The Business Development Team held its Zoom meeting on February 16th. The meeting was well attended with 59 members on the Zoom.

The Business Development meeting kicked off with an update on industry meetings and trade shows.

Industry News / Meetings / Tradeshows:

Feedback: Most tradeshows have been cancelled

As we are all aware most tradeshows have been postponed, cancelled, or gone to a virtual platform. Some members commented that they have been to “virtual” trade shows and did not seem to care much for the format. However, some members commented that they have engaged with Kallman Worldwide after seeing their presentation at our last business development team Zoom on how Kallman will be conducting virtual trade shows in 2021 and they were pleasantly pleased.

With tradeshows being a cornerstone of our industry, and a way to network with the world’s aerospace and defense markets, Kallman Worldwide has developed a whole new way of doing business at international trade events. To view the PowerPoint Presentations from that webinar please go to the ACM website under News & Events/ ACM News or Click Here

Upcoming Industry Meetings: Most tradeshows have been cancelled. If you know of virtual Industry meetings, please pass that info along to me so I can share with the membership.

We look forward to members attending to provide feedback on these events. If you know of other shows and events that may be of interest to our membership, please forward to pmurphy@acm-ct.org

Materials Procurement Update

Material Resources Planning Team: A collaboration among service center ACM member companies to report on factors influencing pricing, trends, availability & lead times for raw materials used in aerospace manufacturing.
**THE SMALLIDGE REPORT:**

Greg Wallis, Yarde Metals and Greg Chase, United Performance Metals provided these updates on the materials markets. Many thanks to Greg & Greg.

There is some concern that on particular alloys and forms we will start seeing some significant shortages and extensive lead times. This is primarily related to SS sheet and plate and carbon sheet and plate, and to some lesser degree, aluminum sheet. We are also seeing Mill’s starting to reduce allocations to make sure all their customers have something. Yarde is fairly fortunate because we have inhouse leveling and cutting capability, but we have been put on notice to expect longer lead times and some reductions in available volume.

While don’t see serious holes in the material chain, there may be some weak spots for a while…..And because of the law of supply and demand, we fully expect pricing to continue to move north!

European stainless steel producers have raised their prices for 300 and 400 series hot and cold rolled coil multiple times throughout December and January. Buyers complain of offers being made by suppliers and withdrawn soon afterwards.

As a result of not recovering all of their rising input costs through the alloy surcharge mechanism, Acciai Speciali Terni recently issued its customers with notification of an additional ‘extra-ordinary scrap surcharge’. This has been set at $258 per ton, for deliveries confirmed for February.

The additional charge has been met with resistance from some customers, who have already endured significant price increases during the past few months. Moreover, some of the material may have already been sold and contracts negotiated. This makes it difficult to pass the extra cost through the supply chain to end-users.

In addition to the rapidly rising prices, buyers are faced with long delivery lead times. Automotive and white goods companies resumed production with stronger demand than many anticipated. This has quite quickly resulted in low stock levels throughout the distribution chain. Moreover, buyers are questioning if underlying demand is sufficient to sustain the rapid rise in prices, beyond the Q1 of 2021.

Nickel prices have risen substantially over the past 12 months and are edging closer to the US$9 per lb. or US$20,000 per ton threshold that analysts believe could spur investment in new supply. Nickel prices, however, have been dogged by an anchor over the past decade, so it’s important to take a look at how we got here before trying to determine what might come next. Broadly speaking, about two-thirds of global nickel production goes into the stainless-steel market. Now impacted by pandemic-induced production curtailments, this market is currently awash with raw material. As a result, even those nickel producers intending to penetrate the high-end battery market, deal with prices impacted by the stainless-steel industry. To read more on this Click Here

Colin Cooper, Chief Manufacturing Officer, DECD came on next and provided an Update on State Activities. Colin spoke to the importance of manufacturing for CT and that CT manufacturers produce @ $27B worth of product annually and employ some 160,000 employees in over 4,000 businesses. Colin noted that most businesses were comprised of small manufacturers with an average of 25 employees. He also noted that the health of small/mid-sized manufacturers is the key to the health of the manufacturing ecosystem. Colin spoke to how well manufacturers were doing in keeping its workforce safe and being able to operate through the pandemic, unlike many other states. He also spoke to the headwinds we face:

- Near-Term: COVID-19 issues
- State and Regional Cost Drivers- Energy, Cost of Living, Taxes and Unfunded Mandates
- Regulation & Access to Capital
- And #1 Issue – Availability of Skilled Workers.
Sure, many members have had a reduction in headcount due to the loss of revenue from pandemic related issues. However, history has shown us that the industry will come back, and we will need the readily available, and skilled workforce to flourish and capture opportunities. Colin next informed us that the Manufacturing Innovation Fund (MIF) is alive and well with the Governor earmarking 20MM (10M/yr for 2 years 2022 & 2023) and supports many initiatives manufacturers want and need; from accelerating growth, facilitating innovation, cultivation talent and priming the pipeline.

Lastly Colin spoke to the priorities for 2021 as legislative support for a Strategic Workforce Plan, funding for MIF and a revision to the Transfer Act. Also noted were support for emerging industries such as Off-shore Wind, Electric Vehicles, Infrastructure etc. Colin ended on a positive note stating that there is “no shortage of opportunities to advance CT manufacturing in 2021 and beyond”.

Colin’s Presentation may be found on the ACM website or you can Click Here

Roundtable Discussion:
While it is difficult to conduct a Zoom meeting with 50+ microphones having the potential to be on, I think we managed pretty well, and we will continue to have these open mic meetings monthly. This is still relatively new to all and I truly believe we will get better and better once all become adjusted and more comfortable with these types of virtual meetings.

- The roundtable discussion was mainly consumed by talk on the vaccine rollout and it has since changed to age based.
- Paul briefed the attendees on the February 17th webinar to take place with Senator Blumenthal as well as the Progressive Manufacturing Team webinar to be held on February 18th and the Workforce Development Team webinar to be held on February 24th.
- Many members noted that although business has been down that they are starting to see some increase in volumes and more schedule stability.
- A brief discussion was held on internships, scholarships, externships and scholarships as we need to support these initiatives to secure a skilled and readily available pipeline as business will come back, the ‘silver tsunami’ will continue, and we will once again have the great need to hire.
- Many of the roundtable discussions are sensitive in nature and therefore are not published.

Future Business Development Meetings:
The next meeting webinar will be on Tuesday March 9th at 8:00am.

We look to make future webinars engaging and informative so please plan to attend, contribute, and learn until such a time we may safely conduct meetings in person.

Future Business Development meetings:
April 13th There is no meeting in May as we will hold our Annual Presidents Meeting as a webinar on May 20th at 2:30. Stay tuned for more information on the Annual Presidents Meeting.

Workforce Development

The Workforce Development Team had a Zoom meeting on February 24th. This was the first meeting in quite some time for the team so there was much to cover. After introductory comments from Paul Murphy the team was introduced to Kelli Vallieres, DECD Executive Director: Office of Workforce Strategy & Vice-Chair, Governors Workforce Council. Kelli briefed the team on the good work that has been done with The Governors Workforce Council on the 2020 Strategic Workforce Plan during the past year.
Kelli noted that the Plan puts forward a coordinated, statewide strategy for **building an equitable, inclusive, and innovative workforce** that meets the needs of the current economic environment. She also noted that the Plan recommends strategies in four key areas: **Business Leadership, Career & Education Building, Equity & Access, and Data & Accountability.** And that this Plan was a collaborative effort that solicited feedback and recommendations from industry representatives, educators, philanthropic and community-based organizations, and other key groups. Kelli’s expanded in detail on those 4 pillars and noted how important it was to get Community Engagement. Kelli then took questions from the membership. The ACM applauds Kelli for her fine work and expresses gratitude for her presenting to the ACM.

Kelli’s presentation may be found on the ACM website or you can [Click Here](#).

Paul Murphy then provided a summary of training classes that were held in 2020. Paul noted that due to COVID some classes were suspended and then restarted using on-line virtual training with a live instructor. Feedback has been positive for the on-line classes.

### 2020 Training Class Summary

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<th>No. Employees</th>
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<th>No. Classes</th>
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</tr>
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</table>

The Shop Math 2 class was cancelled and will restart at a later date to be determined. Training class cost and books are reimbursed through the ACM IWT Grant at 50% and we are funded through May 2021 for training. I will be working with the Workforce Development Team to provide additional classes for 2021 as well as securing grants for those additional classes.

The ACM Class Syllabus may be found on ACM website under About ACM/ACM Course syllabus or you can [Click Here](#).

Please note that the catalog is not all-inclusive as training needs/class may be added. Paul noted that many business specific training can be approved for grants. Therefore, if you have specific training needs let Paul know.

Paul then talked of the need to support Internships, Scholarships, Apprenticeships and Externships as these are critical to our industry and showing support may result in subsidies.

Next discussions were on the ACM survey’s done in 2020. Paul noted that one survey question from the COVID Survey surprised him. After discussions there seemed to be some mixed feelings. Paul noted that in the true spirt of the ACM, helping others (employees and businesses alike) is part of our DNA.

![Survey Results Chart](#)
Paul stated that if members had qualified candidates that were laid-off, due to rightsizing from the downturn in business from the pandemic, that the ACM would post those resumes for other members to consider hiring.

Paul then provided a summary of the 2020 Wage and Benefits Survey. Paul noted that 39 members completed the survey and informed the group that the more data we have the clearer the summary results are.

Roundtable discussions were held on the vaccination rollout, as the process was recently changed for the vaccination rollout.

Paul presented a slide that provided many resources for information on COVID-19.

The complete slide deck presentation is on the ACM website or you can Click Here

If you have training needs, please contact Paul Murphy pmurphy@acm-ct.org as we hope to resume new class for our fall sessions.

The next Workforce Team meeting will be on April 21st and presented as a Zoom meeting. Stay tuned for agenda and links.

Progressive Manufacturing

The Progressive Manufacturing Team lead by Eric Schneider, Birken Manufacturing, has been very active scheduling and holding technical seminars. Many thanks to Eric, John Kornegay, Kevin Jensen, and Nick Wright for all their efforts, it is greatly appreciated.

The Progressive Manufacturing Team held their Zoom meeting on February 18th from 10:45 to 12:00. Eric Schneider opened the meeting by recapping some of the team’s past activities and spoke to the planning that fostered the 3 presenters for the Zoom. Eric then introduced our 1st presenter, Tom Beach, President Peening Technologies. Eric noted that Mark Langlais, Langlais Computer Consultants (co-presenter with Tom Beach) was not able to attend and that Tom would be the lone presenter.

Tom’s presentation was on Machine Monitoring: Using Data to Create Opportunity on the Shop Floor. Tom spoke to the needs of the business and what brought him to engage with Langlais Computer Consultants. He then went through Peening Technologies journey, noting the challenges and the rewards and how they shifted to meet the needs of the business. Tom explained the “On-Premise Solution” versus the “Cloud Solution”. Tom then addressed customizable dashboards and reports to quickly identify problems on the shop floor in real time. Tom then took the audience through some dashboards and customized screens for the reports.

In the age of Industrial IoT, manufacturers who realize the benefits of smart technology will stay a step ahead of the competition in an ever-competitive landscape. Many thanks to Tom Beach for sharing his journey.

Slides from the presentation are available on the ACM website to view or download or Click Here

A video of this presentation may be viewed by Clicking Here The video Passcode is: DGs*A7W$

Paul then introduced Eileen Candels, CCAT Program Manager. Eileen introduced our next presenter from Stanley X, Rebecca Peredo, Director of Commercialization. Rebecca’s presented the team with Stanley X’s new technology DeepHow, a training platform. Rebecca demonstrated
how this technology works, provided product highlights and what benefits one can expect from the technology. **Rebecca** then presented an opportunity for ACM members to engage on a **2021 Pilot Program** that **Stanley X** and **CCAT** are rolling out. During her overview of the Program, she noted that there would be 4 Cohort Programs starting early March that would provide accepted applicants with all the training and full access 60 day access to the Program with full support. It was also noted that the 1st Cohort will be comprised of 6 ACM members. **Kristi Oki**, CCAT Mechanical Engineer was then introduced to provide her testimony on using the product at CCAT’s AMC. Kristi was quite impressed as were all attendees on this technology. To me, this technology is a valued solution with enormous benefit.

To apply for this program please use this link: [http://ccat.us/deephow](http://ccat.us/deephow) and if you have any questions you may reach out to Eileen Candels at CCAT ecandels@ccat.us

The ACM extends its gratitude to **Stanley X** and **CCAT** for presenting to the ACM membership.

Slides from the presentation are available on the ACM website to view or download or you may **Click Here**

A video of this presentation resides on the ACM website or you may be view by **Clicking Here**

The video Passcode is: DGs*A7W$  You may **Click Here** to see the demo video of DeepHow.

Paul then introduced the final presenter **Paul Striebel**, CCAT Program Manager. **Paul** provided a valuable update for the membership on grant programs that **CCAT** is administering and would benefit ACM members. Paul spoke to 3 specific programs, the **IoT Integration Voucher Program (IVP)**, the **Manufacturing Voucher Program (MVP)** and the **Additive Manufacturing Adoption Program (AMAP)**.
Paul went into detail on each program and noted the requirements and the available funding amounts. Please feel free to reach out to Paul Striebel for further information or assistance. Paul may be reached via email at pstriebel@ccat.us. Here are the links to the programs mentioned above. IVP https://ctivp.ccat.us/ MVP https://ctmvp.ccat.us/ AMAP https://www.ccat.us/AMAP

Many thanks to Paul Striebel and CCAT for presenting.

Future Progressive Manufacturing Team meetings: March 18th - April 15th More info forthcoming on topic, time, and site.

The Progressive Manufacturing Team meeting on the March 18th will feature presentations on Robotics and Automation as well as a presentation on NERDIC, which is a regional grant to create awareness of Industry 4.0 emerging manufacturing technologies by way of webinars and workshops. These include Model Bases Definition, Automated on-Machine Inspection, Additive Mfg. & Augmented/Virtual Reality.

Come learn how the Industry 4.0 program can help your business with technology introduction, demonstration, support in adoption as well as the funding available for CT SMEs to onboard I4.0 technologies. You will also come away with an understanding how joining the NERDIC ecosystem can benefit your company, keep your company connected with technology experts, and be on the forefront of understanding how Industry 4.0 technologies can optimize your processes.

Please save the 3rd Thursday of the month for the meetings; more information on the meetings will be distributed.

If you have suggestions for meeting topics or technical seminars, please reach out to Paul Murphy at pmurphy@acm-ct.org.

A Few Minutes with Murph

The ACM conducted 4 Workshops on NIST 800-171 & CMMC with 16 ACM members engaged in the training. The feedback received from the workshops has all been very positive. This is a daunting challenge and if you are a DoD contract holder you will need to be certified to Level 3 of the CMMC to bid on and receive DoD contracts in the future. This is a challenge as it will take a considerable amount of time and resource to become certified. If you have not started looking into the new CMMC requirements, you should. The ACM will look to follow these 16 businesses through their journey, and we will have meetings with that group to share their experiences and best practices in true ACM fashion.

With the pandemic, Industry 4.0 (5.0 on its way), CMMC and the day-to-day battles circling all around and consuming us we must not lose sight on developing our workforce and fostering the pipeline to allow for a well trained and readily available future workforce. Many businesses have rightsized, and some of those displaced workers may not return, history has shown us that. And we still have the “silver tsunami” upon us and that will just exacerbate the issue once we get back to “our new normal” and business picks up.

Resources

Here is a link to a good read on the 7 Challenges Manufacturing Needs to Overcome. Click Here

Information about the state’s strategy change for vaccination rollout: Click Here

Additional vaccination information and resources: Click Here

Information about manufacturing items included in the Governor’s proposed budget: Click Here
Please Save this Date

ACM Annual Membership & Presidents Meeting
May 20th 2:30- 4:30 Webinar

Due to the current pandemic upon us the board has decided to plan for the Annual Presidents Meeting to be virtual and have a plan B in the unlikely event we can hold this important meeting in person. While we will only be together virtually, without the networking the food and the drinks, it is imperative to hold this meeting and I am asking all member businesses to please set aside the time to attend.

The importance of this meeting is that we will be electing members to the ACM Board of Directors. The webinar will run from 2:30 to 4:30. Pedro Soto, ACM President, will provide his Presidents address and we will provide updates on our 3 committees, Business Development, Progressive Manufacturing and Workforce Development. We are in the process of securing a high level executive to be our featured speaker. We are also reaching out to others to provide insight into topics that are relevant to the ACM and our aerospace industry.

Please mark your calendars and plan to register you and your team. More info and registration will be forthcoming.

Topics of Interest

Here is a list from ACM partner CCAT on some grant opportunities and workshops that are coming up this month.

March 2021 Webinars from CCAT
Funding to help you adapt many of the new technologies introduced in these workshops is available: Money for Manufacturing

- Thu 3/4 @ 12:00-1:00 pm Reducing Energy Waste: Refocusing Behavior and Technology in Manufacturing
- Fri 3/5 @ 10:00 am – 12:00 pm How to Save Operating Costs and Time with Adaptive Control Monitoring
- Thu 3/11 @ 12:00-1:00 pm Robotics & Automation Series: Robot Machine Tending with Staubli
- Tue 3/16 @ 2:00-2:30 pm Advanced Production Scheduling & Planning I: What is it and how can it impact your operations?
- Thu 3/18 @ 12:00 – 1:00 pm Introduction to Additive/3D Printing: DED Metal Additive Technology for New Parts, Fixtures, and Critical Repairs
- Tue 3/23 @ 2:00-3:00 pm Advanced Production Scheduling & Planning II: Live Demonstration & Common Problems that APS Resolves
- Thu 3/25 @ 12:00 – 1:00 pm RFID and RTLS as Enabling Technologies for Industry 4.0
- Tue 3/30 @ 9:00 – 9:45 am Tour Your Advanced Technology Centers

It’s Time to Re-Evaluate Manufacturing Culture
IndustryWeek Carolyn Hendrickson 2/16/21

Deeply ingrained ways of doing things that have worked in the past can be one of the biggest hurdles to staying competitive in this industry.
Company “culture” was born in a factory. Since the industrial revolution, manufacturing companies have been exploring and re-inventing their culture. Time studies, quality circles, continuous improvement, Six Sigma, Lean and all of the other manufacturing best practices have always had a strong cultural component. Understanding the mindsets, behaviors, and ways of working – the culture – that produce the highest quality products, efficiently and reliably, has been the holy grail of manufacturing organizations from the beginning.

In addition, manufacturers are at the front lines of the macro economic trends that impact our world. They are the first to feel the brunt of commodity price changes, tariffs and trade agreements, overseas competition, and the global war for talent. They need to be some of the most flexible and adaptive organizations; however the truth is they can easily get stuck in old ways of doing things and mindsets that limit creativity and change. Deeply ingrained ways of doing things that have worked in the past can be one of the biggest hurdles to staying competitive in this industry.

“Leaders have to constantly reflect on culture,” explains Ed Magee, EVP Operations at Fender Musical Instruments and former general manager of the Harley-Davidson York plant. “They need to take time to step back from the day to day and think about it. Leaders unplugging to contemplate employee development and culture, and specifically what needs to change, is what's missing, especially in manufacturing.”

The question is, why is this important? The bottom line: If the management style and culture don’t evolve along with the workforce’s values and expectations, manufacturing organizations will not be able to staff their factories in the future.

To read the complete article Click Here

The Art of Giving Recognition

IndustryWeek Roxi Bahar Hewertson 2/19/21

‘Nurture right’ is your ticket to high retention. One of the most powerful retention tools you can have in your toolbox is to have a culture that proactively values recognition. Here I am defining recognition as the simple act of acknowledging, approving, or appreciating a behavior, action, service, or attitude. Anytime you treat someone like a worthwhile human being can be considered recognition.

You can give recognition to anyone, anytime—a staff member, leader, colleague, customer, family member, or friend. To raise our awareness, we’ll begin with these questions:

• About you: When was the last time you felt appreciated at work or at home the way you wanted to be recognized? What happened? How was the recognition and appreciation demonstrated to you? How did it make you feel—about work or your life? How did you feel about the person giving you the recognition?
• About others: When was the last time you recognized someone at work or at home the way they wanted to be recognized? What happened? How did you show your appreciation and give the recognition? How did the person react? How did it make you feel?

There are some facts, barriers, and principles that we can take into account.

I invite you to look at six of each from my experience in giving and receiving recognition.

To read the complete article Click Here
News From ACM Members

CT manufacturers, hit hard early on by pandemic, now lead state’s jobs recovery  HBJ Sean Teehan 2/22/21

Heading into 2020, Farmington manufacturer Burke Aerospace was coming off its best-year ever, buoyed by a strong and growing commercial aerospace business that makes components for turbines used in jet engines. Then COVID-19 hit, sending airline passenger traffic into a tailspin, reducing it by as much as 90% in the early days of the pandemic.

The situation foreshadowed trouble ahead for Burke, which relied on commercial aerospace for 80% of its business at the time.

"We never thought people would stop flying and we'd all be walking around with masks on," said Burke Aerospace President Brittany Isherwood.

But instead of panicking, Isherwood and her team pivoted into more stable sectors.

She hired a Washington, D.C., consulting firm that helped her figure out how to attract more defense business, which has remained strong during the pandemic. It won her company new work from existing clients.

Today, 70% of Burke’s business is defense manufacturing, which has stabilized the company’s revenues and prevented deeper cuts to its 60-person staff.

"It was eye-opening to realize how critical it is to have a diverse portfolio," Isherwood said.

To read the complete article Click Here

New England Air Museum - Kaman Exhibit’s Digital Enhancement

In early 2017, Quast Media LLC, a digital technology solutions agency located in Manchester, CT and Nashville, TN began initial technology outreach conversations with the New England Air Museum (NEAM) in Windsor Locks, CT.

NEAM, the largest aviation museum in New England, is dedicated to preserving and presenting historically significant aircraft and related artifacts. The museum showcases numerous one-of-a-kind and notable exhibits that recount the rich history and innovation of both civilian and military aviation, aerospace, and the innovators who created it.

Quast Media is known for innovation in digital technologies, including interactive digital signage, video production and 360° virtual tours, augmented and virtual reality
solutions, and holographic projection. Quast Media’s creative team knew the museum could benefit from digital enhancements to better engage, educate and delight museum visitors in fresh and immersive ways.

In January 2020, NEAM was challenged by The Kaman Foundation, Inc. to propose enhancements to the current Charles Kaman exhibit that would expand on the innovations and contributions of Charles Kaman. The foundation offered the possibility of a grant to finance the project, should a project proposal meet their exhibit criteria.

Kaman was known as one of aviation’s great inventors and innovators. He achieved many breakthroughs including the first twin-rotor, gas turbine-powered helicopter, the first twin turbine-powered helicopter, the first remotely-controlled helicopter and the first all-composite rotor blade. Over the years, his helicopters set numerous records for performance and altitude.

To read the complete article Click Here

If you have any current news you would like in the Newsletter, please send to pmurphy@acm-ct.org