



tma news bulletin

THE VOICE OF ILLINOIS MANUFACTURING

READY FOR YOUR
MANUFACTURING
COMPANY TO
TAKE OFF?

.....





tma news bulletin

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 1651 Wilkening Road | Schaumburg, IL 60173
www.tmaillinois.org

technology & manufacturing association

The Technology & Manufacturing Association (TMA) was founded in 1925 by eight small manufacturing companies who believed they could better themselves by associating with one another. Through the years, members established programs and services that would help their businesses grow and prosper, train their employees, and provide medical and retirement benefits. As a result of these efforts, TMA has grown into a 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 Health Solutions

TMA Health Solutions offers exceptional health care benefit plans with an exclusive focus on – and unparalleled understanding of – small to mid-sized manufacturers.

To find out more, call Jessica Pierce at:
 847.993.2130 | jpierce@tmaillinois.org

message from the president



TMA Members & Friends,

TMA membership doesn't cost, it pays! Big talk, huh?

Perhaps, but ask anyone of the 45 companies that are a part of our TMA 401K Trust. They saved an average of more than \$10,000.00 last year alone over operating a stand alone 401K. Saving \$10,000 a year makes TMA dues seem pretty affordable. One recent new addition to our Trust will save about \$38,000 in their first year.

Or take the recent case of a TMA member company that allowed our D&H Property and Casualty team to review their insurance. We found that their current carrier had misclassified a number of employees. As a result, the first year's savings on workers compensation insurance was over \$20,000.00. In fact they may also be able to claim a refund for the past two years because of the misclass.

Or ask the more than 275 TMA members that earn additional savings on their Grainger purchases simply by registering their account through TMA. Annual savings to those members, just over \$600/year.

Group health insurance benefits have been a nightmare these last five years, thanks to our friends in Washington, but more than 185 TMA member companies have TMA Health Solutions[®] on their side, fighting for lower premiums, fair claims service, and benefit plans that help retain employees. TMA is the only trade organization that we know of in the United States that owns its own insurance agency. YOU – the members – own the agency. So, where should you be getting your insurance from? You can either build the Lake Geneva home for a broker, or help build your industry. All the net proceeds from TMA Health Solutions[®] are used to keep dues low and training and education affordable.

From the Yellow Freight discount program to the Sedgwick Unemployment Defense service, TMA works hard to give our members “big” company buying power and benefits.

You do not have to take my word for it. Call us and we'll give you the names of TMA members you can talk to about these programs and savings.

But it isn't easy. Just like all of the work you do to make your company more competitive, reviewing these programs will take time and effort. I promise you though, if you gives the time, we will help you save money and make your company stronger.



Steve Rauschenberger

READY FOR YOUR MANUFACTURING COMPANY TO TAKE OFF?

TMA CAN HELP

“Houston, we have a problem.”

Who doesn't remember actor Tom Hanks uttering those breath-taking words in the movie “Apollo 13”? It was a reenactment of tense moments during a routine systems check when astronaut Jim Lovell conveyed the flight's systems were in need of immediate attention.

The award-winning film relived the intense, spontaneous reaction of crews both in outer space and at Houston's National Aeronautics and Space Administration's headquarters. Engineers, maintenance managers, physicians, aeronautic scientists, physicists, chemists and others with practical ideas were called in to help.

Together the experts resolved the crisis while the world watched, allowing Apollo 13 to complete its mission and get the astronauts safely home.

For TMA members, there's an array of benefits and services that assist members in addressing issues, resolving crisis, and preparing their companies to launch to the next level. For example:



tma member **WORKFORCE**

EMPLOYEE RECRUITMENT – TMA has a specialized network that combines manufacturing technology with workforce development to assist in finding the right candidates for staff vacancies.

BENEFITS – Through TMA Health Solutions®, we offer members health care benefits plans from a professional staff with an exclusive focus on - and unparalleled understanding of - small to mid-sized manufacturers.

HUMAN RESOURCES – TMA provides members professional human resource management assistance through a free HR Hotline, on-site HR department development, employment law compliance audits, handbook and policy development, and employee training.

RETIREMENT – TMA offers members participation in a 401K retirement savings plan with performance and benefits generally reserved for only the largest companies.

PAYROLL – TMA offers discounted payroll services, at cost-effective prices designed to put money back into member's pockets. Services include tax services, custom reporting, time and labor management.

UNEMPLOYMENT – TMA helps members stop overpaying, and start saving by reducing costs, maximizing resources and achieving financially sound unemployment claims solutions through Sedgwick Claims Management Services, Inc.

WORKERS COMP – TMA helps members navigate the complexities of workers comp regulations.



tma member **TRAINING**

TRAINING & EDUCATION – Since 1925 TMA has served as a valued source of employee learning and development for member companies. Today TMA provides training programs designed around member needs and employee schedules to help members operate, maintain and troubleshoot their businesses.

INSTRUCTOR-LED TRAINING – TMA's on-site training includes: Related Theory, Design, Hands-On Training, Technical Training, Seminars, and Safety Courses.

ONLINE TRAINING – TMA's online training includes: Manufacturing Processes/Materials, Quality, Manufacturing Fundamentals, Lean Manufacturing, Engineering & Automation, MSSC Certification, NIMS CNC Operation, Tooling U Occupational Packages, New Hire Training, and TMA Leadership Institute.



tma member **OPERATIONS**

SHIPPING | TRANSPORTATION – TMA can help members lower costs through an affordable and reliable shipping/transportation network.

ENERGY – TMA members can access an energy risk management program that could cut electric and natural gas costs to the wholesale level.

SUPPLIES – TMA offers members discounts on business products and industrial supplies with free shipping and/or 10 - 45% discounts.

PRODUCTION EFFICIENCIES – Company productivity can be enhanced with rapid access to tools, capabilities and services through Team TMA's alliance with the Illinois Manufacturing Excellence Center (IMEC).

PROPERTY & CASUALTY - TMA members can protect their equipment, assets and business through its property and casualty insurance offering.

OSHA | SAFETY - TMA members have access to top-line OSHA and safety audits, training, and certifications.

tma member **GROWTH**

SPECIAL INTEREST GROUP – TMA provides members access to an exclusive, online network of 650+ fellow manufacturers that share ideas, develop solutions, solve problems and shop jobs.

MEMBER DIRECTORY – TMA provides a directory to facilitate communication and commerce between members.

MARKETING – TMA connects members to marketing professionals to assist them in growing their business.

GRANTS | TAX CREDITS – TMA monitors and communicates the availability of grant funds through the State of Illinois, and often acts as administrator for qualified TMA members. TMA also helps members find and apply for applicable tax credits.

tma member **NETWORK**

TMA connects members with peers at the local, regional and national levels - facilitating conversations that can lead to new opportunities and help discover better ways to operate.

This network provides members the opportunity for professional development through participation in specialized peer groups, committees and boards designed to grow leadership skills and experience.

tma member **ADVOCACY**

GOVERNMENT RELATIONS – TMA provides small- to mid-sized manufacturers the political influence and capability that only large corporations can afford.

LOBBYING – TMA provides members the ability to effect public policy through robust issue advocacy and lobbying at the state, county and municipal level.

PAC – TMA provides members a vehicle – TMA PAC – through which they can multiply the impact of their political support by collectively investing and leveraging their donations with other members in order to increase and amplify their influence and enhance legislator accountability.

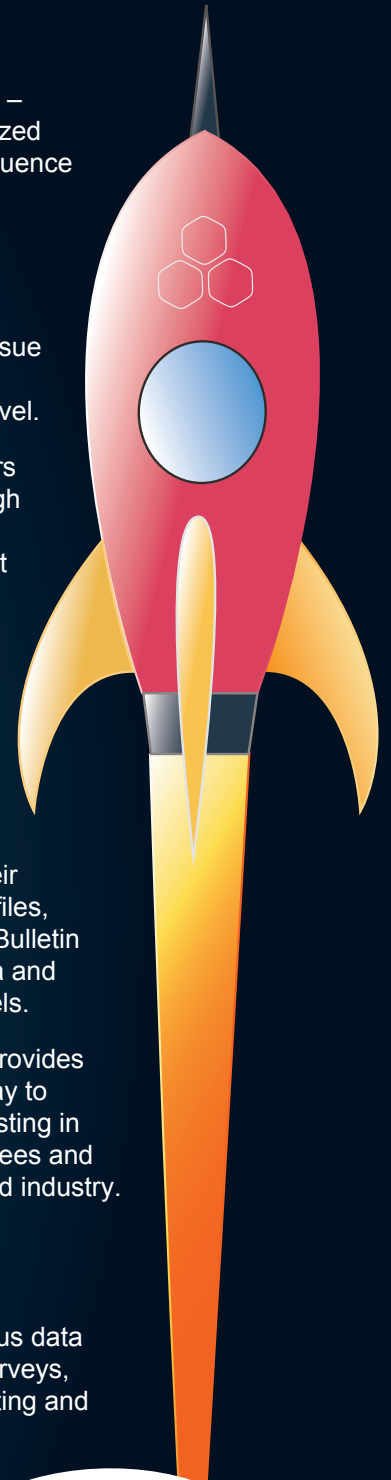
PUBLIC RELATIONS – TMA enhances members' public image by promoting their company's brand through profiles, press releases, TMA's News Bulletin magazine, email, social media and other communications channels.

TMA FOUNDATION – TMA provides members a tax-deductable way to address the skills gap by investing in the next generation of employees and the future of their business and industry.

tma member **SUPPORT**

TMA provides members various data and reports, compensation surveys, industry news as well as meeting and office space.

Let us know how we can help you.





TMA MEMBER PROFILE

HOW TO WAKE UP A SLEEPY COMPANY PHIL SURMA of WRAP-ON

By Fran Eaton

When Phil Surma was asked to join the Wrap-On company as its new General Manager three years ago, he took on the job with the vision of waking up a 70-year-old company.

“Wrap-On was a sleepy little company that had not brought out a new product since 1988,” Surma told News Bulletin. “The challenge for me was how to get everyone in this building up to speed. We’re almost there. We’ve got a fabulous crew here, one that wants to work.”

The company started in the late 1930s offering one product: heating wires for chicken coops. Then called the Poultry Equipment Engineers Inc., founder Thomas C. Russell set up a factory on Chicago’s Superior Street for the purpose of keeping chickens warm.

Over the next 20 years in Chicago’s world-renowned frigid winters, Russell’s chicken coop warming idea expanded to include electric heating cables for water pipes, roofs and gutters, and a variety of other winterization products.

In 1972, Russell’s company’s name and product changed to be “Wrap-On.”

Since Surma has been at the helm, he’s led an expansion and update of Wrap-On products, many of which are found in major home improvement centers and on Amazon.com.

There’s no way Wrap-On’s founder Mr. Russell – as creative and ingenious as he was - could have imagined the products his company would one day offer in the 21st century.

All of Wrap-On’s products are made in America – something that’s become a selling point for the company. For three years the company had much of their products made in China. But the logistics and product quality suffered and ten years ago, they brought all production back to Illinois.

“We turned that into a marketing advantage,” Surma said. “Our competitors require a six-week lead time. With the technology we now have, we can turn orders around in 48

hours.”

Surma brought to Wrap-On an array of valuable career experiences - from owning a manufacturing company, consulting with diesel emission companies to holding various national sales and operations positions.

A networking connection while working at a California firm put Surma in touch with the owners of Wrap-On. Surma says he was challenged by what he thought the company could become.

“We added ten new products in the first year I started,” Surma said. Another new product line is likely to be home integration, connecting electrical appliances via wi-fi for in-home convenience.

“We’re selling products, ideas and a work ethic,” he said.

It became a necessity to upgrade the company’s ordering system when they won a major home improvement franchise’s business.

“We burnt out the old fax machine taking ordering in one day,” Surma said. “We had to update and expand – and now the system is much easier and efficient.”

As soon as the once-sleepy company updated their product lines, and the packaging and ordering systems, Surma hit the road to re-establish ties with customers that hadn’t had a person-to-person visit from Wrap-On in years.

“I went on the road and met all our customers, and let them know we had a new sheriff in town,” Surma said. “It’s all

about the culture. We have a ‘can do’ attitude, we work hard and are never happy with status quo.”

It’s that mindset that Surma says makes him the optimist he is and causes him to thrive when faced with challenges like the one at Wrap-On.

“The way I see it, there’s always going to be tough issues in growing a business,” he said. “But those problems are just speed bumps. If every time you come up to a speed bump you stopped to think about it, you’d never get anywhere. Sometimes the best way to get over a speed bump is to hit the gas and just keep going.”

“Keep your eyes on the horizon. Don’t look at your feet,” he said. “That’s the way to keep building a company and be optimistic about the future.”

In case you’re wondering, no, Phil Surma hasn’t been featured on a TED Talk yet, but maybe he should be. There may be a few more sleepy companies out there his outlook could help to wake up.

When he can, Phil Surma joins the South Suburban TMA Monthly breakfasts.

You can meet him there, or learn more about Wrap-On at www.wrap-on.com. The plant is located at 11756 S. Austin Avenue in Alsip, Illinois.



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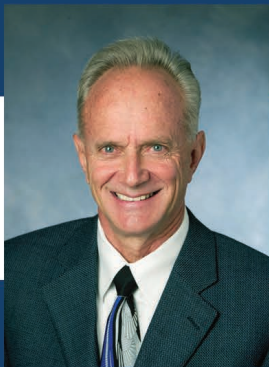
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 Vice Chairman of Supplier Network Committee
 Served in the U.S. Marine Corps

WHEELING AND PRAIRIE RIDGE HIGH SCHOOLS RECEIVE TMA EDUCATION FOUNDATION GRANTS

TMA Education Foundation will once again be opening its grant application process during the month of October.

In 2017 the Foundation invested nearly \$265,000 in area high schools. Two of those schools were Wheeling High School and Prairie Ridge High School.

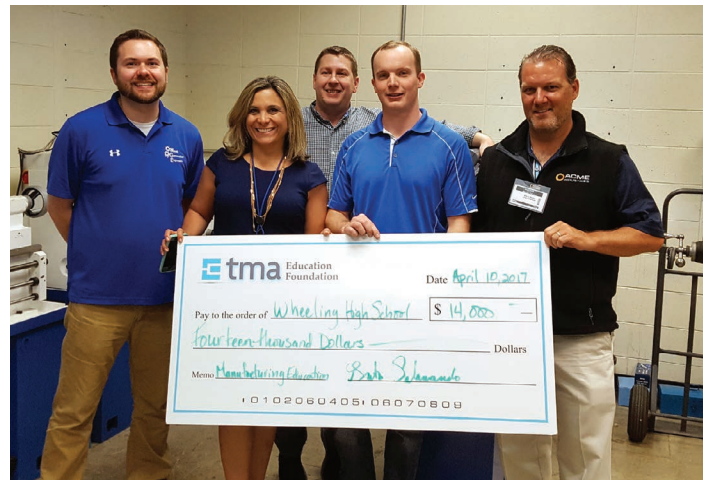
In response to area manufacturers' calls for students to learn the "manual" side of machining, the \$14,000 given to Wheeling High School will be used for a pair of manual lathes.

As a result, students will be able to manually turn simple parts such as wheel axles and steering linkage for the school's high mileage vehicle project, Wheeling instructors Michael Geist and Tom Steinbach wrote in the grant application.

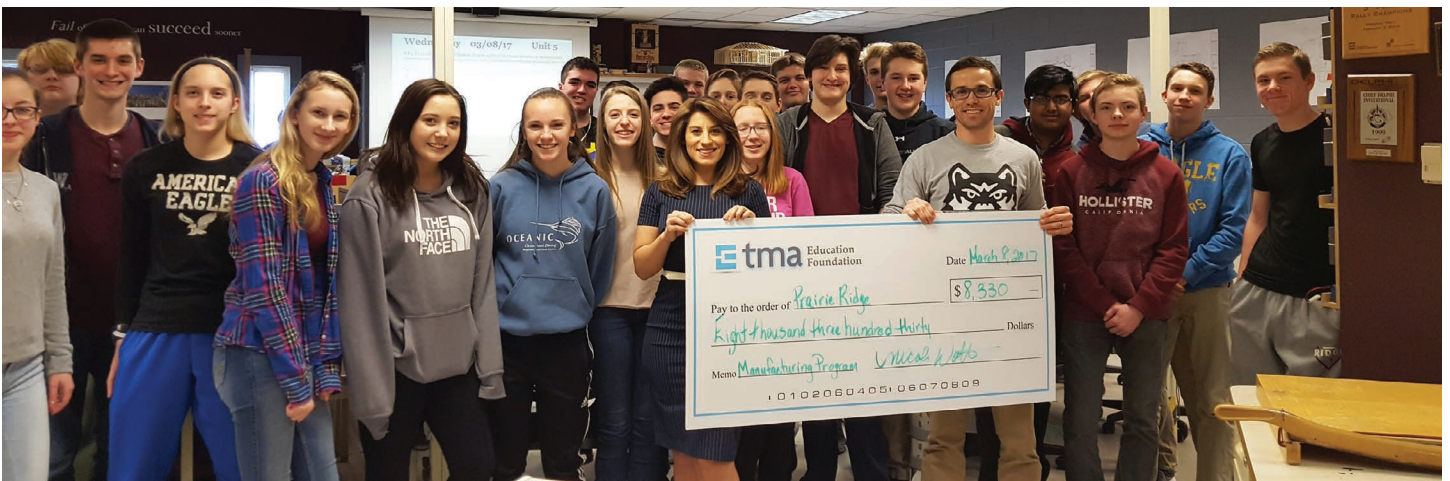
Students in Prairie Ridge High School in Crystal Lake, Illinois, will have access to the Shopbot Desktop CNC Router system as a result of the \$8,330 sent to them from TMA's Education Foundation, instructor Nick Low said in his grant application. Low said he is hopeful that with the

Education Foundation's generous gift, his students will pursue careers in CAD, engineering and manufacturing.

To apply for a TMA Education Foundation grant, educators may visit the group's website at www.tmaef.org for applications.



Wheeling High School received \$14,000 from the TMA Education Foundation.



Prairie Ridge High School received \$8,330 from the TMA Education Foundation.



TO ALL OUR GENEROUS DONORS
TMA EDUCATION FOUNDATION



Participating TMA companies from L to R: Alliance Laser Sales & Specialties (6 people), United Scrap (6), WIPFLI (1), Gem Automation (1), Armin Tool & Mfg (1), Wintrust Bank (1), Marketplace Chaplains (1), Detterbeck, Johnson & Monsen (1), TMA (1).

CHRISTIANS IN MANUFACTURING LOAD UP FOOD FOR THE NEEDY

In August, nineteen energetic and charitable TMA members met at the Illinois Food Bank in Geneva, Illinois to spend time helping others in need. It's something Amy Arends, chairman of TMA's Christians in Manufacturing, hopes to see grow in the years ahead.

"It was a great event with great people! Hopefully we will pack the place with even more TMA members next year!" Arends said after the group's second annual drive.

Two TMA companies tied for bringing the most participants: United Scrap and Alliance Specialties & Laser Sales. Six from each of those two companies did their part, along with representatives from six other TMA member companies, and Kent Gladish of TMA.

Altogether the group packed over 11,000 pounds of potatoes that contributed to over 9,000 meals for area needy families.

"It was an outstanding team building exercise and a reminder that small acts of kindness can make huge differences in people's lives," Tony Demakis of Alliance Specialties & Laser Sales said.

Christians in Manufacturing will hold their annual Thanksgiving Breakfast November 3, 2017. Save the date and plan to attend.

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tma | events

SEPTEMBER 21

HR Peer Group

Jim Holmgren, IMAGE Program Coordinator, from the US Department of Homeland Security will discuss details on the new I-9 requirements and potential Immigration law changes. As the Government continues to work towards reform, it is important for the manufacturing community to stay well informed. Topics will include I-9 forms, e-verify, social security verification, document fraud, and more.

TIME: 8:00am - 10:00am

COST: Free

LOCATION: Schaumburg, IL

SEPTEMBER 21

Arlington Race Day Event

The Supplier Network Committee is hosting an afternoon at Arlington International Race Course. Join your peers for food, libations and premium seating at the top of the stretch.

TIME: 1:00pm - 4:00pm

COST: \$75

LOCATION: Arlington Heights, IL

SEPTEMBER 26

Mayors & Manufacturers Breakfast

Manufacturers are critical to growing local economies while mayors are important in helping businesses develop and prosper in their communities. As a result, ongoing relationships and collaboration between the two are essential to create and maintain jobs, strengthen families, and ensure a bright and robust future for all. To facilitate this, TMA annually hosts an event where manufacturers and municipal officials come together to candidly discuss issues and collectively develop solutions that meet the needs of both. Don't miss this year's breakfast.

TIME: 7:30am - 9:30am

COST: \$25

LOCATION: TMA Schaumburg

OCTOBER 5

Oktoberfest

TMA invites you to join us for an evening of dinner and fellowship at Chef Klaus Bier Stube. Enjoy Oktoberfest brews and a traditional german meal with fellow manufacturers.

TIME: 5:30pm - 7:30pm

COST: \$60

LOCATION: Frankfort, IL

OCTOBER 6

MFG Day

Host an MFGDay event! You'll help educate students, educators, businesspeople, media, and politicians about manufacturing careers and improve public perception of manufacturing. 84% of students who attended MFG Day events were more convinced that manufacturing provides careers that are interesting and rewarding.

LEARN MORE AT: www.mfgday.com

TELL US ABOUT IT: Let us know about your event by emailing dlacomb@tmaillinois.org

OCTOBER 11

IT Peer Group

Join your peers for the upcoming IT peer group.

Topic: Cybersecurity and other technology trends in manufacturing. Free to all members. Lunch provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Westchester, IL

OCTOBER 20

Women in TMA Luncheon

Join us for this year's WTMA Luncheon featuring Melissa Timberlake - an author, speaker and professional life coach with an unwavering passion for excellence. Her life purpose is to connect with, and inspire, others through creative communication, events and experiences. Melissa is also a Professional Life Coach.

TIME: 11:30am - 2:00pm

COST: \$75

LOCATION: Arlington Heights, IL

OCTOBER 24

Sales/Marketing & Financing Your Business for Growth

Join us for a morning seminar and learn how to grow your business. Hosted by the TMA Young Leader's, the Schaumburg Business Association, and the Chicago Metro Business Council, the program includes featured speakers Alex Goldfayn, Author, "Growing your Business by 15% in 15 minutes a Day", and Margaret Griffin, V.P., Business Development, SBA/USDA Lending, Huntington Bank

TIME: 7:30am - 10:30am

COST: \$25

LOCATION: Schaumburg, IL

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For information, contact Maxine Difino at 847.825.1120 or mjd@tmaillinois.org

this month's calendar sponsor



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MANUFACTURING DAY 2017 | OCTOBER 6th

Developing positive perception of manufacturing with students

SOME DATA FROM STUDENTS WHO PARTICIPATED
IN LAST YEAR'S MFGDAY

88%

Activities/tours
were interesting
and engaging

89%

More aware of
manufacturing jobs
in my community

84%

More convinced
manufacturing
provides careers
that are interesting
and rewarding

64%

More motivated
to pursue a career
in manufacturing



Host a MFGDay Event at: www.mfgday.com