



tma news bulletin

THE VOICE OF ILLINOIS MANUFACTURING

**BUILDING A
BUSINESS THAT
LASTS FOR
GENERATIONS**





tma news bulletin

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technology & manufacturing association

The Technology & Manufacturing Association (TMA) was founded in 1925 by eight small manufacturing companies who believed they could better themselves by associating with one another. Through the years, members established programs and services that would help their businesses grow and prosper, train their employees, and provide medical and retirement benefits. As a result of these efforts, TMA has grown into a not-for-profit organization of precision manufacturing and supplier companies in the greater Chicago area.

TMA is governed by a Board of Directors, composed of executives from member firms. A full-time professional staff works closely with the Board, its committees and trust.

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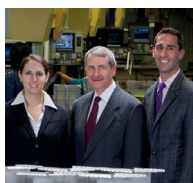
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message from the president



TMA Members & Friends,

Below is a photograph of the 80 portraits of past TMA chairmen that hang on the wall of our Chairmen's Board Room.

When I look at those "snapshots of history," I can't help but be awed at the heritage of our Association and grateful to the generations of manufacturers that have tirelessly worked to produce, employ, grow and prosper.

These pictures represent men and women who have overcome incredible adversity and who have seen their companies, their state and their nation through Depressions, recessions, wars and upheaval. Who have weathered fierce competition - both fair and unfair - and have passed down to their children and to our Association the knowledge and determination to carry on.

This month's News Bulletin is about those individuals who have built manufacturing businesses that have lasted for generations. It is about family and succession. It is about wisdom and strength. It is about your heritage, your legacy and the Technology & Manufacturing Association that has - and will continue to - proudly represent you, your companies, and your industry.

Thank you for reading; and thank you for your continued involvement in the Association.


Steve Rauschenberger



cover story

BUILDING A BUSINESS THAT LASTS FOR GENERATIONS

By Fran Eaton

When it comes to employment, productivity, and the general economic climate, major corporations are often the focus of attention by government, media, and the general public. However, with small businesses representing 99.7 percent of U.S. employers and 64 percent of net new private-sector jobs, there is an increasing appreciation for small family businesses that focus on sophisticated products and invest in human capital – a set of business values the Germans call *Mittelstand*.

CHARACTERISTICS OF MITTELSTAND

The *Mittelstand* system of family business is credited for Germany's impressive status as the fourth most powerful manufacturing economy in the world – following China, the United States and Japan. Business historians list characteristics of these small- to medium-sized enterprises (or SMEs) as:

- Family ownership or family-like corporate culture
- Generational continuity
- Long-term focus
- Independence
- Nimbleness
- Emotional attachment
- Investment into the workforce
- Flexibility
- Lean hierarchies
- Innovativeness
- Customer focus
- Social responsibility
- Strong regional ties

Family businesses are unique partially because of the sense of connection and identity the owners and their family members feel with their work.

In the vast majority of cases, second- and third- generation owners spent a great deal of time with their parents at their businesses as children and learned firsthand on the shop floor what the companies did.

They developed social ties with employees and tested their own skills when old enough. In the evenings, the younger ones listened as their parents discussed business around the dinner table.

As a result over time, family-owned businesses breed more economic and entrepreneurial activity across generations. The mindset of growth and expansion becomes a part of their family culture and experience.

MITTELSTAND SUCCESS IN AMERICA

Expansion isn't unusual for American family businesses. Studies show that successful manufacturing families have controlled 6.1 firms, created 5.4 firms, added 2.7 firms through merger and acquisition activity, spun off 1.5 firms, and shifted industry focus 2.1 times.

As family businesses grow, the owners typically put a priority on long-term wealth succession and wise investment – benefitting the community as a whole.

Of primary importance among family firm wealth holders is transferring not only their financial wealth but also their values surrounding their wealth to subsequent generations. Primary values taught include productivity, volunteering, philanthropy, charitable giving. In fact, the typical American family firm donates \$50,000 annually to philanthropic causes, mostly to local, educational and religious organizations.

However, cultural and political attitudes change over time, and the American *Mittelstand* are facing increased criticism from some segments of society that argue inherited wealth is "unfair" and "inequitable." They're calling for increased

income and inheritance taxes, claiming that family business owners are part of the disconnected, wealthy “1%” who are insensitive to the needs of the average worker.

“Nothing could be further from the truth,” say family business owners. They know the names of each of their employees, and about their family situations and personal struggles and victories.

These family business owners take the risks. They stake it all on their business and their employees. When money needs to go into the business, the owners either invest their own funds or go into debt to acquire needed capital.

Those activities make family business owners especially sensitive to their work and, in the end, more successful, says Manufacturing Leadership Services CEO Bill Waddell. “Unlike the big guys, the small- to medium-sized companies tend to worry about cash flow more than paper profits, which means production flow is much more important to them, which in turn makes lean and cycle time focus a natural fit.”

SME owners tend to be long-term thinkers – the next quarter means little and they are more concerned about the strength of the company the next generation of owners will inherit. They also tend to be tied to the community, with their attention focused on local networks. “All of these things put them at the opposite end of the cultural and managerial scale from the big guys,” says Waddell.

Founders of family businesses began with unique ideas, products or services they were convinced would be profitable and provide for their immediate families. As their businesses grew, they envisioned entities that would last long enough to interest the next generation – and perhaps several after that.

However, challenges still lie ahead.

CAUTIONS FOR AMERICAN MITTELSTAND

By 2017, it is estimated that 40.3 percent of family business owners expect to retire. Less than half of those planning to retire in five years have selected a successor.

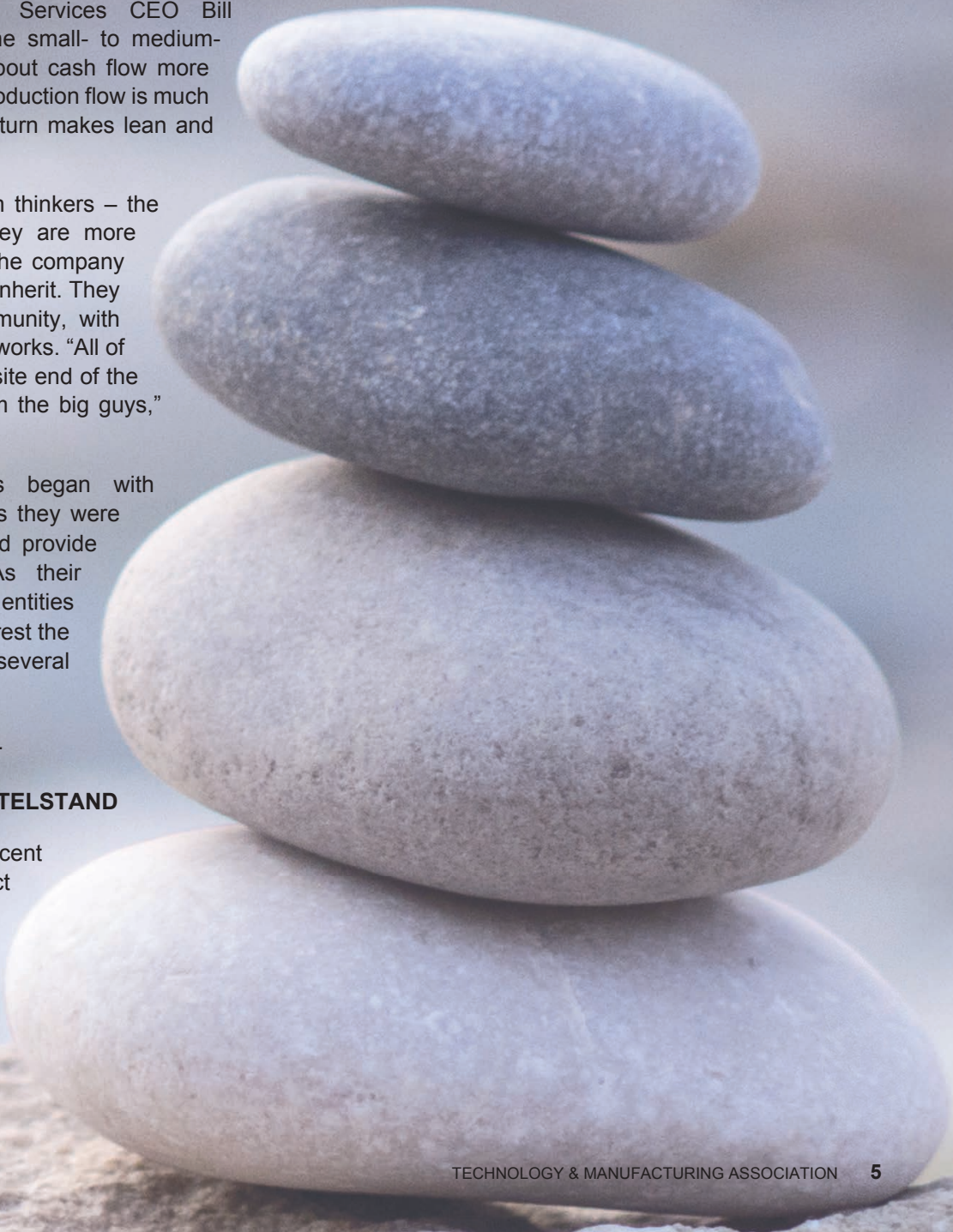
Nearly a third of family business

owners have no estate plan beyond a will and a little more than half of those owners understand the estate taxes that could be due.

Even though nearly 70 percent of family businesses would like to pass their business on to the next generation, only 30 percent will actually make a successful transition.

However, family business succession not only involves passing on family name or reputation, it includes teaching and transferring the same hope and optimism that originated the business in the first place.

Indeed, it will be family traits like ingenuity, perseverance and determination that will make the way for the American *Mittelstand* to survive and prosper for generations to come.



THE FAMILY BUSINESS

75 Years and Three Generations at Wiegel Tool Works



(L-R Seated) Erica, Elsa and Martin Wiegel (L-R Standing) Aaron and Ryan Wiegel

Brothers Aaron and Ryan Wiegel and their sister Erica make up the third generation of the family that has owned Wiegel Tool Works in Wood Dale, Illinois for 75 years.

Wiegel Tool Works is a precision stamper that specializes in electrical automotive tight tolerance terminals, complex lead-frames and busbars. Aaron and Ryan focus on Wiegel Tool Works, while their sister Erica presides as sole owner over her 2015 acquisition, Aro Metal Stamping in Roselle.

Aaron, the oldest, graduated from Northern Illinois University with a degree in manufacturing engineering in 2000, and immediately thereafter started working fulltime in the family business. Like most raised in a family business, Aaron and his siblings spent considerable time where their dad worked.

"We liked to spend time there – but as we grew older, Dad taught us the value of work," Aaron said. "Once I asked him for \$20 to go out with some friends. He handed it over, and then said next time I needed \$20, I would have to earn it."

The Wiegels helped at the shop early on packing parts, and as Aaron progressed through high school and college, he began running presses and working in the tool room during summers and school breaks. Aaron says the experience of being involved at

the business at a young age was invaluable training for his future.

"It certainly set the road for where I am personally," Aaron said.

Ryan, the youngest of the three, was interested in sales and marketing rather than machines and engineering like his brother.

"I was mentored by our neighbor that sold CNC machines," Ryan said. "At the time we lived in Elk Grove, where a lot of machine shop owners lived. During my junior and senior years in high school, he taught me how to sell machines."

Ryan attended Western Illinois University where he studied business communications and marketing before he joined the family business in 2003.

In between, their sister Erica graduated with a mechanical engineering degree in 2002 from Western Illinois University and joined the business immediately.

Wiegel Tool Works, as with all other privately-owned businesses and the families that started them, has a unique history.

Aaron, Ryan and Erica's grandfather Otto Wiegel brought his wife Kathe to America from Germany in the late 30s and settled in to work at a tool & die shop. He soon determined that he would start

out on his own.

On December 6th, 1941, Otto launched Wiegel Tool Works with no idea of the world changes that would begin the very next day when the Japanese bombed Pearl Harbor and World War II began.

It wasn't easy being a German businessman in America when the nation was resisting Hitler. But after an especially difficult start, Otto Wiegel turned a \$20,000 profit his first year. The business grew strictly as a tool & die shop throughout the 1950s until the late 1970s.

Otto and Kathe had one child – Martin – that studied industrial engineering at Purdue University, preparing to join the family business. However, the U.S. military had different plans, and informed Martin he would be drafted to fight in Vietnam on the day of his graduation. So, Martin signed up to start officer school the day after he graduated.

"Dad loved the Navy, and I believe he would have become a commander or an admiral had he stayed in," Aaron said.

But just as his father was preparing for his fourth deployment to Vietnam in 1968, Martin was called home when his father suffered a stroke. As an only child, the Navy discharged him honorably to assist his mother in directing the family business.

Otto lived for five more years unable to manage the business, and Martin stepped in with the help of longtime employees.

Aaron points to his father's response to the sudden turn of events with awe.

"Dad was an only child, and didn't have the support the three of us have with each other," Aaron said.

Martin assuming leadership at Wiegel Tool Works revealed agreements Otto Wiegel had made with two staff members in particular that a few years later set the business back on its heels. Unbeknownst to Martin, his father promised two employees company stocks and shares. When the two called in the agreement, Martin was forced into debt in order to keep the business going.

"Dad had to put liens on equipment to keep alive. He couldn't buy equipment or expand for a long time because the company was strapped for cash," Ryan said.

But the Wiegels and their company survived the ordeal and thrived for decades after that devastating setback, only to face another in 1993 when the founder's wife died.

"When my grandmother passed away, she did not have a transition or succession plan in place," Aaron said. "We were hit hard. The inheritance tax set us back big time."

"We became very aware that estate planning is monumental," Ryan said.

Despite all the setbacks, the third generation of Wiegels remains positive about the family and company's future. Together, the Wiegels now employ 170 people and lead the industry with technological updates and expansion.

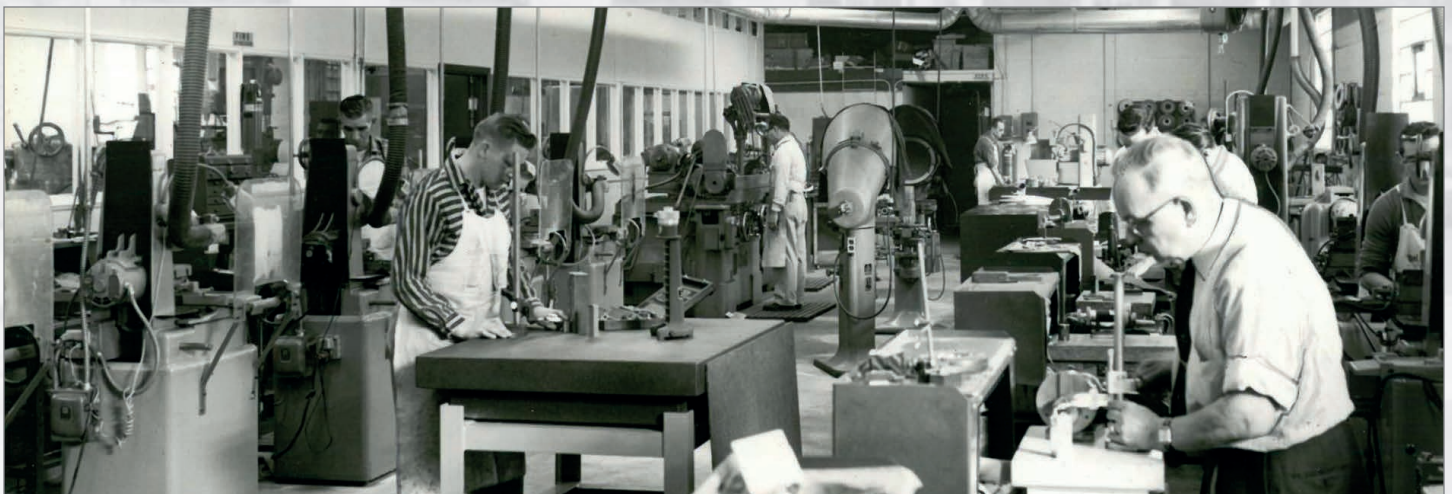
Much of their optimism and determination Aaron and Ryan attribute to their father's example.

"The incredible decisions my dad took at the point of my grandmother's death to spearhead the company to the point it is today, he put the company and his family ahead of his personal greed," Aaron said. "He went through all these different, unexpected financial constraints, and he decided he was not going to take the money."

Instead, the second generation of Wiegels chose to assume the mantle from the first generation and hand it off directly to the third – placing the company and its assets into a trust fund for Aaron, Erica and Ryan.

"Dad's dream was that one of us would go into the business. When all three of us came into the business, he was thrilled and decided in 2010 to put it in our hands," Aaron said.

And there with Aaron, Erica and Ryan, the future of the Wiegel family and their business rests ... at least until the next generation.



Wiegel's Original Tool Room in the 50's (founder Otto Wiegel pictured on the right)

TEN TIPS FOR SUCCESSION PLANNING IN A FAMILY MANUFACTURING BUSINESS

By Isaac Oswalt

Have you given much thought to your exit plan from your family-owned business?

Having a business succession plan can be particularly important if you have a family business. It can be a tricky process and counting on some trusted outside help can be invaluable. Of course, having a trusted team of outside professionals can be a real asset for any major decisions involving your company. Securing a solid attorney, accountant and tax professional can help guide you in making better decisions.

“Some people feel that seeking counsel somehow threatens internal management, and that’s just not the case. There’s tremendous value to be found outside the four walls of a company,” says Todd Neckers, a Grand Rapids area attorney at McShain and Bowie. “It can be of particular value in creating a succession plan for a family business, where emotions play such a significant role.”

With this in mind, we created 10 Tips for Succession Planning in a Family Manufacturing Business.

1. Set a realistic goal for your planned departure. Of course you also want to plan for an unexpected departure, but setting a timetable for your transition out is a reasonable place to start.
2. Create a list of potential candidates as your replacement. If it is a family member it should be someone who is trusted and admired and shares your love for the business.
3. Begin conversations with those candidates. Keep in mind someone you consider a candidate may not see themselves in that role. The time to find out is now.
4. Begin to serve as a mentor. You will have a certain amount of time to share your knowledge.
5. Be prepared to accept new ideas. A new generation will have new thoughts on how to get things done. Be open to change.
6. Use your trusted outside team to help stay the course. Having outside professionals in place can serve to solidify any transition.
7. Plan on leaving the company on solid financial footing. This will help ensure the longevity of the business you built.
8. Begin spending increasing amounts of time away from the business. This will allow you and your company to better accept this significant change.
9. Be prepared to be called upon. You have likely built long-term relationships over your career and some customers may not want to work with anyone else.
10. Make sure your transitional documents have been thoroughly prepared. Use a trusted legal professional to make sure all legal documents are properly prepared.

Read more from Isaac Oswalt at 21Handshake.com •



TMA AMBASSADORS

Congratulations to Jason Zenger of ZENGERS INC



Jason Zenger at the 2016 TMA Annual Dinner

TMA's Ambassador Program continues to bolster our member growth in the Association. We're seeking leads for manufacturers to join. If you provide a solid lead, you will become an Ambassador.

Jason Zenger of Zengers has recently grown TMA by sharing our association with Suburban Industries in Franklin Park.

Ambassadors are recognized at events, earn a unique name badge and are invited to an annual Ambassador Networking Dinner. ●

Join us at the **TMA** office in Schaumburg for this **free informative workshop**.

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WEDNESDAY, OCTOBER 12 • NOON – 1:30 PM

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NINETY-EIGHT YEARS & FOUR GENERATIONS | Atlas Tool & Die Works

Atlas Tool Works will soon be celebrating its 100-year anniversary, and the fourth generation of Mottls is focused on the company's future.

Since its founding in 1918, Atlas Tool Works – like all longtime family-owned companies - has been through good and bad times. But the Lyons-based precision manufacturing company that employs more than 70 is thriving in 2016 with high hopes for a second century.

"Last year our sales grew by 20 percent, and this year we're on track to surpass 15 percent growth," President Dan Mottl's son Zach told News Bulletin.

Sixteen years ago, the outlook wasn't so sunny for Atlas. It was the year 2000, the telecom bubble had just burst, and Atlas' work was suddenly cut in half.

"It was the first year I was here fulltime," Zach said. "I had just graduated from college, and was wondering what I had gotten myself into. That year was a wakeup call for manufacturing. The world changed for many of us."



(L-R) Hilary, Dan and Zach Mottl of Atlas Tool & Die Works

At the time, 90 percent of Atlas' work was in the telecommunications industry – work that started when Jerome Mottl and several colleagues left Western Electric to start their own company.

"Atlas grew up with the telecom industry," Zach said. "We first started making housings and components for mechanical phone switches. Then they became electronic and now the switches use fiber optics. We've made them all over the years."

Jerome Mottl, who was trained in tooling in Austria and Germany, became Atlas' sole owner in the early 1920s after buying out the company's co-founders.

His two sons inherited the business from their father. One of those sons – Irvin – died at age 53, when his only son was 18 years old. Irvin's widow Rose stepped into the business as vice-president to protect her son Dan's interest until he was ready to join the family business.

As a woman in the 1970s leading a manufacturing business, Rose Mottl became a source of inspiration to women who found themselves in especially challenging situations like hers. TMA's annual Rose Mottl Award is in honor of her.

Rose also inspired her grandchildren – Zach, Hilary and Althea.

"Much of my grandmother's motivation was fear – for her son and herself," Zach said. "When she'd get frustrated and be tempted to quit, she'd say, 'That's not what Irvin would want me to do. I can't just bury my head in the sand.'" "I think of that often," says Zach.

Zach's father, Dan – Rose and Irvin's son - assumed the company's presidency and fifty percent ownership in 1989. It wasn't until 2015 that Dan and his children negotiated buying the other half of the business from the remaining family members.

"The buyout process was a really hard time for me," Zach said. "But it was also a good time, because when the deal was done, we were able to make decisions right away that had a positive impact on the company."

While Dan Mottl presides over the company, Zach is serving as Atlas' Chief Alignment Officer. Daughter Hilary is a mechanical engineer that works directly with the shop, while daughter Althea oversees human resources and fills in where needed.

"The three of us each have our own sandbox, our own

1918

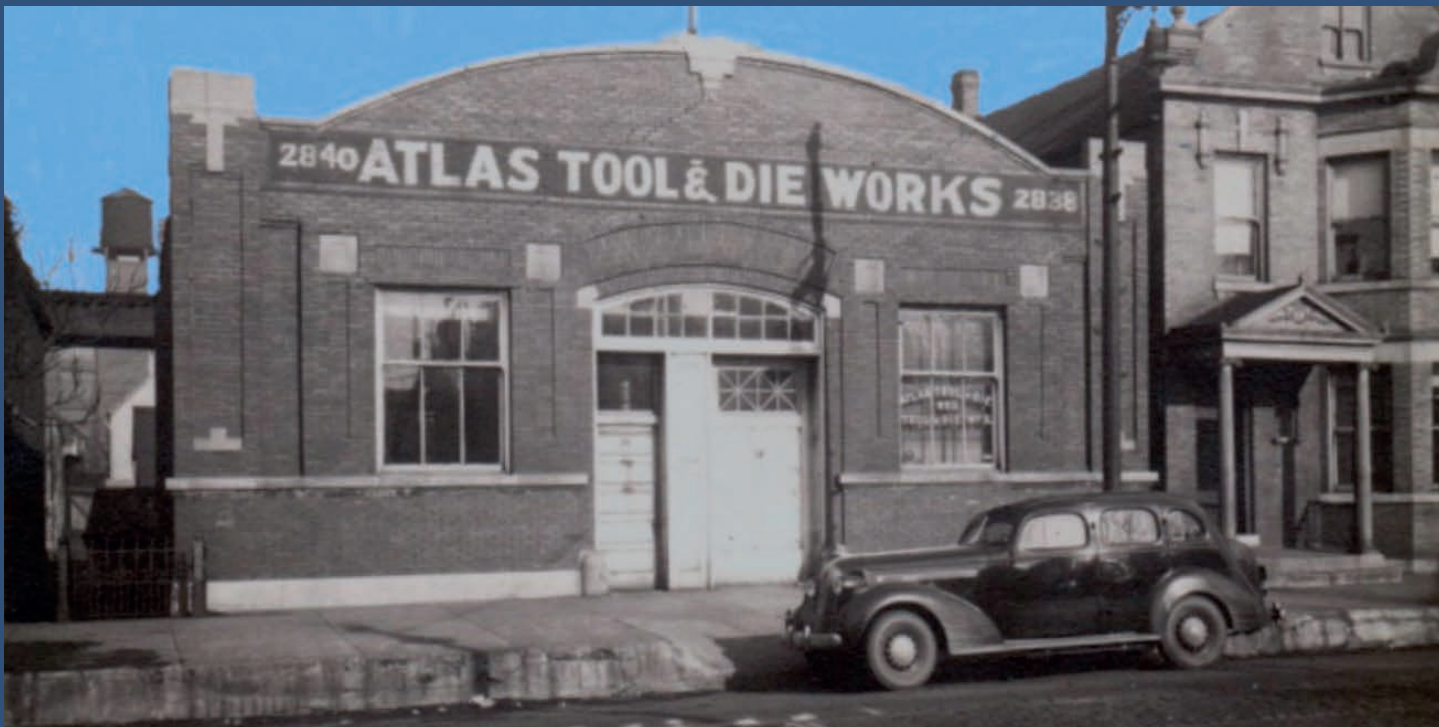
1928

1938

1948

1958

1968



The original Atlas Tool & Die Works

responsibilities and talents, so we really complement and respect each other without getting in each other's way," Zach said. "It works well for us."

Out of necessity, Atlas shifted its focus away from the telecom industry toward opportunities where they saw manufacturing need and potential growth – in aerospace, defense and medical technology. The shift demanded investment in the right equipment and the right team members.

"All the work we're seeing here now demands a higher skill level. That work won't be going to China," he said. "The work demands more management from the management perspective, more skills from the skills perspective, more training altogether."

Althea Mottl added, "The skills gap and generation gap where we have highly-skilled technical team members bumping up against retirement age and a lack of trained, next-generation workers ready to fill those positions is the headwind limiting our growth. Our close partnership with TMA has helped, thanks to their extensive training resources and the pipeline of new, raw talent they are developing. That's how we will fill our needs for Atlas' future."

Hilary Mottl Schemmer is crucial in directing those needs on Atlas' shop floor. As a child, Hilary says she loved math, joking that, "differential equations were like my dessert after finishing all my other homework." Mechanical engineering was a natural field of study for her.

Hilary accepted an offer from Caterpillar after graduating from the University of Illinois-Chicago as valedictorian for the 2005 mechanical engineering class. After a few successful years at Caterpillar, Hilary decided it was time to bring her experience to the family business. CAT did their best to retain her, but she felt ready to leave the big-company mentality behind and be part of the family business where she could have more impact.

Both women are following their grandmother Rose's example, Hilary juggles her work at Atlas with being a wife and mother to two little ones – a toddler daughter and a newborn son – while Althea also balances work and family with a daughter and son in elementary school – the Mottls' fifth generation.

The Mottl Family's example of keeping a manufacturing business chugging along isn't sexy – it's simply hard work.

"You could be negative and say it's really hard to be in business, I'm going to shut the doors and go home. Me? I say, 'Look, we've been around 100 years, we're going to be here for at least another 100,'" Zach said, smiling.

"We're going to find the opportunities that we're going to be successful at – that's how I look at it," he continued - something one could imagine hearing his Grandmother Mottl say.

There's no doubt the first and second generation of Mottls would be proud. ●



NEW PRESIDENT OF TMA's BENEFIT SERVICES, INC.

TMA has named **Jessica Pierce** President of its Benefit Services, Inc. (BSI).

Jessica is a graduate of Michigan State University with a Bachelor of Arts in Business Marketing. She brings to TMA a wealth of management experience, specifically in the insurance industry; having been President of her own agency - Pierce Benefits, LLC in Des Plaines, IL.

Jessica brings with her a Senior Account Manager, **Ed Becerra**, who will add additional experience and support to the BSI Service Team.

Special thanks to BSI Board Chair, Al Panico, of The Line Group, for his leadership in the search process.

TMA wants to thank every member who is a client of BSI. Your participation not only benefits your company, but the industry as a whole.

Going forward, BSI pledges to continue providing our member clients the very best coverage and service in the health care arena.

WHY MILLENNIALS SHOULD BE IN MANUFACTURING

Millennials are the largest demographic group in U.S. history with over 80 million strong. Their sheer numbers and distinct set of skills and values will help the manufacturing industry grow.

Some millennials may imagine manufacturing as an unglamorous line of work. While career opportunities are fruitful, some Gen-Yers are not aware of what the modern manufacturing industry has become. Here are five reasons why a career in manufacturing is perfect for a millennial.

1. A career in manufacturing is rewarding.

According to surveys conducted by the Manufacturing Institute, only one-third of parents encourage their kids to work in manufacturing. This industry is full of high-paying and interesting jobs. Manufacturing employees earn a decent wage and benefits, with the average worker earning an average of \$77,506 per year.

2. You won't need an expensive degree to find a job.

No matter which college or university you attend, school is expensive. The vast majority of manufacturing jobs will sometimes require a post-secondary degree or technical credential. Meaning, an expensive four-year degree won't be necessary.

3. Manufacturing is a worthwhile and purposeful industry.

Millennials desire to be a part of something meaningful. To pique their interests, be sure to make your millennial employees understand what the big picture of your company is and how their role contributes to the overall success.

4. Manufacturing is a high-tech industry full of opportunities.

Millennials are among the first group of children to grow into



adulthood online. Modern manufacturing relies on high-tech applications that come easily to them. If you want to impress and attract someone from this generation, inform them of your business's cutting-edge technology. A company that will integrate new technologies into processes stands out to millennials.

5. Leadership opportunities are abundant.

Teamwork is key for millennials. In fact, they prefer teamwork to working alone. This preference is useful for a career in manufacturing because manufacturing processes are continually reviewed for improvements.

In short, millennials have the talent and work ethic to embrace the ever-changing manufacturing landscape, while understanding high-level technologies and multitasking between processes.

As predicted by the Manufacturing Institute and Deloitte Consulting, there will be two million unfilled manufacturing jobs in 2025. Attracting millennials to the industry will be key to manufacturing's future success. ●



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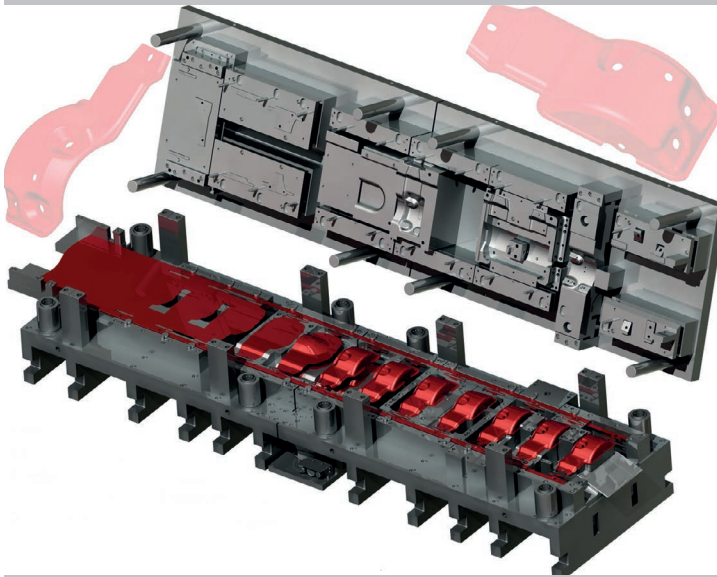
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COMING JANUARY 2017 DIE DESIGN



TMA is excited to announce the return of Die Design training. The main focus of this hands-on class will be designing progressive dies. Students will also learn about other types of dies including blanking dies, single hit form dies, compound dies, and transfer dies.

Each student will design numerous strip layouts and at least one progressive die throughout the course of training. They will also animate their progressive die as if it was running in the press. Additional content includes:

- ~ introduction to forming simulation & flat blank prediction
- ~ stock strips, including multiple-out strip layouts
- ~ carriers, including those requiring strengthening ribs
- ~ stretch webs and their development
- ~ stock guides, fixed and spring loaded
- ~ the many options related to standard catalog components

Space limited to 10 students, and there are eligibility requirements.

Contact the TMA Education Department by phone at 847-825-1120 or by email: education@tmaillinois.org

OCTOBER 2016

Intermediate Swiss CNC

Mondays & Wednesdays ~ 10/3–11/23 ~ 6:00pm–9:00pm

This new hands-on, project-based 8-week course will focus on more advanced concepts related to Swiss-type machining. Content includes complete part processing, proving out programs, maintaining a productive setup, and more.

Basic Blueprint Reading

10/1 & 10/8 ~ 8:00am – 4:00pm

This 16-hour introductory course explains the importance of engineering drawings in manufacturing, and thoroughly describes how drawings are portrayed and information communicated.

Executive Lean Overview

10/5 ~ 1:00pm – 3:00pm

This two-hour overview will give all participants a basic understanding of how to 'think' in systems terms, i.e. maximizing customer value through the elimination of wasteful interpersonal and job activities. This 'Lean as a system' approach improves teamwork and focus across the organization, and applies Lean to all processes from RFQ to product delivery and receipt of payment.

Introduction to Mastercam - Lathe

Mondays & Wednesdays ~ 10/24 – 11/16 ~ 6:00pm – 9:00pm

This introductory class will cover all aspects of operation, system orientation, operator interface, configuration, and 2D geometry construction for the CNC lathe.

Comprehensive GD&T

10/22, 10/29 & 11/5 ~ 8:00am – 3:00pm

This course will bring all participants to an operational level of understanding of all GD&T concepts, applications, and inspection. It will focus on actual industry drawings utilizing GD&T concepts.

OSHA 10-Hour Safety Training

10/27 & 10/28

This General Industry 10-hour course is designed to provide a good general base of safety knowledge that participants can bring back to their facility. Students who complete this course will receive OSHA certificates

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THE DANIEL AND HENRY CO.

INSURANCE AND RISK MANAGEMENT

SEPT 28

Member Breakfast

You're invited to join us for breakfast and a tour of our facility. This breakfast is for new members and staff of existing members. Come meet your TMA staff and check out the resources available to you as a member.

TIME: 7:30am - 9:00am

COST: Free

LOCATION: TMA Schaumburg

OCT 4

IT Peer Group

Join your peers in IT to discuss a range of topics. This month will be a discussion with a Comcast engineer about data and voice transport issues.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Oak Brook, IL

OCT 6

Sales & Marketing Peer Group

Join your peers to discuss challenges and strategies of sales and marketing in a manufacturing environment. This meeting will take place at Alro Steel in Bolingbrook, IL.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Bolingbrook, IL

OCT 6

Oktoberfest Dinner

TMA invites you to join your fellow manufacturers for an evening dinner and fellowship at Chef Klaus' Bier Stube in Frankfort, IL.

TIME: 5:30pm - 8:30pm

COST: \$55/person

LOCATION: Frankfort, IL

OCT 11

Machining Peer Group

Join your peers to discuss the challenges and strategies of machining members. This month's peer group will meet at Lakeview Precision Machining in South Elgin.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: South Elgin, IL

OCT 19

Roundtable with TMA Chair Jim Carr

Join fellow manufacturers at Shula's Steak House for a reception and group discussion around relevant issues of being a smaller manufacturer in Illinois.

TIME: 5:30pm - 7:00pm

COST: Free

LOCATION: Itasca, IL

OCT 20

Bears vs. Packers Pre-Game Party

The TMA Young Leaders are hosting a pre-game party before the Bears/Packers game on October 20th. Enjoy some food, drink, and rivalry.

TIME: 6:00pm - 8:00pm

COST: \$35/person

LOCATION: Elk Grove Village, IL

OCT 21

Women in TMA Annual Luncheon

This year's Women in TMA Annual Luncheon will feature guest speaker Susan RoAne. Author and self-described "Mingling Maven," RoAne has been featured in the Wall Street Journal, USA Today, the New York Times, and other publications.

TIME: 11:30am - 3:00pm

COST: \$75/person

LOCATION: Oak Brook, IL

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AMD Industries, Inc.

Cicero, IL

www.amdpop.com

C. H. Hanson Co.

Naperville, IL

www.chhanson.com

Chicago Dryer Company

Chicago, IL

www.chidry.com

Circle Boring & Machine

Rockford, IL

www.circleboring.com

Forest Plating Company

Forest Park, IL

708/366-2071

JPMorgan Chase

Elk Grove Village, IL

www.jpmchase.com

Midwest Molding, Inc.

Bartlett, IL

www.mwmoldidng.com

Nypro

Hanover Park, IL

www.jabil.com



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To find out more, call Jessica Pierce at: 847.993.2130 or email: jpierce@tmailinois.org

women in tma

ANNUAL LUNCHEON

October 21, 2016 ~ 11:30am-3:00pm

Le Méridien Oakbrook Center
2100 Spring Road, Oakbrook, Illinois

Featuring Bestselling Author

Susan RoAne

Tickets: \$75 per person, lunch and book included

Register Online at: tmaillinois.org or
contact Amanda Cortese at acortese@tmaillinois.org

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TMA and VIPs Participate in the International Manufacturing Technology Show



TMA and several of its members were among the 2,000+ displays at Chicago's bi-annual International Manufacturing Technology Show (IMTS) this month.

Among the VIPs visiting this year's convention were U.S. Department of Commerce Secretary Penny Pritzker and Illinois Governor Bruce Rauner.

During her opening remarks, Secretary Pritzker acknowledged the headwinds facing manufacturers during the past couple of years.

However, she said, under the Obama Administration, job training has become a top priority for the Commerce Department, which has worked to make "college more affordable, job training more accessible, and workforce development funding more sensible."

As Governor Rauner visited booths,

he lauded his home state as "a global community with workers and firms from across the world."

"Every day in our administration we're working hard to recruit great companies to grow and invest here," Rauner said. "Investing in our manufacturing industry, and getting it growing, is key to creating middle class jobs in Illinois and improving our quality of life for all."

TMA and the TMA Education Foundation hosted a booth geared toward students interested in workforce training and career opportunities.

IMTS is hosted in Chicago every two years. It is one of the world's largest industrial trade shows, featuring more than 2,000 exhibiting companies from more than 114 countries. The show ran from September 12 to 17 at McCormick Place. •

"Investing in our manufacturing industry, and getting it growing, is key to creating middle class jobs in Illinois and improving our quality of life for all."

Gov. Bruce Rauner





MAKE YOUR FUTURE

TMA EDUCATION FOUNDATION LAUNCHES
RECRUITMENT PROGRAM AIMED AT STUDENTS

Be Next is a brand new internship - or "nexternship" - program developed by the TMA Education Foundation that gives recent high school grads the opportunity to connect and learn from local manufacturers.

WHAT'S A NEXTERNSHIP?

Nexternships create hands-on learning opportunities through funded training. Students are given the chance to learn from seasoned professionals, experience different fields of work, and get a better idea of what career best fits their future.

WHY BE NEXT?

Learn By Doing: Be Next is the perfect combination of classroom and hands-on education. Being in an environment of learning, students are encouraged to ask questions on the job to gain the best possible experience.

Higher Education Without Debt: The low cost of this hands-on, higher education program will keep a student's career moving forward without the worry of debt.

Building Relationships: Be Next students will expand their professional network by working side-by-side with industry leaders.

Gaining Experience: Many businesses look to their externs as potential candidates for full-time positions. Be Next teaches students real life skills employers are looking for. ●

WHAT'S THE VALUE?

For Students: Exploring rewarding careers without amassing debt.

For Parents: Putting their grad on a track to long-term success and stability.

For more info, go to benextTMA.com or email: info@benextTMA.com



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