## MANUFACTURING

JOURNAL OF THE MINNESOTA PRECISION MANUFACTURING ASSOCIATION



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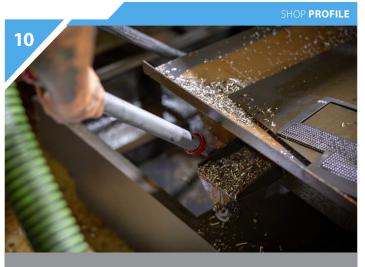
Charlie Hales, Dave Meyer, John Galich, Tobias Flood, John Madsen, Brandon Reinschmidt

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Clean CNC machines with less downtime by John Bernier



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## **Outgoing Board Chair bids farewell**



**JOHN MADSEN** is the MPMA's outgoing board chair and Vice President of Black Line Group.

## At a glance

- John has served as Board Chair for the past two years and has been a member of the Board for the last seven years.
- Our members are what helped us survive the pandemic by continuing to support and attend our events and meetings.
- This year we were able to strengthen our association partnerships with external groups to learn from and collaborate with them more.
- John will stay on for the next two years as Past Board Chair.



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## **Incoming Board Chair looks ahead**



**LAURENT DECONINCK,** current vice chair, is the incoming MPMA board chair and CEO of Machining Technology and MT-RSR.

## At a glance

- Laurent has served on the Board for seven of the ten years he's been a member of the MPMA.
- He is the CEO of Machining Technology in Brooklyn Park.
- Laurent grew up in Belgium, Germany and moved to Minnesota in 2001.
- As he steps into the Chairman role, Laurent's top priority is to expand the association's connections with students to grow awareness of job opportunities in the manufacturing industry.

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Brian Netz

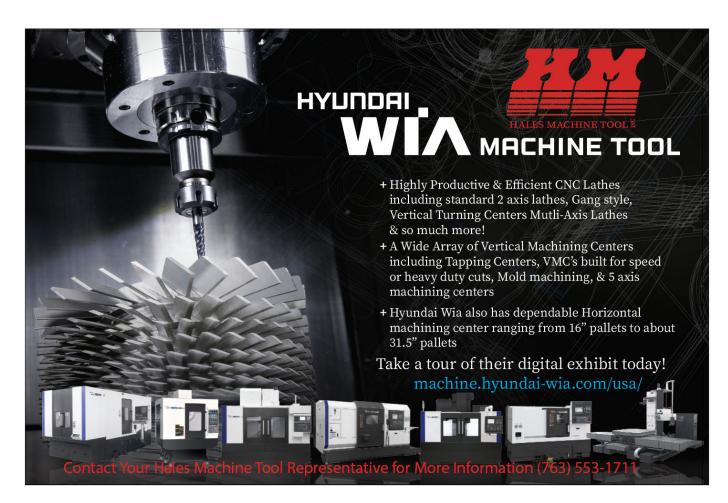
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## Thank you for a strong year

by Steve Kalina



STEVE KALINA
President / CEO
Minnesota Precision
Manufacturing Association

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Thank you to everyone for a wonderful 2022.

The resilience of our manufacturers led to a strong year, with most companies seeing record sales and profits. No doubt labor and supply chain issues were significant for most of us, but you fought through those issues and came out even stronger.

Although MPMA faced some challenges coming into this year, we're excited about what we accomplished, and what those accomplishments will mean going forward. Here are just a few of the things we can be proud of in 2022:

- While many other industries and organizations struggled and even closed their doors during COVID, MPMA thrived, and the manufacturing community is stronger than ever.
- We worked with state legislators to develop key pieces of legislation that we expect to introduce in the 2023 session focused on incentives for apprenticeship and making it easier to develop technical education in high schools.
- The MPMA Board re-vamped our strategic plan to put even more focus on legislative impact, education and workforce development.
- We launched a third Leadership Council peer group that filled within weeks.
- We launched a partnership with Hahn Financial Group for a new healthcare plan that has been proven to save manufacturers tens of thousands of dollars.
- The 38th Annual Golf Tournament had record attendance.
- The Education Foundation awarded eight \$2,000 student scholarships.
- In partnership with Anoka Area Chamber of Commerce and Anoka Technical College, we helped launched a Pipeline training program with 25 MPMA member students.
- The 11th Annual Shoot for Scholarships had record attendance (and funds raised).
- We kicked off plans with Ramsey County and St Paul College to develop a training program.

I want to thank every one of you for your support of the MPMA. We only exist to serve and strengthen the manufacturing industry and we could not do that without you. I am excited to see what we can accomplish in 2023 as many of the items we started in 2022 will come to fruition and have significant impacts.

And lastly, as we launch our new round of 2023 sponsors, I want to take a moment and thank our sponsors from 2022. As you know, MPMA is here to support the industry, and we could not do what we do without the support of our annual sponsors. When you can, please thank them for supporting our industry, and please consider them for your business needs.



Steve Kalina PM

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## Run Your CNC Machine While It's Being Cleaned

by John Bernier, Sr. Marketing Manager at LubeTech



Fines in your coolant act like "sandpaper" between the tooling and the substrate.

If your shop has critical CNC machines that must be making parts 24/7, downtime on these machines must be closely watched. A proactive machine maintenance program is the best defense against unplanned downtime on critical equipment.

Lube-Tech's Maintenance 360° offers several machine maintenance services ranging from project-based sump cleaning to turnkey machine lubrication to keep your machines running at optimal levels. One maintenance task that often gets overlooked and pushed

off is CNC machine sump cleaning. Shops will filter, check and adjust machine coolant, but the sump is often overlooked.

Lube-Tech looked closely at the impact of sump cleaning on coolant fine levels and concluded that CNC machines, shortly after a full shutdown and clean of the sump, exhibit elevated fine levels or "dirt load" within 20 days of cleaning the sump. We know it is not practical to shut down critical machines for sump cleaning every 20 days, so Lube-Tech developed a new method called Uptime Clean™ to keep coolant fines near the original shutdown and cleanliness levels without the downtime. Uptime Clean is not a replacement for periodic shut down and cleaning of CNC machines, but it can keep your coolant optimized throughout its service life which should increase tool life and part quality.

"One of the biggest cost-saving opportunities our customers have is a proactive machine maintenance program to minimize downtime. Proactive maintenance prevents premature component failure and the extended machine downtime due to the lack of replacement parts in today's supply chain environment. Investing in a fluid maintenance program is a critical step in keeping machines operating at their peak, and avoiding downtime, which we all know costs shops money," said Rich Wertenberger, Maintenance 360" Program Manager.

## INTRODUCING: UPTIME CLEAN™

At Lube-Tech, not only does our Maintenance 360 program offer preventive maintenance services, fluid reconditioning and industrial cleaning, but we can also clean CNC machine sumps while the machine is running, avoiding costly downtime for your shop. With Uptime Clean, the fines are filtered out while the machine is running by sweeping fluid across the bottom of the sump in a recirculating flow, filtering out particles from the fluid and sump with each pass. All of this is done as the machine continues to operate. The service is done on a regular, periodic basis. This means that with Uptime Clean, there is no downtime associated with cleaning the CNC machine's sump, which adds material hours of run time to each machine and increases your shop's throughput and profits.

## **TESTING**

In a recent test that leveraged Uptime Clean services, a customer we worked with was looking to reduce fines in the coolant but could not sacrifice the downtime associated with traditional sump cleaning. The data drawn from the test showed that CNC machines serviced with Uptime Clean had significantly less fines in the coolant over time.

In the chart below, fines and dirt are represented by a "cleanliness rating." The cleanliness rating is a relative scale of 0 to 100, with 100 being dirty.

In addition to a reduction in fines, Uptime Clean also contributed to a reduction of air bubbles in the coolant as seen in foaming in the sump. Air bubbles are caused by fines blocking the intake on the coolant pump, resulting in pump cavitation and bubble formation or the coolant being overworked due to a reduction in coolant volume in the sump cause by chips taking up sump volume capacity. Air bubbles or foaming are significant because they prevent the coolant from carrying out its intended purpose of heat removal and lubrication in the cut zone.

## THE BENEFITS TO YOUR SHOP

In addition to reduction in fines and air bubbles, when you leverage Uptime Clean services, your shop will also benefit from the following:

- · Increased coolant life
- · Increased tool life
- Part surface quality improvements

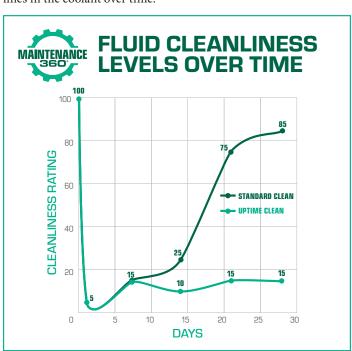
- Production time/throughput increases
- Reduction of foul smell / bacteria build up
- · Reduced machine downtime

"Imagine if you never had to stop production to maintain your coolant at optimal levels. Your shop immediately gets more out of each machine, day after day, and month after month. Whether you have a single machine, or run a shop with 50+ machines, Uptime Clean will keep all of them running at peak performance," Wertenberger said.

## THE BOTTOM LINE

If efficiency, predictability, throughput and cost savings are important to you and your shop, give the Maintenance 360 team at Lube-Tech a call to see how we can help you meet the challenges ahead with a shop that runs like a well-oiled machine.

Visit Lubetech.com today to learn more about Uptime Clean. Your operators will thank you!



Uptime Clean improves fluid cleanliness over time, which allows the coolant to last longer and maintain a high level of performance over its working life.



## Rep. Barb Haley addresses the industry at the annual MPMA Meeting

by Rep. Barb Haley



Barb Haley represents District 21A (southeastern Minnesota) in the Minnesota House of Representatives.

The following is an excerpt from Rep. Haley's speech given Oct. 27, 2022 at the MPMA Annual Meeting.

My interest in manufacturing started when I was young.

My dad was a marketing director for S.B Foot Tannery, which is now part of Red Wing Shoes. Even then he was worried about how to keep U.S. manufacturing alive, and about how to stay competitive against cheap overseas suppliers. We started a project together to document the production process— as a young girl I helped him by photographing the entire process from raw hides to beautiful shoes.

When I had my own children, my interest in manufacturing became personal. My son, Joe, is dyslexic, and struggled with the traditional school structure of reading long chapters,

writing essays, taking notes during a lecture and test-taking. However, his disability also came with a counter ability. Joe could look at things around him and dissect in his mind how they were made.

We knew we needed something to keep our son engaged in school. Joey and I started a robotics team. I made him do every step with me — all of the applications, fundraising, presenting to the school board to gain approval, finding space, etc.

That first year we only had 6 kids, and none of us knew what we were doing. We even joked that we were "the band of misfit toys." But those six students managed to win the "Rookie of the Year" team award and thus qualified for a trip to the First Robotics National competition in St. Louis.

I still couldn't build you a robot, but what I did learn was how misunderstood manufacturing and automation was and how little was available in our schools for kids with this kind of aptitude and interest. I took each team on tours of local manufacturing plants and I'd call up any business who would have us. We launched a project called Red Wing Works to build a connection between our high school and our manufacturing sector. The plant managers we met would often say to me, "Barb, these kids are awesome! How do we get them back here when they graduate?"

I brought this passion for connecting education with the manufacturing industry with me to the Legislature.

Manufacturing makes up 14% of Minnesota's Gross Domestic Product (GDP), adding \$56 billion to our economy. Manufacturing provides over 300 thousand jobs with the secondlargest payroll among all sectors. The average annual pay is \$74,630 – that's 10% higher than all other industries. It makes good economic sense to promote

manufacturing to our young people and to pass policies that support this critical sector. In that regard, there are two significant pieces of legislation that I was involved in — Youth Skills Training Grants, which coordinate on-the-job work experiences for 16 and 17 year-olds, where they "learn and earn at the same time while gaining industry credential, and Workforce Development Scholarships, which prepare new students for careers in high demand sectors including advanced manufacturing, agriculture, health care services and information technology. School districts have had career and technical programs for years, but the nature and focus of these programs varies dramatically across districts.

In recent years, more high schools have been moving toward a career academy model, and some of these programs have put a focus on manufacturing, engineering and robotics. Some outstanding examples of schools that have adopted a career-academy model include the Anoka, Moorhead and St. Paul school districts, as well as Rock Ridge High School.

In Chatfield, Alexandria and Hutchinson, referendums were passed to fund brand new Career Technical Education and mechatronics areas. In my own community of Red Wing, a referendum was passed in 2018 that funded the development and staff necessary to launch a career pathways program we call Flight Paths.

The most extraordinary examples of community engagement are where private foundations have funded College Promise programs. Hormel did this in Austin and just this month, the Jones Family Foundation in Red Wing announced the Red Wing College Promise, providing funding for every single RWHS graduate to receive a free two-year education from Minnesota State Southeast. These are

incredible contributions will impact generations of students, ensure a skilled workforce for area employers, attract families to the school districts and provide economic stability for the region.

None of the things I've talked about can happen without support from the industry. Here are a few ideas to help:

- 1. Just like on commitment day for college sports teams, your company could have a "signing ceremony" for those who accept jobs with you right after high school.
- 2. Host summer tours and visits with teachers.
- 3. Engage your own employees to promote your organization in the community.
- 4. Establish "internships" for both high school students and college students.
- 5. Sponsor high school robotics teams or Lego leagues at the grade school level.
- 6. Work with your schools. It takes creativity and willingness to go outside the box. Keep asking "why not?"
- 7. Work with your counties who may still have American Rescue Plan funds.
- **8.** Use social media including Instagram and TikTok. Finally, engage with the Legislature. Meet with your representatives and senators. Invite them to tour your businesses. Develop a personal relationship — legislators love to have personal stories and examples to use in their floor debates. Above all, remember that your voice makes a difference.

Don't be shy about sharing your opinions with those that are elected to represent you. We must continue to place a high value on that interdependency and improve how we partner between the public and private sectors.



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Barb Haley (right), Minnesota State Representative and Keynote Speaker at Manufacturing Next, chats with Chad Zejdlik during social hour.

## Congratulations to MPMA's 2023 Incoming Board Members



Laurent Deconinck



Nancy Lien-Berndt Vice Chair



Bridget Eninga-Robeck

Director



Luke Bame
Director



Luke Becker Director



**Mel Enger** Secretary-Treasurer



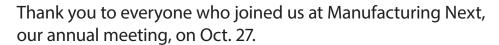
Tony Herbst Director





## **Moments from Manufacturing Next**

Photos by Emma Gottschalk









From left to right: Charlie and Tim Hales, of Hales Machine Tool, pose with outgoing board chair John Madsen after accepting the Industry Partner of the Year award; Scott Larson and Liz Wauters of Colburn Manufacturing stand with Madsen after winning Manufacturer of the Year.







Left to right: Dale Gourley from the Dynamic Group plays live music during the Manufacturing Next social hour; Alyssa Klein from the Minnesota Department of Employment and Economic Development (DEED), is surprised to learn she won the Board Chair Appreciation Award. Klein has worked closely with MPMA to encourage young people into the manufacturing industry; Dr. Dimitria Harding, Interim Vice President of Academic and Student Affairs at Anoka Technical College, welcomes members to the annual meeting and shares her passion for technical education.

## Put your People First:

## Manufacturer of the Year Laurent Deconinck sees a bright future for MPMA and his people

by Jaimee Barnhart



On top of his career accomplishments, Laurent Deconinck is a devoted husband and father. Here he is pictured with his wife, Linda, and their two children, Andrea (14) and Mike (12).

Laurent Deconinck has always wanted to be an entrepreneur.
At least, according to his father, Patrick Deconinck, who encouraged a young Laurent to pursue his dreams after building up a few years of education and experience.

Now the owner and CEO of three companies in the manufacturing sector, it's safe to say that Laurent has

more than achieved this childhood dream. But this is just the beginning for Laurent, who has big ideas for the future of the industry and the MPMA.

## A BACKGROUND IN BUSINESS

Due to Patrick's career at 3M, the family moved a handful of times during Laurent's childhood.

All the moves made the small family close, says Patrick, who can't recall a single problem the parents had with Laurent as he was growing up. "We've always been very close," Patrick said.

Elementary students in Belgium and Germany, where Laurent spent some of his younger school years, often got to take woodworking classes, and it was here that his interest in manufacturing saw its very beginnings.

Though he was certainly drawn to big machines, Laurent was equally interested in the business side of things. He spent summers interning in various departments at 3M or with connections of his father's — whether he was helping in the lab or with family friends who were entrepreneurs, Laurent was hungry to learn all he could about what it would take to run a good business.

In 2001, shortly before 9/11, the Deconincks were transferred to St. Paul. Laurent enrolled at the University of Minnesota to begin his undergraduate studies, and later was accepted to the Carlson School of Management.

After graduation Laurent accepted a job at Caterpillar, Inc., the world's largest construction equipment manufacturer. He would work there for nine years in a multitude of different positions — purchasing, manufacturing, logistics and new product development.

"That gave me a good idea of what manufacturing was," says Laurent. "I got to see the whole life cycle from purchasing materials, making the product, shipping it to customers and interacting with vendors."

All this experience would pay off in just a few years' time when he made the leap to start his own business.

When Laurent bought the machine shop that would become Machining Technology, it had eleven employees.

His father, Patrick, remembers being a little nervous about the expense that might be required for this kind of venture. "When he told me he wanted to buy a machine shop, I told him, that's got to be the most capital-intensive business you could think of," Patrick says. "Now, he's doing great."

Though Laurent is humble about his own role in the growth of MT and MT-RSR, a tire shop distribution business, the development from a small machine shop to three multifaceted companies has been visible to those who pay attention.

It proved risky to operate as a subcontractor in a world of labor shortages and increased production costs. To address this challenge and build their



Laurent recently purchased a 92,000 square foot facility in Brooklyn Park to be used by both MT and MT-RSR with room to expand.

own portfolio, Laurent purchased MT-RSR in 2016. MT-RSR would operate as a separate company from MT but both would be overseen by Laurent.

Still, the two businesses share a 92,000-foot production space in Brooklyn Park, and Patrick says roughly 50-60% of what MT-RSR sells is made by MT. "It's very synergetic," Patrick says.

Laurent made a third acquisition in 2020 — Tooling Science, a plastic injection and die-cast mold manufacturer — also to support production at MT. Now less than a decade after starting out as an entrepreneur, Laurent employs over 80 people across his three companies.

## **EVERY PIECE COUNTS**

Laurent attributes most of his success to the people he's brought on to his team. Carla Reiling, Chief Operations Officer at MT-RSR, has worked with Laurent for six years, but has known him professionally for a decade.

Though she laughingly says she "doesn't want his head to get too big," Reiling also says Laurent is one of the best people she's ever worked for. One of the biggest takeaways from her years working with him is his commitment to judging people only based on the quality of work they do — and even then, encouraging

them to take risks, try and fail in order to keep evolving.

"Laurent has a motto that if you put your people first, the business will do well," said Reiling. "He will mold his company around his team."

"To see from when he first bought MT to where he's at now is just remarkable," says Glenn Miller, a manager at Productivity, Inc. who has worked with Laurent's company as a vendor for years. Miller calls Laurent one of his very favorite customers to work with.

"He is upfront, personable, calm and understands that things can change during a project — he's just a really down to earth person and a pleasure to work with," Miller said.

Patrick has a unique perspective on working closely with Laurent. Since he retired from 3M in 2015, he's been helping Laurent part-time with "whatever he needs me to do" — whether that's help with HR, financials or other various administrative tasks.

He says it's been a joy to see his son prioritize the three most important groups of people — customers, employees and vendors — day in and day out as he's grown his business.

Patrick remembers during the uncertain early days of the pandemic when Laurent's policy was to continue to

pay those who showed symptoms or came down with the virus when they needed to take time off of work to quarantine. He also makes it a point to stay open and communicative with his team, Patrick says, by sharing weekly results with all employees and meeting daily with the leadership teams of both MT and MT-RSR. Throughout the busy-ness of the last few years, Patrick has seen his son continue to prioritize his family, made up of wife, Linda and two children, Andrea and Mike. Perhaps the best confirmation that Laurent puts his people first came from his young son, said Patrick.

"When you ask his son what daddy is doing in the shop, he says 'he walks around and he speaks to people," Patrick says.

## **MANUFACTURER OF THE YEAR**

It comes as no surprise to "his people" that Laurent gives much of the thanks for his recent accomplishment as the 2021 MPMA Manufacturer of the Year right back to those who work with him.

"For me it's more an award for my team and recognizing all the work they do to make us great," Laurent said.
For Laurent, every role helps in accomplishing the company's common goals.

"Every piece that they do is equally important," said Laurent. "It doesn't matter if you're cleaning the bathroom or writing a program or shipping the parts, you've all got to be able to do the work otherwise it's not working."

Laurent was also named the 2022 Minneapolis/St. Paul Business Journal Medium Manufacturer of the Year. "It's pretty exciting that what we're doing is working," Laurent said.

## **LOOKING FORWARD**

As the incoming MPMA Board Chair, Laurent is aware of the challenges facing the manufacturing industry, some of the largest being recruitment and ongoing supply chain issues.

Laurent is passionate about recruiting the next generation of manufacturers and providing stable, well-paying jobs for those who don't want to go the four-year college route. One of his ideas for recruiting is to focus on youth sporting events.

"Getting ahold of the parents to reassure them, this can be a good option for your kids to make a living, that can be one of the biggest obstacles," Laurent says.

Weekend tournaments may provide a more relaxed environment where "the masses" can be reached in an efficient, cost-effective way.

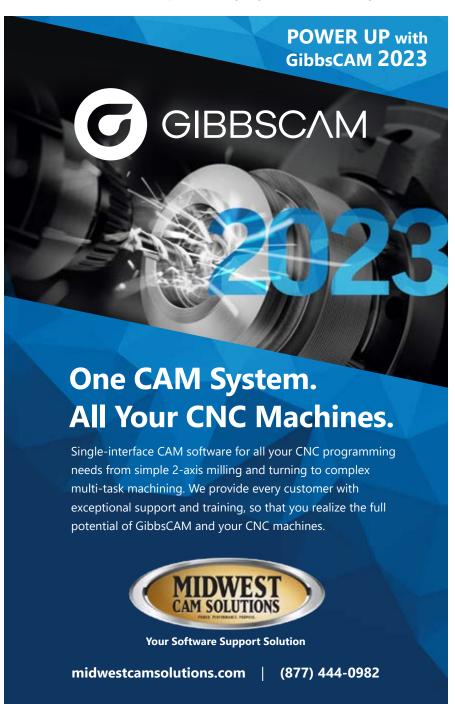
Overall, Laurent has earned a reputation

as a creative problem-solver both in and out of the shop.

"He's wicked smart," says Reiling.
"He's the kind of person you could bring anything to and he'd help you come up with a solution."

Though the challenges are big, Laurent is prepared to take them on with the support of his team and an openness to trying new solutions.

"If there's a right thing to do, he's going to do it," said Reiling.



# Simplify Small Parts Packaging





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## **Staying Connected to the Manufacturing Community Online**

by Tobias Flood

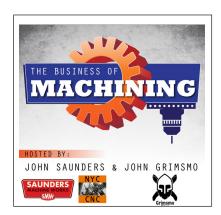
It can be challenging to stay connected to the world of manufacturing outside the four walls of your workplace. After all, manufacturing is not a topic that often comes up naturally while in line at the coffee shop or at the bar on a Friday night. In fact, for those who have a passion for manufacturing, it can feel isolating or lonely. Here is a list of resources to help you stay connected, stay excited about manufacturing and continue learning.

### **PODCASTS**

Not every job allows employees to listen to podcasts, but for many tasks in manufacturing they are perfect. You can listen anytime and on demand. These longer form discussions and interviews allow for easy listening and don't demand 100% attention. Buried in this longer form content you'll find some great information and learn the best machining tricks. These are just a few to check out:

## The Business of Machining

This podcast is best described as a conversation between two friends about the challenges of running and growing product-based machine shops. John Saunders and John Grimsmo's weekly conversations range from technical talk about probing routines or insert life to company culture and marketing. With over 300 already-released episodes, it's possible to hear conversations from as far back as 6 years ago and listen as the hosts' shops grow through the years.



## Within Tolerance

Every installment of this podcast begins with the same opening tagline — "a podcast for machinists by a machinist." In each episode Dylan from Proteum Machining interviews a different guest from the #instamachinist (Instagram) community. He asks everyone "How did you get your start in manufacturing?" and frequently gets surprisingly wild answers. Machinist nerds will get a healthy fix of both technical talk and firsthand stories about the challenges of running a small shop.



Some other recommendations: Making Chips, Machinist Therapy Hotline,
The Manufacturing Happy Hour,
The Precision MicroCast, Machine Shop Mastery, The Manufacturing Executive,
Shop Matters, All Axes and Advanced
Manufacturing Now and The Job Shop Show.

### **SOCIAL MEDIA**

## Instagram - <u>#instamachinist</u>

The machinist community on Instagram is huge. Of course, not everyone can take and post pictures of the parts they make, but there's still room for conversation about tools, technology, processes, workflow and software. People are surprisingly willing to share their knowledge and experience and provide helpful ideas, critiques and advice. Just follow the #instamachinist hashtag and it won't take long to get to know people.

## Titans of CNC Machining Facebook group

Though Facebook groups might seem like a thing of the past, this group is one of the few whose quality of content and discussions has only gone up over the years. There is an abundance of young people in this group who have just started in the trade, and the success stories they share are often encouraging.

This group is also very helpful. Trying to quote a part made from an unfamiliar material? Ask the community and they will freely offer lots of information. Trying to compare machines? Find operators of each machine and ask for their thoughts.

## **Additional Forums**

A few other online forums that may prove helpful: <u>Practical Machinist</u>, <u>Fusion 360</u> <u>Manufacturing Forum</u> and <u>Mitee Bite</u> <u>Community</u> (Facebook group).



## **YOUTUBE**

YouTube can certainly be a time-hole, but when used properly, it can be a great place to get educated and connect with people. YouTube has two big perks for manufacturers who want to stay in the loop: Shop tours and product research.

## **Shop Tours**

How many shops have you physically been in or visited? Likely it's less than two dozen, but through tours on YouTube, that number could quickly be multiplied. Being exposed to the variety of workflows, methods of tool storage or inventory management is incredibly valuable.

Practical Machinist and NYCCNC both offer several great shop tours on their channels.

### **Product Research**

One of the best ways to research before buying something for your shop is to search YouTube for any unboxings or reviews, whether it's vises, tools or a particular toolholder. Often one can find someone with experience sharing their thoughts or comparing two brands. There are also disassembly videos where a potential buyer can get to know the inner workings of things like zero-point work holding systems. Just as valuable as watching these videos is interacting and commenting. Thoughtful questions often get thoughtful responses.

I used to find it difficult to connect with people as passionate about manufacturing as I am. Now I can say I feel surrounded by a community that I can turn to when I need help or need to bounce ideas off. I've made a lot of friends along the way. I'm young by industry standards but I can still appreciate what the internet has provided me.

The internet has created opportunities for my professional growth and great networking. I encourage you to explore the resources available, connect with the larger manufacturing community, maybe have a chuckle and learn a thing or two along the way.

Tobias Flood is the Co-Owner and Chief Creator of Metal Trade Solutions, a Winsted, MN-based metal working job shop.



## **UPCOMING EVENTS**



Click here to register/learn more

## **Toolbox Talks:**

Theory of Constraints – Making Your Shop Run More Efficient

Thursday, Dec. 8, 2022

Save the Date: 46th Annual Golden Gloves Banquet and Boxing Exhibition

Tuesday, March 23, 2023

## **Signature Events:**

MPMA & PIM Young Professionals Feed My Starving Children & Happy Hour

Thursday, November 17, 2022

Please note: All items listed here are subject to change. Please go to mpma.com for the most up-to-date information. For more information or to register, email office@mpma.com or 952-564-3041.

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## HIGHLIGHTS AND HAPPENINGS

## Remembering Keith Johnson

We're saddened to share the recent passing of Keith Johnson. "He was hardworking, honest, and upfront about everything- relentless. When something went bad, he didn't sit back, he got up and fought for what he believed in and worked hard for it." You may remember seeing Keith and his Columbia Precision shooting team at Shoot for Scholarships each year. We will miss him.

## A Couple of Gurus Celebrates 20th Anniversary

Congratulations to MPMA member a Couple of Gurus on their 20th Anniversary in business. Keith and Anne Schoolcraft and their team are a Twin Cities-based IT service provider.

## Jones Metal Celebrates 80 Years

MPMA member Jones Metal recently celebrated 80 years in business. Jones Metal is a Mankato-based, woman- and family-owned business that specializes in precision metal fabrication.

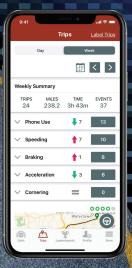


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