

Aug 2016

From the President

-James Shoemaker, Jr.

Hello! I hope our second newsletter installment finds you and your workforce enjoying a prosperous second quarter.

Now that we're through the spring rush, nearly through the summer heat, and preparing for a busy fall, I find much to be excited about within the CMMA:



- Our 2016 Golf Outing was very successful. We had 143 attendees and raised over \$8,800 for scholarships for area youth interested in manufacturing.
- Our Special Interest Groups (SIGs) continue to grow and offer valuable resources for our membership in the areas of Human Resources, Safety, Quality, and Education. Best practices are being shared, savings on training, consulting, and other cost-shared activities make being a member of a CMMA SIG more worthwhile than ever!
- Two new SIGs are about to be added: the Accounting SIG and the Supply Chain SIG.
- Membership is up! Word is catching on that the CMMA is a great place to meet other manufacturers and associated businesspeople who are serious about improving their organization's profitability, attracting a qualified workforce and supporting the surrounding community.
- Several local organizations have expressed interest in becoming premier sponsors. More resources means more benefits to members!
- The engagement of manufacturers in Clare and Gladwin counties is exciting. The block party plant tours in Gladwin on September 15th and the tour at Case Systems on November 10th, give us something to look forward to — more like-minded businesspeople for networking, sharing ideas, and creating alliances.

The progress we've made in the last 5 years is something to be proud of. Let's work to keep the momentum going!

Enjoy the rest of your summer/fall, travel safe and work safe.

James W. Shoemaker, Jr.

President

UPCOMING EVENTS:

**Best Practices
"Block Party"**

Gladwin

Roll Rite

E & D Engineering

D & W Fine Pack

September 15

**Best Practices
Tour**

Midland

Case Systems

November 10

From the Executive Director

-Harry Leaver

A number of you probably remember the picture of Uncle Sam pointing his finger at you with the caption **"Uncle Sam Needs You"**. My message to you today is somewhat similar **"Your CMMA Needs You"**. Many of you are probably scratching your heads with this message since you are already members. My point is that joining is only the first step in the process. It's kind of like registering to vote, listening to your friends talking about candidates and issues, and then not getting out and actually casting your own vote. We encourage you to become more actively engaged. Your voice, your ideas, your participation are the keys to moving the CMMA to the next level.



There is no doubt that the Best Practices tours and networking opportunities, like the annual golf outing, are events that many of you really enjoy. We all agree. They are very interesting and most of us walk away having experienced at least one "Ah Ha" moment during a tour or reflect back on a conversation had or a new acquaintance made. These tours and events are part of the fabric of the CMMA.

In addition, the Special Interest Groups (SIGs) continue to produce great results. Examples include the Supervisor Training programs, annual Safety Awards and the MIOSHA Alliance and Career Technical Education program support. A number of e-mails from President Shoemaker and I have been sent out over the past couple of months as we are looking for volunteers interested in participating in two more SIGs, one focused on Accounting and the other on Purchasing/Procurement. These topics have been selected based on requests from some of your fellow members.

Recognize, the CMMA is a membership based organization. The voices of the members guide the direction of the organization. We need your help through becoming involved or by providing us with your thoughts and ideas about challenges and opportunities that you recognize. If it affects you, it is pretty safe to believe it affects other businesses as well.

Bottom Line: The "Value Proposition" offered by the CMMA is a compilation of the thoughts, ideas, and initiatives supported by the membership. If we are going in a direction different from where you think we should be going, you need to talk to us and share your thoughts. And, of course, get involved

Regards,

Harry Leaver

Executive Director

Premier Sponsors

Platinum



Platinum



Platinum



Gold



Silver



6th Annual Scholarship Golf Outing



Our annual golf scramble was a huge success! Thank you to all who came out and supported our manufacturing scholarships. We're delighted to announce that due to the high turnout and number of sponsorships, we will be able to raise the scholarship amounts for next year's recipients to \$2,500 each.

This year's scholarship winners were Alex Dysinger and Jack Kea. They were each presented with a check at a dinner following the scramble at Maple Creek in Shepherd.

Thank you for supporting the



Dear CMMA Members,

Thank you so very much for awarding me with this scholarship. It is greatly appreciated and the money will definitely be very helpful in my journey to becoming a successful engineer. It is quite a lot of money and will all be used for the things that I mentioned in my application. Thank you very much once again!

Sincerely,
Alex Dysinger



Special Interest Groups (SIGs)

Education SIG

The CMMA Education Special Interest Group meets monthly, averaging 25 attendees, including representatives from manufacturing firms, Mid Michigan Community College, and CMU. District and RESD superintendents, together with economic development personnel round out the list.

The vision of the group is to support Central Michigan Industries by consistently and effectively informing and engaging our youth, their parents, and educators in promoting skilled trades career opportunities available in the Central Michigan region.

Current projects:

Rotating industry tours/open houses: Morbark is scheduled to hold one concurrent with Manufacturing Day.

Junior Achievement: Continue to promote Junior Achievement as a way to get industry personnel in front of students.

CTE/Co-Op Job Placement: The Roundtable is monitoring the pilot rotating co-op program currently being run from Clare High School, with the goal of implementing a similar program RESD wide in Gratiot and Isabella counties.

MMCC Pre-Apprenticeship Program: Working with MMCC personnel to refine curriculum for a post high school/dual enrollment program that would serve as an entry point for a regional apprenticeship program. Implementation is targeted for fall of 2017.

Eighth Grade Orientation Career Fair: The SIG will identify and recruit manufacturers to attend local eighth grade orientation sessions, as a way of increasing the visibility of manufacturing to students and parents.

Finally, it is with regret that we say good-bye to Alma Schools Superintendent Sonia Lark, who has accepted a position in Paw Paw. Sonia has been an active member of our Education SIG for years, and was instrumental in several of our projects, including the Eighth Grade Orientation presence and the Junior Achievement promotion. She is a true friend to industry in general, and manufacturing in particular.

Bill Henderson & Dawn Thomas

Co-Chairs, Education Special Interest Group

Safety SIG

The CMMA Safety SIG has now grown to 12 members. We currently meet once a month at a different member's facility each month.

The CMMA Safety SIG, in partnership with the MIOSHA Alliance, will be sponsoring a training for supervisors the fall. Training will be done by Brian Kellogg, Senior Safety Consultant from the MIOSHA Consulting and Training division. Brian is an excellent trainer and always brings real-life knowledge to the training. The training will cover supervisors responsibilities regarding safety.

Be sure to watch your e-mail for this upcoming event!

Eldon Sprague

Chair, Safety Special Interest Group

Special Interest Groups (SIGs)

Quality SIG

We are currently in the process of “Re-Launching” the Quality SIG. One of the main goals is to restructure the SIG in order to reach a broader audience of CMMA members. There will be a place and benefits for all members. A place for the advanced quality professional and for those interested in starting or enhancing their quality programs.

Quality is important to all manufacturing companies, no matter the size or how long they have been established. A balanced quality system will add value to any company by improving the product, reducing rework, increasing customer satisfaction, increasing profits, and raising employee morale.

We will begin by focusing on the following initiatives as we “Re-Launch” the Quality SIG

1. Reconnecting & recruiting members for the Quality SIG
2. Revising the Quality SIG Charter to better meet the needs within the diversity of member companies
3. Communicating / Educating the value added benefits of having a quality program and participating in the Quality SIG

Whether you are an advanced ISO / AS / NADCAP certified company or just interested in the benefits of starting a quality program, there is a place for you! Join us!

For more information, call 989.231.675.7527 ext 1337 or email brians@avalonpontoons.com

Brian Sheets

Chair, Quality Special Interest Group

Human Resources SIG

The HR SIG is looking to expand its reach into the community to bring in experts in areas of the HR discipline to join our SIG and help us with planning activities that will help each CMMA member company. This way we should have plenty of volunteers to get things done. Below are suggestions of disciplines we are considering as we expand our HR SIG;

1. Government – MI Works, UIA, Economic Development
2. Benefits – Health, Ancillary
3. Wage & Benefit – Annual Surveys
4. Community College
5. Legal – Employment Law
6. Mfg. Supervisor
7. Mfg. Manager
8. Michigan Manufacturers Association (MMA)
9. Workforce Engagement – Generational Differences, Company Culture
10. Talent Acquisition

The role of these experts would be to help our SIG stay on top of current and future changes as well as provide some creative methods/education in these HR disciplines for us to consider. Then collectively we would decide on methods to promote this knowledge to our CMMA members.

For more information, please contact Brian Pickelman at brian.pickelman@morbark.com.

Thanks,

Brian Pickelman

MEMBER SPOTLIGHT:

LEGEND MANUFACTURING



Legend Manufacturing, a family owned company founded by brothers Nathan and Jason Beck, was conceived about fifteen years ago. The brothers were initially involved in the trailer industry as dealers and realized there was a significant disconnect between what the customer wanted and what manufacturers were willing to provide. As Nathan became more frustrated with this “disconnect”, he eventually decided to form Legend Manufacturing. He said, “Our family reputation and determination to supply the best products led us to cut our own path and begin manufacturing our own trailers.” Jason further explained, “Legend continues to prove that consumers, given the choice, prefer to have a quality product from a company they trust.”

Just a few years ago Legend Manufacturing purchased a former Wal-Mart facility in Alma, Michigan in order to expand their growing enterprise. The management team repurposed and expanded nearly 150,000 square feet of space to become their new center for the production of high quality aluminum and steel trailers.

Nathan Beck remarked, “We connected with Don Schurr of Greater Gratiot Development. Don listened to our business plans, including our desire to have a positive community relationship.” All the Gratiot county governmental leaders were certain that Legend was an excellent addition to the community.

Recently, the owners have brought-in some new, experienced leadership to their management portfolio. Early in 2016 the company hired a veteran President to assist the brothers continue their pattern of growth. Charles Lange comes to Legend with more than thirty years of executive level experience. He is focused on implementing new protocols which will enhance operational efficiency (lean manufacturing, etc.) and improved quality systems (such as ISO certification).

One thing is for certain, Legend is not building another “me-too” trailer. They’re producing a superior trailer with smart and affordable price points. The company employs a very good team of tradesmen including fabricators, welders, carpenters, electricians and assemblers. Legend continues to add workers to their existing team. A second shift is in the plans for the future.

Legend’s future is bright. The executive team is selective in adding quality-minded dealers to their family of business partners to assure the best outcome for their Legend trailer customers. The corporate philosophy since its inception has been encapsulated in its motto, “Buy it for Looks, Keep it for Life.”

Additional contact information: www.legendmfginc.com or call 989-227-0800

*Business is easier
when we work together*

For more information about the Central Michigan Manufacturers Association or to become a member, visit www.centralmichiganmanufacturing.org or email us at info@centralmichiganmanufacturers.org