

From the President

-Bill Henderson



Happy New Year! I hope everyone had a great holiday. The CMMA board has been active since our last meeting at Garr Tool (for those of you who were unable to attend, you missed not only a world class facility, but also unparalleled hospitality on the part of John Leppien and his team). In a board meeting on a snowy December day, we welcomed new members John Foote of Morbark, Brian Sheets of Avalon/Tahoe, Amanda Glazier of Padnos and Kelly Wehner of Case Systems. Jim Shoemaker and Dawn Thomas agreed to stay on as Emeritus members, which increases the board size to thirteen. The officers for 2018 are James Briggs, Treasurer (Grand Traverse Container), Dawn Thomas, Secretary (Michael D Thomas Agency), Bill Quakenbush, Vice President (Bill's Custom Fab), and myself (Aircraft Precision Products) as President. Jim Shoemaker and Mike Goin declined to continue in the President and Vice President positions, although each of them agreed to remain on the board. Rounding out the board are John Miller (J.D. Metalworks), Don Schurr (Apex Wind Energy) and Chris Hammond (Mid Michigan Community College).

This action represents the first change in CMMA officer positions since the original board was seated in 2011. Jim Shoemaker guided the organization through its formative years, which included adoption of by-laws, 501 c (6) incorporation and the hiring of a director. Under his watch membership exploded from 15 initial companies to 90 and growing. The Special Interest groups, a signature feature of the CMMA, sprang from Jim's vision. It's important to recognize that Jim, with the support of Lon Morey, generously supported the CMMA in its early years with Morbark resources and later was the driving force behind its subsequent metamorphosis into the independent organization it is today. By the same token, Mike Goin, as second in command, was always highly engaged in the organization. Working with Dawn Thomas and in the early years Chuck Daniels, he built a fundraiser event that is the model of how a successful golf outing should be run. This annual outing makes the CMMA Manufacturing Scholarships, another signature feature of our association, possible.

Please join me in thanking Jim and Mike for their many outstanding contributions to our organization. Without them, the CMMA, if it were to exist at all, would be a shadow of what it is today. Bill and I have some big shoes to fill. Fortunately, thanks to our outstanding members, board, Executive Director and Mid Michigan Community College partnership we have outstanding resources to draw upon.

Bill Henderson

UPCOMING EVENTS:

**Associate Member
Block Party**
Mt. Pleasant
February 22nd

Best Practices Tour
St. Louis
Powell Fabrication
Integrity Fabrication
March 21st

From the Executive Director

Harry Leaver

In our last newsletter, I talked about the need for us to re-embrace apprenticeships as a way of developing a pipeline of skilled workers for today and the future. Apprenticeships are typically associated with skilled trades type of jobs. While apprenticeships can provide us with a long-term solution



in the skilled trades area, they will not address the shortfall in other areas of our businesses.

What do we do about addressing skilled employees in the other areas of our businesses? Many businesses don't plan for the future in areas such as engineering, finance, supply chain management, scheduling, human resources, marketing, quality and other disciplines. Have you considered hiring interns or co-ops as a way

to address these shortages? If the answer is no, you should reconsider. Interns are typically motivated smart college students. Bringing these individual into your business while they are in school offers some key benefits.

- You have a chance to observe them and make sure they are a "Fit" for your business culture
- You have a chance to "Ground" their education in real world applications
- You have a chance to get them connected with your business increasing the likelihood they will stay in our region after graduation
- And, an appeal to the students is that they can have some certainty about a job once they graduate

We have great resources in our region that can fill the needs. Mid Michigan Community College and Central Michigan University have some incredibly talented students that are very interested in working with you in this area.

The CMMA is happy to help you in making the connection with both of these institutions. And, we will get answers to any questions you may have.

Best regards,

Harry Leaver

Premier Sponsors

Platinum



Platinum



Platinum



Platinum



Platinum



Gold



Silver



Silver



From Our Premier Sponsors

Consumers Energy

Powering Michigan Manufacturing with Talent and Economic Development

From providing programs and rebates that help businesses save energy and money to offering economic development services that keep new and expanding businesses growing, Consumers Energy is committed to powering manufacturing in Michigan. Now, we're adding talent development to the mix.

Developing a Skilled Workforce

In October, we expanded our efforts to help Michigan businesses broaden their talent sources and hire workers better-skilled to meet critical short- and long-term employment needs. Developed in collaboration with the U.S. Chamber of Commerce Foundation, the Michigan Talent Pipeline Management (TPM) Academy is the first of its kind in the nation.

The inaugural session features 20 leaders and CEOs from Michigan organizations who work with business and industry professionals. Mid-Michigan attendees include Kristin Wenzel from Great Lakes Bay Michigan Works! and Kathy Conklin from Saginaw County Business & Education Partnership.

Academy graduates will go on to support businesses by applying the TPM methodology to address the hardest-to-fill job openings. These graduates will also form a network of professionals promoting continuous improvement, sharing effective strategies and improving business talent solutions. For more information on the TPM Academy, visit ConsumersEnergy.com/mitalentarchitecture.

"Employers across the nation are waking up to the fact that they need a more sophisticated approach to managing their talent pipeline to be successful in closing the skills gap," said Jason Tyszko, executive director at the U.S. Chamber of Commerce Foundation's Center for Education and Workforce. "Michigan is leading this effort, where we are collaborating with Consumers Energy to launch our first ever state-based Talent Pipeline Management Academy."

The TPM methodology was developed by the U.S. Chamber of Commerce Foundation, and provides training in proven supply chain management methodology already used in many industries, but applies those principles to talent acquisition and development.

Consumers Energy successfully used the TPM methodology in 2015, when it identified a clear need for skilled electric and natural gas line worker positions. We projected its demands and identified required competencies. We also expanded training partnerships with preferred providers for electric line workers and a veteran-specific training program, in conjunction with its union, resulting in 100 qualified hires over two years.

Let's Do Business. Together.

Additionally, we offer services to help your business grow and expand. They include:

Energy Efficiency Incentives: We offer rebates for current and planned energy efficient equipment and buildings and can assign a no-cost energy advisor to maximize energy efficiency incentives. Learn more at ConsumersEnergy.com/mybusiness.

Energy Rate Reviews: We'll review your electric and natural gas costs and recommend the best rate option. Learn more at ConsumersEnergy.com/ratesbiz.

Energy Engineer Services: We offer virtual and onsite [engineering services](#) tailored to your business' energy needs.

Utility Infrastructure Mapping: If you are considering expanding or relocating, our detailed maps show the location of pipes and wires to help your business make better decisions and help service providers understand how best to serve your site.

Certified Energy Ready Sites: Be confident the site you choose can serve your business' energy needs. Our Energy Ready site inventory includes key utility infrastructure information. The Gratiot Area Industrial Park is one of several Energy Ready sites in the Lower Peninsula.

New Construction Incentives: We offer highly competitive [new construction incentives](#) to reduce or eliminate upfront energy infrastructure costs.

Let Consumers Energy build a customized proposal to help your business grow and thrive in Michigan. For more information, visit ConsumersEnergy.com/econdev



Mid Michigan
Community College



Training for Employees & Company Leaders

CONTACT US TODAY!

Harrison Campus: (989) 386-6614
Mt. Pleasant Campus: (989) 317-4612 Ext. 279

   midmich.edu

We **helped 54 companies**
secure more than **\$2.5 million** in
skilled trades training funds
since the beginning of 2016



Contact us today for help with
your talent needs!

**MICHIGAN
WORKS!**
Great Lakes Bay Region

www.michiganworks.com
1-800-285-WORK (9675)

A proud partner of the AmericanJobCenter network
Michigan Works! is an equal opportunity employer/program. • Auxiliary Aids Services are available upon request
to individuals with disabilities. Michigan Relay Center dial 711. • Supported by the State of Michigan.



GA General Agency Company

Insurance since 1915

Knowledgeable. Committed. Trusted.

525 E Broadway St, Mt Pleasant MI 48858 • 989-773-6981 • www.ga-ins.com

From Our Premier Sponsors

GENERAL AGENCY COMPANY

A Crisis Plan for Your Business!

Each potential crisis is as unique as the business it could happen to. Google defines crisis as “a time of intense difficulty, trouble, or danger.” Location, operations, personnel, business plans, and other factors can have a significant impact on what a crisis means to you and your business.

While it may be the last thing you want to focus on as you work to serve and meet your customers' needs, you should plan for a crisis, as it will ensure your business will be around long-term.

To begin your crisis plan, start with one of the most common crises for businesses that have a physical location—a fire. What is at risk if a fire completely destroys the building?

- Priority number one is human life. Do you have an escape plan? Have you communicated it to all your employees, and is it posted for customers should they need it?
- If your building is destroyed, all the information you have there will be lost. Do you have important information stored in a secondary location so you can access it in a crisis? Employee contact information, financial information, key operating information, tax documents, vendor information, and customer information are all examples of important information that should be backed up at a secure secondary location.
- You should have property insurance with full building replacement cost coverage, so you can rest easy knowing your building and contents will be replaced by your insurance company. In addition, business income coverage can be added to your property policy to pay for continuing expenses and income while your business is being repaired.

Once you have a crisis plan in place for one type of emergency you can adapt it for others: such as weather-related crises, active shooter, chemical spill, employee fatality, and many more. If your business has key employees, would losing one of them be a crisis? If your answer is yes, that would require the development of another type of crisis plan.

Having multiple locations, more than one supply chain, a secure back-up system, a diversified and cross-trained team, internally transparent operating procedures, and open lines of communication are all things that could help in the time of a crisis, but nothing ensures your business will survive a crisis more than planning ahead. If you are in need of someone to come and visit your location/s and determine what a crisis plan may look like for your business please call Nate Weisenburger at the General Agency Company at 989-817-4271. We wish you all a very prosperous and very safe 2018!



Your Business Saves With Energy Efficiency Programs.

Start Here

Consumers Energy Count on Us®



Since 1903, we have been committed to serving the local banking needs of our communities. Over the years, our products and services have evolved to fit the changing banking needs of our customers, but our core values as a community bank have not changed.

ISABELLA BANK
bank local, bank anywhere

Member FDIC
#isabellabank.com 800.651.9111



CMMA
Central Michigan Manufacturers Association

CMMA
SIGS

GET INVOLVED!
JOIN A SIG!

From Our Premier Sponsors

Mid Michigan Community College

Over three years ago, Mid Michigan Community College (MMCC) representatives collaborated with regional leaders in the manufacturing field to receive input on building a relevant training program. The input and subsequent generous donations of thermoforming equipment from this group of local business leaders led to the development of Mid's Plastics Engineering Technology (PET) Program.

Mid continues to evolve manufacturing-related program offerings, which recently led to the launch of the Advanced Integrated Manufacturing Program (AIM). From logistics to marketing and plastics engineering technology to business management—the AIM Program allows students to discover their passion while exploring the many facets of the manufacturing field.

Students learn how to build the tools of the future and expand their skills—increasing their personal value to local employers. This program kicked off during the fall 2017 semester and has received great interest and impressive first-year enrollment.



The AIM program offers short-term training, a one-year certificate, an associate degree, and a number of transfer pathways for students looking to pursue bachelor degrees or beyond. AIM students will select an area of emphasis to complete their Associate Degrees—plastics technology, welding, or machining. In this way, the current Plastics Engineering Technology program, its curriculum and equipment, will fold into the new AIM program rather than being a standalone.

“We’re enthusiastic about AIM and the range of students and interests that it attracts,” says Shawn Troy, Dean of Occupational Studies. “Given the significant role that manufacturing plays in our communities, the College is dedicated to preparing the future leaders of those industries.”

For more information about Mid's AIM Program, visit midmich.edu/aim or contact Shawn Troy at stroy@midmich.edu or (989) 386-6622 x 658.

MEMBER SPOTLIGHT:

ROLL-RITE



Roll-Rite began in 1978 as a small custom metal fabricator in northeastern Gladwin County. By 1991, with 25 employees, the company incorporated and patented its first electric tarp system, and committing to offering the best truck tarps in the country. In 2001, the company began manufacturing gears for their specially engineered gear driven electric tarp motors, allowing increased quality control to deliver a reliable, precision tarp system. Now, assisted by State of Michigan export programs, Roll Rite has since grown its customer base and ships products around the world including Canada, United Kingdom, Europe, Australia, and Singapore.

In the fall of 2014, Roll-Rite relocated their operation to the City of Gladwin. CEO Brad Templeman announced to our distributors and the transportation equipment OEMs, “Our decision to relocate to a larger facility aligns with Roll-Rite’s strategic direction to expand our geographic reach and strengthen our application scope in designing and manufacturing state of the art automated tarp systems for the global heavy duty trucking industry. ”With increased research & engineering capabilities and additional manufacturing capacity, Roll-Rite strengthens its commitment to provide innovative systems that reliably contain and protect payloads, create a safer work environment for drivers, and maximize customer’s return-on-investment through reduced cost of ownership and increased revenues.

Templeman emphasized, “The future and real strength of our business is driven by our approximately eighty (80) dedicated and skilled staff each and every day.” With Roll-Rite headquarters and manufacturing operations in the 68,000 sq. ft. facility and our 18,000 sq. ft. research & engineering in Gladwin along with recent acquisitions in Connecticut and California Roll-Rite has expanded to now include seven (7) locations within the United States have given the company a stronger foundation to accelerate its growth in North America.

Roll Rite’s 27 year attention to creating value for its customers, investing in advanced technologies, developing reliable products to meet the application requirements within the construction, agriculture and waste & recycling markets and driving a culture of ongoing continuous improvement have been the cornerstone of it becoming a recognized global brand.

Roll Rite works with Michigan Works! Region 7B and the Gladwin County Economic Development Corporation (EDC) to recruit talent, offer plant tours, arrange co-ops and internships provide employee training and recently began the process of offering Registered Apprenticeships. Roll Rite also works with STEM, Mid-Michigan Community College, Gladwin and Beaverton area schools offering co-op and internships to promote an interest in manufacturing. After joining CMMA, Roll Rite began sharing its successful business practices by showcasing its production practices. The Gladwin County Leadership Program participants toured and learned how Roll Rite impacts its employees, Gladwin County and customers world-wide.

CMMA Special Interest Groups (SIGs)

Education SIG

The CMMA Education Special Interest Group meets monthly, averaging 25 attendees, including representatives from manufacturing firms, Michigan Works! and Mid Michigan Community College. 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:

- **SME PRIME:** The Education SIG has agreed to embrace and promote implementation of SME Partnership Response In Manufacturing Engineering programs with the Gratiot/Isabella and Clare/Gladwin RESD's. A steering committee consisting of manufacturers and educators is currently being formed.
- **Rotating industry tours/open houses:** J. Ranck Electric is again hosting a career event on March 15. The G-I Tech Mt. Pleasant Campus will again host an open house on February 8th, and will feature a career fair, with area manufacturers highlighting career opportunities, on May 11th.
- **CTE/Co-Op Job Placement:** The Gratiot/Isabella and Clare/Gladwin Technical Centers have been using an online Work Based Learning (Co-op) request survey for area businesses.
- **Educator industry tour:** The RESD Superintendents have expressed interest in promoting and expanding the summer educator business tour, building on the success of the program the last three summers. Some districts provided compensatory stipends for participating teachers.

Future projects:

- **Morey New Tech School:** Work continues on the New Tech project based learning facility in the former Morey Middle/High School building in Winn. Chartered by Bay Mills Community College in partnership with the Morey Foundation, the facility is scheduled to open in the fall of 2018. As the planning process proceeds, the Education SIG will act in an advisory capacity for the school.
- **Manufacturing Careers promotional brochure:** Jim Wheeler of Greater Gratiot Development is heading a project group to develop a brochure for handout at career fairs and factory tours promoting careers in manufacturing.
- **Regional Apprenticeship Program:** Discussion with Department of Labor personnel and MMCC are ongoing.

Bill Henderson
Aircraft Precision Products
Education SIG Co-Chair

Executive Roundtable SIG

We are off to a great start for 2018. The Executive Roundtable group had their first meeting of the year on January 10th at Bucks Run. Representatives from 22 member companies participated. The meeting included a very well received presentation from Saginaw based Holt Management. The focus was on building value in your business, whether you are planning on retiring and selling your business, preparing to transition to the next generation or simply want to structure your business for long-term growth and sustainability. The presentation was well received by all in attendance.

The combined group identified topics of interest for future meetings. These include: Strategic Planning, bringing in an Economist, Succession Planning, Financial Methodologies and best practices and Interns/Co-Ops/Apprenticeships.

Dates for future meetings for the rest of this year will be solidified shortly so everyone can get them on their calendars.

Harry Leaver
Executive Roundtable Co-Chair

CMMA Special Interest Groups (SIGs)

Safety SIG

Greetings from the Safety SIG!

Welcome to a new year. Hard to believe 2018 is already here. We performed an audit at the MMCC Tech Center in December. We compiled a list of items for them to help improve their Safety for their students. Looking forward to working with them. We will be making calls shortly to gather your Safety Information. Safety Awards will be given out again this year. We are also due to renew our Alliance with MIOSHA. So stay tuned for more Safety Training opportunities. We have had two more companies join our SIG. We are now 15 company, 19 members strong. Looking forward to this new year and meeting the CMMA Safety needs.

Rocky Dowell
American Mitsuba
Safety SIG Chair

HR SIG

These are the top items HR SIG has been up to:

- Jeff Clark stepping down as Chair - Lori Fassett incoming Chair effective January 2018
- HR SIG Liisterv is in place and utilized often in sharing of best practices among group members.
- Customer Service/Supervisor/Leadership training opportunities. HR SIG is working with Greg Sieszputowski and Scott Govitz from Mid Michigan Community College on customized training sessions that would benefit all levels of management in manufacturing.

Lori Fasset
MMCC
HR SIG