

for THE RECORD

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



MFG DAY 2024

TELLING OUR STORY TO ENGAGE FUTURE GENERATIONS

ALSO INSIDE:

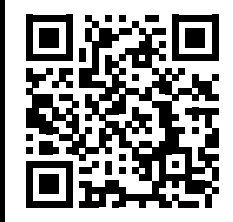
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COVER PHOTO CREDIT: HEIDENHAIN CORPORATION

SEND US YOUR STORY

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

The submission deadline is the 1st of the month prior to publication.

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



UPCOMING NTMA EVENTS



IMTS TECH LUNCHEON
September 11, Chicago, IL



ENGAGE 2024
October 16-19, Nashville, TN



FROM ROGER

a message from the president

Challenged by the ongoing need for the next generation of manufacturing leaders and workers, it's always exciting to get to this time of year. What started as MFG Day has grown into MFG Day, Week and Month. Regardless of how your company chooses to mark the October event, we come together as an industry in a concerted effort to promote and educate the public — young and old — sharing what it means to be part of modern manufacturing.

There are still misconceptions about manufacturing. Some stem from tall tales passed down from one generation to the next. The myths of yesterday must be discarded, and we need to set the record straight. The only way to correct those perceptions is proof. When you open your facility and show the public what manufacturing is today, you give them insight into manufacturing's future.

The folks hanging on to old perspectives have yet to connect the dots. The changes and improvements they experience

and utilize in almost every aspect of their daily lives are a direct result of ongoing improvements in manufacturing and technology.

To us, it seems so obvious. This is precisely why it is up to us to share this new manufacturing reality with our communities.

Over the years of massive change, we manufacturers have been satisfied basking in our own improvements and technological advances never considering that the world needed to know. Because we did not toot our own horn, society believes these changes and improvements just happened. As an indirect result, their lack of knowledge led to their lack of interest, and their lack of interest means that they never considered manufacturing as a viable career option.

We may find ourselves wondering, "Why aren't our accomplishments recognized? Why are price increases met with such resistance? Why doesn't the next generation want to join our ranks?"

It's time we tell our amazing story of change, perseverance and technology.

We as an industry have been silent and now must play catch-up.

MFG DAY is instrumental in helping us right the course. It is our opportunity to show our local communities the magnificent world of today's manufacturing and today's manufacturers. Modern manufacturing is the industrial axis on which the world spins. We make the world go around with the products we make.

As many of you know, NTMA embarked on our own journey in 2024 "Telling our Story." We have teamed up with singer/songwriter Tony Arata who has traveled to several of our chapters and member companies to hear their stories. Now, he is sharing his story with an outside perspective. Tony is amazed by what he has seen and heard from our members during his travels. He said he had no idea of the critical role manufacturers play in this endeavor. There's a

correlation between manufacturing and songwriting. The world knows a songwriter's songs and knows a manufacturer's product, but likely has no clue who or where it came from. We're thrilled that Tony Arata will be a special guest and speaker at Engage 2024 sharing this journey. You will not want to miss it.

History proves that we can only change the narrative if we tell our own stories. Telling our stories is the only way others get insight into our

world. It's our job to tell our story every time we get the chance: in our conversations, in print and in our facilities. When we open discussions and open our facilities, we open the minds of our next generation of workers. Let's tap into workers who want a career change as well as workers that want to change the world.

MFG Day is an opportunity for us all. Join NTMA as we take the lead to open the world's eyes to US

Manufacturing. This month's theme is: MFG Day... our day, our time. I say, make MFG Day your day, your time.

Let's all work together to "Advance America's Future."

Roger Atkins, President, NTMA

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Connecticut Chapter

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Pittsburgh Chapter

Belleville International, located in Butler, Pennsylvania,

is a precision metal components manufacturer using stamping, waterjet and various machining processes. The company supplies a variety of industries, including all facets of energy to include oil and gas, nuclear, hydrogen and the electrical grid. Belleville International also serves aerospace/space, industrial and defense customers. The company supports its customers through a solid design and testing approach. Parts are produced using Belleville spring technologies, and also complex components for valves, bearings and other related products. Recently, the company added several new multi-turret and twin spindle lathes and continues to automate many facets of its operations.

The company has also recently initiated a facilities expansion and renovation project which will add approximately 40% more space to aid in meeting the needs of achieved and planned growth.

Mr. Ralph Hardt is the owner of the company, with over 30 years of experience in metal forming and machining. Carla Hardt, his wife, oversees the administrative and human resources functions.

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Michiana Chapter

Toolcraft, LLC has been a leader in precision tool making and

machining crafting excellence since 1961. In 2009, the current owner (the previous shop manager) and his brother acquired the company. This pivotal moment ushered in a new era of modernization, with a focus on integrating advanced CNC machines to enhance capabilities and precision.

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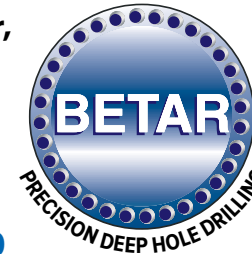
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We want to hear your story.

Our editorial staff is currently scheduling member companies for our regular features:

WHO WE ARE & WE MADE THAT

If you think your business would be a good fit, please send:

- Company Name
- Best Point of Contact
- email
- phone

to:

editor@ntma.org

use the subject line:

Featured Company



HR: IS OUTSOURCING AN OPTION?



With the ever-changing regulatory climate, having the right HR solutions can speed up processes, save time and increase efficiency, ultimately leading to cost savings and revenue generation. Curious about the cost of outsourcing HR? Here are some things to consider when doing a cost benefit analysis:

STEP 1: Define your HR requirements, including the size of your workforce and the specific services you need.

STEP 2: Research providers, explore different HR outsourcing options and compare pricing models. Look for transparent pricing structures, and consider the value you'll receive for the cost.

STEP 3: Understand Pricing Models. HR outsourcing can be priced per-employee, on a monthly retainer or project-based. Make sure you understand how you'll be charged and any potential additional fees.

STEP 4: Budget Wisely by allocating a budget for outsourcing HR that aligns with your business goals and financial resources. Remember, investing in HR can lead to long-term cost savings and business growth.

STEP 5: Plan for Growth by choosing an HR provider that can scale with your business. Factor in potential future costs and ensure the provider offers flexibility to accommodate your evolving needs.

By carefully gauging the cost of outsourcing HR and understanding what to expect on the money front, you can make an informed decision that supports your business's success.



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

LEGAL: PREPARE FOR ELECTION DAY



As you probably have heard, given the recent number of phone calls, emails, texts and social media posts you have been receiving lately, we are fast approaching the Nov. 5, 2024 election day. Employers need to be prepared for requests to take time off to vote, as well as requests from employees who are seeking an end to the constant political discussion occurring at the workplace.

Most states have enacted laws providing employees with leave so they can vote. In Missouri, for example, employees are entitled to three consecutive hours of time away from work on election day to vote. Such leave is paid, unless the employee has available three consecutive hours outside of their regular shift in which to vote. The employee must request the time off in advance of election day, but the employer can designate the hours the employee can be off. Illinois has a similar law, but employees are allowed two hours of paid time off to vote.

Employers should post any applicable voting leave law posters at their facility in advance of the election. Generally, such posters can be obtained from the state's voting commission. Further, make sure any voting leave policy you may have is reviewed in advance of election day and followed.

As for political conversations in the workplace, to limit such discourse employers generally can enforce their solicitation or distribution policies as they normally would to limit the amount of interference with normal workplace activities. If your company has a code of conduct, continue to enforce it, even if the source of the misconduct may be political in nature. Often an employee's conduct starts out as innocent, but it quickly can spiral out of control and potentially result in a violation of the code of conduct, harassment or bullying policies.

Employers can establish a positive work environment by prohibiting political discussions during meetings, avoiding social media commentary, limiting displays of political campaign paraphernalia and promoting respect among employees. Be careful, however, not to run afoul of local laws that prohibit discrimination against individuals because of their political affiliation or for engaging in election-related speech.



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: BIPARTISAN TAX BILL FAILS TO ADVANCE IN THE SENATE



The Senate failed to advance the bipartisan tax bill that would reverse several harmful tax changes put in place by the Tax Cuts and Jobs Act (TCJA), such as the requirement to pay taxes on R&D activities and the ability to only expense 60 percent of capital expenditures, and the reduced Section 163(j) deduction. The procedural cloture motion on the Tax Relief for American Families and Workers Act of 2024, H.R. 7024, which needed 60 Senators to support, failed by a vote of 48-44. Senators Josh Hawley (MO), Markwayne Mullin (OK) and Rick Scott (FL) were the only Republicans to vote to advance the measure. Independent Senators Bernie Sanders (VT) and Joe Manchin (WV) voted against the measure.

The bipartisan, bicameral legislation, co-authored by Sen. Ron Wyden (D-OR) and Rep. Jason Smith (R-MO) overwhelmingly passed the House on Jan. 31, 2024, by a vote of 357-70. The legislation reverses the harmful changes made to these critical tax provisions by reinstating R&D expensing while eliminating capitalization and amortization requirements, restoring 100 percent Bonus Depreciation, and including the full EBITDA standard for interest deductibility on business loans.

One Voice members sent hundreds of messages to their Representatives to help ensure the important passage of the bill in the House. While this vote on the bill did not reach the 60 needed, members of the National Tooling and Machining Association and Precision Metalforming Association sent 270 messages to their Senators last week ahead of the Aug. 1 vote. This was an important effort to show Congress the critical need to act and reverse the changes to these tax provisions which are vital to manufacturers. Congress could consider a slimmed down two-year bill addressing 2024 and 2025 following the election; however, much of the discussion over taxes has shifted to the \$4.6 trillion in taxes slated to increase on January 1, 2026.

Omar S. Nashashibi is a bipartisan lobbying and strategic consultant based in Washington, D.C.

REVENUE: THE RISE OF EDUTAINMENT AND PASSIVE CONTENT CONSUMPTION



NTMA added Dan Ott as the association's Creative Content Manager in early 2023. That signaled an awareness that "content" was important, both for association business, and in modeling leadership for members.

Content is information that a company employee publishes. It can be text (blogs, newsletters, emails, etc.), social media posts, webinars, broadcast live events, video, public speaking, podcasts, press releases, etc.. It's an increasingly important marketing, sales, recruiting and community relations tool.

When content-based SEO (search engine) became widely practiced as "Inbound Marketing" around 2010, there was limited competition. Early movers had great success and B2B buyers were excited to suddenly have helpful information available. It was effective and people took time to actively consume it.

Now, in contrast, we're all deluged with content. We rarely interrupt our activities to carefully read long articles and the competition for search is brutal. Effectiveness has fallen. Recent research by SparkToro found that only ~28% of all Google searches result in a click on a non-Google search result.

That means our tactics must change to reach people before they're actively buying, and to build trust. We must create content that engages when people scroll (e.g. on LinkedIn) and that can be consumed passively while they multi-task. That means provocative insights, visual and audio content.

Companies that haven't fully embraced content creation may struggle, but it also creates an opportunity to surge ahead of competitors by aggressively creating these new types of content. Podcasts, video and active engagement by executives on LinkedIn is important, and the topics must be issues and problems that are important to your prospective buyers.



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



MFG DAY

Inspiring the next generation

JENNIFER WHITE, THE MANUFACTURING INSTITUTE, DIRECTOR, STUDENT ENGAGEMENT

changing the public perception about the industry. And for 12 years, the MI has continued to do just that, playing a vital role in the success and evolution of MFG Day, deepening the connection between manufacturers and their local communities.

With a mission to attract, educate and retain a talented workforce for the manufacturing sector, the MI has expanded the reach and impact of MFG Day by partnering with various organizations, schools and manufacturers across the country. These collaborations have enabled MFG Day to grow into the nationwide event that it is today.

THE BIG PICTURE: MFG Day holds great promise as technology continues to reshape the industry, and the MI is poised to lead MFG Day into a new era of community partnerships, interactive workshops and digital resources that leverage cutting-edge technologies. These innovative approaches will not only make MFG Day more accessible and engaging but also inspire a new generation of diverse creators who will drive innovation and competitiveness in the global market.

Looking to the future, MFG Day will continue to play a vital role in shaping the next generation of manufacturers and keeping us competitive. As #MFGDay24 approaches, each company door that is opened to students and community members is one step toward making a historic impact on modern manufacturing perceptions and creating a real shift in how younger generations discover and pursue manufacturing careers.

LEARN MORE: Manufacturers that want to take part in #MFGDay24 should start planning now. And participation isn't one-size-fits-all. Manufacturers can engage in a range of different kinds of events, including facility tours, community manufacturing expos, school visits, company family days, competitions and more.

Visit the MFG Day.com resources page to access helpful how-to-host toolkits, webinars, marketing tools and official MFG Day 2024 merchandise and brand gear.

REGISTER: Ready to register your #MFGDay24 event?

“ON NATIONAL MANUFACTURING DAY, WE CELEBRATE AMERICAN WORKERS—THE BEST WORKERS IN THE WORLD, WHO ARE LEADING A NEW MANUFACTURING BOOM IN OUR NATION—AND WE PLEDGE TO KEEP INVESTING IN THEM TO MAKE SURE THE FUTURE IS MADE IN AMERICA.”

**— THE OFFICIAL PROCLAMATION OF NATIONAL MANUFACTURING DAY
Oct. 6, 2023**

Complete the short registration form to see your company highlighted on the MFG Day interactive map.

Not sure if you're hosting an event? Companies are still encouraged to register as an official supporter of #MFGDay24 using the registration form at the link above. All supporting companies will also be reflected on the map.

**NTMA MEMBERS ARE ENCOURAGED TO TAG THEIR
MFG DAY EVENTS ON SOCIAL MEDIA WITH
#NTMA
SO WE CAN HELP PROMOTE YOUR EFFORTS.**



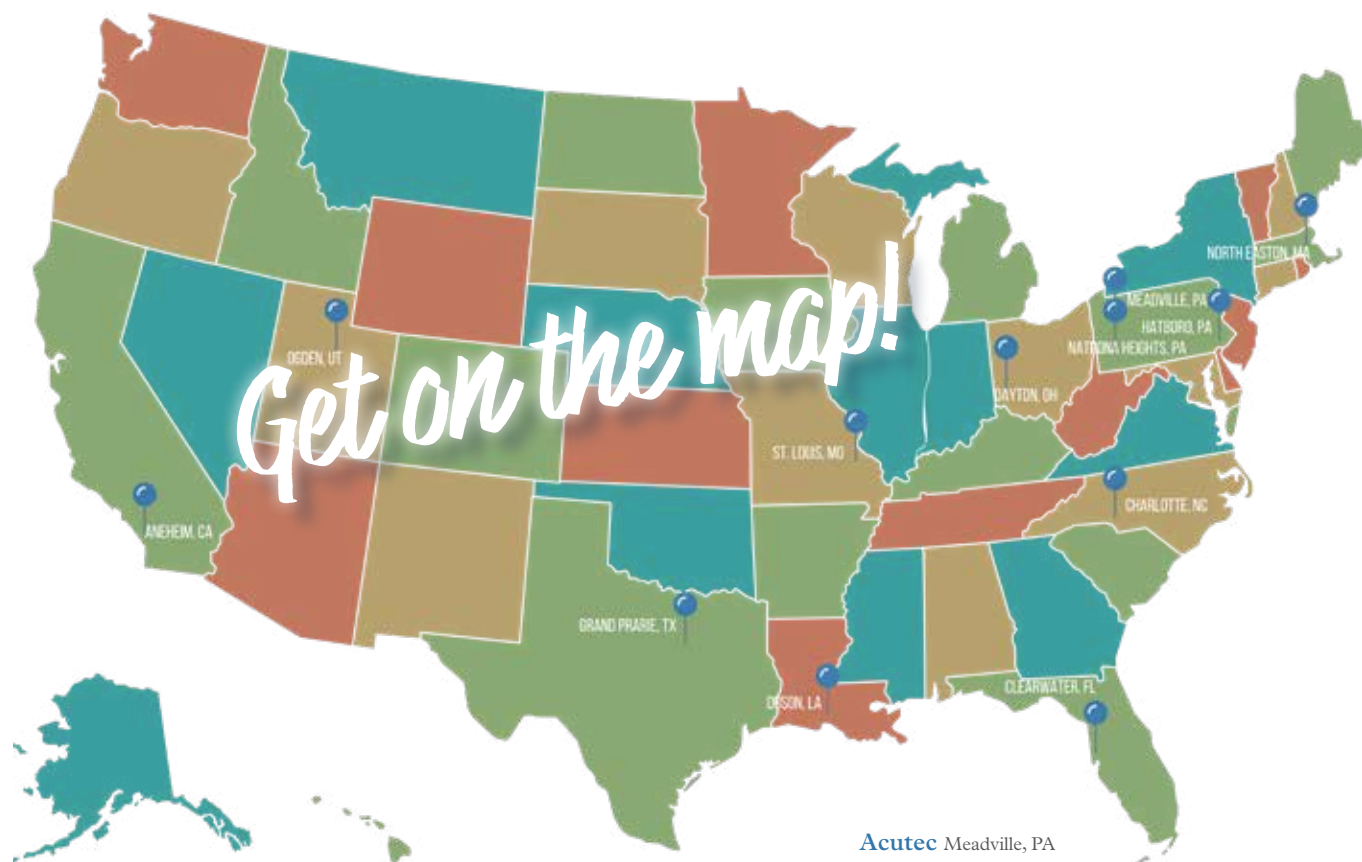
Held annually on the first Friday in October with events that continue throughout the month, Manufacturing Day (MFG Day) is manufacturing's biggest annual celebration to inspire the next generation of creators, makers and builders. The event is organized nationally by the Manufacturing Institute (MI), the workforce development and education affiliate of the National Association of Manufacturers. MFG Day helps to show the reality — and promise — of modern manufacturing careers by encouraging thousands of companies and educational institutions around the nation to open their doors to students, parents, educators and community leaders.

AN ECONOMIC DRIVER: According to a talent study by the MI and Deloitte, manufacturers in the United States need to fill more than 3.8 million jobs by 2033 in order for the industry to remain competitive globally. As manufacturers seek to fill these high-skill, high-tech and high-paying jobs over the next decade, MFG Day continues to empower manufacturers to come together to address their collective challenges so they can help their communities and future generations thrive.

A LONG-TERM COMMITMENT: The first MFG Day took place on Oct. 5, 2012, with the primary goal of addressing the skilled labor shortage in manufacturing by



NTMA MEMBER & PARTNER *registered* MFG DAY EVENTS TO-DATE



HOW TO GET INVOLVED

- DETERMINE YOUR EVENT TYPE
- CONNECT WITH LOCAL PARTNERS
- REGISTER YOUR EVENT
- CREATE A PLAN
- INVITE YOUR COMMUNITY
- GET THE WORD OUT

* Source: www.MFGDay.com

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MFG DAY 2023 PRODUCED:

MORE THAN 600 REGISTERED EVENTS
 93 MILLION SOCIAL MEDIA IMPRESSIONS
 AND 22 STATE PROCLAMATIONS.

MAKING A DIFFERENCE

One student at a time

DALE DAVIS, Co-OWNER, DUNDEE MANUFACTURING COMPANY

I was asked recently what our chapter was doing to make an impact on workforce development.

I have to credit my sister, Melinda Howe. When I first accepted the role of president of the Western Lake Erie NTMA (WLENTMA) she told me about the story by Loren C. Eiseley entitled "The Star Thrower."

It's the story of a young person saving starfish that had washed up on the shore, throwing them back into the ocean one by one. An elder person walking on the beach asked, "Do you really think they can make a difference with so many starfish on beach?"

The starfish-saver tosses one more back into the sea and says, "Well, I made a difference for that one." And that's the most important takeaway.

Three years ago, we started attending local CTE board meetings and listening to their needs. We saw an opportunity for our chapter to "bridge the gap" between the students in the programs and our membership. We wanted to provide support for the instructors in areas like work-based learning, mock interviews, job shadowing, plant tours and co-ops. We also knew we could assist with placing students in our membership programs.

Over the last several years, local CTE instructors, administrators, local chamber of commerce representatives and our membership have gathered for an informal meeting and to share a meal to see how our members and chapter can assist with workforce development needs.

The first year was just an introduction to WLENTMA and the NTMA and a networking opportunity.

The second year we held a round table discussion to hear about challenges,

educators' needs and how to interest students in manufacturing.

In the third year, we presented our vision for a student CTE career path. It included co-ops leading into our membership apprenticeship program. We shared our recruiting initiatives, including video content and hands-on, interactive cnc machining that is now available for area high school job fairs. We hope to be able to include the NTMA pre-apprenticeship program as a credential opportunity for students, which will align perfectly with our chapter trade school. We still have a long way to go, but the concept was well received and the CTE programs said we are on the right path.

Our board is currently working to expand our membership engagement. Our message: the real change starts with making a difference, one student at a time. Taking the time to provide job shadowing, attend a mock interview or provide an opportunity for a co-op is important work.

In the end, the goal is to ensure we are building the next generation of journeymen for the industry, but also for our own shops.

I know this works. As the co-owner of Dundee Manufacturing Company, I've worked with our tool room supervisor, Randy Perry, to conduct more than 25 mock interviews. Randy, a WLENTMA



AN OLD MAN WALKING ALONG THE BEACH
 CAME UPON A CHILD SIFTING THROUGH
 DEBRIS LEFT BY THE NIGHT'S TIDE. EVERY
 SO OFTEN, HE WOULD PICK UP A STARFISH
 AND TOSS IT BACK INTO THE SEA.
 THE OLD MAN ASKED HIM THE PURPOSE OF
 HIS EFFORTS. "THE TIDE HAS WASHED THE
 STARFISH ONTO THE BEACH. THEY WILL DIE
 UNLESS I THROW THEM BACK."

THE OLD MAN LOOKED AORUND AT THE
 MILES OF BEACH. "THERE ARE MORE
 STARFISH THAN YOU CAN EVER SAVE. YOU
 CANNOT MAKE A DIFFERENCE."
 THE CHILD BENT TO PICK UP ANOTHER
 STARFISH AND SENT IT BACK TO THE
 OCEAN. THEN HE LOOKED UP AT THE OLD
 MAN, SMILED AND REPLIED, "I CAN MAKE
 A DIFFERENCE TO THIS ONE."

— ADAPTED FROM "THE STAR THROWER"
 BY LOREN C. EISELEY

trade school grad, has embraced this mindset as a way to give back. In the last three years, in addition to helping students, we've been able to recruit some young people who are eager and excited to start a career in our industry.

Ryan Schlagheck started a co-op last summer and began his apprenticeship with us this past June. Natalie Hackette started this summer with a co-op and is continuing into her senior year. We hope she'll be our next apprentice. When I walk out into the tool room and see these students I silently smile on the inside and think, "I made a difference to that one."





TELLING OUR STORY

an interview with singer/songwriter, Tony Arata



Q: WHAT WAS YOUR EXPERIENCE AND PERSPECTIVE ON U.S. MANUFACTURING BEFORE YOU EMBARKED ON YOUR NTMA MEMBER TOURS ACROSS AMERICA?

A: Like too many people, the idea had been ingrained in me that anything that has to do with manufacturing involved harsh, dirty conditions and mindless, repetitive, hard work. Instead, at every shop visit, I was proven how wrong this line of thinking is. Instead, what I witnessed was high-tech, state-of-the-art machinery, being manned and run by fiercely intelligent and engaging souls. And whether you are talking about new-hires, apprentices, long-timers or the owners themselves — many of whom were second- and third-generation — a true sense of integrity and pride was evident in every conversation I've had.

Q: HOW DID YOU GET CONNECTED WITH THE NTMA?

A: I have been a songwriter/musician for my entire life (save for a brief stint as a journalist when I worked for a trade publication after we moved to Nashville) and was playing a regular series I do in the Atlanta area. One of the attendees was Gillen Young, the Chairman of the NTMA. Gillen and I met after the show and then had a meeting in Nashville to discuss his idea that telling a story is just that — it really doesn't matter what you're telling a story about. Songwriting is simply that— telling tales. He was interested in getting the story of the NTMA told through the eyes of someone who tells them for a living. Some similarities certainly exist between the two professions: I start with a blank sheet of paper;

precision machinists start with a block of stainless steel or maybe titanium. As the old saying goes: it's not what you look at that's important, it's what you see. What can you make of this? Songwriters hope to turn that blank sheet of paper into a memorable lyric; machinists hope to turn that raw material into a precision part they have been commissioned to create.

DID YOUR VISITS TO NTMA MEMBER COMPANIES AND MEETINGS REINFORCE OR CHANGE YOUR PERSPECTIVE ON AMERICAN MANUFACTURING?

A: It has been extremely encouraging to have made these visits and see that there are still those dedicated to doing the best work possible. I will never look at this industry, or anything else for that matter, quite the same way again. It seems only fitting that one of the Engage meetings this October will be in the Musicians Hall of Fame in Nashville. Like those who work in these machine shops, the musicians who have played on the records we all have known our entire lives, aren't the ones in the spotlight. Both groups toil in anonymity, but both are irreplaceable. And I can't imagine a world with no music any easier than I can imagine what chaos would ensue if manufacturing ceased.

WHAT WAS THE BIGGEST EYE OPENER?

A: It wasn't so much an eye-opener as it was a reaffirmation. It is the people who make any industry successful, and I have met nothing but professionals who take immense pride in their work. And I was a bit taken aback at the years of service of so many — those who have been doing this good work for decades, in some cases, at the same shop. There is obviously more being built here than

physical items. Careers and livelihoods and communities are being built around these shops, as well.

DID ANYTHING SURPRISE YOU?

A: I still marvel when I think about asking people at their particular station what the part they were machining goes to, and often times, they could not say. Sometimes for proprietary reasons, but more often because what the part is is not what's most critical — it is actually most important that they make this part to its most exact design, adhering to the tightest of tolerances, at every step of the way. What the part goes to is ancillary. But at every station, with every process it is precise. There is no "close-enough;" there is no "that'll do." I fully get the name: precision machining.

WHAT DO YOU THINK MANUFACTURERS ARE DOING WELL TO PROMOTE THE INDUSTRY?

A: Well, these visits have certainly changed my perspective, and I will be an advocate for the opportunities available in this industry in every interview I do in the future. You have to start by changing one person's perspective, and these visits have certainly changed mine. The outreach, recruiting and apprentice programs must continue to expand. My degree was in journalism from school, but I never learned a damn thing about the subject until I actually went to work for a magazine. There is an opportunity for a career, not just a job, in the field of precision machining.

WHAT DO YOU THINK MANUFACTURERS COULD DO BETTER TO SHARE THEIR STORIES?

A: I think every opportunity there is to get in front of the young is the key to filling the ranks. Not everyone is cut out for college, and college is not the only path to success or to a career. The young people I met are obviously

bright individuals and could use their talents anywhere. That they have chosen this field proves that there is more than enough challenge to engage sharp, young minds. I heard several times that it's not just trying to educate the young people, but their parents, that this environment is not at all in the fashion of the stereotypical "factory job." I was as guilty as anyone — until I visited your incredibly high-tech facilities.

WHAT WAS YOUR GREATEST TAKEAWAY FROM THE EXPERIENCE?

A: I've jokingly said that Americans have come to believe that parts come from Walmart or the hardware store, in the same way they think music comes from Spotify or the radio. No endeavor exists on its own — it is, and always will be, the people who make the difference. It is not the machine that makes the part (who builds and programs the machine?), nor the instrument that makes the music. It is the person holding the instrument, writing the song.

There is an old story about the great Chet Atkins playing, as only he could, at a soundcheck. A gentleman who was standing in front of him remarked, "That is one great sounding guitar." Chet wasn't one to mince words, and so he stopped playing and put the guitar in its stand, stared at it, looked at the man, and asked, "Yeah, well how does it sound now?" The same goes for the shops represented by the NTMA; as impressive as five-axis CNC machines are, they are only as good as the people who built them and the people who run them.

WHAT WOULD YOU LIKE TO SHARE WITH OUR NTMA MEMBERS?

A: I'd like to say, "Thank you." You not only do good work, you do good. We all lead better, safer lives thanks to the dedication you bring to your particular

art form: making precision elements for the medical, aerospace and defense industries. American manufacturing has no equal, and the people who make up this industry have no peers. Your stories are as similar as they are unique, but above all they are stories that have survived the ages and will and must continue to be told.

"STOP AFTER STOP, STATE AFTER STATE, SHOP AFTER SHOP, IT WAS ONCE MORE REINFORCED THAT IT IS ALL ABOUT THE PEOPLE. AT EVERY SHOP VISIT AND WITH EVERY CONVERSATION, I REALIZE THIS IS AN INDUSTRY MADE UP OF THOSE WHO HAVE DEVOTED THEIR LIVES TO THE PROFESSION — IN SOME CASES IT IS GENERATIONAL; THESE LEGACIES HAVE THUS INSPIRED A NEW GENERATION - LIKE THE BRIGHT AND TALENTED YOUNG-HIRES AND APPRENTICES I'VE BEEN FORTUNATE TO MEET AND WHO WILL CARRY THE PROFESSION INTO THE FUTURE."
— TONY ARATA

Notes from Tony's Travels...

I had no idea what to expect, but from the very first time I walked through the door at **Reata Engineering & Machine Works** in Denver and met Christina Collette, who told me she had come to working in the precision machine world despite having had a successful career in advertising, I began to develop a whole new attitude about what this industry represents. It is all about the people who work in it. I was so impressed to meet Adam Zaouague. He's a brilliant 19-year-old and could be working anywhere but is dedicated to his work in this field. He was part of an internship program at a local college there in the Denver area. From this first stop, I began to learn that dedication comes from the top-down. Grady Cope exuded obvious pride in having not just built a business, but in having built opportunities for those who work there. All three of these remarkable individuals could use their talents anywhere. Later that first visit, we went to **Accu Precision** and met their principal, Michael McCue, who has built a huge operation from a three-person shop. And I witnessed how long this industry has been around when we went to Denver Machine Shop and met two brothers Eric and Scott White who are fourth-generation machinists. They gave me a tour of their facility that included massive machines that were used to manufacture parts for WWII tanks. It's where I first heard the words, "everything on earth is either mined, farmed or manufactured."



My trip to Phoenix was next. Rodger Shepherd of **Advanced Technologies**, and the president of the Arizona chapters, was our tour guide. What a story he has, and I love how animated he got talking about the outreach their chapters do with schools and with programs such as the Skill Up Foundation that works with the young. He has also been working with getting a branch of the Uniquely Abled Foundation up and running through his work with Dr. Ivan Rosenberg. Both foundations recruit young people from high schools to explore a career in the precision machine world. It became evident: not everyone can find what they are looking for at college. The skills that can be learned in the machining field offer more than an opportunity for a job — they offer a career.

At dinner one night, Bill Jordan the head of **ATD Precision Manufacturing**, looked at a piece on the table and simply said, "I like to look at things and see how they were made." This seems to be an overarching characteristic of the industry in general. On his tour of

the shop that his grandfather started, his father ran and now he oversees, Jordan showed me a wide range of parts they machine, including a cover that goes on the outside of the SpaceX Rocket. You've heard the phrase, "It ain't rocket science." I beg to differ, having gotten the tour at ATD.

Jordan started out of high-school and his first job was the de-bur station. Another theme emerged: yes, his family started the business, but everyone starts at the beginning. It is an industry where the CEOs have truly done everything that their staff has been tasked with. On our tour, Jordan introduced me to Dave Crask, a 40-plus-year employee with the company, whose father had also worked at the facility.

I began to learn that in addition to legacy shops, there is the future of the business, as well. Weston Smith started **Lux Manufacturing** basically out of his dorm room at Grand Canyon University. At only 26, he now runs a state-of-the-art facility that employs more than 20.

While I was in Phoenix, I also met Mark Lashinske who runs the massive **Modern Industries**.

From him I learned how deep the pride runs in the world of precision machining. He told me of a story of his visit to the Galileo Museum in Italy that proudly displayed the names of all those who built the museum and all those who worked alongside Galileo in his endeavors in astronomy.

Barbe Bennett, the executive director of the Arizona chapters, hosted a get-together at **CNC Pros** along with Ray Beauregard. It was so enlightening when Bennett got all in attendance to tell their stories of how they came to be in this field: Stories of those who got into the industry because they were born into it all the way to those who got involved later in life and weren't even familiar with the available opportunities before they did.



Our next stop was Dallas. Chris Flemming runs the North Texas Chapters and was a wonderful guide to our visits there. Our first stop was **Manda Machine** where Todd Ellard and his crew told their remarkable story. Started by his immigrant grandfather, Josef Manda, it began as a house in the parking lot, and is now a high-tech operation, all overseen by Ellard, a man, who, as he said, has done every job in the place. His son-in-law and shop foreman, Stephen Waldrop, is a brilliant young man, as is their programmer, Nathan Willi. Todd's new-hire John Woodward may have had the line of the visit when he said he wished he had known about the

opportunities available in this industry 20 years ago.

Our visit to **Shamrock Precision** was truly inspiring. The kindness extended by Corbin Embrey was humbling. He had assembled an entire shift in a large



In Pennsylvania, I was again impressed. The first visit was **Hamill Manufacturing** Company, an impressive operation in Trafford, Penn. An all employed-owned facility with more than 100 machinists, fabricators and welders, their president John Dalrymple proudly told me that the company's products can be found throughout the Navy Nuclear Program. Former CEO, and son of the company's founder, Jeff Kelly and Maryann Sinwell, their technology director, spoke of their work with BotsIQ that promotes hands-on programs that work to connect young minds to the world of precision manufacturing. The Pittsburgh chapter executive, Michel Conklin, who is also crucial to the BOTS program and outreach to schools, was our gracious host. Kelly made sure to introduce me to Kevin Richey, a brilliant 25-year-old, who's

already been with the company five years now, as well as legacy employees like Todd Nester, who has been with Hamill for 44 years. Our next stop was at a smaller, but no less impressive operation, **Metal Solutions**, in Vandergriff, Penn. President Melissa Monarko gave us a tour of their 12-person shop that does a incredible array of jobs. Her father, Robert Gere, founder and former president, handed over the reins to his daughter at Metal Solutions. Today they make a great many precision parts for the transportation industry.

Our last stop in the Pittsburgh area was the largest facility we visited, **Penn United**. A sprawling nine-building operation in Cabot, Penn. is home to 700-plus employees and markets precision products for industries like energy, defense,

conference room. As I looked around the crowd, it was filled with men and women, some older, some younger, of many races and ethnicities. It was obvious that there is no "one" type that describes those who work in this field. It looks like America — it looks like why American manufacturing has set the standard for so long. The time he took to show us their immense operation, and the history that he detailed of turning what his father Gary started into a shop that now has another plant halfway around the world in Malaysia is quite the story.

Successful businesses all start with the top person. The pride with which Corbin introduced some of his long-timers, like his right-hand man, Gary Adair, illustrate why Shamrock has become such a force in the industry.

aerospace and medicine. Among the many engaging people I met, I particularly enjoyed getting to meet with the executive administrator, Becky Shaw. Her father Carl Jones, a farmer by trade (a common "first job" for many that I met) started what has become a behemoth in the industry. But she was quick to point out that they never left their farm nor their walnut grove, just in case, as Becky said, "things didn't work out in manufacturing." Her humility, kindness, and work ethic truly represent everyone I've had the pleasure to meet.



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...More Travel Notes

Our first stop in Meadville, Penn. "Tool City, USA" was at **Highpoint Tool and Machine**. Tami Adams, executive director of the Northwestern Pennsylvania chapter, was our host for our visits and introduced me first to owner, Lon Sippy. I received a personal guided tour of the Sippy Historic Machine Shop, located on the High Point property. It is an exact replica of Fred Davenport's machine shop dating back to 1910. The belt-driven lathes and milling machines still work. Not only does this building showcase the machines that created the Talon zipper, which revolutionized the entire world, it highlights the incredible ingenuity of the creators that built the machines. After a walk back through time, we entered the future of precision machinery at Highpoint, where son, Mark Sippy, oversees operations at the nearly 40-person, state-of-the-art facility. Highpoint concentrates on highly-documented precision parts, with an emphasis in energy, aerospace and deep-sea drilling applications. Sean Keniston, a 19-year employee with the company, perfectly exuded the enthusiasm for the art of precision machining that I have come to witness at every turn. Once again, it reinforced the fact that it is all about the people. For no matter how ingenious the machines from the past, or what is now considered the latest and greatest, it is all about the people, and it always will be.



Some of those people seem larger than life. Brian Learn, Jr., president of **Chipsco** in Meadville, has a passion for his craft and his team that is as towering as he is. Chipsco offers many services, from complete mold builds to 5-axis

machining in a spotless facility. Most impressive was the pride with which Learn introduced me to his team. Keith Nulph, his lathe supervisor, has been with Chipsco for 36 years. Sherry Bradley-Zylak, his controller, has 38 years experience. Learn himself is only 36-years-old, but built this impressive operation that he took over when his father passed.

And while I didn't get to visit her shop, I was glad to meet Ashleigh Wehrle, president of **Area Tool and Manufacturing**. Her story, like Learn's, is one of resilience — being cast into a leadership role after

the passing of her father, John Wehrle. Ashleigh stepped up and kept the doors open, and with some guidance and support from fellow NTMA members, has built what is today a full-service precision machine shop.

Next year, **Starn Manufacturing Co.**, will celebrate their 80th anniversary. It's not a surprise they have lasted this long once you meet the people who make it run. Bill Starn took over from his father in 1992 and with partners Greg Wesko and Willow Peterman, they've built a truly impressive operation that supplies precision parts with applications in the automotive, electronics, defense, aerospace and medical industries. With Starn it's about two things. First, they are ensuring the future by actively recruiting bright young minds (some of the people I met weren't even 20 years old) who bring with them an ingenious and fearless outlook on the challenges of this field. And second, it's about a commitment to loyalty — I met two of the three generations of Tom Kings, who have been long and valued machinists at Starn. They have recently partnered with Italy-based Mecal, to help produce wiring harnesses with hundreds of applications.

It is only fitting that my last stop was, in some ways, where it began. I met Bonnie and Ken Kuhn in Atlanta a year ago. I stepped through the doors of **Kuhn Tool and Die** in Meadville, where the company and its brilliant staff have been making gauges and fixtures for every application ranging from aerospace to the power generation industry since 1963. Bonnie Kuhn has become a force in an industry she didn't grow up in, unlike most that I have met. But the way she and Ken so proudly introduced me to their team shows why people want to work there and stay there. Some, like tool-maker Tommy Palmer, came back after a 30-year hiatus while being a full-time minister. As he said, "I wanted to come home." Others, like relatively new-hire Ian Urquhart, found their calling at Kuhn. And some have been there all along, like shop Foreman Scott Durfee who has been with Kuhn for 36 years.



...it is all about the people, and it always will be.

CHAPTER CHECK-IN

WLENTMA SPEEDS AND FEEDS FITNESS CHALLENGE

DALE DAVIS, WLENTMA, PRESIDENT

This year's Speeds and Feeds Fitness Challenge had an impressive 71 participants and 11 teams, collectively logging 14,465 miles over a 16-week time period. This year we introduced a special touch, incorporating a trophy manufactured by our 4th-year CNC class, while also honoring a former long-term WLENTMA member and co-founder of Abbott Tool, Art Stange.

During a dinner meeting last fall with Chris Weigel, our 4th-year instructor, we developed a plan to create a design and programming competition in memory of Art Stange of Abbott Tool, a long time WLENTMA supporter who passed away a few years ago. Art's son Karle continues to be a strong WLENTMA supporter. We aimed to align it with our Speeds and Feeds Fitness Challenge.


At the June graduation ceremony, WLENTMA proudly awarded the 2024 Speeds and Feeds Art Stange Memorial Design Award to Tyler Wilson of Abbott Tool and the Art Stange Programming Award to David Rousseau of Maumee Stamping and Assembly. Each winner received a \$250 check,

generously donated by our members: Signature Bank, William Vaughan Company and On the Mean, Inc. Associate member Signature Bank N.A. walked away with the first place trophy.




The student feedback has been overwhelmingly positive, and it is truly rewarding to see participants achieve their personal milestones, such as weight loss, fitness goals or completing their first 5k run.

Thank you to Roger Aktins and Carrie Marsico from National NTMA for assembling a team and supporting this fantastic event each year. Looking ahead, we hope to involve additional chapters to further expand this positive initiative.



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Event Schedule

Wednesday, October 16th

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

Thursday, October 17th

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

Friday, October 18th

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

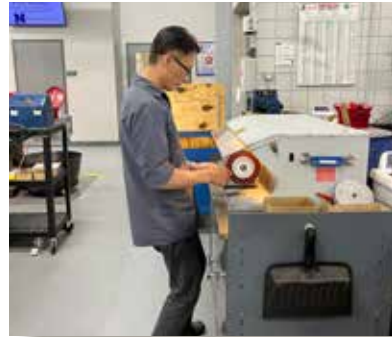
Saturday, October 19th

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

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

MEMBER PROFILE: ACCUROUNDS

MICHAEL TAMASI, OWNER, ACCUROUNDS



WHO WE ARE:

AccuRounds, founded in 1976, is an advanced manufacturer that provides contract precision machining services. We have a modern 45,000-square-foot facility with cutting-edge equipment. The AccuRounds team is engaged and eager to produce quality components along with providing excellent service for our customers. We approach each day with our core values at the forefront — Gratitude, Excellence, Team First, Initiative and Trust. We are located in Avon, Mass., and serve customers worldwide.



WHAT WE DO:

We specialize in manufacturing components used in applications that require precise tolerances and fine finishes, from simple pins to complex components. Our capabilities include CNC Swiss screw machining, CNC turning and milling and precision grinding. We can also provide assemblies and sub-assemblies. The components we manufacture are used in a variety of products for the medical, aerospace, defense, robotics and semiconductor industries.

WHAT WE DO REALLY WELL:

Parts that require a combination of CNC machining and grinding are a perfect fit for the niche we serve. We excel at manufacturing components that have extremely tight tolerances. Our engineering team is adept at collaborating with customers to determine the most efficient and economical method of manufacturing their parts.

The safety, health and wellness of our team is a top priority — both physical and mental. Our on-site AccuFitness Center is a free benefit to our team, which allows them to plan workouts around their schedules. We care deeply about our environment as well and have taken many steps around sustainability, including solar panels on our roof, a progressive recycling program and an on-site hydroponic farm growing fresh vegetables for team members to enjoy.

AccuRounds contributes to the community in many ways, through both promoting advanced manufacturing and engaging in workforce development initiatives.

WHY WE ARE MEMBERS OF THE NTMA:

The key benefit of joining the NTMA is the ability to network with our peers. Not only at conferences, but also via zoom and benchmark visits. Our membership also shows that we support NTMA's efforts on behalf of our industry. Government advocacy, surveys and education are other benefits through membership.



Who We Are 

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UNLOCK YOUR BUSINESS POTENTIAL WITH FACTUR: IT'S TIME FOR YOU TO THRIVE!

CONTRACT MANUFACTURERS FACE A COMMON RISK

Contract manufacturers often depend heavily on a few key customers for most of their revenue. This lack of diversity can lead to significant risks:

- **REVENUE VOLATILITY:** Dependence on a few clients makes your revenue stream unstable.
- **OPERATIONAL RISK:** If a major client faces downturns or changes suppliers, it can severely impact your business.
- **STRESS AND UNCERTAINTY:** The pressure of maintaining these critical relationships can be overwhelming.

YOUR BUSINESS CAN'T AFFORD TO IGNORE DIGITAL PRESENCE AND PROACTIVE SALES

Imagine losing out on deals because your company didn't show up where it mattered most. If your business isn't putting serious effort into its online presence and sales strategies, you're falling behind. The numbers tell the story:

- 41% of technical buyers visit supplier websites regularly: If your website isn't up to par, you're missing out on a huge chunk of potential customers.
- 60% of the buying process happens before sales contact: Buyers are doing their homework online before they ever speak to you. If they can't find you — or worse, if they don't like what they find — you're out of the running before the race even starts.
- 70% of B2B companies say sales prospecting works: Despite all the tech, old-fashioned outreach is still one of the best ways to boost sales.

If you're not actively shaping your digital presence and reaching out to potential clients, you're missing out on your growth potential.

HOW FACTUR CAN HELP

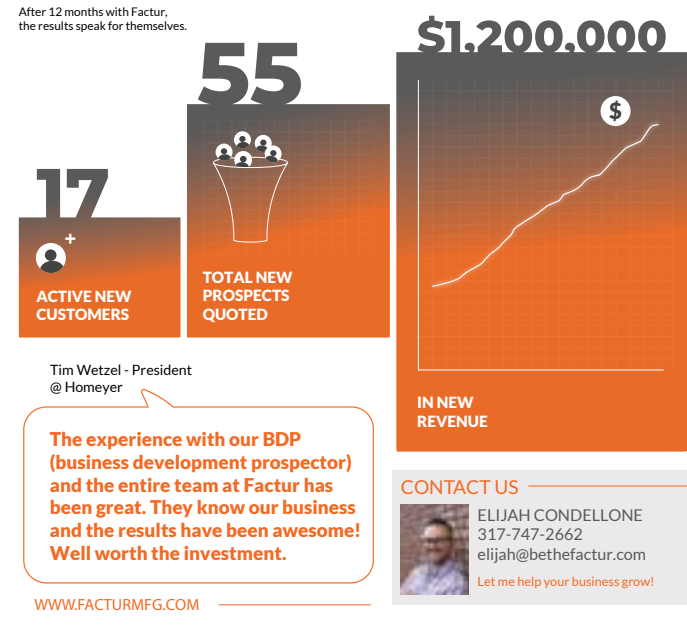
Factur offers a comprehensive suite of services tailored to meet the needs of contract manufacturers and B2B industrial suppliers:

1. **BRAND AND MARKETING STRATEGY AND EXECUTION:** We help you create a compelling brand narrative and execute marketing strategies that attract and engage potential customers.
2. **LEAD GENERATION:** Our team specializes in identifying and nurturing leads, providing a steady flow of potential clients interested in your offerings.
3. **OUTSOURCED BUSINESS DEVELOPMENT:** We act as an extension of your sales team, using our expertise and resources to find and secure new business opportunities.

REAL RESULTS: HOW OUR CLIENTS TRANSFORMED THEIR BUSINESS WITH FACTUR

Our proven track record speaks volumes about the impact we can have on your business. Here are two examples:

- **Homeyer Precision Manufacturing:** After partnering with Factur, Homeyer saw a significant increase in new prospects and revenue. Tim Wetzel, President of Homeyer, remarked on the exceptional results and the value of the investment.
- **Sirois Tool:** Utilizing our outsourced prospecting service, Sirois Tool secured over \$1.5 million in new business and added more than 35 new customers in just two years. Alan Ortner, President of Sirois Tool, highlighted the influx of opportunities and the resulting growth.



TAKE THE NEXT STEP

Don't let the challenges of customer concentration hold you back. Factur is ready to help you diversify, grow and THRIVE. Contact us today, and discover how our tailored services can transform your business. Scan the QR code to visit our website and learn more at facturmfg.com

By leveraging Factur's expertise and resources, NTMA members can ensure a stable and prosperous future for their businesses. Let us help you unlock your full potential.



PARTNERSHIP:

SMART SHIPPING STRATEGIES FOR MANUFACTURERS

The manufacturing industry is vital to our economy. In addition to an unpredictable economy, manufacturers face a unique set of logistics obstacles. Manufacturers must make sure products are shipped efficiently, arrive on time and don't experience damage. Daily changes in service and equipment needs make finding the right shipping solutions essential. With a little bit of planning, manufacturers can adopt cost-saving strategies to reduce LTL freight charges.

4. **Evaluate opportunities to limit accessorials.** Investing in proper loading equipment or familiarizing yourself with the needs of your customers can help keep unnecessary costs to a minimum.
5. **Get a freight shipping audit.** Working with a quality broker like NTMA's endorsed shipping provider, PartnerShip, can identify areas of improvement.

PartnerShip not only shares your values, but also wants to help you succeed. PartnerShip understands the difficulty manufacturers face when trying to save on freight shipments. Its established network includes trusted names like

HERE ARE SOME KEY STRATEGIES:

1. **Audit your top freight classes.** Regularly reviewing your freight classes can reveal opportunities for savings. Even small changes in weight, dimensions or packaging type can affect your class and freight charges.
2. **Optimize your packing strategies.** Efficient packing can reduce shipping charges and prevent costly damage.
3. **Look for ways to consolidate shipments.** Combining shipments can lower costs and improve efficiency.



TForce Freight, XPO, ArcBest, Estes, Saia and more, ensuring diverse solutions for your needs. With this free NTMA member benefit, you'll also enjoy competitive rates and strategic guidance from the experts at PartnerShip.

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BUILDING BRIDGES TO FORGE FUTURE TALENT

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA



Building relationships with local high schools is a smart move for manufacturing companies and it generates a ton of perks for both the businesses and the students involved.

By engaging with students early, companies can influence the curriculum to ensure it aligns with industry needs, preparing students with the specific skills and knowledge required. This proactive approach leads to a more competent and job-ready workforce, reducing the training costs and time for new hires. Additionally, such partnerships enhance the company's reputation within the community, positioning it as a proactive and supportive local employer.

Students, on the other hand, gain invaluable opportunities through these relationships. Getting a peek into real-world manufacturing environments through summer camps, internships, apprenticeships and job shadowing goes beyond what they learn in the classroom and gives them a real sense of what a career in manufacturing could look like. This hands-on approach helps students make informed career choices, increases their employability and often leads to full-time job offers upon graduation. Furthermore, students develop a stronger sense of purpose and

motivation, knowing there are tangible career opportunities available to them right in their backyard.

These collaborations also bring fresh ideas and perspectives into the mix. Students can offer creative solutions and innovative approaches to existing challenges. Moreover, schools benefit too, staying up-to-date with the latest industry trends and practices, ensuring their teaching methods and materials remain relevant and effective. Companies who invite parents to accompany their students on shop visits may find the parents are interested in applying for open positions themselves, recognizing an opportunity to better their current circumstances.

In short, when manufacturing companies and local high schools work together, everyone wins. Companies get a steady stream of skilled workers, and students get the education and experience they need to launch successful careers in manufacturing. With Manufacturing Day around the corner, it's the perfect time to reach out to your local high school to start a conversation, plan a visit and explore how you can build a brighter future together.



Workforce WINS 

REMEMBERING LONG-TIME NTMA MEMBER AND FRIEND



Terry Alan Babb, co-owner and operator of Apex Tool and Mfg., Inc., passed away on Aug. 3, 2024. Terry was a proud member of the National Tooling and Machining Association for 50 years. In 1994 he received NTMA's highest honor, The NTMA Honor Award.

Born in Evansville, Indiana, Terry was a long-time member of Simpson UMC, Helfrich Men's Club and USI Varsity Club. He was an avid golfer, fan and supporter of USI and Reitz athletics, as well as a member of numerous church and community organizations. Family was very important to him, as he enjoyed supporting his grandkids' many activities.

He is survived by his wife of 58 years, Susan Babb, daughter, Nicole Babb; son, B. Jay Babb and daughter-in-law, Barbara Babb along with his grandchildren and great-grandchildren. Terry was preceded in death by his son Brock Babb, who gave his life defending our country and our freedom.

Terry will be missed by all who knew him. He was 76 years old.

Memorial contributions can be made to Brock Babb Memorial Scholarship USI Foundation, 8600 University Blvd., Evansville, IN 47712; or to the First Tee Program Evansville: indianagolffoundation-bloom.kindful.com.

In The News 



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NATIONAL ASSOCIATE MEMBER SPOTLIGHT: ROBBJACK

RobbJack Corporation, with over 50 years of experience in the cutting tools industry, offers a broad range of high-performance solutions specifically tailored for industrial manufacturers. Specializing in precision-ground solid carbide tools, RobbJack ensures exceptional quality and performance, addressing the diverse needs of various industries such as aerospace, automotive, medical, die and mold, woodworking and firearms manufacturing.

HIGH-PERFORMANCE TOOLS FOR TOUGH MATERIALS

One of RobbJack's core strengths is its ability to manufacture tools that excel in cutting through tough materials like steel, stainless steel and super alloys. Their solid carbide saws, such as the 1.250" diameter slitting saw with ultra-precision tolerances, are designed to handle stringent cutting requirements with remarkable accuracy and efficiency. This precision ensures that manufacturers can achieve high-quality cuts consistently, which is critical in maintaining product standards and minimizing material wastage.

CUSTOM TOOLING SOLUTIONS

RobbJack recognizes that complex machining problems often require innovative and custom solutions. The company's

consultative approach involves working closely with clients to develop custom tools tailored to specific applications. This flexibility not only meets unique machining requirements but also enhances operational efficiency. Custom tooling solutions are particularly beneficial for industries with specialized needs, such as die and mold manufacturing, where precision and durability are paramount.

ADVANCED COATING TECHNOLOGIES

RobbJack also offers advanced coating options to extend the life and performance of their tools. Coatings like Titanium Nitride (TiN), Titanium Carbo-Nitride (TiCN), Aluminum Titanium Nitride (AlTiN) and Diamond-Like Carbon (DLC) are available, providing enhanced wear resistance, reduced friction and improved

cutting performance. These coatings are crucial for applications involving high-speed machining and abrasive materials, as they significantly reduce tool wear and increase productivity.

INDUSTRY-SPECIFIC INNOVATIONS

The company's expertise spans multiple industries, offering tailored solutions that address specific challenges. For instance, in the aerospace sector, RobbJack's tools are designed to handle the machining of advanced materials used in aircraft manufacturing. In the automotive industry, their tools have been proven to meet rigorous performance standards, enabling manufacturers to switch to lightweight materials like aluminum without compromising on machining quality.

COMPREHENSIVE SUPPORT AND RESOURCES

RobbJack provides comprehensive support through their robust product support and customer service teams. They offer resources such as speeds and feeds calculators, technical guides and troubleshooting tips to help manufacturers optimize their machining processes. Additionally, their online tool search system allows users to easily find tools by type, material, machining characteristics or specific applications, ensuring they can quickly locate the right tool for the job.

By leveraging RobbJack's high-performance tools and custom solutions, industrial manufacturers can significantly enhance their machining capabilities, improve product quality and increase operational efficiency.

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