

2021 NEWSLETTER

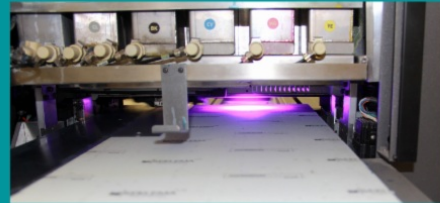
[CLICK TO VISIT OUR WEBSITE](#)



Are you ready? Ready for what, you may ask. The GLBMA has some exciting things we are working on and it is almost time to share. We ask that you save the evening of September 30 for our annual dinner and MFG Day celebration with our entertainment of Deke's ParaDice & Casino. We are also going to share some awards this evening. You will not want to miss this event.

Next month we will roll out the new PERKS program providing more benefits to our members. Our calendar is filling up with events and programs. Keep watch for more details in the upcoming weeks.

FEATURE ARTICLE



Are You Secure?

By Gregory H. Soule

Ransomware. It's a word that even several years ago, had the power to strike fear into the heart of even the most seasoned business and IT executives. In 2021, it has continued to take on new and increasingly sinister tones with high-profile attacks making headlines almost weekly and affecting companies of all sizes and industries. While no organization can be fully prepared for all types of ransomware and other cybersecurity attacks, taking a few basic steps can increase the odds that your organization can recover from a cyber incident.

According to the United States Cybersecurity & Infrastructure Security Agency (CISA), there are several preparation steps that all organizations should follow. Those steps include maintaining an offline, secure backup of data and regularly testing those backups. If possible, the integrity of the backups should be tested in various ways, such as attempting to restore individual files or performing full system restores on alternate hardware. Some organizations may wish to maintain "images" of key systems that can be quickly deployed and to maintain backup hardware to the extent available.

Another step that organizations should take is to develop a cyber incident response plan that includes procedures for a ransomware incident. A cyber incident response plan identifies the steps and communications that would be followed in the event of a cybersecurity incident, including ransomware. Having these conversations and documenting the procedures in advance, and not during the highly stressful time after a cyber incident, is critical to successfully responding to ransomware and other incidents. As part of developing your incident response plan, you may want to consider "what could go wrong" in the event of ransomware or other incidents. For instance, if you assume that your company will be able to purchase new hardware to replace infected or encrypted hardware, supply chain shortages in the technology sector could create significant delays in procuring that hardware.

CISA also notes several common attack vectors through which ransomware infections are deployed. Those attack vectors include internet-facing vulnerabilities and misconfigurations, phishing attacks, network compromises, and third parties. While each of those attack vectors is important to secure against, one area that many organizations overlook includes third parties, managed IT service providers, and vendors. It is very common for organizations to deploy cloud computing systems or outsource significant elements of their technology environment to vendors. Sometimes that also includes outsourcing the data backup process. As a result, in this environment, having a strong understanding of what vendors are used, and what procedures they follow to secure your data is very important. In addition, for those organizations that are using cloud services such as Microsoft 365, understanding the features and controls, and properly implementing those controls, is very important to your overall security.

Many cybersecurity professionals use the phrase “it’s not if, but when” to describe the planning and assessing an organization’s readiness for a cyber incident. Under this approach, you assume that an incident will happen and take appropriate precautions to prevent and mitigate potential damage. While this article does not touch on all aspects of preventing or responding to cyber incidents, hopefully, it starts a conversation between IT staff (or vendors) and management to ensure that you have considered various elements of prevention and readiness for ransomware and other cybersecurity incidents.

Gregory H. Soule, CPA, CISA, CISSP, CFE is a partner with Andrews Hooper Pavlik PLC. He oversees the firm’s cybersecurity, IT audit, and IT consulting practice and serves clients in a variety of industries.

GLBMA MONTHLY HIGHLIGHTS



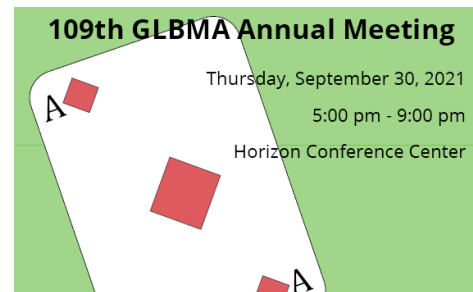
Thank you for your support!

What a great day on the course! Thank you to Maple Leaf Golf Course for hosting the 128 golfers and providing lunch for them. Each year our outing gets better and better and we are able to fund more educational programs in the Great Lakes Bay Region. If you have not seen the photos yet check them out on the GLBMA Facebook page and they will be updated on the website shortly. We look forward to next year and an even better outing. Thank you to our many sponsors that help make this day possible.



Save the date: Thursday, September 30, 2021!

Prepare to join us for the 109th Annual Meeting of the Great Lakes Bay Manufacturers Association. We are currently seeking sponsors for the event. If you are interested in becoming a sponsor please call 989-964-2881 or watch for the upcoming information to be shared Tuesday, July 20.



The GLBMA studies Industry 4.0 Readiness in the Region

The GLBMA is getting ready to release our Industry 4.0 survey on small to mid-size

manufacturers' readiness to adapt to Industry 4.0. Here is an article from the [MIT Technology Review](#) that we want to share to bring our members up to speed on Industry 4.0 and what it means for you as a manufacture and in the state of Michigan. We want to continue being a force in the local, national, and global economies. We can address some of our talent issues with Industry 4.0 technology. We can adapt to the integration of technology and big data to ensure a strong bottom line. Watch for our upcoming survey and learn what is coming to the industry near you. [Article link!](#)

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.



ATD Engineering

At ATD, we design, test, and build highly engineered components and custom equipment for a multitude of industries to include automotive, agriculture, transportation, marine, iron foundries, and machining facilities. Our team of expertly trained engineers and toolmakers are metal casting industry veterans with an extensive knowledge of molding, core making, melting, and finishing. This extensive knowledge, along with our innovative solutions, provides our customers with a competitive edge in operational excellence.

At ATD Engineering, our equipment is designed and manufactured to provide unsurpassed durability and reliability. We can also re-manufacture your existing equipment to bring longer life and improved productivity to your well trusted assets. Our breadth of capabilities is bolstered by our total commitment to customer satisfaction. We have greater than 10,000 installations in over 500 metal casting facilities world wide.



Plante Moran

Plante Moran is among the nation's largest accounting, tax, consulting and wealth management firms and provides a full line of business analytics and data management services to private and public sector organizations. Plante Moran has a staff of more than 3,300 professionals throughout the United States with international offices in Shanghai, China; Monterrey, Mexico; Mumbai, India; and Tokyo, Japan. Plante Moran has been recognized by a number of organizations, including FORTUNE magazine, as one of the country's best places to work.



SVSU Career Services announces their 2021-2022 Employment Fair schedule and pricing. They will be hosting both in-person and virtual options.

The pricing is as follows:

\$150 per employer booth for each industry employment fair

\$150 per employer for each virtual university-wide employment fair

\$300 per employer booth for each university-wide employment fair

**If you attend both the virtual and in-person university-wide employment fair (\$450), you will receive a \$100 discount!

To increase student and alumni attendance, we are creating a punch card system. Each attendee must visit at least five (5) employers of their choosing, and they will receive a sticker (from the employer) to be placed on their card. Once completed, they will return their card to our check-in station to be entered into a drawing to win prizes such as gift cards, Nintendo Switch, Apple AirPods, and more! If you would like to contribute to the prize drawings, please let us know!

Our part-time job fair will be held outdoors Wednesday, September 8, as we did in 2019. We want to provide a unique environment for our students to engage in a fun backyard BBQ atmosphere. We encourage our employers to bring a pop-up tent, pass out free items and bring activities to interact with our students, and in return, hire some of our students! From 11:00 am to 2:00 pm EDT.

Other SVSU career fairs are scheduled for the following dates:

Accounting & Finance Fair, Tuesday, September 21, 3:00 pm - 6:00 pm

Fall University-wide Networking Fair, Friday, October 22 Noon - 3:00 pm

Fall VIRTUAL University-wide Networking Fair, Friday, October 29 Noon - 3:00 pm

Summer Job & Internship Fair, Tuesday, February 1, Noon - 3:00 pm

Manufacturing & Information Technology Fair, Wednesday, February 16, Noon to 3:00 pm

Spring University-wide Networking Fair, Friday, March 25, Noon - 3:00 pm

Spring VIRTUAL University-wide Networking Fair, Friday, April 1, Noon - 3:00 pm

We look forward to your participation in one or more of our job fairs. Registration can be processed through our new Handshake system.

[Activate/Access Your Handshake Account](#)



What's Your Favorite Michigan-Made Product?

Innovation and dedication set Michigan manufacturing apart by providing solutions — from household staples to life-improving machinery. Nominate your favorite Michigan-made product for the 2021 “Coolest Thing Made in Michigan” People’s Choice Award at [coolestthing.mimfg.org!](https://coolestthing.mimfg.org)

How Does It Work?

Nominate your Michigan-made product at coolestthing.mimfg.org by Friday, 8/20/21. Once nominations are in, a people’s choice vote determines the Top 10 coolest products. Round two voting has Michigan-made products competing for the title of “Coolest” until a final winner is determined and recognized this fall at the annual MFG Excellence Awards.

[Nominate here online today!](#)

Recognize Industry Excellence: Nominate Today for 2021 MFG Excellence Awards

In the face of unforeseen and unimaginable obstacles, manufacturing has managed to shine. Nominate an outstanding company or individual for the 2021 MFG Excellence Awards and give our industry the recognition it deserves!

[Learn more and nominate online today.](#)



Are you ready for MFG Day 2021?

The National Association of Manufacturing and the Manufacturing Institute are gearing up for National MFG day. Are you ready to celebrate MFG? Are you ready to share your MFG story? What do you have planned?

Launched annually on the first Friday in October with events that continue throughout the month, MFG Day helps show the reality of modern manufacturing careers by encouraging thousands of companies and educational institutions around the nation to open their doors to students, parents, teachers, and the community leaders. MFG Day empowers manufacturers to come together to address their collective challenges so they can help their communities and future generations thrive.

MFG Day is focused events to promote manufacturing to students, parents, and educators for the first Friday in, and throughout, the month of October. This year, we are encouraging local MFG to join the effort and host an event during the month of October. For more details and to register your event go to the following website: <https://creatorswanted.org/mfgday/>. Don't forget to tag your social media #MFGDay21. We look forward to seeing what you do to support MFG and educating the next generation.

Immediate Regulatory Change for Employers Temporary Layoffs

Companies under temporary layoffs and shutdowns take note: your action is required this week to preserve or initiate unemployment work search waivers with the Unemployment Insurance Agency (UIA).

The Issue

The legislation will take effect this week that will provide employers with added flexibility to retain their employees during temporary layoffs and shutdowns. Without a work search waiver, your employees must register for and actively seek work as a condition of their unemployment benefits.

Background

With the return of the Michigan Senate this week, MMA-supported Senate Bill 501 (Senator Ken Horn, R-Frankenmuth) will be granted immediate effect and officially enrolled. We expect that Governor Whitmer will sign the bill immediately upon its presentation to her.

This bill addresses problems employers under temporary layoffs/shutdown are experiencing in requesting work search registration waivers with the Unemployment Insurance Agency (UIA). Under the bill, employers who had a temporary layoff on 5/31/21 but did not have a work search waiver will be able to apply for one retroactive to 5/31/21. Additionally, employers may ask for an extension of the waiver in certain circumstances.

Action Needed

Apply for a Retroactive Waiver

By Friday, 7/16/21, employers with temporary layoffs that existed before 5/31/21 who did not apply for a work search waiver for their employees may apply for a retroactive waiver if the layoff is due to a retooling of equipment, a parts shortage, or a temporary production volume adjustment. To apply for the retroactive waiver, you must notify the UIA via your MiWAM account by the end of this business week.

Apply for an Extension of an Existing Waiver

Beginning Wednesday, 7/14/21, employers with current work search waivers may seek an extension for specified reasons: a continued retooling of equipment, a parts shortage, or a continued temporary production volume adjustment. Requests must be submitted through your MiWAM account.

Contact Us With Your Questions

MMA has been working actively to help members manage the many changes to Michigan's unemployment system over the last 16 months. MMA Director of Human Resource Policy David Worthams is available at 517-487-8511 or worthams@mimfg.org to answer your questions about unemployment and work search requirements.



Lockwood STEM Center Opens Hemlock to support STEM education

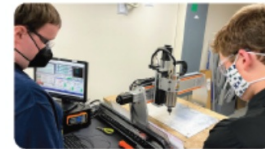
Thanks to all of you who have given so generously of your time, materials, and dollars. Monday, June 7th was just the beginning of an incredible adventure that will help our young people explore Science, Technology, Engineering, and Math (STEM) topics, and careers. What a fantastic day of celebration!

[Click for more information.](#)

WHAT HAPPENS AT THE STEM CENTER?

CNC MACHINING

CNC machining is a core manufacturing process where computer controlled machines cut, mill, or grind materials. Students using CAD (Computer Aided Design) create 3D models and assign "tool paths" that are then uploaded to the CNC machine.

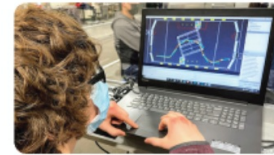


3-D PRINTING

3D Printing, like CNC machining, starts with a digital model created in CAD software. Unlike machining, 3D printing is an *additive* manufacturing process where materials are added layer-by-layer to create 3D printed models. 3D printers create prototypes and end-use products.

COMPUTER PROGRAMMING

Computer programming is used in a myriad of products and technologies, from alarm clocks to spaceships. Our Robotics students use computer programming to create autonomous driving programs, control electronics, implement drive systems, and vision systems.



ELECTRONICS

Like computer programming, electronics are ubiquitous and form the central nervous system of the modern world. Robotics Students use vision systems, limit switches, encoders, gyros, and develop hands-on skills like soldering to put all of the pieces together.



FIRST ROBOTICS

FIRST Robotics is an educational program For the Inspiration and Recognition of Science and Technology. Over a six week period students are presented a challenge and are charged with designing and building a robot. This intense, student led, hands-on program gives students experiences they never dreamed possible.



The Great Lakes Safety Training Center offers Lockout/Tagout for Managers



This course is for any manager who is responsible for safety and health issues on the job, including the management and oversight of a Lockout/Tagout program.

The seminar will teach you the basic elements of an Energy Control Program according to 1910.147 (c)1), how to perform an inspection on a LOTO Procedure, how to prepare a procedure for the LOTO of a machine, be able to summarize the major points of OSHA's 1910.147 and hands-on skill practice.

Several sessions will be offered under grant funding from MIOSHA CET Division. Sessions are planned each day from 7:30 am to 11:30 am on July 28, August 25, and September 16, 2021. Registration is required and can be completed by one of the following: call 989-837-2332, email enrollment@glstc.org or www.glstc.org. All classes will be held at Great Lakes Safety Training Center, 1900 Ridgewood Drive, Midland.

Going PRO is coming ... Is your training plan ready?



The next couple of months are the best time to review and update your training plan. The Michigan Works! offices suggest that you put your plan together now. Should the Going PRO talent fund be approved for the 2022 State budget you will be prepared. Watch for our information/planning session in September. Details will be shared shortly.



MiCareer Quest has been rescheduled for October 2022!

Due to COVID-19 concerns during the early planning process and uncertainty surrounding large indoor gatherings this fall, we have made the decision to cancel MiCareerQuest Middle Michigan again for 2021.

But we are undeterred in our enthusiasm and commitment to engaging YOU in our efforts to provide young people in the middle of Michigan with robust career exploration activities. And we know events like MiCareerQuest Middle Michigan are vital to your ongoing efforts to build a talent pipeline. So, we have MORE announcements.

SAVE THE DATE – We are tentatively scheduled to hold MiCareerQuest Middle Michigan at Saginaw Valley State University's Ryder Center on October 28, 2022 (pending confirmation of standardized testing dates with our school districts).

Mark your calendars for January 19, 2022 (location TBD) at 1:30 pm for an initial planning meeting.



Manufacturing Innovation Blog

By Celia Paulsen
June 25, 2021

Commonly Misused Terms in Cybersecurity

Words are hard. English is hard. How we manage to communicate anything is nigh a miracle.

Sometimes I wish I was Oscar Wilde or Mark Twain or any of the other great authors who seem to be able to effortlessly describe a character or a scenario so that the reader can envision perfectly what they mean.

"In height, he was rather over six feet, and so excessively lean that he seemed to be considerably taller...." (A Study in Scarlet, Sir Arthur Conan Doyle)

Instead, I fear that I am more like Shakespeare who invented words, and twisted others to fit his insane meter, so that average people like me struggle to understand the intended meanings (incidentally, I love Shakespeare).

"His heart fractured and corroborate." (Henry V, Act 2, Scene 1)

"You have congreeted" (Henry V, Act 5, Scene 2)

Unfortunately, my chosen field seems filled with fellow Shakespearians – people who use

words by throwing alphabet soup at a wall and reading the results like one might read tea leaves, only with less accuracy.

What Does That Really Mean?

When I created the cybersecurity term database, which is the backbone of the [NIST Cybersecurity Glossary](#), I was amazed at how much confusion there was about even ubiquitous terms like “risk” and “security.” There still is no real consensus of what the word “cybersecurity” means! [Read more](#)

Why are 500,000 Manufacturing Jobs Sitting Vacant?

Blog by the Association for Supply Chain Management

[View the article here!](#)



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

Legislative and regulatory issues impact every manufacturer.

Discuss the most pressing manufacturing policy challenges with key policymakers, connect with fellow manufacturers and learn about MMA’s efforts to develop a pro-manufacturing economy during MMA’s annual Capitol event.

Save the date and plan to join us on **Tuesday, September 28, 2021**, at the [Lansing Center](#) for this full-day policy and networking experience. Watch your inbox for details and registration in the coming weeks.

Check out [MMA’s Facebook albums](#) for past event highlights.

Interested in sponsorship?

Contact MMA’s Ashley Wakefield, at 517-487-8523 or wakefield@mimfg.org, to discuss the best sponsorship investment for your brand.

CURRENT EVENTS



July

27 Coffee Clutch

August

19 Quality SIG Meeting

24 Coffee Clutch

September

15 CMMA Event to be announced

21 Coffee Clutch

30 109th Annual Dinner w/Entertainment

October

1 National MFG Day

13 Hot Topic Discussion

21 Quality SIG Meeting

26 Coffee Clutch

November

30 Coffee Clutch

December

16 Quality SIG Meeting

QUALITY SIG



Our next Quality Special Interest Group Meeting

Date: Thursday, August 19, 2021

Time: 8:00 am to 9:30 pm

Location: Blended - TEAMS Meeting or in-person at SVSU - CCB313A
(link provided one week prior to the meeting)

Register Link: [Click to register now!](#)

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, and discuss industry updates, new regulations. It will also serve as a place where Quality employees can discuss issues in a confidential setting.

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

