



tma news bulletin

THE VOICE OF ILLINOIS MANUFACTURING

ESCAPING THE PAST; MAKING THE FUTURE

HELPING PEOPLE REINVENT THEMSELVES
ONE STEP AT A TIME



tma news bulletin

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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 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, its committees and trust.

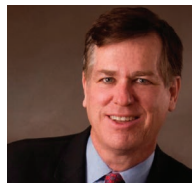
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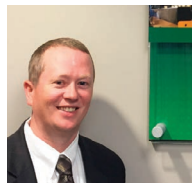
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message from the president



Dear TMA Friends,

When our association was founded in 1925, it was called the Tool and Die Institute. Later it became the Tooling and Manufacturing Association. Recently, it was again re-named the Technology and Manufacturing Association. Throughout its history, TMA has been reimagined and reinvented to serve its members and the manufacturing community. Through boom and bust, recession and expansion, from NAFTA to off-shoring, TMA and its members have revamped, renewed and reaffirmed themselves to stay competitive and relevant. The challenges of nearly a century have been legion, and the successes are all around us.

As today's TMA members confront the "skills gap" and the accelerating retirement of the Baby Boom generation, we're being called on again to reimagine our enterprises and our future. How and where will we recruit the workforce to carry us successfully for the next 20 years?

Part of that answer we highlight in this month's issue of the TMA News Bulletin. Because of the 90+ years of commitment to training and developing our employees, TMA, as an association, is being asked to help train new workers to help staff the plants of its members. In addition to our continuing commitment to engage high school graduates, TMA is now helping train additional recruits who are interested in career change, up-skilling, and in some cases reinventing themselves from an unsuccessful past.

TMA's reputation for relevant, quality, and in demand training has led well regarded foundations to approach and engage us to retrain men and women who want to reinvent themselves and reimagine their careers as part of manufacturing.

When you think about it, there is a lot to be proud of. A fine TMA Education staff led by Patrick Osborne. A first class curriculum. A U.S. Department of Labor Certified Apprenticeship program. A state of the art hands on training center, and the accumulated reputation that has both Bethel New Life and the Safer Foundation engaged with us.

But what I think we should all be most proud of is the fact that we're all part of the solution. We are part of reinventing and reimagining our future and the future of those who work with and for us.

Well done!


Steve Rauschenberger

cover story

ESCAPING THE PAST; MAKING THE FUTURE

TMA HELPS PEOPLE REINVENT THEMSELVES - ONE STEP AT A TIME

By Fran Eaton

Hot summer months are now known as “the killing season” in Chicago’s violence-ridden West Side neighborhoods. During June, July and August, on the average, one person is shot every two hours and murdered every 13 hours.

Just fifteen minutes west of Chicago’s stunningly wealthy Gold Coast, hundreds of violent crimes are perpetrated on neighborhood streets.

There the annual median income for a household is \$32,494 and the unemployment rate hovers around 11 percent, with 44 percent of the community’s population not in the work force.

One in four adults in the West Side neighborhoods of Garfield Park and Austin hasn’t completed high school, even though taxpayers spend over \$15,000 per Chicago Public School student.

Many of those born into these tough neighborhoods remain from a time when when Chicago’s West Side was a powerful hub for American manufacturing.

Since that busy post-World War II era, unskilled labor dried up as robotics and technology advanced slowly, but surely, taking over manufacturing and allowing the industry to grow more efficient and productive than ever.

But even today, nearly 200 manufacturing businesses remain on Chicago’s West Side, producing nearly \$1.5 billion in sales and employing over 9000.

The folks at the Austin neighborhood’s non-profit organization Bethel New Life noted manufacturing’s transition from unskilled workers to skilled machinists and engineers, and latched onto a vision of advanced manufacturing training as a way neighborhood residents could rekindle hope for their lives and communities.

After thirty years of working within the community, Bethel New Life leadership decided five years ago that it was time to adjust its mission strategy slightly from focusing mostly on social justice and housing issues

to a more comprehensive approach to the area’s challenges.

“Around 2011, Bethel New Life moved more towards economic development,” new interim CEO Ed Coleman told News Bulletin. “I’ll call economic development a combination of business development – which is creating jobs - and workforce development – which is preparing people for those careers. Once they’re prepared, they stick with those careers.”

Bethel New Life’s mission is to reduce concentrated poverty in the West Side neighborhoods of Austin, Humboldt Park, East Garfield Park, West Garfield Park and Lawndale. They are working to create or find 63,000 jobs over the next decade.

“Of course, we can’t do that by ourselves, so we’re working with other groups. One of those important collaborations is with TMA and their Advanced Manufacturing training,” Coleman said.

Bethel New Life’s program consists of hard skills instruction at TMA’s training facility in Schaumburg two days a week and crucial soft skills training at Bethel’s West Garfield facility one day a week.

Over the past four years, together Bethel New Life and TMA have successfully trained approximately 80 West Side residents, 65 percent of which are now in manufacturing jobs, Coleman said.

“We’re working with the students to find jobs and increase those numbers,” he said.

Zach Mottl of Atlas Tool Works in Lyons, Illinois, says that he’s very happy with the talented team members he’s found through Bethel New Life and TMA’s collaboration. Currently, four program graduates are working at Atlas.

“I believe that there is not one solution to our challenge of finding a skilled workforce,” Mottl told News Bulletin. “It will take many streams coming into a river of resources to create a nice lake of candidates. We’re going to need a lot of people to meet manufacturing needs in the years ahead.”

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TURE



BEATING THE ODDS

TMA AND SAFER FOUNDATION OPEN DOORS FOR THOSE WITH CRIMINAL RECORDS

By Fran Eaton

Chicago's West Side neighborhoods are not only devastated with crime, the aftermath of illegal activity has taken a severe toll on the community's productivity.

In Chicago Urban League research director Paul Street's white paper on "Race, Prison and Poverty," Congressman Danny Davis claims 70 percent of men between the ages of 18 and 45 living in impoverished North Lawndale are ex-offenders.

That's seven of every ten males in their most productive years burdened with a criminal history.

Statistics show that a sobering 47 percent of those that have served time under the Illinois Department of Correction's supervision return to incarceration. Having a felony on one's resume creates a nearly insurmountable obstacle to finding a good job.

But Chicago's Safer Foundation, a not-for-profit organization, has been providing employment, educational, and supportive services for individuals with criminal records for 44 years. It has now joined up with TMA to provide its clients one way out of the community's downward spiral.

The recidivism rate for Safer Foundation clients able to find employment drops dramatically from 47 to 24.3 percent. If they're able to keep that job for 30 days, the rate drops again to 17.5 percent.

TMA is collaborating with Safer Foundation to provide advanced manufacturing training for qualified residents living at Safer's two residential facilities located in the North Lawndale community on Chicago's West Side.

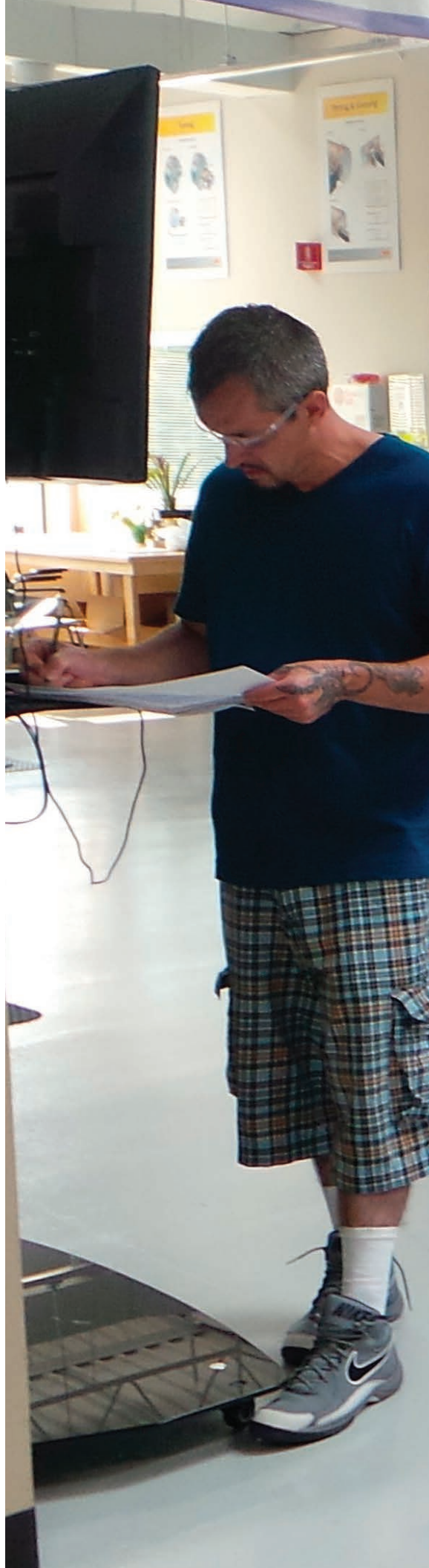
At its Schaumburg headquarters, TMA offers two class levels for the Safer students – a Level 1 Introduction to Advanced Manufacturing and a Level 2 class in which the students are pursuing NIMS credentials for programming.

This summer, Anthony Connors is instructing with TMA's Level 2 class and April Senase is teaching TMA's Level 1 class.

Level 2 student Jason Coddling credits TMA's collaboration with Safer Foundation with changing his life. The 44-year-old landed a job with EPP in Elk Grove Village May 9th of this year.

"If it wasn't for Safer, I probably would have gone back to my old ways and got locked up again," he told News Bulletin.

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TMA YOUNG LEADERS HOST HARRY KRAEMER

AUTHOR, EXECUTIVE, PROFESSOR



Maybe things are the best they've ever been where you work. Maybe things have been better in the past. Or maybe they're the worst ever – and you dread the thought of going to work every morning.

No matter what your situation, it can be better – in fact, it can be the best – according to author Harry Kraemer, who shared his leadership concepts with a group of TMA Young Leaders in June.

Kraemer is now a clinical professor of management and strategy at Northwestern University's Kellogg School of Management. He's also an executive partner with Chicago-based Madison Dearborn Partners equity firm. Before that, he headed Baxter International for 17 years.

Throughout his career, Kraemer writes in his book "Becoming the Best," he's worked to cultivate values-based leadership for the organizations he's led – the type of a culture that develops only when a leader is his or her best self.

There are four principles Kraemer writes about to develop values-based leadership: self-reflection, balance and perspective, true self-confidence and genuine humility.

Kraemer not only explains those qualities with clarity, he provides examples of business leaders that demonstrate

those particular aspects of values-based leadership.

And then he moves on to developing a values-based organization or workplace.

"The journey that begins with your best self now continues as you join together with other values-based individuals to form a best team," Kraemer writes.

Building a best team is one thing, maintaining and growing it is another. Kraemer points to a company close to many TMA members as an example of what happens when a team goes bad: Motorola.

What brought about Motorola's fall? The company brought in CEOs from the outside, which led to a loss of entrepreneurial spirit, as the focus shifted from balancing short- and long-term results to a heavy concentration on only the short term. Losing the strong values and culture that had made the company great resulted in the exit of large numbers of management. What had been a best team turned into a very dysfunctional one.

Kraemer describes how to develop a best team and how to maintain its energy over a sustained period of time. But it doesn't stop there – a best team's next step is developing the best partner with a like-minded organization.

Long-term best partnerships will help an organization respond positively to competitive pressures and meet changing cultural demands, Kraemer writes.

He points to the Northshore University System based in Evanston, Illinois as a best partnership example – a working relationship

between four hospitals, medical group offices for over 900 physicians, specialists and pharmacies. The extended best partnership led to an updated system of electronic records and the health care that received national recognition.

"You can't do that unless you've created a partnership with all the right relationships in place," a best self leader involved in the Northshore consortium told Kraemer.

Kraemer then finishes the treatise bringing all the values-based leadership, teamwork and partnerships to the end result: generating an attractive return for its investors.

"When people in an organization become their best selves – that they understand their strengths and weaknesses so they can create best teams – and do business in a way that truly fosters best partnership, the enterprise is on its way to becoming a best investment," Kraemer writes.

"Becoming the Best" provides an array of ideas for setting up new organizations, reviving tired ones and readjusting disarrayed workplaces.

While Kraemer's counsel may be toe-stepping and eye-opening, the points he makes can be used to inspire and motivate change just at the time it's most needed.

Harry Kraemer's book "Becoming the Best" can be found on Amazon.com. ●



HOMELAND SECURITY

EMERGENCY MANAGEMENT DIRECTOR TELLS TMA MEMBERS HOW TO “BE PREPARED”

It's something no one wants to think about or spend time preparing for, but anywhere in America these days, it can happen – violence or terrorism in the workplace.

“The chances of something like that happening in your place of business is extremely rare, but it is wise to prepare for emergencies,” John Nebl, DuPage County Homeland Security and Emergency Management’s External Affairs’ director, told a group of plant managers at Simmons Knife & Saw in Glendale Heights.

There needs to be a plan in place for emergencies from workplace violence and bomb threats to tornadoes and medical crises, Nebl told the TMA Peer Group.

How to deal with active shooters involved in attacks on the workplace or terrorism was a key topic. “An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area, typically through the use of firearms,” Nebl said.

Characteristics of an active shooter situation is that victims are selected at random, the event is unpredictable and evolves quickly and law enforcement is

usually required to end it.

“It is crucial that management stay calm in those situations,” Nebl said. “There are three ways to respond, and they need to be thought through before the crisis.”

The first response should be 1. to run, then, 2. to hide and last, 3. to resist the attacker.

“Before you run, have an escape route and plan in mind,” Nebl said. “Leave everything behind, and keep your hands visible to law enforcement.”

If running away isn't possible, hide in an area out of the shooter's view. Block entry to your hiding place and lock the doors. Silence cell phones and pagers. Then wait for law enforcement's “all clear” before moving.

And as the very last resort, Nebl said, Homeland Security and Emergency Management recommends that those threatened fight back the attacker when their lives are in imminent danger. Attempt to incapacitate the shooter with items handily available, and act with physical aggression by throwing items at the shooter.

Coping with possible shooter situations takes forethought, such as being aware of the environment and any possible dangers. When you're visiting a facility, make mental note of the two nearest exits. If you're in an office, stay there and secure the door. Only as a last resort should you attempt to take a shooter down.

Facilities that use explosive chemicals or elements need to be especially aware of terrorist threats. Seven signs of potential terrorist situations include:

1. **Surveillance** – Strangers observing activity and appearing at different times
2. **Curiosity** – Strangers asking questions about the facility and its products or contents
3. **Security Tests** – Strangers observing the length of time for 911 responses
4. **Supply Acquisition** – Persons buying items that can be used in building explosives
5. **Suspicious Behavior** – Persons acting suspiciously or out-of-place
6. **Dry Runs** – Suspects practicing or pretending to implement a terrorist activity
7. **Assets Deployment** – Suspects getting into position to implement a terrorist activity.

“Do not hesitate to inform the local law enforcement about suspicious activity,” Nebl said. “I know you've heard it before, but if you see something, say something.”

And it that's not enough, Nebl outlined yet another situation managers should anticipate: the potential of workplace violence resulting from employee feuds, domestic conflicts, or disgruntled staff members.

Be aware of direct or veiled threats, intimidation, bullying, numerous conferences with supervisors and bringing weapons to work, Nebl said. Also be aware of worker disposition or behavior dramatically changing and possible drug or alcohol abuse – all possible indications of troubling brewing.

And finally, Illinois is a state that is commonly threatened with severe weather, even tornadoes. Nebl recommended keeping track of the weather via alert systems and preparing for emergencies with shelter plans.

“Hope for the best and prepare for the worst,” Nebl told the managers. “Make a plan, practice that plan, be informed and get involved.”

For more information, go to the website: www.protectdupage.org.



MANUFACTURING THEIR FUTURES

TMA & BETHEL NEW LIFE TRAIN FOUR OUTSTANDING WOMEN



MELINDATHEE GRIFFIN

Melindathee Griffin, 50, worked at various jobs in banking, accounting and pharmacy technology while she raised her four now-adult children. She'd never thought about a career in manufacturing until one day a lady from Bethel New Life walked into the Walgreens where she was working.

"She was there to drop off some film from a recent graduation of Bethel New Life Advanced Manufacturing trainees," Griffin told News Bulletin, "and she was very excited about the program."

The next time Elayne Nickolaou – who at the time was Bethel New Life's Director of Education - came into Walgreens, Melindathee had decided she wanted to hear more.

"I wasn't happy where I was, and I was interested in something new," Melindathee said. Before long she was in TMA's six-month program learning milling and turning. She started at Atlas Tool Works in April 2015, and enjoys her new career.

"The work is pretty interesting, and actually, I love it. It's something different from what

I've ever done before. I've never utilized my hands as much as I do. I enjoy each day looking at something different," she said.

But what's most important to Melindathee is knowing what she's working on and where the part will be used.

"I love knowing that my work is a part of an airplane, a boat and that what I do is a part of keeping airplanes in the air and boats in the water," she said.

Melindathee leaves Atlas Tool Works evenings and heads back to Walgreens, a job she hopes to end soon. She's already fulfilled her dream of moving to Oak Park and as soon as she's financially able, she plans to take more classes at TMA.

"It's going to be okay," she said. "I can see a light at the end of the tunnel."



MARKEIA WILKINS

Markeia Wilkins, 32, drove trucks and buses and worked as an auditor and pharmacy tech before pursuing a career in manufacturing. She's excelled in TMA training and has already earned three NIMS credentials. She is now in TMA's

apprentice training program.

"I get bored quickly. I need to be challenged," Markeia told News Bulletin. "I've always been pretty good with my hands, and good in math and problem solving, so this is a good fit for me."

When she first heard about Bethel New Life's training program with TMA, she was a bit hesitant to get involved, she said.

"I didn't want to be in a program advertised for lower income communities. There's a stigma with that. I didn't want anyone to think I was a poor black girl that couldn't find her way," she said.

Instead, Markeia wanted to earn her way through TMA classes and took great pride in doing it on her own.

"I went to the training because I was interested in manufacturing, interested in learning how to work on a quarter of a million dollar machine and not destroy it," she said. "That, and I wanted to learn how to figure out the tooling and the programming the job involves."

Markeia started working at Atlas Tool Works seven months ago. During the summer, she would leave Atlas in the afternoons and go to TMA's training facility at the Schaumburg headquarters two nights a week for apprenticeship training.

"I really care about what I do and I like knowing the importance of these parts," she said. "I may not know where they're going, but if they come back to me, I want to be proud of what I've done."

Markeia encourages others to pursue manufacturing if they have the following traits: a mindset that is well-rounded with particular attention to details, strength as a person, and an ability to communicate well and understand how machining and part-making works.



JANE THOMPSON

Jane Thompson, 25, is from the West Humboldt Park neighborhood, where she was struggling to make ends meet working at food service jobs.

"I worked hard and wasn't making enough to live on, I was barely paying for transportation to and from work," she told News Bulletin.

Jane graduated from Bethel New Life's collaboration with TMA's CNC milling and turning class in November of 2015. On the night she graduated, Atlas Toolwork's CEO Zach Mottl walked up and offered her a job on the spot.

"It was like a dream," she said.

Jane says she tried a college course in computer programming and found it overwhelming, but the class size and excellent trade instructors at TMA made all

the difference for her.

"Jack Krikorian is a great teacher, God bless him," Jane said.

Krikorian's renowned teaching style and unlimited patience helped Jane stick with the program, and graduating boosted her confidence all around.

"I have goals to accomplish now, and TMA really did give me a lot of confidence that I can actually finish something," she said. "With that being said, I'm unstoppable now."



ASHLEY AGNEW

Ashley Agnew was the first among the four Bethel New Life – TMA graduates hired to work at Atlas Tool Works. Once focused on quality control in the shop, Ashley now works with job estimating and project

paperwork.

Ashley graduated with a degree in fashion design, only to switch over to manufacturing. Now when she's not at Atlas, she's working on two projects that bring together fashion with community service.

"I'm working on fashion and my career, balancing work and service," Ashley said. "I would not give advanced manufacturing up. I face the responsibility of being the first here that's graduated from TMA's program. It's a pathway for new people to come in and show that we're responsible, we can do these things."

When she's not working at Atlas, Ashley is volunteering with youth in the Austin neighborhood, focusing on distributing t-shirts with messaging that discourages violence.

"We're focused on giving the youth a skill – such as producing their own shirts with empowerment sayings that boost their day," she said. Together with an associate, she's encouraging a creative mindset and responsibility among the neighborhood's youth.

Ashley's also very proud of being able to purchase her own car to get to and from work and her volunteer efforts. ●



WOMEN OF TMA LEARN NETWORKING SKILLS

It may have appeared the women of TMA conversing on the patio at Millrose Restaurant & Banquets in Barrington were just relaxing and having a good time, but they were actually working – putting into practice the networking skills they'd just learned from Dale Carnegie Training consultants Holly Ekkert and Erika Stennes. The new skills included:

1. Prepare for the event by adding it to your calendar and make a note of any news or updates pertaining to persons featured or that you expect to attend. Think about mutual ground topics and be prepared to discuss.
2. Practice a quick introduction that gives a clear statement of who you are, what you do and the unique value your product or service brings to the market place.
3. Seek introductions from others you already know to new contacts you're interested in meeting.
4. Circulate among as many as possible, avoid staying with one group for too long, and set a goal for a number of persons with whom you want to make contact.
5. Take an interest in others and listen to their interests. Ask good questions and pay attention to their responses in order to find common interests and make memorable connections. Always try to talk in terms of the other person's interests.
6. Introduce yourself to the VIPs and



speakers by telling them what you know about them, and explain what you do by tying into what you heard them say at the event. Ask for a follow-up or an appointment. Don't forget to thank the event coordinators for their efforts.

7. And follow-up by sending a quick email within 24 hours offering to stay in touch. Remind them of your discussion or shared interest and what you might be able to do for them. And don't forget to reach out to them on social media sites like LinkedIn or Facebook.

To find out more about Dale Carnegie networking skills see www.dalecarnegie.com.

How will you Clarify, Simplify and Achieve your Vision? Get Traction!

"We made a go at implementing EOS on our own with less than satisfactory results. Since working with Clark we have been posting record results and our team has gelled as never before and morale is sky high! My wife can't believe that I'm working shorter days yet accomplishing much more than I did pre-EOS. Working with Clark has proven to be a great move." – Jason Surber, ATF-Inc



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SEPT 8

Lunch & Tour: Principal Mfg. Corp.

With a strong history in the metal stamping industry, Principal Manufacturing Corporation is a respected provider of premium quality, precision stamped products.

TIME: 11:30am - 1:30pm

COST: \$35/person

LOCATION: Broadview, IL

SEPT 8

Operations/Plant Managers Peer Group

Join your operations and plant manager peers in an open forum. This month's topic: "Importance of team building to grow companies and how to develop younger generations to get there." Guest speaker: Brian Halwix.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: TMA Schaumburg

SEPT 16

Conversations & Cocktails

TMA's Women in Manufacturing is holding their second Conversations and Cocktails event - an informal gathering to network, share thoughts and good cheer.

TIME: 3:00pm - 5:00pm

COST: \$40/person

LOCATION: East Dundee, IL

SEPT 22

Owner's Circle Dinner

Owner's Circle Dinners are exclusively for owners, presidents and company executives of TMA manufacturing members, and provides an opportunity to discuss the current business climate, share stories and swap strategies at an exclusive venue.

TIME: 5:30pm - 8:30pm

COST: \$125/person

LOCATION: Chicago, IL

SEPT 27

Food Bank Volunteer Event

TMA Christians in Manufacturing are hosting a volunteer event at the Northern Illinois Food Bank. Sign up to volunteer or donate to our food drive.

TIME: 1:00pm - 4:00pm OR 6:00pm - 8:30pm

COST: \$10/person

LOCATION: Geneva, IL

SEPT 28

Member Breakfast

You're invited to join us for breakfast and a tour of our facility. This breakfast is for new members and staff of existing members. Come meet your TMA staff and check out the resources available to you as a member.

TIME: 7:30am - 9:00am

COST: Free

LOCATION: TMA Schaumburg

OCT 4

IT Peer Group

Join your peers in IT to discuss a range of topics. This month will be a discussion with a Comcast engineer about data and voice transport issues.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Oak Brook, IL

OCT 6

Oktoberfest Dinner

TMA invites you to join your fellow manufacturers for an evening dinner and fellowship at Chef Klaus' Bier Stube in Frankfort, IL.

TIME: 5:30pm - 8:30pm

COST: \$55/person

LOCATION: Frankfort, IL

tma | new members

ABS Tool & Machining, Inc.

Rockford, IL

815/978-3576

Alliance Laser Sales, Inc.

Wauconda, IL

www.alliancelasersales.com

Angel Equipment LLC

Glenview, IL

www.angelequipment.net

Arco Machinery Movers LLC

Loves Park, IL

www.arcomachinerymovers.com

Best Jig Grinding Service, Inc.

Itasca, IL

www.bestjiggrinding.com

Catering With Elegance

Addison, IL

www.weddingswithus.com

Culen Tool & Mfg.

Brookfield, IL

www.culentool.com

Ekstrom Carlson Fabricating Co.

Rockford, IL

www.eccofab.com

First Secure Community Bank

Sugar Grove, IL

www.1stSecureBank.com

G & M Die Casting Co., Inc.

Wood Dale, IL

www.gmdiecasting.com

Kryder Wood Products

Rockford, IL

www.kryderwoodproducts.com

Lester Manufacturing

Rockford, IL

www.lester-manufacturing.com

Matrix Payment Systems

Hoffman Estates, IL

www.matrixpaymentsystems.com

Precision Waterjet, Inc.

Cary, IL

www.pwjet.com

Private Vista, LLC

Chicago, IL

www.myprivatevista.com

Rexnord Industries

Downers Grove, IL

www.rexnord.com

S&C Electric

Chicago, IL

www.sandc.com

SGS MSi Testing & Engineering, Inc.

Melrose Park, IL

www.msitestesting.com

Suburban Industrial Tool & Mfg. Co.

Alsip, IL

708/597-7788

The Private Bank

Skokie, IL

www.privatebank.com

U. S. Minerals, Inc.

Tinley Park, IL

www.us-minerals.com

Wrap-On

Alsip, IL

www.wrap-on.com

ESCAPING THE PAST; MAKING THE FUTURE

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Mottl said the demographics of the aging manufacturing workforce points to an impending loss of skilled machinists and machine operators as the Baby Boomer generation retires.

Along with filling the void left by retirees, there is a need for more team members as Atlas' work expands.

"We have new machines, new customers, and they produce a need for new employees to run those machines to make those parts," Mottl said. "The Bethel New Life partnership came along just at the right time of us needing new people. There's a lot of opportunity here."

Advanced manufacturing training skills are accessible at TMA, jobs are available throughout the area, but Bethel New Life has found that students going through their program also benefit from what they call "soft skills" training.

Roxanne Charles teaches those crucial skills to the trainees one day a week at Bethel New Life's West Garfield neighborhood facility.

During that four-hour period every Tuesday for 20 weeks, Bethel New Life's class encourages study and reflection of what they've learned that week at TMA along with



addressing what Charles' calls "mindset challenges" – preparing the students for a new phase of life, one in which they're fully employed.

"In many instances, it will be the first opportunity they will have financial independence for either themselves, and/or their families," she said. "We want an appropriate time to prepare them for that transition."

Self-confidence, self-worth and self-esteem are all tested when one enters the job market. Besides financial budgeting, the Bethel New Life class reviews basics from dealing with authority to interview preparation – including the various ways to introduce oneself and his or her skills through video and audio means.

The program is not only to equip the students, but also to assure potential employers that trainees are ready to work

and aware of skills needed to enhance their place of employment.

"I often hear the question 'What if they don't show up on time after they're hired?' Charles said. "My answer back is 'What if they do show up on time?' What will you have missed in an employee if you pass up this opportunity?"

During the 20-week training period, Bethel New Life participants are not paid. That alone demonstrates their level of commitment, Charles said.

"I hope your TMA members also take that into mind when considering these program graduates for their company's openings," she said.

For more information about Bethel New Life's program, contact Roxanne Charles at wfd@bethelnewlife.org.



Ed Coleman, Bethel New Life Interim CEO



Roxanne Charles, Bethel New Life Soft Skills Instructor



Need money to expand your business?



Edward Brandt, SIOR
Former President of TMA
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TMA OUT-AND-ABOUT



Former TMA Chairman Steve Kase (center) with U.S. Senate candidate and Congresswoman Tammy Duckworth who visited ASK Power and held a townhall meeting.



TMA members participating in the annual TMA Bike Ride stop outside TMA member Otto Engineering.



Former TMA Chairman Zach Mott (seventh from right) with fellow members of the U.S. Manufacturing Council and Sec. of Commerce Penny Pritzker (center in pink)



TMA bike riders make stop outside TMA member Made to Measure.

BEATING THE ODDS

continued from page 6

TMA training prepared Codding well for the job EPP hired him to do, he said. He's passed the 30-day mark at EPP and according to recidivism stats, he's well on his way to a successful career.

He's likely to beat the odds, he says.

"If it wasn't for me getting involved in Safer, I wouldn't be making the money I'm making – I'd still be scrounging. Now I get good pay, awesome benefits, a 401(k). I've got everything, I'm set for life."

Codding already has a place to live when he leaves the Safer housing – hopefully in October, allowing for good behavior time he's accrued.

He plans to continue his education and enroll in TMA's apprenticeship program



Anthony Connors (far right) teaching this summer's Level 2 Class at TMA.

once he completes Level 2 instruction.

Stories like Jason Codding's warm the heart and inspire TMA to continue working to fill its members' staffing needs with well-trained candidates while at the same time playing a major role in the lives of those who can benefit from a hand-up.

"At TMA we are proud to partner with organizations like Safer Foundation and Bethel New Life," President Steve Rauschenberger said.

"Safer Foundation's efforts to fund TMA industry standard training are making a difference in the lives of people and communities. TMA and TMA's Education and Training Department are happy to play a part in building better futures for trainees and a stronger workforce for American Manufacturing."

For more about Safer Foundation, visit their website at SaferFoundation.org.



April Senase teaching this summer's Level 1 Class at TMA in Schaumburg



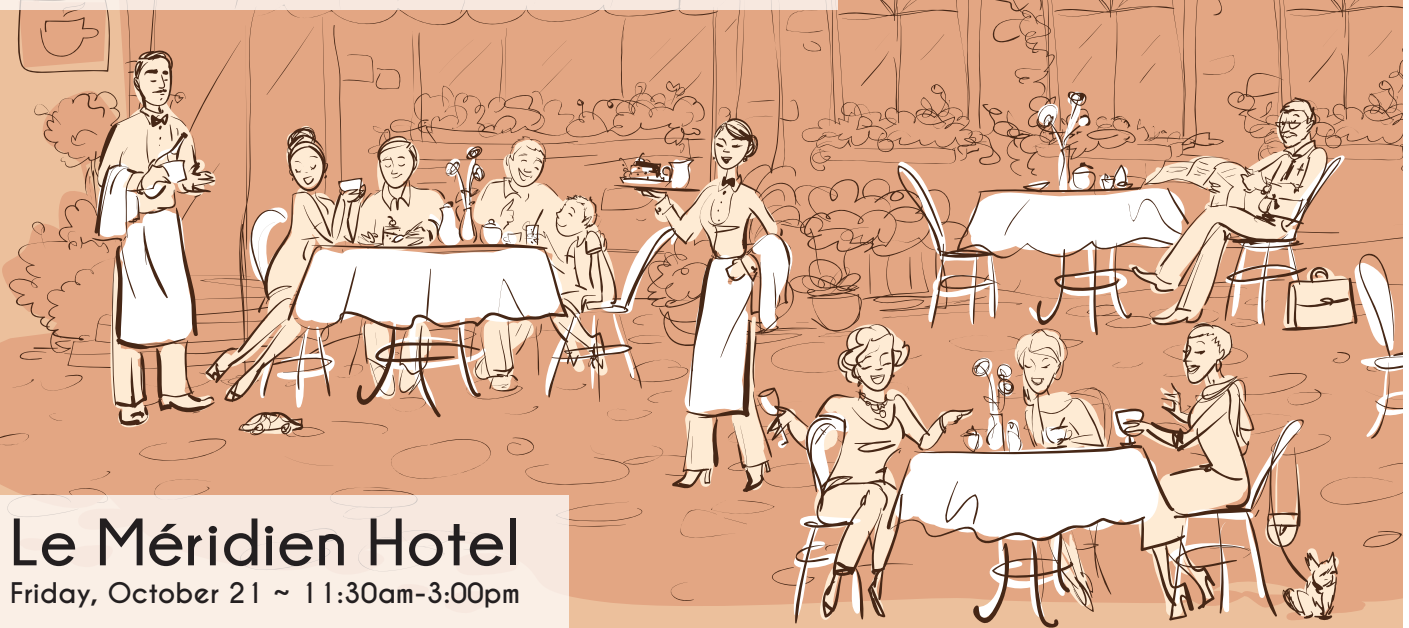
Safer student studying at TMA



Jason Codding landed a job at EPP

Women in TMA Luncheon

Guest Speaker: Susan RoAne



Le Méridien Hotel

Friday, October 21 ~ 11:30am-3:00pm



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ILLINOIS FORCES EMPLOYEES INTO STATE-RUN RETIREMENT PROGRAM

A new state law, signed by Governor Pat Quinn in the waning days of his administration takes effect January 1, 2017. The **Secure Choice Act** applies to any company or organization which has been in operation for more than two years and employs 25 or more employees that does not offer a 401(k) or similar qualified retirement savings plan.

These companies will be required to automatically default their employees into the new state government designed **Secure Choice Retirement Program**, and to initially deduct and remit 3% of each employee's wages. Employers without a 401(k) or other qualified retirement savings plan may not opt out, and employers found

not in compliance are subject to fines and prosecution.

Employees, however, may choose to opt out of the Secure Choice Retirement Program, or may choose to adjust their withholding percentage, but they must actively request an opt out or adjustment in compliance with the programs rules.

TMA members with more than 25 employees but without a 401(k) or similar plan are urged to prepare for the new government mandate. Contact TMA if we can be of assistance either helping you establish your own qualified plan or navigating the State of Illinois regulations.



FACT: Working-age U.S. adults have a median retirement account balance of \$3,000 and are depending on Social Security for their retirement, which in Illinois averages just over \$1,200 per month.

FACT: 1.2 million private-sector workers in Illinois currently lack access to an employer-provided retirement plan.

FACT: 62 percent of full-time, private-sector workers in Illinois have access to a work-provided pension or retirement savings plan, and 53 percent are participating in one.

TMA 401(k) RETIREMENT TRUST MAY BE THE SOLUTION FOR YOU

ARE YOU:

- Concerned about employer liability for your retirement savings plan or 401(k)?
- Interested in lowering the cost of administering your 401(k)?
- Wanting better investment returns in today's turbulent market?

THE TMA 401(k) TRUST:

- Allows employers to retain the flexibility to allocate costs between the company and the participants;
- Limits the liability of participating companies;
- Achieves Fortune 1000 investment returns by using nearly \$100M in combined purchasing power;
- And saves most members thousands of dollars in plan administration and legal costs.

For more information on how you can save and earn with the TMA 401(k) Retirement Trust, contact:

Orlando Pastore
opastore@tmailinois.org
847.825.1120

OR

Luke Novak
lnovak@rothschildinv.com
312.983.8975



TMA AMBASSADORS

CONGRATULATIONS BRIAN KERN OF M&M BANK



TMA's Ambassador Program continues to bolster our member growth in the Association. We're seeking leads for manufacturers to join. If you provide a solid lead, you will become an Ambassador.

Brian Kern (above) of M&M Bank has recently grown TMA with two new members. Thank you Brian!

Ambassadors are recognized at events, earn a unique name badge, and invited to an annual Ambassadors Networking Dinner at no charge. ●

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Metal Buyers and Recyclers



Nearly 100 members attended this year's Technology and Manufacturing Association boat cruise hosted by the Supplier Network Committee. The event, which took place aboard the Odyssey on August 3rd, set sail from Navy Pier and included dinner and fireworks under the stars. A very special thank you to our sponsors: All American Recycling, Kutchins, Robbins & Diamond, Shattuck & Associates Consulting, and United Scrap. ●



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