



# tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING



## IMMIGRATION

IMPACT ON MANUFACTURING  
CLARIFICATION | VERIFICATION | IMPLEMENTATION



# tma news bulletin

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TMA News Bulletin is published regularly by the Technology & Manufacturing Association  
1651 Wilkening Road | Schaumburg, IL 60173  
www.tmaillinois.org

## 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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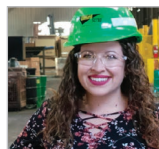
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## tma | new members

Welcome to the newest members of the  
Technology & Manufacturing Association

**Des Plaines Chamber of Commerce**  
Des Plaines, IL  
[www.desplainschamber.com](http://www.desplainschamber.com)

**Dynamism, Inc.**  
Chicago, IL  
[www.dynamism.com](http://www.dynamism.com)

**Hausner Hard Chrome, Inc.**  
Elk Grove Village, IL  
[www.hausner.com](http://www.hausner.com)

**OAI, Inc.**  
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**Reynolds Consumer Products – Wheeling**  
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[www.reynoldsconsumerproducts.com](http://www.reynoldsconsumerproducts.com)

**United Automation**  
Wheeling, IL  
[www.umation.com](http://www.umation.com)

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## tma | partners

2018 | gold partners



2018 | silver partner



## message from the president



### TMA Members & Friends,

This month's TMA News Bulletin Magazine focuses on the complex issue of immigration. However, instead of debating the issues of legality, security, and opportunity, we explore the need for clarification, verification and implementation of practical policies that make sense to small and mid-size manufacturers such as yourselves.

Of course, the issue of immigration goes to the heart of the labor shortage the United States is currently facing. I'm proud to say that TMA is working with and for you to meet that demand. Whether it is training of your current employees, or developing the next generation of manufacturing talent, TMA is actively involved in workforce development.

As you'll see in this edition, our Training & Education Department is presently training 161 employees from 79 different member companies. And we're now offering daytime classes in addition to our traditional evening instruction.

We're also training Ridgewood High School students again this year, and have launched an exciting project called "BeNext," which is a program designed to replicate for other area high schools the success realized by Ridgewood. You can find more information about the program at: [benexttma.com](http://benexttma.com).

TMA also has a jobs board, and a Special Interest Group (SIG) email protocol that frequently presents to members skilled individuals looking for positions within manufacturing. To-date we've matched over 100 qualified people with member companies.

Let me end by saying that despite the failure of government to address the issues of immigration and workforce development, you and your association are finding ways to once again make America work. The entrepreneurial spirit of manufacturing is to be applauded and encouraged.

Steve Rauschenberger



# IMMIGRATION

## IMPACT ON MANUFACTURING

CLARIFICATION | VERIFICATION | IMPLEMENTATION

With the American economy and manufacturing red hot, the issue on the front of most employers' minds these days is not "how do I find work" but rather "how do I find people" to do the work and meet the increasing demands and deadlines of their customers.

In July and August 2018, the U.S. unemployment rate dipped to an 18-year low of 3.9 percent. Currently, there are more jobs available than there are people to fill those vacancies. The latest Bureau of Labor Statistics report showed industry workweeks holding steady at 41.0 hours, with an average of 3.5 overtime hours.

Gone – for now – are worries about keeping high-skilled employees busy. Today manufacturers lose sleep over how they'll fill current and future orders with a widening skills gap and labor shortage.

### **Recruiting Outside U.S. Borders**

When a nation's available labor force is exhausted, reaching beyond its borders becomes a necessity rather than an option. According to the U.S. Chamber of Commerce, this heightened demand for labor means the United States must revamp its immigration policy by:

1. Securing the borders,
2. Responding to the economy's labor needs,
3. Providing a simple, reliable employee verification system and
4. Addressing the issues of the 11 million undocumented immigrants already living and working in the US.

Steve Cortes, Senior CNN Political Commentator and Trump adviser, says he understands the Chamber's views on immigration and is aware of the pressure on manufacturers to fill shop floor vacancies during the economic boom. However, he argues that the U.S. Chamber of Commerce represents global corporations that have prospered from the continual flow of "cheap labor" into the U.S., which has undermined America's once-treasured blue collar workers and middle class.

"The Chamber represents multinationals' sophistication and power to carve out advantages in trade deals that worked well for those companies, but not for workers and the country as a whole," Cortes told TMA News Bulletin. "The stock market and Wall Street did well under [President] Obama – Main Street did not do as well.

"Corporate America was good at garnering a substantial share of the slow growth in the last administration, but small- and medium-sized businesses were left behind," Cortez said.



FROM RECEPTIONIST TO PRESIDENT

# DEB SOMMERS

PRESIDENT, LAKEVIEW PRECISION MACHINING, INC.



Lakeview Precision Machining, Inc.  
Emily Mitchell, Deb Sommers, Cassie Sommers

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## BY FRAN EATON

When Deb Sommers answered a job ad nearly four decades ago, she had no idea what career opportunities would lie ahead for her. Today she owns Lakeview Precision Machining in South Elgin and tells an inspiring story that started as a receptionist fresh out of high school.

“The owners that hired me – Shirley and Ken Lemke – thought I wouldn’t last long working for them,” Deb told TMA News Bulletin. “They were tough to work for and demanded so much of their employees. But I thought that was good. It made me learn more.”

Deb answered phones for the Lemkes for a while, then they tasked her gradually with accounting, entry orders and billing. “Then when the office manager left, they gave me even more responsibilities. I stayed on because I enjoyed what I did and went to school part-time to be an accountant,” she said.

In the meantime, the shop floor crew introduced her to the machining work they were doing. Deb’s interest grew in what Lakeview produced.

“Because I would work alongside Mr. Lemke, I got to see every aspect of the company, from shipping and receiving, from the back to the front,” Deb said. “The oldest person on the floor was a man named Casey. His experience was priceless.”

Deb married and started a family. Three daughters - Emily, Cassandra and Kaylee - came along, and Deb continued working at Lakeview Precision Machining.

“Mr. Lemke and I talked about my buying in a small percentage as he saw my commitment to the company,” Deb said. Soon after, Mr. Lemke was diagnosed with brain cancer and tragically died two months later. His widow ran the business until eleven years ago, when Mrs. Lemke accepted Deb’s offer to buy the company.

Now with 20 employees, Lakeview Precision is thriving and busy turning projects.

“We do specialize in turning, Swiss turning, screw machine turning, conventional CNC lathe turning, drilling, milling, and tapping – all made from bar stock,” she said. “Our parts can be found in various industries including office equipment, food and beverage industry, gaming and military equipment, hydraulics, and more.”

Lakeview’s current biggest challenges are higher material prices and longer lead times. Those two together are creating new challenges for manufacturing worldwide. Job quotes have to be checked and re-checked as lead times lengthen and material prices fluctuate, especially as they’re reflecting tariff policy changes.

With the help of TMA’s network, Deb says she’s been fortunate to grow the company with an array of team member ages. Two of her daughters are learning the business fulltime and will eventually take it over. Together with Deb’s sisters and a nephew in his 30s, Lakeview has attracted a new generation now learning from the shop’s long timers.

For Deb, a key benefit of owning a business is the direct impact providing employment has on the lives of others.

“It is rewarding to make a difference in people’s lives,” she said. “I love to be able to have a positive impact on their lives. We do have a choice how we can help others and let them know they are cared for when they go home. That’s very rewarding,” she said.

Lakeview Precision’s team is made up of an almost even number of men and women. Attracting more women into manufacturing is crucial, she says, and is a key reason she’s so invested in Women in TMA. Deb is chairman of the group this year and pleased with the efforts they are making to reach out to women.

“This industry is hurting for people – people in general – and I’ve found women to be very creative. We’re 50 percent women here at Lakeview. It just happened that way,” she said. “But women need to know manufacturing is a viable business for them, and women can build viable careers in this industry.”

Deb doesn’t dwell much on the challenges she endured at the time she acquired the business. It wasn’t easy – adjusting after a divorce, buying the company, being forced to relocate the shop when Lakeview’s building lease ran out – all just before the devastating 2008 recession collapsed so many struggling businesses.

Deb’s faith, she says, is what got her through those rough times.

“Owning a business means you have to take risks. Being a Christian in business means I need not worry. Regardless of the challenges I face every day, even when things go wrong, I can trust God is in it and will use it for our good and His Glory. Just knowing it’s not all up to me gives me peace. As I pray and trust He will give me guidance,” she said.

That unique and inspiring worldview has worked well for Deb Sommers – who started as receptionist only to become the company’s president.

She’ll be sharing her story at this year’s Christian in Manufacturing Breakfast the first Thursday in November.

Lakeview Products is located at 751 Schneider Drive in South Elgin, or on the web at [www.lakeviewprecision.com](http://www.lakeviewprecision.com)



# GOOD NEWS ABOUND FOR AMERICAN MANUFACTURING

US manufacturing is proceeding into some of the industry's happiest days yet. Government stats and worker surveys reflect historical optimism – for both manufacturers and their teams.

In July, the Bureau of Labor Statistics reported manufacturing job openings hit a new all-time high. US manufacturers posted 506,000 job openings that month, up from 475,000 in June. That was the highest reading since the Job Openings and Labor Turnover Survey (JOLTS) was introduced in December 2000.

Not only are manufacturing job openings plentiful, they are paying better than ever before.

Middle-class income rose to the highest recorded levels in 2017 and the national poverty rate declined as the benefits of the strong economy lifted the fortunes of more Americans, the U.S. Census reported.

The median U.S. household earned \$61,372 last year, meaning half of the families in the country brought in more income than this and half earned less.

The availability of work and better earnings contributed to blue-collar workers being proud of their work and optimistic about their futures.

When over a thousand blue-collar workers were asked how they feel about how their careers and lives are headed, 85 percent said they think they're headed in the right direction.

Even more than that, 90% of those polled in manufacturing, construction, agriculture, transportation, and warehousing industries said they are proud of their work.

The CEO of Express Employment Professionals, who sought the study, says their findings contrast with the most-

often depressing news that dominates mainstream media headlines.

“There’s been a great deal of chatter about the future and frustrations of America’s blue-collar workers. Our survey reveals that blue-collar workers are upbeat, optimistic and proud of the work they do,” Express CEO Bill Stoller said. “While the news is often full of stories about economic anxieties, this survey shows workers who are exceptionally optimistic. While they certainly express concerns, it’s clear that the vast majority feel like things will work out for themselves and their families.”

While 55 percent of blue-collared workers are saying they are better off now than they were five years ago, they also believe in a bright future.

With 96.1% of the American public seeking employment finding jobs with earnings higher than ever before, good news and good moods abound in US manufacturing – a welcome relief after the industry’s devastation ten years ago.





# TMA TRAINING & EDUCATION ENROLLS 161 STUDENTS

This fall, 161 students will be upgrading their skills as TMA's Training & Education staff works with them to bridge manufacturing's critical skills gap at the association's top-notch technical lab in Schaumburg.

TMA instructor-led courses will range from Related Theory, Design, Safety to an array of other technical training and seminars.

Each student's training will be funded by a TMA member to advance their company team's skills in a busy manufacturing environment that demands skilled personnel with advanced training.

This year, 79 TMA members are sending students to TMA for hands-on training, said Leigh Coglianese, TMA's Training & Education coordinator.

Ten instructors are teaching the classes: Rod DeVries, Dave Haener, Russ Hayden, Cornel Ionita, Ryan Johnson, Jonny Netz, Rich Nielsen, Diego Sanchez, Chris Saragaglia, under the supervision of TMA's Senior Instructor Jack Krikorian.

TMA's Vice President of Training & Education Patrick Osborne organizes and oversees TMA's exceptional training program, well-known as the region's "gold standard" in manufacturing training.



# TMA MEMBERS PARTICIPATE IN IMTS 2018

Members of the Technology & Manufacturing Association helped set new records at the bi-annual International Manufacturing and Technology Show in Chicago September 10-15, 2018.

“IMTS 2018 set records because manufacturing technology has grown exponentially since last show,” says Peter R. Eelman, Vice President – Exhibitions & Business Development at AMT – The Association for Manufacturing Technology, which owns and produces IMTS. “The rapid growth of digital technology, automation and additive manufacturing are especially driving interest. The booming manufacturing economy means visitors have capital and are ready to invest.”

IMTS 2018 broke its all-time record for registrations with 129,415 – almost 8000 more than 1998’s previously held record of 121,764. The exhibits used 1,424,232 square feet floor space – ten thousand more square feet than IMTS’ prior 2000 record.

The McCormick Convention Center showcased 2,563 exhibiting companies and 2,123 booths – 650 more booths than IMTS 2014.

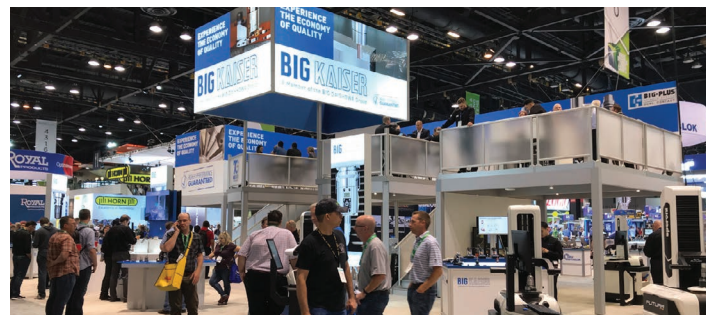
TMA members were featured throughout the show – including TMA Board members Jim Carr and Jason Zenger, who showcased their “Making Chips” podcast center stage every day at noon.

“We’re all dreamers in the first three days of the show,” says CARR Machine & Tool owner Jim Carr. “It sets up our dreams and visions, and then we collaboratively identify our goals and begin doing.”

TMA member Alliance Specialties & Laser Sales’ Tony Demakis hosted guests on his industry-centered podcast at his company’s exhibit.

TMA Board Vice Chairman Rich Hoster – President of Smith & Richardson Inc - bused 98 local high schoolers to the convention who focused on ITMS’ Smartforce Student Summit – an exhibit featuring on-hands STEM projects, in-person mentors, and displays to open the next generation’s minds to exciting careers in manufacturing.

The next IMTS will be in 2020.



# GOV. RAUNER ADDRESSES IMTS 2018

Illinois' Gov. Bruce Rauner told exhibitors attending the IMTS 2018 that Illinois remains an ideal home for companies looking for a highly skilled workforce and a transportation infrastructure that is unmatched in its ability to support worldwide distribution.

"Chicago is the epicenter of American industrial enterprise and it is the perfect place to display the incredible new technologies being deployed by modern manufacturing companies," Rauner said. "Illinois' commercial pedigree is built on the vibrancy of its manufacturing companies, and we are determined to support the growth of these companies into the future.

"Modern manufacturing requires highly skilled labor," Rauner continued. "Illinois is a tremendous source of talent for manufacturers. We're a leading technology innovation center. We're a top STEM state. We're a leader in apprenticeship programs, vocation and technical skills development. Our universities are among the greatest engineering schools in the country.

"We're also investing in our transportation and distribution infrastructure," he said. "There is no place in the country that can match our ability to get goods and people from one place to another."

Rauner noted the multiplier effect of manufacturing when it comes to economic output, job growth and wages. He also said that the sector is responsible for two-thirds of the nation's private research and development, making it one of the most exciting and demanding places for 21st century careers.

"The companies that make things contribute so much to our economy and our quality of life," Rauner said.

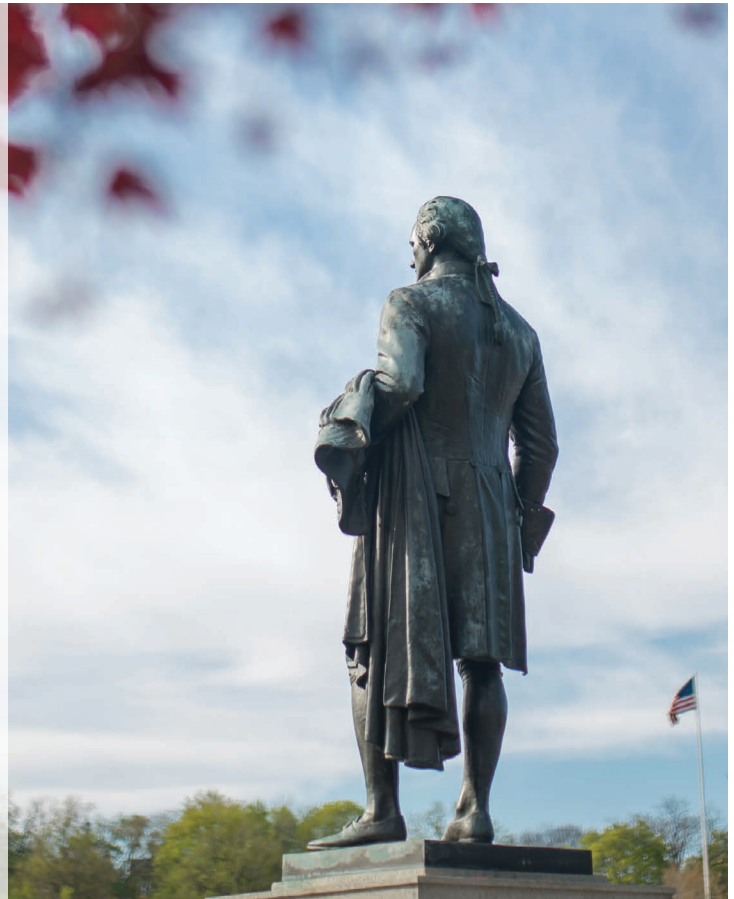
"Our state's total manufacturing output in 2016 was over \$100 billion and we exported \$55 billion. About 600,000 Illinoisans are employed by manufacturers, and more than 1,900 foreign firms have a presence here. It is a tremendous force for good."

**Governor Rauner is scheduled to visit the Technology & Manufacturing Association's Schaumburg headquarters on Manufacturing Day 2018 – October 5, 2018. For more information on the visit, contact [acortese@tmaillinois](mailto:acortese@tmaillinois).**



Industry is increased,  
 commodities are  
 multiplied, agriculture and  
**manufacturers flourish:**  
 and herein consists the  
 true wealth and prosperity  
 of a state.

Alexander Hamilton (1790)



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RNC Series Air Dryers



CHL Series Chillers

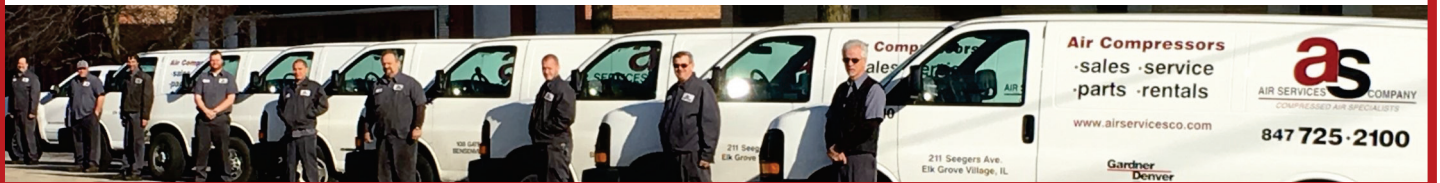


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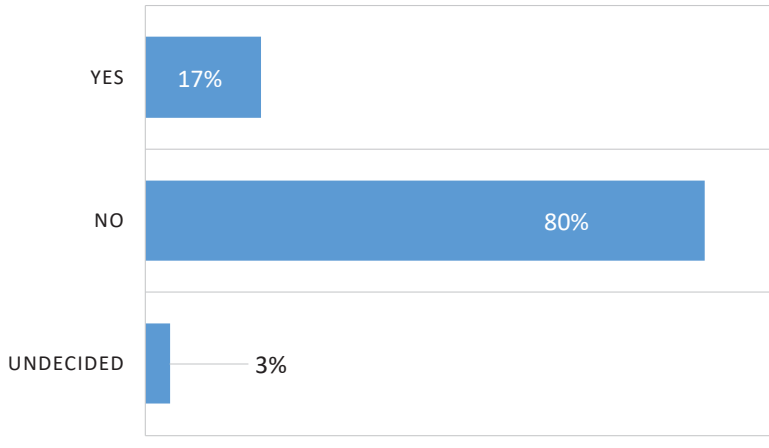


# TMA MEMBER SURVEY GAS TAX



## DO YOU SUPPORT A STATE-WIDE GAS TAX INCREASE?

SEPTEMBER 2018 | 115 MANUFACTURER RESPONSES



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TMA  
MEMBER

## TMA AFFILIATE FOCUS



**AMY AREND**  
UNITED SCRAP METAL  
(USM)

Amy Arend is a Senior Recycling Consultant at United Scrap Metal (USM), founded in 1978. USM purchases, processes and markets recyclable commodities, freeing their customers to focus on their core businesses.

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

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

**A:** *The Harry Potter series by JK Rowling. There is rich symbolism, detail, and magic on every page. I've read them countless times.*

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

**A:** *Bergamo, Italy. I lived there for a month – ask me about it!*

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

**A:** *I love all celebrations – holidays, birthdays, milestones in work or in life. I celebrate them all.*

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

**A:** *Mizzou Tigers – my alma mater!*

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

**A:** *They want a partnership on their recycling program that is transparent, honest, and well communicated. I evaluate current programs and offer an ethical, sustainable program that delivers on quality and service without compromising core values.*

Contact Amy at: 708.774.5506 or  
aarend@unitedscrap.com

## MEET THE TMA STAFF



**KENT GLADISH**  
Vice President  
Member Development

Vice President of Member Development Kent Gladish says he has been “helping members with whatever they need” since he started at TMA in 2003.

TMA News Bulletin asked Kent to answer these questions with one sentence:

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

**A: Run as fast as a cheetah**

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

**A: Ray Rayner**

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

**A: I enjoy utilizing trailing throttle oversteer and heel/toe for braking/shifting a rear-engined, rear-wheel drive car.**

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

**A: A fully submerged polar plunge in 33 F water was interesting.**

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

**A: Physically managing 80+ Ambassador badges!**

Contact Kent at: 224.531.1911 or [kgladish@tmaillinois.org](mailto:kgladish@tmaillinois.org)



## TAX INCENTIVES



Thinking about expanding in the state of Illinois? Here's a list of tax incentives the state makes available to Illinois businesses:

**Economic Development for a Growing Economy (EDGE):** Provides special tax incentive to encourage companies to locate or expand operations in Illinois when there is active consideration of a competing location in another State. The program can provide tax credits to qualifying companies, equal to the amount of state income taxes withheld from the salaries of employees in the newly created jobs. The non-refundable credits can be used against corporate income taxes to be paid.

**Enterprise Zone Program:** Stimulates investment and job creation as well as retention in designated areas of the State through tax credits and exemptions, including: State utility tax (5.10%); State building materials tax (6.25%); State investment tax credit (0.50%); State telecommunications excise tax (7.00%); State expanded machinery sales tax (6.25%). Local incentives vary from zone to zone.

**High Impact Business:** Provides large-scale economic development activities by providing tax incentives (similar to those offered within an enterprise zone) to companies which make substantial capital investments in operations and create or retain above average number of jobs. Businesses may qualify for: investment tax credits, a state sales tax exemption on building materials, an exemption from state sales tax on utilities, a state sales tax exemption on purchases of personal property used or consumed in the manufacturing process or in the operation of a pollution control facility.



### 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?

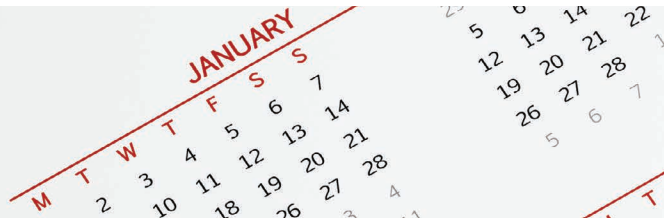
The Daniel and Henry Co. has developed an expertise in working with manufacturers. They've helped TMA members who had the wrong coverage, were classified improperly, or were simply paying too much for their insurance protection.

**WANT TO FIND SAVINGS & MONEY?**

CONTACT:

**Steven Lorenzini: 312-332-2628**

**Marc Alberico: 312-961-5691**



## 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

## 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 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, and fellow TMA member.

TIME: 7:30am - 9:30am

COST: \$35

LOCATION: Bloomingdale, 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

## 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

## 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



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



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in your association, and among your peers.

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Learn what's happening locally and nationally.