



Are you ready for an action-packed fall? We are currently working on some great programming for the fall. To start it out, we are rolling out our Young Mfg'ing Mentor program. We require several mentors. We hope you can review the list below and share it with your team to find all these students' mentors in their field of interest.

## FEATURE ARTICLE: Is Your Business Recession Ready?

Track these five key performance indicators to determine if your company is prepared for the next economic downturn.

By Kristin Colella, Contributor  
[Originally published as a blog for U.S. Chamber of Commerce](#)

Is your business strong enough to weather the next recession? While an economic downturn might be the last thing you want to think about, it's important to take a critical look at various aspects of your business to make sure it can get through tough times. After speaking with three small business experts, we've compiled a list of five key performance indicators to keep a close eye on.

### Profits

No matter what type of business you run, the goal is always to make a profit, which is your revenue minus expenses.

"Profit is the ultimate metric to track, since a company can have exponential sales/revenue growth and not have any profit due to high costs or non-profitable projects and services," said Alice Bredin, President of [Bredin, Inc.](#), a market research agency that tracks the small and midsize business owner. "When a company takes its eye off of profitability, entrepreneurs can find themselves in a situation with decent sales numbers but a cash flow problem or lack of profitability."

[Read complete article here.](#)

Additional read - [Energy and Inflation: 5 Things You Need to Know Now](#)



### MEDC Announces Industry 4.0 Grants for 2022-23

On Monday, May 9, 2022, the Michigan Economic Development Corporation (MEDC) announced the Industry 4.0 Technology Grant facilitators by region. The Great Lakes Bay Manufacturers Association is proud to announce they will be coordinating projects for the following counties: Arenac, Bay, Clare, Genesee, Gladwin, Gratiot, Huron, Isabella, Lapeer, Midland, Saginaw, Sanilac, Shiawassee, St. Clair, and Tuscola counties. Grant applications will be accepted on a rolling basis until all funds are allocated. Applications are being accepted through the MEDC website and you may use the link to the right to apply. [Full press release available here.](#)



Scan to apply



**We need you! We have mentees waiting for a mentor. [Click to select a student today!](#)**

**Mission:** To enhance, grow, and retain youth from the region through mentoring.

**Vision:** The vision of the Young MFG Mentors is to grow the talent pool for professional manufacturing jobs through mentoring and developing relationships with the next generation.

**What:** The Young MFG Mentors is a program of the Great Lakes Bay Manufacturers Association. The program is designed to engage members with the local talent and next generations of manufacturing. Engagement is through social events, a match program, and communication. The program is application based and activities are centered around manufacturing. We will provide a list of targeted activities.

**Who:** The **Mentor** are members of the GLBMA and a local manufacturer. Mentors should have an interest in developing youth and their soft skills and increasing their knowledge around manufacturing professionals. They should have support of their company and be able to commit to 20 hours throughout the year for in-person events and communication through email. [See application here.](#) Watch for more details on mentees that are looking for a mentor.

**Check out this great [article](#) by Delta College about your program.**

FAQ's

**How much time will this program take?** We anticipate 8 hours a year to complete the activities required.

**Will this take place outside of work hours?** A majority of the programs and tasks can be completed after hours. We do encourage you to provide your mentee with a plant tour and meet and greet with management.

**Do students have to be in high school or college?** Not necessarily, high school seniors who go directly into manufacturing may participate. Students must be between 16 and 25.

**What is the length of the program?** The program is slated to kick-off in August 2022 and continue for at least one year with paired mentors to mentees.



**Thank you to our program sponsors!**

## Women in Mfg'ing



Thank you to PNC Bank for sponsoring the Women in Mfg'ing Special Interest Group.

Save the date - **Tuesday, September 13, 2022** for another night of networking with like minded women in manufacturing. This event will be announced shortly.

In addition, mark your calendar for a fun-filled, learning bus trip to the big D. This is being planned for **Friday, November 11, 2022**, and the estimated cost will be \$100 including transportation, lunch, and prizes on the bus. You won't want to miss this event.



## Quality Special Interest Group

### Our next Quality Special Interest Group Meeting

The Quality Special Interest Group (SIG) is a professionally facilitated group of the Great Lakes Bay Manufacturers

Open to anyone in quality or plant operations. You do not have to be ISO certified to attend.

Date: Wednesday, September 14, 2022 (click to register)  
Time: 3:00 to 4:30 pm  
Location: To be determined

We are looking for a company that would like to highlight their quality system or process for the group. Please contact Tanya as soon as possible for more details.

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.

Additional Dates:  
Wednesday, November 9, 2022

### Coming soon

#### August 2022

24 - Loon's Game with the Young Mfg Mentors

#### September 2022

13 - WIM Gathering  
14 - Quality Special Interest Group

#### October 2022

6 - 110th Annual GLBMA Luncheon  
7 - National MFG Day



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 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](mailto: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.

### MLC 2022 Annual Conference

The Michigan Lean Consortium (MLC) is committed to engage, connect, and develop people and processes in continuous improvement and Lean initiatives to positively impact Michigan.

The 2022 MLC Annual Conference brings together professionals across sectors who are passionate learners of Lean thinking. The conference will include active virtual learning sessions, networking activities, Communities Of Practice meetings, and keynote sessions from highly reputable individuals in the arena of Lean practice and theory.

Wednesday, August 10, 2022 8:00 AM EST  
through Thursday, August 11, 2022 4:00 PM EST  
Hagerty Center at Northwestern Michigan College,  
715 East Front Street, Traverse City, MI 49686

Registration Fee: \$415 member, \$615 non-member,  
\$395 rejoining member, \$150 vendor, \$75 vendor guest  
Please contact MLC for sponsor, student, or volunteer registration fee.

Conference Hotel - Bayshore Resort  
1.800.634.4401 or [visit site here](#).

[Register to attend](#)



Join us in educating the local 8th graders

MiCareerQuest Middle Michigan is not your typical career fair. In fact, it is not a career fair at all. It is a career exploration experience for thousands of middle and high school students across our 11 counties. The event helps build the talent pipeline in key industry sectors:

- Advanced Manufacturing
- Agri-Business
- Construction
- Health Sciences
- Information Technology

Students will visit all five industry sectors and participate in hands on, interactive activities showcasing various occupations and have conversations with working professionals from a multitude of companies in our region.

Still not sure what this event entails, watch the video from the 2019 event [here](#).

If you wish to participate in this event, please see [event brochure](#) for more details. Event sponsors are available for this event, please download commitment form with details [here](#).



### Robinson Industries Breaks Ground on their New Building after their Devastating Fire

Photo by Ardis Foster  
 Story sources: [The Midland Daily News](#) story by Tereasa Nims , [NBC25](#), and Robinson Industries Facebook page

June 30th, three months after their fire, Robinson held a groundbreaking ceremony at the Curtis Road location. The cleanup is complete, and it's time to start building. Thanks, everyone, for being so patient and supportive during the cleanup. "We're looking forward to beginning this next stage."

This groundbreaking is the beginning of a new chapter for Robinson Industries. Surrounded by a sea of blue Robinson Strong shirts, we broke ground on our new building! Over 150 people, including employees, four generations of our family, friends from the community, retirees, local and state government representatives, union leadership, FED Building employees, vendors, business leaders, and media, all showed up to celebrate with us.

A March 31st fire destroyed part of the 75-year-old plant, taking multiple fire departments six hours and over a million gallons of water to extinguish. Throughout the following weeks, Robinson Industries never shut down as it forged ahead with business as it planned its next phase.

During the ceremony, the Robinson family paid tribute to Fred and Ardis, who started the company in 1947. Women's family members wore Ardis' jewelry for the occasion. Also, employees wore blue shirts with Robinson Strong written on them – a surprise donation from Indiana company Rainmaker.

Robinson's Chief Executive Officer Inez Kaleto thanked the employees. Chief operating officer Bin Robinson thanked the people for being there and credited his parents for starting the company. "It's times like these you realize what an amazing community we live in," said Robinson's mother, Treva Robinson.

Robinson Purchasing Manager Jason Pahl said people should see a building standing with concrete by the first of the year. Still, the estimated time is dependent on a challenging supply chain.

"We're building back; we're going to be better when we come back," said Pahl, who has been with the company for 25 years. "It's going to be a roadblock for a little bit."

Meanwhile, the fire destroyed one building on the complex that had several additions. To compensate, Pahl said they are running parts in six different locations.

"We are extremely humbled and honored to be a part of this," Dennings said. "Very soon, you'll see steel coming out of the ground."

Nau said he was "amazed" by how the community came together to support the company after the fire.

Petri, who said he taught machines and tools for 15 years, said the rebuild is an opportunity for the company to continue and grow.

"What could have gone away is being rebuilt," he said.

Based on the supply chain, we look forward to our ribbon-cutting ceremony, ideally, in late fall or early winter. Watch our progress over the next few months. Your support and

kindness have been a source of strength for us these past three months. Thank you, everyone.

We hope to be able to host the GLBMA members in the near future.

### Leveraging Charitable Giving Fireside Chat

Prometis Partners Owner's Fireside Chat on July 19<sup>th</sup> from Noon-1 pm. This session will discuss "Leveraging Charitable Giving" and how to maximize your gift-giving. Our panelist is Paul Damon, President and Founder of Family Capital Management, and has 40 years of experience in the financial services industry. [Register here.](#)

### MI Tri-Share Child Care Pilot Project

Through Tri-Share, the cost of child care is shared equally by an eligible employee, their employer, and the State of Michigan, with coordination being provided regionally by a facilitator hub.

Employees eligible to participate in the Tri-Share pilot must be employed by a participating employer, have an income above 200% of the Federal Poverty Line (FPL) and below 325% FPL, and not otherwise be eligible for the Child Development and Care Program (commonly called the state child care subsidy). Participating employers must agree to identify and recruit eligible employees, provide the employer portion of each participating employee's child care costs, and maintain communication with the facilitator hub regarding each employee's continued employment and eligibility. The role of the facilitator hub is to act as a regional intermediary between employers, families, child care providers, and the State of Michigan, and to provide overall program management.

Tri-Share is a pilot project administered by the Michigan Women's Commission, funded by the State of Michigan and occasionally supplemented with support from public and private foundations.

Download [program flyer](#) here. Access program details [here](#).

"It all starts with communication. When a parent comes to the interview knowing it's 'ok' to have children and that a company, like Vantage Plastics, will support the needs of their family by taking part in the Tri-Share program, it makes it easier to recruit."

— Heather Bauman, member of the Arenac County Economic Development Board

### National MFG Day is October 7, 2022

Held annually on the first Friday in October with events that continue throughout the month, MFG Day—Manufacturing 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 community leaders. As manufacturers seek to fill 4 million high-skill, high-tech and high-paying jobs over the next decade, MFG Day empowers manufacturers to come together to address their collective challenges so they can help their communities and future generations thrive.

While some MFG Day events may look slightly different than in the past, we are excited that many companies will be opening their doors for in-person events. Manufacturing is at the heart of some of the most impactful work done in response to the pandemic and we are excited to shine a spotlight on manufacturing careers.

The GLBMA encourages all local manufacturers to register their public or private event held on or around MFG Day.

[Register your event here.](#)

See [CreatorsWanted website](#) for complete details on MFG Day 2022.

### Michigan Sugar Company President and CEO Mark Flegenheimer to retire

Board of Directors hires national firm to conduct search for cooperative's next leader  
BAY CITY, MICHIGAN – After a 40-year career serving the sugar industry, Michigan Sugar Company President and CEO Mark Flegenheimer has announced his plans to retire.



Flegenheimer began his career with Michigan Sugar in 1994 working as Vice President of Administration. He became President and CEO in 1998, following in the footsteps of his father Ernest Flegenheimer, who served as Michigan Sugar Company President and CEO from 1963 to 1993, and his grandfather Albert Flegenheimer, who served as Chairman of the Board from 1963 to 1970. "Mark's upcoming retirement will bring an end to an incredible chapter in our company's history," said Michigan Sugar Company Chairman James Roggenbuck, who farms in Huron County. "Under Mark's leadership, Michigan Sugar Company became a grower-owned cooperative in 2002, and two years later merged with Monitor Sugar Company to form the company that exists today.

[Read complete press release here.](#)



### Yeo & Yeo Wealth Management Wins 2022 Top Wealth Advisory Firm Award from Avantax Planning Partners

Yeo & Yeo Wealth Management was recognized for the third consecutive year as a Top Wealth Advisory Firm in the large firm division\* by Avantax Planning PartnersSM (Avantax). The award honors firms that go above and beyond to help businesses and families achieve their wealth management goals.

Principal and wealth management leader Peter Bender CPA, CFP® said the award acknowledges Yeo & Yeo Wealth Management's commitment to clients.

"Combining the tax and accounting experience of Yeo & Yeo and the wealth management experience of Avantax provides a distinct advantage," Bender said. "Together, our comprehensive financial services help clients save money while also investing in ways that can get them closer to reaching their goals."

Yeo & Yeo Wealth Management works closely with Avantax, a pioneer in tax-smart investing, financial planning and wealth management, to provide a comprehensive approach to financial planning. Using a unique tax-focused perspective, Yeo & Yeo Wealth Management's experienced financial planners develop strategies to help clients meet their overall financial goals and desired lifestyle for today and tomorrow.

"We look at wealth management through a tax-focused lens because we understand that tax information can reveal financial opportunities and vulnerabilities for our clients," Bender added. "Often, financial professionals maintain a singular focus on a client's wealth and fail to analyze their tax situation before making investment recommendations. We provide tools, like our 1040 Analyst and Guidance Planning Strategies Program (GPS), to help clients find ways to strengthen their financial situation holistically."

Awards were presented on May 25, 2022, at the Avantax Elevate Annual Conference in Des Moines, Iowa.

### Yeo & Yeo Promotes Four Professionals

Yeo & Yeo CPAs & Business Consultants is pleased to announce the promotion of four professionals.

James Edwards III, CPA, has been promoted to Senior Manager. Edwards leads the firm's Client Accounting Software Team and is a member of the Manufacturing Services Group. His areas of expertise include tax planning and preparation and business advisory services with an emphasis on the manufacturing sector and for-profit entities. Edwards holds a Master of Science in Accounting from Grand Valley State University. He is a 2021 Leadership A2Y graduate. In the community, he serves as treasurer of the Ann Arbor Track Club and is a member of the Ann Arbor Area

Community Foundation Network of Professional Advisors. He is based in the firm's Ann Arbor office.

Steven Treece, CPA, has been promoted to Senior Manager. He is a member of the firm's Agribusiness Services Group. His areas of expertise include tax planning and preparation, payroll tax consulting and business advisory services. Treece holds a Bachelor of Business Administration in Accounting from the University of Michigan. In the community, he serves on the board of the Rotary Club of Burton and is a committee chairperson for the Old Newsboys of Flint. He is based in the firm's Flint office.

Kyle Richardson, CPA, has been promoted to Manager. He is a member of the firm's Yeo Young Professionals Group and serves as the Yeo Young Professionals Service Chair for the Yeo & Yeo Foundation. He graduated from Walsh College, where he earned a Bachelor of Accountancy. His areas of specialization include business advisory services, and tax planning and preparation with an emphasis on trusts and estates. In the community, he volunteers for the American Cancer Society. He is based in the firm's Auburn Hills office.

Marc Roedel, CPA, has been promoted to Manager. He holds a Master of Business Administration from the DeVos Graduate School of Management. His areas of expertise include business consulting, financial reporting and tax planning with an emphasis on the manufacturing and construction sectors. He is a member of the Home Builders Association of Saginaw. In the community, Roedel serves as treasurer of the Great Lakes Bay Manufacturers Association and as a committee member for Messiah Lutheran Church. He is based in the firm's Saginaw office.

### Rehmann announces appointment of Stephen Blann as COO

Rehmann recently announced the appointment of Stephen W. Blann as COO, effective Jan.1, 2023. Blann will assume the role from current COO, Stacie Kwaiser, who was recently named CEO, also effective Jan. 1. [Read more.](#)

### Work Opportunity Tax Credit

The Work Opportunity Tax Credit is a federal business credit available to private, for-profit employers who hire workers from targeted groups that experience difficulty finding work. These labor pools include veterans; ex-felons; long-term unemployment recipients; Temporary Assistance to Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), or Social Security recipients; workers with physical or mental disability; or applicants who live in the Rural Renewal Counties (RRC) of Gogebic, Marquette and Ontonagon or in Detroit's Empowerment Zone. Program details available here.

### TAX CREDIT VALUES

	Tax Credit	First Year Wages	
The WOTC tax credit depends on the number of hours worked in the first year. If an employee works 120-399 hours, the employer qualifies for a 25 percent tax credit of first year wages. That tax credit increases to 40 percent if the employee works 400 hours or more.	<b>Veterans</b>		
	Disabled Vet	\$3,000 - \$4,800	\$12,000
	Disabled & Unemployed Vet	\$6,000 - \$9,600	\$24,000
	Unemployed Vet at least 4 weeks	\$1,500 - \$2,400	\$ 6,000
	Unemployed Vet at least 6 months	\$3,500 - \$5,600	\$14,000
	<b>TANF Recipients</b>		
	Short-Term	\$1,500 - \$2,400	\$6,000
	Long-Term	\$2,500 - \$9,000	\$10,000 (50% 2nd year)
	<b>Other Target Groups</b>		
	SNAP, Designated Community, Voc. Rehab, Ex-Felon, SSI	\$1,500 - \$2,400	\$6,000
	Summer Youth (SY)	\$ 750 - \$1,200	\$3,000
	<b>Tax-Exempt Organizations</b>		
For Qualified Veteran Only	Up to \$6,240		

**SAVE THE DATE**  
2022 - 2023 EMPLOYMENT FAIRS

<b>SEP 7</b>	<b>PART-TIME JOB FAIR</b> 11AM - 2PM PRESIDENTS COURTYARD
<b>SEP 14</b>	<b>ACCOUNTING &amp; FINANCE FAIR</b> 3PM - 6PM CURTISS HALL
<b>SEP 22</b>	<b>NETWORKING MIXER</b> 4PM - 6PM ALUMNI LOUNGE
<b>SEP 23</b>	<b>FALL EMPLOYMENT FAIR</b> 12PM - 3PM CURTISS HALL
<b>DEC 2</b>	<b>EDUCATION FAIR</b> 12PM - 3PM OTT MEZZANINE
<b>JAN 18</b>	<b>MANUFACTURING &amp; IT FAIR</b> 12PM - 5PM STUDENT LIFE ROTUNDA
<b>FEB 3</b>	<b>SPRING EMPLOYMENT FAIR</b> 12PM - 3PM RYDER CENTER
<b>MAR 17</b>	<b>EDUCATION FAIR</b> 12PM - 3PM OTT MEZZANINE

**CAREER SERVICES** Wickes Hall 270  
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SVSU will provide reasonable accommodations for those persons with disabilities. Individuals who wish accommodations should contact the Office of Student Life at 989-964-6081 at least three days prior to the event. SVSU does not discriminate based on race, religion, color, gender, sexual orientation, national origin, age, physical impairment, disability or veteran status in the provision of education, employment and other services.

Click on above graphic to download flyer. [Click for more details.](#)



Check out the latest edition of the Michigan Manufacturers Association's MiMfg Magazine. [View here](#)

### Plan to join us in Lansing - Save September 14 for Legislative Day

Connects manufacturing leaders, legislative decisionmakers and regulatory officials in Lansing for hands-on lobbying experience. Save the date for September 14, 2022, in Lansing. Details can be found to the [mimfg.org](http://mimfg.org) website. Registration [here](#).

### Nominate for the MFG Excellence Awards

Every manufacturer has a story to tell... It's time to tell your company's story. We know there are thousands of unsung manufacturers out there that go above and beyond for their employees and communities. Make your nomination for the 2022 MFG Excellence Awards today and share that story with the entire state and beyond! [Nominate online here.](#)

### The Coolest Thing Made in Michigan

Nominate your game-changing product for the 2022 Coolest Thing Made in Michigan people's choice award and you can share your homegrown innovation with the entire state.

Learn more and nominate today at [micoolestthing.org](http://micoolestthing.org)!

**Automation Alley** Free Essential Membership Available to all Michigan Manufacturers



Join an exclusive network of industry 4.0 enthusiasts and experts with your free Essential Membership, available only to Michigan manufacturers through this MEDC partnership. Share, listen, learn and engage with the country's foremost experts in digital transformation. [Claim your membership today.](#)

## Doing Business in India

July 20, 2022 - 8:30 AM - 10:30 AM Hybrid Event

Learn from our knowledgeable speakers on India's bright future in the manufacturing world. [Register here.](#)

## Trade Mission: Mexico 2022

September 25-30, 2022 - Queretaro and Guadalajara

Automation Alley's award winning trade program returns to Mexico in-person in 2022! We will be visiting Querétaro and Guadalajara. Apply today as participation is limited to 10 companies, and the deadline is July 25. [Register 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 Tanya Blehm for complete details on how to submit a Supplier Scouting form. Tanya can be reached at [tblehm@svsu.edu](mailto:tblehm@svsu.edu) or 989-964-2881.

### Current Opportunities:

Opportunity: 2022-067 Air Flow Control Manifold closes Aug. 1  
Submitted by Purdue MEP (Indiana MEP Center)  
Opportunity: 2022-070 Certus Flex Liquid Dispenser closes July 21  
Submitted by Environmental Protection Agency  
Opportunity: 2022-071 4/4 Bloodwood Lumber closes July 21  
Submitted by Montana Manufacturing Excellence Center (MMEC, Montana MEP Center)  
Opportunity: 2022-072 8/4 Jatoba Lumber (Brazilian Cherry) closes July 21  
Submitted by MMEC  
Opportunity 2022-073 4/4 Katalox Lumber (Mexican Ebony) closes July 21  
Submitted by MMEC  
Opportunity: 2022-074 Tubular Steel Chair Frame closes July 25  
Submitted by California Manufacturing Technology Consulting (CMTC, California MEP Center)  
Opportunity: 2022-075 Varies Electronic Components closes July 25  
Submitted by Innovative Manufacturers Center (IMC, part of Pennsylvania MEP)  
Opportunity: 2022-078 8.0 kVA Security Plus II Powervar UPS closes Aug. 8  
Submitted by EPA  
Opportunity: 2022-079 Aluminum Tubing closes Aug. 8  
Submitted by MassMEP (Massachusetts MEP Center)



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



Great Lakes Bay Manufacturers Association | at SVSU, 7400 Bay Road, University Center, MI 48710

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