

PMA Annual Meeting to Feature Presentations on Preparing for 2010

Register Today!

Don't miss the PMA 2009 Annual Meeting, October 8-10 at the Desert Springs JW Marriott Resort & Spa in Palm Desert, CA. Keeping with the theme of this year's meeting, "Expanding Opportunities," an impressive line-up of assembly sessions and roundtables is planned to address important metalforming issues.

This year, PMA is pleased to host two well-known speakers, Michael Corcoran, an expert on leadership, sales and management, and Deborah Pearce, a workplace communica-

tions expert. PMA also welcomes back Dr. Ken Mayland, president of ClearView Economics, LLC and PMA's economic forecaster, to provide an economic outlook for 2010. In addition to their scheduled speaking appearances, Mr. Corcoran and Ms. Pearce will participate in the roundtable discussions, allowing members to interact with them on a more personal basis.

A total of 10 roundtable topics will be offered on a variety of subjects including the popular roundtable on PMA business issues and special roundtables specifically for women in metalforming and next-generation leaders. In addition, an important roundtable will be facilitated by Craig Fitzgerald, partner of Plante & Moran, PLLC, to prepare you and your company for



the upturn in the economy.

This is a meeting you can't afford to miss! Visit www.pma.org/annual to register online or contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org for more information. We hope to see you and your family in Palm Desert.


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PMA Update is also available online at www.pma.org/update. Update is published by the Precision Metalforming Association as a service to its members.

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Good News for METALFORM, its Partners & Exhibitors

Online registration opened last month for the combined 2009 Fabtech International and AWS Welding Show including METALFORM, scheduled for November 15-18 at McCormick Place in Chicago, IL.

Despite the challenging economic times, early indi-



cations signify that the new partnership is a win-win in the eyes of attendees. At 18 weeks prior to show opening, pre-registration is at 4,185 attendees, 27 percent higher than at the same time in 2007—the last time the show was held in Chicago (without METALFORM).

For METALFORM exhibitors, especially those needing to reach stamping and tooling professionals, the news is even better. Twenty-five percent of the 4,185 attendees have expressed an interest in stamping technologies, while 34 percent are interested in tooling. With overall attendance forecast at 30,000 or more, these percentages should produce a record number of core METALFORM technology attendees. For attendee registration and exhibiting information, visit www.metalform.com.

Health Care Proposals Include Tax Hikes on Small Businesses

GOVERNMENT The House of Representatives' health care bill is expected to cost at least \$1.18 trillion over ten years and leaders on Capitol Hill are looking for ways to pay for their priorities. To do this, some in the House and the Senate have considered a new surtax on small businesses—possibly as high as 4 percent—to pay for health care reform. They propose a 1 percent surtax on modified adjusted gross income (income after deductions) between \$350,000 and \$500,000; a 1.5 percent surtax on income between \$500,000 and \$1,000,000; and a 5.4 percent surtax on income that exceeds \$1,000,000. If substantial savings are not realized within three years, the tax rates for the \$350,000 and \$500,000 brackets would double to 2 percent and 3 percent respectively. Nearly 70 percent of manufacturers file as S-corpora-

tions, partnerships or other pass-through entities that pay taxes at the individual rate.

In addition, Congress is trying to include an employer mandate provision that would require employers with payrolls exceeding \$400,000 to provide health insurance or pay an 8 percent total-payroll tax. Employers with payrolls between \$250,000 and \$400,000 a year would pay a smaller penalty, and those with less than \$250,000 would be exempt. While some moderate Senators working with the Finance Committee state they are working to remove the mandate, such a requirement on businesses is included in other versions of the bill under consideration.

While NTMA/PMA One Voice believes health care reform is important, it is strongly opposed to proposals that would increase the cost of manufacturing in America through



new taxes and mandates on small businesses. Although behind schedule, President Obama and leaders on Capitol Hill hope to finalize health care reform legislation in September.

To tell your Senators and Representatives that health care reform should be funded by reducing health costs or by generating additional funding through the current health care system, not through new and onerous taxes and mandates on small businesses, send a message through the One Voice website at www.metalworkingadvocate.org/action.asp.

Spinning New Features & Added Value into September's Division Meeting

DIVISIONS Metal spinners, check out your newly enhanced division web page at www.pma.org/division/spinning. We've freshened the look and added content to help promote your company, the use of metal spinning processes and access to PMA resources.

While on the site, be sure to take two actions—get your name added to the Online Discussion Group and register to attend the Metal Spinning Division Meeting, scheduled for September 17-18, 2009, at PMA headquarters in Cleveland.

September's program features a political advocacy update, PMA 101 benefits orientation, robust roundtable discussions, a manufacturers-only forum and a networking reception and dinner. For more information about this event, link to www.pma.org/division/spinning or contact Mandy Basel at 216/901-8800 or mbasel@pma.org.

PMA to Offer Roundtables for Finance and IT Professionals

ROUNDTABLES On August 11-12, PMA will host its annual CFO Roundtable in Cleveland, OH, where senior financial officers will trade ideas and best practices with others in the metalforming industry. On Tuesday, August 11 there will be a networking reception followed by a dinner presentation. At that time, topics will be discussed for the roundtable on the following day, which will be facilitated by PMA President Bill Gaskin.

All information technology professionals should save the date for the annual IT Roundtable in Cleveland, on September 10, 2009. PMA staff is working on selecting speakers as well as accepting ideas for roundtable topics. To submit suggestions for the IT Roundtable, or for more information about either event, contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org.

Special thanks to Plex Systems, Inc. for sponsoring both of these events!



Senators Seek Compromise on Card Check Legislation

GOVERNMENT In an attempt to pass the Employee Free Choice Act (EFCA), also known as card check, a group of Senators are working on a "compromise" version of the legislation that could include dropping the actual card check provisions from the bill.

Despite this, the bill still contains a more

dangerous provision, which mandates that a federal-appointed arbitrator will impose contract conditions on both parties if the newly formed union and company cannot reach an agreement within 120 days.

Other potential compromise language includes a union access provision, allowing union organizers the right onto the worksite to

pressure workers; one-sided penalties only on employers; and quickie elections (in as little as five days after the union asks for an election).

NTMA/PMA One Voice is lobbying against any version of EFCA that takes rights away from workers and employers, and urges members to contact their Senators at www.metalworkingadvocate.org/action.asp.

“Mega Show” Moves to Mexico City

METALFORM Mexico continues its strategy to co-locate with the AWS Weldmex, Fabtech Mexico and COATech tradeshow as they travel to Mexico City, May 11-13, 2010. After a successful launch in Monterrey, June 2-4, 2009, the four shows, collectively becoming known as Mexico’s “Mega Show,” anticipate more than 7,000 attendees and a combined square footage of 55,000 in 2010.

METALFORM Mexico will occupy 16,000 sq. ft. of exhibit space, a planned 15 percent increase from the 2008 Mexico City show with an additional 4,000 sq. ft. reserved for growth. “Since its inception in 2004, METALFORM in Mexico City has experienced significant growth,” says Randy Kish, Marketing Manager for PMA. “In the three shows that we’ve pro-



duced in Mexico City, METALFORM has averaged 34.5 percent growth in total square footage, 17 percent growth in attendance and 22 percent growth in exhibiting companies. These are tremendous achievements—and we were doing it as a standalone show. With the strategy to co-locate and continue to evolve to meet industry expectations, we are confident that this positive trend will continue and are planning accordingly.”

Already more than 60 percent of the METALFORM Mexico City floor plan is occupied, clearly indicating that METALFORM Mexico is the place to be and be seen. To review more performance statistics, a recap of the 2009 event including video footage, and to reserve a booth, visit www.metalform.com.

Districts Going Digital

PMA’s 17 active districts will be going digital for the 2009-2010 district year in an effort to go green and improve communication with their local members. In support of this effort, PMA is launching a new feature on each of the district websites that will allow their local members to print out a real-time calendar, board roster and member list, information previously printed annually as a brochure



that became obsolete almost immediately upon printing. An introductory hard copy of this information will be included in district mailings this fall and district subscribers will be directed to their local websites for future updates or announcements. PMA is very excited about the advantages e-communications offer. In the coming months, we hope to better utilize district websites to facilitate member engagement and publicize district events and accomplishments.

For more information on PMA’s 17 local districts, visit www.pma.org/districts or contact Allison Grealis at 216/901-8800 or agrealis@pma.org.

Quality Professionals Encouraged to Attend Annual Roundtable

Please make it a priority to join your peers for PMA’s upcoming Quality Professionals Roundtable, September 23-24 in Cleveland, OH. This day-and-a-half program is suited to meet all of your professional, educational and networking needs. Attendees will have the opportunity to exchange views, share experiences, trade information with peers, establish invaluable relationships that can influence business methods and receive information on new quality standards and technology.

On the first day of the event, participants will enjoy a networking dinner and agenda-setting session. The second day will feature an informative state-of-the-industry presentation delivered by PMA President Bill Gaskin; facilitated roundtable discussion on a variety of hot topics such as quality standards, measuring quality, and training techniques; and a presentation from Cathy Winterhalter, Director of Quality, Pridgeon & Clay, on the company’s award winning quality system. Pridgeon & Clay won the 2009 Parkview Metal Products Excellence in Quality Award.

Attendees are encouraged to register by September 18 in order to guarantee their space. Cost of registration is \$199 per person for members and \$299 per person for nonmember guests. To register, visit www.pma.org or contact Allison Grealis at 216/901-8800 or agrealis@pma.org.

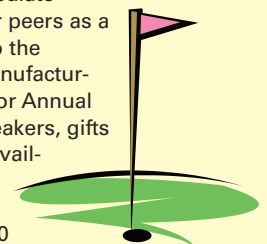


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Sponsorships are the best way to strengthen a company’s image. PMA Annual Meeting

sponsors gain immediate respect among their peers as a major contributor to the advancement of manufacturing. Sponsorships for Annual Meeting events, speakers, gifts and golf holes are available in all price ranges. Contact PMA at 216/901-8800 for details.



Training — What You Want, When You Want It

As metalforming companies experience a reduction in employees and cutbacks in travel to

seminars and other learning events, the PMA Educational Foundation (PMAEF) continues to respond to the metalforming industry's need for trained employees with webinars on topics that address today's most critical needs. And you can access them live when scheduled or, if you wish, archived online any day of the week at any time. All that is needed is a computer, some speakers, 60 to 90 minutes and a willing learner.

Many of these webinars cover popular topics from PMA seminars and feature highly rated speakers from those programs, while also introducing new topics and speakers to the industry. Programs already archived include [Quick Changeover Simplified](#), [Designing & Building for HSS](#), [Sensor Applications for Die Protection](#), [Sourcing Industrial Business via Internet](#), [How to Make Money from Work Hardening – a By-product of Sheet Metal Stamping](#), [Tool and Die](#)



[Material Considerations](#), [Multi-Skill/Pay-for-Skill—Redundant Capability - Not People](#), [New Generation Lubricants](#), and [I Can Make the Part... Why Can't I Make a Profit?](#) The Technical Seminar Committee has identified several new webinar opportunities for the 2010 fiscal year.

So instead of jumping in your car or boarding an airplane for a day or two away from the plant, grab some food and a soft drink, gather some coworkers, turn on your computer, and get ready to improve your knowledge and skills. At the member cost of \$75 per event for as many employees as you would like to train, PMAEF's Technical Training Library is the value proposition that will make your controller smile. Check back often at www.pma.org/webinars to see what's new or contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org for more information. You may also contact her if you have other training needs that can be achieved through webinars.

15th Annual Trainers Roundtable Set for October 21-22

Training leaders, mark your calendars! If you manage and/or implement training at your company, this is your once-a-year opportunity to meet face-to-face with peers who have the same responsibilities and challenges you encounter every day. PMA's 15th Annual Trainers Roundtable will be held October 21-22 at PMA headquarters in Cleveland, OH.

The program will begin with a networking dinner on the evening of October 21 with presentations by metalforming companies who are recognized leaders in training and education. Attendees will refine the agenda that evening at an agenda-building session to make certain their most important interests are prioritized and discussed. Discussion items at past roundtables have included training for skilled trades/apprenticeships/pay-for-skills, computer-based training/e-learning, training assessment/needs analysis, measuring ROI for training, leadership training, funding sources, knowledge management, learning management, training for innovation, health and safety training, lean manufacturing/six sigma training and quality system audit preparation.

Mark your calendars now and be on the

lookout soon for additional details and registration information. You won't want to miss this opportunity to improve your training procedures and processes, network with industry peers, discuss and investigate ideas and experiences, and continue the dialogue throughout the year via PMA's training e-mail discussion group. Contact Amy Thacker at 216/901-8800 or athacker@pma.org to learn more about this event.

PMA Seminars and Events
Your source for quality educational programming in the metalforming industry
www.pma.org/seminars

To ensure that you receive e-mails from PMA, please ask your network administrator to put PMA.org on your company's white list.

Pricing Jobs in Today's Economy Seminar Date Has Changed

Originally scheduled for July 16, PMA's Pricing Jobs in Today's Economy seminar has been rescheduled for September 3, 2009, in Cleveland, OH.

The seminar is designed to teach standardized methods for costing and quoting jobs for metalforming companies. Topics include cost standards, price standards, accounting considerations, activity-based costing, quality control, capital budgeting overview, and how to price jobs in a global market. The speaker for this event is Allen Berger, partner at Blackman Kallick Bartelstein LLP in Chicago, IL. Berger teaches cost accounting regularly to major national and local metalforming groups and at universities and other professional groups, and is author of *The Businessman's Guide to Management and Profitability*.

Developed by PMA's Technical Seminar Committee, the program is designed for owners, presidents, managers, estimators, engineers, salespeople, CEOs, CFOs, accountants and all others responsible for costing and quoting jobs.

For more information on the Pricing Jobs in Today's Economy seminar and other PMA technical seminars, webinars, conferences and roundtables, visit www.pma.org/register or contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org.

PMA/NTMA Purchasing Fair Registration Now Open

Again this year, PMA will partner with the National Tooling and Machining Association (NTMA) to offer a Contract Manufacturing Purchasing Fair on October 7, 2009, at the Westin Indianapolis Hotel. At this event, contract manufacturers can meet with qualified buyers and specifiers directly involved in the purchasing of special tooling or assemblies/subassemblies, precision sheet-metal stampings and fabricated components.



Purchasers from companies such as Denso Manufacturing, Navistar International Truck & Engine, Vestas Nacelles America, Hawker Beechcraft and General Electric Industrial Distribution are already registered to attend in search of new suppliers.

Registration is open for this event and those that register prior to August 21 receive a \$100 discount! For convenience, registrations may be made online at www.pma.org, and by fax or phone. To obtain additional information, contact Allison Grealis at 216/901-8800 or agrealis@pma.org.



Thanks to Our 2009 Annual Meeting Sponsors

Plex Systems, Inc. – Chairman's Theme Dinner



YRC North American Transportation, Inc. – Opening Assembly Session



Komatsu America Industries, LLC – Golf Tournament



Atlantic Tool & Die – Welcome Gift



E. H. Schwab Company – Golf Gift



Feintool North America – Executive Roundtable Continental Breakfast



Pridgeon & Clay – First Timers' Reception



Quick-Way Stampings, Inc. of Texas – Hotel Keycards



Schuler Inc. – Next Gen Event



Zierick Mfg. Corp. – Spouse Session



EXAMPLES OF LEADERSHIP

Mike San Filippo is a long-time supporter of PMA's advocacy efforts and has been actively involved as a member of the



San Filippo

association's Government Relations Committee since 2002. As a committee member, he helps set PMA's legislative priorities and lobbies Congress and the Administration in support of the association's advocacy agenda. He is currently

a member of the new NTMA/PMA Government Affairs Team, the joint committee developed in 2009 as a result of the associations' combined advocacy efforts. Mike also is an annual contributor to PMA's political action committee and advocacy fund.

Additionally, Mike volunteers at the local level, where he has served as the Wisconsin

In each issue of *Update*, PMA features a member who has contributed a tremendous amount of time and effort to the industry through volunteer service to the association. This month we are pleased to acknowledge **Mike San Filippo**, national sales manager, D & H Industries, Inc., Oconomowoc, WI.

District director since 2005. In this role, he represents the interests of the district on PMA's Board of Directors. Furthermore, Mike is a member of the District Directors Committee, which seeks to increase the effectiveness of PMA districts. He previously served on the Wisconsin District board from 1992-1996 as well.

Mike also was the director of the Small

Lot Stamping Division, from 1999-2002, and participated in PMA's COO networking group activities.

D & H Industries manufactures precision deep-draw stampings and progressive stampings to customer specifications for a variety of international customers. PMA thanks Mike San Filippo for his volunteer service and leadership!

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Design Guidelines For Precision Metal Stampings and Fabrications CD, Save 50%!

The *Design Guidelines Third Edition* CD reflects today's best manufacturing practices and industry advancements. This edition focuses on practical advice and cost-effective solutions for professionals who design, specify and source precision stamped, fabricated and formed metal component parts.

Nearly every aspect of metalforming is covered in 19 information-filled chapters and a glossary of 500 common metalforming terms. Fineblanking and waterjet cutting sections make this edition the most comprehensive yet.

PMA Member sale price: \$37.50

Nonmember sale price: \$47.50

Executive Compensation Report - Manufacturing Edition

Valuable information is included on executive salaries, bonus plans, benefit packages and retirement programs for 11 critical job functions ranging from CEO to various key middle-management positions. Breakouts by company size and sales volume make these results extremely useful.

[View report sample here.](#)

PMA Member: \$250

Nonmember: \$750

Owner and Non-Owner Supplements also are available providing further salary and compensation analysis.

PMA Member: \$75

Nonmember: \$200

(Supplements only available with purchase of report)

Results of this report and all of PMA's statistical services are available to participating members FREE.



www.pma.org/mfmarket

Visit Marketplace for a wide selection of technical materials, business and safety products, management books and professional services. Purchase at a discount when you use your MemberNet ID number. To obtain a number, contact Marianne Sichi at 800/540-1757 or mp@pma.org.

PMA Offers Health Insurance Program for Metalworking Industry

PMA has joined with four other metalworking associations to develop a health insurance program for the metalworking industry. Together these associations represent a unique alliance: the Metalworking Manufacturing Coalition (MMC). The MMC Trust Insurance Program offers a range of choices for participating member companies, including:

- PPO Plan
- Health Savings Accounts (HSAs)
- Prescription Drug Benefits
- Additional Coverage Benefits
 - Dental
 - Life
 - Accidental Death and Dismemberment
 - Disability

Every plan includes coverage benefits for routine physicals, well child care, physician

and specialty office visits, hospitalization, ER, lab diagnostic tests, extended care, home healthcare, mental health/chemical abuse, transplants and manipulation therapy. The program is available in the United States only.



The program is brought to members by Trustmark Affinity Markets, underwritten and administered by Trustmark Insurance Company, Lake Forest, IL. Trustmark has nearly 100 years of experience in the insurance industry and more than 50 years as a leader in servicing associations and other affiliated organizations.

For more information about this program visit www.trustmarkaffinitymarkets.com or contact Henry Trevor at henryt@pro-source.com or 708/223-3337.

NEW MEMBERS this month

PMA is pleased to welcome new member company **Hubbell RACO, South Bend, IN**. The company is a leading manufacturer of steel electrical boxes and covers and accessories for the electrical contracting market. One reason Hubbell RACO joined PMA is to take advantage of the discounts offered to members on training systems. The company recently purchased the PMA Press Brake Operator training system.

Hubbell RACO
South Bend, IN
Rep: Raymond Patnaude

Lintrio LLC
Royal Oak, MI
Rep: Joe Brown

Find out how you can be rewarded for sponsoring new members under PMA's "3 and Free Program." Contact Janet Krall at 216/901-8800 or jkral@pma.org for more information.

PMA's Preferred Partners

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www.pma.org/office

Using the *Tool & Die Training and Assessment System*

PMA's *Tool & Die Training and Assessment System* was designed for tool and die shops, companies with a diemaking or die maintenance shop, apprenticeships and by technical schools or educational partnerships with local industry that provide training for diemakers.

The program answers the questions, "What core elements of tool and diemaking are essential for training and testing, at what point in time should they be taught and in what order should they be learned?"

The *Skill-Based Training Progression* is the training blueprint. It also can be used as a model for pay-for-skill, benchmarking or developing recognition programs by setting forth a "best practice" learning and doing matrix in the art and science of diemaking.

The *Job-Task & Skills Analysis* can assist in developing and validating tests used to hire diemakers or measure the abilities of incumbent diemakers. In addition, the analysis can provide legally defensible content for interviewing of new hires and link complementary skills that were applied at other types of jobs to the skills needed to be a successful diemaker. It also provides valid information for job descriptions, employment postings, employee evaluations and promotional strategies.

Performance Achievement Records (or PARs) are the recordkeeping (ISO and QS/TS) components of the program. PARs can be considered the report

card, tracking mechanism, training record or personal portfolio for each diemaker at your facility.



The program contains 30 hands-on performance assessments. There are two types of performance tests: 1) *Skill Checks* are hands-on performance assessments that evaluate the diemakers' ability by observing the process they use and then assessing the final product and 2) *Work Samples* that require the candidate to make or do something independently; then when they are done, your evaluator (i.e., supervisor, team leader, trainer or instructor) reviews the completed sample or project. Performance assessments were selected and developed for this program based on criticality, complexity, safety and/or impact of error (loss potential) and are also ISO and QS/TS compliant.

Users of the *Tool & Die Training and Assessment System* can reproduce or modify the program using the CD. This can be done to better match your internal processes and specific equipment, to meet unique program needs and goals, to reflect how work has been organized at your facility, or to comply with existing practices and procedures.

For more information about this system, contact Bruce Broman at 216/901-8800 or bbroman@pma.org.




At Work

NEWS & NOTES

www.pmaef.org

Training & Education for the Metalforming Industry



Visit www.pma.org/pmauniversity – your one-stop resource for all of your company's workforce development needs.

SkillsUSA Highlights Student Skills

The PMA Educational Foundation once again sponsored the Precision Machining Technology competition at SkillsUSA, held June 21-26, 2009, in Kansas City, MO.

SkillsUSA is a national competition that brings together contestants from high school and post-secondary technical education programs ranging from culinary arts and cosmetology to construction and precision machining. Participants who survived regional and state competitions advanced to Kansas City for the national championships.

The Precision Technology competition, based on

the NIMS Level I and Level II Skill Standards, brought together 70 students from secondary and post-secondary schools across the country for the two days of competition. In addition to performing two manual and two CNC competitions, students also were tested on quality control and professional interviewing skills. Congratulations to this year's gold medal winners: Eric Dahlen of Boise State University and Sawyer M. Hjortsvang of Des Moines Area Community College. A full listing of winners may be found at www.skillsusa.org.

For more information, contact Dave Sansone at 216/901-8800 or dsansone@pma.org.