



STARN

TOOL & MFG CO.

EST. 1945



Our People make the Difference!



MEADVILLE ★ PA

BIRTHPLACE OF THE MODERN ZIPPER INDUSTRY

Home of Talon, Inc., the company that pioneered the mass-produced zipper in the early 1900s, making Meadville a global hub for zipper innovation.



TOOL & DIE CAPITAL

Meadville earned the nickname "Tool and Die Capital of the World" due to its concentrated cluster of precision machining, mold-making, and manufacturing companies-many of which grew from Talon's legacy.

ALLEGHENY COLLEGE

One of the country's oldest colleges (founded 1815), known for its strong liberal arts programs and environmental science leadership.

FRENCH CREEK


A nationally recognized waterway celebrated for its exceptional biodiversity-often called one of the most ecologically diverse streams in the northeastern U.S.

HISTORIC DOWNTOWN & CULTURAL HERITAGE

Charming Victorian-era architecture, the Meadville Market House (built in 1870), and vibrant public art such as the "Read Between the Signs" project.

MANUFACTURING & PLASTICS INDUSTRY

A strong modern presence in precision manufacturing, plastics, and advanced machining, continuing its industrial tradition.

 1995-Present
Starn Building



1954 Starn Tool & Mfg. Co. building



● **1945** - Founded as a product company in Gleason Starn's basement on Peach Street in Meadville, PA.

● **1954** - Moved to current location on Blooming Valley Road, continuing our product development and adding the Indicator Base to our product list. We continued to grow as a job shop; customers included Scoville and Rockwell International. We became a steel and carbide machining provider and built progressive dies and fixtures. During this era, we added design engineering, increased capacity and added a second Lathe, Thompson Grinder, Shaper, Horizontal, Bridgeports and Surface Grinders. We began development of our Apprenticeship Program and employed multiple individuals who later went on to start their own shops locally.

● **1965** - We built the first big addition on State Road Hill, adding a RAM EDM, EDM Grinder, and a Moog Hydraulic Driven point-to-point tape mill.

● **1995** - An overhaul of the entire shop was implemented. We tore down old offices and put on front office addition and the first back addition.



1965 Starn Tool & Mfg. Co. building

01
2026

JANUARY

Our People make the Difference!



SUN	MON	TUE	WED	THU	FRI	SAT
				1 NEW YEAR'S DAY	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19 MARTIN LUTHER KING JR. DAY	20	21	22	23	24
25	26	27	28	29	30	31

2025 DECEMBER
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28 29 30 31

FEBRUARY
S M T W T F S
1 2 3 4 5 6 7
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15 16 17 18 19 20 21
22 23 24 25 26 27 28


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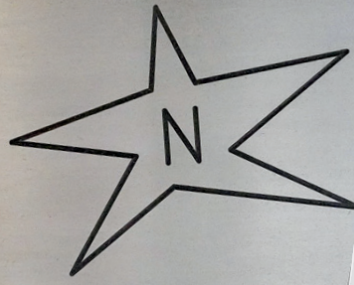
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tzolnai@starn.com



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Meadville, PA 16335



Willoughby Jacob
Starn with
daughter-in-law
Grace Starn



Original
"Starn" star
logo design.



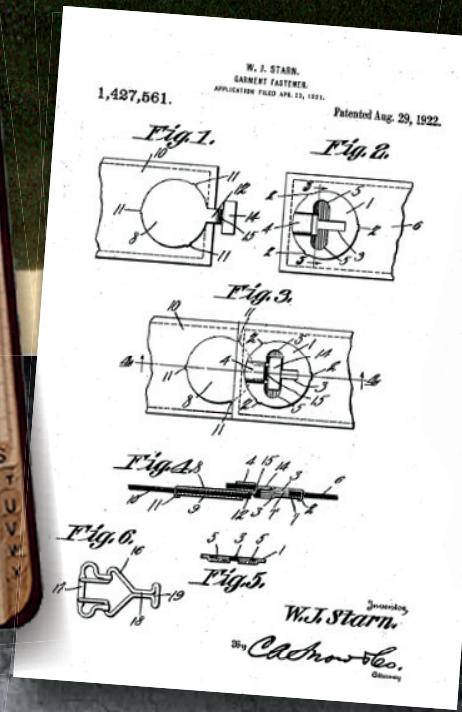
William Jacob
Starn 'Willoughby'
Starn Tool

Starn Tool was founded nearly 80 years ago by Gleason Starn, in the year 1945. However the story really starts long before that....
William

William Jacob Starn
'Willoughby' was a toolmaker/
inventor and patriarch of 4
sons, Gleason; co-founder of
Starn Tool & Mfg. Co.,
Clarence; a tool maker and
Plant Manager of American
Brake Shoe, a tire mold company
in Athens, Ohio, Fred; a
long-time Tool Maker who
retired from Loren Cook
Company in Berea, Ohio,
James/J.O.; co-founder of Starn
Tool & Mfg. Co. Back in the
early 1900's Willoughby
developed the "Star" with the
"N" in the middle as his
personal logo. This remains
our logo to this day.



Example of one of Willoughby's inventions, the 'Garment Fastner', circa 1921.



Our People make the Difference!

FEBRUARY



SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14 VALENTINE'S DAY
15	16	17	18 ASH WEDNESDAY	19	20	21
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JANUARY

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MARCH

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STARN
TOOL & MFG CO.

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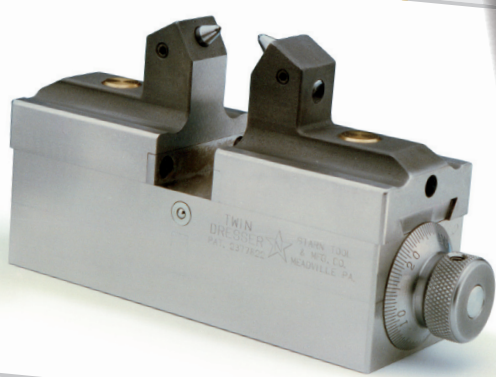


Gleason Starn

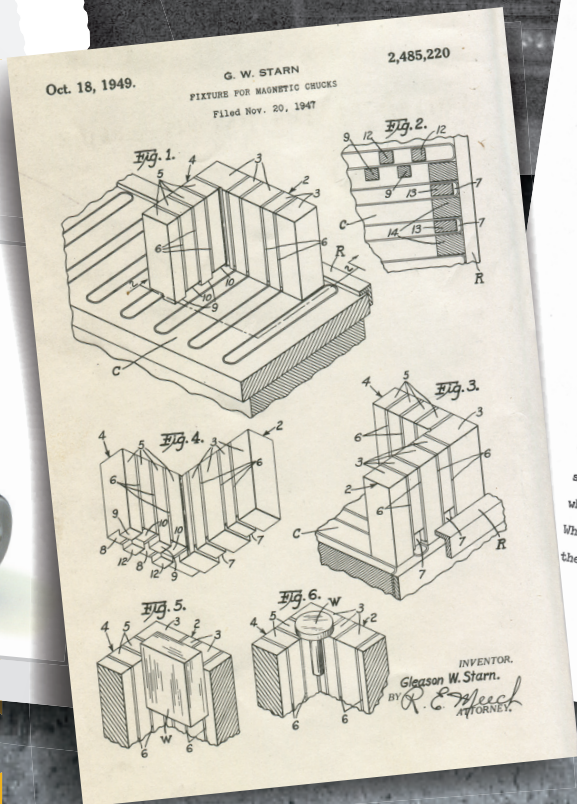
Gleason was the oldest son of Willoughby Starn and was a tool room supervisor for the well-known Talon Zipper for many years. He founded Starn Tool in 1945 as a product company in his garage on Peach Street, down the hill from our current location (State Rd. Hill/Rt. 77 in Meadville, PA, USA). Equipment included Brown & Sharpe Universal OD/ID grinder and a Southben Lathe (we still have this machine).

Products included:

- ★ Twin Dresser
- ★ Magnetic Angle Block
- ★ Diamond Lapping Tool Set
- ★ Swing Table

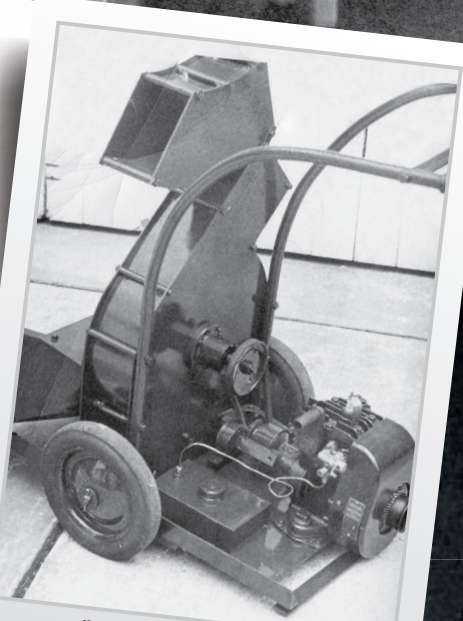
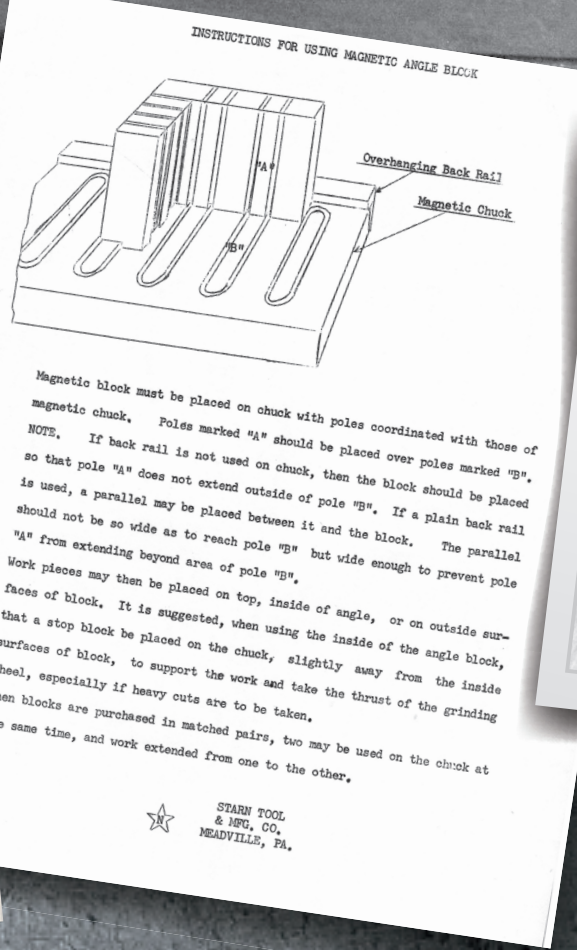


"Twin - Dresser"



★ Patent for the Fixture for Magnetic Chucks.

★ Fixture for Magnetic Chucks.



"Cabbage Cutter"

★ The "Cabbage Cutter" was used to create coleslaw, an invention by Gleason Starn.

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MARCH

Our People make the Difference!



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FEBRUARY

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APRIL

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STARN
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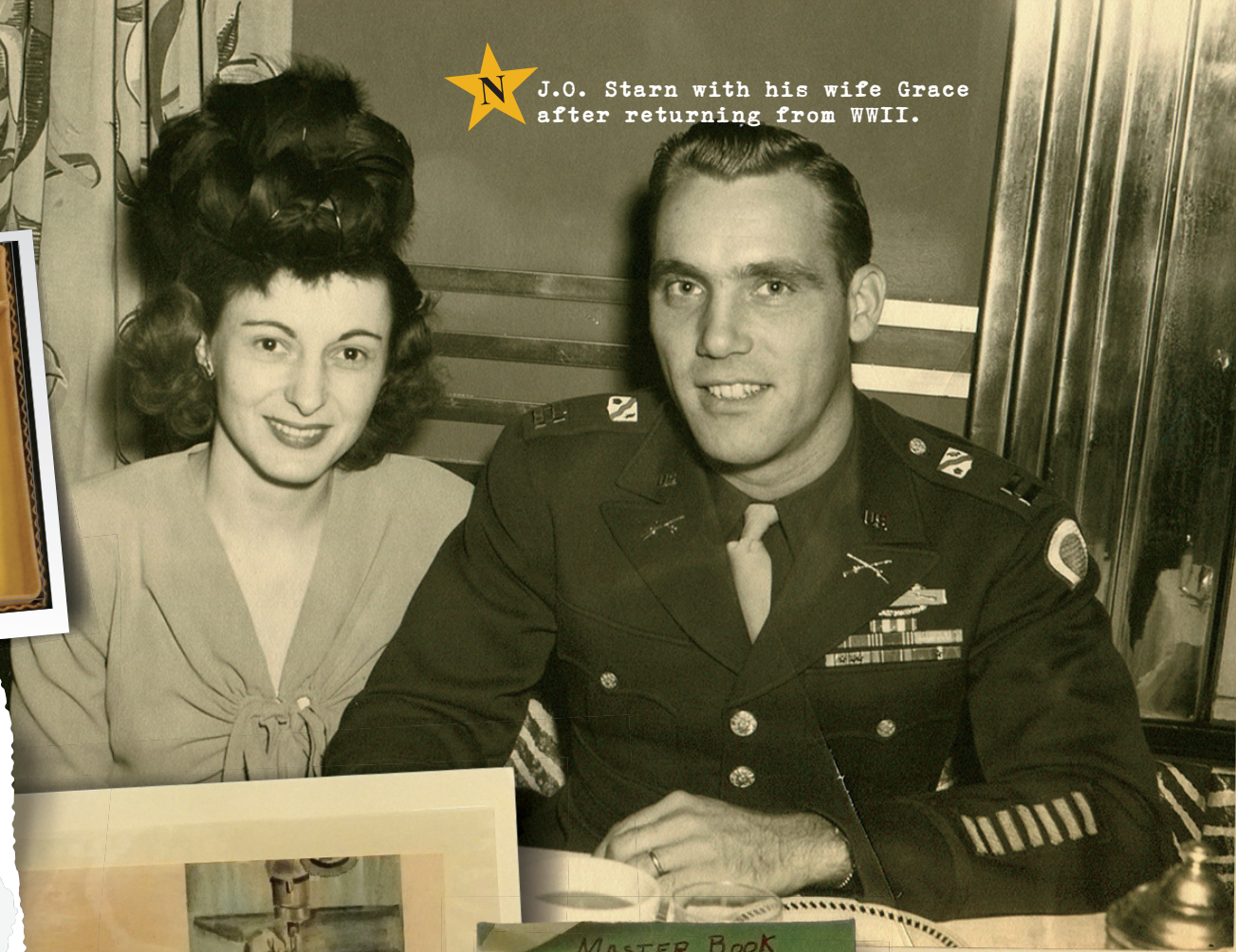
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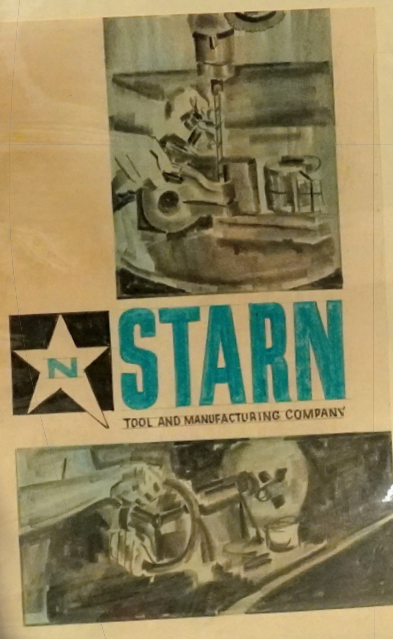
J.O. Starn with his wife Grace after returning from WWII.

James O. 'J.O.' Starn

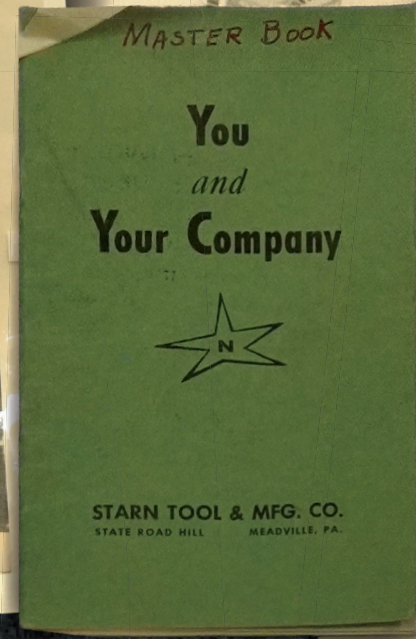
J.O. Starn was a 1940 graduate of Meadville High School. Following graduation, he enlisted in the US Army, joining the 37th Armored Division Co. M. 145th Infantry and served three years. He re-enlisted as a 2nd lieutenant and served 2 1/2 years, seeing action in the South Pacific, receiving a Bronze Star for Valor on New Georgia and a Silver Star for gallantry in the Philippines. He was discharged in 1946 as a captain. When James (J.O.) returned home from WWII, he purchased half of Starn Tool from his brother Gleason, with what was said to be \$1,200 in cash that he had sent home to his wife throughout the war from gambling winnings.

In 1954, Gleason was still working for Talon at the time and J.O. became President & Manager of the company. J.O. also had previous connections with Talon, having completed his apprenticeship there and working as their purchasing agent. Because of these connections with Talon, Starn Tool never did any work directly for Talon. With just a few employees at the time, Starn Tool was the first breakaway shop from Talon; in fact, Starn Tool was the first job shop in Crawford County, PA.

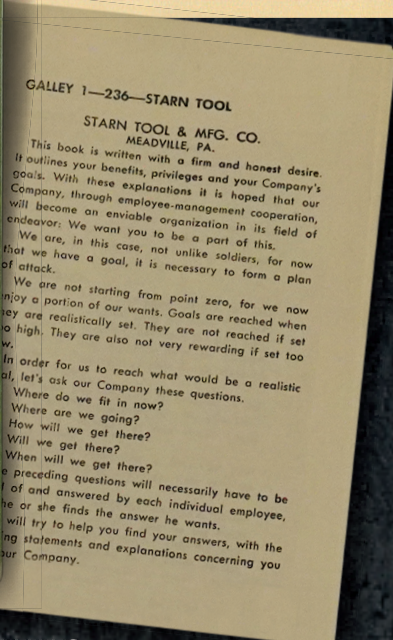
In 1966, Gleason retired from Talon and joined J.O. full time acting as Foreman. The brothers were technology leaders, investing in new equipment. They purchased our first NC Tape Mill and two Elox EDM machines that same year. In 1968, Gleason retired and sold his half of the company to J.O. who became sole owner of the company in 1969. J.O. retired in 1992, selling the business to his son, Bill Starn.



J.O. hand drawn most of Starn Tool's early advertisements.



J.O. Starn self published book "You and Your Company."



04
2026

APRIL

Our People make the Difference!



MARCH

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MAY

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SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3 GOOD FRIDAY	4
5 EASTER SUNDAY	6	7	8	9	10	11
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26	27	28	29	30		

EARLY MARKETING materials

STARN CRAFTSMEN GIVE YOU QUALITY, PRICE AND SERVICE

Quality, price and service are above all with Starn Craftsmen. Our tool and die makers are highly skilled and, with the help of many special tools we have produced, they are capable of doing the unusual for 20 years to a large section of the United States.

Starn Craftsmen specialize in progressive stamping dies (steels and carbide), gages, special machinery, jigs, fixtures, powder metal dies and machining miscellaneous parts. With our complete machining facilities including E.D.M., tape, optical grinding, etc., Starn Craftsmen are ready and able to satisfy your most exacting requirements.

Try Starn Craftsmen on your next order. Quality, price and service are most important to you. In soliciting your inquiries, we pledge, sincerely, our best efforts to make you happy that you tried Starn Craftsmen. Thank you.

milling operation allowing proper amount of grinding stock

STARN CRAFTSMEN... MEET THE CHALLENGE

We at Starn are proud of our products such as the famed "Starn Twin Dresser" and our new "Universal Indicator Holder" pictured on the back cover. Other items are in process, as we are also manufacturers of "tool room time savers." Our continuing education and apprenticeship program, along with which in turn lowers your cost.

view of grinding, tape milling, assembly area

accurate inspection of work

CRAFTSMANSHIP STARN

optical grinding of carbide die section

CHECK CRAFTSMANSHIP --CHECK STARN

At Starn Tool and Manufacturing Company, craftsmanship is our product. We think you should have the best quality, the best price and the best service. You can get the best only from the best craftsmen. Our impressive list of customers shows that we like to work for the best, too.

vertical and horizontal E.D.M.

SWING TABLE

FROM THE COMPANY WITH THE TIME SAVERS

SET UP THOSE SMALL TURN TABLE JOBS IN MUCH LESS TIME. GAIN MORE ACCURACY. SETS UP FASTER THAN A HORIZONTAL SPINDLE.

Attractive Durable Case is Included

The swing table is an ideal tool for milling or grinding angles and radii on punches, electrodes, etc.

The table can be locked from either side on any given angle. A 1/4" hole is provided in center of spindle for fixturing those repeat jobs.

Protractor is graduated 180° both directions from 0°.

Stop pin is removable so you can swing outside of stops without changing the stops.

PRICE:

WRITE FOR INFORMATION ON OTHER PRODUCTS DISTRIBUTED IN YOUR AREA BY

MANUFACTURED BY
Starn Tool & Manufacturing Company
STATE ROAD HILL MEADVILLE, PA. ZIP 16335

time is money. save both, use...

***The Starn "TWIN" DRESSER**

2 *1* *4* *3*

The Starn "Twin" Dresser is designed to dress thin wheels for slot or cut-off work. This permits the selection of grades, grains, bonds, etc., from wheels in stock. The "Twin" Dresser is a time and money saver in preparing thin wheels for minimum undercuts in corners. Thinner cut-off wheels permit cutting many small parts from hardened steel, thereby saving hardening delay. Without roughing out prior to hardening, many slots may be ground after hardening, eliminating distortion.

The "Twin" Dresser is hardened and ground, with provisions to compensate wear.

Investigate the Starn "Twin" Dresser Now!

The "TWIN" DRESSER...

Dresses a wheel thinner than any other method, in a fraction of the time required to dress one side at a time.

Prevents wheel breakage because of even diamond pressure on both sides. The wheel is dressed with uniform thickness.

Permits thinning only that portion of the wheel needed for each particular job. The wheel then retains the stiffness essential to precision slot grinding.

Has a completely enclosed screw which is connected to a direct reading dial, indicating wheel thickness as well as movement.

THE STARN "TWIN" DRESSER IS MANUFACTURED BY STARN TOOL & MFG. CO., MEADVILLE, PA.

DISTRIBUTED IN YOUR AREA BY ...

A NEW SINE VISE

FROM THE COMPANY WITH THE TIME SAVERS

ASK THE MAN WHO HAS USED ONE

Attractive Durable Case is Included

A new 3" sine vise that will eliminate the extra error caused by additional surfaces when using other methods.

The handle is removable and not in the way when grinding. This is a real advantage when grinding with optics.

When using a separate optical comparator, work does not have to be removed from vise to be checked.

Vise base is 3" x 4". Jaw is 2 1/4" wide, 1/4" deep, with an opening of more than 2".

PRICE:

WRITE FOR INFORMATION ON OTHER PRODUCTS DISTRIBUTED IN YOUR AREA BY

MANUFACTURED BY
Starn Tool & Manufacturing Company
STATE ROAD HILL MEADVILLE, PA. ZIP 16335

At last...the toolmaker's dream--an indicator holder that really works!

the STARN Universal Indicator Holder

Indicator clamp and slide mechanism are separate. When you change height the indicator stays in position. No more flopping to ruin your indicator. Best and straight extensions included.

This holder is the answer to a tool-maker's dream. With this holder a tenth indicator really works; you don't have to check and recheck many times.

Rigid construction holds the indicator firmly without deflection.

The Starn Universal Indicator Holder can be positioned with one hand, freeing the other to hold the work. A fine adjustment screw puts you on zero the first time...every time.

Save time indicating! Save time inspecting! ...with this Tool-Room Time-Saver from STARN!

Distributed in your area by:

PRICE

Another fine product by the craftsmen at Starn Tool and Mfg. Co., Meadville, Pa.

05
2026

MAY

Our People make the Difference!



SUN	MON	TUE	WED	THU	FRI	SAT
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10	11	12	13	14	15	16
MOTHER'S DAY						
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31	MEMORIAL DAY					

APRIL

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JUNE

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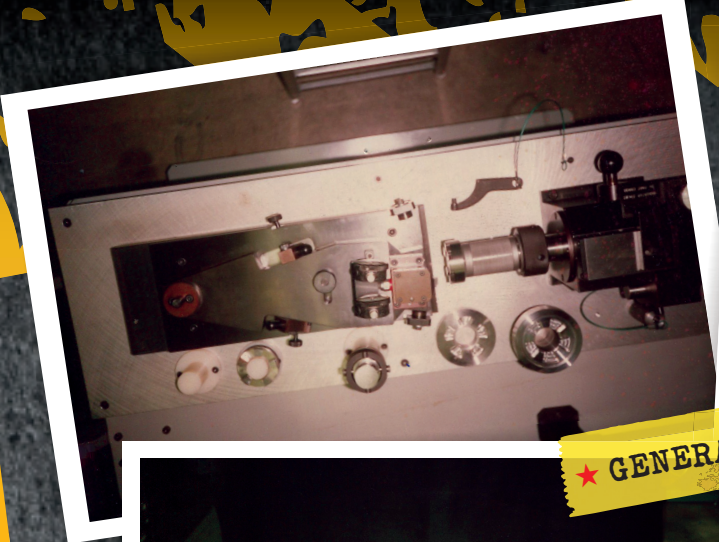


STARN

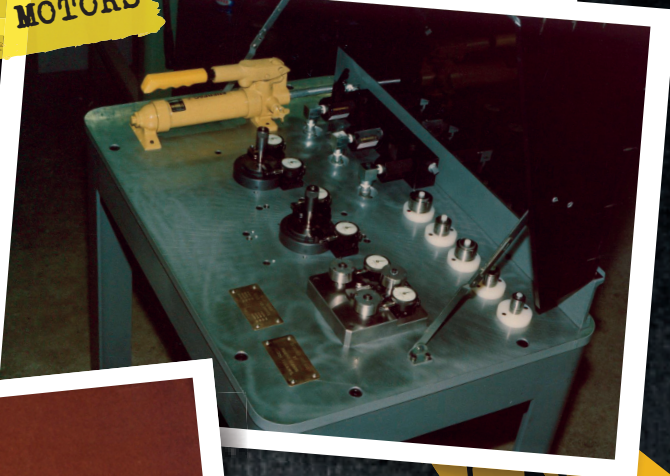
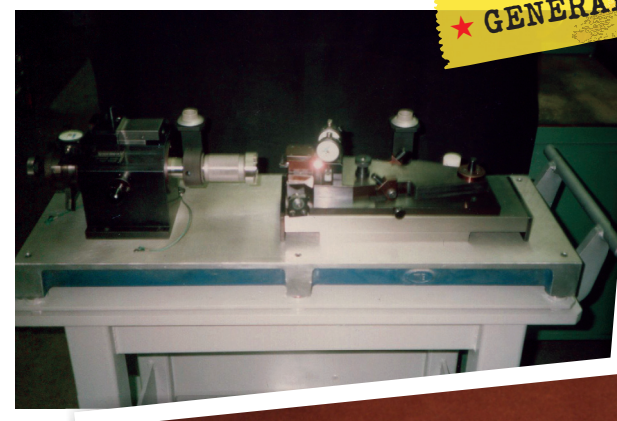
TOOL & MFG CO.

GAGES

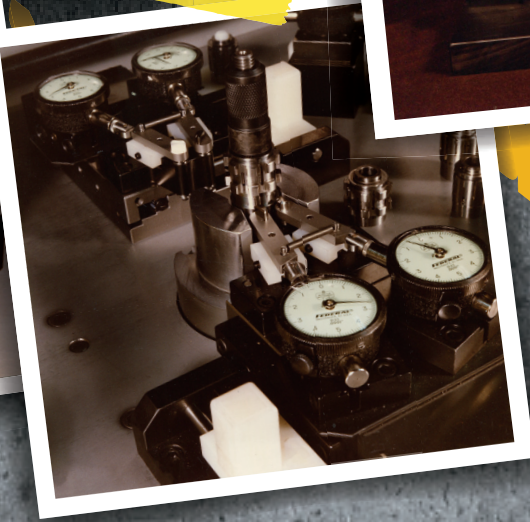
We built measuring gages for a variety of large industries that were used during the production of their automobiles, motorcycles, and other types of products.



★ GENERAL MOTORS



★ HARLEY DAVIDSON



★ AC ROCHESTER



06
2026

JUNE

Our People make the Difference!



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JULY						
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FLAG DAY

JUNETEENTH

STARN TOOL & MFG. CO. DAY IN CRAWFORD COUNTY

FAHTER'S DAY 1st DAY OF SUMMER



STARN

TOOL & MFG CO.

1945

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1988 - J.O. & Bill Starn with employees

Starn Tool & Mfg. receives: GM MARK OF EXCELLENCE AWARD



J.O. and Bill Starn with GM Mark of Excellence Flags.



In 1988, Starn Tool & Manufacturing, which produces precision die and mold components, was the FIRST of General Motors' supplier of indirect material, to earn a Mark of Excellence Award as part of GM's 'Targets for Excellence' supplier rating program. Starn was the only recipient of all FIVE targets: QUALITY, MANAGEMENT, COST, TECHNOLOGY, and DELIVERY.

"Targets for Excellence is the most comprehensive process now being utilized to rate suppliers in any industry," noted Merrill Almquist, executive director of purchasing for GM.

PACKARD ELECTRIC
Direct Connection
Volume 8, Number 1
Warren, Ohio
January 5, 1988

1988: Competition, teamwork, growth made headlines during past year

It seems ironic to look back at 1988, a year when Packard and General Motors looked ahead to the next century.

The year began and ended with an emphasis on teamwork and the important role General Motors and Packard people have in securing the future. GM opened 1988 with the "Teamwork and Technology" — for Today and Tomorrow" exhibition in New York City. A group of Packard executives and IUE Local 717 officials attended the show, which sent a message to the world: GM intends to succeed as it moves into the next decade.

In October, Packard employees learned of the changes GM and Packard are making to prepare for the 21st century as Chairman Roger B. Smith and other top executives who attended the Leadership Conference shared their vision for the corporation. A people philosophy based on teamwork, continuous improvement and customer satisfaction was cited as a crucial part of this vision.

Excellence was the Packard Production System continued to be the backbone of Packard's efforts in 1988 to remain number one, while Packard's newly formed Multi-national Strategic Business Unit began globetrotting in search of growth.

(Continued on Page 3)

Targets for Excellence

Packard supplier earns GM award

For Packard supplier Starn Tool & Manufacturing Co. of Meadville, Pa., 1988 was an eventful year.

The company, which produces precision die and mold components, was the first General Motors supplier of indirect material to earn a Mark of Excellence award as part of GM's 'Targets for Excellence' supplier rating program.

In October, Packard recognized Starn Tool as the division's Just-In-Time Supplier of the Year for indirect material.

'Targets for Excellence' is a program to accelerate GM suppliers' rate of improvement in quality, cost and delivery.

Starn Tool is the second Packard supplier to achieve a Mark of Excellence award. Shell Chemical Co. in Marietta, Ohio, was the first.

(Continued on Page 2)

Tom King, a five-year employee at Starn Tool & Manufacturing Co. in Meadville, Pa., finishes a hole punch master. The company builds precision die and mold components for Packard. Starn is the first GM supplier of indirect material to earn a Mark of Excellence award.

Supplier's 'commitment to be the best' earns GM Mark of Excellence award

(Continued from Page 1)

Packard productive material supplier to receive this recognition.

"Targets for Excellence is the most comprehensive process now being utilized to rate suppliers in any industry," noted Merrill Almquist, executive director of Purchasing for GM. Almquist and members of Packard's purchasing organization presented the award to Starn Tool on Dec. 22.

Management, praised Starn Tool's "commitment to be the best. This is what sets Starn apart from other suppliers," Martin added Starn's philosophy parallels Packard's Excellence concept.

"Starn Tool had a vision of what they wanted to accomplish, which was the key to their success," Martin observed.

Targets for Excellence not only enable companies to become better Packard suppliers; it also forces us to be a better customer," he continued.

Jim Starn, the company's co-founder and president, said Starn Tool would "use this recognition as an inspiration to continue to improve."

Starn Tool was established in 1947 and employs approximately 36 people. The company has supplied tooling to Packard for almost 30 years.

Packard boosts local economy in 1988

Packard Electric Division's Ohio Operations did more than \$612.5 million to the Mahoning Valley economy in 1988, according to General Manager Elmer Reiser.

Revels at the Ohio Operations totaled more than \$84.1 million in 1988, up from \$74 million in 1987. Payments to local suppliers exceeded \$201 million, compared with \$224 million in 1987.

Newsbrief

Europe has record year

General Motors Europe ended 1988 with record sales of 1.42 million units, up 5 percent from 1987. GM Europe President Robert J. Eaton said that production and sales of Opel cars have been higher than ever before.

Winter is the season when we try to keep the house as warm as it was in the summer.

When we complain about the heat.

The Packard Electric Division and its subsidiaries are located in Warren, Mich.; Detroit, Mich.; and other locations. Packard is a subsidiary of General Motors.

2
Direct Connection, January 5, 1988

07
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JULY

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JUNE

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SUN	MON	TUE	WED	THU	FRI	SAT
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STARN TOOL & MANUFACTURING COMPANY

A LEGACY OF
LOYALTY:
STARN TOOL
CEO REFLECTS
ON 40 YEARS OF
LEADERSHIP

RECRUITING IS A NEVER-ENDING
PROCESS AT STARN WHERE THE
LEADERSHIP TEAM BELIEVES
THAT THE WORKFORCE SHOULD
BE COMPRISED OF PEOPLE FROM
AT LEAST THREE DIFFERENT
GENERATIONS AT ALL TIMES

Over its 75-year history, Starn Tool and Manufacturing Company has built a reputation for innovation. According to company lore, they were the first in the region to have a CNC lathe, the first to provide CNC milling, the first to get into EDM.

"We were doing things with tolerances that the rest of the world said you couldn't do," says CEO William "Bill" Starn from the company's Meadville, PA headquarters.

Through the years, Starn Tool and its family of companies including the Starn Marketing Group "SMG," Penn Weld Inc., Mecal by Starn and Starn Technical Services have served a wide-range of industries from automotive to aerospace to medicine. Products made by Starn have improved complex spinal surgeries to eliminate the need for pins and rods. And, perhaps most notably, Starn worked on a critical mirror for the Kepler satellite which launched into outer space in 2009.

"Today, we're rarely the first to do anything," Starn says wryly. Looking at the company's capabilities and its state-of-the-art technology, some people might be confused by this comment. "Listen," he quickly explains, "every good shop has this stuff today, so we've got to have another differentiator."

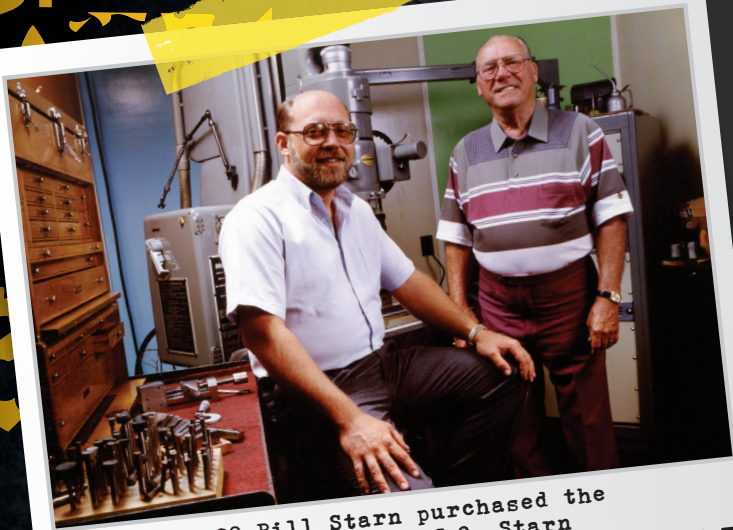
For 40 years, Starn has guided the company he purchased from his father. His communication style is straightforward and direct, but his tone belies a genuine love for the business and his employees. Today, Starn is reflective about his 40 years of leadership - both the changes he has witnessed and what remains the same.

Starn's strategy for success is as simple to say as it is hard to execute: Build long-term relationships with employees and customers. When someone comes in the door, Starn's goal is to keep them.

And he'll let just about anyone in the door. "If someone pulls into my parking lot with a flat tire, I'll give them a tour while they wait for AAA," he says.

Bill Starn
CEO

May 2019 Manufacturing
Technology Insights
Magazine Story featuring
Bill Starn.



1992 Bill Starn purchased the
business from J.O. Starn

William 'Bill' Starn

- CEO President, Starn Tool & Mfg. Co.

1992 - Bill Starn purchased the business from J.O. Starn. Bill Starn, J.O.'s son, joined the company as an apprentice in August 1973.

The shop was operating mainly as a job shop with primary customers including Packard Electric, Scovill, Rockwell International and many others.

Six months after his apprentice graduation in 1978, the Shop Foreman's position became available and J.O. promoted Bill. That same year, we added our first CNC Mills. In 1980, our first computers were added, and Bill became Vice President of the corporation. J.O. Starn retired at the age of 72 and sold the corporation to Bill in 1992. James Owen Starn sadly passed away in 1994.

Willow Peterman

- President, Starn Tool & Mfg. Co.

Willow's journey started in her sophomore year and junior years of high school when she attended Crawford Tech. In her junior year, she was hired part-time at Starn Tool. Upon graduation, she was hired fulltime at Starn and began extensive internal training program working in every department throughout the shop, from CNC Mill to Engineering. She worked in Purchasing and other administrative areas, then took on Office Manager. A little over a year later, she became Controller, and then in 2022 became a Partner with the company and is now Starn Tool's President. Willow is involved with multiple committees in the industry, most of which support community and academic outreach for today's youth.



Greg Wasko

- President, Mecal by Starn

Greg has served nearly 40 years in the industry. and began his career with Starn in 2001. He was the Program Manager for Starn Commodities Group before becoming Vice President of Starn Tool and Mecal by Starn. In 2009, Greg became a partner and now serves as the President for Mecal by Starn. Greg's leadership extends beyond corporate limits. Actively involved in various industry committees and boards, he leverages his expertise to drive positive change and promote best practices. Greg is involved in and serves on the boards of, numerous industry committees and has most recently completed his presidential term for the local NWPA NTMA. Greg also recently received the William E. Hardman Award for Excellence in Training from the National Tooling and Machining Association.



08
2026

AUGUST

Our People make the Difference!



SUN	MON	TUE	WED	THU	FRI	SAT
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JULY
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SEPTEMBER
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STARN
TECHNICAL SERVICES
&
JOB SHOP
MANAGER™
STARN TECHNICAL SERVICES

In 2024, Starn Technical Services launched updated JOB SHOP MANAGER 3.0 software

JOB SHOP
MANAGER™
STARN TECHNICAL SERVICES

1986 Began development of Job Shop Manager software and in 1989 the software was implemented. Starn developed its own personal computer software to automate the precess of tracking costs for all portions of a job. It's taken the place of a flat-rate system for costing, estimating or quoting on a job. The program is more accurate than a flat-rate system, according to Bill Starn, company CEO. That is because it incorporates not only the costs directly related to that particular job, but also takes into account the over-all costs of running a shop.

STARN
TECHNICAL SERVICES
ESTABLISHED:
1994

A custom software development and related information technology services to industrial customers ranging from local tool & die companies to Fortune 500 Corporations.

November 1998 issue of Modern Machine Shop. "The ABC's of Activities Based Costing" is the article about pricing jobs for customers.

EMPHASIS: Systems And Software

The ABC's
Of Activities
Based Costing

A lot of job shops still use a flat shop rate when costing, estimating or quoting. This job shop developed its own software following another approach that is almost as simple but more accurate.

By MARK ALBERT

It costs money to run a shop. And running a job for a customer costs money, too. Nobody would argue with those two facts. Where it gets tricky is linking the cost of running a shop with the cost of running each job. Making this link is important because what a shop charges its customers for a job has to include not only the costs directly related to that job but also some of the overall costs that are part of running a shop. If all of these costs aren't divided up properly, the shop will end up either charging some customers too much or others not enough (or both). Charging too much will cause a shop to lose customers; charging too little will cause a shop to lose money.

Like all shops, Starn Tool & Manufacturing in Meadville, Pennsylvania, has had to deal with this situation. About 10 years ago, this shop began switching from one method of costing to another and the

The essence of Activities Based Costing is linking activities to costs, then linking costs to jobs.

result has made a tremendous difference, says Bill Starn, the president and owner of the company. "We used to use a flat shop-rate approach but now we use a shop-rate called activities based costing," he says. "This method gives us a better picture of what our job costs really are and helps us make better decisions about the business. I know it's helped us be-

come more profitable and grow in the right directions," he claims.

In fact, the shop has developed its own personal computer software to automate the process of tracking costs and divvying them up to various jobs. Starn Tool & Manufacturing has been using this software for many years, sharing it with only a few other shops in the area. Comments have been incorporated as enhancements in the latest version. Now this software is being made available nationwide as a commercial software product. But whether or not other shops purchase this software, Mr. Starn believes that the underlying costing concepts deserve a close look by all kinds of shops, especially small- to medium-sized job shops.



Flat-Rate Gone Flat

Starn Tool & Manufacturing was founded in 1945 and for more than forty years, the shop used the traditional "flat shop-rate" approach to job costing and quoting. Basically this approach adds an average hourly labor cost to an average hourly cost of running the business plus a percentage markup, then multiplies that cost times the hours a job is estimated to take. The figure that results is what is quoted to the customer. There are many ways of doing this kind of averaging, some more complex than others depending on the size and sophistication of the shop, but all more or less rely on averaging that lumps many costs together.

Of course, costs vary from job to job and from situation to situation. With the flat-rate approach, averaging evens out things that have gone up and down in the past so that a prediction can be made about the future. It assumes that the ups and downs will cancel each other out over time, making the predictions reasonably accurate in the long run. In other words, the times that actual costs are lower than average will make up for the times that actual costs are higher than average. Most of the time, however, results will be as expected and a fair and adequate profit can be assured by applying the same markup to estimated costs.

Bill Starn watched his father before him run the company based on this kind of averaging. Working his way through Linda Moloney reviews a cost report with Bill Starn, president of Starn Tool & Manufacturing. Activities based costing gives Starn Tool & Manufacturing a better, clearer picture of shop costs and a more attractive tool for making business decisions.

MODERN MACHINE SHOP 83

NOVEMBER, 1998

NOVEMBER, 1998

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STARN TECHNICAL SERVICES

CELEBRATING 30 YEARS
1994 - 2024

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ANNOUNCING
Job Shop
Manager 3.0!

COMING SOON
to a shop near
you!

We are launching
a new multitasking
platform with key
features such as:

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- Complete part and workstation quoting
- Scheduling by department and workstation capacity
- Accountability of performance
- Time and labor records by customer, job, machine, part and person related functions
- State of the art purchasing with complete job, raw material and MRO
- Complete work in process reporting with labor and material backlogs
- Backlog reporting by department, workstation and customer
- Inventory management and control
- Full or partial shipping and logistics with all needed documents of packing, invoices, and email capabilities
- Sales analysis including customer, job with detail of labor, material and overhead

Job Shop Software for a Job Shop Company...with a history of success!
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Bill Starn at 814.724.1057 Ext 3 or wstarn@starntech.com

09
2026

SEPTEMBER

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SUN	MON	TUE	WED	THU	FRI	SAT
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6	7	8	9	10	11	12
	LABOR DAY					
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AUGUST
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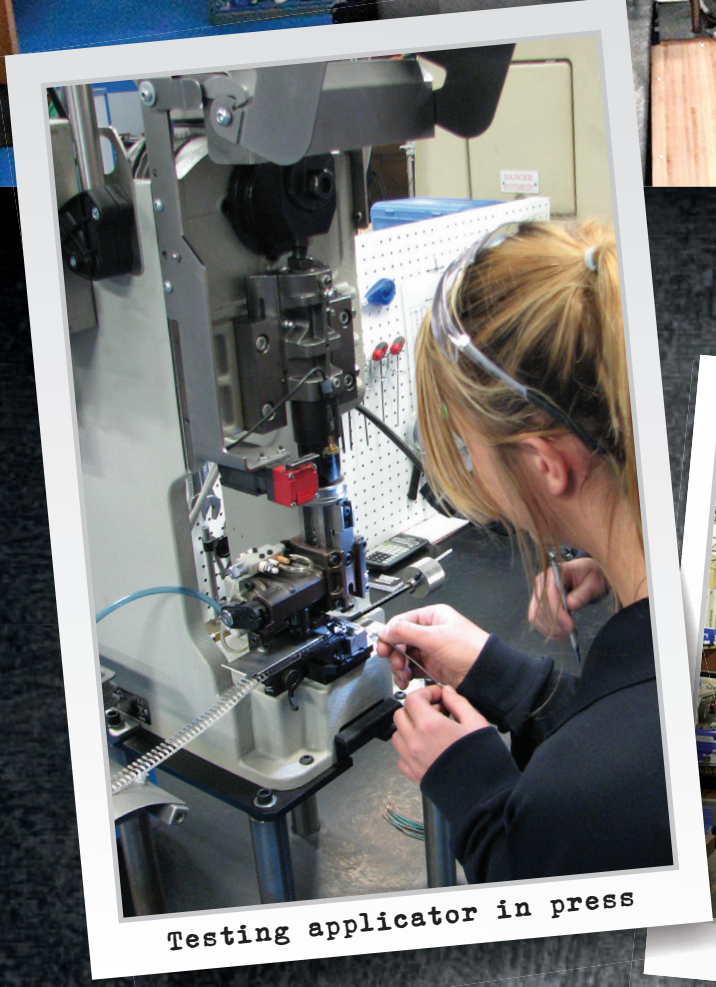
★ Main Mecal by Starn facility



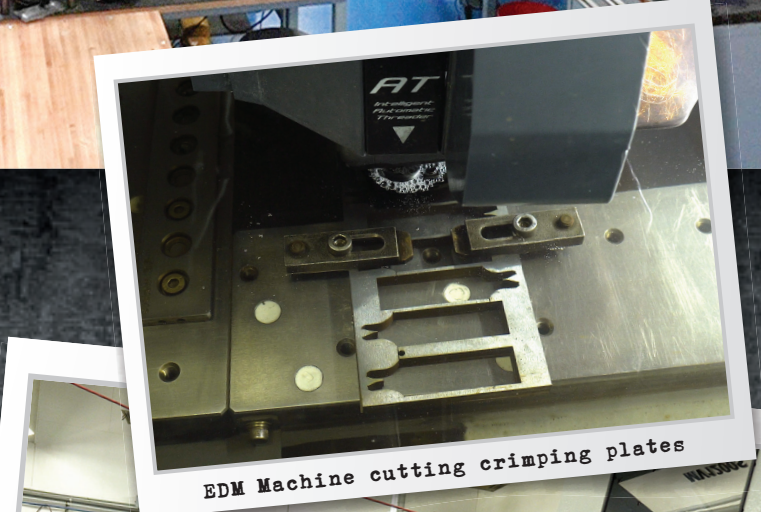
Mecal
BY STARN

ESTABLISHED:
2008

The partnership of Mecal and Starn Tool, creating Mecal by Starn, provides world-class applicators and spare tooling for the wire harness industry. Mecal (Italy) was established in 1976 with the aim of supplying the wire harness industry with the best crimping equipment available. Mecal by Starn is a U.S.A. company, with a presence in almost every industry. The company specializes in wire harness crimping solutions, providing products that enable higher levels of system reliability, improved efficiency and long-term savings. Mecal by Starn serves customers in consumer electronics, automotive, energy and industrial, aerospace and defense, telecommunications, healthcare, appliance and transportation markets.



Testing applicator in press



EDM Machine cutting crimping plates



EDM Machines at downtown facility

10

2026

OCTOBER

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SEPTEMBER

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NOVEMBER

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	COLUMBUS DAY					
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						HALLOWEEN

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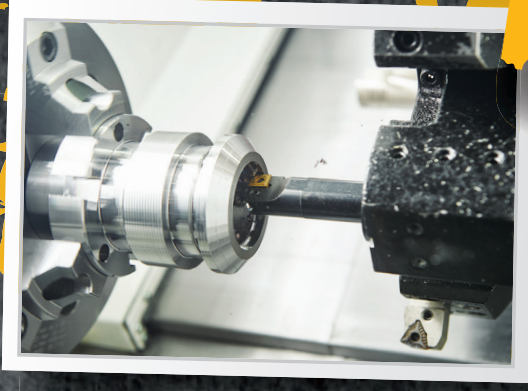
MACHINING CAPABILITIES



CNC Milling

Complex 3-D machining can be accomplished on our 4th and 5th axis equipped CNC Mills such as our UMC 750 5-axis mills and our Fanuc Robodrill Vertical Machining Centers with 4th axis capability. These machines, along with our other 4th and 5th axis equipment, help internal efficiency by reducing the number of operations and in-process handling required to make finished parts. Efficiency can also be achieved through the use of our multiple pallet systems, high-speed spindles, and geared heads that allow us to handle anything from standard steels/alloy steels to exotics.

Our 3-axis and manual milling machines (such as our TRAK FHM7 3-Axis Vertical Mill) also provide our customers with a more cost-effective and delivery-savvy option for small lot production, without sacrificing on quality. These machines are perfect for less complex parts such as base plates, terminal nests, brackets, blades, and more!



CNC Turning

All of Starn's CNC Lathes have a 10" diameter capacity and a machining distance of 15", though we are able to handle parts longer than 15" through multiple operations or moving centers. These ultra-precision machines with 12 station turrets are capable of turning materials such as Tool Steel, Stainless Alloys, Exotics, as well as plastic and graphite for electrodes.

We also have two live toolings CNC Lathe machines (Okuma LU 3000 EX and Okuma LB 3000 EX) that allow us to reduce the need for additional milling operations after turning, such as the ability to machine thru-holes, drilled/tapped holes, hex heads, slots, and more, all without ever leaving one workstation. This reduces unnecessary handling between operations and provides a more competitive and comprehensive approach to manufacturing finished parts.



Surface/ID-OD Grinding

All of Starn's surface grinders are equipped with digital readouts and have 6"x18" tables that allow us to run small to large parts with a high degree of repeatability and accuracy on critical surface finishes and tight GD&T callouts. If critical forms are required on parts, we are able to radius, angle, and hand-dress our grind wheels to achieve complex elliptical radii and other intricate forms.

We also have an O.D. centerless grinder to quickly grind tight toleranced, critical surface finish parts like pins, studs, and more!

Through the use of our jig grinder and hone, we are also able to dial-in on critically toleranced I.D. features on various types of parts.



Wire/Ram EDM

Starn's Wire EDM machines are able to finish close tolerance, high complexity work with a quick turnaround, especially on high volume production runs as we are able to stack parts or cut multiple parts at a time from a large plate of material.

These versatile machines are efficient for all types of cutting and have 12.6" x 18.66" x 4.57" table travel, and we are also able to taper cut up to 30 degrees.

11
2026

NOVEMBER

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SUN	MON	TUE	WED	THU	FRI	SAT
1 DAYLIGHT SAVINGS TIME ENDS	2	3 ELECTION DAY	4	5	6	7
8	9	10	11 VETERANS DAY	12	13	14
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OCTOBER
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DECEMBER
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- ★ Drones
- ★ Vision Systems
- ★ Autonomous Machines
- ★ Special Machines & Assemblies

WE MACHINE: (Need another material? Just ask!)

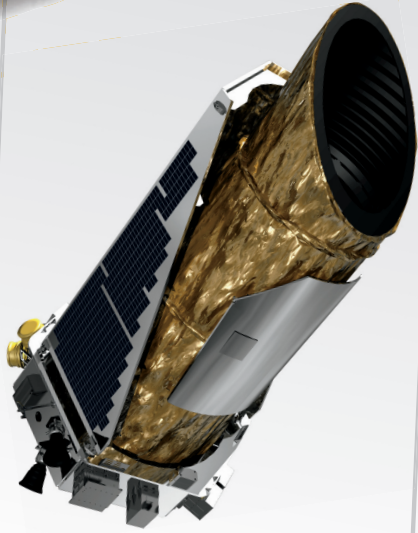
- ★ Aluminum
- ★ Exotics
- ★ Alloys
- ★ Stainless
- ★ Tool Steels
- ★ Plastics

WE SERVE THESE INDUSTRIES:

- ★ Aerospace
- ★ Military
- ★ Commercial
- ★ Industrial
- ★ Automotive
- ★ Medical

PROTOTYPE TO PRODUCTION:

Our CNC Mill department is equipped with 3, 4 and 5 axis automation. Our Lathe Departments are also well equipped with live tooling. We have the technology, resources and personnel to handle simple or, complex prototype to production runs. Our turnaround times are fast and we readily accept orders of quantities as low as one.



Kepler Telescope

Kepler Telescope Mission:

In 2006, Starn completed a long term project for a space project called the Kepler Sapce Telescope Mission. Kepler Mission, launched by NASA in 2009, was a groundbreaking space mission dedicated to finding planets outside our solar system. On October 30, 2018, NASA announced that the Kepler space telescope, having run out of fuel, and after nine years of service and the discovery of over 2,600 exoplanets, has been officially retired, and will maintain its current, safe orbit, away from earth. Starn produced the assemblies to hold the mirror in the base of the telescope.



Bob Rybacki, Project Manager with Press/Applicator Stations

Solar Panel Connectors Project:

A large project for solar panel connectors was awarded to Mecal by Starn began in spring 2018. A completion date of 6-months, requiring 200 tables, 400 presses and 400 applicators to equip 200 trucks (\$3.2 million project).

12
2026

DECEMBER

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2027 JANUARY
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