

tma news bulletin



MILLENNIALS IN MANUFACTURING

who they are | how they think | what they mean for the industry



table of contents

| | |
|---|-------------|
| <u>7 traits of millenials</u> | <u>p.2</u> |
| <u>4 millennial tips for mfg. companies</u> | <u>p.4</u> |
| <u>profile: erica wiegel</u> | <u>p.6</u> |
| <u>profile: albert raczynski</u> | <u>p.8</u> |
| <u>dmdii</u> | <u>p.10</u> |
| <u>rockford area network</u> | <u>p.11</u> |
| <u>pure metal recycling</u> | <u>p.12</u> |
| <u>millennials and benefits</u> | <u>p.12</u> |
| <u>education foundation</u> | <u>p.13</u> |
| <u>tma office opening</u> | <u>p.14</u> |
| <u>education & training</u> | <u>p.15</u> |
| <u>tma member awards</u> | <u>p.16</u> |
| <u>manufacturing day at tma</u> | <u>p.16</u> |
| <u>tma events</u> | <u>p.17</u> |

tma news bulletin

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Contributors: **Liz McCabe, Daniel Newman,**
Greta Salamando, Brian Wohlfeil

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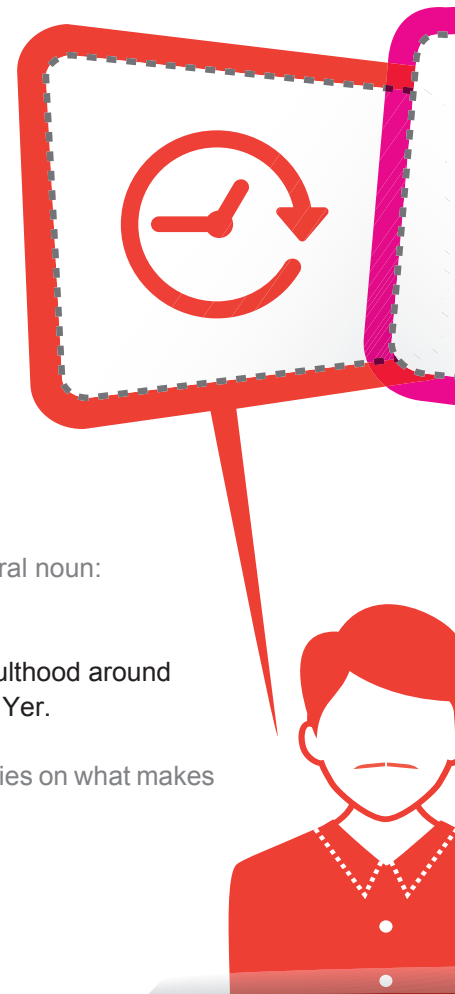
7 TRAITS OF MILLENNIALS

The Manufacturing Institute and Deloitte recently released a study showing that nearly 3.5 million manufacturing jobs will likely need to be filled in the United States over the next decade. However, with the working age population shrinking and Baby Boomers planning to retire, the pool of young talent needed to fill those jobs is sparse. Simply put, it is a supply and demand issue that has created a “war” for millennial talent among the industry.

So, how do Baby Boomer owners and Gen X managers meet the future by appealing to Millennials and creating a corporate culture that welcomes their generation?

Inc.com’s Evan Burns provides some ideas in “7 Millennial Traits That Baby Boomers Need to Learn.”

Be mindful, Burns suggests, that to Millennials ...



mil·len·nial

/mi'lenēəl/

noun

plural noun: **millennials**; plural noun:
Millennials

a person reaching young adulthood around the year 2000; a Generation Yer.

“the industry brims with theories on what makes millennials tick”

1. Passion matters. Millennials find happiness searching for passion and meaning. Present a big picture of how the work they're doing will impact the future and the world beyond.
 2. Risk-taking is exciting. Millennials have seen their predecessors chasing "stability," and they're not impressed. Outline projects as frontier-breaking and daring.
 3. Work and life should align. Millennials' parents tried to balance work and life. It didn't work. Instead, Millennials work to align their life passion with their career interests. Find their passions and encourage them to develop them while advancing their careers.
 4. Work is more appealing when presented as projects. Millennials thrive when working creatively on projects, rather than working for the sake of working. Provide a clear objective over an understood timeframe, and when they achieve it, it's a notch in their belt that opens up future opportunities.
 5. New perspectives change focus in a flash. Millennials are energized when they use newly-learned skills. Encourage them to come up with ways to implement new skills on their jobs.
 6. Spontaneity rules. Millennials remember the saying: "No risk, no reward." Afraid of missing out on what they could have done, Millennials should be encouraged to be creative with new ideas and technology.
 7. The World is to be traveled. With the Internet and instant access to maps, languages, cultures and experiences, Millennials love to travel. Encourage them to bring ideas from abroad to improve best practices back home.
- Putting on the Millennial generation's shades while gazing at the workplace and contemplating its future will be productive and energizing – and could create a before-unimagined generation of creative and innovative manufacturers. •





4 TIPS FOR MANUFACTURING COMPANIES TO KEEP MILLENNIAL EMPLOYEES ENGAGED

By Daniel Newman -

By 2020, the Millennials are going to overtake their elders as the largest portion of the workforce. With more than 76 million of them, this generation is made up of those born between 1980 and 2002. And their impact on the workplace is about to be felt.

For many companies in the technology and manufacturing space, Millennials are becoming more core to the business. As companies are growing or replacing their workforce, it's becoming increasingly likely that the individuals they'll hire will fall into this bucket. As their representation in the workplace is growing, it has been challenging for business



owners of different eras to acclimate with the “unique” working style they desire (and require to be happy and productive).

What are company owners and managers supposed to do with this group? As digital natives, they’re actually quite fitting for tech-focused businesses, but that doesn’t mean there aren’t challenges. This is especially true in environments with safety requirements such as the manufacturing floor.

However they fit into our workplaces, Millennials, Gen Xers, and Baby Boomers need to learn to work together. This is entirely possible. For the best chance of success, try these four tips for better connecting to Millennials in the workplace.

Think Employability

More than 60% of Millennials have already changed jobs at least one time; a staggering 91% don’t foresee themselves in the same position three years from now. Millennials tend to be more interested in building skillsets that drive employability rather than employment.

In the past, it wasn’t uncommon to stay with one career and employer for as long as possible. But this generation is seeking to make regular changes that give them exposure to new opportunities. Employers wanting to combat this must consider regular changes, such as training and job rotation that slows burnout and keeps this group interested in the work they’re doing.

Offer Flexible Work

Amongst Millennials, just under 90% would prefer to work at a time of their choice as opposed to 9-5. Nearly half of Millennials would take flex-time or more vacation over increased pay. This generation is highly motivated by flexibility. For most manufacturers, there are some positions that don’t fit well with this line of thinking; however, for sales pros, administrators, or financial managers, it is possible to offer a little more schedule flexibility as long as the work gets done. This line of thinking can be brought to the manufacturing floor too, however, a bit more creativity will be required such as split shifts or 4 day weeks with slightly longer hours.

Flexibility comes in many forms and it is important to remember that.

Many companies still subscribe to 9-5 hours, but really have no idea why. Perhaps this is a way to garner better talent without having to pay as much. Perhaps it will even drive loyalty?

Embrace Technology Wherever Possible

More than half of Millennials would rather give up their sense of smell than their iPhone. (Who needs to taste their food?) They are highly connected to their devices, apps, and their social networks. They seek to work with companies that embrace technology like BYOD, and that have an open mind about social media networks. Did you know that 56% of Millennials won’t even work for a company that doesn’t allow employees to utilize social media?

For manufacturers having “Phone Breaks” much like the old smoke break may be a good answer to this challenge. This way no one has to feel too disconnected but at the same time strict requirements for line workers or safety workers keep them off their devices. Other companies may want to look to using technology such as tablets or augmented reality on the floor to allow workers to be tied to technology even if it isn’t their personal device.

Provide Feedback

If you really want to get Millennials on your side, then perhaps the most important consideration is helping them see where the business is going. Studies have shown that 95% of Millennials are more motivated to perform when they know where they’re headed.

Also, 80% seek regular, on-the-spot feedback instead of formal (delayed) reviews. That same 80% seeks regular feedback from their managers. In short, Millennials must feel close to the company and their bosses, or they will quickly become disconnected.

While we may interpret Millennials’ fickle and demanding employment style as entitlement (or even laziness), they truly see work differently. But when they are properly motivated and incentivized, Millennials can become tremendous assets by bringing creativity and solutions that meet the demands of a world being born and raised on technology.

How does your company work to engage Millennial employees? Has it been successful? ●

Daniel Newman is the Founder of BroadSuite Consulting, and Author of “The Millennial CEO.”





erica wiegel
aro metals millennial ceo

After growing up spending every summer working at her family’s business, Erica Wiegel took a bold step this past July when she bought Aro Metal Stamping Company, Inc. in Roselle, Illinois.

The 35-year-old could be the poster child of the Millennial Generation. She exudes the typical Millennial’s core values of confidence, competition, optimism, realism and street smarts.

Wiegel says she took her time to find the company that would fit with her business experience, manufacturing knowledge and educational background.

“I searched on the Internet for companies I thought I could buy and run. I would know their products, what they’re doing - like-minded companies,” she said.

She then hired Goldberg Heinze Business Advisors to reach out to the companies she placed on her list.

“One of the companies we approached was Aro, but the owner, Tony Dupasquier, was absolutely not interested in selling the company at first,” she said.

Dupasquier’s father had started the \$5 million business in 1959, and he was intensely protective of Aro’s 29 employees.

While knowing the company would be a perfect fit for her, Wiegel stepped away and began to search elsewhere.

Several months later, Goldberg Heinze received an unsolicited call from Dupasquier. He was ready to talk.

Before long, Wiegel became the sole owner of Aro Metal Stamping, its assets and stock. Dupasquier agreed to stay involved during the leadership transition.

Wiegel says she’s delighted with the big step she took in July. She’s “driven,” she says, to double the company’s business in five years. She’s actively pursuing new work for the company – and is open to expanding the jobs the Aro team can take on.

“I don’t turn work down,” she said. “So if a job moves into areas like 3D that we don’t have capabilities for, or if customers want us to run projects that we don’t have equipment for, I’m going to buy it. I intend on putting all the money this company makes back into the business, and just keep on building.”

Her goal is to reach the level of Wiegel Tool, the family business where she learned most of what she knows about manufacturing.

“I want to be the top notch, I want to be the best out there, like Wiegel Tool,” she said. “And the way to do that is to keep funneling the money back in and improving things. I don’t see an end to where things can stop.”

Erica says she remembers as a child working with her family at Wiegel Tool – a business her grandfather started. The time she spent at Wiegel before attending Northern University in DeKalb cultivated her interest in manufacturing.

“I actually worked the machines at Wiegel after I turned 18. I did work in the engineering room. I cleaned, updated records and drove the delivery truck. I was a press operator. I worked in quality for a while,” Wiegel said. “I did all the buys and sells for insurance and took care of some of the HR needs because we didn’t have an HR department.”

And while that seems like a lot for a youngster, she was involved in much more.

“I was in a lot of customer meetings and ran the pro-tech department for a while at Wiegel,” she said. “I was able to standardize a lot of equipment I created and built, and was able to improve processes and their products by knowing and understanding what it was for and what it was going into.”

Even with all that hands-on, mechanical experience, Erica says she, her older brother Aaron and her younger brother Ryan learned early on the business of running Wiegel Tool.

“My dad got us involved in financial meetings, and never hid numbers from us,” she said. “We knew how much a job would be, and I learned to quote for Wiegel.”

In 2004, Erica’s father turned Wiegel Tool Works over to her and her brothers. Together at the helm, the three grew the company’s revenues from \$10 million to \$35 million – a well-respected, top-notch tooling company.

The Wiegel Family

(left to right)
Martin Wiegel (father)
Aaron Wiegel (brother)
Elza Wiegel (mother)
Ryan Wiegel (brother)
Erica Wiegel



“Wiegel has the best technology packages, tools and team,” she said. “It has great technology and a great managing system. With all that in place, I needed a challenge. My family was very supportive and excited for me to take over Aro Metal.”

The timing for her to move out couldn’t have been better. Wiegel says she gained a lot of valuable knowledge during the brutal 2008-2009 recession.

“I learned how to cut expenses, and get down to bare bones to survive,” she said. “I learned that cash is king and extremely important. I learned that the people that had cash to invest in their companies at that time were the ones that survived. If they didn’t have the cash to survive, they’re gone now.”

Wiegel is tapping her wisdom and experience to obtain certification as a woman-owned business. She is also launching a new marketing campaign for Aro Metal’s next chapter.

“I’m focused on keeping manufacturing in the United States, doing it well, paying my people better than they were, giving them more opportunity and benefits,” she said. “I’m more looking out for the interests of my extended family, my company and for the United States. I’m a very proud U.S. stamper.”

Aro Metal Stamping is located at 78 Congress Circle in Roselle Illinois, and on the web at www.arometal.com. •



albert raczynski

millennial founder of machined concepts

Albert Raczynski points back to the countless hours he spent playing with red, blue and yellow Legos as the likely time when his passion for designing, building and completing projects began.

“I built and played with Legos on the floor until my back hurt,” as a five year old kid 28 years ago, he said.

Today, the 33-year-old is the founder and CEO of Machined Concepts, a start-up shop with three employees in Elgin, Illinois. He’s typical of the Millennial Generation – innovative, energetic, and optimistic about the future.

Raczynski studied mechanical engineering at the University of Illinois at Chicago, and soon after obtaining his bachelor degree he landed a corporate engineer job with Caterpillar in Aurora.

“I really wasn’t taught much about manufacturing while in college, and what I learned was from pursuing it on my own,” he said. “Now I think an engineering degree should

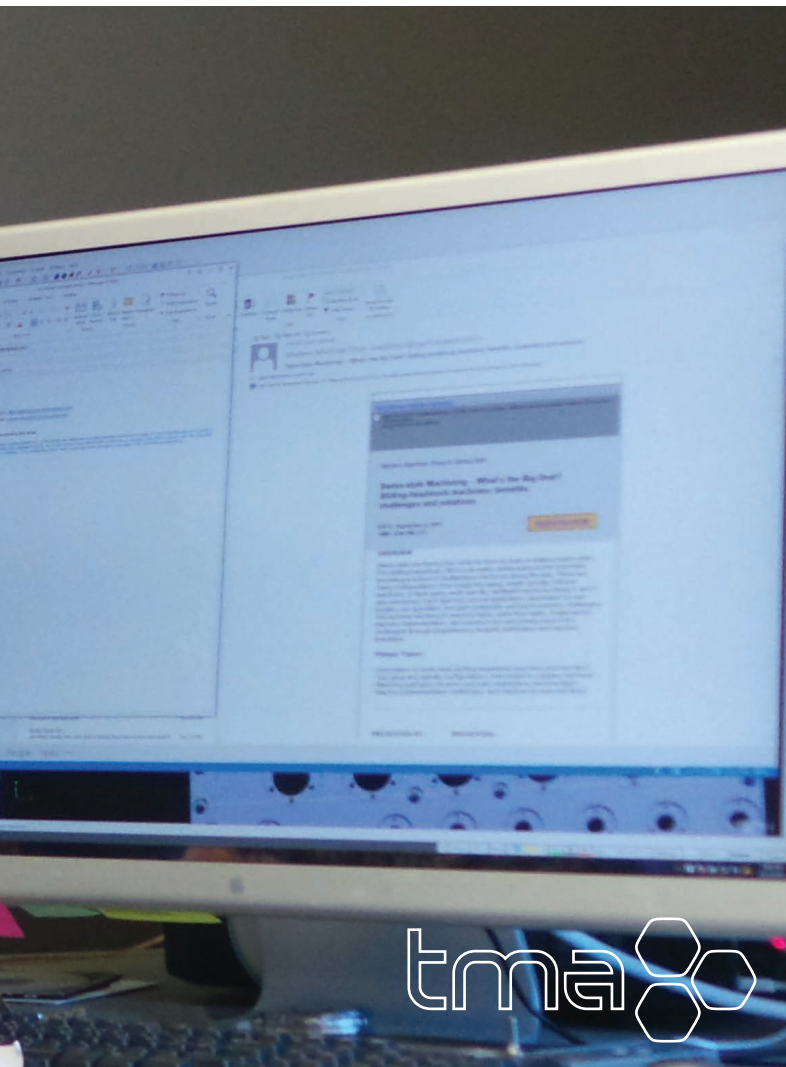
include two years in a trade school.”

Raczynski says he always enjoyed tinkering with cars, so he taught himself how to weld and started making performance parts for his buddies. Before he knew it, he was making race car parts on the side out of his parents’ garage.

He admits that looking back, economic conditions made 2008 one of the most difficult economic times in recent history to leave a steady job at Caterpillar and start a new business.

But the main reason for starting up Machined Concepts LLC was his passion for and his belief in American manufacturing.

“I really can’t think of anything more gratifying than being able to take an idea and perfect it into reality,” Raczynski writes on his website. “There was a time in this country when we valued having a hard work ethic, and the ability to do things ourselves. “



“In my generation, we have gone from not having cell phones, to effectively having the world at our fingertips,” he said. “Cell phones and tablets are not only revolutionizing the world, but the world is a very dynamic place you need to stay tuned into.”

Raczynski says like others in his network, it’s a challenge to find experienced machinists. He would like to see the school system encourage more in the next generation to consider trade schools rather than pushing students into college.

“The societal norm is to push kids to go to college, but it’s not for everyone, nor is college what it used to be. Kids are graduating college with more debt than ever before,” he said. “Hopefully, kids will become interested watching shows like Monster Garage or the Science Channel and Discovery. I know I couldn’t get enough of that. We need to make manufacturing cool again. Without manufacturing there is no basis for a thriving economy.”

Starting a business and feeling the pressure of keeping employees productive and working is something that keeps Raczynski from time for social life right now, he says. Much of the work falls on him as CEO right now – networking to find jobs, designing and creating prototypes, programming parts, and putting robust manufacturing processes in place to ensure the highest quality parts are going out the door.

“My biggest challenge right now is finding the time to do everything I need to do,” he chuckled. “It’s a lot like being a server at a restaurant. Each customer is like a different table and they all think they’re the only table in the whole restaurant.” So naturally time management and balancing priorities plays a key role in his success.

“The only solution is to find more people to get the jobs done right and on time. We’re working on that.”

Raczynski says he holds no unrealistic expectations for Machined Concepts. He’s motivated by knowing that someday “my kids will have more opportunity than I did and be able to stand on the proverbial shoulders of giants should they so choose,” he said.

“I had a machine tool salesman once tell me that perception is reality. I really didn’t like the phrase, or the salesman, but the more I thought about it, the more I realized just how accurate it is. Whatever you choose to set your mind to, you will achieve.”

Machined Concepts is located at 1760 Britannia Drive, Suite 8 in Elgin, Illinois and on the web at www.machinedconcepts.com. ●



“... It is evident that manufacturing is most definitely coming back to the States. We are just glad to be part of that trend.”

Raczynski’s contribution to the rebuilding of America’s manufacturing is his suburban precision CNC shop, where he and his staff make machined components from prototype to production, utilizing state of the art equipment and software. They specialize in 3D prismatic machined components, 4 axis and 5 axis machining, production milling and turning in all types of materials.

“I feel like manufacturing is slowly coming back around,” he said. “This whole recession thing weeded out a lot of people that couldn’t adapt and change. I feel like if I can handle what happened in 2008 and 2009, I can handle anything.”

Raczynski says from his perspective, manufacturing success in the future will depend on flexibility, receptivity and innovation. For instance, dramatic changes in product distribution to consumers are opening up new designs and products that were unimagined 20 years ago.

Manufacturing is moving towards digitalization in the next decade as quickly as it moved from mechanization to computerization in the 1990s, according to industry experts.

As one way to meet the myriad of manufacturing's challenges ahead, the federal government has established the National Network for Manufacturing Innovation, of which a key part is UI Labs' Digital Manufacturing and Design Innovation Institute (DMDII), located on Chicago's Goose Island.

With the help of a \$70 million federal government grant, DMDII plans to bring together 40+ global manufacturing and technology companies with 30+ university, government and community partners to focus on the next generation of industry challenges.

Recognizing the healthy network TMA has built among Chicago area small- and medium-sized manufacturers, DMDII representatives shared their program with TMA's board of directors and staff in September.

DMDII will propose unique industry challenges as projects with which universities and manufacturing companies will collaborate ideas and solutions. The purpose is to use data to make smarter, faster and more cost-competitive decisions.

One of DMDII's central sources is the Digital Manufacturing Commons (DMC), which is a free and open-source software



project created to develop a collaboration and engineering platform. The project will enable plug-and-play functionality across the entire digital thread from product development to manufacturing and services.

Chicago manufacturers are invited to learn more about the program by attending DMDII's informational session "Demystifying DMDII" Monday November 16th at 8:30 am at the UI Labs on Goose Island. ●

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Served in the U.S. Marine Corps

T TRANSWESTERN®

tma expands rockford area network

Small - and medium-sized manufacturers an hour or so northwest of the Chicago area are close enough to Chicago area companies to be accessible for specific jobs and be competitive in supplier prices.

Connecting Rockford area manufacturers to Chicago businesses is a key reason why TMA is putting time and energy into expanding their resource network to include more Rockford companies.

In September, Rockford manufacturing representatives met with TMA Membership staff for drinks and h'orderves at the area's beautiful Anderson Japanese Gardens.

"Rockford area manufacturers can offer competitive pricing with quality that's second to none in Illinois," said TMA Membership Team Member Kevin McKernan. "That's always incentive to connect good people, and that's what we are doing."

McKernan said he was very encouraged by Rockford's warm reception, and plans to expand the network over the next year.

"We're hosting from four to six events a year in the area now," McKernan said, "and since this week's breakfast was such a success, there's interest now in holding it monthly. We're excited about the TMA interest in Rockford."

To join the effort, contact Kevin McKernan at kmckernan@tmailinois.org





In September, Pure Metal Recycling hosted a tour of their 28-acre Blue Island facility for the Technology & Manufacturing Association and the Blue Island Chamber of Commerce.

Pure's Blue Island facility employs 115 people and houses a yard for processing scrap metal, heavy equipment and fleet maintenance, a fabrication shop, fleet parking/equipment storage, procurement and compliance.

Tour coordinators Katryn Ingstad and Sandy Addison Miller reported the day's tourists expressed surprise that recycling scrap metal was so sophisticated.

The tour stops included Pure Metals' Truck Parking and Fuel Station area, where trucks' 100 gallon tank can be filled in 3.5 minutes.

Then the tour stopped by the Turnings Pad and Shred Pile.

The Turnings Pad is a 40,000 square foot cement containment pad and a 4,500 gallon above ground tank with an automatic pump. The Shred Pile contained such things

as lawn chairs and a myriad of items with metal content that were about to be shredded.

Tour guides Tommy Bochenek (Chief Operating Officer) and Enrique Carrillo (Production Supervisor) pointed out the Galland Henning hydraulic baler which compresses the steel into 36 x 36 steel bundles that weigh a net ton.

During the reception, Mac Delozier for Heavy Fleet & Equipment, Mike Endzel for Strategy and Planning and Eric Bowyer for Transportation answered questions about Pure Metal Recycling. ●



tma education foundation supports new tech center

When the 2015-16 school year opened at Lake Park High School in Roselle, IL, nearly 200 junior and senior students began the semester in a newly built 3,000 square foot engineering and precision machining facility.

The state-of-the-art "Innovation Center" is due in part to a 4-year, \$50,000 grant from the TMA Education Foundation.

TMA member support includes: Acme Industries, Aro Metal Stamping Co., Inc., Jim Baumbich, CAC Corporation, Mike Chester, Tony Dupasquier, Electri-Flex Company, Haas HFO, HST Materials Inc., Iverson & Co, Matrix Tooling, ProMold and Die, LLC, Ramcel Engineering Company, Royal Die & Stamping, Sko-Die, Inc., Dick Steininger, TMA, and TMA Education Foundation.

If you're interested in serving on an advisory board contact Greta Salamando, TMA Education Foundation at gsalamando@tmaef.org. ●



5 THINGS MILLENNIALS WANT FROM BENEFITS

They're the young professionals of today. In fact, more than one in three American workers in 2015 is a Millennial, ranging in age from 18 to 34. That means Millennials have the largest share in the country's workforce, and as more finish college and enter the working world, the number will only increase.

Choice and variety

Millennials are accustomed to having access to what they want when they want, especially when it comes to information. They want choices and are often offended by a one-size-fits-all approach. Overall, they look for a well-rounded array of benefits, which may mean that a mix of employer-paid products with supplemental and voluntary products will play an increasingly important role for many employers.

Customization and Control

Personalization is highly important to Millennials. When they're offered benefits, they expect those benefits to be tailored to their needs. And, they want control over how they spend their money.

True Simplicity

Employee benefits shouldn't be complicated, and communication is the key. Millennials are looking for simple, clear, easy-to-follow steps,

which includes systems that are easy to use.

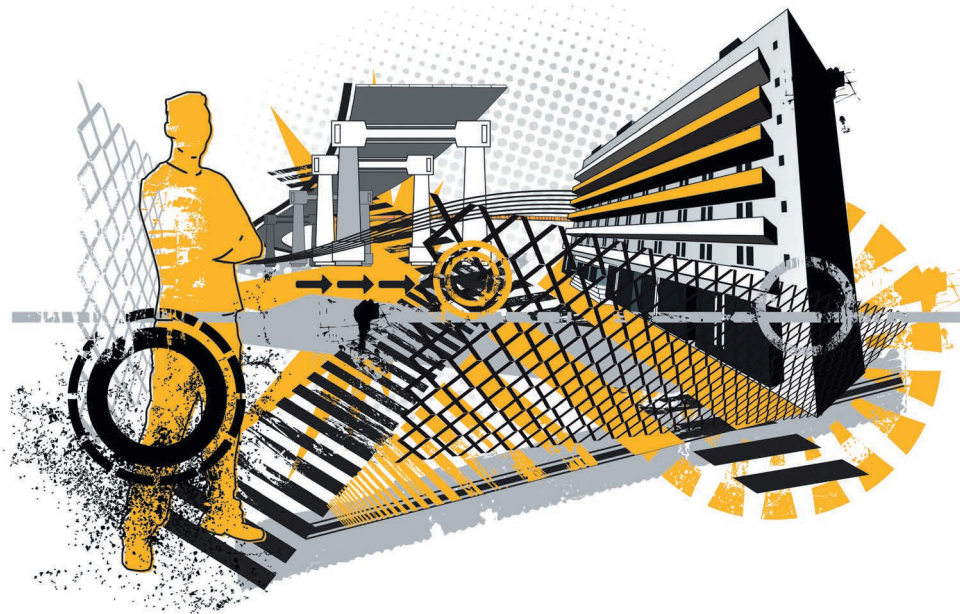
Interaction and Collaboration

Social is the name of the game for the Millennial generation. Peer networks play a huge role in decision-making. Employers would be wise to offer ways their employees can interact and network to get information.

Technology, not paper

Clearly, the biggest difference between Millennials and other generations is their use of technology ... and their expectation that technology also be important to others with whom they interact. They want to use tools that make benefits easier, such as apps and online portals. And they want alternatives to paper. They trust technology.

TMA-BSI has some exciting solutions to help keep and attract Millennials to your company. Please feel free to contact Brian Wohlfeil at 847-993-2122, or bwohlfeil@tmailinois.org •



tma | office opening & ribbon cutting

The 90-year-old Technology and Manufacturing Association officially opened their new 18,000 square foot headquarters at 1651 Wilkening Road in Schaumburg with a ribbon cutting ceremony October 22, 2015.

“Thanks for everyone taking time to help welcome us to our new home,” TMA President Steve Rauschenberger told the crowd of 200.

“With the help of private sponsors, we’ve pulled together what we think is a world-class training center that will help train the next generation and help to keep Illinois strong as a manufacturing center in the United States.”

Along with offices for staff and member services, TMA incorporated into the building six classrooms and high tech manufacturing machinery to provide convenient and practical training for machinist apprentices.

TMA Board of Directors’ Chairman Fernando Ortiz, Vice President and General Manager of Roberts Swiss, Inc. said the new headquarters will be home to Midwest manufacturing’s future.

“The future is here at TMA. You can see it and look at it. It’s here. We’re going to train the machinists of the future. By the year 2025, 50 percent of the machinists will be Millennials. We’ll be here to train them so America can continue to lead the world’s makers,” he said.



Schaumburg Mayor Al Larson congratulated TMA on selecting an excellent location for their new headquarters.

“The village of Schaumburg is the largest center of economic activity in the state of Illinois outside the city of Chicago,” he said. “We generate more retail sales than anywhere else in the state outside the city, as many jobs as downtown Milwaukee and we make things in Schaumburg. To have the cutting edge skills available in an ever-changing marketplace, this facility will do just that.” ●



tma | education & training

Quality MTS Installs New Star Swiss Machine in TMA CNC Training Center

TMA continues to make history in its new state-of-the-art training center with the installation of its first Swiss-type CNC machine. A Star SB-16R was recently entrusted by TMA member Quality Machine Tool Services, Inc.

“The addition of the Star Swiss CNC takes our program to a whole new level,” said Patrick Osborne, TMA Vice President of Training and Education. “No one else is doing this kind of training.”



Quality MTS, based in Schaumburg, focuses on sales and service of Swiss-type CNC machines and has been specializing in Swiss-style machining since its inception. They exclusively distribute Star CNC Machine Tool products throughout Illinois and Wisconsin.

“By specializing in one machine builder, we are able to provide excellence in technical support, sales, and service in this niche industry,” said Dave Polito, President of Quality MTS.

This approach has proven to be a win-win for both the customers and the builder. Quality MTS started as a service company, and so they understand the importance of keeping the machines in production.

“I personally am excited to be able to offer another resource to companies that are considering Swiss-style machines,

or even current users,” added Polito. “The proficiency that TMA is providing will pay dividends to the employees and the companies that invest.”

Many TMA members may already be familiar with Star CNC. Star CNC Machine Tool Corporation is among the leading providers of superior technology and unparalleled service to the machine tool industry. Founded in 1948, Star CNC is a division of Star Micronics Company of Japan and is their exclusive distributor in the United States. Star Micronics is one of the world’s most respected manufacturers of machines for the production of small, complex and precise metal components used in a wide range of industries. Star CNC is well known for its reputation of quality and the delivery of Swiss-type state-of-the-art CNC technology.

Fernando Ortiz, Vice President/General Manager at Roberts Swiss, Inc. and TMA Chairman, was instrumental in getting the new equipment installed at TMA. “There is a serious lack of Swiss training in this area,” said Ortiz. “As the leading voice of the Illinois manufacturing industry, TMA is once again at the forefront in bringing cutting-edge training to our members.”

Marc Stevens, Sales Manager at Quality MTS, agrees: “Our biggest hurdle in machine sales is our customers finding qualified operators and set-up people. In some instances, inexperienced employees are instructing new employees, and this is counter-productive. The goal in this partnership is for TMA to provide the

proper training that some customers may not have the time or ability to provide.”

TMA is currently developing curriculum and will launch the new Swiss training program soon. Stay tuned for more updates on the TMA Training Center and program offerings. ●

For more information on Quality MTS, please visit www.qualitymts.com or call 847-776-0073

For more information on Star CNC, please visit www.starcnc.com



tma | alliance for industry manufacturing awards

On Wednesday, October 7, The Alliance for Industry and Manufacturing (AIM) hosted the its Annual Manufacturing Dinner, which recognized regional manufacturers for excellence in a variety of fields.

Governor Bruce Rauner addressed the attendees and award winners, which included former TMA Chairman Steve Kase, and TMA member Erica Wiegel who received the TMA Young Leaders Award. ●



tma | manufacturing day

On Friday, Oct. 2, TMA hosted its first Manufacturing Day - bringing together area high school students and TMA member companies to inspire the next generation of manufacturers.

A national event, the day is designed to address common misperceptions about manufacturing by giving manufacturers an opportunity to show, in a coordinated effort, what manufacturing is.



State Representative Michelle Mussman stopped by TMA's Manufacturing Day and got a tour from TMA President Steve Rauschenberger.

Jim Shultz, Dir. of the Illinois Dept. of Commerce & Economic Opportunity presents a proclamation declaring October manufacturing month in Illinois.

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tma | events

NOVEMBER 5

Millennials in Manufacturing

Learn how to attract and work with millennials. Deniel Newman, author of "The Millennial CEO" will speak on transcending the mindset of the millennial and turning cross-generational differences into competitive advantages.
TIME: 4:00pm-6:00pm
COST: \$20
LOCATION: TMA in Schaumburg

NOVEMBER 6

Christians in Manufacturing Prayer Breakfast

Come join fellow TMA members for the 40th Annual TMA Prayer Breakfast with guest speaker, and former TMA Chairman, Robert Weisheit of Robert Weisheit, Co.
TIME: 7:30am-10:00am
COST: \$40
LOCATION: Bloomington

NOVEMBER 13

Lunch & Tour: Fusion OEM

Find out the secrets of Fusion OEM's culture of employee engagement and discover how they won 101 Best & Brightest Places to Work in Chicago three years in a row.
TIME: 11:30am-1:30pm
COST: Free
LOCATION: Burr Ridge

NOVEMBER 17

IT Peer Group

Join your peers responsible for IT to discuss challenges and strategies for IT, and to exchange ideas and solutions.
TIME: 11:30am-1:30pm
COST: Free
LOCATION: TMA in Schaumburg

NOVEMBER 18

Sales & Marketing Peer Group

Join your sales and marketing peers to discuss challenges and strategies of sales and marketing in a manufacturing environment.
TIME: 11:30am-1:30pm
COST: Free
LOCATION: Elgin



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