

# tmta talk

A Publication of the Tooling, Manufacturing & Technologies Association

## From Rob's Roost

by: Rob Dumont, President & CEO

### Things Are Made In America

Last week I had a meeting in Hamtramck that took me by the American Axle facility currently subject to a strike by UAW members. As luck would have it, I got stopped opposite one of several picket lines by a freight train traversing the street I was traveling. As I sat in my new Silverado pickup, a picketer approached the passenger side and tapped on the window. I lowered the window and he said that he and several of his group had commented on how nice the new Silverado was but more importantly, he thanked me for choosing the truck "because we make the axle for it and that keeps us working".

More recently in the March 27/08 edition of Automotive News, American Axle CEO Richard E. Dauch is quoted "We have the flexibility to source all of our business to other locations around the world, and we have the right to do so." Further "We will not be forced into bankruptcy in order to reach a market-competitive cost structure in the United States. If we cannot compete for new contracts in the U.S., there will be no work in the original plants."

Without taking sides in favor of either management or the Union, there are two important observations to be made: first, one wonders if the real issue ought to be what "...we have a *right to do*..." or whether the issue ought to be *what is the right thing to do!* In so far as the suggestion that American Axle might be forced into bankruptcy is concerned one does well to remember that American Axle signed the last labor agreement with the UAW thus acknowledging their consent to the terms. That being said, why use the term "forced"? Perhaps the reality is that there really are two sides to the issue and American Axle has to bear some culpability in the situation as well. It may be an unusual concept but, management may actually have previously made a misstep!

We at the TMTA have been engaged in the process of arranging the Annual Golf Outing and as part of that effort we have been looking at assembling the prize component of the outing with the edict that prizes must be *made in the U.S.A.* That has been an interesting journey and one that placed extra effort on our suppliers. I am very pleased to say that we have found a number of manufacturers from whom we will make choices. It is not just about Wal-Mart!

Often the suggestion is advanced that one can not find things made in the U.S. anymore. That is not the case, and, as long as we have breath left we will continue to work to ensure it never is. You can help too by buying American! On that note we have decided to create an area on our website where we will feature companies who

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## TMTA Events Calendar April 2008

Visit the TMTA Calendar at [www.thetmta.com](http://www.thetmta.com) for detailed information on events.

- 15 TMTA Hourly & Salary  
Wage Survey Data Due
- 15 Federal & State Taxes Due
- 16 TMTA Board of Directors  
Annual Meeting / Open  
House at TMTA offices
- 17 MTMIC Board of Directors  
meets at TMTA offices

## National Walk@Lunch Day

Blue Cross Blue Shield will work with local employers to engage their workforces to participate in the second annual National Walk@Lunch Day on Wednesday, April 30, 2008.

National Walk@Lunch Day is a workplace walking program designed to encourage employees to walk on their lunch break. This is an opportunity for Americans to carve time out of their busy work schedules to be active. By walking on your lunch break, exercise can fit into your hectic daily schedule, not compete with it.

Studies have shown that walking for 30 minutes, five days a week helps decrease your risk of developing or dying of heart attack, stroke, breast cancer, hypertension and diabetes. Further, it improves the overall health of muscles, bones and joints. It's so simple that you can do it anytime, anywhere—like during your lunch break at work.

The President's Council on Physical Fitness and Sports recommends walking 30 minutes a day or 10,000 steps daily measured by a pedometer. By making simple choices such as taking the stairs or parking several blocks from your destination or parking at the rear of the lot instead of the front, you'll be surprised a how quickly the steps add up.

To establish a walking program, you need a pedometer and a log book. First, measure how many steps you are already walking per day for 7 days to establish a baseline. Your benchmark is the highest number of steps you walked on any given day during this first week. Use that number as your daily goal for the second and third week. If you average your goal, add 500 steps to your daily goal for the fourth and fifth weeks. At the end of each 2-week period, try to add 500 steps more to your walking goal. If you have difficulty achieving your goal, walk at the same level until you build enough endurance to increase your target. Your aim should be to add a total of 7,600 steps to your baseline number by adding 500 steps every 2 weeks. Then you can also add hills, stairs or arm weights to your routine to make your walks more challenging.

If you have a health condition or have not done any regular physical activity for a long time, talk with your doctor before starting any new exercise program. Start out slow. Choose comfortable, supportive shoes such as running, walking or cross-training shoes. If you are going for a longer walk, warm-up with stretching exercises and include a cool-down period to reduce stress on your heart and muscles. Maintain a brisk pace—you should still be able to talk while walking. Practice correct posture—head upright, arms bent at the elbow and swinging as you stride. Drink plenty of water before, during and after walk-

ing to cool working muscles and keep you body hydrated.

So, join BCBS and companies across the country in promoting wellness by starting a walking routine this April 30<sup>th</sup>.

## BCBSM Online Drug Benefit Tool

The BCBSM Online Drug Benefit Tool can help you with your taxes as well as help manage your prescriptions. The Online Drug Benefit Tool allows you to access information about your drug benefits, locate a pharmacy, review a record of prescriptions that have been filled for you and view the total cost of your drugs and your copayment amounts.

If your BCBSM member ID card includes the DRAMS logo and the phrase "Rx claims: Bill MedImpact" in the lower right-hand corner, you can access the Online Drug Benefit Tool.

Simply logon to [www.bcbsm.com](http://www.bcbsm.com) click on "I am a Member" then click on "Prescription Drugs" from the left hand navigation bar and choose "Drug Coverage and Claims Online" and click on "Use the Online Drug Benefit Tool". First time users will have to register to create a user name and password. (If your BCBSM member ID card does not include the reference to MedImpact, you may be able to access self-service functions on another website. Click on "Locate or verify your self-service Web site now" located on the "Drug Coverage and Claims Online" page.)

This beneficial tool can help you by allowing you to print reports for tax purposes showing your out-of-pocket dollars spent during the year. You should also review the list to make sure the pharmacies you are utilizing are billing properly for the prescriptions you have filled during the year.

## Did you know...?

A study in Hypertension: Journal of the American Heart Association revealed that dark chocolate may lower blood pressure and help avoid diabetes. Although the study was small, it showed that among people with high blood pressure, dark chocolate caused a 12-point drop in systolic blood pressure (the top number) and a 9-point drop in diastolic blood pressure (the bottom number).

Dark chocolate also has flavonoids, an antioxidant, that may help lower the risk for blood clots and heart disease. Chocolate contains oleic acid, a monounsaturated fat found also in olive oil and stearic acid, a saturated fat, which according to the American Heart Association may even lower cholesterol.

Not all chocolate has the same benefits. Dark chocolate seems to have the most, milk chocolate has far fewer and white chocolate very little. It is not clear how much you should eat in order to reap the benefits, but remember that chocolate is calorie-dense and too much can lead to problems like obesity and diabetes.

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still manufacture things in America. If, as a TMTA member you want us to put a link to your website on the TMTA site, just let us know by giving us the link. You can do so by e-mail to [elaine@thetmta.com](mailto:elaine@thetmta.com) or by fax to 248-488-0500 or by snail mail if you so choose.

The TMTA will be contacting a number of non-member companies who manufacture in America anything from toothpicks to rockets to caskets to offer them the opportunity to get a link as well and to join the TMTA. If you know of a manufacturer who falls into that category and is not a TMTA member, let us and them know. Numbers really do count and particularly so in an election cycle.

Our Annual Meeting of the Members will be held here at the TMTA on April 16<sup>th</sup> 2008 at 11:45 a.m. with a light luncheon to follow. Come and get an update on the Association, meet the directors and dialogue with us on your views and ideas. This is your Association and we appreciate your input and participation. If you are going to attend please RSVP as set out in the mailer included with this newsletter.

By the way, watch for some changes to the look of TMTA Talk in the May edition. We are not going to say what to look for but we are confident you will approve!

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## Amendment to the FMLA

President Bush signed the Family Medical Leave Act (FMLA) military amendment into law on January 28, 2008. The amendment permits a "spouse, son, daughter, parent or next of kin" to take up to 26 workweeks of leave to care for a "member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness."

The amendment was effective as of the date of the President's signature. The Department of Labor is working quickly to prepare more comprehensive guidance regarding rights and responsibilities under this new legislation. In the interim, employers are required to act in good faith in providing leave under the new legislation.

The FMLA continues to apply only to employers who employ at least 50 or more employees each working day in 20 or more workweeks of the current or previous calendar year. Under the new amendment, employees who would otherwise be eligible for FMLA leave—those with 12 months of employment, 1,250 hours worked in the 12 months preceding the requested leave, and who work where at least 50 employees

are employed within a 75 mile radius—will now be entitled to leave for the following 2 new circumstances (in addition to the leave available for an employee's serious health condition or the serious health condition of an employee's parent, spouse or child or birth or adoption):

**Family Member Military Duty Exigency Leave:** An employee whose spouse, son, daughter, or parent either has been notified of an impending call or order to active military duty or who is already on active duty is entitled to up to 12 workweeks of leave to deal with "any qualifying exigency" related to or affected by the family member's call-up or service. By the terms of the statute, this provision requires the Secretary of Labor to issue regulations defining "any qualifying exigency." As this has yet to happen, a common sense approach is best used. It is also not clear whether employers can require certification, but it should be reasonable for employers to request some type of written proof of the qualifying family member's call-up or current military service prior to granting leave.

**Military Injury Care-Giving Leave:** An employee whose spouse, parent, son, daughter, or next of kin is injured or recovering from a serious illness or injury incurred while on active military duty is entitled to up to 26 workweeks of leave in a single 12-month period to care for that family member. "Next of kin" has not been defined, but will probably be the closest blood relative of the injured or recovering service member. Note that the injured family member need not have a "serious health condition" as currently defined in the FMLA but rather must merely have an injury or illness incurred on active military duty that could render the person medically unfit to perform his or her military duties.

Regulations will be forthcoming to better define and explain an employer's obligations and employees' rights, but in the meantime, common sense should prevail until regulations are issued. Given the broad interpretation of laws that provide protection for individuals affected by military service, on a close call, employers should give the qualifying employee the benefit of the doubt.

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## Welcome New Members!

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

- ❖ **Global Advanced Manufacturing, Inc.** of Chesterfield, MI, specializing in engineering, full CNC machining services, die build and repair, tryout and CMM capabilities. They have the experience and systems in place for top quality and on-time delivery; their full computer data systems can track your jobs and supply timeline reports and their CAD department utilizes the latest software on the market.



## From the Desk of Gary Wood

MTMIC, Chief Operating Officer

### “Getting Better All The Time”

The title of this column has been the same for three years now, and again: nothing has changed but everything has changed; more on this at the end of the column

#### MTMIC Business:

##### Payroll Audit

The payroll audit for the 2007 year is continuing on schedule and should be completed by May. This fact is important for at least two reasons: we can then complete the annual CPA audit and we will be in a position to distribute the previously approved dividend.

##### Loss Control

The MTMIC has again completed the Safety posters and the loss control staff is distributing them as they call on policyholders throughout the year. The posters are available free to policyholders (a \$60 value).

The Safety Training DVD is also now available. The loss control department has completely restructured the training CD from several year ago and the updated information is now available on a DVD that can be viewed either on a computer or through a DVD player. This information is again only available to policyholders and would cost your company extra if you hired a training professional to continuously upgrade the safety knowledge of your staff.

MIOSHA is still out there and is writing citations. While we cannot guarantee you will not get a citation if you are visited by MIOSHA, we do provide a wide range of tools to maintain a safe work place and provide MIOSHA accepted written programs for many safety standards at no additional cost to policyholders.

##### Claims

Please file your claims as soon as they occur. Don't wait until the medical bills show up; the faster we get the claim the better chance we have of controlling the issue.

This week we had an electric shock injury (failed to follow lock-out/tag-out procedures on a 440 line). The employer did the right thing by calling us before the employee was even

transferred to the hospital. Before the end of the day we had assessed the claim by having a nurse case manager assigned to the incident and a loss control specialist on site to do an accident investigation.

This is part of the service and if you don't follow a few simple guidelines, you stand to lose a lot of the free service we provide. Our staff is dedicated to controlling the cost of the claims while serving your needs. Please try to help us with that assignment.

##### Marketing

Having an insurance agent is sometimes like having a business partner. If you are interested in programs available through MTMIC but don't want to “break up” with your agent, let us know and we will be glad to work with your agent (for new business only) to bring your company in as an MTMIC policyholder.

We are an “Endorsed Service Provider” of the TMTA and have been providing workers' compensation coverage to their members in Michigan since 1976.

##### “Getting Better All The Time”:

The title of this column has been the same for three years now, and again: nothing has changed but everything has changed.

The big three has been in trouble for at least three years now and, this year, the big three is still in trouble (in fact it is getting worse according to their internal sales projections). You can inflict all the German technology and aircraft company turnaround plans you want, you still have to sell cars.

Last year I made some off-the-cuff comment about the big three only marketing their cars to employees and then terminating the employees and wondering why they can't sell cars. Their advertising is still reflecting the employee price instead of what you can really buy the vehicle for.

Last year Toyota was making huge inroads on domestic market share and again this year they are making huge inroads on market share despite quality issues which resulted in millions of vehicles being recalled.

In *The Detroit News Business Section* on Thursday, March 27, 2008 the headlines were even less encouraging:

“*State jobless rate up to 7.2%*”—this article goes on to explain that the Labor Force dropped by 5,000 people since January and 42,000 since February, 2007. (Hint: that is why you see so many houses for sale or in foreclosure—people moved away).

“*Tata Motors now shifts upscale*”—this article is about how some genius from Mumbai, India has taken over Jaguar

and Land Rover after Ford failed to make money on the elitist brands. I hope he retains their model names and does not decide to call them Tata's. (How would that look if the Queen of England drove a Tata?)

*"A 'lost decade' for stocks?"*—details how if you had money in the market in 1999, you have not gained anything and declares, "Stocks... have been one of the worst investments over the nine-year period..."

*"Strike may shut down first GM car plant"*—40,000 jobs will be temporarily lost as management and labor decide who's right. Meanwhile I cannot figure out why GM is putting up with this nonsense when they could have the parts made in China at nearly the cost of slave labor.

*"Closing plant leaves 74-year legacy"*—discusses how losing 300 jobs in Lenawee County is really no big deal to the City of Tecumseh. Did anyone ask one of the 300 unemployed if it was a big deal?

*"13-year low in new home sales"*—if you can't figure this one out, you live on Mars.

*"Buy American, get Chinese engine"*—this story tells how GM makes the same engine in both China and in Tonawanda, N.Y. The engines for the vehicles they produce in Oshawa, Ontario (2 hours from Tonawanda) come almost exclusively from Shanghai General Motors (that would be Shanghai, China).

Why do the same things keep happening over and over and nobody notices?

This state might soon qualify for Federal Disaster aide if we keep ignoring the facts that:

- We don't have a highly trained work force (but they were paid like they were);
- We are not training the work force to meet new demands;
- and
- The majority of the high paid-low tech jobs are going away.

Who is to blame; government, corporations, employees? It does not make any difference once it is over.

Maybe Michigan should secede from the union and become the sovereign state of "Despair" (that would also define our economic plight). We could get foreign aide from the Federal Government and have an overall resurgence in our economy because we might qualify as a NAFTA nation and the "Big Three" could again invest millions in our economy and get all those tax breaks they have been getting from the rest of the world.

No, that's not a good option; Michigan's elected officials have no clear vision of what it will take to get back on track either.

## Last Word for April

Are you ready to kiss your lifestyle goodbye?

**~Safety is not an accident!~**

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## Legislative Update

by: *Judy Augenstein,*

*Legislative Consultant, Lansing*

The possibility of a June 3 presidential primary redo is DEAD. In reality, the concept was so technically flawed it collapsed of its own weight. One county clerk commented that he did not see how the state could have pulled off a June primary. Voting equipment used for May school elections would not have been available for June. If school elections were moved back it, would cause havoc in those school districts where ballots were printed and money was spent on public notification. The primary also called on election workers to screen out those who voted in the Republican Party primary, but verification would have been impossible with those voting lists having been locked up through a federal court order.

Michigan held its initial presidential primary 21 days before Democratic National Committee rules allowed in the hopes it would attract candidates to Michigan and blow up the traditional presidential selection schedule that favors New Hampshire and Iowa. Michigan's decision cost it all 128 delegates at the Democratic Party convention scheduled for late August. Originally, party leaders were not worried about losing the delegates since a nominee is typically decided long before the convention. But with the Clinton-Obama race materializing into a tight horse race, Michigan is seeking redemption and hoping to get its delegates seated. Governor Jennifer Granholm tapped four uncommitted Democrats to come up with a solution. A solution was to hold a June 3 presidential primary which required legislation. Andy Dillion, D-Redford Township, Speaker of the House and Senator Mike Bishop, R-Rochester, have declared the idea of legislation dead. Since the Legislature has decided not to act, supporters of a June 3 redo will turn their attention to other options to seek a way to seat delegates at the Democratic National Convention.

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## The Marketplace

### Equipment for Sale:

#### TMTA MEMBERS ONLY:

Konica black and white copier model #7155 with folding finisher, 3-hole punch unit, scanning capabilities, 55 pages per minute speed, large capacity tray, and 6,600 sheet total paper capacity. 5 years old.

Asking price: \$4,900.00

**Contact: Jerry Morrow at TMTA at 248-488-0300, ext. 1308 or e-mail to [jerry@thetmta.com](mailto:jerry@thetmta.com).**



As a **TMTA Golf Sponsor** you can join in on one of the longest running annual golf outings in the country. For 73 years TMTA has been providing a day of golf, food and prizes for our membership and their guests. You can be a sponsor of the event with your company name proudly displayed on a placard at the hole and also receive a discount off the regular ticket price to the outing. Contact TMTA for details at 248-488-0300.

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The **U.S. Postal Service (USPS) is raising rates effective May 12, 2008**. The cost of a one-ounce, first-class letter increases one cent from .41 to .42. Customers can continue to use the Forever Stamps that they purchased prior to the May 12<sup>th</sup> increase even after the price change.

The Postal Accountability and Enhancement Act allows the USPS to adjust postal rates each May. By law, these prices can increase on average no more than the rate of inflation as measured by the Consumer Price Index.

Other increases include:

1 <sup>st</sup> Class 1 oz. Letter	.41	.42
Postcard	.26	.27
Priority Mail Flat Rate Envelope	4.60	4.80
Express Mail, ½ oz.	16.25	16.50
Certified Mail Fee	2.65	2.70
Return Receipt Signature	2.15	2.20

For more information on postal rates, visit [www.usps.com/prices](http://www.usps.com/prices).

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The **TMTA 2008 Annual Hourly Wage Survey and the TMTA 2008 Annual Salary Wage Survey** were mailed out to all member companies on March 14, 2008. Your company’s response must be returned to TMTA no later than Tuesday, April 15, 2008.

Remember, as always, only those member companies who participate in the surveys will be entitled to receive the respective survey results.

Please take the time to fill out these important surveys. TMTA has sought to maintain records on wage information since its beginning in 1933. The information we maintain is only as useful as the data we receive from you.

If you have any questions about either of the surveys or did not receive yours, contact Ron at 248-488-0300 ext. 1306 or e-mail to [ron@thetmta.com](mailto:ron@thetmta.com).

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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, contact Jerry Morrow at 248-488-0300 ext. 1308 or e-mail to [jerry@thetmta.com](mailto:jerry@thetmta.com).

## Be a TMTA Website Sponsor!

Looking for a way to promote your company and direct traffic to your website? TMTA website sponsorships put your company in the spotlight!

For a 3, 6 or 12 month sponsorship, you can have your company’s logo with a link to your own website prominently displayed on the TMTA website home page.

For as little as 83 cents a day (slightly less than the cost of a new VS100-50 Fanuc CNC Vertical Milling Machining Center!), you can promote your company and its website while showing your support for the TMTA by becoming a website sponsor. Don’t wait. Do it today!

## For a Lot of 401(k) Plan Providers, the Rules of the Game Have Just Changed! Now They're Playing By Our Rules.

On February 20, 2008, the Supreme Court ruled that individual 401(k) plan participants could sue their Plan Sponsors under pension protection law to recover individual losses resulting from a breach of fiduciary duty. The unanimous decision has implications for 50 million workers with \$2.7 trillion invested in 401(k) retirement plans. The potential impact on Plan Sponsors across the U.S. is monumental.

While some 401(k) plan providers will find this troublesome, we know this is the right thing. It forces “accountability,” something we’ve offered our clients from day one. As a discretionary investment adviser, we accept fiduciary responsibility for a plan sponsor’s investment related duties and reduce their personal liability by making sure the investments available in their plan are appropriately managed. With a transparent fee structure and no hidden costs, our clients have rewarded our commitment with nearly 100% retention.

Freedom One Investment Advisers. There is a difference. For more information on how Freedom One can help with your company's retirement plan, contact Lesley Goodwin at 248-620-8100.

## In Memoriam

It is with deep sadness and regret that we note the passing of **Mitchell Kafarski**, president of **Aactron, Inc.**, on March 8, 2008, at the age of 90. He is survived by his wife, Zofia; sons, Eric and Konrad; and 1 grandson.

Mr. Kafarski received his education from Cass Tech High School. He attended the University of Detroit from 1939-41, the University of Michigan from 1942-1943 and he graduated from the Shrivensham University in England in 1945 while stationed in Europe. He was a proud veteran of the U.S. Army. He served as an infantryman under General George Patton, saw combat in the Battle of the Bulge and assisted in the liberation of concentration camps in Germany and Poland. His ever-expanding interests extended into politics where he served as Ronald Reagan's Michigan campaign treasurer.

Aactron, Inc. was founded by Mr. Kafarski in 1965. Aactron is located in Madison Heights, MI and is a metal finishing company specializing in pretreatments and coatings for a variety of industries including automotive, aerospace, aircraft, military, mining, marine, medical, food processing, chemical processing and maintenance and industrial.

Our sincere condolences go out to his family and friends.

## In Memoriam

It is with deep sadness and regret that we note the passing of **Paul Adrian Smith**, co-owner of **Wolverine Bronze Company**, on March 7, 2008, at the age of 40. He is survived by his wife, Martinique; son, Justin; and brothers William, Douglas and Richard.

Mr. Smith loved power boating and fast cars. Many friends and acquaintances said he touched their lives with his friendship, compassion, generosity, and especially his keen wit, laughter and memorable smile.

Wolverine Bronze Company of Roseville, MI, is a family owned business and non-ferrous jobbing foundry serving the automotive, aircraft and aerospace industries by producing a broad range of aluminum, copper and bronze castings. They also manufacture and distribute an internationally respected product line of cast aluminum and welded steel bases, standard fixture components and special application bases and casings. Wolverine Bronze has been a member of the TMTA since 1979.

Memorial tributes may be made to the Adrian P. Smith Family Research Fund, Mayo Clinic, 200 First Street SW, Rochester, MN 55905.

Our sincere condolences go out to his family and friends.

## The TMTA 73<sup>rd</sup> Annual Golf Outing & Dinner Is Coming

The TMTA 73<sup>rd</sup> Annual Golf Outing & Dinner will be held at the Fox Hills Golf Club in Plymouth, Michigan on Thursday, June 26, 2008. The event includes a continental breakfast during registration; a day of scramble style golfing with a shotgun start, lunch on the turn, beer and sodas on the course, and an open bar in the clubhouse; followed by our traditional evening of hors d'oeuvres, dinner and prizes galore.

This is an opportunity for our members to spend time together as well as to bring their customers for a wonderful day of golf, food, and prizes.

If you are interested in becoming one of our event sponsors which includes discount tickets and your company name displayed at a hole, contact Ron at 248-488-0300 ext. 1306 or e-mail to [ron@thetmta.com](mailto:ron@thetmta.com).

We look forward to seeing you in June!

## TMTA 74<sup>th</sup> Annual Meeting and Open House

The 74<sup>th</sup> TMTA Annual Meeting and Open House will be held on Wednesday, April 16, 2008, at the Association's offices in Farmington Hills.

The Annual Meeting will begin at 11:45 a.m. and will be followed by a luncheon. Members will have the opportunity to meet the TMTA Board of Directors as well as to ask them questions and to let them know what is thought of the changes at the Association.

The event is free and open to all members of the Tooling, Manufacturing & Technologies Association. We look forward to seeing you there.

If you need a reservation form or a map to the event, please visit our website at [www.thetmta.com](http://www.thetmta.com) or contact Ron at 248-488-0300 ext. 1306.

