

for **THE RECORD**

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



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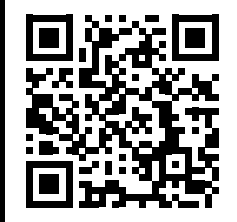
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SEND US YOUR STORY

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.

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UPCOMING NTMA EVENTS

MFG2025
FEBRUARY 19-21, 2025
SAN ANTONIO, TX



MARCH 30 - APRIL 5, 2025
MILAN, ITALY



FROM ROGER

a message from the president

We are off to the races: a new year, a new president and I'm sure, new challenges ahead. This month's focus is on technology, which is ever-changing and new in so many ways. My personal expertise is not on the technology side of our industry, but I realize the scope of technology in our industry is much greater than in years past.

Those who have been in the industry many years may tend to focus on the shop floor for improved technology; however, today's age of technology is like the Disney theme: A Whole New World. Modern technologies are not just focused on the shop floor.

THEY ARE IN EVERY AREA OF OUR COMPANIES:

- Sales and Marketing (*social media/prospecting companies*)
- Internal and External Communications and Procedures (*ChatGPT*)
- Quoting Automation Programs (*quoting programs*)
- Machine Part Programming Automation (*75% programmed by automation while you complete the remaining 25%*)
- Integrated ERP/Machine Monitoring Systems

...and the list could go on.

I may have exhausted my knowledge of technology, but my point is, it is out there and available to you. Your job is to research where new and existing technologies can be integrated into your operations. For most, the next steps are to find an industry partner in your technology lanes of interest and engage with them. While some companies have the internal expertise to do their own integration of new technology, most do not, and I highly recommend finding a trusted industry partner to work with.

I am proud to say that NTMA has vetted, trusted partners in most areas of the manufacturing technology boom; however, in areas where we do not, we have industry contacts that can direct us to the right partners. Bottom line, NTMA can help you connect the dots and find the right technology partners. In recent weeks, multiple NTMA members shared stories about engagement with industry partners and how their services and technology are revolutionizing their companies. This is testimony from your NTMA peers.

One of the greatest values of NTMA is peers helping peers. Members are visiting other members to learn how to improve their own businesses based on other's success. I hear about members calling members for help. Members are using our NTMA Connect

communication platform to share thoughts, ideas, needs, opportunities and challenges with all members. We are realizing that our industry's success is no longer measured by individual company success, but rather the success of manufacturing as a whole. That is why we must perform as an industry, grow our association and position ourselves to take our rightful place in our nation's manufacturing decisions and our nation's protection and defense.

My friends, much of what I am saying starts with TECHNOLOGY. Lack of change or reluctance to change is a one-way journey to irrelevancy or extinction. Manufacturing of tomorrow is not what it is today and it continues to change rapidly.

NTMA is here to lead the way to support you, encourage you, push you and promote you to move forward. If the critical mass of NTMA members moves forward together through changing technology, we can be the leaders for the small-to-medium manufacturers across the US. This may be our time to lead our community of US manufacturers.

As opportunities come, as reshoring continues to return and as our country's industrial base readiness is questioned, it is critical that we be prepared. Small

to medium-sized manufacturers have long been the "go to" manufacturing community our customers and country have depended upon. That remains true. As we face rapid change, the question is: will we change with technology and be prepared for US manufacturing's future?

We encourage each of you to keep up with NTMA 2025 initiatives which were mailed to you in January. We believe

this Events & Opportunities Booklet will support you and your technology journey. Together we will Advance America's Future.

Roger Atkins, President, NTMA



THANK YOU TO ALL 2025
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WELCOME

We're glad to count you among our members.

BRYLI INC.

North Texas Chapter

Bryli Inc., founded in 2001 and located in North Texas, is a precision-driven contract machine shop specializing in manufacturing high-quality parts tailored to customer specifications. Still owned and operated by its founder, Bryli Inc. has built a reputation for excellence, innovation and customer satisfaction.

We proudly serve customers across many industries, including aerospace, medical and energy, delivering reliable, on-time solutions that meet the highest standards of quality. Leveraging advanced manufacturing technologies and a dedicated team, we are committed to addressing the evolving needs of modern manufacturing. As a strong advocate for craftsmanship and collaboration, Bryli Inc. views NTMA membership as an essential step in advancing our mission in precision machining.

11421 S FM 730, Azle, TX 76020
817.821.6430
www.bryli.com

HUNT & HUNT, LTD.

Houston Chapter

Hunt & Hunt Ltd. is a family-owned machine shop located in



Houston, Texas founded in 1954 by David and Julianne Hunt. From humble beginnings in the Hunt's garage, we now encompass 100,000 square feet. Having just completed our 70th anniversary, the company is poised to continue for many years with the third-generation family members.

Hunt & Hunt is a full-service machine shop which concentrates in efficient productivity. With the onset of products being delivered from low-cost countries, we recognized the importance of competing and began our journey into robotics. Although not easy, once the benefits of automating our machines were realized, we put all our efforts into constantly improving the shop. With over 30 Robot machine tending CNC cells, we can provide volumes of parts for our customers at a competitive price. Please visit us at www.huntandhunt.com

We are excited to have joined the NTMA. We appreciate this organization that helps to promote and protect the machine shop industry.

14441 Almeda Road, Houston, TX 77053
713.413.2500
www.huntandhunt.com

MACHINE INNOVATIONS INC.

Pittsburgh Chapter

Machine Innovations Inc., established in 2019 in



Pittsburgh, Pennsylvania, specializes in delivering comprehensive engineering and manufacturing solutions with a focus on prototyping and small production runs. Our skilled team has extensive experience across a wide array of industries, including industrial manufacturing, electric motors, utilities and motor sports.

By integrating engineering and manufacturing seamlessly, we empower our customers to efficiently develop, test and refine their projects through a streamlined and cost-effective process. Our diverse manufacturing capabilities include manual and CNC machining, laser cutting, additive manufacturing, fabrication and assembly. Under the guidance of our founder and president, Oleg Tovpeko—an accomplished mechanical engineer with extensive experience in engineering and manufacturing—we have successfully partnered with a multitude of different companies. Our tailored, innovative design and prototyping solutions are crafted to meet the unique demands of each client, ensuring practical and impactful results.

144 Dance Hall Rd., Apollo, PA 15613
412.294.8489
<https://www.machineinnovationsinc.com/>

MISSOURI PRECISION MACHINING

St. Louis Chapter

Missouri Precision Machining (MPM) is thrilled to have launched their family-owned business in October 2023.



Adam, the owner, learned the manual machining trade from his grandfather, a skilled tool and die maker. After his grandfather's passing, Adam pursued a 24-year career in public service as a firefighter/paramedic. However, after introducing his children to the trade, the family—comprising his wife Anna and their five kids—decided to turn this passion into a business. With a lineage of tool and die makers, including a great grandfather, grandfather, two great uncles, and other relatives, starting this venture felt instinctive. MPM continues to incorporate many of their tools in our shop today. We strive to put an emphasis on building long-term client relations through great communications, transparency and integrity, with the ultimate goal of bringing back manufacturing to America and creating great employment opportunities. With our CNC equipment and extensive experience in manual milling and lathe machining, our team can tackle any project, no matter how complex or unique. We offer a wide range of services, including CNC machining, manual machining, assembly, design, CAD/CAM support, production consulting and advising, individual product production, prototyping and full high-volume production. Our commitment to excellence is unmatched, and we take pride in delivering superior results every time.

With old-fashioned values, direct and open communications — We are a small shop with big results! Recently, we became members of NTMA and are eager to connect with fellow members.

60 Wenstone Park Ct., Wentzville, MO 63385
636.373.9400
www.momachining.com

NEO INDUSTRIES CORP.

North Texas Chapter

Founded in 1992, Neo Industries Corp. is a contract machining



company specializing in short – medium lot sizes, complex features and unique materials including Hastelloy, Inconel, Super Duplex and Titanium, in addition to common carbon, alloy and stainless steels. We supply a variety of industries with precision components to customer specification.

Balancing the ideology of tradition and technology, we differentiate ourselves by offering large company experience and capability with small company service and value. Customers and prospective customers connect directly with key personnel and can also access production and order status via our customer portal.

Neo Industries Corp. operates in Colleyville, Texas (suburban Dallas / Fort Worth).

1809 Industrial Blvd., Colleyville, TX 76034
817.421.2519
www.neoindustries.com

TOMI ENGINEERING

Southern California Chapter

TOMI Engineering is a 46-year-old AS9100/ITAR CNC Machining and Assembly Shop located in Santa



Ana, CA. We are focused on serving the Aerospace and Defense markets, and we work with all types of materials including aluminum, stainless steel, titanium, Inconel, castings, forgings and more.

We also have an in-house, humidity-controlled assembly operation where we handle inserts, rivets, beryllium gaskets, nutplates, bearings, bushings, precision nut and bolt torquing and sealants.

TOMI was recently acquired by Shah Capital Ventures, an industrials-focused family investment group that has owned and operated aerospace manufacturing businesses for decades. The team is excited to partner with the excellent team at TOMI and invest in growth across talent, equipment and technology.

414 E Alton Ave, Santa Ana, CA 92707
714.556.1474
www.tomiengineering.com

ADVOCACY: PRESIDENT TRUMP'S TERM BRINGS FLURRY OF EXECUTIVE ORDERS



As expected, President Trump began his second term issuing a flurry of executive orders, 26, on his first day in office, surpassing the nine released by former President Biden. This puts the current White House on pace to exceed the 33 executive orders in the first 100 days of Trump's term in 2017. Executive orders allow the President to take immediate action, though have less force than a rule and regulation that proceeds through

a public notice and comment period and less permanent than legislation. However, these are important actions allowing President Trump to move quickly on his top priorities.

Of particular interest are the executive orders issued related to energy, regulations and trade.

Sources close to the administration indicate that President Trump would like to have more of his trade team in place prior to implementation of tariffs. The President has also indicated that he would like to see an expedited review process for the U.S.-Mexico-Canada Agreement (USMCA), rather than wait until the required July 2026 timeline.

Please note, many of the actions are intended to allow more time to make agency appointments. Many of the trade actions require agencies and departments to submit a report to the White House by April 1, 2025 outlining actions and recommendations.

As always, we will continue to provide updates on the administration's actions. We expect a significant amount of activity in the coming weeks, particularly as cabinet level and agency officials take office throughout Washington.



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

REVENUE: GETTING PAST "NICE TO HAVE"



Every day we focus on our product or service, from its long and intricate evolution, through the rationale for specific feature and capability decisions. It's the foundation upon which we've built a team, systems and processes. Selling it, making it and delivering it are the core functions that enable the business to create security and livelihoods for our employees' families and strengthen our community.

But buyers don't care.

They have their own sets of concerns and priorities.

And the reality is that our product or service normally looks similar to what they already have. Almost all our competitors are pretty good. Even our marketing and sales focus on small differentiating features makes us sound more like our competitors than unique.

If from the buyers' perspective what we sell is similar, then in most cases what they already have is good enough. Small features may be nice to have, but not worth the risk and hassle of evaluating a new vendor and trying to get everyone to agree on a change. This is especially true when any hiccup makes the project sponsor look bad.

That's the biggest challenge we face in industrial sales. If our solution is "nice to have" – maybe a bit better than a competitor that is already "good enough" – then sales are entirely by chance.

The solution is to train, coach and develop consultative sales skills that help sales reps guide buyers through a thought journey to understand that minor differences may translate directly into major business outcomes for them personally and for the business.

We must be skilled at creating legitimate and justifiable urgency to elevate "nice to have" choices to "must have" imperatives. That is sales, not responding to inquiries and issuing 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: www.EdMarshConsulting.com

SUCCESSION: COMMIT TO A TIMELINE



In my many years as an exit planning professional, I've found that most business owners don't want to "exit" their business. They love the thrill of the chase and growing their business. They tell me "I'm not ready to leave!" That's why so many small business owners don't commit to a timeline for succession planning.

At Succession Plus we understand that many owners want to be involved "forever," even into their golden years.

While life expectancy has improved and "normal" retirement age is becoming 70, 75 or even into our 80s -- the fact is, we will not live forever.

With NO timeline or plan, a business owner "kicks the can down the road." But we've seen what happens with an owner's abrupt and unplanned exit, including death or disability. Ultimately, someone else deals with the mess left behind – usually the family or attorney.

I often discover an owner's financial planner manages investments but doesn't know the value of their client's largest asset – THE BUSINESS. Historically, it's been expensive and time-consuming to have your business valued. In fact, most owners only do it during divorce, estate planning, charitable giving, etc.

Knowing the value of your business is the essential first step in creating a successful business transition plan. (See QR code on back cover to determine value of YOUR business.)

In his book "Finish Big: How Great Entrepreneurs Exit Their Companies on Top," author Bo Burlingham offers this pearl of wisdom, "Entering into an exit planning discussion is never too early. The worst thing that can happen is your business becomes better as a result – more profitable and you have more clarity to build a better machine. You create the same attributes you want in your business to sell it."

Don't wait until it's too late. Commit to a timeline for succession planning.

Next month: Why you should know the value of your business.



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://www.linkedin.com/in/markjdorman)

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In today’s fast-paced manufacturing environment, technology to drive efficiency and streamline operations isn’t just nice-to-have — it’s a must-have. Let’s face it, we’re not using fax machines anymore. So, why are so many shops still running 100% on paper and using legacy software from the 90s? It’s time to modernize. And honestly, it’s no longer about early adoption. If you’re still buried in paper-based workflows, your shop is way behind the times.



THE CASE FOR EMBRACING TECHNOLOGY

PAUL VAN METRE, FOUNDER, ProSHOP ERP

For decades, manufacturing relied on paper-based systems to process purchase orders, update drawings and manage work instructions - and as I said, many still do! Back then, it worked fine. But today, those systems can’t keep up with the speed and complexity customers demand. Paper-based processes are riddled with inefficiencies, delays and errors that can snowball into long stressful days, missed deadlines and lost profits. It’s bad for employees and customers alike. Embracing technology and a paperless, tech-driven approach changes the game. Real-time data and integrated systems cut out a majority of the manual busywork, giving your team more time to focus on what matters. You’ll make quicker, smarter decisions while delivering better results for your customers—win-win.

DATA-DRIVEN MANUFACTURING: THE NEW STANDARD

Data-driven manufacturing eliminates the guesswork. With real-time data at your fingertips, you can track every part of a job — from quoting to delivery. Imagine having all your drawings, work instructions, machine settings and quality requirements centralized in one digital hub. No hunting through filing cabinets or chasing down the right version of a document. This isn’t just about making life easier internally. It also means you can give customers faster updates, greater transparency and the confidence that their orders are handled with precision. It’s the kind of service that turns first-time clients into long-term partners.

FOCUSED ON MACHINING: A REAL-WORLD EXAMPLE

Take it from Focused on Machining (FOM), an NTMA member near Denver. CEO Justin Quinn shared a story that’s a perfect example of how modern systems pay off. A customer sent in a new purchase order (PO) along with a drawing revision for several parts. Within 10 minutes, FOM’s team:



- Updated the approved drawings in ProShop for all the parts that had changed.
- Estimated the cost difference of the parts that had changed.
- Revised the work instructions for the active jobs.
- Generated 10 work orders and issued them to the shop.
- Sent a confirmation back to the customer with revised pricing and date confirmation.

Ten minutes. In FOM’s prior paper-based enterprise resource planning (ERP), that same process would’ve taken them hours — or even a full day — with people scrambling to find physical documents, making changes and double-checking for accuracy. FOM’s digital workflow turned what could’ve been a headache into a seamless customer experience. That’s the kind of efficiency that builds trust and keeps customers coming back.

GETTING STARTED WITH PAPERLESS OPERATIONS

Going paperless might sound overwhelming, but it’s totally doable with the right mindset and tools. We’ve been helping shops do that for 25 years. Here’s how to get started:

1. **Invest in the Right Tools:** Modern ERP systems, shop-floor control software and digital quality management systems are the backbone of paperless operations. Look for tools that integrate seamlessly and provide real-time data access.
2. **Train Your Team:** New tech can be intimidating, but proper training makes all the difference. Give your employees the confidence to adapt without missing a beat.
3. **Focus on Data Integrity:** Your systems are only as good as the data they hold. Make sure everything is accurate and up-to-date for maximum effectiveness.
4. **Track Your Progress:** Use key performance indicators (KPIs), like lead times, on-time delivery rates and error reductions to measure the impact of your new processes. The results will speak for themselves.

CONCLUSION

Manufacturing is evolving, and the shops that adapt will thrive. Embracing technology isn’t just about keeping up—it’s about getting ahead. Focused on machining’s story shows that even small shifts in how you work can deliver huge benefits. The question isn’t if you should modernize — it’s how soon you can start.

The future of manufacturing is digital. By investing in the right tools and embracing a culture of continuous improvement, you’ll streamline your operations, impress your customers and stay competitive in a rapidly changing industry. Don’t wait until you’re left behind. The time to modernize is now.



AI & CNC MACHINING:

Where are we and where are we going?

By JASON BOWES, COO, CloudNC

Think of the potential impact of AI on machining, and the mind immediately drifts to sci-fi visions of fully autonomous, gleaming factories filled with robots making anything one can imagine, without a single human in sight.

The reality today, nearly a decade since DeepMind stunned the world with AlphaGo? The average machine shop still looks like it did 10 (or even 20) years ago, although the machines and software might be different (or maybe not). So where is the revolution we were promised — and will it ever arrive?

By nature, manufacturing often lags behind in tech adoption. After all, when your business relies on precision and multi-million-dollar equipment, a software glitch isn't just an inconvenience; it's a catastrophe.

As a result, adopting next-gen tech is a risk, especially when it's untested or even prone to error. The kind of amusing mistakes regularly created by chatbots or image generation AIs wouldn't be so funny when applied to the machine shop floor, where any miscalculation can result in ruined parts or — worse — expensive damaged equipment.

So, the path to leveraging AI effectively at a machine shop requires pragmatism, targeted investment and a healthy dose of realism. And when this is applied, the results are beginning to bear fruit,

especially when companies adopt deterministic AI solutions tailor-made to solve specific problems.

For example, my company, CloudNC, produces an AI that accelerates the process of creating a toolpath to CNC machine a part. It can't (yet) do everything, but right now it reliably automates 80% of the toolpath strategy creation of most 3+2 axis components — a meteoric advance in capacity and a step change beyond what was possible even six months ago. The software is already in regular use across hundreds of US machine shops, and our customers tell us that they're saving as much as 90 minutes in every part they program.

Beyond pure efficiency, AI's broader

value lies in democratizing expertise. Manufacturing knowledge is always locked in the heads of seasoned operators or buried in dense manuals: AI changes the game by making that expertise accessible.

Need to optimize a machining process? AI can analyze data and offer suggestions faster than you can say "programming bottleneck." This democratization isn't about replacing human workers, but empowering them. By handling repetitive, mundane tasks, AI lets skilled machinists focus on what they do best: solving problems and innovating.

The potential benefits of integrating AI go beyond the factory floor. Sustainability, for instance, benefits

hugely when production becomes more efficient. By optimizing machine usage and reducing errors, AI directly reduces energy consumption and material waste, offering a quick path to lowering a factory's carbon footprint.

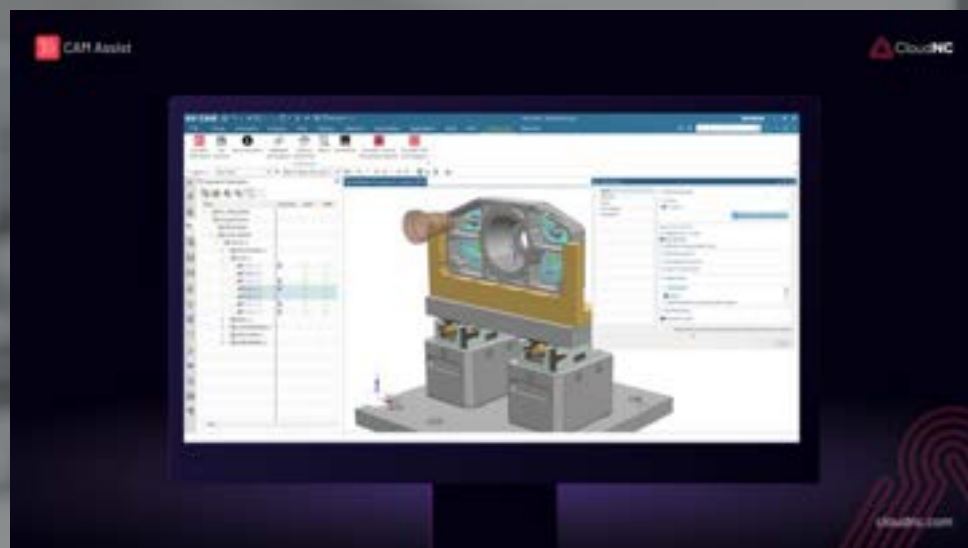
By making domestic machinists more productive, AI also offers a route to making American manufacturing great again. When labor costs become less of a factor, the case for keeping production closer to home becomes compelling — not just for economic reasons, but for strategic ones, too. In a world of increasingly fragile supply chains, having a robust, local manufacturing base is no longer optional.

Of course, the road to widespread adoption of AI in machining isn't without risks. Ethical considerations, like job displacement, loom large in the public discourse. Yet, the reality is more nuanced. Manufacturing has long faced a skills gap, with fewer people entering the field and even fewer staying. But AI doesn't eliminate jobs; it transforms them. By automating the boring and repetitive tasks, AI makes manufacturing roles more appealing and better paid.

For members looking to embrace AI in CNC machining, the key is starting small and thinking big. Focus on specific pain points, like programming or scheduling inefficiencies, and look for AI solutions tailored to your needs.

Companies like CloudNC are proving that even incremental changes can have a significant impact. The ultimate goal isn't to replace machinists but to supercharge them, turning skilled workers into productivity powerhouses.

In the end, the integration of AI into CNC machining isn't about chasing trends or checking boxes. It's about staying competitive in an industry that's as unforgiving as it is essential. The tools are here, the opportunities are clear, and the future is waiting. The only question is whether you're ready to seize it.



JASON BOWES, COO, CloudNC

Jason is a scale-up-focused leader focused on operations and delivery. At CloudNC, a scaling technology company accelerating global manufacturing, he has led both its factory and its finance team — raising VC and PE funding of over \$75m in that time — and is now leading the company's go-to-market function, helping scale software revenue from launch to >\$1m ARR in six months. He has also worked with a broad range of clients with up to £150m turnover, and is a finance and accounting graduate from Newcastle University, placing 1st in his year. A qualified ACA chartered accountant, Jason was placed 1st globally during his qualification, winning the Peat Prize - an award for achieving first place in the Advanced Level Annual International Order of Merit.



TECHNOLOGICAL ADVANCEMENTS:

*the continuous improvement journey
of Acutec Precision Aerospace*

ELISABETH SMITH, CEO/PRESIDENT, ACUTEC PRECISION AEROSPACE
& ZACH SMITH, CFO, ACUTEC PRECISION AEROSPACE

In the ever-evolving world of manufacturing, staying ahead with technology is daunting. At Acutec, we've embraced this challenge through an innovative approach and dedication to continuous improvement.

ACUTEC'S TECHNOLOGICAL PROWESS

Acutec's team utilizes advanced technology across operations. From state-of-the-art equipment to advanced software solutions, Acutec's employees leverage technology to solve problems and coordinate efforts, using live data shared across their systems. This data integration optimizes production and manages 5,000 active orders across hundreds of operations in four facilities, and their supply chain for a library of 12,000 unique SKUs.

Acutec augments advanced CNC machining not only to make parts that no one else can, but also to automate strategic portions of those processes. By investing in in-house tool design, automation integration and an engineering team collaborating with expert applications engineers, CNC machines, robotics and accessories, Acutec ensures their team has what they need to be successful.

In addition to production optimization, Acutec integrates

off-the-shelf advanced software solutions to streamline business operations. Acutec software engineers connect those application programming interfaces (APIs) with a homegrown platform to allow a one-stop-shop data repository for operators, managers and engineers alike. With an employee-ownership culture, Acutec employs radical transparency to share information across department silos, understanding broader metric and cost implications of engineering decisions. This holistic approach improves efficiency and enhances decision-making with real-time data and analytics. Data must be actionable, accurate and available or it becomes waste and drives suboptimal decision-making.



WHY TECHNOLOGY MATTERS

Leadership recognizes technology is not a one-time investment but a continuous journey requiring corporate-wide coordination and communication of best practices. Acutec has staffed up "the nerdery" embedded in departments across the organization to ensure the teams define requirements themselves rather than the management. Regular cohort meetings minimize redundancy and accelerate tool implementation requested by teams to make their jobs easier. Coordination is spearheaded by the Director of Continuous Improvement, reporting directly to the CEO.

Elisabeth Smith, President and CEO of Acutec, emphasizes the importance of technology in their success: "Our employees drive technological innovation as a productivity tool, and we develop the ecosystem for them to work together collaboratively and learn from each other."

BEST PRACTICES FOR STAYING AHEAD

For companies looking to replicate Acutec's success, several best practices serve as guiding principles:

1. **Invest in Training and Development:** Continuous improvement begins with people. Providing ongoing training and benchmarking opportunities equips the workforce with the necessary skills to leverage new technologies effectively.
2. **Adopt a Holistic Approach:** Integrate technology across all business aspects. From production to supply chain management, a cohesive approach ensures all functions work in harmony, leading to greater efficiency and productivity.
3. **Stay Informed:** Stay informed about the latest trends and developments to make proactive decisions and avoid falling behind.

4. **Foster a Culture of Innovation:** Encourage employees to think creatively and challenge the status quo. A culture that embraces innovation is more likely to adapt to new technologies and stay ahead of the curve.
5. **Collaborate and Network:** Engage with industry peers and participate in forums like NTMA to gain valuable insights and opportunities for collaboration. Learning from others' experiences helps navigate the complexities of technological adoption.

At Acutec, we hope our journey serves as an inspiring example of how embracing technology can drive continuous improvement and success in the manufacturing industry. We believe our commitment to innovation and excellence is a testament to technology's power in shaping the future of manufacturing.



CHAPTER CHECK-IN

STRENGTHENING THE NTMA CHAPTERS: CHAPTER LEADERSHIP SUMMIT 2025

CARRIE MARSICO, MEMBERSHIP DIRECTOR, NTMA

Chapter Leadership Summit (CLS), the annual gathering of chapter executives and chapter leaders from across the country, took place in New Orleans, Louisiana. Representatives from 17 chapters attended from January 15-17, 2025.

The conference began on a high note with the presentation of Star Chapter awards. The Star Chapter designation recognizes chapters, their leaders and staff for outstanding achievements in advancing the NTMA and the manufacturing industry. Status is scored on the annual Chapter Organizational Questionnaire measuring a chapter's level of organizational excellence, local influence and engagement with NTMA on a national level. Congratulations to this year's winners: Arizona, North Texas, Northwestern PA, Rocky Mountain and St. Louis. North Texas was named Star Chapter of the Year.



NTMA President Roger Atkins discussed the current, positive state of the association and its chapters. He stressed the association's mission to help member businesses thrive and highlighted the importance of chapter leadership in achieving this goal and in promoting the precision manufacturing

industry as a whole. He shared the results of the incentive plan and the association's goals for 2025.



Chapter leaders attended a series of workshops and presentations. Speaker and emcee, Chris Gloede, from Ricochet, shared best practices for keeping chapter members engaged, informed and interested in attending events. He emphasized why chapter engagement matters, common engagement challenges and best practices. Our exclusive partners Grainger and PTSolutions, both recapped the significant cost savings members receive through their programs. Nisha Thakker shared an abundance of insight on governance policies and best practices. Jenny Stupica, Director of Workforce Development, discussed important updates to the NTMA-U platform.



Other high points included the roundtables discussions and The Connecting the Dots session. Attendees gained greater understanding about some of NTMA's key affinity partners and programs and the services available to chapters and member companies.

Chapter leaders also networked and exchanged ideas and socialized over ghost tours and dinner at Crescent City Brewery.



The 2025 NTMA CLS was a big success and provided a platform for growth of chapter leaders. We are already looking forward to gathering again next year!

Special thanks to our 2025 CLS sponsors:

Grainger, DMG MORI, alliant group, PTSolutions, BIG DAISHOWA, HEIDENHEIN, Datanomix, Kennemetal, SMW Autoblok, Environ, ProShop ERP, Pilot Precision, CG Tech, Cloud NC, Okuma, Morse Cutting Tools, The Bolder Company, Spinner, US Bank, Blaser Swisslube, HAIMER and Oerlikon Balzers.

CAM WORKFORCE CELEBRATES SUCCESSFUL YEAR OF SCHOLARSHIP GIVING

In an inspiring demonstration of community support and commitment to manufacturing education, the California Manufacturing (CAM) Workforce Foundation has continued its scholarship giving program. In 2024, CAM Workforce awarded a total of 15 scholarships, amounting to over \$7,500 in financial aid to students pursuing education in manufacturing paths. "We are thrilled to have made such a substantial impact in our community," said Kaity Van Amersfort, Executive Director of CAM Workforce. "These scholarships help students with books, other living expenses and more. We couldn't have achieved this without the incredible generosity of our donors and the hard work of our volunteers."

The scholarship recipients hailed from diverse backgrounds and fields of study, ranging from engineering to certificate programs. Their testimonies served as a powerful reminder of the long-lasting positive effects that scholarship initiatives can have on individuals and the broader community. Looking ahead, CAM Workforce aims to continue its momentum by launching new fundraising initiatives

and increased connections to all California campuses that continue to provide essential manufacturing career path programs. "Our goal for the upcoming year is to double the number of scholarships we give," announced Kaity Van Amersfort. "We believe that with the continued support of our local members and industry partners, this goal is within reach."

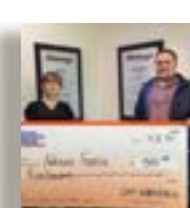
THIS YEAR'S DONORS INCLUDE:

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For more information about the scholarship program or to get involved, visit www.camworkforce.org or contact Kaity Van Amersfort at admin@camworkforce.org. Together, the community can continue to foster educational opportunities for students interested in a well-paying and highly rewarding career in manufacturing.



2024 SCHOLARSHIP RECIPIENTS





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MEMBER PROFILE: DUNDEE MANUFACTURING

DALE DAVIS, VICE PRESIDENT, DUNDEE MANUFACTURING COMPANY

WHO WE ARE:

At Dundee Manufacturing Company (DMC), we are a values-driven organization fueled by a passion for excellence and a commitment to inspiring our team to deliver innovative “Can-Do” solutions. Our core values define who we are and guide everything we do.

- We must embrace the value of teamwork.
- We must build and maintain trust with our relationships.
- We must be accountable for our responsibilities.
- We must have pride and strive for excellence in our workmanship.
- We must enhance our personal and professional growth.
- We must have open, honest & respectful communications.

We see our “Can-Do” mindset as a superpower, championed by our owners, Pete and Dale Davis. This mindset drives us to foster a high-energy, growth-oriented culture that unites passionate individuals in pursuit of our mission and vision.

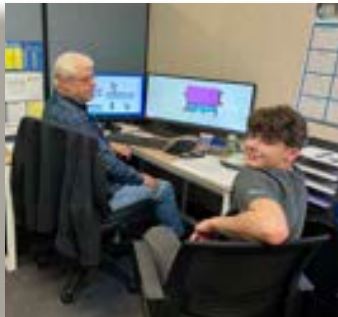
Our Mission

Dundee Manufacturing Company builds on tradition through continual growth and innovation to produce engineered products, with an emphasis on the plumbing and solar markets.

Dundee Manufacturing’s success is defined by the ideal employee and the positive relationships built with customers and suppliers. Focusing on exceeding customer expectations with on-time shipments, quality products, competitive pricing and product availability.

Our Vision

We are dedicated to creating a dynamic culture that consistently achieves and maintains exceptional customer satisfaction.



WHAT WE DO:

At DMC, we take pride in providing high-quality stamped products to various industries. Our offerings include branded, private label and custom-engineered products. Through Dundee Solar Solutions, our solar-focused division, we support the renewable energy market with innovative solar stampings. With in-house tooling design and production, we ensure our products meet the highest standards of fit, function and performance. Collaboration is at the heart of what we do, and by working closely with our customers, employees and vendors, we deliver solutions that meet and exceed expectations.

WHAT WE DO REALLY WELL:

DMC excels at finding creative solutions and building long-term relationships. Guided by our values, relationships are central to our identity and play a key role in everything we do. We go above and beyond by thoughtfully engineering tooling and designs for optimal fit and function while maintaining cost-effective and high-quality standards supported by up front engineering.



WHY WE ARE MEMBERS OF THE NTMA:

As proud members of the NTMA, we benefit from advocacy that supports the manufacturing industry at a national level. This support is complemented by the resources provided by our local chapter, WLENTMA, including its apprenticeship school that helps nurture the next generation of skilled workers. Networking is

another significant advantage of NTMA membership, as it allows us to connect with other members for advice, ideas and mutual support. Additionally, the national and local discount programs further enhance the value of our association.

At Dundee Manufacturing Company, we are committed to building better together, driven by innovation, integrity and a relentless focus on excellence.



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Who We Are

BENEFIT PARTNER

PAPERLESS PARTS: HOW MODERN QUOTING TECHNOLOGY CAN HELP YOU VALUE YOUR SHOP'S TIME & DRIVE PROFITABILITY

JASON RAY, FOUNDER & CEO, PAPERLESS PARTS

Time is money.

However, many custom part manufacturers forget this when quoting and pricing their work. A shift in mindset from “parts” to “time” is key to boosting profitability.

PROFITABILITY STARTS WITH A STRATEGY

Achieving consistent profitability means more than winning a high percentage of quotes; it means winning the right quotes.

Too often, shops prioritize keeping their win rates high without questioning whether the jobs they're taking on are genuinely profitable. Thriving shops don't just focus on pricing their parts; they focus on pricing their time. When we meet shops boasting win rates north of 50% it sets off red flags. If you're winning such a high percentage of new work, chances are you're winning by undercutting on price.

HOW TO VALUE YOUR TIME

An Amazon Prime membership gets you free two-day delivery. Do you want it the same day? Pay a little extra. Can you afford to wait a few extra days? Get a \$2 digital credit. The buyer decides what they value most and how much flexibility they truly have.

Best-in-class shops offer the same level of transparency and flexibility to the buying experience; the vast majority of shops, however, still quote a single price with a single turnaround time. If a buyer does need it faster, those shops make the buyer call and negotiate faster turnaround times — which in and of itself slows down the process when time is of the essence.

THE POWER OF DYNAMIC LEAD TIMES

Buyers value speed and many are willing to pay a premium for it. By offering dynamic lead times — where shorter delivery options come with higher prices — you give your customers the power to choose while capturing high-margin opportunities.

Some shops worry that charging more for expedited services might seem predatory. The key to preventing that perception is to stay transparent.

Instead of quoting a single lead time and adjusting the price when the buyer asks for it faster, offer multiple lead time options upfront.

This approach communicates that you're giving customers choices — not taking advantage of their urgency.

Before you start incorporating dynamic lead times, consider pressure testing your market. Experimentally raise your prices by 1-3%. Are your win rates holding? Raise another 1-3%, and until the market signals that you're getting too expensive — either by declining win rates or direct customer feedback — you know you have room to grow.

One of our Paperless Parts customers once told me, “We're an eight-week shop. That's just what we do.” But when I asked him, “What if I paid you \$100,000 to deliver a part in one week?” he changed his tune. He began implementing dynamic lead times and

grew his business from \$3.5 million to \$8 million in annual revenue. Expedites alone added \$500,000 in additional revenue every year.

ALWAYS LEAVE ROOM FOR OPPORTUNITY

Instead of constantly running at 100% capacity, having a little gas in the tank to take on high-margin work can help you stay opportunistic, often leading to more dollars on the bottom line.

If a buyer chooses a lower-priced supplier and that supplier fails to deliver, they'll turn to your shop to save the day with expedited service. Thanks to your built-in open capacity, you'll be ready to help — and they won't forget who came through when it's time to place their next order.

COMMUNICATE YOUR VALUE

When you adopt this strategy, let your buyers know upfront. Send them a message explaining your new approach to quoting: You're offering dynamic lead times to give them more flexibility. Your goal is to be the best supply chain partner, not to price gouge. Framing this as a service upgrade — not a price hike — makes all the difference.

By quoting dynamically, building capacity buffers and communicating transparently, you can improve profitability while giving your customers more control. Time is money, and it's (more than) okay to charge for it.

Here to Help **NTMA**

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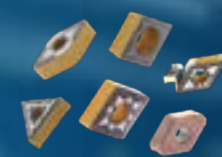
Broaching

- Push/Pull
- Indexable
- Rotary
- Custom



Holemaking

- Indexable Drills
- Solid Round Drills
- Micro Drills
- Carbide Reamers
- Countersinks
- Center/Spot Drills



Turning

- Indexable Turning
- Indexable Boring
- Hard Turning
- Indexable Threading
- Grooving/Parting-Off



Milling

- Indexable
- Solid Round End Mills
- Hard Milling
- Thread Milling



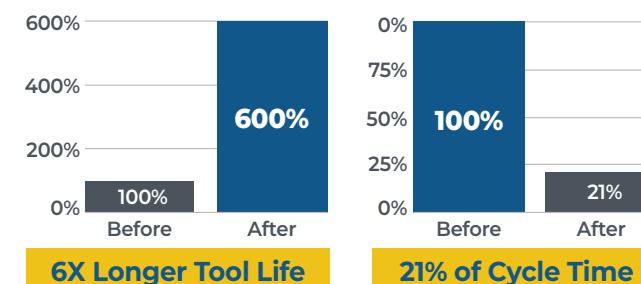
TOOLING CONCIERGE

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METALWORKING ARSENAL

EXCITING CHANGES TO NTMA-U

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

UPGRADING THE PRESENTATION DELIVERY

As you may know, NTMF has invested \$750,000 to do a complete overhaul of the interface of the program to make it more engaging for students and reflect the look and feel of today’s manufacturing – clean, bright and full of advanced technology. Course delivery will remain via instructed video, but they will be short, bite-sized videos that allow students the flexibility to continue to learn when large blocks of time are difficult to come by. This project is due to be completed early this summer.

REDUCING COURSE PRICES

We are reducing the cost to members to \$99 per course. We are no longer offering bundled discounts for purchasing multiple courses at the same time. The Pre-Apprenticeship Program is still available to members for \$449.

COURSE NAME CHANGES

To remove confusion over similar names for different courses, we have renamed a few courses for consistency and to make it easier to know which courses to take. Please note that the course numbers are the same – only the names have been changed.

Here is a list of renamed courses:

- 0-0950 Advanced Diemaking Series 2 is now Advanced Diemaking
- 1120-2A Applied Mathematics is now Applied Math
- 1200-1A Precision Machining Technology is now Precision Machining Technology 1
- 1200-2A Precision Machine Technology 2 is now Precision Machining Technology 2

- 1500-3 Intermediate Blueprint Reading with Basic Essentials for GD&T is now Intermediate Blueprint with GDT
- 2800-5 Advanced Applied Math is now Advanced Applied Blueprint Math 1
- 2800-6 Advanced Math is now Advanced Applied Blueprint Math 2

COURSES ORDERED BY APPRENTICESHIP YEAR

We are no longer grouping the courses by series, but rather in the order of the Registered Apprenticeship program. You are still able to take the courses in any order and pick and choose individual courses that serve your need. But grouping the courses this way, is easier for those looking to take the full apprenticeship curriculum.

Year 1
Basic Math, Basic Blueprint, Precision Machining Technology 1, Quality Control / SPC / Inspection

Year 2
Applied Math, Precision Machining Technology 2, Intermediate Blueprint with GDT, Intermediate Applied Math

Year 3
CNC with Simulator, Advanced Math, Metallurgy, Manufacturing Technology

Year 4 (optional)
Jig and Fixture, Moldmaking, Diemaking, Dimensional Metrology

All other courses are available and can be purchased as stand-alone instruction. Only the first three years are required for the apprenticeship and the certificate of completion toward the Journeyperson’s Certificate will be awarded upon successful completion of the 12 required courses.

QUESTIONS? CONTACT JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, AT JSTUPICA@NTMA.ORG.

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Workforce WINS 

OVER THE YEARS, ANDREW TOOL & MACHINING HAS DEVELOPED A STRONG RELATIONSHIP WITH NASA'S GODDARD SPACE FLIGHT CENTER AND THEIR TIER-1 INTEGRATORS, SUCH AS AMU ENGINEERING. AT ANDREW TOOL & MACHINING, WE BELIEVE THAT ANYTHING IS POSSIBLE — ESPECIALLY WHEN WE COLLABORATE WITH OUR CUSTOMERS EARLY IN THE DESIGN STAGE. WE TAKE PRIDE IN TACKLING CHALLENGES OTHERS SHY AWAY FROM, AND OUR EMPLOYEES ARE WHAT SET US APART FROM OTHER CONTRACT MANUFACTURERS. NOT ONLY ARE THEY HIGHLY SKILLED, BUT THEY ARE ALSO PASSIONATE ABOUT MANUFACTURING.

THE MoSAIC INSTRUMENT, LAUNCHED ABOARD THE DISSIPATION SOUNDING ROCKET, IS A PERFECT EXAMPLE OF THAT PARTNERSHIP AND PASSION. MITCHELL HAMANN, MECHANICAL DESIGN ENGINEER AT AMU ENGINEERING, EXPLAINS:

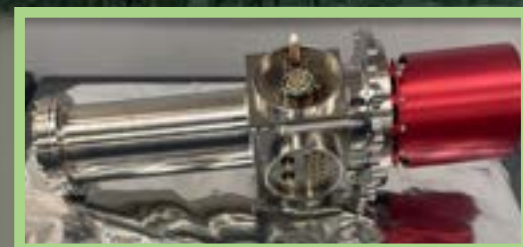
“DISSIPATION IS A MISSION THAT WILL ENABLE US TO BETTER UNDERSTAND HOW THE ENERGY IMPARTED BY SOLAR WINDS INTO THE ATMOSPHERE IS DISPERSED. THIS PROCESS IS PART OF WHAT CREATES THE AURORAS, AND HAS LARGE IMPLICATIONS IN SPACE WEATHER PREDICTIONS. OUR INSTRUMENT, MoSAIC, IS A QUADRUPOLE MASS SPECTROMETER THAT FLEW JUST UNDER THE NOSECONE OF THE ROCKET. IT MEASURED COMPOSITION, DENSITY, TEMPERATURE AND VELOCITY OF NEUTRAL AND ION WINDS IN THE UPPER ATMOSPHERE. THE IMAGES TO THE RIGHT SHOW THE QMS SENSOR BY ITSELF AND THE FULLY INTEGRATED MoSAIC INSTRUMENT.”

AT ANDREW TOOL & MACHINING, WE BELIEVE IN CONSTANTLY EVOLVING AND CHALLENGING THE STATUS QUO TO MEET OUR CUSTOMERS' DEMANDS. WE LOOK FORWARD TO TACKLING THE NEXT PART THAT “CAN'T BE MANUFACTURED.”

LEWIS BRIGMAN, ENGINEERING MANAGER



Courtesy of NASA Goddard Space Flight Center



Courtesy of NASA Goddard Space Flight Center



INTERNATIONAL TECHNOLOGY TOUR 2025 INNOVATING ON A GLOBAL STAGE MARCH 30 - APRIL 5, 2025

Explore Italy's Manufacturing Excellence!

Reserve your spot on the NTMA 2025 International Tech Tour and gain a unique perspective as you go behind the scenes at world-class manufacturing facilities, including DMG MORI, SMW Autoblok, Speroni, and HEIDENHAIN. This year's journey begins in Milan and concludes in Rome. Connect with peers and National Associate Members to share experiences and exchange innovative ideas. Discover insights that will elevate your daily operations in unexpected ways. Let us handle the details, so you can focus on maximizing your experience from your arrival in Milan to your departure from Rome.

Preliminary Schedule for 2025

- **Monday, March 31st** – Tour at DMG MORI in Bergamo
- **Tuesday, April 1st** – Tour at HEIDENHAIN in Milan
- **Wednesday, April 2nd** – Tour at SMW Autoblok in Caprie-Torino
- **Thursday, April 3rd** – Tour at DMG MORI in Tortona & Speroni in Pavia
- **Friday, April 4th** – Tour at Ferrari in Maranello, then Bullet Train to Rome
- **Saturday, April 5th** – Departures out of Rome

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DMG MORI

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- Host companies cover hotel and tour transportation (bus & train ticket);
- Attendees are responsible for air-fare and transportation to and from airports.

Contact Kristen Hrusch for more information & to register.

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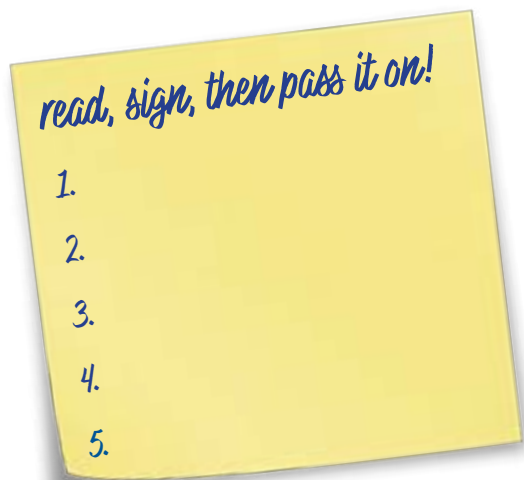




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