

# **SURGEONS of STEEL**



2010-2011

**Kick-off**

**Member MEETING**

*Speaker*

**Mike GOUSHA**

*WISN-TV Ch. 12 (Milwaukee)*



**Tuesday, October 5<sup>th</sup>**

@ Sheraton Brookfield-Milwaukee

AUGUST 2010  
Volume 4; Issue 8

# President's Corner

If there were ever a better summary of what private business owners face today than the following article, I have not seen it. This article (by Michael P. Fleischer, Bogen Communications Inc.) hits the nail on the head as to why every member of the TDMAW should get involved and get this State back on track.

## Why I'm Not Hiring

With unemployment just under 10% and companies sitting on their cash, you would think that sooner or later job growth would take off. I think it's going to be later—much later. Here's why.

Meet Sally (not her real name; details changed to preserve privacy). Sally is a terrific employee, and she happens to be the median person in terms of base pay among the 83 people at my little company in New Jersey, where we provide audio systems for use in educational, commercial and industrial settings. She's been with us for over 15 years. She's a high school graduate with some specialized training. She makes \$59,000 a year—on paper. In reality, she makes only \$44,000 a year because \$15,000 is taken from her thanks to various deductions and taxes, all of which form the steep, sad slope between gross and net pay.

Before that money hits her bank, it is reduced by the \$2,376 she pays as her share of the medical and dental insurance that my company provides. And then the government takes its due. She pays \$126 for state unemployment insurance, \$149 for disability insurance and \$856 for Medicare. That's the small stuff. New Jersey takes \$1,893 in income taxes. The federal government gets \$3,661 for Social Security and another \$6,250 for income tax withholding. The roughly \$13,000 taken from her by various government entities means that some 22% of her gross pay goes to Washington or Trenton. She's lucky she doesn't live in New York City, where the toll would be even higher.

Employing Sally costs plenty too. My company has to write checks for \$74,000 so Sally can receive her nominal \$59,000 in base pay. Health insurance is a big, added cost: While Sally pays nearly \$2,400 for coverage, my company pays the rest—\$9,561 for employee/spouse medical and dental. We also provide company-paid life and other insurance premiums amounting to \$153. Altogether, company-paid benefits add \$9,714 to the cost of employing Sally.

Then the federal and state governments want a little something extra. They take \$56 for federal unemployment coverage, \$149 for disability insurance, \$300 for workers' comp and \$505 for state unemployment insurance. Finally, the feds make me pay \$856 for Sally's Medicare and \$3,661 for her Social Security.

When you add it all up, it costs \$74,000 to put \$44,000 in Sally's pocket and to give her \$12,000 in benefits. Bottom line: Governments impose a 33% surtax on Sally's job each year.

Because my company has been conscripted by the government and forced to serve as a tax collector, we have lost control of a big chunk of our cost structure. Tax increases, whether cloaked as changes in unemployment or disability insurance, Medicare increases or in any other form can dramatically alter our financial situation. With government spending and deficits growing as fast as they have been, you know that more tax increases are coming—for my company, and even for Sally too.

Companies have also been pressed into serving as providers of health insurance. In a saner world, health insurance would be something that individuals buy for themselves and their families, just as they do with auto insurance. Now, adding to the insanity, there is ObamaCare.

Every year, we negotiate a renewal to our health coverage. This year, our provider demanded a 28% increase in premiums—for a lesser plan. This is in part a tax increase that the federal government has co-opted insurance providers to collect.

We had never faced an increase anywhere near this large; in each of the last two years, the increase was under 10%.

To offset tax increases and steepening rises in health-insurance premiums, my company needs sustainably higher profits and sales—something unlikely in this “summer of recovery.” We can't pass the additional costs onto our customers, because the market is too tight and we'd lose sales. Only governments can raise prices repeatedly and pretend there will be no consequences.

And even if the economic outlook were more encouraging, increasing revenues is always uncertain and expensive. As much as I might want to hire new salespeople, engineers and marketing staff in an effort to grow, I would be increasing my company's vulnerability to government decisions to raise taxes, to policies that make health insurance more expensive, and to the difficulties of this economic environment.

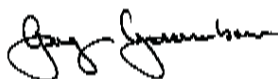
A life in business is filled with uncertainties, but I can be quite sure that every time I hire someone my obligations to the government go up. From where I sit, the government's message is unmistakable: Creating a new job carries a punishing price.

From this article please do your employees and our State a service. Please get involved. We, as private business owners in Wisconsin's manufacturing sector, need to help refocus our political system and make Wisconsin “the” state for creating manufacturing jobs.

- end of article -

Send one letter to one legislator. Talk to one business owner, who is not a member of the association, and ask them to commit \$180 so we can attack this 33% burden on every dollar of payroll we all pay out. I truly believe the TDMAW is in the best position to make things happen for the better in Wisconsin. If each of us accepts this challenge, we can have a chance to turn the tide. If we don't ... well, we can pretty well see that path from where we stand right now.

Respectfully,



Greg Grambow

**Tuesday, October 5**  
**General Member Meeting**  
Sheraton Brookfield-Milwaukee

Speaker: Mike Gousha\*

UPFRONT with Mike Gousha (WISN-TV Ch. 12 in Milwaukee)

\*Since the month of October requires a high volume of political news coverage, there is a slight possibility that Gousha will have to cancel his speaking engagement. In lieu of this possible cancellation, the TDMAW Programs Committee will schedule a quality back-up speaker to take his place.

**Thursday, October 14**

**Manufacturing Career Expo**  
Davians Banquet & Conference Center  
Menomonee Falls, WI

Sponsored by: Menomonee Falls, Germantown & Sussex Chambers of Commerce

For exhibitor and sponsorship information, go to: <http://www.tdmax.org/calendar.html>

**Tuesday, November 9**

**NEW DATE - Mark your calendars**

**Group Buying Partner  
& Member Showcase**

Silver Spring Golf & Banquet Center,  
Menomonee Falls, WI

If you have any questions, please contact the TDMAW headquarters at 262-532-2440 or [toolmaker@TDMAW.org](mailto:toolmaker@TDMAW.org)

**SCHEDULE OF EVENTS**



## Thank You



for your support and sponsorship of TDMAW

## Group Buying Partner CONTACT INFORMATION UPDATE

George Bullock, salesman at Alro Steel Supplier, retires on Friday, August 27, 2010. His replacement is Frank Rizzo - contact him at [frizzo@alro.com](mailto:frizzo@alro.com).

## CLASSIFIED AD Section

### NEW CAPABILITIES

**Busch Precision** adds a Zeiss Prismo Navigator MASS Coordinate Measuring Machine (CMM) to Ensure ISO Compliance. Machine Specifications:

- Measuring Range: X = 1200mm (47.2"), Y = 1800mm (70.9"), Z = 1000mm (39.4")
- Max Weight: 5000kg (11,023 lbs.)
- Accuracy: 1.8µm + L/300 with Vast Gold, 2.2µm + L/300 with Vast XXT

For more information, contact: Deetra Kajfosz, [dkajfosz@buschprecision.com](mailto:dkajfosz@buschprecision.com) or 414-362-7300 ext. 128

Post your classified ad up to three months to promote new capabilities or to offer items/machinery for sale.

**FREE PARTICIPATION IN FOR MEMBERS ONLY  
CONTACT TDMAW TODAY!**

## Increased Reimbursement Dollars... Extended Deadline!

WOW Workforce Development is pleased to announce that TDMAW and other WPMC Members\* now have until December 2010 to train its employees on advanced manufacturing processes! The original deadline was June 30, 2010.



The *Advancing Manufacturing into the Global Marketplace* training grant now offers increased funding for member companies to use. With the approved modification, each company is allowed a **maximum reimbursement of \$6,000 per trainee and a total of \$36,000 for the company. And... the first \$3,000 of a worker's training is reimbursed 100%!**

So whether you are looking to train your employees on new software or new equipment, make your plans now and submit your Training Application to Sara Caven, Program Coordinator with WOW Workforce Development, Inc. With the new reimbursement schedule in place, funds will go quickly.

**For an updated Employer Fact Sheet and Training Request form, contact Sara at 262-695-7893 or [scaven@wctc.edu](mailto:scaven@wctc.edu).**

\*Only WPMC members (TDMAW, AMBA & NTMA) are eligible to apply for training grants



## Just Do It!!!

*“80 percent of success is just showing up.”*

*- Woody Allen*

**Showing up also means... starting.**

**F**or instance, did you show up at the gym today? ‘Just showing up’ means you’re 80 percent of the way to a good workout. The hard part of fighting yourself to get dressed in workout gear, dealing with traffic and the worry about pain you might experience is over. Now all that is left is to just do the workout. Pretty simple, huh? Even a child could do it.

*“So increase your chances by 80 percent. Show Up!”*

Here is a tip on ensuring that you will, indeed, show up: Make a personal “show-up” commitment - a commitment from which you can’t escape without grave embarrassment. Let’s say you want to attend a TDMAW meeting but don’t have the time to attend due to being very busy, but you want to attend –there’s an interesting speaker, good meal, you’ll see old friends and meet new people and you may pick up some new business.

Call someone that is also going to the meeting, and tell them you will pick them up and drive. This will give you a chance to chat on the way to the meeting. By having to pick up a fellow member for the meeting, you have greatly increased your odds of attending. It works!!

From an article submitted by Digital Edge Printing; modified by Surgeons of Steel editor.

# Sponsorship Program

## RED Level

Max of 8

RED Level Sponsors are available

**\$3,000 - a \$4,440 value!**

**At the RED Level you receive the following benefits:**

- 📍 1/2 page ad in *Surgeons of Steel* newsletter (12 issues)
- 📍 *Surgeons of Steel* newsletter recognition as Sponsor (12 issues)
- 📍 Full page ad in annual Membership Roster
- 📍 Website advertising - link to Sponsor website (12 months)
- 📍 Large-sized logo on sign at all TDMAW events: June Outing, Summer Outing, Fall Expo, General Member Meetings & the Post Holiday Party
- 📍 Promo on monthly *NewsAlert* - mass email to all members
- 📍 June Outing (golf) hole sponsor
- 📍 Invitation to purchase a booth at the Group Buying Expo

## WHITE Level

Max of 14

WHITE Level Sponsors are available

**\$2,400 - a \$2,800 value!**

**At the WHITE Level you receive the following benefits:**

- 📍 1/4 page ad in *Surgeons of Steel* newsletter (12 issues)
- 📍 *Surgeons of Steel* newsletter: recognition as Sponsor (12 issues)
- 📍 1/2 page ad in annual Membership Roster
- 📍 Website advertising (12 months) - link to Sponsor website
- 📍 Medium-sized logo on sign at all TDMAW events: June Outing, Summer Outing, Fall Expo, General Member Meetings & the Post Holiday Party
- 📍 Promo on monthly *NewsAlert* - mass email to all members
- 📍 Invitation to purchase a booth at the TDMAW Group Buying Expo

## BLUE Level

Max of 16

BLUE Level Sponsors are available

**\$1,800 - a \$2,000 value!**

**At the BLUE Level you receive the following benefits:**

- 📍 Business card size ad in *Surgeons of Steel* newsletter ad (12 issues)
- 📍 *Surgeons of Steel* newsletter: recognition as Sponsor (12 issues)
- 📍 1/2 page ad in annual Member Roster
- 📍 Website ad (12 months) - link to Sponsor website
- 📍 Small-sized logo on sign at all TDMAW events: June Outing, Summer Outing, Fall Expo, General Member Meetings & Post Holiday Party
- 📍 Logo on monthly *NewsAlert* - mass email to all members
- 📍 Invitation to purchase a booth at the TDMAW Group Buying Expo

**Interested in participating or referring this program to one of your vendors?**

Please contact TDMAW at (262) 532-2440 or [toolmaker@TDMAW.org](mailto:toolmaker@TDMAW.org).

## Scott Walker vs Mark Neumann

By: Chet Gerlach, TDMAW Lobbyist

If politics were entertainment, the marquee might read... Scott Walker vs. Mark Neumann... in a knock down drag out fight between two heavy weights...vieing for the Republican party's nomination for Governor...September 14...playing at your neighborhood theatre.



Chet Gerlach

We are coming to the end of the primary election season and the winner of the Republican Primary earns the right to square off against Milwaukee's Democratic Mayor Tom Barrett on November 2nd, to decide who will become the next Governor of Wisconsin. Though the article this month focuses on the Republican Primary election, we plan to focus on Tom Barrett and the winner of the Republican Primary in the October edition of our newsletter.

**Scott Walker** is the Milwaukee County Executive who ousted former County Executive, Tom Ament, over the scandal surrounding the Milwaukee County's retirement system. According to Scott's website... "At the time Milwaukee County was on the precipice of an organizational and financial meltdown; rocked by greedy politicians who had voted to allow themselves...to retire as millionaires at the taxpayers' expense". In his website biography, Scott points out that he grew up in the small town of Delevan and his family didn't have a lot of money. "Those lean times taught him to do more with less and he believes government should do the same." To find out more about Scott Walker and his vision for Wisconsin, visit <http://www.scottwalker.org>.

**Mark Neumann** is a businessman and former two-term Congressman who came within a whisker of defeating Senator Russ Feingold twelve years ago in a race for the U.S. Senate. Mark's website is awash with position papers and quotes from newspapers regarding his performance while in Congress. "Coatless, with his shirt sleeves rolled up, Neumann said he hoped that a generation from now Congress

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could 'give our children a debt-free America,' a Social Security trust fund from which no loans have been made to the Government's general fund, and lower income taxes." (New York Times, October 23, 1998) To learn more about Mark Neumann and his vision for Wisconsin, visit <http://markforgov.com/>.

We would encourage all of our members to visit the Walker and Neumann websites. You will find a bounty of information about both of these candidates. Though both Walker and Neumann have strong conservative credentials, neither has any experience in manufacturing. **We encourage TDMAW members to meet with Walker, Neumann and all of the candidates to remind them that this country and this state cannot prosper without a strong manufacturing base.**



Republican WI Primary  
**FACE-OFF**  
**SEPTEMBER 14<sup>TH</sup>**

Scott  
**WALKER** vs Mark  
**NEUMANN**

# Social Networking

## Social Networking and the Workplace: Social Networking Policy

In the beginning of this six part series, we take a look at social networking in general before we dive into five different social networking services used today, to determine whether or not allowing employees to take part in these social networking activities at work could create problems.

### Overview

Social networking is a powerful communications tool, yes, but it is meant for the workplace? This is the start of a six part series which take a look at 5 different social networking websites and analyze them in terms of advantages and disadvantages of social networking in the business atmosphere, so as to help you in developing a social networking policy for your office.

### Considerations

The issue surrounding small business owners and social networking is while there are risks and downfalls, there seems to be a positive reason to use it for each negative one. The concerns are bandwidth, liability, malware, and of course productivity. However, for some businesses, the increased audience, web traffic, and overall consumer participation outweighs these concerns. Using social networking allows you as a business owner to filter traffic to blog posts, sales and specials, along with giving you an excellent way to stay in touch with your consumer base. Because of these issues being hard to sift through to determine how to best use social networking, you must be willing to open your mind to more than just one social network, and decide which one is right for you and your business purpose.

### Services in this Series

The five different social networking communities addressed in this series will be:

- **MySpace:** Perhaps considered the pioneer of social networking and the brunt of several news stories, this network is one of the largest out there, and its use in business is questionable.

• **Facebook:** A major competitor of MySpace, this network, once open to students only, tried to target a niche, but soon realized the power was in a larger market. Maybe better suited for business than its MySpace predecessor, one can still question its benefits.

• **Twitter:** An entirely different style of social networking as compared to the previous two, this social networking website is more of a productivity killer than any, though it has its benefits.

• **Linked In:** A newer social networking site on the scene, this one has a primarily business focus, and therefore is one of the safer ones to allow. The business focus helps control the audience and downplays the disadvantages of social networking.

• **Windows Live Spaces:** Microsoft's attempt to jump in on the social networking, offering a variety of services and features, may or may not be good for business.



For each of these services, we will take a look at the pros and cons of their use in business, to help you decide how you should garner the use of these websites on your network. Some may decide to block the use of all of these networks, while some may decide to keep open use of any or all of them.

Remember though, these social networking sites are not the only ones out there. Many new social networking websites continue to come to the forefront looking for a piece of this web 2.0 pie—each one of them trying to outdo the others to gain notoriety.

If you are interested in seeing more about the pros and cons of social networking in the business arena, check out Brett Callow's article, Online Social Networking Sites: Balancing Benefits against Risks.

Watrous, Lucinda. November 25, 2009. <http://www.brighthub.com/computing/smb-security/articles/14641.aspx#ixzz0xX9C108z>



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## TDMAW Scholarship Winners

The Fall 2010 **Edward L. Simeth Scholarship** winners have been selected. *Congratulations winners!*

**Scot Gosa - \$500**

Waukesha County Technical College

**Jade Nicholson - \$500**

Milwaukee Area Technical College

**Josh Skoug - \$250**

Wisconsin Indianhead Technical College

**Melvin Simpson - \$250**

Wisconsin Indianhead Technical College

**Timothy Williams - \$250**

Wisconsin Indianhead Technical College

In keeping with our Mission Statement, the TDMAW is pleased to offer the following scholarship to assist students enrolled in a Machine Tool Operations Program or Tool & Die Program at any accredited Wisconsin technical college. This scholarship is sponsored by TDMAW Group Buying Partner: E. L. Simeth.

For more information, go to <http://www.tdmaw.org/trainScholarships.html>

## MSC Tools to Succeed Program

MSC Tools to Succeed awards deserving students with a Kennedy 11-drawer steel toolboxes. Beginning in 2010, toolboxes are now given to SE Wisconsin area technical colleges Technical Education departments. Instructors at these colleges identify and award the toolboxes to their most deserving students on behalf of MSC/J&L Metalworking and the Tool, Die & Machining Association of WI. If you know of a student that is interested in receiving a toolbox, tell them to talk with the instructors at their school.



CNC Short Run Turning

Chuck capacity up to 25 1/2" diameter x 44"

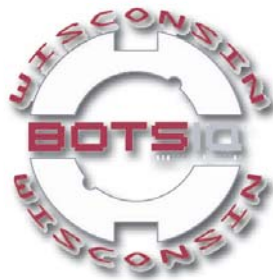
Bar fed capacity to 3 1/4" diameter.

Vertical Turning Lathe 40" chuck x 29.5"

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## WASHINGTON COUNTY FAIR COMPETITION



This year nine teams were ready to rumble in the Big Gear Competition at Washington County Fair on Tuesday, July 21st. The weather was great; the crowd was loud and twice as big as last year. State Assembly for the 24th district, Dan Knodl led the teams and spectators with the Pledge of Allegiance at the start of the Competition. It clearly became a grudge match between the all girls team from Germantown HS with **Beautiful Disaster II** and West Bend West HS **Vegas**. They both inflicted mortal wounds on each other each time they met in the arena, but it was bot Vegas that was the victor on a hot summer night in Washington County.

Our November competition will be one that you will want to watch for the date and plan to attend as I know that these two bots will be back to battle again and the other schools will be ramping up their bots to become the our next first place champion.



# Focus on Federated

## A Small Price to Pay

Every person you hire has the potential to be a blessing or a curse to your business. Most people you interview are trying to impress you, and some may not limit themselves to the truth.

Consider the study by American DataBank<sup>1</sup>

- 30% of employment applications contain false material and information.
- 40% of resume information is misrepresented
- 45% of potential employee have either a criminal record, bad driving record, workers compensation claim history, or bad credit history
- 95% of companies are victims of theft, yet only 10% discover it
- 72% of all negligent hiring suits are lost by employers
- 40% of American drivers don't have insurance at all
- 30% of business failures are caused by employee theft

Negligent hiring lawsuits, theft, and workplace violence are risks you take when you hire a new employee. Something, a bad hire can have devastating financial consequences for a business when that person's actions cause property damage or harm to others - or worse. The good news is that your chance of hiring the right person is greatly increased when you follow professional employment screening practices. Completing a background check is a small price to pay to protect your company.



If you have hiring responsibilities, check out the employment screening services offered through Federated's Shield Network<sup>SM</sup> to see how we can help you protect your company, your employees, and your customers without breaking your budget.

<sup>1</sup>American DataBank, Employment Statistics, [www.americandatabank.com/statistics.htm](http://www.americandatabank.com/statistics.htm).

This article is an excerpt from The SHIELD<sup>SM</sup>—a periodic newsletter published by Federated Insurance Companies with the mission to inform readers of important risk management issues. It is intended to provide general recommendations regarding risk prevention. It is not intended to include all steps or processes necessary to adequately protect you, your business or your customers. You should always consult your personal attorney and insurance advisors for advice unique to you and your business. © 2010 Federated Mutual Insurance Company. All rights reserved.

# FEDERATED INSURANCE<sup>®</sup>



IT'S OUR BUSINESS TO PROTECT YOURS<sup>®</sup>

## A Proactive Approach

Preventing losses before they happen is the key to reducing your insurance costs. Federated's risk management services can help your business manage risk and avoid losses. Call us today to discuss how Federated can make your business more safe and profitable.

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## What Will it Take for Wisconsin to Be the Most Competitive

Article from: WMC, Wisconsin Jobs 2010

### FLORIDA

Florida enjoys the obvious advantages of seacoast and climate. These factors result in a huge in-migration of retirees, along with their capital. In the area of taxation, Florida is able to finance its government without levying a personal income tax. In addition, their corporate income tax rate is a flat 5.5 percent versus Wisconsin's 7.9 percent, and their property tax collections per capita and as a percentage of personal income, are lower than Wisconsin.

### GEORGIA

Georgia is ranked at the top of the Forbes list in the regulatory environment category. They also rank high in terms of workforce development, educational attainment, and training programs. They are one of the fastest growing states in the nation with a net in-migration of more than 1.3 million people between 2000 and 2007. By contrast, Wisconsin's population grew by 229,000 during the same period. Georgia also ranks low in corporate income taxation — 41st out of 50 on a per capita basis.

### NORTH CAROLINA

North Carolina's ranking is often attributed to its strong research infrastructure, combined with a welcoming overall business climate. Its University system, Research Triangle Park and extensive private R&D infrastructure puts it at the forefront of technology-related job creation. Overall, it ranked second behind Texas in the CEO Survey and third in terms of regulatory environment in the Forbes ranking...

To read the full article go to: <http://www.wmc.org/governmentaffairs/display.cfm?ID=2222>



	Population Growth 2000 – 2007 <sup>1</sup>	Employment Growth % 1998-2008 <sup>2</sup>	High Tech Employment Per 1000 Workers <sup>3</sup>	Union Membership % of Total Employment <sup>2</sup>	State and Local Tax as % of Income <sup>4</sup>	Per Capita Income Tax (Individual) <sup>4</sup>	Per Capita Income Tax (Corporate) <sup>4</sup>	Average Electric Bill for Industrial Customers <sup>5</sup>	Per Capita Defense Spending <sup>6</sup>	Per Capita Venture Capital Investment <sup>7</sup>	Regulatory Environment <sup>8</sup>
	% / Rank	% / Rank	# / Rank	% / Rank	% / Rank	\$ / Rank	\$ / Rank	\$ / Rank	\$ / Rank	\$ / Rank	Rank
Florida	13.7% / 7	20.0% / 7	40.97 / 29	5.9% / 40	10.0% / 38	\$0 / 44	\$131 / 31	\$4,367 / 38	\$1,091 / 28	\$36.56 / 18	25
Georgia	16.0% / 4	11.6% / 20	49.14 / 19	4.4% / 47	10.3% / 32	\$924 / 23	\$107 / 41	\$10,675 / 20	\$1,389 / 20	\$51.13 / 15	1
North Carolina	12.2% / 9	11.3% / 21	43.95 / 24	3.0% / 50	10.5% / 29	\$1,111 / 12	\$173 / 20	\$12,279 / 17	\$1,119 / 26	\$51.05 / 16	3
Texas	14.1% / 6	19.0% / 8	55.75 / 15	4.7% / 46	9.2% / 45	\$0 / 44	\$0 / 47	\$4,171 / 39	\$1,674 / 12	\$65.71 / 10	10
Utah	18.0% / 3	23.8% / 5	57.22 / 13	5.8% / 41	11.0% / 19	\$960 / 18	\$149 / 28	\$3,491 / 43	\$1,576 / 16	\$78.25 / 8	11
Virginia	8.6% / 15	13.8% / 17	90.95 / 1	3.7% / 49	9.8% / 41	\$1,330 / 8	\$166 / 23	\$15,463 / 11	\$6,024 / 1	\$63.25 / 12	2
Wisconsin	4.3% / 30	5.8% / 39	34.10 / 33	14.3% / 14	11.6% / 11	\$1,131 / 13	\$165 / 24	\$18,551 / 9	\$521 / 44	\$17.66 / 30	37

# Group Buying Partners

## Directory & Benefits Summary

For more information...  
<http://www.tdmaw.org/groupbuying.html>

### Computer Set-up & Software Support

#### Raad One Network Solutions, Inc. – Muskego

Mark Eggert – (262) 679-7704

Members received 10% off hourly rates. All work is unconditionally guaranteed. Rebates TDMAW for member purchases.

### Cutting Tools

#### Midwest Cutting Tool, Inc. – Waukesha

Ronald Abts – (262) 896-0883

Discounted rates to members (approx 15%). Rebates TDMAW for member purchases. Payment terms: 30 days.

### EDM Consumables

#### Concept Machine Tool Wisconsin –

(Formerly: Schweda Machine Tool Sales Inc.)

Rick Nowacki – (262) 646-4488

Members should ID themselves for 2% discount on some orders. Payment terms: 30 days; Additional 0.5% discount for payment in 10 days. Rebates TDMAW for member purchases.

### EDM Services

#### K L H Industries, Inc. – Germantown

Ken Heins – (262) 253-4990

Extremely competitive; priced job by job. Promised deliver dates are always met. Rebates TDMAW for member purchases. Payment terms: 45 days.

### Heat Treating

#### Therm-Tech of Waukesha, Inc.

Mary (Beth) Springer – (262) 549-1878

Payment Terms: 45 days; Very Attractive Pricing & Rapid Turnaround. Rebates TDMAW for member purchases.

### Insurance – P&C, Health & Workers Comp

#### Federated Insurance

Contact TDMAW for the agent in your area. – (262) 532-2440 or visit [www.federatedinsurance.com](http://www.federatedinsurance.com)

Favorable rates. Rebates TDMAW for participation.

### ISO 9000 Training / Consulting

#### Genesis I Technology, Ltd. – Wheeling, IL

Lee Waller – (847) 279-0977

Rebates TDMAW for member purchases.

### Optical

#### Stein's Optical – All locations

For more information, call TDMAW at 262-532-2440 for an Enrollment Form or go to our web-site: [www.tdmaw.org](http://www.tdmaw.org).

### Recycling & Waste Disposal

#### Jensen Environmental Management, Inc. – Muskego

David Jensen – (414) 422-9169

Rebates TDMAW for member purchases.

### Steel Distributor & Warehouses

#### Metal Express – Waukesha

Jeff Ziemer – (262) 547-3606 or (815) 282-6544

Discounted pricing for members. Rebates TDMAW for member purchases - if 45 days.

### Steel Supplier

#### Alro Specialty Metals – Wauwatosa

Inside Sales – (800) 365-4140

Payment terms: 1/2% 10 days; net 30. Rebates TDMAW for member purchases.

### Supplies / Full Line

#### MSC/J&L Metalworking – Pewaukee

(262) 703-4000

Discounted member rates. Rebates TDMAW for member purchases.

### Supplies / General

#### E.L. Simeth – Milwaukee

Steve Simeth – (414) 771-9270

Competitive pricing. Members get 2% discount - 30 days; 1% discount - 45 days. Rebates go to TDMAW Scholarship Fund.

### Members are urged to pay Partner invoices within terms.

Late pays are costing the TDMAW thousands of dollars each year as some partners disallow rebates for "late pays".

*Partners with payment terms are noted above.*

# LEADERSHIP

## 2010 Board of Directors

### President

Greg Grambow  
Du-Well Grinding Enterprises, Inc.  
414-643-5000  
gregg@duwell.com

### Vice President

Kathy Rogers  
Toolcraft Company, Inc.  
262-250-7640  
kjr@Toolcraft.com

### Treasurer

Mike Mallwitz  
Busch Precision, Inc.  
414-362-7305  
info@buschprecision.com

### Secretary

Theo Hicks  
Bohr Precision Machining Inc.  
262-251-0761  
theo.hicks@bohrprecision.com

### Chairman of the Board

Brett Reich  
Reich Tool and Design, Inc.  
262-252-3440  
brett@reichtool.com

## Committee Chairs

### Apprenticeship Committee

Ken Heins  
KLH Industries, Inc.  
262-253-4990  
klhsales@klhindustries.com

### Budget Committee

Mike Mallwitz  
(See Board Info)

### Group Buying Committee

Ken Mahuta  
Mahuta Tool Corp.  
262-502-4100  
ken@mahutatool.com

### Insurance Committee

Allen Weiss  
Integrity Wire EDM Inc.  
262-820-3400  
aweiss@integritywireedm.com

### Events Committee

Brett Reich  
(See Board Info)

### Legislative Committee

Greg Grambow  
(See Board Info)

### Membership/ Programs Committee

Mike Mallwitz  
(See Board Info)

### Nominations Committee

Brett Reich  
(See Board Info)

### Promotions Committee

Lynn Mahuta  
Mahuta Tool Corp.  
262-502-4100  
Lynn@mahutatool.com

### Scholarship Committee

Steve Latus  
Journeyman Tool & Technologies, Inc.  
414-228-8338  
jrnymntool@aol.com

### Sponsorship Committee

Mike Mallwitz - Chair  
(see Board Info)

Kathy Rogers - Co-Chair  
(see Board Info)

### Wage & Benefit Survey Committee

Kathy Rogers  
(See Board Info)

## OUR MISSION STATEMENT

The Tool, Die & Machining Association in Wisconsin, chartered in 1937, was organized for the purpose of providing a forum for the independent tool, die and machine shop owners of Wisconsin to discuss mutual problems and for the exchange of ideas in business management and the technical aspects of the industry. We are also committed to educating the community, parents and students about our industry through scholarships, seminars, and the like, on the life long rewards of a career in the precision metalworking industry.

## TDMAW HEADQUARTERS

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www.tdmaw.org

## BOTS IQ WISCONSIN - WI EDUCATION INNOVATIONS

### Erin Gudeyon

Director of In-School Services  
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Brookfield, WI 53045  
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