

for **THE RECORD**

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

SPEAKING FOR MANUFACTURING

THE IMPACT OF INDUSTRY ADVOCACY

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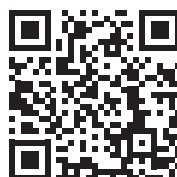
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SEND US YOUR STORY

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

The submission deadline is the first of the month prior to publication.

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UPCOMING NTMA EVENTS



JANUARY 28-30, 2026
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SEPTEMBER 14-19, 2026
CHICAGO, ILLINOIS



NOVEMBER 10-13, 2026
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FROM ROGER

a message from the president

This month we focus on advocacy. Speaking of advocacy, what a summer it was, and what a team effort of political accomplishments. Persistence, patience, blood, sweat and tears paid off. Omar Nashashibi, our D.C. lobbyist, said it best: it was Christmas in July for our industry.

For many, advocacy can be one of those things you take for granted. Some question the value of supporting such efforts. It's not unlike associations. Some might question the reason for membership. Take it a step further. Why have insurance when you have had no claims? The answer is clear for any of these examples when you unexpectedly need help or support.

We need look no further than passage of the Big Beautiful Bill. Passing this legislation prevented \$4.6 trillion in taxes on businesses, which would have been a crushing blow to small and medium-sized businesses. That is to say nothing of what reinstating expired tax provisions and incentivizing domestic production means for U.S. manufacturers.

How about when you think about your association? Think back to 2020. In the midst of an unplanned pandemic, I think you'll agree, being part of a trusted community was irreplaceable. I have members tell me that the support

and regular updates they received from NTMA during that time will assure their lifetime membership. Of course there is the added value of the many other services provided by your association including peer-to-peer relationships.

And looking at insurance: year over year premiums are costly and go on and on. But then, that one unexpected day comes when you have to file a claim and you are beyond thankful for your coverage and your representative. It's then that you realize your long-term investment is a life saver.

I know we are focusing on advocacy, but I think all these examples point to one thing. Things that help us, support us and protect us come with a cost. Yes, there is a financial cost, but there may also be an investment of your time and your energy to represent your industry.

I'm reminded of those members who make the annual trek to Washington, D.C. to advocate not just for their business, but for all businesses within our industry. I am totally convinced that NTMA's financial investment through our GAAP Fund (Government Affairs Administrative Fund) to our D.C.-based advocacy team (led by Omar Nashashibi with communications support from Paul Nathanson and Caitlin Sickles) continues to pay

dividends. They, as well as our NTMA members representing us in the halls of Congress, played a pivotal role in receiving almost every tax benefit we advocated for. Trust me, it did not just happen. It took a combined association investment of time and money to make this happen. Members' donations to NTMA's PAC; CFASE (Committee for a Strong Economy) were used to support the interest of the precision manufacturing industry.

If interested in more information about GAAP or CFASE, please contact Jenny Stupica at jstupica@ntma.org.

How will the Big Beautiful Bill affect our members?

Retroactive to January 1, 2025, the bill:

- Removes amortization requirement for R&D retroactive to January 1, 2025 – retroactive to January 1, 2022 for companies averaging less than \$31 million in gross receipts
- Allows for full and immediate expensing of R&D activities retroactive to January 1, 2025 – retroactive to January 1, 2022 for companies averaging less than \$31 million in gross receipts
- Restores Bonus Depreciation to 100% (currently 40%)
- Doubles Section 179 small business expensing to \$2.5 million

- Makes permanent Section 199a 20% pass-through deduction (2/3 of our members pay taxes as pass-through owners)
- Reinstates full EBITDA for business interest loan deductions under 163(j)
- Makes permanent the higher estate tax threshold of \$15 million per individual (\$30 million per couple)
- Expands 529 plans and Pell Grants, and makes permanent employer student loan payments
- SALT is at \$40,000 from 2025-2029, adjusted for inflation

I am often reminded of the commitment your fellow members make on behalf of the entire industry. Many volunteers lead our national association, investing their time, energy and money to make a difference, while other members invest in our local chapters focused on their local area, region and state. It takes us all to make things happen for our industry.

NTMA is a respected national leader in our industry. We are only as effective as our membership's involvement, as impactful as our association's size and as strong as our financial investment. Your generous investment of time, energy and money makes a significant impact. We become a mighty force when everyone invests together. Step up for our association and for our industry. Volunteer, donate, lead. We need you and our industry needs you.

Remember, we Make the World Go Around, while we Manufacture America's Future.

Roger Atkins, President, NTMA

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Pittsburgh Chapter

Petersen Precision Metals has been proudly serving the Pittsburgh and tri-state area since 1950. In 2019, when the original owners decided to retire, Tom Anderson purchased the business. With over 30 years of engineering expertise in manufacturing process management, troubleshooting and maintenance reliability, Tom and his team have brought a renewed focus on quality, efficiency and innovation to the company. In 2022, Petersen moved out of its old location and into a newly renovated 29,000-square-foot facility. Still located in the Mon-Valley of Pittsburgh, the facility is equipped with state-of-the-art CNC machines, milling machines, lathes, hydraulic presses, welding machines and a wide range of additional equipment designed for precise and efficient machining. The company serves a variety of industries including steel, mining, food and beverage, amusement parks and transportation. Our comprehensive services include:

- Custom machining and fabrication
- Gearbox rebuilding
- Pump, roll and equipment repair

Petersen Precision Metals is proud to employ a team of highly-skilled, experienced and dedicated professionals who are committed to delivering exceptional results. As a member of the NTMA, we look forward to expanding our knowledge, building valuable connections and continuing to serve our customers with excellence.



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www.petersen-precision.com

PRECISION STEEL SERVICES, INC.

Northwestern PA Chapter

Precision Steel Services Inc. (PSSI) has been privately owned and operated since 1997 when it was founded by Walt and Lori Darby. PSSI is a provider of premium aluminum extrusion fabrication, laser cutting, water jet cutting, powder coating and AWS-certified welding services. Precision Steel is also a certified applicator of Azon Thermal Barriers for our pouring and debridging capabilities. Located in Farrell, PA, Precision Steel is established as one of the tri-state area's most trusted sheet metal and extrusion fabricators with extensive experience working in the construction, automotive and architectural industries. With recent additions of modernized technology and equipment, including a new state-of-the-art dual-head water jet system, two fiber lasers, a 140-ton hydraulic brake press and a 2024 F291X17 5-Axis X Series CNC router, we are well positioned for continued growth and expansion in the coming years. With a 70,000-square-foot manufacturing facility and a dedicated team of employees, our combined experience and expertise allow us to cut and form aluminum, carbon steel and stainless steel to exact specifications for small quantity, one-time orders and high-volume contract orders with demanding throughput requirements. We are focused on relationship building, providing fast lead times and offering competitive costs to consistently provide an exceptional experience from start to finish.



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USHER PRECISION MANUFACTURING – ARIZONA, INC.

Arizona Chapter

In 1972, on a small private air strip just 30 minutes west of Portland, Oregon, Darryl Usher, Dick Van Grunsven and Karl Usher came together to build their own airplanes. In order to achieve their dreams, Darryl Usher and Karl Usher started what was then known as Usher Enterprises (the manufacturing company), and Van Grunsven starting Vans Aircraft (the airplane company). Over the next 50+ years these three men helped pave the way for two premier companies in their respective industries. Years after Karl Usher started cutting sheet metal with tin snips, he took over the family business from his dad and renamed the company Usher Precision Manufacturing.



We have evolved over time in our machining offerings, added a few employees and spread a footprint out across the western part of the United States. What was once a shop of three, in a 2,400-square-foot airplane hangar, with a few pairs of tin snips grew. Now, Usher Precision Manufacturing is two companies totaling more than 46,000-square-feet across two states and multiple divisions (with all making parts a little quicker than those tin snips ever did).

Usher Precision Manufacturing Arizona has carried on the history, ideologies and pursuit of greatness that Karl Usher and Darryl Usher embodied for so many years. Our next 50 years will be built off a younger generation that is still laser-focused on serving the customer with quality products that are priced right, while separating ourselves from our competitors and embracing the advancement in technology that will make us a top shop within the United States.

What started with three guys, a love of airplanes and some tin snips, is now an established machining hub that is exceeding industry standards and USHERing in a new era of precision manufacturing.

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Would you like to see your company on the pages of The Record?

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 email:

editor@ntma.org

SUCCESSION: STORY OF A MANUFACTURING COMPANY CEO



In exit and succession planning, there's nothing like a real story. Meet one of our Succession Plus clients who understands the competing demands on manufacturing business owners.

NTMA member Tanya DiSalvo is third-generation owner of Criterion Tool & Die, a precision machine shop in Cleveland. They serve "no failure" industries including medical device, aerospace, defense and photonics. Founded by Tanya's grandfather in 1953, the business passed to her father, and then Tanya bought it in 2010. Criterion has evolved

in technical sophistication, expanded its customer base and is an established precision manufacturer with revenues approaching \$10 million.

About three years ago, Tanya was on a phone call with a fellow board member of a local organization. "That very same day, he passed away. The turmoil it caused his manufacturing business really freaked me out. If I got 'hit by the beer truck' as they say, I had nothing prepared."

Although Tanya did strategic planning and networked with others in manufacturing, she didn't know how to plan for selling the business and was certain her kids wouldn't want to take it over. She decided to work with us at Succession Plus.

"The first eye-opener was evaluating our current state. It wasn't Mark's opinion about what we should be doing. It was an objective score showing what needs work and how we stack up to industry benchmarks. We came up short in several areas. We doubled down on those and became a better-run organization and a more valuable business."

Exit planning isn't usually top of the list for most owners, but Tanya wanted it to be a priority. "Working with Succession Plus forced me to carve out the time. They put it in bite-sized chunks for minimal effort spread over time for a huge reward."

The process improved her business and allows for change. "We're still tweaking things, but you want to live in the house you remodel. If we sell in five or 10 years, we're better off. We set the bar higher because of what I learned from Succession Plus. For all our stakeholders, we have a plan — and that's comforting."

Scan the QR code on the back cover for a confidential and complimentary analysis of your business.

SUCCESSION+

Mark J. Dorman AIF, CLU, ChFC, CEPA, CFBS helps small and mid-sized businesses plan for a successful exit. In his 40-year career, he has counseled hundreds of privately-held businesses and has purchased, founded and exited businesses of his own.
<https://succession.plus/us/>
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ADVOCACY: IEEPA TARIFFS EXCEED POWERS; SUPREME COURT REVIEW LOOMS



The U.S. Court of Appeals for the Federal Circuit ruled on August 29, 2025, in a 7-4 decision that President Trump's sweeping IEEPA tariffs exceeded executive authority. While the International Emergency Economic Powers Act (IEEPA) grants the president emergency powers, the court clarified it does not permit the imposition of tariffs — a constitutional power reserved for Congress. The decision upholds

a lower court ruling invalidating the tariffs; however, the tariffs, which range from 10-41% on each country, remain in effect as legal challenges continue.

The ruling has been stayed until October 14, 2025, giving the administration time to appeal to the U.S. Supreme Court. Solicitor General D. John Sauer has requested expedited review, which if granted, could lead to arguments potentially scheduled as early as November. The high court's decision will have far-reaching implications for trade policy and the limits of presidential authority in economic emergencies.

For manufacturers and importers, the stakes are immediate and substantial. The federal government had collected roughly \$72 billion under the IEEPA tariffs by mid-August. If the Supreme Court upholds the lower courts' rulings, thousands of importers will likely seek refunds for tariffs paid. The president has other trade laws on which he can rely to impose other tariffs or seek Congressional authority should the Court rule against the Trump administration.

The Federal Circuit's decision underscores the judiciary's role in maintaining the constitutional balance of power. While IEEPA provides the president with broad authority to respond to national emergencies, the court emphasized that such powers do not extend to levying taxes or tariffs — a responsibility that remains firmly within Congress's domain. The outcome of these challenges do not impact the Section 232 steel, aluminum, copper and auto tariffs, as the Supreme Court previously held that the president does have the authority under that separate law to impose tariffs.

REVENUE: SORRY, YOUR INDUSTRY AND BUYERS AREN'T DIFFERENT



The most dangerous words in industrial revenue growth are "Our buyers (or industry) are different."

No. They. Are. Not.

They use the internet, do their own research, ask peers for recommendations, watch videos, read articles, explore Reddit and more.

You may not. Some of your peers may not. You're not your buyer and it's critical that we don't project our own

preferences on our prospects who represent different beliefs, generations, company cultures, habits and more.

Certainly, there's a character to B2B industrial buyers. They are different than B2B marketing software buyers or physicians considering imaging solutions. And they're different than teenage B2C buyers — but remember that B2C technology and buyer expectations often precede B2B by several years, and every B2B buyer is a consumer half their life.

While it would be silly to sell machine shop services like Pokémon cards, our B2C experiences shape our B2B expectations.

Buyer behaviors and expectations are changing. AI, information overload, product and service near parity, technology, risk aversion, generational change and growing buying teams are all accelerating the rate of change in how B2B buyers research options and make decisions.

Increasingly it's online — nearly 80% of B2B buyers say they'd prefer a "rep free" experience — so we must create familiarity and trust virtually. That means that people must come to know us — our face, our voice and our ideas, even the controversial ones!

Our buyers aren't materially different from buyers across B2B industries. They may expect different kinds of information and have different priorities, but they will use technology to research us in ways that may surprise us.

Are they wrong?



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



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

TAX LAW INVESTS IN MANUFACTURING

OMAR S. NASHASHIBI, FOUNDING MEMBER, INSIDE THE BELTWAY

As Washington and the world remain consumed with tariffs, businesses risk missing out on the most significant manufacturing investment law in generations and leaving money on the table. At a time of constant change and uncertainty, President Trump signed a bill on July 4, 2025, providing stability for the industry by making permanent tax provisions that benefit virtually every shop in the U.S. NTMA members flew to Washington, lobbied their lawmakers and succeeded in passing this bill into law.

The ability to invest without the risk of Washington undermining those efforts is critical to long-term planning. The new law, known as One Big Beautiful Bill, restores and makes permanent 100% Bonus Depreciation, a provision essential to maximizing capital expenditures. In the annual NTMA advocacy survey, members reported that they spent over \$1 million on heavy equipment and machinery in 2024. This section of the tax law allows a business to deduct the cost of certain equipment immediately instead of over time. This increases a company's purchasing power and frees up resources in future years rather than depreciating the value over time.

This is separate from the manufacturing facility deduction, allowing for 100% expensing of Qualified Production Property. Buildings where production activities and “substantial transformation” of a product occur are eligible if constructed between January 20, 2025 and before January 1, 2029 and placed into service by December 31, 2032. Taken together, these provisions alone allow a manufacturer to reduce the costs of constructing a facility and of purchasing the equipment inside.

Operations with less than \$25 million in gross sales may benefit from Section 179 expense deduction as well. The

law doubled the expensing limitation to \$2.5 million for equipment integral to manufacturing in an effort to reduce pressure on cash flow. In the same January 2025 survey, 84% of respondents indicated that they benefited from Section 179 provision in 2024, and 87% of respondents indicated that they intend to use Section 179 this year, making this one of NTMA members' most used tax sections.

The goal of this law was not just to cut taxes, but to help U.S. manufacturers invest in their operations, innovate and better compete globally. In some instances, China allows a 200% tax deduction, essentially allowing its manufacturers to deduct 2RMB from their taxable income for every 1RMB they spend on research and development (R&D). In contrast, manufacturers in the U.S. began paying a tax on their R&D activities on January 1, 2022, at a time when many NTMA members report having spent \$500,000 regularly on R&D over the past several years. This law removes the tax on R&D, making the ability to immediately expense R&D activities permanent. For businesses with less than \$31 million in gross sales, they may have the opportunity to recoup some of their taxes paid since 2022, effectively putting money back in their pockets.

Small businesses such as these are the backbone of manufacturing. Employers structured as pass-through businesses, including as Subchapter S Corporations or LLCs, account for 63% of tool and die and machine shops, according to the January 2025 survey. The new law makes the 20% Section 199a deduction permanent for these entities, allowing them to reduce their effective tax rate. Had Congress not included this in their final bill, the 49% of NTMA members who report using the 199a deduction would have faced a tax increase on January 1, 2026.

Many of these same companies are family-owned operations, contemplating how to pass the business on to the next generation without significant tax liability. The July 4, 2025 law made permanent the estate tax exemption thresholds of \$15 million for individuals and \$30 million for joint filers, indexed to inflation. This allows companies the stability to plan into the future, without risking an insurmountable tax burden.

The law not only invests in equipment and facilities, but also in people. NTMA worked for many years to expand the use of Pell Grants for short-term programs. This law allows students to benefit while enrolled in programs of 150-600 hours and 8-15 weeks. The bill also includes another NTMA priority: expanding the use of 529 education savings plans. Now, 529 plans can be used to cover industry-recognized credentials and licensing, apprenticeship programs and select training, as well as additional expenses to assist with worker development.

This new law supports manufacturers at almost every phase — the plant, the equipment and the people. Do not allow distractions to cost you dollars. Despite the media focus on tariffs and the 2026 election implications of One Big Beautiful Bill, this law marks the most significant investment in U.S. manufacturing by Washington in years. The time to act is now.





WHY ADVOCACY MATTERS FOR MANUFACTURING

GRADY COPE, PRESIDENT AND CEO, REATA ENGINEERING & MACHINE WORKS, INC.

When I walk through my shop floor, I see more than machines, parts and processes. I see people — highly skilled men and women who take pride in their craft, who show up every day to create something real; something that fuels our economy and strengthens our communities. Their work matters. That’s why I believe NTMA’s Advocacy efforts are important too.

The recent tax bill clearly shows that decisions made in Washington do not happen in isolation. They impact our businesses, affect our financial health and influence our workers’ lives. For manufacturers, policy changes can be the deciding factor between growth and stagnation, between creating jobs or cutting them and between investing in new equipment or postponing that purchase for another year. We are fortunate that, as NTMA members, we have One Voice, supported by Inside the Beltway Solutions and Bracewell’s Policy Resolution Group, giving us a strong and effective advocacy voice in Washington.

My involvement with NTMA’s advocacy program isn’t just theoretical — it’s personal. I support the political action committee (PAC) and participate in advocacy activities because I’ve seen firsthand how effective these efforts can be. When we show up in front of legislators and speak with

“One Voice” as manufacturers, we cut through the noise in Washington and make a difference.

Too often, manufacturing is discussed in broad terms. Politicians love to use the word “manufacturing,” but how often do they truly grasp what it looks like day-to-day? When I’ve spoken with lawmakers to share stories from our shop — about how a policy might impact an apprentice who just joined us, what a new tax rule means for our ability to compete, or how steel and aluminum tariffs are affecting our overall competitiveness — I see the light turn on. Advocacy makes abstract policy real by showing its human impact.

It’s easy to assume someone else will handle this work. But, advocacy doesn’t happen without resources, and it doesn’t occur without participation. The PAC helps ensure our voice is heard where decisions are made. Beyond financial backing, there’s value in showing up — listening to webinars, subscribing to the “Talking with One Voice” podcast, attending briefings, visiting Capitol Hill and meeting face-to-face with decision-makers and their staff.

When manufacturers like us engage directly, we establish credibility. We aren’t lobbyists just delivering talking points; we are employers, taxpayers and problem-solvers. We share stories about innovation on our shop floors, challenges in our

supply chains and opportunities for workforce development — and those stories matter. They influence minds. They shape policy.

I often tell people that advocacy isn’t a cost — it’s an investment. Just like investing in new equipment or training programs, investing in advocacy protects our ability to thrive in the long run. It safeguards the environment, helping our shops compete globally, grow domestically and provide meaningful careers.

Consider the benefits: when favorable policies are passed, when unnecessary regulatory burdens are lifted and when lawmakers make informed choices because they have listened to us — that’s a payout many times over to our companies, our workers and our communities.

The challenges we face as manufacturers aren’t getting any easier. Global competition, workforce development, tax policies and regulatory changes all impact our daily work. The good news is that we’re not facing them alone. Through NTMA and One Voice, we have a way to advocate as a group. Together, our voice reaches farther than any single shop could on its own.

I’m proud to support NTMA’s advocacy efforts, and I encourage my peers to think about how they might get

involved as well. Whether it’s volunteering for the Legislative committee, attending a fly-in, sharing your story with lawmakers or supporting the PAC, every contribution of time, money and energy enhances our collective impact.

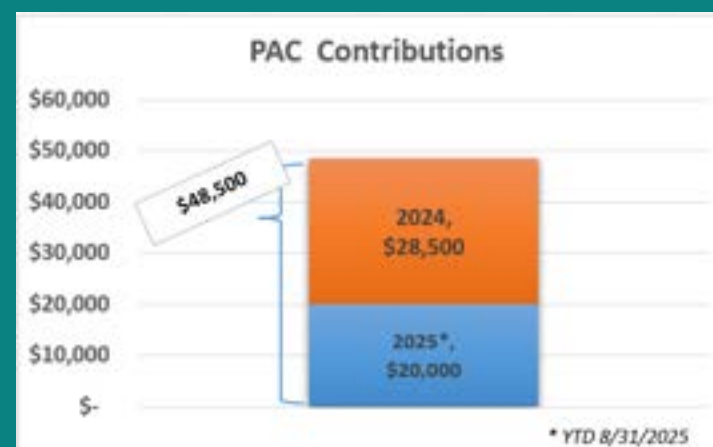
At the end of the day, advocacy is about people. It’s about the men and women who stand at machines, program CNCs, run quality checks and deliver finished parts to customers. It’s about making sure we have a stable, competitive environment to work and grow in.

That’s why I keep investing in advocacy. Because, when manufacturing succeeds, America succeeds — and that’s something worth uniting for.

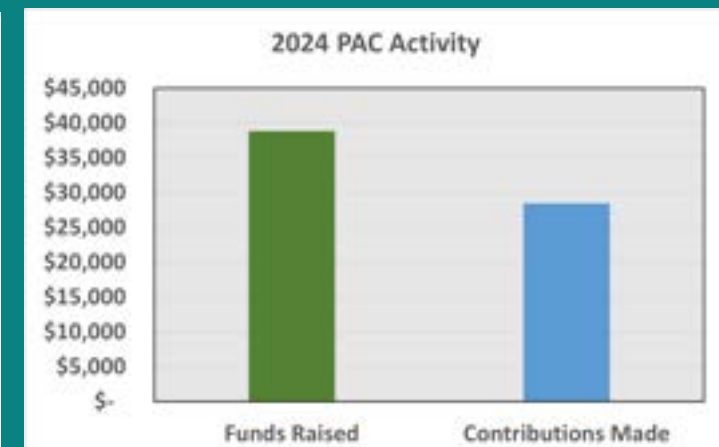


NTMA’S POLITICAL ACTION COMMITTEE, THE COMMITTEE FOR A STRONG ECONOMY (CFASE), REPRESENTS THE INTERESTS OF OUR MEMBERS. BELOW ARE TWO CHARTS THAT REFLECT THE ACTIVITY OF PAC OVER THE LAST 18 MONTHS.

The PAC Contributions chart shows dollars given by the PAC to political campaigns that support the interest of the precision manufacturing industry in 2024 and year-to-date thus far in 2025.



The PAC Activity chart below is a summary of CFASE activity in 2024. This shows that 73% of the donations made by members to the PAC were contributed to political campaigns that support the interests of NTMA.





the FLY-IN

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

Two simple words. What does it mean and what does it do? The simple meaning is that a group of dedicated manufacturers all fly into Washington, D.C. once a year to discuss topics with our federally-elected senators and congressional elected house members.

But what does the fly-in actually do? We try to bring the thoughts, ideas and needs of our businesses and association to the attention of these elected individuals. We get a chance to speak directly to them. Sometimes, due to their busy committee schedules and other obligations we speak with their staff. Though meeting with staff might not seem as effective at first, in many cases, staff meeting can be just as productive. These are the people that help write the legislation, have done the research and brief the elected representative on the topics coming before

them. If you are lucky enough to attend a fly-in you will find that just as the staff helps prepare their elected member for legislation, we too, depend on our support team. The preparation starts months in advance. The Government Affairs committee works with our association staff and our professional consultants to help frame the issues they think are the most important to the membership. No one brings their personal point of view, only what they believe is good for the total membership. Everyone is



representing you.

Once the list of issues is identified, it is then reduced to the top two items. Meeting time is brief, so everyone's focus must be on the top two priority issues or we risk spending the limited meeting time on unimportant items.

On Fly-In Day, those attending are briefed on the details: how to travel to the capital, what security steps must be followed and how to travel once inside the massive buildings. Like any good plan, it's all detailed in our printed packets, making it easy to follow. The packet includes links to software tools and the talking points for the two main topics. During this time those attending get a chance to talk to old friends and meet new, soon-to-be friends from across the country. Hearing the backgrounds and business condition updates from around the country is one of the highlights of the fly-in.

After a great day of going through the plan and discussing how to best present our two topics, the

team heads out to dinner where social and business discussions continue. The next day starts early, so the evening does not go too late.

What was actually discussed at the 2025 Fly-In? Rolling the calendar back to the spring, the topics were the Tax Bill and support for training and the Federal Manufacturing Extension Partnership (MEP).

Regarding the Big Beautiful Bill, our concerns focused on manufacturing support for things like capital equipment depreciation, no tax on overtime and, most importantly, making the tax rates permanent.

With regards to the MEP program, our talking points centered on the need to keep the MEP programs, letting our elected official know how much smaller manufacturers used their local MEPs and the importance of halting funding cuts to the MEPs.

Each of the groups spoke with their local delegations. In my case, our Ohio group met with both of our Ohio senators and our area congressional members

(Thus, these pictures are centered on the Ohio officials.) These meetings were warm and very well received. The day moved very quickly and before we knew it, it was over.

As business leaders, the question was, "Is the fly-in effective?" Though it is difficult to say if our specific presentations impacted the outcomes, we do know that the passage of the tax bill was one of the most important bills ever for small manufacturers. Provisions supporting both current operations and also important estate and succession planning passed. Though time will tell if the MEP program is back on financially solid ground, the program is being supported for at least the near term.

Was the fly-in a success?

Yes.

Is it worth your time?

Only you will be able to answer that, but I can say I believe the 2025 Fly-In was a success and I look forward to the spring of 2026.



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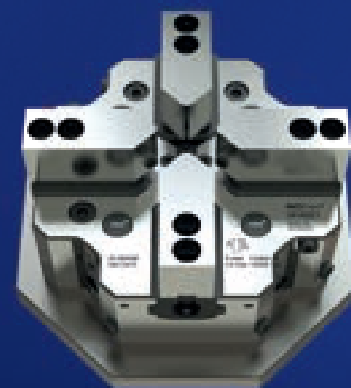


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2026 NTMA EVENTS CALENDAR

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

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

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* Events Subject to Change*

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MATT GILMORE, DIRECTOR OF BUSINESS DEVELOPMENT, NON-FERROUS FOUNDERS' SOCIETY

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It can be a cumbersome process and the pathway and paperwork can be confusing. Without the right network, it may seem daunting. Good news — things just got easier. The new ICON portal is your link to government contracts and government buyers' opportunity to see your company's capabilities. Here's what you need to know.



The ICON portal is a digital bridge connecting government buyers, such as the Defense Logistics Agency (DLA) and the DoD, and a supplier base of qualified manufacturers, including foundries, forgers and machine shops.

For machine shops, ICON streamlines the procurement process for parts, facilitating new business opportunities, improving operational efficiency and strengthening collaboration within the supply chain. This digital platform provides a significant advantage for machine shops of all sizes by identifying

the specific details in solicitations for parts in the database, including materials, manufacturing methods and volumes.

One of the primary benefits of ICON: the network pushes relevant solicitations directly to prospective vendors based on their specific capabilities, such as materials and processes. Machine shops get enhanced visibility into new business opportunities. This targeted approach saves shops a significant amount of time and resources traditionally spent sifting through cumbersome, generalized procurement listings. By providing daily notifications of relevant open solicitations, ICON ensures machine shops are aware of and can act on potential contracts that match their machining specializations. The network also offers a searchable database of past procurement history, including pricing, which allows machine shops to build more competitive and well-informed proposals.

Beyond identifying new work, ICON provides a robust Supplier Capabilities Database. ICON users can promote their own specialties within the platform or search for potential suppliers, partners or customers. For instance, if a machine shop wants to partner with a foundry on a project for a specific tank or helicopter part, that shop can utilize ICON to identify a foundry with the expertise to cast that part. Users can manage their own contact information and communicate within the platform to set up a mutually-beneficial partnership to make and sell that critical component.



Ultimately, ICON directly addresses challenges faced by machine shops by modernizing the traditional, often inefficient, procurement process. It connects them directly with real-time DoD solicitations for critical parts. By digitizing and centralizing the bid, award and management stages, the network increases operational efficiency and helps machine shops secure valuable government business. The result is a stronger, more agile supply base for critical components, which benefits both the government and the machine shops that serve it.

ICON is a win-win. Machine shops have the opportunity to explore and earn new business while supporting and supplying the American warfighter.

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BENEFIT PARTNER

EMPLOYERS FOR CHEAPER HEALTHCARE: CHANGING THE LANDSCAPE OF EMPLOYEE BENEFITS



MATT TWITTY, DIRECTOR INSURANCE SALES, ZYNERGIA INSURANCE AGENCY

A CHALLENGE BECOMES AN OPPORTUNITY

For years, the Boa Vida Healthcare family of companies faced the same challenge that many employers across the nation know all too well — finding affordable, reliable and high-quality health benefits. They tried self-funded and level-funded plans. Later, when their payroll department grew into a professional employer organization (PEO), they tested master plans from large national carriers. Yet none of these options fit the long-term needs of their employees.

It wasn't until a team of experienced professionals came together and built a structure through collective bargaining that the breakthrough arrived. That model didn't just work — it thrived. From this success, a larger vision emerged. Thus, Employers for Cheaper Healthcare (ECH) was born.

THE BIRTH OF ECH

What started as a solution for the Boa Vida Healthcare family of companies is now a national movement. ECH extends the same opportunity to industries across the country: join the association and take advantage of pooled risk under the law of large numbers. This philosophy allows members to stabilize costs and access richer benefits typically reserved for large organizations.

A MISSION WITH PURPOSE

ECH is more than a benefits solution — it's a non-profit organization on a mission. At its core, ECH is committed to helping employers provide cost-effective, high-quality healthcare for their workforce. By leading through communication, education, and research, the association equips members with the tools they need to navigate the complex world of healthcare benefits.

WHO CAN JOIN?

Membership in ECH spans a diverse range of industries and organizations, including:

- PEOs & Higher Education Institutions
- Business Associations & Franchises
- Group Purchasing Organizations
- Healthcare & Manufacturing Companies
- Staffing Firms
- Large and Small Employers alike

A key advantage for members is access to a Taft-Hartley Health Plan, created under a collective bargaining agreement between ECH and the National Workers' Association (NWA). This unique structure ensures oversight, protections and long-term stability.

MEMBERSHIP ADVANTAGES

- Education & training on best practices
- Networking with like-minded leaders
- Marketing support for growth
- Innovative health plans that fit diverse needs
- Direct primary care models to improve access
- Low-cost prescription solutions that cut expenses

STRATEGIES THAT WORK

- Reference-Based Pricing (RBP) for cost predictability
- Broad network access through PHCS, Cigna and MPCN
- Significant prescription discounts to ease the burden of rising drug costs

THE ECH PROMISE

ECH represents a smarter, more sustainable path forward for employers and employees alike. By banding together, members unlock a healthcare solution that is both affordable and robust — proving that collaboration is the key to changing the future of employee benefits.

Here to Help 



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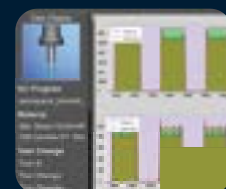


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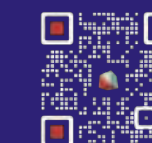
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**SCAN TO
LEARN MORE**

PITT-SWANSON MANUFACTURING ASSISTANCE CENTER HONORS NORTHWEST PENNSYLVANIA EMPLOYERS

KATRINA LEFTERIS-McCULLOUGH, COMMUNICATIONS AND MARKETING, EDUCATION & TRAINING CENTER AT PITT-TITUSVILLE

The Pitt-Swanson Manufacturing Assistance Center (MAC) at the Education & Training Center at Pitt-Titusville is recognizing three regional manufacturers — Leech Industries, PROper Cutter and Precision Profiles, LLC — for their commitment to developing the next generation of skilled machinists and technicians.

The companies provide hands-on training opportunities and career pathways to graduates of the MAC’s Basic Machining and CNC Operations and Theory programs, reinforcing efforts to close the region’s skills gap in the manufacturing sector.

“This kind of partnership is exactly what the MAC was designed to do — connect education with industry to build a stronger, more resilient workforce,” said Melanie LaLone, workforce readiness and recruitment coordinator for the MAC at ETC at Pitt-Titusville. “We’re thrilled to see our graduates gaining real-world experience with companies that are not only leaders in their fields but are also deeply invested in the future of manufacturing in our region.”



According to the Pennsylvania Workforce Development Association’s 2025 Labor Market Update, manufacturing remains a key sector in the state, with employment holding steady at more than 560,000 jobs and unemployment at 4%. Workers without college degrees remain a key demographic for technical training programs like those offered at the MAC.

Three regional companies are playing a key role in shaping the future of manufacturing workforce by opening their doors to graduates of the MAC’s programs.

Leech Industries, a veteran-owned manufacturer in Meadville with more than 75 years of experience, is a full-



service, contract manufacturer who specializes in CNC machining, plastic molding, stamping and tool and die services. The company serves critical sectors including aerospace, defense and medical manufacturing. Leech recently hired Nathan Tharp II, a MAC graduate.

“Nate really excelled,” said Holly Chatman, human resources manager at Leech Industries. “He has a great work ethic, is curious and takes initiative to learn. One of our operators even noted that Nate used downtime to read shop books about electrical discharge machining. That really made him stand out and inspired us to revisit our apprenticeship program.”

PROper Cutter, based in Guys Mills, has been a leader in industrial cutting tool reconditioning for over five decades. With a focus on operational excellence and innovation, PROper Cutter helps extend the life of perishable tools, offering significant value to manufacturers across the region. Their second-generation leadership continues to invest in advanced manufacturing techniques and skilled labor.

Precision Profiles, LLC, located in Titusville, manufactures high-precision, tight-tolerance components for the defense and power generation industries, particularly turbine components. Established in 1994, the company offers a full suite of machining services including CNC machining, turning, wire EDM, trepanning, boring and honing. Their presence in Titusville underscores the importance of local talent development.

All three companies and the MAC are members of the Northwestern Pennsylvania Chapter of the National Tooling and Machining Association, which promotes education, advocacy and collaboration across the region’s precision manufacturing industry.

For more information about the Manufacturing Assistance Center, visit www.upt.pitt.edu/mac, call 814-827-4437, or email etcmac@pitt.edu.

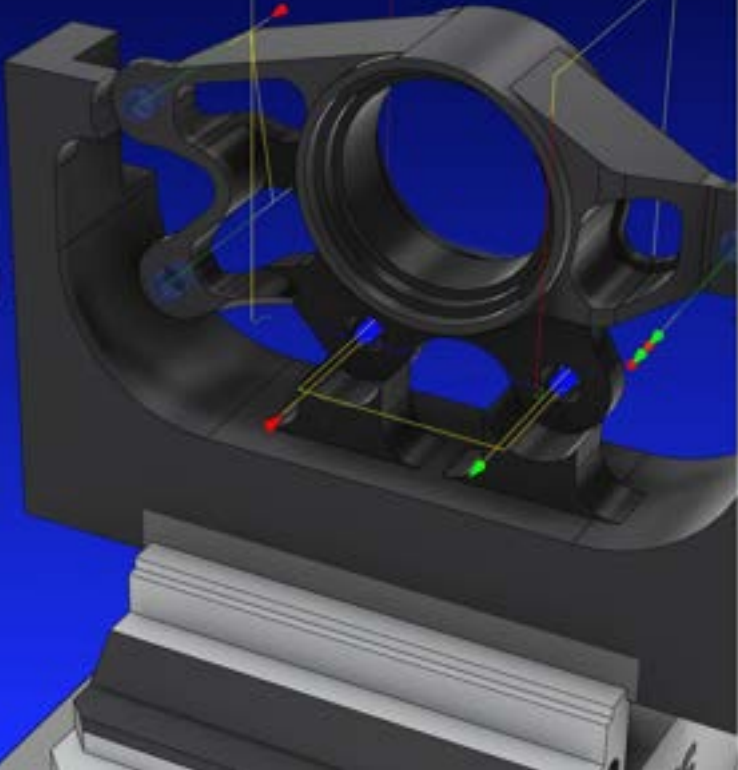


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CHAPTER CHECK-IN

RMTMA GOLF OUTING RAISES MORE THAN \$20,000 FOR APPRENTICESHIP PROGRAM

BETTY VRCEK, CHAPTER EXECUTIVE, ROCKY MOUNTAIN TOOLING & MACHINING ASSOCIATION

On August 5, 2025, the Rocky Mountain Tooling & Machining Association (RMTMA) hosted its annual golf outing at Plum Creek Golf Club in Castle Rock, Colorado. The event brought together 132 golfers from across the region for a day filled with great weather, friendly competition and community connection.

Thanks to the incredible support of our members, sponsors and friends,



the outing raised more than \$20,000 to support RMTMA’s U.S. Department of Labor-registered apprenticeship program. These funds will help train the next generation of machinists, quality technicians and fabricators — providing a critical talent pipeline for Colorado’s manufacturing industry.

Beyond the fundraising success, the day was a true celebration of our local manufacturing community. Attendees enjoyed networking with peers, strengthening industry relationships and building momentum for the future of manufacturing in Colorado.

RMTMA extends a heartfelt thank you to everyone who participated, sponsored and volunteered to make this event our most successful outing

yet. Together, we are investing in the future of manufacturing and creating opportunities for the skilled workforce our industry needs to thrive.



AKRON NTMA GOLF OUTING DRIVES SUPPORT FOR WORKFORCE DEVELOPMENT

BETTY VRCEK, CHAPTER EXECUTIVE, AKRON CHAPTER NTMA



This summer, the Akron Chapter of the National Tooling & Machining Association (NTMA) brought members and supporters together for its annual golf outing — a day filled with camaraderie, great conversations and plenty

of friendly competition on the course.

The event was more than just a fun day on the greens. Thanks to the generosity of sponsors, golfers and volunteers, Akron NTMA plans to expand training opportunities, create pathways for the next generation of skilled workers and strengthen the talent pipeline for area manufacturers.

Looking ahead, the Akron NTMA Board is exploring new initiatives for 2026 that will provide even greater support to local manufacturers. By aligning workforce programs with the needs of the industry, the chapter is committed to ensuring manufacturers in northeast Ohio have the skilled workforce they need to remain strong and competitive.

The outing was a reminder of the power of community when manufacturers, partners and supporters come together, they can make a lasting impact on the future of manufacturing in the region.



CELEBRATING EXCELLENCE IN MANUFACTURING: ANOTHER SUCCESSFUL TOURNEY FOR NORTHERN UTAH NTMA

KAITY VAN AMERSFORT, CHAPTER EXECUTIVE, NORTHERN UTAH CHAPTER NTMA

On August 22, the Northern Utah Chapter of the National Tooling and Machining Association (NTMA) held its annual golf tournament, and what a day it was! The event brought together over 144 enthusiastic participants from various sectors of the manufacturing industry, all coming together to celebrate and support the vibrant manufacturing landscape in Utah. Tournament profits support the annual Machining Contest which will take place in March 2026.

SWINGING FOR SUCCESS

The tournament took place at the stunning Eaglewood Golf Club, known for its picturesque views and challenging course. From the first tee-off to the final putt, players enjoyed a friendly yet competitive atmosphere that encouraged networking and camaraderie among attendees. It was inspiring to see individuals from various manufacturing backgrounds come together, sharing stories and insights while enjoying a day on the greens.

SPOTLIGHTING UTAH MANUFACTURING

The golf tournament was more than just a day of golf; it was a celebration of the manufacturing industry in Northern Utah. The NTMA is dedicated to promoting the interests of

manufacturing-related businesses, and this event served as a perfect platform to highlight the achievements, innovations and contributions these companies make to the local and national economy. Throughout the day, attendees reflected on the significant impact of manufacturing in Utah — from job creation to technological advancements — and the importance of fostering a skilled workforce for the future. Golf Tournament profits directly support the successful Machining Contest that takes place each spring.

PRIZES AND RECOGNITION

The tournament wasn’t just about the game; it also featured an exciting raffle with great prizes donated by MSC, Hoyt Archery, Weigh Safe, Schunk, JM Grisley and more. Attendees had the chance to win everything from a bow to a tool box, all while supporting a great cause.

LOOKING AHEAD

As the day came to a close, it was clear that the golf tournament was a resounding success. Participants left with new connections, ideas and a renewed passion for the manufacturing industry in Northern Utah.



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NATIONAL ASSOCIATE MEMBER: HWR WORKHOLDING USA

MARCUS SAUR, VICE PRESIDENT OF OPERATIONS, HWR WORKHOLDING USA

WHO ARE WE?

HWR Workholding USA is the North American subsidiary of HWR Spanntechnik GmbH, a renowned European provider of innovative workholding solutions. We started in early 2022 in Noblesville, Indiana. At the beginning of this year, we moved to a larger facility in nearby Fortville to accommodate the rapid growth we experienced throughout our first three years.



WHAT DO WE DO?

We allow manufacturers to get the most out of their machine tools by providing world-class workholding for milling and turning. On the milling side, we offer our SOLIDLine family of modular, zero-point workholding. This incredibly flexible platform includes a broad and diverse variety of plates, vises, risers, pyramids, tombstones and more. Easily integrated with tables and pallets from

all major brands of machine tool, SOLIDLine boosts flexibility, efficiency and process security.

Our INOLine family of 4-jaw chucks and accessories provides exceptional performance for turning applications. Our unique INOFlex chucks allow each pair of jaws to move independently, allowing operators to quickly and accurately center and hold parts of any shape. Additionally, our INOTop hybrid clamping system holds parts internally while our INOZet pendulum bridges instantly double the number of jaws on existing chucks. Combined, this assortment of products provides exceptional holding for the full range of turned parts, with notably superb performance in thin-walled components.

WHAT DO WE DO REALLY WELL?

While we are certainly proud of the quality and performance of our products, our ability to consult and collaborate with manufacturers really sets us apart. We have helped companies incorporate a high-mix, low-volume model of production. We have helped them implement lights-out machining via automation. We have helped them figure out how to securely hold all kinds of oddly-shaped parts or parts with extremely delicate features.

As a workholding provider, it's important that we understand not just our own products, but the parts a customer is making and the machine technology they're using to produce them. It's only with all of that knowledge that we can help them determine a solution that's truly optimized for their situation.

WHY DID WE JOIN NTMA?

As a workholding company, it's vital that we collaborate with machine tool builders and partner with them throughout a customer's purchasing process. Too many manufacturers will invest a tremendous amount of money in advanced machine tool technology, but then give very little thought to workholding. This is extremely unfortunate, as a mismatch can severely limit the capabilities of a machine and significantly restrict return on investment.

NTMA is an important organization for bringing together companies involved in all aspects of the machining process. When we were evaluating which associations to support, it became clear that NTMA was doing a lot to foster those connections which lead to collaboration. We also are appreciative of the training available through NTMA. We have had several of our own team members who were new to machining take some of those courses to acclimate them to our industry.



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