



Announcements

Welcome to 2025. It has been very busy already. If you missed the HR Summit you missed some great information. We also missed you at the Annual Casino & Euchre Night. The event was well attended and we had several tables of Euchre and just as many games of Cornhole. Of course, the casino tables were full too. It was a great night to see all our manufacturing friends and guests.

Please note: all [blue colored text](#) as well as some photos are a hyperlink.



What's in the newsletter this month!

- [Welcome](#)
- [Poll](#)
- [GLBMA Events/Programs](#)
- [Partner News/Events](#)
- [Automation Alley](#)
- [Michigan Manufacturers Association News/Events](#)

Photo supplied by T Blehm

Welcome New Members



Rummel Benefits Group is an insurance agency helping employers with Group Health Benefits.

Rummel Benefits Group is on a mission to simplify insurance and employee benefits. We have been helping people make smart decisions since 2001. Our team is here to help clients ask the right questions, identify their specific needs, and provide solutions that best meet their challenges.

Who do you see as the face of the organization

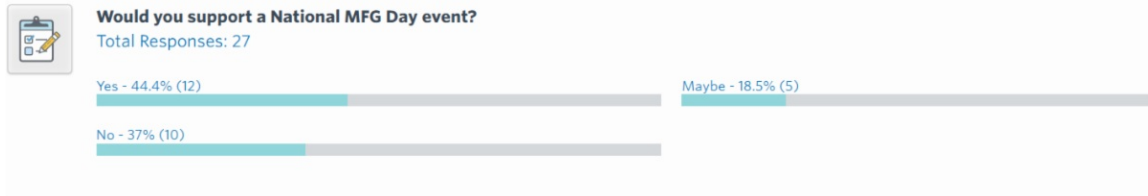
Justin Lipscomb

Jeremy Bockelman

Other

Comments can be emailed to tblehm@svsu.com. Results will be shared next month.

Last months results are shown below.



GLBMA News



Looking forward to 2025

Still time to sponsor a special interest group or event.
Check out the opportunities [here](#).

Check out our current calendar of events [here](#).
Additional events will be added once they are confirmed. Stay tuned or check out our website glbma.org.



The GLBMA sends our condolences to the families of
James McBryde with the Middle Michigan Development Corporation
and
Veronica Horn former President and CEO of the Saginaw County Chamber of Commerce

Jim and Veronica were dedicated supporters of the GLBMA and our mission to promote manufacturing. Their tireless efforts on behalf of their communities will be deeply missed.

Thank you to everyone who attended the 2025 Casino & Euchre Night with Corn Hole

Another great night of fun and networking. We had our largest event yet. Our event sponsors are listed below. We would also like to thank our prize donors: **Hubbard Supply, Blue Thumb, Bay-Arenac Intermediate School District - Welding Class, Nexteer, Amigo Mobility, Moltus Building Group, AVU Registrations, CIGNYS, PF Markey, Vantage Plastics, R & S Cutter Grind, and Magline, Inc.**

Of course, our successful evening does not happen without Deke's Paradise & Casino and the Great Hall. Thank you to everyone who attended this event as well. We are working on next year's event and will share the date as soon as we can.

Sorry, we lost the SD card with the photos but if we find it we will share.

Thank You to our Sponsors



Register today to attend this tour



BEST PRACTICES TOUR OF THE LOCKWOOD STEM CENTER



The CMMA and GLMBA are thrilled to invite you and your team members to join us for a best practices tour of The Lockwood STEM Center in Hemlock!!

Recognized as one of the best robotics teams in Michigan and the Midwest, the First Robotics team engages some of the area's best and brightest students!! Along with their own individual talents, each student is immersed in the disciplines that reflect most of our partnering businesses. A few examples include: Skilled Trades, Mechanical and Electrical Engineering, Supply Chain Management, Marketing, Project Management, Teamwork, Computer Science and Programming.

Join us on this tour, and learn how you can get involved and help existing First Robotics teams near you or to help in getting a team started near you.



CLICK
HERE TO
REGISTER



**FEBRUARY 13TH, 2025
5:30PM TO 8:00PM
700 N. PINE ST.
HEMLOCK, MI 48626**



Enhance Your Supply Chain with MMA, JAMA, CAMC and GLBMA

Join MMA, the Jackson Area Manufacturers Association (JAMA), Capital Area Manufacturing Council (CAMC) and Great Lakes Bay Manufacturers Association (GLBMA) for a robust discussion on supply chain and how manufacturers are being affected.

Hear insights from the Michigan Manufacturing Technology Center (MMTC) and Adrian Blissfield Railroad on Thursday, February 6, at JAMA's headquarters in Jackson.

Join Us!

Thursday, February 6, 2025

Registration questions: Call 517-487-8542 or e-mail maciejewski@mimfg.org.

Can't attend in person? Contact MMA's Elizabeth Maciejewski, 517-487-8542 or maciejewski@mimfg.org, for details to participate virtually.

Open Enrollment Offered

Beginning Excel

February 7, 14 & 21, 2025
9:00 am to 12:00 pm each day
Virtual class
\$295 p/p



[Register here!](#)

This class will cover the following:

- Explaining the basic concepts of an Excel workbook including navigating in Excel.
- Entering text, numbers, and formulas.
- Working with SUM, AVG, MAX, and MIN formulas
- Cut, Copy, Paste, Format Painter.
- Working with worksheet tabs – renaming, changing tab color, moving, copying.
- Formatting your data
- Relative, Absolute, and Mixed references.
- Conditional formatting.
- Sort, filter and creating a table.
- Inserting a picture, shape, screenshot and the picture format tab.

Students will need access to a computer, internet connection, and Zoom software to participate. For this class, it is helpful to have access to dual monitors to see the class handout and a working screen, but not required.

Intermediate Excel

March 7, 14 & 21, 2025
9:00 am to 12:00 pm each day
Virtual class
\$295 p/p



[Register here!](#)

This class will cover the following:

- Relative And Absolute References
- Goal Seek
- Freeze And Unfreeze Panes
- Page Layout and Printing
- Charts
- Working With Tables
- Groups And Subtotals
- VLOOKUP Function
- Advanced Formatting
- Basic Pivot tables And Pivot Charts

Students will need access to a computer, internet

connection, and Zoom software to participate. For this class, it is helpful to have access to dual monitors to see the class handout and a working screen, but not required.

Advanced Excel

April 4, 11 & 25, 2025
9:00 am to 12:00 pm each day
Virtual class
\$295 p/p

This class will cover the following:

- Managing Workbook Data
- Managing Images and Integrating with other programs
- Analyzing Data with Pivot Tables & Pivot Charts
- Automating Worksheet Tasks
- Advanced Formulas & Functions
- Performing What-If Analysis



[Register here!](#)

Students will need access to a computer, internet connection, and Zoom software to participate. For this class, it is helpful to have access to dual monitors to see the class handout and a working screen, but not required.

Looking for training that might appeal to others in the region? We are happy to find a provider and coordinate training based on need and request. To request any training, please email tblehm@svsu.edu.

The Jackson Area Manufacturer Association has just opened a new educational center in Jackson. They have offered their classes to our members. If you are looking for a manufacturing based training, you may want to consider checking out their current offerings [here](#).

If you would like an on-site class of the Reasonable Suspicion Training, please contact the GLBMA office.

Quality/Safety Special Interest Group (SIG) Meeting

We are currently scheduling the quarterly meetings for this special interest group. **This group will meet in March 19, June 18, September 17, and December 10 in 2025.** We are currently planning that all meetings will be held virtually.

March 19, 2025 | 3:00 pm to 4:30 pm | Virtual

Our first meeting will feature MIOSHA Consultation, Education, and Training Division's Jamie Green. He will go over the current programs that will "Educate Before We Regulate."

Our second speakers is still being secured and will be announced shortly. Please save the date and be sure to register to get the meeting link the day before in the event reminder.

Register to participate [here](#).

If you have any suggestions for speakers or topics in either the area of quality or safety, please contact the GLBMA office at 989-964-2881 or email glbmaorg@gmail.com.

Become the 2025 sponsor of this group today and get your logo here!

Women in Manufacturing Special Interest Group (WIM) Events

2025 current schedule - Join us in February!

We currently have three of our four meetings scheduled for the upcoming year.

February 19 - Painterly Pottery, 923 N. Water Street in Bay City | 6:00 pm to 8:00 pm Cost will be \$20 and [registration](#) is now open. Additional details are available on our website or the registration form.

March 21 - National Rosie the Riveter Day - Michigan Style | Lansing Regional Airport 3:00 pm to 6:00 pm (tentative) | Free to attend | Looking for sponsors! | Complete details can be found [here](#).

May 14 - Crazy Vines Bingo, 37 Saginaw Road in Sanford | 6:00 pm to 8:00 pm Cost will vary based on your project. [Registration](#) is open to reserve a spot. More information on projects will be announced mid summer.

August - To be determined shortly.

November 19 - Studio 154, 67 E Saginaw Road in Sanford | 6:00 pm to 8:30 pm Cost will be \$20 and [registration](#) is now open. Additional details are available on our website or the registration form.

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 let us know.

Become the 2025 sponsor of this group today and get your logo here!



Human Resource Special Interest Group

We are currently scheduling the quarterly meetings for this special interest group.

This group will meet in **April, July, and October** in 2025. A forth meeting maybe added based on the number of topics that may need to be covered based on the ever changing HR landscape.

We are planning that all meetings will be offered both in person as well as virtually when possible. We have also applied for SHRM certification and are looking into HRIC certification for the 2025 meetings.

If you have any suggestions for speakers or topics in either the area of quality or safety please contact the GLBMA office at 989-964-2881 or email glbmaorg@gmail.com.

Rehmann

Partner News

Collegiate DECA seeking Judges for February

Michigan Collegiate DECA is looking for business professionals to act as judges for the upcoming State Career Development Conference. This will be held Saturday, February 8, 2025 at the Doubletree by Hilton Bay City - Riverfront from 8:30 am until about 3:30 pm.

What is DECA? It is a student member organization that prepares emerging leaders and entrepreneurs for careers in Marketing, finance, hospitality, and management in high schools and colleges around the globe.

What is the State Career Development Conference for our Collegiate DECA members? At this leadership conference, the college student get the opportunity to apply real-time thinking to current day scenarios. By judging, you can see the talent of these college and university students. This also allows you to see the talent in action and consider them for future employment or interns. These students come from 14 different colleges and universities across Michigan and from several areas of study. Thank you in advance for volunteering your time, Tanya.

Register to judge [here](#).

Yeo & Yeo Promotes Zaher Basha to Principal

Yeo & Yeo is pleased to announce that Zaher Basha, CPA, CM&AA, has been promoted to Principal effective January 1, 2025.

“Zaher’s promotion to Principal is a testament to his exceptional work ethic, unwavering commitment to his clients, and the positive impact he has made on our team,” said Dave Youngstrom, President & CEO of Yeo & Yeo. “We look forward to his continued leadership and the contributions he will bring to the firm and the Principal group.”

Zaher is a highly valued member of the firm’s Valuation, Forensics and Litigation Support Group, and the Healthcare Services Group, and he is known for his knowledge in valuations, mergers, and acquisitions. With a reputation for exceptional client service, Zaher has been instrumental in major firm projects and continuously drives us to embrace the latest technology to help our people and clients. He is based in the firm's Auburn Hills office.

Yeo & Yeo congratulates Zaher Basha on his promotion to Principal and looks forward to his continued success. Read more [here](#).

Yeo & Yeo Acquires Amy Cell Talent, Launching Yeo & Yeo HR Advisory Solutions

We are excited to share that Yeo & Yeo will acquire Amy Cell Talent, a highly respected firm specializing in HR and workforce solutions, effective January 1, 2025. As part of this exciting transition, Amy Cell Talent will be rebranded as Yeo & Yeo HR Advisory Solutions, becoming Yeo & Yeo’s fifth entity.

Amy Cell, the owner of Amy Cell Talent, will lead Yeo & Yeo HR Advisory Solutions as President. Amy brings an



impressive background and decades of expertise to her role. After starting her career as a CPA, Amy transitioned into HR leadership, holding roles such as Vice President of Talent Enhancement and Entrepreneurial Education at Ann Arbor SPARK and Senior Vice President of Talent Enhancement at the Michigan Economic Development Corporation. Nearly ten years ago, she founded Amy Cell Talent, successfully building a team of over 25 HR professionals and earning an outstanding reputation throughout Southeast Michigan and beyond.

Amy Cell Talent is known for delivering personalized HR, recruiting, and career coaching solutions to hundreds of organizations and individuals throughout Michigan. What truly sets the Amy Cell Talent team apart is their shared commitment to integrity, collaboration, and personal service. Amy Cell Talent is a Gold Resource Partner with the Michigan Council of the Society for Human Resource Management. The firm has earned accolades, including recognition as an Ann Arbor SPARK FastTrack Award winner and a place among Michigan's Small Business 50 Companies to Watch.

As we welcome the Amy Cell Talent team to Yeo & Yeo, we are excited to provide an expanded range of HR services to meet your needs, including:

- Compensation Planning & Benefit Programs
- Employee Onboarding & Offboarding, Engagement, Retention, and Performance Strategies
- HR Compliance & Administrative HR Services
- Policy Development & Employee Handbooks
- Recruiting & Hiring
- Training & Coaching Programs

Midland Business Alliance Annual Meeting: Back to the Business Future!

Get ready to fire up your flux capacitor and join us for the 2025 MBA Annual Meeting at the Great Hall, themed "Back to the Business Future!"

We'll celebrate Midland's business journey through time while looking ahead to a bright and thriving future. Highlights include the Annual Business Awards and recognition of outstanding professionals in our community.

Take a trip through the decades by dressing in the style of the era your company was founded or rocking your fanciest vintage attire. Whether you're channeling the roaring '20s, the swinging '60s, or somewhere in between, come ready to celebrate Midland's business past, present, and future with style!

Thursday, February 13, 2025 | 5 pm - 7 pm | The Great Hall | 5121 Bay City Road
\$100 future members | \$90 MBA members

Let's make history—together! By registering [here](#).

Saginaw County Chamber of Commerce Annual Meeting to be held February 18, 2025

Join us as we highlight the innovations, programs and future of the Saginaw County Chamber of Commerce and present the Ambassador of the Year Award, Chamber Challenge Award, Diplomat of the Year Award and YPN of the Year Award.

Saginaw Valley State University, Curtiss Hall, 7400 Bay Road, University Center, MI
Check-in and networking begin at 11:00 a.m.
Lunch and program 11:30 a.m. - 1:00 p.m.

Registration is required. Register [here](#) or email lisa@saginawchamber.org for availability after the registration deadline.

Refund policy: refunds will be issued up to one week prior to the event.

Bay Area Chamber of Commerce Annual Meeting to be held March 27, 2025

Date/Time:

Thursday, March 27, 2025

5-6pm: Silent Auction, Cash Bar, Networking, & Registration

6-8pm: Annual Meeting, Awards, and Dinner

Award Presentations:

ATHENA Award

Ambassador of the Year Award

Bay Area Energize YPN Award

Business Hall of Fame Award

Heart of the Chamber Award

Leadership Alumni Community Service Award

Cost:

\$75 Per Person or \$600 Table of Eight (8)

Location:

DoubleTree by Hilton Bay City-Riverfront

One Wenonah Park Place

Bay City, MI 48708

Registration and meal selection found [here](#).

Yeo & Yeo Technology Shares Microsoft Updates

Starting January 2025, Microsoft will begin automatically switching users of classic Outlook to the new version. This change will primarily impact Microsoft 365 Business Standard and Premium users, with updates for Enterprise users planned for April 2026.

Key points to note:

- The switch will occur gradually over several months, beginning in January 2025.
- Users will receive in-app notifications before the automatic switch.
- IT Admins can opt out of the automatic switch if not ready for the transition. Instructions for opting out are available [here](#).
- After the switch, users can still toggle back to classic Outlook if needed, but they might automatically be switched to the new Outlook again with a future rollout. Instructions to toggle back are available [here](#).
- Microsoft will support existing installations of classic Outlook through perpetual licenses until at least 2029.
-

We recommend familiarizing yourself with the new Outlook features, including the new interface and productivity tools, and preparing your team for this transition. To learn more, visit the Outlook for Windows page, with frequently asked questions, on [Microsoft's website](#) and refer to the insights [in this article](#) from The Channel Company.

If you have concerns or questions about how this change may impact your specific setup, [contact](#) Yeo & Yeo Technology.

Career/Employment Fairs seeking Manufacturers

(click contact name to email)

January 31 | Saginaw Valley State University Spring University Wide Employment Fair
Noon to 3 pm | Information [link](#)

February 4 | Saginaw Career Complex Skilled Trades Fair | 5 pm - 7 pm | Contact [Ann Marie Batkoski](#) at 989-233-6413 (cell)

February 13 | Mid-Michigan Career & Recruiting Expo 2025 | 8 am to 3 pm

Alma High School | Contact [Jennie Arlt](#) or [Kiley Kocensparger](#)

February 13 | Apprenticeship Night, Bay Arenac ISD Career Center | 5 pm - 7 pm |
Contact: [Tiffany Sheppard](#) at 989-667-3265

March 21 | Spring Fair - Alma College | Contact [Hannah](#) at 989-463-7183

April 11 | St. Charles High School Career Fair | 9 am - 11 am | Contact [Sandy Hart](#) at 989-865-9991

April 29 | Saginaw Heritage High School - Career Exploration & Job Fair | 10 am to 1 pm |
Contact [Sue Hill](#) at 989-399-8066.

May 6 | Saginaw Career Complex Job & career Fair | 8 am - 10 am & noon - 2 pm |
Contact [Ann Marie Batkoski](#) at 989-233-6413 (cell) | Register [here](#).

Grant Funding available for Small Business Works Protection

Small businesses in Michigan with 250 employees or fewer can now apply for a Michigan Occupational Safety and Health Administration (MIOSHA) matching grant up to \$5,000 to purchase equipment and associated training needed to improve the safety and health of their employees.

The MIOSHA Workplace Improvement to Safety and Health (MIWISH) grant program offers a dollar-for-dollar match, up to \$5,000, for qualifying employers to purchase safety and health-related equipment.

For more information about the MIWISH grant program and how to apply, visit michigan.gov/mioshagrants or contact MIOSHA's grant administrator at 269.275.7155.

2025 Michigan Safety Conference

Booth sales are now available for the 2025 Safety Conference. Complete details can be found [here](#).

Rehmann Shares Year-End Planning Hub

Need help in navigating the 2025 Tax Landscape? Click here to read [more](#). Access the Rehmann Year-End Planning hub [here](#).

Michigan State University announces Engineering Events

Career Café: Tuesday February 18th 11am-2pm, Mid- Michigan Day

Located in our engineering building lobby, the career café is a casual networking opportunity to share more about your company's culture, job opportunities, and brand. The event will be open to all engineering students including those seeking co-op/internship and full-time opportunities. We provide snack and beverage to the students who interact with your company reps. 2/18 will feature companies from Lansing, Jackson, and Saginaw Regions. Cost: \$100. Email Nicole Jabour to secure your participation hurley1@msu.edu

Design Day: Friday April 25th 8am-12pm.

Design Day highlights the creativity and ingenuity of our Spartan engineers. Our senior capstone courses along with some non-capstone classes, will be showcasing their projects throughout the hallways on all three floors of the Engineering Building. Find more information here: <https://designday.msu.edu> Cost: Free and Open to the public. RSVP:

Yeo & Yeo shares 2025 Updates

Prepare now for the following payroll changes that will take effect in the coming year, and also consider some actions to take before year-end. See complete brief [here](#).

As year-end approaches, now is a good time to think about planning moves that may help lower your tax bill for this year and possibly next.

This year's planning is extremely important as 2025 is almost certain to bring significant tax changes with it. View Yeo & Yeo CPAs & Advisors' Year End Tax planning [here](#) or visit their Tax Center [here](#).

Michigan's Earned Sick Time Act

In addition to the resource found on the GLBMA.org home page. Here are some additional resources.

[Bay Area Chamber - HB4002 vs. SB15 Comparison Chart](#)

[Yeo & Yeo CPAs & Advisors Guide to Navigating Changes in Michigan's Minimum Wage and Sick Time Regulations](#)

[SBDC 13 things you need to know about the Wage and Sick Leave Act](#)

Michigan Department of Labor and Economic Opportunity

LEO's Mental Health in the Workplace monthly webinar series features discussions around the importance of investing in mental health to build stronger, more resilient workplaces.

Each month LEO offers a Webinar in their series of the Mental Health in the Workplace. These can be viewed [here](#).

Visit the LEO Mental Health in the Workplace site [here](#).

Automation Alley Updates

Integr8 Roundtables

Automation Alley has announced their schedule for the Integr8 roundtables.

February 12 - Artificial Intelligence

March 12 - Cybersecurity

April 9 - Additive Manufacturing

May 8 - Integr8 Mixer

August 13 - Global Trends

September 10 - ICE to EV

October 9 - Integr8 Mixer

Please check the Automation Alley [website](#) for more details on the above events and the international trade missions. This year they will be traveling to SE Asia in May.

AUTOMATE Registration is now open

Complete details available [here](#). Admission is free with event registration.



Michigan Manufacturers Association Updates

MMA 2025 Magazine

MMA | mimfg.org | 517.372.5900 | view current edition of the Mi Mfg Magazine [here!](#)



MMA calendar of events can be found on the GLBMA calendar for 2025 found [here](#).

Need to know - Updates for 2025

R&D Tax Credit Signed into Law

MMA driven legislation to establish a state-based Research & Development (R&D) Tax Credit was signed into law this week by Governor Gretchen Whitmer (along with MMA's Mike Johnston, pictured far left, and John Walsh, far right, with the Governor and Lt. Governor Garlin Gilchrist II).

Innovation is the key to growth for manufacturing, the state's largest and most critical sector and MMA has fought for decades to achieve this credit, which increases our competitiveness and will attract new jobs and investment opportunities to Michigan.

Earned Sick

The House Select Committee on Protecting Michigan Employees and Small Businesses unanimously approved House Bill 4002 (Representative Jay DeBoyer, R-Clay), to make critical changes to the Earned Sick Time Act (ESTA) which is set to subject Michigan employers to the most costly, onerous, and litigious paid leave mandate in the nation on 2/21/25.

[Urge your legislators to support House Bill 4002 and to move this bill before it's too late.](#)

More information about the taxable wage base can be found at Michigan.gov/UIA.

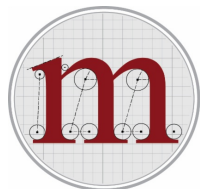
We welcome your company updates and events but ask that they be ready to cut and paste to ensure that data transfer is correct and no errors occur. The GLBMA policy is to share items that align with manufacturing in our newsletter. The GLBMA reserves the right to correct any grammatical errors prior 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 around the 15th of each month, items must be received no later than the 12th 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



Warner Norcross + Judd



design build • general construction • construction management





Great Lakes Bay
**MANUFACTURERS
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Great Lakes Bay Manufacturers Association | 7400 Bay Road | University Center, MI 48710
US

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