



# tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING



## TARIFFS

THE DEBATE TAKES CENTER STAGE  
FOR MIDWEST MANUFACTURERS



# tma news bulletin

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## technology & manufacturing association

Founded in 1925, the Technology & Manufacturing Association (TMA) represents and supports manufacturers in the Chicago metropolitan area and surrounding counties in northern Illinois, northern Indiana, and southern Wisconsin. TMA has almost 1,000 members representing over 32,000 employees and nearly 26 million square feet of manufacturing plant.

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 | partners

2018 | gold partners



2018 | silver partner



## tma | new members

Welcome to the newest members of the  
Technology & Manufacturing Association

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Chicago, IL | [www.fastradius.com](http://www.fastradius.com)

**General Precision Manufacturing LLC**

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Alsip, IL | 708-597-9308

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**Partners Manufacturing, Inc.**

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Bonita Springs, FL | [rousecontractconsultants.com](http://rousecontractconsultants.com)

**Schold Manufacturing LLC**

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**Stanley Spring & Stamping**

Chicago, IL | 773-777-2600

**Surface Finishes**

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**Tandem L.E. Inc.**

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**Verde Energy Efficiency Experts**

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## message from the president



### TMA Members & Friends,

This month's News Bulletin is about tariffs and their impact on Midwest manufacturing.

I grew up a Free Trade Republican. I believed the mantra that free trade would help raise everyone's standard of living; that the world economy benefited from capital moving to where

it was most appreciated (where it could earn the best return); and that production should move to where it was most efficient.

I may still believe these things, at least in a perfect world, where free trade also means fair trade, undistorted by government actors manipulating their economies and trade for political goals.

In my opinion, for most of the last five decades, the United States has lived by the Golden Rule when it comes to trade policy: "do unto others as you would have them do unto you." The U.S. has repeatedly turned the other cheek as countries in Europe and Asia have manipulated trade and capital policies to benefit their domestic agendas.

Perhaps like you, I'm not always a fan of Donald Trump the person. But I have an emerging admiration for Donald Trump the President. A President who has asked our NATO allies to share more fairly in our common defense, who appears serious about disarming North Korea, who has asked Mexico and Canada to play fair in trade, and who has challenged China, as an emerging economic power to join the community of responsible nations.

I think it is time for someone to speak truth, and propose alternatives, to the Washington D.C. internationalists who apparently are willing to trade American jobs for multinational profits in the name of free trade. Without doubt, there will be problems with the President's policies, and I fervently hope these policies lead back to the negotiating table.

This time though, America needs to insist on **free & fair trade**.

Steve Rauschenberger

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# TARIFFS

## THE DEBATE TAKES CENTER STAGE FOR MIDWEST MANUFACTURERS

Up until six months ago, Illinois manufacturers were enjoying a newfound enthusiasm about their industry. For eight straight months, monthly surveys conducted by the Technology & Manufacturing Association showed their members expected the next 12 months to be good for their businesses. Monthly surveys ranged from 84 percent optimistic in August 2017 to a high of 92 percent in March 2018.

Then something happened in March 2018 that caused the number of once-optimistic TMA members to decline sharply by 20 percent in April, another 12 percent in May and still another drop of 16 percent in June.

Speculation is that the “*something*” that contributed to the sudden despair among Illinois manufacturers was the Trump Administration’s decision in early March to impose tariffs on steel and aluminum.

When TMA members were asked their opinions about U.S. tariff policy in June 2018, the response was split almost evenly between approving and disapproving.

**[See results of the member survey on page 13.]**

“I’m surprised that so many approved of the tariff policy,” Colin Cosgrove, President of Laystrom Manufacturing, told TMA News Bulletin.

“The policy is pushing material prices up. We have example after example of this happening right now. Customers ask us to look at a product and give them a price. If it’s an estimate we made six months ago, they look at the price now and ask, ‘What happened here?’ Some of the prices increased 50 percent,” he said.

Cosgrove says the price of materials isn’t higher because of import tariffs themselves. The higher prices he is seeing are because domestic producers are jacking their prices up – even higher in some cases than overseas materials cost with the 25 percent surcharge on steel and 10 percent on aluminum.

“The price of domestic steel and aluminum went up the day after the tariffs were announced,” Cosgrove said. “And now lead times are being pushed back, making it harder to get orders to our customers on time.”

Cosgrove recalled when President George W. Bush enacted a similar tariff policy in 2002, causing the United States economy to lose 400,000 jobs before the import taxes were rolled back.

“Trade policy is multi-layered and complicated.”



There's no doubt there are structural problems that need to be corrected," says Cosgrove. "There have been unfair practices for a long time that have come out of China ... systemic problems."

It's those unfair practices that the president is using tariffs to correct, Chris Garcia, former Deputy Director at the U.S. Department of Commerce under President Trump told TMA News Bulletin.

Past administrations have led from behind on trade policy, instead of holding China accountable for stealing intellectual property and demanding companies secondarily partner with the Communist government in order to establish businesses in China. In the past, administrations decided manufacturing in America was in a permanent decline and gave up any hope of rebuilding the sector again.

"President Trump, Larry Kudlow and Secretary of Commerce Wilbur Ross are all free traders," Garcia said in a phone interview. "If China was not engaged in unfair trade practices, the president would not use the same approach. If China was playing by the rules and by a reciprocal trade agreement, tariffs would not have been used."

Still, Colin Cosgrove isn't alone in his frustration. TMA Board member Rich Hoster conveyed to *Crain's Chicago Business* a similar story. At Hoster's company - Smith & Richardson - material quotes are now guaranteed for only 24 hours.

Hoster said there was no guarantee he will be able to pass the cost increase on to his customers such as John Deere and Caterpillar. "With a lot of big end users, it's very difficult to raise prices," Hoster noted. "Unfortunately, we're getting squeezed in the middle."

Other Chicago area manufacturers – especially those dealing in metal – are struggling to keep up with more work coming in, only to be stifled by uncertain trade policies.

"Most of your TMA members have been through challenges like this before," Garcia said.

"There's a big difference this time around. This time, tariffs are not being imposed as an end to themselves. They're being used as a short-term measure, as a negotiation tactic to get trade representatives to the table.

This is all to get the best deal possible for American firms."

The problem is that in the midst of the tariff uneasiness, price increases will gradually make their way to consumers, leaving less money for them to spend. That spells potential danger for the now-rocking US economy – and that diminishes optimism.

"As the effect of this ripples through the economy, it will cause lower sales and profits. If the trade war escalates, these effects will increase, and there will be an economic slowdown or recession," Southern Illinois University emeritus economics professor Stanford Levin wrote recently in an opinion piece.

"In that case, even the few industries that may have benefited will, in the end, be harmed. There are no winners in a trade war, only losers, and those losers will include Illinois residents and businesses."

But other manufacturers like TMA member Kurt Sundberg say the uneasiness tariffs bring will be worth the short-term pain. The president of Simplex System Controls in Bensenville said the problems have been years in the making and will take time to correct.

Sundberg says as for the dilemma of domestic steel prices going up, it's a matter of supply and demand.

"They can charge more now because of increased demand, and they're taking advantage of what customers need and are calling for. When the U.S. steel mills get started back up, they'll be able to produce more to compete with the companies already producing. It will eventually even itself out," he said.

"This whole correction is something that needs to occur. Free trade works well only when everyone plays by the rules," Sundberg said. "What we really need is fair trade. American manufacturers need a level playing field. What we really need is no tariffs at all."

No tariffs at all may seem like a pipe dream, but it may be the place where all concerned can agree – a place where American manufacturing can begin to settle in and work towards once again leading the world.





# THRIVING ON HIGH-RISK WORK: CHUCKING MACHINE PRODUCTS, INC.



**CHUCKING MACHINE PRODUCTS, INC.  
CATHY DEMMA, TIM MERRIGAN, KEVIN SULLIVAN**



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## BY FRAN EATON

Few things are more important when an airplane is taking off or touching down than dependable, sturdy and smoothly-functioning landing gear. Most fliers just don't give those gears a thought – unless they malfunction for one reason or another.

Manufacturing landing gear parts is just one of many crucial tasks Chucking Machine Products (CMP) in Franklin Park, Illinois performs for aerospace, defense and high-tech industry suppliers.

“We do a lot of unique work, a lot of ejection systems, tubes, landing gears. The tubes have to be precision throughout the entire length and their integrity verified before we send them out,” CMP Vice-President Kevin Sullivan explained.

CMP manufactures complex shapes for components and products as diverse as rocket motor tubes, pilot seat ejector tubes, fuel nozzles, propellers and impellers. Their jobs for Pratt & Whitney, Boeing and General Electric often call for specialized metals such as inconel, hastelloy, titanium, waspaloy, stainless steel and nickel alloys, with very close tolerances.

“The type of work we do, very few do because it is high risk work,” CMP President Tim Merrigan said. “The parts are expensive, the materials are expensive and there are multiple operations with close tolerances.” It isn't unusual for one of those parts to take four months to complete.

Merrigan says that with all those demands, there is only so much profit a company can make, but no end to what one could lose. “Quality isn't a discussion, it has to be top notch,” Merrigan said. “There is no second place. We have to be good on every dimension on every part.”

Tim Merrigan, Kevin Sullivan and Cathy Demma make up privately-owned CMP's leadership team. All three come from differing backgrounds and were brought together by Cathy's father Ed Iverson – who founded the company in 1957.

Ed Iverson launched Chucking Machine Products after working with his father at Iverson & Co, who represented Hardinge Inc. Iverson, now in his 80s, is still actively involved in CMP.

Cathy worked with her father during her early 20s until she started her family. Tim Merrigan married another of Ed's daughters, Stacy. Tim worked for Iverson & Co for a number of years learning the industry and moved over to sales at CMP in 1995. Just before Tim joined the company, Kevin came on to help with operations.

Tim credits CMP's leadership team brought together by Ed Iverson with the company's sustained success. “The story here is the family and how we've all worked together so well,” Tim said.

He says there have been a lot of changes in manufacturing over the past 20 plus years he has worked at Chucking Machine Products.

“Our customers are better at what they do, and they in turn demand us to be even better with quality and on-time delivery,” Merrigan said. “We're obtaining newer equipment on the shop floor and continuing to train several employees.”

Cathy rejoined CMP's team as purchasing manager ten years ago. “For me, I take pride in what I do here. The best part is that it's a family company. I like to do what I can to make it better and save time and money as I can,” she said.

Kevin Sullivan, who focuses on company operations, says equipment and facilities are important, but they don't make the parts.

“Businesses are built on employees,” he emphasized, “and we appreciate ours. The average tenure is 17 to 20 years here. CMP's employees are dedicated. We are looking for more that want to learn and have a foundation of interest.”

The rewards are worth all the energy they demand, President Tim Merrigan says. “Of course, there are financial rewards, but it's also rewarding to employ 80 plus people with families. We have an obligation to open our doors every day to support our little community,” he said.

Merrigan said his father-in-law's recommendation that he become involved with TMA early on in his career was a wise one.

“Ed got me involved in TMA's Marketing group, and I've stayed involved as long as I've been here,” Merrigan recalled. He eventually moved onto the TMA Board of Directors and became chairman in 2010, and since that time, he's been involved in TMA's 401k Board.

Tim, Kevin and Cathy are delighted the next generation of the Iverson family is coming to work at CMP.

That, and many other factors, raises the likelihood that the business they lead today of taking risks to provide durable, safe landing gears and other critical parts for aerospace companies will continue to thrive for years to come.

Chucking Machine Products is located at 3550 Birch St in Franklin Park, IL, and on the web at [www.chucking.com](http://www.chucking.com).

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# 5 WAYS TO INTEREST THE NEXT GENERATION IN MANUFACTURING CAREERS

Over the past six years, Rolling Meadows High School's Technical Education Department has grown exponentially – from 16 students in 2012 to 200 in 2018.

Curious about this growth, TMA went to Rolling Meadows Technical Education teacher Anthony Genovese and asked him what the secret is.

“The role of a manufacturing educator is not only to teach skills, but also to get new generations excited - light that fire – to create growth like this,” Genovese said.

He laid out his 5-point approach to help stir interest in manufacturing among high schoolers.

## 1. Participate in high school freshmen introductory events

“Our district holds an introduction for incoming freshman night, and we took advantage of the opportunity by displaying 3D printers, blueprints, printed parts and exploded models,” Genovese said. “That got the students’ attention.”

## 2. Develop engaging, real life projects for students to build

As a part of the class curriculum, Genovese had his students create housing for USB chip projects – allowing them to learn caliper reading, tolerancing, understanding manufacturing floor design, and creating designs they could successfully print.

“When those plans began circulating around school, it caught on, and created a buzz,” he said. “Kids like to build, to be active, to use their skills. We focus what we’re studying around the projects – engaging, real life projects.”

## 3. Encourage the current battling robot craze

Genovese and his colleagues also took advantage of the current battling robots rage to start an after-school activity building robots for competition with other area robotics clubs. “We encouraged them to work together to build teamwork and learn what would work and what didn’t,” Genovese said.

## 4. Reach out to potential students early, during 7th - 8th grades

Genovese and a colleague started an after-school experience for what they called “Next Generation Engineers” to help them get acquainted with the classes, the teachers, the school and the department’s set up. “We reached out to feeder schools and found the program worked well,” he said.

## 5. Work to change parents’ perception of manufacturing careers

And, equally important, Genovese said, is changing parents’ perception of manufacturing careers. That emphasis was a major factor in how Genovese proposed the renovation of the department’s classrooms be set up. “We had to make sure it did not appear dirty, dark or dingy,” he said.

Genovese’s own interest in manufacturing started when he studied industrial arts at East Leyden High School from 2001 to 2003 with instructor Steve Lasner. While at East Leyden, Genovese competed in TMA’s Precision Machining Competition every year, winning first place in one category.

During summers and vacations between college courses, Genovese worked at local manufacturing shops, learning all he could about the field while preparing for a teaching career. He earned several NIMs certifications himself, preparing him to help his Industrial Arts students earn NIMs basics. This year, 15 Rolling Meadows students earned NIMs certifications.

After 10 years of teaching, Genovese says he enjoys it most when one of his students shows him a job offer letter from a local manufacturer.

Genovese says the program’s overall success at Rolling Meadows starts at the top, with school principal Eileen Hart and department head Dave Wietrzak. “Their emphasis is preparing students for life and careers, and helping them find what’s best for each one of them,” Genovese said. “It’s a never-ending job, and one that is rewarding.”

And most certainly, while Genovese might not say it himself, a successful program like Rolling Meadows’ must have a leader passionate about manufacturing and his or her students’ futures.

Follow Anthony Genovese’s Tweets about his department @RM\_Engineering and view excerpts of TMA’s interview with him on TMA’s YouTube channel.





**ANTHONY GENOVESE**  
TECHNICAL EDUCATION INSTRUCTOR  
ROLLING MEADOWS HIGH SCHOOL

# MEMBER SURVEYS

## TMA MEMBERS BOTH OPTIMISTIC AND CONCERNED ABOUT MANUFACTURING

After a year of monthly, member surveying, some key trends have emerged.

In July 68% of respondents said they expected to hire more workers in the next 12 months, with 60% expecting more sales, and 56% expecting more capital spending.

[see graph below]

The data also shows Illinois manufacturers' overall outlook in July at 84% positive, a number that has been steadily on the rise, increasing 16% over the past year. We believe this trend is driven by the national economic boom, though the data has shown a marked decrease in optimism since March likely due to the tariff debate. On the other end of the spectrum, optimism in the Illinois economy has been pointedly lower, hovering at or below 20% throughout the past year. [see graph top of next page]

"While the economy has increased overall, there are major pain points affecting the growth of Illinois manufacturing and

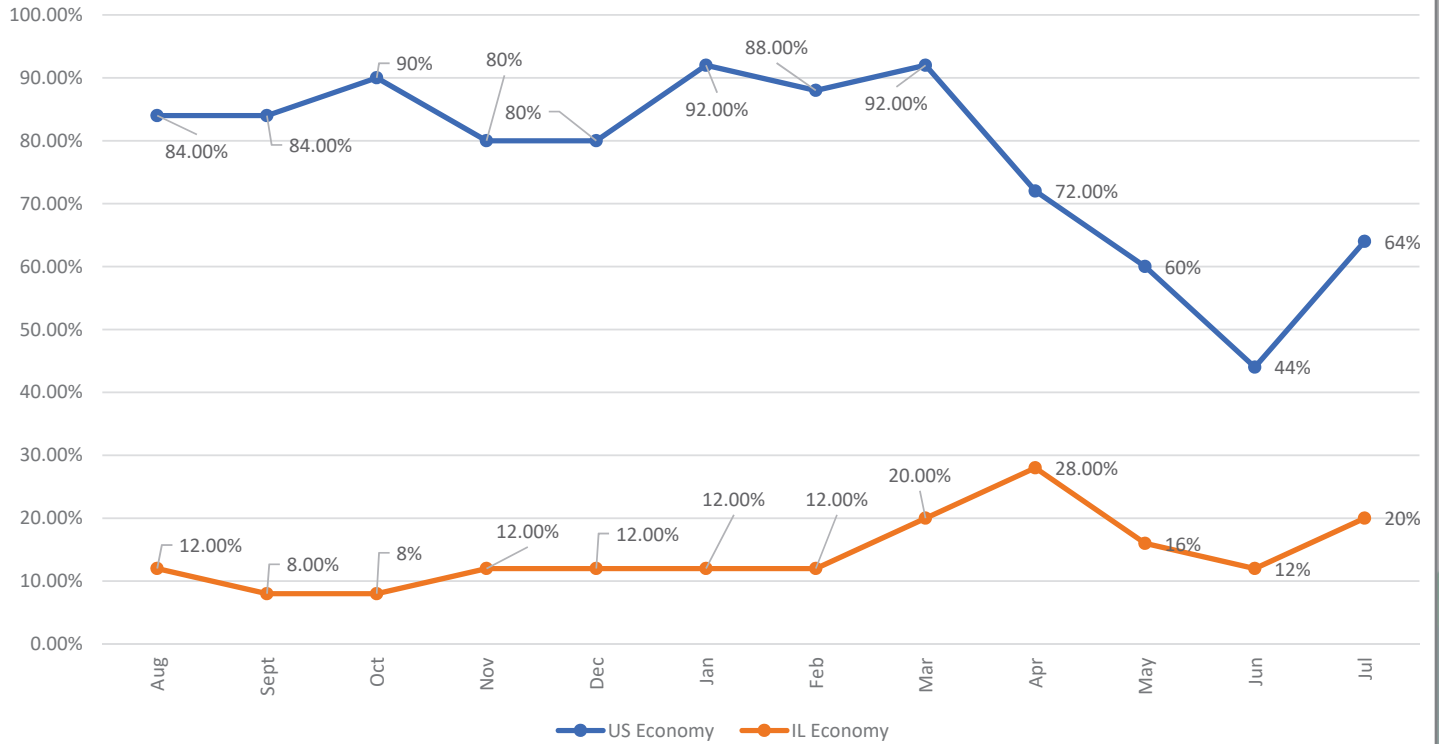
holding back what could be a much larger economic boom for our state, said Dennis LaComb, TMA's Vice President of Government Relations. "Our elected officials need to focus on enacting policies that alleviate the strain on the makers and doers who drive our state's economy."

The survey data further shows pain points that are negatively impacting manufacturing companies. The primary pain point for manufacturers remains a lack of skilled workers, which has held more than a two-to-one lead over the other seven pain points for most of 2018. Recently the data has shown a clear increase in material costs as a major pain point for manufacturers. It is believed this increase may also be the result of the tariff debate. [see graph bottom of next page]

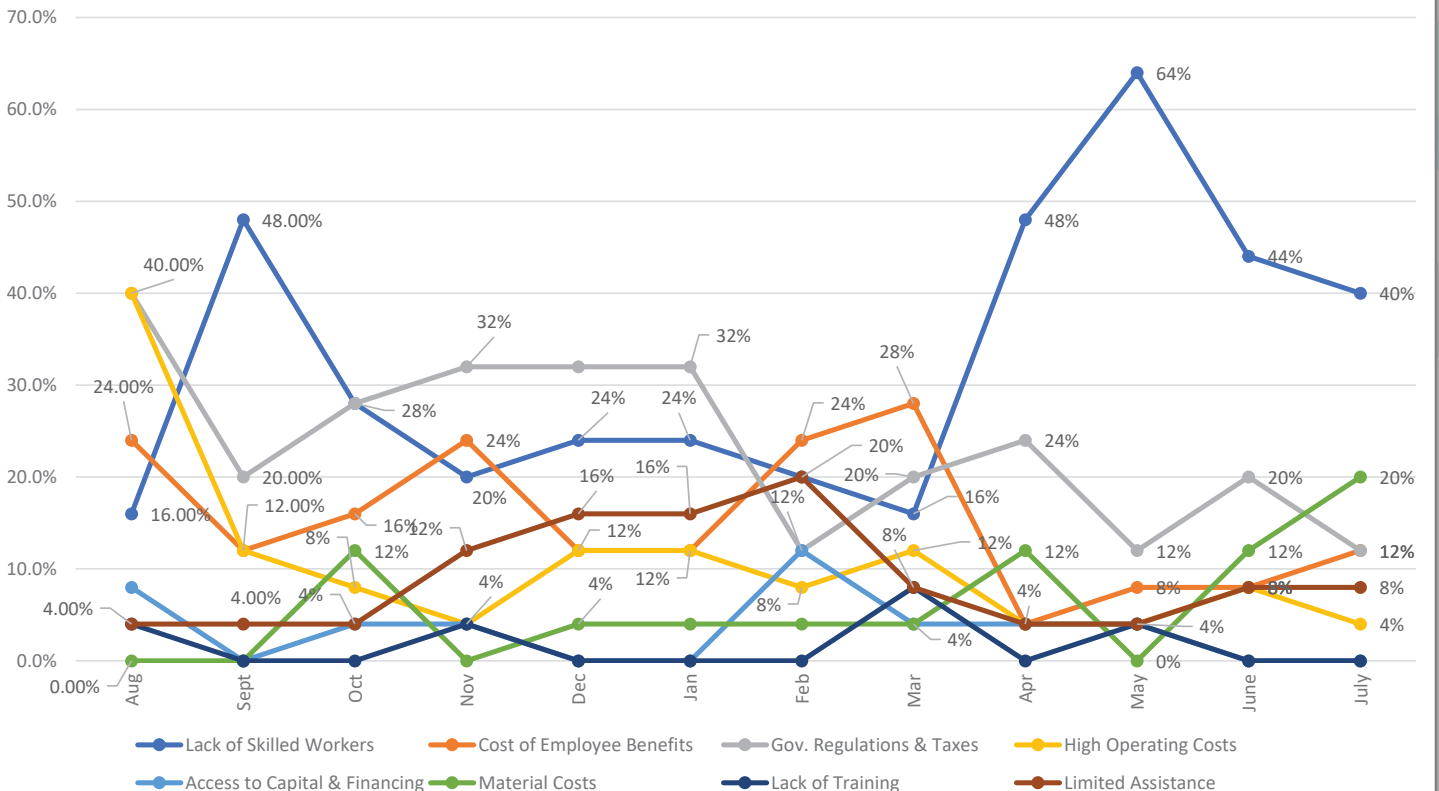
TMA's "Midwest Manufacturers' Outlook" is a monthly survey taken of members to track the opinions of midwest manufacturers.



### Economic Optimism over Next Twelve Months



### Pain Points Comparison





# WOMEN *of* TMA TOUR EX-CELL KAISER

The Women of TMA celebrated Summer 2018 by touring Ex-Cell Kaiser in Franklin Park, Illinois. Ex-Cell Kaiser is a woman-owned company that makes waste and recycling trash containers for indoor and outdoor public spaces. Through distributors, their products are found in hotels, airports, parks and along streets.

Company owner Janet Kaiser welcomed visitors with a brief history of how her grandfather, Joe Goldberg, founded Ex-Cell Kaiser. He started by making theatre lobby waste and cleanup products to the wide selection of items they offer today.

“This company has been a member of TMA for 35 years,” Kaiser explained. “TMA is a great organization. I sat on the TMA Board a while ago, and I’m glad to be a part of it.”

Members of the Ex-Cell leadership team conducted tours throughout the company’s shop floor and visitors were presented with Ex-Cell Kaiser-made cleanup tool organizer racks as they departed.

The Women of TMA’s annual luncheon is scheduled for October 25, 2018. Watch TMA calendar emails for details.



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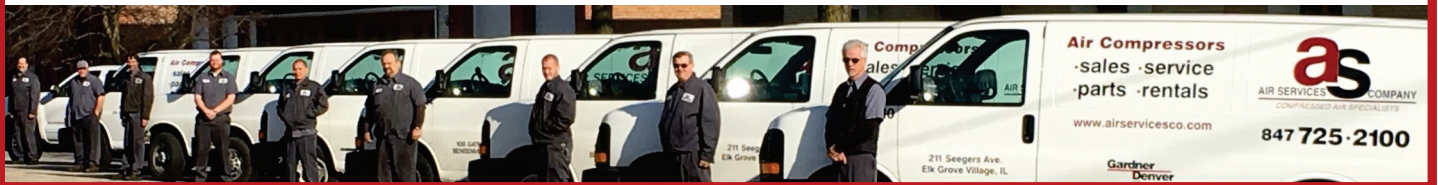


**Elmo Rietschle S-VSI Vacuum Pump**

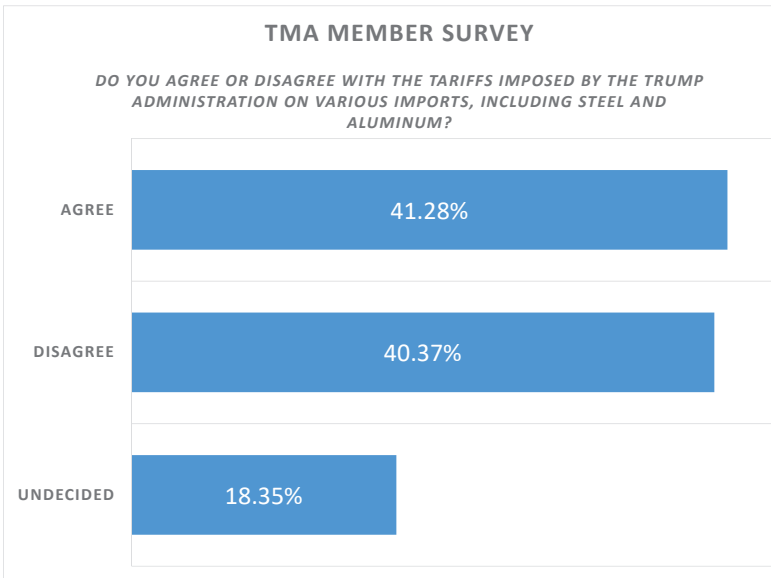
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# TMA MEMBER SURVEY TARIFFS



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## TMA AFFILIATE FOCUS



**AL RAFFIN**  
RAFFIN  
CONSTRUCTION CO.

Raffin Construction Co. is a 5th generation general contractor that specializes in industrial, commercial and institutional markets

Al Raffin took time to answer a few get-acquainted questions:

**Q: What book had the most impact on you?**

*A: "He Leadeth Me" by Fr Walter Ciszek, who spent 23 years in Soviet prisons and labor camps. His book has helped me to deal with the ups and downs of life.*

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

*A: Without a doubt, Israel. The connection of the small country's history coupled with walking in the footsteps of Jesus Christ was very powerful.*

**Q: What is your favorite holiday?**

*A: My favorite holiday is Thanksgiving, because it is when most of my family is able to gather, and of course, there is much for which to be thankful.*

**Q: What's your favorite sports team?**

*A: This goes back to my days growing up on the southside of Chicago. I am a big Chicago White Sox fan -- not fun to be these days, but a real fan hangs in there with his team.*

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

*A: Most people are looking for help with an economical way to either build a new facility or to add space to their existing plant. We also deal with clients that need input into complex construction projects. We have been around a long time, so we can often draw from past experiences to give advice and construction services in these situations.*

Contact Al at: 773.785.3055 or [albertr@raffinconstruction.com](mailto:albertr@raffinconstruction.com)



## MEET THE TMA STAFF



**ED BECERRA**  
Account Manager  
TMA Health Solutions

Ed Becerra, who started at TMA in 2016, assists in healthcare claims issues, answers questions about benefits, markets out renewals for TMA clients, and other day-to-day tasks.

TMA News asked Ed a few questions:

**Q: If you could have only one superpower, what would it be?**

*A: Immortality! There's so much to see in this world that one cannot possibly see everything in one lifetime, I'd like to be able to do that and then some.*

**Q: What was your favorite TV show when growing up?**

*A: I was always a big fan of Mr. T and the A-Team!*

**Q: What hidden talent do you have that most people at TMA don't know you have?**

*A: Well I actually do have a super power, I am a pilot and can fly an airplane whenever I want!!*

**Q: When did you accept a dare that you later regretted?**

*A: What happens in Vegas stays in Vegas.*

**Q: What's your favorite task at TMA?**

*A: I love educating members on the healthcare benefits that are offered to them and helping them to make educated decisions on which benefits make the most sense for them and their families.*

Contact Ed at: 847.993.2116 or  
ebecerra@tmailinois.org



## ADVOCACY UPDATE COOK COUNTY, IL BALLOT REFERENDA

In the upcoming General Election on November 6, 2018, voters in Cook County will be asked this opinions on two issues: Minimum Wage and Earned (Paid) Sick Leave. The two advisories will continue to stir debate within the 100+ municipalities that chose to reject the county board's resolutions.



Groups such as ARISE are pushing to revisit minimum wage and sick leave policies in municipalities that chose to "opt out." They succeeded to overturn Wilmette's minimum wage "opt out" in June.

If the count favors the group's positions, it is likely the vote count will be used to influence municipality decision makers.

The questions on the Cook County ballot will be worded:

1. "Shall the minimum wage in your municipality match the \$13 per hour Cook County minimum wage law for adults over the age of 18 by July 1, 2020, and be indexed to the consumer price index after that?"
2. "Shall your municipality match the Cook County earned sick time law which allows for workers to earn up to 40 hours (5 days) of sick time a year to take care of their own health or a family member's health?"



**OVER \$1 MILLION**  
The amount The Daniel & Henry Co. has saved TMA members since 2013.

**HOW MANY PARTS DO YOU HAVE TO MAKE TO GENERATE \$1M IN PROFIT?**

The Daniel and Henry Co. has developed an expertise in working with manufacturers. They've helped TMA members who had the wrong coverage, were classified improperly, or were simply paying too much for their insurance protection.

**WANT TO FIND SAVINGS & MONEY?**  
CONTACT:  
**Steven Lorenzini:** 312-332-2628  
**Marc Alberico:** 312-961-5691





## August 28

### Volunteer Event by Christians in Mfg.

Join us for the 3rd Annual TMA Volunteer event hosted by the Christians in Manufacturing Committee at Feed My Starving Children. Help make and send out meals to families in need around the world! Fuel up with pizza beforehand at Innovative Components.  
 TIME: 5:00pm - 7:30pm  
 COST: \$10  
 LOCATION: Schaumburg, IL

## September 20

### Manufacturers' Brewery Event

The Noon Whistle used to signal a time in the day where people would take a break and enjoy themselves. This is what Noon Whistle Brewing is all about! The TMA Supplier Network Committee (SNC) invites you to take a break and join your fellow manufacturer's at Noon Whistle Brewing for craft beers and bites. Take a tour to see how Noon Whistle manufactures their crafty concoctions. Manufacturer's only please.  
 TIME: 5:00pm - 7:00pm  
 COST: Free  
 LOCATION: Loombard, IL

## September 25

### Finance Peer Group

Join your peers to discuss challenges, strategies and solutions in the area of finance. For manufacturer members only. Location: Harry Caray's Italian Steakhouse. Thank you to our host: CIBC  
 TIME: 11:30am - 1:30pm  
 COST: Free  
 LOCATION: Des Plaines, IL

## September 26

### Lean Peer Group

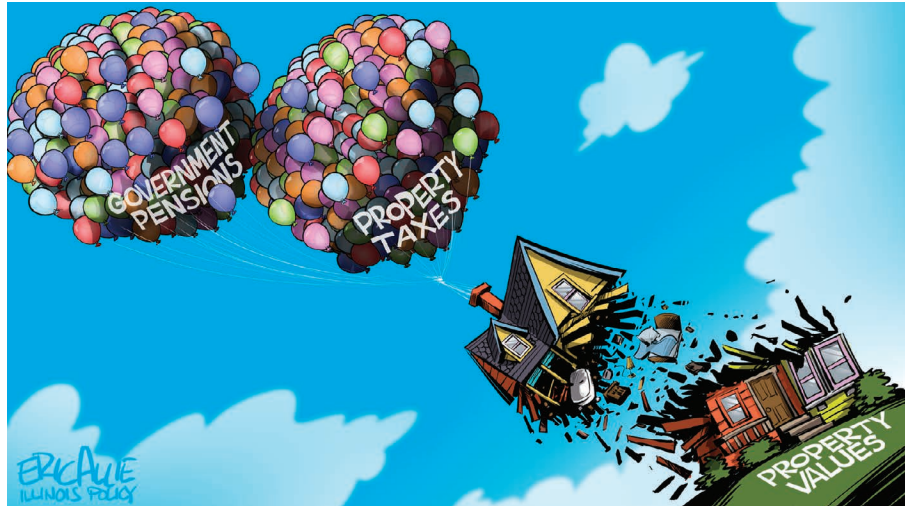
Come join us for the inaugural TMA Lean Manufacturing Peer Group where we will help manufacturers early in their Lean Journeys expand their understanding of Lean principles. This peer group format will consist of education, factory benchmarking tours, and open discussion to address specific needs and questions of the participants. The group will be facilitated by an experienced Lean practitioner with expertise in the tools and application of lean. Free to all manufacturing members. Lunch provided.  
 TIME: 11:30am - 1:30pm  
 COST: Free  
 LOCATION: Schaumburg, IL

## October 11

### Lunch & Tour: S&C Electric Company

S&C Electric Company was founded in 1911, and is a global provider of equipment and services for electric power systems. Their mission is to be the leading specialist in electric power switching, protection, and control by creating innovative solutions that are easily applied and provide the best long-term value.  
 TIME: 11:30am - 1:30pm  
 COST: \$35  
 LOCATION: Chicago, IL

tma cartoon | by: illinois policy institute



## October 18

### HR Peer Group

Are you handling your employee terminations appropriately? Could you be putting yourself and your company at risk? No employer enjoys letting employees go. Terminations - involuntary and voluntary - pose risk and cost to your business. Learn how to better handle and maybe even prevent employee separations.  
 TIME: 8:00am - 10:00am  
 COST: Free  
 LOCATION: Schaumburg, IL

## October 18

### Find Your Path to Success

The TMA Young Leaders Committee invites you to find your path to success and learn how to become a leader in your company. Join us as a panel of influential manufacturing leaders share their stories and discuss how they've excelled in the manufacturing industry and adapted to meet the demands of the current manufacturing environment.  
 TIME: 5:30pm - 7:30pm  
 COST: \$25  
 LOCATION: Hoffman Estates, IL

## October 23

### Managing Your Company Calibration Program

This class was developed to provide Company Owners, Quality Managers and Quality Engineers an understanding of what their Calibration Provider should be providing to minimize their invested time and prevent Non-Conformances during audits. A Q&A Station that will be manned by ATI Metrologists, will be set up in the room for more "specific" customer questions on Measurement & Calibration "after the presentation".  
 TIME: 9:00am - 1:00pm  
 COST: \$150  
 LOCATION: Schaumburg, IL

## October 25

### WTMA Lunch: "It's a Jungle Out There: Evolving in a Changing Environment"

The Women in TMA welcome Stacia Skinner, Creative Training Solutions, as she brings awareness on how to overcome the fear of change to evolve our companies in a proactive way.  
 TIME: 11:30am - 1:30pm  
 COST: \$70  
 LOCATION: Elgin, IL

## 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@tmailinois.org](mailto:jpierce@tmailinois.org)



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