



tma

tma news bulletin

THE VOICE OF ILLINOIS MANUFACTURING

TEN REASONS
MANUFACTURERS
SHOULD HIRE
VETERANS



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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tma | new members

Welcome to the newest members of the
Technology & Manufacturing Association

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Schaumburg, IL
www.convertingsystems.com

D&D Tooling, Inc.

Bolingbrook, IL
630-759-0015

Hardinge Grinding Group

Elgin, IL
www.hardinge grindinggroup.com

Jensen & Son, Inc.

Sycamore, IL
www.jensencnc.com

Matrix Design LLC

Elgin, IL
www.matrixdesignllc.com

Meltzer, Purtill & Stelle LLC

Schaumburg, IL
www.mpslaw.com

Prince Industries

Carol Stream, IL
www.princeind.com



message from the president



TMA Members & Friends,

In an era when America's armed forces are actively engaged against terrorist movements around the globe that have international networks, it is not surprising that the U.S. Department of Defense is protective of the names and identities of our soldiers and sailors, both active and retired. Despite the resulting difficulty of appropriately contacting retired and retiring military personnel, TMA continues to look for innovative ways to connect these talented people with manufacturing. We consistently meet with organizations that work with retired service personnel looking for partnerships that can help us all address the current and impending skills gap.

In addition, on the Government Relations Committee front, under the leadership of Zach Mottl, TMA's GRC has for more than four years engaged our Illinois congressmembers and U.S. senators in discussions about extending GI Benefits to Department of Labor Certified Apprenticeship programs. We haven't scored any victories on this front yet, but we will continue to inform and pressure our federal representatives to give retiring service people the choice to use their benefits for manufacturing training.

Our country is justifiably proud of the service of our active service personnel and veterans. TMA members recognize that these men and women represent one of the bright spots on the horizon when we wrestle with growing the manufacturing workforce.

Trained, committed, team oriented, and focused, these are truly some of the best young people America has to offer. And we are all proud to welcome them to an industry that can provide them a fulfilling and prosperous career.

Steve Rauschenberger



10 REASONS MANUFACTURERS SHOULD HIRE VETERANS

“As Americans celebrate Veterans Day this month, we honor all who have sacrificed to make peace and stability possible. We pay tribute to every proud American who has worn the uniform and served our country,” President Donald J. Trump told troops stationed at the Yokota Air Force Base in Japan.

There was no other place he’d rather visit first during his 11-day trip to Asia, he said.

“You make it possible for peace-loving nations to thrive and peace-loving people to prosper. You are the reason the great American flag will stand behind me wherever I go,” Trump said, wearing a flight jacket presented to him before his speech.

“And every time I look at that flag, I think of brave men and women like you. And I will think of all the American patriots down through the generations who poured out their blood, sweat and tears, hopes and dreams to defend our country...”

Indeed. Trump’s comments expressed the hearts of grateful Americans and American allies worldwide.

Between the years 2003 and 2019, over 4.3 million veterans are expected to return to the states after service to the United States. Between 2014 and 2016, from 65 to 80 percent of those veterans said in surveys they were leaving the military without a job, expecting to find meaningful employment quickly.

But for many, finding those good jobs has been tougher than they anticipated. Brown University’s “Costs of War” study found veterans having a difficult time transitioning back into civilian life because of the “soft skills” they acquired in the military that don’t seem to fit today’s civilian workplaces.

As hard as it may be to believe, those “soft skills” that veterans bring with them from their military experience, such as persistence, reliability, conscientiousness and attention to detail, can also be barriers to successful civilian employment, the study said.

When surveyed, veterans themselves noted that their military identity (characterized by the imperative to be punctual, professional, and respectful to people in authority) makes it difficult to adapt to civilian workplaces, where they perceive these behaviors to be undervalued. At the same time as veterans rejected civilians’ lateness and lack of deference to authority, they reported feeling rejected by civilian employers,

whom they perceive as dismissive of military skills and experience, or unaware of and insensitive to the needs of veterans. More extreme still, when surveyed, over a third of post-9/11 veterans said they thought prospective employers believe that veterans are dangerous or “broken.”

Manufacturers say that it isn't unusual for a veteran to keep his or her service time off their resumes, fearing it could inhibit potential employers from hiring.

But in contrast to those concerns voiced by those blending back into civilian life, many effective manufacturing leaders and members of the Technology & Manufacturing Association are themselves veterans.

Harold Karbin and his wife founded Lexco Cable upon his return from fighting in the Korean War. Marty Wiegel was called away from a U.S. Navy ship to serve on the home front at his family's business when Marty's father, who founded Wiegel Tool Works, suffered a debilitating health emergency.

J.R. Hommer served in the Marines before coming home to join his dad's Hommer Manufacturing. And Pro-Mold & Die's David Long was called off a military training exercise in Germany to start an apprenticeship at TMA.

They are just a few of the many manufacturers that came home from fighting battles abroad to lead the industry.

Supporting veterans' efforts to connect to civil employment is as good for the country as it is for the nation's economy. In a circulated brochure on the topic, Alcoa Foundation and the Manufacturing Institute list ten strong reasons manufacturers should consider hiring veterans:

1. Veterans accelerate the learning curve

Veterans have the proven ability to learn new skills and concepts. In addition, they can enter the workforce with identifiable and transferable skills.

2. Veterans practice teamwork

Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and group productivity.

3. Veterans are proven leaders

The military trains people to lead by example as well as through direction, delegation, motivation, and inspiration. Veterans understand the practical ways to manage behaviors for results.

4. Veterans promote diversity and inclusion

Veterans have learned to work side by side with individuals regardless of diverse race, gender, geographic origin, ethnic background, religion, and economic status as well as mental, physical, and attitudinal capabilities.

5. They perform well under pressure

Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in spite of tremendous stress.

6. They have respect for procedure

Veterans have a unique perspective on the value of accountability. They can grasp their place within an organizational framework, becoming responsible for subordinates' actions to higher supervisory levels.

7. Veterans are attuned to global and tech trends

Because of their experiences in the service, veterans are usually aware of international and technical trends pertinent to business and industry.

8. Veterans have integrity

Veterans know what it means to do “an honest day's work.” Prospective employers can take advantage of a track record of integrity, often including security clearances.

9. They're conscious of health and safety standards

Thanks to extensive training, veterans are aware of health and safety protocols both for themselves and the welfare of others. On a company level, their awareness and conscientiousness translate into protection of employees, property, and materials.

10. They are triumphant in the face of adversity

In addition to dealing positively with the typical issues of personal maturity, veterans have frequently triumphed over great adversity.

And if all those characteristics aren't enticing enough to pursue veterans to fill vacancies, federal tax credits are available to many employers that hire qualified veterans. The Work Opportunity Tax Credit (WOTC) ranges from \$2400 to \$9600 for each veteran hired.

“Like your predecessors, you, brave warriors, are the last bulwark against threats to the dreams of people in America and Japan and all across the world. You are the greatest hope for people that desire to live in freedom and harmony and you are the greatest threat for tyrants and dictators who seek to prey on the innocent,” Trump told the troops in Japan.

He then concluded, saying, “History has showed us over and over that the road of the tyrant is a steady march towards poverty, suffering and servitude. But the path of strong nations and free people certain of their values and confident in their futures is a proven path towards prosperity and peace.”

WHERE MANUFACTURERS CAN FIND QUALIFIED MILITARY VETERANS

Where's a good place to find those qualified military veterans for openings at your company? Here's a few websites that may provide help:

Hire Patriots

www.hirepatriots.com

Hire the Homefront

www.hirethehomefront.org

Veterans Looking for Work

www.dvnf.org

Hire Veterans

www.Hireveterans.com

Vet Jobs

www.vetjobs.com

Call of Duty

www.callofdutyendowment.org

Veterans Employment

www.veterans-opportunity-program.com

Manufacturing Jobs for Veterans

www.veteranrecruiting.com/jobs/manufacturing

TMA does not endorse any of these resources. We simply offer these websites as options to encourage searching among veterans for job openings.

TMA CHRISTIANS IN MANUFACTURING HOST 42ND ANNUAL PRAYER BREAKFAST

For the 42nd year, TMA's Christians in Manufacturing Committee hosted their annual prayer breakfast.

ZENGER'S Jason Zenger and United Scrap Metal's Amy Arend emceed the morning's program. Tom Gemkow of GEM Automation recognized veterans.

Lakeview Precision Machining's Debbie Sommers, and C.H. Hanson's Phil Hanson shared inspirational Bible verses.

Fellow manufacturer and Illinois State Senator Kyle McCarter shared his journey from being a missionary to Kenya to becoming a manufacturer and then a state senator with the group. He encouraged the attendees to focus on Biblical principles in their businesses and in public service.

TMA Board Chairman Aaron Wiegel shared his parents' continued emphasis on faith and in education while he was growing up and how it impacts his business decisions as president of Wiegel Tool Works.

For more information about the Committee and their new community outreach efforts, contact Amy Arend at aarend@unitedscrap.com





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TMA MEMBER PROFILE

DAVID LONG
PRO MOLD & DIE



By Fran Eaton

Five years before David Long and his business partner Walter Schaub started Pro Mold & Die, David was drafted into the U.S. Army and spent most of his two-year military stint between Western and Eastern Germany.

“I served in Berlin at Checkpoint Charlie,” Long said. Checkpoint Charlie was the iconic wooden shed that served as the gateway to freedom for those imprisoned in Communist East Berlin.

While on a month-long training exercise in Western Germany towards the end of his second year of service, Long says he was sent back to the U.S. to begin training at the TMA.

“During my second year, I applied for an early discharge of 90 days to start schooling. My ETS – Exact Time of Separation – was in early December. I sent in the necessary paperwork to get back in time to start TMA classes in September, but forgot about it when I never heard anything back,” Long said.

“I remember I was out in the field, and a helicopter with supplies touched down and they yelled out, ‘Which one of you is Long? Get in, you’re going home,’” Long said. “I started classes at TMA right away.”

Long studied Related Theory and moldmaking for three years at TMA with hundreds of other students, then finished up his education with math and physics classes at Harper College.

He completed his apprenticeship, and equipped with his training, he and Walter Schaub partnered to launch Pro Mold & Die in 1973. The company is now located in its third location – a 30,000 square foot venue in Roselle.

Pro Mold & Die works in plastics, die cast dies, mold & die repair and custom machining for the medical, appliance, lawn care and automotive industries.

During Pro Mold & Die’s 44 years in business, Long has worked through a lot of economic highs and lows. Much of those fluctuations in manufacturing can be traced to the political views of those making public policy, he says.

“American manufacturers do well when those making policy keep in mind that all money, all wealth, starts in only three places: mining, agriculture and manufacturing,” he said. “Every dollar that is earned comes from those three sources.”

Long served as TMA’s Chairman of the Board in 2007 – just before the 2008–09 recession. Those days were among the toughest to stay optimistic, he said.

Even though plastics were becoming more and more used in the automotive industry, the normal two-year delay of invoice payment made it more and more difficult to compete with Canadian moldmakers just north of the border.

The Canadian government provides financing for Canadian companies, while American suppliers either have to fund themselves or develop an expensive credit line that slowly eradicates profit.

A fluctuating economy and instability of automobile companies, along with competition from an emerging Chinese workforce encouraged Long to seek out other more dependable industries – specifically household appliances and medical supplies.

Long says that over the years he’s found that the company’s attention to customer needs has been a key source of return business.

“Sometimes we just need to talk them through the process and talk about what we think will work best. One customer told us a few years ago that the reason we come back to you is that you do a terrific job of protecting us from us,” Long said.

“We see our customers as our employers. There’s an element of trust that develops over the years. Talk is one thing, but delivering what you promise is something else,” he said.

Long says he’s confident the business will continue to thrive as he gradually spends more and more time focused on his hobbies. He’s an avid flyer of vintage military planes and he can be often found at air shows, showing off his T-34. He also flies the company plane that seats six.

But there’s no question that Long still enjoys the satisfaction of quoting a job, creating a design for a customer’s mold and suggesting changes that make it better or last longer.

“Sometimes it takes a meeting of the minds and a week or two of discussions, but it’s rewarding to see things come together,” he said. “And now that so much is computerized, the quality of the parts is so much better, as is the design and the parts themselves.”

Pro Mold & Die is located in Roselle, Illinois and on the web at: www.promolddie.com



WOMEN IN TMA HOST ANNUAL LUNCHEON

The key to an efficient and pleasant place to work is having a team that works together well, the Women in TMA were told at their annual luncheon in October.

Melissa Timberlake, a motivational speaker and professional life coach, shared experiences and inspired the audience to think differently about their work environment.

Timberlake offered her assistance to strengthen company teams through hands-on, interactive exercises geared to the company's specific needs.

Before Timberlake's presentation, Stacia Hobson, owner of Image Industries, Inc., and chair of the Women in TMA Committee, introduced TMA Board Chairman Aaron Wiegel, who shared with attendees his interest in expanding workforce development for manufacturing careers.

The event was held at the Metropolis Ballroom in historic downtown Arlington Heights.

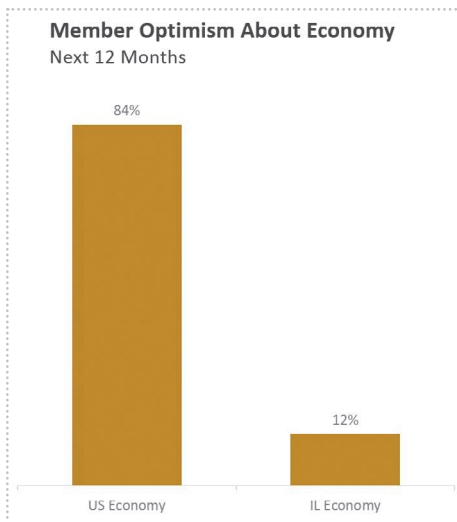
The Women in TMA Committee's purpose is to educate, support, promote, protect and advance the interests of women in the industry and TMA member companies.

Among their focuses, WTMA works to educate women on business-related topics, enable women manufacturers to network and encourage mutually beneficial relationships among men and women in the industry.

For more information about the WTMA, contact Sandy Sempowicz at ssempowicz@tmailinois.org.



TMA SURVEY: MANUFACTURERS CONCERNED ABOUT REGULATIONS AND WORKFORCE



The latest results from the Technology and Manufacturing Association's (TMA's) ongoing survey of Illinois manufacturers show a growing concern about expanding, burdensome government regulations paired with the industry's contracting workforce.

The small- to mid-sized Illinois manufacturers surveyed cited both

issues as two of their most critical pain points.

"The lack of a skilled workforce and burdensome government regulations are hindering business expansion, job creation, and the state's economy as a whole," said Dennis G. LaComb, TMA's Director of Government Relations. "Imagine the economic boom Illinois could achieve if manufacturers could get a little help from our leaders in Springfield."

TMA's October 2017 survey showed:

- 84% of those surveyed optimistic about the U.S. economy
- Only 12% were positive about Illinois' economy
- 68% said they intend to increase their workforce in the next 12 months but face a severe shortage of talent from which to hire

The Illinois Manufacturers' Outlook is a new monthly survey taken of TMA's members to track the opinions of Illinois manufacturers. A random sample of twenty-five of TMA's thousand members are surveyed live each month.

TMA AFFILIATE FOCUS



**TONY
GUAGLIARDO**
Marketplace
Chaplains

Tony Guagliardo works from Gurnee, IL with TMA Affiliate Market Place Chaplains – a service that provides support and encouragement for company employees, modeled after the U.S. military's chaplain program.

Tony answered five questions:

Q: What book had the most impact on you?

A: *After the Bible, a book called The Resolution.*

Q: What's the most interesting place you've visited?

A: *Hong Kong*

Q: What is your favorite holiday?

A: *Easter*

Q: What's your favorite sports team?

A: *Da Bears!*

Q: When people come to you for help, what do they usually want help with?

A: *Usually it involves relationships and questions about faith.*

Tony is active in TMA's Christians in Manufacturing Committee and can be reached at:

tonyguagliardo@mchapusa.com or at 224.321.0841.

Marketplace Chaplains, founded in 1984, currently delivers Employee Care Service to over 676,000 employees and their families weekly at over 3000 company locations in 47 U.S. states, four countries and one commonwealth.

TMA 2017 LEGISLATIVE SCORECARD

TMA members were active this past summer in an effort to minimize the impact of two ordinances passed by the Cook County Board – one to require a \$15 per hour minimum wage and another to require 40 hours of paid time off for any full- or part-time employee that had worked 120 hours.

The association’s members – with TMA staff assistance – were able to contact mayors, aldermen and city council members with stories of how the ordinances would affect their businesses. Over 100 municipalities opted out of the ordinances while the city of Chicago did not.

Being reminded how important it is to keep track of what local city councils are doing, TMA members also want to know how their area’s lawmakers vote and what policies they endorse while placing crucial votes in the Illinois General Assembly.

TMA gathered ten important votes in the last legislation session on issues ranging from workers’ compensation

policies to the state budget and tax hikes.

Look for your copy in the mail in the next few weeks, and let your lawmakers know what you think of their job performance. Download a copy at www.tmailinois.org



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Edward Brandt, SIOR

Principal
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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



Happy Thanksgiving

FROM THE TMA STAFF

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BOARD OF DIRECTORS NOMINATING COMMITTEE

TMA's Board of Directors Nominating Committee will be meeting on December 12, 2018 at 3:00pm at the Technology & Manufacturing Association (TMA) located at 1651 Wilkening Road, Schaumburg, IL 60173.

This year's committee members are Brian Panek (Committee Chair), Bob Clifford, Stacia Hobson, Steve Kase, and Al Panico.

Any member that wishes to submit names for consideration for service on the TMA Board of Directors may contact:

TMA President
Steve Rauschenberger
sjr@tmaillinois.org
847.825.1120 ext. 1347



KNOW SOMEONE WHO STANDS OUT FROM THE REST?

NOMINATE THEM FOR A TMA 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.

The **Young Leaders Award** recognizes individuals who have distinguished themselves as part of the next generation of manufacturers.

If you'd like to nominate someone, or obtain an application, contact:
Amanda Cortese at: acortese@tmailinois.org.



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MILITARY TO MANUFACTURING



5 MILITARY JOBS THAT TRANSLATE TO THE ADVANCED MANUFACTURING INDUSTRY

By Margaret Clevenger for Get Skills to Work

The advanced manufacturing industry can't find enough skilled workers to fill its reportedly hundreds of thousands of open jobs. Whether they know it or not, many veterans are already equipped with the skills required for manufacturing positions when they separate from the armed forces. You couldn't 3D print a better match: veterans with a variety of military experiences make great manufacturers.

Check out these five military occupations that are a good fit for manufacturing jobs right now.

1. Military job: Combat engineer

Manufacturing job: Mechanical engineering technician

Average starting salary: \$47,000

Combat engineers make great mechanical engineering technicians because they are used to working under pressure and constructing everything from barriers to bridges to complex electrical wiring.

Becoming a mechanical engineering technician requires critical thinking, supervising a team, and precision craftsmanship. All of these are skills learned as a combat engineer. Daily tasks of mechanical engineer technicians in the manufacturing industry include inspecting equipment, monitoring processes, and controlling machines.

2. Military job: Weapons repairer/technician

Manufacturing job: Maintenance technician

Average starting salary: \$50,000

Military weapons repairers and technicians inspect, maintain, and repair weapons on a daily basis, which translates directly to industry-needed skills in troubleshooting, quality control analysis, and deliberate decision-making. Military weapons repairers are used to working under intense conditions and already have a polished skillset useful to a career as a maintenance technician in manufacturing.

As a civilian maintenance technician, a former weapons repairer would enjoy restoring, adjusting, and maintaining industrial processes daily while getting their hands dirty. Prior service weapons repairers may even be qualified for a Get Skills to Work badge in the Manufacturing Pipeline, helping them translate their military experience more easily to employers.

3. Military job: Logistics planner

Manufacturing job: Logistics analyst

Average starting salary: \$30,000

Logistics planners in the military are familiar with preparing for everything from day-to-day sustainment of their units

to deployments and crises around the world. This robust experience makes them great for work as advanced manufacturing logistics analysts.

As civilian logistics analysts in advanced manufacturing, veterans will verify and monitor records, prepare shipments, and provide support by performing an array of duties including assembling loads, making shipping and transportation arrangements, and many others. Logistics analysts are vital to every manufacturing operation and veterans are prepared for the job.

4. Military job: Advanced welder

Manufacturing job: Welder

Average starting salary: \$40,000

Welders in the military have skills that are a one-for-one exchange to skills needed in today's advanced manufacturing industry. Whether a veteran worked with sheet metal structures, shipboard components, or fortifying tunnels and entrances, the welding expertise gained during service can be applied to a variety of materials and objects.

Welders in advanced manufacturing must know how to safely operate equipment, use welding power tools, and work with torches -- tasks military welders have been specifically trained to do starting from their qualification training and throughout their entire careers.

5. Military job: Machinist

Manufacturing job: Advanced manufacturing machinist

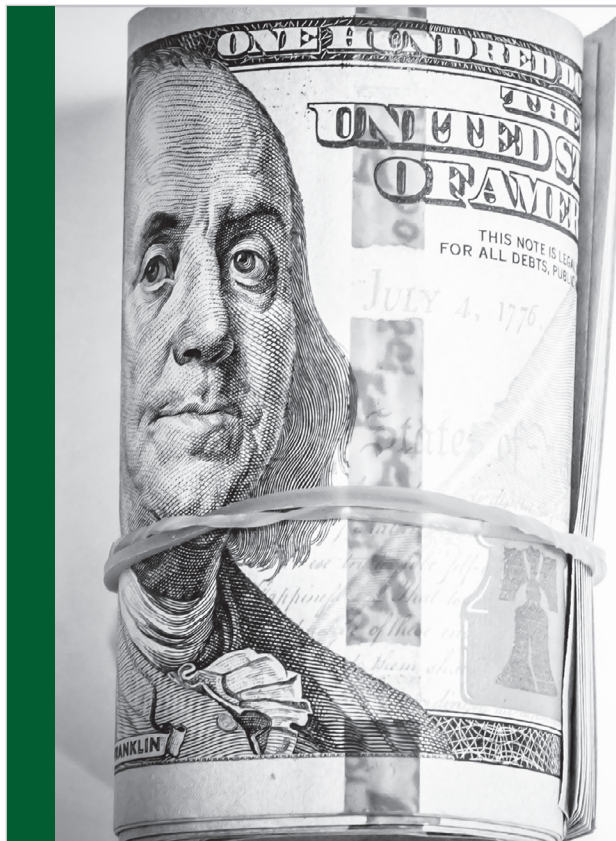
Average starting salary: \$35,000

The skills military machinists have at their disposal when they transition out of the military are sought after by top manufacturing companies and organizations.

For example, military machinists are familiar with calculating dimensions and tolerances, testing for defects, and applied mathematics. This means that a veteran will need minimum training when transitioning into the civilian sector.

Based on military experience, many veterans and transitioning service members may be eligible for skills badges highlighting their experience on the U.S. Manufacturing Pipeline making it easier to connect with employers and find jobs in manufacturing across the country. LinkedIn is offering transitioning service members free 'Job Seeker' upgrades as well to help find work in the civilian sector.

The Get Skills to Work coalition is a movement of companies, educational programs and others with the Manufacturing Institute founded by partners GE, Alcoa, Boeing, and Lockheed Martin to help veterans fill the advanced manufacturing skills gap. Learn more by visiting www.getskillstowork.org.



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CONGRESSMAN HULTGREN BRIEFS TMA ON TRADE, TAXES AND HIS TIME IN CONGRESS

Manufacturing, tax reform, financial capital and workforce development were topics Congressman Randy Hultgren (IL-14) addressed during a briefing held at the TMA headquarters in Schaumburg on November 13, 2017.

Hultgren, now in his fourth term in the U.S. House, serves on the Financial Services Committee, where he said he works to keep doors open for private businesses to access badly-needed capital. Over the past ten years, the U.S. has lost well over 1000 community banks after the passage of



Obama Administration's Dodd-Frank Act.

"I'm fighting to make sure others starting new businesses are able to obtain capital to establish family businesses," Hultgren said.

Hultgren also serves on the Science, Space & Technology committee. "The nation is best when we're innovating and discovering. Our best young people are not choosing to go into these fields, and we'd like to see that change and basic scientific research continue," Hultgren said.

Tax reform that benefits small and medium-sized businesses is very important, Hultgren said.

"It's so important that we're able to pass tax cuts, especially for businesses here in Illinois, where our friends have passed tax hikes. We need to make sure our tax policies encourage investment and growth. Our tax policy should incentivize forward-thinking."

More regulatory reform and a strong energy policy – in addition to tax reform - will also help lead towards badly-needed economic growth, he said.

Hultgren recognizes the need to expand manufacturing bonds and is working on that issue in the U.S. House. An updated bond policy would increase fund accessibility to purchase industry equipment.

"I'm proud of the work the House has done this year. It's been one of our more productive sessions. The media is not picking that up. The next obstacle is getting our bills through the U.S. Senate, and we're pushing hard to get that done," Hultgren said.

"We recognize you as vital, as the backbone of our economy," he said. "Small-, medium-sized manufacturing companies are where our future lies."

"We need you to educate us, talk to us. We need you to tell us what you're most excited about, what keeps you up at night that we can help with. We need to hear from you. We need to help open the next generation's eyes to see the important of manufacturing like you do in your companies."

TMA's Government Relations Committee Chairman Zach Mottl introduced Congressman Hultgren after TMA President



Steve Rauschenberger encouraged TMA members to get in touch with their state and federal lawmakers.

“We hope elected officials leave meetings with TMA members understanding that manufacturing is the creation of a society’s wealth,” Rauschenberger said. “They should also be aware that taxes that negatively impact manufacturing can cause loss of work and wages. Also that federal tax reform is very important, and that all taxation comes at a price to a free society.”

TMA’s GRC released their 2017 Legislative Scorecard of state lawmakers at the breakfast, with news that state lawmakers’ support for manufacturing issues has dropped substantially in the past two years.



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