



Give thanks!

November is the month of Thanksgiving. The GLBMA is thankful to all our members and their families. Manufacturing provides the many things people need to live from day to day. Unless you are in manufacturing in the region you do not realize the many products produced in the region that are transported across the globe for use. We thank you for your innovation and your products that keep the world going.

We wish you all the best Thanksgiving this year.

Please note: all **blue colored text** is a hyperlink.

What's in the newsletter this month!

- Welcome
- Poll
- GLBMA Events/Programs
- Partner News/Events
- Feature Article: Mitigating the Risk of Payment Fraud

Would you or your company participate in a Human Resource Special Interest Group

Yes

No

Maybe

Comments can be emailed to tblehm@gmail.com. Results will be shared next month.

Last months results are shown below.



GLBMA News

Congratulations to Case Systems!

At the recent MMA awards Case Systems was

awarded the Manufacturing Community Impact award.

Jeff Clark accepted on behalf of the company.

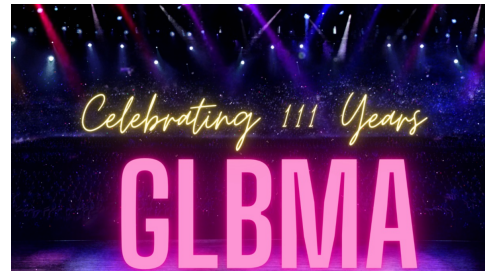


The GLBMA Annual Meeting and Celebration of Manufacturing has been rescheduled for February 29, 2024.

Our new date for the Annual Meeting will be **Thursday, February 29, 2024.**

Registration is now open. Click [here](#) to register. If you registered prior, you are still registered.

Join us for this expanded event to view the MMTC Industry 4.0 Showcase. Then enjoy lunch and hear from national guest speaker, Rachel Mann.



Come early or stay after to view the Industry 4.0 showcase from the Michigan Manufacturing Technology Center. See the latest in cutting edge technology for Industry 4.0 and manufacturing.

Rachel Mann will be speaking about:

- Projected changes in the manufacturing workforce with advances in Artificial Intelligence
- The current entry-level candidate pool and what makes this generation unique
- The importance of rebranding the image of manufacturing to connect with potential candidates
- The changing landscape of work
- The critical value of the manufacturing community's ongoing support of PRIME programs and high school manufacturing programs
- How to equip young people for the future and how to meet students where they are

Rachael Mann is a national authority on career and technical education and champions forward-thinking in artificial intelligence and the changing landscape of work. Rachael is a frequent keynote speaker at education and workforce development events, and she speaks and writes about disruptive technology, education, and careers. She is the author of the children's books *The Things You'll Grow* and *The Spaces You'll Go*, and coauthor of *The Martians in Your Classroom*. Her most recent book, *Pack Your Bags for an AI-Driven Future*, will be released in 2024. She is passionate about all things related to education, technology, and science. She believes in the importance of shaping the educational philosophies and spaces of today by looking toward the innovations of tomorrow. Rachael holds an MA in educational leadership and has 14 years of classroom teaching experience in a range of subjects, including child development, science, technology, and culinary courses. Ms. Mann's experience includes her work as the Network to Transform Teaching State Director, the Professional Learning Director of STEM, and the Arizona State Director for Educators Rising. She is a founding member of the Council on the Future of Education and serves on a number of national boards that are dedicated to ensuring that kids are future-ready.

She lives in Hershey, PA, and enjoys tennis, hiking, good eats, and traveling. From professional growth to motivational talks to workshops, Rachael loves to inspire audiences to think bigger and dream beyond. Connect with Rachael on social media @RachaelEdu to learn more about her work.

Sponsorship for the annual meeting are still available and new this year, we will be selling ads for the program. See ad sizes and pricing [here](#). Sponsor today [here](#).

If you previously registered for this event, you will remain registered unless you contact the GLBMA office.

Thank you to our sponsors for this event!



Beverage Sponsor



Beverage Sponsor



Centerpiece Sponsor



Centerpiece Sponsor



Menu Card Sponsor



Registration Sponsor



Mint Sponsor



Call to become a sponsor today.



Casino & Euchre Night with Cornhole

January 25, 2024
 5:30 pm to 9:00 pm
 The Great Hall
 Midland, MI

\$75 an individual, \$425 for a Six pack, \$600 for a reserved table for 8 people

Admission includes: heavy hors d'oeuvres, three drink tickets, \$500 in Deke's Dollars, and chances to win prizes.

Casino games include: Blackjack, Poker, Craps, Roulette, and Slots. Win tickets for all the money or chips you have in the end for the prize drawings.

Euchre is \$100 a hand and you win tickets for the raffles for every point earned in the game. Winning hand wins an extra ticket.

Cornhole is \$100 a game and you win tickets for the raffles for point earned in the game. Winner of the game earns an extra ticket.

The casino night is open to all employees of your company and spouses and guests are welcome to attend too.

Become a sponsor of this event [here!](#)

Register to attend here!



High Roller Sponsor



Beverage Sponsor



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Gaming Table



Gaming Table



Prize Sponsor

Would you like to host a plant tour?



CONTACT US!



We are looking for companies that would like to share one of their best practices! Contact the GLBMA office about hosting a tour. We can schedule a morning tour, lunch tour, or after hours. Looking for a tour in January, April, and June. If you would like more information we are happy to meet with you and discuss in person. You are not too big or too small to host. 989-964-2881 or email tblehm@svsu.edu.

Quality Special Interest Group (SIG) Meeting

December 6 - Register your Quality Staff/Plant Management to attend

Amigo Mobility International will host our quality special interest group on December 6, 2023 from 3:00 pm to 4:30 pm.

Are you interested in learning more about Quality Systems for medical devices? Join us for the December QSIG at Amigo Mobility. We will have a plant tour and discuss the improvements in their system to comply with Medical Device regulations and improve efficiency. Some areas these changes have affected are: Training, Design Control, Control of Design and Process Changes, Management Review, Analysis of Data, Supplier Evaluation and Monitoring.

Thank you to Amigo Mobility International for hosting this quarters meeting. Thank you to AVU Registrations and MMTC for coordinating this group.

Register to attend this event [here](#).

Women in Manufacturing Special Interest Group (WIM) Events

Holiday Soiree - November 14, 2023

Thank you to everyone that came out Tuesday night to the holiday soiree. Thank you to PNC Bank for sponsoring refreshments and Moltus Building Group for hosting us.

Look for our new calendar of events in December.



Follow us on Facebook
or Linked In



Great Lakes Bay Regional Alliance Leadership Class of 2023 includes Blehm

The Great Lakes Bay Regional Alliance wrapped up their 2023 Leadership program on Thursday, November 15, 2023. Tanya Blehm with the Great Lakes Bay Manufacturers Association was among those honored by completing the program. Now an ambassador of the Great Lakes Bay Region.

The class of 2023 Leadership has adopted 5 regional projects. Two smaller projects in Saginaw County that were completed in August and October this year. In August, we raised \$1,000 plus in school supplies of the back pack give away at the "All About the Kids" event hosted by the Christmas with Angels organization. In addition to supplying volunteers to work the event. In October, we worked with Habitat with Humanity in Saginaw and the Mustard Seed to paint Mable Freeman's house. Mable lives next to the Mustard Seed and donated her 90th birthday gifts to the Mustard Seed despite needing her home painted. Our next project we are working on is with Bay County and Camp Fish Tales. We are currently raising money to replace four toilets and one sink that are handicap accessible for the campers. This project should be completed by the spring when camp begins again. Our Isabella project stems from meeting with their Chief Science Officers program from Breckenridge High School. We will be assisting them with a bottle filling station within the school, they currently do not have a way to fill their water bottles. Our last project and most ambitious project is with Midland County. We are currently seeking funds and permission to paint murals within the new court yard at the Juvenile Care Center. If you would like more information on these projects you may reach out to anyone in the 2023 Leadership Class or contact the GLBMA office. Look for more information on our Cornhole fundraiser in the spring.

Applications for the 2024 class will open December 1, 2023. Consider sending one of your leaders.

Partner News

Daycare Crisis

Saginaw County Chamber of Commerce

Middle Michigan Development Corporation received a grant to explore the childcare crisis in our region in 2023. This led to the formation of the East Central Michigan Child Care Coalition serving Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland, and Saginaw Counties dedicated to improving child care accessibility.

Our mission is to provide quality child care that is available whenever it is needed (overnight, 12-hour shifts, 2nd and 3rd shift) representative of family values and culture, and education, that is safe and trustworthy for our families.

The child care sector in our region faces significant challenges, including financial

instability, staffing shortages, and extensive regulations. The COVID-19 pandemic has only exacerbated these issues, and without continued support, many child care programs may close, leaving thousands of children without care.

This situation affects parents' ability to work, and hurts other businesses and the economy. Many industries are having trouble hiring qualified workers. People are missing work or dropping out of the workforce completely due to child care issues. In our region in most zip codes for every licensed slot in child care, there are at least three children competing for it already.

If you are a parent - follow this [link](https://tinyurl.com/3vfbhysw) for the parent survey <https://tinyurl.com/3vfbhysw>

If you are an employer - follow this [link](https://tinyurl.com/4nkykufa) for the employer survey <https://tinyurl.com/4nkykufa>

If you are a daycare provider - follow this [link](https://tinyurl.com/26ydnrpd) for the daycare provider survey <https://tinyurl.com/26ydnrpd>

Thank you for your support and commitment to our community's well-being. Please join us in this crucial effort.

You're Invited to SME PRIME Launch at Bay City Western High School

Michigan Manufacturers Association

Friday, December 1, 2023
11:30 am - 1:30 pm
Bay City Western High School
500 W. Midland Road, Auburn, MI
Please register to attend below

Please join the SME Education Foundation and Bay City Western High School on Friday, December 1, 2023 at 11:30 a.m. to celebrate the successful implementation of the SME PRIME program. The Mechatronics and Robotics program at Bay City Western High School is part of the six million-dollar appropriation from the State of Michigan to the SME Education Foundation to develop SME PRIME across the state.

Since 2011, the SME Education Foundation's Partnership Response in Manufacturing Education (SME PRIME) program has partnered with local manufacturers and high schools to build tailored manufacturing/engineering programs across the country. The SME PRIME program provides equipment, curriculum, professional development, scholarships and STEM-focused extra-curricular activities to students and teachers.

Nationwide, the SME Education Foundation provides hands-on manufacturing and engineering education to more than 93 schools in 23 states. In Michigan, Bay City Western High School is one of 33 SME PRIME programs.

During this event, you will hear from foundation representatives, school officials, state legislators, and students, who recognize the importance of manufacturing and engineering education. You will also be able to tour the new SME PRIME manufacturing lab.

Register to attend [here](#).

Saginaw STEM is on the hunt for experts to help with the Solar Car Challenge Team

Saginaw STEM | Dante Davis | ddavis@saginawstem.org

Saginaw STEM is taking their knowledge of engineering electric vehicles to the next level after an exciting collaboration in 2023 – they're going solar with their sights on The Solar Car Challenge.

The Solar Car Challenge is a national, project-based STEM initiative helping motivate students in Science, Engineering, and Alternative Energy. The effort got its start in 1989 with the launch of an education program to teach high school students how to build and safely race roadworthy solar cars.

The Challenge is a national high school competition and race, but it's so much more than a race. That's why it's called the 'Solar Car Challenge' instead of a race, because it's a challenge even to qualify to race.

The initiative is a two-year program for high schoolers to build a solar car based on specific rules and regulations. The end product of each two-year education cycle is the Solar Car Challenge: a closed-track event at the world-famous Texas Motor Speedway, or a cross country race designed to give students an opportunity to drive and display their solar cars.

Last year, we partnered with a program in Detroit called Heroes' Alliance to help them with their solar car and participated in the bi-annual cross-country 9-day race from Fort Worth, Texas to Palmdale, California with stops at the Grand Canyon, Hoover Dam, and ending our trip on the beach in Santa Monica, CA. Two Saginaw STEM students, myself and nine Detroit students competed with Heroes' Alliance in the Challenge. In the end, we actually took first place in that competition, which was a testament to our efforts for it being our first year.

Now, our team is looking to build our own solar car right here in the Great Lakes Bay Region. Partners in the region and kids from our high school program will go down for the alternate year on-site event at Texas Motor Speedway in July of 2024 with our own car to compete once again, this time as our own team.

To support that, we're primarily looking for subject matter experts and working professionals to fine tune some of the aspects of this year's Challenge. We need help with mechanical engineering, CAD design, thermal management, electrical engineering, systems engineering, program management, requirements capturing and management, testing and validation, data analytics, logistics, marketing and communications and more.

Our timeline was to get started this fall for vehicle engineering classes and requirements, reviewing those and packaging studies. Then the final chassis design needs to be set by the end of October, with fabrication in the months following. Having the working knowledge and guidance from subject matter experts throughout this process is something that both helps and inspires our students to set and work towards these goals.

The Saginaw STEM Solar Car Team is currently still working out of Saginaw High School, but we are looking at move into the campus of Saginaw Valley State University as we grow, so we are working on what that could look like now. The team will be meeting on Tuesdays, Wednesdays, and Thursdays from 3:00 p.m. – 6:00 p.m. at our lab at Saginaw High. We are also open to adding Mondays and Fridays and adjusting the times for professionals in order to fit their schedules and allow for flexibility.

Long term, we're going to be traveling to Texas, so there will be opportunities to help with the logistical items that we need like hotel rooms and travel expenses. Those who would like to support Saginaw STEM as we prepare to take on the 2024 Solar Car Challenge can learn more and donate here.

Those who are interested in volunteering or would like to learn more can email Dante Davis at ddavis@saginawstem.org

To learn more about the Solar Car Challenge, you can visit <https://www.solarcarchallenge.org/challenge/>

Saginaw Career Complex is Seeking Volunteers for Resume Reviews

Saginaw Career Complex | AnnMarie Batkoski | abatkoski@sisd.cc

The number one thing we are told is that job seekers today lack soft skills. At the Saginaw Career Complex, we pride ourselves on not only teaching technical skills to our students but other professional skills as well. One of those skill sets is creating a resume and

having industry professionals review it with the students to help with their communication skills.

As part of the resume process, we are seeking business professionals to work one-on-one with students reviewing their resumes, providing constructive feedback, and sharing your professional experience. Your guidance can make a substantial difference in helping these young individuals build their confidence and create impactful resumes that showcase their skills and potential.

We have five days for resume reviews. The days, times, and programs assigned to each day are listed below. You don't need to be an expert in human resources to know what a good resume should look like. Our goal is to provide both a valuable experience for our students to build upon their soft skills and for you to meet with the future talent workforce.

We encourage you to sign up for the day(s) that fit your schedule best.

Tuesday, December 5- Engineering & Manufacturing, Graphic Arts, Welding Technology, Entrepreneurship Academy

Wednesday, December 6- Building Construction, HVAC, Information Technology & Cybersecurity, Animal and Agricultural Sciences, Auto Collision, Auto Tech

Monday, December 11- Nursing Occupations, Medical Academy, Law and Public Service

Tuesday, December 12- Physical Therapy & Sports Medicine, Medical Careers

Friday, January 26- Culinary, Careers in Education, Hospitality and Tourism

The workshops will run from 8 to 10 a.m. and noon to 2:00 p.m. at the Saginaw Career Complex.

Please use this [link](#) to sign up as a volunteer. If you have trouble accessing it, email us the days and times that you are available.

We appreciate all you do for our students and hope you find this a valuable experience!

Elizabeth Stuber, Saginaw Career Complex ELA Teacher/Career Development

Ann Marie Batkoski, Saginaw ISD Coordinator of Business Partnerships

Bay Arenac Intermediate School District is hosting Mock Interviews for their Marketing students

BAISD | Tiffany Sheppard | sheppardt@baisd.net

We will be holding mock interviews for our Marketing students on **November 28th**. We have a need for (2) interviewers in the morning and (5) in the afternoon. We are able to accommodate zoom or in-person. **Time frames are 8a-10a or 12p-2p.**

Any assistance would be greatly appreciated! You are welcome to assist with 1 session or both. Please email Tiffany at sheppardt@baisd.net to volunteer.

Get Involved with the 2024 Memorial Cup

Saginaw Chamber of Commerce

As the City of Saginaw and the entire Great Lakes Bay Region prepares to welcome the 2024 Memorial Cup, informational meetings are being held to help businesses, organizations and individuals get ready for the event.

The Chamber will be hosting Craig Goslin, President and Managing Partner of the Saginaw Spirit, at the Percolator Breakfast and New Member Expo on Thursday, December 7, 2023. Please join us for Perc at Horizons Conference Center, 6200 State Street, Saginaw, from 7:30 - 9 a.m. Perc attendance is free, but a reservation is required. Go here to [register](#).

Two other informational meetings will be held at Saginaw City Hall and available via [livestream](#). Virtual attendance is encouraged as in-person space is limited. Those meetings will be held Tuesday, December 5, 2023 (business focused), and Thursday, December 7, 2023 (organization focused), from 5:30 - 7 p.m. RSVP for either of these informational meetings [here](#).

Topics of discussion

- Schedule of Memorial Cup events
- Opportunities for local participation
- Public space improvements
- Enhanced transit access
- Resources for businesses and organizations

Michigan Chamber of Commerce extends Utility Program to GLBMA Members

Michigan Chamber of Commerce | David Brownback | bdbrownback@michmaber.com

Increasing or stubbornly high energy costs can take a toll, especially for energy-intensive industries like foundries. From ductile iron to aluminum, carbon and stainless steel, all foundries face intense pressures to remain competitive.

That's where the Michigan Chamber and utility billing expense management partner Tenurgy can help. Discover what savings 9 of 10 companies have found through no risk, no hassle utility bill audits.

How it works:

- Tenurgy experts review all utility bills – electric, natural gas, water, sewer, waste removal, and telecom – in a fully remote audit. They navigate complex, evolving rules and regulations to find savings.
- No site visits or business disruptions needed – just authorization approval to gather utility account information.
- Results and a comprehensive report in 4-6 weeks.

No risk or obligations:

- No upfront costs or any obligations. Pay only if you choose to activate any discovered savings.
- 90% of clients receive savings, while the other 10% gain peace of mind; \$10M in refunds for manufacturers to date.

Different than an energy audit:

This is a utility bill review, not an analysis of energy consumption or efficiency that often requires multiple site visits or major process changes.

Don't just take our word for it:



“There unique approach gave us the ability to activate several of the items very quickly, while allowing others to be reviewed and implemented at our own pace... highly recommend their services.

**ALUDYNE, FORMERLY CHASSIX,
REALIZED OVER \$500,000 ANNUALLY!**

Learn more:

To get started or more information, contact Business Solutions Executive David Brownback at 517-204-6413 or dbrownback@michamber.com or use our Utility Bill Review Calculator.

The coming fall and winter season makes it the perfect time to take advantage of this proven program. Don't miss out – optimize your utility expenses and boost your bottom line today.

Use New I-9 form as of November 1, 2023

Yeo & Yeo CPAs & Advisors

An update to Form I-9, Employment Eligibility Verification, will go into effect on **November 1, 2023**.

Starting November 1, employers are required to use the 08/01/2023 edition of **Form I-9** to verify the identity and employment authorization of their new employees – citizens and non-citizens – in the United States. The new Form I-9 is fillable and downloadable.

Forms that were completed for employees hired before November 1, 2023, are still in compliance.

Attend the U.S. Citizenship and Immigration Services' **Form I-9 Overview** webinar to learn about Form I-9 requirements, instructions for completing each section, acceptable documents, retention, and storage. **This webinar is scheduled November 22, 2023 at 11:00 am EST.**

Avoid penalties for I-9 paperwork violations by correctly completing and retaining the new Form I-9 and supporting documentation.

Thank you to Yeo & Yeo CPAs & Advisors for sharing. If you have additional questions, you can reach out to your local CPA firm or Yeo & Yeo CPAs & Advisors.

Oakland University Cybersecurity Center

What is the Oakland University Cybersecurity Center?

Automation Alley has been awarded \$2 million from the U.S. Department of Energy's Office of Cybersecurity, Energy Security, and Emergency Response to create a university-based cybersecurity center in Michigan focused on R&D and insights that will result in capabilities that reduce the risk of power disruption from a cyber-incident for energy delivery systems, and education that enables cybersecurity by design in the energy sector.

This Cybersecurity Center will:

- Be one of several DOE-funded university-based



cybersecurity centers created to enhance the security and resilience of the nation's critical energy infrastructure.

- Collaborate with other DOE-funded centers while focusing primarily on the needs in the state of Michigan related to enhancing the security of energy systems.
- Focus on reducing the impacts of disruptive cybersecurity attacks through preparation, innovation, and collaboration with other government agencies as well as the private sector.
- Provide opportunities for students to enter cybersecurity careers through internships and apprenticeships in the energy, automotive and electric/gas utilities industries.
- Train cybersecurity professionals on how to establish strong protections to prevent bad actors from taking advantage of systems for industrial espionage, intellectual property theft, IP leakage, or even production sabotage.
- Help develop workforce in challenging areas including Internet of Things (IoT), Cyber Resilience, digital forensic science, malware analysis and ransomware detection, and other cyber-attacks on cyber physical systems (CPS) and disinformation detection.

Participate in Cybersecurity Research

What is the research for?

The aim of this research is to prepare Michigan manufacturers for Industry 4.0. Cybersecurity is a critical component of Industry 4.0. The first step of this research is to evaluate cybersecurity preparedness among Michigan manufacturers. The results from this research will help identify areas of improvement to increase cybersecurity resilience.

Automation Alley is teaming up with SensCy to conduct this research using their SensCy Score™ methodology. A cyber professional from SensCy will conduct a 30-minute cyber evaluation - no preparation required. For participating in the research, you will get a one-page summary of your organization's evaluation.

To schedule your meeting or more information on this free evaluation click [here](#).

Michigan Launches "You Can in Michigan" Talent Marketing Campaign

Michigan Manufacturers Association

Governor Whitmer and the MEDC last week unveiled "You Can in Michigan" — a new talent attraction marketing campaign launching nationally to fill open jobs, grow Michigan's population and drive the state's economic future forward.

Backed by a [new website](#), a new career portal, new social media channels and paid media, the \$20 million initiative aims to appeal to potential skilled talent recruits from key targeted markets.

The state invites employers to [engage with the campaign content](#) in your networks.



Refer a friend to join?

CONTACT US!



Refer a new Manufacturer to become a member and get some GLBMA swag!

SensCy's Cybersecurity Pledge wraps up Cybersecurity Month

SensCy | Ethan Oilar | ethanoilar@senscy.com

The SensCy team wanted to put together something special for the cybersecurity awareness month given that cybersecurity is what we live and breathe everyday. Thus, the cybersecurity pledge was born!

SensCy asks you to take this personal pledge to safeguard your data and boost your cyberhealth during the cybersecurity awareness month of October.

Please share with your friends, family and co-workers!

Download your cybersecurity pledge [here](#).

The Bay Area Chamber of Commerce is seeking Volunteers for Mad City Money!

BACC | Jodu | jodi@baycityarea.com

The Bay Area Chamber of Commerce is looking for volunteers to assist with Mad City Money, a program that allows high school students to go through a simulation of real-life scenarios to help them understand budgeting.

Tuesday, December 5, 12:57-2:55pm
Bay Arenac Community High School
805 Langstaff St,
Essexville, MI 48732

To volunteer, please email Jodi at jodi@baycityarea.com or call the Chamber office at (989) 893-4567

Save the date for Rosie the Riveter Day

Plan to join us on the capitol steps to celebrate the women that stepped into the non traditional roles at the time to save manufacturing during World War II. Meet some of the original Rosie's, most of which are now over a hundred years old and the men that fought for our country and flew some of the planes made at Willow Run.

Program includes:

Guest speakers include: WLNS Anchor Sherri Jones, Chris Metts from Dowding Industries, and Kelly Preston from Capital Steel & Wire.



Activities include: RE Olds Transportation Museum, Impression 5 Science Center and Tinker Labs.

Musical Performances by: Amber Taylor from Back to the Bricks Flint and Drill Performance by the American Rosie the Riveter Association Drill Team.

Thank you to our current sponsors: PNC Bank, Lansing Board of Water and Light, Maner Costerian, Loc, and Munters. We welcome additional sponsors, see the opportunities [here](#).

Sponsorships are also available [here](#) or contacting Cindy Kangas at cindy@camconline.org.

Minimum Wage Increasing January 1st

MBA

On November 3rd, the Michigan Department of Labor and Economic Opportunity announced [the state's minimum wage will increase](#) from \$10.10/hour to \$10.33/hour. The change takes effect on January 1, 2024.

By law in Michigan, our minimum wage will rise annually if our unemployment rate is below 8.5% for the calendar year preceding the calendar year of the prescribed increase. Because our unemployment rate has hovered just below 4% for much of 2023, an increase in minimum wage is triggered.

Minimum wage rates [for minors](#) will also increase, as will [tipped wages](#).

ConneCTEd Events

Midland ESA | Kristen Sanborn | ksanborn@midlandesa.org

We are excited to continue to offer you opportunities to connect with your future workforce. Oftentimes we hear folks say, "Wow I wish there was something like this when I was in school!!" Well, now is your chance to make an impact and turn those comments into, "I remember a program like this when I was in school, and it helped me get where I am today!" Please sign up to volunteer today.

Below you will find a brief snapshot of the opportunities, which we hope will get you excited about the ways you can connect.

Reality Store ("Game of Life"): During this event students discover how their desired lifestyle might...or might not... work with the career and family situation they choose. You will run stations that provide students with choices, like housing and food, and help them gain a better understanding of how the costs associated with these choices affect each other.

- Friday, January 12th (Bullock Creek Middle School)
- Thursday, March 14th (Coleman Jr./Sr. High School)
- Monday, May 6th (Meridian Middle & High School)

Career Search (career fair): This event is a great way to showcase your particular business/career path to your future workforce and help them better understand the path to obtain their dream career. If you are interested in participating reach out to Katie Abbate at kabbate@midlandesa.org.

- Thursday, November 30th (Bullock Creek, Coleman & Meridian)
- Friday, December 8th (Midland High School)
- Tuesday, January 23rd (Dow High School)

Ready.Set.Interview (mock interviews): An event where you will help shape your future

workforce's employability skills and help them become better prepared for their future interviews and employment! This will run February 27 - 29, 2024.

If you are ready to make an impact, or you want to understand a bit more about each offering, you can utilize this link: <https://forms.gle/D7fHLCpggSZ285zR9>

Thanks again for the TREMENDOUS impact you make on the students in Midland County. We TRULY could not do this without YOU!!! If you have any questions please do not hesitate to reach out!

-Midland ConneCTEd Team

Automation Announces New Format for INTEGR8 for 2024

Automation Alley

Are you ready to help us shape the future of Industry 4.0 in 2024 and beyond? We are kicking off our Integr8 Roundtable Series in January with TWO roundtable discussions, and your insights are wanted!

January 10, 2024

REQUEST YOUR INVITATION - Click [here](#)

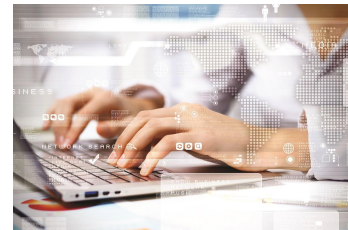
**Navigating the Future: Global Industry 4.0 Trends
Standards and Policy**



January 10, 2024

REQUEST YOUR INVITATION - Click [here](#)

**Future-Ready Workforce: Navigating Digital
Transformation Together**



Be part of the conversation that's driving innovation and transformation. It's time to unite industry, academia, and government for a brighter, tech-driven future!

Request your invite now at [integr8Series](#) and let's collaborate to solve the challenges of digital transformation together! Integr8 Roundtable participation is limited and by invitation only. If you believe you have valuable insight to share and would like your company to have a seat at the table, please request an invitation to be considered.

We welcome all voices and perspectives from companies large and small.

The Mid-Michigan Children's Museum (MMCM) is calling all Volunteers

Mid-Michigan Children's Museum | Whitney Watt | volunteer@midchildrenmuseum.org

What: For Mid-Michigan Children's Museum (MMCM) annual Holiday Hooray Special Event

When: Saturday, December 2, 2023

There are 2 shifts: Shift 1: 9:45 am – 1:30 pm & Shift 2: 1:15 pm – 5:15 pm

Where: 315 W. Genesee Avenue, Saginaw MI 48602

Who: Individuals from age 14 on up to 120 (maybe hard bending after 120)
Sports teams from schools, semi-professional and professional, Businesses that volunteer

in the community, Service groups. The list goes on and on!

Why: MMCM's contribution to the community is done by hosting special events throughout the year.

Volunteers are needed for the following: Monitor the indoor activities and help keep the areas clean, Assist guests in one or more museum galleries, Assisting with crafts and games.

How: Complete the volunteer application at <https://michildrensmuseum.org/volunteer-form/> for individuals and for groups/businesses/organizations, please go to: <https://michildrensmuseum.org/volunteer-group-form/>

For more information or if you are interested, please contact Whitney at volunteer@michildrensmuseum.org or 989-399-6626.

MMA Announces 2023 Manufacturing Excellence Awards - Winners and Finalists

MMA | mimfg.org | 517.372.5900

Congratulations to the winners announced at the MMA awards on November 9, 2023

Michigan Manufactured Export of the Year
A64 HD Water Cannon, Getman Corporation (Bangor)

Manufacturing Innovation Excellence
Storch Products (Livonia)

Manufacturing Community Impact
Case Systems Inc. (Midland)

John G. Thodis Michigan Manufacturer of the Year – Large Tier
Armstrong International (Three Rivers)

Coollest Thing Made in Michigan
INFRALED PRO Motorized Exam Lights, Kirlin Lighting (Detroit)

Individual and Program Award Winners (previously announced)

John G. Thodis Michigan Manufacturer of the Year – Small Tier
Joseph Mooney • Integrity Fab & Machine Inc. (Breckenridge)

Manufacturing Emerging Leader
Ronald E. Hall • Bridgewater Interiors (Detroit)

Manufacturing Lifetime Achievement Award
Jon Hall • Glastender Inc. (Saginaw)

Manufacturing Talent Champion
DENSO Manufacturing Michigan Inc. (Battle Creek)

Manufacturing Woman of the Year
Sachiko Johnson • Jordan Manufacturing Company (Belding)

Michigan Manufacturers Association (MMA) - Magazine

Ashley Wakefield | 517-487-8523 | wakefield@mimfg.org

View MiMfg Magazine [here](#).

SVSU to host Manufacturing & Information Technology Fair

SVSU | Career Services | 989-964-4954

The Manufacturing & Information Technology Fair is on Tuesday, January 23rd, 2024 from 3pm-5pm. This is your opportunity to meet with our talented students from the College of Science, Engineering, & Technology regarding full-time, part-time, co-op, and internship opportunities.

To participate in this career fair register [here](#).
Or call 989-964-4954 for more information.

Save the date for the SVSU Spring Employment Fair - February 2, 2024, Noon to 3:00 pm.
Register [here](#) for this event.

Great Lakes Bay Region to host Workforce Housing Summit

GLBRA | greatlakesbay.com



SAVE THE DATE FOR THE GREAT LAKES BAY REGION WORKFORCE HOUSING SUMMIT

JANUARY 26, 2024
9:00 - 11:00 A.M.
Saginaw Valley State University

Please save the date to join us on Friday, January 26, 2024 with sessions and updates from:

- Home Builders Association of Michigan
- Michigan Municipal League
- Grand Rapids Chamber of Commerce
- Housing North
- Michigan State Housing Authority (MSHDA)
- Housing & Urban Development (HUD)
- Local partners and more!



Brought to you by:



Featured Article

Mitigating the Risk of Payment Fraud

Michelle Gould | 989-794-7294 | michelle.e.gould@huntington.com

The increasing sophistication of payment fraud has businesses on alert. But there are things you can do to help protect your business.

Technology is advancing at a rapid rate and criminals are keeping up. And they're still using old-school methods, too. When it comes to preparing a strategy to defend against the evolving risks, what are some actions you can take to help protect your business?

- Create a plan. Businesses need a fraud plan in place to know when an incident happens, who to contact and what to do next.

Early detection is essential to safeguard your confidential customer records along with your business's proprietary information and overall reputation. It may also help to recover losses. According to the Association for Financial Professionals, your business's ability to swiftly detect and address a fraud incident impacts your chances of recovery.†

- Consider a security suite of treasury management products. As businesses continue to digitize their customer interactions, they must also look for new ways to outsmart fraudsters. According to the Merchant Risk Council, payment fraud cost ecommerce merchants 3.6% of their total revenue in 2022.‡

To help guard against both paper and electronic payment fraud, these products include measures like daily verification, account matching, filters, and blocks. Look into cyber liability insurance. Beyond standard insurance, this is a more comprehensive policy which helps to safeguard businesses against the negative impact of payment fraud. In addition to financial protection from various cyber exposures, a cyber insurance policy may help with response related expenses, including crisis services such as forensics, customer notification, and public relations. These resources can help you to respond to an incident more quickly and get back to what's most important – serving your customers and growing your business.

- Upgrade IT tools and infrastructure. Consider replacing and upgrading aging networks with systems that can keep up with the speed of current technology. Investments in this area are expanding. According to a recent report, businesses are training fraud teams to use a unique combination of data, machine learning, and AI to protect against ecommerce payment fraud.§

Your Huntington banker can work with you to help you determine your needs and suggest tools and options. When the issue is payment fraud, you'll know you've taken proactive steps to help protect your business.

SOURCES

† Association for Financial Professionals. 2023. 2023 AFP Payments Fraud and Control Report. J.P. Morgan Chase. Accessed April 25, 2023.

<https://www.afponline.org/publications-data-tools/reports/survey-research-economic-data/Details/payments-fraud>.

‡ Merchant Risk Council. 2023. "2023 Global Payments And Fraud Report." Accessed April 28, 2023.

<https://merchantriskcouncil.org/learning/mrc-exclusive-reports/global-payments-and-fraud-report#download-the-report>

§ Ionescu, Irina. 2023. "The Paypers launches the Fraud Prevention in Ecommerce Report 2022-2023." Accessed April 28, 2023. <https://thepappers.com/digital-identity-security-online-fraud/the-paypers-launches-the-fraud-prevention-in-ecommerce-report-2022-2023--1259574>.

Download full publication [here](#).

We welcome your company updates and events but ask that they be ready to cut and paste to ensure that data transfer is correct and no errors occur. The GLBMA policy is to share items that align with manufacturing in our newsletter. The GLBMA reserves the right to correct any grammatical errors prior to publishing. The GLBMA reserves additional emails for events, partners, state initiatives, and MFG Champions*. The GLBMA does not share or publish our contact list, event list, or email list. If you would like to submit something for consideration, please send it to tblehm@svsu.edu. The GLBMA reserves the right to use submissions and edit for grammar or punctuation for clarification. **The GLBMA newsletter is published about the 15th of each month, items must be received no later than the 10th of the month.** Thank you.

*MFG Champions are allowed one email per year; please call 989-964-2881 for more details.

Manufacturing Champion Members and Supporters



Great Lakes Bay Manufacturers Association | MMTC-NE, 7400 Bay Road, University Center, MI 48710

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