

# *for* **THE RECORD**

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



## **PARTNER POWER**

**TEAMING UP FOR SUCCESS**

### **ALSO INSIDE:**

**2025 EXECUTIVE COHORT SUCCESS**  
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**2026 EVENTS CALENDAR**  
PAGE 29

AND SO MUCH MORE...

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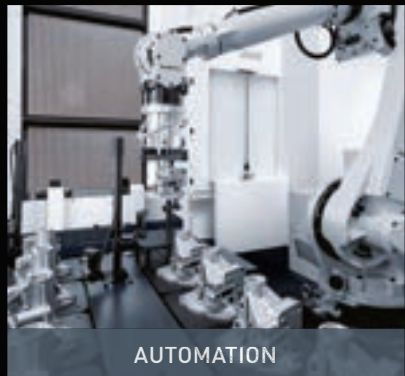
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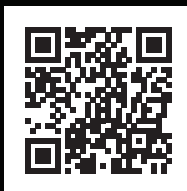
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### SEND US YOUR STORY

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.

For more information, contact  
editor@ntma.org  
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### UPCOMING NTMA EVENTS



JANUARY 28-30, 2026  
FORT WORTH, TEXAS



APRIL 27-29, 2026  
GRAND RAPIDS, MICHIGAN



SEPTEMBER 14-19, 2026  
CHICAGO, ILLINOIS



NOVEMBER 10-13, 2026  
LAS VEGAS, NEVADA





# FROM ROGER

*a message from the president*

As we wrap up another year, we focus our final edition of The Record on our industry partners. We'd like to thank them for their commitment to our members, their support of our industry, and their financial support of NTMA and our chapters. We also want to make sure you, the members, are aware of each partner and their services.

Some business improvements and cost reductions are within the control of small- to medium-manufacturers while others are not. One major thing we can control is purchase consolidation. Consolidating our spend allows us to continue to act individually and directly with our partners while collectively reducing our costs as individual companies. As an organization and industry, we win individually and we win collectively.

The growing demand for U.S. manufacturing will only increase if we can lower our costs (not profits) while assuring that all manufacturers are doing their share to meet the growing need. The success of a single company, region or even state does not collectively improve the output and performance of U.S. manufacturing. It's important that we all do our part.

I have the privilege to view NTMA nationally as a collective group. I am continually amazed at the collaboration between members, companies and their leadership. I need look no further than

this year's first executive cohort.

Ten company owners came together face-to-face, hosting meetings at their own shops. They shared their successes and failures with each other, for no other reason than to help each other's continued success. They led tours through their shops and explained processes they figured out. Key team members gave presentations to the visiting shop owners on new technologies they were exploring or had implemented.

We have collaboration opportunities like these with our industry partners, if we would just utilize them. Regardless of your need, desire or dream, we have trusted and vetted partner relationships available to you. You just have to decide to make the effort. I understand you may have local individual relationships that you value, but at the end of the day there is nothing more powerful than collective relationships with those in your industry. These relationships can have the greatest impact on your costs, efficiencies, productivity improvements and most importantly, profitability.

In our most recent operational cost survey, the numbers indicate that the higher performing NTMA shops, many of whom collaborate with our industry partners, are three times more profitable than the average NTMA shops. In our competitive world, one can no longer operate as "average."

This means change, and sometimes uncomfortable change. It could mean changing the way your employees do their jobs. It may mean directing employees about how and why you'll be doing things differently. Sometimes we have to be uncomfortable to make progress towards high performance and profitability.

I just returned from Modern Machine's Top Shop Conference and Awards. The entire conference focused on what high performing shops are doing to improve. Each of the four winners, along with several others, shared their stories of change and success. Some do have the expertise within their companies for improvement, but most reach out to industry colleagues and industry partners for help. That help comes from thoughts and ideas from east to west and north to south, not just the limited input of their local partners.

This is one of the many values of NTMA. Our community offers a wide network of thoughts and ideas shared freely among members for the good of all. Collaboration is one of the great impacts on shops — large and small. Do not limit yourself. Take advantage of the opportunities afforded you as a national community. This is what sets NTMA members apart from others in the industry.

In closing, let me list the many "best in class" partner services brought to you via NTMA. If you want or need personal introductions, please let our team know and we would be happy to open the door for you. These are the trusted partners who can help you go from average to high performing. Give them an opportunity to partner with you.

NTMA Partner Services:

- Cutting Tools
- MRO Products
- Machine Tools
- Machine Tool Controls
- Automation & Integration
- Work Holding
- Coolants
- R&D Tax Incentives
- Quoting & Programming Software
- Lead Generation
- Social Media Marketing

- National Advertising/On-line Marketing
- Succession/Transition Planning
- Energy Planning
- Insurance
- ERP Software & Machine Monitoring

Coming Soon:

- Trade Show Marketing

Together we will continue to Manufacture America's Future. From my family to yours, Merry Christmas and Happy New Year!

Roger Atkins, President, NTMA

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# WELCOME

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

## DAILEY'S CNC MACHINING

Indiana Chapter

Dailey's CNC Machining was established in 2023 by Joseph and Jerica Dailey in a 10,000 square-foot facility located in Columbus, Ind. We deliver industry-leading precision CNC machining for parts using 3- to 5-axis milling, accommodating a broad array of materials for diverse industries. Our expertise lies in low to medium-volume orders, including custom one-offs, prototypes, high-mix-low-volume runs and short production series. Certified to AS9100 and ISO 9001 standards, we streamline our processes and workflow with ProShop ERP. At Dailey's CNC, we prioritize cutting-edge technology and equipment to ensure top-tier quality and rapid turnaround times for our clients.



51 S National Rd.  
Columbus, IN 47201  
813.603.6777  
www.daileyscnc.com

## JH PRECISION

Boston Chapter

JH-Precision, founded in 2022 by Jacob van Gelder and Jarod Legsding, is a CNC manufacturing facility located in the heart of New Hampshire's Lakes Region. Driven by their shared passion for racing, building race car parts and a unique talent for innovative, out-of-the-box thinking, JH-Precision has grown into the company it is today. Built on a foundation of more than 100 years of combined team experience, we bring a deep understanding of precision machining and a strong commitment to creative problem-solving. We specialize in producing high-quality, custom-machined parts with fast turnaround times and exceptional reliability. From one-off prototypes to full-scale production runs, we provide comprehensive CNC solutions tailored to meet your exact specifications. Our in-house capabilities include 3-axis and 4-axis CNC machining, mill turn capabilities, CAD/CAM support using SolidWorks and Gibbscam and expertise in working with a variety of materials — such as aluminum, stainless steel, titanium and plastics. At JH-Precision, we proudly serve a wide range of industries including firearms and defense, general contracting, motorsports, automotive, sporting and recreational equipment and electronics. Our mission is to deliver dependable, precision-crafted parts that help our clients move their projects forward — on time and with confidence.



20 Sarah Greenfield Way  
Farmington, NH 03835  
603.312.9099  
www.jh-precision.com

## LEWIS ENGINEERING COMPANY

North Texas Chapter

Lewis Engineering is a family owned CNC machining, stamping, and metal finishing facility located in Marshall, Texas. Since 1961 we've served the defense, automotive and aerospace industries with high volumes of precision metal components. Lewis Engineering is a small business that is located in a HUBZone (about 2 hours east of Dallas). We're a prime contractor on several defense contracts. Unlike some machine shops, we also offer metal plating, painting, assembly and Non-Destructive Testing in-house. We're currently looking to supply parts for new projects and for new industries.



1608 E Houston St.  
Marshall, TX 75670  
903.938.6754  
www.lewisengineeringco.com

## SKILL UP ARIZONA APPRENTICESHIP & AWARD FOUNDATION

Education Member

Skill Up AZ is a workforce development initiative that connects employers with qualified apprentices in CNC manufacturing. As the workforce development arm of the Arizona Tooling & Machining Association (ATMA) and a partner of the National Tooling & Machining Association (NTMA), Skill Up AZ provides industry-recognized training and credentials through registered apprenticeship programs. We combine hands-on experience with NTMA-U coursework. The organization also partners with Gateway Community College to offer the Uniquely Able Academy (UAA), a specialized program supporting neurodivergent individuals in developing skills for successful careers in manufacturing. Skill Up Arizona is Proudly a 501(c)(3) Non-Profit Organization.



361 S 52nd St.  
Tempe, AZ 85281  
602.903.4723  
www.skillupaz.org

## SUBTRACTIVE SOLUTIONS LLC

Arizona Chapter

Subtractive Solutions, based in Scottsdale, Ariz., is a veteran-owned CNC machine shop committed to precision, performance and American craftsmanship. Co-founded by Jason Bauer, a U.S. Navy veteran, and Michael Buckmaster, the company specializes in high-tolerance machining, prototyping and production runs for a wide range of industries. At Subtractive Solutions, we believe in more than just making parts — we're helping build the next generation of skilled machinists. By investing in young talent and supporting the local machining community, we aim to strengthen the future of American manufacturing. Driven by integrity, innovation and grit, Subtractive Solutions is proud to stand for Made in America excellence and looks forward to growing our business and supporting our industry for years to come.



7701 E Gray Rd Ste 104  
Scottsdale, AZ 85260  
602.568.5722  
www.subtractivesolutions.com

## VERMES MACHINE CO., INC.

New Jersey Eastern PA Chapter

Founded in 1977, Vermes Machine Company Inc. is a third generation, family-owned sub-contract manufacturer, specializing in close tolerance, precision CNC turning and milling. With 33 CNCs, we offer a diverse range of capabilities, in both the size and complexity of the components we manufacture. We have extensive experience in machining castings, exotic alloys and components with critical features for a variety of industrial applications, while also providing AWS Certified welding services and post weld machining capabilities. Our QC Lab has multiple CMM's, vision systems and ISO 17025 calibrated support instruments to ensure the highest quality standards. ISO 9001:2015 and ITAR certifications, as well as an implementation plan for NIST SP 800-171 and CMMC Level 2 Compliance ensure our processes meet industry requirements. As we approach 50 years in business, the cornerstone of our philosophy remains the same: to promote our industry and to offer aspiring machinists a career path. That dedication to our current and future workforce gives us confidence Vermes Machine Co. can be your manufacturing partner for many years to come. Whether you're an existing customer or submitting a quote for the first time, Vermes Machine Co. is committed to ensuring all your manufacturing needs are met.



351 Crider Ave.  
Moorestown, NJ 08057  
856.642.9300  
www.vermesmachine.com

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](mailto:editor@ntma.org)

### REVENUE: WE INVITE FAILURE BY CALLING A SALES MANAGER A “MANAGER”



What’s the role of a manager? To coordinate communication, resources and activities within their team and with others in the organization.

Your definition is probably different, but here’s my point. Many managers are administrators.

When we turn sales growth over to an administrator, we get lots of reporting, coordinating, meeting and info tracking — in other words, effective administration and management. We often don’t get actual sales growth.

Great sales “managers” aren’t coordinators or administrators. Instead, they’re leaders, motivators, extraordinary coaches, teachers, inspirations, assistants, trainers and accountability partners. Effective sales managers spend most of their time in one-on-one coaching which involves asking questions and role-playing.

The rub is that most sales managers aren’t trained to be managers, and precious few had the advantage of working for a great sales manager themselves. So, there’s no way they’d know what they should be doing. Further, in the small and mid-size industrial market they’re often reporting to technical founders and owners who often have no formal sales or sales management training themselves.

Most sales managers are therefore left to their own devices —and so they often turn to administrative tasks including:

- Helping to expedite quotes
- Discussing discounts and pricing
- Processing expense reports
- Scheduling trade booth coverage
- Running forecast reports for management
- Asking reps what help they need to close open deals and offering suggestions
- Jumping in to “close” deals
- Tracking activity

What’s missing?

Time spent on tactical and strategic sales, recruiting, role-playing, accountability, motivating reps and building their confidence, training, territory and target account management and a host of other important sales functions.

It’s convenient to refer to the role of an individual who has sales direct reports as a sales manager, but it’s risky if people take that to mean their role is typical management.



*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](http://www.EdMarshConsulting.com)*

### SUCCESSION: GIVE YOURSELF A GIFT



The holiday season is upon us. Rather than visions of sugar plums dancing in your head — you probably have tax planning on your mind... and sending gifts to your top customers, your employees and leadership team.

But, I have another idea. Give yourself a gift — one with lasting impact on you, your family, your employees and your business. It’s like putting on your own oxygen mask first.

This holiday season, give yourself a free business valuation.

It may not sound all that sexy as a gift, but consider this: what other gift delivers peace of mind, adds value to your current business and provides greater wealth for your future?

So, why do business owners avoid it? I’ve heard it all. They think it will cost too much, take too much time and won’t help them address current problems on their front burner. Or, it’s too much about future exit planning, and they can kick that can down the road for now.

One of our clients tells a different story. NTMA member Tanya DiSalvo is third-generation owner of Criterion Tool & Die. She liked the approach we use at Succession Plus, beginning with a complimentary business valuation. From there, we generate a report that identifies key areas of risk that can decrease the value of your business. Then, we build a tactical plan to maximize and protect your business value today and for future transition. For Tanya, it was a gift to her and to her employees.

“Succession Plus didn’t just focus on a future problem like a tragic event where I get hit by the beer truck. Instead, we talked about making the business better today, so that everybody enjoys coming to work more. That appealed to me. It wasn’t just planning for new ownership tomorrow. That day will come, and we will be ready. But we’re building a better mousetrap today so we can all reap the rewards.”

Give yourself the gift of a stronger business today — one that grows in value for a better and more profitable transition and retirement in your future.

We make it easy. I mean, who said holiday shopping has to be hard?

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

**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/> [linkedin.com/in/markjdorman](https://linkedin.com/in/markjdorman)*

### ADVOCACY: TELL CONGRESS TO SUPPORT FUNDING FOR CRITICAL CTE PROGRAMS



With the government now reopened, congressional appropriators in the House and Senate are resuming work on completing the appropriations process for fiscal year (FY) 2026, including passing legislation funding critical job training and technical education programs.

The Senate’s FY26 Labor, Health and Human Services, and Education appropriations bill, which funds education and workforce development

programs and was approved by the Committee in July, maintains level funding for the Perkins Basic State Grant program. This program is essential for providing high-quality CTE across America. The bill also allocates \$2.9 billion for Workforce Innovation and Opportunity Act formula grants and \$285 million for Registered Apprenticeships.

The House version of the Labor-HHS-Education appropriations bill, which was approved by the Committee in September, includes a \$25 million increase in funding for Perkins and maintains level funding of \$285 million for Registered Apprenticeships. However, the bill also reduces WIOA grants by \$1.8 billion, eliminating funding for WIOA Adult Job Training and WIOA Youth Job Training grants.

Job recruitment, training and placement, along with advanced technical education, are essential for the future of manufacturing in America. The House and Senate remain far apart on total spending levels, making it crucial for you to contact your members of Congress today. While the government needs to control spending, investing in the manufacturing workforce boosts productivity, increases tax revenues and provides Americans with family-sustaining careers.

Contact your members of Congress TODAY and urge them to pass a FY26 spending bill that provides the resources small businesses need for training programs and raises awareness of manufacturing careers.



*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](mailto:omar@insidebeltway.com)*

# THE VALUE OF NTMA PARTNERS

Partners play an essential role in advancing NTMA's mission to support, strengthen and elevate the precision machining and manufacturing community. Their contributions go far beyond sponsorship — they help expand NTMA's reach, enhance member value and drive innovation across the industry.

## Industry Expertise that Strengthens NTMA Members

NTMA partners often include leading suppliers, technology providers and service organizations deeply embedded in manufacturing. Their expertise helps:

- Enrich NTMA training, events and workforce programs
- Bring cutting-edge technology and best practices to members
- Support shops in navigating changing markets, automation and industry innovations

This partnership ensures NTMA members stay competitive and informed.

## Enhanced Benefits for Precision Machining Companies

Through strategic partnerships, NTMA members gain exclusive access to valuable resources such as:

- Preferred pricing on equipment, tooling, software and services
- Specialized technical support and training
- Industry research, benchmarking and workforce development tools
- Programs that help members improve efficiency, safety and profitability

These added benefits make NTMA membership even more impactful for job shops and manufacturers.

## Increased Visibility and Industry Clout

Partners help NTMA broaden its influence by: Amplifying advocacy and workforce messaging Supporting national and chapter events that bring the industry together

Expanding NTMA's visibility within the broader manufacturing ecosystem

This increased reach strengthens NTMA's ability to advocate for small and mid-sized manufacturers.

## Financial Support that Fuels NTMA's Mission

Partner support enables NTMA to:

- Keep member dues affordable
- Expand chapter services, training programs and national events
- Invest in new initiatives that help shops grow
- Provide greater resources and tools to the next generation of manufacturers

This financial stability ensures NTMA can continue delivering meaningful value to its members.

## Innovation and Technology Advancement

NTMA partners often introduce members to emerging technologies and modern manufacturing solutions, helping shops:

- Automate processes
- Improve productivity and quality
- Enhance workforce capabilities
- Stay ahead in a rapidly evolving industry

These collaborations help NTMA drive innovation throughout the precision machining sector.

## A Stronger, More Connected Manufacturing Community

Partnerships help foster a connected, supportive ecosystem where members can access trusted resources, build relationships and solve problems together. This strengthens not just NTMA — but the entire U.S. manufacturing supply chain.



# NATIONAL ASSOCIATE MEMBERS

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

### 1FACTORY

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TAKE ADVANTAGE OF THESE COST SAVING PROGRAMS AND YOUR NTMA MEMBERSHIP PAYS FOR ITSELF.



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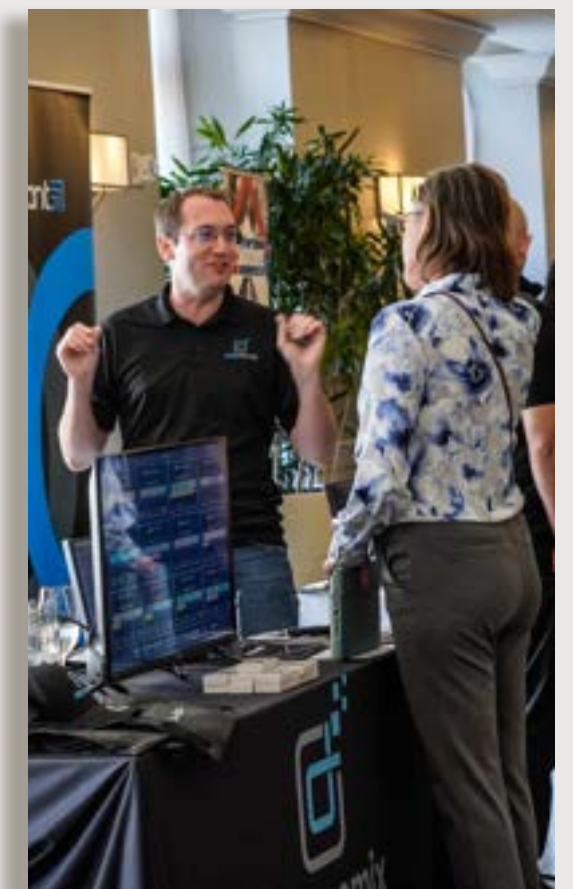
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# ARE YOU ENROLLED IN THESE

# exclusive MEMBER PROGRAMS?

## Are You Aware of the Grainger Committed Member Program?

If not, you are missing out on **additional savings!**

### The Standard NTMA/Associations & Grainger MRO Agreement

**SAVE ON 800,000+ ITEMS ACROSS 10 PRODUCT CATEGORIES**

#### Category Discounts

- Cleaning Consumables: 15%
- Cleaning Other: 15%
- Electrical: 7%
- Hand Tools: 7%
- Lubrication: 11%
- Machining: 11%
- Power Tools: 7%
- Safety: 10%
- Safety Footwear: 17%
- Welding: 11%

### The Committed NTMA/Associations & Grainger MRO Agreement

**SAVE ON 900,000+ ITEMS ACROSS 24 PRODUCT CATEGORIES**

#### Deeper Category Discounts

- Abrasives: 18%
- Adhesives, Sealants and Tape: 15%
- Cleaning: Consumables 15%
- Cleaning: Other 15%
- Electrical: 10%
- Electronics, Appliances and Batteries: 10%
- Fleet and Vehicle Maintenance: 10%
- Furniture, Hospitality and Food Service: 10%
- Hand Tools: 10%
- Hardware: 11%
- Hydraulics: 10%
- Lighting: 15%
- Lubrication: 18%
- Machining: 18%
- Material Handling: 10%
- Plumbing Other: 10%
- Plumbing Pipe Valves Fittings: 10%
- Pneumatics: 10%
- Power Tools: 10%
- Power Transmission: 15%
- Safety: 10%
- Safety Footwear: 17%
- Welding: 11%

Grainger pays all standard shipping\*

**Agreement Term: 5/1/2025 - 12/31/2026**

**Please reach out to your Grainger Representative or NTMA/Association Contact.**

\*Category discounts are subject to the following terms: Discounts applied to Contract Reference Price. You must sign in to Grainger.com® to see your Contract Reference Price. Category discounts will not apply to: (a) sourced products; (b) items in any other discount programs; (c) promotional, lot and commodity items; or (d) special pricing programs offered for certain Catalog Products from time to time. If, after applying the category discount above, the price of an individual Catalog Product is below Grainger's cost, Grainger reserves the right to reduce the category discount for that Catalog Product. If at any time a Catalog Product is discontinued for any reason, such Catalog Product will be removed from the category discount program. Grainger reserves the right to determine the appropriate category for a particular Catalog Product.

\*Standard ground freight is paid by Seller on all orders, unless otherwise stated, to Buyer's place of business anywhere in the contiguous United States. Other terms and conditions may apply for other than standard ground delivery ("Other Freight Services"), including expedited same day delivery, air freight, freight collect, sourced orders, export orders, hazardous materials, Buyer's carrier, shipments outside the contiguous U.S. or other special handling by the carrier. Charges incurred for Other Freight Services must be paid by Buyer.

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## NTMA MEMBERS EXCLUSIVE CUTTING TOOLS PARTNERSHIP

NTMA Members Access Exclusive Benefits with PTSolutions



## STRENGTHEN YOUR METALWORKING ARSENAL

With over 65+ years experience, PTSolutions also offers one of the largest selections of high-quality cutting tools, from the industries leading brands ensuring that NTMA members have access to a comprehensive range of products to meet their specific needs.

**Three Strategically Located Distribution Centers**  
These facilities ensure prompt delivery, with same day shipping available for most orders.

**Online Services and Exclusive Promotions**  
Members can access special online promotions and convenient ordering options for significant discounts.

**Factory-Trained Technical Support**  
NTMA members can rely on expert guidance and support for product-related queries and applications.

**Vending Solutions**  
PTSolutions provides innovative vending solutions to streamline inventory management and boost productivity.

**Inside Sales Account Support**  
A resolute sales team is available to assist NTMA members and ensure a seamless customer experience.

**Over 300 hundred Field Sales Representatives**  
PTSolutions' extensive field sales team provides on-site support and personalized service for NTMA members.

## MASTER EVERY TASK WITH TOP-TIER TOOLS

Top-quality products and services at a discount to elevate your metalworking operations

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- Welding & Soldering
- Metrology
- Abrasives
- Workholding
- Tooling Systems

CHOOSE PRECISION & EXCELLENCE



[PTS-TOOLS.COM](http://PTS-TOOLS.COM)

OTHER TRUSTED DISTRIBUTOR PARTNERS



# BENEFIT PARTNERS

## ENERGY

### ENVIRON

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



## SALES & MARKETING

### FACTUR

assisting industrial companies find customers to grow revenue and diversify.



### PAPERLESS PARTS

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



## FINANCIAL SERVICES

### HEARTLAND

a financial technology company specializing in payroll, payments and point of sale with a focus on customer service.



## SHIPPING

### PARTNERSHIP

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



## INSURANCE

### VBA

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



### ZYNERGIA

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### NPP

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



### PTSOLUTIONS

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



## LEGAL & PROFESSIONAL SERVICES

### EBITDA

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



### McMAHON BERGER

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



### SUCCESSION PLUS

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



## CUSTOMER & SUPPLIER CONNECTIONS

### CONNEX

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



### THOMAS

facilitating strategic decision making by connecting buyers and suppliers.



# FOCUSED ON MACHINING DRIVING GROWTH AND INNOVATION THROUGH NTMA PARTNERSHIPS



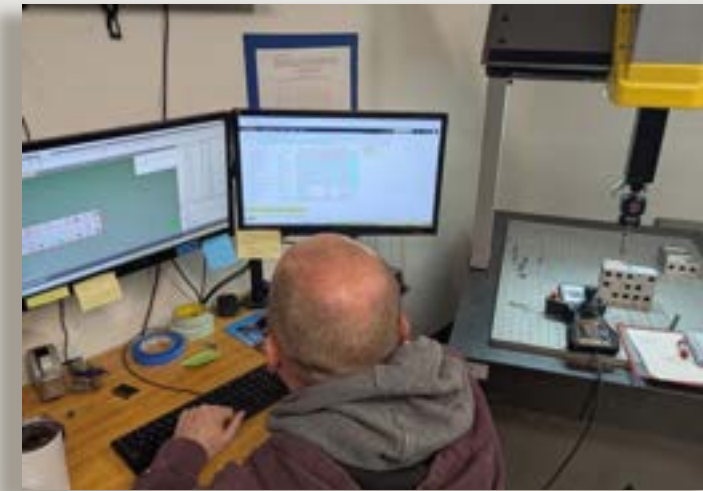
**JUSTIN QUINN, PRESIDENT, FOCUSED ON MACHINING**

**M**y manufacturing career actually began in an NTMA boardroom, back when I realized that finance couldn't compare to the sense of purpose I felt serving in the U.S. military. Little did I know that moment would be only the beginning of the NTMA's impact on me, my career and, eventually, my company.

After serving in the U.S. Air Force as a flying crew chief on the C-17, I moved to Colorado, earned a degree in finance and started working in banking. During that time, I served on the board of the Rocky Mountain Chapter of NTMA. It didn't take long to recognize that banking wasn't for me — manufacturing was. The connections I made through NTMA ultimately became the catalyst for my next steps.

The office environment of banking couldn't compare to the hands-on work I loved, and I missed the camaraderie and sense of purpose I had experienced in the military. The people I met in local machine shops felt like a community where I belonged. Their work ethic and practical problem-

solving mirrored what I had known in the Air Force. I soon realized the skills I had developed — blueprint reading, technical troubleshooting and following precise processes — were a natural fit for manufacturing.



I quickly saw the value of NTMA's networking and relationships. Through my RMTMA connections, I met shop owners, and in 2016, I took the leap and purchased Focused on Machining (FOM). It was a bold decision, but one that has brought me immense fulfillment.

From day one, FOM has used NTMA's partner network and resources to guide decisions, strengthen capabilities and reduce operational costs. I've leaned on the NTMA network and fellow shop owners for guidance on software purchases and overall business direction. When I began attending national NTMA events, my network expanded even further, providing additional insight and support.

When I took over FOM, I made it my mission to achieve ISO and AS9100 certifications so we could take on the most complex aerospace projects. Today, we support the aerospace and defense sectors with high-quality, tight-tolerance machining. Our shop uses **ProShop ERP**, an NTMA benefit partner, to maintain full transparency and traceability across every stage of production. From material certifications to calibration logs to inspection reports, every detail is tracked — and when customers need documentation, we're ready.

Our NTMA connections have also shaped our technology investments. **DN Solutions** recently supplied a major upgrade to our shop: the DVF 5000, a full five-axis machining center with an eight-pallet automatic work changer and 120-tool capacity. This machine not only handles complex parts with speed and accuracy but also enables more lights-out production, making us an even stronger partner to our customers.

The machine features **Siemens** control — another trusted NTMA partner — chosen for its advanced simulation capabilities and communication tools. This control is designed specifically for full 5-axis machines. It's also important to note that the purchase of this equipment was made possible through yet another NTMA partner, **U.S. Bank**. They provided a seamless, fast approval and closing process. When it came to financing, U.S. Bank had the best rate and terms by far.

Of course, capital improvements like this require a strong financial foundation. For the past two years, we've worked

with NTMA partner **alliantgroup**. Their team went back as far as regulations allowed and calculated our R&D tax credit, delivering more than six figures in tax savings. Thanks to ProShop ERP, we can automatically generate the reports alliantgroup needs to calculate the credit.

When discussing revenue, I'd be remiss not to mention **Paperless Parts**. We've used their estimating and quoting software since the company's inception, and our NTMA membership provides significant savings on their service. For additional savings, we've partnered with **Dochterman Insurance** for several years. Their industry-leading rates and broad coverage options meet all our needs.

And perhaps most significantly, we use tooling from **PT Solutions** every day. The NTMA member discounts generate major savings, reducing our overall tooling spend by 2% to 5% and directly improving job profitability.

At Focused on Machining, we've seen firsthand the value of fully leveraging NTMA resources. We see the impact of our membership every single day on our shop floor. Through NTMA we've tapped into strategic partnerships and industry-leading technology. Focused on Machining isn't just focused on machining — we're focused on continuous improvement. NTMA is a key partner in helping us reach that goal.



# PARAMOUNT MACHINE BUILDS TEAM PERFORMANCE *with Production Monitoring*

**EMBER DAVIS, PRODUCT MARKETING MANAGER, DATANOMIX**

## INDUSTRY SHIFT: WHY PRODUCTION MONITORING MATTERS NOW

Manufacturers are under constant pressure to produce more with fewer resources. Rising customer expectations, skilled labor shortages and the push toward automation are driving a surge in demand for production monitoring software. The challenge isn't simply capturing data; it's ensuring the data is embraced by the people who use it every day.

When software is implemented solely as a tool for accountability, it risks

alienating operators. But when it's positioned as a tool for empowerment, it can transform team culture and unlock significant performance gains.

## PARAMOUNT MACHINE'S CHALLENGE: BALANCING DATA AND CULTURE

Paramount Machine, a precision manufacturer in Salt Lake City, Utah, embraced this transformation firsthand. Leadership knew they needed real-time visibility into shop performance, but they also knew that operator buy-in would determine the success of any solution. As Steve Van Orden, president

of Paramount Machine, put it, "We soft rolled it in. In doing that and showing people this is for the benefit of the shop, not to yell or point fingers, it grew in the right way culturally."

The challenge was clear: implement production monitoring in a way that aligned with Paramount's culture of collaboration and continuous improvement, and choose a solution that supports this initiative.

## THE DATANOMIX SOLUTION: EMPOWERING OPERATORS WITH MACHINE MONITORING

From the start, Paramount Machine set expectations with the team: the goal was to implement Datanomix Production Monitoring software to drive improvement, not to point fingers. Instead of using performance data to assign blame, leaders reframed it as a way to spark honest conversations and identify growth opportunities.

"We didn't use Datanomix to beat up anybody," shared Steve, "We talked about the data, and sometimes the data didn't look good. But we had honest conversations about how to improve."

This shift in mindset turned monitoring into a source of pride and empowerment for operators. The change was so profound that

when Paramount recently added a new machine, the operator's first concern was ensuring Datanomix was connected. Why? So they could show the world how well they were running it!

By positioning production monitoring as a tool for improvement and recognition, Paramount not only drove better performance but also built a culture where operators embraced the technology as their own.

## IMPLEMENTATION INSIGHTS: PARTNERSHIP AND FLEXIBILITY

The project's success was rooted not only in Paramount's leadership but also in Datanomix's Kick-Ass coaching team's dedication. Rolling out machine monitoring software is rarely a one-size-fits-all approach, and the ability to tailor the implementation and training to a shop's culture is critical. The Datanomix coaches and management team worked closely with Paramount, often taking late-night calls and responding immediately when support was needed.

"Whenever we called and said, 'We need help', you immediately asked, 'How can we help? What can we do? How can we make sure you're taken care of?'" said Eric Van Orden, team lead at Paramount Machine.

This high-touch approach gave Paramount the confidence to roll out Datanomix at its own pace, without the pressure to "check boxes." By meeting the team where they were and guiding them through every step, the Datanomix coaches ensured adoption was not only technically smooth but also culturally aligned, setting the stage for long-term success.

## RESULTS THAT MATTER: CAPACITY GAINS AND TEAM BUY-IN

At Paramount Machine, adoption was just as important as the numbers, and both paid off. In 2025, the company reduced its common waste by 13.2% and increased capacity by 26.6%, resulting in an average annual gain of \$5,210 per connected machine. These results are common with Datanomix's Pilot Program and reflect not only



operational improvements, revenue and savings, but also the team's ability to align around common goals.

Just as impactful was the shift in mindset among operators, which started as a new initiative and quickly evolved into a source of pride and empowerment. Operators began viewing Datanomix not as a management oversight tool but as their personal scoreboard, which demonstrates their craftsmanship, consistency and value to the business. When new machines are added, operators actively request that Datanomix be installed so they can demonstrate how effectively they are running them.

By focusing on improvement rather than blame, Paramount created a culture where data became a motivator

instead of a stressor. Operators felt a sense of ownership over their results, leadership had clarity on performance and the entire team aligned around the idea that success is best measured and celebrated together. This combination of measurable gains and cultural engagement shows how the right machine monitoring software can transform both the numbers and the people behind them.

Datanomix prides itself in delivering production monitoring software that helps manufacturers achieve world-class performance without the complexity of traditional systems. By automatically collecting and analyzing data from CNC machines, Datanomix provides real-time visibility, actionable insights and a user experience designed for both operators and executives.



# BUILD THE WORKFORCE. SKIP THE PAPERWORK.

## JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

Did you know that NTMA now offers one of the easiest ways for small and mid-size manufacturers to launch a Department of Labor-approved Registered Apprenticeship Program —without drowning in paperwork?

### WE MAKE APPRENTICESHIPS EASY

Beginning early next year, NTMA will be able to act as your Sponsor of Record with the Department of Labor. That means we take care of the administration, compliance and reporting required for a registered apprenticeship program — traditionally one of the biggest hurdles for smaller manufacturers.

Your role becomes simple: just track your apprentices' on-the-job training (OJT) hours and share them with us at regular intervals. We'll handle the rest. And if you need help with tracking OJT, we have options to make that easier, too.

### A FULLY APPROVED PROGRAM —READY FOR YOUR TEAM

NTMA's Registered Apprenticeship Program is recognized in all 50 states and designed specifically for the needs of the industry. It's a hybrid, three-year Precision Machinist apprenticeship, blending online coursework with structured on-the-job training to build real skills on your shop floor. Because it's a hybrid model, apprentices can receive credit for prior learning and prior experience, as long as documentation confirms they've already mastered certain skills.

### WHAT THE PROGRAM INCLUDES

The curriculum consists of 12 online courses totaling 476 contact hours, paired with 5,920–7,400 hours of on-the-job training. Apprentices complete the required NTMA coursework to maintain consistent quality and ensure full compliance with DOL standards.

#### YEAR ONE

- 1-1100: Basic Blueprint
- 1-1120: Basic Math
- 1-1200: Precision Machining Technology I
- 4-2900: Quality Control / SPC / Inspection

#### YEAR TWO

- 2-1200: Precision Machining Technology II
- 3-1500: Intermediate Blueprint with GD&T
- 2-1120: Applied Math
- 3-2500: Intermediate Applied Math

#### YEAR THREE

- 3-2300: CNC with Simulator
- 4-2720: Metallurgy
- 4-2800: Advanced Math
- 5-2420: Manufacturing Technology

### READY TO STRENGTHEN YOUR WORKFORCE PIPELINE?

If you're interested in starting an apprenticeship program — but aren't sure how to begin — we're here to help. Schedule time with NTMA Workforce Development Director Jenny Stupica to review your current training efforts and long-term goals. Together, we'll outline the steps to launch an apprenticeship program in your company, identify which employees are ready to start, set up a plan for tracking on-the-job training and get you fully connected to NTMA-U coursework.

It's easier than you think — and delivers big results for both your employees and your business.

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**OJT HOURS:** 6,000 HOURS OJT CUSTOMIZABLE TO YOUR COMPANY



**HYBRID:** WE ARE MOVING TO A HYBRID MODEL TO ALLOW PRIOR CREDIT FOR COURSEWORK AND OJT.



**SPONSOR OF RECORD:** NTMA NATIONAL CAN ACT AS SPONSOR OF RECORD FOR YOUR APPRENTICES



**NIMS/STS:** WE ARE PARTNERING TO PROVIDE NIMS STS PROGRAM AT NO OR LOW COST TO TRACK OJT.



**COST EFFECTIVE:** THE ENTIRE APPRENTICESHIP CAN BE COMPLETED FOR APPROXIMATELY \$2,000.



"Where else can you get such a resource, such a value to your company? I just can't even express how amazing this program

is. ...One of my most valued set-up and programmer employees — she started as a jeweler... she got hired into the industry, then I hired her. I asked her if she wanted to go through the program. It allowed her to be an extreme value to us and our organization but then allowed her to really have a great career path."

— Frank Burch, President  
Southern Machine Works

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Randal Leach, Ricaurte Precision Inc.

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# 2026 NTMA COHORTS LINEUP

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

Kristen Hrusch - [Krusch@ntma.org](mailto:Krusch@ntma.org) 216.264.2845  
or visit [www.ntma.org/upcoming-events](http://www.ntma.org/upcoming-events)

[www.ntma.org/events](http://www.ntma.org/events)

## EMERGING LEADERS COHORT LEADERSHIP TRAINING

POWERED BY 

The new Emerging Leaders 2.0 design streamlines the structure into six high-impact experiences. The program will combine performance coaching and learning through play and leadership communication. Moving from nine total sessions to six high-impact experiences. The program will be co-designed & co-facilitated by Emma Doyle & Jenny Drescher, combining performance coaching, learn through play and leadership communication

2 In-Person Meetings | 4 Virtual Sessions

## EMERGING LEADERS ADVANCED LEADERSHIP NETWORKING COHORT

POWERED BY 

The Emerging Leaders Networking Group is a dynamic community for up-and-coming professionals ready to grow and connect. Facilitated by Tiffany Bryson of Blaser Swisslube, the group meets three times a year to build relationships, share ideas, and gain new perspectives. It's an energizing space designed to develop and inspire emerging leaders.

3 In-Person Meetings

## EXECUTIVE COHORT

POWERED BY 

Facilitated by Mike Griffith, Major Tool & Machine & Petersen, Inc., an experienced manufacturing leader and trusted guide to this distinguished group. This established cohort of top executives dives deep into today's challenges and opportunities, collaborating to exchange insights, refine strategies, and share best practices in a trusted, confidential setting.

3 In-Person Meetings

## EXECUTIVE COHORT

POWERED BY 

The Executive Cohort is a focused peer-to-peer community for leaders navigating the daily challenges and opportunities of running a manufacturing company. Moderated by Ralph Hardt of Belleville International, the group meets in confidential, on-site sessions hosted at member facilities to share insights, exchange best practices, and tackle real-world issues together. It's a collaborative, high-level forum designed to support and strengthen today's manufacturing executives.

3 In-Person Meetings

# 2025 EXECUTIVE COHORT A HUGE SUCCESS



TAKE AN NTMA MEMBER LEAD (MIKE GRIFFIN, MAJOR TOOL) AND A CEO GROUP AND PUT THEM TOGETHER FOR TWO DAYS AND WHAT DO YOU GET?  
YOU GET OPEN AND TRUSTED INTERACTION AND CONVERSATIONS THAT LEAD TO CHALLENGE AND CHANGE FOR ALL ATTENDEES.  
SEE WHAT PARTICIPANTS SAY IN THEIR OWN WORDS ABOUT THE 2025 EXECUTIVE COHORT.

### What participants are saying:

This is not about an ROI. Considering that opportunities like the Executive Cohort are about ensuring that your business will not only survive, but continue to thrive long into the future, the cost in dollars and time is inconsequential. Don't go it alone! And, don't think that you have all the answers that you need... because you don't. This industry is too complex and too difficult to be a 'lone wolf'. Step out, and reach out, to share and accept the sharing of others. It is how we will all thrive together.

- John Shegda  
KMM Group

Good group that has tangible evidence of what markets are doing what — great discovery of the macroeconomics that shape our industry. Gaining knowledge that private equity firms are now much more attracted to our industry is very interesting — these guys are smarter than me, so that tells you our industry is well positioned for future years. I appreciate the conversations surrounding tariffs, employee challenges and how each company strives to attract the next generation employee group.

- Rich Bartek  
Ober Industries

The value of visiting each other's shops. Like you said, they are as individual as a fingerprint. You can't visit shops like we have and not learn a ton to bring back to your own shop. The value of connections. I am regularly impressed with the quality of people that I meet in the NTMA. It's so great talking and meeting with people that not only care about their own company, but care about the industry as a whole, and helping others.

- Greg Dysinger  
Dysinger, Inc.

I want you and your NTMA Team to know how much I appreciate and have benefitted from the Executive Cohort that you assembled. While we all fit within the tooling and machining category, the diversity of our businesses and the parts that we manufacture blended with the similarities we share in our challenges and opportunities... created a powerful environment for us to come together and challenge ourselves to continue to improve. We are lucky to have the ability to pull something like this together...

- RJ McSorley  
ACME Machine & Welding

THIS 2025 COHORT WILL CONTINUE INTO 2026.  
THE GOOD NEWS IS WE ARE STARTING A SECOND EXECUTIVE COHORT FOR 2026 LEAD BY NTMA MEMBER RALPH HARDT OF BELLEVILLE INTERNATIONAL.  
CONTACT KRISTEN HRUSCH AT [KHRUSCH@NTMA.ORG](mailto:KHRUSCH@NTMA.ORG) IF INTERESTED.

# LEVEL UP

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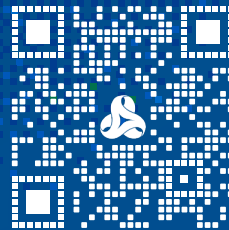
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## UNLEASH YOUR MACHINE



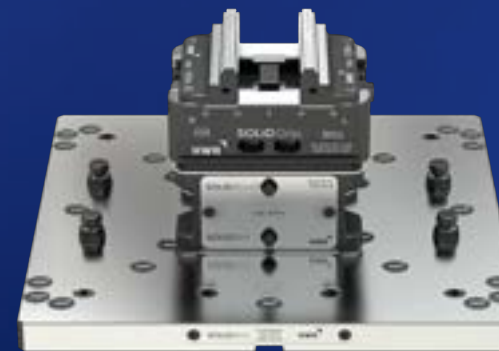
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# CHAPTER CHECK-IN

## ST. LOUIS NTMA HOSTS ANNUAL SPORTING CLAYS COMPETITION

**SHELLI McINTOSH, CHAPTER EXECUTIVE, ST. LOUIS NTMA**

The St. Louis Chapter of the National Tooling and Machining Association held its annual Bockerstett Memorial Sporting Clays Competition on Sept. 26, 2025 at Black Hawk Valley Hunting Club. The event drew an impressive 88 shooters!

Participants enjoyed 18 stations and 100 targets, along with perfect weather, smashburgers from Main Street Grill, pumpkin cheesecake and plenty of camaraderie. Prizes were awarded to the first-place teams in A, B and C flights, and the crowd favorite — “turd place” gold toilet trophy to the last place team — added extra fun to the competition.



Proceeds from the Sporting Clays Competition help the chapter move closer to its ambitious 2025 goal of \$30,000 for workforce development — \$15,000 in scholarships to local trade school students and \$15,000 in grants to area junior high and high schools to strengthen or launch technical education programs.

The event is held in memory of Mark Bockerstett, a past St. Louis NTMA president and longtime member of the Sporting Clays planning committee. Mark’s passion for the industry and dedication to the next generation of manufacturers continue to inspire the event each year.

With great weather, strong participation and outstanding community spirit, this year’s Bockerstett Memorial Sporting Clays Competition was a resounding success — honoring Mark’s legacy while investing in the future of manufacturing.



In addition to the shooting action, the event featured a shotgun raffle and numerous other raffle prizes, helping boost fundraising efforts. Thanks to the generosity of members, sponsors and participants, the event raised approximately \$12,000 in support of workforce development initiatives in the St. Louis region.

## CAMPBELL ENGINEERING SOUTHERN CALIFORNIA NTMA’S 2025 MANUFACTURER OF THE YEAR

**KAITY VAN AMERSFORT, EXECUTIVE DIRECTOR, SO CAL NTMA**

The Southern California Chapter of the National Tooling and Machining Association (NTMA) proudly announces Campbell Engineering as the recipient of its prestigious 2025 Manufacturer of the Year Award. The honor was presented at the organization’s annual Holiday Party & Installation Dinner on Wednesday, Dec. 3, 2025 in Irvine, Calif.

The Manufacturer of the Year Award recognizes excellence in precision tooling and machining, celebrating companies demonstrating outstanding achievement in processes, product development and application. The award is presented annually to a machine shop that is a regular Southern California NTMA Chapter member.

“This award was created to honor companies that truly stand out in our industry,” said Hiba Nabri, President of Southern California NTMA. “Campbell Engineering exemplifies the innovation and excellence that define precision manufacturing in our region.”

The Dec. 3 celebration recognized Campbell Engineering’s achievements and kicked off the holiday season. The evening also featured the installation of the 2026 Board of Directors.

The Southern California NTMA encourages member companies to consider nominating deserving organizations for future Manufacturer of the Year recognition. Nominations are accepted from fellow companies or self-nominations, with eligibility limited to machine shops that are regular members of the NTMA.



*Regional Connections*





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Roadtripping parents-to-be Jeff and Crystal knew the importance of planning – and being flexible. They brought an open mind to **IMTS - The International Manufacturing Technology Show** and found new technologies, great people – and new ways to do business.

Transform your approach at IMTS on Sept. 14-19, 2026, in Chicago.

# ALL WORLD LEADERS HONORED FOR PRODUCT INNOVATION

All World Machinery Supply proudly announces that Senior Director of Technology Darrell Janesak and Engineering Manager Frank Grube have been honored with the EIGERlab 815 Innovation Award for Manufacturing & Product Design, presented in October. The honor recognizes individuals who demonstrate exceptional creativity, resilience and impact in advancing technological excellence and manufacturing.

Janesak and Grube were recognized for their leadership in developing and advancing All World's line of machine accessories, transforming traditional hydraulic, coolant and monitoring systems into smart, energy-efficient solutions. Their work has helped All World build manufacturing tools that address critical industry challenges in workholding, plastic core ejection, high-pressure machining and data intelligence.

## AWARD-WINNING INNOVATIONS:

- ClampMAX® – Hybrid Hydraulic Power Systems for precision workholding.
- CorePULL® – Hybrid Hydraulic Power Systems for plastic injection molding.
- SpindleSHOT® – High-Pressure Coolant Through Spindle Systems for enhanced machining efficiency.
- mySHOP® – IoT Machine Data Monitoring for real-time performance optimization.

The EIGERlab supports start-ups, early-stage growth and expanding businesses as a one-stop resource offering design engineering, rapid prototyping, mentorship, business services and investment connections.

Based in Roscoe, Illinois, All World Machinery Supply provides manufacturers with replacement parts, repair services, customized machine accessories and integrated automation solutions. With more than 30 years of experience

— and the recent acquisition of CNC Solutions providing robotic integration — All World delivers comprehensive manufacturing solutions that enhance performance, productivity and reliability.

*Pictured below: (From left): All World Machinery Supply Engineering Manager Frank Grube and Senior Director of Technology Darrell Janesak received the EIGERlab 815 Innovation Award for Manufacturing & Product Design, presented in October, for the development of machine tool accessories.*



**NTMA**

# 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](http://www.ntma.org/upcoming-events)

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\* Events Subject to Change\*

**2026 CHAPTER LEADERSHIP SUMMIT** ...NTMA

**JANUARY 28 -30, 2026**  
FORT WORTH, TEXAS

**EMERGING LEADERS '26**

**APRIL 27- 29, 2026**  
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**IMTS2026 TECHNOLOGY LUNCHEON**

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