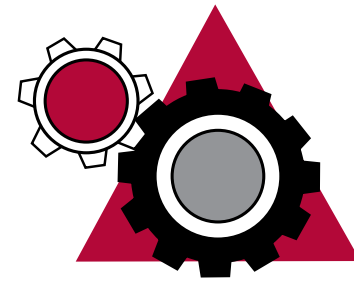


The Network News



Tri-State Manufacturers' Association
Newsletter

July/August 2011

Company of the Month

Staggemeyer Stave Company



This month's featured company is a very unique plant nestled in southeastern Minnesota. Staggemeyer Stave is the only company in Minnesota producing staves (wood slates) that are used to manufacture the barrels that play such a critical role in the aging process for wine, whiskey, and bourbon.

The hills surrounding Staggemeyer Stave are covered with huge stacks of white oak strips. It all started in 1958 when the plant moved from Dubuque, Iowa, to Caledonia, MN. The plan was to temporarily cut white oak in the region and move again when the timber ran out ... but here we are 53 years later, with the company in the same location.

All the timber used at Staggemeyer Stave is located within a 150 radius of Caledonia, which is surrounded by forests that are about 40 percent white oak. The cold Minnesota winters slow the growing process, so the rings on the wood are tighter than in other parts of the country. White oak is the only wood that is tight enough to hold liquid and provide the flavor customers desire. The spirits soak into the wood, which is what produces the taste they are looking for.

This Issue

- 3 Bus to Bobcat
- 5 MMA Autumn Golf Social
- 6/7 Tabletop Tradeshow
- 10 New Member Corner
- 11 TSMA Board of Director Positions Available
- 13 10-Hour OSHA Training
- 14 Tour of Manufacturing

Until 1992 the staves were used to produce bourbon and whiskey, but then the wine industry started using American Oak for new flavors in wine. Minnesota Oak or Northern Oak is the most requested wood for the wine industry because the tight grain of the wood closely resembles French Oak, but is less expensive. Along with Minnesota, Missouri, Pennsylvania, and Virginia are prime sources of American Oak. Staggemeyer's wine staves are primarily used by wineries in California, while the bourbon staves are shipped to the Jack Daniels distillery in Tennessee.

Many foreign wineries and distilleries are intrigued by the qualities of Minnesota Oak, with staves being exported to Australia, Hungary, Spain, and France. Some of the wood also ends up in South America, Chile and Argentina.

Cont. on page 2



TSMA is affiliated with Midwest Manufacturers' Association.

Staggemeyer Stave Co.

Cont. from page 1

The production process at Staggemeyer Stave closely resembles that of a lumber mill. Every week, seventeen truckloads of white oak trunks arrive at the plant. After debarking, the trunks are cut into quarters on a standard mill and inspected for defects.

In response to different customer needs, the sap is removed from about half the logs. The wine industry wants all sap removed, while the bourbon industry prefers that some sap be retained in the wood. Wine staves age outdoors for 2 to 3 years, while bourbon staves ship out soon after they are cut.

Cutting equipment called “stave mills” are used to cut the wood to the required length, width and depth – depending on the industry being served. To save on freight, construction of the actual barrels takes place at facilities near the wineries and distilleries. Staggemeyer Stave currently produces enough wood to manufacture some 40,000 barrels a year. Of interest, the life of a barrel at a winery is about three to six years – after two vintages, the wood no longer has much impact on flavor. By federal law, however, bourbon barrels are “one-time use” with a four to eight-year distillation process.

Collaborating industries make good use of the waste products from the stave mill. The chips go to paper mills, where white oak is considered a high-quality component for the production of cardboard. The bark is used for landscaping, and the sawdust is used as bedding at local dairy farms.

The next time you're sipping Jack Daniel's whiskey, raise a toast to the 23-employee crew at Staggemeyer Stage for continuing a half-century tradition of service to the industry!



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

Dream !t. Do !t.

www.dreamit-doit.com/mn



Experience the Difference.

Your success is our number one priority. We work with you and your business team to help transform your challenges into possibilities—and goals into reality.

Call today to learn more.

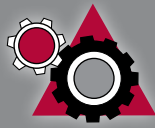
EideBaillySM

CPAs & BUSINESS ADVISORS

888.777.9552 | www.eidebailly.com



Tuesday, September 13 Bus to Bobcat



Join us for a guided tour of the Bobcat facility in Gwinner, ND!

Schedule:

7:45 AM Board bus – Fergus Falls
 8:20 AM Board bus – Wahpeton
 9:30 AM Tour Bobcat facility
 11:30 AM Bus departs Gwinner
 12:00 PM Bus arrives in Wahpeton
 12:30 PM Bus arrives in Fergus Falls

Bus Locations:

Fergus Falls - south end of Walmart parking lot

Wahpeton - south end of Walmart parking lot.

Cost:

\$15/person

Includes bus transportation, box lunch, and tour.

RSVP by Thursday, Sept. 1:

LeeAnn Rostberg, leeannr@runestone.net or
 800-654-5773

Please let us know where you will board the bus.

Space available for the first 55 association members who register.

(Non-members may register after September 1, 2011.)

Sponsors:



Regulations and Safety Requirements:

- Closed toe and closed heel shoes (tennis shoes fine)
- Full length pants (no capris or shorts)
- Shirt with at least 3 inch sleeve
- Anyone that has consumed alcohol prior to the tour will not be allowed in the factory
- Must watch safety video prior to tour; approx. 12 minutes (we'll do this on the bus)
- No cameras/recording devices
- Tour duration is approximately 90 minutes
- Walking and step climbing involved
- Must be able to walk through the plant

Please notify us in advance if you have special requirements or needs. Bobcat will make every effort to accommodate you.

Hearing and eye protection provided by Bobcat.

* This tour will take the place of the TSMA general meeting, originally scheduled for September 6, 2011.

**Additional Sponsorship Available
for a cost of \$100**
(Includes one registration)

Call or email the office if you're interested.





E Says...

Elroy Vesta, TSMa President
EJ Enterprises, Fergus Falls

Summer Sales Strategy

Perhaps your business is bustling with an abundance of sales. That's a great position to be in, very rewarding and a reason to think positively. On the other side of the spectrum, there are many who do not have an abundant file full of orders, in which case there is concern about the low quantity of orders and perhaps even the profitability of those you do possess.

The likelihood for most of us is that sales will be sluggish at various times in the business cycle. You finally decide to take some days off and then - wouldn't you know it - an important and valuable customer has a pressing need. What should you do?

I am discovering that in the summer months there are steps I can take to prepare for what fall brings and perhaps to even avoid what the summer has brought. It may be helpful to have a focus each month so that there are processes in place to develop new and valuable business.

July – This is a good time to conduct a customer survey. Reach out with an online or direct mail survey. Remember, however, that sales are often built

around relationships, so a call or brief visit might be appropriate. Perhaps you could ask about the temperature of your relationship. If 98.6 is normal – How am I doing? Be careful that you don't come across as being "on the attack." Come to the conversation as a learner so that you can build on valuable relationships that have been fostered over time.

August – Exhibit or attend some exhibit-type events. These events can be costly methods for making connections, however they become events to build relationships. Your local county fair – a community event – or even the state fair are places to consider. It is not always about the attendees; great benefit can accrue if you get to know other exhibitors. You may be surprised how many could use your services.

Whatever your strategy becomes, it will be helpful to develop a plan and then implement it on a consistent basis. Customers may come and go, but those to whom you give attention are more likely to be around for a long time.

End the summer strong with a good sales plan.

Upcoming Events

Date	Location	Event/Speaker/Topic
Sept. 13	Gwinner, ND	Tour of Bobcat
Sept. 20	Pequot Lakes	MMA Autumn Golf Social
Sept. 22-23	St. Cloud	10-Hour OSHA Training
Sept. 29	Duluth	AMFA Tabletop Tradeshow
Oct. 4	Alexandria	TSMa General Meeting



401(k) Plan Professionals- Member Firm of National Retirement Partners

Your Retirement Plan Consulting Team
Jenna Carlen – Jessica Ballin – Kim Sabow



4640 West 77th Street Suite 280
Edina, MN 55435
952-835-4485
www.401kplanprofessionals.com
jballin@n-r-p.com

SALE

Office Manufacturing Complex



- Five year old 6,848 sq. ft. energy efficient building with loading dock on busy State Highway 59, Pelican Rapids
- Suitable for manufacturing or warehousing.
- Building is in mint condition with room to expand on the 5 acre lot
- \$389,000

For details call John Olson, Century 21 Vista
Fergus Falls. 218-205-7983.



MMA Autumn Golf Social



Tuesday, September 20

Whitefish Golf Club
near Pequot Lakes, north of Brainerd
www.whitefishgolf.com

12:30 PM Registration
1:00 PM Shot Gun Start
5:30 PM Social & Dinner

\$55/Person

includes green fees, shared cart and dinner
18 hole 4-person scramble

This is NOT a fundraising event, but rather, an opportunity for members of the "sister associations" to network and develop relationships.

Corporate sponsorships are not available, but donations that can be used as prizes at the event are welcome and encouraged.

This golf social is open to members, friends, and guests of :
Arrowhead Manufacturers & Fabricators Association
Central Minnesota Manufacturers Association
Tri-State Manufacturers' Association.

Come and network with others sharing an interest in manufacturing!

MMA Autumn Golf Social

Name: _____

Company: _____

Phone: _____

Email: _____

_____ Dinner Only, \$20 enclosed

I prefer to golf with:

All Credit Cards Accepted
Credit Card Holder's Signature

Print Name _____

Card Number _____

Expiration Date _____

Amount _____

Mail registration form by:
September 2 along with \$55 per person

MMA
PO Box 150
Elbow Lake MN 56531

Tyler Wirth Appointed to TSMA Board of Directors

The association is pleased to announce the addition of Tyler Wirth to the TSMA Board of Directors. The board voted unanimously to appoint Wirth to complete the term recently vacated by Linda Besse, who is no longer employed in the region.

Wirth is a Business Consultant for The Work Connection, a TSMA member-company located in Alexandria, MN. His term on the TSMA board will run through December 2012.

Wirth joins fellow board members Bob Grove (Cosmos Enterprises, Elbow Lake), Don Leapaldt (State Bank & Trust, Fergus Falls), Todd Peterson (3M, Alexandria), Kevin Schutz (OECS, Alexandria), Elroy Vesta (EJ Enterprises, Fergus Falls), Mike Westergard (StoneL, Fergus Falls) and Dick Young (Innova Industries, Fergus Falls).

Update from: QCI Network and ICeBerG

QCI Network
Quality & Continuous Improvement

ICeBerG
It Could Be Greener

A group of dedicated TSMA volunteers has been working behind the scenes on a two-pronged effort that will add yet another value-added option for members who choose to participate. The group, headed by committee co-chairs Roger Cullen (Innova Industries, Fergus Falls) and Jeremy Schwartz (Alexandria Technical & Community College), has worked to re-vamp the Tri-State Quality Council and at the same time, introduce a new forum that focuses on "becoming greener."

Formerly known as the Tri-State Quality Council, the Quality & Continuous Improvement (QCI) Network serves as a gathering vehicle for folks who are interested in conversations related to "quality" in a manufacturing setting. Guest speakers, brainstorming sessions, peer-to-peer interaction, shared resources, trouble shooting --- the QCI Network uses any number of tools and techniques to meet the needs of the TSMA membership.

After a summer hiatus, the QCI Network will resume its meeting schedule on October 4th in Alexandria.

Two years in the making, ICeBerG is a new forum scheduled to launch at TSMA's November 1st meeting in Fergus Falls. Embracing the philosophy that "It Could be Greener" - often with little or no financial cost - ICeBerG aims to facilitate efforts that provide a positive impact on Profits, People and the Planet (the triple bottom line).

The November 1st meeting will feature Kathy Hodges, owner of Jack's Family Recycling Center, Alexandria, sharing practical solutions for becoming greener in business.

Watch your email for further details regarding the QCI Network meeting on October 4th and the November 1st general meeting in Fergus Falls.

Tabletop Trade Show moves to Duluth!

*Tabletop
Tradeshow*

Again this year, Tri-State members are invited to exhibit at the annual Tabletop Trade Show - an event designed to showcase the products and services available within the membership. There's a twist this year, however - the event has moved to Duluth! Typically hosted by TSMA in Alexandria, the 2011 Show will be hosted by TSMA's sister association, Arrowhead Mfg. & Fabricators Association (AMFA).

In keeping with the reciprocity agreement between the three sister associations, AMFA is offering TSMA and CMMA members free exhibit space at the Tabletop Show. The show is scheduled from 2:30 - 4:30 PM at the Holiday Inn, Duluth, on

Thursday, September 29, 2011. Six-foot skirted tables will be provided. Displays can be as informal as arranging a sampling of parts/product/brochures on a table to a more formal free-standing exhibit booth. If your needs are simple and you're interested in sharing a six-foot table, let us know!

The Tabletop Trade Show will be open to the general public, with efforts made to attract students, teachers, etc. from area high schools and technical programs.

Nonmembers are invited to exhibit at the Tabletop Show for a fee of \$95/table.

Tabletop Show paired with one-day conference

Energy Conservation for Industry

Tabletop exhibitors and attendees have a unique opportunity this year. Make plans to spend the day in Duluth and join us for a one-day conference entitled, "Energy Conservation for Industry." Spearheaded by Energy Management Solutions, the Energy Conference will feature dozens of tips and techniques that could result in as much as 30% cost savings on the energy bill in your manufacturing facility.

Energy Conservation for Industry is scheduled from 9:00 AM – 2:30 PM at the Holiday Inn, Duluth, on September 29. The conference schedule is packed with a variety of experts sharing information on industry-specific topics, including: compressed air, motors and drives, lighting and boilers. The final session will share tips on obtaining rebates, incentives and financing for projects that make the most sense for your company. See the below

box for information about speakers and topics.

At a member rate of just \$49/person, manufacturers are almost guaranteed a great return on their investment! Nonmembers are invited to attend the conference at a cost of \$75/person. Contact the AMFA office at 877-330-2632 or leeannr@runestone.net to register for Energy Conservation for Industry or to request exhibit space – or both. The conference fee includes lunch and refreshments.

A block of rooms has been reserved at the Holiday Inn, Duluth (218-722-1202) at a rate of \$89/night. Energy Conservation for Industry is sponsored by: AMFA, Energy Management Solutions, Campbell-Sevey, Holophane, Ingersoll Rand, and Schwab Vollhaber Lubratt, Inc.

Energy Conservation for Industry Presentation Outline



How to Reduce Energy Costs by 30%

Presenter: Gary A. Swanson, PE, Energy Management Solutions, Inc.

Learn 10 strategies for reducing energy costs.



Innovative Solutions for Lighting in a Manufacturing Plant

Presenter: Brandon Smith, Holophane
High bay fluorescents, outdoor options for induction and LED, and other lights.



Steam and Hot Water – Learn How to Reduce Thermal Loads

Presenter: John Arvig and Steve Graves, Campbell-Sevey

Opportunities to conserve energy with steam and hot water systems.



Reduce Energy and Maintenance Costs through New Motor and Drive Technologies

Presenter: Brian Peterson, Schwab Vollhaber Lubratt, Inc.



Reduce Compressed Air Losses

Presenter: Mark C. McCarthy, Ingersoll Rand

New compressor technologies and reducing other losses



Options for Rebates, Incentives and Financing to help pay for Projects

Presenter: Gary A. Swanson, PE, Energy Management Solutions, Inc.



**TSMA
Welcomes
you to
join their
LinkedIn
group**

Join TSMA's LinkedIn group and post discussion topics, stay up to date on current events, and communicate with other professionals in your region.

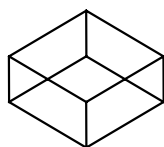
To join go to www.linkedin.com. If you do not already have an account you will have to set one up. On the top right side of the screen there is a search field. Make sure the category is groups (in pull down list) and type in Tri-State Manufacturers' Association. Hit enter on the keyboard, this will take you to the TSMA group page.



**TSMA Website
Offers Online
Meeting
Payments**

The TSMA website contains a link for online payments of meetings and events. Register and pay for your meeting 100% online. You will find the link located on the events page. Payments are processed using PayPal.

www.tзма.org



HIBBING FABRICATORS, INC

"We are your solutions provider"

Contact us at:
Phone: 218.262.5575
Fax: 218.262.2106
www.hibfab.com
525 W 41st St
Hibbing, MN 55746

*Fabricators of Precision
Sheet Metal Products*

Since 1975, Technical Die-Casting, Inc. has been committed to Total Customer Satisfaction. A devoted workforce and proven Quality Management System allows us to continually meet the needs of our Customers. TDI offers service, technology, quality, competitive pricing, and on-time delivery.

Full Service Supplier
From concept to finished product!



Technical Die-Casting, Inc.
Stockton, MN 507-689-2194
www.tech-die-casting.com

T SMA Financial Reports

Tri-State Manufacturers' Association Balance Sheet July 31, 2011

ASSETS	
Petty Cash	100
Cash	98,280
Investment/CVI	1,000
Accounts Receivable	-35
Total Assets	<u>99,345</u>
LIABILITIES	
Liabilities	215
FUND BALANCE	
Fund Balance	93,153
Revenue Over (Under) Exp.	<u>5,977</u>
Total Fund Balance	<u>99,130</u>
Total Liabilities and Fund Bal.	<u>99,345</u>

Tri-State Manufacturers' Association Statement of Activity For The Seven Months Ending 7/31/2011

REVENUE	
Advertising Income	1,639
Golf Income	7,955
Membership Dues	22,725
Meeting Income	2,281
Misc. Income	<u>7</u>
Total Revenue	<u>34,607</u>
EXPENSES	
Golf Expense	781
Insurance	1,185
Meeting Expense	1,731
Misc. Expense	1,395
MMA Dues	2,663
Staff Time	14,513
Office Supplies/Postage	705
Travel & Training -Staff	645
Workforce Dev/Scholarship	<u>5,013</u>
Total Expense	<u>28,630</u>
Revenue Over (Under) Exp	<u>5,977</u>

Project Management Offerings

Held at the SCSU Welcome Center
355 Fifth Avenue South, St. Cloud, MN

with **FREE**, convenient, secure indoor parking.

Project Management Essentials (Level 1)

Thursday, September 8 and Friday, September 9

Understanding the Project Management Body of Knowledge (Level 2)

Thursday, October 13 and Friday, October 14

Register for **BOTH** and **SAVE!**
For more information visit:

www.scsutrainning.com/PM



Metalworking is Your Business.
Insuring Metalworkers is Sentry's Business.

1-877-373-6879
sentry.com

Property and casualty coverages and safety services are underwritten, issued and/or administered by a member of the Sentry Insurance Group, Stevens Point, WI. For a complete listing of companies, visit sentry.com. Policies, coverages, benefits and discounts are not available in all states. See policy for complete coverage details.

© Captain John Parker photo 40-3072 729898 1/18/11

New Member Corner

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

Welcome!

Lind-Rite Precision Inc.

509 3rd Ave. E., PO Box 429
Osakis, MN 56360

Marilyne Morisette, Accounting Dept.

marilynem@lindrite.com
www.lindrite.com

Lind-Rite Precision is a manufacturer of precision machined parts for various industries.

White Earth Tribal & Community College

124 50 First St., PO Box 478
Mahnomens, MN 56557

Deb McArthur, Dir. Special Projects

dmcarthur@wetcc.org
www.wetcc.org

Educational service.



Meeting Update: \$100 Cash Drawing, and Thank You

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.

At the TSMA Golf Social the name of **Kevin Schutz**, OECS, Inc., was drawn. Kevin was not present and \$100 was donated to the TSMA Scholarship Fund.

Thank You

Thank you to all the participants who attended the TSMA Golf Social.

Scholarship Opportunity



All TSMA members should have received an email notification about the 2012 scholarship application process. The email included a poster that can be printed and displayed.

Upon recommendation from the TSMA Youth Committee, the TSMA board of directors recently adopted a new policy regarding the association's Scholarship Program. TSMA scholarship funds will now be used to assist only those students who are enrolled in a manufacturing-related program.

A second change to the program provides a contingency option in the event that the application process doesn't draw a qualified pool of applicants. In any given year, all or a portion of the budgeted program amount may be disbursed to students enrolled in designated manufacturing programs at member schools (currently, Alexandria Technical & Community College, MState, and North Dakota State College if Science). Unlike the award winners garnered from the

application process, the college-generated award winners are not likely to have a direct association with a member of Tri-State Manufacturers' Association.

A deadline of November 18, 2011, has been implemented for the next round of scholarship applications. The awards will be disbursed in January 2012 to assist with Spring Semester 2012 tuition. Again this year, TSMA has committed \$5,000 towards the Scholarship Program; proceeds from the Golf Social help support this program each year. (See details on Page 3 of this newsletter if you are interested in being a hole sponsor.)

TSMA Scholarship Program Update

Nov. 18 Deadline

TSMA Board of Director Positions Available

Nominations
Requested for
Annual Election

Nominations are being accepted for director positions on the Tri-State Manufacturers' Association Boards of Directors. Nominations will be accepted through Friday, October 7, 2011.

The Tri-State Board has three two-year positions up for election. The terms of Dick Young (Innova Industries), Mike Westergard (Stonel), and Todd Peterson (3M) will expire in December of 2011.

Please consider nominating yourself, one of your employees, or a fellow Tri-State member to serve as a director. All owners and employees of TSMA member companies are eligible to serve on

the Board. Board meetings are typically held monthly in a location convenient to the existing directors. Nominations will be accepted through October 7th and ballots will be distributed to all Tri-State members in October.

Email or call the office at 800-654-5773 to make a nomination(s) or to simply inquire about the responsibilities of serving as a director for Tri-State Manufacturers' Association. You'll find that membership in the Association provides more value to your company when you get involved!

Legislative Forum Postponed until next year

Earlier this year, TSMA's Government Relations Committee was excited to announce a new event that would provide an opportunity for manufacturers to "have a voice" with area legislators.

A Legislative Forum was scheduled on August 23, with about a dozen Minnesota representatives and senators invited

to attend. Due to the political climate in Minnesota this summer, the TSMA Legislative Forum has been postponed until sometime in 2012.

Are you interested in serving on the TSMA Government Relations Committee? If so – give the office a call to learn about what's involved.

North America's Largest Metal Forming, Fabricating, Welding and Finishing Event




FROM **START**
TO **FINISH**

November 14-17, 2011
McCormick Place | Chicago, IL

REGISTER TODAY
fabtechexpo.com

Follow us:   

Co-Sponsors:     

Over 25 Years of Quality
Metal Finishing

Specializing in Fast, Affordable...

- Anodizing
- Rack & Barrel Zinc
- Electroless Nickel
- Powder Coating

Call for a no-obligation quote today!



Douglas Alexandria Finishing

Alexandria, MN
Tel: 320.762.6235 • Fax: 320.762.6884
www.douglas-machine.com/finishing

Highlights of the TSMA June Board Meeting

The Tri-State Manufacturers' Association Board of Directors met on June 15, 2011, at Perkin's Restaurant, Fergus Falls.

The consent agenda was approved, including April meeting minutes, May financial reports, and updates on: Dream It. Do It., TSMA recording process, PMMC meeting, ICeBerG, and TSMA Golf Social.

The board received notice of Linda Besse's resignation from the Board of Directors due to a change in employment. Two candidates were named as potential appointees to complete the term; Kashmark will contact the individuals.

A rate of \$100/company minimum – which includes one free registration - was established as the rate for sponsorship for the Bobcat Tour Bus. The attendance fee for members is \$15. The trip is scheduled on September 13, 2011.

It was agreed to invited MN DEED Commissioner Mark Phillips to participate in a Manufacturing Tour Day on October 4, in which the commissioner will be exposed to 3

or 4 member tours in the region followed by a guest speaker appearance at the general meeting that evening.

ICeBerG was approved as the featured topic at the November meeting in Fergus Falls. The Holiday Party on December 6th will be held at the Knotty Pine in Elbow Lake.

Results of the Government Affairs survey were reviewed; the response rate was quite low. Details were confirmed regarding the Legislative Forum scheduled at Thumper Pond on August 23, 2011.

TSMA's 2011 Goals were reviewed. It was agreed to move forward with a print run of 2,500 postcards to be distributed quarterly via direct mail in an effort to promote TSMA to prospective manufacturing members.

Discussion regarding upgrades to the TSMA website were tabled.

The next board meeting will be scheduled in mid-August. Board meetings are open to the membership.



Productive Alternatives

Your Source of
SUB-CONTRACT LABOR
for your production needs

MACHINE WORK

Drilling, riveting, blister packing, heat sealing, shrink wrapping...

SILK SCREENING

- Quality silk screening on a variety of materials
- Factory direct pricing on decals, real estate signs, magnetic and custom signs for industrial, municipal and commercial use

WOODWORKING

- Complete start to finish or your product components
- Stakes - hardwood or softwood
- CNC router capabilities

WHY PRODUCTIVE ALTERNATIVES, INC.?

RELIABILITY

~Quality products on time

SAVE MONEY

~Pay by the piece

~Pay only for items

completed to your satisfaction

~Don't pay for freight

ASSEMBLY

- Simple and Complex
- Small and Large
- We assemble to your specifications

PACKING

- Blister packing
- Heat sealing
- Shrink wrapping
- Other types of packing

BULK MAILINGS

We collate, fold, insert and label millions of items/year.

Light Industrial SEWING

Call for a free estimate!

Steve Lorshbough
Productive Alternatives
1205 N Tower Road
Fergus Falls MN 56537
Ph. 800-477-7246
Fax 218-736-2541



360° offers access to more than 60 specialized programs to equip individuals for the emerging needs of the manufacturing industry

Online Certificates Available in:
Production Technologies
Machine Technologist
Automation Technology
Welding Technology

For more information about our
online programs visit our website
www.360distance.org or call

800.500.8938

A member of the Minnesota State Colleges and Universities System

10-Hour OSHA General Industry Course

September 22 & 23

About the Course

Employees at every level in a manufacturing company, from production staff to management, will benefit from this comprehensive introductory course. Learn about the scope and application of OSHA standards to workplace safety and health. Emphasis is placed on using the 29 CFR Part 1910 general industry standards to identify and recommend abatement for the greatest safety and health hazards. Special emphasis will be placed on recognizing Minnesota-specific regulations. Participants have an opportunity to increase hazard awareness and avoidance using OSHA standard as a guideline, and **earn a general industry OSHA 10-Hour Course Completion Card.**

About the Presenter

Scott Huberty, Loss Control Supervisor

Meadowbrook Insurance Group provides a variety of traditional and alternative risk management and insurance services. In Minnesota, Meadowbrook serves as the TPA (Third Party Administrator) for self-insurance groups, including the Trifac Workers Compensation Fund, which is available to members of: Arrowhead Manufacturers & Fabricators Association, Central Minnesota Manufacturers Association, and Tri-State Manufacturers' Association.

Scott Huberty, Loss Control Supervisor for the organization, completed a 30-hour "train the trainer" session that qualifies him to lead the 10-Hour OSHA General Industry Course. TSMA members have appreciated Scott's relaxed yet informative training style at past workshops.



Ten hours of training offered in a one and one-half day format.

Day One: September 22, 2011

10:30 - 11:00 AM Registration

11:00 - 12:00 PM Morning Session

Noon - 12:30 PM Lunch Onsite

12:30 - 5:00 PM Afternoon Session

Day Two: September 23, 2011

7:30 - 8:00 AM Full Breakfast

8:00 - 12:30 PM Training Session

Location

To be announced.

Cost

AMFA/CMMA/TSMA Members: \$125/person

NonMembers: \$175/person

Price includes: Training manual, lunch, and refreshments on day one. Full breakfast and refreshments on day two.

Registration

Class size limited to 30 people.

Registration Deadline: September 16, 2011

Contact TSMA Office for Registration information.

TSMA

PO Box 150

Elbow Lake, MN 56531

800-654-5773 • 218-685-5397 (Fax)

leeannr@runestone.net

Sponsored By:



State-wide Tour of Manufacturing

Saturday,
October 29
9 AM – 3 PM
(alternate times possible)

Calling all manufacturers!

New this year, Minnesota will host a state-wide Tour of Manufacturing event to round out a full week of celebration during Minnesota Manufacturers Week 2011 (October 23-29). Any and all manufacturers are invited to participate in the state-wide promotional effort at no cost.

How does it work? Modeled after the "Parade of Homes" concept, manufacturers are encouraged to open their facility to public tours. Students, parents, neighbors, employee family members, the general public --- all are encouraged to come and see first-hand what goes on in the high-tech world of manufacturing today. The goal of the event is to change perceptions about the industry and increase awareness of the high skill, high wage jobs available in manufacturing.

Certain regions in Minnesota, including St. Cloud/Monticello and Mankato, are undertaking specific efforts to stage a coordinated Tour of Manufacturing event in their respective communities. Kudos to these regions! The state-wide event is envisioned as a project that allows any manufacturer in any community the opportunity to provide a public tour – whether or not there is a coordinated local effort underway.

Midwest Manufacturers' Association, representing AMFA, CMMMA and TSMA, has teamed up with the Minnesota Precision Mfg. Association (MPMA) to foster the state-wide project. A website is in the works that will feature information about all manufacturing tours available on October 29, 2011. Call the MMA office at 800-654-5773 for information about how to participate in the state-wide Tour of Manufacturing.

Thank You Glacial Wood!

On behalf of the membership, thank you to Glacial Wood Products for hosting TSMA's final meeting of the spring season. Held on May 3rd in Brooten, the meeting featured a QCI Network meeting, tours of the Glacial Wood Products and MaxBat facilities, promotional items for everyone in attendance, and a catered dinner – the cost of which was one hundred percent sponsored by Glacial Wood Products. Guest speaker for the general meeting was

Elroy Vesta, EJ Enterprises, with Dale Mize, Advanced Quality Engineering, leading the QCI Network discussion. Thank you Elroy, Dale, and Glacial Wood Products!



TSMA to escort MN DEED Commissioner on a Manufacturing Tour Day

As Commissioner of the MN Department of Employment and Economic Development (DEED), Mark Phillips graciously accepted an invitation to tour four manufacturing facilities in west central Minnesota. On October 4, TSMA staff and board members will begin the day with two tours in Fergus Falls: StoneL Corporation and Innova Industries, Inc. Following lunch and travel time, the third tour is scheduled at Voyager Aluminum in Brandon. Last but certainly not least, Donnelly Custom Manufacturing will host the fourth and final tour in Alexandria.

Manufacturing tours are regarded as a valuable tool for informing those outside the industry about the nature of today's high tech

manufacturing world. Area legislators will also be invited to join the tours. However, the tours are not open to the general membership on October 4. We certainly thank the four TSMA member companies mentioned above for their decision to support this endeavor.

Following a day of plant tours, Commissioner Phillips will then join us at the Holiday Inn in Alexandria, where he's scheduled as guest speaker for the TSMA dinner meeting that evening.

TSMA Survey Feedback

June 2011

Thank you to the eleven people who responded to TSMA's online survey in June. The survey gathered information that's relevant for the TSMA Government Relations Committee. The members' interest level in various legislative venues and events was explored. Additionally, members were asked to share their primary legislative concerns on topics ranging from taxes to workers compensation and everything in between.

We learned that:

- With regard to legislative events and activities, respondents are most interested in attending a local Legislative Forum (88%) or a Trip to the Capitol (65%).
- Opinion regarding the value of creating of a TSMA Political Action Committee is evenly divided in support of and against the suggestion.
- Respondents believe reasonable tax levels (or lack thereof) impact business sustainability.

- Respondents agree that regulatory rules and oversight could be improved with a common-sense approach to protecting the environment.

Complete results of the May/June survey are available from the TSMA office, as are results of the January/February survey (which asked about the newsletter and general meetings) and the March/April survey (which explored concepts related to the MMA Shared Office).

Please take the time to share your thoughts regarding the QCI Network and ICeBerG – the July/August survey should have arrived in your inbox on August 1. (The closing date is August 10, 2011.) If you did not receive an invitation to complete the survey via an online link, please contact the office so we can check our distribution list. Help us add value to your membership in Tri-State Manufacturers' Association by providing your voice via the surveys we are conducting this year!



Watch for next months newsletter to provide a recap of the 2011 TSMA Golf Social.

Advertising Rates

TSMA Member Rates

	one month	six months	twelve months
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

Ickler Company has been rooted in the Central Minnesota community for over 60 years, providing high quality machine shop services, including custom fabrication to prototyping manufacturing delivered to your back yard and throughout North America and overseas.

As a traditional machine shop, we are the perfect fit for people needing modifications or repairs of their equipment and equipment parts. We also provide custom machining services ranging from modifications of surgical tools to farm equipment.



Ickler Company, Inc.
 Saint Cloud, MN 56301
 Phone: 320.251.8282
<http://www.ickler.com>
ickler@ickler.com

An Alarming Trend

Contributed By:
Tyler Wirth, Business Consultant, The Work Connection

I attended a recent “Legislative Update” put on by the Lakes Community Human Resource Association (LCHRA). It was interesting, to say the least, but scary at the same time.

No doubt, one of the biggest issues that stood out was a quote from the new Secretary of Labor, Hilda Solis: “To those who have for too long abused workers, put them in harm’s way, . . . let me be clear, there’s a new sheriff in town.”

As an employer, how does that make you feel?

Many experts agree that quite a bit has been done to swing the pendulum toward a much more employee-friendly environment than what many business owners experienced just a few short years ago (case in point, our Secretary of Labor’s aforementioned quote). There are several trends that illustrate this, but one of them is a bit more ominous: EEOC charge statistics dismissed for “no reasonable cause.”

To wit, numbers don’t lie when it comes to the trend, and the following information was taken directly from the EEOC website: www.eeoc.gov. For the purposes of this comparison, I looked at the EEOC Charge Statistics for Race, Age, and Sex for the years 2006 and 2010.

In 2006, there were 16,548 Age-based EEOC claims in the U.S. Of those, 8,746 (52.8%) were dismissed as having “No Reasonable Cause.” In 2010, 70% of the 23,264 claims were dismissed.

In 2006, there were 27,238 Race-based EEOC claims in the U.S. Of those, 17,324 (63.6%) were dismissed as having “No Reasonable Cause.” In 2010, over 73% of the 35,890 claims were dismissed.

In 2006, there were 23,247 Sex-based EEOC claims in the U.S. Of those, 13,191

(56.7%) were dismissed as having “No Reasonable Cause.” In 2010, over 64% of the 29,029 claims were dismissed. .

While it appears there are many more cases in 2010, for example, there also seems to be a higher percentage thrown out (in some cases, it’s an alarmingly larger percentage being dismissed). Based on the statistics, however, I don’t believe there’s truly more race, age, or sex discrimination going on – it is simply easier than ever for employees (and former employees) to access information that can lead them down the path of filing charges. Can someone please explain to me how there is more abuse going on in the workplace if a larger percentage of cases are being dismissed for, according to the EEOC, having “no reasonable cause” than there was just 4 years ago?

The bottom line is that, as an employer, it’s extremely critical going forward to protect your business from unfounded cases. The time, effort, and legal expense consumed in dealing with, for example, an age-based EEOC charge is phenomenal -- especially when you consider that such a case will have merit less than 1/3 of the time!

We’ve all seen and heard that, especially as of late, anyone will tell you anything during an interview to get the job. According to the company HR That Works (www.hrthatworks.com), “the #1 management failure that leads to employment practices claims is hiring the wrong person.” This absolutely begs the question: What are you doing to be 100% sure that you’re hiring the right person, and how are you protecting your company while you’re evaluating new employees?

Maybe it might be time to take a serious look at working with a reputable staffing firm, like The Work Connection.

Foreign investment center created at UND

Area manufacturers could benefit from EB-5 investment opportunities.



The University of North Dakota's Center for Innovation Foundation received a federal designation in April 2011 that could draw millions of private investment dollars to North Dakota and northwest Minnesota and create hundreds of jobs. Federal immigration officials approved the UND foundation to operate as what is known under the Immigration Act of 1990 as an "EB-5 Regional Center," or a foreign investment center.

Under the program, international investors whose money leads to business growth and new jobs in rural areas and areas of high unemployment get conditional green cards that could lead to permanent residency. The federal program has attracted more than a billion dollars in foreign investment to the U.S. and created tens of thousands of new jobs in the past two decades.

The foundation plans to look for local companies that are interested in attracting foreign investment, and then work with the North Dakota Trade Office to target investors in China, South Korea, India, Brazil, Canada, Norway and other countries. There are 50 EB-5 designated centers across the country; 10,000 visas are set aside for the program each year.

The specific geographic area for this designated center is all of North Dakota and 20 counties in Northwest Minnesota, including Clay, Becker, Douglas, Grant, Pope, Ottertail, Stevens, Traverse, and Wilkin counties in the southern half of the designated area in Minnesota.

The purpose of establishing the North Dakota / Northwestern Minnesota EB-5 Regional Center is to:

- Attract foreign direct investment in North Dakota and Northwestern Minnesota in order to generate economic development, create new jobs and increase capital investment in growth ventures.
- Create partnerships between American investors and international investors in order to strengthen investment deals proposed by the EB-5 Regional Center as well as to attract new investors.

- Provide a vehicle for investing in expanding companies. These companies are selected for the Regional Center based on job creation potential and compliance with the EB-5 program.

Investments made through the Regional Center are organized on a side-by-side basis, where both foreign investors and American investors jointly invest in projects. This provides investors with a sense of security and legitimacy related to investment projects promoted by the North Dakota / Northwestern Minnesota EB5-Regional Center.

The North Dakota / Northwestern Minnesota EB-5 Regional Center focuses on seven industries that were chosen because of their consistency with economic development goals in both North Dakota and Minnesota.

They are:

- Agribusiness
- machinery manufacturing
- aviation/aerospace
- information technologies/communications
- biotech/bioscience
- construction/real estate development
- utilities

The basic requirements for project applicants include:

- Project has to fall within the designated region
- Project has to fall within the designated industry categories
- Applicant must prove that ten jobs will be created (directly or indirectly) per \$500,000 of investment
- Applicant must be able to return the principal investment within 3 to 10 years after the investment is made.

For more information about the EB-5 Regional Center program and potential investment projects, contact Rodrigo Cintra at 701-777-3970 or Rodrigo@innovators.net.

TSMA Board of Directors

President:

Elroy Vesta
EJ Enterprises
Fergus Falls MN
218-739-9677
ejv@prtcl.com

Vice President:

Dick Young
Innova Industries
Fergus Falls MN
218-739-3226
dyoung@prtcl.com

Secretary/Treasurer:

Bob Grove
Cosmos Enterprises
Elbow Lake MN
218-685-4403
rdgrove@cosmos-enterprises.com

Director Emeritus

Clint Grove, retired
Elbow Lake MN
218-685-5230

Directors:

Don Leapaldt
State Bank & Trust
Fergus Falls MN
218-739-6075
dleapaldt@statebanks.com

Kevin Schutz
OECS, Inc.
Golden Valley MN
763-417-9599
kevin@oecscomply.com

Mike Westergard
Stonel Corporation
Fergus Falls MN
218-739-5774
mwestergard@stonel.com

Todd Peterson
TS&L Properties/3M
Alexandria MN
320-763-6521
tlpeterson@mmm.com

Tyler Wirth
The Work Connection
Alexandria MN
220-762-2001
twirth@theworkconnection.com

The Network News is edited and published at the Midwest Manufacturers' Association office located at 117 Central Avenue North, PO Box 150, Elbow Lake, MN 56531. MMA/TSMA phone 218-685-5356. Fax 218-685-5397. Toll-free 800-654-5773. Email: midwest@runestone.net. Office hours are 8:30 AM to 5:00 PM Monday through Friday. However, messages can be left on the answering machine at any time.

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.

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:

Program Committee, co-chairs:

Kevin Schutz, OECS, Inc.
Elroy Vesta, EJ Enterprises

Special Events Committee, chair:

Don Leapaldt, State Bank & Trust

Youth Involvement Committee, co-chairs:

Bob Grove, Cosmos Enterprises
Todd Peterson, TS&L Properties / 3M

Government Relations Committee, co-chairs:

Don Leapaldt, State Bank & Trust
Mike Westergard, Stonel Corporation

TSMA Membership Dues

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 advocacy, education, networking, and programs to enhance the success of members and their communities.



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.