

PMA Accepting Entries for 2010 Awards of Excellence in Metalforming

AWARDS PMA encourages industry-leading companies to submit an entry for the 2010 Awards of Excellence in Metalforming. Companies honored with Awards of Excellence will receive prominent coverage in *MetalForming* magazine; recognition at PMA's Annual Meeting and the 2010 FABTECH tradeshow; a \$1,500 cash prize; commemorative plaque and flag; and key presence on PMA's website, visited by nearly 100,000 industry professionals annually.

The 2010 awards will recognize excellence within the following areas:

- The **Higgins-Caditz Design Award**, the industry's highest recognition for designing

and engineering excellence, is presented to an innovative metalforming company for creative and effective product design.

- The **A.R. Hedberg Training and Education Award** recognizes a PMA member company for notable efforts to technically train and educate its employees by instituting a total training program throughout the company.
- The **Waukesha Metal Products Excellence in Quality Award** recognizes a PMA manufacturing member for outstanding achievement in the development and implementation of a company-wide quality system that effectively uses continuous improvement.
- The **Pitcher Insurance Agency Safety Award** recognizes a metalforming company for either an effective comprehensive safety program or a specific innovative idea in the context of an effective safety program.



- The **Link Systems Process Control Award** promotes the application of electronic analog closed-loop process controls in metalforming by recognizing innovative electronic solutions (implemented by a North American manufacturing company) that have resulted in significant quality, cost reduction and/or productivity improvements.

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PMA Update is also available online at www.pma.org/update. Update is published by the Precision Metalforming Association as a service to its members.

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Women in Metalforming Group Holds First Business Conditions Call

NETWORKING On January 12, PMA's Women in Metalforming networking group held the first of its ongoing series of conference calls to discuss business conditions. Group members completed an online survey providing company information related to sales strategies, cash flow, personnel issues and general business conditions. Data was compiled and discussed by participants during the conference call.



One of the key items discussed was how companies had worked to change their culture during the recession, and how they can

continue these positive changes when former employees are brought back or new ones are hired to handle an increasing workload.

The Women in Metalforming group will hold another business-conditions call in April (date to be determined). Until then, the conversation continues through an online discussion group. This e-mail list is open to all women in the metalforming

industry. If you would like to be added to the list and are interested in participating at future Women in Metalforming events, contact Mandy Basel at 216/901-8800 or mbasel@pma.org, or visit the [Women in Metalforming group's website](http://www.pma.org).

- The **Ulbrich Award for Competitive Excellence in Product Development** recognizes a metalforming company that develops and manufactures a product that best utilizes metal in place of a competitive material, or that develops a product using flat-rolled material at a significant cost reduction to customers on a product that was previously manufactured using more costly manufacturing processes.
- The **Zierick Manufacturing Corporation Productivity Award** recognizes outstanding achievement by a PMA manufacturing member in the development and implementation of programs, processes and utilization of assets that lead to significant improvements in productivity.
- The **Clips & Clamps Industries Educational Institution Award** recognizes a public or private educational institution that provides exemplary training and education services to companies in the metalforming industry.

Applications for the 2010 Awards of Excellence in Metalforming must reach PMA no later than May 31. Complete details and an online entry form are available at www.pma.org/awards. Contact Christie Carmigiano at 216/901-8800 or ccarmigiano@pma.org with questions.

OSHA Steps Up Enforcement Efforts *PMA Resources Can Help!*

During a June 2009 speech, Secretary of Labor Hilda Solis said, "There is a new Sheriff in town... Make no mistake about it, the Department of Labor is back in the enforcement business. We are serious, very serious."

In October, OSHA slapped the largest fine in its history on BP PLC

for failing to fix safety problems after a 2005 explosion at its Texas City refinery. Other businesses also are receiving high fines for violating safety rules. Two months into OSHA's 2010 fiscal year, six companies have been cited for "egregious" violations, which carry the highest penalties. There were only four such egregious cases in all of the previous year. Numerous "serious" citation cases now have total proposed fines exceeding \$100,000.

In addition, OSHA's 2010 budget has increased to \$559 million, compared to the 2009 budget of \$526 million. Under this budget, Labor Secretary Solis plans to hire more than 100 new OSHA inspectors this year.

With this increased emphasis on enforcement, PMA members need to ensure they are prepared for an intensified OSHA inspection. The tips listed with this article can help. In addition, PMA member companies receive three free hours of legal advice per year from PMA's attorney, Doug Ehlke (800/468-3464, dehlke@ehlkelawoffices.com). Doug is available to provide advice before, during and after an inspection should your company receive any citations. PMA offers [several products](#) to help improve your company's safety efforts.

In addition, companies can take proactive measures by working directly with OSHA through its cooperative programs. One such program is the Safety and Health Achievement Recognition Program (SHARP), which recognizes companies for exemplary safety and health management systems. To achieve SHARP recognition, companies must work with an OSHA consultant to identify and correct hazards as well as meet certain criteria such as lowering their injury rates below national averages. Upon receiving SHARP certification, companies are exempt from programmed inspections. Companies in the process of attaining SHARP certification may also be recommended for an inspection deferral of up to 18 months. Learn more about [OSHA's cooperative programs](#).

Contact Christie Carmigiano at 216/901-8800 or ccarmigiano@pma.org with questions.



Tips: What to do when an OSHA inspector arrives

1. **Cordially greet the inspector, verify credentials and ask to meet in a conference room for an opening conference.** OSHA compliance officers carry U.S. Dept. of Labor credentials with a photo and serial number, and can be verified by calling the nearest OSHA office.
2. **Ask the inspector questions during the opening conference and record the answers.** (What is the purpose of the inspection? What type of inspection is planned? Will photos be taken? What type of measuring instruments will be used?)
3. **Management representative(s) should accompany inspector(s) into the plant.** NEVER leave an OSHA officer alone during the inspection.
4. **Avoid making admissions to the inspector.** (e.g., "we realize we have a noise problem," etc.)
5. **Take photos of all areas and personnel photographed by the inspector.** However, do not take photos if the inspector does not bring a camera. If it is an accident investigation by OSHA, have an attorney present for all management, supervisor or lead person interviews.
6. **Time the length of every sound level meter reading taken by the inspector and note where the meter was held.**
7. **Take notes!** Note what PPE employees observed were wearing; make chronological time-of-event notations of inspector's movements; make notes of the main comments the inspector makes, etc.
8. **Have a closing conference.** Ask questions such as: Will there be a citation? For which machines? Based on what specific observations, measurements or readings?
9. **Discuss inspection with legal counsel.** Again, PMA offers three free hours of legal advice per year to PMA member companies. Contact PMA's attorney Doug Ehlke at 800/468-3464 or 253/839-5555.

NTMA/PMA One Voice Legislative Conference Keynote Speaker Announced

PMA and NTMA are pleased to announce that Susan Molinari will be the keynote speaker during the second annual One Voice Legislative Conference, scheduled for April 20-21, 2010, in Washington, D.C.

A member of Congress from New York from 1990-1997, Ms. Molinari became the highest-ranking woman in Congress when her colleagues elected her to the eight-person Republican Majority Leadership after the GOP



Molinari

regained the House majority in 1994. As a member of the House Budget Committee, she was at the forefront of producing Congress's first balanced budget in 29 years. After leaving Congress, Ms. Molinari co-anchored "CBS News Saturday Morning." She

is a Senior Principal in the government relations, advocacy and strategy section of Bracewell & Giuliani LLP in Washington, D.C., and a political pundit who often appears on television news shows.

Participants at the conference will hear Ms. Molinari's perspective on the current political landscape and the upcoming mid-term elections.

In addition, One Voice is lining up other Washington insiders and policy experts to provide attendees with updates on key legis-



lation affecting manufacturers. The first day of the conference will conclude with a networking reception.

On April 21, participants will head to Capitol Hill for a full day of lobbying Congress on the issues that impact our industry.

With so many important issues facing small and medium-sized manufacturers, the 2010 Legislative Conference is a must-attend event! Additional details and registration information will be available this month. In the meantime, please mark your calendar for April 20-21 and plan to attend. Contact Christie Carmigiano at 216/901-8800 or ccarmigiano@pma.org with questions.

PMA Districts— Networking Close to Home

February Events

DISTRICTS

CAROLINAS, February 16

Plant Tour of GE Energy
call: Heather Moore 704/948-4439

CHICAGO, February 18

Economic Night
call: Laura Profita 630/690-6290

CLEVELAND, February 16

Senior Managers Roundtable
call: Renee Neuendorf 440/871-5638

INDIANA, February 18

Executive Roundtable
call: Dietra Rosenkoetter 317/275-6812

NEW ENGLAND, February 16

Truex Plant Tour
call: Rick Pezzullo 401/258-4099

SOUTHERN NEW ENGLAND, February 25

Ulbrich Shaped Wire Tour
call: Genevieve Patrissi 203/492-8491

TENNESSEE, February 16

Technology Night
call: Jim Hyde 615/714-0766

TWIN CITIES, February 18

Grand Opening Celebration of the Precision Sheetmetal Training Facility at Anoka Technical College
call: Laura Bernier 630/690-6290

WISCONSIN, February 23

How Manufacturing is Impacted by Sales Tax and Sales Tax Audits
call: Lisa Rossman 262/251-1500

For the latest information on PMA networking opportunities close to home, visit www.pma.org/districts.

METALFORM Mexico Will Again Co-Locate with Welding, Fabricating & Coating Expositions

PMA, the American Welding Society, the Fabricators and Manufacturers Association and the Society of Manufacturing Engineers once again will co-locate their Mexico tradeshow.

The event, scheduled for May 11-13, 2010, at Centro Banamex in Mexico City, will be the second annual co-location of the shows. In conjunction with METALFORM Mexico, AWS Weldmex and FABTECH Mexico, COATech—the only show for finishing and corrosion control in Mexico—will again join the event.

The 2009 co-location, held in Monterrey at Cintermex, was a huge success despite the challenges of uncertain economic conditions and the widespread pandemic of the H1N1 virus in Mexico right before the show. Quickly dubbed Mexico's "Mega Event" for tool and die, stamping, forming, fabricating, tube and pipe, welding, assembly and finishing of sheet metal component parts and assemblies, the show exceeded all expectations given the difficult times.

With the improved economy, the tradeshow expect to nearly double attendance from 2009 and attract 7,000 onsite visitors, the largest audience in attendance for these expositions in Mexico. Those interested in exhibiting at METALFORM Mexico can navigate to the exposition's website at www.metalform.com/mexico. With more than three months left before the show, the METALFORM Mexico exhibit floor is nearly 80 percent filled.

Contact Roger Judson at 800/541-5336 or rjudson@pma.org for more information.



Metalforming Experts Sought to Speak at 2010 FABTECH Conference

FABTECH is heading to Atlanta, GA, on November 2-4, and PMA's Conference

TRADESHOW Committee is seeking applications from industry experts who are interested in presenting at the educational conference held in conjunction with the show. Benefits of speaking include educating new and aspiring workers on the latest concepts and techniques, gaining free registration to all three days of the conference, networking and learning from other speakers, and receiving valuable company recognition. Applications to speak are now being accepted in the following categories:

- Advanced High-Strength Steel
- Automation
- Design
- Hydroforming
- Inspection/Vision
- Lubricants
- Maintenance
- Materials/Part Handling
- Metallurgy
- Press Line Technology

This year there is a focus on green and energy initiatives, including supplying the industry and lowering energy consumption/cost. Special consideration will be given to presentations covering these topics.

- Productivity Improvements
- Quality
- Robotics
- Sensors & Controls
- Tool & Die
- Other Metalforming Processes

Speakers may apply online at <http://fmafabtech.com/speaker-form.cfm>. All

applications must be submitted by March 5, 2010, as members of the Conference Committee will convene in late March/early April to determine conference content, review the applications and select speakers.

Please contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org for more information.

Reminder: Posting of OSHA Form 300A

SAFETY From February 1 to April 30, 2010, companies with more than 10 employees must post the total number of work-related injuries and illnesses that occurred in their plant during 2009.

To fulfill this requirement, employers must post OSHA Form 300A, Summary of Work-Related Injuries and Illnesses, where notices to employees usually are posted. The form must be certified by a company executive. In order to complete Form 300A, companies must review their OSHA Form 300, Log of Work-Related Injuries and Illnesses, count the number of incidents in each category and transfer the totals from the log to the summary.

Even if no injuries or illnesses were experienced in 2009, zeros should be entered on the

form and the form must still be posted.

OSHA's recordkeeping forms, as well as additional information about the recordkeeping rule, can be found on [OSHA's website](http://www.osha-slc.gov).

Earn Recognition for Your Company's Safety Record!

Are you a PMA manufacturing member company with a zero DART incidence rate in 2009? (A zero DART rate means that your company had no incidents involving days away from work, days of restricted work activity or job transfer in 2009.) If so, PMA wants to recognize your company with a PMA Safety Award plaque!

Simply complete the [online form](#) by March 5. Plaques will be sent to companies this spring.

EXAMPLES OF LEADERSHIP

Bill Hickey is an active participant in several areas of PMA.

An expert on the topic of steel and other raw materials, Bill has shared his



Hickey

knowledge on this subject at such PMA events as the Steel Survival Strategies seminar and the Annual Meeting. He also has hosted tours of his company for various PMA groups.

In addition, Bill has been an active member of PMA's GADA Group, one of the association's two CEO-networking groups, since 2006.

Bill also has supported the local PMA Chicago District, METALFORM tradeshow and PMA Educational Foundation. His company regularly sponsors holes at the

In each issue of *Update*, PMA features a member who has contributed a tremendous amount of time and effort to the industry through volunteer service to the association. This month we are pleased to acknowledge **Bill Hickey**, president of Lapham-Hickey Steel Corp., Chicago, IL.

Chicago District's annual golf outing and donates gifts to the event, has exhibited at nearly 20 METALFORM tradeshow, and supports industry training and education as a founding member of the PMA Educational Foundation.

Bill represents the industry as a member of the U.S. Department of Commerce ITAC-12. As a member of this group, he talks with trade officials in the DOC and USTR about

trade policy.

A PMA member since 1985, Lapham-Hickey Steel Corp. is a full-line steel service center offering a variety of value-added services, including laser cutting, press brake forming, punch/plasma cutting, plasma and oxyfuel cutting, slitting and edging, sawing and deburring, and shot blasting. PMA thanks Bill Hickey for his volunteer service and leadership!

New *Design Guidelines, Fourth Edition* Now Available!

The completely updated and revised [Design Guidelines, Fourth Edition](#) is the must-have reference intended to assist designers, **PUBLICATIONS** specifiers and buyers of precision sheetmetal components, enables the versatility, properties and economies of sheetmetal to be fully realized. Professionals from all facets of the metalforming industry have lent their expertise to provide this information-packed compilation, assisted by PMA's Design Guidelines Project Committee.

Nearly 200 pages, including photos, illustrations, charts, tables and schematics, inform your customers in a straightforward and easy-to-understand manner how to ease the part-ordering process.

Design Guidelines, Fourth Edition provides

guidance in key areas of design and specification where general information is lacking—areas that may cause misunderstanding between customers and you, their metalformed-parts suppliers. The guidelines provided here represent good design practices, using current technology that can provide cost-effective products appropriate for general usage.

Manufacturing processes are described in order for readers to better understand the advantages and limitations of metalforming, with emphasis placed on design considerations and values that will lead to realistic product expectations.

Readers will learn how to economically



shorten lead time without sacrificing quality by properly designing and specifying metalformed parts.

Achieving an optimal product-development and production scenario requires careful planning, and this edition takes readers step by step through the planning process. Readers will find key aspects of stamping, welding and assembly, tooling and other metalforming tasks thoroughly explained.

Design Guidelines, Fourth Edition is available to PMA members for \$55 or \$95 for nonmembers. To order, visit [PMA's online store](#) or contact Marianne Sichi at 216/901-8800 or msichi@pma.org.

Human Resource Leaders Roundtable March 18, 2010 – Cleveland, OH

Human resource generalists, directors, managers and others involved in the HR function are encouraged to attend PMA's annual **ROUNDTABLES** Human Resource Leaders Roundtable on March 18 at PMA headquarters in Cleveland, OH. This members-only event allows participants to network with industry peers, share experiences and learn from others to improve HR procedures and policies.

Facilitated by Diana Wrona, HR manager at Roll-Kraft, Mentor, OH, roundtable discussion topics will include:

- Incentive programs—how to motivate employees to be productive
- Retention strategies—what works and what doesn't
- Best methods of recruiting, interviewing and hiring
- How to assist in the safety effort and keep accidents down
- Boosting morale during difficult economic times
- Benefits and 401K programs—what is typical to offer
- Employee policies and manuals
- Health care renewals
- Mandatory sick days
- Upcoming employment law changes

Make plans to attend this event today! For additional details, view the [brochure](#) or contact Deanna Nwosu at 216/901-8800 or dnwosu@pma.org.



PMA Member Hosts Tour for Congressional Candidate



GOVERNMENT Wade Keats, president/CEO of Keats Manufacturing Co., Wheeling, IL, hosted a plant tour on December 17, 2009, for Robert Dold, candidate for Illinois's 10th congressional district. During the event, Dold met with company employees as well as local leaders in the manufacturing industry.

Plant tours are a great way to educate elected officials and candidates about the needs of manufacturers. PMA is available to help arrange tours for member companies. If interested, contact Christie Carmigiano at 216/901-8800 or ccarmigiano@pma.org.

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MetalForming Jobs – Connecting Job Seekers & Employers in the Metalforming Industry

The [MetalForming Job Center](#) connects job seekers with employers in the metal stamping, forming, fabricating, and tool and die industries.

The MetalForming Jobs Job Board is growing and changing every day. Employers and recruiters can easily manage and edit their own postings through the online interface.

The [advertising options](#) include a 30- or 60-day job posting, a pack of five or 10 30-day job postings, and an “Unlimited Package,” which gives an employer unlimited job postings and resume purchases for one year.

Job seekers in the industry can post their resume for free and can sign up to receive personalized job alerts by e-mail.

Employers, [post your job online today](#). Interview and hire tomorrow! PMA mem-

MetalForming:JOBS

bers save 20 percent.

Job seekers, [post your resume](#).

Contact Marianne Sichi at 216/901-8800 or msichi@pma.org for your PMA member discount code.

NEW MEMBERS this month

PMA is pleased to welcome new member company **Simpson Strong-Tie Canada Ltd., Maple Ridge, BC, Canada**. A leader in structural systems research and technology, Simpson Strong-Tie is one of the largest suppliers of structural building products in the world. The company has locations in the United States, Canada and internationally. Simpson Strong-Tie joined PMA to take advantage of the statistical reports PMA offers to participating members.

Alpine Stampings
India
Rep: Ravi Kumar Lodha

Kapil Corepacks Pvt. Limited
India
Rep: Harish Dua

R & M Mfg., Inc.
Milton, WI
Rep: David Underwood

Diemaster Machine & Tool, LLC
Portland, TN
Rep: Ken Webb

Loren Cook Company
Springfield, MO
Rep: Jeff Kallenberger

SEYI Presses
Tullohoma, TN
Rep: Lanny Griffin

Industry Scope
Grand Blanc, MI
Rep: Michael J. Bleau

Pinnacle Tool Inc.
Grand Rapids, MI
Rep: Tim Hitson

Simpson Strong-Tie Canada Ltd
Canada
Rep: Armen Jeknavorian

Production & Safety Solutions, Inc.
Davidson, NC
Rep: Joe Gibbs

The following members have sponsored a new member company:
Ray Groendyk, Pridgeon & Clay, Inc • Bob Hurst, Specialty Washer Co. of South Carolina
Jim Hyde, Anchor Danly • Tim McCaughey, Schuler Inc.

Find out how you can be rewarded for sponsoring new members under PMA's "3 and Free Program." Contact Janet Krall at 216/901-8800 or jkral@pma.org for more information.

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Design Guidelines, Fourth Edition

Design Guidelines, Fourth Edition describes manufacturing processes so you may better understand the advantages and limitations of metalforming, emphasizing design considerations and values that will lead to realistic product expectations. This edition takes you step by step through the planning process.

The new edition contains nearly 200 pages, including photos, illustrations, charts, tables and schematics. *Design Guidelines, Fourth Edition* provides guidance in key areas of design and specification where general information is lacking. The guidelines represent good design best practices, utilizing current technology, to create cost-effective products appropriate for general usage. This is a must-have guide! Order yours today!

Member: \$55
Nonmember: \$95

Basic Die Protection

A Guide to Understanding and Applying Basic Die Protection in Metal Stamping

By Greg Dickerson

An easy-to-understand guide on modern die protection is essential to all stamping facilities. *Basic Die Protection* explains modern terminology and procedures that will help stampers reduce tooling repair costs and improve every other department in the organization.

Provide your toolmakers and engineers with this essential guide.

Buy five and receive sixth guide free!

Member: \$34.95
Nonmember: \$44.95



www.pma.org/mfmarket

Visit Marketplace for a wide selection of technical materials, business and safety products, management books and professional services. Purchase at a discount when you use your MemberNet ID number. To obtain a number, contact Marianne Sichi at 800/540-1757 or mp@pma.org.

Training Pays

Many members know in their hearts that training and education is an important function for their companies, but have a difficult time calculating its return-on-investment. Data from the 2009 PMA Benchmarking Report supports the premise that training and education is indeed key to business success in the metal-forming industry.

Results of the report show a definite correlation between employee training and company profitability. According to the analysis of data in that report, "The most profitable companies (top 10% in earnings) in 2009 had a higher average (hours of training), almost 16 hours, than the industry average of 13.78 hours, while companies with negative EBIT reported an average of only 9 hours of training per year." The report also shows that, "Training dollars as a percentage of total payroll and average hours of training per employee both were down from last year. The 2009 data points represented the lowest levels of training since the survey's inception in 1999."

It's understandable that workforce development was de-emphasized last year. With the economic downturn,

staffs were reduced and those who remained were stretched thin. The typical progression ladder for employees was suspended, so there was no need for new employee training or incumbent employee upskilling. As business improves and the industry returns to profitability, companies will be facing workforce issues that relate to growth, hiring and orienting new and returning employees, and upskilling and broadening the capabilities of current employees.

It's time to dust off the training procedures, bring them up to date and renew the process. The PMA Educational Foundation invites you to utilize the workforce development tools found at [PMA University](http://PMAUniversity) that match your needs. Whether its prospective employee assessments, new employee orientation or specific skill training on the shop floor or in the tool room, or whether you're looking for self-paced learning, hands-on training, seminars or consulting designed just for you, let PMA University be your one-stop shopping source.

For more information, contact Amy Thacker (athacker@pma.org) or Bruce Broman (bbroman@pma.org) at 216/901-8800.

PMA Districts—Workforce Development Opportunities Close to Home

Twin Cities

Anoka Technical College, Anoka, MN, announced the opening of its new Sheet Metal Training Facility. It features the addition of a new laser cutting machine, turret press and a CNC press brake to its Machine Trades program and a training curriculum for both entry-level and incumbent employees that will supply capability certification to all levels of sheet metal machinery operators. The facility is the only one in Minnesota, and one of the largest of its kind in North America, providing precision sheet metal training.

PMA's Twin Cities District played a pivotal role in the program's implementation, and its members will benefit from a 30 percent discount on tuition. The district is hosting a Grand Opening Celebration on Thursday, February 18. Please visit twincities.pma.org for more information on the event.

Cleveland District

Eight million dollars in funds are available for Cuyahoga County employers through Project HIRE from the federal stimulus package on a first-come, first-served basis to cross train their workforce and/or advance the skill sets on their factory floor. For more information, contact Deborah McNeeley of Employment Connection Business Services at 216/664-4330 or deborah.mcneeley@ula-ohio.org.

Cuyahoga Community College (CCC) is offering two opportunities to Cleveland-area companies. The first is a fully paid internship funded by the Federal Workforce Investment Act. If your company needs semi-skilled entry-level people, CCC will help you develop a training program tailored to your needs, and then recruit and train candidates for you. The second opportunity is to support the Youth Technology Academy (YTA), through which Cleveland-area high school students have been building robots for seven years. Students learn technical skills and also gain the experience of teamwork, timeliness toward deadlines and work ethic. YTA is seeking companies to sponsor incidental costs like food and travel for attending competitions. For additional information on either of these opportunities, contact Bob Stewart at CCC at 216/987-3347 or Robert.Stewart@tri-c.edu.

Tennessee

PMA's [Tennessee District](http://TennesseeDistrict), local Society of Manufacturing Engineers (SME) Chapter and others partnered to present a free webinar on January 19 and repeated on January 21, hosted by schools throughout the state. Facilitated by PMA speaker and *MetalForming* magazine columnist Pete Ulintz, the "Forming High-Strength Steel" webinar was hosted by 31 schools with 580 people in attendance.



At Work

NEWS & NOTES

www.pmaef.org

Training & Education for the Metalforming Industry