



# tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING



## UNLOCKING TRADE THE U.S.-MEXICO-CANADA AGREEMENT



# 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 trusts.

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## TMA Members and MFG Day 2018

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## tma | new members

Welcome to the newest members of the Technology & Manufacturing Association

### Federal Signal Corporation

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www.federalsignal.com

### Forrest Bradshaw Industries

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www.gaimplastics.com

### Micro-Cut Engineering

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www.rockfordballscrew.com

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Naperville, IL  
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## tma | partners

### 2018 | gold partners



### 2018 | silver partner



## message from the president



### TMA Members & Friends,

Whew! I do not remember how long it took to negotiate NAFTA, but I am certain that it took more than the 15 months of discussions it apparently took to agree on the new USMCA. I realize that ratification by all three governments still needs to be completed, but apparently the critics that warned of chaos and doom if the US insisted on changing the agreement

were wrong. To me, the speed at which the Trump Administration is moving on trade issues is astounding.

I am no expert on trade, but judging by the articles that follow in this month's *News Bulletin*, the USMCA brings new opportunities for American manufacturers, as well as new compliance challenges. It will probably take some time to judge how much of an improvement it makes in North American trade, but it is refreshing and exciting to see an Administration in Washington committed to timely, aggressive reform in the interest of U.S. jobs and production.

If rumors and chatter are correct, there is a line of countries behind Mexico and Canada waiting for the chance to sit down and negotiate new trade deals with the US.

Tariffs do seem to be a blunt tool to manage international trade, but if those tariffs lead to timely negotiation of new and more equitable trade agreements, they may be worth the pain. The ultimate success will be new trade deals with European Union, Japan and China, but it appears the Trump Administration is making serious, timely progress. My fingers are crossed.

One other issue of note. On October 5th, Manufacturing Day, Governor Bruce Rauner visited TMA in Schaumburg. Regardless of how you judge his success in his first term, or how you think you might vote in the upcoming election, manufacturers, employers, business people, and particularly TMA members owe this Governor and his staff thanks for how they have always had an open door and a willingness to listen to our concerns. The Illinois General Assembly these last 3 years or so has been the most anti-business, anti-job, anti-employer legislature in my memory. More than 40 times over the last 4 years, it has been a veto from Governor Rauner that has protected Illinois jobs and employers.

TMA presented Governor Rauner with the "Defender of Manufacturing Award". He deserved it, and our thanks.

Steve Rauschenberger

# UNLOCKING TRADE

## THE U.S.—MEXICO—CANADA AGREEMENT

**BY JOHN F. DI LEO**

The United States has Free Trade Agreements (FTAs) with 20 countries, ranging from enormous trading partners like Canada to tiny trading partners like Oman. For much of the year, it looked as if that number – twenty – might drop by one, or even by two, but just as the third quarter came to a close, the United States, Mexico and Canada announced an agreement to replace the existing NAFTA with a new “USMCA,” without splitting it up as was previously hinted. If approved by all three governments, the USMCA may go into effect in early-to-mid-year 2019.

FTAs are odd things, surrounded by as many misunderstandings as the benefits they provide. The lion’s share of the documentation – hundreds and hundreds of pages in many of them – govern the Rules of Origin used in determining whether each product qualifies or not.

This is the primary issue: most people assume that an FTA means that everything shipped between member countries is duty-free and tax-free. Wrong. In fact, they generally only provide relief from MFN duty rates, and don’t change other taxes at all; this hurts countries like the USA, which imposes few other taxes on imports, contrasting with Mexico’s additional import VAT and Canada’s additional import GST.

In addition – and of critical importance – FTAs don’t apply to everything shipped... only to goods made in the area, that provably pass the complex Rules of Origin in the document.

This requires any importer or exporter who wants to use the FTA to implement a robust Trade Preferences program, collecting necessary data from vendors, and training staff on how to “test” each individual product to see if it qualifies or not. Getting it right can lower a product’s bottom-line cost by two or three, or five, or ten percent or even more. But getting it wrong – claiming FTA duty-free status on a product that doesn’t deserve it – looks like tax fraud to the regulators.

In recent years, many countries have engaged in regulatory crackdowns, auditing companies to see if they can prove that the products rise to the required threshold, by having a sufficient percentage of domestic material content and labor to deserve it.

That is because this is the true purpose of FTAs: to retard the loss of domestic manufacturing to distant developing nations by rewarding our manufacturers for doing more of the labor - and more of the sourcing - domestically.

Even if you genuinely make a product here, the more of the materials you import from China, the less likely it is that your finished product will qualify for FTA benefits. It was true with NAFTA, and it will be even truer with USMCA.

This is the first obligation of manufacturers adjusting to the new change: ensuring that they have an auditable analysis process to prove FTA claims.

Beyond this, FTAs can address other trade concerns as well, and here the new USMCA really shines. It sets minimum average wages for many automotive products, levels the playing field for intellectual property right protection under the law and opens up markets for American industries that had been blocked in Mexico and Canada, such as certain dairy and financial services sectors. Some such efforts, however well intentioned, are limited in value; the best protection for patents and trade secrets, for example, is still to keep them at home, not to export technology with a blind faith in foreign law enforcement.

In this global economy, the key challenge is as it has been for centuries: how to increase international trade and global economic growth, without the developed countries losing their manufacturing to the developing ones. The USA spent half a century or more driving away its industries; this current effort aims to help bring some of that industry back.

If the USMCA is a template for more agreements to come – hopefully with Japan, Taiwan, Great Britain, and the European Union – then it does bode well for American manufacturing. The more such agreements there are, the greater the encouragement for American finished goods manufacturers to source their materials from USA providers.

This FTA process therefore doesn't only encourage finished goods manufacturing here, it also supports a return of injection molders and foundries, screw machine parts and intermediate components, so many of which have been lost to China, India, and elsewhere in recent years.

But it does come at a cost: businesses can't just focus on making a great product at a great price anymore. Participation in FTAs requires internal education on trade compliance matters, so that buyers and engineers

can fully appreciate the value of sourcing parts and labor from qualifying domestic manufacturers.

Of course, at this point, we don't know for certain that the USMCA will be ratified, though the odds are good. And there are philosophical questions about the inclusion of such things as environmental rules, wage rates, and labor rules in such a treaty. As long as we have them in the USA, there is a practical advantage to leveling the playing field across the world.

And that's what the USMCA is attempting: to level a playing field that tilted against the USA for far too long.

John F. Di Leo is a licensed Customs broker and trade compliance trainer. His columns on economics, trade, current affairs and history are regularly published in Illinois Review.



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# THE USMCA AT A GLANCE

In September, the United States Trade Representative released fact sheets on the major changes made under the new USMCA. Below is a brief overview from Co-Production International:

## AUTO PARTS & AUTO CONTENT

- This deal encourages United States manufacturing and regional economic growth by requiring that 75 percent of auto content be made in North America.
- It uses trade rules to drive higher wages by requiring that 40-45 percent of auto content be made by workers earning at least \$16 per hour.
- The United States, Mexico, and Canada have agreed to stronger rules of origin that exceed those of both NAFTA 1.0 and the Trans-Pacific Partnership (TPP), including for autos and automobile parts and other industrial products such as chemicals, steel-intensive products, glass, and optical fiber.

## TEXTILES

Promotes greater use of Made-in-the-USA fibers, yarns, and fabrics by:

- Limiting rules that allow for some use of non-NAFTA inputs in textile and apparel trade.
- Requiring that sewing thread, pocketing fabric, narrow elastic bands, and coated fabric, when incorporated in most apparel and other finished products, be made in the region for those finished products to qualify for trade benefits.
- Establishes a Textiles chapter for North American trade, including textile-specific verification and customs cooperation provisions that provide new tools for strengthening customs enforcement and preventing fraud and circumvention in this important sector.

## INTELLECTUAL PROPERTY

- Includes 10 years of data protection for biologic drugs and a robust scope of products eligible for protection.
- Includes strong protection for pharmaceutical and agricultural innovators.
- Requires strong standards against the circumvention of technological protection measures that often protect works such as digital music, movies, and books.
- In particular, this Chapter has the most robust protection for trade secrets of any prior United States trade agreement. It includes all of the following protections against misappropriation of trade secrets, including by state-owned enterprises: civil procedures and remedies, criminal procedures and penalties, prohibitions against impeding licensing of trade secrets, judicial procedures to prevent disclosure of trade secrets during the litigation process, and penalties for government officials for the unauthorized disclosure of trade secrets.

## DE MINIMIS SHIPMENT VALUES

- To facilitate greater cross-border trade, the United States has reached an agreement with Mexico and Canada to raise their de minimis shipment value levels. Canada will raise its de minimis level for the first time in decades, from C\$20 to C\$40 for taxes. Canada will also provide for duty free shipments up to C\$150. Mexico will continue to provide USD \$50 tax free de minimis and also provide duty free shipments up to the equivalent level of USD \$117. Shipment values up to these levels would enter with minimal formal entry procedures, making it easier for more businesses, especially small- and medium-sized ones, to be a part of cross-border trade. Canada will also allow a period of 90 days after entry for the importer to make payment of taxes.
- Increasing the de minimis level with key trading partners like Mexico and Canada is a significant outcome for United States small- and medium-sized enterprises (SMEs). These SMEs often lack resources to pay customs duties and taxes, and bear the increased compliance costs that low, trade-restrictive de minimis levels place on lower-value shipments, which SMEs often have due to their smaller trade volumes.

## LABOR

- The Labor chapter includes an Annex on Worker Representation in Collective Bargaining in Mexico, under which Mexico commits to specific legislative actions to provide for the effective recognition of the right to collective bargaining.
- It requires the Parties to adopt and maintain in law and practice labor rights as recognized by the International Labor Organization, to effectively enforce their labor laws, and not to waive or derogate from their labor laws.
- Additionally, the chapter includes new provisions to take measures to prohibit the importation of goods produced by forced labor, to address violence against workers exercising their labor rights, and to ensure that migrant workers are protected under labor laws.

## ENVIRONMENT

The Environment chapter includes the most comprehensive set of enforceable environmental obligations of any previous U.S. agreement, including obligations to combat trafficking in wildlife, timber, and fish; to strengthen law enforcement networks to stem such trafficking; and to address pressing environmental issues such as air quality and marine litter.

## MISCELLANEOUS

The U.S., Mexico, and Canada have also reached agreement on new provisions covering trade in specific manufacturing sectors, including Information and Communication Technology, Pharmaceuticals, Medical Devices, Cosmetic Products, and Chemical Substances. Each of the annexes includes provisions that exceed NAFTA 1.0 and TPP that promote enhanced regulatory compatibility, best regulatory practices, and increased trade among the countries.

# OP-ED: USMCA SCORES A BETTER DEAL FOR AMERICAN WORKERS



**BY STEVE CORTES**

Before you walk the walk, sometimes it's best to talk the talk.

For years, Donald Trump railed against the failed politicians whose bad trade deals stole jobs from American workers. Now the President is parlaying that tough talk into real action.

It's exactly what was needed to achieve his latest feat, the United States-Mexico-Canada Agreement (USMCA).

The replacement to the North American Free Trade Agreement (NAFTA) is an example of how a strategy that includes toughness and economic leverage is the perfect approach to bring jobs and capital back to America.

Since the 2016 campaign, President Trump has been sticking to the same, clear message on trade in denouncing NAFTA and all of its deficiencies for American businesses and workers.

President Trump knew that the only way to get countries like Mexico and Canada to the table was to threaten to discontinue their longstanding sweetheart deal.

President Trump made it clear that until Mexico and Canada were willing to agree to a better deal for the American people, counter-tariffs would remain in place to help balance the scales.

And when Canada still balked, Trump simply reached a separate agreement with Mexico and set a deadline for Canada to join the party. Faced with the prospect of being left out of the deal entirely, Canada met the President's deadline at the last hour.

People criticized President Trump when he said, "NAFTA goes down as one of the worst trade deals in the history of our country. It emptied out millions of jobs. It emptied out factories and plants all over the United States. It was a very unfair deal and a very foolish deal. And in fact you could say a very stupid deal for the United States to make."

But he was right. NAFTA was a disaster for the American people.

From 1994 to 2010, nearly 700,000 jobs vanished from the United States... and turned up in Mexico.

Almost 80 percent of those losses were in manufacturing, as companies shuttered American plants to take advantage of lower wages and looser regulations across

the border.

Even those who were fortunate enough to keep their jobs couldn't escape the pernicious effects of NAFTA, which drove down wages, especially for blue collar workers.

The USMCA replaces an outdated trade deal that gutted American capital with one that puts American interests first.

For starters, it opens up the Canadian market for American dairy producers, meaning that farmers in states like Wisconsin will be able to export more of their products to Canada.

It reinvigorates American car manufacturing, as well, by ending tariff-free treatment for cars if more than 25 percent of their parts are foreign-made. Previously, nearly 40 percent of a car could be made overseas — in countries where labor and environmental standards are virtually non-existent — without being subject to tariffs.

Also, unlike NAFTA, the USMCA will be subject to review every six years, giving our country the leverage it needs to make sure that the deal stays fair and reciprocal.

The USMCA is just the latest addition to the long list of victories President Trump has scored on U.S. trade.

Deals struck recently with the European Union and South Korea incentivize companies to re-invest in the U.S. economy and bring business back to American soil.

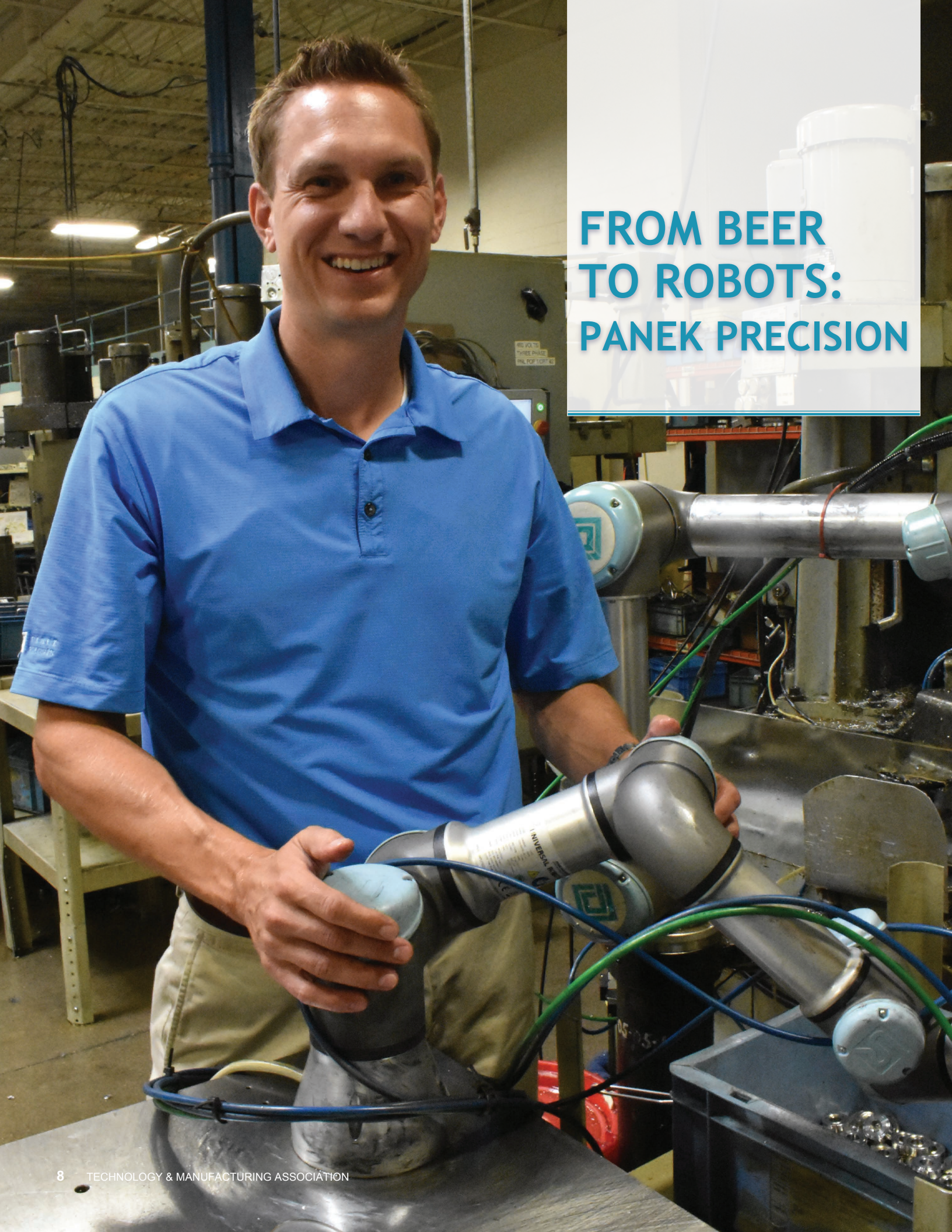
China is the largest trade partner that has yet to realize that under President Trump's leadership, America is no longer backing down — but they're already starting to feel the pressure.

Early economic indicators suggest that Chinese manufacturers are already experiencing a pinch from President Trump's tariffs, and the Chinese government has introduced stimulus measures intended to help them weather the storm.

Unlike past presidents, President Trump is actually doing something about the problems America faces. The President has used bold leadership and counter-tariffs to fulfill his campaign promise and deliver new trade deals that are boosting America's economy and bringing jobs back to the United States.

Donald Trump talks tough, but he backs up his talk with equally tough action to get good deals done for American workers.

Steve Cortes is a CNN political commentator and a member of President Donald Trump's Hispanic Advisory Council.



# FROM BEER TO ROBOTS: PANEK PRECISION



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## BY FRAN EATON

When Chester Panek first started his drill press shop, his 30-foot wide storefront was located in a busy Chicago neighborhood, crammed in between a row of taverns.

"I was just a kid then, and I remember the guys that worked for my dad stopping in at bar #1 before work started, bar #2 during their break, and bar #3 for lunch," Gregg Panek chuckled. "It couldn't be like that today, but they sure were happy employees."

"Our family business story really could be titled 'From a Shot of Beer to 60 Robots,'" Gregg's son Brian said.

The second and third generation Paneks cherish a bill of sale they found a couple of years ago that shows the late Chester Panek started Panek Precision in 1945 with a \$5000 investment. From a narrow shop with 12 employees in Chicago to 120,000 square feet and 200 employees in Northbrook, Illinois 73 years later, the Paneks' history is an all-American success tale.

"Though my dad didn't think there would be much future in automotive parts, I pushed in that direction," Gregg Panek said with a smile. Panek Precision is now machining OEM and after-market shock absorber components for automakers like GM, Ford, Chrysler, Mercedes and Tesla. They also make automotive fuel and exhaust systems.

"Now eighty percent of what we do here is automotive. There's not a car on the road that doesn't have our parts," Gregg said.

The company's machine shop capabilities include CNC machining, multi-spindle screw machining, precision tube cutting, metal forming, 4-slide stamping and centerless grinding.

Son Brian says he knew early on he would be involved in the family business. But instead of launching his career at Panek Precision immediately after obtaining a degree in marketing and operation, Brian followed one of Gregg's customer's advice and worked five years in another field altogether: advertising.

"The knowledge I gained in the corporate world helped me clearly see what needed to be done at Panek Precision, and the experience helped me weather the storm when we put those changes into effect," Brian said.

Like other manufacturers, the Paneks say it's been a challenge to find skilled workers needed to expand their business. But they've found partial solutions in the new artificial intelligence trend, or what is called the "Fourth Industrial Revolution."

Brian says using robots at Panek Precision expanded work production while growing the employee team at the same time. They started five years ago with one robot purchased

at a trade show for \$35,000. That investment worked out so well, they anticipate utilizing 60 robots on the shop floor within the next few months.

Robotics, Brian says, is something that is bringing good changes to manufacturing and will improve the shop floor as technology advances. Robots are nothing to fear, he says.

"Robots create jobs," Brian said. "Our employment increased 30 percent with robots doing the jobs of three to four people. With robots, our employees' work is safer and better quality while they are more interactive. At the same time, the employees learn new skills," he said. "If we didn't have robots, we'd have 50 less people working here because we would have less work."

Panek Precision's decision to incorporate robotics into their small business drew attention of publications like the Wall Street Journal and Inc. over the last few years.

"The real advantage to these robots, however, is their ability to perform a variety of tasks, as opposed to the large, industrial robots used by assembly lines to do the same thing repeatedly," the Journal said. "Collaborative robots can also roam free on factory floors, rather than being bolted to a single location, and have safety sensors that prevent them from running into humans."

The Paneks say they are eager to see their fellow TMA members invest more in robotics. "Again, robots create jobs, and we want to see TMA members succeed," Brian said.

Both Paneks have served as TMA Board chairmen – Gregg in 1992 and Brian in 2014.

During Brian's acceptance speech, he paid tribute to TMA Board predecessors, expressing his commitment to the industry, the association and his family.

"It is truly an honor to serve as the new Chairman of TMA, following in the footsteps of so many visionary leaders who have gone before me, including my father Gregg," Panek said. "I am committed to maintaining TMA's core mission and values while building on our recent successes and continuing our upward trajectory as a leader in the manufacturing industry."

Four years later, the Paneks continue to lead by example in the industry and association.

**Panek Precision is located in Northbrook, Illinois and on the web at [www.panekprecision.com](http://www.panekprecision.com)**



# ILLINOIS GOVERNOR CELEBRATES MANUFACTURING DAY 2018 AT TMA

Having declared October “Manufacturing Month” in Illinois, Governor Bruce Rauner celebrated MFG Day 2018 by meeting with the Technology & Manufacturing Association members at their Schaumburg headquarters on Oct. 5th.

Rauner told the gathered members after a warm reception, “You deserve the applause because America is built by entrepreneurs, by those that take the risk, put personal financials on the line, put their families on the line, start a business, grow a business, create great-paying careers. That’s what free enterprise is about, that’s what prosperity is about. That’s what makes us the greatest nation on earth,” Rauner said.

“And manufacturing is the core to entrepreneurship. You can’t have prosperity, you can’t have a strong life, you can’t have a future unless you’re making things. You’re making things, you’re building things. And what we’re all about is making things in America, growing things in America, and selling them around the world.”

“Manufacturing in Illinois has been the bedrock of the state’s economy for nearly two centuries. Currently 19,544 manufacturing firms call Illinois home and provide employment for more than 578,187 workers.”

TMA President Steve Rauschenberger, Board Chairman

Todd Beauchamp and Government Relations Committee Chairman Zach Mottl presented Governor Rauner the “Defender of Manufacturing” award, which is a model cannon made by TMA Related Theory students”.

“For the last four years Governor Rauner has tirelessly argued for basic reforms to stimulate growth in Illinois’ economy,” Rauschenberger said. “Common sense reforms that could help grow businesses, middle class jobs and help balance the State’s budget with natural revenue growth. Reforms like Workmen’s Comp, Unemployment Insurance, reduced regulation, and property tax reform.”

Rauschenberger said Rauner also stood up for pension reform and a return to balanced budgets while calling for spending cuts, program growth restraints and budget reform without a tax increase. However, the legislature ultimately rejected his leadership.

“He’s a man willing to propose bold solutions, suffer the rejection and ridicule of the political power brokers, and when called upon to stand in the interests’ of employees, employers, taxpayers, and the politically unconnected.” Rauschenberger said as he presented the award.

After speaking with TMA members, the governor toured TMA’s Training Center and met with TMA members.





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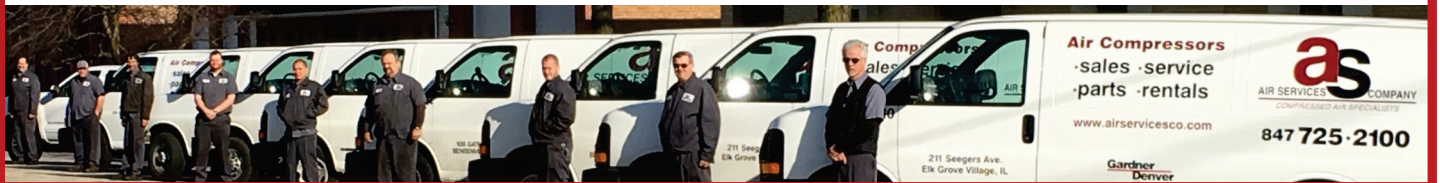



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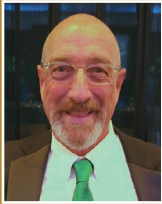
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**TMA AFFILIATE FOCUS**



**GEORGE GRONER**  
 GG4ENERGY, LLC

George Groner is Founder and CEO of GG4Energy, LLC, which are Energy Procurement Specialists with over 25 years of experience navigating the volatile energy and utility markets. GG4Energy has relationships with all the major energy suppliers across the country. They review ComEd bills and find the lowest rates with no obligation, saving clients time and money.

George took time to answer a few get-acquainted questions:

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

*A: "The Story of Success" by Malcolm Gladwell. Many people don't realize how long "10,000 hours" really is.*

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

*A: Italy. It has amazing history, amazing scenery and amazing people.*

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

*A: Thanksgiving. It involves family, food and football. What could be better?*

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

*A: The Chicago Cubs. I was a fan during the Lovable Losers chapter and now I am a fan of the Lovable Winners chapter...Go Cubs!*

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

*A: Many business people are overwhelmed by all the line charges on their ComEd bills. We go over all their questions, explain what the different charges are and how we can lower their costs. We get compensated by the energy suppliers and there is no fee for the clients.*

**Contact George at: 800-618-1816 or George@gg4energy.com**

## MEET THE TMA STAFF



**SANDY SEMPOWICZ**  
Communications & Membership

Sandy Sempowicz, who started at TMA in 2015, visits with TMA members, welcomes TMA members to events and assists with communications.

TMA News Bulletin asked Sandy a few questions:

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

**A:** *Mind reading.*

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

**A:** *The Flintstones. Yabba Dabba Doo!*

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

**A:** *I have a degree in art. I can draw, paint, etc.*

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

**A:** *I am an Early Childhood Docent at Brookfield Zoo. Another volunteer dared me to take the zoo training to handle/hold the Madagascar Hissing Cockroaches for guest viewing. I did the training. I can and do hold the cockroaches. Don't regret it. But let's just say ... I'd rather hold the bunny.*

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

**A:** *Working with TMA members to solve their problems. Staffing events: Making sure members have a great time.*

Contact Sandy at: 847.993.2128 or [ssempowicz@tmailinois.org](mailto:ssempowicz@tmailinois.org)



## MFG. DAY 2018

MFG Day 2018 was celebrated throughout the Midwest with 118 events held in Illinois, 83 in Wisconsin and 101 in Indiana.

Started in 2011, the purpose of MFG Day is to open company doors to the public to dispel misconceptions that the industry is housed in dark, dangerous factories designed for low-skilled workers. Instead, modern manufacturing is technologically advanced, with use of automation, 3-D printing, robots and screen technology. The annual average salary of manufacturing team members is \$77,000 plus medical benefits.

This year, over 2,669 MFG Day events were planned in the United States. TMA member Smith & Richardson welcomed over 100 high school students once again this year. The students heard from S&R employees as they took guided tours around the plant.

Other TMA member companies - including Weiler Engineering and Flexco – joined the MFG Day effort again this year and opened their doors to area high schoolers, encouraging them to consider manufacturing careers and the benefits offered.

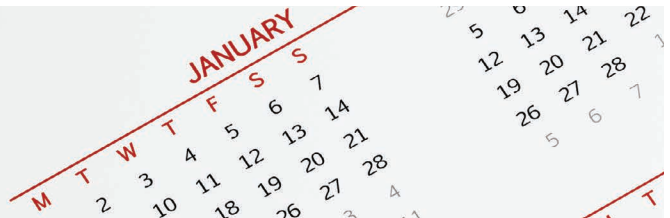
The next MFG Day is scheduled for Friday, October 4, 2019.



Smith & Richardson



Smith & Richardson



## 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

## November 2

### 43rd Annual TMA Prayer Breakfast

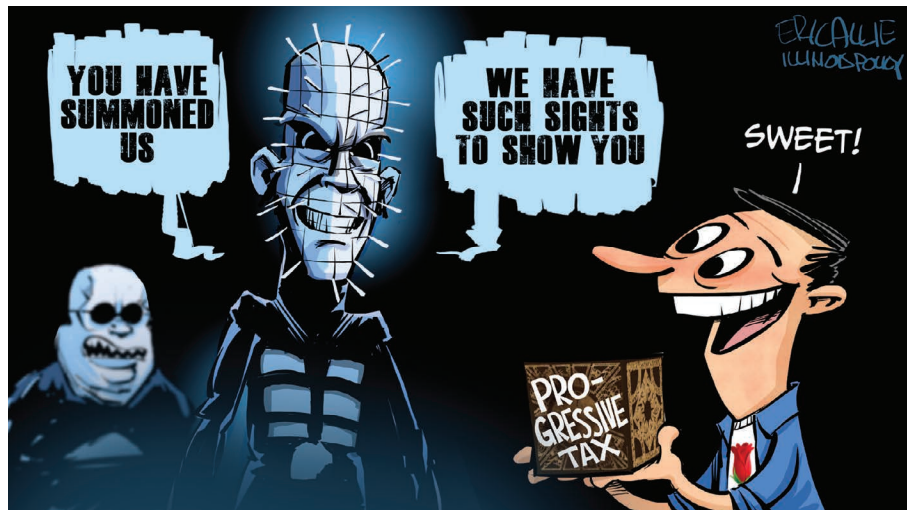
Join us for the 43rd Annual Prayer Breakfast hosted by the Christians in Manufacturing Committee. This year's featured speaker is Debbie Sommers, of Lakeview Precision Machining, a fellow TMA member.

TIME: 7:30am - 9:30am

COST: \$35

LOCATION: Bloomington, IL

tma cartoon | by: illinois policy institute



## November 8

### Owner's Dinner

Exclusively for Owners, Presidents & Company Executives of our Manufacturing Members. Discuss the current business climate, share stories and swap strategies at an exclusive venue in the Chicagoland area. Includes full dinner.

TIME: 5:30pm - 8:00pm

COST: \$85

LOCATION: Naperville, IL



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Weiler Engineering

## November 14

### Sales & Marketing Peer Group

You might consider marketing as a costly expenditure not guaranteed to produce results. But if done right, it can mean the difference between growing your business and remaining stagnant. MXOtech will share their experience in the area of sales and marketing strategy. Following the presentation, guests will be offered a tour of Microsoft Chicago's state-of-the-art Technology Center showcasing interactive and immersive experiences surrounding Microsoft technologies and initiatives. Free to all manufacturing members. Lunch is provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Chicago, IL



Flexco

## November 20

### Operations & Plant Mgrs. Peer Group

The KION Group is a global leader in industrial trucks, related services and supply chain solutions. Across more than 100 countries worldwide, the KION Group designs, builds and supports logistics solutions that optimize material and information flow within factories, warehouses and distribution centers. The KION Group's world-renowned brands are clear industry leaders. Free to all manufacturing members.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Lisle, 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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