

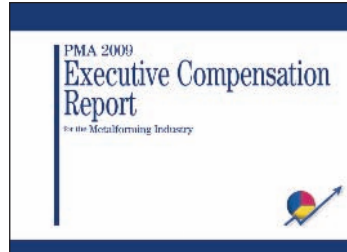
## PMA Releases 2009 Executive Compensation Report for the Metalforming Industry

**SURVEYS** PMA's 2009 Executive Compensation Report contains valuable information on executive salaries, bonus plans, benefit packages and retirement programs for 11 critical job functions ranging from CEO to various key middle-management positions. Results are based on responses from 121 companies.

Two editions of the Executive Compensation Report are available—one comprised of data from metalforming manufacturing companies and the other from suppliers to the industry. Of the manufacturing companies, 49 percent are subchapter S closed corporations and 40 percent are closed

corporations. Owner and non-owner supplements also are available for manufacturers, offering further salary and compensation analysis.

To provide a basis for long-term comparison, the report expresses the average base compensation of executives and department heads as a percentage of the average base compensation of chief executive officers. For manufacturing companies, the most significant change in base compensation over the past 15 years occurred in the "executive multi-function" title, where the average rose from 51 percent of CEO compensation in 1993 to 57 percent in 1998 to



68 percent in 2008. Other titles where the percentage has increased significantly over the 15-yr. period include engineering/research (from 46 to 52 percent), financial/accounting (from 42 to 55 percent), and manufacturing (from 45 to 51 percent).

The Executive Compensation Report is one of 11 business reports offered by PMA to help manufacturers reliably manage, plan and forecast their businesses. PMA members who participated in the survey received a free report, while non-participating PMA members can order reports a la carte at low prices and nonmembers may purchase this report through a business report subscription. Visit [www.pma.org/business-reports](http://www.pma.org/business-reports) or contact Cindy Minn at 216/901-8800 or [cminn@pma.org](mailto:cminn@pma.org) for more information.

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

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## NTMA/PMA One Voice Lobbies for Extension of R&D Tax Credit

**GOVERNMENT** NTMA/PMA One Voice is urging Congress to act quickly in passing a multi-year extension of a strengthened R&D tax credit. The credit is set to expire at year end.

As proposed by H.R. 422, introduced by Representatives Kendrick Meek (D-FL-17) and Kevin Brady (R-TX-8), and S. 1203, introduced by Senators Max Baucus (D-MT) and Orrin Hatch (R-UT), the R&D tax credit encourages businesses of all sizes to undertake cutting-edge research projects in the United States. At a time when the American economy is weak, research and development across industry sectors makes it possible to create and maintain good, high-paying jobs at home and sharpens the ability of companies to compete in the global marketplace.

Failure to extend and strengthen the credit would have significant negative consequences for the U.S. economy and threatens investments needed in important areas of the economy such as renewable energy and energy-efficiency technologies, manufacturing processes, health care, biotechnology, and information and communications technologies.

One Voice has been working closely with the R&D Credit Coalition to urge all members of the House and Senate to approve legislation to strengthen and extend the R&D tax credit.



# New Chairs to Lead PMA's Districts

This month, PMA's districts kicked off their new program schedules for the 2009-2010 district season. The association's 17 local districts provide participants access to networking, training and education, apprenticeship programs, plant tours, supplier exhibitions and social events.

The district boards are led by the volunteer chairs listed here. These leaders and their volunteer boards provide dedicated service in each of PMA's districts by promoting the metalforming industry through local meetings on topics related to manufacturing.

The schedule of upcoming events for each of the districts is available at [www.pma.org/districts](http://www.pma.org/districts). All meeting information will be posted on each district's website and sent via e-mail to members in the area. To ensure that PMA has your correct e-mail address to receive notices of local meetings, please visit [www.pma.org/districts/subscribe](http://www.pma.org/districts/subscribe).

## District Leaders

<p><b>PMA Canada</b> Bruno Pires Brown Boggs Foundry</p>	<p><b>Eastern Pennsylvania</b> Jim Powell New Standard Corp.</p>	<p><b>Southern New England</b> Peter Doolittle Hobson &amp; Motzer, Inc.</p>
<p><b>California</b> Fathi El-Farghali SEYI Presses</p>	<p><b>Indiana</b> Bill Carper Columbian Home Products</p>	<p><b>Tennessee</b> Dean Phillips (Interim Chair) Link Systems</p>
<p><b>Carolinas</b> Bob Dickerson Red Education Consulting Services, Inc.</p>	<p><b>Lone Star</b> Michael Tofte ITD Precision</p>	<p><b>Twin Cities</b> Stuart Peterson Paradise Press Equipment</p>
<p><b>Chicago</b> Rich Sade S &amp; S Hinge Co.</p>	<p><b>New England</b> David Vaz Truex, Inc.</p>	<p><b>West Michigan</b> Jim E. Zawacki GR Spring &amp; Stamping</p>
<p><b>Cleveland</b> Liz Tolbert Anchor Mfg. Group, Inc.</p>	<p><b>New York/New Jersey</b> Mark Weissenrieder and Elisabeth Bennis Weiss-Aug Co., Inc.</p>	<p><b>Wisconsin</b> Michael Steger Waukesha Metal Products</p>
<p><b>East Michigan</b> Brian Swanson E&amp;E Manufacturing Co., Inc.</p>	<p><b>Ohio Valley</b> Jim McGregor The McGregor Metalworking Companies</p>	

## Exhibition Registration on the Rise

Pre-registration numbers continue to climb for the combined 2009 FABTECH International & AWS Welding Show including METALFORM, November 15-18 at McCormick Place in Chicago, IL. At 14 weeks prior to show opening, online registration reached nearly 7,000 attendees—an all-time

high for the same weeks out for the Chicago venue. This surge in pre-registration has prompted show producers to add an additional registration area onsite, located directly on the show floor right outside the METALFORM area in the South Hall. Two entrances will empty right into the area, one from the parking



garage and West Hall and one from the front escalator that borders the METALFORM area.

For more registration and exhibiting information, visit [www.metalform.com](http://www.metalform.com).

## PMA Enhances FABTECH's Stamping-Related Educational Sessions

With the addition of METALFORM to the FABTECH International & AWS Welding Show, the Stamping Track of the FABTECH educational sessions has been expanded. To be held November 16-18, 2009, this track will offer attendees a wide selection of educational programs focused on new developments in stamping technology. Organized by PMA, all sessions will provide up-to-date information on the latest issues and trends affecting the metalforming industry. Attendees should look for the Stamping Track sessions by the registration codes, which all begin with "S".

Topics to include:

- Advanced High-Strength Steels
- Sensors and Controls
- Selecting Tool Steels for Metalforming
- Press Line Technology
- Lean Manufacturing Principles
- Cleaning and Lubricants
- And more!

For more information or to register, visit [www.fabtechexpo.com](http://www.fabtechexpo.com) (enter Priority Code: FCB) or contact Deanna Nwosu at 216/901-8800 or [dnwosu@pma.org](mailto:dnwosu@pma.org).

### Educational Session Rates

Register by October 30 and save! After this date and onsite, add \$25 to the rates listed below. PMA member number must be provided at time of registration to receive member price benefits. If unsure of your member number, contact Deanna Nwosu at 216/901-8800.

	MEMBER	NONMEMBER
1 Session	\$175	\$200
2 Sessions	\$305	\$350
3 Sessions	\$400	\$470
4-5 Sessions	\$555	\$645
6-9 Sessions*	\$700	\$800

\*Maximum value! Includes two \$15 lunch vouchers.

# Don't Miss PMA's 2009 Annual Meeting

*Registration Deadline: September 22*

The 2009 Annual Meeting is quickly approaching! Scheduled for October 8-10, the meeting will be held at the [Desert Springs JW Marriott Resort & Spa](#), Palm Desert, CA.

**ANNUAL MEETING**

The meeting will feature an excellent program of assembly sessions and roundtable discussions, which will provide insights on important topics affecting the metalforming industry. Assembly session presentations include:

- Expanding Business in a Changing Economy – Michael Corcoran, expert on leadership, sales and management;
- The 2010 Economic Outlook: Strategic Issues for an Uncertain Recovery – Dr. Ken Mayland, president of ClearView Economics, LLC and PMA economist; and
- Effective Communication Strategies in the Workplace – Deborah Pearce, communications consultant, Pearce Communications Group, LLC.

Assembly session speakers Corcoran and Pearce also will facilitate executive roundtables to maximize interaction with members and



answer questions. Other roundtables will cover: preparing for the economic upturn; tough new OSHA enforcement coming; strengthening your labor law immune system; challenges and opportunities for manufacturers in Washington, D.C.; and a steel/materials update.

Many exciting social events are planned to promote networking among industry peers, including special programs for next-generation leaders, a Hollywood theme party, the annual golf tournament and formal black-tie annual banquet.

Registration and hotel reservation deadline is September 22, so register today! Visit [www.pma.org/annual](http://www.pma.org/annual) to register online, or contact Deanna Nwosu at 216/901-8800 or [dnwosu@pma.org](mailto:dnwosu@pma.org).

## Schedule at a Glance

*(Resort casual attire is appropriate for all events except as noted)*

### October 7 (Wednesday)

**Registration**

4:00 p.m. – 7:00 p.m.

**Early Arrivals Gathering –**

**Optional**

5:00 p.m. – 6:30 p.m. (Cash bar)

### October 8 (Thursday)

**Main Arrivals**

**PMA Board of Directors Meeting**

8:30 a.m. – 11:30 a.m.

**Registration**

10:30 a.m. – 2:00 p.m.

**Opening Assembly/Business Session**

1:30 p.m. – 4:30 p.m.

**First Timers' Reception**

5:30 p.m. – 6:30 p.m.

*(Come dressed in your attire for the Chairman's theme dinner)*

**Chairman's Theme Dinner**

Hollywood Theme Party

6:30 p.m. – 9:30 p.m.

*(Dress as your favorite Hollywood star or movie character)*

### October 9 (Friday)

**Roundtable Continental Breakfast**

7:00 a.m. – 7:30 a.m.

**Executive Roundtables**

Session A - 7:30 a.m. – 8:45 a.m.

Session B - 9:00 a.m. – 10:15 a.m.

Session C - 10:30 a.m. – 11:45 a.m.

**Spouse Program**

9:00 a.m. – 11:00 a.m.

(Includes Continental Breakfast)

**Golf Tournament – Optional**

12:15 p.m.

**Next Gen Event**

6:30 p.m. – 10:30 p.m.

### October 10 (Saturday)

**Continental Breakfast**

8:00 a.m. – 8:30 a.m.

**Assembly Session**

8:30 a.m. – 11:30 a.m.

**PMA Board of Directors Meeting**

1:30 p.m. – 2:30 p.m.

**Annual Banquet Reception**

6:00 p.m. – 7:00 p.m.

**Annual Banquet**

7:00 p.m. – 11:00 p.m.

## 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



Pridgeon & Clay

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



Schuler Inc. – Next Gen Event



Zierick Mfg. Corp. –  
Spouse Session



## Thanks to Our Annual Meeting Golf Hole Sponsors:

Donnelly Metals, Inc.  
Feintool North America  
The Franklin Partnership, LLP  
Herbruck, Alder & Company  
Okay Industries, Inc.  
Precision Steel Warehouse  
Quick-Way Stampings, Inc. of Texas  
Superior Die Set Corp.

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.



# Contract Manufacturers to Meet with Buyers & Specifiers at Purchasing Fair

On October 7, 2009, PMA and the National Tooling and Machining Association (NTMA) will offer a Contract Manufacturing Purchasing Fair 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 sheetmetal stampings and fabricated components. Purchasers from more than 45 companies such as

**INDUSTRY**



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

Registration is still open for this event and for your convenience, registrations may be made online at [www.pma.org](http://www.pma.org), and by fax or phone. To obtain additional information, contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org).

## Roundtable to Feature Presentations from Industry Training Leaders

If you manage 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.

**ROUNDTABLES**

The program will begin with a networking dinner and agenda-building session on the evening of October 21. Since co-winners were awarded for PMA's A.R. Hedberg Training & Education Award of Excellence in 2009, attendees will be treated to two presentations, one at the evening session and one to kick off the morning on October 22. Reyna Dickensheets, employee education manager at Pridgeon & Clay, Inc., Grand Rapids, MI, will describe its internally developed and implemented training program for all existing and new automatic press operators to standardize the way presses are run and how employees are trained. Dan Keller, assembly quality specialist at The Minster Machine Company, Minster, OH, will describe the company's Future Workforce Development Initiative. This program targets engineering through trainee engineering programs (part-time high school), intern opportunities (early college summer work terms) and co-op opportunities (advanced college work terms) and OEM assembly through a 30-month apprenticeship program.

Attendees will refine the agenda at the evening agenda-building session to ensure 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.

Don't miss out on 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](mailto:athacker@pma.org) to learn more about this event.



## Register for the Annual Quality Professionals Roundtable

PMA's upcoming Quality Professionals Roundtable, September 23-24 in Cleveland, OH, is suited to meet quality professionals' educational and networking needs. Participants will 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.

The event kicks off with 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 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 was the recipient of the 2009 Parkview Metal Products Excellence in Quality Award.



Register by September 18 to guarantee your space. Cost of registration is \$199 per person for members and \$299 per person for nonmember guests. To register, visit [www.pma.org](http://www.pma.org) or contact Allison Grealis at 216/901-8800 or [agrealis@pma.org](mailto:agrealis@pma.org).

# Next Generation Leaders Share Strategies for Coping with the Economy

Last month, PMA's Next Generation Leaders Division hosted its first economic strategies conference call, allowing members to share information about how their companies are dealing with the difficult economy.

Division Chair Jeff Aznavorian, Clips & Clamps Industries, led the discussion, which revolved around data compiled from division members who completed an economic survey. Topics included sales strategies and projections, acquisitions and consolidations, diversifying into other markets, cash flow issues, policies for layoffs and callbacks, and others.

The survey results revealed that half of participating division members experienced an increase in sales in the second quarter of 2009

compared to the first quarter. Sales increased for those members, on average, by 23 percent. Companies that saw a decrease in sales during that period averaged a 20 percent decline.

Forty percent of participating members project that sales will increase in the third quarter compared to the second quarter, 40 percent forecast a decrease in sales and 20 percent expect no change. Of those anticipating an increase, the average projected increase is 17 percent, whereas those forecasting a decrease predict a decline of 26 percent.

In addition, 100 percent of next generation leaders participating on the call stated that their companies have cut salaries and bonuses and that they are at risk for further cuts.

The division plans to hold another economic strategies conference call in January 2010. Additional details will be available in the near future.

## Upcoming Next Gen Events

- **October 9, 2009** – Roundtables and Networking Event during PMA's Annual Meeting
- **November 16, 2009** – Next Generation Leaders Day at the FABTECH, AWS Welding Show including METALFORM
- **December 2009** – Webinar on HR Issues (date TBD)
- **January 2010** – Economic Strategies Conference Call (date TBD)

conomic strategies conference call in January 2010. Additional details will be available in the near future.

PMA's two CEO networking groups (GADA and Naples) also have held similar calls over the past several months.

For more information about PMA's Next Generation Leaders Division or CEO networking groups, contact Mandy Basel at 216/901-8800 or [mbasel@pma.org](mailto:mbasel@pma.org).

# MetalForming Jobs – Connecting Job Seekers & Employers

The [MetalForming Job Center](#) was created in partnership with PMA and its Educational Foundation to connect job seekers with employers in the metal stamping, forming, fabricating, and tool and die industries.

The MetalForming Jobs Job Board is growing and changing every day. As people transition in their careers and new applicants enter the

## MetalForming:JOBS

market, we give you access to these high-quality, qualified, industry-specific candidates.

Job seekers, [post your resume](#) for free.

Employers, [post your job online today](#). Interview and hire tomorrow! PMA members save 20 percent. Contact Marianne Sichi at 216/901-8800 or [msichi@pma.org](mailto:msichi@pma.org) for your PMA member discount code.

# EXAMPLES OF LEADERSHIP

Fred Stadler is a long-time PMA volunteer, participating in several areas of the association.

He has been an active member of the Indiana District for more than a decade.



Stadler

Fred is currently the district director, representing Indiana on the PMA Board of Directors. He has served in several other roles at the local level over the years as well. In 2008-2009, he was the chair of the district when it received the

honor of winning PMA's Best District Award. Under Fred's leadership, the district holds well-attended monthly meetings, publishes a quarterly newsletter to update members on local activities, and has partnered with Vincennes University to develop a curriculum for beginning and

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

**Fred Stadler, CEO of M A Metal Co., Inc., Edinburgh, IN.**

advanced die protection courses.

In addition, Fred is a charter member of PMA's Naples Group, one of the association's two CEO networking groups. He has been an active participant at the group's events since its inception in 1998, and hosted a meeting and tour of his facility for the group in 2005.

Fred has also served on several PMA

committees including the Marketing and Sales, Training and Education and Internet Advisory Committees.

A PMA member since 1967, M A Metal is a diversified metal forming and machining enterprise, serving regional and international customers from a variety of industries. PMA thanks Fred Stadler for his volunteer service and leadership!

## marketplace

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### Design Guidelines For Precision Metal Stampings and Fabrications, Third Edition CD

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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. Critical design concepts and techniques are illustrated with drawings, diagrams and photos. New fineblanking and water-jet cutting sections make this edition the most comprehensive yet.

**PMA Member sale price: \$37.50**

**Nonmember sale price: \$47.50**

### Tool & Die Training and Assessment System

This ISO/QS-compliant training design, assessment system and benchmarking program is ideal for developing training, apprenticeships and curriculum; measuring the ability of new hires and incumbent diemakers; and tracking worker competencies and recognizing diemaker accomplishments.

The system includes a job task and skill analysis, a skill-based training design, performance achievement records, 30 hands-on performance tests and a copy of the national skills standards.

**Member price: \$295**

**Nonmember price: \$395**



[www.pma.org/mfmarket](http://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](mailto:mp@pma.org).**

# Another PMA Member Saves on Energy Costs through APPI

Ohio member ART Technologies has signed a 28-month contract with a competitive electricity supplier brought to ART through PMA's endorsed affinity partner, Affiliated Power Purchasers International (APPI). APPI provides energy-procurement consulting services to PMA members.

The agreement will help ART Technologies cut 42 percent off of its current electricity expenses.

APPI provides energy procurement and management services to more than 2,500 diverse clients throughout the United States, including most PMA districts. To see if your state qualifies, check out APPI's deregulation map: [www.appienergy.com/map](http://www.appienergy.com/map).

PMA members pay no upfront, hourly or retainer fees for APPI consulting services, as

well as other money-saving benefits. To learn more and to schedule a utility audit, contact APPI Business Development Director Jane Seagraves at [jseagraves@appienergy.com](mailto:jseagraves@appienergy.com).

For Ohio and Pennsylvania PMA members, APPI will be conducting free one-hour webinars to discuss deregulation status in your state, provide an overview of Demand Response Programs, and take your questions. The Pennsylvania webinar will be held on Thursday, September 10 at 9:00 a.m.; the Ohio webinar will take place on Wednesday, September 16 at 9:00 a.m. Contact Jane Seagraves at 800/520-6685 or [jseagraves@appienergy.com](mailto:jseagraves@appienergy.com) to register.



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

**PMA Seminars and Events**  
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[www.pma.org/seminars](http://www.pma.org/seminars)

## NEW MEMBER this month

PMA is pleased to welcome **Pelco, Clovis, CA**, a world leader in the design, development and manufacture of video and security systems and equipment ideal for any industry. The company joined the association to take advantage of the industry training materials that PMA offers, and recently purchased the Press Brake Training System.

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](mailto:jkral@pma.org) for more information.

### PMA's Preferred Partners

 <a href="http://www.yrc.com">www.yrc.com</a>	 <a href="http://toolingu.com">toolingu.com</a>
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 <a href="http://www.webnettraining.com">www.webnettraining.com</a>	 <a href="http://www.pma.org/office">www.pma.org/office</a>

# PMAEF Hosts Putt for the Future

Exhibitors in the METALFORM area at the FABTECH International & AWS Welding Show including METALFORM have a unique opportunity to attract attendees to their booths while supporting the work of the PMA Educational Foundation. PMAEF is now seeking putting hole sponsors for its Putt for the Future Challenge. For a \$600 donation, the foundation will provide exhibitor sponsors a putting green for their booths and will direct all show attendees to pick up a scorecard featuring the location of all 18 exhibitors who will make up the putting course. They will be invited to try three putts at each booth each day, and if they make a hole-in-one they will qualify

**FOUNDATION**

for a drawing to enter a putt-off at show close each day. The foundation is also seeking prize donations from companies and individuals.

Since all proceeds from your hole sponsorship and prize donations will go directly to support PMA Educational Foundation initiatives that address its mission, "To enhance the supply of skilled workers by supporting and developing training and education programs and by improving the public image and awareness of careers in metalforming," this is an excellent way to boost booth traffic, add fun to the event and support your industry. Please contact Amy Thacker at 216/901-8800 or [athacker@pma.org](mailto:athacker@pma.org) to learn how you can participate.

## PMA Educational Foundation Board Plans for 2010

The PMA Educational Foundation Board of Trustees met in the Chicago area on August 19 to confirm its Action Plan for 2010 and learn about the latest activities undertaken to further the foundation's mission.

**FOUNDATION**

The board heard a presentation by foundation staffer Bruce Broman and Claudia Follet of Time Wise Management Systems on progress made by the foundation to identify and apply for a grant under the American Recovery and Reinvestment Act. If successful the grant would provide training to new and incumbent employees in the Chicago, Indianapolis and Cleveland areas over a three-year period and would position companies to improve their on-the-job training processes to institutionalize the training. The board was also informed of three grant applications submitted by the foundation for the 2009 round

of Susan Harwood OSHA grants.

Looking forward, the board endorsed the 2010 Action Plan, including a conservative live seminar schedule but an increase in webinars; a new Sales and Marketing Conference; expansion of its new Technical Training Library; continuation of the Best Practices program; partnering with other associations to foster career awareness; continued collaboration with the National Institute for Metalworking Skills to promote and enhance skill standards, credentialing and skill-based apprenticeships; and improved communications with donors and users of PMAEF services.

For more information or to find out how you can get involved, contact PMAEF Executive Director Dave Sansone at 216/901-8800 or [dsansone@pma.org](mailto:dsansone@pma.org).

## PMAEF to Offer Annual Best Practices Program Online

The PMA Educational Foundation will host its 4th Annual Best Practices Workshop on Wednesday, October 21 as an online event held in conjunction with this year's Trainers Roundtable. The change in format, from a two-day networking event to an online forum, will allow greater participation from PMA members and metalforming industry educators. PMA district leaders/education and training chairs with their local educators from vocational high schools, technical schools and two-year degree granting colleges are encouraged to participate.

**FOUNDATION**

PMA members attending the Trainers

Roundtable also will be invited to attend in person as the webinar will begin directly preceding its networking dinner. Once again this year, the program will feature education sessions and presentations from successful PMA district training programs and career awareness programs. Topics will include updates from previous presenters, how to get connected to area MEPs, and how to receive stimulus funding for training.

The webinar is made possible through a grant of the PMAEF and is available without a registration fee. Please contact Amy Thacker at 216/901-8800 or [athacker@pma.org](mailto:athacker@pma.org) for more information.



**At  
Work**

**NEWS & NOTES**

[www.pmaef.org](http://www.pmaef.org)

*Training & Education for the Metalforming Industry*