

tmta talk

A publication of the Tooling, Manufacturing & Technologies Association



FROM ROB'S ROOST
By ROB DUMONT
PRESIDENT & CEO

On The Senate Side Of The Hill

The U.S. House of Representatives, on January 28, 2009, passed an economic stimulus plan entitled the American Recovery and Reinvestment Act of 2009. The Act contains a provision that has sparked much controversy and discussion, requiring that all public projects funded by the stimulus plan must use only iron and steel produced in the U.S. In addition there is a quiet "Buy American" provision applying to uniform purchases by the Department of Homeland Security. Modest though they are in terms of "Buy American"

these are an acknowledgement that, at least to some extent, when the benefits of the stimulus package flow, American taxpayers who are funding the effort ought to be at the head of the line.

Senators are debating the "Buy American" provisions with great gusto and the U.S. Chamber of Commerce is in an absolute frenzy arguing against them. I was in DC last week visiting Senate staffers and arguing in support of not only the existing provisions but an expansion of them. The debate, regrettably, is divided largely along party lines. Once again, what is good for the American manufacturer and American workers is being whipsawed by politics!



It is sheer economic folly to suggest that spending American taxpayer money on imports will stimulate the U.S. economy more than spending it on domestic goods.

While on the Hill I also put forward the idea that the Federal Government needs to address the urgency of making loan guarantees available for the American manufacturing supply chain. That is an effort that is being advanced at the State level as well for our members throughout the country.

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tmta Calendar of Events

February 2009

16	Presidents' Day Federal Holiday
18	TMTA Board of Directors meets at TMTA offices
19	MTMIC Board of Directors meets at TMTA offices

Visit www.thetmta.com for detailed, up-to-date information on all events.

TMTA MARKETPLACE

Personnel Available:

CFO/Treasurer seeks position utilizing background in financial analysis with strong emphasis in manufacturing and management. Experienced in international negotiations and all financial operational aspects of a corporation.

Ask for Resume #90201.

Senior Sales Executive educated in mechanical engineering and a career focused in the global automotive industry seeks position utilizing experience that spans from production supervision in a union environment, through hands on engineering and product design, to sales and executive management.

Ask for Resume #90202.

IT Program Manager with over 10 years experience in program/product management with a proven track record in executing and delivering all phases of a project from pre-sales through deployment including managing projects, leading people, building client/vendor relationships and overseeing technology programs.

Ask for Resume #90203.

Manager/CEO with leadership experience in every facet of operating a business seeks position. A problem solver with knowledge of lean manufacturing techniques and an understanding that improvement depends on accountability.

Ask for Resume #90204.



New Discounts and Information at Blue365

BCBS offers subscribers access to exclusive discounts on weight-loss programs, gym memberships, hotels, family care and more through Blue365, a free program.

Blue365 also provides access to helpful resources to assist members in making informed health care decisions. The program complements a member's health coverage by making it easier and more affordable to live a healthier life year-round.

There are three categories:

- ❖ **Health & Wellness:** Discounts on gym memberships, and diet and weight management programs at companies such as Curves and Gold's Gym.
- ❖ **Family Care:** Information to help make family-care decisions, such as selecting care for a parent or child, savings for senior care, a comprehensive guide for choosing long-term care insurance and a Medicare road map.
- ❖ **Travel:** Hotel and resort discounts, BlueCard information and instructions on receiving care from physicians and hospitals worldwide as you travel.

BCBS also provides these discount programs:

- ❖ **Naturally Blue:** provides discounts on select services and natural health care products such as acupuncture; massage and bodywork; mind/body relaxation techniques; vitamins and supplements; and magazine subscriptions.
- ❖ **BlueSafe:** an injury prevention program saving 20% at Michigan Dunham's Sports for safety items such as helmets and padding for bicycling; athletic braces and supports; and life jackets. It also saves 20% at Michigan Wright & Filippis stores on all home medical equipment not covered by health coverage including bathroom safety seats, grab bars, and first-aid kits.

Access these programs at www.bcbsm.com. Sign in as I am a Member—Member Secured Services—Helping Members Save Money.

Adjust Your Head Restraint to Save Your Neck During a Collision

Even minor accidents can leave you with whiplash, a condition affecting the ligaments and muscles of the neck and shoulders, typically caused by rear-end collisions. When a vehicle is struck in the rear, an occupant suddenly jerks with the seat and, if the head isn't supported, it will lag behind the body, bending and stretching the neck backward.

LEGISLATIVE UPDATE

By JUDY AUGENSTEIN,
LEGISLATIVE CONSULTANT, LANSING

Many people refer to the head restraint as a headrest—a comfort feature; however, head restraints are installed in vehicles as a safety feature, like seat belts. Whiplash can cause lasting distress and discomfort, but a properly configured head restraint can reduce injuries by keeping the head and body moving together during a rear impact.

In four out of five passenger vehicles on today's market, the head restraint must be manually adjusted. A recent study by the Insurance Institute of Highway Safety found that 40 percent of head restraints on the road are not properly adjusted. Taking a few minutes to adjust yours may prevent a lifetime of disability.

A low head restraint can cause injury as the head pivots over the top in a rear-end crash. The first step is to ensure that your head restraint is at the correct height. Adjust your restraint up or down until the center of the head restraint at least meets the center of the back of your head or higher (between the top of your ears and the top of your head).

Next, check your forward head positioning. For every inch the driver's head sits forward of the head restraint, the force of the injury is magnified. The center of the back part of your head should not be more than 4 fingerbreadths (or approximately 3 inches!) from the head restraint. If you can't get your head that close, consider buying an aftermarket add-on which will bring your head closer to the restraint.

The position of your seat back is also important. A more upright seat back means that the head restraint will likely be in a safer position—closer to your head—than if your seat back is even partially reclined.

Pay attention to your body position. Having your head or body turned during a collision can increase your chances of a significant injury. While at a stop, keep your eyes on the road and your head straight. If you see you are going to be hit, move your head back to rest on the head restraint.

The Insurance Institute of Highway Safety rates head restraint designs by model and year of vehicle. Check their website to see how your vehicle rates at www.iihs.org.

Michigan Prescription Drug Pricing Website

In 2006, Governor Granholm created Michigan's first prescription drug pricing website allowing consumers to search more than 150 commonly prescribed prescription drugs for the lowest possible price. To compare prices at pharmacies near you, visit www.michigandrugprices.com.

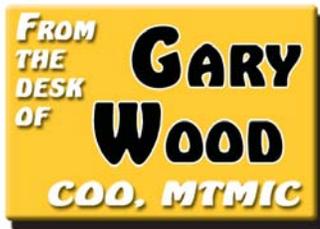
The 2009-2010 Legislature was sworn into office on January 14. The number one priority for the Republican led Senate is to dump the Michigan Business Tax surcharge by the 2010 tax year. Senate Bill 1, sponsored by Senator Mark Jansen, R-Grand Rapids, phases out the 21.99 percent tax in two years, first dropping it to 11 percent this year. Jansen has commented that the legislation is critical as many businesses are "deciding whether to stay or leave this year and that the surcharge is considered the 'most egregious' problem by businesses." The MBT surcharge was born after the Legislature hastily passed a use tax on some services on October 1, 2007, which went over like a lead balloon with the business community. Democrats contend the surcharge cannot go away until a plan for replacing the roughly \$700 million in revenue is found to replace the budget hole.



Speaker of the House, Andy Dillon, D-Redford Township, in his address to the new House stated that the state's property tax system needs to be fixed. Dillon said the business tax needs lowering and that could mean changes to the sales tax and the income tax under his vision of reforming the state's tax structure. "Everything is on the table" when it comes to a sweeping reform package that ultimately would need voter approval, Dillon told reporters.

On the first day of session a resolution for a part-time legislature and a repeal of term limits was introduced by Senate Majority Leader Mike Bishop, R-Rochester. SJR "A" would chuck term limits for legislators first serving in 2011 or later, so it would not impact anyone currently serving. Starting in 2011, the Legislature would be barred from meeting for more than 90 consecutive days. The Legislature could be called upon to convene due to an "extraordinary occasion." The measure was referred to the Government Operations and Reform Committee chaired by Bishop. A joint resolution takes a two-thirds majority in both houses of the Legislature before it goes on the ballot.

(Legislative Update continues on Page 8)



February 2009 Renewal Results

Following an intensive renewal season (for us it begins in September and runs non-stop through the first week of January) we are pleased to announce that we only had about a 3% loss in policy count for the renewal of existing January business and an incredible 16+% increase in new policyholder count for the same period.

This year the MTMIC has had the great fortune to work with the Michigan Plastics Processors Association Workers' Compensation Fund (MPPA) and they were responsible for a significant percentage of the increase, but we also grew through the addition of numerous new policyholders added through both direct contact and independent agency sales. With nearly 500 current policyholders we are anticipating further growth by mid-year.

Our good fortune is not taken lightly; we acknowledge many of our current policyholders are suffering through the toughest of economic times. When we originally called for 2009 payroll estimates, many of the policyholders chose to "roll-over" their estimates from 2008 and deal with any variances at audit.

When the renewal billings were issued in November, we received an unprecedented number of contacts requesting that the staff adjust estimated payrolls (predominately downward) to reflect our 2009 reality. Even after the initial adjustment many policyholders requested a second revision of their estimates as the result of further layoffs and other bad business news (which I am sure you have all heard by now) became theirs to deal with. As a result, the Board recently directed the staff to advise all current policyholders that MTMIC will accept mid-term payroll adjustments (which will revise billings) due to the unstable nature of the economy.

If you need to change your payrolls to reflect your current situation, please contact MTMIC and ask to speak to Glenda in the Premium & Audit Department (248-488-1172, ext 1315).

2009 MTMIC Staff Members

The following is contact information for the staff of MTMIC.

Claims Manager: Donna Motley Ext. 1006

Claim Staff: Kimberly Davis Ext. 1004
Cindy Jackson Ext. 1009
Marci Merath Ext. 1005
Linda Murphy Ext. 1007

Loss Control Manager: Ray Duff 248-444-5398

Loss Control Consultants: Chris Demeter 517-230-0937
Patrick Dunn 734-546-0268
Ruth Kiefer 248-804-8434

Sales & Marketing Director: Megan Brown 248-444-9513

Marketing Coordinator: Debra Bruno Ext. 1010

Premium and Audit: Glenda Moyle Ext. 1315

Controller: Chris Doebler Ext. 1012

Chief Operating Officer: Gary Wood Ext. 1316

Benefits of Being Insured By MTMIC

Last year I made a short list of benefits which I thought represented good reasons to have the MTMIC as your Workers' Compensation carrier. I liked the idea so much I am going to do it again and include some newly added benefits as well:

Optional Payment Plans:

- Pay in full at any time,
- Ten equal payments,
- Twelve equal payments on ACH, or
- Credit card;

LOW \$26,000 payroll limit for active corporate officers;

On-Site Loss Control;

MiOSHA Alliance Affiliation;

Free Federal & State Required Posters;

DVD Training Aides to help you get compliant with MiOSHA;

Exemplary Claim Management;

Personal Contact; and

Mid-Term Payroll Adjustments.

Loss Control Update

Reducing Injury Costs: Pros and Cons of Job Rotation

by: Ruthie Kiefer, Industrial Hygienist

One appealing factor of a job rotation program to reduce strain injuries might be the relatively low implementation cost and relatively quick application. Potential costs associated with the implementation of job rotation are training of workers in all jobs, initial quality reductions as employees learn new job, and other productivity costs. Potential benefits of a job rotation program are morale building, productivity improvements, improved worker retention, employee career development, and reduction of stress on the musculoskeletal system. But before implementing

such a program, you should also be aware of the potential problems that can arise from this type of rotation scheme when it is not correctly assessed and implemented.

Potential pitfalls of a job rotation program are created if job rotation schemes are not properly balanced with respect to the stressors placed on the various body regions. If this occurs, then job rotation will fail to reduce work-related musculoskeletal disorders (WMSDs). It is important to correctly quantify exposures to risk factors for the various body regions: upper extremities, lower back, shoulder, neck, knee, and lower extremities for each of the jobs within the rotation scheme. Once quantification of potential risk factors has been completed for each of the jobs you are including in your rotation program, a rotation scheme is then selected. The goal of this rotation program is to maintain production demands while minimizing exposure to all workers to musculoskeletal risk factors.

In order to minimize exposures to specific body regions, one must select jobs that have different types of risk factors. An example of poor job rotation is the selection of jobs that are only hand-intensive. This type of rotation program does not reduce the exposure to the upper extremities, but rather has workers perform different jobs with the same risk exposure. This type of job rotation is ineffective in controlling injuries and leaves you dissatisfied with the long-term outcome of your job rotation program.

Optimal job rotation schemes should have workers rotate through low and high demanding jobs as well as different types of work. For example, one job could be hand-intensive, another could be palletizing, another job could be inspection, and assembly. The goal is to spread the risk across the body; not concentrating it in one specific region. The effectiveness of a job rotation program to reduce sprain injuries will be seen in the long-term. Additionally, if it is assessed and implemented correctly, it may also offer cost-efficient and effective intervention without affecting your production demands.

When implementing a job rotation program, it is important to also understand that individuals who work in a job with relatively low risk factors will have their exposure increased when placed in a job rotation scheme that contains a job with a high exposure to WMSD risk factors. Therefore, your overall goal is to minimize the risk to all workers in the job rotation program by selecting and properly organizing job tasks to be included in your job rotation scheme. If you need assistance in quantifying potential risk factors for jobs that you want to select for a rotation scheme, please contact Ruthie Kiefer 248-804-8434, for further assistance.

Acknowledgements

Occasionally we forget to thank those that help us perform our jobs and accomplish the goals of MTMIC. Recently we were tasked with the opportunity to review our key resources and commemorate them in a manual for our "[Business Continuity Plan](#)". I was going to take this opportunity to thank our key vendors but I just recognized that there are twelve pages of them listed in the plan. Let's just leave it as "Thank you" to all the vendors and associates that provide us with the tools and services to provide our policyholders with the best possible service.

~Winter driving has been particularly bad this year, please be careful out there~

Inflation Talk

CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
Dec 2008	204.813	610.075	709.51*
Nov	207.296	617.472	718.11*
Oct	212.182	632.025	735.04*
Sept	214.935	640.226	744.58*
August	215.247	641.155	745.66*
July	216.304	644.303	749.32*
June	215.223	641.082	745.57*
May	212.788	633.830	737.14*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
Dec 2008	210.228	629.751	732.39*
Nov	212.425	636.332	740.04*
Oct	216.573	648.758	754.49*
Sept	218.783	655.376	762.19*
August	219.086	656.284	763.25*
July	219.964	658.915	766.31*
June	218.815	655.474	762.30*
May	216.632	648.933	754.70*

Note: December 2008 CPI-W represents a -0.5% increase from one year ago; CPI-U a 0.1% increase.

* Base Year 1957-59 is no longer released. BLS has issued the following conversion factors from the 82-84 year:

CPI-W — .2886674 CPI-U — .2870447



The Lilly Ledbetter Fair Pay Act was signed into law and is retroactive to May 28, 2007. The new law provides that a limitations period starts anew when the discriminatory pay decision is made, when an individual learns about it, or whenever an individual is affected by the discriminatory compensation decision or other practice i.e. each time an employee receives wages, benefits or other compensation tainted by the discriminatory pay decision.

The language of the law could be interpreted to permit pay discrimination charges to be filed by individuals other than the employee, so long as those individuals claim they have been affected by the discriminatory decision. Additionally, the new law is not limited to discriminatory wage or salary payments; it also applies to payments made under benefit plans such as pension plans. This means, for example, a retired employee who receives pension payments may bring a claim years after his/her pension plan went into effect.

Discriminating against an employee by paying a lower rate or salary because of his/her race, gender, national origin or disability was the law and it remains the law. The new law also has not changed the amount of back pay an employee can recover if he/she were to prevail in a pay discrimination action; an employee's recovery is capped at two years of back pay in such cases.

Employers may want to consider the length of time they retain compensation and benefit records, and review their compensation and benefits practices to ensure there are no glitches that could have the appearance of discrimination.

The U.S. Citizenship & Immigration Services (USCIS) has issued a revised Form I-9, Employment Eligibility Verification, which reflects changes made in accordance with the Department of Homeland Security's recent interim final rule. As of April 3, 2009 (previous February 2, 2009 date now extended), all employers must use the revised form. The new form should improve the security of the employment authorization verification process. It contains changes to the list of acceptable documents. Specifically, some previously acceptable documents have

been revoked and new documents have been added. The new rule also requires that all documents presented be unexpired.

Employers should not be completing the revised form for existing employees who have already completed an I-9. However, if an employee must have his/her employment authorization reverified, and that employment authorization expires on or after 4/3/09, the employer must use the revised Form I-9 for the reverification process.

New instructions and forms will be available on TMTA's website at www.thetmta.com under the navigation tab "Information/Networking"—Company Forms & Information—Misc Forms.

A reminder that new Family Medical Leave Act (FMLA) requirements are in effect. Employers subject to the FMLA should understand the changes to workplace postings, policies and practices that are necessary to be in compliance with the new regulations and other changes made to the FMLA. These include provisions addressing military family leave entitlements created by the National Defense Authorization Act and updates and clarifications of employer and employee rights and responsibilities.

New forms can be found on the TMTA website at www.thetmta.com under the navigation tab "Information/Networking"—Company Forms & Information—Misc Forms.

It's time again to verify or revise your company's information for the upcoming 2009 edition of the Member Services Directory (MSD).

All member companies have been sent a form showing your company's information from the previous edition of the MSD. Please complete and fax the form back to TMTA at 248-488-0500 or e-mail to ron at ron@thetmta.com by Monday, March 16, 2009.

The MSD is a great way to publicize the services, processes and capabilities of your company. MSDs are distributed at no charge to TMTA members and outside companies that have a need to purchase special tooling and metalworking services. If you are not a member, but are a buyer of tooling, manufacturing or technology services and would like to receive a copy of the Directory, contact our office at 248-488-0300.

(Rob's Roost continued from Page 1)

Members have expressed concerns related to the Employee Free Choice Act currently pending before Congress. The legislation, if passed and signed into law, would eliminate the need for a secret ballot vote on union membership and codify the union organizing method known as "card check". The argument is that the latter is a scheme rife with intimidation, coercion and confusion while the former is a far superior method of deciding unionization and a more democratic one as well. I have expressed those concerns of our members to the Senate staffers with whom I met and will continue to do so going forward.

Headway is being made with the support of our members who actively participate in our advocacy efforts as well as through our varied alliances with other associations and organizations who share our passion for American manufacturing. Notable among these are the Coalition for a Prosperous America and the American Mold Builders Association. We applaud their efforts and we appreciate your continued membership and support.

Identity Theft and the IRS

The IRS wants you to know a few things about identity theft:

If you receive a mailing from the IRS which leads you to believe someone may have fraudulently used your Social Security Number (SSN), respond immediately to the name and address or phone number printed on the IRS notice.

If you receive a letter from the IRS that indicates more than one tax return was filed for you, this may be a sign that your SSN was used fraudulently. If you receive a letter from the IRS indicating you received wages from an employer unknown to you, this may be a sign that your SSN was used fraudulently. Contact the IRS immediately.

The IRS Identity Protection Specialized Unit is available for your use through the Identity Theft Hotline at 800-908-4490, M-F 8:00 am to 8:00 pm local time. You can also contact them if you believe your identity is at risk of being stolen, such as if your purse or wallet is lost or stolen or there is questionable activity on your credit card or credit report. The Federal Trade Commission is also available to assist taxpayers with identity theft issues at 877-438-4338.

The IRS NEVER communicates through e-mails. If you receive an e-mail you think is pretending to be the IRS, forward the e-mail to the IRS at phishing@irs.gov.

For more information, access www.irs.gov. For identity theft protection tips visit www.OnGuardOnline.gov.

TMTA Endorsed Service Providers

Manufacturing Technology Mutual Insurance Company (MTMIC) (workers' compensation program)

Provider contact:

Gary Wood 248-488-1172 ext. 1316

Reliance Standard/Ameritas (life/dental insurance programs)

TMTA contacts:

Dennis Campbell 248-488-0300 ext. 1313

Stella Krupansky 248-488-0300 ext. 1310

Blue Cross Blue Shield/BCN (health insurance program)

TMTA contacts:

Dennis Campbell 248-488-0300 ext. 1313

Elaine Burger-Laskosky 248-488-0300 ext. 1309

Federated Insurance (property & casualty insurance program)

Provider contact:

John Medo 800-428-4143

Freedom One Financial Group (401(k) retirement program)

Provider contact:

Lesley Goodwin 248-620-8100

John M. Packer & Associates (unemployment cost control program)

Provider contact:

Nathan Wiest 800-482-2971

Custom Telecom (phone/communications programs)

Provider contact:

Kathy Schaumburger 866-332-1200

Schena Roofing & Sheet Metal Co., Inc. (commercial/industrial roofing contractor)

Provider contact:

586-949-4777

GlobalTranz - CarrierRate.com (freight discount program)

Provider contact:

Chad Hill 866-275-1407 ext. 130

TMTA receives a benefit from its Endorsed Providers when you, as a member, patronize them. This is one way we are able to maintain the level of dues.

In Memoriam

It is with deep sadness and regret that we learned of the passing of **Robert Vitullo**, owner and president of **Vitullo & Associates, Inc.**, on November 12, 2008 at the age of 52. He is survived by his wife, Kathleen; children, Mia and Carl; and step-children, Ryan, Stephanie and Eric.

Mr. Vitullo graduated with an engineering degree from Polytechnic Institute of New York in 1980. He started Vitullo & Associates in 1987. He was an active member of the Bayview Yacht Club, the Detroit Gun Club, the Community Aviation Council, the United Flying Organization, the Wings of Mercy and the Quiet Birdmen.

Mr. Vitullo's father, who had flown in the Navy, began teaching him to fly at the age on 12. Mr. Vitullo soloed for the first time on his 16th birthday and earned his Pilot Certificate on his 17th birthday. He loved to fly and he sponsored children as well as participated in flying gifts in the group, Operation Good Cheer. He donated several medical mercy flights to Wings of Mercy of Eastern Michigan, serving as both pilot and provider of the airplane.

Mr. Vitullo had a way of making everyone he met feel like they were friends. He will be missed by all who knew him. Donations can be made in Robert's name to the Quiet Birdmen, 1 Earhart Dr, Coatesville, PA 19320.

Our sincere condolences to his family and friends.

(Legislative Update continued from Page 3)

Senate Bill 1483, sponsored by Senator Jason Allen, R-Traverse City, was amended during the 2008 lame duck session to include SB 680, sponsored by Senator Randy Richardville, R-Monroe. Governor Jennifer Granholm signed the bill into law and the measure became Public Act 495 of 2008. The measure amends the Tool and Die Renaissance/Recovery Zone Act to allow companies with over 75 employees to apply for tax abatements. The measure also increases the number of zones from 25 to 35 zones. During the 2009 session we will work for passage of legislation to amend the Lien Act and continue work on crafting a guaranteed loan program as requested by the Speaker of the House, Andy Dillon, D-Redford Township.

TMTA New Service Provider - GlobalTranz

TMTA is pleased to announce that we have added a new endorsed service provider to our list of member services—GlobalTranz. GlobalTranz has secured discount pricing with over 50 freight providers for all your shipping needs including LTL, FTL, ocean, rail, etc. Carriers include FedEx Freight, UPS Freight, Conway, Dayton Freight, Yellow, R&L Carriers, USF Holland and more.

Members can sign up, free of charge, to utilize GlobalTranz's online freight program. After their initial registration, members can enter product and shipping information and immediately receive a list of multiple freight carrier options showing shipping details and costs. Members can then select the carrier that best suits their needs at the time.

The program allows users to trace their shipments to ensure proper delivery. Members are billed directly by GlobalTranz so they receive one bill for all their shipments, no matter how many different carriers they use. Users can view their shipment history and past and current billings online at any time.

In the unlikely event that a problem should arise or you have a question, your company's GlobalTranz representative is there to assist you. You will always deal with the same representative, not a group, so your representative will know exactly what you need and what you expect.

To start using this program, contact Chad Hill at 1-866-275-1407, ext. 130 and mention you are a member of TMTA.

The logo for TMTA TALK features the words "tmta" in a bold, lowercase, sans-serif font with a red-to-black gradient, followed by "talk" in a similar font but with a solid black color.

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