

# tmta talk

A publication of the Tooling, Manufacturing & Technologies Association



**FROM Rob's Roost**  
**By Rob Dumont**  
**PRESIDENT & CEO**

## It Is So...Isn't It!

Certainly there is no shortage of oddities in the news these days. The occupiers of numerous and various venues throughout the country, in apparent opposition to the banking and financial industries, while garnering their share of media attention, appear to lack any modicum of common purpose beyond making noise and creating a nuisance.

The media, of course, eats it up because it permits commentary without much effort for a group of folks dedicated to creating the news rather than reporting it. Strange it is that the consumers of "media product" the public, rarely if ever recognize that the media is in fact made up of a variety of commercial enterprises dedicated to turning a profit. Not much if any consideration is given to the obvious and ever present temptation on the part of the media to produce that which will maximize the profit motive. Could there lurk a conflict of interest anywhere in there?



On the legislative front we continue our effort on currency in Washington; we monitor developments in the health-care arena, both Federally and at the State level, and look forward with anticipation and some degree of trepidation to the outcome of the hearing before the U.S. Supreme Court on the issue of constitutionality of the healthcare legislation that passed Congress without ever having been read by the members thereof.

It is interesting to hear of the challenges being advanced that bring into question whether or not Supreme Court Justice Elena Kagan should recuse

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Happy Thanksgiving!

## tmta Calendar of Events Nov/Dec 2011

<b>11/24-25</b>	Thanksgiving Holiday TMTA Offices Closed Happy Thanksgiving!
<b>12/7</b>	National Pearl Harbor Remembrance Day

Visit [www.thetmta.com](http://www.thetmta.com) for detailed, up-to-date information on all events.



## Hands-Only CPR

One quarter of Americans say they've been in a situation where someone needed CPR. If you were one of them, would you know what to do?

Studies indicate that only about one-third of out-of-home cardiac arrests have a CPR attempt made on them. Hands-only, or continuous chest compression CPR, is much simpler to perform than traditional CPR and, therefore, bystanders are more likely to perform it. It also removes the largest obstacle to bystanders hesitating to performing CPR, the requirement for mouth-to-mouth ventilations.

Developed by researchers at the University of Arizona Sarver Heart Center, hands-only CPR has been approved for use by the American Red Cross and the American Heart Association in emergency situations when someone has seen another person suddenly collapse. Full CPR with rescue breaths is still the best method for use in health care settings and for children, adolescents, drowning victims, drug overdoses or people who collapse due to breathing problems.

On average, only 5-10% of people who receive CPR survive. The purpose of CPR is not to "start the heart" or "bring anyone back," but rather it is to restore partial flow of oxygenated blood to the brain and heart to delay tissue death and extend the brief window of opportunity for a successful resuscitation without permanent brain damage. Research at the Sarver Heart Center has shown that hands-only CPR results in better neurological survival. Stopping chest compressions for the recommended two rescue breaths takes at least an average of 16 seconds. Chest compressions generate marginal forward blood flow, so any interruption can be harmful to the brain.

Hands-On CPR instructions are:

- ❖ Shake the person and shout, "Are you OK?" If the person is unresponsive and not breathing, or breathing abnormally (struggling to breathe, gasping or snoring), direct someone to call 911 or make the call yourself. Calling 911 FIRST is critical because a person in cardiac arrest cannot be saved by CPR alone.

- ❖ Position the victim on the floor on his back. Place the heel of one hand on top of the other and place the heel of the bottom hand on the center of the victim's chest.

Lock your elbows and begin forceful chest compressions. Push hard and fast. The chest should compress at least 2 inches at a rate of 100 compressions per minute. To maintain a compression rate of 100 per minute, think of the song "Stayin' Alive" as the song has 103 beats per minute.

After each chest compression make sure you lift the heel of your hand completely off of the chest. This ensures that your weight is off of the victim's chest and creates a vacuum in the chest to allow air to enter and blood to pump.

- ❖ Perform continuous chest compressions until paramedics arrive, even if the victim is gasping. Gasping is a sign of adequate chest compressions that must be continued.

Most bystanders are worried that they might do something wrong. Remember, doing something is better than doing nothing; the life saved may be someone you care about.

To watch a video on hands-only CPR and/or to print a poster from the American Red Cross detailing how to perform hands-only CPR, visit our website at [www.thetmta.com](http://www.thetmta.com).

## TMTA Association Sponsored Group Through BCBSM

Enclosed with this edition of TMTA Talk is a flyer in regards to the TMTA association sponsored group through BCBSM and BCN. Please read it. This is an important association program to participate in as a member as there is no cost to you and at the same time the association receives remuneration from BCBSM.

It's **free** and it's **easy** to join. Simply call TMTA for a "Member in Good Standing" letter, then submit the letter to your agent of record along with a request to join the TMTA association sponsored group. You will notice that future correspondence from BCBSM/BCN will show 'TMTA' in front of your name to indicate you're a part of the TMTA group.

If you have any questions about how TMTA can help with your health needs, please contact Elaine at 248-488-0300, ext. 1309 or e-mail to [elaine@thetmta.com](mailto:elaine@thetmta.com). This is an excellent way for your company to show your commitment to the TMTA and its many benefit programs.

# 2012 Annual Retirement Plan Limits Announced

Each year the IRS releases the cost-of-living dollar limits as they relate to qualified retirement plans. The limitations for 2012 are as follows:

## **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)(1) limit):

2012 - \$17,000      2011 - \$16,500

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

2012 - \$11,500      2011 - \$11,500

## **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):

2012 - \$5,500      2011 - \$5,500

The maximum additional contribution that employees age 50 and over may contribute after reaching the Simple Plan limit (414(v)(2)(B)(ii)):

2012 - \$2,500      2011 - \$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):

2012 - \$250,000      2011 - \$245,000

## **Defined Contribution 415 Limit:**

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

2012 - \$50,000      2011 - \$49,000

## **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):

2012 - \$115,000      2011 - \$110,000

## **Income Subject to Social Security Tax:**

2012 - \$110,100      2011 - \$106,800

There will be a cost-of-living adjustment increase in Social Security benefits of 3.6% effective for benefits payable in January 2012.

The amount of earnings subject to taxation under FICA and SECA, the wage base, increases to \$110,100 for 2012. The \$110,100 earnings base for 2012 applies only to the 6.2% OASDI portion of the Social Security tax. There is no limit on the amount of earnings subject to the 1.45% Medicare portion of the tax.

**Freedom One** is the TMTA endorsed service provider for member 401(k) retirement plans. Contact John Young at (248) 620-8100 for more information.



*TMTA will, from time-to-time, feature a member company so that the membership gets to know a little more about each other. This month we are featuring:*

Viking Tool and Engineering

Warren "Hutch" Hutchins, co-founder of **Viking Tool and Engineering, Inc.** located in Whitehall, Michigan, turned 90 this past March. He may walk with a cane, but he still puts in a full day's work and contributes to the major decisions of his company. He signs every paycheck and hands them out personally to each employee as he thanks them for working at Viking Tool.

Hutch is never without his Indiana Jones hat or his NRA watch. He has been wearing the Fur Felt Fedora since before World War II. If you ask Hutch about the stock market, be ready to have an interesting conversation. He has his opinion on a lot of topics. At the age of 90, he says with a smile, "I am on my second run of 90." He has faith in his team to keep Viking Tool running strong. His advice on his success: work well together, be honest about your work and continue to do a great job for your customers. Viking Tool looks forward to another 57 years and more.

Viking Tool and Engineering was started in July of 1954 by Warren Hutchins and Wayne Dulyea with 3 employees: 2 die makers and 1 apprentice. Their products at that time were molds and masters for Misco/Whitehall, molds for George Morrell Industries, and die cast molds for Holland Die Cast, Keller Brass, Attwood and Steelcase.

In 1961, Warren and Wayne built a new facility at the current location in Whitehall Township with profits they acquired from the Bowden Space Lander Bicycle tooling job built for George Morrell Industries.

*(Viking Tool continues on Page 8)*

# WELCOME NEW TMTA MEMBERS

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

- ❖ **AccuBilt, Inc. Automated Systems** of Jackson, MI; they specialize in designing and building jigs and fixtures, CNC machining, robotic integration, vision integration, material handling integration, automated welding machines, fabrication, a full robotic service department, and electrical controls services; visit their website at [www.accubilt.com](http://www.accubilt.com);
- ❖ **C.H. Industries, Inc.** of Shelby Twp., MI; they specialize in the construction of small to medium size molds and dies and they design molds and die cast dies; visit their website at [www.chindustries.net](http://www.chindustries.net);
- ❖ **Eagle Tool Company** of Iron Mountain, MI; they specialize in the designing, building and reconditioning of broach cutting tools; visit their website at [www.eagletoolcompany.com](http://www.eagletoolcompany.com);
- ❖ **Extreme Tool & Engineering, Inc.** of Wakefield, MI; they specialize in turnkey moldmaking services for complex injection molds using state-of-the-art CAD/CAM/CNC and automation; visit their website at [www.extremetool.com](http://www.extremetool.com);
- ❖ **Michigan Wire EDM Services, Inc.** of Grand Rapids, MI; they are a custom metal parts job shop specializing in wire EDM, EDM drilling & tapping dies, molds, gaging, fixtures and tooling; visit their website at [www.michiganwireedm.com](http://www.michiganwireedm.com);
- ❖ **Midwest Mold Services, Inc.** of Roseville, MI; they are a full-service mold building facility specializing in production and low volume plastic injection molds and molded parts, focusing on 2-shot structural, interior and exterior trim; visit their website at [www.midwestmold.com](http://www.midwestmold.com);
- ❖ **Precision Design & Manufacturing, Inc.** of Hudsonville, MI; they specialize in design, prototype and tryout of plastic injection molds,

CNC milling, CNC graphite electrode manufacture, CNC die sinking, 5-axis wire EDM, fixtures, detail manufacturing and surface grinding; visit their website at [www.precisiondesignmfg.com](http://www.precisiondesignmfg.com);

- ❖ **R & A Tool & Engineering** of Westland, MI; they are a progressive engineering company that specializes in designing, machining and building sheet metal stamping tools; visit their website at [www.randatool.com](http://www.randatool.com);
- ❖ **Sharp Tooling Solutions** (formerly Sharp Model Company) of Romeo, MI; they specialize in the design and build of checking fixtures, tooling and models; visit their website at [www.sharpmodel.com](http://www.sharpmodel.com);
- ❖ **Tranor Industries, LLC** of Detroit, MI; they are a full-service die supplier specializing in the design, construct and tryout of stamping dies and related tooling; visit their website at [www.tranorindustries.com](http://www.tranorindustries.com); and
- ❖ **Wedge-Mill Tool Inc.** of Brighton, MI; they specialize in the manufacture of a variety of cutting tools, hardware for indexable tooling and assembly parts, black oxide coating, laser etching, induction brazing and blanchard grinding services; visit their website at [www.wedgemill.com](http://www.wedgemill.com).

## FYI FOR YOUR INFORMATION

### Surveys Included

Two surveys are enclosed with this issue of TMTA Talk. One is the **Annual Christmas/New Year's Holiday Schedule Survey** and the second is the **First/Second Quarter 2012 Business Trends Survey**.

Please take a few moments to complete and fax these surveys back to TMTA at 248-488-0500 by Wednesday, November 30<sup>th</sup>. The results are only as good as the information we receive from you!

Results will be included with next month's TMTA Talk and also posted on our website at [www.thetmta.com](http://www.thetmta.com).

# OSHA Top 10 Violations

Every year at the National Safety Council Congress and Expo, the National Safety Council and OSHA partner to reveal OSHA's top 10 most commonly cited violations. OSHA publicizes this list to alert employers about these frequently cited standards so they can take steps to find and fix recognized hazards addressed in them before a worker suffers a preventable injury, illness or death.

OSHA's top 10 most cited violations for 2011 (the time period of 10/1/10 thru 9/30/11) are:

- Fall Protection – 7,139 violations
- Scaffolding, General – 7,069 violations
- Hazard Communication – 6,538 violations
- Respiratory Protection – 3,944 violations
- Lockout/Tagout – 3,639 violations
- Electrical – Wiring Methods – 3,584 violations
- Powered Industrial Trucks – 3,432 violations
- Ladders – 3,244 violations
- Electrical – General – 2,863 violations
- Machine Guarding – 2,728 violations

OSHA also announced the 10 most frequently cited "Willful Violations". They are:

- Excavation
- Fall Protection
- Process Safety Management
- Grain Handling Facilities
- Asbestos
- Lockout/Tagout
- Machine Guarding
- Specific Excavation Requirements
- General Recording Criteria
- General Duty Clause

On October 20, 2011, the Bureau of Labor Statistics (BLS) released its workplace injury and illness numbers for 2010. There were 3.1 million nonfatal workplace injuries and illnesses among private industry employees in 2010. This is a rate of 3.5 cases per 100 full-time equivalent workers, down from 3.6 cases in 2009. At the same time, the workforce shrank from an average of 111.5 million to 106.4 million.

Manufacturing experienced an increase in the incidence rate of injuries and illness rising to 4.4 cases per 100 full-time workers from 4.3 cases the year before.

The median number of days spent away from work was 8 days for the third consecutive year (manufacturers median number for 2010 was 9). Sprains, strains and tears accounted for 40% of total injury and illness cases requir-

ing days away from work in all ownerships. Soreness and pain accounted for 11% of total cases. Musculoskeletal disorders (ergonomic injuries) accounted for 29%.

For more information, visit the BLS website at [www.bls.gov/news.release/pdf/osh2.pdf](http://www.bls.gov/news.release/pdf/osh2.pdf).



New TMTA member **Sharp Tooling Solutions (formerly Sharp Model Company)**, located in Romeo, is one of 54 small and mid-size companies from Michigan selected to receive business development support through the Pure Michigan Business Connect Economic Gardening Pilot Program being offered by the Michigan Economic Development Corporation.

The goal of the program is to help second stage companies grow and thereby generate new private investments and create new jobs for Michigan. The program includes four areas of support: strategy and management; market research/competitive intelligence; internet and social media strategy; and geographical information systems to help identify potential customers in other states.

The participating companies were chosen by an independent review board based on the type and size of the markets they serve, their growth potential, and their likelihood of benefitting from the service.

Sharp Tooling Solutions is a full-service supplier for the aerospace, automotive and defense industries specializing in the design and construction of fixtures and tooling. They are AS9100 and ISO 9001:2008 certified and use the very latest technology to manufacture high quality products for customers worldwide.

Sharp provides full-scale engineering support, from development to production. Their goal is to make your custom fixture or tooling project completely worry free. Their manufacturing staff is highly skilled and experienced and they put this experience to work to your advantage. Sharp offers the capabilities of a world-class manufacturing facility with the flexibility and responsiveness of a small business.

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*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 of our readers.*

# Wrapping Up 2011

As the holidays are coming near and 2011 is coming to a close, now is the time to look and see what year-end tax planning strategies make sense for manufacturers. Planning can help you take advantage of current tax provisions that may not be available next year and structure your transactions to take advantage of new tax laws scheduled to take effect. The decisions you make now can save you money in the long run. Following are three key areas for manufacturers:

## Elimination of the Michigan Business Tax “MBT”—

One of the most prominent changes for Michigan tax payers is the elimination of the MBT effective January 1, 2012. The MBT will be replaced by the Corporate Income Tax “CIT”, which is an income tax for C corporations only. You may want to reconsider your choice of entity if you are currently a C corporation. The CIT does not apply to individuals or flow-through entities such as S corporations, partnerships, LLCs or trusts and those entities will not have to file Michigan business returns for years ending after December 31, 2011.

This change in Michigan business tax structure presents a host of planning opportunities. For example, flow-through entities should consider accelerating expenses in 2011 and deferring income to 2012 when there is no tax filing. Also, Michigan business losses will not be carried forward with the CIT. So, if you’re a C corporation, you may want to accelerate income and postpone deductions in order to take advantage of existing net operating loss carryforwards.

**Depreciation Planning**—With numerous depreciation provisions set to expire at the end of 2011, planning the timing of capital acquisitions this year is key. Specifically, 100% bonus depreciation, increased Section 179 (\$500,000 in 2011 vs. 125,000 in 2012) and the 15 year recovery period (vs. 39 year normally) for qualified leasehold improvements all expire at the end of 2011. Review your capital acquisition plan and consider accelerating purchases into 2011 to take advantage.

**R&D Tax Credit**—All manufacturers need to consider whether they qualify for this valuable credit. The qualifications have been liberalized over the years and the nature of a company’s business activities also changes, so annually reviewing qualification for this credit makes sense. This credit was first enacted 30 years ago and is set to expire December 31, 2011 for the 15th time. Practitioners and industry experts generally expect another extension.

There are lots of items to consider during the year-end

planning process. However, for 2011, all manufacturers should carefully consider the impact of these three key provisions. In these challenging economic times, proper planning, more than ever, can help drive your success.

*Steven Everson & Roxana Overdier are CPAs with Weidmayer, Schneider & Raham, CPAs, P.C, a CPA firm in Ann Arbor, MI focused on serving manufacturers.*

## INFLATION TALK

### CPI-W Urban Wage Earners and Clerical Workers

Month	82–84	1967	57–59
Sept	223.688	666.299	774.90*
Aug	223.326	665.221	773.64*
July	222.686	663.314	771.43*
June	222.522	662.826	770.86*
May	222.954	664.113	772.36*
Apr	221.743	660.503	768.16*
Mar	220.024	655.385	762.21*
Feb 2011	217.535	647.969	753.58*

### CPI-U All Urban Consumers

Month	82–84	1967	57–59
Sept	226.889	679.658	790.43*
Aug	226.545	678.628	789.23*
July	225.922	676.762	787.06*
June	225.722	676.162	786.37*
May	225.964	676.887	787.21*
Apr	224.906	673.717	783.52*
Mar	223.467	669.409	778.51*
Feb 2011	221.309	662.943	770.99*

**Note: September 2011 CPI-W represents a 4.4% increase from one year ago; CPI-U a 3.9% 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

**(Rob's Roost continued from Page 1)**

herself from the case because of her former position in the Obama administration. At the same time some are suggesting that Justice Clarence Thomas might also have the same issue given that his wife has lobbied for groups opposing the healthcare legislation. Methinks neither will succumb to the challenges and both will participate in the appeal. In my view, it is another case of "much ado about nothing".

By now you should have received TMTA/SVS Vision cards for distribution to all your employees. If you have not, please let us know and we will attend to getting those out to you. Briefly, you and your employees as TMTA members are entitled to a discount of 30% on eye care and glasses. Similarly, there is a 10% discount on contact lenses. In my case, I saved just under \$200 when I recently got new glasses. This benefit comes with membership in the TMTA and at no addition cost. Do encourage your employees to take advantage of this program and know that SVS Vision is a TMTA member company and the lenses are manufactured in the U.S. keeping Americans employed.

We are very pleased to welcome 11 new member companies to the TMTA!

With Thanksgiving and Christmas just around the corner I am quite sure schedules are filling up. Enjoy family and friends, be safe and stay healthy!



**Personnel Available:**

**Communications Professional** seeks position utilizing expertise to develop strategies to capitalize on opportunities within the marketplace and across different platforms. Skilled in public relations/marketing, content management, online initiatives, strategic thinking and recruitment/development.

Ask for **Resume #111101.**

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TMTA posts resumes on our website at [www.thetmta.com](http://www.thetmta.com). Click on the Resume Postings icon at the bottom of our homepage.



**TMTA ENDORSED  
SERVICE PROVIDERS**

**Blue Cross Blue Shield/BCN**

(Health insurance program)

TMTA contacts:

Bill Percha 586-904-9700 (cell)

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

**Freedom One Financial Group**

(401(k) Retirement program)

Provider contact:

John Young 248-620-8100

**GlobalTranz — CarrierRate.com**

(Freight discount program)

Provider contact:

Chad Hill 866-275-1407, ext. 130

**John M. Packer & Associates**

(Unemployment cost control program)

Provider contact:

Nathan Wiest 800-482-2971

**Practical Power LLC**

(Electrical savings program)

Provider contact:

Mark Bunting 248-726-7598

**Ralph C. Wilson Agency, Inc.**

(Insurance management)

Provider contact for Benefits coverages:

Robert Farris 248-355-1414, ext. 109

Provider contact for P&C and WC coverages:

Jay Poplawski, 248-355-1414, ext. 158

**Reliance Standard/Ameritas**

(Life/Dental insurance programs)

TMTA contacts:

Bill Percha 586-904-9700

Stella Krupansky 248-488-0300, ext. 1310

**SVS Vision**

(Safety & Vision programs)

Provider contact:

Monica Dyja 800-611-3683 or [www.svsvision.com](http://www.svsvision.com)

**Schena Roofing & Sheet Metal Co., Inc.**

(Commercial/industrial roofing contractor)

Provider contact:

586-949-4777

**Staffworks Group**

(Staffing needs)

Provider contact:

Bill Brann 877-304-9690

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

**(Viking Tool continued from Page 3)**

The die cast and compression molding industries were growing for many years and allowed for equipment purchases and new employees. A lot of creativity and ingenuity was used in creating the molds during those times due to the type of equipment that was available as the machinery evolution started.

The die cast customers started to replace their parts with plastics. The plastic injection and die cast customers, along with some special machining and unique requirements for DuPont and other customers, helped fuel the growth of additions and new equipment purchases.

Viking has always invested in the latest equipment which allowed for the company to buy the first EDM and Gundrill in the West Michigan area. Duplication quickly became the state-of-the-art for building these molds and these machines became common at Viking. With a talented crew and the right know-how, Viking competed well during this time of change.

The market was becoming more diverse with the automotive market being primary. A good mix of plastic injection, die cast, and compression mold allowed for the shift into office furniture, lawn mowers, humidifier components, and other markets.

In 2000 Wayne Dulyea chose to retire and that is when Hutch asked Rick Seaver to join him in the business. During the next 10 years Viking would purchase 9 new CNC machines, add on to the current building, install air conditioning, add a 20 and a 7.5 ton crane, purchase the real estate next door, purchase a laser welder, implement ISO and update the lighting to save electricity.

2006-2009 would be a challenge with the overseas market kicking in and the economy struggling. During this time Viking adjusted the crew, implemented 5S and lean programs and developed their processes. They incorporated a pallet system that would allow for better and faster set-ups. This also improved their quality and throughput.

2010 would see the market improve and 2011 looks even better. Viking believes they are positioned to take advantage of the uptick in the market and are working to secure their position in another downturn. Viking Tool is in this for the long haul.



*Warren "Hutch" Hutchins  
Viking Tool and Engineering, Inc.*



**Best Wishes for a  
Happy Thanksgiving  
From the Staff at TMTA**

## **tmta talk**

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