

2025 SPRING INSTITUTE MEETING

JW Marriott Savannah Plant Riverside District Hotel
Savannah, GA
May 6-8, 2025

Registration and hotel information can be found [here](#).
Deadline date is April 8, 2025.
Premium Meeting Sponsorships available!

FUTURE MEETING DATES

Be sure to mark your calendar for the upcoming Institute meetings, which are scheduled as follows:

2025 Spring Meeting

May 6-8, 2025
JW Marriott Savannah Plant Riverside District Hotel
Savannah, GA

2025 Fall Meeting

October 25-27, 2025
The Westin Austin Downtown
Austin, TX

2026 Spring Meeting

May 16-18, 2026
Opal Key Resort & Marina
Key West, Florida

2025 FALL MEETING

The Westin Austin Downtown
Austin, TX
October 25-27, 2025

Registration and more details to come!

MEMBERSHIP:

The best way to recruit new members is through referrals from current members. Do you know of a cutting tool manufacturer who is not a member? Please provide the information to the USCTI Office at uscti@uscti.com and they can be invited to the fall meeting as our guest.

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USCTI Welcomes New Member:



86 Westpark Road
Dayton, OH 45459
Phone: 937-312-9797
www.5axisgrinding.com



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phone: 216-241-7333
fax: 216-241-0105
email: uscti@uscti.com
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USCTI President's Message

To all USCTI members and sponsors:

As we begin 2025, we have a new administration in Washington, D.C., and many economic challenges ahead. The impacts of policy and trade changes have yet to be fully realized, which may prompt a certain amount of caution moving forward. Our industry continues to feel the effects of an aerospace market that stagnated as we ended 2024, and this will likely set us up for uneven first and second quarters. While cutting tool markets tend to be performing better than other markets as we begin 2025, they have noticeably softened. Adjusted lower outlooks for this year in the transportation, automotive, aerospace, and defense sectors will likely slow any rebound.

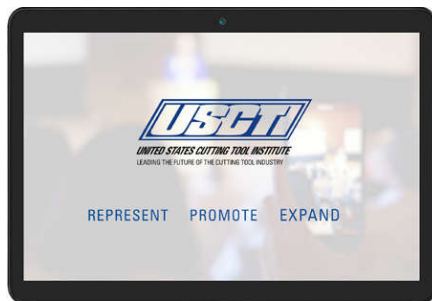
USCTI continues to face challenges related to industry consolidation and difficult economics. The value derived from our meetings, networking opportunities, statistics, and programs will be even more important for the retention and recruitment of future members and sponsors.

Our next meeting will be held from May 6-8 at the JW Marriott Savannah Plant Riverside District Hotel in Savannah, Ga. It is located downtown in the shopping district along the Savannah riverfront, with most activities just a short walk away. We look forward to continuing the momentum from our last meeting in Santa Rosa and creating more networking and roundtable discussion opportunities.

If you want to mark your calendars, we will be at the Westin in Austin, Texas, from October 25-27, and we anticipate another informative event packed with networking opportunities.

We look forward to seeing and networking with you in Savannah!

Steve Boyer, USCTI President
Alvord-Polk Tool



Please take a moment to watch our latest recruitment tool, a video highlighting the benefits of USCTI. We ask all members to post the [link](#) on your websites and share via your social media channels.



Steve Boyer

“
USCTI CONTINUES TO
FACE CHALLENGES
RELATED TO INDUSTRY
CONSOLIDATION AND
DIFFICULT ECONOMICS.
”

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 MOTOR TEMPERATURE CONTROL	 SPECIALIZED SOFTWARE	 LASERULTRA
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SCAN TO LEARN HOW ANCA'S ULTRA TECHNOLOGY ENABLES THE MOST ACCURATE AND HIGH QUALITY TOOLS

USCTI Scholarship : Empower the Future of Manufacturing: Apply for the USCTI Scholarship Program

We're committed to supporting the success of our members and their employees. That's why we've created the USCTI Scholarship Program, an exclusive member benefit designed to help recruit and retain top talent in the cutting tool and manufacturing industries.

Each year, one \$5,000 scholarship is awarded to an employee of a USCTI member company or a student nominated by a USCTI member. This scholarship is a valuable opportunity to further education in fields that directly align with the cutting tool and manufacturing industries.

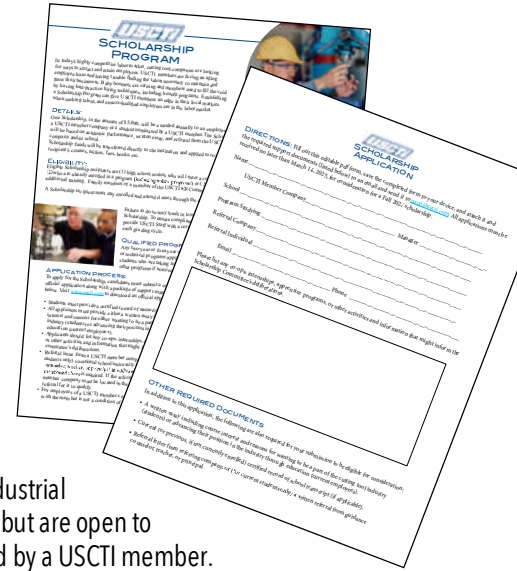
Who Can Nominate?

All USCTI Institute members are eligible to nominate a current employee or a student for this scholarship. It's an ideal way to support the professional growth of your team and help them advance their education in a way that directly contributes to the future of the industry.

What Is the Scholarship for?

The USCTI scholarship can be used toward education at an accredited two-year or four-year institution or vocational school which has engineering or technical programs applicable to the cutting tool industry. To qualify, the recipient must be pursuing a field of study that is

relevant to the U.S. cutting tool or manufacturing industry, ensuring that the scholarship has a direct impact on the workforce of tomorrow. Preference will be given to students who are taking technical, industrial arts or engineering courses, but are open to other programs if nominated by a USCTI member.

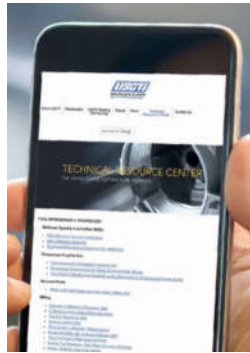


This scholarship represents more than just financial assistance. It's an investment in the future of the cutting tool and manufacturing sectors. By supporting education in these critical fields, USCTI is helping to ensure a strong, well-trained workforce for years to come. If you're ready to nominate an employee or student for the USCTI scholarship, we encourage you to take advantage of this exciting opportunity to foster education and career development within our industry. More information, including the application can be found [here](#).

DEADLINE DATE TO APPLY IS MARCH 14

Technical Resources

Please visit USCTI's [Technical Resource Center](#) on our website for a variety of downloadable technical information submitted by member companies. As a reminder, if you have technical papers we can brand for USCTI (attributing the member company), please send them to the USCTI office at uscti@uscti.com.



HR Committee Update

This committee is tasked with bringing together HR professionals from member companies to discuss resources and trends and determine what will benefit members the most.

Currently they are working on developing the 2nd Annual HR Day to be held in June 2025 featuring a two-day working meeting with HR legal speakers, roundtable discussions, and networking opportunities amongst HR representatives. Additional meeting information including location, date and registration information coming soon!

If you have someone from your company who would be interested in being a part of this committee let us know!

Exciting News!

We're thrilled to announce the grand opening of our NEW U.S. Subsidiary – Plasel Plastic USA Inc.!

This monumental step underscores our unwavering commitment to the U.S. market, enhancing customer service and delivering cutting-edge, innovative products designed just for you!

why choose us?

- Precision-engineered packaging for cutting tools
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- Customizable solutions to fit your unique requirements

But that's not all!

We're also launching our brand-new website:
<http://www.plaselplastic.com>

Join us on this exciting journey and discover how we can help you achieve your goals!

Visit us today!

31596 Schoolcraft Rd, Livonia, MI 48150. Phone 313-406-3826

Statistics Committee Update – (Mark Stockinger, Kyocera SGS Precision Tool):

The USCTI Statistics Committee continues to focus on four areas that drive program value:

PARTICIPATION

Enhancing participation in the statistics program is key, as it provides access to data that assists member companies with business tracking and planning. Work has been underway to refine how member companies and related companies report data for the Current Business Report, due to recent mergers and acquisitions activity. Participation remains a concern with respect to annual surveys, specifically the Key Operating Ratio Report and the Employee Benefits Report.

COMPREHENSIVE REPORTING

Overall, the program remains robust and continues to be a valuable part of Institute membership. The Current Business Report now includes an updated book-to-bill ratio, as well as price per piece and surface coating data. Market segment reporting categories are being considered as further enhancements, along with the addition of product categories (i.e., tool holders, saws, etc.).

A global statistics report is compiled annually, reflecting data from the USCTI, JCTA, and ECTA trade associations. This initial report was presented during the recent World Cutting Tool Conference in Japan, with the intent to expand this report over time through continued discussions across the associations.

USCTI will transition from IHS to ITR Economics for the cutting tool forecast in 2025. This is expected to provide the membership with more reliable and comprehensive data that ties more directly to the cutting tool industry. Please be on the lookout for more information from the Institute office. As a reminder, this is a benefit to those members who participate in the monthly statistics program.

The membership can also continue to expect the Quarterly Raw Material Report in 2025.

DATA INTEGRITY

The Institute office monitors data submissions in accordance with industry standards. The program is managed by an in-house statistics department overseeing more than 110 different industry reports for trade associations, with USCTI being one of them.

CONFIDENTIALITY

There is a secure online reporting portal for member data submissions. Additionally, the Institute office has operating procedures in place to protect confidentiality when companies are added to or removed from the program.

SURVEY OF MEMBERSHIP

We appreciate all those who filled out the survey so we can provide the best statistical programming for our members.

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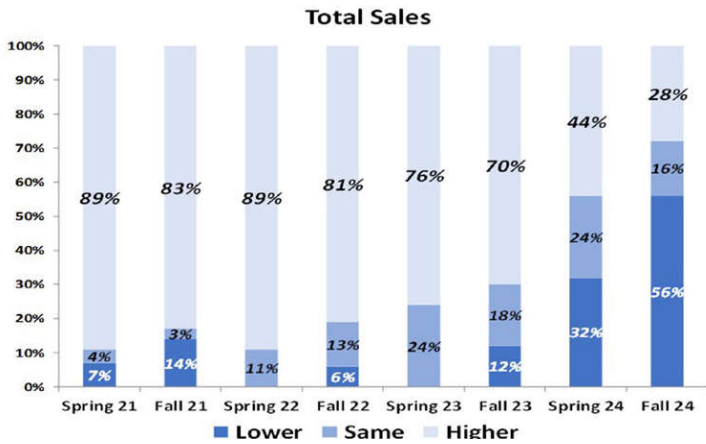
2024 Fall Business Outlook Survey

We had 31 member companies respond to the Fall Business Outlook survey (similar response to spring). Highlights from the survey include:

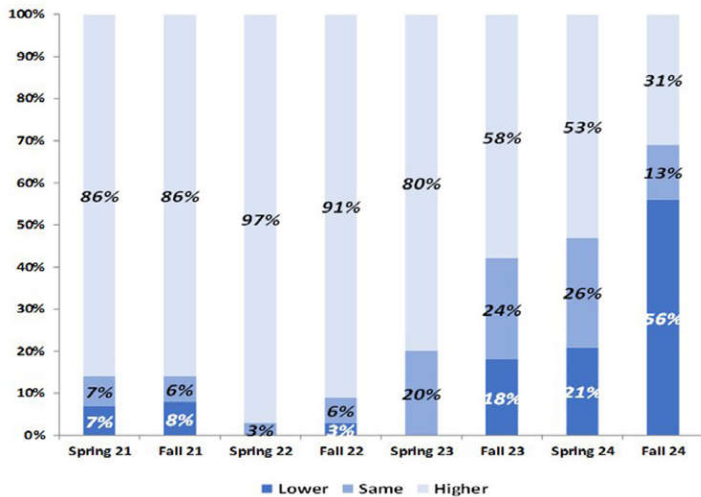
- **Industry Forecast & Sales Revenue:** Companies report mixed expectations, with some experiencing lower revenue compared to previous quarters.
- **Raw Materials & Supply Chain:** Prices and lead times for raw materials have fluctuated over the past three months.
- **Exports:** Exports as a percentage of total sales revenue stand at 22% for Fall 2024, slightly up from Spring 2024 (21%) but lower than Fall 2023 (27%).
- **Employment & Financials:** Employment levels and borrowing costs have seen shifts, with inventory management becoming a key focus.

Please take the time to fill out the Spring 2025 Business Outlook survey, which will be distributed soon. We'll share the results at the Spring Institute Meeting in Savannah, GA.

Industry Forecast



Company Forecast



• OPENHOUSE 2025 •

November 4-5, 2025

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Message from the Programs Committee

I hope your 2025 is off to a great start! Last year was a busy one for USCTI. We met with our counterparts from JCTA and ECTA in Osaka, Japan, in May, observed HR Day in June, held two webinars, and concluded October with our fall meeting in Santa Rosa, Calif. Although 2024 was not the best year for our industry, I believe those who attended came away with a positive outlook for 2025.

We're anticipating another successful event at our spring meeting in Savannah. We have three great speakers lined up for you. Richard Aboulafia is returning to talk about the aerospace industry. In addition, we have Jeff Kortez, who will be discussing HR asset management, and Jeff Espenship, who will talk about target leadership. This will be our last "weekday meeting," as the fall format will return to our customary Saturday-Monday schedule.

For the fall meeting in Austin, we are hard at work securing speakers and activities that will make for a productive meeting. We are also in the process of securing the Opal Key Resort in Key West, Fla., for the Spring meeting scheduled from May 16-18, 2026.

We are forming a committee to plan the 2027 World Cutting Tool Conference. If you are interested in joining, please contact Susan or Andrea as soon as possible.

Don't miss this opportunity to join your fellow USCTI members as we visit Savannah, Ga., for the first time in our history!

Sincerely,
Mike Stokey, Allied Machine & Engineering Co.

Spring 2025

JW Marriott Savannah Plant Riverside District
Savannah, GA
May 6-8, 2025



Fall 2025

The Westin Downtown
Austin, TX
October 25-27, 2025

Spring 2026

Opal Key Resort & Marina
Key West, FL
May 16-18, 2026



2024 Fall Meeting in Santa Rosa, California
Members and their spouses enjoying a private tour at DRNK winery



Thank you to our 2024 Sponsors
(pictured: Gold sponsor dinner at Lococco's Cucina)
Santa Rosa, California

Legal Update

Use an Integrated Approach for Successful Management Succession Planning and Talent Development

By Joseph P. Boeckman, BakerHostetler

The success of your company depends on many factors, some of which are within the company's control, others that are not. One critical factor within your company's control is the process for identifying and developing leaders with the right skills and capabilities to achieve future success. Talent development is a high priority for many companies, but few have an integrated process in place for management succession planning and talent development.

To most people, succession planning is limited to identifying and developing internal employees with the potential to assume key roles, handle projects, and meet organizational needs in the future. However, effective management succession planning involves a systematic approach to building a leadership pipeline and talent pool to ensure leadership continuity. It develops potential successors in ways that best fit their strengths, identifying the best candidates for various position categories and concentrating resources on the talent development process to yield a greater return on investment.

Companies should take a broader view of management succession planning that includes the following areas:

- 1. Replacement Planning** – This is the traditional focus of succession efforts and typically originates at the top of the organization. This process identifies backups for targeted, key positions, such as the CEO. Replacement planning generally assumes that the organizational chart will remain constant over time.
- 2. Crisis Management** – This type of succession effort often proves true in reality. An event occurs that removes a key employee from a critical position, and the organization begins immediate efforts to replace that knowledge, experience, and expertise. I speak from experience, having worked with a client – a family business – whose controlling shareholder and CEO was killed in an automobile accident. While this client had some basic succession planning in place, it was not prepared for the crisis that ensued after the unexpected death of its leader.
- 3. Talent Pool Identification and Development** – This area focuses on building a pool of employees for identified key roles in the organization. The goal is to build a deep bench of employees within the organization as a source of talent to access when the need arises. This approach is becoming the more common and preferred for meeting organizational needs.

Successful management succession planning and talent development initiatives share several factors in common. First, senior leaders must be personally involved in the process and must hold themselves accountable for developing the company's next generation of leaders. Second, the company must develop a culture where employees are committed to their own self-development. Third, success must be based on a business case for long-term needs. The succession plan must be linked to strategic planning and investment in the future. Regarding talent pool identification and development, leadership competencies must be identified and used for selection and development of employees, and a pool of talent must be identified and developed early for long-term needs.

continued on page 8



MAIN PROCESSING CAPABILITIES:

- Coil to coil
- Coil to bar
- Bar to bar drawing and finishing

FINISHING CAPABILITIES:

- Center less grinding
- Coil shaving
- Drawing
- Shot blasting
- Edge wire rolling

The facility can process many grades of material and stocks PM, M1, M2, M7, M35, M42, M50 high speed steels along with A2, D2, and S7 tool steels.

COMING SOON: NEW BAR PEELER (0.500" to 2.375" diameter capacity)

A new bar peeler will significantly reduce lead times of larger, finished bars allowing customers to manage their inventory levels with more accuracy and give them more flexibility of sizes. The bar peeler capacity will also be available should customers want to convert existing material or other materials.

The bar peeler is scheduled to be operational by mid-year 2025.



FOR MORE INFORMATION VISIT OUR WEBSITE / SCAN QR CODE

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continued from page 7

What are some of the best practices for a successful management succession plan? Below are some of my suggestions:

- 1. Develop a Long-Range Management Succession Plan** - The plan should connect needed competencies to identified business strategies. While most companies have developed a business plan that outlines the company's long-term strategies and goals, it should also have a long-range management succession plan that works in concert with the business plan. The long-range management succession plan should describe the skill sets and competencies needed by the company's future leaders to implement the company's long-term business strategies and goals.
- 2. Develop a Talent Mindset** - Senior leaders must develop a mindset that drives them to actively participate in the acquisition and development of talent for the organization. This involves creating a culture that engages and rewards high-performing employees. Developing a talent mindset requires constant attention and should be part of the annual talent planning process, described below.
- 3. Integrate All Talent Initiatives** - All of the initiatives undertaken to attract, recruit, onboard, engage, direct, develop, reward, and retain talent must work in concert. People who perform these functions should participate in the annual talent management planning process, as well as the business leaders they support.

- 4. Conduct Annual Progress Reviews** - Once your company has developed a long-range management succession and talent development plan, don't just put the plan in a three-ring binder that collects dust on the bookshelf. Senior management must conduct annual progress reviews to ensure that the plan remains viable and current. Annual reviews should assess changes to business strategies and goals, changes in senior management, additions and subtractions to the talent pool, and any other factors that could necessitate adjustments to the management succession plan.

Management succession planning recognizes that some jobs are too critical to be left vacant or filled by anyone but the best-qualified person. Talent development recognizes that it is no longer about hiring the best-qualified person for the position today, but about hiring people who may qualify for key positions in the future. When done effectively, management succession planning and talent development create a culture focused on future success and an effective process for recognizing, developing, and retaining top leadership talent.

This article was written by Joseph P. Boeckman, a partner in the Business Group of BakerHostetler. BakerHostetler serves as antitrust counsel to the United States Cutting Tool Institute.

Legal Counsel Updates

Members are encouraged to visit [BakerHostetler](http://BakerHostetler.com) for access to timely and informative updates from USCTI legal counsel on issues such as health care, employment law, patent law, etc.

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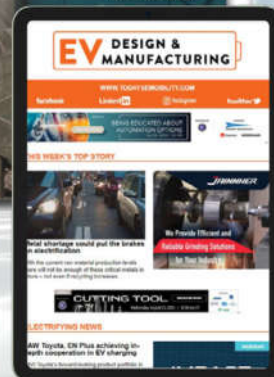
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