



The Network News

TRI-STATE MANUFACTURERS' ASSOCIATION NEWSLETTER

DECEMBER 2010

Company of the Month

ECO Finishing

Located in Fridley, MN, TSMA's Company of the Month has a solid reputation for providing quality finishes for a variety of industries.

ECO Finishing was founded in 1994, originally providing nickel, electroless nickel and zinc plating services. The company now offers close to two dozen finishing options in its modern 60,000 square foot facility.

The 57-employee company operates two shifts, with the ability to go 24/7 if demand warrants. The customer base is fairly consolidated within a 250 mile radius of Fridley, encompassing a five-state area. Industries served include: automotive, medical, aerospace, military, industrial, and more.

Management at ECO Finishing infuses decision making with a motto of, "Our job is to make the customer's life easier." The company is committed to developing relationships with customers, often working with their design team to evaluate various finishing options for a particular order. The material to be coated, the cost, and the product/part function - all have an impact on the best finishing option. ECO Finishing invests significant time in research and development and frequently provides customers with samples before determining the best finish.

Metal plating involves immersing parts or products in a series of five to seven tanks filled with various liquids. The process starts with a cleaning routine to remove oils accumulated during manufacturing to prepare the surface for plating. The initial soap and water dipping is followed by an electro-cleaner bath to remove rust and welding chaff. The pretreatment bath is an acid rinse that micro-etches the surface of the part, essentially opening the pores of the metal. This step is followed by yet another rinse. The final step is application of the desired plating.

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Plater Kyle Piatt

As previously mentioned, ECO Finishing provides nearly two dozen options for final application. The list includes various forms of: anodizing (clear, black, blue, red, gold, green), hard coat anodizing, black oxide, manganese-phosphate, bright dip, chromate, nickel-chrome, copper, electroless nickel, phosphate, and zinc (clear, black, olive drab).

Continued on page 2...



TSMA is affiliated with Midwest Manufacturers' Association.

Company of the Month

ECO Finishing

...Continued from page 1

One of the challenges at any plating facility is determining a cost effective and efficient method to “transport” the parts to be plated. Two standard methods exist, called rack plating and barrel plating within the industry. ECO Finishing offers both options. Rack plating is typically used for larger and/or more complex parts and delicate parts. With this method, each part is manually hung on a rack that then moves down the production line via an overhead material handling system. The racking system is so integral to the process that it’s often considered a proprietary component. Barrel plating, as the name implies, involves enclosing the parts (usually a large quantity of small parts) in a mesh barrel that then traverses the line in a similar fashion.

The production floor at ECO Finishing houses twelve production lines, each specializing in one or more finishing options. There are two lines devoted to zinc plating, for example, and another called the “rack chloride line” that is geared to plate castings. The shorter chromate line is designed to allow operators better control over uniform thickness of the plating, an option that’s important when precise specifications are involved, such as with government contracts.

Two production lines are equipped for anodizing, a finishing process that differs from plating in that it doesn’t apply material to the surface of the part. Rather, anodizing converts the surface of aluminum parts into decorative, durable, corrosion-resistant finish. ECO Finishing specializes in aluminum anodizing, which involves immersing the parts in an acid electrolyte bath and passing an electric current through the tank to achieve “controlled oxidation.” The resulting parts are non-conductive and will not chip or peel, making this process ideal for parts headed for the food industry, aerospace, and near-and-dear to many of our readers – Target Field.

ECO Finishing is home to one of the largest automated rack zinc plating lines in the entire Midwest. This system houses 92 racking stations and takes about 2 hours to run through an entire cycle.

In addition to the many plating lines, the production shop at ECO Finishing houses ovens that are used to bake plated parts to prevent them from becoming brittle. Masking, tumbling, polishing, buffing, and salt spray corrosion testing are additional service offered onsite.

The inspection office helps maintain quality, as does the lab, wherein the plating baths are tested on a daily basis to ensure proper chemical composition.

Standard turnaround at ECO Finishing is two to three days; the company has an excellent reputation for meeting delivery dates. A focus on cross training enables employees to move from one line to another with ease, providing the company with the flexibility it needs to meet ever changing deadlines.

The management team gathers every morning to review the production schedule, address concerns, and ensure open communication between the various departments. The company has benefited greatly from improvements made as a result of kaizen events held in recent years.

Looking to the future, continuous improvement is part of the game plan – in support of the goal of “being the best in the industry.” As they have for more than 15 years, ECO Finishing will continue to focus on providing finished parts that satisfy customer needs.



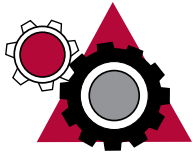
Plater Devonna Chapman



Sales Staff; Mike Siegel (R), Ron Bramhall (L), Craig Fischer (sitting)



Admin; Ann Kogler (sitting, Estimator), Lisa Shelledy (standing, Order Entry)



TSMA January Meeting

Tuesday, January 4

Alexandria, MN

Holiday Inn, 5637 State Highway 29 S.

Schedule of Events

- 4:00 - 5:00 PM Quality Council meeting
- 5:00 - 5:30 PM Social Time
- 5:30 - 6:15 PM Dinner
- 6:15 - 7:30 PM TSMA Meeting & Guest Speaker

Cost: \$15/person

Quality Council

4:00 - 5:00 PM

Launched in 2006, the TSMA Quality Council provides a forum for discussion, problem solving, learning, resource sharing, and more. If you have an interest in "quality" issues in a business setting, be it manufacturing or some other industry, you are encouraged to participate in TSMA Quality Council. The meetings are free and open members and nonmembers.

The next Quality Council meeting, scheduled from 4:00 – 5:00 PM in the Board Room at the Holiday Inn, is intended as a planning session for 2011. What meeting format works best for you: luncheon? Afternoon? Evening? Monthly or bi-monthly? Do you have specific topics/speakers in mind? Should the group develop an auditing function? Are there joint training opportunities to be explored? In short, please join us on January 4th to help develop a TSMA Quality Council that can best meet your company's needs. The discussion will be facilitated by co-chairs Jeremy Schwartz, Alexandria Technical and Community College and Roger Cullen, Innova Industries.

The TSMA Annual Meeting will Include:

- 2010 Highlights
- Financial Recap
- Scholarship Award Winners
- Introduction of Board/Officers
- Announce 2010 Member of the Year

RSVP by Friday, December 30

800-654-5773 or leannr@runestone.net

Guest Speaker

6:15 - 7:30 PM

"Looking Out for # 2: How to Work Smarter Through Your # 2 Leader"

Presenter: **Bruce Miles**, Owner, Ed.D. & Big River Group, LLC

This session will help owners, leaders and managers get the most out of their most important asset: Their #2 employee. The person you rely on when you cannot or do not have the personal resources to attend to every facet of the business on your own. You trust and rely upon them to manage the place as if it were their own. These are the people that can:

- Think like an "owner"
- Model effective, healthy followership
- Understand, promote & help deliver the owner's/organizational vision
- Manage outcomes identified as essential within the strategic plan
- Help other employees to persist, succeed, & thrive
- Learn new skills
- Deal with some role ambiguity

Workshop participants will receive information and training concerning:

- How to find them
- How to select them
- What to tell them: The vision
- How to teach them
- How to get them to "hit their numbers"
- How to reinforce them
- How to correct them
- How to get them to think like an owner
- How to keep them

Session participants will review the above topics during a lecture/interactive presentation with ongoing questions & answers. Handouts detailing every strategy, tool, & research summary will be handed out to participants.

Each attendee will get a complimentary copy of Bruce Miles's book, "Looking out for Number 2."

Meeting
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F Says...

Elroy Vesta, TSMa President
EJ Enterprises, Fergus Falls

'Tis the Season ...

... to be busy. Each of us knows what that is. At times we pursue a lifestyle that will make others believe we are too involved for them to ask for our time or some much needed advice. What is busy to one is leisure to another. Busy is when there is no time or place to move. That's what I saw at the store on Black Friday. No time, no space and it seemed like no sense to be there. As I said to Evalee – 'I enjoy giving – it's the shopping in this busyness that removes some of the joy. Just some advice - don't let the good of the year be crowded out by an overfull life.

... to be pre-occupied. I sometimes think that this may be more prominent among men. Sometimes I find myself so involved in what I am doing that I hear nothing around me. (Would I hear a fire alarm?) Seriously, I did not expect an answer. To be pre-occupied could be dangerous. You and I think of many things where such lack of attention to what one is doing could bring harm to others. It is okay to be focused. It is right to keep to the tasks until completed. I believe there is a difference however, during this season with so many things to do – be careful.

... to have a party. Well, maybe not that many. Some will party on to their own detriment. The gathering of friends, co-workers and neighbors is good. There is value in connection with people that matter but somehow unless there is a reason – they will be in their world and you in yours. I like the party's where I can really spend time in conversation. (I find the TSMa holiday event such a gathering.)

... to do some reflection. It is near the end of another year. How did you do? Was there any growth that occurred? Did you meet your goals? Do you even remember them? Some years I do a time study to see how I am doing – That is tough. I do not like to tell myself – you are wasting time. Get it together! I don't have to reflect – I can ignore reality! That would not be best since I live life and want to invest what I have to make a difference. Join me.

... to have a 'true' celebration. Traditions and rituals are healthy in our lives. I grew up in a home where Church was central to our lives. We attended programs and worship times to be reminded of the 'reason for this season'. Sometimes the above items may crowd out rather than enhance 'real' life. So in my focus on this season – I wish to each of you a Christmas with blessing, joy, peace and love.



Are You Hiring? "Job Posting" Option Available on TSMa Website

A new resource exists to get the word out regarding employment opportunities in manufacturing. The Tri-State Manufacturers' Association website (www.tsmajob.org) now includes a "Job Posting" section for members to announce information about current employment opportunities.

Members of TSMa, AMFA and CMMA are invited to post job openings at no charge on the TSMa website. Each listing will be posted for 30 days, and can be renewed if the position is still open. This new feature reinforces to ALL site visitors the message that manufacturing is still a viable industry.

Contact the TSMa office today (800-654-5773) for easy instructions to have your openings included under "Job Posting" on the association website.

Upcoming Events

Date	Location	Event/Speaker/Topic
Jan. 4	Alexandria	TSMa Annual Meeting
Jan. 14	Alexandria	Enterprise MN Focus Group
Jan. 18	Alexandria	ICeBerG Meeting
Feb. 1	Fergus Falls	TSMa General Meeting



Tri-State Manufacturers' Association announces a new avenue for networking and collaboration. Attend the first-ever meeting of ICeBerG to impact the future direction of this new feature.

Tuesday, January 18

Alexandria Technical and Community College,
Room 209

1:00 – 3:00 PM

ICeBerG is an acronym for It Could Be Greener, the name adopted for TSMA's new "green coalition." Modeled after the TSMA Quality Council, ICeBerG is envisioned as a forum for area businesses to develop relationships, become informed, converse, and collaborate in an environment that focuses on successful manufacturing practices that incorporate environmental stewardship.

How will ICeBerG be of value to TSMA members? We need your help to answer that question. Attend the meeting on November 30th to share your perspective on how this new entity could benefit your company. Give some thought to what your company needs with regard to green manufacturing; what niche could ICeBerG fill for your company?

In addition to the aforementioned discussion about the function and format of ICeBerG, the November 30th meeting will provide a learning opportunity for participants. Representatives from the Blue Green Alliance will share information about GreenPower, an innovative training program designed to provide Minnesota workers with the skills related to energy efficiency, environmental awareness, waste reduction and lean production techniques.

TRI-STATE
Manufacturers' Association

Open to Members and NonMembers.
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To reserve a spot contact LeeAnn
leeannr@runestone.net
800-654-5773
www.tsm.org

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- Increase your productivity
- Conserve water
- Reduce waste in your production processes
- Provide real results for your business
- Improve your bottom line

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GreenPOWER works with companies in manufacturing, energy production, energy distribution, construction and retrofitting to match employers with future employees that are efficient, more productive and can meet the demand for green products in the clean energy economy. Best of all, GreenPOWER training is free.

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November Did You Know?

“Did You Know?” - provides the opportunity to share timely, manufacturing-relevant information about government programs, human resource issues, tax laws, etc. “Did You Know?” information from TSMA’s Tabletop Tradeshow is featured below.

Did you know the following about the Patient Protection and Affordable Care Act?

Following are a few facts pulled from the “ObamaCare Seminar” that TSMA sponsored on September 28th in Alexandria. The seminar was led by Mike Burress, CEO of Benefit Strategies Group, AdvisorNet Benefits.

- Eliminates exclusion of pre-existing conditions on children under 19
- 10% excise tax on in-door tanning services
- Adults to age 26 may remain on parents plan regardless of student status, dependency, or marriage
- The non-medical use withdrawal penalty for HSA/MSA increases from 10% to 20%
- OTC drugs no longer eligible for tax free reimbursement without prescription
- Employers must report value of employee health plan on W-2
- Employers must provide nursing mothers a place (other than bathroom) to express breast milk
- 10% bonus to physicians in shortage areas
- Require chain restaurants and vending machines to disclose nutritional content
- \$2.5 billion fee on pharmaceutical companies
- New 3.8% Medicare Tax on unearned income (capital gain, dividend, interest, annuity, royalty, rent)
- Limit SFA (Cafeteria Plan) contribution to \$2,500/year

Do you have information to share with others involved in manufacturing?

i.e. legislation ~ HR updates ~ government programs ~ tax issues
Contact the TSMA office so we can share the information with other companies.

2011 Membership Directory

TSMA members are encouraged to submit updated information for the 2011 MMA Membership Directory, which is scheduled for distribution in May. Current members will receive a mailing in January with instructions about how to submit updated information. All current TSMA members will be listed in the directory at no charge, with the option to increase exposure by purchasing display advertising space. Display ad rates are printed below. The deadline to submit updated information and request advertising space is March 1, 2011.

The Membership Directory is an annual publication that lists the members of all associations affiliated with Midwest Manufacturers’ Association. In 2011, the three

affiliated associations are: Tri-State Manufacturers’ Association, Arrowhead Manufacturers & Fabricators Association, and Central Minnesota Manufacturers Association. Over 400 companies will be represented in the 2011 edition. All current members will receive a copy of the directory at no cost when it is distributed in May.

	<u>Members</u>	<u>Nonmembers</u>
Full Page	\$200	\$500
Half Page	\$115	\$240
Qtr Page	\$60	\$175



Participants needed for the annual “State of Manufacturing” Focus Group in Alexandria

Friday, January 14
10:30 – 11:30 AM
Douglas Machine, Alexandria

Manufacturing members of Tri-State Manufacturers’ Association are invited to participate in a one-hour roundtable focus group discussion. This discussion is an important element of Enterprise Minnesota’s third annual “State of Manufacturing” poll and book.

Your participation might give you better insights into how your fellow manufacturers are coping with current economic issues. But more important, it will help policy makers better appreciate the value and contributions of manufacturers to local economies, as well as understand the issues that manufacturers must deal with in order to continue to produce well-paying jobs.

To view last year’s poll results and learn more about the State of Manufacturing, we encourage you to visit www.enterpriseminnesota.org/Resources/State-of-Manufacturing.aspx

The focus group will take place from 10:30 to 11:30 AM at Douglas Machine in Alexandria on Friday, January 14, 2011. Please note that due to the nature of a roundtable focus group discussion, attendance will be limited to roughly 12 participants. Manufacturers – call or email the TSMA office to reserve your space today!



Manufacturers Summit addresses world-class workforce

More than 150 manufacturing, education and policy leaders participated in the Minnesota Manufacturers Summit on October 28, 2010. The event coincided with Minnesota Manufacturers Week and focused on the theme of developing a world-class workforce for Minnesota manufacturers. Jamie Woell, McGladrey, and Bill Blazar, Minnesota Chamber of Commerce, set the stage for the event by providing the outlook for manufacturers based on both McGladrey’s national survey of manufacturers and distributors, as well as personal interviews with hundreds of Minnesota manufacturers.

The leaders of the governing boards for the state’s largest public higher education institutions – Regent Clyde Allen, University of Minnesota, and Chair Scott Thiss, Minnesota State Colleges and Universities – outlined their goals related to developing and retraining Minnesota workers.

The event also featured a number of manufacturing leaders from across the state who shared their companies’ stories related to workforce development, recruitment and operational issues. When asked what the first priority should be for policy-makers at the state and federal levels to ensure a competitive environment for Minnesota manufacturers, perhaps Jim Wendorff of Viracon, Owatonna, said it best: “Do no harm. ... So many of today’s candidates and policy-makers say they are for jobs, but you can’t be for jobs and anti-employer.”

The event closed as Elizabeth Abraham, chief executive officer of Top Tool Company, Minneapolis, was recognized for her two years as chair of the Minnesota Manufacturers Coalition by incoming chair Joan Thompson, executive vice president and chief financial officer of Minnesota Wire, St. Paul.

If you would like more information about the Minnesota Manufacturers Coalition, contact Jennifer Byers at the Minnesota Chamber at (651) 292-4673 or jbyers@mnchamber.com.

Would you like your company
featured as

Company of the Month
in the *Network News*?

Contact the TSMA office at
800-654-5773 or
midwest@runestone.net

TSMA Board of Directors Update

2011 Officers

President - Elroy Vesta
 Vice President – Dick Young
 Secretary/Treasurer – Bob Grove
 Director Emeritus - Clint Grove
 Directors - Don Leapaldt
 Kevin Schutz
 Linda Besse
 Mike Westergard
 Todd Peterson

Officer elections were held at TSMA's December 9, 2010, board meeting. Elroy Vesta, owner of EJ Enterprises, was elected to serve a twelfth consecutive term as volunteer president of Tri-State Manufacturers' Association. Serving his seventh term as vice president will be Dick Young, co-owner of Innova Industries. Bob Grove, owner of Cosmos Enterprises, was elected to his fourth term as secretary/treasurer of the association.

Linda Besse Elected to TSMA Board of Directors
 TSMA welcomes Linda Besse to the TSMA Board of Directors effective January 1, 2011. Linda was elected to a two-year term on the board. She is the Human Resource Manager at Northern Contours, Fergus Falls, a 100-employee company that specializes in the manufacturer of thermofoil and veneer products for kitchens and baths as well as store fixtures and contract office products.

Storm Cancellation Policy

The membership will help determine cancellation. Members (or other registered guests) are asked to call the TSMA office by Noon on the day of the meeting to cancel their registration. If 40% of the registered guests call and cancel, the entire meeting will be cancelled. Otherwise, the meeting will be held as scheduled.

With this policy in effect during winter months, it's important for you to pre-register for the meetings. Please phone, fax or e-mail your registration. The board established a cancellation policy rather than a reschedule policy. Attempts will be made to reschedule certain guest speakers or workshops for a later meeting date, but typically, new meeting dates will not be added to the calendar.

New Member Corner

A welcome is extended to the newest members of Tri-State Manufacturers' Association...

Barrett Manufacturing, Inc.

811 Hwy. 55, PO Box 116, Barrett, MN 56311
 Product/Service: Screw Machine.
 Employees: 7
 TSMA contact: David Lien JR., President
 Website: www.barrettmanufacturing.com

Bremer Bank

720 Broadway St., Alexandria, MN 56308
 Product/Service: Banking; Trust; Investments; Insurance
 Employees: 20
 TSMA contact: Jason Pohlen, Vice President
 Website: www.bremer.com

Hammers Construction, Inc.

44434 Harvest Ave, Perham, MN 56573
 Product/Service: General contractors specializing in Design-Build and Construction Management. Our focus is manufacturing and warehouse spaces with clean span, pre-engineered metal building systems.
 Employees: 45
 TSMA contact: Kelli Wegscheid, Architect
 Website: www.hci-mn.com

Jack's Family Recycling Center

3511 Hazel Hill Rd SE, Alexandria, MN 56308
 Product/Service: Metals, plastics, and electronics recycling.
 Employees: 19
 TSMA contact: Kathy Hodges, President
 Website: www.jacksfamilyrecycling.com

Ursa Major

26615 Fallbrook Ave, Wyoming, MN 55092
 Product/Service: Production machining, turning and vinyl coating, and molding.
 Employees: 5
 TSMA contact: Dennis Stoffels, President
 Website: www.ursamajor.net

Welcome!

Enterprise Minnesota Receives Grant to Develop “Pathways to Business Growth” for Manufacturers

Enterprise Minnesota will use the proceeds of a \$515,000 national grant to help Minnesota-based manufacturers develop and implement innovative strategies that lead to growth. The grant, Pathways to Business Growth, is one of 22 awarded nationwide from a \$9.1 million program funded by the National Institute of Standards and Technology (NIST) Manufacturing Extension Partnership (MEP). All projects will be designed to enhance the productivity, technological performance and global competitiveness of U.S. manufacturers.

“The Pathways to Business Growth provides essential resources to help manufacturers develop new ideas and grow business,” said Bob Kill, Enterprise Minnesota’s president & CEO. “We will use this grant to help Minnesota companies achieve significant growth.”

Enterprise Minnesota forged partnerships with other local organizations to implement the grant. These include the State of Minnesota Department of Employment and Economic Development, the University of Minnesota’s College of Continuing Education, the University of Minnesota’s Carlson School of Management, Clear Intent Strategy, and Norman Development.

Manufacturers will take part in business assessment, strategic planning, innovation and idea mining services, organizational and leadership development, and marketing strategy. Enterprise Minnesota will establish industry-wide best-practices for working with manufacturing companies, which will be shared throughout the rest of the country via NIST MEP.

An agency under the U.S. Department of Commerce, NIST MEP is a nationwide network of 60 centers that includes non-profits, universities, and state agencies, all focused on helping U.S. manufacturers develop and implement strategies to grow. Since its inception more than 20 years ago, NIST MEP has worked with tens of thousands small and mid-sized manufacturers to achieve higher profits, save time and money, invest in physical and human capital, and create and retain thousands of jobs.

Enterprise Minnesota, the NIST MEP affiliate in Minnesota, works with small and medium size manufacturing companies. Its services help clients improve their efficiencies, contain their costs, and achieve real growth in sales revenue and earnings.

“A vibrant manufacturing sector drives American innovation and is central to our economic growth and global competitiveness,”

said Department of Commerce Secretary Gary Locke. “With the right investments, we can continue to create highly valued manufacturing jobs building great products and sell them around the world.”

NIST MEP invited proposals for the projects earlier this year through two competitions announced in the Federal Register. MEP centers and groups of centers submitted 68 proposals for the two competitions, which closed on July 15.

In submitting its proposal, Enterprise Minnesota received letters of support from Sen. Amy Klobuchar, Sen. Al Franken, Rep. Erik Paulsen, Rep. Collin Peterson, Minnesota Department of Employment and Economic Development Commissioner Dan McElroy, the University of Minnesota’s College of Continuing Education, the University of Minnesota’s Carlson School of Management, the West Central Initiative, and the Blandin Foundation.



Interested in Sponsoring a Meeting?

Promote your company’s products/service to potential customers in the region. TSMA is looking for companies that would like to sponsor a meeting. Meeting sponsorships are available at a rate of just \$50/meeting. The meeting sponsor is invited to:

- Do a 5-minute presentation about your company during the business meeting
- Distribute brochures/promotional items, etc. to each meeting participant
- Include your company name/logo on the meeting announcement/newsletter

TSMA meetings are held on the first Tuesday of the month in various locations. To inquire about available sponsorship dates and locations, contact Lee-Ann at 800-654-5774 or leeannr@runestone.net.

Tour of Manufacturing Recap

"I had no idea manufacturers use such a high level of technology."

"I've been driving past this building for years; now I understand what you do."

"Thanks for letting us come and see Dad's workplace."

These are but a few of the many favorable comments heard at the Tour of Manufacturing event held in Alexandria, Glenwood, and Villard on Saturday, October 30. Modeled after the Tour of Homes concept that's been popular in this region for years, eight manufacturers invited the public to come inside and get a first-hand look at modern manufacturing.

From families with elementary age children to curious senior citizens, the public responded in large numbers. Organizers recorded over 2,200 visits to the eight facilities, with most people finding time to visit two or three plants. Computer controlled machining, plastic molding, extrusion, bending and forming, welding, assembly; Tour of Manufacturing visitors were exposed to these capabilities and so much more throughout the day.



Manufacturers' Association, and West Central Initiative. A huge thank you goes to Gregg Raisanen and the staff at ATCC for many hours spent on this event.

Dream It. Do It. is interested in replicating this event in other communities in west central Minnesota. Organizers from the Alexandria area event have volunteered to provide guidance to other communities so you can benefit from their experience with what did and did not work.

The eight companies available for tour included WASP in Glenwood and Massman Automation in Villard, as well as these six companies in Alexandria: Aagard, Alexandria Extrusion, Donnelly Custom Manufacturing, Douglas Machine, Douglas Scientific, and ITW Heartland.

The Tour of Manufacturing event was organized in support of the west central Minnesota Dream It. Do It. campaign that was launched in the region in 2009. The goal of Tour of Manufacturing was to increase interest in manufacturing careers and educate the general public about what manufacturing is really like today. Despite recent high unemployment rates, manufacturers still struggle to hire the workers they need to survive and thrive in today's global economy. A mismatch between the skills available for hire and the skills needed in today's manufacturing plant have encouraged workforce development programs designed to help people understand that manufacturing offers stable, high wage, high tech jobs that many would find appealing.



If you'd like to explore the potential of hosting a Tour of Manufacturing event in your community, contact Sandy Kashmark at 800-654-5773 or midwest@runestone.net.

Sponsoring the Tour of Manufacturing, in addition to the manufacturers listed above, were: Alexandria Technical and Community College, Alexandria Area Economic Development Commission, Alexandria Area Chamber of Commerce, Tri-State

Advertising Rates

TSMA Member Rates

	one <u>month</u>	six <u>months</u>	twelve <u>months</u>
1/8 page	\$20	\$100	\$180
1/4 page	\$35	\$175	\$315
1/2 page	\$60	\$300	\$540
Full page	\$100	\$500	\$900

Contact LeeAnn Rostberg at the TSMA office for more information: Phone: 800-654-5773
Email: leeannr@runestone.net

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\$100 Cash Drawing: Update

Remember to turn in your business card at each Tri-State meeting for a chance to win \$100 at a future meeting! One business card will be drawn from "the hat" each month; the person named on the card must be present to win.

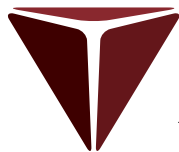
When a name is drawn and that person is not present, \$100 accrues to the TSMa Scholarship Fund. The name of **Tyler Wirth**, The Work Connection, was drawn at the November meeting; thank you for your attendance and congratulations on winning \$100.

At the December meeting the name of **Evan Westra**, West Tool & Design was drawn. Evan was not present and \$100 was donated to the TSMa Scholarship Fund.

Thank You

Thank you to **Tom Shorma**, President, WCCO Belting for his presentation and tour at the November meeting.

Thank you to all who attended the TSMa Holiday Social.



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Highlights of the TSMa December Board Meeting

The Tri-State Manufacturers' Association Board of Directors met on December 9, 2010, at the Traveler's Inn in Alexandria, MN.

The consent agenda was approved, including September meeting minutes, November financial reports, and updates on: the MN Manufacturers Summit, healthcare reform seminar, Enterprise Minnesota focus group, ICeBerG, high school memberships, Dream It. Do It. and the TSMa Scholarship Program.

Officers were elected to serve in 2011 as follows: Elroy Vesta (EJ Enterprises), president; Dick Young (Innova Industries), vice president; and Bob Grove (Cosmos Enterprises), Secretary/Treasurer.

Meeting attendance figures were reviewed for 2010. Potential tour sites and speakers were identified for the January 4th meeting. Discussion was heard regarding a potential seminar this spring on "Stress Reduction in the Workplace."

The board confirmed selection of TSMa's "2010 Member of the Year." The winner will be announced at the annual meeting in January.

The board heard a report related to the recent Midwest Manufacturers' Association annual meeting.

The board expressed interest in scheduling a meeting with the Packaging Machinery Manufacturers Consortium.

2010 goals were reviewed; discussion will continue at the annual retreat.

Distribution of the TSMa newsletter was discussed, evaluating the pros and cons of providing a website link versus a PDF attachment. Both methods of distribution will be used for the December issue, followed by a survey to determine membership preference.

Review of the 2011 TSMa Budget was tabled until the next meeting.

The next board meeting will be held in conjunction with a half day board retreat to be scheduled in January at the Bob Grove residence in Elbow Lake.

Health Care Reform: IRS delays the health insurance W-2 reporting requirement

October 13, 2010

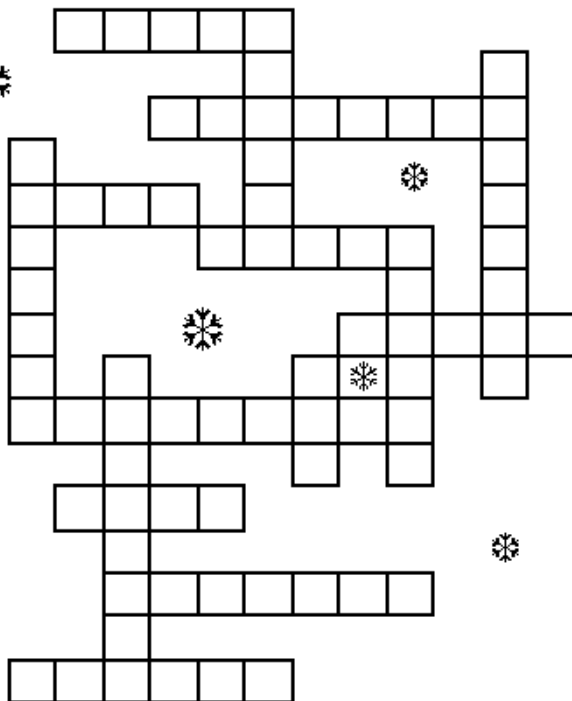
On Tuesday, October 12, the Internal Revenue Service (IRS) released a 2011 Draft W-2 form that can be used by employers to report wages and employee tax withholding. At the same time, the IRS released Notice 2010-69, delaying the new requirement for employers to report the cost of employer-sponsored group health coverage on W-2 forms. Previously employers were required to report this cost for 2011 tax year, but the reporting now will be optional for 2011.

The IRS states that they “have determined that this relief is appropriate to provide employers with additional time to make any necessary changes to their payroll systems or procedures in preparation for compliance with the reporting requirement.” It is expected that reporting will become a requirement for the 2012 tax year, and was originally passed as part of the Affordable Care Act1.

The IRS continues to stress that this reporting is for informational purposes only and the amounts reportable are not taxable.

Winter Crossword

HAT
 COAT ❄️
 COLD
 SLUSH
 SCARF
 BOOTS
 HOCKEY
 SHOVEL
 WINTER ❄️
 ICICLES
 GLACIER
 TOBOGGAN
 SLIPPERY
 SNOWBALL
 SNOWFLAKE ❄️



TSMA Financial Reports

Tri-State Manufacturers' Association Balance Sheet November 30, 2010

ASSETS	
Petty Cash	100
Cash	81,175
Investment/CVI	1,000
Grants Receivable	-35
Total Assets	<u>82,240</u>
LIABILITIES	
Liabilities	0
FUND BALANCE	
Fund Balance	95,459
Revenue Over (Under) Exp.	-13,229
Total Fund Balance	<u>82,240</u>
Total Liabilities and Fund Bal.	<u>82,240</u>

Tri-State Manufacturers' Association Statement of Activity For the Eleven Months Ending 11/30/2010

REVENUE	
Advertising Income	604
Golf Income	7,488
Membership Dues	29,600
Meeting Income	6,044
Misc. Income	649
Total Revenue	<u>44,385</u>
EXPENSES	
Golf Expense	4,275
Insurance	1,187
Meeting Expense	4,752
Misc. Expense	4,477
MMA Dues	3,925
Staff Time	30,488
Office Supplies/Postage	1,657
Travel & Training -Staff	1,655
Workforce Dev/Scholarship	5,199
Total Expense	<u>57,614</u>
Revenue Over (Under) Exp	<u>-13,229</u>

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Membership Plaques are presented to current members at TSMA networking events. Several TSMA members collaborated with the Machine Technology students at North Dakota State College of Science to produce the plaques.

TSMA Standing Committees

Tri-State members are invited to join a committee at any point throughout the year. Contact the TSMA office or the committee chair directly.

Membership Committee, chair:
Todd Peterson, TS&L Properties / 3M

Program Committee, chair:
Elroy Vesta, EJ Enterprises

Special Events Committee, chair:
Bob Grove, Cosmos Enterprises

Youth Involvement Committee, chair:
Mike Westergard, StoneL Corporation

Government Relations Committee, chair:
Mike Westergard, StoneL Corporation

Membership Dues Structure

The TSMA Membership Dues Structure is identical for manufacturing and associate members. Dues are based on number of employees.

No. of Employees	Annual Dues
1 person shop.....	\$ 75
2 to 5.....	\$ 125
6 to 15.....	\$ 175
16 to 30.....	\$ 200
31 to 50.....	\$ 250
51 to 99.....	\$ 275
100 to 199.....	\$ 325
200 or more.....	\$ 350

TSMA MISSION STATEMENT: Tri-State Manufacturers' Association assists manufacturing related companies by providing networking, education and programs to enhance the success of members and their communities.

TSMA Core Values

1. Tri-State Manufacturers' Association is committed to developing people and companies by providing opportunities for members to acquire industry relevant knowledge or skills.
2. Integrity and trust are guiding principals for Tri-State Manufacturers' Association.
3. Tri-State Manufacturers' Association believes that open, accurate and timely communication is important to accomplishing its mission.