

2021 NEWSLETTER

[CLICK TO VISIT OUR WEBSITE](#)



The new year is upon us and we hope that 2022 will be a year of growth and normalcy. Many of you are receiving our newsletter for the first time.

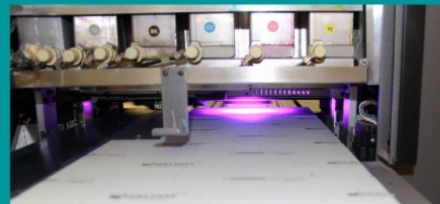
We want to share with you beyond the regional Industry 4.0 Readiness grant (check our Industry 4.0 webpage) that you may have already heard our name. The GLBMA is committed to providing our regional member's information and events to keep them updated on industry news. This newsletter is a sample of the benefits received through the GLBMA. We encourage you to join the organization with a yearly membership. We make it very easy to join. You can [click here to join online](#) (you can pay via credit card or choose to be invoiced or you can download and mail in your [membership form](#) with payment.

Some additional benefits are Best Practice Plant Tours, Educational Opportunities, Scholarship for employees and their immediate family, Special Interest Groups: Quality, Women in MFG, and new this year will be our Young MFG group. We also hold a golf outing, and casino night for those who like to socialize. Our monthly newsletter and event announcements are reserved for members, so as a member you hear the news first. If you would like more information on membership please contact Tanya at 989-964-2881 or click the link above to join today.

Current members:

Please look for your renewal invoice to come through email next and a hard copy after the first of the year. We look forward to sharing our calendar of events towards the end of January as we are finalizing details. We invite you to ask a fellow manufacturer to join us for this upcoming year. We also ask you to consider becoming an MFG Champion to continue supporting the organization for years to come.

FEATURE ARTICLE



A Manufacturer's Roadmap to IT Modernization

Provided by the [Manufacturing.net website](#) originally published October 19, 2017

The roadmap for manufacturers to improving IT systems is the implementation of Manufacturing 4.0 (M4.0), which encompasses the best practices for achieving IT modernization.

Every industry today has some degree of unwillingness to embrace new technology. Quite simply, companies often fall victim to the mentality of “that is how we have always done it” in regard to current IT systems and operations. So, why disrupt what’s been working in exchange for the latest and greatest technology?

A recent study titled, “Manufacturing 4.0: A Playbook for Navigating the Journey to IT Modernization & Transformation” by Frost and Sullivan, in conjunction with NTT DATA Services, found the manufacturing industry is in need of change. Fortunately, many in the

industry are ready for this change — and know it is coming with or without their participation.

Thirty-eight percent of manufacturers believe their facilities are currently operating under a somewhat de-centralized management structure. Within the same group of respondents, 39 percent claim that within the next five years management styles will shift to a collaborative structure that involves employees, customers, and suppliers.

The roadmap for manufacturers to improving IT systems is the implementation of Manufacturing 4.0 (M4.0), which encompasses the best practices for achieving IT modernization.

Embracing Change

Manufacturing organizations tend to shy away from implementing new technologies as they are comfortable with current systems and assets as long as the existing tools continue to function.

However, the industry is progressively changing its attitude and implementing newer technologies primarily due to two factors. When asked the most important business factor driving your company's move toward M4.0, the largest group of respondents, 32 percent, named operational efficiency as the motivator, while the runner-up, 17 percent of respondents, chose increased competition due to globalization.

Key strategies for managing factories of the future include updating hardware and software, as well as moving away from a disconnected system with various vendors and models. Manufacturers need to move toward a homogenous environment that allows connected systems with smart production processes. This holistic approach allows the overarching system to share a common data fabric in the IT upgrade from a holistic perspective.

In addition, embracing new technologies can open new revenue channels and business models. Developments in intelligent machines, the Internet of Things, big data, shop floor analytics, modeling and simulation, mobile, cloud, and 3D printing technologies allow manufacturers to rethink traditional operations and engineer new ways to improve profitability. For example, instead of selling tangible products, manufacturers can shift to providing “performance as a service.”

Implementing the next generation of technology will create a paradigm shift in not only the work but also the workforce. However, M4.0 requires leadership to be more responsive and innovative to implement a higher level of connected, collaborative systems.

To embrace this change, future-focused leadership behaviors and mindsets are required. Some companies are establishing a point person, such as a chief disruptive officer, specifically trained for technology disruptions. These go-to specialists facilitate change and make improvements at all levels of business.

Levels of Embracing Digitization

The Manufacturing 4.0 study also found that companies fall into three categories — many of which are having difficulties navigating the roadmap to digital transformation but others are industry trailblazers.

- **Non-digitizers (45-50 percent):** Companies who identify as non-digitizers are constrained by money and status-quo. The cost of embracing IT modernization and capital spending is a major factor to consider, and ultimately, the driver behind missed opportunities.
- **Selective Digitizers (35-40 percent):** This lukewarm stage has standardized certain IT solutions, but the value-chain is still siloed and fragmented. These companies acknowledge managing change is a challenge and makes them reluctant to embrace new processes.
- **Enterprise Digitizers (<10 percent):** At the highest level, enterprise digitizers have a willingness to digitize and to partner with solution providers to achieve a strategic technology vision.

Best Practices

No matter a manufacturer's level of digitization, achieving IT modernization doesn't happen until a change is embraced and implemented. To become a factory of the future, keep these best practices to ease transformation in mind:

1. Create a solid foundation by modernizing the shop floor with updated assets to create a future-proof enterprise.
2. Align in-bound supply chains with external market demand to achieve performance optimization that is demand-driven.
3. Establish an open-channel interface between the factory and points of sale to meet mass customization.
4. Shift from site-specific efficiency improvements to enterprise-scale efficiencies with the use of cloud technology.

This roadmap to IT modernization is simple, but the 4-step process isn't easy. The manufacturing industry has a long road ahead, but change is coming and it is approaching quickly.

The good news is many manufacturing companies are inspired to change and see the benefits of doing so, and may even be the early adopters setting an example for the rest of the industry. The aforementioned research found that at least 42 percent of respondents believe transforming manufacturing operations is a game-changer. Are you ready for this new era in manufacturing?

Sameer Deshpande is Senior VP of Discrete Manufacturing at NTT DATA Services.

GLBMA MONTHLY HIGHLIGHTS



**INDUSTRY 4.0
READINESS
PILOT PROJECT
APPLICATION
PROCESS**

**APPLICATIONS NOW
BEING ACCEPTED**

Deadline to apply: January 3, 2021

Apply now

Industry 4.0 Webinar Series

Purpose of the Project:
Partnering with Great Lakes Bay Manufacturers Association (GLBMA) and Michigan Manufacturing Technology Center (MMTC) to provide onsite consulting projects to create Industry 4.0 implementation roadmaps, and/or deploy pilot projects based on the 9 nodes of Industry 4.0.

Project examples may include but are not limited to the following:

(Capitol investments are not covered by this grant)

- Sensing a piece of equipment to monitor utilization
- Mapping data streams for system integration
- Utilizing Cobots/Robots for load and unloading of machines
- Implementing a vision system for standardized work or inspection purposes

[Click for complete details](#)



Register to Participate

Industry 4.0 Webinar Series

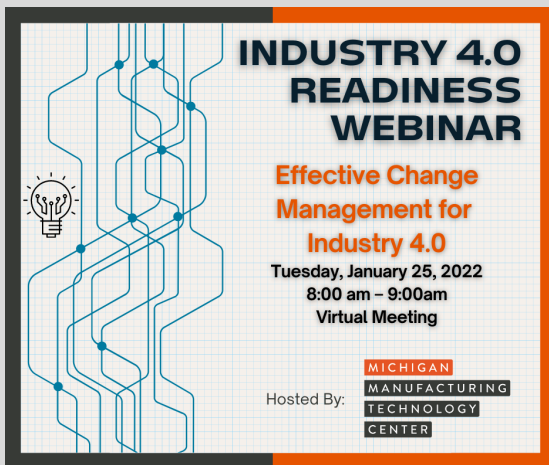
Join us for this informational webinar.

Key Learning Objectives:

- Recognizing shortfalls and existing roadblocks of Industry 4.0
- Local Manufacturers share their experience w/Industry 4.0
- Implementation Learn about some local traditional and non-traditional funding sources

Our guest presenters are

- Jeff Jacques, America Mitsuba
- Justin Miller, Morbark
- Dave Hartner, Advanced Battery Concepts
- Scott Moore, Huntington Bank
- Justin Vondette and David Brown, Isabella Bank
- Lucy Hoste-McCraven, Northern Initiatives



Register to Participate

Industry 4.0 Webinar Series

Join us for this informational webinar.

Key Learning Objectives:

- Learn the 5 essential elements needed for change to happen
- Understand what causes confusion, resistance, and frustration with change efforts
- Learn how to engage the entire business into implementing change

Our guest presenters are

- Chris Shuster, Corteva
- John Jacob, Johnson Carbide
- Matt Shoffner, Michigan Manufacturing Technology Center



Have you followed the Holiday Gnomes?

Starting December 1st, the GLBMA gnomes have been visiting various manufacturers and supporters. Have you followed us on [Facebook](#)? Time to start. If you can name the 12 locations (we give you a hint too) by sending us an [email](#) with your guesses you can win a \$25 dollar gift card.



2021 - Year in review!



The PRIME program was officially kicked-off in October. With a tour and program at the Saginaw Career Complex



2021 MFG Excellence Award winners. left to right: Jerry Mazzola, Mark Turpin, Jenny Geno, Mike Walsh, Andra Rush, Brent Hardman, and Bill Henderson



GLBMA President, Andy Stewart honored out going board members, Kevin Kennett, Amy Buben, and Paul Aultman.



We celebrated Manufacturing with our annual meeting and Casino night.



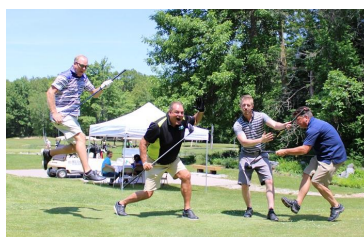
We are looking forward to new partnership opportunities with the Capital Area Manufacturing Council



The GLBMA sponsored the SVSU Sports boosters hospitality tent. Showing our support for our local team.



We received the regional Industry 4.0 Readiness grant to determine the readiness of the region and provide some educational webinars. We hope to continue with this 5 year rolling grant process to better our region and manufactures.



Of course, we had a ton of fun with all the golfers who attending our annual golf outing. You can see they did not come just for the golf!



The GLBMA presented our scholarship winner, Abby Kolb with her scholarship check at the annual golf outing. We encourage all of our members to share with their teams that this scholarship is available.

MEMBER SPOTLIGHT



The GLBMA will be highlighting one manufacturer and one associate member each month. We want everyone to know about all the wonderful opportunities in the region.



General Machine Service

General Machine Service is known for building custom, quality blueprint tooling. They have the capability of manufacturing items from your prints, part samples, or their engineers can create custom designs and prints to your specifications. Their certified technicians and machinists use state of the art equipment to manufacture quality parts and components that meet and exceed industry standards. They also have assembled a team of reliable suppliers and subcontractors with whom they maintain close and long-standing working relationships. They are committed to serving their customers in a professional and courteous manner to facilitate long-term working relationships.



Michigan Vocational Promise LLC

Michigan Vocational Promise is located in Midland, Michigan. This organization primarily operates in the Business Activities at Non-Commercial Site business / industry within the Business Services sector.

The MVP partners with local partners to assist in workforce development as well as find funding sources to these programs.

This organization has been operating for approximately 4 years.

PARTNER NEWS



The MEDC and the MMTc Continue to Offer Industry 4.0 Technology Assessments

You may schedule your free two-hour assessment with Chris Tibaudo, Business Solutions Manager for the Michigan Manufacturing Technology Center - Northeast office. Chris will help you get your assessment completed by helping with the transformational planner and scheduling your facility's walk-through and follow-up report. All this is free of charge provided by the MEDC.



**INDUSTRY 4.0
ASSESSMENTS**

Get your
PERSONALIZED
IMPLEMENTATION
PLAN
by calling
989.964.2884

Don't fall
behind.

2 hours.
40 questions.
1 report.
Your future.

**MICHIGAN
MANUFACTURING
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CENTER**

MANUFACTURE SMARTER
The.center.org

Chris can be reached at 989-964-2807 or by email
at cmtibaud@svsu.edu



Gov. Whitmer Puts Economy First by Announcing Tax Credits to Help Small Businesses Fill Labor Gaps and Hire Michiganders

LANSING, Mich. - Governor Gretchen Whitmer announces tax credits up to \$9,600 to help employers and small business owners hire Michiganders for good-paying jobs to help fill labor shortages and grow the economy. The governor is encouraging employers to apply for the Work Opportunity Tax Credit, prioritizing funding for veterans and returning citizens, to ensure that the state continues its strong job growth after adding 67,000 jobs in the last three months and 145,000 jobs over the year.

“The Work Opportunity Tax Credit puts Michiganders first by helping small businesses save money and fill labor gaps by hiring Michiganders for good-paying jobs,” said Governor Gretchen Whitmer. “Thanks to this tax credit, we will be able to add even more jobs to the 145,000 jobs that we’ve created this year alone. Small businesses in communities across our state can save thousands of dollars for hiring workers who are seeking a good-paying job, including our veterans, those who have paid their debt to society, and others who are traditionally left out or left behind. We will continue finding ways to invest in small businesses and help them thrive as we usher in a new era of prosperity for Michigan.”

With the Work Opportunity Tax Credit, employers who hire from certain targeted groups, including qualified long-term unemployment recipients, can earn tax credits from \$2,400 to \$9,600 for each employee hired. Generally, the credit is 40% of qualified wages paid to individuals who work 400 hours or more in their first year of employment.

“This program encourages employers to expand their hiring pool to applicants who are often overlooked, such as military veterans, returning citizens and others who traditionally are at a disadvantage in efforts to find employment,” said Julia Dale, UIA director.

This is a one-time tax credit for each new hire. There is no limit to the number of new hires who can qualify an employer for the tax credit.

Eligible worker categories include:

- Long- or short-term Temporary Assistance to Needy Families recipients
- Qualified veterans
- Supplemental Nutrition Assistance Program recipients
- Designated Communities - Empowerment Zone and Rural Renewal County.
- Michigan Rehabilitation Services customers
- Returning citizens
- Supplemental Security Income recipients
- Qualified long-term unemployment recipients

According to the U.S. Department of Labor, about \$1 billion in tax credits are claimed each year under this credit.

Employers must apply for and receive a certification verifying that a new hire is a member of one of the target candidate groups before they can claim the tax credit.

Employers interested in taking advantage of this tax credit are encouraged to visit the [UIA Work Opportunity Tax Credit webpage](#) to learn more and get started.

Press Release: December 16, 2021

Yeo & Yeo Welcomes Dave Youngstrom as the Firm's Next CEO

On January 1, 2022, **Dave Youngstrom, CPA**, will begin his term as Yeo & Yeo's eighth President and CEO, taking over executive leadership of the firm's nine offices and all **Yeo & Yeo** companies. Dave succeeds Tom Hollerback, who will retire December 31, 2021, after 38 years with the firm and serving the past nine years as President and CEO.

***Thank you, Tom, for 38 dedicated
and successful years!***

We are excited to welcome Dave to his new leadership role. [Read more about Dave.](#)

The YeoConsults Payroll Solutions Group would like to make you aware of important payroll updates that will affect you and your employees next year. Please refer to our [2022 Payroll Planning Brief](#).

We Take Your Organization's Safety and Security Seriously

Join us for the 8th annual Cybersecurity Conference, Jan. 20-21, 2022

“Rehmann facilitated boots on the ground here to help us start recovering systems and also provided insight and knowledge into how to proceed – the safest way to proceed. They helped us get our business back up and running as quickly and as safely as possible.” – *Michigan-based manufacturer that experienced a cyberattack in 2020.*

No doubt you've been hearing news of an ever-growing number of cyberattacks on businesses – those impacted include larger, well-known companies as well as small- and mid-size operations. How organizations like yours can navigate the challenges of managing risk and response, like this manufacturing client who faced a breach and successfully came out the other side, is the focus of the upcoming 8th annual Cybersecurity Conference, taking place virtually this Jan. 20-21. We invite you to take advantage of special early-bird registration, which runs through Jan. 7. Use the discount code CYBER2022 and pay just \$25 today (regular registration cost is \$50).

The 8th annual Cybersecurity Conference is held virtually in partnership with the Better Business Bureau serving Western Michigan, the West Michigan Cyber Security Consortium, and the Michigan Small Business Development Center. Connect, learn, and engage in dynamic conversation during this two-day virtual event. You'll hear from cybersecurity and other industry specialists sharing the latest best practices and strategies organizations should be aware of – especially as cybersecurity incidents continue to rise.

Learn more and save your spot today. We look forward to seeing you there and helping you gain confidence in your business' cybersecurity practices!

[Register to attend here!](#)

MEP Supplier Scouting Opportunities

The following supplier opportunities are available through the MEP center. These are national MEP Center clients seeking domestic suppliers for the various items. Please contact Chris Tibaud with the Michigan Manufacturing Technology Center Northeast office for complete details on how to submit a Supplier Scouting form. Chris can be reached at cmtibaud@svsu.edu.

Current Opportunities:

Opportunity: 2021-098 **Wildcat Outdoor Gear** closes Jan. 17, 2022

Submitted by Northeastern Pennsylvania Industrial Resource Center (NEPIRC, part of Pennsylvania MEP)

Prometis Partners Offer Fireside Chat

“Owner’s Fireside Chat” is being held virtually on 12/21 at 12:00 PM EST. This session will be on How Cybersecurity Impacts Your Business.

[Register to attend here.](#)

This session is provided for free by Prometis Partners.



MMA Shares Several Legislative Priorities

Check out the latest edition of the Michigan Manufacturers Association's MiMfg Magazine.

[View here](#)

New Tool for Michigan to Win Jobs and Investment

Responding quickly and dramatically to the ongoing loss of next-generation automotive investments in other states, most recently to Tennessee and Kentucky, the Legislature passed a \$1 billion economic development tool to make Michigan competitive again. This package puts Michigan in the game for transformational investments as the auto industry quickly evolves from the internal combustion engine to electric and autonomous vehicles. We were pleased to see the Legislature coordinate with the Whitmer Administration and the manufacturing industry to engage in the interstate battle for future electrification investments because so much of our current manufacturing economy and supply base is embedded in the internal combustion-based economy. As technological advancement drives new investment, our state must compete aggressively to retain new investment on our soil and maintain our national leadership in automobile development and production. The benefits of this effort will be felt throughout the supply chain and the MMA membership, including the critical tool and die and molding industries. We look forward to positive results from this action in the very near future. It further and proudly declares that Michigan is the state for manufacturers in all industries.

I am communicating our appreciation to legislative leadership and the Whitmer Administration for making difficult decisions and taking bold steps at a critical moment in Michigan’s history. We will be reaching out to members through our VoterVoice mechanism to encourage you all to thank your legislators who voted for this critical package. While some legislators did not support the package, we want to acknowledge those who recognized this moment in history and voted in support.

Elimination of the Industrial PPT

In other actions, the Legislature moved two top MMA policy priorities improving the personal property tax process. To fully implement the elimination of the manufacturing PPT in 2023, MMA’s “One and Done” package will end the administrative burden for companies to file annually with their local units of government starting in 2023. Streamlining the process will help manufacturers take advantage of the PPT exemption, which has saved manufacturers \$3.4 billion since 2016.

MMA’s second PPT priority avoids the administrative nightmare of having to track the location of laptops, monitors, and other equipment held by staff working remotely on “tax day,” December 31 of each year. The bill allows the assumption that all company-owned property is located at the company on December 31 and avoids the requirement to file in each community where their employees live and possess company personal property. We anticipate the bill will be signed prior to 12/31/21 to clarify the requirement for manufacturers.

Michigan’s Minimum Wage Set to Increase on 1/1/22

The Michigan Department of Labor and Economic Opportunity (LEO) announced the

state's minimum wage will increase effective 1/1/22.

- The minimum wage will increase to \$9.87/hour.
- The 85% rate for minors aged 16 and 17 increases to \$8.39/hour.
- Tipped employees' rate of pay increases to \$3.75/hour with the continued expectation that their tips will bring them up to the minimum wage.
- The training wage of \$4.25/hour for newly hired employees ages 16 to 19 for their first 90 days of employment remains unchanged.

For more information contact the LEO office at <https://www.michigan.gov/leo/>.



Michigan STEM Forward Program is accepting applications for Internship grants

Michigan STEM Forward, a statewide program that matches students attending Michigan colleges with internship opportunities, is now accepting applications from companies & students!

Is your company looking to hire an intern? Participate in the STEM Forward program and review resumes from the state's top young talent + get 50% of wages matched! Apply here: <http://a2spark.org/MichiganSTEM>

Michigan STEM Forward internship program:

- Matches students attending MI colleges w/ internship opportunities
- Up to 50% of the intern's wages are matched
- Company can be in any industry but all internships must be STEM-focused

Learn more: <http://a2spark.org/MichiganSTEM>

QUALITY SIG



Our next Quality Special Interest Group Meeting

We are looking to hold the 2022 Quality Special interest Group each quarter in 2022. Please complete our survey to help us best select days for these meetings.

[Survey link](#)

The Quality Special Interest Group (SIG) is a professionally facilitated group of the Great Lakes Bay Manufacturers Association (GLBMA). This SIG focuses on providing a forum to discuss and review quality systems, validate the need, discuss industry updates, and new regulations. It will also serve as a place where Quality employees can discuss issues in a confidential setting.

CURRENT EVENTS



Please note the GLBMA Office will be closed for the following holiday schedule:

Christmas
Thursday & Friday,
December 23 & 24

New Years Day
Monday, January 3, 2022

The GLBMA staff will be working remote from December 3 to January 3.

For immediate assistance please call 989-992-1163 during the holiday season.

January 2022

11 - Industry 4.0 [Webinar](#)
Recognizing Shortfalls, Opportunities, Existing Structural Roadbacks, & Funding Sources

25 - Industry 4.0 [Webinar](#)
Effective Change Management for Industry 4.0

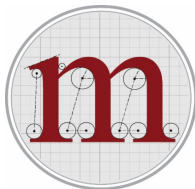
February 2022

1 - Industry 4.0 [Webinar](#)
Deep Dive into System Integration and Robotics & Automation

15 - Industry 4.0 [Webinar](#)
Deep Dive into Cybersecurity & the Internet of Things

MFG CHAMPIONS

Learn how to become an MFG Champion!
Support the GLBMA for years to come.
Call Tanya at 989-964-2881 or email tblehm@svsu.edu



MOLTUS
BUILDING GROUP

design build • general construction • construction management

Thank you to our MFG Champions!

If you want to become an MFG Champion, please contact Tanya at the GLBMA office for more details. (989)964-2881.



Proud to Manufacture

