

Year-End Report from 2011 Chairman Bob Clay

The theme for my year as chairman was: “PMA, Your Essential Partner.” More than a theme, I believe it is a strategy to be embraced by any entity that provides products or services. Throughout the year PMA offered many meaningful programs and services to support our member companies.

Concurrently, PMA officers and executive staff concentrated on reversing financial losses experienced subsequent to the 2009 economic downturn. I am happy to report PMA has returned to profitability and we look forward to continuing future success.

In 2011, for the first time, we jointly held a Manufacturing for Growth (MFG) meeting, which brought together top executives from PMA, NTMA, AMT and AMTDA member companies. This event was an outstanding forum to network and discuss issues that affect the entire realm of manufacturing. Please make plans to join us for the 2012 event, March 8-11 in Orlando.

Several other “firsts” also happened in 2011. PMA hosted a very successful Women in Manufacturing Symposium, where 130 women in the industry gathered to discuss best practices in manufacturing, mentoring, communication strategies and leadership. In addition, an Emerging Leaders Executive Management Summit provided next-generation leaders an opportunity to participate in professional-development sessions. Capping off the year was our new-format Leadership Conference and



Bob Clay

Annual Meeting, held immediately prior to FABTECH in Chicago. This program was designed to make the most of time away from the office, allowing members to attend both events and foster networking with executives of member companies and exhibitor companies. Details about these programs in 2012 will be available in the near future.

In addition to networking and learning opportunities, PMA's efforts in Washington, D.C., through our One Voice partnership with NTMA, are a critical component of PMA serving as an essential partner to our members. We fought back against proposed regulations that would hurt manufacturers and continued to educate Congress about our industry's need for skilled workers as well as how changing the tax rates and eliminating deductions would impact members. More information about our efforts in Washington is outlined on pages 3-4.

I enjoyed being able to meet many of you at PMA events around the country during my term as chair, and I look forward to seeing you in the future. Thank you for your continued support of PMA, and best wishes for a happy, healthy and prosperous 2012!

Sincerely,

Bob Clay
PMA 2011 Chairman

PMA's 70th Year Leading the Metalforming Industry

The first trade association of the metal stamping industry was formed in the early 1900s and was known as the Pressed Metal Association. With an acronym of “PMA,” it foreshadowed PMA as we know it today, however the original was relatively short-lived, disappearing during the great depression. In 1942, the direct roots of today's PMA were established as the Pressed Metals Institute, with 42 charter members. A new name, the American Metal Stamping

Association was adopted in 1941, and our current name, Precision Metalforming Association, was approved in 1987 to better reflect our membership and rapid changes in sheet metal forming technologies.

As we celebrate our 70th year, PMA has emerged from the most recent recession leaner, more focused on its mission and “in the black.” At the end of our 2011 fiscal year (October 31) PMA and its related entities, the PMA Educational Foundation and



MetalForming magazine, reported an operating surplus of \$17,067, after depreciation. During our recent annual meeting, PMA's members approved a combined operating budget with a \$146,800 surplus before depreciation, and a \$7,700 surplus after depreciation. The 2012 budget enhances operational

improvements made over the past two years, with attention to generating revenue while controlling costs. PMA continues to have strong operating and restricted reserves, which provided resources to fund operating losses during the past few years. It is critical, however, that PMA operate sustainably, with a sound operational and financial footing.

After 70 years, PMA, through its One Voice advocacy program, is more visible than ever among policy leaders in Washington, D.C. PMA members testified in Congress numerous times in 2011 and our D.C.-based lobbying and media relations partners regularly are consulted by congressional staff and coalitions of trade associations focusing on legislative issues such as tax reform (e.g. the importance of assuring that Subchapter S

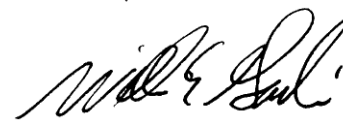
and LLC entities are appropriately considered in any overall reform of business taxes), and regulatory issues with the NLRB, OSHA and the EPA.

PMA's districts, divisions, networking groups and professional roundtables ensure that members have the unique ability to build business relationships with their peers while learning and sharing best practices across all aspects of the metalforming industry. Technical training, seminars and resources to help address the skills shortage have never been more important to PMA members. Development of special coursework for middle management and emerging leaders is underway, as part of 2012 Chairman P.J. Thompson's focus for the year ahead.

As we celebrate 70 years of service, it is

critical that we recognize the outstanding volunteer leadership that has been a constant factor in our ability to serve the metalforming industry. Engagement of members in our districts, divisions, boards and committees is an essential component of our ability to meet the needs of member companies. *MetalForming* magazine will have a special section in the July 2012 issue, highlighting PMA's past 70 years. Thank you for your participation!

Sincerely,



Bill Gaskin, PMA President

PMA Membership Proves to be Your Essential Partner

Members Benefit from New Services and Networking Opportunities

Thank you, PMA members, for your continued loyal support! As your essential partner, PMA is committed to offering value-added services and industry knowledge as well as providing the essentials for you to build business relationships.

PMA has 279 companies that have been members for 20 to 70 years and another 240 companies that have been members for 10 to 19 years. Hundreds more loyal members will soon be moving into these ranges! Membership remained steady throughout 2011.

Networking

In 2011, networking continued to be the most valuable benefit for PMA members with strong participation in local district, committee, division and networking-group activities.

The **Women in Metalforming** group conducted its inaugural Women in Manufacturing Symposium, October 25-26 in Cleveland. This first-class event attracted an audience of 130 women in the industry. Quality panel discussions and presentations were delivered by renowned women including Moira Forbes, publisher, *ForbesWoman*; Beri Fox, CEO/president, Marble King Manufacturing; Anne Klamar, president/CEO, Midmark Corp; Cathy Hare, manager of manufacturing practice, Plante & Moran, PLLC; Latanyua Robinson, principal, Latrobe LLC; Martha Mayhood Mertz, founder, Athena International; Claire Scott Miller, affiliate instructor, Weatherhead School of Management/Case Western Reserve University; Marcia Brey, general manager, logistics and manufacturing, GE Appliances; and Sian Marcone, regional sales manager, RG Steel, LLC. Content included subjects such as: The Eight Principles of Leadership; The Importance of Sponsoring and Mentoring; Communication Strategies for Women in Leadership; Management

Best Practices; and Attracting, Retaining and Promoting Women in Manufacturing.

PMA's **17 regional districts** offered excellent programming and networking throughout the 2010-2011 district year. Participation at events during this period increased from the previous year, attracting nearly 3,300 people (a 13 percent increase) from more than 1,400 companies (an increase of 10 percent). Congratulations to the 150 volunteer district officers for the success of the district programming!

The 2011 District Growth Award was earned by the **Ohio Valley District** for adding four new manufacturing companies with 100 percent retention of existing members in the district. The **New England District** was awarded the 2011 Best District Award for outstanding programming and professionalism.

PMA's 2011 standing and project **committees** were critical



District officers gather on the steps of PMA during the 2011 District Leadership Conference.



Panelists from leading manufacturing companies discuss management best practices during the PMA Women in Manufacturing Symposium.

in the development of new products and services, including the OSHA Compliance Seminar held in September in Cleveland, which attracted 30 safety professionals. The Quality, Safety and Marketing and Sales Committees offered roundtables in 2011 to further face-to-face networking and learning between like-minded industry professionals, while the Government Affairs Committee held its 3rd annual Legislative Conference in Washington, D.C. in April.

The **Metal Stamping Division** hosted the 18th Annual Automotive Parts Suppliers Council (APSC) meeting in May. Attracting a record number of first-time attendees, this meeting again was extended by a half-day to offer an auto supply chain panel, a networking cocktail reception and supplier exhibits.

Two meetings were held by the **Metal Spinning Division** in 2011 which included excellent plant tours and presentations by PMA's lobbyists John Guzik and Omar Nashashibi and PMA's OSHA attorney Doug Ehlke. A record-breaking 48 members attended the division's October meeting.

The **Next Generation Leaders Division** held a well-received Emerging Leaders Executive Management Summit in the fall in Chicago, which featured presentations on high-performance manufacturers and ownership succession planning.

PMA's **Executive Networking Groups** continued to provide an incomparable experience for peers to learn from each other and grow their businesses.

The **GADA** and **Naples Groups**, PMA's CEO-networking groups, each met three times in 2011. GADA toured Becton, Dickinson and Company, a medical manufacturer and supplier, Sandy, UT; Weiss-Aug, East Hanover, NJ, hosted by PMA member Dieter Weissenrieder; and

ArcelorMittal Steel, Cleveland, OH. Naples toured Fisher Barton South Carolina, Fountain Inn, SC, hosted by PMA member Jim Abbey; and Waukesha Metal Products, Sussex, WI, hosted by Jeff Clark.



GADA Group members tour Weiss-Aug in East Hanover, NJ, during their summer meeting.

All of PMA's executive networking group meetings include in-depth roundtable discussions on pressing business issues. Just some of the topics covered in 2011 included energy savings, using social media as a marketing tool, trademarked products, terms and conditions, voluntary OSHA inspections, policies on cell phone use and texting, consignment inventory, managing an aging workforce, flexible staffing, sales strategies, tax issues, creative healthcare options, and how to motivate and reward star employees.

Business Reports

Consistently ranked as one of PMA's top services, members continued a high level of participation in PMA surveys. Overall participation increased by four percent on average, with the largest percentage of increase in the Marketing and Sales and Wage and Benefit Surveys. Thank you to all the members who completed a survey to receive their free corresponding report.

PMA Continues to Advance the Needs of the Industry in Washington

PMA and its members continued to make an impact in Washington, D.C., in 2011. Our daily presence on Capitol Hill by The Franklin Partnership, our Washington-based lobbying firm, combined with the work of our media relations firm, Bracewell & Giuliani, has heightened the metalforming industry's awareness with Congress, the Administration and the public.

Working together with the National Tooling and Machining Association (NTMA) through our "One Voice" coalition, we achieved several successes in 2011:

OSHA Noise Rule Withdrawn – Following intense pressure from One Voice members and other manufacturers, OSHA withdrew its proposed change in the interpretation of noise standard rules that would have redefined "feasible" to mean "capable of being done" by an employer (regardless of cost or effectiveness) to



reduce noise in the workplace.

EPA Regulations Withdrawn – The EPA also was on pace in 2011 to issue sweeping regulations until the White House blocked several of the most costly emissions rules following input from manufacturers. One Voice lobbied that these proposals would not have the intended effect and would have imposed significant costs on U.S. manufacturers by altering long-running and effective policies that protect employees and public safety while allowing businesses to remain globally competitive.

1099 Health Care Reporting Requirement

Repealed – Since the health care law was enacted in 2010, we lobbied extensively for the 1099 reporting provision to be repealed. This burdensome portion of the law would have required businesses to file tax forms (beginning in 2012) for every vendor that sells them more than \$600 in goods, property or services. The President signed a repeal of the 1099 provision in April 2011.

PMA Member Testifies on Tax Reform – The Franklin Partnership has been meeting with tax policy leaders on Capitol Hill since April, fighting for a seat at the table for small and medium-sized manufacturers. We have sent a direct message about the impact of tax reform on our member companies. PMA member Bill Smith of Termax Corporation testified before the House Small Business Committee on November 3, to specifically draw attention to Subchapter S and

passthrough businesses. We also have worked with Plante & Moran and PMA member Dan McGregor to develop a tax template showing how various tax rates, deductions and credits affect manufacturers.

Fighting for Extension of Manufacturing Tax Policies – A number of federal tax provisions including 100 percent bonus depreciation and the R&D tax credit were set to expire or phase-out beginning on December 31, 2011. One Voice, in addition to working on overall tax reform, focused on extending and making permanent these tax credits and deductions that are critical to manufacturers, particularly those to support purchasing of capital equipment.

NLRB Poster Rule Delayed – One Voice member Mike Mittler testified before Congress on October 5 about new directives coming from the National Labor Relations Board (NLRB). Subsequently, the Administration announced it was delaying the “Poster Rule” until January 31, 2012, requiring all private employers to post a sign listing the rights of an employee to join a union. Since then, the NLRB once again delayed implementation of the rule until April 30, 2012. We are continuing to work with Congress to stop the NLRB from moving forward with its poster rule, ambush elections rule and other regulations that harm manufacturers.

NLRB Withdraws Boeing Decision – In December, the NLRB announced it was dropping the unfair labor practice case against Boeing which was strongly opposed by manufacturers because the government sought to block a private company from opening a new factory in another state. The NLRB case challenged Boeing’s decision to build a plant in

South Carolina, arguing that the plant “constituted illegal retaliation against the union’s members in Washington for having engaged in their federally protected right to strike.” This was a major victory for manufacturers against government intrusion into private business decisions.

W o r k f o r c e

Investment – Congress has failed in passing an updated version of the Workforce Investment Act (WIA) which authorizes and reforms federal workforce development programs. One Voice submitted formal comments to the Senate in July 2011 and is working with lawmakers in both chambers on updating WIA to reform outdated programs and increase direct involvement by businesses and their trade associations. The House began releasing a draft of its bill in December following input from groups such as One Voice.

Currency Bill Passes Senate – After years of delays, Senators with competing legislation came together on an agreement to act on effective legislation to address illegal currency manipulation by China and others. This marked a major victory for manufacturers and the first time the Senate passed strong legislation on currency. Following this success, One Voice is working with coalition partners and House Republicans on a strategy to move a bill in that chamber.

Media Coverage – Throughout 2011, the One Voice media relations firm, Bracewell & Giuliani, helped increase media exposure for PMA and NTMA members in numerous publications, including the *Wall Street Journal*, *Washington Post* and *Cleveland Plain Dealer* as well as on television and radio, including NPR. This media outreach remains a critical component of One Voice’s efforts to be heard in Washington.



Senator Sherrod Brown (OH) meets with the owners of Automation Tool & Die in October to discuss currency manipulation legislation. From left: Randy Bennett, Senator Brown and Bill Bennett.



Texas members meet with Congressman Pete Sessions (second from right) during the 2011 One Voice Legislative Conference.

influence in Washington, D.C., is the participation of its members. More than 100 members attended the One Voice Legislative Conference in April, visiting more than 100 congressional offices to share the industry’s concerns on key issues. In addition, throughout the year, members educated lawmakers through plant tours of their facilities and by sending thousands of messages to Congress through the One Voice website when action was needed prior to a key vote.

Fundraising – PMA raised nearly \$170,000 from members in 2011 for its Advocacy Fund and the Voice of the Industry Committee (PMAVIC), the association’s political action committee. Money raised for the Advocacy Fund supported PMA’s day-to-day lobbying and PR efforts, while PMAVIC donations will help PMA elect pro-manufacturing members of Congress in the 2012 elections. PMA appreciates members’ generous support of our government affairs efforts in 2011.

A Look Ahead to 2012

PMA and NTMA will continue to fight for policies in 2012 to ensure a strong U.S. manufacturing sector. Key issues that Congress will attempt to address in the second session of the 112th Congress include: tax reform, Workforce Investment Act (WIA) reauthorization, repeal of EPA and NLRB regulations, and health care repeal and reform, among other top priorities for One Voice members.

Please be sure to mark your calendar for the 2012 One Voice Legislative Conference, May 8-9 in Washington, D.C., to lobby Congress on issues of concern to your business and the industry. For the latest information on One Voice advocacy efforts, visit www.metalworkingadvocate.org.

PMA Events and Seminars Zero-in on Member Needs

PMA's Technical Seminar Committee outlined a robust schedule of seminars for 2011 addressing core industry topics. By focusing seminars on key subjects, attendance for technical seminars accelerated from previous years by 40 percent, even prompting a second Deep Draw Seminar to be held, one in Cleveland and another in Chicago. The Die Maintenance & Troubleshooting Seminar & Workshop held in October in Detroit tripled its attendance from 2010 with more than 60 participants. This program was expanded to a two-day program providing attendees time to discuss problems and solutions with the presenters in a social setting. This well-rated seminar also has been requested to take place again on the east coast.

The second annual Marketing and Sales Conference held in August in Chicago drew nearly 70 attendees for a two-day program. Sponsors, speakers and attendees all evaluated the program highly.

PMA joined forces with AMT, AMTDA and NTMA for the first Manufacturing for Growth (MFG) Meeting in March in Chandler, AZ. This four-day forum brought together nearly 800 machine-tool builders, distributors and users from throughout the manufacturing



PMA 2011 Chairman Bob Clay addresses members during the annual banquet at the Leadership Conference & Annual Meeting in Chicago.

technology industry in an interactive setting. Mark your calendar for the 2012 MFG Meeting, March 8-11 in Orlando, FL.

PMA also hosted its first new-format Leadership Conference and Annual Meeting in 2011, held immediately prior to FABTECH in Chicago in November. The 175 participants heard outstanding keynote presentations from former Florida Governor Jeb Bush and Fox News Contributor and former White House Press Secretary Dana Perino. Assembly session presentations on moving from competitive to collaborative negotiations and an economic outlook for 2012 plus interactive

roundtables on key industry topics also were a highlight of the meeting. Additionally, the event featured the annual banquet honoring PMA's 2012 officers and the 2011 Awards of Excellence in Metalforming networking reception.

The educational conference at FABTECH capped off PMA's 2011 events. The conference's metalforming tracks experienced a 25 percent increase in attendance compared to 2010.

Please visit www.pma.org/meetings to view the 2012 listing of PMA seminars and signature events.

PMAEF Shifts Focus to Be Responsive to Member Needs

2011 was a year of transition for the PMA Educational Foundation (PMAEF). Under the leadership of its chairman Ron Lowry of Dayton Rogers, its vice chairman and 2012 chairman Tim Gleason, and the entire board, PMAEF repositioned itself as a grant-giving, grant-seeking and fundraising organization. Its workforce-development products and services have been reassigned to PMA, and future workforce-related product development by PMA and its related entities will be eligible for PMAEF grant funding. The new procedures will allow for grant funding solely for initiatives with broad benefit to the association and industry, thus providing a renewed focus of PMAEF grants to enhance PMA membership.

To ensure the Foundation is being responsive to PMA members, it surveyed the membership to determine its most important workforce-development needs. Then it commissioned a study to further define those needs and assess the feasibility of conducting a successful fundraising campaign. It found

that member needs were concentrated in on-the-job-training assistance, webinars, consulting, middle-management training and the development of industry-recruitment tools. Information gathered through extensive member interviews was extremely valuable and is being used by the board to develop its short- and long-term fundraising strategy to ensure the availability of adequate grant funding.

Looking forward into 2012, three general priorities are emerging: 1) on-the-job training for production employees with a focus on improving and updating existing PMA programs and supplementing them with new ones; 2) middle-management training to address P.J. Thompson's theme as PMA 2012 chairman by developing new pathways to help middle managers work "on" the company, not just "in" it; and 3) creating new industry-recruiting tools for grassroots efforts by members to increase their activity in raising

interest in manufacturing in their local schools.

Through a grant from the Foundation to PMA, work already has begun on the middle management training initiative. Expert panels of member company representatives were convened in the disciplines of

financial/fiduciary management and purchasing; engineering, production and quality management; and marketing and sales to determine the core competencies and skills needed to succeed in those job functions. Information gathered will be used to direct workforce development activities to address the skill and knowledge needs of these middle managers.

In arguably its greatest success of the year, the Foundation also was proud to announce that it was the recipient of the first significant grant in its history. It was awarded a \$194,000 grant from the Hitachi Foundation and began work on the "Metalforming Pioneer Award"



program. This project seeks to identify and bring nationwide recognition to successful companies in the metalforming industry that are meeting and exceeding business bottom line goals while fostering skills development and career advancement for their workforce. Companies selected as “Metalforming Pioneers” will be featured in articles to be pub-

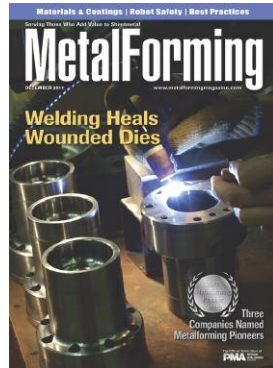
lished as special inserts in *MetalForming* magazine and will participate in events to engage other companies in the industry to learn and apply some of the techniques followed by these companies. The first three pioneer companies were featured in the December issue of the magazine. Congratulations to E.J. Ajax & Sons, Minneapolis, MN; McGregor Metalworking

Companies, Springfield, OH; and Pridgeon & Clay, Grand Rapids, MI. Submissions for future selections are being accepted.

For more information about the Metalforming Pioneer program or anything else related to PMAEF, contact Dave Sansone at 216/901-8800 or dsansone@pma.org.

MetalForming Magazine: 2011 in Review

MetalForming magazine crafted an extremely successful 2011, coming on the heels of 2010’s hiring of a new publisher (Andrew Flando) and new sales team. Now, not only does *MetalForming* (in print) have a whole new and refreshed look, courtesy of art director Donna D’Amico, but we also have a completely new website. Launched in November under the direction of editor Brad Kuvin and editorial manager Marlene O’Brien, the site offers greatly improved features and functionality, including information cataloged by interest area, improved search capabilities, and Industry Showcase pages for suppliers to the metalforming industry.



Building on the several new products launched in 2011—including *MetalForming* Delivers custom e-mail newsletters, *MetalForming* Classroom sponsored magazine editorial packages, enhanced sponsored webinars, and Ask the Expert Q&A-style editorial inserts—*MetalForming* also launched its first Manufacturing ERP Software Experience. The event, held August 23-24 in Chicago, featured keynote presentations from ERP software experts, case-study presentations from leading metalforming companies, and live software demonstrations from several software suppliers. It was deemed a rousing success by the dozens of metalforming-company executives who attended—so successful, in fact, that *MetalForming* plans to hold two Manufacturing ERP Software Experience events in 2012.

How successful was 2011 for *MetalForming* magazine? Display ad revenue increased 30 percent between 2010 and 2011, while digital revenue spiked 100 percent.

PMA-Sponsored Tradeshows Experience Record-Setting Year

FABTECH 2011 was the largest exposition in show history, proving that manufacturing is not only alive, but thriving. The four-day tradeshow and conference at Chicago’s McCormick Place welcomed a historic 35,457 attendees, a 35 percent increase over 2009—the last time FABTECH was held in Chicago.

More than 1,300 exhibitors, filling a record 522,000 net square feet, exposed buyers to more than 500 new products and 75 new “green” products and technologies—a new feature on the FABTECH agenda. All products featured as “green” had to qualify as being more energy efficient, reducing waste or providing a safer and healthier environment for employees, customers and the community.

PMA’s METALFORM technology area at FABTECH filled more than 47,000 net square

feet of exhibit space, and PMA show managers received a lot of positive feedback from exhibitors about the quality and quantity of attendees. In addition, five large presses were sold off of the show floor.

Be sure to mark your calendar for FABTECH 2012, November 12-14 in Las Vegas, NV.

In addition, METALFORM Mexico, held May 11-13, 2011 in Monterrey, also was successful, with more than 7,000 people in attendance to view the latest industry equipment, products and services. Organized and co-located with AWS Weldmex and FABTECH Mexico, the show covered 57,000 net square feet of exhibit space and is the largest manufacturing event in Latin America for tool and die, forming, fabricating, tube and pipe, welding, assembly and finishing of sheet metal component parts and assemblies.



METALFORM Mexico will come together once again with AWS Weldmex and FABTECH Mexico in Mexico City, May 2-4, 2012.

Please contact Roger Judson at 800/541-5336 or rjudson@pma.org with questions about exhibiting at the 2012 METALFORM Mexico and FABTECH tradeshows.

PMA Members Save Money Through Affinity Programs

In 2011, PMA members continued to take advantage of the association's relationship with its affinity partners, which offer members savings on a variety of important business services.

YRC Shipping Program

YRC continues to be the industry pioneer and innovator with more than 80 years of less-than-truckload (LTL) shipping experience in North America. Ship with confidence using the most comprehensive network with a portfolio of standard, expedited and specialized services.



YRC ships to nearly 1,700 member locations attached to its program, with an average annual member savings of more than \$600. To start saving, visit www.enrollhere.net.

APPI Energy Savings

APPI Energy provides the Powerful Solutions Program (www.appienergy.com/

[powerful-solutions](#)), an exclusive member benefit that assists members in managing and reducing their energy expenses. APPI Energy navigates the maze of energy deregulation by negotiating favorable "real-time" pricing and contract terms and conditions with competitive energy suppliers across the country. Contact 800/520-6685 to explore your opportunities for savings.



Risk Manager

The newly enhanced *myPMA* Risk Manager now includes HR360, an additional extensive human resource library where members can access federal and state laws, employee benefit information, recruitment and hiring tools, discipline and termination information and more. Also included is Incident Track, a program that easily tracks and trends losses in your organization with automatic generation of OSHA logs and more. Free to members. Savings is more than \$6,000 of what you would

pay elsewhere for a risk management and safety platform such as this.

Additional add-on services at a rate of \$600 per year are available and include the Hazard Analysis Library, Certificate of Insurance Track, MSDS Track and Training Track. Contact Marianne Sichi at 216/901-8800 or msichi@pma.org for information.

UPS Association Program

The UPS-PMA small-package program allows members to save money on ground, air, and international commercial and residential shipments. PMA members enrolled in the program save an average of \$334 per year.

UPS Freight offers members savings on larger, heavier shipments. On the UPS Freight side, members have saved more than \$1,800 per year on LTL freight shipping. Members enrolled in both UPS Package and UPS Freight have seen savings of up to \$2,185 per year. Visit <http://savewithups.com/pma>.



WorkingSolutions Report

PMA's *WorkingSolutions* provides custom consulting services to manufacturers in the areas of competency-based instructional design, new-hire selection strategies, industrial skill standards and certification, structured on-the-job training, blended learning systems, assessment development and validation, innovative apprenticeships, multi-skill and pay-for-skills compensation systems, and curriculum and product development. *WorkingSolutions* also offers professional in-plant technical workshops.

Notable projects and programs completed in 2011 include:

- **Development of the NIMS 21st Century Apprenticeship Program for Precision Manufacturing funded by a grant from the U.S. Department of Labor.** New competency-based apprenticeships are being pilot tested for the following occupations: CNC Machinist, CNC Operator, Mold Maker, Tool and Die Maker, Machinist and Press Setup and Operations. www.nims-skills.org/web/nims/home
- **Services provided to the Minnesota State Colleges and Universities** to define and document *M-Powered* trainee job skills and competency-based abilities for emerging occupational disci-



National Institute for Metalworking Skills®



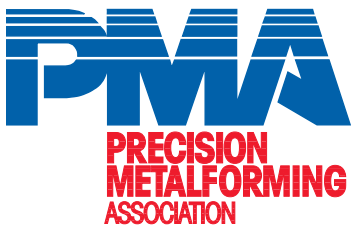
plines serving the medical device manufacturing sector. In addition, two existing *M-Powered* programs were upgraded to ensure they reflect currency and adaptation to new skill-sets. Performance

Achievement Records (PARs) also were developed for Quality Control Process Technicians, R & D Lab Technicians, CNC Micro-Machinists, Press Operator and Cleanroom Operator/Assembler Technicians. www.m-powered.info/site/index

• **Assessment of Sustainable Applications & Practices.** *WorkingSolutions* facilitated the development of a shop floor Green Manufacturing Assessment for the National Institute for Metalworking Skills, which raises awareness of envi-

ronmentally sound and sustainable applications and practices in precision manufacturing. The 50-item, best-answer assessment focuses on administrative, engineered and physical plant controls that promote and advance profitable green usage and operations in the workplace.

For more information about *WorkingSolutions*, visit www.WorkingSolutions4u.org or contact Bruce Broman at 216/901-8800 or bbroman@pma.org.



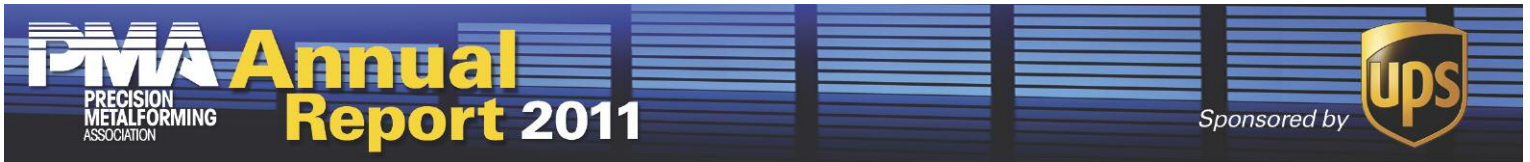
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PMA's Mission:

To represent
the metalforming
industry and to lead
innovative member
companies toward
superior
competitiveness
and profitability.



2012 Chairman P.J. Thompson's Theme: Illuminating Mid-Level Management

P.J. Thompson, president of Trans-Matic Manufacturing Co., Holland, MI, was elected PMA's 2012 chairman of the board at the association's Annual Meeting in November 2011. During his year at the helm of PMA, Thompson has pledged to focus on mid-level managers working in the industry to provide them with the training and experiences that will empower them to lead metalforming companies to new competitive heights on the global stage.



P.J. Thompson

"Our industry's mid-level managers have the horsepower, but in many cases they lack the fully developed skill sets required to plan and set objectives, delegate responsibilities, manage their time, negotiate and make non-routine business decisions,"

said Thompson. "PMA will focus on developing training resources to address these critical but often overlooked industry needs."

Plans include establishing an executive networking group for emerging leaders and offering training to address the core business competencies of the next generation of business leaders.

Learn more about Thompson's goals during his term as chairman in the November 2011 issue of *MetalForming* magazine by visiting www.metalformingmagazine.com.

Bill Adler, Stripmatic Products, Inc., Cleveland, OH, and Jody Fledderman, Batesville Tool & Die, Batesville, IN, will join Thompson in leadership roles on the board of directors. Adler will serve as first vice chair and Fledderman as second vice chair and treasurer.

