

for **THE RECORD**

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



TRAINING: STREAMLINED & SIMPLIFIED

UTILIZING NTMA TOOLS FOR SUCCESS

ALSO INSIDE:

CHAPTER BOTS COMPETITION
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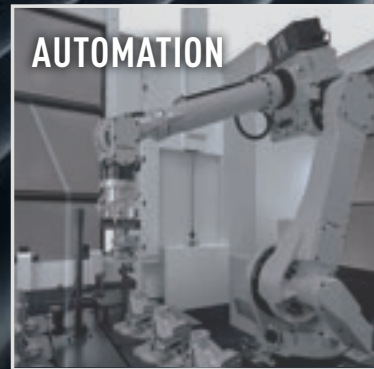
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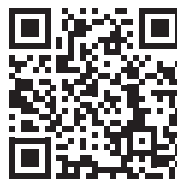
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SEND US YOUR STORY

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

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

For more information, contact
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UPCOMING NTMA EVENTS



OCTOBER 7 - 10, 2025
DETROIT, MICHIGAN



FROM ROGER

a message from the president

If you've been around manufacturing or NTMA for very long, you've heard or used the word "training" literally hundreds, if not thousands of times. The word training in and of itself seems simple, but the successful implementation of it has been broached for years in our industry. Training was the catalyst for our organization back in 1943. A handful of shop owners determined that they were stronger working together to train and develop our industry's workforce.

However, through the years, most manufacturers have not united around a single training effort. As a result, there are enough training programs today to confuse even the most seasoned veteran. When colleges and universities saw the need and the financial opportunity for manufacturing training, they flooded the market with programs. I'm not knocking all the programs, but when the tide of industry demands changes, many will drop manufacturing and jump to the next hot project.

Am I pro-association when it comes to training? Absolutely. Trades associations are focused on their specific industry 24/7/365. That said, I am going to focus on what NTMA started in 1943

and what your association is offering members and potential members today when it comes to industry-specific training.

As many of you know, the NTMA Executive Team embarked on a bold program in 2024 to upgrade the student interface of our NTMA-U Apprentice program. Considered by many to be one of the most complete training programs for the beginner to the journeyman level, the upgrade includes the most up-to-date presentation format, animation and closed captioning. Our combined three-year program of related online instruction coupled with on-the-job training, results in a US Department of Labor Journeyman certificate. The total investment is less than \$2500, which is often paid by the employer, resulting in zero debt and an exciting career for the graduate.

When manufacturers mention training, our minds immediately go to machinist positions. However, there are many other lanes of opportunity for individuals entering our industry. NTMA provides additional training via our Emerging Leader Cohorts. Emerging Leaders focuses on the skill

sets that help leaders level-up into roles like department leads, planning and scheduling, quality control, procurement and more.

NTMA focuses on other training cohorts including Sales & Marketing and HR/Recruiting & Retention cohorts. Most recently we've added an Executive Cohort for presidents/GM/owners. Can you imagine the value of 10 shop presidents/owners sitting down for two days, multiple times a year, opening up about their operations, challenges and opportunities? It has been amazing.

With changes in planning, processing and manufacturing technologies, plus the evolution of new industries, manufacturers must be diligent in developing a next generation of workers. We can no longer rely on "tribal knowledge." We must include our incumbent workers with the opportunities to progress with the newest technological changes. Manufacturing is in one of the most exciting transitions of our lifetime. The U.S. must continue to lead the world as a manufacturing leader. We must invest in our existing and upcoming workforce through training — showing them the

vision of a career, not just a job. In good times and bad, we must stay committed to training. History has proven that we lose many potential workers when we operate with a stop-start training mentality.

As owners, managers and HR professionals WE must promote our industry...telling our story. WE must show both young people and old how manufacturing and manufacturers change the world. Change their view. Manufacturing is not just a job, it's a career opportunity to be a part of what makes the world go around.

As I have said many times: airplanes do not fly without us, rockets do not go into outer space without us, satellites do not revolve around the earth without us, ships and subs don't

operate without us, our country's defense systems don't exist without us; not to mention the medical community, the semiconductor industry, the auto industry and the list goes on and on. Whatever role you play in this story, TELL IT.

I hope you enjoy this month's publication as we talk about training and what NTMA has to offer you and our future workforce. Working together, we will tell our story and "Manufacture America's Future."

Roger Atkins, President, NTMA

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Boston Chapter

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Inc. is a privately held engineering and manufacturing company located in Stoughton, Massachusetts. Artisan specializes in the design, development and fabrication of advanced thermal separation and process equipment for the chemical, pharmaceutical, food and renewable energy industries.

With over 90 years of experience and a 115,000-square-foot engineering and manufacturing facility, Artisan provides both standard and custom-engineered solutions. Our in-house pilot plant enables process development, testing and scale-up, allowing us to deliver high-performance systems tailored to each client's unique requirements.

Artisan is recognized for its deep technical expertise, reliable equipment and commitment to customer collaboration. Our portfolio includes innovative technologies in evaporation, distillation, drying, solvent recovery, simulated moving beds, steam vacuum jets and other critical separation processes — helping clients improve efficiency, product quality and sustainability.

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FARMERS MACHINE AND WELDING

Tennessee Chapter

Farmers Machine is where precision meets partnership. Founded in 2023 with a mission to reshore production and fuel local industry, we opened our doors in Mayfield, Western Kentucky, with a clear vision: deliver high-quality, cost-effective precision machining while building lasting partnerships across America. Our key has been the ability to offer 24/7 emergency manufacturing and shipping parts out on the same order day.



From components in small household tools to large multi-million industrial machinery, our work keeps businesses running. We've quickly earned a reputation for reliable, on-time CNC machining — ranging from single prototypes to high-volume production which runs up to 100,000 parts. Our capabilities include precision CNC turning and milling, grinding, welding, fabrication and assembly. With advanced multi-axis mill-turns, bar feeders, lights-out manufacturing and a strict quality manual system, we meet tight tolerances as precise as $\pm .0001$ ", delivering consistent results from simple to complex geometries, all measured with CMM and modern metrology tools.

From day one, we've embraced automation and continuous improvement. Our lean, well-documented operations are designed for scalability, competitiveness and performance in a global market. We collaborate closely with clients to provide tailored solutions, proactive communication and dependable delivery — consistently exceeding expectations. This customer-first approach has earned Farmers Machine success across a variety of industries, including industrial equipment, agricultural and consumer products.

As proud new members of the NTMA, we're excited to collaborate, share best practices and help shape the future of American manufacturing. Farmers Machine is more than a machine shop—we're a committed partner in progress.

963 Millers Chapel Rd, Mayfield, KY 42066-7413
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www.farmers-machine.com

PHENX PRODUCTS

Arizona Chapter

PHENX Products is a full-service machine shop with 20 years of experience in the manufacturing industry. Specializing in aerospace, automotive and defense projects, we provide comprehensive design to production solutions using a wide range of materials.



Founded in 2021, PHENX Products was established by a team of industry experts passionate about delivering top-notch precision engineering services. With a focus on innovation and excellence, we have quickly become a trusted partner in the manufacturing sector.

Phenix Products is owned by Marcus James & Kenny Williams.

150 N William Dillard Dr. Ste. 107
Gilbert, AZ 85233-4514
602.910.7189
www.phenixproducts.com

STARWIN/ETI TECH

Dayton Regional Manufacturers Association

For over six years, Starwin Industries and ETI Tech have operated together as Starwin/ETI Tech, combining their strengths under one roof in Kettering, Ohio. With deep roots in the Dayton region, Starwin brings over 50 years of leadership in composite manufacturing, while ETI contributes more than 30 years of expertise in kitting and electromechanical assemblies. Together, they have formed a multifaceted industrial engineering and manufacturing powerhouse — poised for exponential growth over the next five years. Starwin/ETI Tech specializes in 5-axis machining, complex turning with aerospace materials such as stainless steel and titanium and advanced composite manufacturing, including Radom production. But, the company's capabilities go far beyond machining. With decades of proven experience, Starwin/ETI Tech also engineers, manufactures and assembles electromechanical flight hardware and ground support equipment for the aerospace and military sectors. Their high-performance solutions support a wide range of aircraft platforms, including the B-1B, F-15, F-16, F-18, F-22, F-35, C-5, C-130, KC-10 and AH-64. Driven by a strong commitment to quality assurance and customer satisfaction, the company's state-of-the-art facilities and highly skilled engineering team continue to deliver innovative solutions for complex challenges. In every project, Starwin/ETI Tech upholds its legacy of exceeding expectations — ensuring flawless performance where it matters most.



Now actively expanding its footprint, Starwin/ETI Tech invites you to discover how its capabilities can support your most demanding projects.

3387 Woodman Dr.
Kettering, Ohio 45429-4131
937.450.4581
https://www.starwin-ind.com/about/partners

RE:BUILD MANUFACTURING

Pittsburgh Chapter

Re:Build Manufacturing launched operations in New Kensington, Pennsylvania just one year ago with a bold vision: to breathe new life into the former Alcoa Works site and spark economic renewal in a historically deindustrialized community. Our state-of-the-art, 175,000-square-foot advanced manufacturing center is the flagship facility in our national network. Today, Re:Build New Kensington employs over 30 skilled professionals, with plans to grow our team by an additional 270 in the next two years. We specialize in precision machining, welding and complex assemblies and are proud to be AS9100 certified, ITAR registered and NIST 800-171 compliant. Our expertise spans research and development and full-scale production, serving five critical markets: aerospace and defense; energy generation and production; vehicle and equipment electrification; robotics and intelligent automation; and medical technology. Re:Build New Kensington produces components ranging from simple parts to highly complex assemblies using CNC lathes, 3- to 5-axis mills and other precision equipment. We work across various materials — from composites to superalloys — with a sharp focus on accuracy, consistency and delivery performance. We are committed to continuous improvement and strategic investment in the latest technologies. The result is a manufacturing partner built for speed, scale and precision, delivering complex parts with confidence and helping our customers conquer their unique challenges.



RIDC Advanced Manufacturing Park, 12th St
Building 225
New Kensington, PA 15068
508.423.6686
www.rebuildmanufacturing.com

RONSON MACHINE & MANUFACTURING, INC.

Kansas City Chapter

At Ronson, our mission is to be the lowest cost fabricator while consistently delivering quality products on time. We are committed to maintaining our modern facilities with state-of-the-art equipment and a dedicated, friendly and knowledgeable staff ready to serve our customers and employees with competitive pricing and fair wages. A family-owned operation since 1988, Ronson has become a large full-service custom precision sheet metal fabricator in Independence, Missouri, the heart of America. We service many industries including transportation, aerospace, medical and consumer products.



16200 E US Highway 24
Independence, Missouri 64056-1521
816.373.2720
www.ronsonmfg.com

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

We want to hear your story.

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

WHO WE ARE & WE MADE THAT.

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

editor@ntma.org

ADVOCACY: RECIPROCAL TARIFFS ON CHINA LOWERED FOR 90 DAYS



The United States and China agreed to lower tariffs on imported goods from one another effective as of May 14, 2025 at 12:01am and through at least August 12, 2025. In a statement released on May 12, 2025, the two countries announced an agreement to cut tariffs by 115%, leaving a base tariff rate of 30% on goods imported into the U.S. from China and a 10% rate on U.S. goods sent to China.

The rate for “reciprocal” tariffs imposed on China, which had reached a total of 125%, was lowered to the 10% baseline tariffs that the U.S. is imposing on all imports from all countries. This 10% tariff is in addition to the 20% China tariffs imposed and then increased in February and March

2025, respectively, under the International Emergency Economic Powers Act (IEEPA). The tariffs on virtually all imports from China now range from 30% to 70% when factoring in other tariff actions that may apply, such as the Section 301 action, which began in 2018, and the Section 232 national security tariffs on specific goods.

IN MANY CASES, CURRENT TARIFFS CAN APPLY AS FOLLOWS:

- Tariffs on Chinese imports appearing on the steel or aluminum 232 derivatives list and 301 lists 1-3 have a 70% rate still.
- Tariffs on Chinese imports appearing on the steel or aluminum 232 derivatives list and 301 list 4a have a 52.5% rate still.
- Tariffs on Chinese imports not covered by 232 but on the 301 list 1, 2 or 3 now have a 55% tariff.
- Tariffs on Chinese imports not covered by 301 but on the 232 list now have a 45% tariff.
- Tariffs on Chinese parts not covered by 232 nor on the 301 list have a 30% tariff.
- Tariffs on low-value imports worth \$800 or less under the “de minimis” exemption now have a 54% tariff.
- The reciprocal 10% tariff on other non-USMCA countries remains in place until July 10 at 12:01am.

NOTES:

1. If a product is added to the steel or aluminum 232 list, it would eliminate the IEEPA tariff of 10% on China and the reciprocal global tariffs of 10% (or any higher rate in the future for that country).
2. The 20% combined Feb. 4/March 4 tariffs on China apply regardless of 232 action.
3. Note that the Section 232 25% tariff will only apply to the value of the steel or aluminum, and not the entire part if that import appears outside of HTS Chapters 73 (articles of steel) or 76 (articles of aluminum).



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 YOUR BUSINESS VALUE GAP & RETIREMENT INCOME GAP



We’re approaching the finish line in our series on strategic succession planning. You’ve learned about committing to a timeline, understanding the value of your business, completing a retirement needs analysis and determining your preferred exit path.

Now it’s time to identify any gaps in the value of your business and your retirement income.

For example, if your desired annual retirement income is \$250,000 and your non-business assets such as a 401(k), IRA, Social Security, outside investments and savings will provide \$100,000/year – your “transitional proceeds” (via sale or earn out from your business) must provide the other \$150,000. Reasonable assumptions would require a net after-tax sum of \$3 million to produce \$150,000/year, assuming a 5% distribution rate.

If proceeds from the sale or transition of your business can’t provide that much net capital and therefore income — you have a “value gap.”

Quickly discover the current and potential value of your business by scanning the QR Code on the back cover to reveal your value gap using ValuCompass.

ValuCompass is a platform designed by Chuck Richards, a successful entrepreneur, MIT graduate and former CEO and CFO of four INC 500 startups. In less than 20 minutes, ValuCompass will identify your current enterprise value, potential value and value gap – along with market and operational drivers for growth.

Simply enter your business revenue, EBITDA and NAICS code. Then answer 22 questions about your business, and ValuCompass quickly evaluates the key data.

Here’s a sample result:

REVENUE	EBITDA	ENTERPRISE VALUE	POTENTIAL VALUE	VALUE GAP
\$8.79 MILLION	\$730,000	\$2.73 MILLION	\$4.75 MILLION	\$2.02 MILLION
FLAGS: 4 DILIGENCE SCORE: C+ DRIVER 1: FINANCIAL DRIVER 2: GROWTH DRIVER 3: MARKETING				

Without increasing revenue, this business can increase its value by \$2.02 million — thereby addressing its value gap.

ValuCompass is accredited by the National Association of Certified Valuators and Analysts (NACVA) and mines data from over 40 years of best practices. Make it your AI power tool to bridge any gap in your business value and retirement income by getting the biggest return on your most important investment!

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: UNCERTAINTY, EXCUSES AND RESPONSIBILITY



“Excuses are like armpits. Everyone has them, and they all stink.”

That was one of my early lessons in the Army, albeit with an important anatomical adaptation, and it’s one we must embrace in the current business climate.

Yes, there’s uncertainty. Get over it. You still need to sell.

You still have growth goals. Your prospects still have unmet needs. And yes, companies are still buying things. In fact, for NTMA members, reshoring and a manufacturing renaissance are likely great news if we own the opportunity.

But your sales reps now have an easy excuse. “Come on man. Tariffs! You know that. How am I supposed to sell now when everyone has put projects on hold and implemented spending freezes?”

So it’s critical that right now, today, before you do anything else, you must declare war on excuses. You don’t tolerate them in production — it’s in spec, on time, on budget... or it’s not. From now on we should apply the same standard to sales.

No more excuses!

Once you’ve drawn that line in the sand, take these two steps as well:

1. Focus on selling to real decision makers — the people who announce cuts and freezes, not those who relay those memos. We must sell to the people who can still buy to meet business goals.
2. Shift your messaging to how you’ll help prospects weather the uncertainty. That’s what they’ll need to hear rather than your list of technical capabilities. Differentiate with what speaks to their concerns, not your details.

These steps will position you for success while others worry, complain and suffer.



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

The Precision Manufacturing Conference

ENGAGE 2025

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Networking • Education • Fun!

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 Head to manufacturingengage.org for info
 Take advantage of hotel block discounts until 9/17

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 National Tooling & Machining Association
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 ♠♦♥♣♥♦♠♦♥♣

BETTING ON PRECISION

Roll The Dice on Manufacturing Excellence!

THURSDAY, OCTOBER 9TH | 7:00PM - 10:00PM

Join us at Engage 2025 for an unforgettable Casino Night where the excitement of the tables meets the precision of manufacturing!

Step into a world where skill, strategy, and a little bit of luck come together. Try your hand at blackjack, roulette, craps, and poker while networking with the brightest minds in the industry. Whether you're doubling down at the tables or connecting with new partners, this is your chance to experience the thrill of the industry in a whole new way.

Sponsored by: **KENNAMETAL**

Contact Kristen Hrusch | khrusch@ntma.org for more information

NTMA-U IS EVOLVING:

a bold step toward the future of manufacturing education

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

The future of manufacturing demands a smarter, faster and more adaptable workforce — and NTMA-U is rising to meet the moment.

As the cornerstone of NTMA's national Training and Education program, NTMA-U delivers a U.S. Department of Labor-approved, 3-year registered apprenticeship program designed specifically for the manufacturing sector. Built by industry experts and trusted by manufacturers across the country, NTMA-U equips students with the technical skills and knowledge they need to thrive in today's advanced manufacturing environments.

BEFORE WE DIVE INTO WHAT'S NEW, HERE'S A QUICK REMINDER OF WHAT MAKES NTMA-U SO EFFECTIVE:

- **Flexible:** Fully online and mobile-accessible, NTMA-U empowers learners to study anytime, anywhere.
- **Comprehensive:** From entry-level to pre-apprenticeship to full apprenticeship coursework, NTMA-U leads students to a nationally recognized Journeyman's Certificate.
- **Stackable:** Modular course design allows for seamless progression

- and the ability to earn articulated college credits toward a degree in Advanced Manufacturing Engineering Technology.
- **Self-Directed, Not Self-Taught:** Students set their own pace but are guided by engaging, instructor-led video content.

WHY NOW? WHY THIS UPGRADE?

With the manufacturing workforce in critical need of skilled professionals, NTMA is taking action. Backed by a \$750,000 investment from the National Tooling and Machining Foundation (NTMF), NTMA-U is undergoing a complete transformation — modernizing the platform to reflect the bright, clean and tech-driven future of manufacturing.

WHEN THE NEW PLATFORM ROLLS OUT THIS FALL, HERE'S WHAT YOU CAN EXPECT:

- **Modern, Intuitive Interface:** Redesigned to mirror the high-tech, innovative environments today's manufacturers operate in — making learning more engaging and relevant.
- **Bite-Sized Learning:** New, shorter video modules give students flexibility to continue progressing,

even when time is limited.

- **ADA-Compliant Design:** Fully accessible via screen readers and keyboard navigation, with closed captions on every video.

PROGRAM ENHANCEMENTS TO BETTER SERVE EMPLOYERS AND APPRENTICES

We've listened to feedback — from the shop floor to the front office — and made changes that streamline the apprenticeship journey:

Hybrid Apprenticeship Model

Our 3-year registered apprenticeship program is now a hybrid model, approved by the Department of Labor. This allows individuals with prior experience or training to earn credit toward both coursework and on-the-job learning — helping reduce time to completion, lower costs and accelerate return on investment for employers.

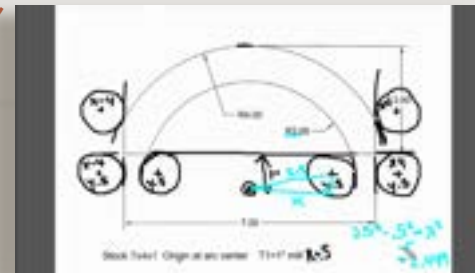
Clearer Course Naming

To eliminate confusion, we've renamed some courses for clarity and consistency. Rest assured, course numbers remain unchanged.

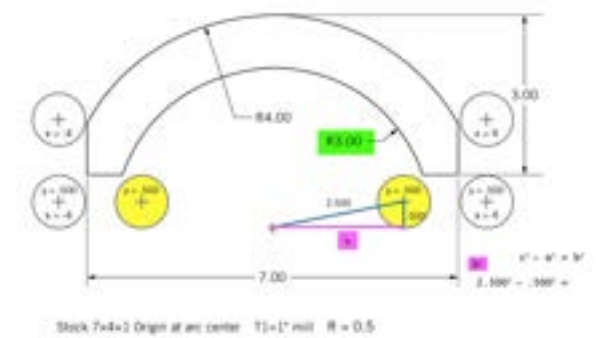
Courses Aligned by Apprenticeship Year

Courses are now grouped according to apprenticeship year, simplifying the path for learners pursuing the full curriculum. While the 12 courses over three years are required for the

Before



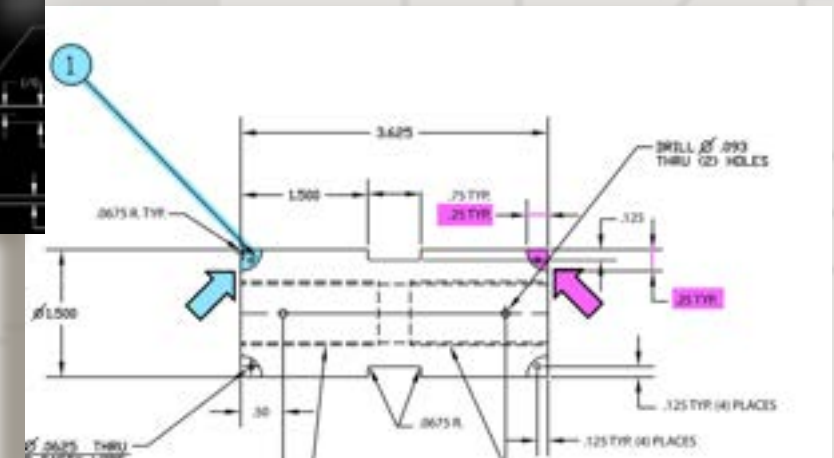
After



Before



After



Journeyman's Certificate, all courses remain available individually for customized workforce training.

WHO BENEFITS FROM THE NEW NTMA-U?

NTMA Members

Your workforce gains continued access to high-impact training designed to meet modern manufacturing demands — while helping you tap into new, motivated talent pipelines.

Schools & Students

K-12 institutions nationwide will receive free NTMA Education Memberships, offering students and teachers access to our digital curriculum and resources. These programs introduce young learners to career opportunities in manufacturing as early as middle school and support pre-apprenticeship learning in high school.

Aspiring Talent Nationwide

In collaboration with partners like the National Talent Hub and the

Navy Talent Pipeline, NTMA-U will reach beyond traditional learners to equip veterans, career changers and underrepresented individuals with skills to succeed in high-demand roles.

At NTMA, we believe the future of American manufacturing rests in the hands of a highly skilled, forward-thinking workforce. With the launch of our upgraded NTMA-U platform, we are investing in that future — ensuring manufacturers across the country have access to the talent and training they need to thrive.

NTMA-U IS READY FOR WHAT'S NEXT. ARE YOU?

HAVE QUESTIONS OR WANT MORE INFORMATION?
CONTACT JENNY STUPICA, DIRECTOR OF WORKFORCE DEVELOPMENT AT: [JSTUPICA@NTMA.ORG](mailto:jstupica@ntma.org)

TRAIN SMARTER, NOT HARDER.

are you utilizing all the benefits of membership?

DID YOU KNOW THAT NTMA-U OFFERS MORE THAN JUST A TRAINING CURRICULUM?

NTMA-U isn't just an educational resource — it's part of a fully registered apprenticeship program. Even better, beginning this fall, NTMA can serve as your Sponsor of Record with the U.S. Department of Labor (DoL). This means we take on the full responsibility for managing the administration of the program — from handling all documentation to ensuring accurate reporting to the DoL.

HERE'S WHAT THAT MEANS FOR YOUR SHOP:

NTMA handles all the heavy lifting — registering your apprenticeship program with the DoL, managing documentation and submitting all required reports. Your role? Simply provide the key details to get the paperwork started and offer on-the-job training to your employee. You'll track the hours spent on skill development, and we'll include that in our reports to the DoL.

If you've been wanting to build your workforce through apprenticeships but don't have the time or resources to manage the red tape, this is your solution. And the best part? There's no cost to your company for NTMA to take on this role.

This is a great opportunity to grow skilled talent in-house without added admin overhead.

Ready to explore how a registered apprenticeship program can benefit your business? Contact Jenny Stupica, Workforce Development Director, at jstupica@ntma.org to get started!

NTMA AND NIMS BRINGING MODERNIZED STANDARDS TO MEMBERS

Coming soon to a laptop and shop floor near you will be NTMA-U's updated platform, and coming along with it will be updated and new credentials from NIMS, as well as Smart Training Solutions, an entirely new way to execute training.

NIMS and NTMA-U are partnering to bring members a new way of providing apprenticeship and training experiences to future and current employees. Through NIMS' Smart Training Solutions (STS) framework and technology, members will be able to execute and validate on-the-job training (OJT) in the natural flow of work.

The NIMS/NTMA partnership will give NTMA members access to the STS technology, enabling them to create a digital twin of their organization, use NIMS standards to create roles and performance measures, then use the STS framework to train employees in their natural flow of work.

The STS platform gives NTMA members a new resource for OJT, including the ability to train to standards for employees at any level, whether they be seasoned employees, new hires or apprentices. This includes documentation for proof of competency for customers that require it.

With STS member companies will get a way to proactively provide training to employees, dynamically update training materials and document progress through existing training platforms. Employees gain a better understanding of what skills they've mastered, what skills they need to learn and the credentials they are training toward.

"This expansion of our partnership with NTMA will give members a new way to strengthen their company's future and that of their employees," said Montez King, executive director of NIMS. "For everyone involved, it's a big win."

Standards are housed and managed from NIMS' Interactive Standards Viewer (ISV), a public repository of industry-recognized Smart Standards that NTMA members can use as building blocks for training and evaluation. The ISV includes industry-validated standards in Machining, Additive Manufacturing, Industry 4.0, Industrial Technology Maintenance and Dimensional Measurement. New standards include Engineering, Robotics, Assembly, Processing and Robotics.

"THESE DAYS, YOU CAN LEARN ALL SORTS OF SKILLS AND TRADES ONLINE. BUT GETTING A FULL EDUCATION AND DEGREE IN AN IMPORTANT FIELD IS STILL HARD, ESPECIALLY IF YOU'RE WORKING AT THE SAME TIME. MY EXPERIENCE WITH NTMA-U TOTALLY CHANGED THE GAME FOR ME. THEIR PROGRAMS WERE SUPER EASY TO USE, AND THE SUPPORT I GOT WAS AMAZING. ALL THE HARD WORK I PUT IN, ALONG WITH THE SKILLS I PICKED UP, REALLY BOOSTED MY CAREER, AND OPENED A TON OF NEW OPPORTUNITIES."

-- ELLI, NTMA-U GRADUATE

INVESTING IN CAPABILITY:

HOW NTMA-U POWERS THE WORKFORCE AT SOUTHERN MACHINE WORKS

FRANK BURCH, PRESIDENT & CEO, SOUTHERN MACHINE WORKS

In a rural Oklahoma town of 25,000 people, where the region’s dominant employer is a global energy giant, building and retaining a high-skill precision machining workforce can be a daunting challenge. But at Southern Machine Works, we have found a powerful and sustainable solution: NTMA-U.

Since its inception, NTMA-U has provided us with a way to identify, develop and retain talent with measurable outcomes. The program has been so impactful that it now forms the backbone of our workforce development strategy. More than just a training program, NTMA-U is embedded in how we operate, how we recruit and how we demonstrate our commitment to quality and improvement to customers, auditors and employees alike.

WORKFORCE DEVELOPMENT IN A RURAL MANUFACTURING HUB

Southern Machine Works is based in Duncan, Oklahoma. While our local vocational-technical center — Red River Technology Center (RRTC) — offers a strong CNC machining program, most of its graduates go to work for Halliburton Energy Services. That creates a tight labor market and limits the availability of traditionally trained talent.

To overcome this constraint, we’ve embraced NTMA-U as an internal engine for workforce development. The program enables us to take individuals with potential — even those without prior experience — and give them the skills and theoretical grounding they need to succeed in precision manufacturing. Below are two great examples.



Bea Killgore is a prime example. Before joining Southern Machine Works, she was a jeweler. After completing NTMA-U in 2016, she became a critical part of our setup and programming team.



Kevin Ausmus followed a different path. He began working with us in his early 20s with no formal machining education. Over 10 years, he learned through informal, hands-on training. When NTMA-U launched, he became one of its first enrollees and was ultimately honored at the 2014 NTMA Fall Conference in New Orleans as one of the top three students in the nation.

INTEGRATION INTO OUR OPERATIONS

At Southern Machine Works, NTMA-U is not an external program tacked onto operations — it is fully integrated into our enterprise systems. Every NTMA-U course is treated as a formal training record in our ProShop ERP/MES system. We track progress, capture certifications, assign learning pathways and tie training directly to roles within our quality and manufacturing framework.

This integration has enabled us to create customized learning programs. One of the most effective is our internally developed NTMA QA Technician Program, which consists of:

- Blueprint Reading Series
- GD&T
- Dimensional Metrology
- Quality Control / SPC / Inspection

Every QA technician and inspector at Southern Machine Works is required to complete this curriculum.



GIVING BACK TO THE PROGRAM

While NTMA-U has served us well, much of the program’s presentation content (audio, visuals, graphs, etc.) was more than 10 years old. In 2024, NTMA and the NTMA Foundation committed to a full-scale modernization effort through a significant grant.

As one of the longest-standing participants in NTMA-U, Southern Machine Works offered to help. We contributed updated photos and videos of real-world processes and equipment to support the project team’s work. This allowed us to give back to a program that has given so much to us.

VALUE BEYOND THE SHOP FLOOR

NTMA-U has become a strong asset in customer and auditor conversations. During supplier quality audits and customer visits, one of the most common questions we receive is, “How are you ensuring workforce capability and addressing labor pipeline issues?”

We proudly point to NTMA-U and demonstrate how training progress is documented and managed through our ProShop system. Without fail, these visitors walk away impressed by the structure, accountability and long-term investment they see.

All of our customers comment positively on NTMA-U when it’s mentioned. It gives them confidence that we’re not just maintaining compliance — we’re building capability.”

A FOUNDATION FOR CULTURE AND RETENTION

NTMA-U doesn’t just provide technical instruction; it gives us a

platform for mentoring, conversations and engagement. When an employee is enrolled in NTMA-U, it opens a dialogue between them and leadership about goals, learning progress and career development.

Many employees have enrolled. Some have completed the full curriculum; others have taken select modules. But those who complete the program and stay with Southern Machine Works have consistently become some of our most capable and valued employees.

When someone enrolls in NTMA-U, it gives me a way to personally talk with them about their development. It’s a tangible way to show that we value training and improvement.

CLOSING: A SCALABLE MODEL FOR SMALL MANUFACTURERS

What NTMA-U has enabled us to do at Southern Machine Works is build a training culture that would normally be difficult for a company of our size to implement. It gives us the tools of a much larger organization while maintaining the flexibility and focus of a small team.

NTMA-U has allowed us to develop talent from the ground up, even in a small town with limited labor supply. It’s allowed us to have a training program culture that is not typically able to be established in a smaller organization. It’s one of the best investments we’ve made in our people and our future.

For any manufacturer wondering how to close the skills gap without reinventing the wheel, I can offer a straightforward recommendation: Start with NTMA-U.

NTMA-U: AN INSTRUCTOR'S POINT OF VIEW

SCOTT COVERT, TRAINING COORDINATOR (RET.), PENN UNITED TECHNOLOGIES

My name is Scott Covert. I am a retired training coordinator from Penn United Technologies, a precision manufacturer located in Cabot, Pennsylvania. I want to share with you how we came to use NTMA-U and the doors it opened up for us. First, a little background.

DISCOVERING A NEED

At Penn United, we use the apprenticeship training model. As you probably know, two big components of that are the on-the-job training (OJT) and the related technical instruction (RTI), or classroom training. The RTI is often a stumbling block for companies that want to start an apprenticeship program. It can be difficult to find a local college or technical training center that offers the often very specific training required in manufacturing. Penn United ran into that issue. Our solution was to build our own training center on campus. The Carl E Jones Learning Institute For the Growth of High Technology, LIGHT for short. The LIGHT center contains machining, precision grinding, metrology and computer labs, along with several classrooms. We offer apprenticeships in machining, CNC machining, precision grinding, carbide manufacturing, press and quality technicians, to name a few. The LIGHT center is where we hold all of our RTI, or classroom training. We use expert Journeypeople from the shop floor as instructors. With a computer lab and multiple classrooms, we are able to hold several different classes at the same time. For many, many years, our curriculum had been

the incredible NTMA series of textbooks. Having subject matter experts as instructors is a huge advantage, that is, until the shop is so busy that they can not spare to have our regular instructors out of the shop for our regular afternoon classroom training. That is what happened to me. I got word that the current shop schedule would not permit our regular instructors the time away from their shop responsibilities to teach classes. That left upwards of 100 apprentices with one instructor, me! Luckily I had a little advanced notice and that gave me a chance to look for an online curriculum alternative.

FINDING A SOLUTION

A quick search of online manufacturing curriculum revealed that the NTMA had recently launched NTMA-U. What a break! Now we could keep the same outstanding Department of Labor (DoL) approved curriculum we had used for years, but have it delivered in an online format. We purchased our own portal immediately and began implementing NTMA-U as our apprenticeship curriculum. We used our computer lab as a classroom and purchased some laptops to set up an additional laptop lab in one of our other classrooms. Now we could have students who were taking different courses in the same room at the same time. The online format let each student work and learn at their own pace, which proved very beneficial. Additionally, a single instructor could help students regardless of what course they were taking when they needed help. The instructor could provide assistance

without interrupting other students, who continued to progress with their lessons. It proved so successful that we retained NTMA-U even when the shop schedule allowed for more instructors.

BEYOND THE BASICS

Implementing NTMA-U opened up new opportunities for our company. As you well know, workforce development no longer means just training new employees and upskilling current ones, it also means training your future workforce. With NTMA-U, we were able to develop partnerships with our local schools. We offered NTMA-U courses to students that their guidance counselors identified as likely to enter the workforce immediately after high school. I bundled some of our NTMA-U apprentice courses, added some worksheets and hands-on exercises and let the students go to work. As the administrator/instructor, I could monitor their progress. Since NTMA-U courses contain quizzes and tests, I could also check their grades. We were able to make job offers to interested students that excelled in their NTMA-U courses immediately after graduation. Since they were using DoL approved courses that were part of our apprenticeship program, we could offer those students apprenticeship credit on day one. As a side note, the courses and additional hands-on worksheets and exercises eventually became the NTMA Pre-Apprenticeship Program. Our high school program worked so well, we also developed relationships with our local Veteran's Association and community college.

BUILDING OPPORTUNITIES

As we continued to use NTMA-U in new and exciting ways, I was asked by the NTMA if I could create some shorter on-boarding courses for companies that only needed or wanted to give new or prospective employees an intro to manufacturing. The result was a three-day, one-day and half-day intro to manufacturing or on-boarding courses. These courses are especially helpful for non-shop employees such as quotes and purchasers and especially human resources personnel. The courses give the recruiters and interviewers an understanding of blueprint reading or reading measurement instruments, for example, that they may not have had previously. This is a real advantage when reviewing applications and during the interview process.

Now with the exciting NTMA-U revamp, which includes the same industry leading content, but upgrades in areas such as delivery, graphics and animation, NTMA-U has an option for every manufacturer, large or small. Whether you are looking for a short on-boarding course, a ready-made DoL approved apprentice curriculum or just a need a course or two to up-skill your current workforce, NTMA-U has just what you need. Check it out. You will not be disappointed.

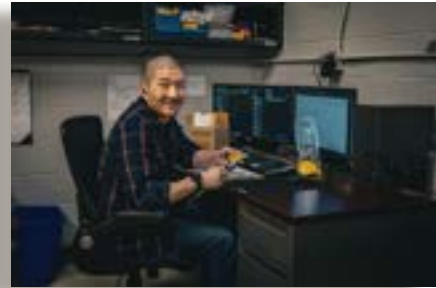


ADVANCE CNC MACHINING

HALLIE DUKES, BUSINESS DEVELOPMENT MANAGER, ADVANCE CNC MACHINING

WHO ARE WE?

Advance CNC Machining is a highly automated production machine shop located in Columbus, Ohio, that serves manufacturers across the United States. Our extensive expertise in high-speed 4-axis and 5-axis CNC machining has made us the largest contract machine shop in Central Ohio and one of the most trusted machining companies nationwide.



As an ISO 9001:2015 Certified and ITAR Registered contract manufacturer, we serve industries ranging from biomedical and prosthetics to electronics, robotics, fluid power, firearms,

defense and beyond. In addition to working directly with OEMs across the country, much of our work also comes from machine shops that would otherwise miss out on larger orders because of constraints on their capacity or capabilities.

WHAT DO WE DO?

Advance CNC specializes in precision milling of complex parts. Our facilities comprise more than 40,000 square feet, including an extensive line up of 4-axis and 5-axis Makino CNC machining centers, as well as automated, multiple-machine loading systems that allow for flexible production with increased efficiency and reduced setup times. We machine a wide variety of materials with special expertise in aluminum machining. We are most competitive at production runs of 100 to 10,000 pieces of parts that fit inside a 20" cube.

Advance CNC offers a stocking program to provide a seamless supply solution. We maintain strategic inventory levels and manage scheduled releases of customer orders throughout the year, enabling consistent and reliable parts delivery over extended periods.

We also provide reverse engineering and mechanical design services, as well as 3D printing. For MRO-style customers located in Central Ohio and the Greater Cincinnati area, we provide 24/7 emergency breakdown services to help keep production lines up and running.



WHAT DO WE DO REALLY WELL?

Our team excels at serving our customers, manufacturing partners and community with P.R.I.D.E. (Partnership, Respect, Integrity, Determination, and Excellence). Advance CNC values collaboration, and we strive to treat everyone with patience and kindness and to always do the right thing. We work hard to find solutions – even in the most difficult situations. Our driving purpose is to manufacture quality parts, deliver them on time and uphold a caring company culture that is refreshingly different.

WHY DID WE JOIN NTMA?

We want to belong to and contribute to an entity that promotes the pursuit of excellence in manufacturing. Advance CNC is thrilled to be part of such a welcoming, supportive and encouraging community of fellow machine shops. We are very excited and honored to be part of an association that offers numerous networking opportunities, professional development and access to resources and discounts we may not otherwise have access to. The recognition and credibility that NTMA membership provides will be equally instrumental in helping us grow Advance CNC.



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NTMA-U BREAKS NEW GROUND:

EXPANDING ACCESS, ELEVATING TALENT, AND POWERING THE FUTURE OF MANUFACTURING

JENNY STUPICA, WORKFORCE DEVELOPMENT DIRECTOR, NTMA

NTMA-U has long been a cornerstone of workforce development for NTMA members, their employees and partner institutions such as community colleges and universities with machining programs. But today, we're thrilled to announce a bold new chapter — one that opens doors, unlocks potential and brings high-quality manufacturing education to more people than ever before.

Beginning this fall, NTMA will launch an Adult Student Membership, making our industry-leading NTMA-U curriculum available to individuals who are not yet employed in manufacturing or enrolled in formal education programs. With a \$50 annual membership, adult learners can access member pricing on NTMA-U, textbooks and the Mechanical Aptitude Test — putting a powerful suite of resources within reach for anyone with the drive to succeed.

But, this is more than just access to education — it's a gateway to opportunity. If an adult student is seeking employment in a region where NTMA members are hiring, we'll make every effort to connect them. Our hope? That these self-starters

find rewarding careers with NTMA companies eager to invest in motivated talent.

We're also forging new partnerships to scale this impact. Working with the National Institute for Industry and Career Advancement (NiICA), we're integrating NTMA-U into the National Talent Hub — an innovative platform that matches job competencies to coursework. This data-driven approach empowers learners to chart a clear, personalized path toward the jobs they want, at their own pace.

Meanwhile, we're investing in the future by expanding into the K-12 education space. Through free Education Memberships, students and teachers nationwide will gain access to NTMA-U resources. Our Introduction to Manufacturing and Safety courses will be offered at no cost, enabling middle and high school students to explore the world of modern manufacturing early on. High school students can even enroll in our low-cost Pre-Apprenticeship program, earning credits toward both graduation and a first-year registered apprenticeship — plus a few college credits to boot!

NTMA-U is growing — reaching new audiences, unlocking new pathways and helping build a vibrant, future-ready manufacturing workforce. We're proud to lead this charge, and we can't wait to see the impact of this initiative across communities,

classrooms and shop floors nationwide.

The future of manufacturing is bright—and it starts here.



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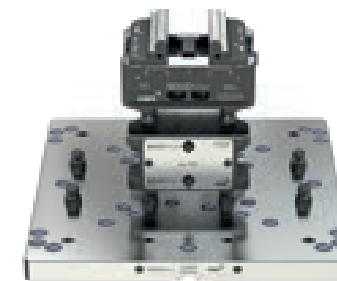
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CHAPTER CHECK-IN

BATTLE BOTS AND BRIGHT FUTURES: NRL COLORADO ANNUAL ROBOTICS COMPETITION

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

On Saturday, May 3, 2025, the Cherry Creek Innovation Campus in Centennial, Colorado came alive with the sound of spinning blades, cheering students and the unmistakable energy of innovation. Six high schools and 14 determined teams faced off in a thrilling robotics competition as part of NRL Colorado — a year-long STEM program proudly sponsored by the Rocky Mountain Tooling and Machining Association (RMTMA). This event marked the culmination of months of hard work, where students partnered with local RMTMA members to design, build and battle custom-engineered combat robots.

The NRL Colorado program is more than just a robotics

competition. It's a gateway into the world of advanced manufacturing, precision engineering and career exploration. By teaming up with professionals from Colorado's



thriving manufacturing sector, students gained hands-on experience with real-world tools, concepts and problem-solving. The final battle at Cherry Creek wasn't just about winning a match — it was about showcasing the skills, teamwork and creativity that these students developed over the academic year.

One teacher's testimonial captured the heart of the program:

"The event on Saturday was nothing short of extraordinary for my students. The joy on their faces and the spirit of competition opened new avenues for them... This initiative has revitalized my teaching career and truly rekindled my enthusiasm for the profession. I'm not certain everyone fully grasps the profound impact this organization is having, but I want to be among the first to convey how invaluable it is for our students and, by extension, our community."

This powerful feedback echoes what RMTMA and its members already know — NRL Colorado is shaping the future workforce, inspiring educators and igniting students'

interest in manufacturing careers. With plans to expand the program in the coming year, the impact is only growing.

The event was chaired by RMTMA member Christina Collette of Final Frontier Manufacturing. Team sponsors included: Reata Engineering, Accu-Precision, Denver Precision Products, Focused on Machining, Accurate Machining and Better Process.

Congratulations to our winning teams: 1st Place: Weld Central High School (Better Process) and 2nd Place: EPIC Campus (Accu-Precision).



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IN MEMORIAM

OF OUR DEAR FRIENDS AND FERVENT SUPPORTERS

CATHERINE “CATHY” ATKINS

ROGER ATKINS, PRESIDENT, NTMA



Catherine “Cathy” Atkins, wife of the late Donald Atkins of Aero Instrument Company in Houston, Texas, passed away March 23, 2025 in DeRidder, Louisiana. She was 87 years old. Cathy married into the manufacturing life at the age of 32 and spent the rest of her career and retirement working and supporting contract manufacturing and specifically committed to NTMA.

She broke many of the barriers for women within our industry and within NTMA. She served many Chapter and National positions being one of the first females to do so. Her tenacity and strong-willed personality, plus her belief in manufacturing made her the perfect pioneer for overcoming the challenges for women’s involvement in manufacturing and NTMA. As a result of trail blazers like Cathy, women have forged ahead to become business owners, managers and executives across the manufacturing community of the United States and within NTMA. Cathy was the stepmother of current NTMA President Roger Atkins.

TOM MCCARTHY, J.D.

SHELLI McINTOSH, CHAPTER EXECUTIVE, ST. LOUIS NTMA

We are deeply saddened to share the passing of Tom McCarthy, J.D., attorney at McMahon Berger and a long-time supporter of NTMA.

Since 1989, Tom served as a trusted legal advisor to the St. Louis Chapter and NTMA members nationwide. His expert guidance on employment law, employee handbooks, OSHA and human resource matters provided invaluable support to countless member companies over the years. Members of the NTMA could always count on Tom to provide clear, direct and accurate advice, delivered with professionalism and a calm demeanor. His support went above and beyond the normal gratuitous service. Tom was awarded the NTMA Distinguished Service Award in 2023. He made a lasting impact on member companies across the country.

Tom was more than a legal resource — he was a true partner, always generous with his time and insight. His legacy of service and dedication to the manufacturing community will not be forgotten.



ALLEGHENY COLLEGE OFFICIALLY OPENS BRANCH CAMPUS CREATED TO BUILD THE REGIONAL MANUFACTURING WORKFORCE

Allegheny College launched its branch campus Allegheny Lab for Innovation and Creativity (ALIC) @ Bessemer, a transformative initiative driving workforce development and education in western Pennsylvania. Governor Josh Shapiro, leaders of regional manufacturing companies, Allegheny College President Ron Cole, faculty, staff and students participated in the official ribbon-cutting ceremony. This collaboration between government, industry and education will foster innovation in the businesses of today and tomorrow, building a more skilled and competitive workforce and shaping the future of manufacturing growth.

Building upon Allegheny’s rich, 210-year tradition of academic excellence, ALIC @ Bessemer integrates traditional liberal arts education focused on the development of critical thinking, problem-solving and interdisciplinary learning with practical workforce training for high-demand sectors for adult learners. Located in Meadville, Pennsylvania, ALIC @ Bessemer is a branch campus of Allegheny College.

In his remarks from the podium, Allegheny College President Ron Cole, Ph.D. said, “We know that western Pennsylvania has a long, proud tradition

of manufacturing. And we also know the challenges that face this region: a changing economy, declining population with an aging workforce and the urgent need to up-skill for industry in the 21st century. We created ALIC @ Bessemer to respond to those challenges with bold action. This isn’t just a branch campus of Allegheny College, it’s a platform for transformation. We are reimagining what higher education can be when it’s rooted in community needs and aligned with regional opportunity.”

This campus not only expands opportunities for students pursuing workforce-ready education, but it also creates new avenues for collaboration between faculty, staff and the broader community.

Governor Josh Shapiro toured ALIC @ Bessemer with student guides. Features included:

- Technical Training Facility – incumbent workers, recent high school graduates and underemployed individuals will learn high-tech, advanced manufacturing processes and operations.
- Incubator and Accelerator – Low-cost office space, technology

and equipment are available for individuals to start businesses.

- Applied Research Laboratories – Allegheny College’s undergraduate students will work alongside industry partners on applied research opportunities. They will deploy the theoretical knowledge gained through their rigorous Allegheny College education to real-world applications defined by our industry partners.
- Shared Use – ALIC @ Bessemer equipment will be available for our industry partners for rental by blocks of time, alleviating internal capacity issues and allowing them access to high-end machinery that

might otherwise be out of reach.

Representatives from local manufacturing companies, including Moon Tool & Die Co., Kuhn Tool & Die Co., and Pennco Tool & Die, participated in the festivities/program. National Tool and Manufacturing Association’s (NTMA) Tami Adams and NTMA National Chair, Bonnie Kuhn of Kuhn Tool and Die Co. were also in attendance.

“I believe that the recent accreditation of ALIC @ Bessemer is a statement about the future of higher education and its role in strengthening the economic future of communities,” Cole concluded.





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 lwarn@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



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 lwarn@ntma.org**

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