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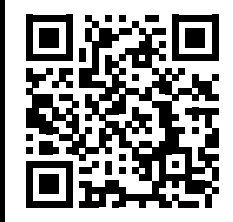
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SEND US YOUR STORY

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 1st of the month prior to publication.

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



UPCOMING NTMA EVENTS



IMTS TECH LUNCHEON
September 10, Chicago, IL



ENGAGE 2024
October 16–19, Nashville, TN



FROM ROGER

a message from the president

In the month of July, we focus on NTMA's Emerging Leaders. In particular, we honor and acknowledge the members of our newest Emerging Leaders I Cohort. Their companies have invested in them to become tomorrow's leaders. The Emerging Leaders recognized in 2023 are now our Emerging Leaders II Cohort. I can tell you that these individuals will be ready and prepared for their potential leadership transition. These young people are incredible. You should see them interact with each other and hear stories about how Emerging Leaders training has helped them personally and professionally.

For those of you who have not invested in your emerging leaders, it is not too late. We will offer our Emerging Leaders Cohort again in 2025. It is time to invest.

At the recent MFG Meeting, presenters agreed that 2024 was the year to prepare for 2025 and beyond. Preparation covers many things, but nothing more important

than investing in your people. No matter where you are in the process of turning over the reins, remember yourself at your successor's age. I would dare say that historically very few companies invested in preparing people for transition. We were literally thrown in to sink or swim. If you're reading this, you probably learned to swim in the chaos. The reality is, most who sank are no longer in our industry. We don't even remember who they are. My question is, do we want our up-and-coming leaders to be remembered in our industry or not? We lost a lot of potentially strong leaders because old-guard leaders did not invest.

Let's not make the same mistake. If you have never invested in your younger workers, take the chance. NTMA has the perfect opportunity for them and you. Identify them and sign them up for next year's Emerging Leaders Cohort. You will not be sorry. You may request past and current participants as

references before committing. Our Engage Conference, October 16-19 in Nashville, would be a great opportunity to speak with them as they complete their training and are recognized for their Cohort I and II completions.

We're so confident in the value of this program that we will refund your registration if you don't see the value in the 2025 cohort.

Members, our industry needs workers and those workers will need leaders. Leaders will need training. In a recent survey, more than three-quarters of employees said they would stay with their current company long-term if it offered better training and development opportunities.

More than half said they want to develop skills to position themselves for better future opportunities at their current jobs, but 39% said they'd likely leave within the next year for a job that offers better learning programs.

They stated, "The days of throwing an on-demand content library at your employees and hoping that allows them to rescale and allows you to build the business capabilities you need as a leader to survive are over. People learn from their teachers, and they learn by going through a program with a cohort of peers at the same time that hold them accountable and allow them to share ideas with each other. Cohort-based learning drives a much deeper level of understanding rather than a superficial kind of learning you get

from watching a video." I personally agree and believe it is crucial in manufacturing where team, collaboration and engagement are the keys to our success.

In closing, I ask you, what would this mean for you and your emerging leaders? Let's invest in both ourselves and our emerging leaders. NTMA and our industry are only as strong as our members. The only way we as an industry can get stronger is to join together for the good of all.

Never forget we are the backbone of American Manufacturing. Join NTMA in our quest for a US MANUFACTURING MOVEMENT.

Roger Atkins, President, NTMA

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Arizona Chapter

Located in Pheonix, Arizona, Dillon Manufacturing is the merging of the Dillon and McMillan families representing over 30 years of manufacturing experience. We are a small-sized shop specializing in the defense, aerospace and firearm industries. Our shop floor houses a variety of CNC mills and turning machines for all types of material such as steel, titanium, aluminum and acetal. Dillon Manufacturing prides itself on our continued dedication to our customers while striving to maintain a reputation for excellent service and reliability. We offer programming, prototype and production with a wide network of outside vendors to assist us in delivering high-quality products to our clients. The business maintains a type 7 FFL license for all your firearm production needs.



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NJ – Eastern PA Chapter

Host Machine Worx roots are founded in the automation industry. Our shop, located in Chester Pennsylvania, was built out of necessity to manufacture parts for our custom automation equipment. Shortly after we opened the shop, we found a need to fill unused time on the machines. As we continued to grow we made the decision to split off the manufacturing shop to focus on solving our customers' needs. Our machining and fabrication capabilities paired with years of engineering and project management create a unique value to our customers. Our younger workforce and strategic growth plan serve to apply modern manufacturing techniques and product enhancements to meet the ever changing needs of our clients. Whether it is straightforward machining of parts or fully assembled and packaged finished goods, we are committed to exceeding expectations. Complemented by our wide range of manufacturing partnerships, our clients experience benefit from a unified team for complex engineered projects and parts. Dedicated in-house project managers coordinate turnkey multi-vendor projects, and clients benefit from the added engineering and production-focused approach. In the end we make elegant solutions to complex problems.



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Kansas City Chapter

Founded in 2013 and located in Topeka, Kansas, Kaw Valley Precision established ourselves in the firearm industry by designing and providing high-quality parts and accessories to the consumer market. Our products were manufactured by trusted domestic partners from 2013 through 2016. In 2017, we took the leap to bring production in-house and bought our first CNC machine. Since then, we have invested in quality machine tools including Citizen, Miyano, Doosan and Brother machines. This investment has allowed us to expand and diversify both our product catalog and machining capabilities. Over the years, we have grown to serve a diverse range of other industries, including defense, electronics, food, injection molding, automotive and more. Our commitment to delivering top-of-the-line precision parts and building strong relationships has made us a trusted partner for many companies. We pride ourselves on our ability to meet the unique needs of our clients and provide them with the highest quality components.



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SWISHER ACQUISITION, INC.

Kansas City Chapter

Established in the heartland of Missouri way back in 1945, Swisher's original founder "kicked-off" the company by inventing and producing the first Zero Turning Radius mower in 1946! Swisher continued producing high-quality and dependable outdoor power equipment, as well as very successfully introducing best-in-class ESP safety/tornado shelters. All are manufactured in Warrensburg, Mosurri to the current day. Swisher will celebrate its 80th birthday in 2025. Swisher's business model has expanded in recent years to include turnkey contract manufacturing designs and solutions to support American-made manufacturers who are now making the shift away from off-shoring. Swisher is laser-focused on offering top-notch and very responsive engineering support, fabrication, welding, powder coating, assembly packaging, warehousing and distribution to support any and/or all of your business needs. Swisher's Management Team will support and guide every facet of your project, from prototype to production and distribution, if required. When choosing Swisher as a turnkey manufacturing partner, your company will receive outstanding commitment, value, responsiveness and continuous innovation that deliver real solutions. Swisher is committed to bringing back American manufacturing.



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UNIVERSAL TECHNICAL RESOURCE SERVICES, INC. (UTRS)

NJ – Eastern PA Chapter

While UTRS Advanced Manufacturing may be a new name in the industry, we combine decades of experience through strategic acquisitions and organic growth as one of the mid-Atlantic's most versatile one-stop-shops for manufacturing needs.



UTRS Advanced Manufacturing — a division of Cherry Hill-based Universal Technical Resource Services, Inc. — is a long-time supplier of advanced manufacturing expertise to the U.S. Army at Picatinny Arsenal, which includes rapid prototyping, design, testing and machining. With the acquisitions of long-time NTMA-member Gaum Inc. (Robbinsville Twp, New Jersey) and Hunter Manufacturing Services (Fairfield, New Jersey) in 2023, we have established a footprint of 35,000 square feet across multiple facilities. We offer precision-machined pieces and manufacturing solutions, from individual items to bulk quantities for aerospace, defense, automotive, pharmaceuticals, packaging, medical/laboratory equipment, as well as many other federal, municipal and commercial needs. Our exceptional team provides precision-machined, made-to-order components using state-of-the-art CNC milling and turning centers operating within rigorous ISO 9001:2015, AS910 Rev. D, and MIL-I-45208A quality specifications. With our start-to-finish production capabilities at multiple locations, we offer fast turnaround, turnkey solutions including prototyping, fabrication, large part capacities, final machining, OEM-quality replacement or change parts, welding, assembly, inspection, LRIP, bulk-order processing, warehousing and delivery.

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LEGAL: EMPLOYEE SAFETY REMAINS A TOP PRIORITY



Recent citations levied by the Occupational Safety and Health Administration (OSHA) serve as an important reminder of the potential liability associated with failing to adhere to safety standards.

In January 2024, OSHA announced cost of living adjustments to its civil penalty amounts, increasing the maximum penalty to \$16,131 per violation for serious, other than serious and posting violations. In addition, the

maximum penalty for repeat or willful violations increased to \$161,323 per violation.

In May 2024, OSHA cited a pallet manufacturer for failing to make sure a machine was locked out to prevent movement while an employee removed material that had become jammed inside the machine. After the employee removed the material, the machine moved, resulting in fatal injuries. Because the manufacturer has been cited previously for lockout violations, along with other citations, OSHA placed the company in its severe violator program and proposed over \$177,000 in penalties.

Also in May, OSHA cited a bread supplier for repeat violations when it failed to ensure the use of lockout/tagout and energy control procedures following an employee injury. OSHA also cited the company for failing to train employees in lockout/tagout procedures, provide adequate machine guarding, require use of necessary hand protection, properly complete injury logs and report an employee hospitalization. Total proposed penalties exceeded \$262,000. At another manufacturing facility in Ohio, OSHA proposed over \$300,000 in penalties after a worker suffered fatal injuries. OSHA concluded the company failed to properly train employees on lockout/tagout procedures, lacked proper machine guarding in place and did not conduct annual training on safety procedures.

These instances demonstrate how important it is for employers to take precautions in all aspects of safety compliance. While the avoidance of significant monetary penalties is an incentive to ensure safety standards are complied with, avoiding employee injury — or worse — should be the primary motivation in developing and administering any safety program.



Stephen B. Maule, of McMahon Berger Attorneys at Law, practices in all areas of labor and employment law. He is based out of St. Louis, Missouri. He may be reached at: maule@mcmahonberger.com

ADVOCACY: TAX TEAMS MEETING TO EXAMINE OPTIONS AHEAD OF MAJOR SLATED INCREASES IN 2026



The top tax writers on Capitol Hill have officially begun the process of reviewing how and whether to prevent \$4.6 trillion in tax increases slated to take effect Jan. 1, 2026, if Congress does not act. Multiple individual and business provisions of the 2017 Tax Cuts and Jobs Act (TCJA) that will expire in 2025 will result in the elimination of the 20% tax rate deduction for pass-through manufacturers (199a), a

drop in the estate tax exemption threshold and reduction in expensing for capital investment (bonus depreciation), among other incentives for industry. House Ways and Means Committee Republicans established 10 Tax Teams which began meeting in June to examine their top priorities as their Senate Republican counterparts created six working groups. Tax-writing Democrats in both the House and Senate separately began holding their own internal meetings to develop their strategy and establish priorities ahead of tax negotiations next year.

House Republican tax writers are beginning to hold hearings and roundtables around the country starting summer to help develop their policy priorities for the coming debate of the more than \$4 trillion in tax increases taking effect Jan. 1, 2026. In addition to educating lawmakers on the impact of the 2025 tax fiscal cliff, One Voice is working with lawmakers to eliminate the tax on R&D activities and to restore 100 percent expensing retroactive to their expiration and phasedown, respectively.



Omar S. Nashashibi is a founding partner with The Franklin Partnership, LLC, a bipartisan lobbying and strategic consulting firm based in Washington, D.C., and a member of NTMA's advocacy team in Washington, D.C.

HR: REMEMBERING THE “R” IN HR



The current HR paradigm isn't working. We've emphasized the HUMAN in HR too much, at the expense of the RESOURCES. What if HR is the resource everyone came to when trying to solve problems before they became problems in the first place?

We are not seen as adding value because we are not seen as producing value. And this is the problem I try to help businesses

solve. What if we added value to our companies beyond being the people who do the layoffs, on-board new employees, administer benefits and all of the other technical things that we do? What if we imagined an HR that proactively adds value to the business?

This is part of the speech I gave at the HR Technologies Conference in London this spring. If you're interested in learning more about this approach, you can watch the full video by following the QR code below:



FUN FACT:

44% of worker skills will be disrupted in the next 5 years. (Forbes, 2023)

Is your company planning and prepared for the disruption?



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

REVENUE: WHAT IF YOUR BEST LEADS ARE THE WEAKEST?



I bet I can describe your “ideal” sales lead.

It's probably an inquiry by a senior executive (decision maker) who has a clear list of technical requirements, a deadline and a confirmed budget.

Sound familiar?

You might even train your sales team to use a BANT (Budget, Authority, Needs, Timing) framework to qualify leads so that they don't waste time on those that are “just kicking tires.”

What if I told you that this was costing you profitable business? That the best leads, deserving of the most sales attention are often those that are more vague?

Sound crazy? Here's why.

Once a prospect has diagnosed their problem, decided on a course of action, established a timeline and reached out to you, they've done the same to several other vendors, as well. You're now playing a game for which they've written the rules.

You're competing on price, lead-time and quality — precisely the same approach as your competitors.

The early stage leads, however, give you an opportunity to bring all of your years of expertise to benefit a prospect. You can help them really understand their problem/opportunity rather than misdiagnose it on their own. You'll suggest alternatives and approaches they might never consider based on their limited understanding and research. You'll help them create a spec and a procurement approach that solves their business challenge, rather than just buy parts. And, you'll establish yourself, your team and your company as a valuable business resource.

Does that guarantee a win? No. But it's much more likely to spawn a long-lasting, mutually rewarding and loyal business relationship than simply churning out quotes.



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

WHAT MAKES A GREAT EMERGING LEADER?

“COACH EM” EMMA DOYLE, PERFORMANCE COACH, OPEN DOOR COACHING USA

Take a moment to ask yourself, in one to a maximum of three words, what makes a great emerging leader (EL)?

There are no right or wrong answers to this question because everyone has a different map of the world. This map comes from your upbringing, culture, religion, family and life experiences. Part of my story was shaped by my father, Derry Doyle, who was the general manager of a company in Melbourne, Australia, called Sutton Tools. After my Dad and I would practice tennis together, we would often visit the factory where he would check on the machines and talk to the people on the floor. These visits instilled in me the importance of learning people’s names and knowing something significant about their lives. Showing that you care is one of the greatest qualities that a leader can possess.

An emerging leader in manufacturing is someone who shows potential to excel in leadership roles by demonstrating strong communication, adaptability and a commitment to continuous improvement. They proactively take initiative and inspire others to drive positive change within their team and organization.



The Record 8

These qualities of an EL are also qualities that a great coach possesses. I have been a coach for over 30 years. In chapter one of my life, I was a high-performance tennis coach taking Australia’s best athletes overseas for multiple years, learning about what it takes to go from good to great. I worked with young people, essentially emerging leaders, and witnessed firsthand those that went on to greatness on and off the tennis court. In 2006, when I studied business coaching, I significantly altered my approach to coaching. My biggest ‘aha’ moment came when I realized that I had to adapt and/or change who I was (my approach, my communication, etc.) to bring out the best in others. This understanding changed my life, and it is part of the reason I find myself in the fortunate position of leading the NTMA EL II cohort through the lens of “Leader as Coach,” which is the way of the FUTURE. In fact, I believe it needs to be the way of ‘NOW’ because of these three important factors:

- Command and control style of leadership is the story of the past.
- Inspire and enroll is how talent thrives in the workplace today.
- People follow people, not job titles.

WHAT ARE SOME OF THE CHARACTERISTICS OF A GREAT EMERGING LEADER?

Interestingly, when I researched over 500 of some of the world’s best coaches in my Amazon best-selling book, ‘What Makes a Great Coach?’ there were some common themes identified. For example, what makes a great EL and a great coach is a person who demonstrates:

- Listening (Trust)
- Empathy (Patience)
- Passion (Drive, Confidence, Motivation)

It is essential that any leader embraces these qualities, especially when you can have up to four different generations working within one company.

HOW CAN WE BRING THESE QUALITIES TO LIFE?

The EL II program emphasizes practical, hands-on learning for the immediate implementation of essential leadership skills, making it a dynamic and impactful journey for emerging leaders in the manufacturing industry. The participants are frequently in breakout rooms to practice their leadership and coaching skills. The monthly modules (nine in total) are derived from the three core components that make up the Genius Model.

CORE COMPONENTS:

1. Confidence — Building your confidence layer by layer over time.
2. Dynamic — Adapting to changes, acknowledging the presence of multiple generations in the workplace, and adjusting your communication accordingly.
3. Transform — Growing, improving, and transforming yourself to bring out the best in others.

STRENGTH CONFIDENCE

In module 1, the focus was on building belief layer by layer over time. Start by asking yourself, in the context of your career:

I’d like to thank Christina Collette, who is the Director of Operations at Reata Engineering & Machine Works, Inc. because she was the first person who believed in me when I moved to the United States. Once I worked with her leadership team, she referred me to the NTMA community and I am very grateful to the entire REATA for the way in which they have embraced the Leader as Coach. — Emma Doyle (Coach EM), PCC, EI, NLP

- What do you most love to do?
- What are you great at?
- What do you do that makes the greatest contribution?

Understanding your strengths is crucial. Reflect on these questions to build your confidence over time. Knowing your strengths helps you contribute effectively and lead with assurance.

DYNAMIC FLEXIBILITY

Understand that everyone learns differently and thinks differently. One of the most important discovery questions is to ask yourself: How can you adapt your communication to bring out the best in the person in front of you?

During the Greenville South Carolina conference, the ELs stepped out of their comfort zone and focused on learning how to communicate with different behavioral styles. Adapting your communication style to meet the needs of others is a critical skill if you want to lead with clear and effective communication.

PERSONAL TRANSFORMATION

Continual self-improvement and transformation are vital as an EL. One of the ways that we approach this transformation is in Module 3: Empowering Purpose. This is the



module where EL II leaders work to create their purpose statements. Staying aligned with that purpose, along with the mission, values and vision of the company, helps you stay motivated.

GRATITUDE PRACTICE

The final tip for any EL is to express gratitude because this is a powerful practice. It helps to shift your mindset and form your intention for the day ahead.



THE CHAIRLIFT RIDE OF MANUFACTURING

GREG McHALE, FOUNDER & CEO, DATANOMIX

At the end of March, I had the great fortune of spending a few days with NTMA's Emerging Leaders - a group of precision manufacturing owners and up-and-comers who are invested in learning how to drive the next generation of manufacturing excellence. On the final day, I was asked to present during the morning session to discuss what's involved in the entrepreneurial journey, or as I titled it "The \$#@% You Learn Only by Jumping."

When we first start our careers, whether immediately after trade school, college, military service or whatever path brought us there, we tend to sit down

on the invisible chairlift ride of life, filled with the hope and optimism that if we do what we're "supposed to do," that ride to the summit will fulfill us. We might dress up on our first day to show we're serious. We'll come in early and stay late. We'll go the extra mile believing that someone will notice and reward us in due time. Just keep sitting on that chairlift, we believe, and we'll get that glorious ride to the mountain top.

Inevitably, the chairlift will come to a random stop, and we'll wonder why we're not moving. Here we start learning about the different forms of friction: politics, cultures, leadership styles, poor strategies, lackluster processes, not enough will to win or unwillingness to change. "Is it just me?" we'll ask. And just as our frustration almost boils over, the chairlift starts moving again.

That cycle can and will repeat a number of times. It may even cause us to switch chairs, only to suffer the same frustration from a slightly different perspective. The reality is, if you have

the disease of entrepreneurship, the need to win, and to innovate and solve bigger problems, then you'll quickly figure out that everyone else, regardless of whether or not they dressed up, came in early, stayed late, worked hard or mailed it in, is sitting on exactly the same chairlift ride that you are. Maybe they're a few chairs ahead or a few chairs behind, but you're on the same ride, heading for exactly the same mountain top. And if you are someone who is ultimately going to lead the way for

only one way that happens. Does the price of jumping off that chairlift feel lower to you than the cost of sitting still? You can be really close to that mountain top when you contemplate this question. Some of you are almost off the ride as you read this. It doesn't matter.

"DOES THE PRICE OF JUMPING OFF THAT CHAIRLIFT FEEL LOWER TO YOU THAN THE COST OF SITTING STILL?"

Once you've reached that point, and you're willing to jump, that means you're ready to innovate. And once you're in that innovator's mindset, where you will keep trying things, keep evolving, keep investing to build a better version of yourself, your business, your community — whatever your canvas happens to be — you become unstoppable.

The analogous challenge for manufacturers is what does innovation look like for our industry? We need to clearly see the picture. We need precision manufacturers who have data and visibility on everything they do, who know their real costs and can see what to optimize, who have digital first processes on the shop floor to share information and expectations, and my favorite part, are doing the AI that matters most: "AUTOMATE IT!"

your endeavor of choice, then this realization should drive you absolutely nuts.

If you think you've had it with this stupid chairlift ride and you're ready to jump, there is

Automation is not just robots or cobots. If you're doing something that sucks, automate it! It can be as simple as knowledge that is shared regularly, visibility into real production performance, inspections and associated data, the process of getting tools or handing off a job. Just walk around the shop floor and get mad about stuff that is too hard to do. And if there is anything you don't have automatic visibility into, say "enough is enough, we're going to automate it." Just do it.

Let's shift our mindset to innovating our way out of labor that is never coming back, costs that are not coming down anytime soon, and flying blind inside the four walls of our own buildings. This will free us to make investments and decisions that we need to get better.

I am confident that if precision manufacturers embrace this moment of innovation, we are not that far from a future where those who adapt will be running digital first businesses that are three to five times more capable, three to five times more valuable and 10 times less frustrating and arduous. And yes, there will be some things we try that don't work. That doesn't mean we failed. With the help of great organizations like the NTMA, learning from other owners and leaders who are also trying to innovate, plus support from technology vendors who are trying to make this vision a reality for the industry at large, we will get there.

All we have to do is jump.

WHY EMERGING LEADERS?

Ask the experts: participants.

DANIEL ANGLEMYER, MANUFACTURING MANAGER, HIBSHMAN SCREW MACHINE PRODUCTS



My leadership journey started as a leader without purpose. I always knew I could be a good leader, but I had no training, coaching or the right team beside me to help (or I did and just did not notice). I was a do-it-yourself type of leader, never delegating and always chasing my tail. I was jumping from one problem to the next and always forgetting where I was at. I was unorganized and never knew how to begin, so I would start little projects everywhere, never really finishing the project or assignment. I learned it's hard to get a team to follow you when you do not even know where you are going. My management style was more about wanting everyone to be my friend rather than me being their leader. I found this made tough decision making hard, and when there was an issue that needed resolved I would jump to accusations and overreact. I did not set any professional goals and was just going with the flow.



Now, here I am two years later as manufacturing manager at one of the greatest machine shops ever, Hibshman Screw Machine Products. I am in my second year with Emerging Leaders, learning and passing along the knowledge I have gained through all the leaders and upcoming leaders I have met. I'm no longer a boss without a purpose, but rather a strong leader setting goals and leading a great team of machinists.



Mike and Dave, who are a great couple of guys, were my coaches in Cohort I. They taught me how to communicate better and how to utilize the talent that I have around me. They helped me recognize "The Whos" that are going to help the company grow. They are your

ABC players. I learned how to listen to my team better, not overreact and how to delegate. They taught me that reading really is fun, and I found that I have a passion for reading more and taking notes all the time. I was able to set my five and 10-year goals, both professionally and personally. I learned about finance and sales/marketing, which gave me the ability to see the bigger picture and help the company in the right direction. I learned how to make processes better, specifically how to utilize the single-minute exchange of die (SMED), where you take a process and make it more efficient so your setup time is faster. For all of these things, I am truly grateful.

For my Cohort 2, I have the energetic Coach Em. She's amazing with the energy she brings to every meeting and the "out of the box" activities she has us do. Coach Em makes learning fun and has helped me step out of my comfort zone. I've learned that people feed off your energy and passion in the work place, as well as in life, so it's important to be more energetic in meetings and activities with the team. I've learned to look for certain traits in people that allow me to know who to pick for my team. I learned how to ask better questions, which has helped a ton at work and at home. It helps me be more involved and will help your team open up more. I've learned to always bring a positive attitude to every situation.

If I only had one thing to say about the NTMA Emerging Leaders program, it is that if you're not involved, get involved, because the end result won't make you a good leader, it will make you a great one!



"The Emerging Leaders program has been one of the most valuable experiences of my manufacturing career. I learned more about time management, how to effectively communicate with my team members, and how do be an impactful leader from Mike and Dave in nine months than I have in the last 15 years working in machine shops. I believe investing in your growing leaders via this program is essential in making your business more efficient and profitable."

David Hartfelder

REATA ENGINEERING AND MACHINE WORKS, INC.

"The Emerging Leader program was a great opportunity to gain a deeper understanding of what it takes to excel as a leader within the industry. I was impressed by the program's curriculum, which covered a wide range of topics such as communication skills, time management and lean manufacturing. Each monthly session was delivered by experienced facilitators who were knowledgeable, incredibly engaging and seemed genuinely invested in the participants' growth and success. I believe the networking opportunities provided by the program were invaluable. The connections I made with other participants from various backgrounds and experiences not only expanded my professional network, but also allowed me to gain valuable insight I would not otherwise have access to. I recommend this program to anyone who wants to become a more effective leader within their organization."



Stacy Benner

REATA ENGINEERING AND MACHINE WORKS, INC.



"The Emerging Leaders program has been excellent and I highly recommend it for anyone moving up through a company into a management role. Even though it is a 10,000-foot overview, it has been very helpful for me personally. I personally hope they run it again next year, because I would like to have at least one or two of my supervisors go through the program."

Bob Bourbon

PLANT TOOL AND ENGINEERING



Shawn Cerne

ACUTEC PRECISION AEROSPACE, INC.

Shawn Cerne is a seasoned professional with a diverse skill set honed over six years at Acutec. With a foundation in quality assurance, Shawn has excelled in roles spanning CMM programming, quality planning and inspection.

Meticulous attention to detail and commitment to excellence have been instrumental in ensuring product integrity and customer satisfaction.

Transitioning seamlessly into a sales role, Shawn brings a unique perspective, combining technical expertise with a keen understanding of customer needs.

Driven by a passion for continuous improvement, Shawn thrives in dynamic environments, adapting quickly to new challenges and leveraging expertise to drive business success.



Tyler De Luna

CAMERON MACHINE

From the halls of Texas A&M (May 2022) with an Industrial and Systems Engineering degree, Tyler De Luna felt a pull towards the intricate world of small job shops, even though mass production beckoned.

Landing at Cameron Machine in January 2023, he swapped textbooks for wrenches. Despite limited experience, his eagerness and adaptability shone through.

Mentored by colleagues, Tyler dove into machining, acquiring a valuable skillset. This hands-on experience fostered a strong work ethic and remarkable learning agility.

Now, energized by his knowledge, Tyler thrives at Cameron Machine, eager to keep growing.



Cody Gadreault

PILOT PRECISION PRODUCTS

Initially, Cody Gadreault had his heart set on studying carpentry. However, he eventually fell in love with the manufacturing program. As a senior in high school, he worked as a co-op student at a local job shop. Upon graduation he was offered a full-time job as a machinist. While working he attended a community college and pursued an Associate Degree in Mechanical Engineering at night. After working 11 years in an aerospace/defense job shop and getting promoted to management in 2017, he decided to pivot his career in 2022 towards application and customer support and joined the Pilot Precision Products team.



Gavin Giguere

PILOT PRECISION PRODUCTS

Gavin Giguere started his manufacturing journey in 2011 at a vocational high school in Massachusetts. By 2012, he worked as a manual machinist at a small shop, where he learned everything from sweeping floors to programming CNC machines. While working he attended college at night for mechanical engineering technology. He also worked as an applications engineer for a CNC distributor, gaining insights into various companies. Later, Gavin moved to the firearms industry, working on new product development and starting departments for new product lines. He worked briefly for a CAM software company before joining Pilot Precision Products as Engineering Manager. Gavin also serves as Vice President for the WMNTMA chapter, sharing his dedication to the industry.



Jim Leach

WAGNER MACHINE

Jim Leach started as a milling machinist at Wagner Machine in 1995. Trying a few other avenues along the way, he returned to Wagner Machine in 2012.

He has spent the majority of his time on the shop floor running various mills, usually the biggest or newest.

In 2017 he was asked to take Mastercam training to help with programming. That training grew into his current role of project lead. In that position, he assists with everything from quote to delivery.

He is the father of four. Raising them to be confident and to inspire confidence in others has been the most important aspect of his life. He looks at his job at Wagner in the same fashion. He is thankful to Wagner for the opportunity to help develop a team that inspires each other to be at their best as often as possible.



Ashton Lord

ALIGN PRECISION ARUNDEL

In June of 2014, Ashton Lord started working as a part-time machine operator at Arundel Machine Tool while attending vocational school in high school. Upon graduation he was hired as a full-time CNC machinist. Working second shift, he earned his associates degree in precision machining at Southern Maine Community College. In the fall of 2019, he enrolled in the University of Maine Orono and earned his degree in Mechanical Engineering Technology in 2021.

Upon graduation, he returned to Arundel Machine Tool as a New Product Introduction Engineer overseeing new product process development from aiding in quoting through programing, machining and inspection.

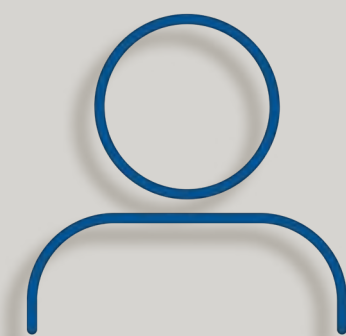
The company was purchased by Align Precision, and he now shares the workload in new product development with several Align business units across the country.



Chevelle Nolte

AHAUS TOOL & ENGINEERING, INC.

Chevelle Nolte started as a part-time Accounting Clerk at Ahaus Tool & Engineering in 2016. While pursuing her Bachelor of Science in Accounting at Indiana University East, she became an accounting apprentice, balancing full-time work with full-time study. She completed her degree and the Ahaus Apprenticeship Program in 2019. Since then, Chevelle has steadily assumed additional responsibilities, including closing the books, leading to her recent promotion to Accounting Manager.



Sean Osborne

WAGNER MACHINE

Sean Osborne began at Wagner Machine in 2014 as a machine operator. He quickly completed the NTMA-U program and started running the company's most advanced machinery. He has since obtained a manufacturing engineering degree and works as the Project Engineer at Wagner Machine. He plays a pivotal role in advancing the company's manufacturing operations. With a focus on incorporating the scientific method, Sean has been instrumental in driving productivity and efficiency. He works closely with machinists and department leads, emphasizing training and development to bridge skill gaps and support the company's growth and innovation initiatives.

OUR EMERGING LEADERS '24



Bios not included:

DUSTIN BAZZELL
Planet Tool and Engineering

GREG BRAS
Acutec Precision Aerospace, Inc.



James Randall
SOUTHERN MACHINE WORKS, INC.

Hired by Southern Machine in 2020 as a manufacturing estimator, in just four years James Randall has also added the titles QMS coordinator and quality manager.

James has nearly 18 years in the manufacturing industry. He began his manufacturing career in 2006 at Halliburton Manufacturing as a forklift operator.

Within a few months, he became a machine operator running CNC lathes and mills. He moved into the quality department first as a QC analyst and later as an inspector QC liaison.

After approximately 10 years at Halliburton, James spent about three years as a QC inspector for Flotek Chemical.

James and his wife, Autumn, have three children. He coaches their basketball teams. When he isn't on the courts or at the ball field, he enjoys camping, fishing, hiking and sports.



Clayton Reyher
ACUTEC PRECISION AEROSPACE, INC.

Clayton Reyher's passion for machining began in high school. His dad has been a machinist for over 30 years and sparked the interest in his son.

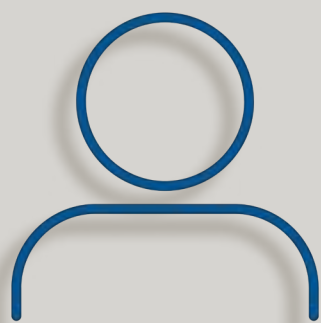
Clayton started at Acutec more than six years ago as "C" machinist. He worked his way up the machinist ranks and became fascinated with programming and process development. He is currently a manufacturing process developer and CNC mill programmer. He is committed to developing processes to maximize efficiency, utilization and quality.



Michael Sperry
ACUTEC PRECISION AEROSPACE, INC.

Michael Sperry started at Acutec in 2021 after graduating from Penn State with a BS in physics and minors in nanotechnology and engineering technology. Acutec hired Michael as a CNC programmer despite having little manufacturing experience after proving to be quick learner during multiple internships.

Michael programmed Acutec's mill turn machines including 9 and 11 axis Mazak Integrex's and DMG Mori NTX's. Proving the capabilities of Esprit for programming complex multi-channel equipment, Acutec purchased four Tsugami Swiss turns and four DMG Mori NZX's for Michael to program, as well. Both sets of machines were dual channel, dual spindle machines which allowed for highly efficient multi-tasking production. After being part of the programming team for a few years, Michael was promoted to be an industrial engineer at Acutec where he now oversees the automation team and is transitioning into master scheduling and equipment management.



Doug Wollgast
PLANET TOOL AND ENGINEERING

Doug Wollgast has been working for Planet Tool for 23 years. He started out as a machinist and has progressed into his current position as a shop supervisor and job planner. Over those years with Planet Tool, the shop has grown in employee number and capability. Planet Tool, which celebrates 60 years in business in 2025, is a job shop servicing many industries, from machining castings to aerospace work.



Austin M. Workman
INTERWEST LASER INC

After graduating with his MBA in 2020, Austin Workman was hired at Interwest Laser as the vice president of operations to help expand the company's manufacturing services. Interwest Laser is a small shop located in Layton, Utah, near Hill Air Force Base. Austin's current responsibilities include programming, machine set up, quality control and leading a small team of machine operators. Being new to manufacturing and CNC machining, his machining education has come in the form of on-the-job training and the NTMA online classes. Austin is excited to increase his knowledge and skills in leadership and in the manufacturing industry.



Steven Williamson
CUSTOM TOOL, INC.

Steven Williamson started manufacturing when he was 18 in 1995 and loved it. He worked in manufacturing for two years before looking at other career options.

In 2008 he returned to manufacturing on the floor as an operator and worked his way up through set-ups and lead positions to supervisor in just a couple of years. After being on the production side for seven years, Steven moved over to quality as a quality engineer, where he has been able to adapt his manufacturing experience to understanding the depth of quality that goes into the manufacturing process.

He has five years of background in automated processing with some robotics experience. Steven has been working with Custom Tool for almost three years, an experience he is enjoying that has helped him to expand his manufacturing experience through greater capabilities. Steven is a green belt in Six Sigma with one black belt Project completed.



Steve Zoda
AHAUS TOOL & ENGINEERING, INC.

Steve Zoda has 34 years of experience in the manufacturing /machining industry and has worn many hats in his career. He started his career as a tool and die maker, building dies for the automotive electrical systems and electronic consumer devices. He also learned the mold building trade early in his career. Most of this was very precise, extremely tight tolerance work.

He has held many management positions in his career, including tool room supervisor, shop floor foreman and project management supervisor. For the last 10 years of his career, Steve has worked in operations management positions. Currently, he is the manufacturing operations manager at Ahaus Tool and Engineering in Richmond, Indiana. Ahaus is a diverse custom-build manufacturing company serving many segments of the industry.



Get inspired!

Check out the books on our Emerging Leaders book list.

ATOMIC HABITS
by James Clear

THE 5 LANGUAGES OF APPRECIATION OF THE WORKPLACE
by Gary Chapman and Paul White

THE E-MYTH
by Michael E. Gerber

THE GREAT GAME OF BUSINESS
by Jack Stack

EXTREME OWNERSHIP
by Jocko Willink and Leif Babin

GOOD TO GREAT
by Jim Collins

ENTRELEADERSHIP
by Dave Ramsey

THE 10X RULE
by Grant Cardone

10X EASIER THAN 2X
by Daniel Sullivan

WHO NOT HOW
by Daniel Sullivan



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AFFINITY PARTNER

PAPERLESS PARTS:

MODERN QUOTING TECHNOLOGY IS A WIN-WIN FOR SEASONED ESTIMATORS AND EMERGING LEADERS

There's a common challenge amongst machine shops and custom part manufacturers in the U.S. today: they rely on one estimator who has been handling their job, along with other responsibilities like engineering, inside sales, and management, for decades.

Their quoting process may also be inconsistent and/or inefficient, making it challenging to return quotes at the speed most OEMs expect these days. Additionally, there's often a high learning curve that makes it difficult to train a junior estimator to help manage the workload.

WHY DOES IT MATTER?

The most skilled personnel should focus their time and expertise on opportunities where their unique abilities can have the greatest impact on the company. An experienced estimator often has the most manufacturing and business experience in the shop, which is why they handle the critical and sensitive task of quoting. Instead, too often what happens is that tenured, talented individual spends their day doing things like repetitive admin tasks required to build a quote (gathering all relevant files, customer notes, desired quantities, etc.), drafting the quote in their ERP/MRP or alternative system, building out routing steps, hunting down material pricing...the list goes on.

If each quote item takes 15 minutes to create, then saving 50% of the time spent on administrative tasks would save 7.5 minutes per quote item. With about 50 quote items per week (depending on shop size and volume), this would amount to over six hours saved weekly. Imagine the additional

projects one of the shop's most skilled members could complete with six extra hours each week.

QUOTING TECHNOLOGY TO STREAMLINE YOUR PROCESS AND EMPOWER YOUR PEOPLE

Paperless Parts' quoting and collaboration software helps shops manage every step of the quoting workflow in a single, centralized environment. But technology is only as powerful as the people and processes behind it.

A few ways Paperless Parts streamlines your quoting process to alleviate pain points and remove bottlenecks:

- We work diligently with your team to review the current quoting process to identify friction points and opportunities.
- We then identify the most time-consuming administrative tasks and determine if they can be handled by someone else or automated using our software. (We recently dropped a feature that reduces quote setup time by 90% with an AI-powered workflow.)
- Rules or "guardrails" are put in place to reduce risk and make quoting a more accessible business function.

Paperless Parts captures and applies tribal knowledge—near-instinctual expertise individuals gain from decades of shop experience—through customized quoting rules. By defining specific formulas, we capture this knowledge and apply it to the quoting process. By defining these rules, we create a framework that filters quotes into different complexity levels, informing a more structured and intelligent quoting process. These rules

create a customized workflow that not only allows more experienced estimators to focus on more complex quotes but also captures and centralizes their thought processes to remove them as a single point of failure.

The Benefits of Empowering Your Emerging Leaders

There are numerous benefits to involving more junior employees in the estimating process:

1. Your lead estimator's time and unique abilities are reserved for the most impactful quoting opportunities, increasing speed and output.
2. That same valuable person can free up 6-10 hours weekly for other more strategic, revenue-driving tasks.
3. Decades' worth of knowledge is captured in one central location, ensuring it is never lost.
4. The next generation is properly trained and prepared to take over the quoting process, which helps bridge the skills gap and ultimately ensures smoother succession planning down the road.

UNLOCK THE POTENTIAL OF YOUR TEAM AND TECHNOLOGY

Fixing the reliance on a single estimator by improving your quoting process is key for machine shops and custom part manufacturers to stay competitive. By using advanced quoting technology like Paperless Parts and training junior estimators effectively, shops can make their operations more efficient and consistent. In the end, these improvements don't just alleviate day-to-day pain points and inefficiencies—they help your business reach its full potential.

Want to give your team the right tools and training to set your shop up for long-term success? Visit paperlessparts.com today to learn more about how our patented technology and solution-oriented team can help.



Here to Help





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MEMBER PROFILE: HIBSHMAN SCREW MACHINE

CHAD VANDERBEEK, PRESIDENT, HIBSHMAN SCREW MACHINE

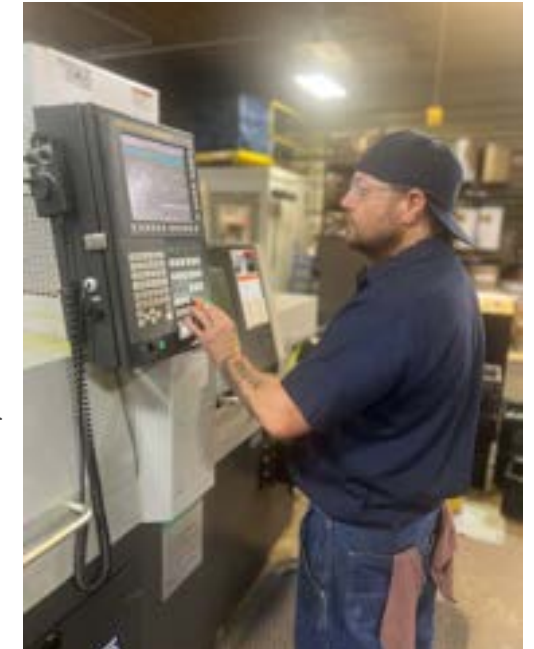
WHO WE ARE:

Since 1967, when we first started manufacturing machined components based on blueprints and the infamous “napkin drawings,” Hibshman Screw Machine has evolved into a precision manufacturing partner for many of our region’s leading manufacturers. Beginning with a few Brown & Sharpe machines, a couple of Acme Gridley multi-spindles and a dedicated team focused on developing a precision machining company producing top-quality turned parts, our mission remains the same: to solve our customers’ machining challenges.

WHAT WE DO:

Hibshman specializes in contract precision turning, providing custom-turned components for a wide range of industries. As an ISO 9001:2015 certified company, we are committed to quality, the art of precision and the importance of meticulous attention to detail.

Our facility is equipped with over 36 machines, allowing us to manufacture both simple and complex parts for essential components and sub-assemblies. We work with round bar, hexagon and tube stock to machine components from materials such as aluminum, brass, copper, stainless steel, carbon steel, specialty steels and steel alloys, as well as a variety of thermoplastics.



WHAT WE DO REALLY WELL:

Our strength lies in our ability to listen to our customers and meet their needs using our data-driven resources and experience. Every item we manufacture through our facility is documented and tracked through our cloud based ERP (ProShop ERP). This has allowed us to not only become more efficient, but has also allowed us to become a more reliable partner for our customers.

WHY WE ARE MEMBERS OF THE NTMA:

Just like every other machining company out there, Hibshman runs into problems and challenges that need to be figured out. For over 55 years, Hibshman sort of stood on this little island thinking we were all alone. In 2022, we took a leap and joined the NTMA, and the results have been very beneficial. The NTMA community is so open and supportive. We have attended every national NTMA conference since joining, and every NTMA member I encounter is always open to sharing their knowledge and experience.

But the biggest part of our growth has been the NTMA’s Emerging Leaders program. We put two individuals through this program and watching them grow their leadership skills and confidence over the past 18 months has been truly amazing.



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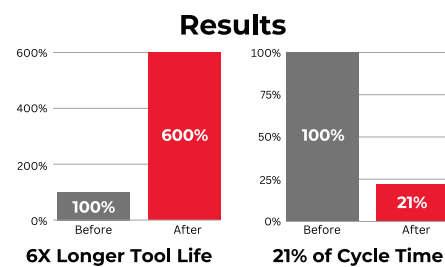


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In recent tests, Palbit DOMX inserts showed a 6X increase in tool life and a 79% decrease in cycle time compared to other tooling!

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TEACHING EDM

JOSEPH T CERO JR., PRESIDENT, CER-MAC INC.

In Telford, Pennsylvania, CMW Tech was founded as an extension of Cer-Mac Inc. in 2019. The vision was to create quality and affordable tools for independent machine shops, which also turned out to be a workforce WIN.

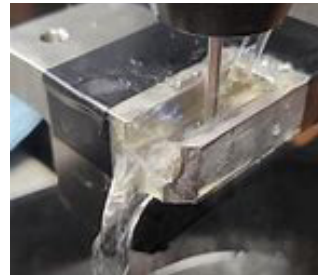
The experienced team of machinist and engineers has developed an EDM tool that is effective in both vertical and horizontal applications. This tool provides the opportunity to RAM EDM features at any place, at any time. It's called EDM 101.

The EDM101 machine tool is the most cost-effective solution in the teaching of the EDM manufacturing industry. While machines like these retail for \$100,000, the EDM 101 is available for \$24,500, making it an affordable educational tool. It offers trade schools and community colleges the chance to teach the EDM process in the classroom lab with hands on projects.

The EDM 101 has all the big-league controls and parameters used to produce world class precision parts: on time, off time, limited

current and spark gap voltage. The system is rooted in the science of the erosion equation $E \sim I \times V \cdot t$, offering students the opportunity to learn the entire process of the EDM systems as they occur in the global market place.

CMW Tech is currently developing educational partnerships to build a curriculum to expand the use of the EDM process. Here's to innovation that not only builds our industry, but also builds our workforce.



Workforce WINS



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NATIONAL ASSOCIATE MEMBER SPOTLIGHT: DATANOMIX

BARBARA SHEA, DIRECTOR OF CONTENT MARKETING, DATANOMIX

Datanomix was founded in 2018 with a simple mission: to help growth-minded precision manufacturers optimize their production performance. We took the time to talk with hundreds of manufacturers to see how they run their shops and learn about their challenges. What became immediately apparent was that people didn't have access to accurate information.

DO ANY OF THESE SOUND FAMILIAR?

- You're trying to estimate how long a job is really going to take and how much money it will make, but the ERP standards can't help you do that.
- You're looking for ways to improve cycle times and utilization, but clock-in-clock-

out data and part counts don't show you where to focus.

- You need to see how a job in progress is really going, but the ERP doesn't have any real-time data, so you can't.
- We saw that for manufacturers to thrive, not just survive, they needed better information. ERPs are great for telling you what you made, but



they are the wrong tool if you are trying to figure out how to make more.

MAKE MORE WITH DATA-POWERED PRODUCTION™

Datanomix Production Monitoring software helps solve manufacturers' real-life problems with real-time data. The software provides insights into what's happening on the production floor by

pulling data directly from the machines — no operator input required. The data is instantly analyzed and organized into user-friendly dashboards that give people the information they need to make more. More revenue. More profit. More for less.

IMPRESSIVE ROI

Quick Wins, three workflows that are part of the onboarding process, introduce everyone to real-time data. First, TVs broadcast which machines are down, why and for how long. Second, notifications are sent to designated people's mobile devices when issues occur or go on too long. Finally,

downtime around the



start of shift, breaks and end of shift is tracked and trended. These workflows deliver an average of one additional hour of uptime per machine per day.

Unlock the true potential of your manufacturing operations. Eliminate inefficiencies and empower your people with real-time insights to guide daily decisions. To learn more, visit [Datanomix.io](https://www.datanomix.io) and stop by Booth #135636 at the IMTS Show in Chicago!

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velope, and numerous smart functions all make your workday immensely easier. The TNC7 assists you throughout the entire production process. It will advance your operations and add reliability to your processes. So take your manufacturing to a new level. It's the future of machining.

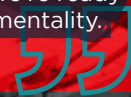
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AMT SPOTLIGHTS INNOVATION AT IMTS: **HYPHEN INNOVATIONS AIMS TO DISRUPT MARKETS**

With AM-Enabled Vibration Dampening Technology

Dayton, Ohio, has been a hotbed for innovation since Wilbur and Orville Wright flew a bi-plane kite in 1899. Today, a new area start-up, Hyphen Innovations, could usher in a new era of innovation for turbine engine blade manufacturing and repair using i-DAMP technology, or Inherent Damping via Additive Manufacturing Processes.

“With i-DAMP, all we need is 1% to 4% of unfused powder within a component to be able to suppress vibration by as much as 95%,” said founder Onome Scott-Emuakpor Ph.D., who started his career at Wright-Patterson Air Force Base at the Air Force Research Laboratory 23 years ago.

“After situations such as a bird strike, you may be able to still operate without failure until you get to your next destination with i-DAMP,” said Scott-Emuakpor. “For parts that are inspected quite frequently for maintenance, repair and overhaul, you can extend inspection intervals by up to two times, which would save billions of dollars annually for the aerospace and defense industry.”

Just 16 months into full operation, Hyphen has been selected for nearly \$1,000,000 in contracts. In addition, Hyphen is conducting research using a micro-turbine engine to double its thrust.

“One of the reasons why we’re getting into hybrid turbine engines is to combat some of the challenges in urban air mobility where a lot of the customers are looking for systems that can travel about 300 miles,” said Scott-Emuakpor. He views Hyphen as a disruptor because while larger companies



advance technology at the rate at which consumers request it, they are moving ahead of consumer demand.

“We believe that certain aerospace, maritime and automotive components can perform better than what’s currently out there,” said Scott-Emuakpor. “Our strategy is to work with a select few of the large companies so that when it’s time to disrupt, we essentially have top cover. A lot of what I do is find big brothers who like Hyphen Innovations.”

So far, that includes GE Aerospace, Siemens (IMTS booth #133249 and 433028) and EOS (IMTS booth #432302). The company also works with Laser Fusion Solutions, of the premier AM experts within the Dayton area.

“Partnering with them shortens our learning curve and reduces the necessary in-house resources,” said Scott-Emuakpor. In-house equipment includes a M450 laser wire-directed energy deposition AM system from Meltio

(IMTS booth #432217) and a Creafom HandySCAN 3D laser scanner (IMTS booth #134250).

PREMIER NETWORKING EVENT

Part of a researcher’s job is to make connections to spread the word about their efforts, and that includes participating in trade shows.

“IMTS is not just the people. It’s the different industries that all play into manufacturing,” said Scott-Emuakpor. “It’s a premier place to go to network, to do business development, to expand the capability and the reach of what Hyphen Innovations can do. Further, the Additive Manufacturing Sector at IMTS was probably one of the most diverse and largest that I’ve seen. IMTS is a one-stop shop for anybody who is into additive manufacturing.”

Network and explore the vast word of manufacturing technology at IMTS 2024. Register at [IMTS.com/Register](https://www.imts.com/register).

From Our Partners



CHAPTER CHECK-IN

RRVTMA CELEBRATES GRADS

TAYLOR HOHN, COMMUNICATIONS SPECIALIST, DIGITAL HIVE MIND



The Rock River Valley Tooling & Machining Association (RRVTMA) celebrated the graduation of nine apprentices in May. The RRVTMA, in association with Rock Valley College in Rockford, Illinois, facilitates apprenticeships for member companies across Southern Wisconsin and Northern Illinois.

“Apprenticeships are vital to securing the future of manufacturing,” said Casey Schwebke, RRVTMA president. “With so many people in manufacturing approaching retirement, we need a skilled workforce to fill that gap. These recent graduates should be proud for so many reasons: finishing four years of college while working full-time, obtaining 8,000-10,000 hours of on-the-job training (depending on their concentration), many raising families while doing this. And now, knowing they can go anywhere in the world and find work with the skills they have learned.”

The RRVTMA’s announces this year’s graduates:

CNC PRECISION MACHINIST

- Timothy Albrecht, sponsored by Honeywell
- Alvin Maten, sponsored by F.N. Smith Corporation
- Jose Novela, sponsored by RG Manufacturing and Machining
- Argusta Walker, sponsored by Honeywell
- Joel Miller, sponsored by Forest City Gear

METAL FABRICATOR/WELDER

- Gideon Fuhrer, sponsored by Hennig

TOOL & DIE MAKER

- Dan Carter, sponsored by Honeywell
- Thomas Craven, sponsored by Continental Machine
- Garrett Doty, sponsored by Rockford Acromatic Products

The graduation ceremony was held at the Illinois Bank and Trust Pavilion at Aldeen Golf Course in Rockford, Illinois. Dave Hataj, owner of Edgerton Gear and founder of Craftsman With Character, gave the keynote address. “About eleven years ago I started to realize that we’re just poaching workers from each other because we don’t have enough young people coming into the trades and manufacturing,” Hataj said in his address.

“Anybody that’s good probably already has a job.” Craftsman With Character aims to partner with businesses and high schools to instill soft skills and grow future generations of manufacturing workers. “I have seen firsthand how important apprenticeship are,” said Schwebke. “My grandfather finished his apprenticeship in 1966. He went on to teach many apprentices and eventually started his own shop in 1979. Now being a third-generation business owner myself, I want to continue to help others earn a career that has a huge impact on the world and is incredibly rewarding. I really enjoy seeing how many apprentices have gone through our program and their success stories.”

In addition to May’s graduates, the RRVTMA is currently administering 52 apprenticeships between 34 member and 20 associate member companies, set to complete in the next four academic years.



REMEMBERING MATTHEW COFFEY

Faithful Family Man and Dedicated Champion of Manufacturing

Matthew Bernard Coffey, NTMA president from 1987–2005, died in Washington, DC on April 19, 2024.

A native of Cumberland, Maryland, he was the son of Francis Wade and Mary Agnes (Stegmaier) Coffey. He is survived by his wife, Sharon West Coffey and their two children, Julia Coffey and Francis Matthew Coffey along with three granddaughters, a brother and two sisters.

Matt, as he was known by his family and friends, was a devout Catholic who volunteered in both his childhood parish as well as the Washington National Cathedral.

Matt attended LaSalle, a Catholic boys school in Cumberland, Maryland, and received an MBA from the University of West Virginia.

Matt began his professional career as a staff assistant to President Lyndon Johnson. In that capacity he was

responsible for presidential recruitment and personnel appointments.

In 1977 Matt joined Textron, Inc. During his first year with Textron he served as Executive Director of the National Business Alliance, after which he opened Textron’s first Washington Office of Legislative Affairs. Matt was then sent by the Chairman of Textron to Bridgeport, Connecticut where he served as Vice President for Administration and Chief Financial Officer of Textron’s newly acquired Bridgeport Machines division.

Matt returned to Washington in 1983 to serve as Executive Director of the National Association of Counties. After four years, he joined the National Tooling and Machining Association where he served as President for 20 years until retirement in 2005.

Above all, Matt’s greatest passion was for his family. He and Sharon shared



53 loving years together in marriage. They worked as a team on every aspect of their lives, including employment and volunteer activities. Matt’s happiest times were when he was with Sharon and their children.

Standing at 6’8” he towered over most. He was a gentle giant who was loving and kind and had a delightful sense of humor about life. He will be greatly missed by all who knew him.

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MEET THE 2023 SERVICE AWARD WINNERS:

2024 Nominations are open until August 9th

See the following page for details.

Honor Award

For continuing meritorious service and dedication to the industry and/or the Association

BRUCE DWORAK, HOBSON & MOTZER

Bruce's company, Hobson & Motzer, is a founding member of the NTMA. The CTMA/NTMA has been a part of his life since childhood. He has consistently exhibited strong, active participation in the association both nationally and locally, as a regular member and as a leader. Through his actions, his time, his energy and resources Bruce Dworak lives all that NTMA is and stands for. He is a dedicated champion of manufacturing through workforce development, education and government affairs. He has consistently supported the manufacturing programs of Connecticut's technical high schools and community colleges. Bruce has been a member of the CTMA Board of Directors for 18 years, serving twice as trustee, twice as president and is currently the acting president. He has chaired the CTMA Government Affairs Team for the last 11 years. Bruce began attending national conferences as a child, with his parents Frank and Dee. Over the last decade he has religiously attended events like the fall and spring national conferences, legislative conferences, chapter leadership summits and others. Bruce sponsors workforce development and career educational programs through the school systems in each of his two locations. He hosts plant tours, brings in students for summer work programs and internships, and realizes the importance of building our technical school system to strengthen the pipeline of candidates for manufacturing jobs. His deep commitment to NTMA is fueled by the satisfaction of seeing collective efforts breathe new life into our industry.



NTMA acknowledged the 2023 Service Award winners at the Engage 2023 kickoff in Indianapolis. Do you know a company or individual that deserves to be recognized? The Nominating Team will be accepting nominations for all four awards until Aug. 9, 2024. Join us at Engage 2024 in Nashville, Tennessee where we'll name this year's winners. We look forward to celebrating with you.



William E. Hardman Award for Excellence in Training

For strong support and active participation in structured training for the precision custom manufacturing industry

LINDA HEINING, GLOBAL/SFC VALVE CORPORATION

Global/SFC Valve Corporation, a small company in Somerset, Pennsylvania provides training to all 44 employees including: blueprint, metallurgy, quality assurance, applied mathematics, safety training and more. Global allows their apprentices time during work to complete their required 576 hours of classroom training necessary for the journey person machinist certification. They use NTMA-U for most of their classroom training. Global has dedicated two senior machinists to instruct apprentices while on the job completing their 8000 hours of machine work. Two apprentices have already completed the program. Global also participates in economic development initiatives to support local businesses, hires high school and college interns to gain valuable workplace experience and is active in high school career educational programs, including Teacher in the Workplace, Business Education Partnership and Success in Somerset County programs.



L.A. Sommer Memorial Award

For outstanding and continuing service of the highest magnitude.

ALAN ORTNER, SIROIS TOOL COMPANY, INC.

Giving back to the industry that has supported his career is extremely important to Alan. He served as Chairman of the Executive Committee 2021-2022 and Vice Chairman prior to that. He also served on our other boards: the National Tooling and Machining Foundation Board and the Advanced Manufacturing Practices and Education Development (AMPED) Board. He was previously a member and team leader of the Budget and Finance Team and a member of the Global Industry Marketing Team. He has been an active member of the Board of Directors of the Connecticut Tooling and Machining Association, which is a Chapter of NTMA. On the CTMA Board he has served the ranks as Treasurer, Vice President, President and Trustee. Alan also served on the board of the New England Spring and Metal-stamping Association for six years and was the Chairman of their Finance Committee. Alan is "the quiet thinker" and has contributed to the NTMA in so many ways, serving wherever and whenever asked. Alan is a dedicated and loyal member of the NTMA and a true advocate of the industry.



Distinguished Service Award

For outstanding service to the industry by other than NTMA Member Company Representatives

THOMAS MCCARTHY, McMAHON BERGER

Tom has provided members across the USA legal counsel, employee manual reviews, OSHA advice, workers comp advice, employee concern advisory and much more for well over 25 years. Representing McMahan Berger, Tom has spoken on legal and employment matters at NTMA national conferences, represented the firm as an associate member of the St. Louis Chapter since 1989 and served as a frequent and trusted speaker at the chapter meetings. Tom has been the "go to" for all human resource legal issues for members and his guidance has been clear, direct and accurate.



NTMA SERVICE AWARDS 2024 NOW ACCEPTING NOMINATIONS

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

Award categories are:

MEMBER AWARDS

HONOR AWARD

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

L.A. SOMMER MEMORIAL AWARD

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

WILLIAM E. HARDMAN AWARD FOR EXCELLENCE IN TRAINING

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

NON-MEMBER AWARD

DISTINGUISHED SERVICE AWARD

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

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

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

Apply or Renew Now!



For more information, please contact:
Linda Warner at lwarner@ntma.org or 216-264-2824.

Applications and self-assessment documents can be found here:

<https://ntma.org/resources/ntma-awards>

Applications should be sent to 6Saward@ntma.org

NTMA 6S Excellence Award

PURPOSE:

To improve the perception of American manufacturing by promoting and recognizing excellence in member shop organization and efficiency.

HOW IT WORKS:

NTMA companies apply for the award by submitting a self-assessment based on criteria that demonstrate best-in-class practice in the six S's:

- 1. Safety | 2. Sort | 3. Set in Order
4. Shine | 5. Standardize | 6. Sustain**

Certificates are awarded every year for the first five years based on self-assessments submitted. Once the recipients receive five certificates, they are also presented with a trophy.

SUBMISSION DUE DATE:

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



**Has Graciously Agreed To Provide
A Free Kaizen Shadow Foam®**

This year each company qualifying for the NTMA 6S Excellence Award will be entered into a drawing to win custom Kaizen Shadow Foam from Kaiser Manufacturing, valued at over \$1,500.

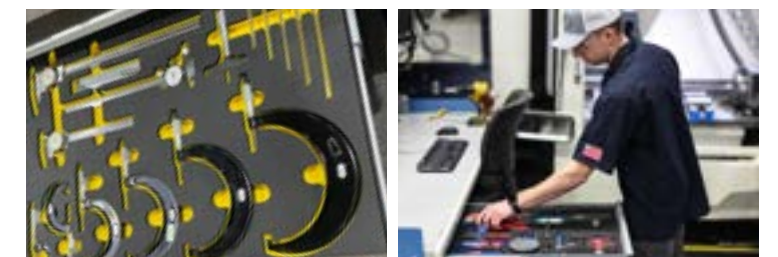
Kaizen Shadow Foam® is the perfect enhancement to any 6S program. It creates an intuitive, visual workspace, keeps track of tools and gauges, and ensures every item is properly stored. By reducing the time operators spend searching for tools, it streamlines workflows and minimizes equipment replacement costs for companies.

The two-color foam is professional-grade tool storage material. It is very durable, will not absorb moisture, oils or solvents, and can be cleaned. It will last for years even in tough industrial environments.

One winner will be selected at random from qualifying companies at the Engage Conference in Nashville Oct 16-19, 2024. The winner will receive:

1. Free 2-day tool scanning kit rental (value \$350) with unlimited tool scanning (OR) the equivalent value in tool scanning at Kaiser Manufacturing (roughly 3-4 hours).
2. Minimum \$1,500 in custom, two-color Kaizen Shadow Foam (10 or more drawers, depending on size). Available colors are charcoal over red, blue or yellow.
3. Laser engraving of company logo and/or pocket labels as needed.
4. Copies of all tool layout CAD files at the end of the project.

Terms: Project must be completed by February 28, 2025. Recipient is responsible for all shipping costs for the finished product, the rental kit, and/or sending tools to and from Kaiser Manufacturing. Recipient agrees Kaiser Manufacturing is authorized to photograph finished Shadow Foam, excluding any proprietary parts, and use images and company name for marketing purposes.





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