



Happy Holidays!

We often criticize those for saying happy holidays instead of Merry Christmas & a Happy New Year. Did you know that there are 14 different Interfaith **holidays** within the month of December? Hence the message we share is Happy Holidays or Seasons Greetings to allow you a greeting of good wishes for however you chose to celebrate in December. We wish everyone a prosperous New Year!

What's in the newsletter this month!

- Welcome
- Poll
- GLBMA Events/Programs
- Partner News/Events

Watch for your renewal invoice and calendar of events the first week of the new year.

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

Would you or your company participate in a Safety 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

December 20 - Let's learn about logistics and shipping from one of the best in the area. Shipping 200,000 packages a yr.

Seasons greetings! Have you ever wondered how Santa's workshop coordinates its logistics and supply chain? We have the next best way to learn how it is done. Join us to tour **Bronner's CHRISTmas Wonderland**. Learn how Bronner's ships orders all over the country to meet the season's demands.



Wednesday, December 20, 2023, at 8:00 am until 9:30 am.

Bronner's CHRISTmas Wonderland, 25 Christmas Lane, Frankenmuth, MI.

Space is limited and registration is required.

Reminder non-manufacturing members are limited to two people to allow our manufacturing members to learn more about Best Practices that apply to the manufacturing world. Thank you for understanding.

Thank you to Bronner's CHRISTmas Wonderland for hosting us.

Register before Monday, December 18, 2023 at 5 pm



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 hor's 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



Beverage Sponsor



Gaming Table



Gaming Table



Prize Sponsor

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

The Annual Meeting will be held **Thursday, February 29, 2024.**

Registration is now open. Click [here](#) to register.

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. The showcase details can be found [here](#).



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. **New this year**, we will be selling ads for the program. See ad sizes and pricing [here](#). Sponsor today [here](#).

We look forward to seeing everyone come out and celebrate with us!

Thank you to our sponsors for this event!



Beverage Sponsor



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Centerpiece Sponsor



Centerpiece Sponsor



Menu Card Sponsor



Registration Sponsor



Mint Sponsor



Call to become a sponsor today.

The GLBMA Delta Scholarship is now accepting applications

The GLBMA/Delta College Manufacturing/Skilled Trades scholarship is now open. Please share with your employees and encourage their high school seniors to apply if they plan to attend Delta College in a skilled trades area of study. The link to get started is [here](#).



Skilled Trades/Apprenticeship

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 February, 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

We look forward to a new year - Save the dates

March 6, 2024 - IATF Rules - New updates including extended manufacturing site, audit cycle timeframe changes, determining scope-duration for majors and minors, and planning will be covered along with any other new changes.

June 5, 2024 - Voice of the Customer - Focus on customer requirements

September 4, 2024 - APQA and Control Plans - This session will be workshop base meeting.

December 4, 2024 - Topic to be determined - Possible plant tour with Quality department highlight.

Thank you to AVU Registrations, Nexteer, and MMTTC for coordinating this group.

Please save the dates. If you do not get the Quality SIG emails and would like to stay informed [click](#) here to be added to our mailing list.

Women in Manufacturing Special Interest Group (WIM) Events

Save the date and join us for our first event of 2024!

Save the date for the following events:

January 10 - Trivia at Pierce Road Bar & Grill in Saginaw

March 21 - National Rosie the Riveter Day in Lansing

April 9 - A R Work Shop Event in Midland

July 23 - CEO Olympics in Midland

November 14 - Holiday Soiree in Hemlock



The Women in Manufacturing (WIM) group is open to anyone who wishes to join us. This is a non sales group. Our focus is networking and socializing with like minded women fostering relationships to encourage women to choose careers in manufacturing or trades that would not normally be considered. If you would like to receive updates please sign up [here](#).

Join us Wednesday, January 10, 2024 at Pierce Road Bar & Grill for a night with **MI Trivia**. We will gather at 6:30 pm to make teams for trivia. We will provide some appetizers and a beverage. You are welcome to order food or other beverages. It is free to play trivia. We do ask that you register for the event to ensure enough seating at our reserved table. Please register [here](#).
Thank you to PNC Bank for sponsoring this group.

NEW - Human Resource Special Interest Group

Thank you to Focus Talent Solutions and Rehmann for stepping up to coordinate a Human Resource Special Interest Group.

Please save the following dates:

February 20 - Start up meeting - lay ground rules, discuss topics for meetings, discuss a possible wage survey for our members*

May 21 - The Good, The Bad & The Ugly: HR lessons Learned - James Reid

August 20 - TBD at February meeting

November 19 - TBD at February meeting

The Human Resource group is open to HR professionals and students. This is a non sales group. The focus of this group is to keep the HR professionals up to date with current HR topics. Registration will be required for all meetings. If you would like to receive meeting notices and updates please sign up [here](#).

*Details will be sent out early January for this first meeting.

Thank you to Focus Talent Solutions and Rehmann for sponsoring this group.



Follow us on Facebook
or Linked In



Partner News

Michigan's Minimum Wage Set to Increase on January 1, 2024

Michigan Department of Labor & Economic Opportunity

CONTACT: Beata Kica
517-614-9773

LANSING, MI – On January 1, 2024, Michigan's minimum wage rate will increase from \$10.10 to \$10.33 per hour as set by Michigan's Improved Workforce Opportunity Wage Act of 2018 which establishes the annual schedule of increases.

Effective January 1, 2024:

- The minimum hourly wage will increase to \$10.33 per hour.
- The 85% rate for minors aged 16 and 17 will increase to \$8.78 per hour.
- The tipped employee rate of hourly pay increases to \$3.93 per hour.

There is pending litigation that might affect this minimum wage increase. For information regarding the pending minimum wage litigation and potential amended minimum wage rates as a result of that litigation, or a copy of the Improved Workforce Opportunity Wage Act and related resources, visit Michigan.gov/WageHour.

###

1st State Bank names new President & CEO

Bay Future

1st State Bank announced the appointment of Todd C. Gregory as 1st State Bank's new President & CEO, effective July 2024!

With over 20 years of banking experience, Todd Gregory joined 1st State Bank in 2017 as Senior Vice President, Business Lending Manager and was promoted to Executive Vice President, Chief Lending Officer in 2020.

Committed to the Great Lakes Bay Region, Todd serves as Vice Chair of the Saginaw Community Foundation, and is a board member of Bay Future Inc. and the Saginaw Downtown Development Authority. He has previously served as Board Chair of the Saginaw County Chamber of Commerce, board member of Ascension Health Mid-Michigan and on the Investment Committee of Saginaw Catholic Diocese.

Since 1st State Bank's inception in 2004, 1st State Bank has promoted CEOs from within – from Rick Goedert to Jim Milroy, and now to Todd Gregory. This seamless transition of leadership ensures that CEO understands 1st State Bank, culture, employees, customers, shareholders, and the Great Lakes Bay Region Business Community.

Congratulations, Todd.

OSHA's Revised Recordkeeping Rule Takes Effect January 1

MMA | David Q. Worthams | worthams@mimfg.org

A new requirement taking effect next year will require certain employers in designated high-hazard industries to submit injury and illness information to federal OSHA electronically.

Starting January 1, 2024, OSHA will require establishments with 100 or more employees in certain high-hazard industries to submit data from Forms 300, 300A and 301 by March 2 each year. Establishments with 250 employees or more must also submit annual data in industries that must routinely keep OSHA injury and illness records. The White House approved the final rule in July after OSHA proposed the changes in March 2022.

Submission requirements for the March 2, 2024 deadline include:

- MIOSHA Form 300 (Log of Work-Related Injuries and Illnesses)
- MIOSHA Form 301 (Injury and Illness Incident Report)
- MIOSHA Form 300A (Summary of Work-Related Injuries and Illnesses)

[Learn more about OSHA and its injury and illness recordkeeping and reporting requirements.](#)

Lansing Area Schools offer Career fairs seeking Manufacturing Representatives

Capital Area Manufacturing Council | Cindy Kangas

Leslie High School, 4141 Hull Road, Leslie, MI 49251 to be held Tuesday, January 30, 2024 from 10:30 to 12:30 pm.

Focus to introduce 7 -12th grade students to trades and non-traditional college paths. Reserve table by contacting Cat Meyer at 517.589.9500 ext 123 or email catherine.meyer@lesliek12.net or Lauren Moore at 517.589.8218 ext 237 or email lauren.doane@lesliek12.net.

Owosso High School, 765 E. North Street, Owosso, MI 48867 to be held on May 23, 2024 from 9:00 am to Noon.

Focus on careers and coop positions.

Reserve a table by calling 989.729.5516 or sign up by clicking this [link](#).

Word of Advice from SensCy

SensCy

With 2023 coming to an end, it's important to look ahead into the New Year. According to Forbes, "By the end of the coming year, the cost of cyber attacks on the global economy is predicted to top \$10.5 trillion." That means cybersecurity is a growing issue. So, how can you prepare for 2024?

First, you must recognize that cybersecurity is essential for your company - regardless of the industry you are in. Bad actors can and will target your organization, so you must be prepared. Secondly, you need to create and implement effective and efficient cybersecurity policies and practices. The problem is that most people don't know where to begin.

I recommend that you start with a cyberhealth evaluation so that you can understand how developed your organization's cybersecurity is. Our SensCy score is a free, 30-minute interactive meeting, where we give you a cybersecurity score from 0 - 1000 with no obligation to buy our services. Think of it like a credit score, but for cybersecurity. This is a great starting point as we also provide you with a report that outlines steps you can take to improve your score to 800 or above, like a good credit score.

Forbes also mentioned that “a shortage of professionals with the skills needed to protect organizations from cyber attacks continues to be a running theme throughout 2024.” To help with this problem, SensCy assigns a Cyber Advocate to every one of our clients who acts as a virtual Chief Information Security Officer. So instead of a 1-800 number or a bot, you can talk to an actual cyber professional who can walk you through the steps you need to take to bolster your cybersecurity and answer any questions you may have.

I often say that cybersecurity is like speaking martian. It is a foreign language to those who have no background or experience in the industry, which is why I co-founded SensCy. To provide “sensible cyber,” cybersecurity that makes sense, to small- and medium-sized organizations. In an industry with so much complicated jargon and terminology, we want to make it easy for you to understand what your organization should do to mitigate your risk. Our goal is to help you sleep better at night by making your organization safer and more secure.

Schedule your Cyberhealth Evaluation [here!](#)

2024 Payroll Planning

Yeo & Yeo

As year-end closes in and you prepare for 2024, Yeo & Yeo’s Payroll Solutions Group would like to inform you of important payroll updates that will affect you and your employees next year.

Our 2024 Payroll Planning Brief includes several payroll changes that take effect on January 1, 2024, and items to consider before year-end.

Some of the changes to prepare for include:

- Michigan minimum wage will increase to \$10.33 per hour.
- Beginning next year, W-2 forms **must be submitted electronically** if your company has more than 10 W-2s and 1099s combined.

Watch Yeo & Yeo’s website and future eAlerts for new developments.

Michigan Chamber of Commerce extends Utility Program to GLBMA Members

Michigan Chamber of Commerce | David Brownback | bdbrownback@michamber.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.

STEM in the Great Lakes Bay Region Shares how Businesses can help Bring Young Talent to the Manufacturing Industry

STEM in the Great Lakes Bay Region | Lori Flippin

The Michigan Department of Labor and Economic Opportunity (LEO), in partnership with the Michigan Center for Data and Analytics, published a series of reports this past spring to support workforce development across the state. **Each report focuses on an industry cluster** and these reports come at a key time as many schools are refocusing their efforts to provide students with career education and experiences. Our November issue of the Employer Talent Pipeline Newsletter provides suggestions for the **Manufacturing Industry**.

There are two major findings that point to a need for increased efforts to educate and inform the greater public about the industry and the essential role it plays in the Great Lakes Bay Region:

“Manufacturing has a much higher share of workers ages 45 to 64 than total statewide employment. This age group makes up about 46.3 percent of the cluster employment, 9.3 percentage points greater than the average observed across the state.” Retirements are looming. Replacing people with fresh talent or technology is imminent, and in reality, it is already here. Most of the public sees people being replaced by technology as a negative opportunity, but many in the industry see that using technology to replace one job just indicates the need for another job to maintain and keep up with the equipment. One suggestion is to look at how all of that human knowledge and experience can be used to prepare for the turnover. **Apprenticeships** are one possibility. Using mentors to train new talent while they continue their education is efficient and effective use of time, money and talent.

The LEO study also reports, *“From 2011 to 2021, the cluster has expanded by 14.9*

percent, roughly double the rate observed among total statewide employment. In 2021, both manufacturing and total statewide employment are nearly equal to levels recorded in 2015. The manufacturing cluster currently employs nearly 586,900 individuals in Michigan and accounts for 14.2 percent of total statewide jobs.” And yet most studies of high school students and their parents indicate they are very much unaware of the business of manufacturing in Michigan. The multitude and variety of opportunities are not being shared in K-12 education or with the greater community.

As a business community working in the manufacturing industry there are many ways to support education and training efforts to attract young talent:

- **Share.** Share your success stories. Share your challenges and how your industry has problem-solved solutions to overcome those challenges.
- **Provide accurate wage and benefit data** to educational partners.
- **Reach out** to students and educators for participation in career fairs, job shadowing and other work-based learning opportunities and classroom presentations.
- **Consider a community or educator event or tour** to put your work and workplace on display. JRanck Electric of Mt. Pleasant has been **hosting such an event for years with very good attendance.** Doug Bush, GIRESD, at dbush@giresd.net has brochures and best practice guides for various types of events.

Immediate ways to get involved:

- A **new business-centered job shadowing project** is producing best-practice documents and processes for highly effective job shadow experiences. Contact **Carol McCaul**, Employer Talent Pipeline Lead, at cmccaulsps@gmail.com to learn more.
- **Be part of a Career Fair Event.** A calendar of regional Career Fair Events is published monthly, when applicable, in the ETP Newsletter. To be part of that mailing list contact **Carol McCaul** at cmccaulsps@gmail.com
- Get to know and keep handy the list of **high school counselors and work-based learning coordinators** in your area. See the list of regional WBL coordinators **here**.
- **Consider an apprenticeship program.** **Michigan Works!** has become a strong leader in the development and support for increasing apprenticeships throughout the region. Michigan Works Region 7B was recently named A Champion of Registered Apprenticeships in the Race to Talent.

The LEO report suggests ways to meet major challenges in the manufacturing industry:

- Career and technical education programs, certificate programs, colleges, and universities have limited capacity to train manufacturing-driven individuals. **Support efforts to expand the number of post-secondary instructors.**
- Although the manufacturing cluster’s nominal average salary has grown slower than the total average salary in Michigan, the average salary in the cluster sits at \$71,700 and is **\$10,000 greater** than the total average salary in Michigan. Employers can also look at how they can offer other benefits such as free training or room for career growth to attract new employees.
- There were just under 3,400 active registered apprentices across Michigan in the manufacturing cluster in 2021. Of these, 7.7 percent were women and 11.6 percent were people of color, both behind the statewide shares for all apprentices. If the cluster is eager to grow, **employers may need to focus on diversifying** and looking at talent attraction groups they have not historically reached.
- Retention has been a problem across the region. Implications from the diagram below might suggest that machinists, welders and cutters and other roles will be encouraged to stay, as they will see job security with the related high job growth. Those positions can also see opportunities for wage advancement and further job security through training or apprenticeship as supervisors, mechanics or engineers.
- Maintaining a workplace that respects individuals and places a **high value on positive culture** can help retain valuable workers.

January 1: Corporate Transparency Act Reporting Requirements Begin

Rehmann

Here's What You Need to Know

Key Highlights

- Beginning Jan. 1, 2024, many domestic and foreign entities must report their beneficial owners and company applicants (defined below, under "What Information Must Be Disclosed?") to the Financial Crimes Enforcement Network (FinCEN).
- Entities in existence before Jan. 1, 2024, will have until Jan. 1, 2025, to file an initial report. Entities formed on or after Jan. 1, 2024, but before Jan. 1, 2025, will have 90 days after formation to file. Entities that are formed on or after Jan. 1, 2025, will have 30 days after formation to file.
- There are 23 different exemptions that would relieve an entity from the filing requirements, but these are mostly targeted at large businesses and heavily regulated industries.
- Significant civil and criminal penalties can be imposed for non-compliance, willfully failing to report, or knowingly providing inaccurate information.

An Overview of the Corporate Transparency Act (CTA)

Enacted on Jan. 1, 2021, the CTA aims to strengthen anti-money laundering efforts by requiring entities that are formed or registered to do business in the United States to report their beneficial owners and company applicants. Entities that do not meet an exemption will have to file an initial report with FinCEN. Subsequent updated reports will also be required if the entity's reporting individuals have a change to previously reported information.

Who Is Required to Report?

There are two types of entities required to report:

Domestic reporting entities, which include corporations, limited liability companies, and any other entity created by the filing of a document with a secretary of state.

Foreign reporting entities, which include corporations, limited liability companies, and any other entity formed under the law of a foreign country that has registered to do business in the United States by the filing of a document with a secretary of state.

There are also 23 types of entities that are exempt from the reporting requirements. These include tax-exempt entities, inactive entities, and large operating companies.

To qualify as a large operating company, an entity must meet all of the following conditions:

- The entity employs more than 20 full-time employees in the U.S.
- The entity has an operating presence at a physical office in the U.S.
- The entity filed a federal income tax or information return in the U.S. for the previous year showing more than \$5,000,000 in gross receipts or sales.

What Information is Disclosed?

Every non-exempt reporting entity must disclose its beneficial owners and company applicants.

Beneficial Owners are defined as an individual that owns or controls at least 25% of the ownership interest of the entity, either directly or indirectly, or an individual that exercises substantial control over the entity (e.g., any senior officer).

Company Applicants are defined as the individual who directly files the document to create or register the reporting company and, if applicable, the individual who is primarily responsible for directing or controlling such filing.

Reporting companies must also disclose:

- Full legal name of the company
- Any trade names or DBA names
- The address of the company
- State or jurisdiction of formation
- Federal Taxpayer ID number

Beneficial owners and company applicants must disclose:

- Full legal name
- Date of birth

- Current residential street address
- Unique ID number from acceptable ID (includes passport and driver's license)
- Photocopy of the above-mentioned ID

Are There Penalties for Non-compliance?

The willful failure to report complete information or the willful attempt to provide false or fraudulent information may result in civil or criminal penalties. The penalties are up to \$500 for each day that the violation occurs or criminal penalties, including imprisonment for up to two years and/or a fine of up to \$10,000. Senior officers may be held accountable for that failure.

Please reach out to your local business advisor for more information.

Refer a friend to join?

CONTACT US!



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

Yeo & Yeo Names Five New Principals

Yeo & Yeo

Yeo & Yeo is pleased to promote five employees to Principal, effective January 1. "I am excited to have so many talented professionals joining our Principal group," says Dave Youngstrom, President & CEO. "They each bring distinct strengths and a commitment to personal growth, client service, and care for our people."

Congratulations to Andrew Matuzak, Mike Rolka, Christopher Sheridan, Rachel Van Slembrouck, and Alex Wilson.

Read more [here](#).

Midland County Residents: Help the Midland County Health Coalition with 5 Minute Survey

Great Lakes Bay Regional Alliance

The **Midland County Mental Health Coalition**, in partnership with Saginaw Valley State University is administering a brief [survey](#) to **Midland County** residents in an effort to better understand the challenges residents face related to the availability, access, affordability, and awareness of mental health services and resources in the community. Read more in the *Midland Daily News*.

It is important that all community members are able to access and afford these types of mental health services when needed. The information gathered from this survey can help Midland County stakeholders to understand the challenges residents face. Once we understand the challenges, programs and strategies can be created to address them.

In order to take part in this survey, you need to be at least **18 years of age and currently reside in Midland County, Michigan**. The [survey](#) will take approximately 5 minutes to complete. The [survey](#) will be available until **January 5th, 2024**.

We really appreciate your time and input as efforts are made to understand and reduce the challenges to mental health services in Midland County.

In health and wellness,
Courtney Soule
Director of Communications
Great Lakes Bay Region Mental Health Partnership

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.

Kids Area: Includes activities by The Workshop Early Vocational Center and FIRST Robotics Team FLAG #7085.

Thank you to our current sponsors: Ultium Cells, PNC Bank, Friedland Industries, Inc., Maner Costerian, Peak Manufacturing, Loc, Granger, Lansing Board of Water and Lights, The Workshop Early Vocational Center and FIRST Robotics Team FLAG #7085, and Munters. We welcome additional sponsors, see the opportunities [here](#).

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

Michigan Safety Conference Registration is now Open

Michigan Safety Conference

Registration is Open! For April 16-17, 2024 at DeVos Place, Grand Rapids, MI

To register to attend, go to: <https://michsafetyconference.org/attendee-registration/>

For pricing details, go to:
<https://michsafetyconference.org/attend/>

To purchase a booth, go to:
<https://michsafetyconference.org/exhibit-registration/>

New this year:

More Exhibit Hall Time: We've scheduled additional dedicated hours in the exhibit hall that won't conflict with classes. You'll have prime interaction time with attendees from 7:00-8:30 am on Tuesday, 2:45-3:15 pm on Tuesday, and 7:00-9:00 am on Wednesday. We will continue to stagger lunches to bring people to the exhibit hall on both days. We are also opening the hall during the coffee/donuts in the morning and placing the food/beverage in the back of the hall to bring traffic through the space.

Networking Reception: The "exhibit only" time on Tuesday afternoon from 2:45 to 3:15 pm will feature a networking reception with snacks on a stick, in line with our theme "Stuff that Could Kill You (STCKY)." Exhibitors have the opportunity to have their logos displayed on a reception banner (\$500 additional fee-details in the registration link above).

Mobile App Booth Scavenger Hunt (\$250 additional fee to participate): Attendees will have a fun and engaging way to interact with exhibitors through a booth scavenger hunt. By participating, attendees will be entered for a chance to win a grand prize.

Additional Brand Exposure: We are offering exhibitors the option to purchase a pull-up banner (you provide the artwork) to be displayed in the back of the exhibit hall near the lunch or photo booth area.

Preconference: Tour Founders Brewery on Monday, April 15, 2024 2:00 pm - 5:00 pm, Space is limited and transportation is not provided. You must be registered for at least one day of the Safety Conference to [register](#) for the tour.

Vantage Plastics and Lotis Technologies are Integrating at the New Wilder Road Facility

Vantage Plastics

As a member of the Vantage Plastics Family of companies, LOTIS Technologies is setting up operations at Vantage Plastics' new Wilder Road Facility, a move that promises to redefine the dynamics of their collaboration. The Wilder Road Facility has nine injection molding machines and three thermoforming machines in place to execute various projects. Several pieces of additional equipment will be added in the near future.

LOTIS Technologies, headquartered in Lake Orion, Michigan, focuses on injection-molded returnable packaging solutions. The company excels in crafting custom returnable dunnage solutions, including shipping trays and totes, rack dunnage, seat pallets, tote inserts, glass dunnage, and automated pallets. Stacking columns are a specialty only offered by a few companies within the world. No-touch products designed to interface with robotics is another area of expertise.

The Wilder Road Facility is set to become a hub of innovation, combining the strengths of Vantage Plastics' thermoforming expertise with LOTIS Technologies' skillset in injection molding. This fusion of technologies opens new possibilities for creating complex, multifaceted products integrating various manufacturing techniques. Read more about our integration at Wilder Road! Read more [here](#).

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 24, 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 New Year's Eve Countdown Special Event

When: Friday, December 29 - Set-up for the event one shift from 3:30 - 5:30 pm

Saturday, December 30, 2023 - The event

There are 3 shifts: Shift 1: 9:45 am – 1:30 pm, Shift 2: 1:15 pm – 5:15 pm, & Shift three: 9:45 am - 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: Face Painting, Wearing MMCM mascot costumes, Monitor the indoor activities and help keep the areas clean, Assist guests in one or more museum galleries, Assisting with crafts and games.

If you have already volunteered you do not need to submit a new form.

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 2024 Events now Open for Registration

MMA | mimfg.org | 517.372.5900

Michigan Manufacturers Association - PAC Winter Golf Outing is open to MMA members. This event will be held on February 22, 2024. See details [here](#).

MMA Operations Conference to be held March 14, 2024 at the Lansing Center.

Early registration is now open and details can be found [here](#).

Clearing the Air in 2024 to be held April 9, 2024 in Lansing, MI. Learn more about this event [here](#).

MMA Legislative Day will be held April 30, 2024 in Lansing, MI. Learn more about this event [here](#).

MMA Workforce Solutions Regional Meetings will be scheduled for May 2024. Stay tuned for more details.

ImPACt Summer Golf Classic is currently being scheduled for August/September time frame and details will be announced later.

Save the date for the Manufacturing Excellence Awards to be held November 6, 2024 at the Kellogg Center in East Lansing. Nominations will open in June 2024.

MMA Ballot a& Brews Regional Meeting for Frankenmuth and the Great Lakes Bay Region will be held this fall. Watch for more details this spring or summer.

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.

Small Business Support Survey from the MEDC

Saginaw Future

In our ongoing commitment to support and understand the needs of Michigan's second stage businesses, the Michigan Economic Development Corporation (MEDC) is conducting an essential survey. This survey will provide invaluable insights into the challenges and opportunities faced by second stage businesses across our state.

Why Your Input Matters: Your organization's perspective is invaluable in shaping the future of business support services in Michigan. By participating in this survey, you contribute directly to tailoring resources and assistance that address the specific needs of second stage businesses.

Confidentiality: Please rest assured that all responses will be treated with the utmost confidentiality. Individual responses will remain anonymous, and your organization's specific information will be kept private.

One Response per Business: We kindly request that each registered business provides one response to maintain survey accuracy and prevent duplicate submissions. Your insights matter to us, and we value the input of every organization.

Estimated Completion Time: We understand the value of your time. This survey is designed to be efficient, and it should take approximately five minutes to complete.

How to Access the Survey: To participate, simply click on the '2023 MEDC Business Survey' link below:

[2023 MEDC Business Survey](#)

If you prefer to copy and paste directly into your browser, please use the following URL: <https://startup.space.app/v2/dynamic-survey/view/252/208>

Survey Purpose: The results of this survey will directly inform the priorities and initiatives of the MEDC in the coming years. Your responses will contribute to shaping a supportive business environment for second stage businesses in our state.

Thank You for Your Participation: We sincerely appreciate your time and contribution to this survey. Your insights are instrumental in driving the growth and success of businesses in Michigan.

This survey will remain open until January 31, 2024.

Should you have any questions or encounter any difficulties while completing the survey, please do not hesitate to reach out to Economic Impact Catalyst at helpdesk@eicatalyst.com.

Your participation is invaluable, and we look forward to your input.

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:



Saginaw Community Foundation is looking for scholarship reviewers

Chamika Ford | 989.755.0545, ext 209

The Saginaw Community Foundation is currently seeking volunteers to review scholarship applications. If you or anyone you know is interested in lending your time, contact the foundation, and we will be happy to explain the process.

The online portal will be available for the review committee by Monday, February 19th, with scores submitted by Monday, March 18th. Using your scores, we can identify the students who will move forward in the selection process. Review volunteers will receive a review group number upon signing into the online portal. Every group will review up to 20 applications. SCF staff will average the scores for all applications. Please note that five other volunteers are reviewing the same 20 applications, and no reviewer is single-handedly responsible for a student receiving (or not receiving) a scholarship. The review process should only take a few hours, and you can review the applications from home at your own pace.

If you can review this year, please respond to this request by visiting <https://form.jotform.com/233374608438159>, to sign up by February 9th. We will email you the online portal instructions, so please provide us with the email address you would like to use for your online account. If you have questions regarding the reviewer portal or need a paper copy review group, please call me at 989-755-0545 or email alexandria@saginawfoundation.org. Please note that we will have limited spots for paper copies, and it is on a first-come, first-serve basis.

Thank you for considering this request to volunteer. I look forward to hearing from you and working with you on what promises to be another exciting scholarship season!

Ascension Health looks to partner with Manufacturers or Regional Businesses to the 3D Mammography Service Bus

Jackie Hardt | 989737.8391

After touring the 3D Mammography bus this fall, it was brought to our attention that this service is not readily available in the out lying areas. If you would like information on hosting this valuable service in the near future please reach out to Jackie Hardt at 989.737.8391.

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 tlblehm@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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