



## Welcome to summer and all things fun!

We are looking forward to our first CEO Olympics in July. All are invited to root on their favorite CEO in these Minute to Win style games.

Don't forget to sign up for our plant tour at Blue Thumb to be held in August.

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

## What's in the newsletter!

- Feature Article: Emotional Intelligence
- GLBMA Events/Programs
- Plant Tour: Blue Thumb
- Partner News/Events

## Feature Article

### Emotional Intelligence: What's Your Emotion?

Mike Beels | [MMTC Blog post - May 2023](#)

Do you ever notice that some people are better at dealing with their emotions than others? Or maybe you have a coworker who is really good at reading other's emotions. This is because they have high emotional intelligence.

Emotional Intelligence (EI) can be defined as the ability to recognize, understand and manage one's emotions, as well as recognize and understand the emotions of others. If you think this means that being aware that emotions can drive our behavior and impact others, you would be correct.

Although the term seems to have first appeared in 1964, it gained popularity in the 1995 best-selling book Emotional Intelligence, written by Daniel Goleman, who provided the definition above.

Emotional Intelligence (or lack of it) can affect:

- Your work performance. High emotional intelligence can help you navigate the social complexities of the workplace and help one lead and motivate others.
- Your physical health. The inability to manage your emotions can lead to serious health problems caused by stress.
- Your mental health. Uncontrolled emotions and stress can impact your mental health leading to anxiety and depression.

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Benefits of high EI include:

- Better relationships
- Reduced stress
- Improved communication
- Adaptability
- Conflict resolution
- Collaboration and many more...

EI looks at four characteristics:

- Self-Awareness – understanding your own emotions and what triggers them
- Self-Management – the ability to control and adjust your emotions
- Social Awareness – the ability to pick up on the emotions of others and understand them
- Relationship Management – the ability to use awareness of yours and others' emotions to better interact with them

Data supports that EI sets high performers apart from peers, are must-have skills, are used to determine promotions and salary increases, and are considered crucial for developing careers. This shows that EI impacts many aspects of our lives and those around us. Honing your EI skills will increase your success and promote better outcomes in life. I mean, who wouldn't want to reduce stress and create better relationships in and out of work?

#### IMPROVE YOUR EMOTIONAL INTELLIGENCE

Michigan Manufacturing Technology Center (The Center) has a new course all about emotional intelligence and learning how it can improve culture and other areas in the workplace. The Center's local Business Solutions Manager is Chris Tibaudo, he can be reached at 313-779-7600 or [ctibaudo@the-center.org](mailto:ctibaudo@the-center.org). Give him a call or drop him an email to learn more about these trainings.

## GLBMA News

### Join us for our Best Practices Plant tour at Blue Thumb

Tuesday, August 15  
4:30 pm to 6:30 pm  
2650 Schust Road  
Saginaw, MI 48603

We ask that you wear closed-toed shoes, and better yet, steel-toed shoes. Bring your favorite pair of safety glasses too. Refreshments provided.



**Blue Thumb**

Blue Thumb has evolved over the years but started as a simple business by the owner while in high school. Progressing to a manufacturer over the years out of necessity, Blue Thumb is now one of only four rotational molding companies in the state. From water features and aquariums to custom acrylic and plastics, you won't want to miss touring their 126,000 sq. feet facility. Learn how Blue Thumb blends manufacturing, distributing, and retail operations all under one roof.

Plant tours are limited to two (2) non-manufacturing members from each company as space is limited.

[Please register here.](#)

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### GLBMA to offer Dale Carnegie Training

The GLBMA in partnership with Dale Carnegie will be offering a fall leadership class designed for manufacturing. This class is slated to be held in Standish at the WELL Outreach Center. The class will be held from 1:00 pm until 5:00 pm each day. September 6, 20, 27; October 4, 18, 25; November 1, 8, and 22. The GLBMA rate for the class is \$1,670 per person. We need 24 participants to run this class. Please register using the button below for this class.

[Register here](#)

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### GLBMA Annual Golf Outing

The GLBMA annual golf outing is scheduled for Thursday, September 14, 2023 at Apple Mountain. Registration will open June 26, 2023, watch for the email invitation.

We are accepting sponsors and door prizes at this time. If you would like to be included in the invitation as a sponsor, please reach out today. More details can be found [here](#) on all the sponsorships available.

We look forward to seeing you there!



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### Our Next All Member Meeting - September

Our next all member meeting will take place September 5, 2023, 4:00 pm to 5:30 pm at The Point. Located at 6235 Gratiot Road in Saginaw. Save the date and stay tuned for more information.

We are working on our agenda and will have our speakers secured shortly.

We hope to see you there. No registration is required.

Our last quarterly meeting is scheduled for November 28, 2023.

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### Quality Special Interest Group (SIG) Meeting

#### August 23 - Invite your Quality Staff/Plant Management to attend

Save the date. Details to follow shortly. August 23, 2023 from 3:00 pm to 4:30 pm.

Thank you to AVU Registrations and MMTC for hosting this group.

## Women in Manufacturing Special Interest Group (WIM) Events

**Open to all members and guests - We need 4 additional E-Level Olympians!**

### 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.

## Partner News

### Thank you! - Dobson Industrial for your Assistance

A huge **thank you** goes to Dobson Field Services and their crew for the assistance in moving a Vertical Machining Center. The machine was purchased for Project Lead the Way at Bridgeport High School by the GLBMA board and members several years ago. Since, the machine has sat idle due to staffing changes. The machine was moved to the Saginaw Career Complex where it will be an integral part of the Advanced Manufacturing program.



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### Time to start thinking about National Manufacturing Day - October 6th

Celebrated nationally on the first Friday in October, MFG Day is manufacturing's biggest annual opportunity to inspire the next generation, positively shift perceptions about our industry, and build the foundation for the manufacturing workforce of the future.



MFG Day is an initiative of the Manufacturing Institute. The MI builds, diversifies and strengthens the modern manufacturing workforce, with the goal of furthering individual opportunity, community prosperity and a more competitive manufacturing industry. The MI engages underrepresented communities and shifts perceptions about careers in modern manufacturing, leads skilled training and career development programs, provides thought leadership and research on the changing state of the workforce and builds partnerships to scale up its impact on manufacturing in the United States. As the 501(c)3 nonprofit workforce development and education partner of the National Association of Manufacturers, the MI is a trusted adviser to manufacturers, equipping them with solutions for the industry's toughest challenges.

Next MFG Day Webinar - available

MFG Day 2023: Getting the Word Out (6/29/23) [Register](#)

We encourage all regional manufacturers hosting events to register [here](#).

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## LEO hosted Webinar Regarding the Four-Day Work Week

LEO | [michigan.gov/leo](http://michigan.gov/leo)

LEO hosted a webinar discussing a report recently published by the University of Cambridge on [the largest trial of a four-day work week](#) and the effects on employees and production levels.

Research involving 61 UK organizations found a 20% reduction in working time with no loss of pay led to significant drops in workforce stress and sick days, an increase in worker retention and a much better work-life balance for most employees – all while meeting key business metrics.

[In case you missed it, you can view the webinar in full here.](#)

### Panelists

- Professor Brendan Burchell, University of Cambridge
- Professor Juliet Schor, Boston College
- Professor Wen Fan, Boston College
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### A Few Highlights from the Discussion:

- More than 80% of participating employers said they plan to continue the program.
- 97% of employees surveyed said they would like to continue their participation.
- Employees who participated said it positively impacted their mental health and reported less burnout, lower stress levels and an increase in productivity.
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The state launched [Michigan.gov/WorkplaceMentalHealth](http://Michigan.gov/WorkplaceMentalHealth), a centralized hub to share resources and strategies aimed at helping employees and employers across the state address mental health in the workplace.

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## Mental Well List Share

Cindy | [cindy@camconline.org](mailto:cindy@camconline.org)

The Capital Area Manufacturing Council shared a list of resources for mental wellness. This document can be seen [here](#) or found on the [GLBMA.org](http://GLBMA.org) website under Resources > Wellbeing Tool Box page. We hope you find this list helpful in navigating your wellbeing

polices.

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## STEM Forward Intern Grant Program

Holly Reed | 989-757-2109 | [hreed@saginawfuture.com](mailto:hreed@saginawfuture.com)

Michigan STEM Forward is a statewide program of Michigan Economic Development Corporation that matches students attending Michigan colleges and universities with internship opportunities at the state's leading innovative companies. Companies do not have to be in a specific industry, but all internships must be STEM-focused.



STEM Forward provides students meaningful career experience and promotes job retention in the state, while providing financial support to companies who hire these interns.

Arenac county contact: LeeAnne Comer | [lcomer@michworks4u.org](mailto:lcomer@michworks4u.org) | 989-846-2111

Bay county contact: James Reaume | [jreaume@bayfuture.com](mailto:jreaume@bayfuture.com) | 989-892-1400

Midland county contact: Nicole Wilson | [nwilson@mbami.org](mailto:nwilson@mbami.org) | 989-839-9901

Saginaw county contact: Holly Reed | [hreed@saginawfuture.com](mailto:hreed@saginawfuture.com) | 989-757-2109

[STEM forward website](#)

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## Great Lakes Safety Training Center provides Lockout/Tagout for Managers

Jill | 989-837-2332

## LOCKOUT/TAGOUT FOR MANAGERS



### Why should I take Lockout/Tagout Managers?

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

### What will you learn in this seminar?

- The basic elements of an Energy Control Program according to 1910.147 (c)1
- How to perform an inspection on a LOTO Procedure
- How to prepare a procedure for the LOTO of a machine
- Be able to summarize the major points of OSHA's 1910.147
- Hands on skill practice

### Class Dates:

June 20, 2023  
July 25, 2023  
August 15, 2023  
September 19, 2023

### Class Time:

7:30 am - 11:30 am

### Where:

Great Lakes Safety Training Center  
1900 Ridgewood Drive  
Midland, MI

### To register:

989-837-2332 or  
enrollment@glstc.org

### Pricing:

This class is **FREE** due to a grant from MIOSHA CET Division. Pre-registration is required.

*\*Auxiliary aids, services and other reasonable accommodations are available, upon prior request, to individuals with disabilities.*

1900 Ridgewood Drive  
989-837-2332

Midland, MI 48642  
www.glstc.org

*Preparing People to  
Live and Work Safely Every Day!*

## Middle Michigan MiCareer Quest announces date for 2023

Amy Ames | 989-280-4133 | amesa@michiganworks.com

We are excited to announce that MiCareerQuest Middle Michigan 2023 will be held **Friday, September 29, 2023** at the SVSU Ryder Center. It is sure to be another engaging and safe, hands-on career exploration experience for 10th grade students, teachers, and counselors to learn about today's high demand jobs from employers like you! MiCareerQuest Middle Michigan 2023 is hosted by Great Lakes Bay Michigan Works! and Michigan Works! Region 7B.

Download Exhibitor & Sponsor Participation Form [here](#).

*Deadline to register is June 30, 2023.*

Please reach out to Amy Ames, Business Services Team Lead, Great Lakes Bay

Michigan Works! at (989) 280-4133, amesa@michiganworks.com or Pam O'Laughlin, Chief Operations Officer, Michigan Works! Region 7B at 989-205-4560, polaughlin@michworks4u.org for more information on participation.

## Vantage Plastics to Showcase new Training Center

Heather | 989-846-1029 | heather.bauman@thewellstandish.org



**VANTAGE** plastics

AIRPARK STANDISH VANTAGE LOTIS Edge

**You're Invited**

**Friday, June 23rd**  
**12-3pm**

**OPEN HOUSE**

**The NEW**  
**Vantage Plastics**  
**Training Center**

**4358 Airpark Drive**  
**Standish**      **989-846-1029**

**NEW BUILDING**

Innovative Manufacturing Readiness  
Overcoming Employment Barriers  
Teaching Foundations for Life Success  
Empowering a Community Driven Workforce

A TRAINING FACILITY  
MEETING THE NEEDS  
OF THE WORKER,  
EMPLOYER AND THE  
COMMUNITY.

Join us for a Snow Cone!!!

Supporting  
Partners



## 2023 STEM Summer Staycation - Encourage your kids and your employees kids to Participate

Lori | 989-280-2829 | lflippin@greatlakesbay.org

Looking for fun, engaging learning opportunities to do with your kids this summer break? Join us for another round of STEM Staycation with the Great Lakes Bay Region STEM Passport! STEM Staycation runs June 20th through August 4th and there are several opportunities for free entry and the chance to win prizes! Learn more [here](#).

## Michigan's Largest Wind Park Located in Great Lakes Bay Region

Greg | 989-754-8222 | Saginaw Future

DTE Energy, Michigan's largest producer of and investor in renewable energy, recently announced that Michigan's largest wind park, Meridian Wind, is now operational.



Spanning three townships across Midland and Saginaw counties, the 225-megawatt wind park has 77 wind turbines and generates enough clean energy to power more than 78,000 homes. DTE managed all aspects of the Park's development, from land acquisition and permitting through construction, and will assume responsibility for the project's ongoing operations and maintenance. With the commissioning of Meridian Wind Park, DTE now has 20 wind parks in its renewable energy portfolio. These projects, along with the company's 33 solar parks, generate enough clean energy to power more than 750,000 homes and represent an investment of more than \$3 billion.

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## Amigo Mobility Adding 26,000 Square Feet

Greg | 989-754-8222 | Saginaw Future

Amigo Mobility International is expanding again in Bridgeport Charter Township. Amigo acquired property to the east of its facility and will add 26,000 square feet onto their building. The company is also adding equipment for powder coating and laser cutting, and will create 23 new jobs over the next three years. Saginaw Future assisted Amigo and the community with a PA 198 industrial facilities exemption and helped secure an incentive package through the Michigan Economic Development Corporation. Moltus Building Group will complete the expansion sometime in late 2023 or early 2024.

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## Merrill Expands in the Village of Merrill

Greg | 989-754-8222 | Saginaw Future

Merrill has begun its expansion project in the Village of Merrill. The investment is projected at \$25.3 million, including \$9.2 million in construction. The company expects to retain 72 jobs and add 14 new jobs. Saginaw Future assisted Merrill and the community with a PA 198 industrial facilities exemption and helped secure a state incentive package.

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## SensCy Points out Consequences of Cyber Attacks on SMOs

Raj | 734-276-9891 | info@senscy.com

The bad news: a cyberattack might not just cost your business some money—it might also cost you your business. I read recently in an IBM report that the average cost of a data breach totaled \$4.35 million in 2022, marking a seven-year high. While these costs are much higher than what most SMOs would suffer, they are accurate indicators of how devastating a data breach can be and the growing magnitude of the threat.

### Average Total Cost of a Data Breach

Source: IBM Cost of a Data Breach Report 2022



The good news: you can mitigate the cost of a data breach by implementing proper cyber hygiene at your organization. For example, that same IBM report found that implementing employee cybersecurity training decreases the cost of a cyberattack by \$250,000 on average. Most successful cyberattacks gain access to online systems via social engineering that targets employees; for example, a hacker sends a phishing email to an intern at a real estate firm, and the intern clicks on the link and unknowingly downloads malware that spreads to the rest of the organization. If the employees at the real estate firm were trained on how to identify phishing attempts, the firm could have avoided the attack entirely.

### *Does your Company Conduct Cyber Awareness Training for Employees?*

Our team at SensCy designs cybersecurity awareness training that prioritizes the needs of SMOs and their employees. Each training takes less than 10 minutes to complete, and you and your employees can access them at your own convenience on our self-service portal. The training videos cover the most pressing cybersecurity topics, such as how to identify phishing attempts, in simple language. SMOs that implement our training are at a significantly lower risk of a cyberattack than organizations that lack cyber awareness training. Contact SensCy [here](#).

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### What is your SensCy Score

Your SensCy Score™ is a good indication of your organization's cyber hygiene and how prepared your organization is against cyber threats. We can generate your score in less than 30 minutes—at no cost to you!

[Schedule your SensCy Score now!](#)

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### The General Agency offers GLBMA Members select Insurance Lines

Nate | 734-994-6088 | [NWeisenburger@ga-ins.com](mailto:NWeisenburger@ga-ins.com)

The General Agency is currently offering reviews for GLBMA members for their liability, workman compensation, or cybersecurity lines of insurance. The General Agency offers a broader coverage at the same or better rate. In addition, the GLBMA is receiving a yearly rebate from the General Agency. Interested in a review of your insurance coverages in these areas, please reach out to Nate Weisenburger at [NWeisenburger@ga-ins.com](mailto:NWeisenburger@ga-ins.com) or call 989-817-4271.

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### Rehmann Ranked in Accounting Today's Top 100 Firms Report

Kristi | 616-975-2833 | [kristy.clemens@rehmann.com](mailto:kristy.clemens@rehmann.com)

Rehmann has been selected as an Accounting Today Top 100 Firm, Top Tax Firm, and Regional Leader for 2023. This annual report, which has been published for nearly 30 years, surveys hundreds of tax and accounting firms across the United States and features additional resources including data analyses, chief executives' takes on major issues facing their firms, and their strategies for success for 2023 and beyond.

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### Threat Actors Using Fake QuickBooks Software to Scam Organizations

Adele | 989-793-9830 | [adehet@yeaoandyeo.com](mailto:adehet@yeaoandyeo.com)

The eSentire Threat Response Unit recently discovered a scamming activity conducted via a fake QuickBooks installer. The infection typically starts when a user searches for "QuickBooks download" on Google, and the first search result leads them to a malicious website hosting a fake QuickBooks installer.

Affected users reported being unable to access one of their QuickBooks files and, upon opening the file, received a warning message instructing them to call a phone number that appeared to be from Intuit Technical Support. However, the number was part of a scam.

When victims called the number, the malicious actor would offer to sell the service to “repair” the files for \$800 to \$2,000. The malicious actor claimed to be from “QB Exclusive” and used ZoHo Assist (remote support software) to achieve the remote session on the victim’s machine.

How can you prevent this cyberattack?

- Before downloading QuickBooks, check that the software is coming from a legitimate installer. Legitimate QuickBooks installer certificates are issued to Intuit, Inc.
- Note that the legitimate QuickBooks files are located under C:\Users\Public\Public Documents\Intuit\QuickBooks\ by default. Any files located under a different folder are suspicious.
- If you receive a pop-up, think before taking any action. Always be suspicious of urgent messages or those asking for immediate payment in return for product support.

For more information on this QuickBooks scam, refer to the [full eSentire article](#).

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## Michigan Manufacturers Association (MMA) - Updates

Ashley Wakefield | 517-487-8523 | [wakefield@mimfg.org](mailto:wakefield@mimfg.org) | view MiMfgMagazine [here](#).

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## Early Registration now open for MFG Legislative Day

**Tuesday, September 12, 2023**  
**Heritage Hall | Michigan State Capitol Building**  
**and MMA Headquarters | 620 Capitol Ave.**  
**Lansing, MI**

Get “hands-on” lobbying experience, connect with key policymakers and learn about MMA’s efforts to develop a pro-manufacturing economy during MMA’s annual Capitol event.

From pre-registration to the evening reception, MMA Legislative Day is all about networking. Plan to join us in Lansing for this exclusive opportunity to connect with industry advocates, legislative leaders and regulatory officials.

Registration and details can be found [here](#).

## Legislative, Regulatory, and Judicial news from MMA

### FTC Moving to Ban Noncompete Agreements

The Federal Trade Commission (FTC) issued a proposed rule that bans the use of noncompete clauses in employment contracts. Learn more about the status of that rule and its potential impact in Michigan, as well as similar state legislation that will impact manufacturers’ ability to use noncompete clauses, [in this memo from MMA’s Dave Worthams](#).

### MMA Wins Years-Long Ozone Regulation Re-designation

After years of MMA advocacy and engagement, the U.S. EPA has confirmed that southeast Michigan has met the National Ambient Air Quality Standards under the Clean Air Act and will be considered “in attainment.” Manufacturers in this region can now be

relieved of the threat of an increase in filing requirements and costly abatement measures.

Contact MMA's [Caroline Liethen](#) to learn more about what MMA is doing to protect manufacturers from additional regulations.

## Senate Democrats to Begin Review of Clean Energy Future Plan

The Clean Energy Future Plan package of legislation, introduced last month by Senate Democrats, will soon see a hearing before the Senate Energy and Environment Committee. Included in the plan are:

- [SB 271](#) (Geiss, D-Taylor) would mandate the use of 100% renewable energy sources by 2035.
- [SB 272](#) (Shink, D-Northfield Twp.) would modify the regulation of utilities by the MPSC to consider the impact of a plan on climate change, equity, reliability, affordability, cumulative health impacts, and emissions in addition to carbon.
- [SB 273](#) (Singh, D-East Lansing) would set targets for all electric providers and require municipally owned utilities and co-ops to participate in the energy waste reduction program.
- [SB 274](#) (Shink) would require LARA to create a strategic plan relating greenhouse gas emissions reductions for new construction.
- [SB 275](#) (Singh) would provide for a low-carbon fuel standard (intended to reduce the carbon intensity of transportation fuels by 25% by the end of 2035).
- [SB 276](#) (Bayer, D-West Bloomfield) would phase out certain coal-fired electricity-generating plants by 2030.
- [SB 277](#) (McDonald Rivet, D-Bay City) would allow for a policy for farmers to rent land for commercial solar operations while enrolled in the PA 116 program.

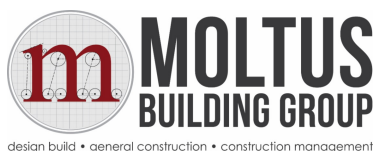
MMA is planning a special joint meeting of the Energy and Environmental Policy Committees to review the bills and collect feedback for a coordinated response to the Legislature. Contact MMA's Caroline Liethen with your questions and comments.

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**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](mailto: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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