100% quality and delivery performance in 2023. Elisabeth says, “The Entrepreneur of the Year recognition is a reflection of our team’s resilience in the face of industry upheaval. I hope the nation can recognize the creativity and resourcefulness of small rust-belt and rural communities who engage in world-class manufacturing every day.”

Entrepreneur Of The Year honors many different types of business leaders for their ingenuity, courage and entrepreneurial spirit. The program celebrates original founders who bootstrapped their business from inception or who raised outside capital to grow their company; transformational CEOs who infused innovation into an existing organization to catapult its trajectory; and multi-generational family business leaders who reimagined a legacy business model to fortify it for the future.

# VP CELEBRATES MILESTONE

*Global Shop Solutions recognizes Ilya Dynkin*

Working at the same company for 25 years is a rare occurrence these days. Global Shop Solutions, a leading provider of ERP software for manufacturers around the globe, is proud to announce the latest addition to the Quarter Century Club – Ilya Dynkin, VP of Sales.

When Dynkin joined Global Shop Solutions early in his career, he had no experience with ERP or manufacturing software. What he did have was enthusiasm, motivation and the ability to find and win new opportunities, bringing in new customers. The love and

care he shows to each person he works with isn’t just in the sale – it’s in the long-term relationships he builds.

“We knew from the start we had a special person in Ilya because of the way he connects with manufacturers on a personal basis, understands their problems and demonstrates how ERP software can correct them,” said Dusty Alexander, President and CEO of Global Shop Solutions. “He truly enjoys his work, and his spirit and enthusiasm for helping our customers simplify their manufacturing rubs off on all

who work with him.”

“I am proud of the growth Global Shop Solutions has achieved, but even more so the fact that we haven’t become corporatized,” said Dynkin. “The company’s principles and family atmosphere haven’t changed since I first came here 25 years ago. It continues to be a place where we support each other and can have open conversations with anyone, anytime. The family ownership truly cares about the people who work here, and always puts them at the front of their decision-making process.”



“I love the work,” Dynkin added. “It’s gratifying to see the impact Global Shop Solutions has on our customers’ businesses, and I feel like I have a measurable impact on our company.”



IN THE 1967 MOVIE "THE GRADUATE," A CHARACTER TOLD THE RECENT GRADUATE, BEN, THAT HE HAD ONE WORD FOR HIM; "PLASTICS."

I MUST HAVE SUBCONSCIOUSLY REMEMBERED HEARING THAT WORD.

FOLLOWING GRADUATION, I WAS INTRODUCED TO THE PLASTICS INDUSTRY AS A DEVELOPMENT ENGINEER FOR AN INJECTION MOLDING RESEARCH CENTER. IN 1978, I ACQUIRED THE INJECTION MOLD MAKING COMPANY JATCO MACHINE AND TOOL, Co., INC.

ONE OF OUR EARLY CUSTOMERS WAS A DIVISION OF ROCKWELL INTERNATIONAL THAT MAKES GAS AND WATER METERS. FORTY YEARS LATER THAT DIVISION IS STILL A CUSTOMER AND THEY ARE NOW PART OF THE XYLEM BRAND. IF YOU LOOK AT THE GAS METER THAT SUPPLIES YOUR HOME, THERE IS A GOOD CHANCE THAT IT IS A XYLEM METER. JATCO BUILT THE MOLDS THAT PRODUCE ALL OF THE PLASTIC COMPONENTS IN YOUR GAS METER. JATCO SPECIALIZES IN DESIGN, BUILDING, REPAIR AND MAINTENANCE OF TOOLING FOR THE PLASTICS INDUSTRY. WE ARE A FULLY EQUIPPED MOLD SHOP WITH IN-HOUSE ENGINEERING AND DESIGN, CNC MACHINING, WIRE AND DIE-SINK EDM AS WELL AS SKILLED CRAFTSMAN FOR POLISHING AND BENCH WORK.

WHEN VISITORS TOUR OUR FACILITY, I PROUDLY SHOW THEM OUR DISPLAY WALL. I EXPLAIN THAT WE DO NOT MAKE THE PLASTIC PARTS — WE MAKE THE STEEL MOLDS THAT MAKE THE PARTS. YOU CAN GO ANYWHERE IN THE COUNTRY — OR IN YOUR OWN HOME — AND FIND PRODUCTS THAT JATCO MOLDS HAVE PRODUCED.

ED SIKORA, OWNER

JATCO MACHINE & TOOL Co., Inc.



**JATCO**  
MACHINE & TOOL CO., INC



**NTMA**

*We Made That*™



## **NTMA SERVICE AWARDS 2024 NOW ACCEPTING NOMINATIONS**

The Service Awards are given out each year at the Manufacturing Engage Conference. We need your help finding the best candidates for these awards.

**Award categories are:**

### **MEMBER AWARDS**

#### **HONOR AWARD**

Nominate a member for continuing meritorious service and dedication to the industry and/or the Association by a regular member; traditionally awarded for longevity of service in dedication, as opposed to a single act or service in a short-time industry or Association position.

#### **L.A. SOMMER MEMORIAL AWARD**

For outstanding and continuing service of the highest magnitude; emphasis is placed on service to the Association by a regular member, both of the highest order and over a period of time, connoting excellence in a particular role in NTMA, rather than as a participant in a single event.

#### **WILLIAM E. HARDMAN AWARD FOR EXCELLENCE IN TRAINING**

For a company or individual (regular member or education member) which consistently demonstrated strong support and active participation in structured training for the precision custom manufacturing industry.

### **NON-MEMBER AWARD**

#### **DISTINGUISHED SERVICE AWARD**

For outstanding service to the industry by a person outside the NTMA regular member companies.

**Help us recognize deserving individuals and/or companies that have supported and advanced the industry and the Association.**

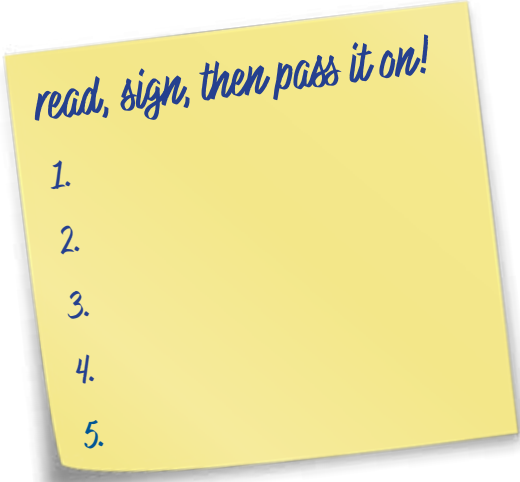
**Submit your nomination(s) by Friday, August 9th, 2024.  
For a nomination form, contact Linda Warner at [lwerner@ntma.org](mailto:lwerner@ntma.org)**



**NATIONAL TOOLING & MACHINING ASSOCIATION**

1357 Rockside Rd.  
Cleveland, OH 44134

**MANUFACTURING AMERICA'S FUTURE.**



**THANK YOU TO OUR 2024 SPONSORS**

**PLATINUM SPONSOR**



**SILVER SPONSOR**



**GOLD SPONSOR**



**BRONZE SPONSOR**



**EXCLUSIVE EXECUTIVE COHORT SPONSOR**



**EXCLUSIVE EMERGING LEADERS COHORT SPONSOR**



**EXCLUSIVE SALES COHORT SPONSOR**

