

# tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING



## A FEDERAL AGENDA FOR REVITALIZING AMERICA'S MANUFACTURING COMMUNITIES





## 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 | new members

Welcome to the newest members of the  
Technology & Manufacturing Association

**Amper Technologies, Inc.**  
Chicago, IL  
[www.amper.xyz](http://www.amper.xyz)

**Bradford Systems Corporation**  
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[www.bradfordsystems.com](http://www.bradfordsystems.com)

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[www.customerservice@hartlandtool.com](mailto:www.customerservice@hartlandtool.com)

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Elmhurst, IL  
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## tma | partners

### 2018 | gold partners



### 2018 | silver partner



## message from the president



### TMA Members & Friends,

November, winter, and the Thanksgiving season. Although I'm no fan of cold weather, and I increasingly dislike November election campaigns, I do love the Thanksgiving season.

Thanksgiving is a time to reflect, take stock, count your blessings and gather your friends and family around you. For TMA, it's the beginning of planning next year's activities, the commencement of the Board

Nominating Committee, the review of the TMA budget, and preparations for new programs and events. Pretty much reflecting, taking stock, counting our blessings, and gathering together.

In May of 2014, I was invited to join TMA as its president. After 54 months working with great members and a talented and dedicated staff, I find myself taking time to reflect.

TMA is blessed with more than 700 regular manufacturing members and almost 250 associate and affiliate members. Each month nearly a hundred of them come to Schaumburg to support and contribute to the organization. They volunteer their time and talent on boards, committees and peer groups. It is not the same group each month, but they all arrive ready to invest a portion of themselves to make TMA better.

TMA is also blessed with an extraordinary staff of about 20 that seems to do the work of 40. We have a fabulous group of people making the events, the accounting, the classes, member development, and our insurance programs successful.

TMA is further blessed with a group of vice presidents that do amazing work with the resources provided. Kent Gladish, Dennis LaComb, Patrick Osborne, Jessica Pierce, and John Rauschenberger individually and collaboratively meet the demands and exceed the expectations of members. In short, they make my job as president a pleasure; and have produced amazing progress over the last five years.

I'm additionally thankful for five board chairs that have invested their time and patience in helping lead TMA and counsel me. Brian Panek, Fernando Ortiz, Jim Carr, Aaron Wiegel, and Todd Beauchamp have all spent their time and talent generously advising me and helping guide and strengthen TMA.

TMA has a fine location, a state of the art training center, and the most comprehensive set of services of any association in Illinois! We, you, have a lot to be proud of and thankful for.

As we reflect together during this Thanksgiving season, I want to thank you for being a member of TMA. I, and the staff, and the board of directors wish you success, good health and great business as we turn our eyes to 2019.

  
Steve Rauschenberger



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# A FEDERAL AGENDA FOR REVITALIZING AMERICA'S MANUFACTURING COMMUNITIES

Despite the flaming hot economy at the national level, the US Midwest continues the struggle to regain good-paying manufacturing jobs.

From 2000 to 2010, the states of Indiana, Illinois, Michigan, Ohio, Pennsylvania, and Wisconsin lost a combined 1.8 million manufacturing jobs. In the past eight years, nearly 500,000 manufacturing opportunities returned to those same six states.

Still there's much to be done to regain what was lost. And in order to do that successfully, there needs to be a plan. That's why The Joyce Foundation funded a study that led to a report published by The Century Foundation's Bernard L. Schwartz Rediscovering Government Initiative.

The researchers of The High Wage America Project studied and toured Pittsburgh, Cleveland and Chicago. Their efforts led to a \$2 billion, 12-point action plan they suggest could revitalize good-paying manufacturing jobs and industrial heartland communities.

Over the past twelve months, High Wage America Project experts listened to and learned from political, academic, business, labor, and community leaders at the forefront of efforts to build a high wage regional economy. In each location, they partnered with local groups to research the state of manufacturing in that region, as well as its continuing impact on workers and communities.

The ongoing debates in Washington, D.C. are largely limited to the topics of trade and tariffs, the researchers said, and neglect to focus on strategies to support and scale efforts to bolster the competitiveness of manufacturing clusters and resilience of manufacturing communities.

TMA News Bulletin spoke with Andrew Stettner, one of the authors of "A Federal Agenda for Revitalizing

America's Manufacturing Communities" and asked him what they found when they spoke with and visited Chicago manufacturers.

"Chicago is a very diverse manufacturing sector," Stettner said. "While some manufacturing sectors are known for autos, robotics or chemicals, Chicago has a large metal manufacturing cluster, and others as well. Chicago's manufacturing sector is also really spread throughout the metro area. Those points stood out."

Chicago has a larger manufacturing sector that has need of significant scale as far as recruiting a new generation of workers, Stettner said.

"That need gives room for some larger scale interventions," he said. "There are not just a few hundred workers that are needed in the Chicago area, but more in the several thousands. That gives good opportunities for bigger interventions such as apprenticeships and the community college level."

Stettner said the Chicago area manufacturers were advanced in recognizing the possibilities of tapping areas with chronic high levels of unemployment as potential sources for future manufacturers.

"Chicago area manufacturers have recognized potential talent and opportunity in those areas, and are ahead of others setting up exemplary training programs," Stettner said.

The most notable challenge Chicago manufacturers face, the panel found, is the distance between where the manufacturing career opportunities are and where potential workers live. That leaves transportation as an important obstacle to overcome.

The report itself spells out what Chicago area manufacturers know all too well:

After bearing the brunt of the largest drop in manufacturing in U.S. history from 2000–2010, manufacturers in the heartland are coming back—so much so that their growth is outstripping their ability to find labor for all the new positions.

The group's research found that over the past year there were two manufacturing job openings for every person hired in the Chicago region. Even in an economically diversified metropolis such as Chicago, manufacturing offered more job openings than all but three sectors—including 15,000 unfilled frontline production jobs that rarely require a college degree.



With a rapidly aging workforce (one in three manufacturing workers are over the age of fifty-five in Chicago), companies and government need to invest in the manufacturing workforce of the future.

It's a major endeavor: the elements of the education and workforce system that addressed the industrial workforce in the past—including vocational high schools and apprenticeships—have been allowed to wither for decades.

For example, the most recently available data, from 2013, shows that in that year Chicago Public Schools

had trained only 118 young people to industry-recognized credentials in manufacturing, in part because educational systems had turned away from manufacturing to focus more exclusively on other high-growth occupations.

These factors were the basis for the first two of 12 recommendations the panel made: 1. That the federal government should provide grants for career-based K–12 programs targeting manufacturing, and 2. That manufacturing apprenticeships should double in five years and building the infrastructure for sector-based education and training.

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## **Priority 1: Communities and Employers Must Increase the Pipeline of Qualified Workers**

**Recommendation 1:** Provide federal grants for career-based K–12 programs targeting manufacturing.

**Recommendation 2:** Double manufacturing apprenticeships in five years and build the infrastructure for sector-based education and training.

**Recommendation 3:** Use wraparound services to strengthen manufacturing employment programs in communities of color.

## **Priority 2: Prevent and Mitigate the Displacement of Manufacturing**

**Recommendation 4:** Expand trade adjustment assistance into trade, technology, and policy adjustment assistance.

**Recommendation 5:** Improve the implementation of WIOA layoff aversion.

## **Priority 3: Foster High-Tech Manufacturing**

**Recommendation 6:** Institute a new race to the top for advanced manufacturing.

**Recommendation 7:** Extend and expand Manufacturing USA and its institutes.

## **Priority 4: Enhance Manufacturing Partnerships**

**Recommendation 8:** Reinstitute and expand the 2012–16 Investing in Manufacturing Communities Partnership.

**Recommendation 9:** Strengthen and expand the Manufacturing Extension Partnership.

## **Priority 5: Unlock New Sources of Capital**

**Recommendation 10:** Create an industrial bank.

**Recommendation 11:** Establish a national economically targeted impact investment clearinghouse.

**Recommendation 12:** Establish a revolving technology loan for small businesses.



# CHRISTIANS IN MANUFACTURING HOST 43RD ANNUAL PRAYER BREAKFAST

TMA's "Christians in Manufacturing" Committee hosted their 43rd annual Prayer Breakfast on Friday, November 2nd at the Bloomingdale Golf Club. Committee chairwoman Amy Arend and co-host Jason Zenger welcomed attendees and introduced special guests.

This year, Transwestern's Ed Brandt received special recognition as he retires at the end of the year. Brandt has been an active leader within the committee for decades.

Ed Brandt, Tom Gemkow of GEM Automation, Mike Himmes of Signature Bank and Trevor Olsen of Specialty Plastic Fabricators led prayers and read Scriptures.

TMA Board Chairman Todd Beauchamp welcomed and encouraged the attendees.

Music was provided by Manny Torres, a 2016 American Idol contestant. Lakeview Precision Machining's Debbie Sommers shared her story of hard work and inspiration with the members.

The CIM Committee welcomes TMA members to join their activities and support their efforts.





# WOMEN IN TMA HOST ANNUAL LUNCHEON

Women in TMA were challenged to embrace dramatic changes by author and speaker Stacia Skinner of Creative Training Solutions during the committee's annual luncheon held at The Haight in Elgin, Illinois.

Skinner, who specializes in training salespeople, tackled the importance of women in manufacturing adapting to the industry's advances with "It's a Jungle Out There: Evolving in a Changing Environment."

In a time of transition, Skinner told the audience, the best way to cope successfully is to be willing to disrupt habits, adjust emotions to handle new ideas, then jump in to lead the way, rather than react and resist the changes.

Maybe that's easier said than done – but in this day and time, willingness to do things differently, not become paralyzed, and lead the way into new paths is the best way to survive and thrive, Skinner said.

Meaghan Ziemba of the popular "Making Chips" podcast wrote after the luncheon how Skinner's speech impacted her outlook on change.

"When change presents itself, most feel uncomfortable, stressed, awkward, doubtful, and uncertain, so our initial reactions are to fight, flight, or freeze," Ziemba wrote on her blog. "One way to overcome the fear towards change is to disrupt the status quo or our current habits."

That message resonated among the Women in TMA – many that own manufacturing businesses and others that are in senior administration posts.

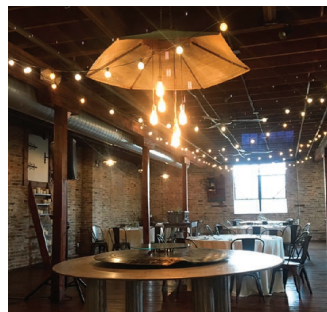
Women in TMA's Chairwoman Debbie Sommers introduced the featured speaker, as well as TMA Board Chairman Todd Beauchamp.

Skinner's e-book: "Sell Now: Adaptive Strategies for Today's Changing Marketplace," is available via Amazon.

The annual luncheon was graciously hosted by the Women in TMA Committee and sponsored by the following TMA members:

- Continental Electrical Construction
- Keller-Heartt
- Lakeview Precision Machining
- Sassetti
- Simple Machines MarketingTektac
- Tempel Steel

In addition, this year's TMA gold sponsors United Scrap and M&M Bank, along with silver sponsor MB Financial supported the effort.





PRESS 60

**PATRICK STEININGER**  
PRESIDENT | SKO-DIE, INC.



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# SKO-DIE, INC: “OPEN FOR BUSINESS” SINCE 1947

BY FRAN EATON

Sko-Die, the company Patrick Steininger's grandfather Joseph Steininger started with two partners just after World War II, is thriving and “open for business” – the company motto.

The Morton Grove-based custom metal stamper and manufacturer grew over the last 51 years from a small die shop to a 65,000 square foot facility with 71 employees.

“Companies like Sko-Die need the best people and equipment to succeed,” Steininger said. Sko-Die takes pride in investing in their employees and equipment. They've recently added robotics, a grinder and an updated machining center. Four years ago, Sko-Die expanded their Morton Grove facility to house a new 440-ton AIDA press.

Patrick says that while he did spend time at the company growing up, he really enjoyed the summers he spent playing in the woods near his family's summer home in Haywood, Wisconsin. His home in Elk Grove Illinois backed up to Busse Woods, where he and his friends fished and explored during his childhood years.

When it came time for college, Patrick first pursued studying Forestry at the University of Wisconsin in Stephen's Point. It wasn't long before he realized the commitment and connections it would take to make a career in foresting.

“I talked it over with my dad, and decided to change my major to business administration, with a focus on accounting,” Steininger said. “And my dad opened the door for me to Sko-Die.”

In the mid-80s, Patrick spent several years learning the business - working in quality, tooling and purchasing. His father Richard Steininger retired in 2002 and worked his way out of Sko-Die's front office. At the same time, Patrick became President of Sko-Die. His older son Kyle joined the business recently as a member of the family's fourth generation.

The company's future is foremost on Steininger's mind. He anticipates a lot of growth in the next five years.

“Aerospace is major for Sko-Die, then I'd say power

generation, with medical and some consumer-related products,” he said. One of Sko-Die's mainstays is steel brake components for 737s.

That portion of their work puts Sko-Die in the middle of the tariff debate that's so hot now among metal manufacturers.

“The steel that meets specifications for the parts we make is made only at one German company,” Steininger said.

Steel imports from Germany now have a 25 percent surcharge – an additional cost that someone has to pay.

Steininger's view is that while tariffs are a new obstacle for the business, it will all work out, just as other challenges have over the years.

“This business has its ebbs and flows,” he said. “Since I've been here, we've had three major downturns – in the early 90s, 9-11 and in 2008-09. We made it through them, and we'll make it through this.”

Sko-Die's foremost challenge is like other manufacturers' in the Chicago area – finding good people to fill their openings. Sko-Die is sending two employees to TMA's apprenticeship training this year. The company is pleased to subsidize their employees' career advancements.

“During the time so much U.S. manufacturing went offshore, we lost a whole generation of manufacturers,” Steininger said. “Now we're having to make up for that time in the years ahead.” That will be the uphill task immediately ahead for Sko-Die and other manufacturers.

In the meantime, handing out bonuses and treating his Sko-Die team to celebrations throughout the year is very rewarding for Steininger.

“That, along with hearing from satisfied customers how we've served and helped them,” he said.

Steininger says the people he's met and the friends he's made over the years through TMA have made his involvement in the association invaluable. Today he serves on the board of directors of TMA's 401K Trust and sends key members of his company team to TMA Peer Groups.

“It's worthwhile to be connected through TMA to keep up with changes going on in the industry,” he said.

In the meantime, Sko-Die advances while serving their customers, thriving as a company, and “Open for Business.”

**Sko-Die is located at 8050 Austin Avenue in Morton Grove, Illinois. Their phone is 800-486-4756.**

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TECHNOLOGY & MANUFACTURING ASSOCIATION

## **BOARD OF DIRECTORS NOMINATING COMMITTEE**

TMA's Board of Directors Nominating Committee will be meeting on November 28th at 3:00pm at the Technology & Manufacturing Association (TMA) located at 1651 Wilkening Road, Schaumburg, IL 60173.

This year's committee members are:

Al Panico (Committee Chair), Carol Ebel, Patricia Miller,  
Fernando Ortiz, and Brian Panek.

Any member that wishes to submit names for consideration  
for service on the TMA Board of Directors may contact:

**Steve Rauschenberger**

President, TMA

[sjr@tmaillinois.org](mailto:sjr@tmaillinois.org) | 847.825.1120 ext. 1347



# MIDWEST MANUFACTURERS SURVEY

TMA conducts ongoing surveys of its manufacturing members to determine the outlook of the industry on various topics. Below are the results of a recent survey about members primary pain points.

## SMALL- TO MID-SIZE MANUFACTURERS PAIN POINTS

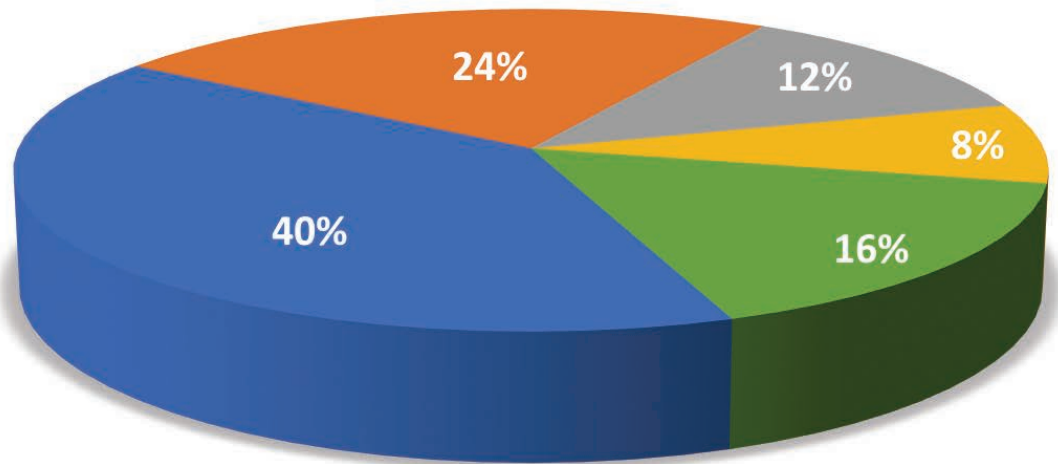
■ Lack of Skilled Workers

■ Cost of Employee Benefits

■ Government Regulations and Taxes

■ High Operating Costs

■ Material Costs



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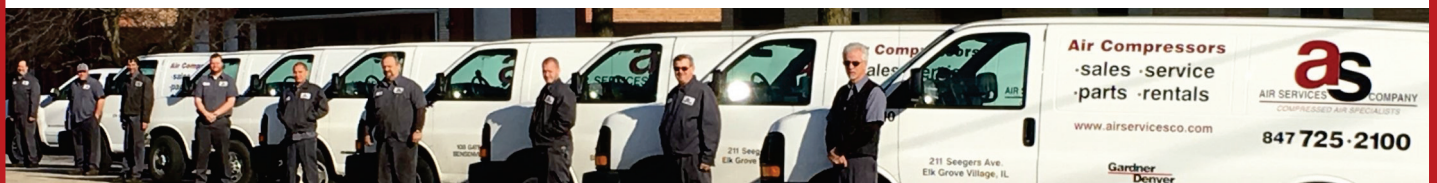


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A HARVEST OF BLESSINGS



the TECHNOLOGY and  
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**Steven Lorenzini:** 312-332-2628  
**Marc Alberico:** 312-961-5691

**TAX CHANGES  
MANUFACTURERS NEED  
TO CONSIDER NOW**

The Tax Cuts and Jobs Act made significant changes to tax laws that impact manufacturers.

Understand the different implications impacting investments and growth and ensure your manufacturing company is taking advantage of the new provisions before time runs out.

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## TMA AFFILIATE FOCUS



**TOM SODEIKA**  
PRECISION PAYROLL  
OF AMERICA

Tom Sodeika is President & CEO of Precision Payroll of America, which is a 35-year-old company whose first employee and first client are still working together. PPA provides payroll, payroll tax administration, Human Capital Management and HR Consulting for its clients.

Tom answered a few get-acquainted questions for TMA News Bulletin:

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

**A:** *The Big Book.*

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

**A:** *Jerusalem.*

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

**A:** *Christmas*

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

**A:** *Da Bears*

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

**A:** *Payroll processing, payroll tax administration, HR consulting and better service than they are receiving from their current provider.*

You can reach Tom Sodeika at 630-242-1507 or [tsodeika@precisionpayroll.com](mailto:tsodeika@precisionpayroll.com)





## MEET THE TMA STAFF



**CORI  
D'ONOFRIO**  
EVENT COORDINATOR

Cori D'Onofrio joined TMA's Member Engagement Department earlier this year as Event Coordinator.

TMA News Bulletin asked Cori to answer a few questions:

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

**A:** *Invisibility would be awesome.*

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

**A:** *Full House for sure. "You got it, dude!"*

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

**A:** *I am pretty good at badminton, I placed 8th in the state a while back.*

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

**A:** *Eating a spoonful of cinnamon was a terrible idea.*

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

**A:** *I love our events! From the planning stages to the actual events. Our members are some awesome people!*

Contact Cori at 847-282-4714 or  
[cdonofrio@tmaillinois.org](mailto:cdonofrio@tmaillinois.org)



## TMA AMBASSADORS

TMA Ambassadors are individual members who have introduced others to TMA and encouraged their membership in the organization. This month we celebrate and thank two new ambassadors:



**Patty Martucci**

Marketing & Business Development Director  
Custom Direct

Custom Direct is a full service marketing firm with over 30 years of helping our clients tell their story and grow their business.

Custom Direct and Patty Martucci have been a member of TMA for over three years. Patty is actively involved in the Supplier Network, Women in TMA, and the Christians in Manufacturing Committees, and regularly attends a wide variety of TMA events.

Custom Direct, Inc. | 630.529.1936 - Ext. 230 | [www.customdirect.com](http://www.customdirect.com)



**John Muller**

VP & Commercial Loan Officer  
Itasca Bank & Trust Co.

Itasca Bank & Trust Co. is a family-operated community bank, which has served local business and the community for over 70 years.

It values long-term relationships and is focused on delivering exceptional customer service and prompt decision making.

John Muller has served on the Supplier Network Committee and Golf Committee for 2 years and regularly attends Lunch/tours and other events.

Itasca Bank & Trust Co. | 630.773.0350 Ext. 246 | [JohnMueller@itascabank.com](mailto:JohnMueller@itascabank.com)

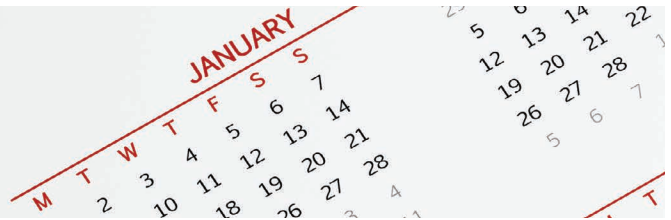
## TMA ABOUT TOWN



TMA President **Steve Rauschenberger** (left) joined TMA member Nu-Way Industries in celebrating their 50th Anniversary. Joining the event were VIPs, including Illinois Deputy Governor **Leslie Munger** (center-left behind podium)



# tma | events



## SAVE THE DATE February 28, 2019

TECHNOLOGY &  
MANUFACTURING  
ASSOCIATION'S

## ANNUAL MEETING



## GET SEEN & HEARD DEVELOP NEW BUSINESS ADVERTISE WITH TMA

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mjd@tmaillinois.org

## SAVE THE DATE March 2, 2019

TECHNOLOGY &  
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ASSOCIATION'S

## ANNUAL DINNER



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jpierce@tmaillinois.org



TMA members **Laura Grimm** and **Al Panico** (The Line Group), with radio talk show host **Mike Gallagher** (center) and State Rep. **Jeanne Ives** (right) at a lunch hosted by TMA member **Tom Sodeika** of Precision Payroll of America.





**TECHNOLOGY & MANUFACTURING ASSOCIATION**

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# KNOW SOMEONE WHO STANDS OUT FROM THE REST?

## NOMINATE THEM FOR A TMA AWARD!

The **Rose Mottl Leadership in Manufacturing Award** recognizes women who have worked to advance the manufacturing industry and whose efforts serve as an inspiration to current and future generations of women.

The **Young Leaders Award** recognizes individuals who have distinguished themselves as part of the next generation of manufacturers.



If you'd like to nominate someone, or obtain an application, contact:  
Cori D'Onofrio at: [cdonofrio@tmaillinois.org](mailto:cdonofrio@tmaillinois.org)