



Spring is coming and so are lots of events and resourceful information!

As we welcome the warmer weather, we welcome a plethora of events from the GLBMA and our partners. Please be sure to sign up for events, so we can get an accurate count for seating and food & beverage should that be the case. We hope to see you in person or at a virtual event soon.

February is Career & Technical Education Month! We celebrate those educators that invest in the next generations by sharing the knowledge of career based and technical education. Building the pipeline for the skilled trades and advanced manufacturing careers. If you see or know Tiffany Sheppard (Bay), Don Johnson (Midland), or Jenny Geno (Saginaw) please thank them for their service.

Reminder: Any unpaid dues after February 28th, you will be removed from the member list and newsletter email. Reminders for unpaid dues will go out February 17th. Thank you for your continued support.

Please note all [blue colored text](#) is a hyperlink.

Welcome - New Members



Falcon Asphalt Road Equipment

Falcon Asphalt Repair Equipment manufactures a portable **asphalt hot box & recycler** utilized by thousands of municipalities and contractors worldwide.



MA'S KITCHEN

MA'S KITCHEN is a food truck and caterer located in Bannister, MI. The food truck features items that are made from scratch. Everything from a box lunch to Lasagna. The menu is rotated from location to location. They are

always looking for new locations and can cater a meal for your next meeting.

FP HORAK

F P Horak

Since Frederick Paul Horak first began The F.P. Horak Company in the basement of his Bay City, Michigan home in 1946, evolution and innovation have been the driving force of the company. Horak saw a need to improve the efficiency of the post-World War II office. His son Fritz, and later the third generation, continued to evolve the company to anticipate the needs of clients and their customers. Today, we're a streamlined extension of our clients' businesses designed to improve efficiency and create marketing impact. We are woman-run, Michigan-made, and family-owned and -operated. Our moxie moves us to create mind-blowing results. Every time. We led, we lead, we will lead.

Focus Talent Solutions



With a team of industry-seasoned employees, we offer tailor-made solutions to meet your individual needs. We work with leading organizations and have developed a reputation as a staffing expert.

Starting in the early 2000s, Focus Talent Solutions has been providing professional services to job-seekers and employers. And with our longevity, we've learned that staffing is not a numbers game — it's a relationship-building business. That's why we put an emphasis on listening, guiding and matching.

Operating with a proactive and forward-facing approach is what separates Focus Talent Solutions from other recruiting companies. We interview our client first. This helps our clients identify what they need in order for their new hire to make the biggest impact. These discovery sessions help us identify the skill set, education, and culture impact just to name a few.

Mentorship

One may ask, 'What is the purpose of mentoring'? We found this definition that seemed fitting.

A mentor may share with a mentee (or protege) information about his or her own career path, as well as provide guidance, motivation, emotional support, and role modeling. A mentor may help with exploring careers, setting goals, developing contacts, and identifying resources. Source: washington.edu, May 24, 2022

The Great Lakes Bay Manufacturers Association started the Young Manufacturing Mentor (YMM) program late last year. It has been slow going but we feel that this is a project worthy of effort. GLBMA President Andy Stewart said, "It is important for us to promote the manufacturing careers available right here in the Great Lakes Bay region to our potential future workforce. One way of doing this is through mentorship. Many of us have worked for decades inside the manufacturing sector and it is important that we promote and share this experience and knowledge with the younger generation before it is too late. As many of our local companies try and expand and grow their businesses the most essential resource needed is people. We are trying to help open pathways for our talented students to want to enter manufacturing professions."

The Young Manufacturing Mentor program is open to all high school students as well as any college students. The target age is 16 to 25 for the program in hopes that we will encourage the next generation to see that manufacturing has emerged into the 21st century. Providing a good paying, viable career path.

We encourage you to share the word with our new hires and family members. In addition, we are looking for mentors to share their wealth of knowledge with the mentees. If you know of someone that could benefit from this program have them reach out to one of our committee members or the GLBMA office.

Jordan Thieme, Amigo Mobility
Jacob Barber, Nexteer
Justin Lipscomb, Moltus Building Group
Andy Stewart, Nexteer
Tanya Blehm, GLBMA

You may find more information on the YMM program [here](#).

GLBMA News

The GLBMA Casino & Euchre Night was a great success

Thank you to all the supporter and participants that joined us for the evening of fun. The gaming tables were full, the Euchre tables were full, and

the food and beverage were great.

Photos from the night will be available on the website shortly.

Thank you to all our event and prize sponsors.



Gaming Table Sponsors: The Michigan Manufacturers Association, Yeo & Yeo CPAs & Business Consultants, Michigan Manufacturing Technology Center, Saginaw Valley State University, Medical Manufacturing Technologies, The General Agency Company, Motlus Building Group, Kurek Tool, Prometis Partners, Duperon, and Wildfire Credit Union.

Door Prize Sponsor: Yeo & Yeo CPAs & Business Consultants

The Ken Horn Manufacturing scholarship is now open

The Ken Horn Manufacturing Scholarship is now open and accepting applications for programs at any Michigan Skilled trades program or college. Please share this information with your employees and their families. Encourage high school seniors to apply.

The application can be found [here](#).

You're Invited to attend the MI Manufacturers Cyber Initiative Luncheon

This seminar will provide information pertaining to Cyber Security, current activity, how to protect your business, as well as details on the new Michigan Manufacturers Cyber Initiative.

Our Cyber Liability Panel consists of:

- Former Governor Rick Snyder (SensCy, President)
- Dave Kelly, former head of Cyber for Michigan State Police (SensCy)
- Jack Mroz, former NSA/CIA/DHS/FBI Consultant (CQ Simple "ARGOS")

- Jess Atwell (CQ Simple “ARGOS”)
- Arlington Roe, Insurance Brokerage

Lunch will be provided but you must register for this event. Please register at www.glbma.org or by calling 989-964-2881.

[Register here](#)



Join us for our first all member meeting

Our first all member meeting will take place Tuesday, March 7, 2023 at Delta College - Midland Center, 419 E. Ellsworth Street, Midland, MI. This meeting will take place from 4:00 pm to 5:30 pm and is free of charge. Bring a friend to see how the GLBMA may benefit them too.

Parking is provided by Huntington Bank on the third level of the Larkin Parking Garage. This is located on the corner of E. Ellsworth Street and Townsend Street.

The meeting agenda will be shared in event reminder that is sent out two to three days prior to the event.

Please [register](#) to ensure seating and refreshments are supplied correctly.

Save the date for more GLBMA events

We have a full calendar of events that are focused on all levels of manufacturing. We hope that you will share these events with the appropriate department. Our current calendar of events can be downloaded [here](#).

New this year, you can sign up for *text messages* announcing our events or an event reminder. No more than two texts will be sent a month. You must sign up to receive these messages, we are not able to sign you up. Please use this [link](#) here to start receiving messages.

Quality Special Interest Group (SIG) Meeting

February 22, 2023 - Invite your Quality Staff/Plant Management to Attend

Join us to learn more about facilities management. Graphx Central has recently expanded and would like to share their advice regarding planning, layout, and equipment placement

for expansions. We meet at 3:00 pm until 4:30 pm.

This tour and discussion is best suited for the plant manager, quality manager or director. We hope to see you there.

Discussion will be led by Stacey Dysigner, who has an extensive facilities management background. Register to attend [here](#).

Young Manufacturing Mentor Program

The Young Mfg Mentor program is looking for high school and college students looking for a mentor

The Mentor program is a year round program that matches students 16 - 25 years old with a mentor in manufacturing. If you know of a student that could use a mentor to guide them or share the manufacturing community with them as a viable career option; reach out to Tanya in the GLBMA office at 989-964-2881 or email tlblehm@svsu.edu.

Students signed up prior to May will have the opportunity to join us at a Loon's game to celebrate the first year of the program.

Women in Manufacturing Special Interest Group (WIM) Events

Join us for one of our upcoming events

Rosie the Riveter Day - March 21, 2023 - 3:00 pm to 5:30 pm - Capitol Building, Heritage Hall, Lansing

Join us to celebrate women in manufacturing. Meet some of the original women that joined manufacturing during the war efforts and made a difference. A short program with meet and greet will be held in Heritage Hall at the capitol. Tours will be available and we will gather at the steps of the capitol for a historic photo. Refreshments will be served and the event is free to attend but we ask that you register to attend.

JUST ADDED - The GLBMA has secured sponsors to provide motor coach transportation to and from the event. Seating is very limited and we ask that you reserve your seat as soon as possible. Please reserve your seat for the bus [here](#). Please still register for the event as well.

Download flyer [here](#).
Register to attend [here](#).



OUR GOAL

To celebrate women in manufacturing and skilled trades from across the state of Michigan. We ask you to join us in honor of your hard work and dedication to the industry. All are welcome.

EVENT DETAILS

The event begins at 3 pm in the Capitol Heritage Hall.

Preregistration required.

Enjoy presentations from Rosies and the American Rosie the Riveter Association. Tours and refreshments will take place indoors before we move to the Capitol steps in Rosie bandanas, for a group photo.

Sponsors: Peak Manufacturing - Bandanas, Duperon and Ladwig's Culligan - Refreshments, Magliner and Lift - Function space & AV, Dowding - Air Transportation, GM - Lawn and Parking, Friedland Industries - Photography, Lansing Community College Technical Careers Division, News 10 - Media and Granger Waste Services - Media, Vantage Plastics and MMTC - Bus Transportation

Title Sponsor: PNC Bank



REGISTER
HERE:



WIM Road Trip - May 5, 2023 - 7:00 am - 5:30 pm - See agenda below

The WIM is sponsoring a fun learning road trip. We will leave from SVSU and have a light breakfast on the bus as we make our way to [Detroit Denim](#) retail space. Where we will get a look at the ordering process for custom jeans. You will also have the opportunity to order a pair of jeans while on-site. Then we will take a short ride to the manufacturing plant to see how an order becomes a pair of jeans. Once, we are done with our tour, we will take a short trip across town to [lift](#), at lift we will enjoy lunch and a tour - Where Manufacturing Technology and Talent Matter. Once we are done at lift. We will head across town to Greektown Casino for a couple of hours of gaming. At 3:00 pm, we will load the bus and return to SVSU.

If you would like to order a pair of custom jeans, please indicate so on the registration so they have enough staff on hand to help gather your information. The jeans start at \$185 a pair.

Friday, May 5, 2022

7:00 am Depart

9:00 am - 11:00 am Detroit Denim

11:30 am - 1:00 pm lift

1:15 pm - 3:00 pm Greektown Casino

5:30 pm Arrive back to SVSU

Cost is \$50 a person and includes a light breakfast, lunch, and tours. Payment must be made to obtain a seat. Space is limited to the first 45 people to sign up.

Register [here](#) to take a road trip with us.

Thank you to PNC Bank for sponsoring this special interest group.

WIM CEO Olympics - July

Are you game? We are! Join us for this first time event as you root on your favorite companies CEO. We will be hosted by the Great Lakes Safety Training Center in Midland for this event. This is an open event for anyone to attend. Ma's Kitchen Food Truck will be on site for food and beverage purchases. You may bring a snack of your own but this is a non-alcoholic event, please leave yours at home.

We are looking for a couple more contestants to participate in our bracket. If you would like to participate, please reach out to Tanya at the GLBMA office for details.

Tuesday, **July 25, 2023** (please note date change due to the golf invitational)

5:00 pm to 7:00 pm

Great Lakes Safety Training Center

1900 Ridgewood Dr. Midland, MI 48642

This event is free and open to anyone to root on their favorite Olympian.

Thank you to PNC Bank for sponsoring this special interest group.

The State Approves Additional Funding for the MEDC Industry 4.0 Technology Adoption by Manufacturers Statewide

The Michigan Strategic Fund (MSF) board, **approved an additional \$1.5 million** in grant funding to support Industry 4.0 awareness and preparedness and to increase technology adoption with six nonprofit organizations approved by MSF to administer the grant funding across the state. The **Industry 4.0 Technology Implementation Grant** program provides assistance to small manufacturers looking to adopt Industry 4.0 (I4.0) technologies and, in turn, make transformational change to business, process and culture.

Since the **launch of the I4.0 Implementation grants in May 2022**, the regional partners have awarded 95 grants totaling over \$2.2 million of the \$2.55 million grant dollars available. The allocated funds were awarded to small manufacturers in all 10 regions of the state, and across 40 counties.

To date, the grant program has played a major role in helping small and medium-sized manufacturers adopt and implement key Industry 4.0 technologies. For example **Becker Metal Works**, one of the Industry 4.0 grant awardees **announced earlier this month**, received a \$25,000 grant to purchase a wax 3D printer for its foundry. Based in St. Clair, Becker Metal Works provides investment castings to the medical, energy, machine tool, food process, chemical and defense industries.

“We have been including Industry 4.0 equipment in our strategic plan for several years and with this funding, we are able to take that next step,” said Becker Quality Systems/Compliance Assurance Professional Erica A. Guice. “Since we started our first production run, we have not had castings look this near-perfect in decades. We look forward to increasing our production by receiving better raw materials and beginning rapid prototyping and advanced manufacturing for other clients.”

In addition to the \$1.5 million in grant funding approved, the board also authorized another \$1.5 million to be allocated based on statewide demand, bringing the total support to \$3 million.

These grants build on the overall Industry 4.0 initiative that MEDC launched in 2020 in partnership with **Automation Alley** and **Michigan Manufacturing Technology Center** to help small and mid-sized manufacturers prepare for the future of manufacturing. The initiative includes efforts to drive awareness statewide on the importance of I4.0 readiness and technical support to help small to medium-sized manufacturers. Click for [more](#) information.

Skills USA is seeking Manufacturing Partners for the upcoming State Competition

Looking for Help with Contest Design & Judging, Prize Donations & Sponsors

SkillsUSA is a national nonprofit education association devoted to preparing middle-school, high-school, and college students for careers in trade, technical, and skilled service occupations. They're best known for the SkillsUSA local and state competitions, which lead to the **SkillsUSA National Championship**.

SkillsUSA Michigan, our state's branch, is looking for manufacturing partners in the CNC (Milling, Turning & Technician), Precision Machining, and Welding categories. Opportunities include:

- Be part of a committee that helps design the student contests: Each contest needs industry partners on the committee to ensure students are practicing the most-needed industry skills
- Help judge the manufacturing contests at the state conference which will be held this year on April 14-16 at the Amway Grand Hotel in Grand Rapids with the contests taking place on the 15th.
- Donate industry prizes for the top three competitors of each contest
- Be a sponsor or program advertiser for the April event: Opportunities are available to sponsor the manufacturing cluster of contests, individual contests, and more

To get involved or for more information, please contact Danielle West, State Director for SkillsUSA Michigan, by email at dwest30@emich.edu or by phone at 734-487-3888.

Danielle is also organizing a tour of the championship competitions starting at 10:30 am on April 15th to give employers an opportunity to learn more about the competitions and to engage more personally with the students. Contact her for more details. [Read more.](#)

Saginaw Career Complex looking for Volunteers for Professional Business Day

Ann Marie Batkoski | 989-399-6182 | abatkoski@sisd.cc

The Saginaw Career Complex is hosting its Professional Business Day on Tuesday, March 7, 2023, at Delta College Downtown Campus located at **319 E Genesee Ave, Saginaw, MI**. The purpose of the Professional Business Day is to provide our students with an authentic experience by having them participate in mock interviews with area business leaders in their career fields. This is where you come in. **WE NEED YOUR HELP!**

[Complete Details available here.](#)

The answer to employee engagement? MANAGERS!

We've all heard the terms "quiet quitting," "quiet firing," and the "Great Resignation." Rehmann is here to help guide you through your employee engagement questions. Join us at 11 a.m. EST March 1 for the webinar *5 Ways Managers Are the Answer to Employee Engagement*

70% of an employee's engagement sits in the hands of the manager – it's up to the manager. – Gallup

Managers are leaders in an organization, but they're also employees who need support and guidance. In this webinar, you'll learn the 5 things managers can do to not only increase employee engagement but reduce turnover. We will also share ways you can best support your managers.

We look forward to seeing you. Register today!

[Register here.](#)

Retention Services for Employees

Join the Michigan Department of Labor and Economic Opportunity on Wednesday, February 22 at 11 a.m. for a free webinar and discover resources that can support the retention of your employees. Learn about:

- Michigan's Tri-Share Childcare Program
- Adult Education and literacy programs
- Business Resources Networks
- And other initiatives to help employees overcome barriers

Register for this free event [here](#).

Michigan Safety Conference Registration now open

This in person event will take place April 18 -19, 2023 at the DeVos Place in Grand Rapids, MI. Complete details can be found by clicking the button below.

[Details and Registration here](#)

MMA Partners with Environmental Law Section of the State Bar of Michigan to host 2023 clearing the air

Tuesday, April 18, 2023 | MMA Headquarters • Lansing

MMA is partnering with the Environmental Law Section of the State Bar of Michigan for a must-attend half-day event for industry, government, advocacy groups and legal professionals.

[Learn more](#)

MMA Employment & Workforce updates

David Q. Worthams | 517-487-8511 | worthams@mimfg.org

Unemployment Tax Rate Appeal Deadline Approaching

Employers should have received their 2023 unemployment tax rate notices, which were mailed out by the Unemployment Insurance Agency at the end of December.

Members should pay close attention to the details of the notice and ensure that all 2022 UI tax reports have been filed to avoid penalties. The deadline to appeal 2023 tax rates is 2/1/23.

State Launches New Workplace Mental Health Hub, Upcoming Webinar Series

To further support mental health and wellbeing for more Michiganders, the

state of Michigan launched Michigan.gov/WorkplaceMentalHealth, a centralized workplace mental health hub to share resources and strategies aimed at helping employees and employers across the state address mental health in the workplace.

The state also announced a monthly webinar series to discuss improving mental health in the workplace, featuring insight from experts in the field. The 30-minute webinars will be moderated by LEO's Deputy Director of Labor, Sean Egan, who also leads the state's workplace mental health initiatives. The first webinar will be held this Thursday, 1/29/23. [Join the virtual conversation via Microsoft Teams.](#)

MMA's Dave Worthams was appointed to the state work group that developed these recommendations to support mental health in the workplace. See the group's [full recommendations](#) or see Michigan.gov/WorkplaceMentalHealth to learn more.

STEM Professional Needed for CSO STEM Action Plans

Adrienne Cole | 989-964-4058 | scole@svsu.edu

The Great Lakes Bay Region Chief Science Officer Program began five years ago and has provided an amazing opportunity for local students to not only experience STEM, but begin to educate others about it. As CSO's, these ambassadors advocate for STEM learning and work with their team to complete an action plan within their school or community. [Read more here.](#)

Stacie Kwaiser assumes role of CEO at Rehamnn

On Jan. 1, Stacie Kwaiser officially assumed her role as Rehmann's CEO. Stacie succeeds former CEO Randy Rupp, who led the firm for eight years in the position.

Stacie has been with Rehmann for over 25 years and has served as a regional audit department lead, assurance executive committee member, regional managing principal, and chief operating officer.

"I hope to transform the associate and client experience by focusing on innovation, training, and technology," Kwaiser said. "We must attract more talent to our profession. Adapting our company culture to meet the needs of the future will enhance the associate experience, which will translate to a more engaged client base."

RESTART - Retired Engineers, Scientists, Technicians, Administrators, Researchers, and Teachers to provide free energy and waste reduction assessments

Daniel Radomski | 248-721-3192 | dradomski@ltu.edu

The RESTART Program at LTU provides free energy, waste reduction and sustainability assessments to any Michigan small to medium-sized commercial business and public institutions of any size.

Read more and apply [here.](#)

INTEGR8 Registration now open



The Fourth Industrial Revolution is redefining the way we work and live. Connected, intelligent and transformative, Industry 4.0 is empowering people and businesses across the globe. How will you harness its power? Automation Alley's Integr8 conference creates a space for collaboration, exploration and discovery as we tackle the social, economic and environmental challenges associated with Industry 4.0 and lay the foundations for the innovations of tomorrow.

May 9, 2023

7:30 am - 5:00 pm

Novi, MI

Early Bird Registration ends February 28, 2023.

3D Printer Pitch Competition

This day-long conference will focus on a software-first approach to advanced manufacturing that promotes agility, resiliency and efficiency.

[LEARN MORE](#) or [REGISTER](#)

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 or 989-964-2881.

Current Opportunities:

Opportunity: 2023-014 Manual Hydraulic-Lift Pallet Jack closes March 17
Submitted by Northwest Pennsylvania Industrial Resource Center (part of Pennsylvania MEP)

Opportunity: 2023-016 Extruded Copper for Box Connector closes May 25
Submitted by Delaware Valley Industrial Resource Center (part of Pennsylvania MEP)

Opportunity: 2023-017 Standard Agriculture Hubs closes Feb. 27
Submitted by CIRAS

Opportunity: 2023-018 Eco-Friendly Packaging Cup and Lid closes Feb. 27
Submitted by CIRAS

[Sign Up for more Supplier Opportunities - Michigan CONNEX program](#)

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

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

Manufacturing Champion Members and Supporting Partners



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

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