

Dates: February 28 – March 4 2010  
Location: St Thomas, US Virgin Islands

### **Sunday, February 28, 2010**

Sunday's events consisted of NTMA team meetings. NTMA has teams focused on Membership Growth & Retention, Robotics, Industry Marketing, PJAM, Education, Manufacturing Technology, Next Generation, Government Affairs, Chapter development, National Associate member & Budget and finance. Membership on these teams can be a very valuable experience and a way to give back to the industry. Most of the teams can accommodate conference calls so attendance at the conference, while beneficial, is not required.

The Trustee attended the Membership growth & retention team, PJAM team and is a member of the government affairs team. The membership growth and retention team discussed a chapter incentive program where chapters would be responsible for their own sales and would then receive an incentive from NTMA for each new member they brought in. A pilot program is being rolled out in a few select chapters to determine effectiveness. The Indianapolis chapter is one of them and they have a very interesting outreach program working with NTMA and their associate members. If this model proves successful, many of the elements could be duplicated in Connecticut. It was also suggested that chapters include information from NTMA on chapter news letters so the value of NTMA membership is more visible to companies who are more involved on the local level but rarely participate in NTMA activities. A proposed draft organizational chart was developed stressing the interrelationship of the different NTMA departments in the growth and retention process. This chart was presented to the executive team liaison, Russ Reshke, for further analysis and implementation. NTMA membership stands at 1458. 311 members resigned in 2009 while 136 new members were signed up. The main reason cited for resigns was financial problems. Retention stands at 82 % and if it could be increased to over 90 while we continue to add members, we could and should be able to have net increases in membership. The retention rate for new members after two years is 50% so it is important to get new members involved in the association so they can experience the value of networking.

In order to help prevent resignations, chapter executives are contacted at 60 days so they can intervene and try to save the member before the member resigns.

### **PJAM Team:**

The PJAM team is working with approximately eight sites and expects to have three of them certified as centers of excellence within the next six months. It is expected that the Connecticut site could be certified within the next year. The PJAM WIKI is continuing to evolve and more information is being added in the areas of workforce development such as recruitment, screening, training and retention. The Connecticut chapter has a new workforce development chair who is working with other chapters that have been through some of the needed steps. Based on the mentoring and site assessment results, CTMA may present a grant application to the NTMF for funding. More chapters are interested in

getting involved based on the way the program is starting to take shape and the continued need to “fill the pipeline.”

**Government Affairs Team:**

The GAT continues to lobby on the industry’s behalf in the areas of healthcare, Labor law, regulations & Taxes.

While the Employee Fee Choice Act (Card Check) Bill isn’t expected to see much movement in congress, the intention of the administration is to “regulate what we cant legislate” President Obama attempted to nominate Craig Becker, a lawyer from the AFL – CIO as an objective member of the National Labor Relations Board. While his confirmation did not pass the Senate, One of the strategies that may be executed is to do a recess appointment which could stand for 180 days before a vote is needed. Therefore, many of these onerous regulations could bypass the legislative process and get implemented before the senate can stop it.

The estate tax will be taken up later in the year and will revert to a 1,000,000 exemption per spouse and 55% tax rate next year if nothing s done. NTMA had been promoting a 5-10 -15 plan where the individual exemption would be increased to 5,000,000 and the balance would be taxed at 15%. Right now, the expected worst case is 3.5 – 7.0 – 45% and one voice is trying to push this to 5-10-45%. This is a big issue for many of our members who have many of their assets tied up in a rather illiquid

In addition to the EFCA, big labor is pushing the “respect act” which would change the definition of a supervisor so that 8,000,000 new dues paying members would automatically be added to union roles.

One Voice is working with the department of commerce to develop a domestic manufacturing policy. Most of our trading partners have such a policy and four one voice members are working on the document. Tax provisions being worked on include section 179 expensing, bonus depreciation, R&D tax credits and increasing the domestic manufacturing tax credit section 199 from 6% to 9%.

The department of labor hired 250 new regulators to issue over 90 new regulations. One Voice will continue to monitor and issue action alerts and warnings when they are needed.

China currency manipulation is gaining more traction. The administration is asking Wall Street what the consequences of more forceful action might be. A coalition is starting to form. One Voice will issue an action alert when appropriate.

***PAC contributions are critical to the success of our advocacy efforts. About \$100,000 is needed in order to be effective this year. Members need to sign a form allowing the association to ask for a contribution. CTMA members if you are interested in this form, please contact Bruce Dworak.***

The three legs of the Advocacy stool are lobbying, media and fundraising.

The legislative conference will be April 20-21 and is a great opportunity to have your voice heard on Capitol Hill.

Franklin will come to our chapter for a meeting if we so desire.

Site visits for legislators were also mentioned as a positive tool. If you are interested in hosting a site visit, please contact The Franklin Partnership directly or Jim Grossman from NTMA can arrange put you in touch.

### **Monday, 3/1/10**

The day started with a general membership assembly and awards program.

The first key note speaker was Les Banwart who spoke about succession planning. He gave many helpful ideas about forming clarifying a family's vision for the business then executing a plan to achieve the vision. There were many helpful tips about how to structure your company to protect wealth and prevent conflict in future generations. He also gave some insight into setting up an outside board of Directors and dealing with owners who are not active participants in the company.

The inaugural luncheon included a heart felt speech from your new chairman, Russ Reshke as well as letters from his children. The executive team for 2010 was sworn in.

The afternoon was a well attended next generation roundtable facilitated by Mr. Banwart. This was a great opportunity to share experiences and get input from an expert as well as peers.

The New England Chapters got together for an evening of fine food and networking on Monday evening.

### **Tuesday, 3/2/2010**

Tuesday also began with a general membership assembly. Team reports were given as well as an association update. Capsule reports from the teams will be forthcoming.

Each team leader gave a report on their team's activities, plans and recommendations.

There will be two purchasing fairs in 2010. One will be in Irvine, CA in May and will focus on reshoring work that was lost to foreign competition. Members are encouraged to submit a list of prospect they would like to see at the fair to Harry Mosher and he will try to get them to the fair. It will be promoted using a combination of press releases, email, direct mail and follow-up phone calls.

The technology team is working on ERP systems, RFID for tooling, and automated deburring they are also promoting NTMA's six S program and looking for before and

after pictures for the website. The technology team as been conducting webinars on various technologies and will continue to do so.

The second fair will be in Connecticut in October.

The transition of NTMA headquarters to Cleveland is progressing. Staffing decisions for MSI, the new joint management company owned by NTMA and PMA is being formed. The search for a new President for NTMA continues and a move will not take place until this position is filled. The “state of the Industry Address” was not given but will be considered again for the fall conference.

The afternoon was the roundtable sessions where some of the best value of the conference is received. There were three Precision machining Roundtables and one Tools, dies, molds and special machines. Coma’s trustee attended and facilitated the latter. Discussion Topics included access to credit, protecting IP, what new markets people are entering, technology issues, lean in mold making, as well as HR issues such as hours, structuring shifts, pay, benefits and healthcare. A forecast for automotive tooling was shared by one of the members who felt that there will be a major skills shortage in 2-3 years base on the number of companies going out of business or downsizing and the new platforms and technologies that will be introduced by the auto makers. Business conditions were generally reported as more positive than 2009.

### **Wednesday 3/3/2010**

Wednesday started with a speaker who helps struggling companies through either the bankruptcy process or protecting as many assets as possible or helps them turn their companies around and emerge from bankruptcy stronger. He discussed the way many banks are behaving especially in the areas of automotive tooling and suggested some ways to protect oneself by being proactive and developing a good personal relationship with your banker as well as ways to protect assets from them.

The afternoon included networking opportunities such as the golf tournament and a snorkel sail followed by a networking dinner.

### **Thursday 3/4/2010**

Thursday morning was the board of trustees meeting followed by a brainstorming session of what NTMA might do to improve performance and service to the chapters. Many ideas were suggested and will be considered by the Executive Team.

An update on Washington was then given by the Franklin Partnership. The same issues discussed in the GAT report were again reviewed with the general membership.

Questions on specific races from the membership were then answered.

Thursday’s events drew to a close with the annual Chairman’s reception and dinner dance.

Respectfully Submitted

Bruce Dworak

CTMA Trustee