

for **THE RECORD**

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



A REPORT TO MEMBERS

A LOOK BACK AT 2024 AND AT THE YEAR AHEAD

ALSO INSIDE:

NTMA AWARDS
PAGES 18-21

EXCLUSIVE MEMBER PROGRAMS
PAGES 26-27

AND SO MUCH MORE...

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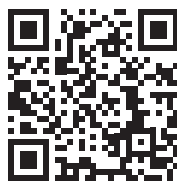


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A REPORT TO MEMBERS: 2024 YEAR IN REVIEW AND A LOOK AHEAD AT 2025

Events: Where NTMA Connects	8-9
NTMA: Your Voice in Washington	10-11
2024 Facts and Figures: Did You Know?	12-13
Celebrating Membership Successes	14
Website Overhaul	15
Workforce Development On the Move	16-17
NTMA Applauds Member Milestones	18-19
NTMA Award Applications Open	20-21
Exclusive NTMA Partner Programs	26-27

RECURRING COLUMNS

From Roger: A Message from the President	2-3
Welcome New Members	4-5
In the Know: Expert Insight	6-7
Here to Help: PartnerShip	22
We Made That: AEI Fabrication	28

EVENTS

Engage 2025	17
Emerging Leaders	29

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
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UPCOMING NTMA EVENTS



MARCH 30 - APRIL 5, 2025
MILAN, ITALY



FROM ROGER

a message from the president

It's hard to believe, but we are already closing out Q1. Growing up, I never realized how fast time would pass us by, whether good times or bad, personally or professionally. Well, I can tell you professionally it seems as if time flies.

In the nonstop world of manufacturing, speed can often prevent us from looking back over the past year to measure our successes and our failures, our achievements or our missed opportunities. The review is not just to celebrate or cry about the past, but rather to chart the future.

This month's issue is "The Year in Review." This is where we at NTMA publicly review what we did last year on your behalf. These milestones will help us adjust and focus on the right things for 2025.

Look no further than our adjusted focus on advocacy. The new presidential administration is making changes. Some changes have already been implemented, some are anticipated and some are under consideration. Our advocacy needs and efforts have risen to the top of NTMA's priorities. All of our political efforts for and against any

regulations will be focused solely on small- to medium-sized manufacturers' best interests.

The first new tariffs on Canada, Mexico and China are a great example. When these tariffs were proposed, we pushed out a quick notice on a flash webinar on the subject. Within five hours we had 450 registrations for the webinar between NTMA and PMA (our One Voice partner). Need I say more about how important our advocacy efforts will be in 2025? These changes and potential changes are going to affect you. You need to plan and/or consider their implications on your business.

As you open up to the middle section of this month's publication, I hope you are proud of the 2024 accomplishments on your behalf. As I share with so many members across the country on my visits, your national office in Cleveland has ONE MISSION AND ONE MISSION ONLY: to serve YOU, our members. Having been on the member side of our organization for more than 40 years, my personal goal is to provide you with what you need to run a profitable and high-performing

manufacturing facility.

NTMA also focuses on being the driving force and voice for the small to medium manufacturers across the US. Our effectiveness is only limited by the size of our organization. Our impact within and outside of our industry grows by sheer numbers. Small associations dot the country, none having enough mass to move the needle. While there are multiple good state and local associations, to move the needle nationally, our industry needs a national leader. I truly believe our members have positioned NTMA to take that lead nationally for our industry. Gardner Media has given Top Shop awards since 2011. To date, they've given 65 awards. NTMA members have received 31% of the honors.

In closing, as you review this edition of The Record and see what we have accomplished together in 2024, I hope you are encouraged that you are on the right team, with the right vision. I hope you believe that the time and effort you invested in NTMA is for the good of our industry. I remind you, that winning on your own or as a local region is

great, but you never overcome the constant fight. Only as a consolidated group of small- to medium-sized manufacturers joined together can we win this fight. I believe that if we work together to consolidate our cutting tool spend and our MRO spend, if we build our events and our programs while utilizing our trusted industry partners, that we will strengthen our members, our chapters and our national association. Ultimately, this is how we bolster our nation's manufacturing base.

Remember: in our NAICS code of 332 and 333, there are approximately 22,000 companies that could qualify for NTMA membership. They are there for the asking. Take the

time to invite companies to join NTMA for the sake of our companies, our families, our employees, our customers, our industry and our nation. We play a vital role. Our voices must be heard so that we can become more efficient, productive and profitable. That's how we strengthen US Manufacturing.

I challenge us all to "WIN AS ONE" as we Advance America's Future.


Roger Atkins, President, NTMA

NEW NTMA EXCLUSIVE COMMERCIAL INSURANCE PROGRAM

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WELCOME

We're glad to count you among our members.

BLESS PRECISION TOOL, INC.

New Jersey Eastern Pennsylvania Chapter

Bless Precision Tool, Inc. was founded by Howard P. Bless



in 1980. The business started as a tool and die shop in a 600 sq. ft. two-car garage. In 1983 the operation moved to a newly constructed 1,200 sq. ft. building at the same address. The company expanded from all tool and die, to tool and die, jig and fixture, prototyping and short-run production. This called for a 50% expansion to the new building in 1985. As the business continued to grow, a larger building was needed. In 1992 the company relocated to a 4,000 sq. ft. building located near Quakertown. At the time 75% of the machining being done was low and high-volume production machining. In 1996, seeing the need for more room, the company purchased a building in the industrial park in Quakertown. With approval for facility expansion already in place, the building was increased to 8,000 sq. ft. in 1997. Continuing to grow, a 55,200 sq. ft. building was purchased in 2015. Currently our machining is a mix of about 90% production machining and 5% prototype and fixture. The original customer base covered about a 20-mile radius. Today, Bless Precision Tool, Inc. is a third-generation company working with many companies nationally.

If you are one of our many customers, we thank you for your business and support. If you're not, why not give us a try? We are dedicated to customer satisfaction based on dependable quality and on-time delivery. We would be pleased to quote any of your requirements. We thank you for taking your time to start to know us.

601 Montgomery Ave., Pennsburg, PA 18073
267.923.8506
www.blessprecision.com

JIREH CNC MACHINING

North Texas Chapter

Jireh CNC Machining is a small, family-owned CNC machine shop



located in Mansfield, Texas, founded on strong Christian values. The company specializes in CNC milling and CNC lathe turning services. Jireh CNC Machining operates as a job shop and has successfully completed projects for various industries, including the Department of Defense, gas and oil, automotive, telecommunications and more. Whether it's R&D parts or designs from a print or concept, the team at Jireh CNC can bring any vision to life.

The shop handles both small quantity runs and high-volume production, offering flexibility to meet the needs of each customer. The company prides itself on its commitment to meeting deadlines and going the extra mile to ensure timely delivery.

Although Jireh CNC Machining has been in business for only two years, it is steadily growing and expanding.

7319 Gibson Cemetery Rd Ste 805,
Mansfield, TX 76063
682.258.2473
www.jirehcncmachining.com

D&G MANUFACTURING LLC

Rocky Mountain Chapter

Founded in October 2024, D&G Manufacturing LLC is a dynamic new venture driven



by decades of combined expertise in engineering and machining. With a passion for precision and a commitment to quality, D&G provides high-end CNC machine work for customers across industries. Their team is led by a seasoned mechanical engineer with over 30 years of experience and a skilled machinist with 35 years of hands-on knowledge. D&G specializes in precision CNC machining, offering high-quality manufacturing for a wide variety of parts and products. Their capabilities span from prototyping to full-scale production, with an emphasis on accuracy, efficiency and on-time delivery. They work with a wide range of materials, including metals, plastics and composites, to produce everything from intricate one-off prototypes to high-volume runs. Their 5,600 sq. ft. facility is located in the east Denver Metropolitan Area with easy access to I-70, I-76 and I-25 and within minutes of Denver International Airport.

Precision: They focus on delivering parts that meet exact tolerances and quality standards.

Versatility: From complex designs to simple parts, they can handle a variety of machining needs.

Customer-centered: D&G works closely with clients to ensure they meet their specific requirements and exceed expectations.

Advanced Technology: Their state-of-the-art CNC machines and cutting-edge techniques ensure the highest level of precision and repeatability.

601 Salida Way Unit B10, Aurora, CO 80011
720.432.5704
www.dgmfgllc.com

MANN MADE INDUSTRIES

North Texas Chapter

G01 Enterprises Inc. (Mann Made Industries) was originally created by Albert Mann, a metallurgist with Texas Aluminum Company.



Mann Made Inc-II was founded in 1966 in Fate, Texas, to test his extrusion ideas and concepts.

Albert believed in having the best extrusions presses and worked hard to maximize efficiency; therefore, it can be said that all of our extrusion presses are truly "Mann" made.

Mann Made was purchased in 1974 by B.E. & H., Inc. to complement their extrusion tooling business. In 1977, the manufacturing facility was moved to Wylie, Texas. The company was purchased again in 1992 by Joe Edge.

This company was one of the first extrusion companies to offer turnkey service and utilize the facsimile, CAD drawings and the internet. Turnkey services included CNC machining, fabrication and plating capabilities. We still maintain the pioneering spirit of our founder in testing ideas and manufacturing boundaries. We remain dedicated to innovation by utilizing the latest technology in electronics and hydraulics to bring our customers the best products in the industry.

The Edge family just recently sold the organization to Chris Flemming. He plans to continue the legacy that was developed and expand the CNC offering to fuel his love for precision machining.

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

We want to hear your story.

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

WHO WE ARE & WE MADE THAT

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

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

to:

editor@ntma.org

use the subject line:

Featured Company



ADVOCACY: THE BREAKDOWN ON NEW TARIFFS



President Trump began last month by announcing 25% tariffs on Canada and Mexico and imposing an additional 10% tariffs on all imports from China. By mid-February, the White House detailed the 25% tariffs it intends to place on all steel and aluminum tariffs globally starting 12:01AM on March 12, 2025. Only a few days later, the Trump administration warned trading partners that as soon as April 2, Washington may apply reciprocal tariffs on imports on thousands of imports if a similar U.S. good faces a restriction on its trade to that country.

The shortened month of February sets up a busy March for trade. The increased baseline tariff rate to 35% effective February 4, 2025, on most imported Chinese tools, dies and machined components is an important step towards supporting domestic industry. Customers, and suppliers, are increasingly looking to one another for clarity as sources in Washington anticipate more actions ahead.

The NTMA advocacy team in Washington, D.C. is meeting with the Trump administration, lawmakers and industry partners to support a strengthened trade enforcement agenda that also accounts for the impact on downstream users of steel and aluminum competing globally. In his steel and aluminum announcements President Trump recognized the injury caused by increased tariffs of more downstream finished products and created a process to consider whether to expand the 25% tariffs to cover steel and aluminum derivative products.

Many countries exporting steel or aluminum to the U.S. are actively working with the Trump administration to exempt their metals from the 25% tariff, a similar tact taken during the President's first term. While some countries may receive relief from the steel and aluminum tariffs, high level sources in Washington indicate that the Trump administration does not intend to establish a process allowing domestic manufacturers to request an exclusion from paying the tariff on select imported steel or aluminum.

NTMA should keep watch for the latest information on trade, tariffs and how impacts their industry by tuning in to the monthly One Voice Webinars, listening to the biweekly podcasts (available on Apple, Google and Spotify) and subscribing to the Washington Wire newsletter sent directly to your inbox twice a month.



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

SUCCESSION: IDENTIFY THE VALUE OF YOUR BUSINESS



Last month we discussed the importance of a specific timeline for transition from your business. Timelines force us to “narrow our focus” as we determine our objectives — whether it be a transition to your children, your key employee(s), an ESOP, or preparing for a third-party sale.

The most important next step in a successful transition plan is

to identify the value of your business.

Why? Because most small and mid-sized business owners (SBOs) expect nearly 70% of their retirement lifestyle to be funded by the sale and/or transition from their business.

You MUST know if the current value of your business is adequate to meet your future needs and avoid “the great disconnect” between your retirement lifestyle needs versus income that your business can realistically produce after a transition.

However, recent studies show that over 95% of SBOs do NOT know the value of their business. Why? Because historically it's been too expensive, too invasive and too time-consuming to find out. The good news is this isn't the case any longer as technology has greatly reduced the cost and increased the speed of delivering your valuation.

Knowing the value of your business is the only way to protect its value and plan effectively to **increase** that value. This is all done in alignment with your previously determined “exit timeline.”

At Succession Plus, we use powerful assessment tools that allow you to understand not only the current value of your business, but what the value should be when compared to industry peers. We help you address any “value gap” between the current value of your business and the value needed for a successful transition and secure retirement.

Want to quickly know the value of your business? Scan the QR code on back cover.

Next month's topic: Perform a retirement needs analysis.

SUCCESSION+

Mark J. Dorman AIF, CLU, ChFC, CEPA, CFBS helps small and mid-sized businesses plan for a successful exit. In his 40-year career, he has counseled hundreds of privately held businesses and has purchased, founded and exited businesses of his own. <https://succession.plus/us/>, [linkedin.com/in/markjdorman](https://www.linkedin.com/in/markjdorman)

REVENUE: ZERO-BASED REVENUE GROWTH



In a normal budgeting process companies start with last year's budget, discuss incremental market changes and make minor adjustments to most lines in the P&L. This is an efficient way to plan, and it's appropriate when any market changes are minor.

Sometimes that's not adequate. If significant changes are occurring, the assumptions and trends which informed previous budgets may no

longer be valid. In that case a different approach may be necessary.

Zero-based budgeting is sometimes the solution. In this more radical approach, last year's budget is an irrelevant artifact. Instead, everyone starts from scratch, determining what's necessary to operate and grow the business. It's hard work but drives vital conversations and challenges “sacred cows.”

It's time to take a zero-based approach to marketing and sales for industrial companies. The standard models that worked reasonably well for the last 20 years are quickly eroding as the internet gradually developed and buying habits changed.

Research confirms the recent experience of many companies. There is a low-grade crisis. Many sales reps are missing quotas. Sell cycles are longer. Website traffic and keyword rankings are falling. New account sales are significantly more difficult. More deals end in “no decision.” Lead success rates are deteriorating. Virtually across the board all aspects of revenue growth — from marketing through sales — are less effective.

These are dramatic changes and require more than minor tweaks, like another trade show or adjusting the Google Ad spend.

Companies need to deeply research these trends and reallocate resources. Taking a zero-based approach will help companies identify need and opportunity for new investments in sales training, sales management, audio and video content and PR. These will be necessary to compete successfully as AI radically changes buying habits and search behaviors.



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

EVENTS

where NTMA connects

KRISTEN HRUSCH, EVENTS MANAGER, NTMA

As we jump into 2025, I'd like to take a moment and reflect on our 2024 events. It was a great year for NTMA events, and I'd like to thank all of our attendees, sponsors and speakers who made the effort to participate in and help make each event successful. We understand time is valuable, and it was not lost on us that you chose to share your time (and money) with NTMA in 2024.

CHAPTER LEADERSHIP SUMMIT

Each year we start off the events season with our Chapter Leadership Summit (CLS). CLS provides an environment that allows us to collaborate and discover more ways in which we can serve all of our members. It is also a great opportunity for our national staff and leadership to connect with the chapters, discuss goals for the year and to re-energize our leaders with what NTMA has to offer the membership in the upcoming year. In 2024, we met in beautiful San Antonio, Texas and were able to stop at two member facilities for plant tours. Special thanks to ITM and Cox Manufacturing for opening their doors to us!



Our second noteworthy event of 2024 was our Emerging Leaders Conference. This conference is designed to build upon professional development skills for up-and-coming leaders in the manufacturing industry. In 2024 we met in Greenville, South Carolina, and in an effort to grow the community of manufacturing's next leaders, we partnered with four other associations: Technology and Manufacturing Association (TMA), Non-Ferrous Founders Society (NFFS), The Association for Manufacturing Technology (AMT) and SME. Partnering with other associations proved to be successful as we had more than 100 attendees!

Topics ranged from "Permission to Succeed," to "Characteristics of Exceptional

EMERGING LEADERS



ENGAGE



Managers," as well as the "Role of Advocacy in Emerging Leadership" and "Harnessing the Power of AI." In addition to excellent content, we also provided an opportunity for attendees to let loose. We held our evening event at a place called Group Therapy where people could play indoor mini golf and try their arms at axe throwing.



To round out the year, we hosted our Engage Conference in Music City – Nashville, Tennessee. Engage brought us our largest number of attendees since prior to the pandemic. Engage is a jam-packed conference with loads of content and plenty of opportunities to network and have fun with industry peers. Highlights included sessions on AI, succession strategies, a deep dive into potential election outcomes and an update on manufacturing technology trends with the president of AMT, Doug Woods and the chairman of AMT, Dan Janka. You can't have all that "work" without any play! Attendees had a blast at our annual cornhole tournament at the Ole Smokey Distillery. Returning champions AJ Schaeper and his wife Susan (pictured above, left) reclaimed their title and earned back their bragging rights...at least until next year! We always close out the conference with a high-energy event and this year, we took over the Musicians Hall of Fame and showcased special guest, Grammy-nominated songwriter, Tony Arata. Tony wowed our crowd with a heartfelt song he wrote about his year-long experience meeting and touring manufacturers and their facilities throughout the U.S.

It's safe to say that a good time was had by all at each of our events in 2024, and we are looking forward to another successful year for 2025. We are already off to a great start as we are growing our Emerging Leaders Conference by adding a fifth partnering association, the American Gear Manufacturers Association (AGMA). Each of our events is thoughtfully crafted by all of our staff, with all of our members in mind. Our goal is to deliver relevant and exceptional content and energizing networking events to encourage growth within our member companies and the industry as a whole. As Roger says, "We are stronger together!" We've already begun building event agendas for this year and would love to see you at our 2025 events. Mark your calendars now, and plan to join us!

INTERNATIONAL TECH TOUR

MILAN AND ROME, ITALY, MARCH 30-APRIL 5

- National Associates host members' trip to Italy (Milan-Rome)
- Customized visits to BIG Daishowa, Heidenhain, SMW Autoblok and DMG MORI
- Tour of the Ferrari Museum

EMERGING LEADERS

ORLANDO, FLORIDA MAY 5-7

- In partnership with AMT, SME, TMA, NFFS and AGMA
- Keynote speaker: Dennis Snow, former Disney Institute trainer

ENGAGE

DETROIT, MICHIGAN OCTOBER 7-10

- Hosted in the birthplace of the assembly line
- Cutting-edge industry insights
- Cornhole tournament at Corktown

PREVIEW OF 2025 EVENTS

NTMA: YOUR VOICE IN WASHINGTON

One Voice being heard in D.C.

OMAR NASHASHIBI, FOUNDER, INSIDE BELTWAY

“The world is run by those who show up,” is a quote often attributed to Benjamin Franklin. In Washington, D.C., you not only need to show up, but to show up again and again and bring with you a clear and consistent message.

This is how the NTMA continues to succeed in our nation’s capital, reshaping the image of downstream manufacturing among our government officials and making our members the priority of policymakers for the first time in generations. Small and medium-sized manufacturers are the backbone of our economic and national security, with the NTMA leading as the voice of the sector.

That voice echoes loudest when we spread our message through the media. Our strategic communications team at the Policy Resolution Group at Bracewell helped arrange for over seventy media mentions by the association and

members last year, including in the Wall Street Journal, AP, The Business Journal and Crain’s Cleveland Business.

On Capitol Hill, during the annual One Voice fly-in to Washington, D.C., our members met with the offices of more than sixty U.S. Senators and Representatives, calling on lawmakers to lift the tax on R&D and reinstate the ability to 100% expense equipment. Already this year our lobbying team in Washington has held dozens of meetings with key tax writers as they draft major legislation to prevent \$4.6 trillion in tax increases from taking effect on January 1, 2026.

The lobbying by our members continues year-round, with hundreds of messages sent directly to the U.S. House and Senate in 2024 by NTMA companies on taxes, workforce, regulations and trade.

Last year, NTMA filed more than twenty formal comments in opposition to multiple regulations. Additionally, we succeeded in defeating the Department of Labor apprenticeship rule that would have eliminated competency-based registered apprenticeships; defeated the NLRB joint employer rule; blocked the overtime expansion rule; worked to successfully delay the one-size-fits-all OSHA 80 F indoor heat rule and fought the Federal Trade Commission ban on non-competes.

Members of the NTMA benefit from having access to real-time actional intelligence from our advocacy team in Washington. The NTMA hosts monthly public policy webinars to help the industry better understand the impact of government policies on their shops. Our most recent session on tariffs had over 400 attendees. The bimonthly podcasts and 24 newsletters

released are essential to keeping our members informed on the latest developments from Washington.

President Trump’s return to Washington is only increasing our activities and elevates the importance of our members engaging with government officials. With so much at stake, our members cannot afford to sit this one out. After all, as Plato once said, “Those who are too smart to engage in politics are punished by being governed by those who are dumber.”





2024

FACTS & FIGURES

Did you know?



THE DATA IS IN.
OUR MEMBERSHIP GREW AGAIN IN **2024**.
NEW MEMBERS ALWAYS ADD VALUE, BUT RETENTION
TELLS THE STORY.

94% RETENTION RATE

MEMBERSHIP IS AN INVESTMENT THAT PAYS.

WHY NTMA?

MEMBERS TELL NTMA THEY FIND THE **GREATEST** VALUE IN:

- Networking
- Education/Training
- Programs & Benefits



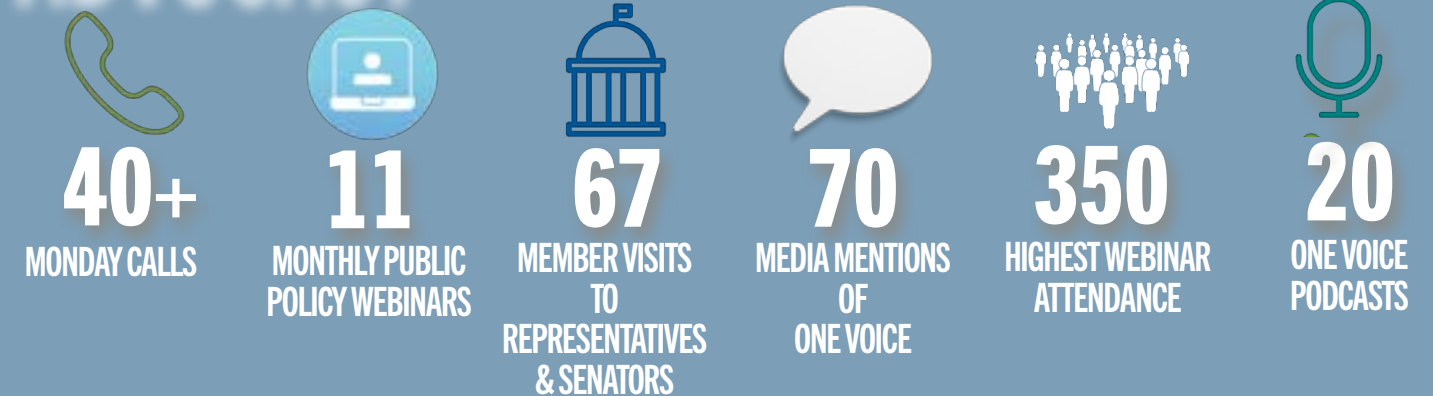
THE NTMF IS INSTRUMENTAL IN
SUPPORTING NTMA EDUCATIONAL
PROGRAMS AND TRAINING.



THE **NTMF** SOFT-LAUNCHED
A CAPITAL CAMPAIGN IN **2024**.
MORE DETAILS COMING SOON.

GOAL: **\$10** MILLION
RAISED-TO-DATE: **\$2** MILLION

ADVOCACY



12 AFFINITY PROGRAMS

AFFINITY PROGRAMS SAVE OUR MEMBERS MONEY IN TWO WAYS:

- EXCLUSIVE MEMBER DISCOUNTS
- SALES-BASED REVENUE TO THE ASSOCIATION

MEMBERS TAKING ADVANTAGE OF
AFFINITY PARTNER PROGRAMS: **530**

ADVOCACY EFFORTS & PARTNERSHIPS
ARE SOME OF THE NTMA'S MOST
IMPACTFUL PROGRAMS.

MEMBERS SAVED **16.4%** ON **21.3 MILLION** IN PURCHASES FROM



TOOLING PROGRAM EXCEEDED PROJECTED USAGE BY **18.1%**
WITH SAVINGS ESTIMATED UP TO **30%**



\$750,000 COMMITTED TO NTMA-U UPGRADES
326 STUDENTS ENROLLED IN **1209** NTMA-U COURSES

celebrating MEMBERSHIP SUCCESSSES

CARRIE MARSICO, MEMBERSHIP & CHAPTER RELATIONS MANAGER, NTMA

We are proud to celebrate a year of remarkable achievements, driven by the support and engagement of our valued members. Your dedication and participation have driven us to new heights, and we are excited to share the milestones we've reached together.

This year we welcomed 81 new members. This growth reflects the increasing value and appeal of our membership benefits and the strong sense of community we've cultivated.

We introduced several new benefits to enrich the member experience, including a new exclusive partnership with PTSolutions, allowing members to receive significant discounts on cutting tools. We also added two new partner programs, including Succession Plus and Dochterman Insurance.



"We value your membership in the NTMA, and we are committed to providing you value for your membership."

OTHER ADDITIONS IN 2024:

- NTMA added Sales Training and Executive Cohorts to our successful Emerging Leaders program.
- We built a new website (read more on the next page).
- We introduced "Chippy" the new NTMA mascot at Engage 2024.
- With new member engagement tracking methods, our NTMA team is extending our reach to the whole association.

Tracking member engagement is essential for NTMA. It provides valuable insights into how members interact with us, allowing for informed decisions to improve member satisfaction, retention and overall value. By identifying areas where engagement is high or low, it enables our team to target strategies to enhance the member experience and maximize the benefits of membership.

Our organizational offerings expanded in new and exciting directions in 2024. Wait until you see what 2025 has in store.



DOUG DeROSE, VICE PRESIDENT/CFO, NTMA

"Hey, we need to upgrade the website. I don't like it," Roger said.

"Ugh," said every staff person, including me and the project lead, Dan Ott.

After a year of review and rework, NTMA's partner, Datachieve finalized a refresh to the national website, NTMA.org in February. Like every technology project I've been a part of in recent years, it took longer than anticipated! But in the end, we think the refresh hit the mark on what the goals.

HERE'S WHAT WE SET OUT TO ACCOMPLISH:

- Change the primary focus of the site from a data repository to a sales tool
- Remove the clutter everywhere
- Remove redundant links to the same information
- Focus on the pillars of NTMA
- Make access to both Impexium and NTMA Connect easier for members
- Allow users to register for events through the site
- Freshen the look without losing the identity of the old site

We also wanted a store for users and members to buy textbooks, tests, surveys and benchmarking reports, as well as NTMA merchandise. We hope to have that portion of the site live by Summer 2025.

From our main menu, a visitor can find out who we are, get information to join NTMA and learn about our training and education programs. Additionally, visitors can get familiar with One Voice and our advocacy efforts and peruse events and offerings to find upcoming programs and webinars offered by both NTMA and our partners. A visit to NTMA.org also offers media resources like digital copies of The Record, press room articles, awards and more.

I'd like to touch on a few new areas you'll find on the site. Under *Who We Are* you can find each staff member, as well as current Executive Committee members. Under this section we have added a page about the Foundation, including its mission, vision and brand promise.

Join NTMA is a treasure trove of all things NTMA offers and is really the "membership" page. You'll find everything from an overview of membership options to networking, benefit programs, benchmarking reports and a chapter directory with links to websites.

Training and Education starts off with NTMA-U and has information on all the courses. You will find a page for NTMA's Emerging Leaders program, as well as continuing education efforts like the cohort programs. There is also a page that focuses on NTMA's support for engaging the next generation. Here you'll find contact information for the NRL. This page will replace the old GoNRL.org site that is being sunset.

I think you will find that the *Let Your Voice Be Heard* section touches on everything NTMA advocacy, from One Voice to government affairs to explaining NTMA's political action committee, CFASE. Under *Events and Offerings* you'll find event details. You can now register and pay for events on the website. As a member, you will be able to login to your member account and secure member pricing. We hope to add partner events as well in the coming months. We want NTMA.org to be a one-stop location for industry events.

It's not easy to know when to add or subtract information when doing an overhaul like this. Honestly, as a staff we decided to err on the side of less, with staff contact information available should you need something that is not included. We think a prospective member or partner can come to our revamped site, and get a good idea of who we are. That was our goal, and that's why we think we hit the mark. Please visit the site and give us your opinion. It's your association, and we want to represent it in a manner that makes you feel proud.



WORKFORCE DEVELOPMENT: ON THE MOVE

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

2024 was a busy year in workforce development. We looked at the current state of our work, decided where to focus our energies and resources and we moved forward in a way that brings the most value to our members.

Here are some highlights from last year:

NTMA-U UPGRADES

The National Tooling & Machining Foundation committed \$750,000 to upgrade the presentation of NTMA-U to a modernized platform that will enhance engagement with a user-friendly interface that mirrors today’s advanced manufacturing environment. The introduction of flexible, bite-sized, instructor-led videos will provide learners with more accessible ways to engage, even when they have limited time. To support a broader audience, NTMA-U will incorporate multilingual features such as translations, voiceovers and closed captions (pending additional funding) and will be designed for full ADA compliance, enabling users to navigate the platform using keyboard commands and screen readers. These enhancements will create a more inclusive and accessible learning experience, helping bridge skill gaps and open new career pathways for students, veterans and individuals in under-served communities.

WFD TEAM

When the NTMA staff talks with members about workforce challenges, the question asked most is, “What are other members doing that’s working for them?” We know our members are partnering in workforce development activities for students and adults, and we want to capture that work

so we can celebrate the successes and share them across the country.

In response, the Workforce Development Team has decided to create a Resource Library that will host information on activities, programs and initiatives that are creating awareness of manufacturing careers as well as building talent pipelines. These templates will include information on how the program works, recruitment strategies, funding streams, partners and collaborators, marketing and program challenges and outcomes. But most importantly, there will be contact information for someone knowledgeable about the program who is willing to answer questions and provide guidance should a member or chapter want to consider starting a similar program in their area.

APPRENTICESHIP AMBASSADOR AWARD

NTMA was a member of the first-ever cohort of the Department of Labor’s Apprenticeship Ambassador Initiative. This Initiative is a national network of community-based organizations, educators, employers, industry associations, labor organizations, program sponsors, workforce intermediaries and other stakeholders who serve as champions for expanding and diversifying registered apprenticeship. During the two-year commitment, NTMA pledged to help expand, modernize and diversify registered apprenticeship programs. We are happy to say that we exceeded our commitments and were recognized at the White House in October for this achievement.

Much of the work started in 2024 will come to fruition in 2025. Here are a few of the more exciting things to look forward to this year.

NEW PARTNERSHIPS

NTMA is excited to begin working with the following programs to support our members by introducing resources that will help improve internal processes, connect them to potential new talent pipelines and provide technology to schedule and track on the job training.

Navy Talent Pipeline Program

The Talent Pipeline Program Team will energize and engage the American economy by creating and sustaining a defense industrial base-focused talent pipeline that enables employers to re-capitalize their workforce through recruiting, hiring, training and retaining skilled workforce members as productive and engaged new employees.

National Talent Hub

The National Institute for Industry and Career Advancement’s (NIICA) National Talent Hub is a state-of-the-art

portal that uses advanced data analytics to connect job seekers and those looking to improve skills in technical, STEM based jobs to employers and training programs that target their specific needs.

Smart Training Solutions (STS) in partnership with NIMS

Developed by the National Institute for Metalworking Skills (NIMS), STS is an innovative framework for modernizing training to keep up with an ever-changing economy, where technology changes what we do exponentially in the workplace. This technology will be available on a limited basis to members utilizing NTMA-U for apprenticeship training.

NTMA-U UPGRADES CONTINUE

The NTMA-U upgrades are expected to be completed by mid-summer, and we will transition portals and students to the new US based platform in early fall.

K-12 PORTAL

Schools and youth programs will gain free education memberships, providing K-12 students and teachers with

access to NTMA-U’s curriculum and resources. The program will introduce young learners to manufacturing careers through free Introduction to Manufacturing and Safety courses, while high school students can enroll in the Pre-Apprenticeship program at minimal cost, earning credits toward graduation and completing the first year of a registered apprenticeship. College credits are also available for this program.

ADULT STUDENT MEMBERSHIP

NTMA-U is expanding its reach beyond its traditional member base to support industry professionals seeking to enhance their skills. Through partnerships with organizations like the National Talent Hub and Navy Talent Pipeline, NTMA-U will equip new learners with the essential skills needed for sustainable, rewarding careers. A new Adult Student Membership will provide individuals with opportunities to refresh or build their skills, ensuring that NTMA-U continues to serve as a valuable resource for both the manufacturing workforce and those aspiring to join it.



NTMA APPLAUDS MEMBER MILESTONES



NTMA IS PROUD TO RECOGNIZE MEMBERS WHO MARK MILESTONE MEMBERSHIP ANNIVERSARIES EACH YEAR AS WELL AS MEMBERS WHO GO ABOVE AND BEYOND IN THEIR COMMITMENT TO EXCELLENCE IN THEIR COMPANIES AND IN THE INDUSTRY. NTMA WAS PROUD TO ACKNOWLEDGE THE FOLLOWING INDIVIDUALS AND COMPANIES AT THE ENGAGE CONFERENCE FOR 2024 ACCOMPLISHMENTS.

Completed Leadership Term

Bob Mosey
Government Affairs Team
2022–2024

Mark Lashinske
Governance & Compliance Team
2023–2024

6S Excellence Award

- AccuRounds
- Boston Centerless
- Gibbs Die Casting
- Hibshman Screw Machine Products
- Hirsh Precision Products
- Homeyer Precision Manufacturing
- JD Machine
- Jergens, Inc.
- Major Tool & Machine
- Nord-Lock
- Pilot Precision Products
- Ripley Machine
- Roberts Tool & Die Company
- Rosenberger North America Pennsauken

NTMA Service Awards

DISTINGUISHED SERVICE AWARD
Jack Burley, BIG DAISHOWA

WILLIAM E. HARDMAN AWARD
Acutec Precision Aerospace, Inc.

HONOR AWARD
Lon Sippy, Highpoint Tool & Machine
(formerly Sipco, Inc)

L.A. SOMMER MEMORIAL AWARD
Gillen Young, Custom Tool, Inc.



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Jergens, Inc.

75 YEARS

Toolcraft Products, Inc.

70 YEARS

Allied Tool & Machine, Inc.
Danco Precision, Inc.

60 YEARS

Carlson Tool & Manufacturing Corp.

55 YEARS

C & J Industries
Dekalb Tool & Die, Inc.
Hammill Manufacturing Company
Imperial Die & Manufacturing Co.
Micro Instrument Corp.
R. F. Cook Manufacturing Co.

50 YEARS

Aetna Machine Company
Apex Tool & Manufacturing, Inc.
Kaufhold Machine Shop, Inc.
Perfecto Tool & Engineering Co., Inc.
Schaffer Grinding Company, Inc.

45 YEARS

A & B Machine Shop
Armin Tool & Manufacturing Co., Inc.
Bertrand Products, Inc.
LTL Company, Inc.
Mountain States Automation, Inc.
Prism Plastics
The Lloyd Company

40 YEARS

Astro Machine Works
Athens Industries
Compumachine Incorporated
Designs For Tomorrow, Inc.
Excel Stamping & Manufacturing, Inc.
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F & S Tool, Inc.
ITM
Jennison Corporation
Jewett Machine Mfg. Co., Inc.
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Rhode Island Centerless, Inc.
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McCurdy Tool & Machine Inc.
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Schafer Industries
Star Tool & Die, Inc.
West Valley Precision, Inc.

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Custom Tool & Model Corp.
Dugan Tool & Die, Inc.
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Sirois Tool Co., Inc.
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NTMA SERVICE AWARDS 2025 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

For continuing meritorious service and dedication to the Industry and/or Association by an NTMA Regular Member. Traditionally rendered for longevity of service and/or dedication, as opposed to a single act of service in a short-time Industry or Association position.

L.A. SOMMER MEMORIAL AWARD

For outstanding and continuing service of the highest magnitude by an NTMA Regular Member. Emphasis is placed on service to the Association, both of the highest order over a period of time, demonstrating 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 of Regular, National Associate, or Education member status of NTMA that has 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 and/or Association by a Non-NTMA Regular Member Company Representative.

ELIGIBILITY RULES & REQUIREMENTS

1. If honoree has previously received the LA Sommer Award, he/she is not eligible to receive the Honor Award or William E. Hardman Award.
2. If honoree has previously received the Honor Award and/or the William E. Hardman Award, he/she is eligible to receive the LA Sommer Award.
3. All Award nominees must be currently active in their company and/or industry, or active in the Association as a Past Service Member.
4. If no candidates are nominated for any of these awards, the particular award in question will not be presented in that given year.
5. Nominators cannot nominate the same person for multiple awards, but can nominate multiple persons for multiple awards.

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 8th, 2025.
For a nomination form, contact Linda Warner at lwerner@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.

SUBMISSIONS:

For an application and forms, please contact Linda Warner at lwerner@ntma.org or 216-264-2824.

Please submit your application by Friday, September 5th, 2025 to be considered.

Completed applications should be sent to 6Saward@ntma.org

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PARTNERSHIP: 4 WAYS TO REDUCE SHIPPING COSTS

ERIKA KEMPF, MARKETING PROGRAM MANAGER, PARTNERSHIP

Shipping can be one of the most complicated — and costly — activities for any business. Poor or no planning can result in overpaying, as well as losing sales if businesses can't provide consistent and cost-effective delivery to its customers. Thankfully, there are ways to save.

Here are four ideas for you to consider to reduce your overall shipping costs:

OBTAIN DISCOUNTS WITH CARRIERS

Most carriers provide discounts to businesses that routinely ship or receive merchandise. The old adage “everything is negotiable” is an immutable fact when it comes to shipping fees.

Businesses can work directly with a freight broker, or even directly with carriers, to see if you can get better discounts than you have today. Be prepared to share example shipping invoices or manifests to help them assess your shipping patterns and provide you with the best pricing.

DEVELOP AN INBOUND SHIPPING MANAGEMENT PROGRAM

One of the simplest and easiest ways to immediately cut your inbound freight costs is to change your shipping terms from “prepaid and add” to “inbound collect.” As the buyer and receiver of the goods, you can — and should — designate the carrier and arrange for shipping charges to be billed directly to you at your discounted rate. Having your vendor or supplier ship collect on your recommended carrier eliminates any handling charges, thus saving you money.

Inbound shipping programs are often best managed through a freight broker,

like PartnerShip, NTMA's designated shipping provider. A quality broker can help you develop routing instructions for your vendors, monitor compliance and audit invoicing to ensure you're saving the most on your inbound shipping.

USE THE CORRECT MODE & SERVICE LEVEL

A common dilemma for businesses is deciding the appropriate shipping mode to use for their important shipments. When deciding whether to use a small package or LTL freight carrier, for example, shippers must take into consideration the weight and characteristics of the shipment, the shipment destination (e.g., business, residence, etc.), service needs, pricing and fees and loss or damage concerns.

Each mode carries with it a certain level of cost, speed and liability protection. Choosing the right mode will help your business maximize shipping costs and customer satisfaction.

CONSOLIDATE ORDERS WHEN POSSIBLE

As a general rule of thumb, one big order ships for less than three smaller orders. That means businesses should consider consolidating multiple orders into a single shipment whenever possible, and always strive to minimize the number of packages it sends. All too often, shipments are arranged as they come in from sales or order processing. However, a little planning

and visibility goes a long way towards shipping savings.

Consolidating orders provides additional benefits to both shippers and receivers of small package and freight shipments, including:

- Reduced shipping supply expenses
- Greater fuel efficiency (better on the environment)
- Less time needed to receive, handle and restock orders

Shipping is an important cost factor for any business that ships or receives materials or merchandise. Utilizing some or all of these four tips to control shipping costs can eliminate the strain shipping expenses put on your business. As NTMA's trusted shipping provider, PartnerShip can help you put these cost-saving strategies into action. With this free NTMA member benefit, you'll enjoy competitive rates and strategic guidance from shipping experts. For more information or to get a quote on your next shipment, visit PartnerShip.com/NTMA-Freight.



Here to Help **NTMA**



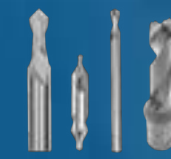
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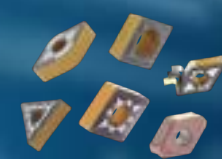
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- Grooving/Parting-Off



Milling

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- Solid Round End Mills
- Hard Milling
- Thread Milling



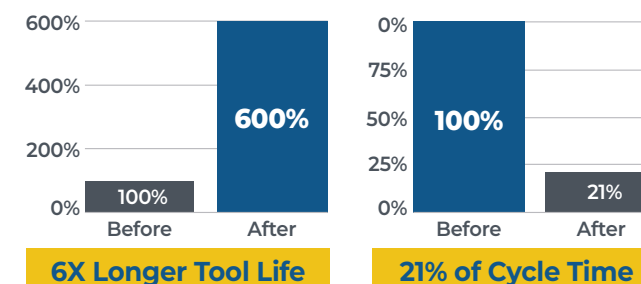
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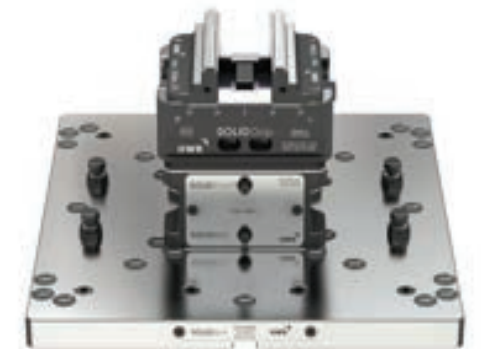
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THE DAVE & BUSTER'S KIOSK FEATURES ADVANCED TECHNOLOGY TO ENHANCE FUNCTIONALITY AND USER EXPERIENCE. EACH UNIT INCLUDES EMBEDDED LOGIC, PRINTERS, SCANNERS, LED LIGHTING AND CASH/COIN RECYCLING SYSTEMS, ALL FULLY WIRED AND INTEGRATED. WITH THE HELP OF G&R SOLUTIONS, WE ALSO INSTALL EMBEDDED FIRMWARE, OPERATING SYSTEMS AND ANY OTHER CUSTOMER-REQUIRED SOFTWARE, PERFORMING FULLY FUNCTIONAL TESTING ON ALL ASSEMBLIES TO ENSURE PEAK PERFORMANCE. ADDITIONALLY, WE TRACK ALL IP ADDRESSES TO MAINTAIN SECURE AND EFFICIENT OPERATION. BY THE TIME THE KIOSK ARRIVES AT ITS DESTINATION, IT'S FULLY OPERATIONAL — CUSTOMERS SIMPLY TURN IT ON, AND IT'S READY TO GO.

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ZACH NEIS, OUTREACH MANAGER



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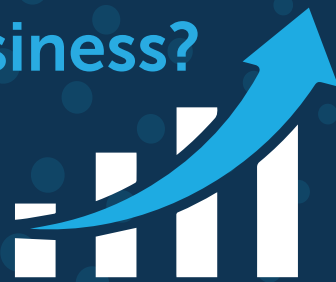
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