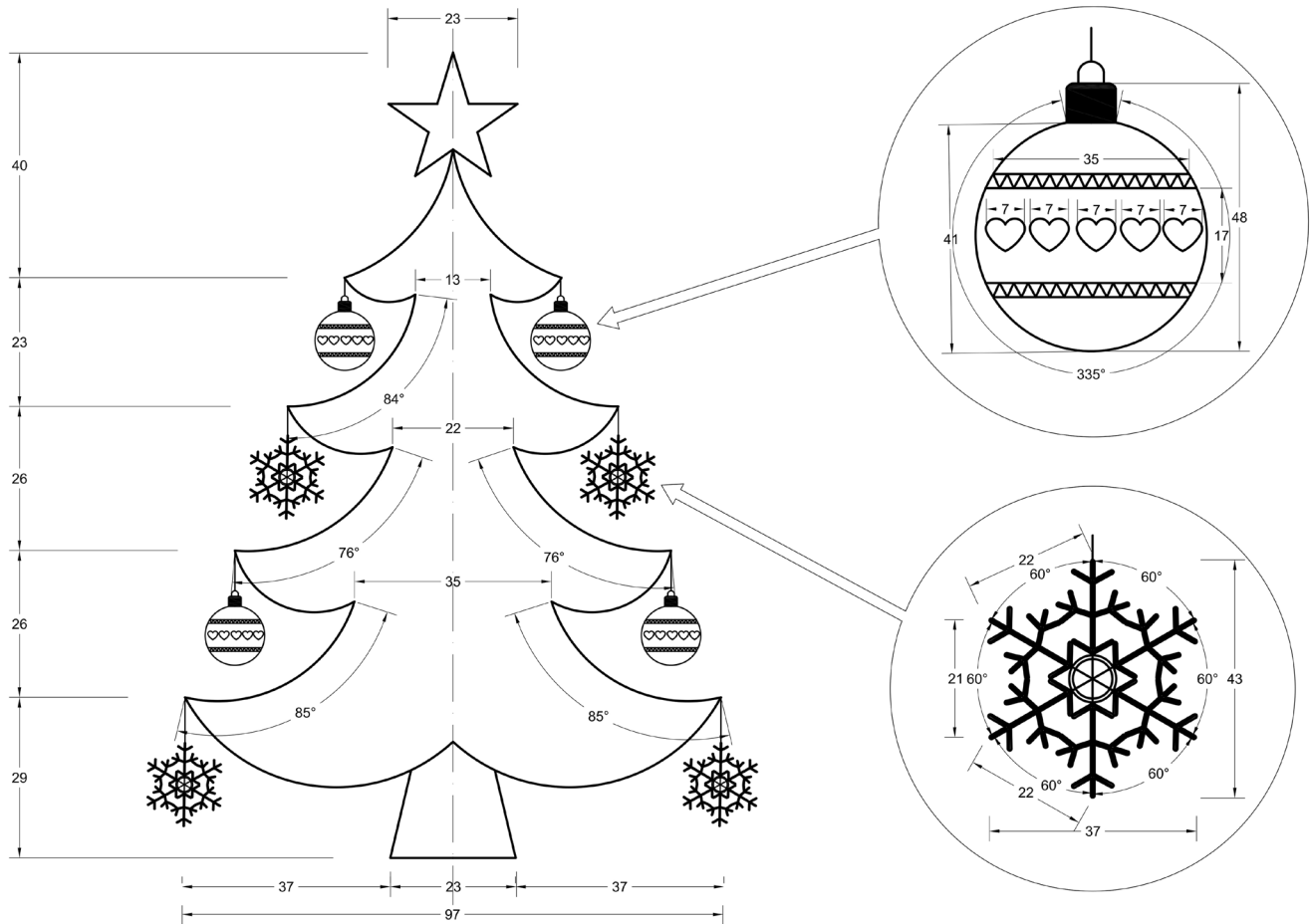


# tma news bulletin



*Happy Holidays*



# tma news bulletin

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- Ben Barnett
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 www.tmailinois.org

## technology & manufacturing association

The Technology & Manufacturing Association (TMA) was founded in 1925 by eight small manufacturing companies who believed they could better themselves by associating with one another. Through the years, members established programs and services that would help their businesses grow and prosper, train their employees, and provide medical and retirement benefits. As a result of these efforts, TMA has grown into a 1,000 member not-for-profit organization of precision manufacturing and supplier companies in the greater Chicago area.

TMA is governed by a Board of Directors, composed of executives from member firms. A full-time professional staff works closely with the Board and its committees and trust.

As a leading voice in an evolving manufacturing industry TMA cultivates and strengthens our members by providing them programs and services in order to thrive as individuals, companies, and as a business community. TMA is the leading voice for manufacturing and a major contributor to economic growth and opportunity.

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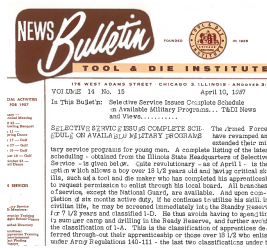
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# message from the president



Dear Members,

After lengthy discussion by both the TMA Board of Directors and TMA Staff we have decided to try a new approach to TMA's 90th Annual Meeting. Because we think it is important that all Regular Manufacturing Members have access to our Officer's reports, our audited statements, and our newly revised TMA Bylaws, we will be holding the 90th **Annual Business Meeting** the afternoon of **Thursday, March 3** at our new TMA location in Schaumburg.

We hope to engage all of the nearly 800 Manufacturing Members of TMA and invite them to attend this meeting. We will also be providing - and soliciting - proxies from members who cannot attend in person. This 90th Annual Business Meeting will be open to all, at no cost. Refreshments and tours of our new facility will be available to attendees.

Two days later on **Saturday, March 5**, we will hold our 90th **Annual Meeting Celebration Dinner** at the Sofitel Chicago Watertower. At the celebration we will be recognizing the Winzler Award Winner and the winner of the Rose Mottl Award.

We will be providing additional information about both the 90th Annual Business Meeting and the 90th Annual Meeting Celebration Dinner in the coming weeks.

Congratulations to all TMA members, old and new, for 90 years of service to manufacturing.



Steve Rauschenberger

tma | new members



**Conform Industries**  
Schaumburg, IL  
[www.conformindustries.net](http://www.conformindustries.net)

**First Midwest Bank**  
Highland, IN  
[www.firstmidwest.com](http://www.firstmidwest.com)

**Insperty**  
Rosemont, IL  
[www.insperty.com](http://www.insperty.com)

**L.D. Redmer Screw Products, Inc.**  
Bensenville, IL  
[www.ldredmer.com](http://www.ldredmer.com)

**M2 Machining**  
Rockford, IL  
815.874.2550

**Miller Formless**  
McHenry, IL  
[www.millerformless.com](http://www.millerformless.com)



**Dave Haimbaugh**  
CEO  
Induction Heat Treating Corporation

By Fran Eaton .....

**When you drive safely from one place to another without problems with your car’s wheels, you’ve personally experienced the value of induction heat treating – whether you know it or not.**

“Every wheel on every car in the world has induction-hardened bearing races,” Dave Haimbaugh, CEO of Induction Heat Treating Corporation told TMA during a recent visit. “Every wheel hub that the wheel is attached to, those bearing races are induction-hardened.”

That’s the kind of work Haimbaugh and the near 60 members of the IHT team do everyday inside the walls of their 35,000 square foot building in Crystal Lake, Illinois.

IHT offers a variety of services, including induction hardening, case hardening, tempering, annealing, and brazing, as well as shrink fitting. They also make or repair coils and tooling.

“I’m proud of what we do here. We run a lot of work in this building and we rarely have anything come back,” he said. “Our quality control department is the best around. If an order doesn’t meet specifications, it doesn’t go out the door.”

Last year, IHT ran 10,000 orders and had a mere five return

or repair. IHT is a busy shop that runs around the clock and is in a constant state of tear down and set up.

While IHT does work for several industries, much of what they do is for the automotive industry – and that’s a sector that is keeping IHT particularly busy.

“Automotive is extremely strong right now,” Haimbaugh said. “I believe in the last quarter, more cars were sold than any quarter since 2005.”

Haimbaugh assumed the role of IHT’s CEO when his older brothers Kurt and Richard retired. The three of them assumed the company leadership when their father – who founded the company in 1946 – retired in 1978.

At that time, the youngest Haimbaugh returned to IHT. He remembers coming to work with his dad when he was a little kid.

“I remember being six years old, being led into the back of the plant and being shown a basket of small gears,” he said. “My dad said ‘Here’s your game – put these gears on these nails until you can’t stand them up any higher.’”

Haimbaugh said that even being so young, he figured out what he was doing wasn’t a game – he was helping the family business.

Since that time, Haimbaugh says that he’s worked in every

one of the company's departments, and is familiar with the work each one does.

Last December, the company leadership started including IHT's whole team in planning and making them aware of what it takes to keep a company productive and profitable.

"We run an open book model, an idea introduced by TMA member Tasty Catering," Haimbaugh said. "It's called the 'Great Game of Business.' We want our people to know what it takes to run a business. They're finding out that sometimes it isn't so easy."

They began setting aside a short period of time every Wednesday morning and afternoon for the company employees to gather in a huddle and review on a large white board the income statement and the balance sheet. They discuss how much projects are costing and whether they're reaching expectations.



Like other manufacturers, one of IHT's biggest challenges is keeping costs down.

"Controlling costs is a real challenge. Contrary to printed reports our government makes, we don't have a Swiss bank account," he said. "The cushion is very thin."

IHT does a lot of their own in-house employee training, and they work hard to keep equipment producing – two other areas that can make company owners lose sleep.

During the 2008-2009 recession, like a majority of fellow manufacturers, IHT was forced to layoff 40 percent of their team. But because of prudent decisions, they survived and are now busier than ever.

"I just want people to know that we're here," Haimbaugh said. "We've been told that we should get the word out about what we offer."

When he's not at IHT, Haimbaugh has a real passion about outdoor sports – especially winter sports.

He has two Huskies that he's trained to pull him on cross-country skis – a sport called ski-jouring. When snow is on the ground, Haimbaugh can often be found at McHenry County's Glacial Park, giving his dogs a workout.



In the fall, Haimbaugh makes cider from his 50-tree apple orchard.

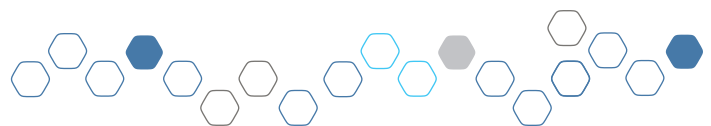
In the summer, he enjoys taking rides on his British Triumph through Wisconsin and northwestern Illinois. The day TMA visited, Haimbaugh's shiny cranberry red bike was parked in front.

"I especially like the British because they gave me three things I adore – the Beatles, motorcycles and my wife Lynda," he said.

Haimbaugh said that he expects the leadership team at IHT to keep the company going strong when he retires – but that won't be very soon.

"I've still got a 20 year old in college," he said.

IHT Corporation is located in Crystal Lake, Illinois or on the web at: [www.ihtcorp.com](http://www.ihtcorp.com)



# TMA President explains manufacturing challenges at Freedom Summit 2015

TMA's President Steve Rauschenberger spiced up a panel discussion on manufacturing November 14th along with State Rep. Tom Morrison (Palatine) and Illinois Policy Institute's Michael Lucci.

During the hour-long discussion, Rauschenberger – who served 14 years in the Illinois Senate - pointed out the positives of manufacturing in the Prairie State, while being bluntly honest about the challenges TMA members face.

He said Illinois has a rich heritage of manufacturing, along with favorable logistics and access to a crucial network, but its political and financial problems are making them more and more difficult to overcome.

Employee costs and workers' compensation insurance are key expense culprits.

"Our workmen's compensation costs are dramatically higher than they are in surrounding states. In my opinion, that's not because we're doing more for injured workers, or that injured workers are getting back to work more quickly in Illinois because they're getting better medical care," Rauschenberger said. "It has to do with a workmen's comp system that operates out of the Thompson Center and keeps attorneys employed."

Add that to an unemployment insurance system where the state's rates are higher than all the Midwestern states, and that means that an employer with 30 employees in Elk Grove Village has a difficult time winning a contract against competitors in China, Vietnam India and Indiana, he said.

"That guy loses those contracts over a tenth of a mil, because his burden of taxes for the corruption in Illinois is substantially higher than other states. So we lose in little tiny increments, one contract at a time – five people that don't get hired or ten people that get laid off," Rauschenberger said.

The workers comp system is broken in Illinois and is in desperate need of reform – something the politically connected resists.

"It's a perverse system. It rewards all the wrong behaviors in the state of

Illinois. Other states do a much better job," he said.

One alternative is moving to a "no fault" workers injury system. In that system an injured employee would be encouraged to get well, and workers comp system and major medical companies then battle out how the liability is divided.

Illinois could have a system similar to how auto insurance works, Rauschenberger said, "except you'd have 700 unemployed workers comp attorneys who work in the Thompson Center and make a living perverting and pushing injured workers into bankruptcy. This is not shaving a dime or a quarter. This is about injured workers not being treated fairly by a system that enriches politically connected lawyers."



TMA President Steve Rauschenberger with Michael Lucci, Vice President of Policy at the Illinois Policy Institute, and State Representative Tom Morrison

Rauschenberger said manufacturers are looking for a few important things from their lawmakers: a stable tax system, a government that's not corrupt, fixed roads so their trucks can make deliveries and a state that's not a laughingstock.

The former state senator was chairman of the Senate Appropriations Committee during the years when his party was in the majority. He started serving as TMA's president in 2014. ●

# Rose Mottl | Leadership in Manufacturing Award



The Rose Mottl Leadership in Manufacturing Award recognizes women who have worked to advance the manufacturing industry and whose efforts serve as an inspiration to current and future generations of women.

If you know someone like this, please recognize her by completing the nomination form below. Submit by January 15, 2016.

## NOMINATOR DETAILS

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_  
 Phone: \_\_\_\_\_ How do you know the nominee?: \_\_\_\_\_

## NOMINEE DETAILS

Full Name: \_\_\_\_\_ Employer: \_\_\_\_\_  
If retired, provide year.  
 Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Have you notified nominee?: Yes No

REQUIRED STATEMENTS: Please provide a detailed description of the nominee's contribution to manufacturing and how she has/will influence future generations of women. Please attach additional information where required. Supporting materials will not be returned.

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Nominations should be sent to** **Suzanne Henn**  
 c/o TMA  
 1651 Wilkening Road Schaumburg, IL 60173  
 Email to: shenn@tmaillinois.org

**Due Date** Nominations and supporting documentation must be submitted by **January 15, 2016**. The Women in TMA Committee will review all nominations and announce the recipient at the 2016 Annual Meeting Celebration Dinner.

# tma | events

**JANUARY 30, 2016**

## **TMA Education Foundation 25th Anniversary Dinner**

**SAVE-THE-DATE:** Mark your calendars for Saturday, January 30th. The TMA Education Foundation will be celebrating its 25th Anniversary. More to come shortly.



**MARCH 3, 2016**

## **TMA Annual Business Meeting**

**SAVE-THE-DATE:** TMA's Annual Business Meeting will be held at TMA in Schaumburg. More information to come.

**MARCH 5, 2016**

## **TMA Annual Meeting Celebration Dinner**

**SAVE-THE-DATE:** Mark your calendars for TMA's Annual Meeting Dinner to be held at the Sofitel in Chicago. More information to come.

A photograph of a large, modern industrial warehouse with a high ceiling and steel trusses. The floor is polished concrete, and there are various pieces of equipment and materials inside, including a yellow forklift and stacks of pallets.

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A professional headshot of Edward Brandt, a middle-aged man with short, light-colored hair, wearing a dark suit, white shirt, and patterned tie.

**Edward Brandt, SIOR**  
Principal  
630.776.7241  
[edward.brandt@transwestern.com](mailto:edward.brandt@transwestern.com)

**Former President of TMA**  
Winzeler Award Winner 2014  
Member of Christians in Manufacturing Committee  
Vice Chairman of Supplier Network Committee  
Served in the U.S. Marine Corps

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## TMA BOARD OF DIRECTORS NOMINATING COMMITTEE

TMA's Board of Directors Nominating Committee will be meeting on January 12, 2016 at 2:30pm at the Technology & Manufacturing Association (TMA) located at 1651 Wilkening Road, Schaumburg, IL 60173.

This year's committee members are Gregg Panek (Committee Chair), Bob Clifford, Mike Chester, Steve Kase, and Tim Merrigan.

Any member who wishes to submit names for consideration for service on the TMA Board of Directors may contact John Rauschenberger at [jkr@tmaillinois.org](mailto:jkr@tmaillinois.org) or at 847.825.1120 ext. 1314.

# 2016





**Happy New Year**



# tma retrospective TMA News Bulletins: 1952-2015

**1952**

## NEWS BULLETIN

TOOL & DIE INSTITUTE

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 30, No. 36  
June 11, 1952

In this Bulletin...  
- TDI Creates The With A New News Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1957**

## NEWS BULLETIN

TOOL & DIE INSTITUTE

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 35, No. 37  
April 10, 1957

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1962**

## NEWS BULLETIN

TOOL & DIE INSTITUTE

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 40, No. 44  
October 31, 1962

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1976**

## NEWS BULLETIN

TOOL & DIE INSTITUTE

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 45, No. 41  
October 13, 1976

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1977**

## NEWS BULLETIN

TOOL & DIE INSTITUTE

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 45, No. 43  
Week Ending October 22, 1977

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1986**

## TOOL & DIE INSTITUTE

### Weekly News Bulletin

77 WEST ADAMS STREET CHICAGO 5 ILLINOIS

Vol. 52, No. 37  
Week Ending September 12, 1986

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1986**

## Tooling & Manufacturing Association

### WEEKLY NEWS BULLETIN

77 West Adams Street Chicago, Illinois 60604

Vol. 52, No. 44  
October 31, 1986

In this Bulletin...  
- TDI News & Views...  
- TDI News & Views...  
- TDI News & Views...

**1995**

## Tooling & Manufacturing Association

### WEEKLY NEWS BULLETIN

77 West Adams Street Chicago, Illinois 60604

Volume 52, No. 41  
October 13, 1995

In this Bulletin...  
- TDI News & Views...  
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- TDI News & Views...

**2001**

## WEEKLY NEWS BULLETIN

Volume 58, No. 19  
May 11, 2001

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**2009**

## NEWS BULLETIN

Volume 66, No. 11  
June 1, 2009

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**2011-2014**

## NEWS BULLETIN

Volume 68, No. 11  
June 1, 2011

In this Bulletin...  
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- TDI News & Views...

**May 2015**

## tma news bulletin

Volume 72, No. 5  
May 1, 2015

In this Bulletin...  
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**July 2015**

## tma news bulletin

Volume 72, No. 6  
July 1, 2015

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**August 2015**

## tma news bulletin

Volume 72, No. 7  
August 1, 2015

In this Bulletin...  
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**September 2015**

## tma news bulletin

Volume 72, No. 8  
September 1, 2015

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**October 2015**

## tma news bulletin

Volume 72, No. 9  
October 1, 2015

In this Bulletin...  
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- TDI News & Views...  
- TDI News & Views...



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