

2021 NEWSLETTER

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Thank you to everyone that came out to celebrate the region's manufacturing on September 30th. We said thank you to Paul Aultman with Vantage Plastics, Amy Buben with Yeo & Yeo CPAs & Business Consultants, and Kevin Kennett with Cases Systems for their service to the GLBMA board. We enjoyed the opportunity to network and entertainment as well. It was a great evening to celebrate manufacturing and the start of getting back to normal.

Thank you to everyone who planned an event for national MFG Day! We continue to celebrate in the region with several 2021 MMA Manufacturing Excellence winners from the Great Lakes Bay Region and we look forward to celebrating with them in Lansing in November - see details below and be sure to congratulate our winners.

NEW MEMBER Welcome



ATC is the nation's leading distributor of technical training curriculum and equipment. We offer brand-name industry partners in the educational channel. Featuring Festo Didactic, Universal Robots, Stratasy, Allen Bradley, Siemens to name a few. We offer training programs for Industrial Maintenance, Automation & Robotics, i4.0, 3D Printer (FDM, PolyJet & Metal) to Middle Schools, High Schools, Technical Schools, Colleges, Universities & industries.



**ADVANCED
TECHNOLOGIES
CONSULTANTS, INC.**

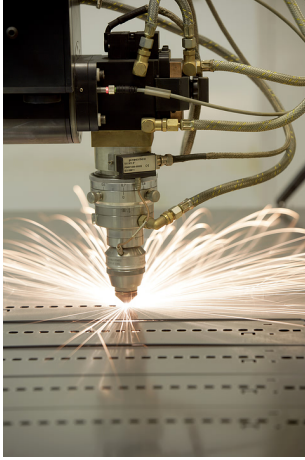
FEATURE ARTICLE



5 Emerging Technologies for Manufacturing

By Jim Biehl, Clayton & McKervey
[Automation Alley](#) Resource

Today's leading manufacturers are not simply product innovators, but technology innovators. For most of the industry, the days of separate and siloed machines are long gone.



Replacing it is often a vast network of chips, sensors, and data that communicates across the facility floor and to cloud-based networks on or off-site.

The fast pace of change, an increasingly competitive industry, and a more globalized society means even a business that remains technologically static, could actually be falling behind. Many technology experts still believe that computer processing capability doubles approximately every two years — and as much as 90% of the world's data has been produced in the last two years. Taken together, every day you don't invest in emerging technology is another day your competition gains ground.

Here are five fast-growing, popular technologies that are impacting manufacturers today. Each could be a benefit to how your business produces a product, connects with new customers, secures its data, or communicates internally and externally. Which one will make or break your company's future success?

1. Enterprise Resource Planning (ERP) Systems

Enterprise resource planning systems (ERP for short) is a technology that helps integrate all aspects of your business. Usually referring to a catalog of business management software, ERP allows you to collect, store, manage and interpret data while tracking business resources and keeping an eye on all points along your product's supply chain.

2. Artificial Intelligence (AI)

Artificial intelligence can be a deciding factor for how quickly your business can jump the competition. By incorporating computer systems into the existing manufacturing process, your machines can perform tasks previously requiring human skills and knowledge. AI technology trains your facility to learn, self-correct, and improve — all while removing human error and maximizing human talent.

3. Robotic Process Automation (RPA)

Your business can use robotic process automation or RPA to assist with completing tasks more efficiently. Unlike other technologies such as artificial intelligence that often displace or augment labor, RPA is most often adapted to emulate the actions of a human workforce and automate specific business processes to work in concert with people.

4. Blockchain

Blockchain is a digital ledger shared across a participating network. Unlike traditional data storage, each transaction is stored as a block which is approved and then linked chronologically with the transactions made before and after it. Once approved, it becomes a permanent record accessible to all authorized to view it. Manufacturers can use the technology to store legal contracts, track product inventory, and monitor movement along the supply chain.

5. Cybersecurity

Whether it is ransomware, spyware, phishing, or an unintended data breach, manufacturing's growing dependence on technology also leaves it vulnerable to technology-based attacks. What can you do to stay in business even as online criminals look for a way in? This is where cybersecurity comes into play. Investing in top-of-the-line security can keep your business safe while providing your team with peace of mind.

Originally published through [Automation Alley - August 2021](#)

**GLBMA MONTHLY
HIGHLIGHTS**





The GLBMA rollout of our Region Industry 4.0 Readiness Webinar Series

The GLBMA is pleased to partner with the regional partners and the MEDC to provide continuing education on Industry 4.0. The webinars were designed to educate you on the nine nodes of Industry 4.0. You may choose to attend one or the whole series. Registration is open now for the series and the first several individual webinars. This series is available to all manufacturers in the region. Please feel free to share with your suppliers, customers, and friends within manufacturing.

Tuesday, October 26 - [Effective Change Management for Industry 4.0](#)

Tuesday, December 7 - [Establishing an Industry 4.0 Roadmap & Regional Partner Asset Map](#)

Tuesday, January 11, 2022 - [Recognizing Shortfalls, Opportunities, Existing Structural Roadblocks, & Funding Sources](#)

Tuesday, February 1, 2022 - [Deep Dive into System Integration and Robotics & Automation](#)

Tuesday, February 15, 2022 - [Deep Dive into Cybersecurity & Internet of Things](#)

Tuesday, March 8, 2022 - [Need for Leadership Buy-In & Strategic Planning for Industry 4.0](#)

Registration is open and linked to each of the underlined titles above, or visit the [GLBMA website](#).

These webinars were developed to help meet the State of Michigan's initiative of 50% of our Manufacturers adopting Industry 4.0 before the year 2025. This program is provided by a grant through the Michigan Economic Development Corporation (MEDC).

Thank you to everyone who attended the Annual Dinner/Casino Night

We had over 150 manufacturing and associate members in attendance for a great evening of recognition and celebration of Manufacturing.

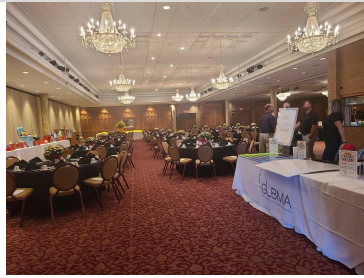
Thank you to our sponsors, prize donators, Horizon's Conference Center, and Deke's ParaDice and Casino for a great evening.

If you have not been able to provide feedback on this event you still have time. [Take the survey now!](#) Check out our website for more photos of this evening's event.





Case Systems arrives



HCC is ready for the GLBMA



AVU Registrations arrives



Yeo & Yeo CPAs & Business Consultants w/Wolgast Co.



Thank you to our outgoing board members!



R & S Cutter Grind & P.F. Markey



High Rollers



Thank you to our Annual Dinner & Casino Night Sponsors
Banquet Tables

ATD Engineering & Machine ♦ Automation Alley ♦ Case Systems/BOSTONtec ♦ Duperon ♦ Glebar Company
Ingersoll CM Systems ♦ Kurek Tool, Inc. ♦ Moltus Building Group ♦ Plante Moran ♦ Prometis Partners ♦ XLT Engineering

Who is ready for some Football? Join us for a game

The Great Lakes Bay Manufacturers Association has received an opportunity to promote the Association at no cost during SVSU football games. What does this mean? GLBMA member company staff can secure home football tickets (reservation link to the right) to the SVSU football games with access to food and beverages at the Hospitality tent located at the South end zone of the football stadium. Many of the key supporters of the GLBMA and SVSU football will be at these games to mingle with. It's our opportunity to share the great things all manufacturers and supporters in the region while enjoying some great college football. All tickets will be sent electronically or mailed.

Throughout the course of the game, you will see several promotions highlighting the GLBMA:

- GLBMA signage around the hospitality tent
- Full page promotion in the game day program
- Each quarter a 15-second read will be conducted from the

Get your tickets here!



press box

- Each half one of two 15-second video's will be played on the new Jumbotron

By the way, the games and competition that will be playing SVSU are some of its biggest rivals:

- October 16th **Northwood University** (Homecoming Game) 2:00 pm kick-off
- October 23rd **Wayne State University** 3:00 pm kick-off
- November 6th **Northern Michigan University** 1:00 pm kick-off

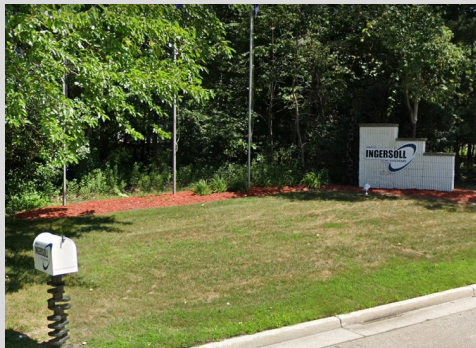
All games are held on Saturday. The hospitality tent opens one hour prior to kick-off and closes 30 minutes after the game.

Bring your family and friends for a great time to celebrate manufacturing and football in the Great Lakes Region.

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.



Ingersoll CM Systems

Ingersoll CM Systems is a full-service machine tool company. They offer services ranging from machine concept and design using their in-house engineering staff through field installation and service using their dedicated service technicians. They apply their 50 years of custom machine design and integration to your manufacturing challenge. Their goal is to make your satisfaction their First Priority.



Yeo & Yeo Computer Consulting

Yeo & Yeo Computer Consulting has the staff, expertise, and experience to take your IT to the next level. We offer free, preliminary, consultations to review your existing IT infrastructure and remodel it to fit your specific needs. We also provide security reviews to check for vulnerabilities in your network, penetration testing, firewall implementation, and wireless network deployments.



Going PRO IN MICHIGAN

Going PRO Talent Fund is now accepting applications

The local Michigan Works! offices are now accepting applications for the Going PRO talent fund. The deadline to apply is Thursday, October 28th at 5:00 pm. **Please reach out to obtain a link to the application prior to the deadline.**

The program provides training dollars up to \$1,500 per worker and \$3,000 for a new apprentice. There are multiple providers in the region that are pre-approved training classes. Please contact your local representative for your business' Michigan Works! office for complete details:

For Saginaw, Bay, Midland, Isabella, Gratiot counties contact
Joe Kaczmarek, MBA, CBSP, Business Service Specialist at Great Lakes Bay Michigan Works! Cell 989-293-1396 | kaczmarj@michiganworks.com

For Arenac county contact
Stephanie Buffman Business Solutions Professional at Region7b Michigan Works!
(989) 846-2111 | sbuffman@michworks4u.org

For Gladwin county contact
Bob Balzer, Director of Business and Economic Development at Region 7b Michigan Works!
(989) 426-8571 | rbalzer@michiganworks4u.org

For Clare county contact
Pam O'Laughlin, Business Director & Economic Services at Region 7b Michigan Works!
(989) 205-4560 | poloughlin@michworks4u.org

For Ogemaw and Iosco counties contact
Clara Sherman, Business Solutions Professional at Region 7b Michigan Works!
(989) 362-6407 | csherman@michworks4u.org



Prometis Partners Offer Fireside Chat

“Owner’s Fireside Chat” is being held virtually on 10/19 at 8:00 am EST. This session will be on “ESOP’s,” and we’re looking for business owners to attend this informative event.

[Register to attend here.](#)

This session is provided for free by Prometis Partners.

Inclusive Hiring Strategies webinar offered by Michigan Rehabilitation Services

National Disability Employment Month is a great time to learn more about diversifying your workforce. Join Michigan Rehabilitation Services for a webinar on ***Inclusive Hiring Strategies*** to learn more about expanding your hiring pool.

This webinar will explore ways beyond the traditional interview process, which unintentionally screens out qualified candidates and relies on skills that may not be essential to job performance.

Presenters will discuss case examples of Michigan businesses that have developed an inclusive culture, fortified their talent pipelines, and increased retention. Presenters will include Lisa Bartley, Gary M. Holik, and Christine Roberts.

Thursday, October 21, 2021

1:00-2:30 p.m.

[LINK TO JOIN THIS VIRTUAL ZOOM EVENT](#)

Prometis Partners shares Six Business Behaviors Exhibited by a Cohesive Team

1. A Shared Vision of Success

The task of establishing a unified vision of success for the business or organization falls on ownership and the executive leadership team members. Although it may be a broad concept - building and selling the best widgets in the country, or being the world's leading seller of banana splits, no matter the vision, there needs to be one answer to the essential question: *Why do we exist?* It's up to the team to come together to create the correct answer to that question and then unwaveringly be able to articulate it internally and externally.

2. A Sense of Trust

A foundational aspect of cohesive teams is trust – in each other, and the mission and vision of the team as a whole. Without trust, it's unlikely that very much progress can ever be made towards having a cohesive and successful organization. Trust – including being vulnerable and admitting weaknesses – is essential to creating the relationships necessary to withstand and persist through potential challenges. The mutual respect and appreciation of the diverse personalities and ideas of other team members strengthen bonds and helps appreciate, and listen to, ideas presented by others. It also allows people to establish trust at an emotional level and share concerns, errors, worries, and weaknesses without any hesitation.

3. Embracing Conflict

Within any team, especially those comprising of successful leaders, the conflict will inevitably arise. The key is to embrace the importance of conflict and see it as an effective tool. With trust firmly in place, conflict is an essential part of the leadership process. Ideas can be raised, and honest, open debate can ensue. The conflict that's considered productive leads to the sharing of bolder, more provocative ideas, with team members confident that the ensuing conflict is not only natural but highly productive and will lead to better outcomes. On the other hand, teams that avoid conflict will often limit feedback or create a chilling effect that prevents bold, or new, ideas from coming forward.

4. Eagerness to Collaborate

Collaboration is at the heart of cohesive teams. Trusting team members who share a common vision are more apt to work towards team goals and each other's goals. This unified approach allows organizations to play from strength, using the personal and material assets of each unit to develop project teams, work across business functions, and produce dynamic and cohesive results. At the individual level, a cohesive team's members recognize and value strengths others possess and will bounce ideas off of each other and create a culture of collaboration within their own divisions for the overall success of the organization.

5. Cohesion around Decisions

Compromise is an intrinsic component of group-based decisions. For some leaders, many of whom may be used to a strong sense of autonomy in their work areas, making concessions can be difficult. The cohesive team leaves the disagreements and discourse in the meeting room and embraces the decision publicly. If only one idea is chosen, team members need to understand why the winning path was chosen and support the idea, especially when communicating and committing to it within the organization.

6. Accountability for Actions

Trusting, cohesive team members need to understand how to hold other members accountable for their work. This task may be among the most difficult of unified teams but is crucial. Accountability cannot rest solely with the team leader; others must also be comfortable in calling fellow leaders on performance. Creating an environment where workers are held accountable for actions and processes will foster a successful work environment for the organization or business.

Teams that commit to the hard work to become a cohesive unit are far more likely to be successful in the long term. At Prometis Partners, we help businesses develop succession plans and create more value for when they decide to sell. We're here to help businesses create positive leadership teams for long-term success regardless of the direction your business is headed.

[Previously published by Prometis Partners, September 2021](#)

Rehmann offers Cybersecurity Webinar - October 19th

When it comes to your organization's technology and security, you may be on the right track — you recognize that constant monitoring, testing, and updating of your organization's defenses are critical — but technology is complex and evolving at a faster pace than most can keep up with.

For many small and medium-sized organizations, implementing foundational requirements like multi-factor authentication and performing cybersecurity assessments will make an impact, but that may not be enough. Did you know that every four years an organization can expect to get hit with a cyber incident? Are you driving your business forward with yesterday's technology and security at today's speed?

Join us for a complimentary webinar and panel discussion from 11 a.m. to 12 p.m. EDT Tuesday, Oct. 19. For more details and registration [click here](#).

Automation Alley reschedules the Integr8 Industry 4.0 Conference

Automation Alley's annual Integr8 Industry 4.0 conference, which was scheduled for Oct. 19, has been rescheduled for May 10, 2022. The conference will take place at the Suburban Collection Showplace in Novi instead of Detroit's TCF Center.

Integr8 will still be FREE—one free ticket—for Michigan manufacturers who are signed on as Automation Alley Essential Members (which is also FREE to Michigan manufacturers). And everything else that makes this a must-attend event for leading manufacturers and other high-tech companies aren't changing. So if you haven't already registered for the Oct. 19th date, or it wasn't convenient but May 10th of 2022 is, visit [Intergr8](#) to sign up for Integr8.



CMMA Announces Best Practice Tour - Advanced Battery Concepts

Join the CMMA on October 21st for a Best Practice Tour of Advanced Battery Concepts. This tour will take place from 5:30 pm to 8:00 pm at 8 Consumers Parkway, Clare, MI 48617. We ask that you please [register](#) to attend this event. This event is open to all GLBMA manufacturing members.



Moltus Building Group Grand Re-Opening

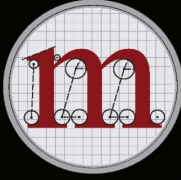
Please RSVP for this event before October 21, 2021, using the link below.

[RSVP here!](#)

*We Welcome You To
Join us for Tours and Hors d'oeuvres
To Celebrate The*

GRAND RE-OPENING

of



MOLTUS BUILDING GROUP

design build • general construction • construction management

*Thursday
October 28, 2021
4pm - 6pm*

204 W. SAGINAW ST. • HEMLOCK, MI 48626

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 Hali Motley with the Michigan Manufacturing Technology Center Northeast office for complete details on how to submit a Supplier Scouting form. Hali can be reached at hkmotley@svsu.edu.

Current Opportunities:

- Opportunity: 2021-087 64-Inch Transfer Paper Rolls closes Oct. 18
(submitted by PRiMEX)
- Opportunity: 2021-088 Tilapia Fish Food closes Oct. 18
(submitted by PRiMEX)
- Opportunity: 2021-089 Face Visor closes Oct. 18
(Submitted by Catalyst Connection)
- Opportunity: 2021-090 Horse Grazing Muzzle closes Oct. 18
(Submitted by North Carolina MEP)
- Opportunity: 2021-092 Electrospun Protein Sheets closes Feb.15, 2022
(Submitted by Catalyst Connection)
- Opportunity: 2021-093 Screen Printed Sewn Bags (50541) closes Oct. 18
(Submitted by Catalyst Connection)
- Opportunity: 202-094 Screen Printed Sewn Bags (50535) closed Oct. 18
(Submitted by Catalyst Connection)

Compass Benefits Group offers Webinar on Upcoming Healthcare Compliance Updates

You're invited to join us for a 30-minute webinar on Monday, October 18th at 1:00 pm to review **Four Key Welfare Benefit Plan Compliance Items**. This webinar is free to participate and we ask you to register to get the webinar link.

Register here
for this
webinar

We will be joined by Jen Berman, CEO, and Co-founder of MZQ Consulting, to review the following topics:

- Vaccine Mandates
- Surprise Billing
- Healthcare Pricing Transparency
- Advisor Compensation Disclosures

As a preview, you can find the most recent edition of the MZQ Consulting Beacon Compliance Alert from October 6th, which provides their analysis on the recent guidance from HHS and the DOL related to vaccine mandates [on our website here.](#)

New Executive Director to lead the Weaving Effective Leadership & Life Skills (W.E.L.L.) Outreach

We are thrilled to announce a new Executive Director to lead The W.E.L.L. Outreach. After nearly five years since the inception of The W.E.L.L., Paul and Michelle Aultman, along with The W.E.L.L.'s board, have hired Heather Bauman to serve as the organization's director! Heather took over fully in July as the first hired director of the non-profit. [Read the complete story here!](#)

The W.E.L.L. Outreach was established by Paul and Michelle Aultman of Vantage Plastic

Hemlock Semiconductor Announces New Leadership

This morning we announced the succession plan for a leadership transition at Hemlock Semiconductor (HSC). At the end of this year, Mark Bassett will retire from his role as Chairman & Chief Executive Officer, and Arabinda 'AB' Ghosh, who is joining HSC today as Chief Operating Officer, will succeed Mark as Chairman & CEO beginning January 1, 2022. [See details of the announcement here.](#)

HSC is well-positioned to build on our 60-year history as a global leader producing hyper-pure polysilicon for the semiconductor and solar industries, and we look forward to AB's leadership in moving our company into our next phase.

Mark and his wife Mary plan to stay in the community and are looking forward to continuing to help make the Great Lakes Bay Region even stronger. Please join me in welcoming AB to the region. Thank you for your continued support.



MMA News Updates

Check out the latest issue of the [MiMfg Magazine.](#)

Congratulations to the 2021 MFG Excellence Awards

MFG Lifetime Achievement

William Henderson, Aircraft Precision Products

John G. Thodis Michigan Manufacturer of the Year – Large Tier
Magna International of America, Inc.

John G. Thodis Michigan Manufacturer of the Year – Small Tier
Brent Hardman, Powell Fabrication & Manufacturing, LLC

MFG Woman of the Year
Andra Rush, Dakotta Integrated Systems, LLC

MFG Innovation Excellence
Duperon Corporation

MFG Talent Champion
Jenny Geno, Saginaw Intermediate School District

CONGRATULATIONS to all our mid-Michigan winners! We look forward to celebrating with them in November.

We also look forward to the announcement of the Coolest Thing Made in Michigan for 2021! Whom will it be?

3590 Towable Drum Style Whole Tree Chipper | Bandit Industries, Inc. • Remus
Oberon | Bell's Brewery • Kalamazoo
The Receptor | DB Delivery Solutions • China Twp
The Mayfield Adapter | Domico Med-Device • Fenton
Duperon Dual Auger System | Duperon Corporation • Saginaw
World's Largest Hydraulic Power Unit | Exotic Automation & Supply • New Hudson
Michigan Cherry BBQ Potato Chips | Great Lakes Potato Chips • Traverse City
Magliner Motorized U-Boat | Magline, Inc. • Standish
The NuStep UE8, Upper Body Ergometer | NuStep, LLC • Ann Arbor
GRIDCOOLER® Keel Cooler | R.W. Fernstrum & Company • Menominee

For more details on this awards dinner please see the [MMA website](#).

CURRENT EVENTS



October

16 SVSU Football vs. Northwood
19 Coffee Clutch
21 Quality SIG Meeting
23 SVSU Football vs. Wayne State
26 Effective Change Management for Industry 4.0 Webinar

Check the [GLBMA website](#) for complete details.

November

3 Regional Round Table for Midland & Saginaw Counties
3 Regional Round Table for Arenac, Bay & Gladwin Counties
5 Regional Round Table for Clare, Isabella, Gratiot Counties
6 SVSU Football vs. Northern
30 Coffee Clutch

QUALITY SIG



Our next Quality Special Interest Group Meeting

Topic: **Management System Updates** are

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

coming soon - are you prepared?

Date: Thursday, October 21, 2021

Time: 8:00 am to 9:30 am

Location: We will be meeting on a TEAMS Meeting (link provided one week prior to the meeting)

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.

Register to Attend!

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



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

