

tmta talk

A Publication of the Tooling, Manufacturing & Technologies Association

From Rob's Roost

by: Rob Dumont,
President & CEO



Some Political Irrationality!

On October 23rd this year House Ways and Means Committee Chairman Charles Rangel proposed to expand unemployment assistance and training for workers in America harmed by imports and give tax breaks to communities suffering because of factory closures. "This bill is the latest development in a new trade policy that will help American workers compete and win internationally," Rangel, a New York Democrat said in a statement.

Nice house—nobody home! Let's examine what is being proposed. First of all Rangel acknowledges that American workers are being harmed by imports and further, that communities in America are suffering because of factory closures. That is good, as far as it goes.

Even a modest application of logic would lead one to the recognition that the proposal is an attempt to throw taxpayer money at a problem that obviously needs to be addressed. In plain English, the problem is a sick, sad, sorry set of trade policies that continue to emasculate manufacturing in this country. How providing additional unemployment benefits for people who, because they are unemployed are not in the competition, will assist those very people to "compete and win internationally" escapes all comprehension. Moreover, the suggestion that this type of action can, in some odd stretch of even the most active imagination, constitute "a new trade policy" is

sheer fantasy. What it does constitute is an expansion of social assistance in the United States and an apparent continuing willingness on the part of legislators to see good people put out of work in America so that multinational corporations can profit from the near slave conditions that laborers in foreign countries endure.

We continue to work at getting those legislators to address the problem rather than simply attempt to patchwork the symptoms. It is a long and arduous process but the truth is we are making progress. We hear that manufacturing is becoming an issue in the Presidential campaign for 2008. We see that more legislators are becoming conversant with the issues and when we deliver data on how many of their constituents are interested in and affected by the issue we see a new found interest in addressing the problem.

Don't rush out to get a victory flag just yet, but, we are seeing progress!

In the coming days we will be asking for your support in communicating on a variety of issues with your representatives in Washington. We will have available sample letters for your use. Please participate and know that your input is extremely valuable. A legislator who gets a communication from a constituent that employs people in her/his district will take notice.

There are, of course, those among the Michigan contingent who are self professed "Free Traders" such as Congressman Joe Knollenberg who do not agree with positions advanced by the TMTA and that is fine. I am confident that the manufacturing sector in his district will bear that in mind at the next election.

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TMTA Calendar of Events - November 2007

Remember, visit the TMTA website Calendar at www.thetmta.com for detailed, up-to-date information on all events.

- 06 TMTA Board of Directors meets
- 13 MMTC seminar with Doug Hall held @ the Rock Financial Showplace in Novi
- 15 MTMIC Board of Directors meets
- 22/23 TMTA & MTMIC Offices Closed for Thanksgiving

Health News

TMTA Insurance Agency



New BCBSM/BCN ECOS Forms

The Blues has revised the Enrollment/Change of Status form (ECOS). The new format was developed to have the same look and feel as other BCBS group enrollment forms. BCBSM and BCN groups are advised to begin using the new form immediately, although the previous version will still be accepted.

New forms may be printed directly from the BCBSM website at www.BCBSM.com or from the TMTA website at www.thetmta.com (go to the 'Information/Networking' tab and select 'Company Forms & Information').

19 to 25 Year Old Dependent Coverage

If your members have a dependent that turned age 19 or 25 during the 2007 year, BCBSM will automatically delete the dependent's healthcare coverage on 1/1/08. Member companies that are a part of the TMTA Association Group through BCBSM should have received a mailing from us already.

For dependents that meet the eligibility requirements to remain on their parent's contract, the employer must complete an Enrollment/Change of Status form indicating the dependent's status as a family continuation and forward it to TMTA.

For dependents that are not eligible to remain on their parent's contract, complete the Enrollment/Change of Status form indicating the dependent is to be removed and submit it to TMTA. These dependents are eligible to sign up for individual coverage through BCBSM. If you need an application for individual coverage, contact TMTA. If your company is required to offer COBRA coverage, dependents that are being removed must be given this option.

If you have any questions about coverage for dependents or how COBRA applies to your group, please contact Elaine at TMTA at 248-488-0300, ext 1309.

Certification of Creditable (or Non-Creditable) Coverage Due before November 14th

One of the provisions of the federal Medicare Modernization Act of 2003 requires employers that provide prescription drug coverage to either active employees or retirees eligible for Medicare (part A or B) provide to those employees a Notice of Creditable (or Non-Creditable) Coverage no later than November 14th of each year.

The disclosure notice must be filed on an annual basis or upon any change in the plan's creditable coverage status. If a prescription drug plan either terminates or implements a change that affects its creditable coverage status, the disclosure notice must be filed within 30 days of the termination or change in status.

This creditable coverage notice alerts the individuals as to whether or not their prescription drug coverage is at least as good as the standard coverage under the Medicare Part D prescription drug benefit. That means each group must determine whether the expected value of claims paid under its plan is equivalent to the value of claims that would be paid under the standard Medicare Part D benefit.

BCBSM/BCN has determined whether each of their standard drug plans meets the creditable coverage standard. You can obtain this information from either BCBS directly or by contacting your insurance agent. For a Model Certificate of Creditable (or Non-Creditable) Coverage Notice, visit the TMTA website at www.thetmta.com under the 'Information/Networking' tab, 'Company Forms & Information'. For more information on the Medicare Modernization Act, visit the Center for Medicare Services at www.cms.hhs.gov/creditablecoverage.

Preventing the Misuse of Prescription Drugs

Abuse of prescription drugs to get high has become increasingly widespread among teens and young adults. Past year abuse of prescription pain killers now ranks second behind marijuana as the nation's most prevalent illegal drug problem. Much of this abuse is fueled by the relative ease of access to prescription drugs.

People in the U.S. are living in a world of pain and they are popping prescription pills at an alarming rate to cope with it. A study by the Drug Enforcement Administration shows that the quantity of five major prescription pain killers sold has risen 90% between 1997 and 2005. The amount of codeine, morphine, oxycodone, hydrocodone, and meperidine purchased was enough to give more than 300 milligrams of pain killers to every person in the country. Approximately 60% of people who abuse prescription pain killers indicate that they got their drugs from a friend or relative for free. When abused, prescription drugs can be as addictive and dangerous as illegal street drugs.

In the face of rising trends in prescription drug abuse, the federal government has issued new guidelines for the proper disposal of unused, unneeded or expired prescription drugs.

The new federal prescription drug disposal guidelines urge Americans to:

- ❖ Take unused, unneeded or expired prescription drugs

out of their original containers and throw them in the trash.

- ❖ Mix the prescription drugs with an undesirable substance, such as used coffee grounds or kitty litter and put them in impermeable, non-descript containers, such as empty cans or sealable bags, further ensuring that the drugs are not diverted or accidentally ingested by children or pets.
- ❖ Flush prescription drugs down the toilet only if the accompanying patient information specifically instructs it is safe to do so.
- ❖ Return unused, unneeded or expired prescription drugs to pharmaceutical take-back locations that allow the public to bring unused drugs to a central location for safe disposal.
- ❖ The FDA advises that the following drugs be flushed down the toilet instead of thrown in the trash: fentanyl, fentanyl citrate, fentanyl buccal tablets, methylphenidate, oxycodone, morphine sulfate, entecavir, sodium oxybate, atazanavir sulfate, gatifloxacin, stavudine, meperidine, and oxycodone.

At least once a year, organize and keep track of your prescription medications. Check the expiration date on your medications and dispose of unused, unneeded or expired drugs as indicated above. Discard all leftover prescription medications from previous illnesses and conditions. You should never try to treat yourself or anyone else with a prescription medication. It is dangerous and also, giving controlled substances to a person other than the prescribed individual is illegal.

Store medications in a cool, dry place—bathrooms or kitchens are not suitable storage areas. Lock up your medications, especially controlled substances.

Separate your medications by family member to reduce the possibility of taking the wrong ones by mistake. Always keep the medicine in the bottle it came in so that you have prescribing information readily at hand. Keep the lids tightly closed.

Make sure you have good lighting and a flat surface where you take your pills to insure you are taking the proper medications and to make it easier to find any dropped pills.

Theft and abuse of prescription medications is a serious problem. You can play a role in keeping medications out of the hands of those who shouldn't have them. The new federal prescription drug disposal guidelines go into effect immediately. As part of the National Drug Control Strategy, the Bush Administration has set a goal of reducing prescription drug abuse by 15% over 3 years. The new Pharmacy Initiative instituted by BCBS effective in September of this year is also aimed at reducing prescription drug abuse.

Legislative Update

by: *Judy Augenstein,*
Legislative Consultant, Lansing



Former Republican legislator, Leon Drolett, now leader of the Michigan Taxpayers Alliance, has launched 10 recall efforts against lawmakers in response to their vote to increase the income tax and to expand the sales tax on certain services. The list includes five Republicans and five Democrats: Speaker of the House Andy Dillon, D-Redford Twp.; Senate Education Committee Chair, Wayne Kuipers, R-Holland; Rep. Steve Bieda, D-Warren; chair, House Tax Committee, Rep. Marc Corriveau, D-Northville; Rep. Robert Dean, D-Grand Rapids; Rep. Ed Gaffney, R-Grosse Pointe Farms; Rep. Mary Valentine, D-Muskegon; Rep. Chris Ward, R-Brighton; Sen. Valde Garcia, R-Howell and Sen. Gerald VanWorkom, R-Muskegon. Our term limited legislature seems to be “paralyzed” by the fear of legislative recalls.

In order for a recall to occur, organizers within these legislative districts must collect enough signatures within a 90-day window from registered voters to equal or surpass 25% of the voters who participated in the last gubernatorial election. Before collecting the signatures, the recall language needs to be approved by a board of election officials from within the lawmaker’s home county. The effort marks the first time since 1983 that significant numbers of the Legislature have been targeted for recall. In that year, lawmakers went along with then Democrat Governor James Blanchard’s 38% income tax hike and 17 recall efforts were launched. Only two were successful, former Democratic senators Phil Mastin and David Serokian, whose ousting from office resulted in the Republicans taking control of the Senate, which they have not relinquished since.

Even with recent tax increases, the Legislature continues to struggle with making an additional \$433 million in budget cuts that nobody wants to make. Lawmakers are stuck on at least 10 issues that likely can only be broken with Governor Jennifer Granholm; Senate Majority Leader Mike Bishop, R-Rochester; and House Speaker Andy Dillon, D-Redford, all in the room at the same time.

Senator Alan Sanborn, R-Richmond, chair, Senate Economic Development and Regulatory Reform Committee, has informed Senator Randy Richardville, R-Monroe, that he will address SB 680 as soon as his committee finishes work on its current agenda. The bill amends the Renaissance Recovery Zone Act by allowing companies with 75 employees or more to participate in the Act as long as they negotiate a portion of their special services tax with local government.

(Legislative Update continues on Page 8)

From the Desk of Gary Wood

MTMIC, Chief Operating Officer



This is the busiest time of the year for some of us here at the MTMIC. There are over 400 policyholders that have workers' compensation renewals on one day—January 1, 2008 and that is a big task when a lot of policyholders have questions on why they are being billed a certain way.

This year our newest staff member Megan Brown, Director of Marketing and Sales, has been contacting many of the current policyholders to determine their level of satisfaction with our service and to determine if there are any questions that need to be addressed prior to quoting. This campaign has been going on in addition to our normal renewal questionnaire that went out in an early October mailing.

Megan has contacted nearly 200 policyholders thus far and they have expressed their ongoing support of the MTMIC program. We have also collected over 80% of the renewal questionnaires. Those that do not respond to the questionnaire will be billed at the payroll totals which were audited at year end 2006.

Megan's Message

Megan has been calling the policyholders to tell them how important they are to us. She is advising them of the exciting renewal terms and conditions which are going to be available to most of those renewing on January 1. The highlight of the renewal terms are:

1. No rate increase for January 1, 2008;
2. 10% / 10 payment plan (ACH available);
3. Premium discount applies to all policies over \$5,000;
4. There is a Schedule credit available to most policyholders; and
5. The Directors have authorized a Dividend (currently awaiting regulatory approval).

The move from a workers' compensation fund to a mutual insurance company has taken us to a new level of customer service and responsiveness which we are actively pursuing with existing and new policyholders.

Is Your Company Enjoying the Advantages Available Through MTMIC for Your Workers' Compensation Coverage?

Before the end of the year we will be providing materials to those of you in TMTA (Michigan only) that are not currently with the MTMIC for your insurance needs. A no-obligation quote will be provided, usually within a week, by just forwarding some very basic information to us for review.

Last month you were encouraged by Mr. Dumont to contact the TMTA Insurance Agency for a quote on your benefits coverage; this month I implore you to take advantage of the opportunity MTMIC provides to policyholders. Our records indicate that a majority of the TMTA members are policyholders, but we would like to enhance that relationship further by providing coverage to every eligible participant in the TMTA.

If you don't want to wait to get that quote, contact Megan (megan@mtaonline.com or her cellular phone 248-444-9513) or you can always contact me directly and I will facilitate a response (gary@mtaonline.com or 248-488-1172, ext 1316).

Annual Meeting Synopsis

The MTMIC held its first Annual Meeting at the Red Run Golf Club on October 18, 2007. There were several new policyholders at the meeting, but, generally speaking, it was a repeat opportunity to meet with a lot of those long familiar faces and an excellent lunch was provided. The Board and the Staff of the MTMIC were available for an in-person conversation at an informal social period before lunch. There was a short presentation and, following questions from the floor, the meeting concluded at 1:30 p.m.

Election of Directors

At the meeting, the Secretary announced the results of the Director election concluded on October 15, 2007.

Those elected to new three-year terms included:

Jack Accardo (term exp. 2010) of GHB, Inc.;
Kurt Heuser (term exp. 2010) of Bokum Tool Co.; and
Joe Keppler (term exp. 2010) of Hi-Tech Tool Ind., Inc.

Financial Report

It was reported at the Annual Meeting that MTMIC is in excellent financial condition. The MTMIC staff is continuing to handle the claims from the recent loss portfolio transfer for a fee and the results for the two years of claims insured by MTMIC have been relatively good in terms of claims activity and payouts.

The loss portfolio transfer agreement was entered into by the MTA WCF Trustees to extinguish all ongoing liability for the Fund claims from 1976 thorough December 31, 2005. This transfer resulted in the eradication of all ongoing liabilities of the MTA WCF and removed the possibility of an assessment being levied on the Fund members (an ever present concern of the state regulators)

Reinsurance

The MTMIC is maintaining a relationship with various reinsurance companies to protect the assets of the company in the event losses exceed expected and projected for the coverage periods.

Safety

Nearly every policyholder has received loss control visits and written reports including suggestions for improvement and notification of dangers and hazards.

The staff is developing a new MIOSHA Education and Training DVD which will be distributed to the policyholders following completion of the revisions to the CD produced in 2006 and distributed in that year. Every year something changes and we endeavor to keep the policyholders knowledgeable in the requirements of the state in this regard.

We will once again be producing the Safety Posters as soon as we have verified that all of the appropriate changes have been included in the draft of the document. The posters will generally be distributed by the loss control staff as they make their visits throughout the year.

Claims

The MTMIC retains five highly experienced staff members reviewing nearly 1800 claims on a yearly basis and servicing over 400 policyholders. With nearly 270 active indemnity claims and over 700 open medical claims at any given time the efficient processing of claims is a process which requires cooperation from the policyholders.

During 2007 there were two independent claim audits conducted to verify the credibility of the staff's claim adjudication; both audits resulted in extremely positive results.

The medical bill review process through the fee scheduling, utilization review and PPO has provided average savings of well over 50% of billed medical expense (if you pay these yourself you pay the full price). The cost of medical still continues to be the majority of the costs associated with the coverage.

Special Recognition

My special thanks and acknowledgment of the Directors efforts over the latest year and the dedication of the MTMIC staff to a successful operation. Thank you all:

Directors

| | |
|-----------------------------------|-----------------------|
| Jack Accardo (term exp. 10) | GHB, Inc. |
| Bobby Cox (term exp. 08) | Acorn Stamping |
| Gerald Decker (term exp. 08) | Precision Boring Co. |
| Robert Easterbrook (term exp. 09) | East-Lind Heat-Treat |
| Kurt Heuser (term exp. 10) | Bokum Tool Company |
| Bradley Lawton (term exp. 09) | Star Cutter Company |
| Doug Mack (term exp. 09) | Grosse Tool & Machine |
| James O'Morrow (term exp. 07) | Sanilac Steel, Inc. |
| Richard Smith (term exp. 08) | Wolverine Bronze |

Staff

| | |
|-----------------|---------------------------------|
| Megan Brown | Director of Marketing and Sales |
| Chris Doebler | Controller |
| Glenda Moyle | Accounting |
| Donna Motley | Claim Manager |
| Kimberly Davis | Medical Claim Adjuster |
| Cynthia Jackson | Indemnity Claim Adjuster |
| Marci Merath | Technical Assistant |
| Linda Murphy | Indemnity Claim Adjuster |
| Ray Duff | Loss Control Manager |
| Chris Demeter | Loss Control Consultant |
| Ruth Kiefer | Loss Control Consultant |

Holiday Notes

I had to stop at the mall the other day and I was surprised that we are now supporting a new holiday: HollowThanksMas-Year which runs from October 1 through January 2. With the economy surviving on consumer spending over the last five or six years, we have to really accentuate the spending season and the retailers are pursuing your money with a vengeance!

For a short period of time I worked as a lending officer for a local bank; I could never figure out why the banks went into overdrive promoting home equity loans in March. Being a fiscal conservative, other people's spending habits never occurred to me.

In retrospect I recognize that March is the time when we collectively as consumers get that big reality bite (also called the VISA bill). This is the time we consider what we did to ourselves in the misguided hope that our kids will love us more; we spend like money is not an object hoping they have a nice memory of the Chinese made toy that we bought them.

So, how do you pay the bill for the indulgence? For too many years the old homestead was as good as the bank for providing cash on an "as needed" basis facilitated by those cheap (?) equity loans that I just mentioned. Now for a second dose of reality; the old homestead isn't worth what it used to be and the bank won't loan you money at a cheap rate because of some of their bad loan decisions backfiring on them.

Will you throttle back your spending habits in anticipation of that VISA bill you know is coming due in February? In today's school of instant gratification, it remains to be seen who can withstand the advertising pressure of the season.

Let's do a fiscal checkup after HollowThanksMasYear and we will see how that worked out!

Holiday Schedule

The MTMIC offices will be closed on Thursday, November 22 and Friday, November 23, 2007.



Ballots to elect directors to the TMTA Board of Directors for the term beginning April 2008 will be mailed out to all members this month. The Board of Directors makes decisions that effect the Association and its member companies. Please be sure to exercise your privilege to vote in this important election. Results will be announced in an upcoming issue of TMTA Talk.

Two surveys are enclosed with this issue of TMTA Talk. One is the **Annual Christmas/New Year's Holiday Schedule** and the second is the **First/Second Quarter 2008 Business Trends Survey**. Please take a few moments to complete and fax them back to TMTA at 248-488-0500 by Friday, November 23rd.

The **IRS has announced the Social Security Tax wage base** will increase from \$97,500 in 2007 to \$102,000 in 2008. The tax rate will remain the same with Social Security at 6.2% and Medicare at 1.45%.

Full retirement age for 2008 is 65 years and 10 months. Persons currently receiving Social Security and Supplemental Security Income will receive a 2.3% cost-of-living increase in benefits beginning January 2008.

Also beginning January 2008, monthly Medicare Part B premiums will rise 3.1% to \$96.40 per month—the lowest increase in 6 years.

Do you need a copy of the BCBSM medical reimbursement claim form? The Ameritas dental enrollment form? The Reliance disability claim form? The BCN mail order prescription form? Do you need to know what the maximum 401(k) catch-up contribution amount is for this year? Do you need a copy of the required Federal Family and Medical Leave Act Poster?

The TMTA has listings for federal and state required posters, insurance forms, tax/social security/mileage limits and even a link to the OSHA chemical information database listed on our website so the information you need now is at your fingertips now. Visit **www.thetmta.com** and go to the 'Information/Networking' tab then select 'Company Forms & Information'. Bookmark this page for easy, quick access when you need it most.

The **Michigan Historical Museum in Lansing will present the exhibit** A-Hunting We Will Go: Deer Hunting in Michigan now through January 14, 2008. Michigan, which offers more

state-owned public land for recreational hunting than any other state east of the Mississippi River, ranks third in the nation in the number of licensed hunters.

The exhibit tells the story of deer hunting in Michigan with a glimpse at its beginnings and a focus on its development into the widespread pastime it is today. The connection between early hunters and modern hunters lies in the shared understanding of and respect for their prey, a love of the outdoors and a joy in the camaraderie of the hunt.

The exhibit includes the story of Jay's Sporting Goods, hunting traditions, and the connections between hunting and labor unions, the Mackinac Bridge and the lumber and railroad industries. It features artifacts from tools used by prehistoric hunters to a 1950's hunting cabin to firearms through the ages to Ted Nugent's loincloth!

Admission to the Michigan Historical Museum is free. For more information and a map visit **www.michigan.gov/hal/0,1607,7-160-7447_18595_18596---,00.html**.

The **TMTA's Training Center and Boardroom are available** for rent. The Training Center has seating and table room for 60-70 people along with a speaker system, 2 dry eraser boards and an overhead projector. The Boardroom can accommodate 15-20 people. TMTA will provide coffee and tea and can arrange for lunch at your request. Members receive discounted rates. For more information, rates and availability, please contact Jerry Morrow at 248-488-0300 ext. 1308 or e-mail to **jerry@thetmta.com**.

Efforts Ongoing To Repeal The Michigan Services Tax

We continue to work in Lansing on the effort to repeal the new Services Tax that amounts to nothing less than a business to business tax. Consider the implications in the realm of cost accounting and one quickly understands the additional burden about to be imposed on manufacturing in Michigan. A tax imposed on services necessarily adds to the cost base. Clearly, additional costs for manufacturers are an ill considered option in the quest to balance the State budget. The result is most likely to be additional job losses and the further deterioration of the tax base.

Will Rogers once observed: The first thing to do when you find yourself in a hole is to stop digging.

We will keep you posted on our efforts and the results, in the meantime please share with your State legislators your displeasure with this proposed additional tax.

2008 Annual Retirement Plan Limits Announced

Each year the IRS releases the cost-of living dollar limits as they relate to qualified retirement plans. It is important to stay up-to-date on these limits to ensure that your 401(k), profit-sharing, or other type of retirement plan is adhering to the IRS requirements.

Employee Pre-Tax Contribution Limit:

The maximum amount your employees can defer pre-tax in 401(k), 403(b) and 457 employee contributions (402(g) limit):

2007 — \$15,500 2008 — \$15,500

The maximum employee contribution to a Simple Plan (408(p)(2)(E) limit):

2007 — \$10,500 2008 — \$10,500

Catch-Up Contribution Limits:

The maximum additional contribution that employees age 50 and over may contribute after reaching the 401(k) annual contribution limit (414(v)(2)(B)(i) limit):

2007 — \$5,000 2008 — \$5,000

The maximum additional contribution that employees age 50 and over may contribute after reaching the Simple Plan limit (401(k)(11) or 408(p) limit):

2007 — \$2,500 2008 — \$2,500

Annual Compensation Limit:

The maximum compensation that can be counted for all compliance testing and contribution allocation purposes (401(a)(17), 404(l), 408(k)(3)(C), and 408(k)(6)(D)(ii) limit):

2007 — \$225,000 2008 — \$230,000

Defined Contribution 415 Limit:

The maximum dollar amount that an employee can contribute to all qualified plans in both employee or employer contributions and forfeiture allocations (415(c)(1)(A) limit):

2007 — \$45,000 2008 — \$46,000

Highly Compensated Employee Limit:

The threshold limit for defining who is a Highly Compensated employee as defined by IRS regulations (414(q)(1)(B) limit):

2007 — \$100,000 2008 — \$105,000

Note: The limit for 2008 is used to determine the HCE status in 2009. HCE status for 2008 is determined by using the 2007 compensation limit figure.

Freedom One Financial Group is the TMTA endorsed service provider for retirement plans to members. Contact Lesley Goodwin at 248-620-8100 for retirement plan information.

Welcome New Members!

We would like to take this opportunity to welcome the following new members to the Tooling, Manufacturing & Technologies Association:



- ❖ **Circle Mold and Machine Co. Inc.** of Tallmadge, OH, specializing in rubber molds;
- ❖ **Rico Technologies LLC.** of Wixom, MI, specializing in welding, design, engineering and fabrication; and
- ❖ **Witco Mold and Die Inc.** of Canton, OH, specializing in plastic injection molds.



Members In The News

True Industries Inc. is pleased to announce that they have successfully completed their re-registration for ISO 14001:2004. They have been certified since 2004 and their current registration runs through 2010. True Industries is also ISO 9001:2000 certified.

True Industries Inc. is a family owned and managed company specializing in die building with expertise in producing all types of sheet metal dies for many diverse markets in the U.S. and abroad. They use Q1 certified tradesmen to insure precision quality with CMM technology. Their wire EDM and CNC milling department is interfaced directly to the CAD/CAM computers where programs are performed per customer requirements. True Industries has the capability to offer a completely computer generated die for more accurate die building.

As a reliable and experienced builder of progressive and transfer dies for the automotive market, True Industries has built a reputation for being able to get the job done. For more information you can visit their website at www.trueindustries.com.

Our congratulations and best wishes to the above member. Let us know what is happening at your company. We would like to share it with all our readers.

Unusual EDM Capacity

Our new member, **XCEL Mold and Machine Inc.** of North Canton Ohio has an outstanding EDM department that includes an ONA TD6.240A3 EDM machine with 22 Station Tool Changer and 2 Heads (tank size: 75 x 200 x 48) 70,000 lb. maximum table load.

Contact: Bruce Cain at 330-499-8450 ext. 308.

